Occupational Wage Survey
Seventh Round

REPORT ON TEA PROCESSING INDUSTRY

सत्यमेव जयते

GOVERNMENT OF INDIA

MINISTRY OF LABOUR & EMPLOYMENT

LABOUR BUREAU
CHANDIGARH/SHIMLA

OCCUPATIONAL WAGE SURVEY SEVENTH ROUND (2017)

REPORT

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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 Tea Processing Industry presents statistics on Employment Structure, Wage Rates, Dearness Allowances and Average Daily Earnings by Occupation and Industry/Stratum. The Report also partially meets the obligations under Article 8 of Part-II (Average Earnings and Wage Structure & Distribution) of the ILO Convention No. 160 on Labour Statistics. I hope that the data presented in this Report would be useful to the users.

I take this opportunity to express my gratitude to all employers and employees of the Tea Processing Industry at different places for extending their whole hearted cooperation enabling Labour Bureau in timely collection of data. The officers and staff of the Bureau also deserve praise for the hard work put in by them in the planning and execution of the survey as well as in preparation of the present Report. I would also like to thank the Chairman and the members of the Technical Advisory Committee, constituted by the Ministry for examining the various technical aspects of OWS, for providing useful inputs in the finalization of the report.

Suggestions for further improvement in the OWS reports are welcome.

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

Chandigarh
April, 2018

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MAIN FINDINGS OF THE SURVEY

The important findings of the Occupational Wage Survey conducted for the Tea Processing Industry are given below.

INTRODUCTION

1. **The survey covered Tea Processing Industry under the seventh round of the Occupational Wage Survey.**

2. **The field work for Tea Processing Industry was carried out during April, 2017 to September, 2017.**

3. **Information was collected from 129 sample units, which accounted for 13.40 percent of the total units (963) in the frame.**

STRUCTURE OF WORK FORCE

4. **The total number of workers in Tea Processing Industry is estimated to be 1.50 lakhs. Out of these, 1.42 lakh workers are manual workers (94.59 percent) and remaining 0.08 lakh workers are non-manual (5.41 percent).**

5. **Out of total manual workforce of 1.42 lakhs, Assam has maximum share (67.31 percent), followed by Tamil Nadu (12.94 percent), West Bengal (8.95 percent), Residual (6.55 percent) and Kerala (4.25 percent).**

6. **Out of the total 1.42 lakh manual workers in Tea Processing Industry, a vast majority of workers i.e. 76.85 percent were men and remaining 23.15 percent were women. Assam Stratum had the highest percentage of men workers i.e. 83.10 percent and Tamil Nadu Stratum had highest percentage of women workers i.e. 55.74 percent.**

7. **All workers in Tea Processing Industry were employed by the time-rated system of payment.**

8. **The highest percentage of total work force was employed as Helper (62.18 percent), followed by Picker Coolie and Packer with shares of 6.25 percent and 5.21 percent respectively.**

WAGE RATES AND DEARNESS ALLOWANCE

9. **The overall average daily wage rates of men and women workers in Tea Processing Industry were Rs. 178.54 and Rs. 182.94, respectively, whereas for all the workers it worked out to be Rs. 179.55.**

10. **At the stratum level, the highest average daily wage rate was reported in Kerala (Rs. 343.05) whereas, the lowest average daily wage rate was reported in Assam stratum (Rs. 145.08).**

11. Out of the total 31 occupations reported in Tea Processing Industry, the average daily wage rate of women workers was higher than that of their men counterparts in 9 occupations, viz. Helper, Sweeper, Chest Maker/Packer, Tea Sorter, Fermenting Room Attendant, Picker Coolie, Roaster/Tea Drier, Roll Breaking Machine Attendant and Stove Attendant/Stoker.

12. **In Tea Processing Industry, the highest average daily wage rates were reported at Rs. 349.46 in Turner, followed by Rs. 345.39 in Fitter and Rs. 344.54 in Driver occupations, respectively. The lowest average daily wage rates were reported at Rs. 140.05 in Helper, followed by Rs. 140.43 in Coolie/Mazdoor and Rs. 168.36 in Sign Maker occupations, respectively.**

13. The percentage change in real wage rates in the seventh round (2016) stood at 12.35 percent as compared to 20.86 percent in the sixth round (2004).

14. Dearness allowance as a separate component of wages/salaries was paid in 73.83 percent of units covering 30.07 percent of the workers in Tea Processing Industry.

PAYROLL EARNINGS

15. The overall average daily earnings of men, women and all workers in the Tea Processing Industry worked out to Rs. 205.81, Rs. 207.94 and Rs. 206.30, respectively.

16. The earnings of women workers were more than that of their men counterparts in 8 occupations, viz. Coolie/Mazdoor, Chest Maker/Packer, Tea Sorter, Fermenting Room Attendant, Picker Coolie, Roaster/Tea Drier, Roll Breaking Machine Attendant and Stove Attendant/Stoker.

17. The highest average daily earnings of all workers were reported at Rs. 364.51 in Kerala Stratum, followed by Rs. 299.41 in Residual Stratum. The lowest average daily earnings of all workers were reported at Rs. 176.48 in Assam Stratum. The highest and lowest average daily earnings of women workers were reported at Rs. 346.09 and Rs. 155.80 in Kerala Stratum and Assam Stratum, respectively. In case of men workers, the highest average daily earnings were reported at Rs. 385.97 in Kerala Stratum, followed by Rs. 306.53 in Residual Stratum, whereas, the lowest average daily earnings were reported at Rs. 180.68 in Assam Stratum.

18. The highest average daily earnings of Rs. 384.25 was reported for Tea Blender, followed by Mechanic (Gen) (Rs. 381.29), Fitter (Rs. 360.22) and Driver (Rs. 353.27). On the other hand, the lowest average daily earnings were reported for Coolie/Mazdoor (Rs. 137.51), followed by Helper (Rs. 172.51), Sign Maker (Rs. 205.62) and Miscellaneous (Rs. 218.20).

19. The average daily earnings of time-rated workers were recorded at Rs. 206.30. None of the units reported piece-rated system of payment.

20. Basic wages and dearness allowance accounted for about 83.24 percent of total average daily earnings.

21. The average daily earnings of about 53.78 percent of workers were in the range of Rs. 100.01 to Rs. 175.00 per day.

22. The percentage change in real earnings during seventh round (2016) stood at 12.82 percent as compared to 3.02 percent in the sixth round (2004).

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CHAPTER–I
INTRODUCTION

1.1 GENESIS OF THE SURVEY

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

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

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

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

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

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

1.2 OBJECTIVES OF THE SURVEY

The main objectives of the survey are:

a. To obtain data on different components of pay roll earnings for different occupations for scientific studies of inter-industry and intra-industry differentials in earnings in Plantation, Mining, Manufacturing and Service Sector Industries; and

b. To obtain occupation-wise data on employment, wage rates and dearness allowance for building up weighting diagram for Wage Rate Index Numbers.

On lines of above objectives, the present report on Tea Processing Industry has been prepared.

1.3 SELECTION OF INDUSTRIES

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

a. That the industry belonged to the organized sector,

b. That the industry had an importance in the National Economy; and

c. That the industry had significant share of employment in the organized industrial sector.

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

1.4 SCOPE AND COVERAGE

The scope of the Occupational Wage Survey for Tea Processing Industry extended to all Industries registered under Sections 2m(i) and 2m(ii) of the Factories Act, 1948. Sections 2m(i) and 2m(ii) of the Act refer to the establishments using power and employing 10 or more workers

and those not using power and employing 20 or more workers on any day of the preceding 12 months, respectively.

The frame for the present survey was based on the frame of Tea Processing Industry maintained by CSO(IS Wing), Kolkatta, for the purpose of Annual Survey of Industries (ASI) 2014-15.

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

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

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

1.5 GEOGRAPHICAL STRATIFICATION

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

Industry	Stratum
Tea Processing Industry	1. Assam 2. West Bengal 3. Kerala 4. Tamil Nadu 5. Residual (J&k, Haryana, Puducherry, Karnataka, Bihar, Tripura, H.P, Uttarakhand and Gujarat)

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 tea processing industry at the national level. While allocating the sample size in the both the size classes in proportion of its frame size within a stratum, it was taken care that at least two units were selected in each size class.

e. For the purpose of obtaining estimates in respect of the pay roll earnings of workers in each occupation, a predetermined sample of workers (see Para 1.3, Annexure-III) belonging to each category of sexage and system of payment of wage was drawn from the selected units.

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

1.7 SELECTION OF OCCUPATIONS

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

1.8 FIELD INVESTIGATION AND REFERENCE PERIOD

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

The reference date for the collection of data was fixed as 30th June, 2016 for the Tea Processing Industry. Wage period ending on the reference date or a period wherein the reference date falls was taken as the reference period for the collection of data under the survey.

1.9 COLLECTION OF DATA AND SCHEDULE

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

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

1.10 COVERAGE OF UNITS AND SAMPLE SIZE

Tables 1.1 shows the coverage of units and the sample size in selected Tea Processing Industry. A total of 963 units constituted the overall frame for the Tea Processing Industries. Out of these, 129 units were selected in the sample, which accounted for 13.40 percent of the total units in the frame. The sample size varied from 12.74 percent in West Bengal stratum to 15.91 percent in Kerala stratum of the Tea Processing Industry.

Key findings based on the estimates of various characteristics as per the survey are discussed in Chapters II to IV of this report. Chapter V i.e. the last chapter focuses on (a) 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 Tea Processing Industry

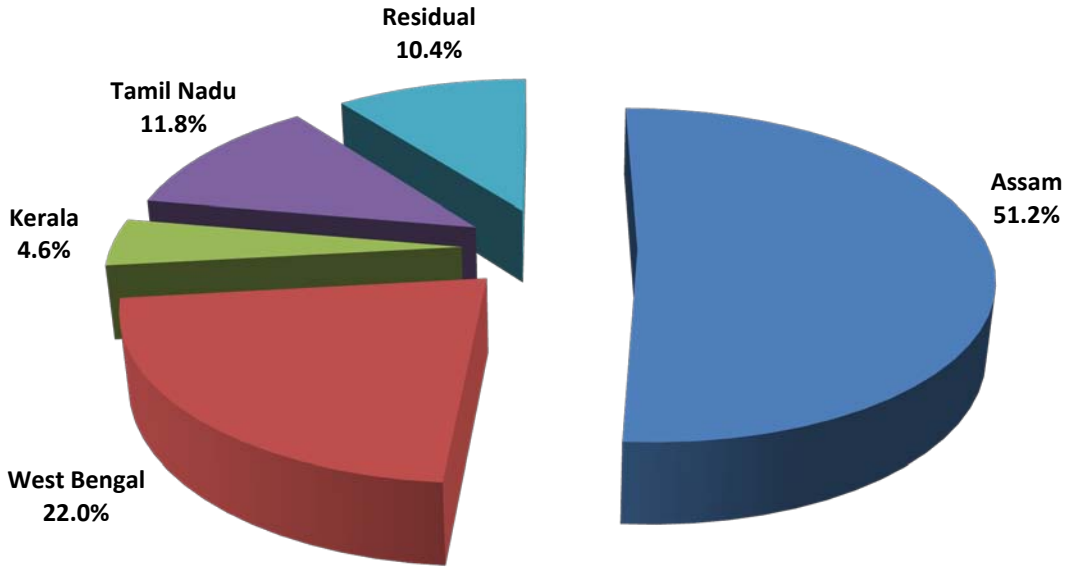
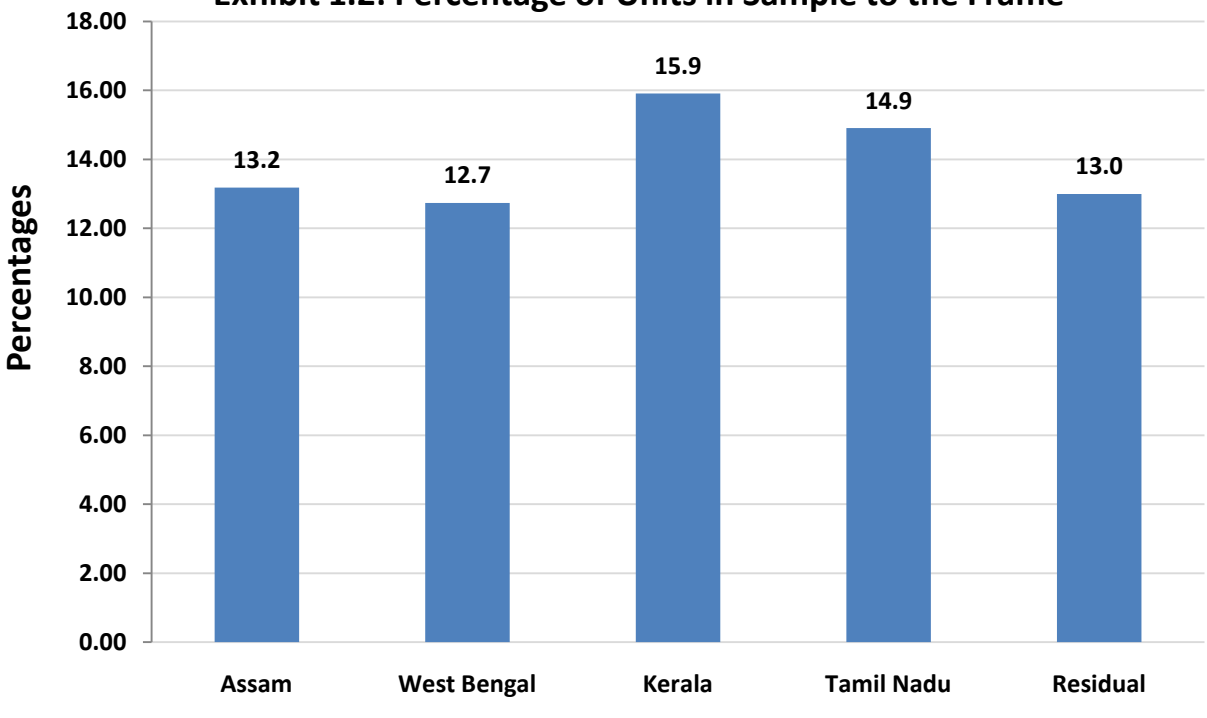


Exhibit 1.2: Percentage of Units in Sample to the Frame



CHAPTER–II
STRUCTURE OF WORK-FORCE

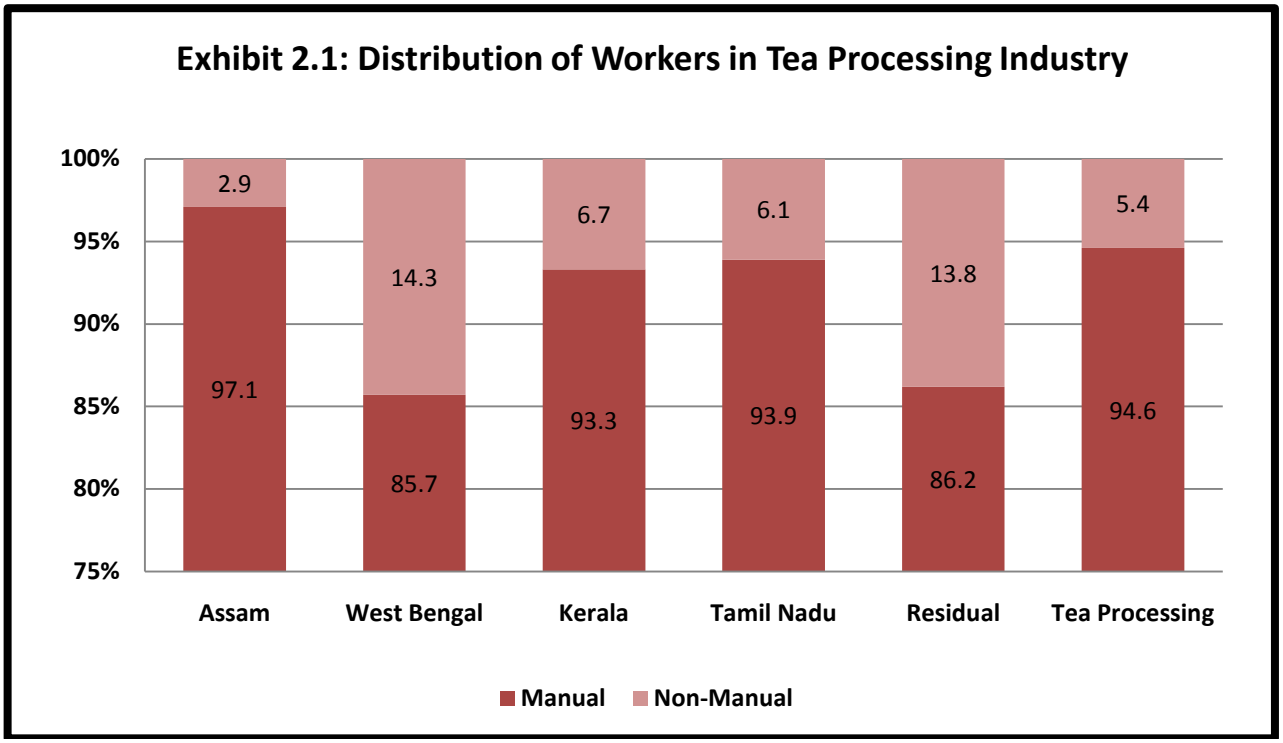
2.0 INTRODUCTION

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

2.1 DISTRIBUTION OF WORKERS

The distribution of workers in Tea Processing Industry is presented in Table 2.1. The total number of workers in Tea Processing Industry is estimated to be 1,50,186. Out of 1.50 lakh workers employed in the industry, Assam has maximum share (65.59 percent), followed by Tamil Nadu (13.03 percent), West Bengal (9.88 percent), Residual (7.19 percent) and Kerala (4.31 percent).

