



**REPORT**

**ON**

**Working conditions of the contract workers in  
Petroleum Refineries and Oil fields**

**2009-11**

Labour Bureau

Ministry of Labour & Employment

Government of India

Chandigarh

## **PREFACE**

**Contract labour is a significant and growing form of employment. Launching of Economic reforms in 1991 in India's economy resulted in growth in both types of employment i.e. permanent as well as contractual. The size of contract workers in the total workforce is significant and, by and large, they belong to the unorganised sector. It has been noticed that the contract labour has remained a disadvantaged section of the working class mainly due to lack of organisation, ignorance, etc. Various Committees and Commissions set up to look into the contract labour system laws recommended its abolition. However, recognising the need and inevitability of this system in the increasingly uncertain business environment, the Labour Investigation Committee in 1946, recommended the abolition of contract labour, wherever possible, and its regulation wherever abolition was not possible. Based on this view, the Contract Labour (Regulation and Abolition) Act, 1970 was passed in 1970. Under this Act, Contract Labour has been banned in certain categories of work.**

**In order to formulate effective measures for improving and regulating the working conditions of the contract labour, the Planning Commission, in the Second Five Year Plan document, recommended collection of reliable data on their conditions. Accordingly, Labour Bureau has conducted 46 such surveys in 39 industries. This Report is based on the survey undertaken during 2009-11 to study the working conditions of the contract workers in Petroleum Refineries and Oil fields.**

**The Bureau is grateful to various agencies, particularly the Ministry of Petroleum and Natural Gas, Indian Oil Corporation, Bharat Petroleum Corporation Limited, Chennai Petrochemical Corporation Limited, Mangalore Refinery, Reliance Petroleum, ESSAR Oil, Oil and Natural Gas**

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**I compliment the team headed by Sh. Bal Ram (Director) and comprising of Sh. Deepak Kumar (Assistant Director), Sh. T. S. Thakur (Economic Officer), Smt. Chandra Prabha Bhargava (Economic Officer) and Sh. Ram Krishan Sharma (Investigator-Grade-II), which has toiled through various stages from collection of data to preparation of report for their untiring efforts. Printing of the report is outcome of the sincere efforts put in by the printing Unit of Labour Bureau, Chandigarh.**

**Views, contained in the report may not necessarily be those of the Ministry of Labour & Employment, Govt. of India.**

**Chandigarh  
Dated**

**D. S. Kolamkar  
Director General**

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# CHAPTER – 1

## INTRODUCTION

### 1. Genesis of the Survey

Contract Labour is a significant and growing form of employment. The practice of employing contract labour is observed all over the world and has been in operation since ages. Contract labour generally refers to *“Workers employed by or through an intermediary on work of any establishment”*. Such labour can be distinguished from the direct workers in terms of employee-employer relationship and the method of wage payment. The contract workers do not have any direct relationship with the principal employer. It has a distinct way of working unlike in any other classes of labour like permanent, temporary, casual, badli etc. The contract system is based on triangular relationship between the user enterprises, the contractors including the sub-contractors, and the worker. The workers are recruited by an outside agency or person and are supplied to an establishment or engaged on its work. Unlike direct labour, they neither feature on the muster roll of principal employer/ establishment nor are paid directly. The establishment providing work to the contractor has no direct responsibility towards the workers appointed by the contractors.

The origin of Contract Labour can be traced back to the emergence of the small scale industries which found it economically unfeasible or unviable to undertake all activities of the production process themselves and therefore got some part of work done on workers hired on contract basis. In Colonial Times, the British employers and their representatives depended on the middlemen who helped them in recruitment and control

of labour mainly because they found it cumbersome to deal with the diversity of cultural issues like castes/religions taboos, languages, lack of mobility etc. These middlemen and contractors were known by different names in different part of the country. The system is more prevalent in almost all types of activities in industry, agriculture and allied activities, and service sectors.

The contract workers generally belong to the unorganized sector as they lack bargaining power, have little or no social security and are often engaged in hazardous occupations which could endanger their health and safety. They often have little or no security of employment. However, factors like lack of continuity of work, difficulty in ensuring closer supervision by the employer, higher output or productivity of such workers, cost effectiveness, flexibility in manpower deployment, facilitation for focusing on core competencies, etc., constitute advantages of the system of contract labour .

The provisions in the Indian Penal Code and Workmen's Breach of Contract Act, 1859 which makes the breach of contract service conditions by contract labour criminally culpable were used by the employers to the detriment of contract workers in some cases. In this background, the Whitley Commission had in 1860 recommended the abolition of contract labour.

The conditions of contract labour in India were evaluated by various Commissions and Committees before and after independence. All these Commissions/Committees also found their conditions to be appalling and exploitative in nature and therefore recommended abolition of contract labour system. However, the Labour Investigation Committee



recommended abolition of contract labour system where it was feasible and its regulation where its abolition was not possible. This is considered as a pragmatic approach to the problem.

Further, the Supreme Court of India in the case of Standard Vacuum Refinery Company Vs their Workmen observed that contract labour should not be employed in cases where in the following four conditions are observed:

- a) work is of perennial nature;
- b) work is incidental to and necessary for the work of factory;
- c) work is sufficient to employ considerable number of whole time workers; and
- d) Work is being done in most concerns through regular men.

The recommendations of various committees, the judgment of the Hon'ble Supreme Court of India and the concerns of policy planners for the protection of contract workers from exploitation led to the enactment of Contract Labour (Regulation and Abolition) Act, 1970.

The Second Five Year Plan emphasized the need for improvement in the working conditions of workers and the Planning Commission recommended special treatment of contract labour so as to ensure their continuous employment where it was not possible to abolish it. The need to conduct studies to ascertain the nature and extent of problems faced by contract labour in various industries was indicated in the plan document. Accordingly, Labour Bureau was entrusted with the job of conducting surveys on contract labour in selected industries to evaluate their working

conditions and facilities/amenities available to them. Labour Bureau has so far conducted 46 surveys (including seven repeat surveys) in 39 different industries.

### **1.1 Objectives of the Survey**

The main objective of the present survey is to study the working conditions, which, inter-alia include wages and Earnings, welfare facilities, social security and industrial relations of the contract labour in petroleum refineries and oil fields in India.

### **1.2 Scope of the Survey**

The survey was conducted at all-India level by obtaining the list of establishments in the country from the Ministry of Petroleum & Natural Gas and Oil and Natural Gas Corporation.

### **1.3 Period of the Survey**

The field work for the survey was conducted in a phased manner from October 2009 to November 2010 to collect detailed information on the working conditions of the Contract Labour in Petroleum Refineries and Oil Fields. It may be mentioned that due to shortage of staff only two officials could be spared to cover whole of India despite the fact that the units of Oil Field are located in remote areas which are difficult to approach.

## 1.4 Concepts and Definitions

The brief description of concepts and definitions used in the survey is given below:

**Contract worker:** The worker who is hired in or in connection with the work of an establishment by or through a contractor with or without the knowledge of the principal employer is called contract worker.

**Contractor:** The contractor means a person who undertakes to produce the given result for the establishment other than a mere supply of goods and articles of manufacture to such establishment, through contract labour or who supplies contract labour for any work of establishment and may include a sub contractor within this category.

**Public Sector, Private Sector and Joint Sector Units:** A public sector unit is one which is owned by the Central/State Government or local body. The cooperative factories are also treated as public sector undertakings provided Government has major share in them. Joint sector is one which is owned jointly by Central/State Government /Local Body and private individual or company or corporation. Private sector units are those which are owned by individuals or their groups and/or by the private companies.

**Principal Employer:** Principal employer means:

i) In relation to any office or department of the Government or local authority, the head of that office or department or such other officer as the Government or the local authority, as the case may be, may specify in this behalf.

ii) In a factory, the owner or occupier of the factory and where a person has been named as the manager of the factory under the Factories Act, 1948, (63 of the 1948), the person so named;

iii) In a mine, the owner or agency of mine and where a person has been named as the manager of the mine, the person so named;

iv) In any other establishment, any person responsible for the supervision and control of the establishment.

**Worker:** A person employed directly or through any agency (including contractor) with or without the knowledge of 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 any other work incidental to or connected with manufacturing process or subject to the manufacturing process.

**Benefits in Kinds:** The goods and services provided to workers in terms of cash or kind by the employer/contractor either free of cost or at subsidized rates.

**Establishment:** Establishment means i) Any office or department of Government or local authority. ii) Any place where any industry, trade, business, occupation is carried on.

**Unit:** Each office of the Refinery as well as Oil Field at each station has been taken as a separate unit for the purpose of Report Writing and presentation of the data in the subsequent text / Tables of the report.

## **1.5 Coverage, Methodology and Sample Size**

### **Coverage:**

From the survey, whole country has been divided into two strata which are

- i) Northern, North-Eastern and Eastern region
- ii) Rest of India

A total number of 17 Refineries and 27 Oil Fields were selected for the survey.

### **Methodology:**

To give due representation to the units in each zone purposive sampling method was adopted for selection of units. A two stage sampling technique was adopted. At the first stage selection of units was done and in the second stage, contractors were selected. While selecting the contractors it was ensured that a) only one contractor having maximum employment was selected in a sampling unit engaging up to two contractors, b) two contractors, one having maximum employment and the other having minimum employment were selected in the sample units engaging 3 to 5 contractors and c) four contractors, one having maximum employment, one having minimum employment and 2 having average employment in a sample unit engaging 6 or more contractors were covered.

## Sample Size:

Out of a total number of 19 Refineries in the frame, 17 were selected for coverage. The sample for the Oil Fields was 27 out of 52 units in the frame. All the units were engaging contractors except One Refinery situated in Andhra Pradesh which is a unit of ONGC and not a Commercial Refinery. Out of 27 Oil Fields selected for coverage, two were operating off shores and were substituted with other units. The Cauvery basin and Krishna Godavari basin units were clubbed together as the management and contractors were the same. At the time of field staffs' visit to ONGC headquarters at Dehradun it was found that only one establishment in the region engaged contractor workers and therefore only one out of the four units selected for coverage in the region could be covered.

Stratum-wise coverage in terms of units and contractors is as under:

i) Northern, North-Eastern and Eastern region

Refinery----- 6 Units                      Total No. of Contractors-----589

Oil Field----- 6 Units                      Total No. of Contractors-----154

Total 24 Contractor Schedules were covered in Refineries whereas in Oil Fields 20 Contractor Schedules were canvassed.

ii) Rest of India

Refinery----- 11 Units                      Total No. of Contractors-----1069

Oil Field----- 17 Units                      Total No. of Contractors-----232

(One Refinery owned by ONGC is not having any contractor and is not producing Oil for Commercial use)

Total 40 Contractor Schedules were canvassed in Refineries whereas in Oil Fields 52 Contractors Schedules were canvassed.

## **1.6 Distribution of Units**

Out of 27 units of Oil Field selected for the survey 23 units could be covered. Remaining units were not employing contract workers.

Out of the total 19 refineries featuring in the frame list, 17 were covered. Out of the refineries covered, one refinery situated at Tatipaka, Rajamundri in Andhra Pradesh under ONGC was neither producing oil for commercial use nor having any Contract Labour.

## **1.7 Questionnaire**

For the purpose of data collection two schedules (Annexure- II) were used: These are I) Principal employer schedule and II) Contractor schedule. In the principal employer schedule the information was collected from principal employer about employment of direct and contract workers, details of contractor-wise employment, jobs performed by the contract workers, reasons for employing contract labour on perennial and non perennial jobs etc. In this schedule, data regarding working conditions of direct labour was also collected in respect of the jobs/occupations in which both categories of workers (direct and contract) were found to be working in the same unit. In Schedule II pertaining to Contactor, information was collected from contractors on nature of jobs undertaken by them, employment of contract workers, method of their recruitment, working

conditions, wages and allowances, fines & deductions, payment of bonus and other welfare facilities, social security, industrial relations etc.

## **1.8 Observations of Field Staff**

- Two types of contracts were found to have been awarded to contractors i.e. Labour Contract and Job Contract.
- Contractors made less payment to contract workers by showing the number of days worked less than actual so as to show on paper that compliance of the Minimum Wages Act is being ensured. However, in some cases where the workers were organised and had strong bargaining power, wages of contract workers were significantly higher than the minimum wages.
- In most of the cases same set of workers continue to be deployed for longer periods exceeding 15 years in the same unit even though the contractors keep on changing. In some instances workers are protected by verdict of the court and they are getting some additional benefits in addition to the normal wages and benefits in kind.
- In some cases it was observed that as a result of agreement between Management and the Workers Union, neither Principal Employer nor the contractor could remove the worker. Having this advantage, the workers were getting all the benefits at par with the regular workers.



- In most of the establishments both direct workers and the contract workers were found to be employed on similar jobs in the same unit but different designation was given to contract workers to avoid payment to them at par their with direct counterparts. In such cases, direct workers were getting significantly higher wages as compared to the contract workers.

**Table 1.1**

**ZONE/OIL FIELDS/REFINERIES/UNIT WISE DISTRIBUTION OF CONTRACTORS SELECTED  
AND NUMBER OF UNITS ACTUALLY COVERED**

Sr. No.	Zone/Centre	Total No. of Units in Frame		Total No. of Sample Unit		No. of Units actually covered	
		Oil Fields	Refineries	Oil Fields	Refineries	Oil Fields	Refineries
1	2	3	4	5	6	7	8
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	12	8	6	6	6	6
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	40	11	21	11	17	11
<b>All India</b>		<b>52</b>	<b>19</b>	<b>27</b>	<b>17</b>	<b>23</b>	<b>17</b>

**Table 1.2**

**DISTRIBUTION OF UNITS ENGAGING CONTRACTORS AND NUMBERS OF CONTRACTORS ACTUALLY COVERED**

Sr. No.	Zone/Centre	Total No. of Units		Total No. of Units engaging contractors		Total no. of contractors engaged		Total no. of contractors actually covered	
		Oil Fields	Refineries	Oil Fields	Refineries	Oil Fields	Refineries	Oil Fields	Refineries
1	2	3	4	5	6	7	8	9	10
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	6	6	6 (100)	6 (100)	154	589	20 (12.99)	24 (4.07)
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	17	11	17 (100)	10 (90.91)	232	1069	52 (26.80)	40 (3.74)
<b>All India</b>		<b>23</b>	<b>17</b>	<b>23 (100)</b>	<b>16 (94.11)</b>	<b>386</b>	<b>1658</b>	<b>72 (20.68)</b>	<b>64 (3.86)</b>

Note: Figures in parentheses indicate percentages.

## CHAPTER – 2

### REGISTRATION, LICENCE AND EMPLOYMENT

#### 2.1 REGISTRATION

The main objective of the Contract Labour (Regulation & Abolition) Act, 1970 is twofold:-

- (i) To regulate the employment of Contract Labour in certain establishments
- (ii) To provide for its abolition in certain others.

In order to achieve above mentioned objectives, the Act lays down various criteria for hiring of the Contract Labour and for regulating their wages and earnings, working conditions, etc. The provisions of the Act require that the establishment that proposes to hire contract labour for its work has to obtain a certificate of registration in case it hired more than twenty workers on any day during the previous year.

During the course of the survey it was found that all the sample Refineries as well as Oilfields in the first zone had engaged contractors. In second zone i.e. rest of India, out of 17 sample units in Oil Fields all were having contractors, whereas in Petroleum Refineries out of 11 sample units, 10 units were having contractor. One refinery in Tatipaka, which is a non-commercial refinery, was not having any contractor.

## **2.2 LICENCE**

The Act also requires that every contractor engaging 20 or more workers on any day of the month has to obtain a licence for engaging contract labour for the work of any establishment. It further stipulates that every application of the contractor to obtain licence has to be accompanied by a certificate from the Principal Employer stating that the applicant has been employed by him as contractor in relation to its establishment and that he undertakes to be bound by all the provisions of the Act and the rules as applicable to him as principal employer in respect of the employment of contract labour by the applicant. Grant of licence will be for engaging specific number of contract labour and may be subject to the conditions including hours of work, fixation of wages, etc. Licence shall be valid for the period specified therein and it can be revoked / suspended if the licensee fails to comply with the conditions subject to which it was granted.

## **2.3 EMPLOYMENT**

### **2.3.1 Type of Ownership**

Table 2.1 presents the distributions of sample units by type of ownership. It may be observed from the Table 2.1 that all the sample units of Oil fields & Petroleum Refineries from North/North-East/Eastern zone which cover the states of Haryana, Uttar Pradesh, Bihar, West Bengal, Assam and Tripura were in public sector. Similarly the rest of India comprising of the states of Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa & Pondicherry has 88.24 per cent of sample units of Oil Fields and 81.81 per cent of Petroleum Refineries in the Public Sector, 5.88 percent of Oil Fields and 18.18 per cent of Petroleum

Refineries are in Private Sector and one sample unit of oilfields (5.88 percent) belongs to the Joint Sector.

### **2.3.2 Employment of Contractors**

Table 2.2 presents data on distribution of sample units by the number of contractors engaged by them. As already stated, a total of 23 units were selected from Oil Fields and 17 units were selected from Petroleum Refineries for coverage at all India level. Among the Oil Fields units, all of which engaged contractors, 2 units i.e. 8.69 per cent were engaging up to 2 contractors, 7 units i.e. 30.43 per cent were engaging 3 to 5 contractors and 14 units i.e. 60.87 per cent were engaging 6 or more contractors. Among Petroleum Refineries out of 17 units covered 16 units engaged contractors and all of them were engaging 6 or more contractors.

### **2.3.3 Employment of Contractor Workers**

Data on employment of contract workers in the unit surveyed is presented in Table 2.3. It is observed that out of 13976 contract workers engaged in Oil Fields at All India level, 3782 (27.06 per cent) contract workers are employed in the 6 units located in North / North-East / Eastern zone. In Rest of India units 10194 (72.94 per cent) contract workers are employed. In respect of Petroleum Refinery units, 58894 contract workers are employed by the contractors at all-India level of which 14991 (25.45 per cent) contract worker are employed in North / North-East / Eastern zone units and the Rest of India units are employing 43903 (74.55 per cent) contract worker.

### **2.3.4 Proportion of Contract Workers in Employment**

It can be seen from Table 2.4 that proportion of contract workers to the total employment at all-India level was 18165 (76.94 per cent) in Oil Fields and 73499 (80.12 per cent) in Petroleum Refineries. At the zonal level in North / North-East / Eastern zone, in Oil Fields, the extent of direct workers in the total employment was 26.26 per cent and in Rest of India it was 21.80 per cent. At overall level the proportion of direct workers was 23.06 per cent in Oil Fields and 19.88 per cent in Refineries. Similarly in Petroleum Refinery in North / North-East / Eastern zone the extent of employment of direct workers was 26.05 per cent and in Rest of India 19.88 per cent. It can be seen that proportion of direct workers was less than contract workers.

### **2.3.5 Contract Workers by Sex and Age**

Data on distribution of contract workers by sex is presented in Table 2.5. The perusal of table reveals that in Oil Fields and Petroleum Refineries contractor preferred employing male workers at 98.60 per cent and 98.67 per cent respectively at all-India level. The proportion of women workers on contract basis was found to be just 1.40 per cent in Oil Fields and 1.33 per cent in Petroleum Refineries. Employment of children was not observed in any of the sample units of Oil Fields and Petroleum Refineries.

