



Report
on
Absenteeism, Labour Turnover,
Employment & Labour Cost

Annual Survey of Industries

(2015-2016)

Volume II

Government of India
Ministry of Labour & Employment
Labour Bureau
Chandigarh



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अनुपस्थिति, श्रम कारोबार,
रोजगार और श्रम लागत पर रिपोर्ट

**“Report on Absenteeism,
Labour turnover,
Employment and
Labour Cost”**

भारत सरकार
श्रम एवम रोजगार मंत्रालय
श्रम ब्यूरो

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT
LABOUR BUREAU**

PREFACE

The Annual Survey of Industries (ASI) is conducted annually under the Collection of Statistics Act, 2008 and the Rules framed thereunder in 2011 and are the principal source of Industrial Statistics in India. The Central Statistics Office {Industrial Statistics Wing} {CSO-IS Wing} process and disseminate data collected through Part-I of ASI Schedule and Labour Bureau process and disseminate data collected through Block-A, B and E of Part-I and Part-II ASI Schedule. Based upon this data, Labour Bureau compiles and publishes Two Publications namely “Annual Survey of Industries Volume-I - Statistics on Employment and Labour Cost” and “Annual Survey of Industries Volume-II - Report on Absenteeism, Labour turnover, Employment and Labour Cost”, containing Employment, Mandays Worked, Social Security Benefits, Labour Cost and Cost of Production, absenteeism, Labour turnover and Earnings data.

The present publication presents Statistics on Employment and Labour Cost for the year 2015-16 and is based on Block-E of Part-I of the ASI Schedule. Processed raw data based on ASI Block-E of Part-I received from the Industrial Statistics Wing (IS Wing), Central Statistical Office (CSO), Kolkata, were compiled by Labour Bureau and are being presented by States and Sectors at 3-Digit of NIC-2008. The Report partly meets the statutory obligation pertaining to Article 11 of Part-II of the ILO Convention No. 160 on Labour Statistics, which was ratified by India on 01.04.1992. I hope that the data presented in this Report would be immensely useful to the users and the policy makers.

I take this opportunity to thank the officers of the CSO (IS Wing), Kolkata, for not only providing the raw data in time but also for their cooperation in further processing of data by the Labour Bureau. The Officers and other officials of the FOD also deserve Labour Bureau's appreciation for timely canvassing of the ASI Schedules. The Officers and staff of the ASI Section of Labour Bureau, whose names are given in Annexure-IV, equally deserve appreciation for their sincere efforts for processing the data and bringing out the Report in the quickest possible time.

Suggestions for further improvement in ASI publications are welcome.

D.P.S. NEGI
Director General

Chandigarh
10th JULY 2020

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CHAPTER-I

INTRODUCTION

The Annual Survey of Industries (ASI) is the principal source of industrial statistics in India. The Annual Survey of Industries (ASI) is being conducted since 1959 under the Collection of Statistics Act, 1953. From ASI 2010-11, the Survey is being conducted under the Collection of Statistics Act, 2008. In accordance with the provisions of the Collection of Statistics (Central) Rules, 2011 framed under this Act, it had been designed to obtain comprehensive and detailed data with the objectives of estimating the contribution of registered manufacturing industries as a whole to the national income by type of industry, systematic study of the structure of the industry by type of industry, occasional analysis of the various factors influencing industries in the Country to facilitate the construction of comprehensive, factual and systematic bases for formulation of industrial policies.

1.1 Historical Background

Understanding the importance of collection and compilation of data relating to industrial sector of the country, the Government of India, after 1930, launched a voluntary scheme for collection of detailed data from important industries in India. During the Second World War, in order to cater to the specific requirement of war management, each government department created its own statistical section. In 1942, Industrial Statistics Act was enacted on the recommendation of the Royal Commission on Labour. The Directorate of Industrial Statistics (DIS) under the Ministry of Commerce was setup in 1945 to enforce the Industrial Statistics Act, 1942. The Directorate of Industrial Statistics launched the first Census of Manufacturing Industries (CMI) in 1946 with the objective of studying the structure of the Indian industry and estimating its contribution to the national economy. Because of practical difficulties, the CMI could cover only 29 of the 63 industry groups specified in the Industrial Statistics Act and extended only to 11 States of the Indian Union. It was conducted annually up to 1958. By 1958, the geographical coverage of the CMI extended to 13 States and 2 Union Territories.

Following the recommendation of the National Income Committee (1949), the Directorate of Industrial Statistics conducted the first Sample Survey of Manufacturing Industries (SSMI) in 1949 for collecting data from factories falling under 34 industry groups left out by the CMI and defined under the Factories Act, 1934. The technical work including the survey design, sample selection, and preparation of schedules was undertaken by the Directorate of Industrial Statistics while the tabulation and analysis of data, report writing, etc. was carried out by the Indian Statistical Institute, Calcutta. The SSMI was conducted annually up to 1958 by the then Directorate of National Sample Survey now known as National Sample Survey Office (NSSO).

After independence, the Central Statistical Organization (CSO) was setup under the Cabinet Secretariat by the Government of India in 1951 as an apex statistical body for coordinating the large variety of data collection by various agencies which was necessitated for adoption of planned

economy by the government. In 1956, the Industrial Statistics Act, 1942 was repealed by the Collection of Statistics Act, 1953 and Rules framed there under in 1959 regarding the Statistical Authority and procedure for collection of data. Subsequently, the DIS was transferred to the Cabinet Secretariat in 1959 and was attached to the CSO as Industrial Statistics Wing.

The Collection of Statistics (Central) Rules, 1959 framed under the Collection of Statistics Act, 1953 provided a comprehensive Annual Survey of Industries (ASI) in India. The survey replaced both the CMI and SSMI. The ASI was launched in 1960 with 1959 as the reference year and is continuing since then annually except for 1972. The labour part of the ASI Schedule (Part-II), which contained statistics on Absenteeism, Labour Turnover, Earnings, Employment and Labour Costs, was launched with effect from the ASI-1961. During that year, the Schedule was canvassed in respect of both the Census and the Sample Sectors. However, due to non-availability of detailed statistics in respect of the units in the Sample Sector, it was decided to canvass Part-II Schedule only for the Census Sector in subsequent years. The ASI in Sample Sector was, however, reintroduced with effect from ASI 1976-77.

The field survey for the ASI is conducted by the Field Operations Division (FOD) of the NSSO through its network of zonal, regional and sub-regional offices located all over the country. The Central Statistics Office (CSO) is responsible for the processing and dissemination of data collected through Part-I of the ASI Schedule. Labour Bureau, likewise, is responsible for processing and dissemination of data on employment, mandays worked, social security benefits, labour cost and cost of production collected through Block-E of Part-I and; absenteeism, labour turnover and earnings collected through Part-II of the ASI schedule. The Standing Committee on Industrial Statistics provides guidance in this regard and suggests improvements from time to time in the sampling design, sample size, and techniques of data collection, processing and tabulation of data. The Committee has been constituted by the Ministry of Statistics & Programme Implementation and is represented by the CSO, NSSO, Labour Bureau, Ministry of Industry, State Governments, Reserve Bank of India, FICCI, CII, ASSOCHAM, research institutions, eminent scholars and other central Ministries.

1.2 Objectives of the ASI

The main objectives of the Annual Survey of Industries (Labour Part) are:

- a. To build a systematic database on Absenteeism; Labour Turnover; Earnings; Employment, and Labour Cost in Manufacturing Industries, and
- b. To analyse various components of Labour Costs such as Wage/Salary; Bonus; Provident Funds; Welfare Expenses, etc. in Manufacturing Industries.

1.3 Scope and Coverage

The scope of ASI was extended to all registered manufacturing establishments in the country, defence establishments, oil storage and distribution depots, restaurants, hotels, café and

computer services, departmental units such as railway workshops, RTC workshops, Govt. Mints, sanitary, water supply, gas storage units etc. are excluded from the purview of the Survey. The Survey is conducted annually under the statutory provisions of the Collection of Statistics Act 2008, and the Rules framed there-under in 2011, except in the State of Jammu & Kashmir where it is conducted under the State Collection of Statistics Act, 2010 and the rules framed there-under in 2012. The geographical coverage of the Annual Survey of Industries, 2014-2015 has been extended to the entire country.

- a. Coverage of the Annual Survey of Industries extends to the entire Factory Sector comprising industrial units (called factories) registered under the Sections 2(m)(i) and 2(m)(ii) of the Factories Act, 1948.
- b. Bidi and cigar units employing 10 or more workers using power and employing 20 or more workers not using power and registered under the Bidi and Cigar Workers (Conditions of Employment) Act, 1966. All electricity undertakings engaged in generation, transmission and distribution of electricity, not registered with the Central Electricity Authority (CEA) are also covered under ASI.
- c. Starting from ASI 2014-15, the coverage of ASI has been extended beyond the Section 2m (i) and 2m (ii) of the Factories Act, 1948. To start with, the units with 100 or more employees, not registered under Section 2m (i) and 2m (ii) of the Factories Act, 1948 but registered under any of the S1 - 10 seven Acts / Board / Authority viz., Companies Act. 1956, Factories Act. 1948 , Shops and Commercial Establishment Act, Societies Registration Act, Cooperative Societies Act, Khadi and Village Industries Board, Directorate of Industries (District Industries Centre) in the Business Register of Establishments (BRE) as prepared by the State Governments and available with National Accounts Division, Central Statistics Office and verified by Field Operations Division (FOD), NSSO are also considered for selection. This extension of coverage has been implemented in respect of the States of Manipur, Chhattisgarh, Himachal Pradesh, Uttar Pradesh, Tamilnadu and Rajasthan for ASI 2015-16 with the addition of eligible units as indicated above.

1.4 Unit of Enumeration

The primary unit of ASI is a factory in the case of manufacturing industries; a workshop in the case of repair services; an undertaking or a licensee in the case of electricity, gas and water supply undertakings; and an establishment in the case of bidi and cigar industries. The owner of two or more establishments located in the same State and pertaining to the same industry group and belonging to same scheme (census or sample) is, however, permitted to furnish a single consolidated return termed as joint returns.

1.5 ASI Frame

ASI frame is based on the lists of registered factories/units maintained by the Chief Inspector of Factories (CIF) in respective States and those maintained by registration authorities in respect of

bidi and cigar establishments. The frame is being revised and updated periodically by the Regional Offices of the Field Operations Division (FOD) of NSSO in consultation with the Chief Inspector of Factories in each State. At the time of revision, the names of the de-registered factories are removed from the ASI frame and those of the newly registered factories are added. While updating the frame, only newly registered units are added to the existing frame. In spite of regular updating of the frame, quite a number of factories selected for the survey are getting deleted during the survey owing to various reasons like non-existence, de-registration, out of coverage etc.

1.6 Sample Design and Sample Allocation

1.6.1 A new sampling design has been adopted from ASI 2015-16. As per the design, ASI sample comprises of two parts – Central Sample and State Sample. The Central Sample consists of two schemes: Census and Sample. Under Census scheme, all the units are surveyed.

1.6.2 **Census Scheme.** Census scheme consists of the following units:

a) All industrial units belonging to the seven less industrially developed states/ UT's viz. Arunachal Pradesh, Manipur, Meghalaya, Nagaland, Sikkim, Tripura and Andaman & Nicobar Islands.

b) For the States/ UTs other than those mentioned in (a),

(i) units having 75 or more employees from six States, namely, Jammu & Kashmir, Himachal Pradesh, Rajasthan, Bihar, Chhattisgarh and Kerala;

(ii) Units having 50 or more employees from three States/UTs, namely, Chandigarh, Delhi and Puducherry;

(iii) Units having 100 or more employees for rest of the States/UTs, not mentioned in (i) and (ii) above and;

(iv) All units covered under 'Joint Return' (JR), where JR is allowed when the two or more units located in the same State/UT belonging to the same industry (3-digit level of NIC) under the samemanagement.

c) After excluding the Census Sector units as defined in paragraphs a) and b) above, the strata are formed at State × District × Sector × 3-digit of NIC-2008 level. Here, 'sector' is very broad economic activity group consisting of manufacturing, electricity generation activity and bidi producing activity. Thus, in short, sectors are (i) Bidi, (ii) Manufacturing and (iii) Electricity. All units belonging to the strata (i.e., formed on the basis of units in State by District by Sector by 3-digit of NIC-08) having less than or equal to 4 units are completely enumerated and are thus considered as 'census sector' units.

d). All the remaining units in the frame are considered under Sample Scheme. For all the States, each stratum is formed on the basis of **State x District x Sector x 4 digit NIC-2008**. The units are arranged in descending order of their number of employees. Samples are drawn as per Circular Systematic Sampling technique for this scheme. An even number of units within a minimum of 4 units are selected and distributed in 4 sub-samples. It may be noted that each of 4 sub-samples from a particular stratum may not have equal number of units.

e). Out of these 4 sub-samples, two pre-assigned sub-samples are given to NSSO {FOD} and the other two sub-samples are given to State/UT for data collection.

f).The entire census units plus all the units belonging to the two sub-samples given to NSSO {FOD} are treated as Central Sample.

1.7 Estimation Procedure

Notations:

- i = subscript for i-th state.
- s = subscript for s-th stratum in the i-th state
- m = subscript for sub-sample (m = 1,2,3,4) {m=1 and 3 for central and 2 and 4 for state}
- k = subscript for k-th sample enterprise under a particular stratum
- E = total number of factory in the sample sector in a stratum
- e = number of factories surveyed out of total number of factory in the sample sector in a stratum
- x, y = observed value of characteristics x, y under estimation
- \hat{X}, \hat{Y} = estimate of population total X, Y for the characteristics x, y

Under the above symbol,

y_{ismk} = observed value of the characteristic y for the k-th enterprise belonging to the m-th sub-sample for s-th stratum in the i-th state

(a) Formulae for estimation of aggregates for a state based on central sample:

The central sample consists of two parts: i) **Census Sector** where complete enumeration of units was done and ii) **Sample Sector** where units are selected from two sub-samples (sub-sample numbers being '1' and '3') from each stratum. Please note that the sub-samples '2' and '4' in each stratum are to be surveyed by State governments and those are considered as **State Sample**.

The estimation formula for any characteristic of the unit **in the sample sector** for m-th sub-sample in s-th strata of the i-th state is:

$${}^s\hat{Y}'_{ism} = \frac{E_{is}}{e_{ism}} \sum_{k=1}^{e_{ism}} y_{ismk}, \quad m=1,3. \quad \dots\dots\dots (1.1)$$

Now the estimate of the parameter pertaining to sample sector of s-th stratum in the i-th State (${}^s\hat{Y}'_{is}$) is the simple average of sub-sample estimates of the s-th stratum in the i-th State, ${}^s\hat{Y}'_{ism}$, m=1,3 i.e.,

$${}^s\hat{Y}'_{is} = \frac{1}{2} \sum_{m=1,3} {}^s\hat{Y}'_{ism}.$$

Thus, the estimator for any characteristic of the unit **in the sample sector** of the ith state is:

$${}^s\hat{Y}'_i = \sum_s {}^s\hat{Y}'_{is} \quad \dots\dots\dots(1.2)$$

Now, if ${}^c\hat{Y}''_i$ be the corresponding estimator for that characteristic of the unit **for the census sector** of the i-th state, then the estimate for the census sector, ${}^c\hat{Y}''_i$, will be simple addition of value of the characteristic y under the domain since the multiplier associated with each unit of the census sector is equal to 1. Thus, the estimate for that characteristic of the unit for ith State **as a whole** based on the central sample is given by:

$${}^{Central}\hat{Y}_i = {}^s\hat{Y}'_i + {}^c\hat{Y}''_i \quad \dots\dots\dots (2)$$

The estimate of the characteristic of the enterprise for all-India will be:

$${}^c\hat{Y} = \sum_i {}^c\hat{Y}_i \dots\dots\dots (3)$$

1.8 Schedule of Enquiry

The schedule for ASI 2015-16 has two parts. Part-I which is processed at the {IS Wing},DPD, NSSO Kolkata aims to collect data on assets and liabilities, employment and labour cost, receipts, expenses, input items – indigenous and imported, products and by-products, distributive expenses etc. Part-II, processed by Labour Bureau, aims to collect data on different aspects of labour statistics namely working days, mandays worked, absenteeism, labour turnover, man-hours worked, earning and social security benefits. A facsimile of Block-A, Block-B, Block-E, Block-F, Block-H and Block-I of Part-I and Block-1 and Block-2 of Part-II of the ASI schedule is enclosed at Annexure-I.

1.9 Reference Period

Reference period for ASI 2015-16 was the accounting year of the factory, ending on any day during the fiscal year 2015-16. In ASI 2015-16, data collected from the respective units, thus, relates to their accounting year ending on any day between April 1, 2015 and March 31, 2016.

1.10 Period of Survey

Survey was conducted in the year 2017 (January 2017 to October 2017).

1.11 Concepts and Definitions

The concepts and definitions followed in the survey and used in the present Report are given below:

- a. **Workers** are defined to include all persons employed directly or through any agency, whether for wages or not, in any manufacturing process or in cleaning any part of machinery or premises used for manufacturing process or in any other kind of work, incidental to, or connected with the manufacturing process or the subject of manufacturing process. Labour engaged in repair and maintenance or production of fixed assets for factory's own use or labour employed for generating electricity, etc. is also included.
- b. **Contract Workers** are defined as all persons who were not employed directly by an employer but through the contractor. These workers may be employed with or without the knowledge of the principal employer.

- c. **Supervisory & Managerial Staff** include persons in supervisory and managerial positions employed by the factory, whether covered by the definition of the term ‘workers’ under the Factory Act, 1948 or not.
- d. **Other Employees** are the remaining employees employed by the factory not included in the category of ‘workers’ and ‘supervisory & managerial staff’.
- e. **Employees** include all workers and persons receiving wage/salary and holding supervisory or managerial positions engaged in administrative office, store keeping and welfare sections, sales department as also those engaged in purchase of raw materials, etc or purchase of fixed assets for the factory and watch and ward staff.
- f. **Mandays worked** is obtained by summing up the number of mandays worked by persons working in each shift over all the shifts worked on all days.
- g. **Mandays paid for** is arrived at by summing up the number of employees paid each shift during the reference period. This also includes all mandays on weekly off-days and scheduled holidays, if paid for, and other absences with pay, as also mandays lost through lay-off/strike for which compensation is payable.
- h. **Wages/salaries** are defined to include all remuneration in monetary terms and also payable more or less regularly in each pay period to workers as compensation for the work done during the accounting year. It includes:
- i) Wages and salaries including paid for leave period and holidays;
 - ii) Payment for dearness, overtime, compensatory, house rent and other allowances;
 - iii) Production bonus, good attendance bonus, incentive bonus, etc. which are paid more or less regularly for each pay period; and
 - iv) Lay-off payments and compensation for unemployment except where such payments are made from trust or other social funds set up especially for this purpose.

The amount of wages/salaries payable during the accounting year are expressed in terms of gross value i.e. before deductions for fines, damages, taxes, provident fund, employees’ state insurance contribution, etc. For workers employed through contractors, payment made to these workers and not the payment made to the contractors are recorded. Benefits in kind (perquisites) of individual nature are

only included. It excludes employer's imputed value of group benefits in kind and travelling and other expenditures incurred for business purposes and reimbursed by the employer.

- i. **Bonus** includes profit sharing bonus, festival bonus, year-end and other bonuses and ex-gratia payments paid at less frequently intervals (i.e. other than bonuses paid more or less regularly for each pay period).
- j. **Provident and other funds** include employers' contribution to old age benefits like provident fund, pension, gratuity etc. and contributions to other social security benefits such as the Employees' State Insurance (ESI), compensation for work injuries and occupational diseases, provident fund linked insurance, retrenchment and lay-off benefits.
- k. **Workmen and Staff welfare expenses** include expenditures incurred by employer on maternity benefits; crèches and other benefits such as supply of food, beverages, tobacco, clothing and group lodging at concessional rates; educational, cultural and recreational facilities and services; and grants to trade unions and co-operative stores meant for the employees. All group benefits were also included.
- l. **Public Sector** covers the establishments, which are
 - i) Wholly owned by Central Government;
 - ii) Wholly owned by State and/or Local Government; and
 - iii) Wholly owned by Central Government and State and/or Local Government jointly.
- m. **Private Sector** covered establishments wholly owned by any private person or persons.
- n. **Absenteeism** is defined as the failure of a worker to report for work when he is scheduled to work. A worker is considered scheduled to work when the employer has work available for him and the worker is aware of it. Authorised absence is also treated as absence while presence even for a part of the shift is treated as presence for whole shift. Absence on account of strikes, lockout, layoff, weekly rests or suspension is not taken into account. Thus, it relates to only voluntary absence due to personal reasons of the individual concerned. Absenteeism rates given in the report represent percentage of mandays lost due to absence to the corresponding total mandays scheduled to work. The mandays scheduled to work is arrived at by adding the mandays actually worked and the mandays lost on account of absence of the workers due to some reason or the other.

- o. **Labour Turnover** measures the extent of change in the working force due to accession and separation during the reference period. The term ‘accession’ is defined as the total number of workers added to the employment during the period, whether new or re-employed or transferred from other establishments or units under the same management. Inter-departmental transfers within the same establishment are, however, ignored. The term ‘separation’ implies severance of employment at the instance of workers or employer. It includes termination of service due to death or retirement, retrenchment as a result of rationalization or modernization or other reasons. The annual accession or separation rate is calculated as percentage of total accession or separation during the year to the average of number of workers in employment during the year.

- p. **The Average Number of Workers** in employment during a year has been derived by dividing the total number of workers in employment on the first and the last day of all the twelve months, by twice the total number of months actually worked during the reference period.

1.12 Classification of Industries

The new series of industrial classification (NIC-2008) was introduced with effect from the ASI 2008-09. All the industrial units in the ASI frame were accordingly classified in their appropriate industry groups on the basis of the value of the principle product manufactured by them. The unit, thus, got classified in one and only one industry group even though it might be manufacturing products belonging to different industries. The different aggregates are presented at 3-digit level corresponding to this classification. An extract from this classification showing industry groups along with their descriptions and codes used in this publication is reproduced at Annexure-II.

1.13 Processing and Tabulation of Data

The data on CD, corresponding to the employment, mandays, labour cost and total cost of production under Block-A, Block-B and Block-E of Part-I of the ASI schedule along with Part-II data were received from the CSO, IS Wing, Kolkata, as per the directive of the Standing Committee on Industrial Statistics {SCIS}. ASI Section of Labour Bureau processed this data and generates two volumes viz. Annual Survey of Industries Volume-I – Statistics on Employment and Labour Cost and Annual Survey of Industries Volume-II – Report on Absenteeism, Labour Turnover, Employment & Labour Cost.

1.14 Presentation of Data

The ASI results presented in this report relate to factory sector i.e. industrial units covered under the Census and sample Sectors of the ASI. The total of any characteristics was obtained by

adding the figures of the Census Sector and estimates of the Sample Sector. The report contains data on Absenteeism; Labour Turnover; Employment; Mandays Worked and Paid for; Labour Cost; and total Cost of Production by States, Sectors and Industries at 3-digit level of NIC-2008.

The data relating to Mandays Worked, Mandays Paid for, Labour Cost and Cost of Production are rounded off to thousands separately at different aggregate levels of all India, States, Industries and Sectors. Therefore, these figures at higher level aggregates may not tally with the lower level aggregates due to rounding off errors, if any.

As per the tabulation policy, it has been decided to publish the detailed information corresponding to industry codes 014 to 372 at 3-digit level following NIC-2008. For industry codes equal to and greater than 400 at 3-digit level, the units have been clubbed and shown under a common industry code 400, respectively, in different tables.

The rounded off figures of mandays, labour cost and cost of production to thousands, have been shown by '0', wherever these figures were found to be negligible (less than 500). The figures found to be nil or not applicable have been indicated by a dash (-).