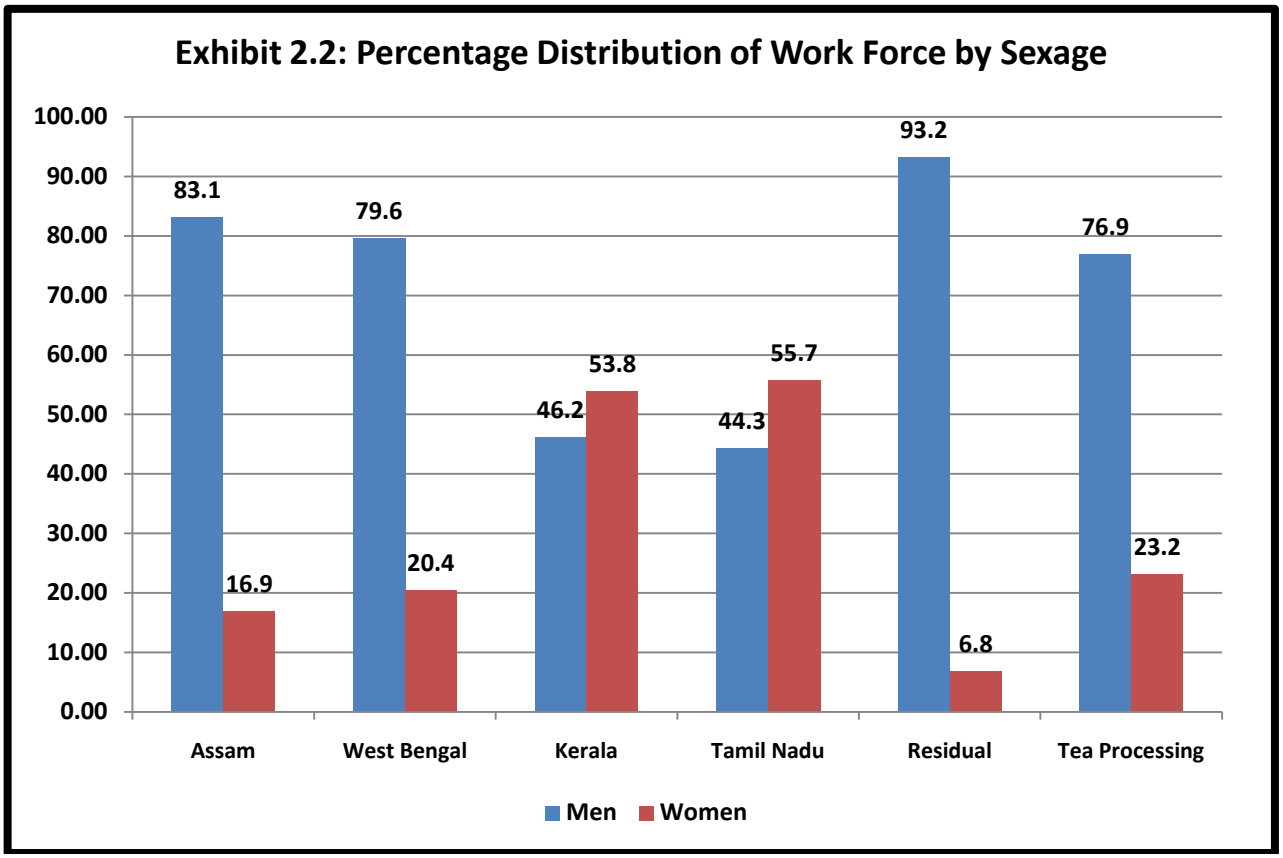
Out of the total Workforce, 1,42,056 workers are manual workers, which accounted for 94.59 percent of the total number of workers in the Tea Processing Industry. The percentage of manual workers to total workforce was 97.06 percent in Assam, 85.67 percent in West Bengal, 93.33 percent in Kerala, 93.92 percent in Tamil Nadu and 86.19 percent in Residual.



2.2 DISTRIBUTION OF WORK FORCE BY SEXAGE

The composition of work force (manual workers) by sexage[+] has been presented in Table 2.2. As per the information collected under the survey, the total work force (manual workers) in the Tea Processing Industry covered under the survey has been estimated to be about 1.42 lakhs. Amongst these, the highest number of workers (henceforth the term 'Worker' would mean manual worker unless otherwise stated) was reported at 0.96 lakhs in the state of Assam, followed by 0.18 lakhs in Tamil Nadu, 0.13 lakhs in West Bengal, 0.09 lakhs in Residual and remaining 0.06 lakhs in Kerala. Men workers constituted 76.85 percent of the total work force, whereas the remaining 23.15 percent were women. None of the units in the Tea Processing Industry reported employment of adolescents or children during the survey.

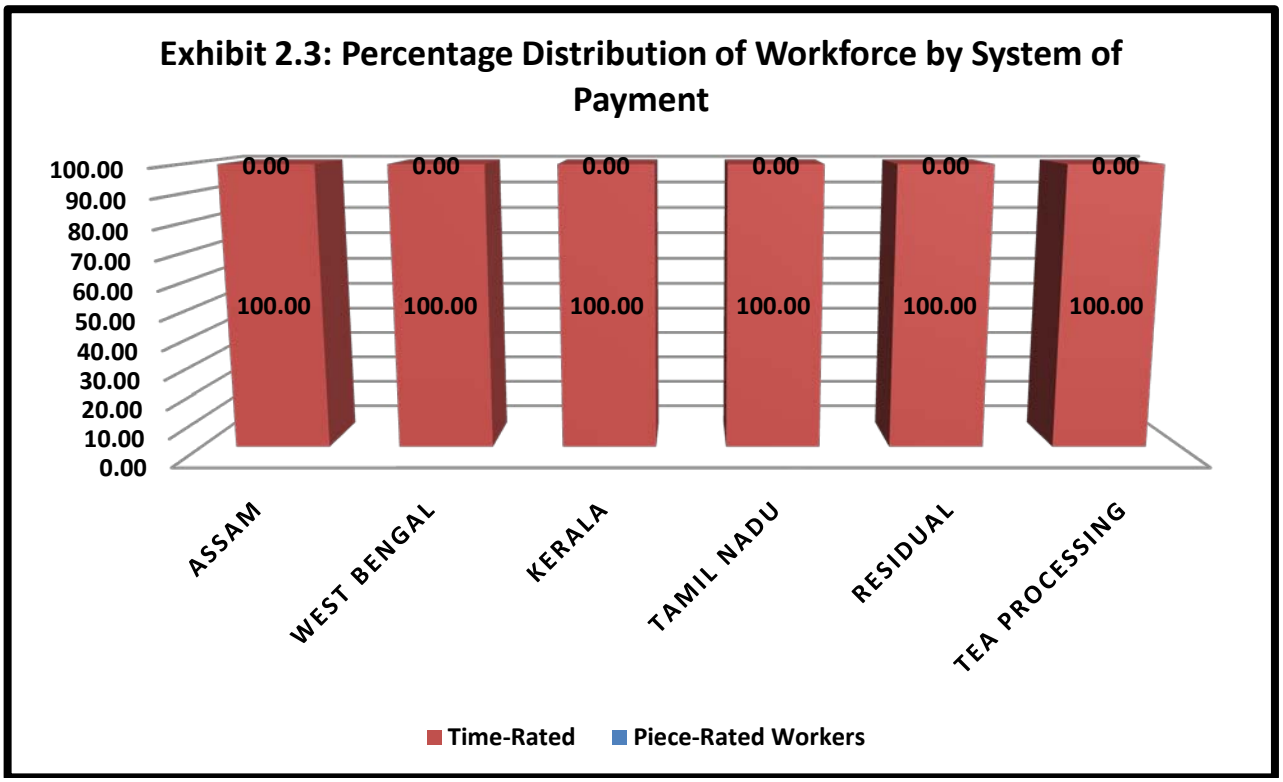
While examining the sexage wise workforce at stratum level, it is observed that the share of men workers was more than 75 percent of the total workforce in Assam, West Bengal and Residual stratum, whereas, women workers dominated in Tamil Nadu and Kerala stratum. The highest percentage of women workers was reported at 55.74 percent in Tamil Nadu, followed by 53.81 percent in Kerala, whereas, the lowest percentage of women workers was reported at 6.83 percent in Residual.



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

2.3 DISTRIBUTION OF WORK-FORCE BY SYSTEM OF WAGE PAYMENT

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



2.4 WORK-FORCE IN MAJOR OCCUPATIONS

The distribution of workers by occupations is shown in Table 2.4. Taking all Tea Processing Industry as a whole, the highest percentage of work force was employed as Helper (62.18 percent), followed by Picker Coolie and Packer with shares of 6.25 percent and 5.21 percent respectively. Furthermore, the data revealed that the proportion of workers employed in the occupations of Coolie/Mazdoor, Sweeper, Supervisor and Fitter were 3.47 percent, 2.06 percent, 1.89 percent and 1.83 percent respectively. These seven occupations taken together accounted for 82.89 percent of the workforce in the industry.

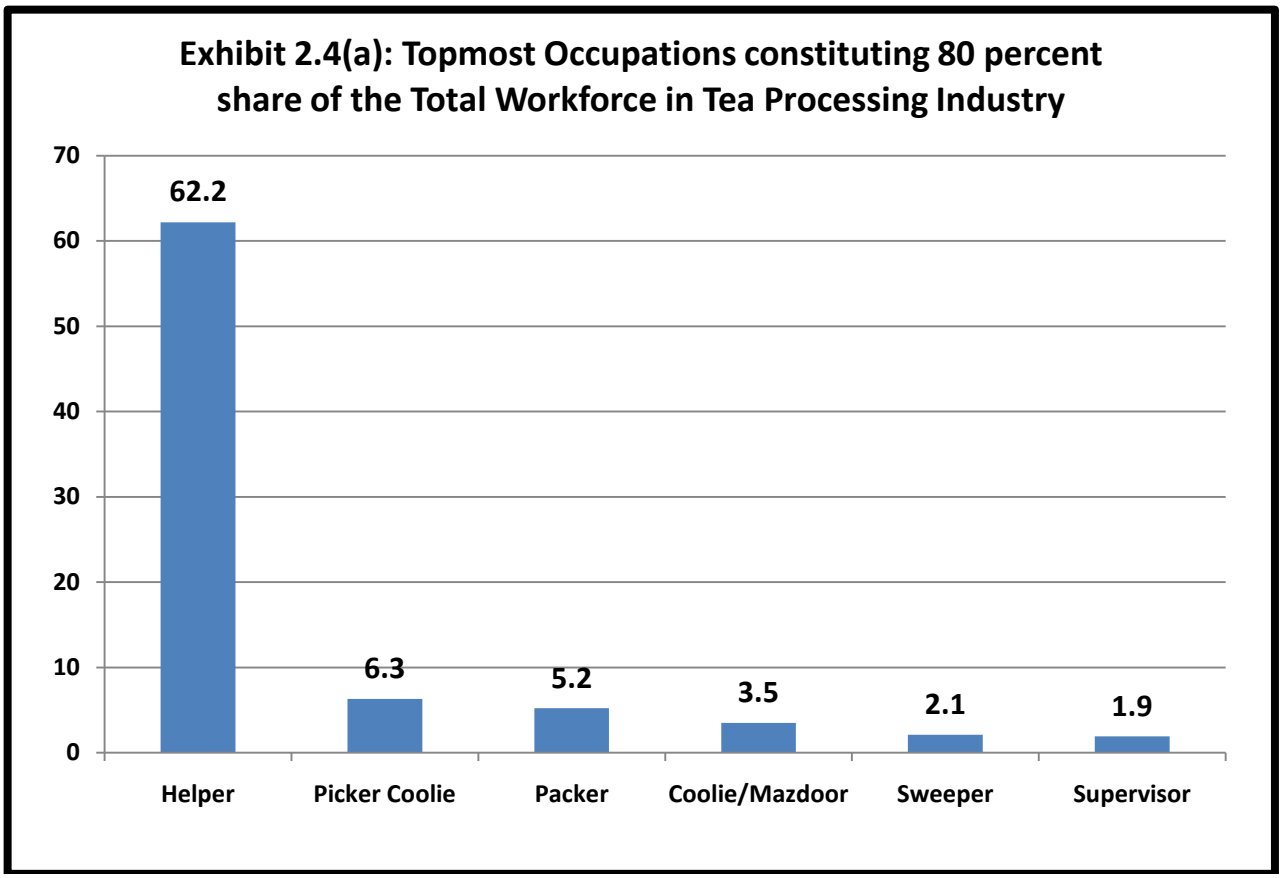


Exhibit 2.4(b): Top/Bottom Occupations in Tea Processing Industry

Serial in order	*Tea Processing*
	Top Three Occupations
1	Helper (62.18%)
2	Picker Coolie (6.25%)
3	Packer (5.21%)
	Bottom Three Occupations
1	Turner (0.01%)*
2	Sign Maker (0.01%)*
3	Welder (0.04%)

* Insignificant

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

The trend in composition of the work-force by sexage and system of wage payment is presented in Table 2.5. The table revealed that there has been a positive growth in the overall employment. The proportion of men workers has declined to 76.85 percent, whereas, the proportion of women workers has increased to 23.15 percent in the current round as compared to the previous round.

Exhibit 2.5: 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*
Tea Processing	142056	133122	6.71	22.34

2.6 PERCENTAGE DISTRIBUTION OF WORK-FORCE BY OCCUPATION AND SEXAGE

The percentage distribution of workers by occupation and sexage is given in Table 2.6. In Tea Processing Industry, 76.85 percent were men workers and remaining, 23.15 percent were women workers. Out of the total 31 occupations reported in Tea Processing Industry, 19 occupations had employment of women workers. Women workers constituted sizeable proportion of the total employment in Sweeper (74.68 percent), Picker Coolie (56.79 percent) and Withering Loft Attendant (64.38 percent) occupations. However, Men workers reported cent percent of the total employment in each of the occupations of Blacksmith, Carpenter, Driver, Electrician, Fitter, Mason, Mechanic (Gen), Sign Maker, Turner, Watchman, Welder and Cutting Machine Operator, followed by 98.99 percent and 98.22 percent in Engine Room Attendant and Balance Sifter Attendant occupations, respectively.

Exhibit 2.6: Top Occupations with Womens' Share higher than Men

Serial in order	*Tea Processing*
	Top Three Occupations
1	Sweeper (74.68%)
2	Withering Loft Attendant (64.38%)
3	Picker Coolie (56.79%)

CHAPTER-III
WAGE RATES AND DEARNESS ALLOWANCE

3.0 INTRODUCTION

The availability of information on wages and earnings of workers is an important parameter to assess the wage level in the country. If we consider the level of unemployment and underemployment as an index of economic distress among the people of working age, the level of wages and earnings of workers serve as an indicator of the economic prosperity of the working population.

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

3.1 WAGE RATES

In order to ensure comparability, the term 'Wages' has been defined as the sum of basic wage and dearness allowance in respect of workers who receive both these components, while, for other workers the actual consolidated amount of earnings represent wages. The monthly, fortnightly and weekly wages actually paid are divided respectively by the mandays worked (as per ILO Covention) during the reference period to arrive at average daily minimum and maximum wage rates. The simple mean of average daily minimum 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. Considering all strata, Wage Rates varied between Rs. 136.80 (average minimum daily wage rates) and Rs. 360.52 (average maximum daily wage rates). At the stratum level, the lowest average daily minimum wage rate of Rs. 136.80 and lowest average daily maximum wage rate of Rs. 153.37 were in Assam Stratum. Similarly, the highest average daily minimum wage rate of Rs. 325.58 and the highest average daily maximum wage rate of Rs. 360.52 were reported in Kerala stratum, respectively.

The percentage difference in the minimum and maximum wage rates stood at 10.99 percent in Tea Processing Industry. At the stratum level, it was lowest in Tamil Nadu Stratum (1.57 percent) and highest in Residual Stratum (19.42 percent) in the 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*
Assam	145.08	136.80	153.37	12.11
West Bengal	191.57	179.09	204.04	13.93
Kerala	343.05	325.58	360.52	10.73
Tamil Nadu	241.03	239.16	242.91	1.57
Residual	289.94	264.28	315.59	19.42
Tea Processing Industry	179.55	170.20	188.91	10.99

3.3 AVERAGE DAILY WAGE RATES BY SEXAGE

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

The overall average daily wage rates of men and women and all workers in the Tea Processing Industry were Rs. 178.54 and Rs. 182.94 and Rs. 179.55, respectively.