### **2.3.6 Employment by type of jobs**

Data on employment by type of jobs is presented in Table 2.9. It appears from the table that all workers in Oil Fields and Petroleum

Refineries covered during the survey were engaged on regular jobs like: foreman, supervisor, cleaner, sweeper, electrician, fitter, helper, mason, general mazdoor, welder, carpenter, painter, mechanic / technician, mali / gardner, driller, generator operator, loader / un-loader, a.c. plant operator, rigger gas cutter, security guards etc. None of the workers were found to be working on irregular jobs in the Oil fields and Petroleum Refineries.

### **2.3.7 System of Payments**

The survey results revealed that all the contracts in Oil Fields and Petroleum Refineries were making payments to their workers on time-rated basis only. None of the contractors reported making payments to their worker on Piece-Rated basis.

### **2.3.8 Employment by Length of Service**

The employment of contract workers was found to be of temporary nature ; in oil fields majority of workers (68.15 per cent) were having more than 1 and up to 3 years service and in petroleum refineries the majority were having less than one year (62.47 per cent) at all-India level. Percentage of workers having more than 5 years was only 1.68 per cent in Oil Fields and 1.03 per cent in Petroleum Refineries. Similar trend was observed at zonal level (Table-2.6).

### **2.3.9 Seasonal Variation in Employment**

To study the seasonal variation in the employment of contract labour the data was collected from sample contractors for the period preceding the year from the specified date. The results presented in Table 2.7 show fluctuation in the average employment of contract workers in Oil Fields



and Petroleum Refineries. The comparison of employment on the specified dates with the average daily employment of preceding one year shows that it has increased by 2.89 per cent in oil fields and 48.89 per cent in petroleum refineries at all-India level and by 24.07 per cent in North / North-East / Eastern zone in oil fields and decreased by 10.49 per cent in rest of India. Similarly, in petroleum refineries, it increased by 38.49 per cent in North / North-East / Eastern zone, and 55.26 per cent in rest of India.

### **2.3.10 Mode of Recruitment**

Data presented in Table 2.8 reveals that direct recruitment was the most popular method of recruitment adopted by contractors in oil fields and petroleum refineries to recruit contract-workers. At all-India level, 41.66 per cent of contractors in Oil Fields and 42.18 per cent of contractors in Petroleum Refineries recruited their workers directly. 52.77 per cent of contractors in Oil Fields and 48.43 per cent in Petroleum Refineries recruited their workers through existing workers and 2.77 per cent in Oil Fields and 1.56 per cent in Petroleum Refineries recruit their workers through Private Agency. The percentage of contractors using Employment Exchange were 1.38 per cent in Oil Fields and 1.56 per cent in Petroleum Refineries at All India level. The Percentage of contractors adopting other sources to recruit their workers 6.94 per cent in oil fields and 14.06 per cent in petroleum refineries. The trend at the zonal level was the same as that of all-India level.

### **2.3.11 Employment by Occupation**

Employment of contract workers by occupation is given in Table 2.9. It indicates that maximum numbers of workers (8.21 per cent) were helpers in oil fields and in petroleum refineries ( 22.32 per cent) followed by riggers (2.42 per cent) in oil fields in petroleum refineries(17.33 per cent), khalasi (0.24 per cent) in oil fields and (10.16 per cent) in petroleum refineries, grinders (0.09 per cent) in oil fields and (3.27 per cent) in petroleum refineries, security guards (43.34 per cent) in Oil fields and (0.99 per cent) in petroleum Refineries. The remaining 45.70 per cent workers in Oil fields and 45.93 per cent in Petroleum Refineries belong to different occupations.

### **2.3.12 Employment Cards**

The Provision of the Contract Labour Act, 1970 requires every contractor to issue employment card to each of his workers within three days of employment and this has to be kept updated. It may be observed from Table 2.10 that about 83.33 per cent of the contractors in Oil fields and 81.25 per cent in Petroleum Refineries at All India level were issuing employment cards to their workers.

At the Zonal Level the percentage of contractors issuing Employment cards to their workers was 70 per cent in North / North-East / Eastern zone and 88.46 per cent in rest of India in oil fields. Similarly, 75 per cent in North / North-East / Eastern zone and 85 per cent of contractors were issuing employment cards to their workers in rest of India in petroleum refineries.

**Table 2.1**

**DISTRIBUTION OF UNITS BY OWNERSHIP**

Sr. No.	Zone/Centre	Total No. of Units		Total No. of Units Owned by					
				Public Sector		Private Sector		Joint	
		Oil Fields	Refineries	Oil Fields	Refineries	Oil Fields	Refineries	Oil Fields	Refineries
1	2	3	4	5	6	7	8	9	10
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	6	6	6 (100)	6 (100)	-	-	-	-
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	17	11	15 (88.24)	9 (81.81)	1 (5.88)	2 (18.18)	1 (5.88)	-
<b>All India</b>		<b>23</b>	<b>17</b>	<b>21 (91.30)</b>	<b>15 (88.23)</b>	<b>1 (4.34)</b>	<b>2 (11.76)</b>	<b>1 (4.34)</b>	<b>0 (0.0)</b>

Note: Figures in parentheses indicate percentages.

Source: Bureau's calculations.

Table 2.2

**DISTRIBUTION OF UNITS BY NO. OF CONTRACTOR ENGAGED**

Sr. No.	Zone/Centre	Total No. of Units		Total No. of Units engaging contractors							
		Oil Fields	Refineries	Oil Fields				Refineries			
				No Contractor	Up to 2 Contractor	3 to 5 Contractor	6 and More Contractor	No Contractor	Up to 2 Contractor	3 to 5 Contractor	6 and More Contractor
1	2	3	4	5	6	7	8	9	10	11	12
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	6	6	-	1 (16.66)	-	5 (83.33)	-	-	-	6 (100.00)
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	17	11	-	1 (5.88)	7 (41.17)	9 (52.94)	1 (9.09)	-	-	10 (90.90)
<b>All India</b>		<b>23</b>	<b>17</b>	<b>0</b>	<b>2 (8.69)</b>	<b>7 (30.43)</b>	<b>14 (60.87)</b>	<b>1 (5.88)</b>	<b>0</b>	<b>0</b>	<b>16 (94.11)</b>

Note: Figures in parentheses indicate percentages.

Source: Bureau's calculations.

Table 2.3

**EMPLOYMENT OF CONTRACT LABOUR**

Sr. No.	Zone/Centre	Total No. of Units		No. of Contract Workers Employed		Total no. of contractors covered	
		Oil Fields	Refineries	Oil Fields	Refineries	Oil Fields	Refineries
1	2	3	4	5	6	7	8
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	6	6	3782 (27.06)	14991 (25.45)	20	24
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	17	11	10194 (72.94)	43903 (74.55)	52	40
<b>All India</b>		<b>23</b>	<b>17</b>	<b>13976 (100.00)</b>	<b>58894 (100.00)</b>	<b>72</b>	<b>64</b>

Note: Figures in parentheses indicate percentages.

Source: Bureau's calculations.

**Table 2.4**  
**EMPLOYMENT OF DIRECT & CONTRACT LABOUR**

Sr. No.	Zone/Centre	Total No. of Units		No. of Workers Employed as on survey					
		Oil Fields	Refineries	Direct		Contract		Total	
				Oil Fields	Refineries	Oil Fields	Refineries	Oil Fields	Refineries
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<b>1</b>	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	6	6	1347 (26.26)	5280 (26.05)	3782 (73.74)	14991 (73.95)	5129 (28.23)	20271 (27.58)
<b>2</b>	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	17	11	2842 (21.80)	9325 (19.88)	10194 (78.20)	43903 (82.48)	13036 (71.76)	53228 (72.42)
<b>All India</b>		<b>23</b>	<b>17</b>	<b>4189 (23.06)</b>	<b>14605 (19.88)</b>	<b>13976 (76.94)</b>	<b>58894 (80.12)</b>	<b>18165 (100.00)</b>	<b>73499 (100.00)</b>

Note: Figures in parentheses indicate percentages.

Source: Bureau's calculations.

Table 2.5

## SEX WISE DISTRIBUTION OF CONTRACT LABOUR EMPLOYED ON REGULAR JOBS

Sr. No.	Zone/Centre	No. of Units employing Contract Labour		Total No. of Contractors Covered		Contract Labour Employed by the contractors covered on regular jobs					
		Oil Fields	Refineries	Oil Fields	Refineries	Oil Fields			Refineries		
						Men	Women	Total	Men	Women	Total
1	2	3	4	5	6	7	8	9	10	11	12
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	6	6	20	24	1151 (98.97)	12 (1.03)	<b>1163</b> <b>(100.00)</b>	4779 (99.10)	43 (0.90)	<b>4822</b> <b>(100.00)</b>
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	17	10	52	40	4063 (98.50)	62 (1.50)	<b>4125</b> <b>(100.00)</b>	7755 (98.40)	126 (1.60)	<b>7881</b> <b>(100.00)</b>
<b>All India</b>		<b>23</b>	<b>16</b>	<b>72</b>	<b>64</b>	<b>5214</b> <b>(98.60)</b>	<b>74</b> <b>(1.40)</b>	<b>5288</b> <b>(100.00)</b>	<b>12534</b> <b>(98.67)</b>	<b>169</b> <b>(1.33)</b>	<b>12703</b> <b>(100.00)</b>

Note: Figures in parentheses indicate percentages.

Source: Bureau's calculations.

Table 2.6

## DISTRIBUTION OF CONTRACT LABOUR UNITS BY LENGTH OF SERVICE

Sr. No.	Zone/Centre	Total No. of Contract Labour Employed by Contractors Covered		Contract Labour employed by the Contractors covered and having service of										
		Oil Fields	Refineries	Oil Fields					Refineries					
				Up to 1 year	More than 1 and up to 3 years	More than 3 and up to 5 years	More than 5 and up to 10 years	More than 10 years	Up to 1 year	More than 1 and up to 3 years	More than 3 and up to 5 years	More than 5 and up to 10 years	More than 10 years	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	1163	4822	447 (38.43)	608 (52.28)	108 (9.29)	-	-	-	3466 (71.88)	1356 (28.12)	-	-	-
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	4125	7881	672 (16.29)	2996 (72.63)	180 (4.36)	89 (2.16)	188 (4.56)	4470 (56.72)	2642 (33.52)	633 (8.03)	131 (1.66)	5 (0.06)	
<b>All India</b>		5288	12703	1119 (21.16)	3604 (68.15)	288 (5.45)	89 (1.68)	188 (3.56)	7936 (62.47)	3998 (31.47)	633 (4.98)	131 (1.03)	5 (0.04)	

Note: Figures in parentheses indicate percentages.

Source: Bureau's calculations.



**Table 2.7**

**VARIATION IN THE EMPLOYMENT OF CONTRACT LABOUR DURING ONE YEAR PRECEDING THE SPECIFIED DATE  
31.08.2009**

Sr. No.	Zone/Centre	Total No. of Contractors Covered		Total no. of Contract Labour Employed by Contractors covered		Average Employment of Contract Labour engaged by the Contractors During					
		Oil Fields	Refineries	Oil Fields	Refineries	Oil Fields			Refineries		
						Preceding 3 Months	Preceding 6 Months	Preceding 1 Year	Preceding 3 Months	Preceding 6 Months	Preceding 1 Year
1	2	3	4	5	6	7	8	9	10	11	12
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	20	24	1163	4822	1335 (+14.79)	1177 (+1.20)	1443 (+24.07)	4299 (-10.84)	3593 (-25.49)	2966 (-38.49)
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	52	40	4125	7881	4048 (-1.87)	3941 (-6.88)	3692 (-10.49)	7432 (-5.70)	6555 (-16.83)	3526 (-55.26)
<b>All India</b>		72	64	5288	12703	5383 (+1.80)	5118 (-3.21)	5135 (-2.89)	11731 (-7.65)	10148 (-20.11)	6492 (-48.89)

Note: Figures in parentheses indicate percentages.

Source: Bureau's calculations.

Table 2.8

## DISTRIBUTION OF CONTRACTORS BY METHODS OF RECRUITMENT

Sr. No.	Zone/Centre	Total No. of Contractors Covered		No. of Contractors adopted method of Recruitment of Contract Labour									
		Oil Fields	Refineries	Oil Fields					Refineries				
				Exclusive Direct	Exclusive through Employment Exchange	Through Existing Workers	By Private Placement Agency	Others	Exclusive Direct	Exclusive through Employment Exchange	Through Existing Workers	By Private Placement Agency	Others
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	20	24	8 (40.00)	1 (5.00)	9 (45.00)	-	2 (10.00)	10 (41.67)	-	7 (29.16)	1 (4.17)	6 (25.00)
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	52	40	22 (42.30)	-	* 29 (3) (55.77)	* 2 (1) (3.85)	3 (5.77)	17 (42.50)	* 1 (1) (2.50)	* 24 (4) (60.60)	-	3 (7.50)
<b>All India</b>		72	64	30 (41.66)	1 (1.38)	38 (52.77)	2 (2.77)	5 (6.94)	27 (42.18)	1 (1.56)	31 (48.43)	1 (1.56)	9 (14.06)

Note: Figures in parentheses indicate percentages.

Source: Bureau's calculations.

Table 2.9

## OCCUPATION WISE DISTRIBUTION OF CONTRACT WORKERS

Sr. No.	Occupation	No. of Contractor Workers in the Zones					
		North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)		Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)		All India	
		Oil Fields	Refineries	Oil Fields	Refineries	Oil Fields	Refineries
1	2	3	4	5	6	7	8
1	Foreman	0	16	11	71	11 (0.20)	87 (0.68)
2	Supervisor (General Labour)	36	132	164	349	200 (3.78)	481 (3.79)
3	Cleaner	17	12	59	43	76 (1.44)	55 (0.43)
4	Sweeper	27	13	88	8	115 (2.17)	21 (0.17)
5	Electrician / Wireman	45	143	50	137	95 (1.80)	280 (2.20)
6	Fitter	4	294	22	387	26 (0.49)	681 (5.36)
7	Helper	303	1310	131	1525	434 (8.21)	2835 (22.32)
8	Mason	66	71	6	71	72 (1.36)	142 (1.12)
9	G. Mazdoor	156	529	107	415	263 (4.97)	944 (7.43)
10	Welder	6	410	29	432	35 (0.66)	842 (6.63)
11	Carpenter	41	145	4	168	45 (0.85)	313 (2.46)
12	Painter	4	12	0	36	4 (0.08)	48 (0.38)

Contd.....

Table 2.9

## OCCUPATION WISE DISTRIBUTION OF CONTRACT WORKERS

Sr. No.	Occupation	No. of Contractor Workers in the Zones					
		North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)		Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)		All India	
		Oil Fields	Refineries	Oil Fields	Refineries	Oil Fields	Refineries
1	2	3	4	5	6	7	8
13	Mechanic/ Technician	25	17	85	97	110 (2.08)	114 (0.90)
14	Mali/ Gardner	67	2	100	0	167 (3.16)	2 (0.02)
15	Driller	4	4	10	0	14 (0.26)	4 (0.03)
16	Generator Operator	8	0	0	0	8 (0.15)	0
17	Manager	5	0	7	7	12 (0.23)	7 (0.05)
18	Loader / Un-Loader	173	0	131	0	304 (5.75)	0
19	Fire Works	15	0	0	0	15 (0.28)	0
20	A/C. Plant Operator	15	0	0	0	15 (0.28)	0
21	Rigger	33	547	95	1654	128 (2.42)	2201 (17.33)
22	Gas Cutter	4	92	5	113	9 (0.17)	205 (1.61)
23	Plumber	2	1	0	1	2 (0.04)	2 (0.02)
24	Tea Maker	4	8	35	4	39 (0.74)	12 (0.09)

Contd.....

Table 2.9

## OCCUPATION WISE DISTRIBUTION OF CONTRACT WORKERS

Sr. No.	Occupation	No. of Contractor Workers in the Zones					
		North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)		Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)		All India	
		Oil Fields	Refineries	Oil Fields	Refineries	Oil Fields	Refineries
1	2	3	4	5	6	7	8
25	Cook	5	22	12	41	17 (0.32)	63 (0.50)
26	DIC	2	0	0	0	2 (0.04)	0
27	MIC	2	0	0	0	2 (0.04)	0
28	Shift Incharge	4	0	0	12	4 (0.08)	12 (0.09)
29	Assistant Shift Incharge	4	0	0	0	4 (0.08)	0
30	Top Man	12	0	32	0	44 (0.83)	0
31	Electrical Supervisor	5	0	0	0	5 (0.09)	0
32	Assistant Driller	4	0	6	0	10 (0.19)	0
33	Mechanic Supervisor	4	0	0	0	4 (0.08)	0
34	Chemist	4	0	0	10	4 (0.08)	10 (0.08)
35	Office Boy	22	20	51	0	73 (1.38)	20 (0.16)
36	Driver (Coach/ Tractor Trolley)	2	9	72	72	74 (1.40)	81 (0.64)

Contd.....

**Table 2.9**

**OCCUPATION WISE DISTRIBUTION OF CONTRACT WORKERS**

Sr. No.	Occupation	No. of Contractor Workers in the Zones					
		North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)		Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)		All India	
		Oil Fields	Refineries	Oil Fields	Refineries	Oil Fields	Refineries
1	2	3	4	5	6	7	8
37	Khalasi	13	418	0	872	13 (0.24)	1290 (10.16)
38	Pump Operator	1	7	38	0	39 (0.74)	7 (0.06)
39	Accountant	2	0	0	0	2 (0.04)	0
40	Assistant Welder	3	0	6	0	9 (0.17)	0
41	Bar Bender	3	20	0	78	3 (0.06)	98 (0.77)
42	Grinder	3	190	2	226	5 (0.09)	416 (3.27)
43	Store Keeper	2	11	5	12	7 (0.13)	23 (0.18)
44	Store Assistant	4	0	0	0	4 (0.08)	0
45	Safety Steward	2	0	0	14	2 (0.03)	14 (0.11)
46	Senior Assistant	0	0	21	0	21 (0.40)	0
47	Assistant Boiler Engineer	0	0	14	0	14 (0.26)	0
48	Jr. BoilerAttandent	0	0	21	0	21 (0.40)	0

Contd.....

**Table 2.9**

**OCCUPATION WISE DISTRIBUTION OF CONTRACT WORKERS**

Sr. No.	Occupation	No. of Contractor Workers in the Zones					
		North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)		Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)		All India	
		Oil Fields	Refineries	Oil Fields	Refineries	Oil Fields	Refineries
1	2	3	4	5	6	7	8
49	Derric Man	0	0	2	0	2 (0.04)	0
50	Cementing	0	0	4	0	4 (0.08)	0
51	Insulator	0	0	6	0	6 (0.11)	0
52	Gun Man	0	0	143	9	143 (2.70)	9 (0.07)
53	Crane Operator	0	0	17	0	17 (0.32)	0
54	Security Guards	0	32	2292	94	2292 (43.34)	126 (0.99)
55	Assistant Driller	0	0	10	0	10 (0.19)	0
56	Maintenance Incharge	0	0	4	0	4 (0.08)	0
57	Head Cook	0	0	1	6	1 (0.02)	6 (0.05)
58	Mud Labour	0	0	36	0	36 (0.68)	0
59	Waiter	0	173	28	37	28 (0.53)	210 (1.65)
60	Service Boy	0	0	19	98	19 (0.36)	98 (0.77)

Contd.....