-0 - 0 - 0-

CHAPTER - II

ABSENTEEISM

TABLE 2.1.1

Absenteeism Rates amongst Directly Employed Regular Workers by States during the Year 2015-16							
S No	State/U.T.	No. of Factories Reporting Directly Employed Regular Workers	Percentage of factories Reporting Absenteeism	Mandays Scheduled to Work {in '000'}	Mandays Lost Due to Absence {in '000'}	Percentage of Absenteeism During the Year	
						2015	2014
1	2	3	4	5	6	7	8
1	Jammu & Kashmir	746	99.87	4961	264	5.04	5.25
2	Himachal Pradesh	2123	99.95	17659	4182	19.15	29.11
3	Punjab	7608	98.63	57023	5333	8.55	10.25
4	Chandigarh	193	100.00	475	110	18.79	22.39
5	Uttrakhand	2236	99.11	18718	2337	11.10	15.19
6	Haryana	4943	99.25	35431	4602	11.49	11.67
7	Delhi	2647	99.89	7526	1957	20.64	22.09
8	Rajasthan	6518	99.63	39147	8433	17.72	23.73
9	Uttar Pradesh	11161	98.26	52502	5752	9.87	10.59
10	Bihar	1196	94.82	2239	236	9.54	8.19
11	Sikkim	55	98.18	1195	41	3.29	1.13
12	Arunachal Pradesh	61	88.52	141	7	4.66	1.98
13	Nagaland	116	95.69	289	2	0.53	0.36
14	Manipur	37	100.00	90	4	4.33	4.61
15	Tripura	89	100.00	17	8	31.68	19.75
16	Meghalaya	83	100.00	92	22	19.31	61.13
17	Assam	1809	71.86	6635	221	3.22	4.07
18	West bengal	6664	96.94	63864	11160	14.88	14.35
19	Jharkhand	1478	99.46	17944	2046	10.24	10.24
20	Odisha	1632	96.90	6181	896	12.66	13.62
21	Chhattisgarh	2420	95.58	15767	1611	9.27	10.29
22	Madhya Pradesh	3343	98.09	44207	3534	7.40	8.31
23	Gujarat	16595	99.48	162505	16918	9.43	10.22
24	Daman & Diu	1093	100.00	16883	1718	9.24	10.98
25	Dadra & Nagar Haveli	766	100.00	9780	1763	15.27	11.14
26	Maharashtra	18604	98.83	124511	14936	10.71	12.85
27	Andhra Pradesh	7523	96.73	58002	2529	4.18	4.44
28	Karnataka	8815	97.30	144858	13897	8.75	8.50
29	Goa	521	99.81	6285	750	10.66	11.17
30	Kerala	5448	98.61	40774	5094	11.11	12.21
31	Tamil Nadu	23271	99.32	216659	15116	6.52	6.71
32	Puducherry	524	99.62	6078	371	5.75	8.68
33	A & N Islands	14	100.00	41	5	10.69	100.00
34	Telangana	6437	96.85	39680	1964	4.72	3.64
	All India	146769	98.21	1218161	127816	9.50	10.31

TABLE 2.1.2

Absenteeism Rates amongst Directly Employed Regular Workers by Industries {3-digit Level of NIC-2008} during the Year 2015-16							
S No	NIC Code	No. of Factories Reporting Directly Employed Regular Workers	Percentage of factories Reporting Absenteeism	Mandays Scheduled to Work {in '000'}	Mandays Lost Due to Absence {in '000'}	Percentage of Absenteeism During the Year	
						2015	2014
1	2	3	4	5	6	7	8
1	016	1811	97.99	4280	279	6.12	6.98
2	089	75	100.00	620	55	8.17	4.87
3	101	109	93.58	927	76	7.59	5.28
4	102	394	99.49	5271	412	7.25	7.01
5	103	734	96.55	3732	306	7.57	9.80
6	104	1677	96.67	7155	519	6.76	6.69
7	105	1496	98.80	11985	1004	7.73	7.89
8	106	10192	95.39	18346	1543	7.76	8.16
9	107	6625	96.81	78589	8109	9.35	9.37
10	108	700	98.36	3755	262	6.52	5.64
11	110	1413	97.85	9496	955	9.13	7.77
12	120	1972	97.31	26421	4632	14.92	29.01
13	131	8227	99.60	163916	20066	10.91	12.45
14	139	2981	99.71	31437	3310	9.53	11.34
15	141	3798	99.84	121067	10792	8.18	9.74
16	142	7	100.00	84	5	5.45	15.77
17	143	2682	99.49	27260	2173	7.38	6.41
18	151	1252	99.14	13747	1369	9.06	10.90
19	152	1755	99.54	34862	3410	8.91	10.92
20	161	659	95.05	503	52	9.40	10.69
21	162	2365	98.75	8316	1184	12.46	13.73
22	170	4696	98.95	22849	2470	9.75	8.86
23	181	3264	98.80	13283	1214	8.38	9.59
24	182	13	100.00	77	3	4.19	16.19
25	191	399	99.00	2978	302	9.20	9.32
26	192	574	95.91	3822	358	8.56	9.95
27	201	3343	98.59	24190	1986	7.59	11.16
28	202	5119	98.77	27768	2647	8.70	9.34
29	203	116	100.00	3208	330	9.34	8.54
30	210	3713	99.56	43819	3796	7.97	8.93
31	221	2152	98.81	19527	2215	10.19	10.21
32	222	7328	98.78	41831	4417	9.55	11.14
33	231	651	99.69	4953	572	10.36	9.61
34	239	10204	95.50	41817	4519	9.75	10.65
35	241	3833	97.93	56391	5985	9.59	9.51
36	242	1283	99.61	9209	1277	12.18	9.76
37	243	2980	98.83	17545	2474	12.36	11.60
38	251	2949	98.86	16593	1854	10.05	9.00
39	252	41	100.00	195	29	12.93	19.96

S No	NIC Code	No. of Factories Reporting Directly Employed Regular Workers	Percentage of factories Reporting Absenteeism	Mandays Scheduled to Work {in '000'}	Mandays Lost Due to Absence {in '000'}	Percentage of Absenteeism During the Year	
						2015	2014
1	2	3	4	5	6	7	8
40	259	8295	99.01	32296	3548	9.90	10.27
41	261	664	99.40	5753	550	8.72	8.04
42	262	71	100.00	949	68	6.70	7.31
43	263	166	98.79	2800	232	7.65	10.39
44	264	139	98.56	709	100	12.38	12.55
45	265	469	99.15	3749	478	11.32	8.09
46	266	51	98.02	274	28	9.18	8.65
47	267	50	100.00	364	24	6.17	6.31
48	268	5	100.00	66	9	11.90	11.55
49	271	2173	99.86	16199	1567	8.82	7.67
50	272	360	96.33	3217	785	19.61	12.38
51	273	983	98.88	6135	824	11.84	12.65
52	274	402	97.76	4061	540	11.73	11.87
53	275	567	99.47	3442	495	12.57	12.72
54	279	689	97.60	3810	530	12.22	11.90
55	281	4639	99.09	30427	3177	9.45	9.87
56	282	4548	98.68	23087	2533	9.89	10.27
57	291	114	95.18	15071	1175	7.23	8.01
58	292	531	98.24	3353	305	8.33	8.84
59	293	3879	98.66	44246	4279	8.82	9.18
60	301	75	98.66	628	49	7.19	8.42
61	302	270	97.77	1743	172	8.99	9.22
62	303	64	100.00	1624	124	7.09	6.58
63	304	49	100.00	83	10	10.69	9.59
64	309	1256	99.20	13464	1557	10.36	11.20
65	310	1087	98.96	4792	512	9.65	10.21
66	321	777	98.47	11916	1636	12.07	6.67
67	322	22	100.00	49	6	11.52	10.71
68	323	174	98.85	1548	231	12.98	14.17
69	324	99	100.00	733	197	21.18	27.92
70	325	398	99.75	3917	367	8.56	9.99
71	329	765	99.61	7258	1129	13.46	12.11
72	331	516	95.80	2282	254	10.00	8.13
73	332	33	100.00	192	10	5.15	7.06
74	351	381	94.75	3118	236	7.03	7.79
75	352	172	97.09	398	45	10.06	8.86
76	353	16	100.00	99	17	14.35	5.10
77	360	28	89.29	100	5	5.03	6.20
78	370	40	100.00	153	16	9.42	7.28
79	381	13	100.00	38	3	6.51	5.64
80	382	70	95.68	611	112	15.52	9.97
81	383	154	100.00	662	55	7.69	8.63

S No	NIC Code	No. of Factories Reporting Directly Employed Regular Workers	Percentage of factories Reporting Absenteeism	Mandays Scheduled to Work {in '000'}	Mandays Lost Due to Absence {in '000'}	Percentage of Absenteeism During the Year	
						2015	2014
1	2	3	4	5	6	7	8
82	390	0	-	0	0	-	-
83	400	7936	97.77	40922	2867	6.55	7.03
	All India	146769	98.21	1218161	127816	9.50	10.31

TABLE 2.2.1		
Absenteeism Rates amongst Directly Employed Regular Workers in States during the Year 2015-16		
S No	State/U.T.	Percentage of Absenteeism
1	2	3
1	Jammu & Kashmir	5.04
2	Himachal Pradesh	19.15
3	Punjab	8.55
4	Chandigarh	18.79
5	Uttrakhand	11.10
6	Haryana	11.49
7	Delhi	20.64
8	Rajasthan	17.72
9	Uttar Pradesh	9.87
10	Bihar	9.54
11	Sikkim	3.29
12	Arunachal Pradesh	4.66
13	Nagaland	0.53
14	Manipur	4.33
15	Tripura	31.68
16	Meghalaya	19.31
17	Assam	3.22
18	West bengal	14.88
19	Jharkhand	10.24
20	Odisha	12.66
21	Chhattisgarh	9.27
22	Madhya Pradesh	7.40
23	Gujarat	9.43
24	Daman & Diu	9.24
25	Dadra & Nagar Haveli	15.27
26	Maharashtra	10.71
27	Andhra Pradesh	4.18
28	Karnataka	8.75
29	Goa	10.66
30	Kerala	11.11
31	Tamil Nadu	6.52
32	Puducherry	5.75
33	A & N Islands	10.69
34	Telangana	4.72
	All India	9.50

TABLE 2.2.2

Absenteeism Rates amongst Directly Employed Regular Workers in Industries {3-digit Level of NIC-2008} during the Year 2015-16		
S No	NIC Code	Percentage of Absenteeism
1	2	3
1	016	6.12
2	089	8.17
3	101	7.59
4	102	7.25
5	103	7.57
6	104	6.76
7	105	7.73
8	106	7.76
9	107	9.35
10	108	6.52
11	110	9.13
12	120	14.92
13	131	10.91
14	139	9.53
15	141	8.18
16	142	5.45
17	143	7.38
18	151	9.06
19	152	8.91
20	161	9.40
21	162	12.46
22	170	9.75
23	181	8.38
24	182	4.19
25	191	9.20
26	192	8.56
27	201	7.59
28	202	8.70
29	203	9.34
30	210	7.97
31	221	10.19
32	222	9.55
33	231	10.36
34	239	9.75
35	241	9.59
36	242	12.18
37	243	12.36
38	251	10.05
39	252	12.93
40	259	9.90
41	261	8.72

S No	NIC Code	Percentage of Absenteeism
1	2	3
42	262	6.70
43	263	7.65
44	264	12.38
45	265	11.32
46	266	9.18
47	267	6.17
48	268	11.90
49	271	8.82
50	272	19.61
51	273	11.84
52	274	11.73
53	275	12.57
54	279	12.22
55	281	9.45
56	282	9.89
57	291	7.23
58	292	8.33
59	293	8.82
60	301	7.19
61	302	8.99
62	303	7.09
63	304	10.69
64	309	10.36
65	310	9.65
66	321	12.07
67	322	11.52
68	323	12.98
69	324	21.18
70	325	8.56
71	329	13.46
72	331	10.00
73	332	5.15
74	351	7.03
75	352	10.06
76	353	14.35
77	360	5.03
78	370	9.42
79	381	6.51
80	382	15.52
81	383	7.69
82	390	-
83	400	6.55
	All India	9.50

CHAPTER - III
LABOUR TURNOVER

TABLE 3.1.1

Labour Turnover amongst Directly Employed Regular Workers by States during the Year 2015-16							
S No	State/U.T.	Percentage of Factories Reporting Labour Turnover	Average Number of Workers During the Period	Percentage of Labour Turnover During the Year			
				2015		2014	
				Accession	Separation	Accession	Separation
1	2	3	4	5	6	7	8
1	Jammu & Kashmir	73.36	21098	12.31	12.49	14.36	14.55
2	Himachal Pradesh	89.26	109430	26.41	24.56	55.25	30.44
3	Punjab	75.82	362386	24.45	22.45	22.33	22.12
4	Chandigarh	78.73	5558	24.55	28.15	17.05	19.04
5	Uttrakhand	72.23	157867	14.42	11.12	15.41	11.20
6	Haryana	72.11	289438	16.81	13.86	27.16	19.40
7	Delhi	77.58	74628	16.63	17.14	20.60	21.17
8	Rajasthan	61.25	252180	17.58	15.09	31.72	29.13
9	Uttar Pradesh	69.53	1416818	6.57	5.75	25.51	23.99
10	Bihar	22.45	22602	24.84	20.44	22.18	26.79
11	Sikkim	58.18	4681	10.62	7.52	0.28	0.18
12	Arunachal Pradesh	50.82	1582	10.87	10.43	9.43	5.99
13	Nagaland	0.00	3007	0.00	0.00	1.37	0.00
14	Manipur	2.70	652	0.46	0.00	1.15	0.00
15	Tripura	14.61	3264	0.98	0.43	2.56	0.98
16	Meghalaya	33.73	3163	2.37	2.59	4.99	5.67
17	Assam	12.80	76749	2.67	1.95	2.30	2.37
18	West bengal	42.56	360088	9.10	12.28	7.85	8.50
19	Jharkhand	47.10	95867	14.47	12.84	8.85	10.98
20	Odisha	43.03	84209	4.16	3.99	5.18	3.93
21	Chhattisgarh	35.95	85354	4.40	5.45	5.87	6.74
22	Madhya Pradesh	65.34	180614	11.28	8.50	12.05	9.78
23	Gujarat	65.10	798091	13.30	11.61	40.42	14.14
24	Daman & Diu	74.96	63103	19.37	18.64	11.57	10.97
25	Dadra & Nagar Haveli	65.73	53523	15.26	14.80	26.60	24.43
26	Maharashtra	51.72	748397	15.40	14.17	14.99	15.04
27	Andhra Pradesh	23.55	234010	13.22	8.59	12.93	9.64
28	Karnataka	66.76	615851	15.32	14.99	19.91	15.83
29	Goa	68.19	23909	136.53	22.29	15.86	19.24
30	Kerala	50.44	211312	10.25	9.17	8.03	6.98
31	Tamil Nadu	51.84	1355167	8.42	6.69	10.05	8.06
32	Puducherry	32.33	22169	7.54	6.70	9.47	10.30
33	A & N Islands	92.86	302	14.24	20.20	22.19	25.94
34	Telangana	12.85	189416	10.26	2.95	2.37	2.05
	All India	55.07	7926484	12.39	10.63	18.95	14.08

TABLE 3.1.2

Labour Turnover amongst Directly Employed Regular Workers by Industries {3-digit Level of NIC-2008} during the Year 2015-16							
S No	NIC Code	Percentage of Factories Reporting Labour Turnover	Average Number of Workers During the Period	Percentage of Labour Turnover During the Year			
				2015		2014	
				Accession	Separation	Accession	Separation
1	2	3	4	5	6	7	8
1	016	47.78	18873	45.04	27.79	44.77	41.12
2	089	54.28	2694	23.00	21.73	67.22	67.18
3	101	64.22	7748	12.03	9.16	8.85	8.49
4	102	56.32	27900	28.21	24.58	22.91	20.72
5	103	55.26	21891	13.93	12.71	19.54	14.50
6	104	45.28	39213	12.29	9.35	18.39	17.74
7	105	50.58	65366	8.50	7.44	8.84	7.36
8	106	33.62	102345	18.89	12.03	20.35	15.01
9	107	50.47	440138	19.94	18.04	21.43	18.90
10	108	45.52	20756	8.98	6.95	10.97	7.87
11	110	49.62	56957	7.99	7.42	9.19	9.69
12	120	54.94	1188035	0.67	0.71	5.53	13.66
13	131	66.49	930617	14.44	14.30	11.07	10.86
14	139	67.35	191426	14.04	10.37	14.43	15.64
15	141	79.31	585663	16.70	15.94	25.14	20.52
16	142	100.00	766	4.44	7.18	33.53	24.92
17	143	62.18	208979	7.25	6.38	11.92	9.32
18	151	65.14	75475	20.16	17.35	17.42	19.01
19	152	80.05	173696	21.20	16.43	22.76	17.31
20	161	28.36	4198	8.84	9.44	6.54	5.13
21	162	45.42	49248	12.29	11.91	12.21	11.60
22	170	54.67	138449	10.90	10.51	15.60	13.77
23	181	53.61	83531	9.07	9.85	11.82	13.01
24	182	84.62	277	16.97	16.61	6.14	2.78
25	191	43.22	15173	5.43	10.78	4.24	6.39
26	192	44.33	26213	6.56	5.65	5.11	5.98
27	201	52.89	117686	8.33	8.61	10.32	12.01
28	202	57.53	174879	9.79	9.39	10.29	11.51
29	203	57.41	16828	7.47	6.02	5.61	5.77
30	210	62.43	218561	25.21	9.83	14.64	9.65
31	221	56.41	111613	8.80	8.67	9.57	9.59
32	222	54.58	224967	14.04	11.62	17.31	13.11
33	231	67.55	32461	10.80	12.26	7.80	11.09
34	239	39.93	229419	9.33	8.78	26.60	25.23
35	241	64.28	292373	9.47	10.34	17.67	9.26
36	242	56.76	53367	10.59	10.11	19.17	16.73
37	243	55.72	100941	10.71	11.18	13.01	13.74

S No	NIC Code	Percentage of Factories Reporting Labour Turnover	Average Number of Workers During the Period	Percentage of Labour Turnover During the Year			
				2015		2014	
				Accession	Separation	Accession	Separation
1	2	3	4	5	6	7	8
38	251	51.46	87744	11.32	11.69	11.32	14.45
39	252	36.76	1153	5.29	12.92	17.59	19.65
40	259	57.56	207524	14.96	12.91	15.27	13.79
41	261	51.45	35778	10.74	10.20	10.20	11.13
42	262	71.96	5739	8.24	16.47	11.43	10.97
43	263	78.59	14463	27.43	11.02	22.40	11.10
44	264	71.40	6620	8.86	5.83	5.58	4.99
45	265	54.80	23252	7.69	13.27	7.74	10.13
46	266	39.60	1781	14.37	16.73	18.78	16.84
47	267	62.87	1830	12.27	7.73	6.96	7.83
48	268	80.00	551	15.61	18.33	8.11	0.00
49	271	59.61	90965	9.55	10.09	12.51	13.04
50	272	58.83	26124	18.56	24.66	18.37	13.65
51	273	57.96	39374	12.51	10.94	11.68	11.07
52	274	76.13	24572	12.85	10.36	10.30	10.39
53	275	65.59	22378	13.25	12.07	16.16	12.61
54	279	66.53	25590	65.48	15.85	23.81	17.95
55	281	59.10	171079	10.49	9.96	11.14	12.17
56	282	61.46	149918	16.16	9.64	155.37	11.73
57	291	78.07	83800	30.88	22.36	30.91	28.45
58	292	54.08	18635	38.66	17.75	49.36	21.49
59	293	68.97	242841	14.67	13.35	15.93	11.68
60	301	51.68	5390	9.18	19.22	8.11	8.71
61	302	55.95	11372	9.05	9.29	11.71	10.56
62	303	52.43	7389	9.46	7.22	4.54	2.81
63	304	69.18	622	2.09	9.11	9.77	8.09
64	309	76.34	99483	11.66	10.64	16.93	15.63
65	310	53.72	28168	13.20	11.46	10.11	10.75
66	321	70.36	110625	9.29	10.47	12.74	12.84
67	322	72.09	415	5.42	13.37	11.33	9.07
68	323	76.87	10505	24.70	13.92	17.58	11.77
69	324	68.32	4000	41.26	31.14	40.71	23.38
70	325	68.08	25756	12.83	7.74	9.58	10.59
71	329	69.36	42459	19.73	12.59	17.88	14.22
72	331	46.87	15465	6.12	7.19	11.35	10.82
73	332	30.30	1633	1.96	5.14	11.41	7.78
74	351	44.48	17361	11.47	8.82	8.48	9.19
75	352	42.51	2677	14.57	7.54	13.49	12.63
76	353	80.67	1215	8.90	9.02	14.65	10.35
77	360	28.57	435	4.14	2.30	3.56	6.05
78	370	37.95	736	5.84	5.43	10.41	7.76

S No	NIC Code	Percentage of Factories Reporting Labour Turnover	Average Number of Workers During the Period	Percentage of Labour Turnover During the Year			
				2015		2014	
				Accession	Separation	Accession	Separation
1	2	3	4	5	6	7	8
79	381	15.38	211	4.27	0.47	15.07	8.22
80	382	58.27	3004	7.94	6.08	12.89	10.89
81	383	37.06	2792	3.01	4.01	29.00	14.61
82	390	-	0	-	-	-	-
83	400	46.78	204338	12.11	8.87	12.48	10.32
	All India	55.07	7926484	12.39	10.63	18.95	14.08

TABLE 3.2.1

Labour Turnover amongst Directly Employed Regular Workers in States during the Year 2015-16			
S No	State/U.T.	Percentage of Accession	Percentage of Separation
1	2	3	4
1	Jammu & Kashmir	12.31	12.49
2	Himachal Pradesh	26.41	24.56
3	Punjab	24.45	22.45
4	Chandigarh	24.55	28.15
5	Uttrakhand	14.42	11.12
6	Haryana	16.81	13.86
7	Delhi	16.63	17.14
8	Rajasthan	17.58	15.09
9	Uttar Pradesh	6.57	5.75
10	Bihar	24.84	20.44
11	Sikkim	10.62	7.52
12	Arunachal Pradesh	10.87	10.43
13	Nagaland	0.00	0
14	Manipur	0.46	0
15	Tripura	0.98	0.43
16	Meghalaya	2.37	2.59
17	Assam	2.67	1.95
18	West bengal	9.10	12.28
19	Jharkhand	14.47	12.84
20	Odisha	4.16	3.99
21	Chhattisgarh	4.40	5.45
22	Madhya Pradesh	11.28	8.5
23	Gujarat	13.30	11.61
24	Daman & Diu	19.37	18.64
25	Dadra & Nagar Haveli	15.26	14.8
26	Maharashtra	15.40	14.17
27	Andhra Pradesh	13.22	8.59
28	Karnataka	15.32	14.99
29	Goa	136.53	22.29
30	Kerala	10.25	9.17
31	Tamil Nadu	8.42	6.69
32	Puducherry	7.54	6.7
33	A & N Islands	14.26	20.23
34	Telangana	10.26	2.95
	All India	12.39	10.63

TABLE 3.2.2

Labour Turnover amongst Directly Employed Regular Workers in Industries {3-digit Level of NIC-2008} during the Year 2015-16			
S No	NIC Code	Percentage of Accession	Percentage of Separation
1	2	3	4
1	016	45.04	27.79
2	089	23.00	21.74
3	101	12.03	9.16
4	102	28.21	24.58
5	103	13.93	12.71
6	104	12.28	9.35
7	105	8.50	7.44
8	106	18.89	12.03
9	107	19.94	18.04
10	108	8.98	6.95
11	110	7.99	7.42
12	120	0.67	0.71
13	131	14.44	14.3
14	139	14.04	10.37
15	141	16.70	15.94
16	142	4.44	7.18
17	143	7.25	6.38
18	151	20.16	17.35
19	152	21.20	16.43
20	161	8.84	9.44
21	162	12.29	11.91
22	170	10.90	10.51
23	181	9.07	9.85
24	182	16.99	16.63
25	191	5.43	10.78
26	192	6.56	5.65
27	201	8.33	8.61
28	202	9.79	9.39
29	203	7.47	6.02
30	210	25.21	9.83
31	221	8.80	8.67
32	222	14.04	11.62
33	231	10.80	12.26
34	239	9.33	8.78
35	241	9.47	10.34
36	242	10.59	10.11
37	243	10.71	11.18
38	251	12.13	11.69
39	252	5.29	12.92
40	259	14.96	12.91

S No	NIC Code	Percentage of Accession	Percentage of Separation
1	2	3	4
41	261	10.74	10.2
42	262	8.24	16.47
43	263	27.43	11.02
44	264	8.86	5.83
45	265	7.69	13.27
46	266	14.37	16.73
47	267	12.27	7.73
48	268	15.61	18.33
49	271	9.55	10.09
50	272	18.56	24.66
51	273	12.51	10.94
52	274	12.85	10.36
53	275	13.25	12.07
54	279	65.48	15.85
55	281	10.49	9.96
56	282	16.16	9.64
57	291	30.88	22.36
58	292	38.66	17.75
59	293	14.67	13.35
60	301	9.18	19.22
61	302	9.05	9.29
62	303	9.46	7.22
63	304	2.09	9.11
64	309	11.66	10.64
65	310	13.20	11.46
66	321	9.29	10.47
67	322	5.43	13.39
68	323	24.70	13.92
69	324	41.26	31.14
70	325	12.83	7.74
71	329	19.73	12.59
72	331	6.12	7.19
73	332	1.96	5.14
74	351	11.47	8.82
75	352	14.58	7.54
76	353	8.90	9.02
77	360	4.13	2.3
78	370	5.84	5.43
79	381	4.26	0.47
80	382	7.94	6.08
81	383	3.01	4.01
82	390	-	-
83	400	12.11	8.87
	All India	12.39	10.63

CHAPTER - IV

EMPLOYMENT

TABLE 4.1.1

**Percentage of Workers Employed in States by Category of Workers
During the Year 2015-16**

S No	State/U.T.	Total Number of Workers	Percentage of Workers to Total Workers			
			By Category of Workers			
			Directly Employed			Contract Workers
			Men	Women	Total	
1	2	3	4	5	6	7
1	Jammu & Kashmir	52327	51.02	2.41	53.43	46.57
2	Himachal Pradesh	135122	62.11	8.29	70.41	29.59
3	Punjab	491609	63.04	4.74	67.78	32.22
4	Chandigarh	6436	73.74	6.96	80.69	19.31
5	Uttrakhand	308828	43.54	4.93	48.47	51.53
6	Haryana	559426	45.33	3.04	48.37	51.63
7	Delhi	75529	83.82	4.43	88.25	11.75
8	Rajasthan	392721	57.11	3.24	60.36	39.65
9	Uttar Pradesh	730630	61.19	2.50	63.69	36.31
10	Bihar	103267	28.31	1.84	30.15	69.85
11	Sikkim	9158	41.10	10.31	51.41	48.59
12	Arunachal Pradesh	2660	68.83	9.85	78.68	21.32
13	Nagaland	4867	46.89	11.46	58.35	41.65
14	Manipur	6982	30.91	34.57	65.48	34.52
15	Tripura	23677	12.95	0.99	13.94	86.06
16	Meghalaya	10812	27.16	3.06	30.22	69.78
17	Assam	173328	67.65	9.73	77.38	22.62
17	West bengal	497149	66.74	2.49	69.23	30.77
19	Jharkhand	141763	54.48	3.58	58.06	41.94
20	Odisha	209153	39.63	2.23	41.86	58.14
21	Chhattisgarh	137914	54.40	2.45	56.85	43.15
22	Madhya Pradesh	268004	60.50	4.89	65.39	34.61
23	Gujarat	1191406	59.77	3.56	63.33	36.67
24	Daman & Diu	77813	58.88	15.36	74.25	25.75
25	Dadra & Nagar Haveli	94133	46.76	3.02	49.78	50.22
26	Maharashtra	1371245	49.31	6.05	55.35	44.65
27	Andhra Pradesh	417989	50.80	20.99	71.78	28.22
28	Karnataka	768736	42.44	33.22	75.66	24.34
29	Goa	49358	38.66	11.08	49.74	50.26
30	Kerala	273038	40.96	42.98	83.94	16.06
31	Tamil Nadu	1930431	46.30	35.96	82.26	17.74
32	Puducherry	42849	46.47	11.52	57.99	42.01
33	Andam & Nicobar Isla	385	75.58	8.57	84.16	15.84
34	Telangana	577386	30.43	5.31	35.74	64.26
	All India	11136133	50.98	13.48	64.45	35.55

TABLE 4.1.2

Percentage of Workers Employed in Industries {3-digit Level of NIC-2008} by Category of Workers During the Year 2015-16

S No	NIC Code	Total Number of Workers	Percentage of Workers to Total Workers			
			By Category of Workers			Contract Workers
			Directly Employed			
			Men	Women	Total	
1	2	3	4	5	6	7
1	016	52526	48.20	15.02	63.22	36.78
2	089	18925	13.51	2.44	15.95	84.05
3	101	22723	44.53	7.03	51.56	48.44
4	102	56568	27.30	42.55	69.84	30.16
5	103	48499	33.42	16.06	49.49	50.51
6	104	71694	58.68	4.47	63.15	36.85
7	105	120863	52.97	6.21	59.19	40.81
8	106	245435	53.60	7.55	61.15	38.85
9	107	632422	54.47	26.10	80.57	19.43
10	108	40360	59.19	7.88	67.07	32.93
11	110	128534	41.21	7.31	48.52	51.48
12	120	490701	8.21	35.47	43.69	56.31
13	131	1072916	70.00	16.02	86.02	13.98
14	139	263382	59.47	15.86	75.33	24.67
15	141	642088	38.85	48.82	87.67	12.33
16	142	725	94.90	5.10	100.00	0.00
17	143	283824	53.63	38.76	92.39	7.61
18	151	103872	48.47	26.17	74.64	25.36
19	152	220340	44.87	38.53	83.40	16.60
20	161	5142	71.68	12.25	83.94	16.06
21	162	61345	69.39	6.48	75.87	24.13
22	170	195536	60.95	9.02	69.96	30.04
23	181	100300	74.72	9.55	84.26	15.74
24	182	648	38.27	4.32	42.59	57.41
25	191	21225	63.75	2.53	66.29	33.71
26	192	90314	26.12	0.87	26.99	73.01
27	201	216085	51.48	2.06	53.54	46.46
28	202	303966	43.41	16.60	60.01	39.99
29	203	21293	70.02	5.81	75.83	24.18
30	210	395988	45.20	7.33	52.53	47.47
31	221	168632	59.76	4.37	64.13	35.87
32	222	336857	58.22	6.37	64.58	35.42
33	231	53252	58.83	2.38	61.21	38.79
34	239	773298	32.87	3.94	36.82	63.18
35	241	482012	53.01	0.79	53.80	46.20
36	242	89932	54.11	2.17	56.28	43.72
37	243	170887	55.53	1.52	57.05	42.95
38	251	183763	49.19	0.81	50.00	50.00
39	252	2844	34.49	0.25	34.74	65.26
40	259	323478	59.06	3.81	62.87	37.13