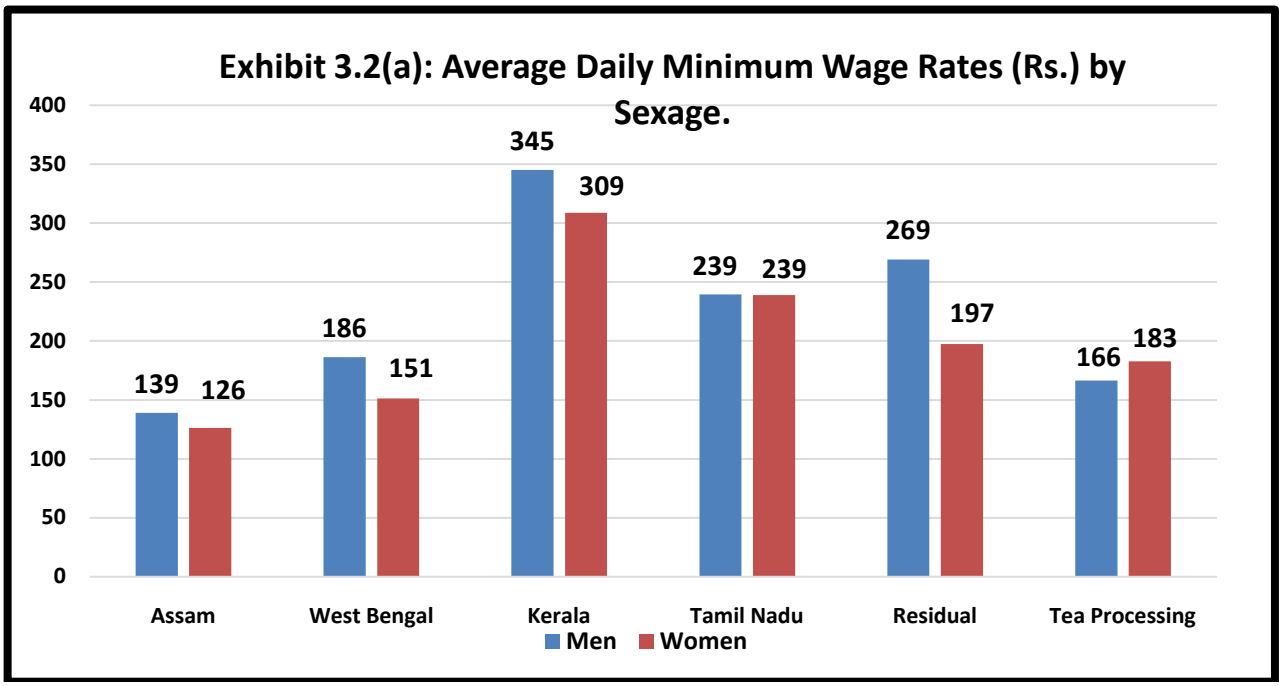
At the stratum level, the highest average daily wage rate was in Kerala (Rs. 343.05) whereas; the lowest average daily wage rate was in Assam stratum (Rs. 145.08). The highest average daily wage rates of women workers were Rs. 310.16 in Kerala stratum, whereas, the lowest average daily wage rates of women workers were Rs. 126.26 in Assam stratum.

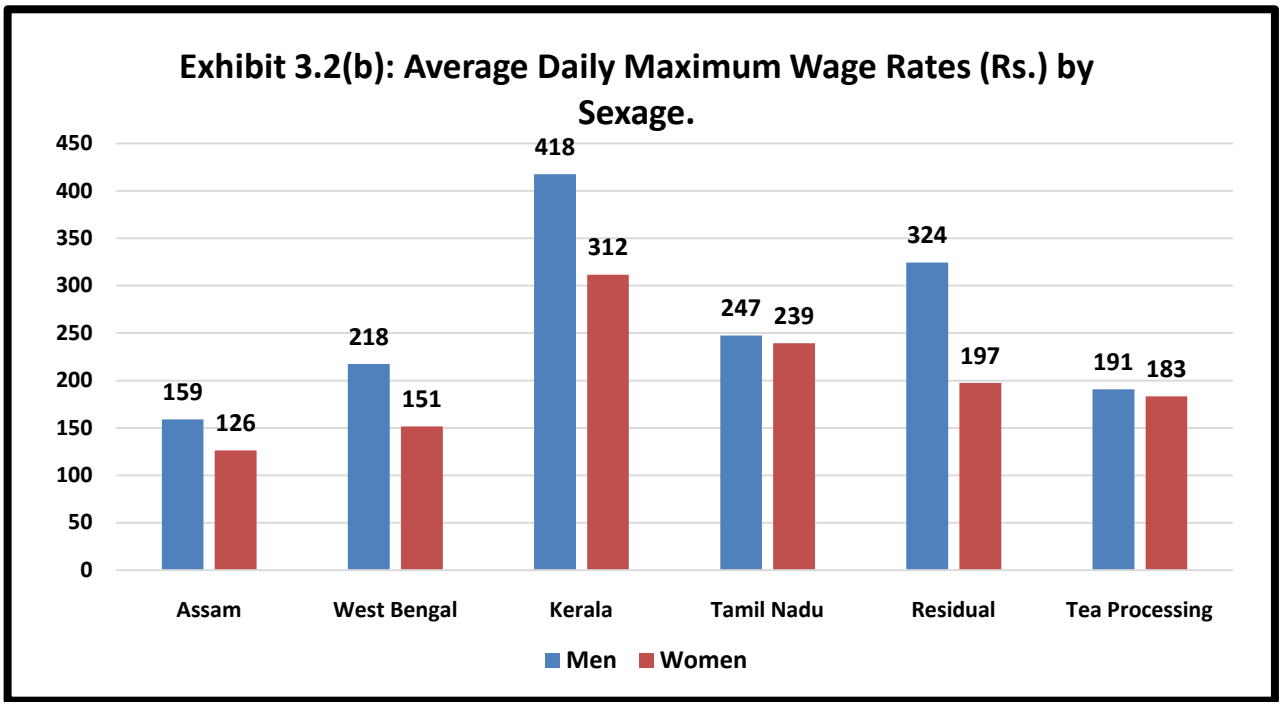
Exhibit 3.2: Average Daily Wage Rates by Sexage

Industry	*Average Daily Wage Rates (Rs.)*		
	Men	Women	Combined
Tea Processing	178.54	182.94	179.55

The average daily minimum wage rates for Tea Processing Industry taken together worked out to be Rs. 166.42 for men, Rs. 182.72 for women and Rs. 170.20 for all workers. The average daily maximum wage rates for Tea Processing Industry taken together worked out to be Rs. 190.65 for men, Rs. 183.15 for women and Rs. 188.91 for all workers.

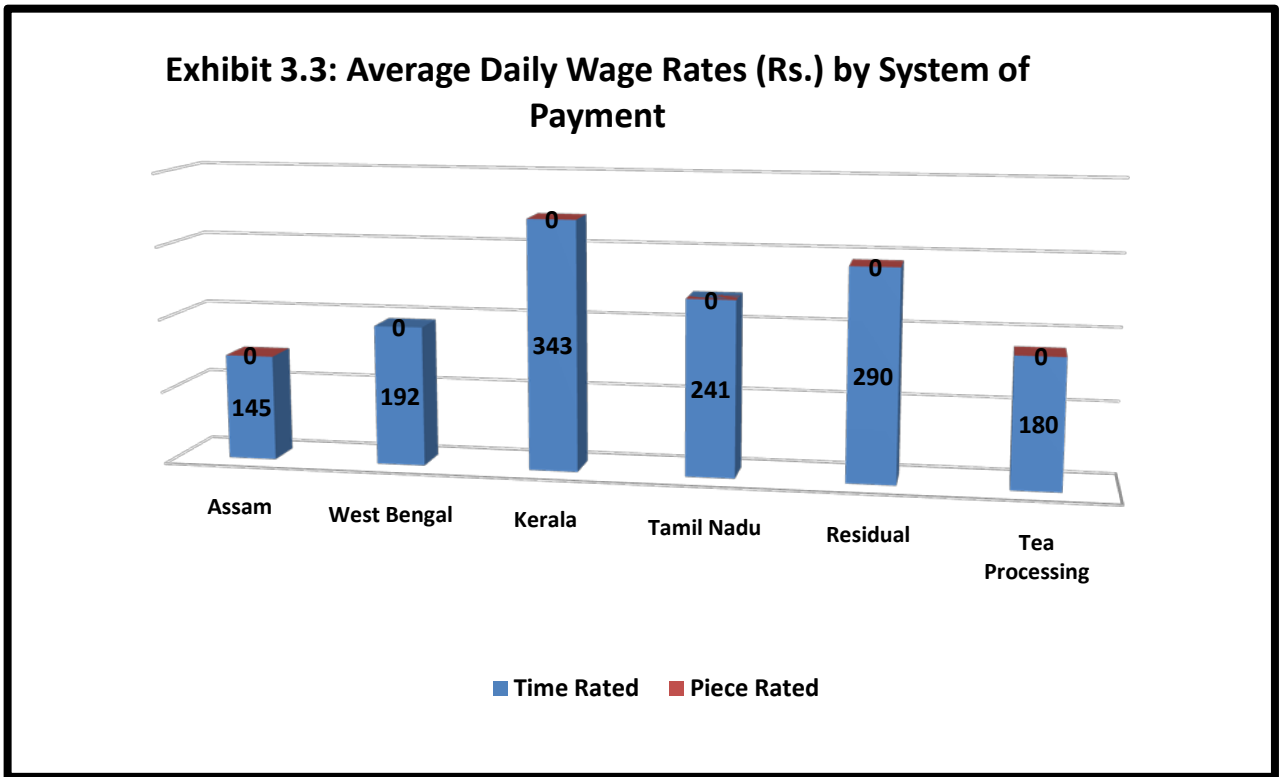
The data revealed that the average daily minimum and maximum wage rates for women workers were found to be lower compared to men workers. These differences may have arisen due to insignificant proportion of women workers which have been used as weight in estimating aggregate results.





3.4 AVERAGE DAILY WAGE RATES BY SYSTEM OF PAYMENT

The average daily wage rates for time-rated workers are same as that for all workers (presented in Table 3.2) as there are no piece-rated workers in Tea Processing Industry. The average daily wage rates of time-rated workers by sexage have been depicted in Table 3.3. The entire workforce in Tea Processing Industry was employed by the time-rated system and none of the units in the industry reported piece-rated system of payment. The average daily wage rates of time-rated workers worked out to be Rs. 179.55 for the Tea Processing Industry.



3.5 AVERAGE DAILY WAGE RATES BY OCCUPATION AND SEXAGE

The average daily wage rates by occupation and sexage for all the workers are presented in Table 3.4. Table 3.5 show average daily wage rates for time-rated workers. The average daily wage rates for time-rated workers (Table 3.5) are same as that for all workers (Table 3.4) as there are no piece-rated workers in Tea Processing Industry.

It can be seen from Table 3.4 that the highest average daily wage rates at occupation level were reported at Rs. 349.46 in Turner, followed by Rs. 345.39 in Fitter and Rs. 344.54 in Driver occupations, respectively. The lowest average daily wage rates were reported at Rs. 140.05 in Helper occupation, followed by Rs. 140.43 in Coolie/Mazdoor occupation and Rs. 168.36 in Sign Maker occupation respectively.

Out of 31 occupations reported in the Tea Processing Industry, women workers were employed in 19 occupations. In these 19 occupations, the average daily wage rate of women workers was higher than that of

their men counterparts in 9 occupations, v.i.z. Helper, Sweeper, Chest Maker/Packer, Tea Sorter, Fermenting Room Attendant, Picker Coolie, Roaster/Tea Drier, Roll Breaking Machine Attendant and Stove Attendant/Stoker.

3.6 TRENDS IN WAGE RATES AND REAL WAGE RATES

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

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

$$RE^{y1} = \frac{{}_{1960}AICPI^{y0}}{{}_{1960}AICPI^{y1}} \times E^{y1}$$

where,

E^{y1} = Actual earnings for the year y^1

RE^{y1} = Real earnings for the year y^1

${}_{1960}AICPI^{y0}$ = All India CPI Number for year y^0 with base 1960=100

${}_{1960}AICPI^{y1}$ = 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 Tea Processing Industry have also been depicted in Table 3.6. It reveals that the real wage rates of the workers increased at the rate of 12.35 percent during the seventh round as compared to that during the sixth round.

Exhibit 3.4: Trend in Real Wage Rates in Tea Processing Industry

Industries	*Seventh Round (Rs.)+ (2016)*	*Sixth Round (Rs.)+ (2004)*	*%Change of Seventh Round Over Sixth Round*	*%Change of Sixth Round Over Fifth Round*
Tea Processing	8.73	7.77	12.35	20.86

+ The prices are at 1960 price.

3.7 DEARNESS ALLOWANCE

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

.8 EXTENT OF DEARNESS ALLOWANCE PAYMENT

Industry-wise and stratum-wise, number of units paying DA as a separate component of wages/salaries is given in Table 3.7. For all Tea Processing Industry taken together, 73.83 percent of units covered in the survey were paying dearness allowance as a separate component of wages/salaries. The highest percentage of units paying dearness allowances was reported in Assam, i.e. 88.03 percent, followed by 70.18 percent in Tamil Nadu stratum, 66.51 percent in West Bengal stratum, 59.09 percent in Kerala stratum and 30.00 percent in Residual stratum.

Out of the total units paying dearness allowance to their employees, 82.84 percent units were reported to be using CPI numbers brought out by Labour Bureau for payment of DA, whereas, 16.03 percent of the units were using CPI series brought out by State Governments and remaining 1.13 percent units were paying dearness allowance without using any CPI series. At the stratum level, all the units paying dearness allowance in Assam and West Bengal were using CPI number brought out by Labour Bureau.

Of the units using Labour Bureau CPI Numbers for payment of dearness allowance to their employees, cent percent units in West Bengal Stratum were using CPI Numbers for Industrial workers (2001=100).

While analyzing data on the percentage use of Labour Bureau Consumer Price Index Centres, it is observed that cent percent units from Assam and West Bengal were using All India Consumer Price Index Numbers (AICPI).

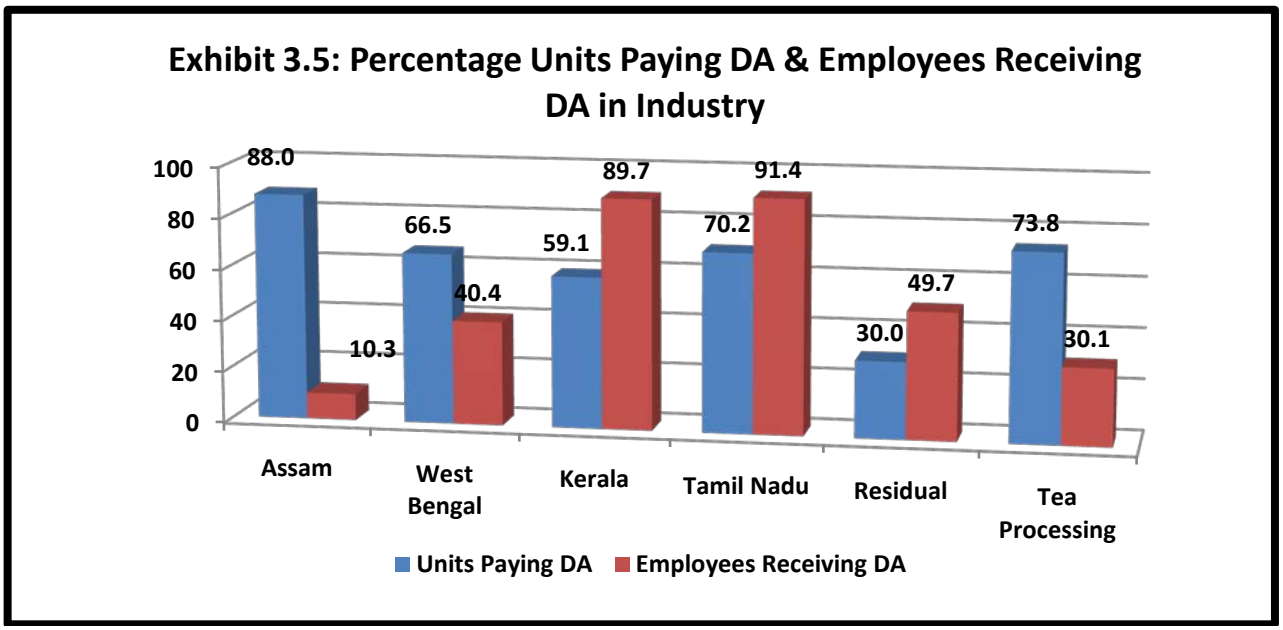
3.9 EXTENT OF EMPLOYEES RECEIVING DEARNESS ALLOWANCE

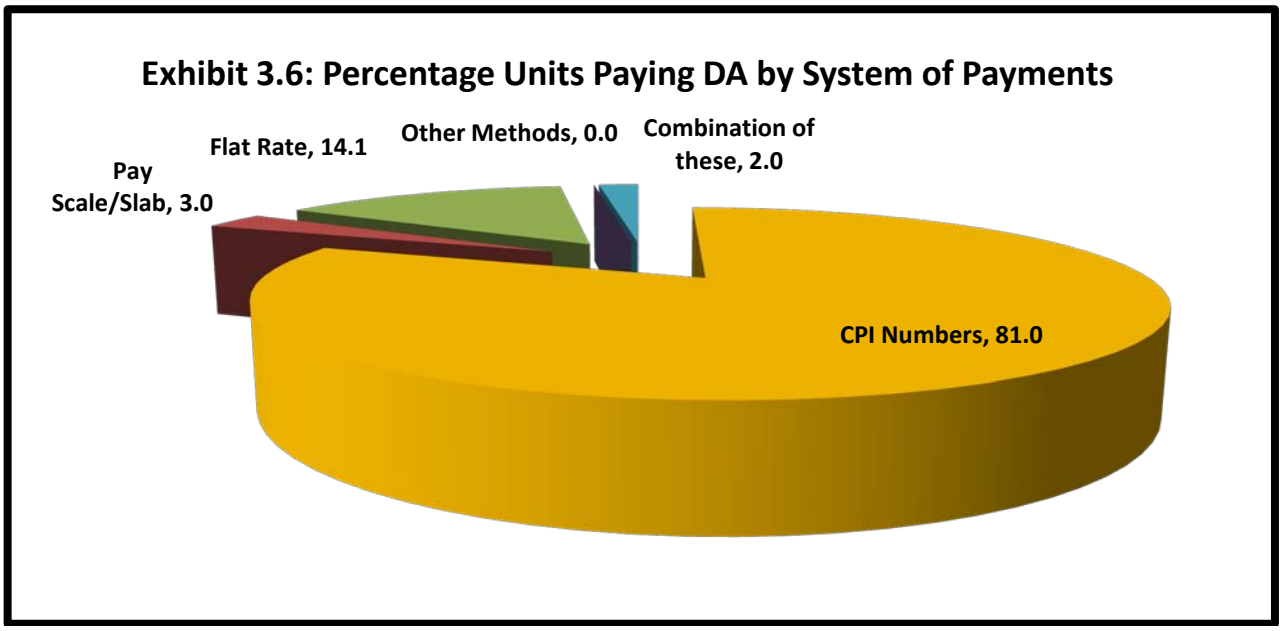
Table 3.8 reveals that 30.07 percent of the total estimated employees in Tea Processing Industry were getting dearness allowance. At stratum level, 91.38 percent of the employees in Tea Processing Industry in Tamil Nadu stratum, followed by 89.74 percent in Kerala stratum were getting dearness allowance.