**Table 2.9**

**OCCUPATION WISE DISTRIBUTION OF CONTRACT WORKERS**

Sr. No.	Occupation	No. of Contractor Workers in the Zones					
		North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)		Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)		All India	
		Oil Fields	Refineries	Oil Fields	Refineries	Oil Fields	Refineries
1	2	3	4	5	6	7	8
61	Hydra Operator	0	27	7	0	7 (0.13)	27 (0.21)
62	Rust About	0	0	58	0	58 (1.10)	0
63	Health Safety Officer	0	0	7	0	7 (0.13)	0
64	Driller Incharge	0	0	3	0	3 (0.06)	0
65	Rig Incharge	0	0	2	0	2 (0.04)	0
66	Mechanical Engineer	0	0	18	0	18 (0.34)	0
67	Mukkadamm	0	0	5	0	5 (0.09)	0
68	Tindal	0	0	7	0	7 (0.13)	0
69	Diesel Mechanic	0	0	4	0	4 (0.08)	0
70	Computer Operator	0	0	2	3	2 (0.04)	3 (0.02)
71	Dish Washer	0	7	5	11	5 (0.09)	18 (0.14)
72	Electrical Engineer	0	0	4	0	4 (0.08)	0

Contd.....



Table 2.9

## OCCUPATION WISE DISTRIBUTION OF CONTRACT WORKERS

Sr. No.	Occupation	No. of Contractor Workers in the Zones					
		North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)		Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)		All India	
		Oil Fields	Refineries	Oil Fields	Refineries	Oil Fields	Refineries
1	2	3	4	5	6	7	8
73	Fabricator	0	52	2	69	2 (0.04)	121 (0.95)
74	Lab Attendant	0	1	0	0	0	1 (0.01)
75	Office Assistant	0	18	0	31	0	49 (0.38)
76	Legger	0	3	0	0	0	3 (0.02)
77	Sweet Maker	0	12	0	0	0	12 (0.09)
78	Chief Security Inspector	0	0	0	1	0	1 (0.01)
79	Assistant Security Officer	0	0	0	2	0	2 (0.02)
80	Operator	0	0	0	82	0	82 (0.64)
81	Head Security Guard	0	0	0	7	0	7 (0.05)
82	Vender	0	0	0	40	0	40 (0.31)
83	Assistant Manager	0	0	0	6	0	6 (0.05)
84	Canteen Supervisor	0	0	0	1	0	1 (0.01)

Contd.....

Table 2.9

## OCCUPATION WISE DISTRIBUTION OF CONTRACT WORKERS

Sr. No.	Occupation	No. of Contractor Workers in the Zones					
		North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)		Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)		All India	
		Oil Fields	Refineries	Oil Fields	Refineries	Oil Fields	Refineries
1	2	3	4	5	6	7	8
85	Instrument Technician	0	0	0	3	0	3 (0.02)
86	Coolie	0	0	0	353	0	353 (2.78)
87	Fire Man	0	0	0	40	0	40 (0.31)
88	Assistant Cook	0	0	0	30	0	30 (0.24)
89	Messenger	0	0	0	2	0	2 (0.02)
90	Rice Cleaner	0	0	0	13	0	13 (0.10)
91	Assistant Carpenter	0	0	0	59	0	59 (0.46)
92	Blaster	0	2	0	1	0	3 (0.02)
93	Charge Man	0	0	0	11	0	11 (0.09)
94	Site Incharge	0	0	0	1	0	1 (0.01)
95	Assistant Mechanic	0	0	0	2	0	2 (0.02)
96	Radiographer	0	0	0	14	0	14 (0.11)

Contd.....

**Table 2.9**

**OCCUPATION WISE DISTRIBUTION OF CONTRACT WORKERS**

Sr. No.	Occupation	No. of Contractor Workers in the Zones					
		North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)		Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)		All India	
		Oil Fields	Refineries	Oil Fields	Refineries	Oil Fields	Refineries
1	2	3	4	5	6	7	8
97	Argon Welder	0	40	0	0	0	40 (0.31)
98	Security Supervisor	0	0	12	0	12 (0.23)	0
99	Scaffolder	0	0	7	0	7 (0.13)	0
100	EPBX Operator	0	0	1	0	1 (0.02)	0

Note: Figures in parentheses indicate percentages.

Table 2.10

## PERCENTAGE DISTRIBUTION OF CONTRACTORS ISSUING EMPLOYMENT CARDS TO THEIR WORKERS

Sr. No.	Zone/Centre	Total No. of Contractors Covered		Percentage of Contractor					
		Oil Fields	Refineries	Oil Fields			Refineries		
				Issuing Employment Card	Not Issuing Employment Card	Not Known	Issuing Employment Card	Not Issuing Employment Card	Not Known
1	2	3	4	5	6	7	8	9	10
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	20	24	14 (70.00)	6 (30.00)	0	18 (75.00)	6 (25.00)	0
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	52	40	46 (88.46)	6 (11.54)	0	34 (85.00)	6 (15.00)	0
<b>All India</b>		72	64	60 (83.33)	12 (16.67)	0	52 (81.25)	12 (18.75)	0

Note: Figures in parentheses indicate percentages.

## **CHAPTER-III**

### **WAGES AND EARNINGS**

#### **3.1 Pay/Wage period**

The Payment of Wages Act, 1936 requires that every employer has to make wage payments with predefined and fixed periodicity called 'pay/wage period'. The Act also stipulates that wage period should not exceed a 'month'. To ensure the application of provisions of Payment of Wages Act, 1936, The Contract Labour (Regulation and Abolition) Act, 1970 provides that in case the contractor fails to make the payment of wages within the prescribed period or makes short payments, then the principal employer shall be liable to make payment of wages in full or the unpaid balance due, as the case may be.

The survey data reveals that wage period was fixed in all cases and in no case it exceeded a month. It further revealed that there were no piece-rated workers and all workers were paid on time-rated basis. Distribution of time-rated contract workers by pay period is presented in Table 3.1. It may be seen that in 1<sup>st</sup> zone and 2<sup>nd</sup> zone in both the industries i.e. oil fields and petroleum refineries, all the contract workers were paid on monthly basis.

#### **3.2 Payment of Wages**

The Contract Labour (Regulation and Abolition) Act, 1970 further provides that the rates of wages payable to contract workers should not be less than the rates prescribed under the Minimum Wages Act, 1948 for such employment and in cases the workmen employed by the contractor

performed the same or similar kind of work as the workmen directly employed by the principal employer of the establishment, the wage rates, holidays, hours of work and other conditions of work of the workmen of the contractor shall be the same as applicable to the workmen directly employed by the principal employer of establishment on the same or similar kind of work. The study reveals that only one unit each in North / North-East / Eastern zone in oil Fields and Petroleum Refineries and three units in oil Fields in rest of India engaged direct workers on the same / similar job on which contract workers were also engaged. While comparing wage rates per day for such occupations namely Driver, Electrician, Rigger and Cook it was observed that all contract workers working on such occupations were found to be paid less than the wages paid to their direct counterparts for similar / same job or occupation. The direct workers were found to be enjoying better pay than contract workers. Facilities like overtime payment and leave with wages was also observed to be different for direct and contract workers.

Further, the Act makes it obligatory on the principal employer to ensure nomination of a representative duly authorized by him to be present at the time of disbursement of wages by the contract workers. It shall be the duty of such representative to certify the amount paid as wages in the wage-register. Further, it shall be duty of the contractor to ensure the disbursement of wages in the presence of an authorized representative of principal employer. The survey data revealed that at all-India level, the above provisions were complied by 82.35 per cent employers.

### 3.3 Wage Rate per day by Occupation

The data on occupation wise range of daily wage rates of time rated contract workers is presented in Table 3.3. It shows that all-India level per day wage in respect of male contract workers in oil fields was the lowest (Rs. 80.00) in case of general mazdoor and the highest (Rs. 2615.38) in case of drilling in-charge (DIC). Whereas in petroleum refineries occupational daily wage rates per day range from Rs. 129.69 for general mazdoor occupation and Rs. 1648.00 for welder occupation.

For women contract workers at all-India level the lowest wage per day was Rs. 133.00 in case of Sweeper & Cleaner and the highest was Rs. 438.46 in case Sweeper & Cleaner and Mali / Gardner, no where women contract worker were paid less than their male counterpart. But in some cases wages of women contract workers were much higher than the male counterpart. The range of per day women contract worker in Petroleum Refineries was Rs. 153.00 to Rs. 243.00 for dishwasher/ Rice cleaner and general mazdoor respectively.

### 3.4 Dearness Allowance

Survey data reveal that the Dearness Allowance (DA) as a separate component was paid by 11.76 per cent<sup>1</sup> contractors and the proportion of workers getting DA as a separate component was reported to be 8.35 per cent<sup>2</sup> of the total contract workers. Other contractors were Paying consolidated wages. At the zonal level the percentage of contractors paying DA as a separate component was the highest (25 per cent) in respect of Petroleum Refineries in North / North-East / Eastern zone and the lowest 5

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<sup>1</sup> (Column (5+6)/column(3+4))\*100 for All India

<sup>2</sup> (Column (9+10)/column(7+8))\*100 for All India

per cent in Petroleum Refinery industry in the 2<sup>nd</sup> zone viz. Rest of India. Similarly, the highest percentage (52.88 per cent) of workers getting DA as a separate component was in Oil Field industry in North / North-East / Eastern zone and the lowest percentage (3.16 per cent) of workers getting DA as a separate component was in Petroleum Refineries in the 2<sup>nd</sup> zone i.e. Rest of India. (Table 3.4)

### **3.5 Overtime Wages**

As per the provisions of Minimum Wage Act, 1948, for overtime work the workers are to be paid at the rate of double the normal wage. It may be seen from the Table 3.5 that only 33.33 per cent in Oil Fields and 39.06 per cent in Petroleum Refineries of the total contractors surveyed were getting work done on overtime basis. Of these contractors, 41.67 per cent in oil fields and 4.00 per cent in Petroleum Refineries were making payment at normal wage rate, 58.33 per cent were paying twice of the normal wage rate in Oil Fields and 92.00 per cent in Petroleum Refineries. However rest of the contractors were making overtime payments at the fixed rate of Rs. 52.00 per hour. No contractor was found paying the overtime wages less than the normal wage rate.

### **3.6 Other Cash Allowances**

Table 3.6 presents data on other cash allowances, viz., conveyance, house rent, washing, city compensatory, medical, night shift, education etc. paid by contractors to their workers. It emerges from the Table 3.6 that in Oil Field industry 22.22 per cent contractors were paying conveyance allowance to the contract workers in the range of Rs. 180.00 to Rs. 2940.00



per month, 37.50 per cent contractors were paying house rent allowance in range of Rs. 200.00 to Rs. 6100.00, 15.28 per cent contractor were paying medical allowance ranging between Rs. 140.00 to Rs. 3975.00, 9.72 per cent contractors were paying washing allowance ranging from Rs. 100.00 to Rs. 2700.00, 1.38 per cent were allowing LTC, 2.77 per cent were paying food allowance and 5.56 per cent were paying site allowance between Rs. 300.00 to Rs. 6020.00. Hard duty allowance was given by 1.38 per cent contractors ranging between Rs. 200.00 to Rs. 1500.00 per month and 15.28 per cent were paying other allowances between Rs. 98.00 to Rs. 8500.00 per month.

In case of Petroleum Refineries 26.56 per cent contractors were paying HRA between Rs. 500.00 and Rs. 1000.00, 14.06 per cent contractors were paying conveyance allowance ranging between Rs. 300.00 and Rs. 650.00, 10.93 per cent were paying medical allowance, 15.62 per cent were paying washing allowance and 6.25 per cent were paying night shift allowance. Only 3.12 per cent contractors were paying education allowance to contract workers, 4.68 per cent were paying canteen allowance, 4.68 per cent LTC, 1.56 per cent food allowance and 7.81 per cent contractors were paying site allowance. It was found that 4.68 per cent contractors were paying bonus and retrenchment allowance.

### **3.7 Benefits in Kind**

It may be seen from the Table 3.7 that contract workers were getting benefits in kind either from the Principal Employer or from the Contractor. The percentage of principal employers and contractors giving benefits in kind in Oil Fields was observed to be 2.78 per cent and 80.56 per cent respectively. Whereas in Petroleum Refineries this was 1.56 per

cent and 68.75 per cent respectively. These benefits were given free of cost in the form of uniform, shoes, rain coats, sweater on yearly basis; food, tea, coffee and snacks on monthly basis whereas helmet, safety gloves and safety belt as per the requirement.

### **3.8 Payment of Bonus / Ex-gratia**

As given in Table 3.8, out of the total contractors surveyed, 83.33 contractors per cent in Oil Fields and 85.94 per cent in Petroleum Refineries were paying annual bonus to their workers and 3.12 per cent were paying festival bonus in Petroleum Refineries. The range of annual bonus received by contract workers was observed to be Rs. 39.00 to Rs. 19500.00 in Oil Fields and from Rs. 22.00 to Rs. 17977.00 in Petroleum Refineries. The festival bonus was paid in the range of Rs. 400.00 to Rs. 4500.00 in Petroleum Refineries.

### **3.9 Advances**

Data on Advances given by contractors to their workers is presented in Table 3.9. The practice of giving advances to worker was stated to be prevalent during the discussions with the contractors but the proof to this effect was not available in their record. Only one contractor in North / North-East / Eastern zone had shown the advances given to four workers amounting to Rs. 4000.00 only, which was recoverable in four equal instalments without interest.

### **3.10 Fine & Deductions**

Cases of imposing fines on contract workers was not reported in any of the unit and no contractor reported of making any deduction from the wages of their workers on account of damage or loss.

**Table 3.1**

**DISTRIBUTION OF TIME RATED CONTRACT WORKERS BY PAY PERIOD**

Sr. No.	Zone/Centre	Total No. of Contract Labour Employed by Contractors Covered		No. of Contract Workers Paid							
		Oil Fields	Refineries	Oil Fields				Refineries			
				Monthly	Fort-nightly	Weekly	Daily	Monthly	Fort-nightly	Weekly	Daily
1	2	3	4	5	6	7	8	9	10	11	12
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	1163	4822	1163 (100.00)	0	0	0	4822 (100.00)	0	0	0
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	4125	7881	4125 (100.00)	0	0	0	7881 (100.00)	0	0	0
<b>All India</b>		<b>5288</b>	<b>12703</b>	<b>5288 (100.00)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>12703 (100.00)</b>	<b>0</b>	<b>0</b>	<b>0</b>

Note: Figures in parentheses indicate percentages.

Source: Bureau's calculations.

**Table 3.2**

**RANGE OF OCCUPATIONAL DAILY WAGE RATES OF CONTRACT AND DIRECT WORKERS WORKING ON THE SAME / SIMILAR JOBS**

Sr. No.	Occupation	No. of Contractor Workers in the Zones											
		North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)											
		Oil Fields						Refineries					
		Contract Worker			Direct Workers			Contract Worker			Direct Workers		
		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day	
Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.			
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	Electrician / Wireman	45	153.85	1025.69	-	-	-	143	143.00	610.00	-	-	-
2	Rigger	33	115.38	211.20	-	-	-	547	143.00	819.46	-	-	-
3	Cook	5	122.23	196.15	-	-	-	22	266.95	838.53	-	-	-
4	Driver	2	211.20	211.20	7	2210.78	3005.62	9	162.69	269.00	4	1387.00	1473.00
<b>All Occupation</b>		<b>85</b>	<b>115.38</b>	<b>1025.69</b>	<b>7</b>	<b>2210.78</b>	<b>3005.62</b>	<b>721</b>	<b>143.00</b>	<b>838.53</b>	<b>4</b>	<b>1387.00</b>	<b>1473.00</b>

Contd.....

**Table 3.2**

**RANGE OF OCCUPATIONAL DAILY WAGE RATES OF CONTRACT AND DIRECT WORKERS WORKING ON THE SAME / SIMILAR JOBS**

Sr. No.	Occupation	No. of Contractor Workers in the Zones											
		Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)											
		Oil Fields						Refineries					
		Contract Worker			Direct Workers			Contract Worker			Direct Workers		
		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day	
Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.			
1	2	15	16	17	18	19	20	21	22	23	24	25	26
1	Electrician / Wireman	49	173.07	626.58	18	977.00	977.00	137	139.00	606.00	-	-	-
2	Rigger	95	176.80	384.61	1	194.00	194.00	1654	145.90	789.00	-	-	-
3	Cook	12	118.00	483.08	1	194.00	194.00	41	140.00	271.30	-	-	-
4	Driver	72	172.80	295.45	-	-	-	72	157.40	492.00	-	-	-
<b>All Occupation</b>		<b>228</b>	<b>118.00</b>	<b>626.58</b>	<b>20</b>	<b>194.00</b>	<b>977.00</b>	<b>1904</b>	<b>139.00</b>	<b>789.00</b>	<b>-</b>	<b>-</b>	<b>-</b>

Contd.....

**Table 3.2**

**RANGE OF OCCUPATIONAL DAILY WAGE RATES OF CONTRACT AND DIRECT WORKERS WORKING ON THE SAME / SIMILAR JOBS**

Sr. No.	Occupation	All India					
		Oil Fields			Refineries		
		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day	
			Min.	Max.		Min.	Max.
1	2	27	28	29	30	31	32
1	Electrician / Wireman	.	153.85	1025.69	280	139.00	610.00
2	Rigger	128	115.38	384.61	2201	143.00	819.46
3	Cook	17	118.00	183.08	63	140.00	838.53
4	Driver	74	172.80	295.45	81	157.40	492.00
<b>All Occupation</b>		<b>219</b>	<b>115.38</b>	<b>1025.69</b>	<b>2625</b>	<b>139.00</b>	<b>838.53</b>

Note: Figures in parentheses indicate percentages.

Source: Bureau's calculations.

**Table 3.3 (M)**

**RANGE OF OCCUPATIONAL DAILY WAGE RATES OF MEN CONTRACT WORKERS**

Sr. No.	Occupation	No. of Contractor Workers in the Zones												All India					
		North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)						Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)											
		Oil Fields			Refineries			Oil Fields			Refineries			Oil Fields			Refineries		
		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day	
Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	Foreman	0			16	248.50	769.23	11	330.00	899.57	71	162.42	2217.00	11	330.00	899.57	87	162.42	2217.00
2	Supervisor (General Labour)	36	119.23	340.58	132	123.07	689.97	163	129.00	899.57	348	150.00	730.00	199	119.23	899.57	480	123.07	730.00
3	Cleaner	17	157.69	567.27	12	140.84	645.20	46	129.00	408.27	17	172.00	172.00	63	129.00	567.27	29	140.84	645.20
4	Sweeper	16	134.19	508.42	13	140.84	411.65	82	189.27	408.27	8	172.00	172.00	98	134.19	508.42	21	140.84	411.65
5	Electrician / Wireman	45	153.85	1025.69	143	143.00	610.00	50	173.07	626.58	137	139.00	606.00	95	153.85	1025.69	280	139.00	610.00
6	Fitter	4	211.20	211.20	294	147.85	970.00	22	176.80	626.58	387	149.50	1117.00	26	176.80	626.58	681	147.85	1117.00
7	Helper	303	88.59	1008.88	1310	111.54	870.00	131	118.00	515.53	1524	139.00	577.38	434	88.59	1008.88	2834	111.54	870.00
8	Mason	66	120.00	687.85	71	138.46	471.00	6	176.80	250.00	71	182.50	714.00	72	120.00	687.85	142	138.46	714.00

Contd.....