S No	NIC Code	Total Number of Workers	Percentage of Workers to Total Workers			
			By Category of Workers			
			Directly Employed			Contract Workers
			Men	Women	Total	
1	2	3	4	5	6	7
41	261	58586	48.03	13.99	62.02	37.98
42	262	11671	43.98	4.57	48.55	51.45
43	263	28647	47.25	7.59	54.85	45.15
44	264	12996	39.90	11.96	51.86	48.14
45	265	31394	55.15	14.76	69.92	30.08
46	266	2991	48.81	9.09	57.91	42.09
47	267	1774	75.82	22.38	98.20	1.80
48	268	491	92.87	6.52	99.39	0.61
49	271	140527	58.96	5.15	64.11	35.89
50	272	39418	49.78	8.89	58.67	41.33
51	273	74927	42.84	6.37	49.21	50.79
52	274	41956	43.04	10.50	53.54	46.46
53	275	39757	48.60	8.42	57.02	42.98
54	279	36718	55.98	9.12	65.10	34.90
55	281	279899	62.74	1.73	64.47	35.53
56	282	218735	66.55	1.84	68.40	31.60
57	291	135837	63.97	0.67	64.64	35.36
58	292	44936	39.92	0.64	40.55	59.45
59	293	541231	44.69	3.81	48.50	51.50
60	301	12748	36.52	0.83	37.35	62.65
61	302	20845	52.02	0.92	52.93	47.06
62	303	8946	76.69	3.45	80.15	19.85
63	304	826	70.94	0.85	71.79	28.33
64	309	195957	48.00	1.50	49.50	50.50
65	310	40035	63.59	4.29	67.88	32.12
66	321	132044	72.69	10.54	83.23	16.77
67	322	433	77.83	6.47	84.30	15.70
68	323	9341	81.20	15.54	96.75	3.25
69	324	7016	37.14	13.83	50.97	49.03
70	325	35391	57.16	18.06	75.22	24.79
71	329	59088	43.38	27.26	70.65	29.35
72	331	20516	76.00	2.07	78.08	21.92
73	332	4292	33.50	3.24	36.74	63.26
74	351	58485	26.61	0.57	27.18	72.82
75	352	7583	34.13	0.25	34.38	65.62
76	353	2510	70.96	0.60	71.55	28.45
77	360	983	40.59	2.24	42.83	57.17
78	370	2658	24.79	0.00	24.79	75.21
79	381	469	39.87	1.07	40.94	59.06
80	382	5742	46.85	2.65	49.49	50.51
81	383	4241	61.61	4.55	66.16	33.84
82	390	0	0.00	0.00	0.00	0.00
83	400	250296	79.35	2.92	82.28	17.72
	All India	11136133	50.98	13.48	64.45	35.55

TABLE 4.2.1			
Percentage of Contract Workers Employed in States During the Year 2015-16			
S No	State/U.T.	Total Number of Contract Workers	Percentage of Contract Workers to Total Workers
1	2	3	4
1	Jammu & Kashmir	24371	46.57
2	Himachal Pradesh	39987	29.59
3	Punjab	158415	32.22
4	Chandigarh	1243	19.31
5	Uttrakhand	159149	51.53
6	Haryana	288856	51.63
7	Delhi	8871	11.75
8	Rajasthan	155695	39.65
9	Uttar Pradesh	265286	36.31
10	Bihar	72136	69.85
11	Sikkim	4450	48.59
12	Arunachal Pradesh	567	21.32
13	Nagaland	2027	41.65
14	Manipur	2410	34.52
15	Tripura	20377	86.06
16	Meghalaya	7545	69.78
17	Assam	39210	22.62
17	West bengal	152961	30.77
19	Jharkhand	59460	41.94
20	Odisha	121597	58.14
21	Chhattisgarh	59509	43.15
22	Madhya Pradesh	92745	34.61
23	Gujarat	436892	36.67
24	Daman & Diu	20040	25.75
25	Dadra & Nagar Haveli	47271	50.22
26	Maharashtra	612233	44.65
27	Andhra Pradesh	117944	28.22
28	Karnataka	187078	24.34
29	Goa	24807	50.26
30	Kerala	43852	16.06
31	Tamil Nadu	342377	17.74
32	Puducherry	18002	42.01
33	Andam & Nicobar Islands	61	15.84
34	Telangana	371000	64.26
	All India	3958425	35.55

TABLE 4.2.2			
Percentage of Contract Workers Employed in Industries {3-digit Level of NIC-2008} During the Year 2015-16			
S No	NIC Code	Total Number of Contract Workers	Percentage of Contract Workers to Total Workers
1	2	3	4
1	016	19319	36.78
2	089	15907	84.05
3	101	11008	48.44
4	102	17060	30.16
5	103	24499	50.51
6	104	26419	36.85
7	105	49330	40.81
8	106	95353	38.85
9	107	122909	19.43
10	108	13289	32.93
11	110	66165	51.48
12	120	276334	56.31
13	131	150019	13.98
14	139	64989	24.67
15	141	79167	12.33
16	142	0	0.00
17	143	21598	7.61
18	151	26339	25.36
19	152	36574	16.60
20	161	826	16.06
21	162	14803	24.13
22	170	58732	30.04
23	181	15784	15.74
24	182	372	57.41
25	191	7156	33.71
26	192	65942	73.01
27	201	100388	46.46
28	202	121555	39.99
29	203	5148	24.18
30	210	187993	47.47
31	221	60493	35.87
32	222	119306	35.42
33	231	20657	38.79
34	239	488588	63.18
35	241	222691	46.20
36	242	39319	43.72

S No	NIC Code	Total Number of Contract Workers	Percentage of Contract Workers to Total Workers
1	2	3	4
37	243	73397	42.95
38	251	91890	50.00
39	252	1856	65.26
40	259	120121	37.13
41	261	22250	37.98
42	262	6005	51.45
43	263	12935	45.15
44	264	6256	48.14
45	265	9444	30.08
46	266	1259	42.09
47	267	32	1.80
48	268	3	0.61
49	271	50438	35.89
50	272	16291	41.33
51	273	38055	50.79
52	274	19493	46.46
53	275	17087	42.98
54	279	12813	34.90
55	281	99436	35.53
56	282	69129	31.60
57	291	48032	35.36
58	292	26713	59.45
59	293	278749	51.50
60	301	7986	62.65
61	302	9810	47.06
62	303	1776	19.85
63	304	234	28.33
64	309	98954	50.50
65	310	12860	32.12
66	321	22140	16.77
67	322	68	15.70
68	323	304	3.25
69	324	3440	49.03
70	325	8772	24.79
71	329	17344	29.35
72	331	4498	21.92
73	332	2715	63.26
74	351	42588	72.82
75	352	4976	65.62
76	353	714	28.45

S No	NIC Code	Total Number of Contract Workers	Percentage of Contract Workers to Total Workers
1	2	3	4
77	360	562	57.17
78	370	1999	75.21
79	381	277	59.06
80	382	2900	50.51
81	383	1435	33.84
82	390	0	0.00
83	400	44362	17.72
	All India	3958425	35.55

TABLE 4.3.1						
Percentage of Mandays Worked by Workers Employed in States by Category of Workers During the Year 2015-16						
S No	State/U.T.	Total Mandays Worked by Workers {in '000'}	Percentage of Mandays Worked by Workers			
			By Category of Workers			
			Directly Employed			Contract Workers
			Men	Women	Total	
1	2	3	4	5	6	7
1	Jammu & Kashmir	15933	50.95	2.39	53.34	46.66
2	Himachal Pradesh	41530	62.25	8.35	70.60	29.40
3	Punjab	141185	67.40	5.34	72.75	27.25
4	Chandigarh	1976	73.79	6.93	80.77	19.23
5	Uttrakhand	96287	43.65	4.83	48.48	51.52
6	Haryana	165847	46.43	3.11	49.54	50.46
7	Delhi	23015	83.91	4.40	88.30	11.70
8	Rajasthan	120029	59.22	3.31	62.53	37.47
9	Uttar Pradesh	219003	62.02	2.52	64.54	35.46
10	Bihar	22736	35.34	1.79	37.13	62.87
11	Sikkim	2673	41.11	10.36	51.48	48.52
12	Arunachal Pradesh	736	71.33	9.92	81.39	18.61
13	Nagaland	1098	57.74	12.30	70.04	29.96
14	Manipur	1969	30.07	32.30	62.37	37.63
15	Tripura	4756	18.54	1.45	20.00	80.00
16	Meghalaya	3328	27.04	3.03	30.08	69.95
17	Assam	44422	72.18	8.48	80.66	19.34
17	West bengal	153829	66.14	2.44	68.58	31.42
19	Jharkhand	44999	56.47	3.56	60.02	39.98
20	Odisha	69954	39.92	2.03	41.95	58.05
21	Chhattisgarh	46038	54.05	2.24	56.29	43.71
22	Madhya Pradesh	82967	60.28	4.90	65.18	34.82
23	Gujarat	370764	59.19	3.47	62.65	37.35
24	Daman & Diu	23919	59.02	15.31	74.33	25.67
25	Dadra & Nagar Haveli	30298	46.57	3.06	49.63	50.37
26	Maharashtra	424195	49.47	5.93	55.41	44.59
27	Andhra Pradesh	135379	50.82	20.59	71.41	28.59
28	Karnataka	235441	42.44	32.83	75.27	24.73
29	Goa	15883	38.64	10.85	49.49	50.51
30	Kerala	75852	43.78	38.65	82.43	17.57
31	Tamil Nadu	588821	46.51	35.78	82.29	17.71
32	Puducherry	13236	46.96	11.28	58.24	41.76
33	Andam & Nicobar Isl	124	73.39	8.06	81.45	17.74
34	Telangana	173488	30.37	5.30	35.67	64.33
	All India	3391712	51.57	13.25	64.82	35.18

TABLE 4.3.2						
Percentage of Mandays Worked by Workers Employed in Industries {3-digit Level of NIC-2008} by Category of Workers During the Year 2015-16						
S No	NIC Code	Total Mandays Worked by Workers {in '000'}	Percentage of Mandays Worked by Workers			
			By Category of Workers			
			Directly Employed			Contract Workers
			Men	Women	Total	
1	2	3	4	5	6	7
1	016	12032	49.87	17.05	66.92	33.08
2	089	6210	12.32	2.17	14.49	85.51
3	101	7037	44.08	6.98	51.06	48.94
4	102	17970	26.20	42.32	68.53	31.47
5	103	14030	35.12	16.56	51.69	48.31
6	104	22057	58.05	4.38	62.44	37.56
7	105	40497	52.35	6.14	58.49	41.51
8	106	65517	56.27	8.02	64.28	35.72
9	107	184472	56.73	23.11	79.84	20.16
10	108	12193	59.32	7.92	67.24	32.76
11	110	39104	40.39	7.19	47.58	52.41
12	120	145754	8.37	34.81	43.19	56.81
13	131	346097	69.45	16.64	86.09	13.91
14	139	82255	59.50	15.94	75.44	24.56
15	141	195419	38.87	48.83	87.70	12.30
16	142	219	94.98	5.02	100.00	0.00
17	143	86268	53.65	38.75	92.40	7.60
18	151	31175	48.54	26.32	74.86	25.14
19	152	66591	44.83	38.66	83.49	16.51
20	161	1349	74.28	10.01	84.21	15.72
21	162	18353	69.46	6.11	75.57	24.43
22	170	62436	60.53	8.55	69.08	30.92
23	181	30969	74.71	9.28	84.00	16.00
24	182	195	38.46	4.10	42.56	57.44
25	191	6870	63.26	2.46	65.72	34.29
26	192	27826	27.18	0.90	28.08	71.92
27	201	71577	51.18	1.89	53.07	46.93
28	202	93110	43.46	15.75	59.20	40.80
29	203	6894	70.00	5.53	75.53	24.47
30	210	124233	44.99	7.18	52.17	47.83
31	221	53362	59.62	4.22	63.84	36.16
32	222	104019	58.07	6.29	64.36	35.64
33	231	16549	57.52	2.30	59.81	40.19
34	239	202908	36.41	3.70	40.11	59.89
35	241	163991	52.36	0.79	53.15	46.85
36	242	29784	52.94	2.12	55.06	44.94
37	243	52829	55.30	1.48	56.79	43.21

S No	NIC Code	Total Mandays Worked by Workers {in '000'}	Percentage of Mandays Worked by Workers			
			By Category of Workers			
			Directly Employed			Contract Workers
			Men	Women	Total	
1	2	3	4	5	6	7
38	251	55717	49.01	0.79	49.81	50.19
39	252	869	34.52	0.23	34.87	65.25
40	259	97212	59.38	3.79	63.17	36.83
41	261	17743	48.23	13.98	62.21	37.79
42	262	3427	43.10	4.64	47.74	52.26
43	263	8429	46.78	7.64	54.42	45.58
44	264	3923	39.66	11.88	51.57	48.43
45	265	9344	55.42	14.98	70.40	29.60
46	266	869	49.25	8.98	58.23	41.77
47	267	536	75.56	22.57	98.13	1.87
48	268	143	93.01	6.99	99.30	0.70
49	271	42634	58.96	5.08	64.04	35.96
50	272	11960	49.57	8.47	58.04	41.96
51	273	23123	42.69	6.27	48.96	51.04
52	274	12931	43.15	10.35	53.50	46.51
53	275	12028	48.65	8.41	57.08	42.93
54	279	11117	55.80	9.12	64.92	35.08
55	281	84640	63.02	1.73	64.75	35.25
56	282	66304	66.51	1.85	68.36	31.64
57	291	40890	64.52	0.72	65.24	34.76
58	292	13635	39.54	0.62	40.16	59.84
59	293	163821	44.75	3.78	48.53	51.47
60	301	3811	36.55	0.84	37.42	62.61
61	302	6342	52.02	0.90	52.92	47.10
62	303	2590	77.03	3.36	80.39	19.58
63	304	238	71.85	0.84	72.69	27.31
64	309	59348	48.16	1.49	49.65	50.35
65	310	12031	63.55	4.24	67.80	32.21
66	321	39505	72.49	10.66	83.15	16.85
67	322	133	77.44	6.02	83.46	16.54
68	323	2834	81.55	15.17	96.75	3.25
69	324	2061	37.55	13.88	51.43	48.57
70	325	10320	55.76	18.38	74.13	25.86
71	329	18133	43.02	27.60	70.61	29.39
72	331	6127	76.20	2.07	78.28	21.71
73	332	1376	33.28	3.05	36.34	63.66
74	351	19164	26.29	0.55	26.84	73.15
75	352	2554	32.97	0.23	33.20	66.80
76	353	758	70.05	0.53	70.71	29.42
77	360	325	41.85	1.85	44.00	56.00
78	370	843	25.15	0.00	25.15	74.73

S No	NIC Code	Total Mandays Worked by Workers {in '000'}	Percentage of Mandays Worked by Workers			
			By Category of Workers			
			Directly Employed			Contract Workers
			Men	Women	Total	
1	2	3	4	5	6	7
79	381	142	39.44	0.70	40.14	59.86
80	382	1840	45.54	2.45	47.99	52.01
81	383	1135	69.34	5.02	74.36	25.64
82	390	0	0.00	0.00	0.00	0.00
83	400	76657	79.50	2.87	82.37	17.63
	All India	3391712	51.57	13.25	64.82	35.18

TABLE 4.4.1			
Percentage of Mandays Worked by Contract Workers Employed in States During the Year 2015-16			
S No	State/U.T.	Total Mandays Worked by Contract Workers {in '000'}	Percentage of Mandays Worked by Contract Workers to Total Mandays Worked by All Workers
1	2	3	4
1	Jammu & Kashmir	7434	46.66
2	Himachal Pradesh	12211	29.40
3	Punjab	38476	27.25
4	Chandigarh	380	19.23
5	Uttrakhand	49610	51.52
6	Haryana	83692	50.46
7	Delhi	2693	11.70
8	Rajasthan	44975	37.47
9	Uttar Pradesh	77653	35.46
10	Bihar	14295	62.87
11	Sikkim	1297	48.52
12	Arunachal Pradesh	137	18.61
13	Nagaland	329	29.96
14	Manipur	741	37.63
15	Tripura	3805	80.00
16	Meghalaya	2328	69.95
17	Assam	8592	19.34
17	West bengal	48329	31.42
19	Jharkhand	17989	39.98
20	Odisha	40611	58.05
21	Chhattisgarh	20123	43.71
22	Madhya Pradesh	28886	34.82
23	Gujarat	138478	37.35
24	Daman & Diu	6141	25.67
25	Dadra & Nagar Haveli	15261	50.37
26	Maharashtra	189165	44.59
27	Andhra Pradesh	38709	28.59
28	Karnataka	58223	24.73
29	Goa	8022	50.51
30	Kerala	13325	17.57
31	Tamil Nadu	104296	17.71
32	Puducherry	5527	41.76
33	Andam & Nicobar Isla	22	17.74
34	Telangana	111603	64.33
	All India	1193358	35.18

TABLE 4.4.2			
Percentage of Mandays Worked by Contract Workers Employed in Industries {3-digit Level of NIC-2008} During the Year 2015-16			
S No	NIC Code	Total Mandays Worked by Contract Workers {in '000'}	Percentage of Mandays Worked by Contract Workers to Total Mandays Worked by All Workers
1	2	3	4
1	016	3980	33.08
2	089	5310	85.51
3	101	3444	48.94
4	102	5656	31.47
5	103	6778	48.31
6	104	8285	37.56
7	105	16809	41.51
8	106	23400	35.72
9	107	37191	20.16
10	108	3994	32.76
11	110	20496	52.41
12	120	82808	56.81
13	131	48149	13.91
14	139	20201	24.56
15	141	24032	12.30
16	142	0	0.00
17	143	6560	7.60
18	151	7836	25.14
19	152	10992	16.51
20	161	212	15.72
21	162	4483	24.43
22	170	19305	30.92
23	181	4955	16.00
24	182	112	57.44
25	191	2356	34.29
26	192	20012	71.92
27	201	33590	46.93
28	202	37985	40.80
29	203	1687	24.47
30	210	59417	47.83
31	221	19298	36.16
32	222	37071	35.64
33	231	6651	40.19
34	239	121530	59.89
35	241	76828	46.85
36	242	13384	44.94

S No	NIC Code	Total Mandays Worked by Contract Workers {in '000'}	Percentage of Mandays Worked by Contract Workers to Total Mandays Worked by All Workers
1	2	3	4
37	243	22830	43.21
38	251	27967	50.19
39	252	567	65.25
40	259	35801	36.83
41	261	6705	37.79
42	262	1791	52.26
43	263	3842	45.58
44	264	1900	48.43
45	265	2766	29.60
46	266	363	41.77
47	267	10	1.87
48	268	1	0.70
49	271	15330	35.96
50	272	5018	41.96
51	273	11803	51.04
52	274	6014	46.51
53	275	5164	42.93
54	279	3900	35.08
55	281	29833	35.25
56	282	20977	31.64
57	291	14214	34.76
58	292	8159	59.84
59	293	84321	51.47
60	301	2386	62.61
61	302	2987	47.10
62	303	507	19.58
63	304	65	27.31
64	309	29881	50.35
65	310	3875	32.21
66	321	6656	16.85
67	322	22	16.54
68	323	92	3.25
69	324	1001	48.57
70	325	2669	25.86
71	329	5330	29.39
72	331	1330	21.71
73	332	876	63.66
74	351	14019	73.15
75	352	1706	66.80
76	353	223	29.42

S No	NIC Code	Total Mandays Worked by Contract Workers {in '000'}	Percentage of Mandays Worked by Contract Workers to Total Mandays Worked by All Workers
1	2	3	4
77	360	182	56.00
78	370	630	74.73
79	381	85	59.86
80	382	957	52.01
81	383	291	25.64
82	390	0	0.00
83	400	13515	17.63
	All India	1193358	35.18

TABLE 4.5.1						
Percentage of Mandays Paid to Workers Employed in States by Category of Workers During the Year 2015-16						
S No	State/U.T.	Total Mandays Paid to Workers {in '000'}	Percentage of Mandays Paid to Workers			
			By Category of Workers			
			Directly Employed			Contract Workers
			Men	Women	Total	
1	2	3	4	5	6	7
1	Jammu & Kashmir	17278	54.11	2.43	56.54	43.46
2	Himachal Pradesh	77789	60.33	21.36	81.70	18.30
3	Punjab	162219	70.32	5.41	75.73	24.27
4	Chandigarh	2348	75.43	7.16	82.58	17.42
5	Uttrakhand	107932	47.59	5.13	52.72	47.28
6	Haryana	195160	47.75	3.33	51.08	48.92
7	Delhi	28197	84.43	4.39	88.83	11.17
8	Rajasthan	132561	61.46	3.43	64.89	35.11
9	Uttar Pradesh	282895	57.54	13.80	71.34	28.66
10	Bihar	24330	39.10	1.72	40.82	59.18
11	Sikkim	3054	44.11	11.30	55.40	44.60
12	Arunachal Pradesh	913	67.69	9.09	76.78	23.22
13	Nagaland	1180	59.75	12.29	72.03	27.97
14	Manipur	2018	31.17	32.06	63.23	36.77
15	Tripura	4987	22.04	1.64	23.70	76.32
16	Meghalaya	3527	30.56	3.43	33.99	66.01
17	Assam	49987	72.74	8.37	81.11	18.89
17	West bengal	167995	68.32	2.55	70.87	29.13
19	Jharkhand	50619	59.71	3.65	63.36	36.64
20	Odisha	75681	42.23	2.10	44.34	55.66
21	Chhattisgarh	65230	67.29	1.78	69.07	30.93
22	Madhya Pradesh	93927	64.05	5.02	69.07	30.93
23	Gujarat	410209	60.64	3.55	64.20	35.80
24	Daman & Diu	26098	59.09	17.33	76.43	23.57
25	Dadra & Nagar Haveli	32467	47.86	3.05	50.91	49.09
26	Maharashtra	469363	52.71	5.91	58.62	41.38
27	Andhra Pradesh	156050	54.76	20.12	74.87	25.13
28	Karnataka	285894	42.84	36.07	78.91	21.09
29	Goa	17566	42.86	11.35	54.21	45.79
30	Kerala	88113	42.46	42.22	84.68	15.32
31	Tamil Nadu	707939	45.01	40.01	85.02	14.98
32	Puducherry	14877	49.44	11.86	61.30	38.71
33	Andam & Nicobar Isl	149	76.51	8.05	84.56	14.77
34	Telangana	187045	34.05	6.00	40.05	59.95
	All India	3945597	52.89	15.72	68.61	31.39

TABLE 4.5.2

Percentage of Mandays Paid to Workers Employed in Industries {3-digit Level of NIC-2008} by Category of Workers During the Year 2015-16						
S No	NIC Code	Total Mandays Paid to Workers {in '000'}	Percentage of Mandays Paid to Workers			
			By Category of Workers			
			Directly Employed			Contract Workers
			Men	Women	Total	
1	2	3	6	7	8	9
1	016	20154	33.72	11.14	44.85	55.15
2	089	6461	15.38	2.41	17.80	82.20
3	101	9871	36.45	5.62	42.07	57.92
4	102	19302	27.52	43.05	70.57	29.43
5	103	15605	38.33	16.84	55.17	44.84
6	104	24733	61.69	4.46	66.15	33.85
7	105	43994	54.92	6.43	61.36	38.64
8	106	71460	58.77	8.20	66.97	33.03
9	107	247609	48.92	35.60	84.52	15.48
10	108	13421	61.80	8.02	69.82	30.18
11	110	42673	43.72	7.50	51.21	48.79
12	120	154258	9.17	36.78	45.95	54.05
13	131	382854	70.53	16.76	87.29	12.71
14	139	90791	61.20	16.19	77.39	22.61
15	141	277704	32.57	58.02	90.59	9.41
16	142	265	95.09	4.91	100.00	0.00
17	143	93662	54.28	38.68	92.96	7.04
18	151	35406	50.01	27.63	77.65	22.35
19	152	79750	43.93	41.49	85.42	14.58
20	161	1513	73.76	9.58	83.34	16.66
21	162	20491	71.15	6.18	77.34	22.66
22	170	70226	63.05	8.77	71.82	28.18
23	181	35608	76.35	9.38	85.73	14.27
24	182	209	41.63	4.78	46.41	53.59
25	191	7541	65.57	2.55	68.12	31.88
26	192	30464	29.91	0.99	30.90	69.10
27	201	80721	54.98	1.96	56.94	43.06
28	202	103284	45.69	16.55	62.24	37.76
29	203	7625	71.74	5.77	77.52	22.48
30	210	140345	48.61	7.75	56.36	43.64
31	221	63963	65.01	4.06	69.06	30.94
32	222	143900	58.94	14.64	73.58	26.42
33	231	18802	61.55	2.20	63.74	36.26
34	239	216409	39.10	3.83	42.92	57.08
35	241	198182	59.55	0.74	60.29	39.71
36	242	32220	55.18	2.24	57.42	42.58
37	243	58251	58.28	1.48	59.76	40.24