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

A variety of methods and procedures are adopted by industrial units for computation and payment of dearness allowance to their employees. The method followed by units are either according to changes in Consumer Price Index Numbers or linked to Pay Scales/Slabs or paid at a Flat Rate or combination of all these systems. Distribution of units paying dearness allowance by system of payment is presented in Table 3.9.

Data revealed that 81.02 percent units paying DA adopted the system of CPI Numbers for paying dearness allowances to their employees in Tea Processing Industry, while, 14.06 percent units paying DA at Flat Rates, 2.95 percent units paying DA at Pay Scales/Slabs and remaining 1.97 percent units paying DA were paying DA in combination of all these methods.





CHAPTER-IV
PAYROLL EARNINGS

4.0 INTRODUCTION

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

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

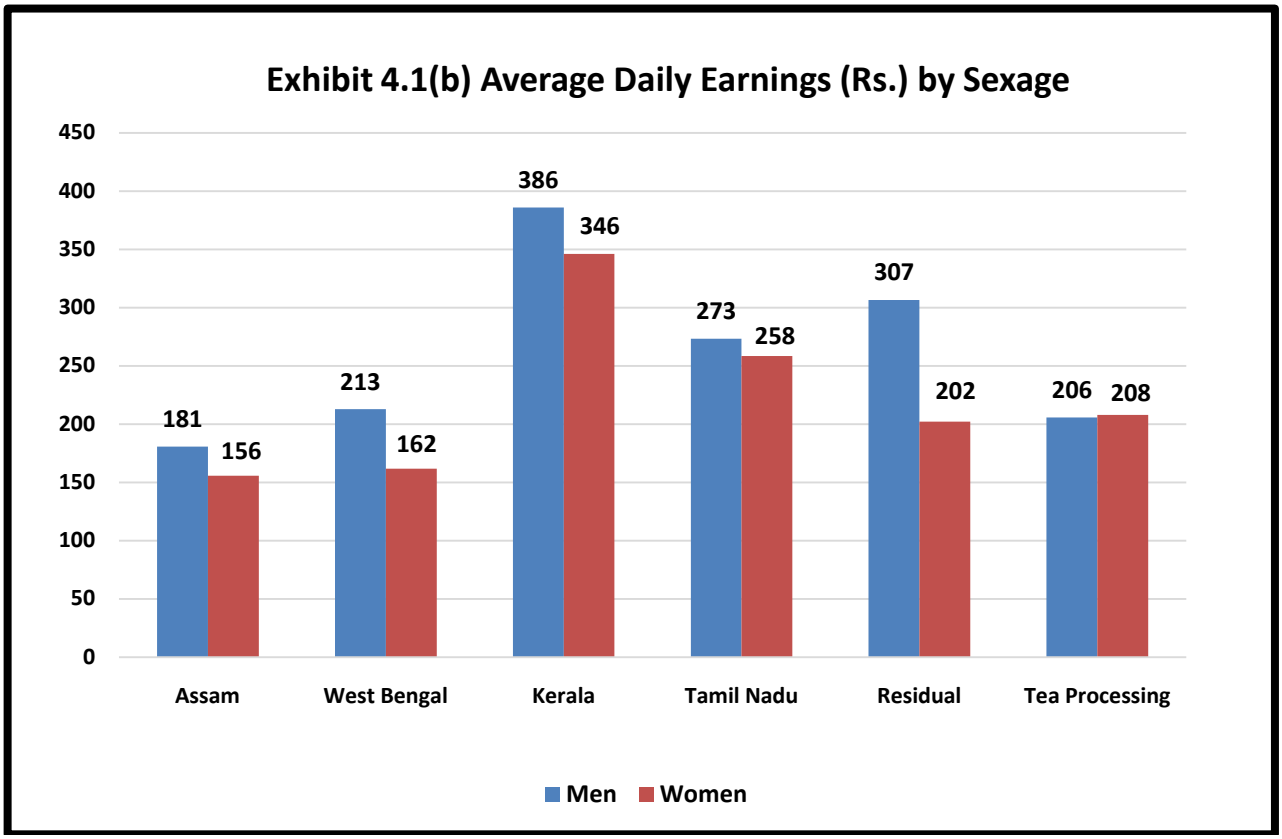
4.1 AVERAGE DAILY EARNINGS BY SEXAGE

Sex-wise average daily earning of workers is given in Table 4.1. The overall average daily earnings of men, women and all workers in the Tea Processing Industry worked out to Rs. 205.81, Rs. 207.94 and Rs. 206.30, respectively.

The highest average daily earnings of all workers were reported at Rs. 364.51 in Kerala stratum, followed by Rs. 299.41 in Residual stratum. The lowest average daily earnings of all workers were reported at Rs. 176.48 in Assam stratum. The highest and lowest average daily earnings of women workers were reported at Rs. 346.09 and Rs. 155.80 in Kerala stratum and Assam stratum, respectively. In case of men workers, the highest average daily earnings were reported at Rs. 385.97 in Kerala stratum, followed by Rs. 306.53 in Residual stratum, whereas, the lowest average daily earnings were reported at Rs. 180.68 in Assam stratum.

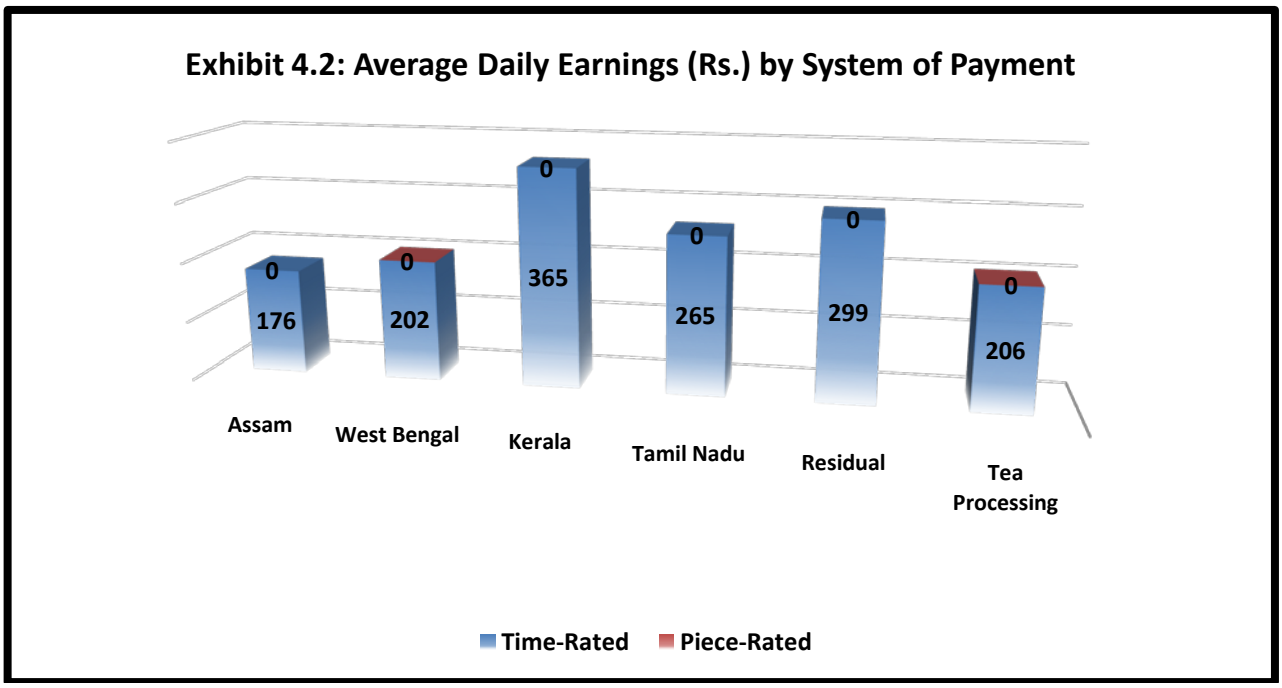
Exhibit 4.1(a): Average Daily Earnings by Sexage

Industries	*Average Daily Earnings (Rs.)*		
	Men	Women	Combined
Tea Processing	205.81	207.94	206.30



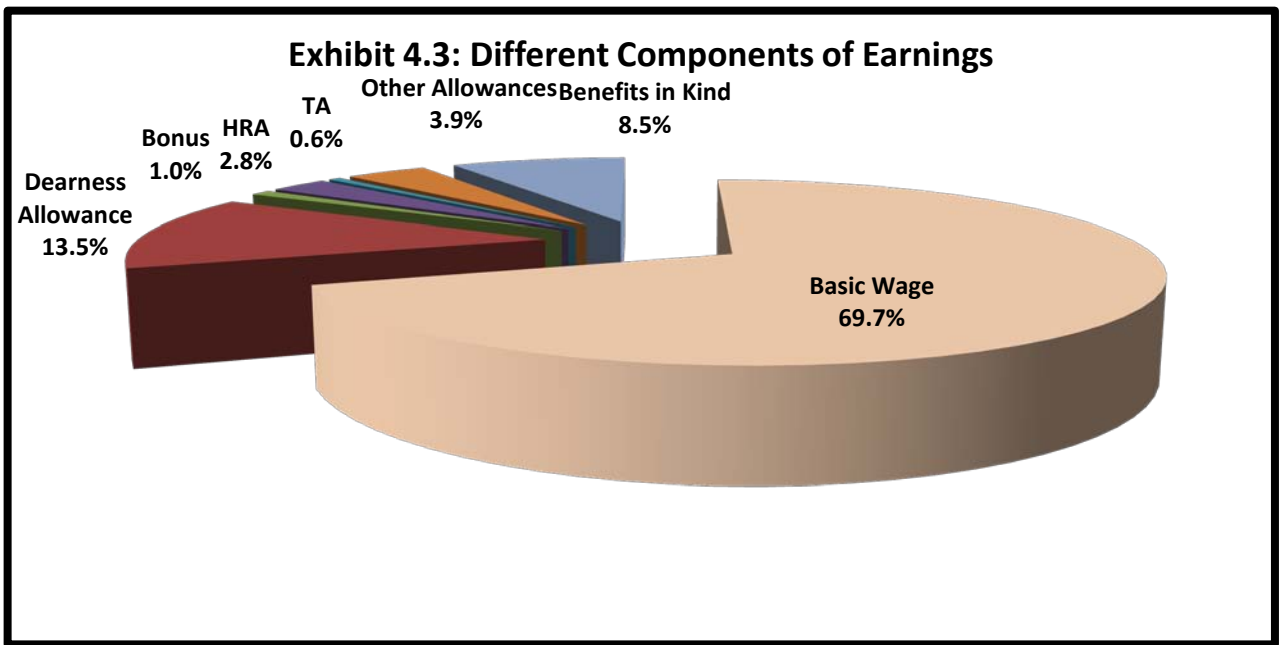
4.2 AVERAGE DAILY EARNINGS BY SYSTEM OF WAGE PAYMENT

The average daily earnings of workers by system of wage payment are given in Table 4.3. For Tea Processing Industry, the average daily earnings of Rs. 206.30 were reported for the time-rated workers. None of the units in the industry reported piece-rated system of payment. The average daily earnings of time-rated workers presented in Table 4.2, follows same pattern as that for the all workers presented in Table 4.1.



4.3 AVERAGE DAILY EARNINGS BY COMPONENTS

The average daily earnings by components are presented in Table 4.4. It may be seen from the Table that the basic wage and dearness allowance were the two main components of worker's earnings. Both these components taken together accounted for about 83.24 percent of the total average daily earnings for the Tea Processing Industry. The other components of earnings in order of their percentage share in the total average daily earnings were Benefits in Kind (8.50 percent), other allowances (3.93 percent), house rent allowances (2.78 percent), bonus (0.97 percent) and travelling allowances (0.57 percent).



4.4 DISTRIBUTION OF WORKERS BY LEVELS OF AVERAGE DAILY EARNINGS

The distribution of workers by different groups of average daily earnings is shown in Table 4.5. The average daily earnings of about 53.78 percent of workers were in the range of Rs. 100.01 to Rs. 175.00 per day, followed by 21.71 percent workers between Rs. 175.01 to Rs. 250.00 and 18.02 percent workers between Rs. 250.01 to Rs. 375.00.

At the Stratum level, the highest percentage of workers earning between Rs. 100.01 to Rs. 175.00 per day was reported at 73.54 percent in Assam stratum, followed by 37.30 percent in West Bengal stratum. The highest percentage of workers earning between Rs. 250.01 to Rs. 375.00 per day was reported at 78.65 percent in Kerala stratum, followed by 59.92 percent in Residual stratum. The lowest percentage of workers earning between Rs. 100.01 to Rs. 175.00 per day was reported at 2.06 percent in Tamil Nadu stratum.

4.5 DISTRIBUTION OF WORKERS AND TOTAL WAGE BILL BY OCCUPATION

The percentage of workers in each occupation and the percentage of total wage bill accrued to them have been presented in Table 4.6. It is observed that in Tea Processing Industry, there were only few main occupations, which employed bulk of workers in that particular industry. These main occupations accounted for the major portion of the wage bill in the industry. It reveals that 73.64 percent of the total workers were employed in three main occupations viz., Helper, Packer and Picker Coolie. These three occupations accounted for 65.78 percent of the total wage bill in the industry.

4.6 AVERAGE DAILY EARNINGS OF WORKERS BY OCCUPATION AND SEXAGE

Average daily earnings of workers by occupation and sex have been presented in Table 4.7. The highest average daily earnings of Rs. 384.25 was reported for Tea Blender, followed by Mechanic (Gen) (Rs. 381.29), Fitter (Rs. 360.22) and Driver (Rs. 353.27). On the other hand, the lowest average daily earnings were reported for Coolie/Mazdoor (Rs. 137.51), followed by Helper (Rs. 172.51), Sign Maker (Rs. 205.62) and Miscellaneous (Rs. 218.20).

Out of 31 occupations in the Tea Processing Industry, women were employed in 19 occupations and their earnings were more than their men counterparts in 8 occupations, viz. Coolie/Mazdoor, Chest Maker/Packer, Tea Sorter, Fermenting Room Attendant, Picker Coolie, Roaster/Tea Drier, Roll Breaking Machine Attendant and Stove Attendant/Stoker.

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

Average daily earnings of workers by occupations, sex and system of payment have been presented in Tables 4.8 and 4.9, respectively. An analysis of data presented in Table 4.8, revealed that at occupation

level, the average daily earnings of time-rated women workers were higher than that of their men counterparts in 8 occupations, viz. Coolie/Mazdoor, Chest Maker/Packer, Tea Sorter, Fermenting Room Attendant, Picker Coolie, Roaster/Tea Drier, Roll Breaking Machine Attendant and Stove Attendant/Stoker.