**Table 3.3 (M)**

**RANGE OF OCCUPATIONAL DAILY WAGE RATES OF MEN CONTRACT WORKERS**

Sr. No.	Occupation	No. of Contractor Workers in the Zones												All India					
		North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)						Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)											
		Oil Fields			Refineries			Oil Fields			Refineries			Oil Fields			Refineries		
		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day	
Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
9	G. Mazdoor	156	80.00	590.33	487	129.69	493.23	103	167.80	386.82	397	143.50	250.00	259	80.00	590.33	884	129.69	493.23
10	Welder	6	211.20	351.54	410	147.85	778.00	29	176.80	952.00	432	149.50	615.38	35	176.80	952.00	842	147.85	778.00
11	Carpenter	41	120.00	707.11	145	138.46	473.00	4	176.80	250.00	168	192.00	419.00	45	120.00	707.11	313	138.46	473.00
12	Painter	4	130.00	740.88	12	162.69	460.00	0			36	277.00	852.15	4	130.00	740.88	48	162.69	852.15
13	Mechanic/ Technician	25	115.38	530.76	17	200.00	526.00	85	216.73	635.00	97	139.00	601.65	110	115.38	635.00	114	139.00	601.65
14	Mali/ Gardner	67	92.30	471.20	2	256.00	256.00	77	129.00	404.94	0			144	92.30	471.20	2	256.00	256.00
15	Driller	4	1346.15	1538.46	4	195.00	197.00	10	462.00	888.00	0			14	462.00	1538.46	4	195.00	197.00
16	Generator Operator	8	131.88	157.15	0			0			0			8	131.88	157.15	0		

Contd.....



**Table 3.3 (M)**

**RANGE OF OCCUPATIONAL DAILY WAGE RATES OF MEN CONTRACT WORKERS**

Sr. No.	Occupation	No. of Contractor Workers in the Zones												All India					
		North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)						Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)											
		Oil Fields			Refineries			Oil Fields			Refineries			Oil Fields			Refineries		
		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day	
Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
17	Manager	5	157.08	169.23	0			7	194.00	1923.00	7	200.00	769.00	12	157.08	1923.00	7	200.00	769.00
18	Loader / Un-Loader	172	184.80	184.80	0			131	253.00	564.89	0			303	184.80	564.89	0		
19	Fire Works	15	230.69	230.69	0			0			0			15	230.69	230.69	0		
20	A/C. Plant Operator	15	230.69	230.69	0			0			0			15	230.69	230.69	0		
21	Rigger	33	115.38	211.20	547	143.00	819.46	95	176.80	384.61	1654	145.90	789.00	128	115.38	384.61	2201	143.00	819.46
22	Gas Cutter	4	211.20	211.20	92	158.11	660.00	5	223.00	292.77	113	149.50	348.92	9	211.20	292.77	205	149.50	660.00
23	Plumber	2	140.00	140.00	1	420.00	420.00	0			1	351.00	351.00	2	140.00	140.00	2	351.00	420.00
24	Tea Maker	4	125.80	346.58	8	241.60	665.21	35	144.10	407.74	4	150.00	254.65	39	125.80	407.74	12	150.00	665.21

Contd.....

**Table 3.3 (M)**

**RANGE OF OCCUPATIONAL DAILY WAGE RATES OF MEN CONTRACT WORKERS**

Sr. No.	Occupation	No. of Contractor Workers in the Zones												All India					
		North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)						Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)											
		Oil Fields			Refineries			Oil Fields			Refineries			Oil Fields			Refineries		
		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day	
Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
25	Cook	5	122.23	196.15	22	266.95	838.53	12	118.00	483.08	41	140.00	271.30	17	118.00	183.08	63	140.00	838.53
26	DIC	2	1961.53	2615.38	0			3	851.53	1017.07	0			2	851.53	2615.38	0		
27	MIC	2	1230.08	1230.08	0			0			0			2	1230.08	1230.08	0		
28	Shift Incharge	4	653.85	1211.54	0			0			12	139.00	580.00	4	653.85	1211.54	12	139.00	580.00
29	Assistant Shift Incharge	4	461.54	703.85	0			0			0			4	461.54	703.85	0		
30	Top Man	12	211.54	368.08	0			32	258.46	384.61	0			44	211.54	384.61	0		
31	Electrical Supervisor	5	714.26	934.08	0			0			0			5	714.26	934.08	0		
32	Assistant Driller	4	480.77	549.42	0			16	462.00	895.00	0			20	462.00	895.00	0		

**Table 3.3 (M)**

**RANGE OF OCCUPATIONAL DAILY WAGE RATES OF MEN CONTRACT WORKERS**

Sr. No.	Occupation	No. of Contractor Workers in the Zones													All India				
		North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)						Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)											
		Oil Fields			Refineries			Oil Fields			Refineries				Oil Fields			Refineries	
		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day	
Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
25	Cook	5	122.23	196.15	22	266.95	838.53	12	118.00	483.08	41	140.00	271.30	17	118.00	183.08	63	140.00	838.53
26	DIC	2	1961.53	2615.38	0			0			0			2	1961.53	2615.38	0		
27	MIC	2	1230.08	1230.08	0			0			0			2	1230.08	1230.08	0		
28	Shift Incharge	4	653.85	1211.54	0			0			12	139.00	580.00	4	653.85	1211.54	12	139.00	580.00
29	Assistant Shift Incharge	4	461.54	703.85	0			0			0			4	461.54	703.85	0		
30	Top Man	12	211.54	368.08	0			32	258.46	384.61	0			44	211.54	384.61	0		
31	Electrical Supervisor	5	714.26	934.08	0			0			0			5	714.26	934.08	0		
32	Assistant Driller	4	480.77	549.42	0			16	462.00	895.00	0			20	462.00	895.00	0		

Contd.....

**Table 3.3 (M)**

**RANGE OF OCCUPATIONAL DAILY WAGE RATES OF MEN CONTRACT WORKERS**

Sr. No.	Occupation	No. of Contractor Workers in the Zones												All India					
		North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)						Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)											
		Oil Fields			Refineries			Oil Fields			Refineries			Oil Fields			Refineries		
		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day	
Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
33	Mechanical Supervisor	4	480.76	549.42	0			0			0			4	480.76	549.42	0		
34	Chemist	4	480.77	549.42	0			0			10	198.00	511.00	4	480.77	549.42	10	198.00	511.00
35	Office Boy	22	102.00	166.80	20	192.36	440.00	47	129.00	407.73	0			69	102.00	407.73	20	192.36	440.00
36	Driver (Coach/ Tractor Trolley)	2	211.20	211.20	9	162.69	269.00	72	172.80	295.45	72	157.40	492.00	74	172.80	295.45	81	157.40	492.00
37	Khalasi	13	173.80	173.80	418	152.69	482.69	0			872	169.00	403.00	13	173.80	173.80	1290	152.69	482.69
38	Pump Operator	1	211.20	211.20	7	382.00	544.00	38	153.00	480.00	0			39	153.00	480.00	7	382.00	544.00
39	Accountant	2	269.23	269.23	0			0			0			2	269.23	269.23	0		
40	Assistant Welder	3	173.80	173.80	0			6	516.15	516.15	0			9	173.80	516.15	0		

Contd.....

**Table 3.3 (M)**

**RANGE OF OCCUPATIONAL DAILY WAGE RATES OF MEN CONTRACT WORKERS**

Sr. No.	Occupation	No. of Contractor Workers in the Zones												All India					
		North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)						Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)											
		Oil Fields			Refineries			Oil Fields			Refineries			Oil Fields			Refineries		
		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day	
Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
41	Bar Bender	3	192.00	192.00	20	147.85	380.00	0			78	192.00	419.00	3	192.00	192.00	98	147.85	419.00
42	Grinder	3	211.20	211.20	190	143.00	822.58	2	292.77	292.77	226	145.00	352.57	5	211.20	292.77	416	143.00	822.58
43	Store Keeper	2	242.00	242.00	11	193.30	298.68	5	307.69	925.00	12	140.00	250.00	7	242.00	925.00	23	140.00	298.68
44	Store Assistant	4	177.20	211.20	0			0			0			4	177.20	211.20	0		
45	Safety Steward	2	173.80	211.50	0			0			14	200.00	577.00	2	173.80	211.50	14	200.00	577.00
46	Senior Assistant	0			0			21	275.00	558.00	0			21	275.00	558.00	0		
47	Assistant Boiler Engineer	0			0			14	403.85	403.85	0			14	403.85	403.85	0		
48	Jr. BoilerAttendant	0			0			21	216.79	216.79	0			21	216.79	216.79	0		

Contd.....

**Table 3.3 (M)**

**RANGE OF OCCUPATIONAL DAILY WAGE RATES OF MEN CONTRACT WORKERS**

Sr. No.	Occupation	No. of Contractor Workers in the Zones												All India					
		North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)						Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)											
		Oil Fields			Refineries			Oil Fields			Refineries			Oil Fields			Refineries		
		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day	
Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
49	Derric Man	0			0			2	308.00	308.00	0			2	308.00	308.00	0		
50	Cementing	0			0			4	230.76	307.69	0			4	230.76	307.69	0		
51	Insulator	0			0			6	194.50	194.50	0			6	194.50	194.50	0		
52	Gun Man	0			0			143	199.88	277.51	9	192.52	192.52	143	199.88	277.51	9	192.52	192.52
53	Crane Operator	0			0			17	230.76	701.61	0			17	230.76	701.61	0		
54	Security Guards	0			32	153.85	462.88	2286	111.96	400.00	92	178.04	331.00	2286	111.96	400.00	124	153.85	462.88
55	Maintenance Incharge	0			0			4	542.00	580.76	0			4	542.00	580.76	0		
56	Head Cook	0			0			1	139.00	139.00	6	278.00	278.00	1	139.00	139.00	6	278.00	278.00

Contd.....

**Table 3.3 (M)**

**RANGE OF OCCUPATIONAL DAILY WAGE RATES OF MEN CONTRACT WORKERS**

Sr. No.	Occupation	No. of Contractor Workers in the Zones												All India					
		North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)						Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)											
		Oil Fields			Refineries			Oil Fields			Refineries			Oil Fields			Refineries		
		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day	
Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
57	Mud Labour	0			0			36	149.00	168.00	0			36	149.00	168.00	0		
58	Waiter	0			173	171.65	890.83	28	103.00	407.74	37	169.00	250.00	28	103.00	407.74	210	169.00	890.83
59	Service Boy	0			0			19	129.00	451.00	98	140.00	153.00	19	129.00	451.00	98	140.00	153.00
60	Hydra Operator	0			27	203.62	652.30	7	269.23	384.61	0			7	269.23	384.61	27	203.62	652.30
61	Rust About	0			0			58	154.00	230.76	0			58	154.00	230.76	0		
62	Health Safety Officer	0			0			7	307.69	925.00	0			7	307.69	925.00	0		
63	Rig Incharge	0			0			2	923.00	1039.00	0			2	923.00	1039.00	0		

Contd.....

**Table 3.3 (M)**

**RANGE OF OCCUPATIONAL DAILY WAGE RATES OF MEN CONTRACT WORKERS**

Sr. No.	Occupation	No. of Contractor Workers in the Zones												All India					
		North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)						Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)											
		Oil Fields			Refineries			Oil Fields			Refineries			Oil Fields			Refineries		
		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day	
Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
64	Mechanical Engineer	0			0			18	256.53	1153.00	0			18	256.53	1153.00	0		
65	Mukkadamm	0			0			5	694.23	737.49	0			5	694.23	737.49	0		
66	Tindal	0			0			7	585.15	678.77	0			7	585.15	678.77	0		
67	Diesel Mechanic	0			0			4	539.77	639.19	0			4	539.77	639.19	0		
68	Computer Operator	0			0			2	194.50	194.50	3	284.00	470.00	2	194.50	194.50	3	284.00	470.00
69	Dish Washer	0			7	270.00	270.00	0			8	153.00	153.00	0			15	153.00	270.00
70	Electrical Engineer	0			0			4	267.69	267.69	0			4	267.69	267.69	0		
71	Fabricator	0			52	194.60	779.19	2	176.80	176.80	69	150.00	583.00	2	176.80	176.80	121	150.00	779.19

Contd.....



**Table 3.3 (M)**

**RANGE OF OCCUPATIONAL DAILY WAGE RATES OF MEN CONTRACT WORKERS**

Sr. No.	Occupation	No. of Contractor Workers in the Zones												All India					
		North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)						Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)											
		Oil Fields			Refineries			Oil Fields			Refineries			Oil Fields			Refineries		
		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day	
Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
72	Lab Attendant	0			1	211.54	211.54	0			0			0			1	211.54	211.54
73	Office Assistant	0			18	192.30	872.80	0			31	219.00	367.00	0			49	192.30	872.80
74	Legger	0			3	140.00	140.00	0			0			0			3	140.00	140.00
75	Sweet Maker	0			12	266.95	1154.75	0			0			0			12	266.95	1154.75
76	Chief Security Inspector	0			0			0			1	423.73	423.73	0			1	423.73	423.73
77	Assistant Security Officer	0			0			0			2	392.27	392.27	0			2	392.27	392.27
78	Operator	0			0			0			82	208.00	904.23	0			82	208.00	904.23
79	Head Security Guard	0			0			0			7	217.12	217.12	0			7	217.12	217.12

Contd.....

**Table 3.3 (M)**

**RANGE OF OCCUPATIONAL DAILY WAGE RATES OF MEN CONTRACT WORKERS**

Sr. No.	Occupation	No. of Contractor Workers in the Zones												All India					
		North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)						Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)											
		Oil Fields			Refineries			Oil Fields			Refineries			Oil Fields			Refineries		
		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day	
Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
80	Vender	0			0			0			40	230.00	230.00	0			40	230.00	230.00
81	Assistant Manager	0			0			0			6	150.00	212.00	0			6	150.00	212.00
82	Canteen Supervisor	0			0			0			1	330.00	330.00	0			1	330.00	330.00
83	Instrument Technician	0			0			0			3	250.00	354.00	0			3	250.00	354.00
84	Coolie	0			0			0			291	220.00	220.00	0			291	220.00	220.00
85	Fire Man	0			0			0			40	149.50	289.50	0			40	149.50	289.50
86	Assistant Cook	0			0			0			30	165.00	254.65	0			30	165.00	254.65
87	Messenger	0			0			0			2	139.00	139.00	0			2	139.00	139.00

Contd.....

**Table 3.3 (M)**

**RANGE OF OCCUPATIONAL DAILY WAGE RATES OF MEN CONTRACT WORKERS**

Sr. No.	Occupation	No. of Contractor Workers in the Zones												All India					
		North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)						Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)											
		Oil Fields			Refineries			Oil Fields			Refineries			Oil Fields			Refineries		
		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day	
Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
88	Assistant Carpenter	0			0			0			59	211.00	420.00	0			59	211.00	420.00
89	Blaster	0			2	305.00	332.00	0			1	225.00	225.00	0			3	225.00	332.00
90	Charge Man	0			0			0			11	263.00	671.00	0			11	263.00	671.00
91	Site Incharge	0			0			0			1	224.00	224.00	0			1	224.00	224.00
92	Assistant Mechanic	0			0			0			2	388.00	527.00	0			2	388.00	527.00
93	Radiographer	0			0			0			14	192.00	692.00	0			14	192.00	692.00
94	Argon Welder	0			40	349.46	1648.00	0			0			0			40	349.46	1648.00
95	Security Supervisor	0			0			12	400.00	413.66	0			12	400.00	413.66	0		

Contd.....

**Table 3.3 (M)**

**RANGE OF OCCUPATIONAL DAILY WAGE RATES OF MEN CONTRACT WORKERS**

Sr. No.	Occupation	No. of Contractor Workers in the Zones												All India					
		North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)						Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)											
		Oil Fields			Refineries			Oil Fields			Refineries			Oil Fields			Refineries		
		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day	
Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
96	Scaffolder	0			0			7	230.00	250.00	0			7	230.00	250.00	0		
97	EPBX Operator	0			0			1	503.17	503.17	0			1	503.17	503.17	0		
		1151			4779			4063			7755			5214			12534		

Note: Figures in parentheses indicate percentages.

Source: Bureau's calculations.

**Table 3.3 (W)**

**RANGE OF OCCUPATIONAL DAILY WAGE RATES OF WOMEN CONTRACT WORKERS**

Sr. No.	Occupation	No. of Contractor Workers in the Zones												All India					
		North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)						Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)											
		Oil Fields			Refineries			Oil Fields			Refineries			Oil Fields			Refineries		
		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day	
Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	Supervisor (General Labour)	0			0			1	432.07	432.07	1	200.00	200.00	1	432.07	432.07	1	200.00	200.00
2	Cleaner	11	190.80	190.80	0			13	133.00	438.46	26	172.00	193.00	24	133.00	438.46	26	172.00	193.00
3	Sweeper	0			0			6	133.00	404.96	0			6	133.00	404.96	0		
4	Helper	0			0			0			1	195.00	195.00	0			1	195.00	195.00
5	G. Mazdoor	0			42	171.67	171.67	4	203.82	203.82	18	220.00	243.00	4	203.82	203.82	60	171.67	243.00
6	Mali/ Gardner	0			0			23	194.10	438.46	0			23	194.10	438.46	0		
7	Loader / Un-Loader	1	184.80	184.80	1	171.67	171.67	0			0			1	184.80	184.80	1	171.67	171.67
8	Office Boy	0			0			2	389.83	389.83	0			2	389.83	389.83	0		

Contd.....

**Table 3.3 (W)**

**RANGE OF OCCUPATIONAL DAILY WAGE RATES OF WOMEN CONTRACT WORKERS**

Sr. No.	Occupation	No. of Contractor Workers in the Zones												All India					
		North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)						Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)											
		Oil Fields			Refineries			Oil Fields			Refineries			Oil Fields			Refineries		
		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day		No. of Workers	Wage Rate Per Day	
Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.		Min.	Max.			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
9	Security Guards	0			0			6	208.00	251.50	2	178.04	178.04	6	208.00	251.50	2	178.04	178.04
10	Computer Operator	0			0			2	194.50	194.50	0			2	194.50	194.50	0		
11	Dish Washer	0			0			5	194.50	194.50	3	153.00	153.00	5	194.50	194.50	3	153.00	153.00
12	Coolie	0			0			0			62	220.00	220.00	0			62	220.00	220.00
13	Rice Cleaner	0			0			0			13	153.00	153.00	0			13	153.00	153.00

Note: Figures in parentheses indicate percentages.

Source: Bureau's calculations.

Table 3.4

## DISTRIBUTION OF CONTRACTORS PAYING DEARNESS ALLOWANCE TO WORKERS

Sr. No.	Zone/Centre	Total No. of Contractors Covered		Total No. of contractor paying D.A. as a separate component		Total no. of Contract Workers		No. of workers getting D.A.	
		Oil Fields	Refineries	Oil Fields	Refineries	Oil Fields	Refineries	Oil Fields	Refineries
1	2	3	4	5	6	7	8	9	10
1	<b>North / Eastern/ North Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	20	24	2 (10.00)	6 (25.00)	1163	4822	615 (52.88)	375 (7.78)
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	52	40	6 (11.54)	2 (5.00)	4125	7881	263 (6.38)	249 (3.16)
<b>All India</b>		72	64	8 (11.11)	8 (12.50)	5288	12703	878 (16.60)	624 (4.91)

Note: Figures in parentheses indicate percentages.

Source: Bureau's calculations.