S No	NIC Code	Total Mandays Paid to Workers {in '000'}	Percentage of Mandays Paid to Workers			
			By Category of Workers			
			Directly Employed			Contract Workers
			Men	Women	Total	
1	2	3	6	7	8	9
38	251	61168	52.28	0.85	53.13	46.87
39	252	933	37.94	0.32	38.26	61.74
40	259	109388	61.99	3.91	65.90	34.10
41	261	20686	49.22	16.77	65.99	34.01
42	262	4021	47.95	4.82	52.77	47.25
43	263	10041	52.28	7.86	60.13	39.87
44	264	4266	42.80	12.61	55.41	44.59
45	265	10803	57.48	15.24	72.72	27.28
46	266	1050	49.90	9.62	59.52	40.48
47	267	626	75.88	22.52	98.40	1.60
48	268	168	92.86	6.55	99.40	0.60
49	271	48475	61.97	5.21	67.18	32.82
50	272	14433	54.90	8.61	63.51	36.49
51	273	25652	45.80	6.64	52.44	47.56
52	274	15271	48.52	9.85	58.37	41.63
53	275	13431	51.07	8.82	59.89	40.11
54	279	12912	59.10	9.60	68.70	31.30
55	281	103045	68.45	1.65	70.10	29.90
56	282	74283	68.96	1.86	70.81	29.19
57	291	48648	67.62	0.80	68.42	31.58
58	292	15152	43.00	0.68	43.67	56.32
59	293	185602	48.20	4.05	52.25	47.75
60	301	4044	39.71	0.87	40.58	59.42
61	302	6963	55.45	1.03	56.48	43.52
62	303	3181	79.97	3.62	83.59	16.41
63	304	288	73.96	1.04	74.65	25.00
64	309	68136	50.71	1.97	52.68	47.32
65	310	13612	66.74	4.49	71.22	28.78
66	321	42913	72.39	11.00	83.39	16.61
67	322	159	75.47	6.29	81.76	18.24
68	323	3551	82.77	14.47	97.24	2.79
69	324	2244	39.75	14.97	54.72	45.28
70	325	11888	56.89	18.96	75.85	24.15
71	329	21033	44.04	30.21	74.25	25.75
72	331	6914	78.41	2.13	80.53	19.48
73	332	1460	35.68	3.56	39.25	60.75
74	351	21976	33.20	0.58	33.78	66.22
75	352	2711	35.37	0.26	35.67	64.33
76	353	852	73.36	0.59	73.94	26.17
77	360	351	45.87	1.99	47.86	52.14
78	370	865	26.47	0.00	26.47	73.41

S No	NIC Code	Total Mandays Paid to Workers {in '000'}	Percentage of Mandays Paid to Workers			
			By Category of Workers			
			Directly Employed			Contract Workers
			Men	Women	Total	
1	2	3	6	7	8	9
79	381	153	43.79	1.31	45.10	55.56
80	382	2040	46.91	2.50	49.41	50.64
81	383	1222	66.94	4.91	71.85	28.15
82	390	0	0.00	0.00	0.00	0.00
83	400	89258	81.71	2.81	84.51	15.49
	All India	3945597	52.89	15.72	68.61	31.39

TABLE 4.6.1

Percentage of Factories Employing Contract Workers in States During the Year 2015-16				
S No	State/U.T.	Total Number of Reporting Factories	No. of factories Employing Contract Workers	Percentage of Factories Employing Contract Workers
1	2	3	4	5
1	Jammu & Kashmir	855	223	26.08
2	Himachal Pradesh	2259	564	24.97
3	Punjab	10308	3893	37.77
4	Chandigarh	223	11	4.93
5	Uttrakhand	2605	1232	47.29
6	Haryana	6523	2565	39.32
7	Delhi	2850	182	6.39
8	Rajasthan	8176	2014	24.63
9	Uttar Pradesh	12585	3066	24.36
10	Bihar	2918	1201	41.16
11	Sikkim	60	24	40.00
12	Arunachal Pradesh	120	12	10.00
13	Nagaland	172	40	23.26
14	Manipur	173	19	10.98
15	Tripura	544	246	45.22
16	Meghalaya	98	27	27.55
17	Assam	3712	581	15.65
17	West bengal	8215	1769	21.53
19	Jharkhand	2462	917	37.25
20	Odisha	2634	565	21.45
21	Chhattisgarh	2641	777	29.42
22	Madhya Pradesh	3878	805	20.76
23	Gujarat	18545	4415	23.81
24	Daman & Diu	1165	212	18.20
25	Dadra & Nagar Haveli	864	347	40.16
26	Maharashtra	22165	8035	36.25
27	Andhra Pradesh	12864	3164	24.60
28	Karnataka	10289	2294	22.30
29	Goa	632	302	47.78
30	Kerala	6890	749	10.87
31	Tamil Nadu	29925	4684	15.65
32	Puducherry	619	199	32.15
33	Andam & Nicobar Isla	18	1	5.56
34	Telangana	13073	2318	17.73
	All India	191062	47453	24.84

TABLE 4.6.2

Percentage of Factories Employing Contract Workers in Industries During the Year 2015-16				
S No	NIC Code	Total Number of Reporting Factories	Number of Factories Employing Contract Workers	Percentage of Factories Employing Contract Workers
1	2	3	4	5
1	016	3333	834	25.02
2	089	159	88	55.35
3	101	142	68	47.89
4	102	486	110	22.63
5	103	1018	300	29.47
6	104	2391	521	21.79
7	105	1732	756	43.65
8	106	16335	4257	26.06
9	107	8423	1433	17.01
10	108	853	269	31.54
11	110	1980	570	28.79
12	120	3010	546	18.14
13	131	9727	1500	15.42
14	139	3497	539	15.41
15	141	4230	759	17.94
16	142	7	0	0.00
17	143	2956	329	11.13
18	151	1708	371	21.72
19	152	1946	300	15.42
20	161	966	121	12.53
21	162	2881	320	11.11
22	170	5540	834	15.05
23	181	3739	442	11.82
24	182	13	1	7.69
25	191	631	138	21.87
26	192	792	343	43.31
27	201	3863	1138	29.46
28	202	6238	1504	24.11
29	203	122	37	30.33
30	210	4350	1576	36.23
31	221	2428	493	20.30
32	222	8694	1642	18.89
33	231	737	151	20.49
34	239	22678	9071	40.00
35	241	4681	1344	28.71
36	242	1529	340	22.24
37	243	3393	831	24.49
38	251	4106	1180	28.74
39	252	52	18	34.62
40	259	9634	2068	21.47
41	261	792	229	28.91

S No	NIC Code	Total Number of Reporting Factories	Number of Factories Employing Contract Workers	Percentage of Factories Employing Contract Workers
1	2	3	4	5
42	262	92	40	43.48
43	263	211	56	26.54
44	264	170	29	17.06
45	265	488	112	22.95
46	266	60	17	28.33
47	267	52	3	5.77
48	268	5	1	20.00
49	271	2452	725	29.57
50	272	423	90	21.28
51	273	1157	302	26.10
52	274	484	156	32.23
53	275	759	164	21.61
54	279	801	187	23.35
55	281	5188	1255	24.19
56	282	5036	1033	20.51
57	291	126	63	50.00
58	292	645	283	43.88
59	293	4287	2078	48.47
60	301	98	38	38.78
61	302	299	82	27.42
62	303	67	26	38.81
63	304	52	8	15.38
64	309	1336	441	33.01
65	310	1301	236	18.14
66	321	940	222	23.62
67	322	23	1	4.35
68	323	185	18	9.73
69	324	124	30	24.19
70	325	435	113	25.98
71	329	884	164	18.55
72	331	624	105	16.83
73	332	59	20	33.90
74	351	541	250	46.21
75	352	245	83	33.88
76	353	21	8	38.10
77	360	45	18	40.00
78	370	50	37	74.00
79	381	22	10	45.45
80	382	108	45	41.67
81	383	251	53	21.12
82	390	0	0	0.00
83	400	9130	1485	16.27
	All India	191062	47453	24.84

CHAPTER V
LABOUR COST

TABLE 5.1.1

Average Labour Costs Per Manday Worked on Employees in States during the Year 2015-16						
S No	State/U.T.	Average Labour Costs {in Rupees} Per Manday Worked on				
		Wages/ Salaries	Bonus	Provident Funds	Welfare Expenses	Overall
1	2	3	4	5	6	7
1	Jammu & Kashmir	556.08	26.11	37.87	25.62	645.68
2	Himachal Pradesh	852.82	32.60	62.73	53.36	1001.51
3	Punjab	546.20	26.18	46.58	20.55	639.52
4	Chandigarh	1010.12	19.18	79.18	32.55	1141.03
5	Uttrakhand	646.81	16.44	41.02	43.43	747.70
6	Haryana	837.40	26.56	66.72	51.02	981.71
7	Delhi	769.72	35.75	70.76	30.10	906.32
8	Rajasthan	710.09	25.75	49.35	38.43	823.62
9	Uttar Pradesh	700.18	24.67	57.47	38.62	820.94
10	Bihar	518.27	8.48	34.71	22.16	583.62
11	Sikkim	1359.41	38.96	76.93	54.47	1529.77
12	Arunachal Pradesh	371.21	10.42	5.22	14.27	401.12
13	Nagaland	244.92	4.58	2.99	13.39	265.88
14	Manipur	225.70	1.65	1.81	3.49	232.65
15	Tripura	235.53	11.09	16.26	10.89	273.77
16	Meghalaya	557.24	4.02	18.13	27.13	606.52
17	Assam	481.03	23.57	46.86	54.47	605.94
17	West bengal	611.87	29.82	71.26	33.53	746.49
19	Jharkhand	1100.66	95.81	155.59	102.76	1454.82
20	Odisha	787.36	14.00	93.31	42.77	937.43
21	Chhattisgarh	940.59	12.98	113.12	60.24	1126.93
22	Madhya Pradesh	725.96	23.92	62.30	45.39	857.57
23	Gujarat	772.56	33.67	51.06	41.52	898.81
24	Daman & Diu	1017.51	58.52	62.87	47.31	1186.20
25	Dadra & Nagar Haveli	646.22	23.31	29.29	27.07	725.88
26	Maharashtra	1041.69	48.54	77.36	83.61	1251.21
27	Andhra Pradesh	658.05	17.20	44.62	50.04	769.91
28	Karnataka	813.52	38.55	72.57	58.97	983.62
29	Goa	1030.46	40.19	75.24	63.85	1209.73
30	Kerala	672.68	41.75	74.57	46.37	835.36
31	Tamil Nadu	627.11	37.37	51.48	58.12	774.09
32	Puducherry	622.92	27.62	51.07	70.05	771.66
33	Andam & Nicobar Islan	417.93	13.03	25.28	23.24	479.47
34	Telangana	561.63	19.54	37.40	28.94	647.51
	All India	750.37	33.00	60.86	51.45	895.68

TABLE 5.1.2

Average Labour Costs Per Manday Worked on Employees in Industries during the Year 2015-16						
S No	NIC Code	Average Labour Costs {in Rupees}Per Manday Worked on				
		Wages/ Salaries	Bonus	Provident Funds	Welfare Expenses	Overall
1	2	3	4	5	6	7
1	016	551.45	14.55	21.30	15.02	602.32
2	089	770.93	24.02	11.58	9.89	816.43
3	101	623.04	27.84	30.57	25.64	707.08
4	102	451.73	17.85	27.27	32.26	529.11
5	103	568.69	21.52	38.22	26.30	654.72
6	104	559.56	20.45	32.32	19.70	632.03
7	105	730.93	27.89	84.70	28.72	872.24
8	106	430.61	13.43	18.07	14.09	476.20
9	107	545.71	33.40	50.06	26.54	655.71
10	108	676.26	35.67	50.23	36.82	798.98
11	110	760.16	26.59	48.04	47.33	882.11
12	120	186.00	11.17	18.96	5.70	221.84
13	131	479.92	23.33	40.60	20.48	564.33
14	139	517.78	22.03	37.81	19.91	597.53
15	141	498.65	23.17	44.53	19.98	586.33
16	142	460.27	28.35	22.67	8.32	519.60
17	143	437.90	30.04	28.45	15.75	512.14
18	151	480.95	35.79	38.09	22.92	577.75
19	152	474.71	29.24	41.88	27.12	572.95
20	161	343.59	8.29	8.47	8.03	368.39
21	162	538.55	24.62	35.80	19.61	618.58
22	170	648.01	29.77	54.70	47.38	779.86
23	181	857.58	34.85	62.98	45.06	1000.47
24	182	1111.02	8.53	63.35	214.73	1397.63
25	191	1024.32	75.26	116.72	81.71	1298.00
26	192	1884.24	79.63	233.94	217.25	2415.06
27	201	1121.09	40.85	112.71	93.72	1368.37
28	202	876.99	39.58	69.68	59.76	1046.01
29	203	863.07	45.67	75.10	82.31	1066.15
30	210	1160.48	52.80	78.15	65.63	1357.06
31	221	830.67	38.38	71.33	74.83	1015.21
32	222	640.30	27.73	37.25	32.06	737.34
33	231	706.90	35.53	47.69	49.00	839.12
34	239	567.34	17.74	35.06	32.26	652.40
35	241	1017.33	39.01	124.85	71.17	1252.36
36	242	1075.89	30.67	125.53	78.42	1310.51
37	243	699.23	31.08	46.93	38.26	815.50
38	251	859.43	24.73	64.48	39.77	988.41
39	252	826.11	44.07	44.96	43.04	958.18
40	259	669.33	29.70	43.77	38.14	780.95
41	261	982.37	33.06	72.25	60.58	1148.25
42	262	5389.87	50.14	285.09	151.21	5876.31

S No	NIC Code	Average Labour Costs {in Rupees}Per Manday Worked on				
		Wages/ Salaries	Bonus	Provident Funds	Welfare Expenses	Overall
1	2	3	4	5	6	7
43	263	1623.79	46.56	109.53	170.56	1950.44
44	264	1093.18	39.09	75.12	125.03	1332.42
45	265	1485.45	88.75	112.01	95.71	1781.92
46	266	1212.15	31.31	393.18	214.66	1851.32
47	267	794.45	41.81	79.22	57.59	973.07
48	268	1378.50	50.16	75.61	80.00	1584.27
49	271	1190.24	52.84	94.27	93.10	1430.44
50	272	928.07	43.06	62.25	91.96	1125.33
51	273	699.67	33.51	44.77	43.81	821.75
52	274	696.99	28.18	57.61	51.99	834.77
53	275	740.51	34.47	48.74	67.32	891.04
54	279	825.04	32.63	62.35	62.75	982.77
55	281	1128.24	53.15	99.77	87.80	1368.96
56	282	1163.27	51.32	94.98	83.84	1393.41
57	291	1611.27	77.21	145.96	422.84	2257.26
58	292	983.56	90.44	74.48	68.09	1216.57
59	293	851.52	38.26	57.49	89.42	1036.70
60	301	1343.63	68.13	100.78	82.86	1595.40
61	302	880.12	27.86	65.16	49.06	1022.19
62	303	1515.30	69.66	110.61	121.34	1816.91
63	304	527.70	40.57	42.98	6.30	617.56
64	309	866.15	33.78	66.85	70.38	1037.17
65	310	660.51	22.53	37.75	27.71	748.50
66	321	757.83	36.08	40.14	31.02	865.08
67	322	1077.67	20.08	45.47	46.25	1189.47
68	323	539.51	59.99	62.82	22.56	684.88
69	324	601.55	18.74	25.47	34.53	680.30
70	325	716.80	38.11	64.24	40.53	859.68
71	329	674.99	29.87	54.01	33.28	792.15
72	331	1551.25	62.86	88.70	56.39	1759.20
73	332	958.79	36.13	66.70	44.18	1105.81
74	351	942.78	25.42	78.13	57.88	1104.21
75	352	1230.61	46.58	114.48	82.86	1474.53
76	353	1588.49	9.17	70.09	100.58	1768.32
77	360	665.57	40.05	64.74	18.71	789.06
78	370	835.08	40.64	37.03	29.33	942.07
79	381	602.90	15.02	22.14	54.86	694.92
80	382	562.07	19.95	30.40	27.39	639.81
81	383	502.52	35.00	51.79	14.98	604.29
82	390	-	-	-	-	-
83	400	664.88	27.90	49.18	32.53	774.49
	All India	750.37	33.00	60.86	51.45	895.68

TABLE 5.2.1

Percentage of Components of Labour Cost to Total Cost on Employees in States during the Year 2015-16							
S No	State/U.T.	Total Labour Cost on Employees {in Rs. Lakh}	Average Labour Cost Per Manday Worked {in Rs.}	Percentage of Components of Labour Cost to Total Labour Cost			
				Wages/ Salaries	Bonus	Provident Funds	Welfare Expense
1	2	3	4	5	6	7	8
1	Jammu & Kashmir	133707	645.68	86.12	4.04	5.87	3.97
2	Himachal Pradesh	575059	1001.51	85.15	3.26	6.26	5.33
3	Punjab	1115112	639.52	85.41	4.09	7.28	3.21
4	Chandigarh	38696	1141.03	88.53	1.68	6.94	2.85
5	Uttrakhand	904080	747.70	86.51	2.20	5.49	5.81
6	Haryana	2085240	981.71	85.30	2.71	6.80	5.20
7	Delhi	312206	906.32	84.93	3.94	7.81	3.32
8	Rajasthan	1277373	823.62	86.22	3.13	5.99	4.67
9	Uttar Pradesh	2308757	820.94	85.29	3.01	7.00	4.70
10	Bihar	155489	583.62	88.80	1.45	5.95	3.80
11	Sikkim	56512	1529.77	88.86	2.55	5.03	3.56
12	Arunachal Pradesh	3736	401.12	92.54	2.60	1.30	3.56
13	Nagaland	3338	265.88	92.12	1.72	1.13	5.03
14	Manipur	5181	232.65	97.01	0.71	0.78	1.50
15	Tripura	14846	273.77	86.03	4.05	5.94	3.98
16	Meghalaya	24409	606.52	91.87	0.66	2.99	4.47
17	Assam	326836	605.94	79.39	3.89	7.73	8.99
17	West bengal	1455758	746.49	81.97	4.00	9.55	4.49
19	Jharkhand	831788	1454.82	75.66	6.59	10.69	7.06
20	Odisha	806569	937.43	83.99	1.49	9.95	4.56
21	Chhattisgarh	640896	1126.93	83.46	1.15	10.04	5.35
22	Madhya Pradesh	946940	857.57	84.65	2.79	7.26	5.29
23	Gujarat	4356520	898.81	85.95	3.75	5.68	4.62
24	Daman & Diu	349312	1186.20	85.78	4.93	5.30	3.99
25	Dadra & Nagar Haveli	272776	725.88	89.03	3.21	4.03	3.73
26	Maharashtra	7580991	1251.21	83.25	3.88	6.18	6.68
27	Andhra Pradesh	1271720	769.91	85.47	2.23	5.80	6.50
28	Karnataka	3015598	983.62	82.71	3.92	7.38	6.00
29	Goa	272253	1209.73	85.18	3.32	6.22	5.28
30	Kerala	792299	835.36	80.53	5.00	8.93	5.55
31	Tamil Nadu	5451011	774.09	81.01	4.83	6.65	7.51
32	Puducherry	127548	771.66	80.72	3.58	6.62	9.08
33	Andam & Nicobar Isl	735	479.47	87.16	2.72	5.27	4.85
34	Telangana	1332649	647.51	86.74	3.02	5.78	4.47
	All India	38845939	895.68	83.78	3.68	6.80	5.74

TABLE 5.2.2

Percentage of Components of Labour Cost to Total Cost on Employees in Industries {3-digit Level of NIC-2008} during the Year 2015-16							
S No	NIC Code	Total Labour Cost on Employees {in Rs. Lakh}	Average Labour Cost Per Manday Worked {in Rs.}	Percentage of Components of Labour Cost to Total Labour Cost			
				Wages/ Salaries	Bonus	Provident Funds	Welfare Expense
1	2	3	4	5	6	7	8
1	016	96694	602.32	91.55	2.42	3.54	2.49
2	089	56349	816.43	94.43	2.94	1.42	1.21
3	101	62910	707.08	88.11	3.94	4.32	3.63
4	102	110104	529.11	85.38	3.37	5.15	6.10
5	103	115203	654.72	86.86	3.29	5.84	4.02
6	104	183925	632.03	88.53	3.24	5.11	3.12
7	105	479459	872.24	83.80	3.20	9.71	3.29
8	106	405664	476.20	90.43	2.82	3.80	2.96
9	107	1543468	655.71	83.22	5.09	7.63	4.05
10	108	131825	798.98	84.64	4.46	6.29	4.61
11	110	435736	882.11	86.17	3.01	5.45	5.37
12	120	334452	221.84	83.85	5.04	8.55	2.57
13	131	2269236	564.33	85.04	4.13	7.20	3.63
14	139	584544	597.53	86.65	3.69	6.33	3.33
15	141	1345368	586.33	85.05	3.95	7.60	3.41
16	142	1281	519.60	88.58	5.46	4.36	1.60
17	143	506661	512.14	85.50	5.87	5.55	3.08
18	151	215063	577.75	83.24	6.19	6.59	3.97
19	152	440388	572.95	82.85	5.10	7.31	4.73
20	161	6388	368.39	93.27	2.25	2.30	2.18
21	162	148325	618.58	87.06	3.98	5.79	3.17
22	170	611709	779.86	83.09	3.82	7.01	6.07
23	181	480283	1000.47	85.72	3.48	6.29	4.50
24	182	5248	1397.63	79.49	0.61	4.53	15.36
25	191	110247	1298.00	78.91	5.80	8.99	6.29
26	192	878704	2415.06	78.02	3.30	9.69	9.00
27	201	1349232	1368.37	81.93	2.99	8.24	6.85
28	202	1325432	1046.01	83.84	3.78	6.66	5.71
29	203	93801	1066.15	80.95	4.28	7.04	7.72
30	210	2740110	1357.06	85.51	3.89	5.76	4.84
31	221	669455	1015.21	81.82	3.78	7.03	7.37
32	222	982497	737.34	86.84	3.76	5.05	4.35
33	231	173799	839.12	84.24	4.23	5.68	5.84
34	239	1613713	652.40	86.96	2.72	5.37	4.94
35	241	2584676	1252.36	81.23	3.11	9.97	5.68
36	242	506868	1310.51	82.10	2.34	9.58	5.98
37	243	553117	815.50	85.74	3.81	5.75	4.69
38	251	727520	988.41	86.95	2.50	6.52	4.02
39	252	11242	958.18	86.22	4.60	4.69	4.49
40	259	956816	780.95	85.71	3.80	5.61	4.88
41	261	270947	1148.25	85.55	2.88	6.29	5.28
42	262	292076	5876.31	91.72	0.85	4.85	2.57

S No	NIC Code	Total Labour Cost on Employees {in Rs. Lakh}	Average Labour Cost Per Manday Worked {in Rs.}	Percentage of Components of Labour Cost to Total Labour Cost			
				Wages/ Salaries	Bonus	Provident Funds	Welfare Expense
1	2	3	4	5	6	7	8
43	263	232168	1950.44	83.25	2.39	5.62	8.74
44	264	71735	1332.42	82.04	2.93	5.64	9.38
45	265	272746	1781.92	83.36	4.98	6.29	5.37
46	266	25566	1851.32	65.48	1.69	21.24	11.60
47	267	7388	973.07	81.64	4.30	8.14	5.92
48	268	2971	1584.27	87.01	3.17	4.77	5.05
49	271	875200	1430.44	83.21	3.69	6.59	6.51
50	272	165581	1125.33	82.47	3.83	5.53	8.17
51	273	239494	821.75	85.14	4.08	5.45	5.33
52	274	132790	834.77	83.49	3.38	6.90	6.23
53	275	138302	891.04	83.11	3.87	5.47	7.56
54	279	152027	982.77	83.95	3.32	6.34	6.39
55	281	1670060	1368.96	82.42	3.88	7.29	6.41
56	282	1343116	1393.41	83.48	3.68	6.82	6.02
57	291	1251604	2257.26	71.38	3.42	6.47	18.73
58	292	214545	1216.57	80.85	7.43	6.12	5.60
59	293	2158255	1036.70	82.14	3.69	5.55	8.63
60	301	81891	1595.40	84.22	4.27	6.32	5.19
61	302	84097	1022.19	86.10	2.73	6.37	4.80
62	303	68839	1816.91	83.40	3.83	6.09	6.68
63	304	1915	617.56	85.45	6.57	6.96	1.02
64	309	781820	1037.17	83.51	3.26	6.45	6.79
65	310	119021	748.50	88.24	3.01	5.04	3.70
66	321	446158	865.08	87.60	4.17	4.64	3.59
67	322	2091	1189.47	90.60	1.69	3.82	3.89
68	323	25303	684.88	78.77	8.76	9.17	3.29
69	324	16361	680.30	88.42	2.76	3.74	5.08
70	325	116256	859.68	83.38	4.43	7.47	4.71
71	329	185269	792.15	85.21	3.77	6.82	4.20
72	331	162503	1759.20	88.18	3.57	5.04	3.21
73	332	23017	1105.81	86.70	3.27	6.03	4.00
74	351	274898	1104.21	85.38	2.30	7.08	5.24
75	352	50826	1474.53	83.46	3.16	7.76	5.62
76	353	17448	1768.32	89.83	0.52	3.96	5.69
77	360	3222	789.06	84.35	5.08	8.20	2.37
78	370	10883	942.07	88.64	4.31	3.93	3.11
79	381	1545	694.92	86.76	2.16	3.19	7.89
80	382	14723	639.81	87.85	3.12	4.75	4.28
81	383	8781	604.29	83.16	5.79	8.57	2.48
82	390	0	-	0.00	0.00	0.00	0.00
83	400	984991	774.49	85.85	3.60	6.35	4.20
All India		38845939	895.68	83.78	3.68	6.80	5.74

TABLE 5.3.1

Percentage of Labour Cost on Employees to Total Cost of Production in States during the Year 2015-16				
S No	State/U.T.	Total Cost of Production {Rs. Lakh}	Total Labour Cost on Employees {Rs. Lakh}	Percentage of Total Labour Cost on Employees to Total Cost of Production
1	2	3	4	5
1	Jammu & Kashmir	1979184	133707	6.76
2	Himachal Pradesh	8243820	575059	6.98
3	Punjab	14942461	1115112	7.46
4	Chandigarh	333487	38696	11.60
5	Uttrakhand	19430398	904080	4.65
6	Haryana	33892224	2085240	6.15
7	Delhi	4987693	312206	6.26
8	Rajasthan	18580805	1277373	6.87
9	Uttar Pradesh	35525162	2308757	6.50
10	Bihar	4220160	155489	3.68
11	Sikkim	446411	56512	12.66
12	Arunachal Pradesh	96759	3736	3.86
13	Nagaland	29212	3338	11.43
14	Manipur	37671	5181	13.75
15	Tripura	112015	14846	13.25
16	Meghalaya	396542	24409	6.16
17	Assam	5096442	326836	6.41
17	West bengal	22734631	1455758	6.40
19	Jharkhand	10741757	831788	7.74
20	Odisha	13370925	806569	6.03
21	Chhattisgarh	8728256	640896	7.34
22	Madhya Pradesh	16385041	946940	5.78
23	Gujarat	95715310	4356520	4.55
24	Daman & Diu	4063627	349312	8.60
25	Dadra & Nagar Haveli	7968703	272776	3.42
26	Maharashtra	92051654	7580991	8.24
27	Andhra Pradesh	19252494	1271720	6.61
28	Karnataka	37558710	3015598	8.03
29	Goa	3372376	272253	8.07
30	Kerala	10893232	792299	7.27
31	Tamil Nadu	60117199	5451011	9.07
32	Puducherry	1703756	127548	7.49
33	Andam & Nicobar Isl	13441	735	5.47
34	Telangana	14468542	1332649	9.21
	All India	567490101	38845939	6.85