4.8 AVERAGE DAILY EARNINGS BY OCCUPATIONS AND COMPONENTS OF EARNINGS

The average daily earnings of workers by components in each occupation are depicted in Table 4.10. It is observed that in all the occupations, the basic wages and dearness allowance were the major components of the average daily earnings. Among other components of earning, Bonus, Other Allowance and Benefits in Kind were paid in most of the occupations in all the Tea Processing Industry with other allowances forming a substantial portion of the earnings. House Rent Allowance was being paid to various occupations in all the Tea Processing Industry. Travelling Allowance was also paid in most of the occupations of all the Tea Processing Industry.

4.9 TRENDS IN AVERAGE DAILY EARNINGS AND REAL EARNINGS OF WORKERS

The trends in average daily earnings of workers by sexage and system of wage payment over different rounds have been presented in Table 4.11. It is seen that the average daily earnings have registered an increase of 178.41 percent in the seventh round over the sixth round.

In order to assess the improvement in the economic conditions of the workers, it is necessary to examine the data on real earnings. The real earnings for the workers have also been presented in the Table 4.11. The real earnings have been defined on the same line as the real wage rate defined in Chapter-III.

The Table shows the extent of increase in real earnings of workers in the year 2016 as compared to that in the year 2004. The Table reveals that the real earnings of the workers have increased at the rate of 12.82 percent in the seventh round over the sixth round.

Exhibit 4.4: Trend in Real Earnings (Rs.) in Tea Processing Industry

Industries	*Seventh Round (Rs.)+ (2016)*	*Sixth Round (Rs.)+ (2004)*	*%Change of Seventh Round Over Sixth Round*	*%Change of Sixth Round Over Fifth Round*
Tea Processing	10.03	8.89	12.82	3.02

+ 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 30.17 percent. The coefficient of variation in average daily minimum wage rates and average daily maximum wage rates were found to be 35.87 percent and 40.11 percent respectively.

It may also, be seen from Table 5.1 that in average daily mean wage rates at stratum level, the maximum coefficient of variation was observed at 55.24 percent in Tamil Nadu stratum, followed by Residual stratum at 17.10 percent. The lowest coefficient of variation was reported in Kerala stratum at 10.39 percent.

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

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

In average daily earnings (Table 5.2), at stratum level, the maximum coefficient of variation was observed at 61.69 percent in Residual stratum, followed by Assam stratum at 59.53 percent. The minimum coefficient of variation was 39.03 percent in West Bengal stratum.

Table 5.3 presents occupation-wise coefficient of variation in each industry. The highest and lowest coefficient of variation was reported in Tea Blender (78.02 percent) and Coolie/Mazdoor (15.64 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 Tea Processing 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

TEA PROCESSING INDUSTRY
(2017)

TABLE 1.1

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

Sl. No.	Industry/Stratum	Number of Units in Frame			Number of Units in Sample			Percentage of Units in Sample to Frame
		Upper	Lower	Total	Upper	Lower	Total	
1	2	3	4	5	6	7	8	9
1	Assam	243	250	493	34	31	65	13.18
2	West Bengal	42	170	212	4	23	27	12.74
3	Kerala	10	34	44	2	5	7	15.91
4	Tamil Nadu	10	104	114	2	15	17	14.91
5	Residual	19	81	100	3	10	13	13.00
Tea Processing Ind.		324	639	963	45	84	129	13.40

TABLE 2.1
CATEGORY-WISE EMPLOYMENT DISTRIBUTION IN INDUSTRIES

Sl. No.	Industry/Stratum	Number of WORKERS in		Total Employment
		Manual	Non-Manual	
1	2	3	4	5
1	Assam	95623	2891	98514
2	West Bengal	12715	2126	14841
3	Kerala	6031	431	6462
4	Tamil Nadu	18377	1190	19567
5	Residual	9310	1492	10802
Tea Processing Ind.		142056	8130	150186

TABLE 2.2
PERCENTAGE DISTRIBUTION OF WORK FORCE IN INDUSTRIES BY SEXAGE

Sl. No.	Industry/Stratum	Estimated Total No. of Workers	Percentage distn of Workers	Percentage of Workers			
				Men	Women	Adole-scents	Children
1	2	3	4	5	6	7	8
1	Assam	95623	67.31	83.10	16.90	-	-
2	West Bengal	12715	8.95	79.61	20.39	-	-
3	Kerala	6031	4.25	46.19	53.81	-	-
4	Tamil Nadu	18377	12.94	44.26	55.74	-	-
5	Residual	9310	6.55	93.17	6.83	-	-
Tea Processing Ind.		142056	100.00	76.85	23.15	-	-

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

Sl. No.	Industry/Stratum	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
1	Assam	95623	100.00	0.00
2	West Bengal	12715	100.00	0.00
3	Kerala	6031	100.00	0.00
4	Tamil Nadu	18377	100.00	0.00
5	Residual	9310	100.00	0.00
Tea Processing Ind.		142056	100.00	0.00

TABLE 2.4
PERCENTAGE DISTRIBUTION OF WORKERS IN MAJOR OCCUPATIONS BY INDUSTRIES

Sl. No.	Occupation	Percentage of Workers
		Tea Processing Ind.
1	Blacksmith	0.20
2	Carpenter	0.27
3	Coolie/Mazdoor	3.47
4	Driver	1.60
5	Electrician	1.15
6	Engine Room Atten	0.49
7	Fitter	1.83
8	Helper	62.18
9	Mason	0.05
10	Mechanic(General)	0.69
11	Oilman/Greaser	0.35
12	Packer	5.21
13	Sign Maker	0.01
14	Supervisor	1.89
15	Sweeper	2.06
16	Turner	0.01
17	Watchman	1.09
18	Welder	0.04
19	Chest Maker/Packer	0.59
20	Tea Sorter	1.50
21	Tea Maker/Tea Taste	1.52
22	Balance Sifter Atte	0.28
23	Fermenting Room Att	0.66
24	Picker Coolie	6.25
25	Roaster/Tea Drier	1.50
26	Roll Break. Mach At	1.17
27	Stove Attend./Stoke	0.41
28	Tea Blender	1.38
29	Cutting Mach Op	1.02
30	Withering Loft Atte	0.76
31	Miscellaneous	0.38
	Total	100.00

TABLE 2.5
TREND IN COMPOSITION OF WORKERS IN TEA PROCESSING INDUSTRY BY SEX-AGE AND SYSTEM OF WAGE PAYMENT

Sl. No.	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
	Third Round(1974)	130316	89.98	7.79	0.08	2.15	95.57	4.43
	Fourth Round(1985)	137554	94.32	4.20	0.04	1.44	99.94	0.06
	Fifth Round(1992)	108810	94.63	5.37	-	-	100.00	-
	Sixth Round(2004)	133122	86.21	13.50	0.29	-	100.00	-
	Seventh Round(2016)	142056	76.85	23.15	-	-	100.00	-

TABLE 2.6

PERCENTAGE DISTRIBUTION OF WORKERS IN DIFFERENT OCCUPATIONS IN INDUSTRIES BY SEXAGE

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole-scents	Children
1	2	3	4	5	6	7
1	Blacksmith	290	100.00	-	-	-
2	Carpenter	378	100.00	-	-	-
3	Coolie/Mazdoor	4925	67.31	32.69	-	-
4	Driver	2279	100.00	-	-	-
5	Electrician	1640	100.00	-	-	-
6	Engine Room Atten	691	98.99	1.01	-	-
7	Fitter	2593	100.00	-	-	-
8	Helper	88326	80.26	19.74	-	-
9	Mason	66	100.00	-	-	-
10	Mechanic(General)	975	100.00	-	-	-
11	Oilman/Greaser	496	78.83	21.17	-	-
12	Packer	7406	74.44	25.56	-	-
13	Sign Maker	14	100.00	-	-	-
14	Supervisor	2682	94.26	5.74	-	-
15	Sweeper	2931	25.32	74.68	-	-
16	Turner	14	100.00	-	-	-
17	Watchman	1546	100.00	-	-	-
18	Welder	58	100.00	-	-	-
19	Chest Maker/Packer	839	75.80	24.20	-	-
20	Tea Sorter	2133	63.38	36.62	-	-
21	Tea Maker/Tea Taster	2158	59.78	40.22	-	-
22	Balance Sifter Atte	393	98.22	1.78	-	-
23	Fermenting Room Atte	944	52.86	47.14	-	-
24	Picker Coolie	8884	43.21	56.79	-	-
25	Roaster/Tea Drier	2137	82.31	17.69	-	-
26	Roll Break. Mach Att	1663	53.10	46.90	-	-
27	Stove Attend./Stoker	578	90.48	9.52	-	-
28	Tea Blender	1956	91.05	8.95	-	-
29	Cutting Mach Op	1449	100.00	-	-	-
30	Withering Loft Atte	1078	35.62	64.38	-	-
31	Miscellaneous	534	89.14	10.86	-	-
Tea Processing Ind.		142056	76.85	23.15	-	-

TABLE 2.7
PERCENTAGE DISTRIBUTION OF WORKERS IN DIFFERENT OCCUPATIONS IN INDUSTRIES BY THE SYSTEM OF WAGE PAYMENT

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
1	Blacksmith	290	100.00	0.00
2	Carpenter	378	100.00	0.00
3	Coolie/Mazdoor	4925	100.00	0.00
4	Driver	2279	100.00	0.00
5	Electrician	1640	100.00	0.00
6	Engine Room Atten	691	100.00	0.00
7	Fitter	2593	100.00	0.00
8	Helper	88326	100.00	0.00
9	Mason	66	100.00	0.00
10	Mechanic(General)	975	100.00	0.00
11	Oilman/Greaser	496	100.00	0.00
12	Packer	7406	100.00	0.00
13	Sign Maker	14	100.00	0.00
14	Supervisor	2682	100.00	0.00
15	Sweeper	2931	100.00	0.00
16	Turner	14	100.00	0.00
17	Watchman	1546	100.00	0.00
18	Welder	58	100.00	0.00
19	Chest Maker/Packer	839	100.00	0.00
20	Tea Sorter	2133	100.00	0.00
21	Tea Maker/Tea Taster	2158	100.00	0.00
22	Balance Sifter Atte	393	100.00	0.00
23	Fermenting Room Atte	944	100.00	0.00
24	Picker Coolie	8884	100.00	0.00
25	Roaster/Tea Drier	2137	100.00	0.00
26	Roll Break. Mach Att	1663	100.00	0.00
27	Stove Attend./Stoker	578	100.00	0.00
28	Tea Blender	1956	100.00	0.00
29	Cutting Mach Op	1449	100.00	0.00
30	Withering Loft Atte	1078	100.00	0.00
31	Miscellaneous	534	100.00	0.00
Tea Processing Ind.		142056	100.00	0.00

TABLE 3.1
AVERAGE DAILY MINIMUM AND MAXIMUM WAGE RATES IN INDUSTRIES

Sl. No.	Industry/Stratum	Average Daily Wage Rates(Rs.)		Percentage Difference in Minimum & Maximum Wage Rates
		Minimum	Maximum	
1	2	3	4	5
1	Assam	136.80	153.37	12.11
2	West Bengal	179.09	204.04	13.93
3	Kerala	325.58	360.52	10.73
4	Tamil Nadu	239.16	242.91	1.57
5	Residual	264.28	315.59	19.42
Tea Processing Ind.		170.20	188.91	10.99

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

Sl. No.	Industry/Stratum	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole-scents	Children	Overall
1	2	3	4	5	6	7
1	Assam	148.91	126.26	-	-	145.08
2	West Bengal	201.88	151.29	-	-	191.57
3	Kerala	381.36	310.16	-	-	343.05
4	Tamil Nadu	243.36	239.18	-	-	241.03
5	Residual	296.72	197.44	-	-	289.94
Tea Processing Ind.		178.54	182.94(*)	-	-	179.55

(*): Though Average Daily Wage Rates of Men Workers are higher than their women counterparts across all Strata/States, average daily wage rate of women workers in Tea Processing Industry stands at Rs. 182.94 as compared to Rs. 178.54 of men workers. This may be due to (a) weighted average formula, weights being estimated manual workers in each stratum and weights of men workers are more in Assam and West Bengal Stratum than women workers whereas, weights of women workers are influenced by Kerala and Tamil Nadu Stratum; and (b) variation in average daily wage rates in men workers is more as compared to women workers.

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

Sl. No.	Industry/Stratum	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole-scents	Children	Overall
1	2	3	4	5	6	7
1	Assam	138.94	126.26	-	-	136.80
2	West Bengal	186.25	151.15	-	-	179.09
3	Kerala	345.10	308.82	-	-	325.58
4	Tamil Nadu	239.39	238.97	-	-	239.16
5	Residual	269.18	197.44	-	-	264.28
Tea Processing Ind.		166.42	182.72(*)	-	-	170.20

(*): Though Average Daily Wage Rates of Men Workers are higher than their women counterparts across all Strata/States, average daily wage rate of women workers in Tea Processing Industry stands at Rs. 182.94 as compared to Rs. 178.54 of men workers. This may be due to (a) weighted average formula, weights being estimated manual workers in each stratum and weights of men workers are more in Assam and West Bengal Stratum than women workers whereas, weights of women workers are influenced by Kerala and Tamil Nadu Stratum; and (b) variation in average daily wage rates in men workers is more as compared to women workers.

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

Sl. No.	Industry/Stratum	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole-scents	Children	Overall
1	2	3	4	5	6	7
1	Assam	158.88	126.26	-	-	153.37
2	West Bengal	217.51	151.44	-	-	204.04
3	Kerala	417.62	311.50	-	-	360.52
4	Tamil Nadu	247.34	239.39	-	-	242.91
5	Residual	324.25	197.44	-	-	315.59
Tea Processing Ind.		190.65	183.15	-	-	188.91

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

Sl. No.	Industry/Stratum	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole-scents	Children	Overall
1	2	3	4	5	6	7
1	Assam	148.91	126.26	-	-	145.08
2	West Bengal	201.88	151.29	-	-	191.57
3	Kerala	381.36	310.16	-	-	343.05
4	Tamil Nadu	243.36	239.18	-	-	241.03
5	Residual	296.72	197.44	-	-	289.94
Tea Processing Ind.		178.54	182.94	-	-	179.55

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

Sl. No.	Industry/Stratum	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole-scents	Children	Overall
1	2	3	4	5	6	7
1	Assam	138.94	126.26	-	-	136.80
2	West Bengal	186.25	151.15	-	-	179.09
3	Kerala	345.10	308.82	-	-	325.58
4	Tamil Nadu	239.39	238.97	-	-	239.16
5	Residual	269.18	197.44	-	-	264.28
Tea Processing Ind.		166.42	182.72	-	-	170.20

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

Sl. No.	Industry/Stratum	Average Maximum Daily Wage Rates (Rs.)				
		Men	Women	Adole-scents	Children	Overall
1	2	3	4	5	6	7
1	Assam	158.88	126.26	-	-	153.37
2	West Bengal	217.51	151.44	-	-	204.04
3	Kerala	417.62	311.50	-	-	360.52
4	Tamil Nadu	247.34	239.39	-	-	242.91
5	Residual	324.25	197.44	-	-	315.59
Tea Processing Ind.		190.65	183.15	-	-	188.91

TABLE 3.4

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

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole-scents	Children	Overall
1	2	3	4	5	6	7
1	Blacksmith	220.15	-	-	-	220.15
2	Carpenter	309.66	-	-	-	309.66
3	Coolie/Mazdoor	141.36	138.50	-	-	140.43
4	Driver	344.54	-	-	-	344.54
5	Electrician	331.89	-	-	-	331.89
6	Engine Room Atten	273.45	179.45	-	-	272.50
7	Fitter	345.39	-	-	-	345.39
8	Helper	139.96	140.41	-	-	140.05
9	Mason	290.29	-	-	-	290.29
10	Mechanic(General)	338.59	-	-	-	338.59
11	Oilman/Greaser	248.33	241.61	-	-	246.91
12	Packer	234.57	219.04	-	-	230.60
13	Sign Maker	168.36	-	-	-	168.36
14	Supervisor	281.63	256.78	-	-	280.21
15	Sweeper	229.60	236.89	-	-	235.05
16	Turner	349.46	-	-	-	349.46
17	Watchman	215.27	-	-	-	215.27
18	Welder	240.89	-	-	-	240.89
19	Chest Maker/Packer	201.40	241.31	-	-	211.06
20	Tea Sorter	209.81	236.13	-	-	219.45
21	Tea Maker/Tea Taster	251.17	223.14	-	-	239.89
22	Balance Sifter Atte	248.49	200.00	-	-	247.63
23	Fermenting Room Atte	180.02	241.61	-	-	209.06
24	Picker Coolie	199.03	257.98	-	-	232.51
25	Roaster/Tea Drier	215.49	243.76	-	-	220.49
26	Roll Break. Mach Att	208.59	240.88	-	-	223.74
27	Stove Attend./Stoker	232.40	241.61	-	-	233.28
28	Tea Blender	340.81	241.61	-	-	331.94
29	Cutting Mach Op	239.17	-	-	-	239.17
30	Withering Loft Atte	262.18	234.68	-	-	244.47
31	Miscellaneous	225.19	154.39	-	-	217.50
Tea Processing Ind.		178.54	182.94	-	-	179.55

TABLE 3.4(a)