Table 3.5

## DISTRIBUTION OF CONTRACTORS TAKING WORK ON OVERTIME AND RATE OF PAYMENT

Sr. No.	Zone/Centre	Total No. of Contractors Covered		Distribution of Contractors taking work on Overtime and Rate of Payment									
		Oil Fields	Refineries	Oil Fields					Refineries				
				No. of contractors getting work on overtime	Ordinary	1 and 1/2	Double	Fixed (Rs. Per hour)	No. of contractors getting work on overtime	Ordinary	1 and 1/2	Double	Fixed (Rs. Per hour)
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	20	24	5 (25.00)	3 (60.00)	-	2 (40.00)	-	17 (70.83)	1 (5.88)	-	16 (94.12)	-
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	52	40	19 (36.54)	7 (36.84)	-	12 (63.06)	-	8 (20.00)	-	-	7 (87.50)	1 (52/- p/h) (12.50)
<b>All India</b>		72	64	24 (33.33)	10 (41.67)	0	14 (58.33)	0	25 (39.06)	1 (4.00)	0	23 (92.00)	1 (4.00)

Note: Figures in parentheses indicate percentages.

Source: Bureau's calculations.



Table 3.6

DISTRIBUTION OF CONTRACTORS PAYING CASH ALLOWANCE TO CONTRACT LABOUR

Sr. No.	Zone/Centre	Total No. of Contractors Covered	Percentage of Contractors giving Cash Allowance														
			Oil Fields	Oil Fields													
				HRA	Convnance Allowance	Medical Allowance	Washing Allowance	Night shift Allowance	Educational Allowance	Canteen	LTC	Bonus Allowance	Retrenchment Allowance	Food	Site Allowance	Hard Duty Allowance	Others
1	2	3	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
1	North / North Eastern/ Eastern Zone (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	20	25.00 (372.00 - 932.00)	10.00 (186.00-322.00)	20.00 (200.00)	5.00 (186.00-322.00)	-	-	-	-	-	-	-	10.00 (25.00-200.00)	-	-	15.00 (1009.00-2486.00)
2	Rest of India (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	52	42.31 (200.00 - 6100.00)	26.32 (180.00-2940.00)	13.46 (140.00-3975.00)	11.54 (100.00-2700.00)	-	-	-	1.92 (6 times Basic/actual Fare)	3.85 (292.00)	-	-	7.69 (300.00-6020.00)	1.92 (200.00-1500.00)	15.38 (98.88-8500.00)	
All India		72	37.5 (200.00 - 6100.00)	22.22 (180.00 - 2940.00)	15.28 (140.00 - 3975.00)	9.72 (100.00 - 2700.00)	-	-	-	1.38 (6 times Basic)	2.77 (292.00)	-	-	2.77 (25.00 - 200.00)	5.56 (300.00 - 6020.00)	1.38 (200.00 - 1500.00)	15.28 (98.88-8500.00)

Table 3.6

## DISTRIBUTION OF CONTRACTORS PAYING CASH ALLOWANCE TO CONTRACT LABOUR

Sr. No.	Zone/Centre	Total No. of Contractors Covered	Percentage of Contractors giving Cash Allowance														
			Refinerie s	Refineries													
				HRA	Convance Allowance	Medical Allowance	Washing Allowance	Night shift Allowance	Education Allowance	Canteen	LTC	Bonus Allowance	Retrenchment Allowance	Food	Site Allowance	Hard Duty Allowance	Other s
1	2	4	19	20	21	22	23	24	25	26	27	28	29	30	31	32	
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	24	37.50 (5-6% of Basic)	25.00 (1-4% of Basic)	25.00 (1-5% of Basic)	37.05 (5-6% of Basic)	16.67 (1-2% of Basic)	8.33 (2-4% of Basic)	12.50 (15% of Basic)	12.50 (4-5% of Basic)	12.50 (8.33% of Basic)	12.50 (4.8% of Basic)	4.17 (4% of Basic)	16.67 (1-4% of Basic)	-	-	
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	40	20.00 (500.00-1000.00)	7.50 (300.00-650.00)	2.50 (8% of Basic)	2.50 (18/- per Attendance)	-	-	-	-	-	-	-	-	2.50 (1900.00)	-	
<b>All India</b>		64	26.56 (500.00-1000.00)	14.06 (300.00 - 650.00)	10.93 (1-8% of Basic)	15.62 (5-6% of Basic)	6.25 (1-2% of Basic)	3.12 (2-4% of Basic)	4.68 (15% of Basic)	4.68 (4-5% of Basic)	4.68 (8.33% of Basic)	4.68 (4.8% of Basic)	1.56 (4% of Basic)	7.81 (1-4% Basic-1900.00)	-	-	

Note: Figures in parentheses indicate percentages.  
Source: Bureau's calculations.

Table 3.7

## PERCENTAGE DISTRIBUTION OF CONTRACTORS GIVING BENEFITS IN KIND TO CONTRACT LABOUR

Sr. No.	Zone/Centre	Total No. of Contractors Covered		Oil Field							Refineries						
		Oil Fields	Refineri es	No. of Contractors/Principal Employer giving concession in Kind			Percentage of contractors whose workers were getting Benefits in Kind				No. of Contractors/Principal Employer giving concession in Kind			Percentage of contractors whose workers were getting Benefits in Kind			
				Princip al Employer	Contract or	Both	Uniform	Food	Tea/Coff ee or Snacks	Others (Specify in foot-note)	Princip al Employer	Contract or	Both	Uniform	Food	Tea/Coff ee or Snacks	Others (Specify in foot-note)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	20	24	-	14 (70.00)	-	35.00 (1000.00-4000.00)	25.00 (8.46-134.61)	45.00 (5.76-50-00)	70.00 (22.00-1600.00)	1 (4.17)	16 (66.67)	-	20.83 (800.00-3600.00)	25.00 (15.00-138.00)	41.67 (5.00-57.69)	66.67 (100.00-2300.00)
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	52	40	2 (3.85)	44 (84.62)	-	88.46 (500.00-3500.00)	28.85 (38.46-215.38)	40.38 (6.15-57.69)	59.62 (350.00-2000.00)	-	28 (70.00)	-	70.00 (300.00-2500.00)	15.00 (50.00-115.38)	62.50 (5.76-57.69)	62.50 (300.00-2500.00)
<b>All India</b>		72	64	2 (2.78)	58 (80.56)	-	73.61 (500.00-3500.00)	27.78 (8.46-215.38)	41.67 (5.76-57.69)	62.50 (22.00-2000.00)	1 (1.56)	44 (68.75)	-	51.56 (300.00-3600.00)	18.75 (15.00-138.00)	54.69 (5.00-57.69)	64.06 (100.00-2500.00)

Note: Figures in parentheses indicate percentages.

Source: Bureau's calculations.

**Table 3.8**

**DISTRIBUTION OF CONTRACTORS PAYING BONUS/EX-GRATIA, WORKERS PAID BONUS/EX-GRATIA AND RANGE OF THESE BENEFITS TO CONTRACT LABOUR**

Sr. No.	Zone/Centre	Total No. of Contractors Covered		Oil Field						Refineries					
		Oil Fields	Refineries	Paying to workers		Total workers employed by contractor covered	Total workers who received Annual / Festival Bonus	Contractors Paid		Paying to workers		Total workers employed by contractor covered	Total workers who received Annual / Festival Bonus	Contractors Paid	
				Annual Bonus	Festival Bonus			Annual Bonus (Range in Rs.)	Festival Bonus (Range in Rs.)	Annual Bonus	Festival Bonus			Annual Bonus (Range in Rs.)	Festival Bonus (Range in Rs.)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	20	24	11 (55.00)	-	1163	843 (72.48)	1000.00-15000.00	-	18 (75.00)	-	4822	2967 (61.53)	738.00-17977.00	-
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	52	40	49 (94.23)	-	4125	4029 (97.67)	1500.00-19500.00	-	37 (92.50)	2 (5.00)	7881	3526 (44.74)	1500.00-16026.00	400.00-4500.00
<b>All India</b>		72	64	60 (83.33)	0	5288	4872 (92.13)	1500.00-19500.00	0	55 (85.94)	2 (3.12)	12703	6493 (51.11)	738.00-17977.00	400.00-4500.00

Note: Annual Bonus was paid in the range of 8.33% to 20% in the cases where it was applicable.  
Actual amount of bonus, however, relates the period for which worker has actually worked during the reference year.

Table 3.9

## DISTRIBUTION OF CONTRACTORS GIVING ADVANCES TO CONTRACT WORKERS

Sr. No.	Zone/Centre	Total No. of Contractors Covered		Oil Field						Refineries					
		Oil Fields	Refineries	No. of Contractors giving Advance	Total workers employed by contractor covered	Total workers who received Advances	Range of			No. of Contractors giving Advance	Total workers employed by contractor covered	Total workers who received Advances	Range of		
							Advances given (Rs.)	Rate of interest (Rs.)	Instalments for recovery of Advance				Advances given (Rs.)	Rate of interest (Rs.)	Instalments for recovery of Advance
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	20	24	-	1163	-	-	0%	-	1 (4.17)	4822	4 (0.08)	4000	0%	10
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	52	40	-	4125	-	-	0%	-	-	7881	-	-	0%	-
<b>All India</b>		72	64	0	5288	0	0	0%	0	1 (1.56)	12703	4 (0.03)	4000	0%	10

Note: Figures in parentheses indicate percentages.

Source: Bureau's calculations.

## CHAPTER – IV

### WORKING CONDITIONS, WELFARE FACILITIES, SOCIAL SECURITY AND INDUSTRIAL RELATIONS

#### 4.1 Hours of Work, Rest Interval and Spread Over

The working hours of contract workers are regulated through the provisions of the Factories Act, 1948, Plantation Labour Act, 1951 and Mines Act, 1952, as the case may be. The Factories Act, 1948 provides that normally an adult worker shall not be allowed to work for more than 9 hours in a day and 48 hours in a week. As regards rest interval, the Act stipulates that no worker shall work for more than 5 hours before he has rest interval of at least half an hour.

The survey results of these aspects are presented in Table 4.1. At all-India level normal working of 8 hour per day was being observed by 38.89 per cent contractors in Oil Fields and 76.56 per cent contractors in Petroleum refineries. Contractors taking work less than 8 hours a day works out to be 59.72 per cent and 32.81 per cent in respect of Oil Fields and Petroleum Refineries. The percentage of contractors taking work between 8 hour to 10 hour was 9.72 per cent in Oil Fields and 6.25 per cent in Petroleum Refineries. Percentage of contractors taking work for more than 10 hours was 6.94 and 1.56 per cent in Oil Fields and Petroleum Refineries respectively. The percentage of contractors taking work for less than 48 hours a week was 59.72 per cent and 34.38 per cent in Oil Fields and Petroleum Refineries respectively. The contractors taking work exactly 48 hours a week was 37.50 per cent and 76.56 per cent in Oil Fields and Petroleum Refineries respectively. The percentage of contractors taking

work for more than 48 hours a week was 22.22 per cent in Oil Fields and 6.25 per cent in Petroleum Refineries. About 80.56 per cent of the contractors in Oil Fields and 93.75 per cent on Petroleum Refineries were allowing 1 hour rest interval to their workers. Half an hour rest interval was allowed to their workers by 16.67 per cent of contractors in Oil Fields and 4.69 per cent in Petroleum Refineries. The duration of rest interval was found to be more than one hour in case of 6.94 per cent contractors in Oil fields and 3.12 per cent in Petroleum Refineries.

## **4.2 Night Shift Working**

Table 4.2 presents data on the percentage of contractors having night shift working in Oil Fields and Petroleum Refineries. It was found that 18.06 per cent contractor in Oil Fields and 26.56 per cent contractor in Petroleum Refineries were having night shift working. Among the contractors observing night shift working at the All India level, about 92.30 per cent contractors in Oil Fields and 70.60 per cent in Petroleum Refineries provided additional facilities in the form of free tea / coffee to their night shift workers. At the zonal level, the percentage of contractors working in the night shift and providing additional facilities to night shift workers was cent percent in Oil Fields in North / North-East / Eastern zone and 91.67 per cent in Petroleum Refineries in Rest of India. Similar percentage works out to be 55.56 per cent in Petroleum Refineries in North / North-East / Eastern zone and 87.50 per cent in Rest of India. It may also be perused from the Table 4.2 that reduced hours of work as a facility to night shift workers was reported by 8.33 per cent contractors in Oil Fields in rest of India. In Petroleum Refineries reduced hours of work was allowed as a facility in North / North-East / Eastern zone by 22.22 per cent

contractors and in Rest of India were 12.50 per cent contractors. Night shift allowance was given by any contractors of Oil Fields in North /North-East / Eastern zone and in rest of India. However in case of Petroleum Refineries, the night shift allowance was given by 22.22 per cent contractors in North / North-East / Eastern zone.

### **4.3 Weekly Off**

Table 4.3 presents data on the percentage of contractors providing weekly off with or without wages to the workers at All India level. At All India level 95.83 per cent contractors in Oil Fields and 89.06 per cent in Petroleum Refineries were allowing weekly off with or without wages to their workers. Whereas 4.17 per cent contractors in Oil Fields and 10.94 per cent contractors in Petroleum Refineries were not allowing weekly off. Of the 95.83 per cent in Oil Fields 89.06 per cent contractors in Petroleum Refineries contractors providing weekly offs , 92.75 per cent in Oil Fields and 91.23 per cent contractors in Petroleum Refineries were allowing weekly off with wages and 7.25 per cent and 8.77 per cent of them were providing without wages in oil fields and petroleum refineries respectively.

### **4.4 Leave and Holidays**

Perusal of All India level data presented in Table 4.4 indicates that only 52.78 per cent contractors in Oil Fields and 65.62 per cent contractors in Petroleum Refineries were allowing earned leave with wages to their workers. The period of earned leave varied between 14 and 104 days in Oil Fields 4 to 40 days in Refineries. The workers availing 104 days earned leave were found to be working at rig sites.



The Percentage of contractors in Oil Fields allowing casual leave ranging between 10 to 18 days in a year and allowing sick leave ranging between 10 to 12 days in a year with wages was 6.94 per cent and 4.17 per cent respectively. In Petroleum Refineries the casual leave / sick leave ranging between 3 to 17 days and 6 to 10 days was provided by 12.50 per cent and 9.37 per cent contractors respectively. The remaining 36.11 per cent contractors in Oil Fields and 12.51 per cent contractors in Petroleum Refineries were not allowing any type of leave.

National and Festival holidays with wages were allowed by 76.39 per cent and 70.83 per cent contractors in Oil Fields respectively and 92.19 per cent and 89.06 per cent contractors in Petroleum Refineries. The national and festival holidays in Oil Fields allowed were in range of 3 to 4 days and 1 to 22 days in a year. In Petroleum Refineries the range was between 3 to 5 days and 3 to 13 days in a year. The remaining contractors were not allowing any type of holidays to their workers.

### **Welfare Facilities**

The provisions contained in Contract Labour (Regulation & Abolition) Act, 1970 requires every contractor / principal employer to provide adequate supply of drinking water, adequate and proper facilities for washing, latrines and urinals, canteen facilities, properly maintained first aid boxes etc. for the welfare of workers Table 4.5 present data on these facilities.

#### **4.5 Drinking Water**

The drinking water facility was provided to the contract workers in all the sample units covered. At all India level, in Oil fields, in 80.56 per

cent cases drinking water facility was provided by the principal employer and in 19.44 per cent cases it was provided by contractors. Similarly, the facility of drinking water in Petroleum Refineries was provided by principal employer in 73.43 per cent of cases, by contractors in 9.37 per cent cases and by both in 7.81 per cent at all-India level.

#### **4.6 Washing Facility**

The facility of washing in Oil Fields was provided to the contract workers by principal employer in 87.50 per cent cases and by contractors in 9.72 per cent cases. In Petroleum Refineries in 70.31 per cent cases this facility was provided by principal employer and 21.87 per cent by the contractors.

#### **4.7 Urinals & Latrines**

The facilities of urinals and latrines to contract workers in Oil Fields as well as in Petroleum refineries were provided in all the units surveyed. In 87.50 per cent cases and in 86.11 per cent cases in Oil Fields the facility of urinal and latrine respectively was provided by principal employer and in 12.50 per cent cases by both principal employer and the contractors. Similarly in Petroleum Refineries in 90.31 per cent cases both the facilities were provided by the principal employer, in 21.87 per cent cases by contractors and in 7.81 per cent cases - by both, the principal employer as well as by the contractor.

## **4.8 Rest Shelter**

As per the Contract Labour (Regulation and Abolition) Act, 1970 in every place wherein contract labour is required to halt at night in connection with the work of establishment, the contractor / principal employer are required to provide and maintain such number of rest rooms as may be prescribed or such other alternative accommodation for the use of the contract labour separately for men and women workers.

It may be seen from the Table 4.5 that in Oil Fields such facility was provided in 77.78 per cent cases by principal employers, in 12.50 per cent cases by the contractors and 1.39 per cent cases by both. No such facilities were provided in 8.33 per cent cases. Similarly in Petroleum Refineries in 62.50 per cent cases the rest shelter facility was provided by principal employers, in 31.25 per cent cases by contractors and in 4.69 per cent cases by both i.e., the principal employers and contractors. In 1.56 per cent cases no such facility was provided at All India level in refineries.

## **4.9 Canteen**

In every establishment to which Contract Labour (Regulation and Abolition) Act, 1970 applies and where in work regarding employment of contract labour is likely to continue for six months and where in contract labour numbering 100 or more is ordinarily employed, an adequate canteen facility shall be provided and maintained either by contractor or by principal employer.

It appears from Table 4.5 that in Oil Fields in 73.61 per cent cases canteen facility was provided by principal employer and in 18.05 per cent

cases by contractors. In 8.34 per cent cases canteen facility was provided. Similarly in Petroleum Refineries in 68.75 per cent cases canteen facility was provided by principal employer and in 17.19 per cent cases it was provided by contractors whereas in 1.56 per cent cases the facility was provided by both. In 12.50 per cent cases such facility was not provided at all-India level.

#### **4.10 First Aid Box**

In every establishment coming within the preview of the Contract Labour (Regulation and Abolition) Act, 1970 there is a requirement to provide and maintain First Aid Box at the rate of not less than one box for 150 contract workers or part thereof ordinarily employed. The survey data reveals that this facility was provided in all the cases in Oil Fields. In 25 per cent of cases it was provided by principal employer contractors in 25 per cent cases by contractor and in 50 per cent cases by both. In Petroleum Refineries, in 15.62 per cent cases the facility was provided by principal employer, in 35.93 per cent cases by contractors and in 46.87 per cent cases by both. First Aid box was not provided in only one Petroleum refinery covered in survey.

#### **4.11 Housing Facility**

Shelter is one of the basic needs of human being .Worker who are unable to satisfy this basic need an unlikely to perform at the optimum level of producenty.

Table 4.6 reveals that in Oil Fields 3.23 per cent of total contract workers were provided living accommodation by principal employer and 10.40 per cent were provided by contractors. At all-India level a total of

220 houses were provided to contract workers, out of which 95.91 per cent were Pucca houses, 0.45 per cent semi-pucca and 3.64 per cent thatched houses. Of the total contract workers provided with houses 13.65 per cent were having rent free accommodation. In case of Petroleum Refineries, 32.57 per cent total contract workers were provided accommodation. In all the cases it was provided by the contractors rent free. At all-India level a total of 1276 houses were provided to the contract workers, out of which 78.81 per cent were Pucca houses and 21.79 per cent were semi-pucca.