TABLE 5.3.2

Percentage of Labour Cost on Employees to Total Cost of Production in Industries {3-digit Level of NIC-2008} during the Year 2015-16				
S No	NIC Code	Total Cost of Production {Rs. Lakh}	Total Labour Cost on Employees {Rs. Lakh}	Percentage of Total Labour Cost on Employees to Total Cost of Production
1	2	3	4	5
1	016	4706208	96694	2.05
2	089	477935	56349	11.79
3	101	2222833	62910	2.83
4	102	2715460	110104	4.05
5	103	1418564	115203	8.12
6	104	12943030	183925	1.42
7	105	12291523	479459	3.90
8	106	18328625	405664	2.21
9	107	21822411	1543468	7.07
10	108	3745463	131825	3.52
11	110	5622235	435736	7.75
12	120	2986372	334452	11.20
13	131	27320756	2269236	8.31
14	139	5937422	584544	9.85
15	141	6865010	1345368	19.60
16	142	6918	1281	18.52
17	143	3590887	506661	14.11
18	151	2249579	215063	9.56
19	152	3237080	440388	13.60
20	161	133028	6388	4.80
21	162	1603184	148325	9.25
22	170	8462365	611709	7.23
23	181	3102277	480283	15.48
24	182	10594	5248	49.54
25	191	1884211	110247	5.85
26	192	67213023	878704	1.31
27	201	28824850	1349232	4.68
28	202	17800832	1325432	7.45
29	203	1489331	93801	6.30
30	210	19287386	2740110	14.21
31	221	6094910	669455	10.98
32	222	14456766	982497	6.80
33	231	1782391	173799	9.75
34	239	16968893	1613713	9.51
35	241	47735988	2584676	5.41
36	242	20022967	506868	2.53
37	243	7416867	553117	7.46
38	251	6814473	727520	10.68
39	252	84520	11242	13.30
40	259	9661668	956816	9.90
41	261	1961007	270947	13.82

S No	NIC Code	Total Cost of Production {Rs. Lakh}	Total Labour Cost on Employees {Rs. Lakh}	Percentage of Total Labour Cost on Employees to Total Cost of Production
1	2	3	4	5
42	262	1647484	292076	17.73
43	263	3796778	232168	6.11
44	264	1292893	71735	5.55
45	265	1428334	272746	19.10
46	266	211884	25566	12.07
47	267	36138	7388	20.44
48	268	22962	2971	12.94
49	271	7507845	875200	11.66
50	272	2161431	165581	7.66
51	273	5555592	239494	4.31
52	274	1286786	132790	10.32
53	275	2775519	138302	4.98
54	279	1553978	152027	9.78
55	281	12712892	1670060	13.14
56	282	10752775	1343116	12.49
57	291	22522369	1251604	5.56
58	292	1457439	214545	14.72
59	293	19970867	2158255	10.81
60	301	661183	81891	12.39
61	302	732016	84097	11.49
62	303	343422	68839	20.05
63	304	10640	1915	18.00
64	309	12021501	781820	6.50
65	310	1060813	119021	11.22
66	321	12793557	446158	3.49
67	322	21944	2091	9.53
68	323	186867	25303	13.54
69	324	124810	16361	13.11
70	325	559418	116256	20.78
71	329	2148103	185269	8.62
72	331	473758	162503	34.30
73	332	112752	23017	20.41
74	351	9334327	274898	2.95
75	352	3576509	50826	1.42
76	353	164777	17448	10.59
77	360	28525	3222	11.30
78	370	79534	10883	13.68
79	381	17419	1545	8.87
80	382	91811	14723	16.04
81	383	441307	8781	1.99
82	390	0	0	0.00
83	400	4511304	984991	21.83
All India		567490101	38845939	6.85

TABLE 5.4.1

Labour Costs Per Manday Worked on Wages/Salaries {in Rupees} in States by Category of Employees during the Year 2015-16							
S No	State/U.T.	Labour Costs Per Manday Worked on Wages/Salries on					
		Directly Employed Workers			Contract Workers	All Workers	All Employees
		Men	Women	Total			
1	2	3	4	5	6	7	8
1	Jammu & Kashmir	385.65	295.29	381.60	288.41	338.12	556.08
2	Himachal Pradesh	502.01	374.47	486.93	403.17	462.30	852.82
3	Punjab	432.31	370.16	427.74	336.39	402.84	546.20
4	Chandigarh	707.36	540.18	692.98	363.85	629.63	1010.12
5	Uttrakhand	495.92	334.68	479.85	357.56	416.84	646.81
6	Haryana	560.32	439.45	552.74	391.64	471.44	837.40
7	Delhi	489.50	426.50	486.37	488.63	486.63	769.72
8	Rajasthan	498.39	362.42	491.19	395.52	455.34	710.09
9	Uttar Pradesh	453.27	355.18	449.44	325.45	405.48	700.18
10	Bihar	504.30	262.89	492.67	254.63	343.00	518.27
11	Sikkim	647.86	430.56	604.18	396.19	503.27	1359.41
12	Arunachal Pradesh	238.95	192.64	233.28	414.00	267.02	371.21
13	Nagaland	261.18	174.57	245.97	154.30	218.51	244.92
14	Manipur	234.90	194.77	214.13	197.97	208.04	225.70
15	Tripura	313.58	231.95	307.69	181.18	206.48	235.53
16	Meghalaya	413.68	372.68	409.53	397.98	401.45	557.24
17	Assam	327.21	241.21	318.17	344.17	323.20	481.03
18	West bengal	487.70	359.78	483.14	368.79	447.22	611.87
19	Jharkhand	1106.84	807.29	1089.10	395.33	811.75	1100.66
20	Odisha	730.55	505.03	719.64	382.53	523.94	787.36
21	Chhattisgarh	859.82	349.57	839.51	359.26	629.60	940.59
22	Madhya Pradesh	520.68	363.37	508.86	345.29	451.91	725.96
23	Gujarat	509.23	361.66	501.07	406.62	465.79	772.56
24	Daman & Diu	424.53	326.72	404.39	364.07	394.03	1017.51
25	Dadra & Nagar Haveli	430.16	317.62	423.22	375.04	398.95	646.22
26	Maharashtra	717.29	333.54	676.18	444.43	572.84	1041.69
27	Andhra Pradesh	576.01	284.57	491.99	414.00	469.69	658.05
28	Karnataka	683.43	353.84	539.69	453.25	518.31	813.52
29	Goa	766.51	433.65	693.50	433.99	562.43	1030.46
30	Kerala	731.72	291.54	525.33	440.74	510.47	672.68
31	Tamil Nadu	495.86	260.69	393.61	387.74	392.57	627.11
32	Puducherry	576.41	354.09	533.34	291.16	432.21	622.92
33	Andam & Nicobar Isl	371.86	387.96	373.46	417.01	381.32	417.93
34	Telangana	654.64	370.22	612.37	214.25	356.26	561.63
	All India	557.92	303.64	505.94	375.22	459.95	750.37

TABLE 5.4.2

Labour Costs Per Manday Worked on Wages/Salaries {in Rupees} in Industries {3-digit Level of NIC-2008} by Category of Employees during the Year 2015-16							
S No	NIC Code	Labour Costs Per Manday Worked on Wages/Salries on					
		Directly Employed Workers			Contract Workers	All Workers	All Employees
		Men	Women	Total			
1	2	3	4	5	6	7	8
1	016	360.94	307.61	347.35	371.84	355.45	551.45
2	089	686.97	244.09	620.45	774.28	751.99	770.93
3	101	448.76	413.91	444.00	412.83	428.75	623.04
4	102	402.83	283.29	329.00	318.81	325.79	451.73
5	103	465.02	307.53	414.55	308.96	363.54	568.69
6	104	409.80	294.27	401.69	351.17	382.71	559.56
7	105	538.40	494.06	533.75	364.52	463.51	730.93
8	106	332.10	242.22	320.89	315.89	319.11	430.61
9	107	431.40	246.17	377.77	342.80	370.72	545.71
10	108	475.44	337.18	459.15	377.08	432.27	676.26
11	110	543.02	332.03	511.12	386.93	446.03	760.16
12	120	420.32	143.41	197.10	111.37	148.39	186.00
13	131	392.17	279.53	370.40	358.96	368.81	479.92
14	139	407.24	316.46	388.06	344.98	377.48	517.78
15	141	401.11	324.54	358.48	365.12	359.30	498.65
16	142	362.61	249.41	356.85	-	356.85	460.27
17	143	367.78	339.56	355.94	317.38	353.01	437.90
18	151	370.63	329.18	356.05	340.76	352.21	480.95
19	152	398.70	290.50	348.60	363.35	351.03	474.71
20	161	303.95	149.09	285.59	297.47	287.46	343.59
21	162	342.63	254.81	335.52	386.91	348.07	538.55
22	170	489.50	272.43	462.63	376.13	435.89	648.01
23	181	558.73	325.10	532.91	396.31	511.05	857.58
24	182	877.66	842.99	874.15	553.33	689.98	1111.02
25	191	1056.57	1223.60	1062.82	547.40	886.09	1024.32
26	192	2504.13	1661.93	2477.17	496.23	1052.49	1884.24
27	201	903.52	532.35	890.30	429.20	673.92	1121.09
28	202	559.40	216.04	468.06	382.67	433.23	876.99
29	203	645.10	370.44	624.98	396.03	568.96	863.07
30	210	685.57	529.37	664.07	426.94	550.66	1160.48
31	221	677.36	367.48	656.88	449.00	581.70	830.67
32	222	426.51	313.29	415.45	366.35	397.95	640.30
33	231	448.59	355.81	445.03	393.92	424.49	706.90
34	239	464.43	263.08	445.87	315.69	367.90	567.34
35	241	963.81	1038.05	964.92	421.67	710.41	1017.33
36	242	922.45	739.92	915.42	361.47	666.50	1075.89
37	243	509.42	349.32	505.25	430.64	473.01	699.23
38	251	685.85	637.47	685.08	411.60	547.81	859.43
39	252	485.28	406.17	484.73	372.60	411.62	826.11
40	259	479.49	363.68	472.53	382.35	439.32	669.33
41	261	741.77	475.58	681.95	442.76	591.56	982.37

S No	NIC Code	Labour Costs Per Manday Worked on Wages/Salries on					
		Directly Employed Workers			Contract Workers	All Workers	All Employees
		Men	Women	Total			
1	2	3	4	5	6	7	8
42	262	659.22	821.16	674.98	417.70	540.53	5389.87
43	263	684.21	675.97	683.05	481.74	591.29	1623.79
44	264	644.87	486.18	608.28	479.66	545.98	1093.18
45	265	910.02	618.75	848.04	531.15	754.22	1485.45
46	266	730.49	861.64	750.70	546.71	665.43	1212.15
47	267	563.47	356.53	515.74	316.83	512.18	794.45
48	268	495.43	401.54	489.11	865.80	491.85	1378.50
49	271	864.86	554.64	840.24	461.48	704.04	1190.24
50	272	643.53	474.46	618.85	443.14	545.12	928.07
51	273	489.92	366.90	474.17	409.68	441.25	699.67
52	274	537.37	359.03	502.88	388.72	449.79	696.99
53	275	480.78	334.71	459.24	385.30	427.50	740.51
54	279	494.21	389.86	479.54	399.60	451.50	825.04
55	281	638.53	502.33	634.90	468.90	576.39	1128.24
56	282	667.71	488.74	662.87	459.35	598.48	1163.27
57	291	1081.83	1229.94	1083.45	428.44	855.76	1611.27
58	292	716.70	375.10	711.41	442.86	550.70	983.56
59	293	668.80	499.47	655.61	414.51	531.51	851.52
60	301	1399.71	2225.62	1418.34	535.98	866.01	1343.63
61	302	591.85	605.01	592.07	362.27	483.86	880.12
62	303	889.50	765.47	884.29	551.08	819.01	1515.30
63	304	452.21	386.53	451.44	320.47	415.59	527.70
64	309	661.45	547.06	658.02	406.42	531.34	866.15
65	310	428.70	394.86	426.58	401.10	418.38	660.51
66	321	619.67	382.03	589.19	557.04	583.78	757.83
67	322	393.94	345.48	390.35	415.52	394.43	1077.67
68	323	378.77	297.68	366.04	328.31	364.81	539.51
69	324	441.82	364.33	420.93	378.34	400.25	601.55
70	325	474.63	380.54	451.30	386.65	434.58	716.80
71	329	452.48	282.78	386.16	361.72	378.98	674.99
72	331	1084.57	1650.31	1099.53	641.93	1000.17	1551.25
73	332	809.96	611.49	793.21	501.94	607.83	958.79
74	351	870.73	1062.57	874.67	425.48	546.06	942.78
75	352	633.36	842.58	634.90	657.52	650.01	1230.61
76	353	547.21	691.58	548.39	451.09	519.83	1588.49
77	360	750.74	474.54	738.81	411.67	555.26	665.57
78	370	532.42	-	532.42	471.55	486.89	835.08
79	381	540.52	405.38	537.17	360.96	431.99	602.90
80	382	430.25	313.84	424.30	431.05	427.81	562.07
81	383	414.66	226.43	401.99	302.22	376.43	502.52
82	390	-	-	-	-	-	-
83	400	496.28	422.03	493.69	367.90	471.51	664.88
	All India	557.92	303.64	505.94	375.22	459.95	750.37

TABLE 5.5.1

Average Daily Earnings {in Rupees} in States by Category of Employees during the Year 2015-16							
S No	State/U.T.	Average Daily Earnings By					
		Directly Employed Workers			Contract Workers	All Workers	All Employees
		Men	Women	Total			
1	2	3	4	5	6	7	8
1	Jammu & Kashmir	334.86	267.85	331.97	285.54	311.79	499.84
2	Himachal Pradesh	276.53	78.11	224.65	345.74	246.82	433.43
3	Punjab	360.63	318.41	357.61	328.76	350.61	463.16
4	Chandigarh	582.41	441.10	570.16	338.62	529.87	839.16
5	Uttrakhand	405.72	281.08	393.59	347.64	371.87	567.47
6	Haryana	463.00	348.68	455.55	343.29	400.63	526.30
7	Delhi	397.04	348.66	394.65	417.56	397.21	621.85
8	Rajasthan	434.84	316.38	428.57	382.22	412.29	632.43
9	Uttar Pradesh	378.24	50.26	314.80	311.67	313.90	548.17
10	Bihar	425.90	255.04	418.69	252.81	320.53	474.23
11	Sikkim	528.73	344.88	491.22	377.30	440.43	1167.27
12	Arunachal Pradesh	203.07	170.97	199.29	268.18	215.30	297.51
13	Nagaland	234.96	162.60	222.62	153.67	203.32	222.99
14	Manipur	221.25	191.28	206.05	197.90	203.05	213.62
15	Tripura	251.71	193.33	247.63	181.16	196.91	214.27
16	Meghalaya	345.18	312.11	341.84	397.98	378.89	513.26
17	Assam	288.57	216.97	281.18	313.17	287.22	420.80
17	West bengal	432.33	314.88	428.10	364.26	409.51	546.26
19	Jharkhand	930.46	699.52	917.17	383.44	721.61	689.97
20	Odisha	638.24	450.14	629.31	368.78	484.29	720.70
21	Chhattisgarh	487.44	310.37	482.87	358.34	444.36	686.37
22	Madhya Pradesh	432.92	313.03	424.20	343.31	399.18	215.12
23	Gujarat	449.19	318.76	441.97	383.40	421.00	684.39
24	Daman & Diu	388.57	264.44	360.42	363.46	361.13	922.04
25	Dadra & Nagar Haveli	390.61	297.52	385.03	359.11	372.31	593.68
26	Maharashtra	608.41	302.55	577.56	432.91	517.71	917.58
27	Andhra Pradesh	463.79	252.64	407.06	408.71	407.48	563.35
28	Karnataka	557.58	265.21	423.94	437.71	426.84	665.81
29	Goa	624.77	375.07	572.49	432.86	508.56	896.94
30	Kerala	649.54	229.76	440.24	434.98	439.43	574.18
31	Tamil Nadu	426.15	193.90	316.85	381.37	326.52	517.63
32	Puducherry	487.10	299.79	450.87	279.44	384.52	541.32
33	Andam & Nicobar Isla	297.93	319.35	300.00	415.15	317.38	344.65
34	Telangana	541.55	303.53	505.91	213.22	330.44	471.37
	All India	467.58	219.98	410.85	361.57	395.38	592.52

TABLE 5.5.2

Average Daily Earnings {in Rupees} in Industries {3-digit Level of NIC-2008} by Category of Employees during the Year 2015-16							
S No	NIC Code	Average Daily Earnings By					
		Directly Employed Workers			Contract Workers	All Workers	All Employees
		Men	Women	Total			
1	2	3	4	5	6	7	8
1	016	318.71	281.17	309.39	133.17	212.21	351.26
2	089	528.56	211.35	485.51	774.25	722.85	728.22
3	101	386.93	365.85	384.12	248.70	305.68	459.26
4	102	357.08	259.29	297.43	317.40	303.30	413.87
5	103	383.12	272.00	349.21	299.29	326.82	500.81
6	104	343.92	258.27	338.15	347.48	341.30	491.60
7	105	472.39	434.06	468.37	360.42	426.66	657.11
8	106	291.51	217.17	282.41	313.16	292.57	368.76
9	107	372.68	119.06	265.85	332.66	276.19	413.96
10	108	414.63	302.44	401.74	371.88	392.73	600.82
11	110	459.74	292.01	435.19	380.93	408.72	681.39
12	120	362.55	128.28	175.04	110.60	140.21	174.89
13	131	349.06	250.98	330.23	355.16	333.40	429.97
14	139	358.69	282.33	342.71	339.51	341.99	463.01
15	141	336.90	192.20	244.22	335.82	252.84	358.61
16	142	299.72	209.87	295.22	-	295.22	380.76
17	143	334.81	313.29	325.86	315.72	325.14	397.41
18	151	316.73	276.07	302.26	337.44	310.12	418.07
19	152	339.75	226.01	284.51	343.54	293.11	395.63
20	161	272.89	138.62	257.46	250.70	256.34	298.58
21	162	299.57	225.57	293.66	373.52	311.75	473.90
22	170	417.80	236.14	395.62	366.91	387.53	567.16
23	181	475.52	279.84	454.11	386.53	444.47	734.96
24	182	750.90	719.58	747.72	553.33	643.63	970.78
25	191	928.51	1076.54	934.04	536.38	807.27	919.43
26	192	2078.40	1382.81	2056.19	471.74	961.34	1676.60
27	201	745.87	455.38	735.88	414.73	597.58	973.64
28	202	479.66	185.29	401.37	372.72	390.55	772.17
29	203	569.10	320.90	550.61	389.69	514.43	767.32
30	210	561.73	433.93	544.15	414.19	487.44	929.34
31	221	518.24	318.91	506.53	437.90	485.30	692.08
32	222	303.76	97.26	262.68	357.24	287.66	473.30
33	231	368.99	327.41	367.56	384.28	373.62	615.81
34	239	405.50	238.36	390.60	310.61	344.95	519.96
35	241	701.14	925.43	703.89	411.66	587.85	847.51
36	242	818.20	645.91	811.47	352.63	616.10	977.16
37	243	438.43	316.26	435.40	419.44	428.97	622.04
38	251	585.67	543.32	584.99	401.50	498.99	762.21
39	252	411.43	307.17	410.63	366.53	383.41	741.73
40	259	408.14	313.93	402.56	366.96	390.42	583.48
41	261	623.47	340.05	551.44	421.94	507.39	835.18
42	262	505.06	673.99	520.51	393.76	460.63	4430.98

S No	NIC Code	Average Daily Earnings By					
		Directly Employed Workers			Contract Workers	All Workers	All Employees
		Men	Women	Total			
1	2	3	4	5	6	7	8
43	263	514.01	551.67	518.93	462.39	496.39	1346.07
44	264	549.82	421.26	520.55	479.29	502.15	975.05
45	265	758.80	526.26	710.08	498.54	652.37	1249.85
46	266	596.40	663.25	607.22	467.70	550.79	998.91
47	267	480.59	306.82	440.78	301.71	438.55	678.03
48	268	419.94	355.35	415.77	865.80	418.55	1174.86
49	271	723.71	475.60	704.46	444.69	619.21	1020.61
50	272	481.48	386.69	468.62	422.30	451.72	766.22
51	273	411.62	312.24	399.04	396.35	397.76	619.22
52	274	404.74	319.27	390.31	367.65	380.88	586.60
53	275	410.23	285.96	391.92	369.33	382.86	652.00
54	279	401.74	319.00	390.18	385.60	388.74	377.24
55	281	482.90	431.59	481.69	454.08	473.43	922.96
56	282	574.85	434.89	571.18	444.44	534.19	1006.53
57	291	867.62	924.40	868.29	396.43	719.29	1336.36
58	292	593.03	310.58	588.65	423.40	495.57	864.45
59	293	548.01	411.64	537.44	394.39	469.14	538.62
60	301	1214.55	2043.00	1232.24	532.04	816.13	1227.22
61	302	505.70	479.94	505.23	357.07	440.75	782.37
62	303	697.55	580.24	692.46	535.81	666.76	1198.53
63	304	363.17	285.92	362.19	288.39	343.63	434.92
64	309	547.17	360.98	540.21	376.66	462.82	744.52
65	310	360.87	330.07	358.93	396.71	369.80	576.20
66	321	571.22	340.99	540.85	520.13	537.41	128.88
67	322	337.35	299.29	334.56	307.67	329.64	898.80
68	323	297.87	249.48	290.67	306.70	291.12	436.31
69	324	383.52	309.97	363.39	372.75	367.63	545.91
70	325	403.80	320.19	382.90	359.52	377.25	615.57
71	329	380.99	222.64	316.56	356.00	326.71	577.91
72	331	934.22	1425.11	947.18	634.19	886.22	1305.07
73	332	712.08	496.43	692.50	495.73	572.97	879.67
74	351	601.39	876.89	606.14	409.87	476.17	422.30
75	352	555.61	705.22	556.76	643.09	612.30	1092.78
76	353	464.93	648.00	466.29	451.09	462.32	1388.46
77	360	637.25	407.30	627.43	410.24	514.19	606.06
78	370	492.95	-	492.95	468.04	474.65	778.85
79	381	453.07	315.00	449.38	360.96	400.45	533.06
80	382	376.71	277.20	371.67	399.65	385.83	499.09
81	383	399.23	213.19	386.44	255.66	349.65	448.96
82	390	-	-	-	-	-	-
83	400	414.70	370.82	413.24	359.65	404.94	556.54
All India		467.58	219.98	410.85	361.57	395.38	592.52

TABLE 5.6.1

Average Daily Earnings {in Rupees} of Directly Employed, Contract, Supervisory and Other Employees in States during the Year 2015-16							
S No	State/U.T.	Average Daily Earnings By					
		Directly Employed Workers	Contract Workers	All Workers	Supervisory and Managerial	Other Staff	All Employees
1	2	3	4	5	6	7	8
1	Jammu & Kashmir	331.97	285.54	311.79	1752.09	760.41	499.84
2	Himachal Pradesh	224.65	345.74	246.82	1160.69	558.24	433.43
3	Punjab	357.61	328.76	350.61	1409.12	578.51	463.16
4	Chandigarh	570.16	338.62	529.87	1838.96	851.53	839.16
5	Uttrakhand	393.59	347.64	371.87	1980.57	810.63	567.47
6	Haryana	455.55	343.29	400.63	645.59	914.09	526.30
7	Delhi	394.65	417.56	397.21	1756.06	636.38	621.85
8	Rajasthan	428.57	382.22	412.29	1922.59	739.24	632.43
9	Uttar Pradesh	314.80	311.67	313.90	2193.75	772.98	548.17
10	Bihar	418.69	252.81	320.53	2063.12	536.57	474.23
11	Sikkim	491.22	377.30	440.43	4660.28	795.70	1167.27
12	Arunachal Pradesh	199.29	268.18	215.30	822.83	482.69	297.51
13	Nagaland	222.62	153.67	203.32	523.81	226.95	222.99
14	Manipur	206.05	197.90	203.05	395.68	221.55	213.62
15	Tripura	247.63	181.16	196.91	571.26	196.71	214.27
16	Meghalaya	341.84	397.98	378.89	1263.57	891.12	513.26
17	Assam	281.18	313.17	287.22	1836.87	570.75	420.80
17	West bengal	428.10	364.26	409.51	1587.45	598.09	546.26
19	Jharkhand	917.17	383.44	721.61	578.89	1301.63	689.97
20	Odisha	629.31	368.78	484.29	2285.77	821.27	720.70
21	Chhattisgarh	482.87	358.34	444.36	2986.96	889.22	686.37
22	Madhya Pradesh	424.20	343.31	399.18	125.41	602.30	215.12
23	Gujarat	441.97	383.40	421.00	2247.30	764.51	684.39
24	Daman & Diu	360.42	363.46	361.13	5731.71	947.85	922.04
25	Dadra & Nagar Haveli	385.03	359.11	372.31	1971.70	880.72	593.68
26	Maharashtra	577.56	432.91	517.71	3023.51	948.39	917.58
27	Andhra Pradesh	407.06	408.71	407.48	1680.84	686.34	563.35
28	Karnataka	423.94	437.71	426.84	2268.17	753.23	665.81
29	Goa	572.49	432.86	508.56	3610.91	850.82	896.94
30	Kerala	440.24	434.98	439.43	1532.55	684.91	574.18
31	Tamil Nadu	316.85	381.37	326.52	2416.63	697.26	517.63
32	Puducherry	450.87	279.44	384.52	1865.04	628.38	541.32
33	Andam & Nicobar Is.	300.00	415.15	317.38	525.74	374.49	344.65
34	Telangana	505.91	213.22	330.44	1073.46	634.19	471.37
	All India	410.85	361.57	395.38	1327.41	768.35	592.52