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

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole-scents	Children	Overall
1	2	3	4	5	6	7
1	Blacksmith	208.75	-	-	-	208.75
2	Carpenter	267.25	-	-	-	267.25
3	Coolie/Mazdoor	140.83	138.50	-	-	140.07
4	Driver	254.78	-	-	-	254.78
5	Electrician	233.67	-	-	-	233.67
6	Engine Room Atten	206.46	179.45	-	-	206.18
7	Fitter	220.68	-	-	-	220.68
8	Helper	139.24	140.37	-	-	139.46
9	Mason	290.07	-	-	-	290.07
10	Mechanic(General)	287.77	-	-	-	287.77
11	Oilman/Greaser	200.05	241.61	-	-	208.85
12	Packer	223.99	218.68	-	-	222.63
13	Sign Maker	166.54	-	-	-	166.54
14	Supervisor	259.79	253.52	-	-	259.43
15	Sweeper	226.73	236.73	-	-	234.20
16	Turner	349.46	-	-	-	349.46
17	Watchman	206.16	-	-	-	206.16
18	Welder	233.82	-	-	-	233.82
19	Chest Maker/Packer	182.38	241.31	-	-	196.64
20	Tea Sorter	199.23	231.49	-	-	211.04
21	Tea Maker/Tea Taster	238.49	222.18	-	-	231.93
22	Balance Sifter Atte	233.59	200.00	-	-	232.99
23	Fermenting Room Atte	179.00	241.61	-	-	208.51
24	Picker Coolie	195.40	257.98	-	-	230.94
25	Roaster/Tea Drier	211.88	243.76	-	-	217.52
26	Roll Break. Mach Att	203.55	240.86	-	-	221.05
27	Stove Attend./Stoker	203.79	241.61	-	-	207.39
28	Tea Blender	236.02	241.61	-	-	236.52
29	Cutting Mach Op	224.11	-	-	-	224.11
30	Withering Loft Atte	239.88	234.34	-	-	236.31
31	Miscellaneous	202.44	153.47	-	-	197.12
Tea Processing Ind.		166.42	182.72	-	-	170.20

TABLE 3.4(b)

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

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole-scents	Children	Overall
1	2	3	4	5	6	7
1	Blacksmith	231.55	-	-	-	231.55
2	Carpenter	352.06	-	-	-	352.06
3	Coolie/Mazdoor	141.89	138.50	-	-	140.78
4	Driver	434.30	-	-	-	434.30
5	Electrician	430.11	-	-	-	430.11
6	Engine Room Atten	340.44	179.45	-	-	338.81
7	Fitter	470.09	-	-	-	470.09
8	Helper	140.69	140.44	-	-	140.64
9	Mason	290.50	-	-	-	290.50
10	Mechanic(General)	389.40	-	-	-	389.40
11	Oilman/Greaser	296.60	241.61	-	-	284.96
12	Packer	245.15	219.41	-	-	238.57
13	Sign Maker	170.17	-	-	-	170.17
14	Supervisor	303.48	260.05	-	-	300.98
15	Sweeper	232.48	237.06	-	-	235.90
16	Turner	349.46	-	-	-	349.46
17	Watchman	224.37	-	-	-	224.37
18	Welder	247.95	-	-	-	247.95
19	Chest Maker/Packer	220.41	241.31	-	-	225.47
20	Tea Sorter	220.38	240.77	-	-	227.85
21	Tea Maker/Tea Taster	263.85	224.10	-	-	247.86
22	Balance Sifter Atte	263.39	200.00	-	-	262.26
23	Fermenting Room Atte	181.05	241.61	-	-	209.60
24	Picker Coolie	202.66	257.98	-	-	234.07
25	Roaster/Tea Drier	219.10	243.76	-	-	223.46
26	Roll Break. Mach Att	213.64	240.90	-	-	226.42
27	Stove Attend./Stoker	261.00	241.61	-	-	259.16
28	Tea Blender	445.60	241.61	-	-	427.35
29	Cutting Mach Op	254.22	-	-	-	254.22
30	Withering Loft Atte	284.48	235.02	-	-	252.63
31	Miscellaneous	247.94	155.32	-	-	237.88
Tea Processing Ind.		190.65	183.15	-	-	188.91

TABLE 3.5

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

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole-scents	Children	Overall
1	2	3	4	5	6	7
1	Blacksmith	220.15	-	-	-	220.15
2	Carpenter	309.66	-	-	-	309.66
3	Coolie/Mazdoor	141.36	138.50	-	-	140.43
4	Driver	344.54	-	-	-	344.54
5	Electrician	331.89	-	-	-	331.89
6	Engine Room Atten	273.45	179.45	-	-	272.50
7	Fitter	345.39	-	-	-	345.39
8	Helper	139.96	140.41	-	-	140.05
9	Mason	290.29	-	-	-	290.29
10	Mechanic(General)	338.59	-	-	-	338.59
11	Oilman/Greaser	248.33	241.61	-	-	246.91
12	Packer	234.57	219.04	-	-	230.60
13	Sign Maker	168.36	-	-	-	168.36
14	Supervisor	281.63	256.78	-	-	280.21
15	Sweeper	229.60	236.89	-	-	235.05
16	Turner	349.46	-	-	-	349.46
17	Watchman	215.27	-	-	-	215.27
18	Welder	240.89	-	-	-	240.89
19	Chest Maker/Packer	201.40	241.31	-	-	211.06
20	Tea Sorter	209.81	236.13	-	-	219.45
21	Tea Maker/Tea Taster	251.17	223.14	-	-	239.89
22	Balance Sifter Atte	248.49	200.00	-	-	247.63
23	Fermenting Room Atte	180.02	241.61	-	-	209.06
24	Picker Coolie	199.03	257.98	-	-	232.51
25	Roaster/Tea Drier	215.49	243.76	-	-	220.49
26	Roll Break. Mach Att	208.59	240.88	-	-	223.74
27	Stove Attend./Stoker	232.40	241.61	-	-	233.28
28	Tea Blender	340.81	241.61	-	-	331.94
29	Cutting Mach Op	239.17	-	-	-	239.17
30	Withering Loft Atte	262.18	234.68	-	-	244.47
31	Miscellaneous	225.19	154.39	-	-	217.50
	Tea Processing Ind.	178.54	182.94	-	-	179.55

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

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole-scents	Children	Overall
1	2	3	4	5	6	7
1	Blacksmith	208.75	-	-	-	208.75
2	Carpenter	267.25	-	-	-	267.25
3	Coolie/Mazdoor	140.83	138.50	-	-	140.07
4	Driver	254.78	-	-	-	254.78
5	Electrician	233.67	-	-	-	233.67
6	Engine Room Atten	206.46	179.45	-	-	206.18
7	Fitter	220.68	-	-	-	220.68
8	Helper	139.24	140.37	-	-	139.46
9	Mason	290.07	-	-	-	290.07
10	Mechanic(General)	287.77	-	-	-	287.77
11	Oilman/Greaser	200.05	241.61	-	-	208.85
12	Packer	223.99	218.68	-	-	222.63
13	Sign Maker	166.54	-	-	-	166.54
14	Supervisor	259.79	253.52	-	-	259.43
15	Sweeper	226.73	236.73	-	-	234.20
16	Turner	349.46	-	-	-	349.46
17	Watchman	206.16	-	-	-	206.16
18	Welder	233.82	-	-	-	233.82
19	Chest Maker/Packer	182.38	241.31	-	-	196.64
20	Tea Sorter	199.23	231.49	-	-	211.04
21	Tea Maker/Tea Taster	238.49	222.18	-	-	231.93
22	Balance Sifter Atte	233.59	200.00	-	-	232.99
23	Fermenting Room Atte	179.00	241.61	-	-	208.51
24	Picker Coolie	195.40	257.98	-	-	230.94
25	Roaster/Tea Drier	211.88	243.76	-	-	217.52
26	Roll Break. Mach Att	203.55	240.86	-	-	221.05
27	Stove Attend./Stoker	203.79	241.61	-	-	207.39
28	Tea Blender	236.02	241.61	-	-	236.52
29	Cutting Mach Op	224.11	-	-	-	224.11
30	Withering Loft Atte	239.88	234.34	-	-	236.31
31	Miscellaneous	202.44	153.47	-	-	197.12
Tea Processing Ind.		166.42	182.72	-	-	170.20

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

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole-scents	Children	Overall
1	2	3	4	5	6	7
1	Blacksmith	231.55	-	-	-	231.55
2	Carpenter	352.06	-	-	-	352.06
3	Coolie/Mazdoor	141.89	138.50	-	-	140.78
4	Driver	434.30	-	-	-	434.30
5	Electrician	430.11	-	-	-	430.11
6	Engine Room Atten	340.44	179.45	-	-	338.81
7	Fitter	470.09	-	-	-	470.09
8	Helper	140.69	140.44	-	-	140.64
9	Mason	290.50	-	-	-	290.50
10	Mechanic(General)	389.40	-	-	-	389.40
11	Oilman/Greaser	296.60	241.61	-	-	284.96
12	Packer	245.15	219.41	-	-	238.57
13	Sign Maker	170.17	-	-	-	170.17
14	Supervisor	303.48	260.05	-	-	300.98
15	Sweeper	232.48	237.06	-	-	235.90
16	Turner	349.46	-	-	-	349.46
17	Watchman	224.37	-	-	-	224.37
18	Welder	247.95	-	-	-	247.95
19	Chest Maker/Packer	220.41	241.31	-	-	225.47
20	Tea Sorter	220.38	240.77	-	-	227.85
21	Tea Maker/Tea Taster	263.85	224.10	-	-	247.86
22	Balance Sifter Atte	263.39	200.00	-	-	262.26
23	Fermenting Room Atte	181.05	241.61	-	-	209.60
24	Picker Coolie	202.66	257.98	-	-	234.07
25	Roaster/Tea Drier	219.10	243.76	-	-	223.46
26	Roll Break. Mach Att	213.64	240.90	-	-	226.42
27	Stove Attend./Stoker	261.00	241.61	-	-	259.16
28	Tea Blender	445.60	241.61	-	-	427.35
29	Cutting Mach Op	254.22	-	-	-	254.22
30	Withering Loft Atte	284.48	235.02	-	-	252.63
31	Miscellaneous	247.94	155.32	-	-	237.88
Tea Processing Ind.		190.65	183.15	-	-	188.91

TABLE 3.6

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

Sl. No.	OWS Round Number/ Reference Year	Average Daily Wage Rates (Rs.) of Workers							Real Wage Rate (Rs.)	Percentage$ Change in	
		By Sex-age Groups				By System of Wage payment		Overall		Wage Rate at Current Price	Real Wage Rate
		Men	Women	Adole-scents	Children	Time Rated	Piece Rated				
	Third Round(1974)	4.95	3.09	2.32	1.58	4.68	5.82	4.75	4.75	-	-
	Fourth Round(1985)	17.61	8.03	11.36	5.15	17.61	13.42	17.03	8.51	258.80	79.35
	Fifth Round(1992)	26.39	19.55	-	-	26.04	-	26.04	6.78	52.92	-36.46
	Sixth Round(2004)	65.03	63.82	24.36	-	64.75	-	64.75	7.77	148.70	20.86
	Seventh Round(2016)	178.54	182.94	-	-	179.55	-	179.55	8.73	177.30	12.35

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

TABLE 3.7

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

Sl. No.	Industry/Stratum	Total No. of Units in the Industry	% of Units Paying D.A.	% of Units Using CPI			% of Units Using Bureau Series with Base Year			% Use of Bureau Index Centres	
				Bureau Series	State Series	None	2001	1982	Others	AICPI	Others
1	2	3	4	5	6	7	8	9	10	11	12
1	Assam	493	88.03	100.00	.	.	.	.	100.00	100.00	.
2	West Bengal	212	66.51	100.00	.	.	100.00	.	.	100.00	.
3	Kerala	44	59.09	.	100.00	.	.	.	.	.	.
4	Tamil Nadu	114	70.18	.	100.00	.	.	.	.	.	.
5	Residual	100	30.00	46.67	26.66	26.67	42.86	.	57.14	42.86	57.14
Tea Processing Ind.		963	73.83	82.84	16.03	1.13	24.96	.	75.04	98.64	1.36

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

TABLE 3.8
PERCENTAGE OF EMPLOYEES (MANUAL & NON-MANUAL) RECEIVING DEARNESS ALLOWANCE IN INDUSTRIES

Sl. No.	Industry/Stratum	Estimated No. of Total Employees in the		Percentage of Employees Receiving DA in the	
		Units Paying DA	Industry	Units Paying DA	Industry
1	2	3	4	5	6
1	Assam	91480	98514	11.06	10.27
2	West Bengal	10482	14841	57.21	40.41
3	Kerala	5848	6462	99.16	89.74
4	Tamil Nadu	18062	19567	98.99	91.38
5	Residual	5860	10802	91.54	49.66
Tea Processing Ind.		131732	150186	34.28	30.07

TABLE 3.9
PERCENTAGE DISTRIBUTION OF UNITS PAYING DEARNESS ALLOWANCE BY SYSTEM OF PAYMENT IN INDUSTRIES

Sl. No.	Industry/Stratum	Total Number of Units Paying DA	Percentage of Units Paying Dearness Allowance on the Basis of				
			CPI Number	Pay Scale/ Slabs	Flat Rate	Other Methods	Combination of these
1	2	3	4	5	6	7	8
1	Assam	434	98.39	1.61	-	-	-
2	West Bengal	141	100.00	-	-	-	-
3	Kerala	26	0.01	26.92	46.15	-	26.92
4	Tamil Nadu	80	-	8.75	82.50	-	8.75
5	Residual	30	26.67	-	73.33	-	-
Tea Processing Ind.		711	81.02	2.95	14.06	-	1.97

TABLE 4.1
AVERAGE DAILY EARNINGS OF WORKERS IN INDUSTRIES BY SEXAGE

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)				
		Men	Women	Adole-scents	Children	Overall
1	2	3	4	5	6	7
1	Assam	180.68	155.80	-	-	176.48
2	West Bengal	212.81	161.82	-	-	202.41
3	Kerala	385.97	346.09	-	-	364.51
4	Tamil Nadu	273.45	258.47	-	-	265.10
5	Residual	306.53	202.22	-	-	299.41
Tea Processing Ind.		205.81	207.94	-	-	206.30

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

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)				
		Men	Women	Adole-scents	Children	Overall
1	2	3	4	5	6	7
1	Assam	180.68	155.80	-	-	176.48
2	West Bengal	212.81	161.82	-	-	202.41
3	Kerala	385.97	346.09	-	-	364.51
4	Tamil Nadu	273.45	258.47	-	-	265.10
5	Residual	306.53	202.22	-	-	299.41
Tea Processing Ind.		205.81	207.94	-	-	206.30

TABLE 4.3
AVERAGE DAILY EARNINGS OF WORKERS IN INDUSTRIES BY SYSTEM OF PAYMENT

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
1	Assam	176.48	-	176.48
2	West Bengal	202.41	-	202.41
3	Kerala	364.51	-	364.51
4	Tamil Nadu	265.10	-	265.10
5	Residual	299.41	-	299.41
Tea Processing Ind.		206.30	-	206.30

TABLE 4.4
AVERAGE DAILY EARNINGS OF WORKERS IN INDUSTRIES BY COMPONENTS

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
1	Assam	131.81	6.60	0.62	7.29	1.11	3.77	25.28	176.48
2	West Bengal	158.52	31.40	5.97	1.47	0.51	0.08	4.46	202.41
3	Kerala	275.70	58.04	21.04	-	7.07	2.66	-	364.51
4	Tamil Nadu	100.26	134.09	0.10	0.05	0.02	30.58	-	265.10
5	Residual	247.75	12.81	2.10	10.65	1.80	22.62	1.68	299.41
Tea Processing Ind.		143.82	27.90	2.00	5.74	1.21	8.10	17.53	206.30

TABLE 4.5

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

Sl. No.	Industry/Stratum	Percentage of Workers Receiving Average Daily Earnings (in Rs.)							
		Upto 100.00	100.01 to 175.00	175.01 to 250.00	250.01 to 375.00	375.01 to 500.00	500.01 to 750.00	750.01 to 1000.00	1000.01 and above
1	2	3	4	5	6	7	8	9	10
1	Assam	-	73.54	15.62	5.69	2.04	2.44	0.64	0.03
2	West Bengal	-	37.30	39.82	17.74	3.99	1.15	-	-
3	Kerala	-	-	2.79	78.65	9.35	7.74	1.12	0.35
4	Tamil Nadu	-	2.06	49.89	41.25	5.42	1.22	-	0.16
5	Residual	0.71	10.28	16.25	59.92	2.24	10.03	0.44	0.13
All Tea Processing Ind.		0.05	53.78	21.71	18.02	2.98	2.89	0.50	0.07