Out of total houses number of houses provided in Oil Fields, the proportion of houses having sanitation facility provided by contractors was 86.36 per cent and by principal employer it was 13.64 per cent. Sanitation facilities in Petroleum Refineries were provided by the contractors in all houses.

## **SOCIAL SECURITY**

### **4.12 Employees Provident Fund**

During the course of survey it was observed that above 92 per cent contractors were covered under the Employees Provident Fund scheme. The rate of contribution and eligibility conditions were as per the Act.

### **4.13 Employees State Insurance Corporation Scheme**

All the workers are covered either under ESIC scheme or WCA.

### **4.14 Maternity Benefits**

During the survey it was reported that maternity benefit was not availed by any of the female workers engaged by sample contractors in Oil Fields & Petroleum Refineries covered.

#### **4.15 Maintenance of Registers**

The Contract Labour (Regulation and Abolition) Act, 1970 and the rules there under provide for maintenance of register of attendance, wages, fines, deductions, overtime and advance. Table 4.7 shows that in Oil Fields as well as in Petroleum Refineries 100 per cent contractors were maintaining muster roll / attendance register and wage register. In Oil Fields percentage of contractors maintaining registers of fine / deductions, overtime, and advances was 87.50 per cent, 88.89 per cent, 86.31 per cent and 83.33 per cent respectively at All India level. In Petroleum Refineries were 84.37 per cent, 96.87 per cent, 95.31 per cent, 98.43 per cent and 96.87 per cent respectively. Wage slip were provided by 81.94 per cent contractors in Oil Fields and 82.81 per cent contractors in Petroleum Refineries.

#### **4.16 Trade Unions**

Out of the 18 registered trade unions in Oil Fields at All India level all trade unions had been recognised by the principal employer or by the contractor. Two thousand one hundred and one are the members of these trade unions. In Petroleum Refineries 12 registered trade unions that had been recognised by principal employer or by the contractor. The members of these trade unions were two thousand eight hundred and eighteen only. There were no un-registered trade unions in any of the units covered in this survey.

#### **4.17 Grievance Redressed Procedure**

In both the strata worker's complaints were initially received and heard by the contractor / site in-charge and appeals were heard by the HR

Department / Principal Employer. Table 4.7 shows that at all-India level in Oil Fields 72.22 per cent contractors had grievance redressal system whereas in Petroleum Refineries 73.43 per cent contractors adopted this practice for the redressal of grievances of contract labour. The maximum time limit for redressing grievances of worker's observed to be a week in both the industries.

**Table 4.1**

**WORKING HOURS AND REST INTERVAL ALLOWED TO CONTRACT WORKERS**

Sr. No.	Zone/Centre	Total No. of Contractors Covered		Oil Field											
		Oil Fields	Refineries	No. of contractors taking works									No. of Contractors allowing Rest Intervals		
				Daily					Weekly						
				< 8 hrs.	8 hrs.	More than 8 but less than 10 hrs.	More than 10 hrs.	More than one shift having different working hours	< 48 hrs.	48 hrs.	More than 48 hrs.	1/2 Hr.	1 Hr.	More than 1 Hr.	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	20	24	14 (70.00)	4 (20.00)	2 (10.00)	1 (5.00)	9 (45.00)	13 (65.00)	3 (15.00)	4 (20.00)	1 (4.17)	17 (70.83)	2 (8.33)	
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	52	40	29 (55.77)	24 (46.15)	5 (9.62)	4 (7.69)	30 (57.69)	30 (57.69)	24 (46.15)	12 (23.08)	11 (21.15)	41 (78.85)	3 (5.77)	
<b>All India</b>		72	64	43 (59.72)	28 (38.89)	7 (9.72)	5 (6.94)	39 (54.17)	43 (59.72)	27 (37.50)	16 (22.22)	12 (16.67)	58 (80.56)	5 (6.94)	

Contd.....



Table 4.1

## WORKING HOURS AND REST INTERVAL ALLOWED TO CONTRACT WORKERS

Sr. No.	Zone/Centre	Total No. of Contractors Covered		Refineries											
		Oil Fields	Refineries	No. of contractors taking works									No. of Contractors allowing Rest Intervals		
				Daily					Weekly						
				< 8 hrs.	8 hrs.	More than 8 but less than 10 hrs.	More than 10 hrs.	More than one shift having different working hours	< 48 hrs.	48 hrs.	More than 48 hrs.	1/2 Hr.	1 Hr.	More than 1 Hr.	
1	2	3	4	16	17	18	19	20	21	22	23	24	25	26	
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	20	24	5 (20.83)	24 (100.00)	-	-	7 (29.17)	5 (20.83)	24 (100.00)	1 (4.17)	-	24 (100.00)	-	
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	52	40	16 (40.00)	25 (62.50)	4 (10.00)	1 (2.50)	10 (25.00)	17 (42.50)	25 (62.50)	3 (7.50)	3 (7.50)	36 (90.00)	2 (5.00)	
<b>All India</b>		72	64	21 (32.81)	49 (76.56)	4 (6.25)	1 (1.56)	17 (26.56)	22 (34.38)	49 (76.56)	4 (6.25)	3 (4.69)	60 (93.75)	2 (3.12)	

Note: Figures in parentheses indicate percentages.

Source: Bureau's calculations.

Table 4.2

AMENITIES / FACILITIES PROVIDED TO CONTRACT LABOUR WORKING DURING NIGHT - SHIFT

Sr. No.	Zone/Centre	Total No. of Contractors Covered		Oil Field					Refineries				
		Oil Fields	Refineries	No. of Contractors observing Night Shift	No. of contractors providing facilities to workers working during Night Shift				No. of Contractors observing Night Shift	No. of contractors providing facilities to workers working during Night Shift			
					Free/ Subsidized Tea/ Coffee	Reduced hours of work	Night Shift Allowance	No. Facility		Free/ Subsidized Tea/ Coffee	Reduced hours of work	Night Shift Allowance	No. Facility
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	20	24	1 (5.00)	1 (100.00)	-	-	0	9 (37.50)	5 (55.56)	2 (22.22)	2 (22.22)	0
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	52	40	12 (23.07)	11 (91.67)	1 (8.33)	-	0	8 (20.00)	7 (87.50)	1 (12.50)	-	0
<b>All India</b>		72	64	13 (18.06)	12 (92.30)	1 (7.70)	0	0	17 (26.56)	12 (70.60)	3 (17.64)	2 (11.76)	0

Note: Figures in parentheses indicate percentages.

Source: Bureau's calculations.

**Table 4.3**

**DISTRIBUTION OF CONTRACTORS ALLOWING WEEKLY OFF WITH / WITHOUT WAGES**

Sr. No.	Zone/Centre	Total No. of Contractors Covered		Oil Field				Refineries			
		Oil Fields	Refineries	Total No. of contractors		Contractors allowing Weekly off		Total No. of contractors		Contractors allowing Weekly off	
				Allowed weekly off	Not Allowing weekly off	With Wages	Without wages	Allowed weekly off	Not Allowing weekly off	With Wages	Without wages
1	2	3	4	5	6	7	8	9	10	11	12
1	<b>North / North Eastern/ Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	20	24	20 (100.00)	-	18 (90.00)	2 (10.00)	18 (75.00)	6 (25.00)	18 (100.00)	-
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	52	40	49 (94.23)	3 (5.77)	46 (93.88)	3 (6.12)	39 (97.50)	1 (2.50)	34 (87.18)	5 (12.82)
<b>All India</b>		72	64	69 (95.83)	3 (4.17)	64 (92.75)	5 (7.25)	57 (89.06)	7 (10.94)	52 (91.23)	5 (8.77)

Note: Figures in parentheses indicate percentages.

Source: Bureau's calculations.

**Table 4.4**

**LEAVE AND HOLIDAYS (WITH / WITHOUT WAGES) ALLOWED TO CONTRACT LABOUR**

Sr. No.	Zone/Centre	Total No. of Contractors Covered		Oil Field														
		Oil Fields	Refineries	Earned leaves			Casual Leave			Sick Leave			National Holidays			Festival Holidays		
				No. of days allowed	No. of contractors allowing leave with		No. of days allowed	No. of contractors allowing leave with		No. of days allowed	No. of contractors allowing leave with		No. of days allowed	No. of contractors allowing leave with		No. of days allowed	No. of contractors allowing leave with	
					Full Wage	No Wage		Full Wage	No Wage		Full Wage	No Wage		Full Wage	No Wage		Full Wage	No Wage
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	20	24	18-20	12 (60.00)	-	10-18	4 (20.00)	-	10-12	2 (10.00)	-	3-4	12 (60.00)	-	3-22	12 (60.00)	-
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	52	40	14-104	26 (50.00)	-	10	1 (1.92)	-	10	1 (1.92)	-	3-4	43 (82.69)	-	1-19	39 (75.00)	-
<b>All India</b>		72	64	14-104	38 (52.78)	-	10-18	5 (6.94)	-	10-12	3 (4.17)	-	3-4	55 (76.39)	-	1-22	51 (70.83)	-

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Table 4.4

## LEAVE AND HOLIDAYS (WITH / WITHOUT WAGES) ALLOWED TO CONTRACT LABOUR

Sr. No.	Zone/Centre	Total No. of Contractors Covered		Refinery														
		Oil Fields	Refineries	Earned leaves			Casual Leave			Sick Leave			National Holidays			Festival Holidays		
				No. of days allowed	No. of contractors allowing leave with		No. of days allowed	No. of contractors allowing leave with		No. of days allowed	No. of contractors allowing leave with		No. of days allowed	No. of contractors allowing leave with		No. of days allowed	No. of contractors allowing leave with	
					Full Wage	No Wage		Full Wage	No Wage		Full Wage	No Wage		Full Wage	No Wage		Full Wage	No Wage
1	2	3	4	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	20	24	10-30	18 (75.00)	-	10-17	4 (16.67)	-	6-10	6 (25.00)	-	3-4	24 (100.00)	-	4-12	24 (100.00)	-
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	52	40	4-40	24 (60.00)	-	3-12	4 (10.00)	-	-	-	-	3-5	35 (87.50)	-	3-13	33 (82.50)	-
<b>All India</b>		72	64	4-40	42 (65.62)	-	3-17	8 (12.50)	-	6-10	6 (9.37)	-	3-5	59 (92.19)	-	3-13	57 (89.06)	-

Note: Figures in parentheses indicate percentages.

Source: Bureau's calculations.

Table 4.5

**WELFARE AMENITIES / FACILITIES PROVIDED TO CONTRACT LABOUR AT WORK SITE**

Sr. No.	Zone/Centre	Total No. of Contractors Covered		Oil Field											
		Oil Fields	Refineries	Drinking Water			Urinal Facility			latrines Facility			Washing Facility		
				Contractor	Principal Employer	Both	Contractor	Principal Employer	Both	Contractor	Principal Employer	Both	Contractor	Principal Employer	Both
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	20	24	9 (45.00)	11 (55.00)	-	6 (30.00)	14 (70.00)	-	6 (30.00)	14 (70.00)	-	4 (20.00)	14 (70.00)	-
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	52	40	5 (9.62)	47 (90.38)	-	3 (5.77)	49 (94.23)	-	3 (5.77)	48 (92.31)	1 (1.92)	3 (5.77)	49 (94.23)	-
<b>All India</b>		72	64	14 (19.44)	58 (80.56)	-	9 (12.50)	63 (87.50)	-	9 (12.50)	62 (86.11)	1 (1.39)	7 (9.72)	63 (87.50)	-

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Table 4.5

WELFARE AMENITIES / FACILITIES PROVIDED TO CONTRACT LABOUR AT WORK SITE

Sr. No.	Zone/Centre	Total No. of Contractors Covered		Oil Field											
		Oil Fields	Refineries	Rest Shelter Facility			Canteen Facility			Creche Facility			First Aid Box Facility		
				Contractor	Principal Employer	Both	Contractor	Principal Employer	Both	Contractor	Principal Employer	Both	Contractor	Principal Employer	Both
1	2	3	4	17	18	19	20	21	22	23	24	25	26	27	28
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	20	24	6 (30.00)	13 (65.00)	-	8 (40.00)	11 (55.00)	-	-	-	-	13 (65.00)	1 (5.00)	6 (30.00)
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	52	40	3 (5.77)	43 (82.69)	1 (1.92)	5 (9.62)	42 (80.77)	-	-	-	-	5 (9.61)	17 (32.69)	30 (57.69)
<b>All India</b>		72	64	9 (12.50)	56 (77.78)	1 (1.39)	13 (18.05)	53 (73.61)	-	-	-	-	18 (25.00)	18 (25.00)	36 (50.00)

Contd.....

Table 4.5

## WELFARE AMENITIES / FACILITIES PROVIDED TO CONTRACT LABOUR AT WORK SITE

Sr. No.	Zone/Centre	Total No. of Contractors Covered		Refinery											
		Oil Fields	Refineries	Drinking Water			Urinal Facility			latrines Facility			Washing Facility		
				Contractor	Principal Employer	Both	Contractor	Principal Employer	Both	Contractor	Principal Employer	Both	Contractor	Principal Employer	Both
1	2	3	4	29	30	31	32	33	34	35	36	37	38	39	40
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	20	24	3 (12.50)	10 (41.67)	4 (16.67)	9 (37.5)	10 (41.67)	5 (20.83)	11 (45.83)	8 (33.33)	5 (20.83)	11 (45.83)	8 (33.33)	5 (20.83)
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	52	40	3 (7.50)	37 (92.50)	-	3 (7.50)	37 (92.50)	-	3 (7.50)	37 (92.50)	-	3 (7.50)	37 (92.50)	-
<b>All India</b>		72	64	6 (9.37)	47 (73.43)	4 (6.25)	12 (18.75)	47 (73.43)	5 (7.81)	14 (21.87)	45 (70.31)	5 (7.81)	14 (21.88)	45 (70.31)	5 (7.81)

Contd.....



Table 4.5

## WELFARE AMENITIES / FACILITIES PROVIDED TO CONTRACT LABOUR AT WORK SITE

Sr. No.	Zone/Centre	Total No. of Contractors Covered		Refinery											
		Oil Fields	Refineries	Rest Shelter Facility			Canteen Facility			Creche Facility			First Aid Box Facility		
				Contractor	Principal Employer	Both	Contractor	Principal Employer	Both	Contractor	Principal Employer	Both	Contractor	Principal Employer	Both
1	2	3	4	41	42	43	44	45	46	47	48	49	50	51	52
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	20	24	13 (54.17)	8 (33.33)	3 (12.50)	9 (37.5)	10 (41.67)	1 (4.17)	-	-	-	14 (58.33)	2 (8.33)	8 (33.33)
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	52	40	7 (17.50)	32 (80.00)	-	2 (5.00)	34 (85.00)	-	-	-	-	9 (22.50)	8 (20.00)	22 (55.00)
<b>All India</b>		72	64	20 (31.25)	40 (62.50)	3 (4.69)	11 (17.19)	44 (68.75)	1 (1.56)	-	-	-	23 (35.93)	10 (15.62)	30 (46.87)

Note: Figures in parentheses indicate percentages.

Source: Bureau's calculations.

Table 4.6

## HOUSING FACILITIES PROVIDED TO CONTRACT LABOUR

Sr. No.	Zone/Centre	Total No. of Contractor workers employed by the contractors Covered		Oil Field										
		Oil Fields	Refineries	No. of contract workers provided living accommodation by		No. of Houses provided to contract workers	No. of houses provided by House Type				No. of workers provided rent free accommodation	Rent Charged per house per Month	No. of Houses having sanitation facility provided by	
				Contractor	Principal Employer		Pucca	Semi Pucca	Kutchha	Thatched			Contractor	Principal Employer
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	1163	4822	106 (9.11)	34 (2.92)	26	18 (69.23)	-	-	8 (30.77)	140 (12.03)	-	25 (96.15)	1 (3.85)
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	4125	7881	444 (10.76)	137 (3.32)	194	193 (99.48)	1 (0.52)	-	-	581 (14.08)	-	165 (85.08)	29 (14.95)
<b>All India</b>		5288	12703	550 (10.40)	171 (3.23)	220	211 (95.91)	1 (0.45)	0	8 (3.64)	721 (13.65)	0	190 (86.36)	30 (13.64)

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Table 4.6

## HOUSING FACILITIES PROVIDED TO CONTRACT LABOUR

Sr. No.	Zone/Centre	Total No. of Contractor workers employed by the contractors Covered		Refinery										
		Oil Fields	Refinerie s	No. of contract workers provided living accommodation by		No. of Houses provided to contract workers	No. of houses provided by House Type				No. of workers provided rent free accommodation	Rent Charged per house per Month	No. of Houses having sanitation facility provided by	
				Contracto r	Principal Employer		Pucca	Semi Pucca	Kutch a	Thatchal			Contractor	Principal Employer
1	2	3	4	16	17	18	19	20	21	22	23	24	25	26
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	1163	4822	1812 (37.58)	-	874	596 (68.19)	278 (31.81)	-	-	1812 (37.58)	-	874 (100)	-
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	4125	7881	2326 (29.51)	-	402	402 (100.00)	-	-	-	2326 (29.51)	-	402 (100.00)	-
<b>All India</b>		5288	12703	4138 (32.57)	0	1276	998 (78.81)	278 (21.79)	0	0	4138 (32.57)	0	1276 (100)	0

Note: Figures in parentheses indicate percentages.

Source: Bureau's calculations.

Table 4.7

**DISTRIBUTION OF CONTRACTORS FOLLOWING GRIEVANCE REDRESSAL PROCEDURE AND MAINTAINING RECORDS**

Sr. No.	Zone/Centre	Total No. of Contractors Covered		Oil Field									
		Oil Fields	Refineries	Having Grievance redressal system	Time limit for redressing of Grievance (in days)	Contractors Maintaining							Wage Slip
						Muster Roll / Attendance Register	Register of Wages	Register of Deductions	Register of Fine	Register of Advances	Register of Overtime		
1	2	3	4	5	6	7	8	9	10	11	12	13	
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	20	24	15 (75.00)	1-7	20 (100.00)	20 (100.00)	19 (95.00)	19 (95.00)	17 (85.00)	17 (85.00)	12 (60.00)	
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	52	40	37 (71.15)	1-7	52 (100.00)	52 (100.00)	44 (84.62)	45 (86.54)	45 (86.54)	43 (82.69)	47 (90.38)	
<b>All India</b>		72	64	52 (72.22)	1-7	72 (100.00)	72 (100.00)	63 (87.50)	64 (88.89)	62 (86.11)	60 (83.33)	59 (81.94)	

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Table 4.7

**DISTRIBUTION OF CONTRACTORS FOLLOWING GRIEVANCE REDRESSAL PROCEDURE AND MAINTAINING RECORDS**

Sr. No.	Zone/Centre	Total No. of Contractors Covered		Refinery								
		Oil Fields	Refineries	Having Grievance redressal system	Time limit for redressing of Grievance (in days)	Contractors Maintaining						
						Muster Roll / Attendance Register	Register of Wages	Register of Deductions	Register of Fine	Register of Advances	Register of Overtime	Wage Slip
1	2	3	4	15	16	17	18	19	20	21	22	23
1	<b>North / North Eastern/ Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	20	24	22 (91.67)	1-7	24 (100.00)	24 (100.00)	24 (100.00)	24 (100.00)	24 (100.00)	24 (100.00)	16 (66.67)
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	52	40	25 (62.50)	1-7	40 (100.00)	40 (100.00)	38 (95.00)	37 (92.50)	39 (97.50)	38 (95.00)	37 (92.50)
<b>All India</b>		72	64	47 (73.43)	1-7	64 (100.00)	64 (100.00)	62 (96.87)	61 (95.31)	63 (98.43)	62 (96.87)	53 (82.81)

Note: Figures in parentheses indicate percentages.  
Source: Bureau's calculations.