TABLE 5.6.2

Average Daily Earnings {in Rupees} of Directly Employed, Contract, Supervisory and Other Employees in Industries {3-digit Level of NIC-2008} during the Year 2015-16							
S No	NIC Code	Average Daily Earnings By					
		Directly Employed Workers	Contract Workers	All Workers	Supervisory and Managerial	Other Staff	All Employees
1	2	3	4	5	6	7	8
1	016	309.39	133.17	212.21	1478.44	502.06	351.26
2	089	485.51	774.25	722.85	973.12	633.80	728.22
3	101	384.12	248.70	305.68	1831.44	580.85	459.26
4	102	297.43	317.40	303.30	1838.60	501.29	413.87
5	103	349.21	299.29	326.82	1617.96	714.34	500.81
6	104	338.15	347.48	341.30	1465.39	542.97	491.60
7	105	468.37	360.42	426.66	2069.03	757.26	657.11
8	106	282.41	313.16	292.57	854.15	340.00	368.76
9	107	265.85	332.66	276.19	1760.16	564.44	413.96
10	108	401.74	371.88	392.73	1664.42	689.02	600.82
11	110	435.19	380.93	408.72	2676.19	821.94	681.39
12	120	175.04	110.60	140.21	1611.06	723.06	174.89
13	131	330.23	355.16	333.40	1455.01	557.09	429.97
14	139	342.71	339.51	341.99	1685.29	568.06	463.01
15	141	244.22	335.82	252.84	1741.73	569.12	358.61
16	142	295.22	-	295.22	1495.69	660.81	380.76
17	143	325.86	315.72	325.14	1329.72	519.32	397.41
18	151	302.26	337.44	310.12	1463.99	469.78	418.07
19	152	284.51	343.54	293.11	1669.87	539.78	395.63
20	161	257.46	250.70	256.34	519.72	300.84	298.58
21	162	293.66	373.52	311.75	1370.08	611.61	473.90
22	170	395.62	366.91	387.53	1820.49	637.32	567.16
23	181	454.11	386.53	444.47	2075.84	816.69	734.96
24	182	747.72	553.33	643.63	1752.74	1204.53	970.78
25	191	934.04	536.38	807.27	1895.43	763.63	919.43
26	192	2056.19	471.74	961.34	4229.04	2467.67	1676.60
27	201	735.88	414.73	597.58	2541.97	1038.25	973.64
28	202	401.37	372.72	390.55	2887.64	884.80	772.17
29	203	550.61	389.69	514.43	2439.42	780.54	767.32
30	210	544.15	414.19	487.44	2097.31	922.33	929.34
31	221	506.53	437.90	485.30	2184.55	849.27	692.08
32	222	262.68	357.24	287.66	1737.14	690.79	473.30
33	231	367.56	384.28	373.62	2108.62	944.21	615.81
34	239	390.60	310.61	344.95	1734.42	717.15	519.96
35	241	703.89	411.66	587.85	2501.90	1028.26	847.51
36	242	811.47	352.63	616.10	3018.80	998.85	977.16
37	243	435.40	419.44	428.97	1734.05	736.51	622.04
38	251	584.99	401.50	498.99	2226.55	835.94	762.21
39	252	410.63	366.53	383.41	1987.50	760.68	741.73
40	259	402.56	366.96	390.42	1912.89	644.30	583.48
41	261	551.44	421.94	507.39	2612.22	997.59	835.18

S No	NIC Code	Average Daily Earnings By					
		Directly Employed Workers	Contract Workers	All Workers	Supervisory and Managerial	Other Staff	All Employees
1	2	3	4	5	6	7	8
42	262	520.51	393.76	460.63	43811.08	1313.44	4430.98
43	263	518.93	462.39	496.39	4907.24	2140.68	1346.07
44	264	520.55	479.29	502.15	3541.68	1299.07	975.05
45	265	710.08	498.54	652.37	3407.79	1247.00	1249.85
46	266	607.22	467.70	550.79	3368.30	607.35	998.91
47	267	440.78	301.71	438.55	1773.81	692.51	678.03
48	268	415.77	865.80	418.55	8097.15	670.05	1174.86
49	271	704.46	444.69	619.21	2573.99	939.77	1020.61
50	272	468.62	422.30	451.72	3026.79	954.12	766.22
51	273	399.04	396.35	397.76	2042.83	708.11	619.22
52	274	390.31	367.65	380.88	2195.25	843.07	586.60
53	275	391.92	369.33	382.86	2398.12	908.20	652.00
54	279	390.18	385.60	388.74	519.60	210.52	377.24
55	281	481.69	454.08	473.43	2960.23	1006.52	922.96
56	282	571.18	444.44	534.19	3220.82	931.69	1006.53
57	291	868.29	396.43	719.29	4542.31	1467.67	1336.36
58	292	588.65	423.40	495.57	2954.24	1226.83	864.45
59	293	537.44	394.39	469.14	602.42	722.53	538.62
60	301	1232.24	532.04	816.13	2957.14	1103.07	1227.22
61	302	505.23	357.07	440.75	2664.40	1027.86	782.37
62	303	692.46	535.81	666.76	3031.03	1169.43	1198.53
63	304	362.19	288.39	343.63	1152.36	360.54	434.92
64	309	540.21	376.66	462.82	2372.96	1160.25	744.52
65	310	358.93	396.71	369.80	1959.26	648.14	576.20
66	321	540.85	520.13	537.41	39.14	640.85	128.88
67	322	334.56	307.67	329.64	2893.27	2434.97	898.80
68	323	290.67	306.70	291.12	1688.53	474.57	436.31
69	324	363.39	372.75	367.63	3015.29	608.48	545.91
70	325	382.90	359.52	377.25	2094.63	749.50	615.57
71	329	316.56	356.00	326.71	2348.22	739.60	577.91
72	331	947.18	634.19	886.22	3316.62	1356.21	1305.07
73	332	692.50	495.73	572.97	2185.69	910.80	879.67
74	351	606.14	409.87	476.17	323.08	1097.03	422.30
75	352	556.76	643.09	612.30	3511.89	1250.28	1092.78
76	353	466.29	451.09	462.32	10111.38	736.90	1388.46
77	360	627.43	410.24	514.19	1524.36	461.88	606.06
78	370	492.95	468.04	474.65	2812.29	800.91	778.85
79	381	449.38	360.96	400.45	1073.20	450.63	533.06
80	382	371.67	399.65	385.83	1596.27	499.50	499.09
81	383	386.44	255.66	349.65	1152.28	416.47	448.96
82	390	-	-	-	-	-	-
83	400	413.24	359.65	404.94	1277.94	533.15	556.54
All India		410.85	361.57	395.38	1327.41	768.35	592.52

TABLE 5.7.1

Percentage of Factories Paying/Incurring Expenses on Bonus, Provident Funds and Welfare Funds in States during the Year 2015-16								
S No	State/U.T.	Total Number of Reporting Factories	Number of Factories Incurring Expenses on			Percentage of Factories Incurring Expenses on		
			Bonus	PF & Others	Welfare Funds	Bonus	PF & Others	Welfare Funds
1	2	3	4	5	6	7	8	9
1	Jammu & Kashmir	855	512	674	665	59.88	78.83	77.78
2	Himachal Pradesh	2259	1504	1991	2016	66.58	88.14	89.24
3	Punjab	10308	5262	8272	6978	51.05	80.25	67.69
4	Chandigarh	223	101	217	181	45.29	97.31	81.17
5	Uttrakhand	2605	1551	2143	2197	59.54	82.26	84.34
6	Haryana	6523	3784	5203	5391	58.01	79.76	82.65
7	Delhi	2850	2169	2667	2547	76.11	93.58	89.37
8	Rajasthan	8176	3731	5939	5148	45.63	72.64	62.96
9	Uttar Pradesh	12585	7714	9538	9284	61.30	75.79	73.77
10	Bihar	2918	375	567	1459	12.85	19.43	50.00
11	Sikkim	60	35	45	49	58.33	75.00	81.67
12	Arunachal Pradesh	120	48	10	84	40.00	8.33	70.00
13	Nagaland	172	80	12	141	46.51	6.98	81.98
14	Manipur	173	43	17	146	24.86	9.83	84.39
15	Tripura	544	290	185	279	53.31	34.01	51.29
16	Meghalaya	98	27	68	68	27.55	69.39	69.39
17	Assam	3712	1515	1331	2366	40.81	35.86	63.74
17	West bengal	8215	6026	6748	5915	73.35	82.14	72.00
19	Jharkhand	2462	920	1175	1380	37.37	47.73	56.05
20	Odisha	2634	690	1416	1277	26.20	53.76	48.48
21	Chhattisgarh	2641	818	1422	958	30.97	53.84	36.27
22	Madhya Pradesh	3878	2117	2905	2692	54.59	74.91	69.42
23	Gujarat	18545	12593	12959	12987	67.91	69.88	70.03
24	Daman & Diu	1165	763	665	996	65.49	57.08	85.49
25	Dadra & Nagar Haveli	864	667	703	789	77.20	81.37	91.32
26	Maharashtra	22165	15765	17476	17953	71.13	78.85	81.00
27	Andhra Pradesh	12864	2829	3846	5088	21.99	29.90	39.55
28	Karnataka	10289	6603	8076	8151	64.18	78.49	79.22
29	Goa	632	413	556	540	65.35	87.97	85.44
30	Kerala	6890	4485	4817	4392	65.09	69.91	63.74
31	Tamil Nadu	29925	23308	21113	24303	77.89	70.55	81.21
32	Puducherry	619	419	445	544	67.69	71.89	87.88
33	Andam & Nicobar Is:	18	11	14	18	61.11	77.78	100.00
34	Telangana	13073	2415	4035	4636	18.47	30.87	35.46
	All India	191062	109582	127251	131616	57.35	66.60	68.89

TABLE 5.7.2

Percentage of Factories Paying/Incurring Expenses on Bonus, Provident Funds and Welfare Funds in Industries {3-digit Level of NIC-2008} during the Year 2015-16								
S No	NIC Code	Total Number of Reporting Factories	Number of Factories Incurring Expenses on			Percentage of Factories Incurring Expenses on		
			Bonus	PF & Others	Welfare Funds	Bonus	PF & Others	Welfare Funds
1	2	3	4	5	6	7	8	9
1	016	3333	745	1479	1153	22.35	44.37	34.59
2	089	159	88	88	85	55.35	55.35	53.46
3	101	142	83	105	115	58.45	73.94	80.99
4	102	486	337	384	386	69.34	79.01	79.42
5	103	1018	487	599	682	47.84	58.84	66.99
6	104	2391	1110	1289	1161	46.42	53.91	48.56
7	105	1732	1078	1357	1326	62.24	78.35	76.56
8	106	16335	5036	6599	6235	30.83	40.40	38.17
9	107	8423	5081	5822	5803	60.32	69.12	68.89
10	108	853	546	569	627	64.01	66.71	73.51
11	110	1980	857	997	1145	43.28	50.35	57.83
12	120	3010	1894	1934	1485	62.92	64.25	49.34
13	131	9727	7049	7322	7029	72.47	75.28	72.26
14	139	3497	2429	2772	2736	69.46	79.27	78.24
15	141	4230	3382	3754	3798	79.95	88.75	89.79
16	142	7	5	7	7	71.43	100.00	100.00
17	143	2956	2673	2581	2474	90.43	87.31	83.69
18	151	1708	1214	1274	1275	71.08	74.59	74.65
19	152	1946	1444	1715	1672	74.20	88.13	85.92
20	161	966	377	265	484	39.03	27.43	50.10
21	162	2881	1328	1790	1478	46.10	62.13	51.30
22	170	5540	3338	3961	4064	60.25	71.50	73.36
23	181	3739	2750	2969	2895	73.55	79.41	77.43
24	182	13	12	13	13	92.31	100.00	100.00
25	191	631	255	271	316	40.41	42.95	50.08
26	192	792	407	456	607	51.39	57.58	76.64
27	201	3863	2511	2616	2985	65.00	67.72	77.27
28	202	6238	4386	4413	4931	70.31	70.74	79.05
29	203	122	94	109	113	77.05	89.34	92.62
30	210	4350	3003	3461	3588	69.03	79.56	82.48
31	221	2428	1681	1870	1898	69.23	77.02	78.17
32	222	8694	4982	5814	6166	57.30	66.87	70.92
33	231	737	523	590	461	70.96	80.05	62.55
34	239	22678	6145	7972	11555	27.10	35.15	50.95
35	241	4681	2604	3861	3117	55.63	82.48	66.59
36	242	1529	884	1123	1128	57.82	73.45	73.77
37	243	3393	2334	2726	2625	68.79	80.34	77.37
38	251	4106	2355	2821	3140	57.36	68.70	76.47
39	252	52	37	40	39	71.15	76.92	75.00
40	259	9634	6230	7159	7388	64.67	74.31	76.69
41	261	792	572	654	697	72.22	82.58	88.01

S No	NIC Code	Total Number of Reporting Factories	Number of Factories Incurring Expenses on			Percentage of Factories Incurring Expenses on		
			Bonus	PF & Others	Welfare Funds	Bonus	PF & Others	Welfare Funds
1	2	3	4	5	6	7	8	9
42	262	92	59	76	69	64.13	82.61	75.00
43	263	211	118	173	176	55.92	81.99	83.41
44	264	170	108	146	142	63.53	85.88	83.53
45	265	488	369	441	459	75.61	90.37	94.06
46	266	60	43	51	51	71.67	85.00	85.00
47	267	52	37	50	39	71.15	96.15	75.00
48	268	5	4	4	5	80.00	80.00	100.00
49	271	2452	1747	2098	2080	71.25	85.56	84.83
50	272	423	231	278	293	54.61	65.72	69.27
51	273	1157	758	886	989	65.51	76.58	85.48
52	274	484	337	411	380	69.63	84.92	78.51
53	275	759	507	578	584	66.80	76.15	76.94
54	279	801	583	660	665	72.78	82.40	83.02
55	281	5188	3953	4399	4521	76.20	84.79	87.14
56	282	5036	3539	4120	4225	70.27	81.81	83.90
57	291	126	99	114	112	78.57	90.48	88.89
58	292	645	408	498	509	63.26	77.21	78.91
59	293	4287	3444	3824	3923	80.34	89.20	91.51
60	301	98	63	88	77	64.29	89.80	78.57
61	302	299	222	265	250	74.25	88.63	83.61
62	303	67	42	65	66	62.69	97.01	98.51
63	304	52	40	45	26	76.92	86.54	50.00
64	309	1336	1101	1262	1253	82.41	94.46	93.79
65	310	1301	702	930	908	53.96	71.48	69.79
66	321	940	634	826	809	67.45	87.87	86.06
67	322	23	11	21	23	47.83	91.30	100.00
68	323	185	141	149	160	76.22	80.54	86.49
69	324	124	79	101	99	63.71	81.45	79.84
70	325	435	340	389	395	78.16	89.43	90.80
71	329	884	581	721	703	65.72	81.56	79.52
72	331	624	412	478	461	66.03	76.60	73.88
73	332	59	38	38	44	64.41	64.41	74.58
74	351	541	279	407	450	51.57	75.23	83.18
75	352	245	144	156	169	58.78	63.67	68.98
76	353	21	16	16	17	76.19	76.19	80.95
77	360	45	29	26	27	64.44	57.78	60.00
78	370	50	45	49	48	90.00	98.00	96.00
79	381	22	13	17	15	59.09	77.27	68.18
80	382	108	69	70	85	63.89	64.81	78.70
81	383	251	109	149	119	43.43	59.36	47.41
82	390	0	0	0	0	0.00	0.00	0.00
83	400	9130	5786	6575	7314	63.37	72.02	80.11
All India		191062	109582	127251	131616	57.35	66.60	68.89

CHAPTER VI
TREND TABLES

TABLE 6.1

Trend in Average Daily Employment in States by Category of Workers						
S No	State/U.T./ Year	Average Daily Employment				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	6	7	8
1	Jammu & Kashmir					
	2010-11	21241	1490	21266	43997	55285
	2011-12	25191	1452	26375	53018	63704
	2012-13	25482	1506	22063	49050	60658
	2013-14	25191	1636	26059	52886	66829
	2014-15	27171	1370	23497	52037	65022
	2015-16	26695	1261	24371	52327	68612
2	Himachal Pradesh					
	2010-11	80425	7820	31573	119818	156396
	2011-12	81660	7797	26834	116290	163440
	2012-13	84773	8851	40103	133727	184833
	2013-14	92628	11226	28852	132706	194608
	2014-15	96921	12950	37925	147796	208781
	2015-16	83928	11206	39987	135122	187568
3	Punjab					
	2010-11	330385	16316	138328	485029	613926
	2011-12	323871	21564	138886	484320	600041
	2012-13	316828	20759	130540	468127	583520
	2013-14	300025	20670	164824	485520	602818
	2014-15	301557	22989	143405	467951	583316
	2015-16	309906	23288	158415	491609	609675
4	Chandigarh					
	2010-11	6894	182	1245	8321	12851
	2011-12	7422	186	2169	9777	14893
	2012-13	6828	208	1279	8315	12599
	2013-14	6088	215	1727	8030	13143
	2014-15	4821	226	1487	6534	10594
	2015-16	4746	448	1243	6436	11014
5	Uttrakhand					
	2010-11	106427	10193	117460	234079	288261
	2011-12	120785	10832	141847	273464	342385
	2012-13	116013	12316	138939	267268	335300
	2013-14	134962	12281	164887	312131	386654
	2014-15	130456	16662	148099	295217	374861
	2015-16	134468	15210	159149	308828	388389
6	Haryana					
	2010-11	218590	9415	199340	427346	546260
	2011-12	204948	11977	220000	436925	582372
	2012-13	216272	12118	203035	431425	566595
	2013-14	228611	16083	223046	467741	612419

S No	State/U.T./Year	Average Daily Employment					
		Directly Employed Workers		Contract Workers	All Workers	All Employees	
		Men	Women				
1	2	3	4	6	7	8	
7	Delhi	2014-15	257647	16557	306729	580933	744026
		2015-16	253561	17009	288856	559426	717193
		2010-11	65076	4028	9932	79036	122193
		2011-12	64987	4342	7561	76890	116221
		2012-13	66051	3959	8500	78510	119001
		2013-14	60844	3611	10818	75273	112180
		2014-15	66262	4250	10253	80766	122852
8	Rajasthan	2015-16	63309	3349	8871	75529	114341
		2010-11	209619	5629	122620	337868	431800
		2011-12	217084	7724	133080	357888	474883
		2012-13	204125	9148	126427	339700	443027
		2013-14	203400	11390	141216	356006	470078
		2014-15	215463	13284	147032	375780	487520
		2015-16	224291	12736	155695	392721	508574
9	Uttar Pradesh	2010-11	383783	14366	228297	626446	808666
		2011-12	396707	15202	258839	670748	864346
		2012-13	392507	14801	228450	635759	825537
		2013-14	411203	17732	272848	701782	912206
		2014-15	411324	17504	244603	673431	883331
		2015-16	447069	18276	265286	730630	941293
		10	Bihar	2010-11	31121	1340	58485	90945	106213
2011-12	33557			1422	73984	108963	126592
2012-13	28662			1443	70407	100512	116396
2013-14	29189			1590	65343	96122	113594
2014-15	34494			2125	88939	125557	146109
2015-16	29232			1899	72136	103267	119496
11	Sikkim			2010-11	1702	755	2778	5235	6844
		2011-12	2136	868	4134	7138	8906
		2012-13	2678	723	4651	8052	10278
		2013-14	3412	908	5907	10227	12749
		2014-15	3417	935	6748	11100	13675
		2015-16	3764	944	4450	9158	12674
		12	Arunachal Pradesh	2010-11
2011-12	...			...	...	...	...
2012-13	...			...	...	...	...
2013-14	...			...	...	...	...
2014-15	2160			236	529	2925	3684
2015-16	1831			262	567	2660	3420
13	Nagaland						

S No	State/U.T./ Year	Average Daily Employment				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	6	7	8
	2010-11	1227	267	406	1900	2208
	2011-12	1310	272	613	2195	2521
	2012-13	1491	316	870	2677	3039
	2013-14	1604	387	1312	3303	3746
	2014-15	2227	526	2090	4843	5519
	2015-16	2282	558	2027	4867	5626
14	Manipur					
	2010-11	838	526	2530	3894	4563
	2011-12	300	105	4147	4552	5303
	2012-13	782	950	3481	5213	6084
	2013-14	1799	1955	1234	4988	5879
	2014-15	2083	2149	2336	6568	7591
	2015-16	2158	2414	2410	6982	8096
15	Tripura					
	2010-11	2920	127	27411	30458	33327
	2011-12	2686	143	24475	27304	29933
	2012-13	2407	124	23262	25793	28526
	2013-14	2683	133	23708	26524	29121
	2014-15	2953	217	23086	26256	28871
	2015-16	3066	234	20377	23677	26719
16	Meghalaya					
	2010-11	3140	136	2829	6105	7671
	2011-12	2978	65	5778	8821	11005
	2012-13	3219	314	5950	9483	11986
	2013-14	3200	266	7532	10998	13434
	2014-15	3247	360	8263	11870	14339
	2015-16	2936	331	7545	10812	13094
17	Assam					
	2010-11	104909	8469	27896	141274	166657
	2011-12	111061	7541	31463	150065	180531
	2012-13	100285	12625	27985	140896	167835
	2013-14	112878	14717	30093	157687	186483
	2014-15	115324	17917	30107	163348	195567
	2015-16	117259	16859	39210	173328	208520
18	West Bengal					
	2010-11	350521	7167	156287	513975	635626
	2011-12	351672	6349	176817	534838	654276
	2012-13	349364	9151	178770	537284	656123
	2013-14	342743	10275	169223	522241	645738
	2014-15	336608	11688	155853	504148	632470
	2015-16	331795	12393	152961	497149	634835
19	Jharkhand					
	2010-11	92065	6507	29837	128410	188090
	2011-12	87310	5458	43027	135795	196793
	2012-13	78019	4145	45123	127287	188046

S No	State/U.T./Year	Average Daily Employment					
		Directly Employed Workers		Contract Workers	All Workers	All Employees	
		Men	Women				
1	2	3	4	6	7	8	
20	Odisha	2013-14	78325	4229	47897	130450	187877
		2014-15	79736	4047	59812	143595	182085
		2015-16	77226	5077	59460	141763	179639
	2010-11	101766	17604	110035	229404	282860	
	2011-12	100700	15203	107667	223571	284637	
	2012-13	83355	5135	124588	213079	263651	
	2013-14	81146	3749	121893	206788	260771	
	2014-15	86720	4923	123193	214836	262817	
2015-16	82885	4670	121597	209153	257842		
21	Chhattisgarh	2010-11	75038	1925	57849	134813	178581
		2011-12	72762	3764	61742	138269	185985
		2012-13	78898	2759	56294	137950	173076
		2013-14	75574	3451	52007	131032	166236
		2014-15	77289	2948	62563	142799	179324
		2015-16	75026	3379	59509	137914	171906
22	Madhya Pradesh	2010-11	147286	7921	76951	232158	310944
		2011-12	144897	8482	80133	233511	314838
		2012-13	139716	9099	74976	223790	302209
		2013-14	145239	10939	83034	239212	322833
		2014-15	142093	10828	104004	256924	344031
		2015-16	162149	13110	92745	268004	358323
23	Gujarat	2010-11	600892	33456	357702	992050	1295334
		2011-12	657345	30673	371770	1059789	1383773
		2012-13	637373	26584	382505	1046462	1363628
		2013-14	612619	39264	397841	1049725	1372669
		2014-15	665397	34980	402827	1103204	1462206
		2015-16	712066	42448	436892	1191406	1563868
24	Daman & Diu	2010-11	55952	9608	19025	84585	112457
		2011-12	54548	11331	14506	80384	103596
		2012-13	63982	12228	21357	97567	128442
		2013-14	62989	11815	14411	89215	109462
		2014-15	47871	11481	18995	78347	97156
		2014-16	45819	11954	20040	77813	95971
25	Dadra & Nagar Haveli	2010-11	47334	2808	36860	87003	109671
		2011-12	54306	3319	32043	89668	113512
		2012-13	41546	3286	31447	76279	97422
		2013-14	41421	2920	39056	83397	148522
		2014-15	49304	2874	44809	96987	122371
		2015-16	44016	2845	47271	94133	117132

S No	State/U.T./ Year	Average Daily Employment					
		Directly Employed Workers		Contract Workers	All Workers	All Employees	
		Men	Women				
1	2	3	4	6	7	8	
26	Maharashtra						
	2010-11	636713	78950	487360	1203023	1698122	
	2011-12	699564	83995	537437	1320995	1880606	
	2012-13	662118	74015	497208	1233341	1784909	
	2013-14	676303	87772	564613	1328688	1886025	
	2014-15	670339	95201	539810	1305350	1883675	
	2015-16	676117	82895	612233	1371245	1970456	
27	Andhra Pradesh						
	2010-11	421311	119019	500143	1040307	1300892	
	2011-12	438692	135329	536844	1110866	1362788	
	2012-13	214793	86440	104814	406048	503615	
	2013-14	218167	85347	111612	415127	522057	
	2014-15	220111	95664	108300	424075	528417	
	2015-16	212322	87724	117944	417989	520056	
28	Karnataka						
	2010-11	297986	182319	128700	609005	781716	
	2011-12	325035	226469	154827	706332	905946	
	2012-13	329391	202475	133730	665597	862203	
	2013-14	329664	218172	158105	705941	927392	
	2014-15	336282	241816	170274	748372	974022	
	2015-16	326247	255411	187078	768736	1005074	
29	Goa						
	2010-11	15806	3189	17081	36076	53152	
	2011-12	21397	4648	18666	44710	65974	
	2012-13	17558	3159	16621	37338	55831	
	2013-14	17002	3492	19124	39618	56684	
	2014-15	16866	2781	25405	45052	65610	
	2015-16	19082	5469	24807	49358	71193	
30	Kerala						
	2010-11	102326	171836	53483	327645	381340	
	2011-12	101758	180568	48076	330402	393425	
	2012-13	107566	166720	45295	319582	380498	
	2013-14	98857	155087	36111	290055	351662	
	2014-15	105627	151276	37422	294325	384058	
	2015-16	111823	117363	43852	273038	338920	
31	Tamil Nadu						
	2010-11	775048	499867	317656	1592571	1943319	
	2011-12	790222	493321	311799	1595342	1940819	
	2012-13	802810	486574	313063	1602447	1965020	
	2013-14	820309	489495	331656	1641460	2046553	
	2014-15	862266	549169	329992	1741427	2127703	
	2015-16	893857	694198	342377	1930431	2326458	
32	Puducherry						
	2010-11	24456	4903	19349	48708	59258	
	2011-12	25407	5307	14459	45173	55472	

S No	State/U.T./ Year	Average Daily Employment				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	6	7	8
	2012-13	20778	4536	11631	36945	48527
	2013-14	20325	5783	13643	39751	50108
	2014-15	18880	5547	12625	37052	46961
	2015-16	19911	4936	18002	42849	53716
33	A & N Islands					
	2010-11	240	10	32	282	370
	2011-12	290	12	60	362	430
	2012-13	297	23	78	398	502
	2013-14	304	36	81	421	521
	2014-15	311	34	82	427	520
	2015-16	291	33	61	385	481
34	Telangana					
	2010-11	...	...	...	...	...
	2011-12	...	...	...	...	...
	2012-13	182915	32837	369976	585728	701110
	2013-14	186019	262873	180470	629361	747062
	2014-15	176098	28339	381020	585456	692301
	2015-16	175725	30661	371000	577386	689537
	All India					
	2010-11	5313037	1228145	3360748	9901764	12694853
	2011-12	5522589	1305720	3610056	10438365	13429956
	2012-13	5378880	1229327	3443419	10051626	12950025
	2013-14	5424723	1509498	3510184	1044404	13538114
	2014-15	5569324	1383853	3802112	10755288	13881386
	2015-16	5676858	1500850	3958425	11136133	14299710