TABLE 4.6
DISTRIBUTION OF WORKERS AND TOTAL WAGE BILL BY OCCUPATION

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
1	Blacksmith	0.20	0.23
2	Carpenter	0.27	0.45
3	Coolie/Mazdoor	3.47	2.31
4	Driver	1.60	2.75
5	Electrician	1.15	1.94
6	Engine Room Atten	0.49	0.71
7	Fitter	1.83	3.19
8	Helper	62.18	51.99
9	Mason	0.05	0.08
10	Mechanic(General)	0.69	1.27
11	Oilman/Greaser	0.35	0.41
12	Packer	5.21	6.03
13	Sign Maker	0.01	0.01
14	Supervisor	1.89	2.67
15	Sweeper	2.06	2.80
16	Turner	0.01	0.02
17	Watchman	1.09	1.23
18	Welder	0.04	0.06
19	Chest Maker/Packer	0.59	0.66
20	Tea Sorter	1.50	1.75
21	Tea Maker/Tea Taster	1.52	1.90
22	Balance Sifter Atte	0.28	0.36
23	Fermenting Room Atte	0.66	0.72
24	Picker Coolie	6.25	7.76
25	Roaster/Tea Drier	1.50	1.70
26	Roll Break. Mach Att	1.17	1.35
27	Stove Attend./Stoker	0.41	0.45
28	Tea Blender	1.38	2.56
29	Cutting Mach Op	1.02	1.27
30	Withering Loft Atte	0.76	0.99
31	Miscellaneous	0.38	0.40

TABLE 4.7
AVERAGE DAILY EARNINGS OF WORKERS IN INDUSTRIES BY OCCUPATION AND SEXAGE

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole-scents	Children	Overall
1	2	3	4	5	6	7
1	Blacksmith	230.28	-	-	-	230.28
2	Carpenter	351.88	-	-	-	351.88
3	Coolie/Mazdoor	136.73	139.11	-	-	137.51
4	Driver	353.27	-	-	-	353.27
5	Electrician	347.22	-	-	-	347.22
6	Engine Room Atten	301.64	155.53	-	-	300.16
7	Fitter	360.22	-	-	-	360.22
8	Helper	172.92	170.82	-	-	172.51
9	Mason	336.93	-	-	-	336.93
10	Mechanic(General)	381.29	-	-	-	381.29
11	Oilman/Greaser	244.58	234.29	-	-	242.40
12	Packer	240.99	231.18	-	-	238.49
13	Sign Maker	205.62	-	-	-	205.62
14	Supervisor	293.03	267.40	-	-	291.56
15	Sweeper	309.42	270.09	-	-	280.04
16	Turner	336.62	-	-	-	336.62
17	Watchman	234.04	-	-	-	234.04
18	Welder	295.10	-	-	-	295.10
19	Chest Maker/Packer	226.64	239.82	-	-	229.83
20	Tea Sorter	230.40	256.17	-	-	239.84
21	Tea Maker/Tea Taster	282.22	221.98	-	-	257.99
22	Balance Sifter Atte	266.32	216.67	-	-	265.43
23	Fermenting Room Atte	198.35	253.73	-	-	224.45
24	Picker Coolie	212.52	289.14	-	-	256.03
25	Roaster/Tea Drier	229.64	250.14	-	-	233.27
26	Roll Break. Mach Att	225.38	251.20	-	-	237.49
27	Stove Attend./Stoker	223.93	248.35	-	-	226.25
28	Tea Blender	400.00	223.94	-	-	384.25
29	Cutting Mach Op	256.14	-	-	-	256.14
30	Withering Loft Atte	309.51	248.42	-	-	270.18
31	Miscellaneous	225.65	157.10	-	-	218.20
Tea Processing Ind.		205.81	207.94	-	-	206.30

TABLE 4.8

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

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole-scents	Children	Overall
1	2	3	4	5	6	7
1	Blacksmith	230.28	-	-	-	230.28
2	Carpenter	351.88	-	-	-	351.88
3	Coolie/Mazdoor	136.73	139.11	-	-	137.51
4	Driver	353.27	-	-	-	353.27
5	Electrician	347.22	-	-	-	347.22
6	Engine Room Atten	301.64	155.53	-	-	300.16
7	Fitter	360.22	-	-	-	360.22
8	Helper	172.92	170.82	-	-	172.51
9	Mason	336.93	-	-	-	336.93
10	Mechanic(General)	381.29	-	-	-	381.29
11	Oilman/Greaser	244.58	234.29	-	-	242.40
12	Packer	240.99	231.18	-	-	238.49
13	Sign Maker	205.62	-	-	-	205.62
14	Supervisor	293.03	267.40	-	-	291.56
15	Sweeper	309.42	270.09	-	-	280.04
16	Turner	336.62	-	-	-	336.62
17	Watchman	234.04	-	-	-	234.04
18	Welder	295.10	-	-	-	295.10
19	Chest Maker/Packer	226.64	239.82	-	-	229.83
20	Tea Sorter	230.40	256.17	-	-	239.84
21	Tea Maker/Tea Taster	282.22	221.98	-	-	257.99
22	Balance Sifter Atte	266.32	216.67	-	-	265.43
23	Fermenting Room Atte	198.35	253.73	-	-	224.45
24	Picker Coolie	212.52	289.14	-	-	256.03
25	Roaster/Tea Drier	229.64	250.14	-	-	233.27
26	Roll Break. Mach Att	225.38	251.20	-	-	237.49
27	Stove Attend./Stoker	223.93	248.35	-	-	226.25
28	Tea Blender	400.00	223.94	-	-	384.25
29	Cutting Mach Op	256.14	-	-	-	256.14
30	Withering Loft Atte	309.51	248.42	-	-	270.18
31	Miscellaneous	225.65	157.10	-	-	218.20
Tea Processing Ind.		205.81	207.94	-	-	206.30

TABLE 4.9
AVERAGE DAILY EARNINGS OF WORKERS IN INDUSTRIES BY OCCUPATION AND SYSTEM OF PAYMENT

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
1	Blacksmith	230.28	-	230.28
2	Carpenter	351.88	-	351.88
3	Coolie/Mazdoor	137.51	-	137.51
4	Driver	353.27	-	353.27
5	Electrician	347.22	-	347.22
6	Engine Room Atten	300.16	-	300.16
7	Fitter	360.22	-	360.22
8	Helper	172.51	-	172.51
9	Mason	336.93	-	336.93
10	Mechanic(General)	381.29	-	381.29
11	Oilman/Greaser	242.40	-	242.40
12	Packer	238.49	-	238.49
13	Sign Maker	205.62	-	205.62
14	Supervisor	291.56	-	291.56
15	Sweeper	280.04	-	280.04
16	Turner	336.62	-	336.62
17	Watchman	234.04	-	234.04
18	Welder	295.10	-	295.10
19	Chest Maker/Packer	229.83	-	229.83
20	Tea Sorter	239.84	-	239.84
21	Tea Maker/Tea Taster	257.99	-	257.99
22	Balance Sifter Atte	265.43	-	265.43
23	Fermenting Room Atte	224.45	-	224.45
24	Picker Coolie	256.03	-	256.03
25	Roaster/Tea Drier	233.27	-	233.27
26	Roll Break. Mach Att	237.49	-	237.49
27	Stove Attend./Stoker	226.25	-	226.25
28	Tea Blender	384.25	-	384.25
29	Cutting Mach Op	256.14	-	256.14
30	Withering Loft Atte	270.18	-	270.18
31	Miscellaneous	218.20	-	218.20
Tea Processing Ind.		206.30	-	206.30

TABLE 4.10
AVERAGE DAILY EARNINGS OF WORKERS IN DIFFERENT OCCUPATIONS BY COMPONENTS

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
1	Blacksmith	179.57	39.83	6.74	1.91	0.52	0.14	1.57	230.28
2	Carpenter	205.31	66.71	5.24	18.67	12.76	13.02	30.17	351.88
3	Coolie/Mazdoor	120.42	4.78	1.82	-	-	2.06	8.43	137.51
4	Driver	206.98	82.25	1.46	14.08	8.46	17.88	22.16	353.27
5	Electrician	204.06	83.34	2.67	12.67	6.86	19.00	18.62	347.22
6	Engine Room Atten	166.06	55.71	2.67	22.85	12.27	13.95	26.65	300.16
7	Fitter	202.46	85.63	2.23	18.77	9.06	16.02	26.05	360.22
8	Helper	131.25	6.43	0.69	6.16	0.24	3.71	24.03	172.51
9	Mason	188.46	68.19	0.81	23.58	7.36	30.64	17.89	336.93
10	Mechanic(General)	256.43	71.86	3.50	9.44	5.62	24.05	10.39	381.29
11	Oilman/Greaser	135.81	87.93	2.38	2.11	0.79	8.94	4.44	242.40
12	Packer	179.00	36.94	1.25	2.17	2.30	13.87	2.96	238.49
13	Sign Maker	103.08	68.05	27.82	-	-	-	6.67	205.62
14	Supervisor	189.33	64.54	3.45	6.94	4.85	12.63	9.82	291.56
15	Sweeper	105.50	122.69	0.76	0.21	1.22	49.13	0.53	280.04
16	Turner	260.31	67.97	-	-	-	-	8.34	336.62
17	Watchman	151.10	52.71	2.65	4.40	1.53	11.57	10.08	234.04
18	Welder	175.91	37.41	-	58.41	3.89	3.90	15.58	295.10
19	Chest Maker/Packer	156.28	52.43	0.77	0.17	0.06	19.93	0.19	229.83
20	Tea Sorter	136.40	76.90	0.64	3.28	11.78	7.39	3.45	239.84
21	Tea Maker/Tea Taster	119.81	110.29	1.81	4.43	0.71	15.56	5.38	257.99
22	Balance Sifter Atte	189.85	48.06	13.00	4.08	1.47	1.32	7.65	265.43
23	Fermenting Room Atte	123.04	73.34	3.85	1.58	0.14	18.45	4.05	224.45
24	Picker Coolie	184.75	45.48	15.45	0.58	0.44	6.72	2.61	256.03
25	Roaster/Tea Drier	126.38	88.13	1.76	2.57	0.71	11.55	2.17	233.27
26	Roll Break. Mach Att	119.26	95.58	1.41	2.23	1.45	16.41	1.15	237.49

Table 4.10

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
27	Stove Attend./Stoker	137.82	72.91	2.89	1.36	0.27	7.00	4.00	226.25
28	Tea Blender	251.66	57.41	0.78	23.71	1.92	48.71	0.06	384.25
29	Cutting Mach Op	128.59	99.65	1.17	3.18	1.08	19.43	3.04	256.14
30	Withering Loft Atte	104.25	131.37	1.79	0.93	0.16	29.84	1.84	270.18
31	Miscellaneous	175.56	29.08	0.29	5.04	0.48	2.07	5.68	218.20
Tea Processing Ind.		143.82	27.90	2.00	5.74	1.21	8.10	17.53	206.30

TABLE 4.11

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

Sl. No.	OWS Round Number/ Reference Year	Average Daily Earnings (Rs.) of Workers							Real Earnings (Rs.)	Percentage$ Change in	
		By Sex-age Groups				By System of Wage payment		Overall		Earnings at Current Price	Real Earnings
		Men	Women	Adole-scents	Child.	Time Rated	Piece Rated				
	Third Round(1974)	16.40	3.67	2.47	1.73	16.39	7.91	6.62	6.62	-	-
	Fourth Round(1985)	24.86	12.95	21.00	6.36	24.10	15.47	24.09	12.05	263.90	82.02
	Fifth Round(1992)	33.93	24.12	-	-	33.40	-	33.40	8.69	38.65	-50.75
	Sixth Round(2004)	73.85	76.48	38.36	-	74.10	-	74.10	8.89	121.86	3.02
	Seventh Round(2016)	205.81	207.94	-	-	206.30	-	206.30	10.03	178.41	12.82

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

TABLE 5.1
COEFFICIENT OF VARIATION IN AVERAGE WAGE RATES BY STRATUM

Sl. No.	Industry/Stratum	Percentage Coefficient of Variation on Average		
		Minimum Wage	Maximum Wage	Mean Wage
1	2	3	4	5
1	Assam	18.9700	22.8600	14.4600
2	West Bengal	14.4300	21.5600	14.4600
3	Kerala	27.5600	39.0200	10.3900
4	Tamil Nadu	57.0000	55.7800	55.2400
5	Residual	31.1900	46.4000	17.1000
Tea Processing Ind.		35.8700	40.1100	30.1700

TABLE 5.2
COEFFICIENT OF VARIATION IN AVERAGE DAILY EARNINGS BY STRATUM

Sl. No.	Industry/Stratum	Percentage Coefficient of Variation
1	2	3
1	Assam	59.53
2	West Bengal	39.03
3	Kerala	41.12
4	Tamil Nadu	42.13
5	Residual	61.69
Tea Processing Ind.		54.42

TABLE 5.3
COEFFICIENT OF VARIATION IN AVERAGE DAILY EARNINGS BY OCCUPATION

Sl. No.	Industry/Stratum	Percentage Coefficient of Variation
1	2	3
1	Blacksmith	41.07
2	Carpenter	41.82
3	Coolie/Mazdoor	15.64
4	Driver	61.24
5	Electrician	42.23
6	Engine Room Atten	47.54
7	Fitter	41.73
8	Helper	40.19
9	Mason	73.00
10	Mechanic(General)	53.08
11	Oilman/Greaser	33.81
12	Packer	69.82
13	Sign Maker	-
14	Supervisor	51.76
15	Sweeper	42.56
16	Turner	18.76
17	Watchman	31.83
18	Welder	49.18
19	Chest Maker/Packer	71.59
20	Tea Sorter	55.89
21	Tea Maker/Tea Taster	56.05
22	Balance Sifter Atte	37.05
23	Fermenting Room Atte	25.41
24	Picker Coolie	31.92
25	Roaster/Tea Drier	45.83
26	Roll Break. Mach Att	45.13
27	Stove Attend./Stoker	34.37
28	Tea Blender	78.02
29	Cutting Mach Op	40.41
30	Withering Loft Atte	32.26
31	Miscellaneous	42.82
Tea Processing Ind.		54.42

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

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
1	Assam	10861	2131	12992	136.63	153.54	145.09
1	Carpenter	38	0	38	260.73	377.61	319.17
2	Coolie/Mazdoor	403	190	593	137.00	137.00	137.00
3	Driver	182	0	182	254.23	534.42	394.33
4	Electrician	136	0	136	217.58	522.98	370.28
5	Engine Room Atten	84	1	85	205.20	354.40	279.80
6	Fitter	264	0	264	211.96	528.46	370.21
7	Helper	8684	1918	10602	126.68	126.68	126.68
8	Mason	8	0	8	282.74	282.74	282.74
9	Mechanic(General)	36	0	36	360.99	493.00	427.00
10	Oilman/Greaser	3	0	3	256.32	256.32	256.32
11	Packer	210	6	216	170.11	181.59	175.85
12	Supervisor	143	0	143	194.42	252.89	223.66
13	Sweeper	13	0	13	134.87	138.17	136.52
14	Turner	1	0	1	317.65	317.65	317.65
15	Watchman	74	0	74	177.10	196.90	187.00
16	Welder	8	0	8	233.96	246.81	240.39
17	Chest Maker/Packer	61	0	61	126.00	126.00	126.00
18	Tea Sorter	92	7	99	163.65	168.80	166.23
19	Tea Maker/Tea Taster	13	0	13	349.51	451.44	400.48
20	Balance Sifter Atte	5	0	5	191.03	414.19	302.61
21	Fermenting Room Atte	49	0	49	130.48	130.73	130.61
22	Picker Coolie	94	7	101	137.94	164.71	151.33
23	Roaster/Tea Drier	77	0	77	165.06	167.06	166.06
24	Roll Break. Mach Att	77	0	77	161.06	176.56	168.81
25	Stove Attend./Stoker	10	0	10	255.38	264.42	259.90
26	Tea Blender	39	0	39	126.00	126.00	126.00
27	Cutting Mach Op	45	0	45	189.73	234.74	212.24
28	Withering Loft Atte	3	0	3	164.06	177.44	170.75
29	Miscellaneous	9	2	11	248.04	255.48	251.76
2	West Bengal	1226	311	1537	178.25	200.54	189.40

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	39	0	39	200.69	224.91	212.80
2	Carpenter	11	0	11	288.72	288.72	288.72
3	Coolie/Mazdoor	36	36	72	144.13	144.13	144.13
4	Driver	58	0	58	199.33	229.75	214.54
5	Electrician	39	0	39	249.83	297.19	273.51
6	Engine Room Atten	10	0	10	219.32	231.18	225.25
7	Fitter	48	0	48	231.63	304.41	268.02
8	Helper	231	51	282	162.12	172.96	167.54
9	Mechanic(General)	29	0	29	227.40	259.88	243.64
10	Oilman/Greaser	35	0	35	192.81	295.33	244.07
11	Packer	115	62	177	153.68	166.35	160.02
12	Sign Maker	2	0	2	166.54	170.17	168.36
13	Supervisor	48	2	50	263.85	292.16	278.01
14	Sweeper	10	19	29	156.25	160.64	158.45
15	Watchman	57	0	57	189.63	209.05	199.34
16	Chest Maker/Packer	3	0	3	247.67	247.67	247.67
17	Tea Sorter	39	5	44	176.82	196.03	186.43
18	Tea Maker/Tea Taster	9	16	25	147.86	248.35	198.11
19	Balance Sifter Atte	30	1	31	211.90	219.52	215.71
20	Fermenting Room Atte	14	0	14	281.47	291.00	286.24
21	Picker Coolie	192	112	304	149.51	152.65	151.08
22	Roaster/Tea Drier	52	0	52	198.87	226.46	212.67
23	Roll Break. Mach Att	10	0	10	327.55	334.58	331.07
24	Stove Attend./Stoker	42	0	42	172.07	240.48	206.28
25	Tea Blender	2	0	2	246.25	246.25	246.25
26	Cutting Mach Op	29	0	29	201.70	299.88	250.79
27	Withering Loft Atte	12	1	13	197.30	310.73	254.02
28	Miscellaneous	24	6	30	163.75	171.55	167.65
3	Kerala	438	465	903	326.78	368.94	347.86
1	Blacksmith	1	0	1	310.74	310.74	310.74
2	Driver	14	0	14	373.91	591.82	482.87
3	Electrician	3	0	3	403.29	403.29	403.29
4	Fitter	10	0	10	375.07	449.15	412.11