Table 4.8

## DISTRIBUTION OF CONTRACT LABOUR BY TRADE UNIONS

Sr. No.	Zone/Centre	Total No. of Contractor workers employed by the contractors Covered		Oil Field						
		Oil Fields	Refineries	Total No. of Contract workers employed by contractors covered		No. of Trade Unions of contract workers			No. of Contract Workers who were member of	
				Who were members of Trade Unions	Who were members of Trade Unions exclusively for Contract workers	Total No. of Unions	Registered	Recognised by Contractor / Management	Registered Trade Unions	Recognised Trade Unions
1	2	3	4	5	6	7	8	9	10	11
1	<b>North / Eastern/ North Eastern Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura)	1163	4822	285 (24.50)	285 (100.00)	5	5	5	285	285
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	4125	7881	1816 (44.02)	1816 (100.00)	13	13	13	1816	1816
<b>All India</b>		<b>5288</b>	<b>12703</b>	<b>2101 (39.73)</b>	<b>2101 (100.00)</b>	<b>18</b>	<b>18</b>	<b>18</b>	<b>2101</b>	<b>2101</b>

Contd.....

**Table 4.8**

**DISTRIBUTION OF CONTRACT LABOUR BY TRADE UNIONS**

Sr. No.	Zone/Centre	Total No. of Contractor workers employed by the contractors Covered		Refinery						
		Oil Fields	Refineries	Total No. of Contract workers employed by contractors covered		No. of Trade Unions of contract workes			No. of Contract Workers who were member of	
				Who were members of Trade Unions	Out of column 12, Who were members of Trade Unions exclusively for Contract workers	Total No. of Unions	Registered	Recognised by Contractor / Management	Registered Trade Unions	Recognised Trade Unions
1	2	3	4	12	13	14	15	16	17	18
1	<b>North / Eastern/ Zone</b> (Haryana, Uttar Pradesh, Bihar, West Bengal, Assam, Tripura) <b>North Eastern</b>	1163	4822	1884 (39.07)	1884 (100.00)	6	6	6	1884	1884
2	<b>Rest of India</b> (Maharashtra, Gujarat, Karnataka, Kerala, Tamilnadu, Andhra Pradesh, Goa, Pondicherry)	4125	7881	934 (11.85)	934 (100.00)	6	6	6	934	934
<b>All India</b>		<b>5288</b>	<b>12703</b>	<b>2818 (22.18)</b>	<b>2818 (100.00)</b>	<b>12</b>	<b>12</b>	<b>12</b>	<b>2818</b>	<b>2818</b>

Note: Figures in parentheses indicate percentages.

Source: Bureau's calculations.

## **CHAPTER-V**

### **SUMMARY OF FINDINGS**

Contract Labour generally refers to “the Workers employed by or through an intermediary and not directly by the Principal Employer on work of an establishment”. A survey to study the working conditions of the contract workers under the Contract Labour (Regulation and Abolition) Act, 1970 in the sector of Oil fields and Petroleum Refineries at All India level was conducted during the reference period October 2009 to December 2010. During the study, 23 Oil fields & 17 Petroleum Refineries were selected from the two zones viz. North / North-East / Eastern regions under 1<sup>st</sup> zone and rest of India was taken as 2<sup>nd</sup> zone. During the course of survey 136 contractors were covered out of total 2044 contractors.

The objective of the survey was to study the working conditions, wages and earnings, welfare facilities, social security and industrial relations in respect of contract workers. In addition to the contractors, two workers belonging to contractor were also interviewed to crosscheck the facts about their wages, working conditions and facilities provided to them by their principal employers / contractors. A three or two stage sampling technique was adopted. At the first stage of sampling Oil fields and Petroleum Refineries were selected and in the second stage of sampling contractors were selected. Two types of questionnaires were used viz. Principal Employer schedule and Contractor schedule. As far as possible the information was collected from the records of the principal employer and the contractors. However, in the event of non-availability of



the requisites records, information was collected through discussions with the contractors or their authorized representative.

## **REGISTRATION**

5.1 Under the Contract Labour (Regulation and Abolition) Act, 1970, every establishment which proposes to engage contract workers for its work is required to obtain a certificate of registration from the appropriate Government. In Petroleum Industry cent per cent sample units had registration certificates for engaging contractors/workers on contract.

## **LICENCE**

5.2 Every contractor is bound to obtain licence under the Act for engaging 20 or more contract workers in an establishment. In petroleum sector the all contractors surveyed had obtained such licence. Though many sample contractors did not require licence to engage contract workers still, they had obtained it.

## **SAMPLE UNITS BY TYPE OF OWNERSHIP**

5.3 At All India level in Oil fields about 91.30 per cent units were in public sector and 4.35 per cent were in private/joint sector. In the case of Petroleum Refinery, 88.24 per cent units were in public sector and remaining 11.74 per cent were in private sector. It was found that no refinery was running under joint venture.

## **EMPLOYMENT OF CONTRACTORS**

5.4 In Oil fields at All India level 100 per cent units were engaging contractors where as in Petroleum Refineries 94.11 per cent units were

engaging contractors. One Petroleum Refinery which was not running for commercial purpose had not engage any contractor.

### **EMPLOYMENT OF CONTRACT WORKERS**

5.5 A total of 72870 contract labours were found to be working in sample units. Out of these, 13976 workers were employed in Oil fields and 58894 were in Petroleum Refineries.

### **PROPORTION OF CONTRACT WORKERS**

5.6 The proportion of direct to contract workers in total employment of sample oil fields at a-ll India level was found to be 23.06 per cent and 76.94 per cent contract in Oil fields and 19.88 per cent direct and 80.12 per cent contract in the Petroleum Refineries.

### **CONTRACT WORKERS BY SEX AND AGE**

5.7 The percentage of female workers on contract was found to be as low as 1.40 per cent in Oil fields and 1.33 per cent in Petroleum Refineries at All India level. No child was reported to be employed by the contractors.

### **EMPLOYMENT BY SYSTEM OF PAYMENTS**

5.8 All the contractors covered during the survey had engaged workers for in regular jobs and were making payments on time rate basis only. None of the contractors reported to be making payment to its workers on piece rate basis.

## **EMPLOYMENT BY MODE OF RECRUITMENT AND WORKERS BY LENGTH OF SERVICE**

5.9 Out of total contract workers engaged by the contractors surveyed, 89.31 per cent had put in less than 3 years service and 10.69 per cent had put in up to 10 years and above in Oil fields. In Oil Refineries, 93.94 per cent contract workers had served up to 3 years and 6.06 per cent for more than three years. Majority of the contractors had recruited their workers either directly or through existing workers. Most of the contractors were adopting more than one method for recruiting the workers.

## **EMPLOYMENT BY OCCUPATION**

5.10 As regards occupation-wise share in employment, helper occupation accounted for more than 8.21 per cent in Oil fields and 22.32 per cent in Petroleum Refineries followed by 17.33 per cent rigger occupation in Petroleum Refineries. Occupation Security Guard accounted for highest proportion (43.34 per cent) in terms of employment in Oil fields at all-India level, followed by Helper (8.2 per cent), Loader/Un-loader (5.75 per cent), General Manager (4.97 per cent) so on. In Oil Refineries, maximum proportion of total contract employees is observed in Helper occupation (22.32 per cent) followed by Rigger (17.33 per cent), Khalasi (10.16 per cent), and General Manager (7.43 per cent) and so on.

## **WORKERS WITH EMPLOYMENT CARDS**

5.11 As per the requirement of Contract Labour (Regulation and Abolition) Act, 1970 all the contractors are required to issue the employment cards to their workers. During the survey it was found that at All India level in Oil fields 83.33 per cent and in Petroleum Refineries

81.25 per cent contractors had issued the employment cards to their workers.

### **FIXATION OF WAGE PERIOD**

5.12 The Payment of Wage Act, 1946 requires every employer to make payment at a pre-decided and fixed periodicity which shall not exceed a month. In oil sector the wage period was fixed in all the cases and in most of the cases it was a month.

### **PAYMENT OF DEARNESS ALLOWANCE AS A SEPARATE COMPONENT**

5.13 About 11.76 per cent contractors were found to be paying dearness allowance as a separate component to their workers.

### **OVERTIME**

5.14 About 33.33 per cent contractors in Oil fields and 39.06 per cent contractors in Petroleum Refineries were reported to be working on overtime and of these 58.33 per cent and 92 per cent in Oil fields and Petroleum Refineries respectively were paying overtime at the rate of double the normal wages.

### **PAYMENT OF OTHER ALLOWANCES IN CASH**

5.15 The percentage of contractors paying cash allowances viz. House rent allowance, conveyance allowance, medical allowance and washing allowance apart from the other cash allowances were 37.50 per cent, 22.22 per cent, 15.28 per cent and 9.72 per cent respectively in Oil fields and

26.56 per cent, 14.06 per cent, 10.93 per cent and 15.62 per cent respectively in Petroleum Refineries.

### **ANNUAL BONUS / EX-GRATIA**

5.16 The annual bonus was paid by about 84.56 per cent contractors at all-India level and 2 per cent contractors were paying festival bonus. About 63.17 per cent contract workers were getting bonus. The range of annual bonus varied between Rs. 738.00 to Rs. 19500.00.

### **ADVANCES**

5.17 The practice of giving advances for different purposes was observed in only one unit. One contractor has paid the advance to four workers without charging any interest.

### **FINES & DEDUCTIONS**

5.18 None of the contractors imposed any fine or made any deduction from the wages of the contract workers.

### **WORKING HOURS PER DAY**

**5.19** At all-India level, 47.05 per cent contractors were taking work for less than 8 hours, 56.62 per cent contractors were taking work for 8 hours only. Whereas 12.50 per cent were falling in the category of those taking work for more than 8 hours from their workers. Few contractors were taking work in two to four shifts with different working hours. That is the reason the percentage is more than hundred percent.

## **REST INTERVALS**

5.20 All the contractors were found to be complying with the provisions of rest intervals. However, the duration of rest intervals was not fixed by some of the contractors. It ranged from ½ hour to more than one hour.

## **SPREAD OVER**

5.21 Most of the contractors (about 88.00 per cent) were found to be complying with the provisions of the Factories Act, 1948 in respect of spread over of work.

## **WORKING IN NIGHT SHIFTS**

5.22 About 22.06 per cent contractors were found to be having night shift working in both industries at All India Level. The percentage of contractors having night shift working in different zones was almost same as it was at All India level. All contractors i.e. 22.06 per cent were providing additional facilities to the workers working during night shift which were in the form of free tea/coffee, night shift allowance or reduced hours of work.

## **WEEKLY OFF**

5.23 About 92.64 per cent contractors were allowing weekly off to their workers with or without wages.

## **LEAVE AND HOLIDAYS**

5.24 About 58.82 per cent contractors were allowing earned leave to workers with full wages. The national and festival holidays were allowed by 100.00 per cent contractors.

## **WELFARE FACILITIES**

5.25 The welfare facilities such as drinking water, washing facilities, latrines and urinals were either provided by the principal employer or by the contractor. The rest shelter facility was provided by contractors in 21.32 per cent cases and in 70.59 per cent cases by principal employers.

## **HOUSING**

5.26 Nearly 27 per cent of contract workers were provided living accommodation by contractors/principal employers and all these workers got it on rent free basis.

## **SOCIAL SECURITY**

5.29 About 88 per cent contract workers were member of E.P.F. scheme. Most of the contract workers were covered under the E.S.I.C. where ever applicable and under Worker's Compensation Act (WCA) where E.S.I.C. was not applicable.

## **MAINTENANCE OF REGISTERS**

5.30 All sample contractors were maintaining muster roll and register of wages, about 61 per cent were found maintaining the register of fines & deductions and about 56 per cent contractors were issuing the wage slips to their workers.

## **INDUSTRIAL RELATIONS**

5.29 Out of total 17991 workers engaged by sample contractors, 4919 (27.34 per cent) were members of the trade unions which were exclusively meant for contract workers. About 71.22 per cent contractors were having grievance redressal machinery.



**ANNEXURE-I****INDUSTRIES COVERED UNDER CONTRACT LABOUR SURVEYS****AS ON 30/06/2006 (REPORT RELEASED)**

<b>Sl. No.</b>	<b>Name of Industry</b>	<b>Period of Survey</b>
1.	Iron Ore Mines *	1956-57
2.	Petroleum Refineries and oil fields*	1958-59, 1993, 2009-10
3.	Ports	1959-59
4.	Railways	1957-59
	(i) Loading and unloading of goods	1959
	(ii) Construction of Railways Lines, Bridges, Buildings etc.	1959
5.	Building and Constructions *	1959-60, 1996
6.	Distribution and Marketing side of the Petroleum	1960-61
7.	Maganese Mines	1961
8.	Iron and Steel	1961-62, 1999
9.	Lime Stone Quarries	1962-63
10.	Cotton Ginning and Bailing	1963
11.	Mica Mines	1963-64, 1981
12.	Hydrogenated Oil	1963
13.	General and Electrical Engineering (Excluding Generation and Transformation of Electrical Energy)	1964-65
14.	Rice Milling *	1967-68, 1986
15.	Edible Oils (Other than Hydrogenated oils)	1968-69
16.	Sugar	1968-69
17.	Manufacture of Structural Clay Product (Fire Bricks, Tiles, Refractories and Furnace Lining Bricks/Acidic, Basic and natural).	1970
18.	Manufacture of Metal Products (Except Machinery and Transport equipments)	1971
19.	Manufacture of Motor Vehicles	1971
20.	Salt	1972-73
21.	Paper and Paper Products	1972-73
22.	Manufacture of Glass Products (Except Optical Lenses)	1974
23.	Electric Light and power	1974
24.	Manufacture of Pottery, Chinas and Earthenware	1974
25.	Flour Milling	1977
26.	Non-Ferrous Basic Metals	1977
27.	Coal Mines	1979-80

28. Fire Clay Mines	1979-80
29. Magnesite Mines	1979-80
30. Gypsum Mines	1979-80
31. Chromite Mines	1981
32. Dolomite Mines	1981
33. Bauxite Mines	1981
34. Irrigation and Power Projects in India	1983-84
35. F.C.I.	2000
36. N.T.P.C.	2000
37. Cement Mfg. Industry	2000
38. Cement Related Mines	2000
39. Air Transport Sector	2005

\* Repeat Surveys have been conducted in these industries.

Note: - Report in respect of industries at Sl. No. 2 which have been surveyed on the recommendation of Parliamentary Standing Committee on Labour & Welfare has been finalized and submitted for approval.

**ANNEXURE II  
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**BHARAT SARKAR  
SHRAM AUR ROZGAR MANTRALAYA  
SHRAM BUREAU  
CHANDIGARH**

**WORKING CONDITIONS OF CONTRACT LABOUR  
IN PETROLEUM REFINERIES AND OIL FIELDS**

**SCHEDULE I: PRINCIPAL EMPLOYER SCHEDULE**

Reference Period \_\_\_\_\_

**BLOCK I: IDENTIFICATION PARTICULARS**

1. i) Name and Address of the Refinery/Oil Field \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
- ii) Year of Establishment \_\_\_\_\_
2. Serial No. as per sample list \_\_\_\_\_  
\_\_\_\_\_
3. Ownership of the unit  
Private=1, Public=2, Joint=3,  
Others(Specify)=4
4. i) Whether registration No. is obtained to employ contractor (s)  
Yes=1, No=2, N.A.=9
- ii) If yes, Registration No. and date of registration \_\_\_\_\_
- iii) If No, reasons thereof \_\_\_\_\_  
\_\_\_\_\_
5. Number of contractors engaged on the date of survey \_\_\_\_\_

**BLOCK II: EMPLOYMENT**

**6. Direct Employment of the Unit**

Manual workers	Non Manual workers	Total workers

**7. Details of Direct Labour and Contract Labour employed  
(Excluding Managerial, Administrative, Supervisory and Office Staff, etc.)**

Workers	Total Direct Labour Employed	Total Contract Labour Employed
1	2	3
<b>MEN</b>		
<b>WOMEN</b>		
<b>TOTAL</b>		

**8. Contractor wise details of Contract Labour (in descending order of employment)**

Sl. No.	Contractor's Name	Whether Contractor is Licensed (Yes=1, No=2)	Total Contract Labour employed
1	2	3	4
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			

9. If Contract Labour employed, details of jobs performed by them

Sl. No	Perennial Jobs	Reasons for employing contract labour	Whether direct labour is also working on the same or similar occupation (Yes=1, No=2)
	Occupation of contract labour*		
1	2	3	4
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
Sl. No	Non-Perennial Jobs	Reasons for employing contract labour	Whether direct labour is also working on the same or similar occupation (Yes=1, No=2)
	Occupation of contract labour*		
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			

\*For example: Foremen, Supervisor (General Labour), Loader/Unloaded, Driver (Truck, Lorry or Tractor), Cleaner, Sweeper, Electrician, Fitter, Wiremen, Helper, Mason, General Mazdoor, Welder, Carpenter, Blacksmith, Painter, , Machine Operator, Mechanic /Technician, Gas Cutter, Plumber, Pump Operator, AC Operator/ AC Plant Operator, AC Mechanic, Mali(Gardener), Security Guard, Gunmen, etc.

**BLOCK III: WORKING CONDITIONS, WAGES AND EARNINGS**

10. If direct labour is also working on the same/similar jobs for which contract labour is engaged then give the following details regarding direct labour

**A. Working Hours and Rest Interval**

Shift timings		Daily Hours of Work		Duration of Rest-Interval (Hours)		Spread Over (Hours)		Weekly Hours of Work	
From	To	Time Rated workers	Piece Rated workers	Time Rated workers	Piece Rated workers	Time Rated workers	Piece Rated workers	Time Rated workers	Piece Rated workers
1	2	3	4	5	6	7	8	9	10
1.									
2.									
3.									
General Shift									

**B. Leave and Holidays allowed with Pay**

Type of Leave/Holidays	Categories of workers entitled (code) *	No. of days allowed in a year	Qualifying conditions, if any	Rate of Payment (code)**
1	2	3	4	5
1. Privilege Leave				
2. Casual Leave				
3. Sick Leave				
4. National Holidays				
5. Festival Holidays				
6. Any other leave(specify)				

\* Code: Regular=1, Temporary=2, Casual=3, Badli=4, All workers=5

\*\* Rate of payment: Full wages=1, Half wages=2, Others (specify) =3, No wages=4

**C. Weekly Off**

i) Whether weekly off is allowed to workers

Yes=1, No=2

ii) If yes, weekly off is allowed with Pay or without Pay

With Pay=1, Without Pay=2

**D. Wages and Earnings**

**i) Time Rated Workers**

Occupation of workers	No. of Workers	Pay Period*	Basic Wage Rate/ Consolidated Wages, per day ** (Rs.)		Dearness Allowance on Basic Wage Rate, per day (Rs.)		Total Wages per day (Rs.)		Total Earnings per day (Rs.)	
			Min.	Max.	Min.	Max.	Min. (Col. 4+6)	Max. (Col. 5+7)	Min.	Max.
<b>Men</b>										
1										
2										
3										
4										
5										
6										
<b>Women</b>										
1										
2										
3										
4										

\* Monthly =1, Fortnightly=2, Weekly=3, Daily=4

\*\* i) If Pay Scale (s), then write Min. & Max. basic pay of the Pay Scale (s) . Also write pay scales in the footnote separately.

ii) If consolidated wages are paid, then write Min. & Max. of actual wages paid.