TABLE 6.2

Trend in Average Labour Cost {in Rs.} Per Manday Worked by All Employees in States by Components of Labour Cost						
S No	State/U.T./Year	Average Labour Costs {in Rupees} Per Manday Worked on				
		Wages/Salaries	Bonus	Provident Funds	Welfare Expenses	Overall
1	2	3	4	5	6	7
1	Jammu & Kashmir					
	2010-11	284.59	10.24	18.92	11.81	325.56
	2011-12	316.24	11.29	22.07	14.46	364.06
	2012-13	396.71	11.08	33.71	20.43	461.93
	2013-14	428.90	14.13	33.28	21.32	497.64
	2014-15	474.23	15.70	30.64	25.04	545.61
	2015-16	556.08	26.11	37.87	25.62	645.68
2	Himachal Pradesh					
	2010-11	490.86	14.52	42.26	31.71	579.35
	2011-12	626.37	22.38	50.18	43.16	742.09
	2012-13	634.77	20.67	52.16	36.48	744.09
	2013-14	746.00	20.66	63.09	53.47	883.21
	2014-15	856.49	28.53	64.43	51.54	1000.99
	2015-16	852.82	32.6	62.73	53.36	1001.51
3	Punjab					
	2010-11	313.46	14.19	27.17	14.86	369.69
	2011-12	358.76	15.22	33.16	16.93	424.08
	2012-13	421.40	17.01	38.08	17.30	493.80
	2013-14	463.76	18.49	37.61	17.96	537.82
	2014-15	512.14	18.87	46.43	19.46	596.9
	2015-16	546.2	26.18	46.58	20.55	639.52
4	Chandigarh					
	2010-11	618.01	17.46	56.70	32.77	724.93
	2011-12	538.17	13.43	49.21	15.59	616.39
	2012-13	617.64	15.62	79.18	39.87	752.32
	2013-14	846.75	16.99	105.11	31.79	1000.64
	2014-15	933.18	31.28	104.82	46.74	1116.03
	2015-16	1010.12	19.18	79.18	32.55	1141.03
5	Uttrakhand					
	2010-11	384.41	18.37	29.65	31.06	463.50
	2011-12	442.04	19.29	33.95	36.04	531.31
	2012-13	518.52	12.51	39.51	41.62	612.15
	2013-14	539.25	13.16	37.81	40.28	630.50
	2014-15	603.01	14.76	39.11	43.01	699.89
	2015-16	646.81	16.44	41.02	43.43	747.7
6	Haryana					
	2010-11	527.42	17.07	43.44	35.78	623.71
	2012-13	606.94	17.40	49.35	42.53	716.22
	2011-12	704.26	20.68	54.59	44.31	823.84
	2013-14	773.06	22.70	55.22	46.19	897.18
	2014-15	785.63	21.19	56.93	45.29	909.04
	2015-16	837.4	26.56	66.72	51.02	981.71
7	Delhi					

S No	State/U.T./Year	Average Labour Costs {in Rupees} Per Manday Worked on					
		Wages/Salaries	Bonus	Provident Funds	Welfare Expenses	Overall	
1	2	3	4	5	6	7	
8	Rajasthan	2010-11	531.34	20.34	48.00	23.96	623.64
		2011-12	632.00	31.01	56.35	32.04	751.39
		2012-13	693.13	28.86	56.21	34.31	812.50
		2013-14	714.61	30.41	54.59	31.27	831.88
		2014-15	812.88	37.58	62.81	31.58	944.85
		2015-16	769.72	35.75	70.76	30.1	906.32
	Uttar Pradesh	2010-11	395.66	13.09	37.07	19.13	464.94
		2011-12	436.80	15.91	39.11	22.91	514.73
		2012-13	547.16	14.10	42.83	25.82	629.91
		2013-14	593.27	17.52	43.07	28.53	682.39
		2014-15	665.67	17.02	47.71	31.04	761.45
		2015-16	710.09	25.75	49.35	38.43	823.62
10	Bihar	2010-11	440.79	20.93	45.69	30.85	538.26
		2011-12	476.90	16.45	42.01	28.22	563.58
		2012-13	539.42	17.74	45.93	34.84	637.93
		2013-14	619.24	19.10	42.66	35.35	716.35
		2014-15	661.35	19.56	54.24	40.97	776.12
		2015-16	700.18	24.67	57.47	38.62	820.94
11	Sikkim	2010-11	283.03	5.71	21.39	21.23	331.35
		2011-12	303.08	6.61	22.08	21.73	355.50
		2012-13	372.37	23.83	23.08	26.72	446.00
		2013-14	426.32	6.65	28.74	25.98	487.69
		2014-15	413.00	10.22	34.84	23.69	481.76
		2015-16	518.27	8.48	34.71	22.16	583.62
12	Arunachal Pradesh	2010-11	1423.76	7.81	41.93	31.88	1505.38
		2011-12	1172.89	13.80	46.56	39.90	1273.15
		2012-13	733.48	15.79	59.86	41.66	850.79
		2013-14	744.14	10.81	69.04	39.06	863.05
		2014-15	895.46	6.39	72.62	43.99	1018.46
		2015-16	1359.41	38.96	76.93	54.47	1529.77
13	Nagaland	2010-11	...	...	...	...	...
		2011-12	...	...	...	...	...
		2012-13	...	...	...	...	...
		2013-14	...	...	...	...	...
		2014-15	348.66	12.69	7.02	14.56	382.92
		2015-16	371.21	10.42	5.22	14.27	401.12
13	Nagaland	2010-11	160.24	4.63	26.59	14.25	205.70
		2011-12	206.28	4.85	28.39	16.32	255.84
		2012-13	256.93	4.89	2.41	7.23	271.46
		2013-14	236.57	5.36	3.59	6.55	252.05
		2014-15	258.09	3.42	2.71	9.02	273.23

S No	State/U.T./Year	Average Labour Costs {in Rupees} Per Manday Worked on					
		Wages/Salaries	Bonus	Provident Funds	Welfare Expenses	Overall	
1	2	3	4	5	6	7	
14	Manipur	2015-16	244.92	4.58	2.99	13.39	265.88
		2010-11	167.25	1.16	0.94	2.90	172.25
		2011-12	186.18	0.92	0.85	2.60	190.55
		2012-13	192.34	0.93	0.68	3.00	196.95
		2013-14	212.56	1.82	1.33	3.92	219.63
		2014-15	218.83	1.57	1.71	2.69	224.81
		2015-16	225.7	1.65	1.81	3.49	232.65
15	Tripura	2010-11	154.01	11.32	9.84	12.14	187.32
		2011-12	171.41	12.10	10.16	12.29	205.96
		2012-13	184.75	12.04	12.51	14.63	223.92
		2013-14	187.68	10.71	1208.00	13.09	223.56
		2014-15	199.85	11.13	14.14	12.03	237.15
		2015-16	235.53	11.09	16.26	10.89	273.77
		16	Meghalaya	2010-11	369.92	13.98	18.59	21.66	424.15
2011-12	387.72			6.98	18.18	17.98	430.87
2012-13	459.19			5.59	16.90	28.66	510.33
2013-14	535.67			10.39	22.81	95.23	664.10
2014-15	522.62			7.24	16.42	44.73	591.01
2015-16	557.24			4.02	18.13	27.13	606.52
17	Assam			2010-11	318.54	19.72	58.78	60.75	457.80
		2011-12	315.00	19.46	38.68	53.47	426.61
		2012-13	374.94	29.08	54.59	69.74	528.35
		2013-14	420.40	22.42	44.69	49.01	536.52
		2014-15	417.77	25.00	50.64	49.11	542.52
		2015-16	481.03	23.57	46.86	54.47	605.94
		18	West Bengal	2010-11	403.60	19.13	47.10	27.84	497.67
2011-12	411.95			22.86	47.94	27.57	510.33
2012-13	465.25			20.44	57.56	28.55	571.81
2013-14	514.11			18.82	61.87	24.59	619.38
2014-15	576.84			22.48	69.29	29.62	698.23
2015-16	611.87			29.82	71.26	33.53	746.49
19	Jharkhand			2010-11	668.56	32.81	81.36	54.90	837.63
		2011-12	766.73	46.95	86.32	77.98	977.99
		2012-13	889.68	65.43	138.66	90.68	1184.45
		2013-14	966.79	74.90	125.28	96.12	1263.09
		2014-15	1046.1	71.89	149.56	115.31	1382.86
		2015-16	1100.66	95.81	155.59	102.76	1454.82
		20	Odisha	2010-11	433.81	9.63	33.88	29.45	506.76
2011-12	500.92			12.50	44.20	32.86	590.48
2012-13	591.73			10.23	69.10	34.69	705.75

S No	State/U.T./Year	Average Labour Costs {in Rupees}Per Manday Worked on				
		Wages/Salaries	Bonus	Provident Funds	Welfare Expenses	Overall
1	2	3	4	5	6	7
	2013-14	688.49	10.96	88.94	51.30	839.69
	2014-15	718.82	22.81	81.94	40.00	863.56
	2015-16	787.36	14	93.31	42.77	937.43
21	Chhattisgarh					
	2010-11	579.74	21.59	66.80	42.84	710.97
	2011-12	619.47	21.03	62.23	50.47	753.19
	2012-13	775.98	14.04	79.17	46.22	915.41
	2013-14	862.93	18.81	130.52	42.12	1054.38
	2014-15	898.36	17.47	120.21	43.31	1079.36
	2015-16	940.59	12.98	113.12	60.24	1126.93
22	Madhya Pradesh					
	2010-11	448.19	20.30	42.66	31.14	542.28
	2011-12	511.34	20.57	46.80	37.38	616.08
	2012-13	584.51	25.20	53.59	38.24	701.54
	2013-14	628.57	25.28	49.77	47.83	751.45
	2014-15	684.24	22.75	60.39	45.92	813.3
	2015-16	725.96	23.92	62.3	45.39	857.57
23	Gujarat					
	2010-11	460.00	23.32	39.14	35.09	557.55
	2011-12	512.08	24.09	35.12	28.91	600.19
	2012-13	561.20	26.77	41.29	32.89	662.14
	2013-14	623.76	27.08	39.10	40.54	730.48
	2014-15	715.65	29.14	48.75	42.46	836
	2015-16	772.56	33.67	51.06	41.52	898.81
24	Daman & Diu					
	2010-11	372.01	26.27	25.86	31.21	455.35
	2011-12	485.00	22.91	29.17	40.26	578.04
	2012-13	511.66	27.03	26.46	33.09	598.24
	2013-14	531.62	28.61	29.02	39.22	628.47
	2014-15	604.22	27.81	34.50	24.67	691.2
	2015-16	1017.51	58.52	62.87	47.31	1186.2
25	Dadra & Nagar Haveli					
	2010-11	384.55	18.47	19.02	22.05	444.08
	2011-12	440.93	32.03	20.88	21.50	515.35
	2012-13	504.89	22.62	24.72	23.85	576.08
	2013-14	413.90	17.40	17.46	21.61	470.37
	2014-15	632.48	25.49	31.78	28.11	717.85
	2015-16	646.22	23.31	29.29	27.07	725.88
26	Maharashtra					
	2010-11	629.80	31.14	54.30	44.39	759.64
	2011-12	713.32	33.70	64.62	57.12	868.77
	2012-13	819.10	34.98	70.27	59.52	983.88
	2013-14	875.21	41.68	65.19	62.07	1044.15
	2014-15	1003.34	40.95	78.94	67.19	1190.41
	2015-16	1041.69	48.54	77.36	83.61	1251.21
27	Andhra Pradesh					
	2010-11	340.31	11.34	31.33	24.92	407.91

S No	State/U.T./Year	Average Labour Costs {in Rupees} Per Manday Worked on				
		Wages/Salaries	Bonus	Provident Funds	Welfare Expenses	Overall
1	2	3	4	5	6	7
	2011-12	386.63	14.69	28.32	23.56	453.20
	2012-13	477.05	13.80	37.55	32.05	560.45
	2013-14	552.96	13.01	39.82	39.97	645.75
	2014-15	611.48	16.83	41.98	39.96	710.24
	2015-16	658.05	17.2	44.62	50.04	769.91
28	Karnataka					
	2010-11	527.38	25.95	54.88	40.11	648.32
	2011-12	547.70	26.84	53.27	40.64	668.46
	2012-13	699.25	33.47	65.42	57.24	855.38
	2013-14	709.04	30.68	61.53	51.43	852.68
	2014-15	769.4	39.66	70.39	56.33	935.77
	2015-16	813.52	38.55	72.57	58.97	983.62
29	Goa					
	2010-11	705.77	35.82	71.23	56.03	868.86
	2011-12	676.49	29.14	63.44	50.58	819.66
	2012-13	859.20	35.11	79.14	57.13	1030.58
	2013-14	921.51	28.86	76.18	59.48	1086.03
	2014-15	1055.91	42.55	95.18	64.47	1258.11
	2015-16	1030.46	40.19	75.24	63.85	1209.73
30	Kerala					
	2010-11	331.04	21.72	45.79	29.02	427.57
	2011-12	362.13	26.73	49.31	29.27	467.44
	2012-13	436.05	31.17	52.16	35.36	554.73
	2013-14	497.57	34.21	59.24	35.07	626.09
	2014-15	571.68	37.21	65.03	37.19	711.11
	2015-16	672.68	41.75	74.57	46.37	835.36
31	Tamil Nadu					
	2010-11	352.71	25.83	31.76	36.84	447.14
	2011-12	421.17	30.61	38.67	46.36	536.81
	2012-13	490.33	31.14	41.84	55.00	618.31
	2013-14	569.19	36.60	43.07	58.34	707.20
	2014-15	607.14	34.30	49.78	59.60	750.83
	2015-16	627.11	37.37	51.48	58.12	774.09
32	Puducherry					
	2010-11	428.47	21.28	38.52	45.39	533.66
	2011-12	487.48	23.12	49.56	49.62	69.78
	2012-13	594.30	29.75	53.99	81.30	759.34
	2013-14	515.52	34.08	72.20	78.22	700.02
	2014-15	652.38	32.19	66.46	73.35	824.38
	2015-16	622.92	27.62	51.07	70.05	771.66
33	A & N Islands					
	2010-11	342.40	14.42	34.88	21.83	413.53
	2011-12	362.81	19.86	38.23	28.31	449.21
	2012-13	386.67	16.74	23.03	12.31	438.74
	2013-14	469.15	19.09	37.04	17.15	542.42
	2014-15	507.29	18.49	39.26	26.07	591.12
	2015-16	417.93	13.03	25.28	23.24	479.47

S No	State/U.T./Year	Average Labour Costs {in Rupees}Per Manday Worked on				
		Wages/Salaries	Bonus	Provident Funds	Welfare Expenses	Overall
1	2	3	4	5	6	7
34	Telangana					
	2010-11	...	...	...	...	...
	2011-12	...	...	...	...	...
	2012-13	463.85	18.06	34.61	30.64	547.16
	2013-14	480.38	14.30	33.80	28.83	557.32
	2014-15	507.82	15.48	36.67	29.47	589.44
	2015-16	561.63	19.54	37.4	28.94	647.51
	All India					
	2010-11	443.25	21.48	41.43	33.63	539.79
	2011-12	501.53	23.86	44.38	37.56	607.33
	2012-13	583.11	25.59	51.51	43.01	703.23
	2013-14	639.47	27.34	51.52	45.27	763.60
	2014-15	706.02	28.66	58.98	47.57	841.22
	2015-16	750.37	33.00	60.86	51.45	895.68

TABLE 6.3

Trend in Wages/Salaries Per Manday Worked in States by Category of Workers						
S No	State/U.T./Year	Wages/Salaries Per Manday Worked {in Rupees}				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	6	7	8
1	Jammu & Kashmir					
	2010-11	230.21	139.65	183.13	204.73	284.59
	2011-12	258.36	181.38	190.64	223.03	316.24
	2012-13	302.45	201.17	240.25	271.68	396.71
	2013-14	327.86	239.24	247.35	286.10	428.90
	2014-15	345.93	253.71	272.34	310.23	474.23
	2015-16	385.65	295.29	288.41	338.12	556.08
2	Himachal Pradesh					
	2010-11	265.43	198.88	234.04	252.83	490.86
	2011-12	306.00	239.74	297.90	299.66	626.37
	2012-13	336.63	269.35	280.13	315.46	634.77
	2013-14	396.67	300.94	376.45	384.20	746.00
	2014-15	475.28	325.26	352.89	430.89	856.49
	2015-16	502.01	374.47	403.17	462.3	852.82
3	Punjab					
	2010-11	247.29	211.67	173.72	227.49	313.46
	2011-12	274.09	214.61	204.97	253.33	358.76
	2012-13	317.36	269.25	258.47	300.97	421.40
	2013-14	366.18	317.63	281.57	344.12	463.76
	2014-15	407.62	366.34	324.46	382.91	512.14
	2015-16	432.31	370.16	336.39	402.84	546.2
4	Chandigarh					
	2010-11	472.17	473.62	232.46	437.16	618.01
	2011-12	383.60	435.20	291.34	363.03	538.17
	2012-13	390.08	469.99	325.78	382.21	617.64
	2013-14	506.43	517.16	344.01	471.65	846.75
	2014-15	572.30	543.28	385.96	528.81	933.18
	2015-16	707.36	540.18	363.85	629.63	1010.12
5	Uttrakhhand					
	2010-11	327.82	181.78	214.19	264.94	384.41
	2011-12	370.30	230.76	233.18	293.06	442.04
	2012-13	425.52	272.73	271.06	338.12	518.52
	2013-14	439.67	282.94	298.97	359.02	539.25
	2014-15	467.25	294.38	326.64	386.59	603.01
	2015-16	495.92	334.68	357.56	416.84	646.81
6	Haryana					
	2010-11	354.99	299.27	252.02	306.01	527.42
	2011-12	401.92	315.90	270.35	333.65	606.94
	2012-13	440.40	346.18	293.71	369.18	704.26
	2013-14	496.86	371.60	343.99	420.33	773.06
	2014-15	515.36	385.74	353.33	428.10	785.63
	2015-16	560.32	439.45	391.64	471.44	837.4
7	Delhi					

S No	State/U.T./Year	Wages/Salaries Per Manday Worked {in Rupees}					
		Directly Employed Workers		Contract Workers	All Workers	All Employees	
		Men	Women				
1	2	3	4	6	7	8	
8	Rajasthan	2010-11	295.59	276.89	270.86	291.54	531.34
		2011-12	344.43	320.62	315.62	340.16	632.00
		2012-13	440.26	332.26	342.21	424.34	693.13
		2013-14	424.32	389.92	357.61	412.92	714.61
		2014-15	460.65	405.45	429.33	453.76	812.88
		2015-16	489.5	426.5	488.63	486.63	769.72
		2010-11	...	180.15	210.67	251.20	395.66
9	Uttar Pradesh	2011-12	317.30	195.62	241.75	288.09	436.80
		2012-13	394.88	229.16	299.14	356.21	547.16
		2013-14	418.34	257.68	338.95	383.38	593.27
		2014-15	466.85	292.04	373.07	425.75	665.67
		2015-16	498.39	362.42	395.52	455.34	710.09
		2010-11	294.82	228.51	190.94	256.42	440.79
		2011-12	320.37	260.22	212.85	279.01	476.90
10	Bihar	2012-13	358.29	260.81	242.04	315.08	539.42
		2013-14	448.50	339.90	273.55	378.60	619.24
		2014-15	434.26	337.97	306.33	386.01	661.35
		2015-16	453.27	355.18	325.45	405.48	700.18
		2010-11	327.12	89.49	137.70	233.35	283.03
		2011-12	254.58	139.13	175.42	203.63	303.08
		2012-13	311.50	170.86	206.01	241.86	372.37
11	Sikkim	2013-14	373.49	204.55	227.52	281.12	426.32
		2014-15	393.85	212.34	236.51	288.78	413.00
		2015-16	504.3	262.89	254.63	343	518.27
		2010-11	335.37	197.29	203.78	245.30	1423.76
		2011-12	255.54	202.47	234.74	237.05	1172.89
		2012-13	293.42	265.58	260.57	271.91	733.48
		2013-14	323.18	283.99	290.09	300.56	744.14
12	Arunachal Pradesh	2014-15	385.58	307.15	328.70	344.40	895.46
		2015-16	647.86	430.56	396.19	503.27	1359.41
		2010-11	...	...	...	...	...
		2011-12	...	...	...	...	...
		2012-13	...	...	...	...	...
		2013-14	...	...	...	...	...
		2014-15	241.85	174.71	420.83	265.69	348.66
13	Nagaland	2015-16	238.95	192.64	414	267.02	371.21
		2010-11	71.31	83.99	377.41	146.53	160.24
		2011-12	215.50	121.11	143.21	190.07	206.28
		2012-13	191.55	139.57	160.85	179.10	256.93
		2013-14	232.48	154.12	189.09	210.78	236.57

S No	State/U.T./Year	Wages/Salaries Per Manday Worked {in Rupees}					
		Directly Employed Workers		Contract Workers	All Workers	All Employees	
		Men	Women				
1	2	3	4	6	7	8	
14	Manipur	2014-15	268.86	175.14	179.10	229.35	258.09
		2015-16	261.18	174.57	154.3	218.51	244.92
		2010-11	175.87	127.64	158.38	158.07	167.25
		2011-12	254.58	164.11	170.31	175.69	186.18
		2012-13	211.69	170.05	178.60	181.78	192.34
		2013-14	217.06	184.02	180.46	194.67	212.56
		2014-15	225.64	189.33	195.26	202.66	218.83
		2015-16	234.9	194.77	197.97	208.04	225.7
15	Tripura	2010-11	230.24	47.31	117.31	133.70	154.01
		2011-12	240.69	97.05	130.29	146.44	171.41
		2012-13	291.27	195.33	130.22	154.59	184.75
		2013-14	316.22	197.36	133.28	162.96	187.68
		2014-15	313.10	215.67	141.63	172.80	199.85
		2015-16	313.58	231.95	181.18	206.48	235.53
		2010-11	304.23	347.57	203.34	257.39	369.92
16	Meghalaya	2011-12	300.08	1326.33	237.92	266.64	387.72
		2012-13	374.23	316.09	302.08	326.94	459.19
		2013-14	403.50	299.35	392.11	393.20	535.67
		2014-15	397.48	373.40	389.35	391.09	522.62
		2015-16	413.68	372.68	397.98	401.45	557.24
		2010-11	256.88	140.03	143.60	230.74	318.54
17	Assam	2011-12	234.93	138.99	187.30	221.81	315.00
		2012-13	271.69	187.18	243.79	260.42	374.94
		2013-14	367.09	178.21	231.35	330.41	420.40
		2014-15	310.30	188.95	267.70	291.37	417.77
		2015-16	327.21	241.21	344.17	323.2	481.03
		2010-11	308.99	325.48	209.50	278.48	403.60
18	West Bengal	2011-12	341.70	269.05	226.05	302.04	411.95
		2012-13	379.57	430.80	289.38	350.52	465.25
		2013-14	419.13	610.96	321.91	391.13	514.11
		2014-15	446.94	453.27	367.06	421.82	576.84
		2015-16	487.7	359.78	368.79	447.22	611.87
		2010-11	520.26	469.10	229.19	456.04	668.56
19	Jharkhand	2011-12	650.24	539.52	257.37	535.41	766.73
		2012-13	803.19	755.01	245.34	628.16	889.68
		2013-14	933.70	916.57	294.04	726.53	966.79
		2014-15	1009.09	1176.24	363.18	758.32	1046.10
		2015-16	1106.84	807.29	395.33	811.75	1100.66
		2010-11	409.56	180.84	230.81	312.10	433.81
20	Odisha	2010-11	409.56	180.84	230.81	312.10	433.81

S No	State/U.T./Year	Wages/Salaries Per Manday Worked {in Rupees}					
		Directly Employed Workers		Contract Workers	All Workers	All Employees	
		Men	Women				
1	2	3	4	6	7	8	
21	Chhattisgarh	2011-12	543.95	214.32	248.03	378.67	500.92
		2012-13	587.34	419.62	292.86	409.24	591.73
		2013-14	711.32	698.66	338.66	486.15	688.49
		2014-15	681.69	455.32	350.41	483.03	718.82
		2015-16	730.55	505.03	382.53	523.94	787.36
21	Chhattisgarh	2010-11	374.12	213.53	196.13	296.99	579.74
		2011-12	424.16	254.82	236.10	336.04	619.47
		2012-13	690.38	266.25	280.09	516.61	775.98
		2013-14	778.66	308.10	305.35	580.45	862.93
		2014-15	821.19	328.58	334.51	597.49	898.36
		2015-16	859.82	349.57	359.26	629.6	940.59
22	Madhya Pradesh	2010-11	326.26	230.52	208.22	283.39	448.19
		2011-12	384.94	255.32	242.87	330.63	511.34
		2012-13	419.98	307.93	268.22	363.93	584.51
		2013-14	465.13	323.58	299.84	400.66	628.57
		2014-15	485.81	355.26	326.04	423.38	684.24
		2015-16	520.68	363.37	345.29	451.91	725.96
23	Gujarat	2010-11	309.07	205.17	231.54	277.59	460.00
		2011-12	341.06	229.03	267.54	311.87	512.08
		2012-13	381.93	243.70	298.69	347.76	561.20
		2013-14	417.35	275.58	307.40	369.95	623.76
		2014-15	469.41	321.82	340.12	417.06	715.65
		2015-16	509.23	361.66	406.62	465.79	772.56
24	Daman & Diu	2010-11	234.07	145.74	220.35	221.01	372.01
		2011-12	307.61	203.51	287.10	289.29	485.70
		2012-13	339.55	213.59	277.56	310.48	511.66
		2013-14	368.08	244.43	307.52	341.89	531.62
		2014-15	416.41	299.48	332.62	379.09	604.22
		2015-16	424.53	326.72	364.07	394.03	1017.51
25	Dadra & Nagar Haveli	2010-11	258.75	186.58	210.30	235.56	384.55
		2011-12	285.60	198.48	251.50	270.17	440.93
		2012-13	326.61	237.86	296.98	310.65	504.89
		2013-14	414.89	319.78	294.88	356.81	413.90
		2014-15	442.84	351.69	338.22	392.24	632.48
		2015-16	430.16	317.62	375.04	398.95	646.22
26	Maharashtra	2010-11	470.42	224.77	264.39	371.71	629.80
		2011-12	518.02	254.06	303.36	415.33	713.32
		2012-13	580.31	243.31	350.41	467.48	819.10
		2013-14	621.24	279.82	369.60	492.77	875.21
		2014-15	689.63	279.42	418.60	547.54	1003.34