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
5	Helper	82	8	90	351.20	362.09	356.65
6	Mason	1	0	1	370.37	374.37	372.37
7	Mechanic(General)	50	0	50	296.74	345.79	321.27
8	Packer	28	13	41	375.75	710.35	543.05
9	Supervisor	33	2	35	376.30	455.45	415.88
10	Sweeper	8	3	11	386.47	433.62	410.05
11	Turner	1	0	1	381.26	381.26	381.26
12	Watchman	5	0	5	359.76	359.76	359.76
13	Chest Maker/Packer	8	7	15	374.10	696.56	535.33
14	Tea Sorter	22	10	32	346.15	479.42	412.79
15	Tea Maker/Tea Taster	2	0	2	303.61	578.78	441.20
16	Balance Sifter Atte	2	0	2	305.55	305.55	305.55
17	Fermenting Room Atte	2	0	2	305.55	305.55	305.55
18	Picker Coolie	112	422	534	304.57	304.57	304.57
19	Roaster/Tea Drier	2	0	2	305.55	305.55	305.55
20	Roll Break. Mach Att	2	0	2	305.55	305.55	305.55
21	Stove Attend./Stoker	8	0	8	311.21	336.49	323.85
22	Tea Blender	22	0	22	500.91	550.59	525.75
23	Cutting Mach Op	5	0	5	308.66	308.66	308.66
24	Withering Loft Atte	7	0	7	389.86	408.08	398.97
25	Miscellaneous	8	0	8	324.17	668.80	496.49
4	Tamil Nadu	1302	1617	2919	238.49	242.00	240.25
1	Driver	50	0	50	261.96	262.28	262.12
2	Electrician	39	0	39	230.37	239.84	235.11
3	Fitter	30	0	30	237.45	238.45	237.95
4	Helper	175	290	465	233.31	234.23	233.77
5	Mechanic(General)	15	0	15	272.59	686.99	479.79
6	Oilman/Greaser	11	21	32	241.61	241.61	241.61
7	Packer	123	166	289	234.94	235.52	235.23
8	Supervisor	62	20	82	252.48	276.43	264.46
9	Sweeper	64	327	391	238.10	238.13	238.12
10	Watchman	44	0	44	243.02	244.11	243.57
11	Chest Maker/Packer	20	22	42	245.59	245.59	245.59
12	Tea Sorter	36	84	120	243.47	243.47	243.47

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	13 Tea Maker/Tea Taster	149	108	257	230.89	232.92	231.91
	14 Fermenting Room Atte	5	89	94	244.04	244.04	244.04
	15 Picker Coolie	65	153	218	238.37	238.37	238.37
	16 Roaster/Tea Drier	106	54	160	246.14	246.58	246.36
	17 Roll Break. Mach Att	36	134	170	240.74	240.79	240.77
	18 Stove Attend./Stoker	15	11	26	241.61	241.61	241.61
	19 Tea Blender	90	25	115	241.78	241.78	241.78
	20 Cutting Mach Op	134	0	134	236.75	238.86	237.81
	21 Withering Loft Atte	33	113	146	235.36	235.99	235.68
9	Residual	1333	89	1422	268.34	321.45	294.90
	1 Carpenter	2	0	2	288.46	299.23	293.85
	2 Coolie/Mazdoor	25	1	26	191.95	208.82	200.39
	3 Driver	11	0	11	404.21	474.05	439.13
	4 Electrician	12	0	12	326.11	354.96	340.54
	5 Fitter	5	0	5	281.11	305.66	293.39
	6 Helper	529	69	598	276.95	291.55	284.25
	7 Mechanic(General)	13	0	13	277.90	288.91	283.41
	8 Oilman/Greaser	2	0	2	105.00	107.00	106.00
	9 Packer	334	5	339	285.83	288.10	286.97
	10 Supervisor	68	0	68	345.40	361.80	353.60
	11 Sweeper	17	0	17	267.39	267.39	267.39
	12 Watchman	34	0	34	244.47	278.01	261.24
	13 Tea Sorter	3	8	11	150.73	150.73	150.73
	14 Tea Maker/Tea Taster	27	0	27	262.93	262.93	262.93
	15 Balance Sifter Atte	12	0	12	307.80	307.80	307.80
	16 Picker Coolie	69	6	75	183.57	183.57	183.57
	17 Roaster/Tea Drier	7	0	7	277.03	277.03	277.03
	18 Tea Blender	136	0	136	220.18	670.39	445.29
	19 Cutting Mach Op	5	0	5	258.88	258.88	258.88
	20 Miscellaneous	22	0	22	189.68	221.15	205.42
Tea Processing Ind.		15160	4613	19773	173.06	192.16	182.61

OCCUPATIONAL WAGE SURVEY
SEVENTH ROUND

ANNEXURES

ON

TEA PROCESSING INDUSTRY
(2017)

ANNEXURE-I

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 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

ANNEXURE-I

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	**Bicyles/Rickshaws Industry**
34	**Aircrafts/Spacecrafts & Parts Industry**
35	**Tea Processing Industry**
36	**Tyre and Tube Industries**
37	**Steam Generators (Boilers) Industry**
38	**Diary Products Industry**
39	**Soft Drink Industry**
40	**Aluminium Industry**

ANNEXURE-I

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 Tea Processing Industry 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 two components of 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 kept in view was the type of work performed. For this purpose, the help of the knowledgeable persons of the unit concerned were taken and their expert advice followed.

It might have happened 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.

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

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

$S^2_i = \frac{1}{N_i - 1} \sum_{j=1}^{N_i} (Y_{ij} - \bar{Y}_i)^2$ = 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.

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

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,

É = 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_1 = 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, yi for the i-th sample unit is estimated based on data pertaining to sample workers in the unit as given below:

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

Where,

y_{ijk} = pay roll earnings ok k-th sample worker in j-th occupation of i-th sample unit in the upper/lower size class of a stratum

W_{ij} = total number of workers engaged in j-th occupation of i-th sample unit

w_{ij} = number of sample workers in j-th occupation of i-th sample unit in respect of whom the information on pay roll earnings were collected

K = Total number of distinct occupations having workers in the i-th sample unit

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

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

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

2.0.2 RATIOS

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

2.2 COEFFICIENT OF VARIATION

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

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

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

And

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

where,

$\hat{S}^2_{ij}$ = Sample mean square of average daily earnings in j^{th} stratum in the i^{th} industry

$\hat{Y}_{ij}$ = Sample mean of average daily earnings in j^{th} stratum in the i^{th} industry

y_{ijk} = Average daily earnings of the k^{th} sample worker in j^{th} stratum in the i^{th} industry

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

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

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

and

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

where,

$\hat{S}^2_i$ = Sample Variation 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 tea processing industry were then calculated as the weighted average of sample mean squares and sample means respectively, of different industries, weights being the proportion of number of units in the frame in different industries.

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

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

*****

ANNEXURE-IV

LIST OF OCCUPATIONS WITH BRIEF JOB DESCRIPTIONS FOR TEA PROCESSING INDUSTRY

Occupation		Job Description
Code	Name	
1	2	3

COMMON OCCUPATIONS

0005	Blacksmith	Forges metal to required shapes and size by processes of heating, bending, hammering, etc. Heats metal in furnace to the required degree of temperature. Sharpens the various tools used in the factories and performs other jobs connected with the smithy shop.
0010	Carpenter	Makes, assembles, alters and repairs wooden structures and articles using hand or power tools or both.
0023	Driver	Drives trucks, lorry, car or tractor for transporting goods or men. Attends to minor repairs.
0024	Electrician	Installs, maintains and repairs electrical machinery, equipment and fittings. Repairs or replaces defective wiring, burnt out fuses, defectives parts and keeps fittings in working orders.
0025	Engine Room Attendant	Looks after engine room. Operates steam engine in the event of failure of electricity.
0027	Fitter	Sizes metal parts accurately according to drawings by sawing, chipping, filling, scrapping, drilling etc. Fits and assembles them as required and does necessary repairs himself.

ANNEXURE-IV

LIST OF OCCUPATIONS WITH BRIEF JOB DESCRIPTIONS FOR TEA PROCESSING INDUSTRY

0033	**Helper**	**Helps the skilled workers in their jobs. Performs various types of semi-skilled and unskilled jobs.**
0041	**Mechanic (General)**	**Attends to installation, repair, maintenance and examination of various types of machinery.**
0045	**Oilman/Greaser**	**Cleans and lubricates various types of engines or machinery or looms etc. May make minor adjustments, tighten loose parts and assist machine operators or mechanics.**
0046	**Packer**	**Attends to the job of packing finished textile products. May also operate automatic packing machines.**
0062	**Sign Maker**	**Plans and lays out letters, signs, figures and monograms on wooden boards, metal plates and walls.**
0065	**Supervisor**	**In-charge of a group of workers in his unit. Guides and supervises the workers under his charge. Also handles intricate jobs himself.**
0066	**Sweeper**	**Cleans and sweeps factory premises, toilets and Removes garbage.**
0077	**Watchman**	**Guards buildings, premises, industrial plants, ware houses, etc. against fire, theft, illegal entry and other such contingencies.**
0094	**Apprentices/ Trainees**	**Workers trained in different trades engaged for on the job training in the factories. These workers are also paid for the work done by them.**
9900	**Miscellaneous**	**Other minor occupations not classified**

LIST OF OCCUPATIONS WITH BRIEF JOB DESCRIPTIONS FOR TEA PROCESSING INDUSTRY

elsewhere are classified as miscellaneous occupation.

INDUSTRY: TEA PROCESSING INDUSTRY

4301	Tea Chest Maker	Assembles tea chests from readymade plywood panels by putting them together and nailing them down into boxes or chests.
4302	Tea Sorter	Sorts out or shifts tea of different qualities and grades before packing is undertaken. May also attend to winnowing and weighing of tea.
4303	Tea Maker/ Tea Taster	Prepares tea of different qualities for being tasted by the tea taster. Also tastes the prepared tea himself for specifying its quality.
4304	Balance Sifter Attendant	Tends balance sifter to extract tea balls (undried lumps of tea) from dried tea for further drying in the machines.
4305	Fermenting Room Attendant	Ferments tealeaves by spreading them on sheets and rolling them occasionally for aeration, i.e. to expose to chemical action in the air.
4306	Picker Coolie	Attends to different types of unskilled jobs in the factory, such as carrying tealeaves, spreading tealeaves, putting the dried leaves into the stock extractor or for fanning, putting leaves into java tunnel for grinding and picking up straw from the tealeaves.
4307	Roaster/Tea Drier	Tends firing or drying machine to dry rolled and fermented tealeaves. Spreads

LIST OF OCCUPATIONS WITH BRIEF JOB DESCRIPTIONS FOR TEA PROCESSING INDUSTRY

		rolled and fermented leaves evenly on trays of firing and drying machines. Controls the flow of hot air for maintaining proper temperature.
4308	Roll Breaking Machine Attendant	Tends and feeds rolled tealeaves into roll breaking machine which sieves tea dusts from the rolled leaves.
4309	Stove Attendant/ Stoker	Operates solid, liquid or gas fuelled stoves for withering or drying purposes by maintaining a predetermined air pressure and temperature.
4310	Tea Blender	Operates the machine, which mixes various grades of tea. Opens boxes of tea and weighs out specific quantities of each variety. Ensures that tea is blended separately and decides when the blending process is to be over.
4311	Cutting Machine Operator	Feeds tealeaves into the cutting, tearing and curling machines.
4312	Withering Loft Attendant	Tends lofts of which green tealeaves are withered and supplies withered leaves to rolling machines. Spreads green leaves thinly with hand or stick to form layers on gunny cloth in withering loft and allows leaves to wither for required time according to their moisture contents and weather conditions. May also tend rolling and firing machines in the tea factory.

CONFIDENTIAL

Original	Substituted

GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LABOUR BUREAU, CHANDIGARH

OCCUPATIONAL WAGE SURVEY (7th ROUND)

Block-I Identification Particulars

1. NIC at the time of visit (5 digit level) *(to be filled by supervisor)* [ ][ ][ ][ ][ ]
2. Description of the Industry/Activity
   _____
   _____
3. Stratum Code [ ]
4. Size Group Code *(for Upper-1, Lower-2)* [ ]
5. Frame Serial Number [ ]
6. Sample Serial Number [ ]
7. Sector Code *(Public-1, Private-2, Joint-3)* [ ]
8. Rural/Urban *(Code: Rural-1; Urban-2)* [ ]
9. Reference Date: 30 June 2016
10. Number of Persons employed on the Reference Date

Manual	Non-Manual	Total

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)* [ ]
16. Is the Unit covered by any Wage Agreement? If yes, attach a copy. *(Yes-1, No-2)* [ ]

Sample Sl. No.	

Block II EMPLOYMENT

(A) TIME – RATED WORKERS

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

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

ANNEXURE-V

Sample Sl. No.	

Block II EMPLOYMENT

(B) PIECE–RATED WORKERS

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

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

Sample Sl. No.	

Block III Wage Rates

(A) TIME–RATED WORKERS FOR FULL TIME

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

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

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

Sample Sl. No.	

Block III Wage Rates

(B) PIECE–RATED WORKER FOR FULL TIME

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

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

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

Sample Sl. No.	

BLOCK-IV **DEARNESS ALLOWANCES***

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

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

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

Code	Number
Code	Number

Any other Series

Number

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

Code	Number
Code	Number
Code	Number

2.2 No. of Persons not getting DA

2.3 Total Number of Persons

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

3.1 (a) Labour Bureau Series/ State Series$

(b) (b) Base Year(ccYY)

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

(d)

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

Rate of Dearness Allowance	Number of persons covered

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

Sample Sl. No.	

BLOCK-V PAY ROLL EARNINGS OF SAMPLE WORKERS

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

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

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

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

Sample Sl. No.	

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

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

Sample Sl. No.	

BLOCK-V PAY ROLL EARNINGS OF SAMPLE WORKERS

Sl. No. as in Block II	Occup-ation Code as in Block II	Sl.No. of selected sample worker	HRA	Transport Allowance	Other Allowances	Benefits in kind	Total
1	2	5	18	19	20	21	22

BLOCK-VI PARTICULARS OF FIELD OPERATIONS

FOR FIELD OFFICER ONLY

1. **Name of the Field Officer** _____

2. **Date of investigation** **From** _____ **To**_____

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

4. **Signature of the Field Officer** _____

Comments/Remarks

A. FOR SUPERVISING OFFICER ONLY

5. **Name of the Supervising Officer** _____

6. **Date of receipt of Schedule** _____

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

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

Comments/Remarks

BLOCK-VII	FOR HEADQUARTER USE ONLY

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

Comments/Remarks

ANNEXURE-VI

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	PDLB-41(I) 300-1993(DSK-II)	IV OWS-Report on Selected Manufacturing Industries (1990-91), Vol.I	351.04
	PDLB-41(III) 300-1993(DSK-II)	IV OWS-Report on Selected Manufacturing Industries (1991-92), Vol.III	305.66
	PDLB-41(IV) 300-1993(DSK-II)	IV OWS-Report on Selected Manufacturing Industries (1993),	329.17

Year of Publication	Symbol No.	Title of Report	Price (Rs.)
		Vol.IV	
1995	PDL-419(I) 150-1995(DSK-II)	V OWS-Report on Tea Processing Industries (1993)	106.00
	PDL-419(II) 150-1995(DSK-II)	V OWS-Report on Plantation Industries (1993)	128.00
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ANNEXURE-VI

Year of Publication	Symbol No.	Title of Report	Price (Rs.)
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2018	PDLB-682 120-2018(DSK-II)	VII OWS-Report on Textile Garment Industry	405.00
2018	PDLB-678 120-2018(DSK-II)	VII OWS-Report on Three Plantation Industries	
2018	PDLB-680 120-2018(DSK-II)	VII OWS-Report on Tea Processing Industry	

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

Shram Shakti Bhawan,
New Delhi-110001
Dated 06.11.2017

ORDER

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

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

2. **Terms of References:**

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

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

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

ANNEXURE-VIII

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

Shri Sunil Chaudhry
Deputy Director General

Shri Kailash G. Sharma
Director

Shri Ashok Kumar
Deputy Director

Shri S. Subburaj	Shri Rajiv Kumar	Shri B. K. Dutta
Assistant Director	Assistant Director	Assistant Director

SUPERVISING OFFICERS

Smt Rama Sharma
Smt Dolly Sood

FIELD OFFICERS

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

PRINTING UNIT

Shri Ashish Atwal	Multi-Tasking Staff

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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.