**ii) Piece Rated Workers**

Occupation of workers	No. of workers	Pay period*	Min. Wages per day under the Min. Wages Act	Total Wages/Earnings per day (Rs.)		Rate of payment per unit of output, if any
				Min.	Max.	
1	2	3	4	5	6	7
<b>Men</b>						
1						
2						
3						
4						
5						

6						
Women						
1						
2						
3						
4						

\* Monthly=1, Fortnightly=2, Weekly=3, Daily=4.

11. i) **Whether any efforts are made to regularise the Contract workers who are employed in perennial Jobs by abolishing the perennial job's contract**   
Yes=1, No=2

ii) **If yes, number of contract workers Regularised so far**

iii) **If no, reasons thereof** \_\_\_\_\_  
\_\_\_\_\_

### Field Officer's Observations

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## Particulars of Investigation

### Field Officer

Name \_\_\_\_\_

Date of Survey \_\_\_\_\_

Date of submission of  
Schedule \_\_\_\_\_

Signature \_\_\_\_\_

### Economic Officer

Name \_\_\_\_\_

Date of Scrutiny \_\_\_\_\_

Date of dispatch of  
Schedule to H. Qtrs. \_\_\_\_\_

Signature \_\_\_\_\_

### For Head Quarters use only

Date of receipt of Schedule \_\_\_\_\_

Schedule scrutinised by (Name) \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

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**BHARAT SARKAR  
SHRAM AUR ROZGAR MANTRALAYA  
SHRAM BUREAU  
CHANDIGARH**

**WORKING CONDITIONS OF CONTRACT LABOUR  
IN PETROLEUM REFINERIES AND OIL FIELDS**

**SCHEDULE II: CONTRACTOR SCHEDULE**

Reference Period \_\_\_\_\_

**BLOCK I: IDENTIFICATION PARTICULARS**

1. Name and address of the Refinery/Oil Field  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
  
2. Name and address of the Contractor/Sub-Contractor  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
  
3. Serial No. of the Contactor (as in the Principal Employer Schedule)
  
4. i) Contractor's License No. with date \_\_\_\_\_  
  
ii) Validity period of the License (as indicated in the License) \_\_\_\_\_

**5. Details of jobs undertaken by the contract labour**

Sl. No.	Perennial Jobs	Nature of jobs undertaken **	Period of Contract
	Occupations of contract labour*		
1	2	3	4
1			
2			
3			
4			
5			
6			
7			
8			
Sl. No.	Non-Perennial Jobs	Nature of jobs undertaken **	Period of Contract
	Occupations of contract labour *		
1			
2			
3			
4			
5			
6			
7			
8			

\* For example: Foremen, Supervisor (General Labour), Loader/Unloader, Driver (Truck, Lorry or Tractor), Cleaner, Sweeper, Electrician, Fitter, Wiremen, Helper, Mason, General Mazdoor, Welder, Carpenter, Blacksmith, Painter, Machine Operator, Mechanic/Technician, Gas Cutter, Plumber, Pump Operator, AC Operator/AC Plant Operator, AC Mechanic, Mali (Gardener), Security Guard, Gunmen, etc.

\*\* For Example: Civil Maintenance, Electrical Maintenance, Civil works (Erection, Demolition), Loading/Unloading, Cleaning, House keeping, Running of Canteen, Parking, etc.

**BLOCK II: EMPLOYMENT**

**6. Number of workers employed by the contractor as on the reference period**

Perennial Jobs Occupations of workers employed	No. of time rated workers			No. of piece rated workers			Total Number of workers		
	Men	Women	Total	Men	Women	Total	Women	Men	Total
1	2	3	4	5	6	7	8	9	10
1.									
2.									
3.									
4.									
5.									
6.									
7.									
8.									
9.									
10.									
Non-Perennial Jobs Occupations of workers employed	No. of time rated workers			No. of piece rated workers			Total Number of workers		
1	2	3	4	5	6	7	8	9	10
1.									
2.									
3.									
4.									
5.									
6.									

**7. Length of service of workers employed by the contractor**

Period of service	Number of workers
1	2
i) Up to 1 Year	
ii) More than one year and up to 3 years	
iii) More than 3 years and up to 5 years	
iv) More than 5 years and up to 10 years	
v) More than 10 years	
<b>TOTAL</b>	

**8. Total number of workers employed by the contractor in the unit on the last working day of each of the 12 months (Excluding Managerial, Administrative, Supervisory and Office Staff, etc.)**

Month /Year	Number of workers employed			If there are considerable changes in the number of workers employed from month to month, give brief reasons for the same
	Men	Women	Total	
1	2	3	4	5
January,2009				
February,2009				
March,2009				
April,2008				
May, 2008				
June, 2008				
July, 2008				
August, 2008				
September, 2008				
October,2008				`
November, 2008				`
December,2008				

**9. RECRUITMENT**

**A. Methods used by the contractor for recruitment of labour**

Direct=1, Through Employment Exchange=2,  
Through existing workers=3,  
Through private placement agency=4,  
Others (specify) =5

**B. i) Whether any preference is given for male/female workers in the recruitment**

Yes=1, No=2

**ii) If yes, preference is for male or female worker**

Male=1, Female=2

**iii) Reasons for preference**

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**10. Whether employment cards have been issued by the contractor to the contract workers engaged by him**

Yes=1, No=2, Not aware about the employment cards =3

**BLOCK III: WORKING CONDITIONS**

**11. Working Hours and Rest Interval**

Shifts timings		Daily Hours of work		Duration of Rest Interval (Hours)		Spread Over (Hours)		Weekly Hours of work	
		Time Rated workers	Piece Rated workers	Time Rated workers	Piece Rated workers	Time Rated workers	Piece Rated workers	Time Rated workers	Piece Rated workers
From	To	3	4	5	6	7	8	9	10
1.									
2.									
3.									
General Shift									

12. i) Whether there is any system for changeover of workers from one shift to another

Yes=1, No=2, N.A. =9

ii) If yes, periodicity of changeover of shift

Daily=1, Weekly=2, Fortnightly=3,  
Monthly=4, Not fixed=5, N.A. =9

13. Whether women workers are employed during night shift

Yes=1, No=2, N.A. =9

14. Amenities/facilities provided to night shift workers

Free /subsidized Tea/Coffee=1, Reduced hours of work=2,  
Night shift allowance=3, Others (specify) =4,  
No facility=5, N.A. =9

15. i) Whether work is also got done on overtime

Yes=1, No=2

ii) If yes, the rate of overtime payment

Normal Wages=1, Double of wages=2

**16. Leave and Holidays allowed with pay to contract workers**

Type of Leave/ Holidays	Categories of workers entitled (code)*	No. of days allowed in a year	Qualifying conditions, if any	Rate of payment (Code)**
1	2	3	4	5
1.Privilage Leave				
2.Casual Leave				
3.Sick Leave				
4.National Holidays				
5. Festival Holidays				
6.Any other leave (Specify)				

\* Code: Regular=1, Temporary=2, Casual=3, Badli=4, All workers=5

\*\* Rate of Payment: Full wages=1, Half wages=2, Others (specify) =3, No Wages=4

17. i) Whether weekly off is allowed to workers  
Yes=1, No=2

(ii) If yes, weekly off is allowed with pay or without pay  
With pay =1, Without Pay=2

**BLOCK IV: WAGES AND EARNINGS**

**18. Time Rated contract workers**

Occupation of workers	No. of workers	Pay period*	Basic Wage Rate/Consolidated Wages, per day ** (Rs.)		Dearness Allowance on Basic Wage Rate, per day (Rs.)		Total Wages per day (Rs.)		Total Earnings per day (Rs.)	
			Min.	Max.	Min.	Max.	Min. (col.4 +6)	Max. (col.5+7)	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
<b>Men</b>										
1										
2										
3										
4										
5										
6										
7										
8										
<b>Women</b>										
1										
2										
3										
4										
5										
6										

\* Monthly=1, Fortnightly=2, Weekly=3, Daily=4, Not Fixed=5

\*\* i) If pay scale(s), then write Min. & Max. basic pay of the Pay Scales(s). Also write pay scales in foot note separately.

ii) If consolidated wages are paid, then write Min. & Max. of actual wages paid.



19. Piece Rated contract workers

Occupation of workers	No. of workers	Pay period*	Min. Wages per day under the Min. Wages Act (Rs.)	Total Wages/Earnings per day (Rs.)		Rate of payment per unit of output, if any
				Min.	Max.	
1	2	3	4	5	6	7
<b>Men</b>						
1						
2						
3						
5						
6						
7						
8						
<b>Women</b>						
1						
2						
3						
4						
5						

\* Monthly=1, Fortnightly=2, Weekly=3, Daily=4, Not fixed=5

20. i) Whether any disparity is observed in the wage rates of men and women contract workers for the same/Similar jobs

Yes=1, No=2, No woman worker is employed=3

ii) If yes, reasons thereof

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**21. Other allowances paid to contract workers**

<b>Allowances</b>	<b>Categories of workers entitled (code)*</b>	<b>Rate of payment</b>	<b>Qualifying conditions, if any</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>1. House Rent Allowance</b>			
<b>2. Conveyance Allowance</b>			
<b>3. Medical Allowance</b>			
<b>4. Washing Allowance</b>			
<b>5. Night Shift Allowance</b>			
<b>6. Others (Specify) **</b> i) ii) iii)			

\* Code: Regular=1, Temporary=2, Casual=3, Badli=4, All workers=5

\*\* Other Allowance: Like LTC, Education Allowance, Dust Allowance, Site Allowance, etc.

22. i) Whether any authorized representative of the Principal Employer remains present at the time of disbursing wages to contract workers

Yes=1, No=2

ii) If yes, whether certificate to this effect is recorded in the pay register

Yes=1, No=2

23. Benefits given in kind to contract workers by Principal Employer/Contractor

Benefits in kind	Workers entitled (specify occupation)	Market price (Rs.)	Amount paid by the worker (Rs.)	Approx. money value of concession (col.3-4) (Rs.)	Qualifying conditions, if any	Benefit provided by the Principal Employer or Contractor or Both
1	2	3	4	5	6	7
Uniform						
Food						
Tea/Coffee Snacks						
Others (Specify) i) ii) iii)						

**BLOCK V: FINES & DEDUCTIONS**

24. i) Whether deductions are made from the wages of contract workers

Yes=1, No=2

ii) If yes, events in respect of which deductions are made

Fine=1, Absence from duty=2,  
Damage or loss of goods=3, Others (specify=4

25. In case fine is imposed on contract workers by the contractor

i) Whether there is any fine fund

Yes=1, No=2

ii) If there is fine fund, please state how the fine fund is utilized.

---



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**BLOCK VI: ADVANCES**

26. Furnish the information in respect of advance(s) given to contract workers

Purpose for which advance is given *	Amount of advance (Rs.)	Number of workers given advance as on reference period	Rate of interest, if any	No. of instalments in which advance is to be recovered	Conditions, if any, attached to the grant of advance
1	2	3	4	5	6

\* For example: Marriage, Housing, Social obligations, etc.

**BLOCK VII: BONUS**

27. i) Whether bonus is paid to contract workers

Yes=1, No=2

ii) If yes, furnish the details of bonus paid during the preceding year

Type of bonus paid	Categories of workers entitled (specify occupations)	Rate of payment	No. of workers paid bonus during the preceding year	Amount of bonus paid(Rs.)	
				Min.	Max.
1	2	3	4	5	6
1. Annual Bonus					
2. Festival Bonus					
3. Any other (specify)					
i)					
ii)					
iii)					

**BLOCK VIII: WELFARE AND OTHER FACILITIES**

**28. Welfare facilities/amenities provided to contract workers**

<b>Welfare facilities/ amenities</b>	<b>Whether obligatory (Yes=1 No=2)</b>	<b>Facility provided at work site by (Contractor=1, Principal Employer=2, Both=3, Not Provided=4)</b>	<b>Qualitative standard of the facility (Good=1,Satisfactory2, Not Satisfactory=3)</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>(a) Drinking Water</b>	<input type="checkbox"/>	<b>i) Water (taps)</b> <input type="checkbox"/>	<input type="checkbox"/>
		<b>ii) Water (Cooler)</b> <input type="checkbox"/>	<input type="checkbox"/>
		<b>iii) Other (specify)</b> <input type="checkbox"/>	<input type="checkbox"/>
<b>(b) Urinals</b>	<input type="checkbox"/>	<b>i) Separate for men</b> <input type="checkbox"/>	<input type="checkbox"/>
		<b>ii) Separate for Women</b> <input type="checkbox"/>	<input type="checkbox"/>
<b>(c) Latrines</b>	<input type="checkbox"/>	<b>i) Separate for men</b> <input type="checkbox"/>	<input type="checkbox"/>
		<b>ii) Separate for Women</b> <input type="checkbox"/>	<input type="checkbox"/>
<b>(d) Washing facilities</b>	<input type="checkbox"/>	<b>i) Separate for men</b> <input type="checkbox"/>	<input type="checkbox"/>
		<b>ii) Separate for Women</b> <input type="checkbox"/>	<input type="checkbox"/>
<b>(e) Rest Shelter</b>	<input type="checkbox"/>	<b>i) Separate for men</b> <input type="checkbox"/>	<input type="checkbox"/>
		<b>ii) Separate for Women</b> <input type="checkbox"/>	<input type="checkbox"/>
<b>(f) Canteen</b>	<input type="checkbox"/>	<b>Canteen</b> <input type="checkbox"/>	<input type="checkbox"/>
<b>(g) Creche</b>	<input type="checkbox"/>	<b>Creche</b> <input type="checkbox"/>	<input type="checkbox"/>
<b>(h) First-aid Box</b>	<input type="checkbox"/>	<b>First-aid Box</b> <input type="checkbox"/>	<input type="checkbox"/>
<b>(i) Any other (Specify)</b>	<input type="checkbox"/>	<b>Any other (Specify)</b> <input type="checkbox"/>	<input type="checkbox"/>

29. Housing

i) Whether any housing accommodation is  
Provided to contract workers

Yes=1, No=2

ii) If yes, details of accommodation provided

Type of House	No. of houses provided to contract labour by		No. of workers provided accommodation by		Rent charged (Rs. per month) by		Whether arrangements for sanitation and water exist in the houses provided by (Yes=1, No=2)	
	Cont-ractor	Principal Employer	Cont-ractor	Principal Employer	Cont-ractor	Principal Employer	Cont-ractor	Principal Employer
1	2	3	4	5	6	7	8	9
i) Pucca								
ii) Semi-Pucca								
iii) Kutcha								
iv) Thatched								

**BLOCK IX: SOCIAL SECURITY**

30. Provident Fund

i) Whether contract workers are covered  
under the Provident Fund Scheme

Yes=1, No=2

ii) If yes, furnish the following details about Provident Fund

Name of the scheme	Date of introduction	Categories of workers covered *	Rate of contribution of			Eligibility conditions, if any	No. of contract workers covered as on the reference period
			Principal Employer	Contr-actor	Worker		
1	2	3	4	5	6	7	8
a) E.P.F.							
b) Others (Specify)							

\* Regular=1, Temporary=2, Casual=3, Badli=4, All workers=5

31. Gratuity

i) Whether contract worker are covered under the Gratuity Scheme

Yes=1, No=2

ii) If yes, furnish the following details about the Gratuity

Gratuity Scheme	Rate of payment by		Categories of workers covered *	Eligibility conditions, if any	No of contract workers paid the gratuity during the preceding year
	Principal Employer	Contractor			
1	3	4	5	6	7
Regular/ Discretionary					

\* Regular, Temporary, Casual, etc.

32. Employees' State Insurance Scheme and Compensation for Accidents

i) Whether contract workers are covered under the Employees State Insurance Scheme

Yes=1, No=2

ii) If not, whether any compensation is paid to them in case of accidents

Yes=1, No=2

iii) Number of accidents and compensation paid to workers during the preceding year (who are not covered under the E.S.I. Scheme)

Kind of accident	No. of accidents	No. of cases in which compensation was paid by			Total amount of compensation paid by (Rs.)		
		Contr-actor	Principal Employer	Others (specify)	Contractor	Principal Employer	Others (Specify)
1	2	4	5	6	7	8	9
Fatal							
Permanent disablement							
Temporary disablement							

**33. MATERNITY BENEFITS**

i) Whether maternity benefit is given to women workers

Yes=1, No=2, No woman worker is employed=3

ii) If yes, give the details of maternity benefits given to the women workers during the preceding year (who are not covered under the E.S.I.Scheme)

Number of claims		Amount paid by	
Made	Settled	Contractor (Rs.)	Principal Employer (Rs.)
1	2	3	4

**BLOCK X: INDUSTRIAL RELATIONS**

34. a) Whether the contract workers are member of any Trade Union

Yes=1, No=2

b) If yes, give the following details

i) Name of the Trade Union

\_\_\_\_\_

ii) No. of contract workers who are members of the union (as on the reference period)

iii) Whether the union is exclusively for the contract workers

Yes=1, No=2

iv) Whether the union is registered

Yes=1, No=2

v) Whether the union is recognised by the contractor

Yes=1, No=2

**35. GRIEVANCE REDRESSAL MACHINERY**

a) Whether there is any machinery for redressal of grievances of contract workers

Yes=1, No=2

b) if yes,



- i) Who initially receives the complaints? \_\_\_\_\_
- ii) Who redress the grievances? \_\_\_\_\_
- iii) Who hears the appeals? \_\_\_\_\_
- iv) Time limit for disposal of the  
Complaints at various stages \_\_\_\_\_

**BLOCK XI: MAINTENANCE OF RECORDS**

**36. Whether following records are maintained by the contractor**

- i) **Muster Roll /Attendance Register (Form XVI)**  
Yes=1, No=2
- ii) **Register of wages(Form XVII)**  
Yes=1, No=2
- iii) **Combined Resister of Wages-Cum-Muster Roll (Form XVIII)**  
Yes=1, No=2
- iv) **Register of deductions for damage or loss (Form XX)**  
Yes=1, No=2
- v) **Register of fine (Form XXI)**  
Yes=1, No=2
- vi) **Register of advances (Form XXII)**  
Yes=1, No=2
- vii) **Register of overtime (Form XXIII)**  
Yes=1, No=2
- viii) **Wage Slip (Form XIX)**  
Yes=1, No=2

**37. Source of information**

- From the records=1, Given verbally by contractor=2  
Partly from records and partly verbally=3.

## Field Officer's Observations

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## Particulars of Investigation

**Field Officer**

**Economic Officer**

Name \_\_\_\_\_

Name \_\_\_\_\_

Date of Survey \_\_\_\_\_

Date of Scrutiny \_\_\_\_\_

Date of submission of  
Schedule \_\_\_\_\_

Date of dispatch of  
Schedule to H. Qtrs. \_\_\_\_\_

Signature \_\_\_\_\_

Signature \_\_\_\_\_

## For Head Quarters use only

Date of receipt of Schedule \_\_\_\_\_

Schedule Scrutinised by (Name) \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

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