S No	State/U.T./Year	Wages/Salaries Per Manday Worked {in Rupees}				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	6	7	8
27	2015-16	717.29	333.54	444.43	572.84	1041.69
	Andhra Pradesh					
	2010-11	345.32	155.25	164.58	238.59	340.31
	2011-12	394.10	188.39	181.53	268.29	386.63
	2012-13	426.36	215.99	279.42	346.96	477.05
	2013-14	498.53	243.64	323.69	399.76	552.96
	2014-15	550.00	257.82	338.84	431.68	611.48
28	2015-16	576.01	284.57	414	469.69	658.05
	Karnataka					
	2010-11	401.68	216.91	258.43	316.65	527.38
	2011-12	438.05	224.12	297.71	338.29	547.70
	2012-13	559.43	279.27	390.46	441.11	699.25
	2013-14	598.08	281.18	392.38	454.67	709.04
	2014-15	613.96	314.64	423.26	474.42	769.40
29	2015-16	683.43	353.84	453.25	518.31	813.52
	Goa					
	2010-11	748.11	333.88	293.44	492.43	705.77
	2011-12	629.53	334.78	272.95	446.12	676.49
	2012-13	675.47	469.03	321.50	500.14	859.20
	2013-14	775.41	617.84	344.14	551.81	921.51
	2014-15	853.02	704.30	384.51	578.36	1055.91
30	2015-16	766.51	433.65	433.99	562.43	1030.46
	Kerala					
	2010-11	415.76	132.69	190.35	239.73	331.04
	2011-12	468.54	147.50	212.98	265.43	362.13
	2012-13	533.34	177.51	264.96	320.39	436.05
	2013-14	602.03	203.89	334.42	364.77	497.57
	2014-15	642.76	243.65	400.36	417.29	571.68
31	2015-16	731.72	291.54	440.74	510.47	672.68
	Tamil Nadu					
	2010-11	291.20	156.16	245.95	241.33	352.71
	2011-12	350.25	171.38	272.41	279.89	421.17
	2012-13	401.11	203.55	315.69	324.46	490.33
	2013-14	431.48	230.03	363.62	357.80	569.19
	2014-15	474.16	256.53	364.65	384.92	607.14
32	2015-16	495.86	260.69	387.74	392.57	627.11
	Puducherry					
	2010-11	350.17	199.08	203.07	274.40	428.47
	2011-12	372.21	255.74	195.32	302.35	487.48
	2012-13	381.75	277.54	487.28	402.93	594.30
	2013-14	444.58	230.03	363.62	357.80	569.19
	2014-15	493.73	334.61	335.62	416.36	652.38
33	2015-16	576.41	354.09	291.16	432.21	622.92
	A & N Islands					
	2010-11	233.88	227.09	359.13	248.15	342.40
	2011-12	335.06	245.81	310.72	328.35	362.81

S No	State/U.T./ Year	Wages/Salaries Per Manday Worked {in Rupees}				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	6	7	8
	2012-13	333.55	234.63	345.00	330.12	386.67
	2013-14	402.20	357.40	402.12	398.61	469.15
	2014-15	437.16	344.63	408.39	424.29	507.29
	2015-16	371.86	387.96	417.01	381.32	417.93
34	Telangana					
	2010-11	...	...	...	...	...
	2011-12	...	...	...	...	...
	2012-13	531.26	345.17	170.43	293.13	463.85
	2013-14	540.15	128.92	280.71	308.92	480.38
	2014-15	619.35	383.23	196.14	332.30	507.82
	2015-16	654.64	370.22	214.25	356.26	561.63
	All India					
	2010-11	337.81	176.02	218.76	278.68	443.25
	2011-12	382.17	195.26	246.20	313.00	501.53
	2012-13	441.23	232.82	285.86	363.76	583.11
	2013-14	488.24	239.59	325.81	399.84	639.47
	2014-15	525.05	285.04	341.72	430.60	706.02
	2015-16	557.92	303.64	375.22	459.95	750.37

TABLE 6.4				
Trend in Percentage of Labour Cost on Employees to Total Cost of Production in States				
S No	State/U.T./Year	Labour Cost Per Manday Worked {Rs.}	Wages/Salaries Per Manday Worked {Rs.}	Percentage of Labour Cost to Total Cost of Production
1	2	3	4	5
1	Jammu & Kashmir			
	2010-11	325.56	248.36	3.89
	2011-12	364.06	316.24	4.42
	2012-13	461.93	396.71	4.28
	2013-14	497.64	428.90	5.28
	2014-15	545.61	474.23	5.80
	2015-16	645.68	556.08	6.76
2	Himachal Pradesh			
	2010-11	579.35	369.81	4.90
	2011-12	742.09	626.37	6.20
	2012-13	744.09	634.77	5.51
	2013-14	883.21	746.00	6.58
	2014-15	1000.99	856.49	6.60
	2015-16	1001.51	852.82	6.98
3	Punjab			
	2010-11	369.69	276.29	5.43
	2011-12	424.08	358.76	5.66
	2012-13	493.80	421.40	5.82
	2013-14	537.82	463.76	6.08
	2014-15	596.90	512.14	6.62
	2015-16	639.52	546.2	7.46
4	Chandigarh			
	2010-11	724.93	485.29	13.22
	2011-12	616.39	538.17	13.29
	2012-13	752.32	617.64	14.37
	2013-14	1000.64	846.75	14.19
	2014-15	1116.03	933.18	18.46
	2015-16	1141.03	1010.12	11.6
5	Uttrakhand			
	2010-11	463.50	368.66	5.37
	2011-12	531.31	442.04	4.99
	2012-13	612.15	518.52	4.92
	2013-14	630.50	539.25	5.28
	2014-15	699.89	603.01	5.54
	2015-16	747.7	646.81	4.65
6	Haryana			
	2010-11	623.71	461.62	5.63
	2011-12	716.22	606.94	5.91
	2012-13	823.84	704.26	5.71
	2013-14	897.18	773.06	6.52
	2014-15	909.04	785.63	6.25

S No	State/U.T./Year	Labour Cost Per Manday Worked {Rs.}	Wages/Salaries Per Manday Worked {Rs.}	Percentage of Labour Cost to Total Cost of Production	
1	2	3	4	5	
7	Delhi	2015-16	981.71	837.4	6.15
		2010-11	623.64	401.60	7.58
		2011-12	751.39	632.00	8.94
		2012-13	812.50	693.13	7.96
		2013-14	831.88	714.61	7.10
		2014-15	944.85	812.88	8.19
		2015-16	906.32	769.72	6.26
8	Rajasthan	2010-11	464.94	326.74	5.19
		2011-12	514.73	636.80	5.22
		2012-13	629.91	547.16	5.43
		2013-14	682.39	593.27	5.90
		2014-15	761.45	665.67	6.53
		2015-16	823.62	710.09	6.87
		9	Uttar Pradesh	2010-11	538.26	354.93	5.59
2011-12	563.58			476.90	5.11
2012-13	637.93			539.42	5.28
2013-14	716.35			619.24	5.76
2014-15	776.12			661.35	5.49
2015-16	820.94			700.18	6.5
10	Bihar			2010-11	331.35	246.47	3.13
		2011-12	353.50	303.08	1.81
		2012-13	446.00	372.37	2.38
		2013-14	487.69	426.32	2.49
		2014-15	481.76	413.00	3.27
		2015-16	583.62	518.27	3.68
		11	Sikkim	2010-11	1505.38	893.19	18.18
2011-12	1273.15			1172.89	15.86
2012-13	850.79			733.48	10.28
2013-14	863.05			744.14	11.56
2014-15	1018.46			895.46	12.44
2015-16	1529.77			1359.41	12.66
12	Arunachal Pradesh			2010-11	...
		2011-12	...	...	...
		2012-13	...	...	...
		2013-14	...	...	...
		2014-15	382.92	348.66	3.70
		2015-16	401.12	371.21	3.86
		13	Nagaland		

S No	State/U.T./Year	Labour Cost Per Manday Worked {Rs.}	Wages/Salaries Per Manday Worked {Rs.}	Percentage of Labour Cost to Total Cost of Production	
1	2	3	4	5	
14	Manipur	2010-11	205.70	87.10	3.02
		2011-12	255.84	206.28	3.01
		2012-13	271.46	256.93	3.66
		2013-14	252.05	236.57	8.66
		2014-15	273.23	258.09	12.01
		2015-16	265.88	244.92	11.43
	Tripura	2010-11	172.25	126.61	8.92
		2011-12	190.55	186.18	8.69
		2012-13	196.95	192.34	10.17
		2013-14	219.63	212.56	10.04
		2014-15	224.81	218.83	13.60
		2015-16	232.65	225.7	13.75
15	Tripura	2010-11	187.32	137.69	12.42
		2011-12	205.96	171.41	13.31
		2012-13	223.92	184.75	14.18
		2013-14	223.56	187.68	13.86
		2014-15	237.15	199.85	13.78
		2015-16	273.77	235.53	13.25
16	Meghalaya	2010-11	424.15	314.45	4.77
		2011-12	430.87	387.72	5.85
		2012-13	510.33	459.19	6.25
		2013-14	664.10	535.67	7.46
		2014-15	591.01	522.62	6.68
		2015-16	606.52	557.24	6.16
17	Assam	2010-11	457.80	242.25	6.03
		2011-12	426.61	315.00	4.58
		2012-13	528.35	374.94	5.43
		2013-14	536.52	420.40	5.16
		2014-15	542.52	417.77	5.20
		2015-16	605.94	481.03	6.41
18	West Bengal	2010-11	497.67	313.51	6.10
		2011-12	510.33	411.95	5.35
		2012-13	571.81	465.25	2.49
		2013-14	619.38	514.11	5.61
		2014-15	698.23	576.84	5.76
		2015-16	746.49	611.87	6.4
19	Jharkhand	2010-11	837.63	580.92	6.15
		2011-12	977.99	766.73	7.03

S No	State/U.T./Year	Labour Cost Per Manday Worked {Rs.}	Wages/Salaries Per Manday Worked {Rs.}	Percentage of Labour Cost to Total Cost of Production			
1	2	3	4	5			
20	Odisha	2012-13	1184.45	889.68	7.49		
		2013-14	1263.09	966.79	8.96		
		2014-15	1382.86	1046.10	7.54		
		2015-16	1454.82	1100.66	7.74		
		2010-11	506.76	390.51	7.30		
		2011-12	590.48	500.92	6.27		
		2012-13	705.75	591.73	5.44		
		2013-14	839.69	688.49	7.05		
21	Chhattisgarh	2014-15	863.56	718.82	6.49		
		2015-16	937.43	787.36	6.03		
		2010-11	710.97	440.33	6.31		
		2011-12	753.19	619.47	5.92		
		2012-13	915.41	775.98	6.19		
		2013-14	1054.38	862.93	6.90		
		2014-15	1079.36	898.36	6.39		
		2015-16	1126.93	940.59	7.34		
22	Madhya Pradesh	2010-11	542.28	375.47	5.58		
		2011-12	616.08	511.34	4.94		
		2012-13	701.54	584.51	4.92		
		2013-14	751.45	628.57	5.30		
		2014-15	813.30	684.24	5.11		
		2015-16	857.57	725.96	5.78		
		23	Gujarat	2010-11	557.55	397.44	4.36
				2011-12	600.19	512.08	2.98
2012-13	662.14			561.20	2.92		
2013-14	730.48			623.76	2.97		
2014-15	836.00			715.65	3.55		
2015-16	898.81			772.56	4.55		
24	Daman & Diu			2010-11	455.35	307.40	4.58
				2011-12	578.04	485.70	4.86
		2012-13	598.24	511.66	6.86		
		2013-14	628.47	531.62	5.72		
		2014-15	691.20	604.22	6.75		
		2015-16	1186.2	1017.51	8.6		
		25	Dadra & Nagar Haveli	2010-11	444.08	341.19	2.41
				2011-12	515.35	440.93	2.40
2012-13	576.08			504.89	2.77		
2013-14	470.37			413.90	2.33		

S No	State/U.T./Year	Labour Cost Per Manday Worked {Rs.}	Wages/Salaries Per Manday Worked {Rs.}	Percentage of Labour Cost to Total Cost of Production	
1	2	3	4	5	
26	Maharashtra	2014-15	717.85	632.48	2.42
		2015-16	725.88	646.22	3.42
		2010-11	759.64	530.71	6.54
		2011-12	868.77	713.32	6.27
		2012-13	983.88	819.10	6.48
		2013-14	1044.15	875.21	7.15
		2014-15	1190.41	1003.34	7.74
27	Andhra Pradesh	2015-16	1251.21	1041.69	8.24
		2010-11	407.91	295.81	6.03
		2011-12	453.20	386.63	6.00
		2012-13	560.45	477.05	4.90
		2013-14	645.75	552.96	4.55
		2014-15	710.24	611.48	5.25
		2015-16	769.91	658.05	6.61
28	Karnataka	2010-11	648.32	344.19	6.67
		2011-12	668.46	547.70	6.33
		2012-13	855.38	699.25	6.66
		2013-14	852.68	709.04	6.32
		2014-15	935.77	769.40	7.02
		2015-16	983.62	813.52	8.03
		29	Goa	2010-11	868.86	561.76	6.18
2011-12	819.66			676.49	6.25
2012-13	1030.58			859.20	7.02
2013-14	1086.03			921.51	7.60
2014-15	1258.11			1055.91	8.38
2015-16	1209.73			1030.46	8.07
30	Kerala			2010-11	427.57	279.35	6.21
		2011-12	467.44	362.13	5.25
		2012-13	554.73	436.05	5.53
		2013-14	626.09	497.57	5.44
		2014-15	711.11	571.68	6.29
		2015-16	835.36	672.68	7.27
		31	Tamil Nadu	2010-11	447.14	325.24	7.76
2011-12	536.81			421.17	6.14
2012-13	618.31			490.33	7.07
2013-14	707.20			569.19	7.46
2014-15	750.83			607.14	7.94
2015-16	774.09			627.11	9.07

S No	State/U.T./Year	Labour Cost Per Manday Worked {Rs.}	Wages/Salaries Per Manday Worked {Rs.}	Percentage of Labour Cost to Total Cost of Production
1	2	3	4	5
32	Puducherry			
	2010-11	533.66	358.48	6.42
	2011-12	609.78	487.48	5.95
	2012-13	759.34	594.30	5.80
	2013-14	700.02	515.52	6.86
	2014-15	824.38	652.38	8.06
	2015-16	771.66	622.92	7.49
33	A & N Islands			
	2010-11	413.53	294.86	2.98
	2011-12	449.21	362.81	3.36
	2012-13	438.74	386.67	3.99
	2013-14	542.42	469.15	4.69
	2014-15	591.12	507.29	5.36
	2015-16	479.47	417.93	5.47
34	Telangana			
	2010-11	...	...	...
	2011-12	...	...	...
	2012-13	547.16	463.85	8.98
	2013-14	557.32	480.38	9.02
	2014-15	589.44	507.82	9.20
	2015-16	647.51	561.63	9.21
	All India			
	2010-11	539.79	372.82	5.91
	2011-12	607.33	501.53	5.26
	2012-13	703.23	583.11	5.20
	2013-14	763.60	639.47	5.73
	2014-15	841.22	706.02	6.11
	2015-16	895.68	750.37	6.85

TABLE 6.5

Trend in Number of Reporting Factories in States						
S No	State/U.T./Year	Number of Reporting Factories	Percentage of Factories Employing Contract Workers	Percentage of Factories Paying or Incurring Expenses on		
				Bonus	Provident Funds	Welfare Expenses
1	2	3	4	6	7	8
1	Jammu & Kashmir					
	2010-11	705	37.87	51.91	80.71	83.97
	2011-12	810	30.37	50.25	80.49	81.85
	2012-13	838	34.49	53.58	81.50	87.71
	2013-14	882	30.39	55.44	79.02	81.07
	2014-15	864	29.86	51.97	78.70	79.05
	2015-16	945	23.60	54.18	71.32	70.37
2	Himachal Pradesh					
	2010-11	1915	22.14	62.19	91.12	88.36
	2011-12	2214	17.16	60.84	90.88	88.17
	2012-13	2395	26.68	66.10	90.27	91.02
	2013-14	2409	18.89	68.58	87.42	88.21
	2014-15	2362	21.42	62.83	78.96	80.86
	2015-16	2767	20.38	54.35	71.96	72.86
3	Punjab					
	2010-11	10523	37.21	58.87	86.23	70.50
	2011-12	10132	36.78	56.84	86.42	68.67
	2012-13	10064	35.42	55.17	83.41	73.05
	2013-14	10391	38.17	50.62	79.98	66.54
	2014-15	10441	35.24	51.31	80.93	66.83
	2015-16	12521	31.09	42.03	66.07	55.73
4	Chandigarh					
	2010-11	280	6.43	53.21	96.43	83.93
	2011-12	261	12.26	54.79	93.87	85.82
	2012-13	280	5.71	63.21	91.07	91.07
	2013-14	250	14.80	66.80	97.20	96.80
	2014-15	229	5.68	62.45	86.90	88.21
	2015-16	262	4.20	38.55	82.82	69.08
5	Uttrakhand					
	2010-11	2424	40.39	46.00	77.10	81.23
	2011-12	2521	42.32	50.18	79.93	84.25
	2012-13	2468	42.95	46.03	74.23	82.58
	2013-14	2656	45.03	53.05	80.65	84.79
	2014-15	2572	44.67	55.44	78.54	83.59
	2015-16	2978	41.37	52.08	71.96	73.77
6	Haryana					
	2010-11	4678	30.80	62.33	89.78	78.54
	2011-12	4822	33.55	61.32	89.34	81.94
	2012-13	4889	32.44	62.38	88.53	81.45
	2013-14	5293	32.04	61.69	87.06	84.66
	2014-15	6611	42.19	57.27	80.49	84.37
	2015-16	7953	32.25	47.58	65.42	67.79

S No	State/U.T./Year	Number of Reporting Factories	Percentage of Factories Employing Contract Workers	Percentage of Factories Paying or Incurring Expenses on		
				Bonus	Provident Funds	Welfare Expenses
1	2	3	4	6	7	8
7	Delhi					
	2010-11	2878	7.16	73.25	84.75	84.09
	2011-12	2851	7.19	84.39	96.11	93.76
	2012-13	2863	6.15	80.58	95.28	93.57
	2013-14	2936	5.86	81.61	94.96	93.02
	2014-15	2978	7.35	77.87	92.98	92.18
	2015-16	3776	4.82	57.44	70.63	67.45
8	Rajasthan					
	2010-11	7516	30.84	52.24	81.92	62.25
	2011-12	7622	29.52	51.52	83.61	65.38
	2012-13	7935	25.48	44.90	73.03	56.41
	2013-14	7874	25.21	46.94	76.67	64.36
	2014-15	8005	22.91	45.90	73.64	63.72
	2015-16	9049	22.26	41.23	65.63	56.89
9	Uttar Pradesh					
	2010-11	11312	29.68	65.39	77.21	73.68
	2011-12	11631	31.42	64.67	78.50	75.63
	2012-13	11641	26.42	62.98	74.20	73.40
	2013-14	12382	28.23	63.76	76.29	75.25
	2014-15	12327	25.36	63.63	74.44	74.07
	2015-16	15291	20.05	50.45	62.38	60.72
10	Bihar					
	2010-11	2545	57.69	21.81	27.15	72.69
	2011-12	2870	61.36	14.88	21.43	70.10
	2012-13	2944	42.60	12.19	15.56	51.26
	2013-14	3130	37.66	11.66	15.88	43.74
	2014-15	2940	44.46	14.18	18.57	49.35
	2015-16	3623	33.15	10.35	15.65	40.27
11	Sikkim					
	2010-11	53	37.47	54.72	52.83	77.36
	2011-12	54	44.44	55.56	62.96	83.33
	2012-13	62	35.48	51.61	62.90	75.81
	2013-14	66	36.36	43.94	60.61	78.79
	2014-15	67	32.84	38.81	62.69	70.15
	2015-16	68	35.29	51.47	66.18	72.06
12	Arunachal Pradesh					
	2010-11	...	...	...	...	...
	2011-12	...	...	...	...	...
	2012-13	...	...	...	...	...
	2013-14	...	...	...	...	...
	2014-15	118	9.32	42.37	13.56	59.32
	2015-16	120	10.00	40.00	8.33	70.00
13	Nagaland					
	2010-11	84	22.62	20.24	13.10	92.86
	2011-12	85	14.47	31.76	12.94	92.94

S No	State/U.T./Year	Number of Reporting Factories	Percentage of Factories Employing Contract Workers	Percentage of Factories Paying or Incurring Expenses on			
				Bonus	Provident Funds	Welfare Expenses	
1	2	3	4	6	7	8	
14	Manipur	2012-13	104	15.38	43.27	6.73	72.12
		2013-14	115	22.61	42.61	10.43	73.91
		2014-15	174	21.84	46.55	5.75	78.16
		2015-16	185	21.62	43.24	6.49	76.22
		2010-11	88	62.50	27.27	9.09	80.68
		2011-12	97	83.51	23.71	8.25	76.29
		2012-13	121	47.93	25.62	5.79	83.47
		2013-14	140	17.14	24.29	8.57	81.43
		2014-15	158	13.29	27.22	8.86	74.68
		2015-16	173	10.98	24.86	9.83	84.39
15	Tripura	2010-11	448	73.88	84.15	49.33	80.13
		2011-12	437	70.25	75.97	51.72	74.60
		2012-13	530	54.53	61.13	42.45	58.30
		2013-14	538	53.16	62.45	44.42	58.36
		2014-15	545	53.03	62.02	44.04	58.17
		2015-16	558	44.09	51.97	33.15	50.00
		2010-11	94	35.11	46.81	91.49	81.91
16	Meghalaya	2011-12	99	38.38	41.41	88.89	84.85
		2012-13	102	39.22	38.24	56.86	57.84
		2013-14	105	38.10	36.19	68.57	62.86
		2014-15	103	35.92	30.10	66.99	61.17
		2015-16	102	26.47	26.47	66.67	66.67
		2010-11	2646	22.75	46.64	50.91	74.60
17	Assam	2011-12	2870	24.56	38.50	48.43	72.68
		2012-13	2902	19.75	40.25	41.59	71.09
		2013-14	3283	17.79	41.00	39.38	71.46
		2014-15	3462	14.93	39.72	39.37	65.34
		2015-16	3890	14.94	38.95	34.22	60.82
		2010-11	7334	23.78	77.05	82.04	70.60
18	West Bengal	2011-12	7407	23.88	76.04	83.58	69.57
		2012-13	7387	21.78	73.58	78.27	68.59
		2013-14	7895	21.42	72.55	81.89	69.87
		2014-15	7878	20.92	70.64	84.63	68.93
		2015-16	9300	19.02	64.88	72.56	63.69
		2010-11	2189	22.02	48.47	54.91	67.02
19	Jharkhand	2011-12	2259	32.89	46.30	54.80	70.03
		2012-13	2127	38.98	36.11	48.80	53.55
		2013-14	2347	38.30	42.22	46.27	58.20
		2014-15	2341	36.99	34.30	49.42	53.70

S No	State/U.T./Year	Number of Reporting Factories	Percentage of Factories Employing Contract Workers	Percentage of Factories Paying or Incurring Expenses on		
				Bonus	Provident Funds	Welfare Expenses
1	2	3	4	6	7	8
20	Odisha	2831	32.39	32.50	41.50	48.75
	2015-16					
	2010-11	2482	29.29	34.81	66.68	58.46
	2011-12	2486	33.39	36.20	65.16	60.14
	2012-13	2434	28.10	29.54	54.03	42.60
	2013-14	2399	22.38	25.55	52.31	43.23
	2014-15	2469	27.30	27.83	59.21	48.52
21	Chhattisgarh	2948	19.17	23.41	48.03	43.32
	2015-16					
	2010-11	2065	44.79	43.92	57.09	41.16
	2011-12	2185	37.25	44.03	57.99	42.61
	2012-13	2143	35.60	35.00	54.64	39.15
	2013-14	2771	29.15	33.99	50.68	41.04
	2014-15	2534	32.36	31.49	59.79	40.17
22	Madhya Pradesh	3037	25.58	26.93	46.82	31.54
	2015-16					
	2010-11	3744	18.22	60.58	82.72	60.87
	2011-12	3696	18.64	59.36	80.84	60.71
	2012-13	3412	20.34	58.73	80.69	63.63
	2013-14	3437	21.38	59.65	78.47	67.41
	2014-15	3664	19.76	53.85	76.86	62.42
23	Gujarat	4426	18.19	47.83	65.63	60.82
	2015-16					
	2010-11	16931	25.64	75.46	72.90	73.33
	2011-12	17529	24.08	73.75	73.30	74.94
	2012-13	18175	23.97	65.70	67.17	68.56
	2013-14	18069	23.05	66.15	68.19	69.91
	2014-15	17884	24.38	68.05	70.06	69.77
24	Daman & Diu	24426	18.08	51.56	53.06	53.17
	2015-16					
	2010-11	1513	17.38	76.93	61.86	89.62
	2011-12	1341	20.51	72.78	62.49	87.99
	2012-13	1303	26.09	78.97	67.08	88.72
	2013-14	1313	16.53	75.32	66.49	79.89
	2014-15	1113	24.62	74.75	62.89	85.18
25	Dadra & Nagar Haveli	1832	11.57	41.65	36.30	54.37
	2015-16					
	2010-11	1231	41.43	80.99	67.99	91.23
	2011-12	1114	35.01	84.38	76.12	85.55
	2012-13	1012	32.02	82.11	75.49	88.93
	2013-14	930	41.29	70.86	74.19	84.62
	2014-15	965	43.32	81.24	75.44	91.50
26	Maharashtra	1392	24.93	47.92	50.50	56.68
	2015-16					
	2010-11	21865	32.51	72.60	77.82	78.74

S No	State/U.T./Year	Number of Reporting Factories	Percentage of Factories Employing Contract Workers	Percentage of Factories Paying or Incurring Expenses on		
				Bonus	Provident Funds	Welfare Expenses
1	2	3	4	6	7	8
	2011-12	22615	33.47	73.80	81.28	81.21
	2012-13	23068	33.34	67.89	75.16	76.01
	2013-14	23369	34.52	73.10	79.37	80.92
	2014-15	22783	33.43	70.93	79.68	78.69
	2015-16	28210	28.48	55.92	61.98	63.69
27	Andhra Pradesh					
	2010-11	22043	37.43	34.22	49.71	47.66
	2011-12	22124	41.42	32.55	50.95	47.46
	2012-13	12503	26.65	25.45	32.28	39.01
	2013-14	12941	29.86	24.61	33.17	44.29
	2014-15	12905	23.83	24.76	32.30	40.53
	2015-16	16340	19.36	17.31	23.54	31.14
28	Karnataka					
	2010-11	8857	23.19	70.18	83.62	79.90
	2011-12	9459	21.50	72.24	83.55	82.24
	2012-13	9730	19.51	65.17	79.99	79.89
	2013-14	10062	20.91	66.08	80.45	81.60
	2014-15	10143	21.66	67.85	80.14	80.57
	2015-16	12973	17.68	50.90	62.25	62.83
29	Goa					
	2010-11	520	43.27	73.27	93.85	90.38
	2011-12	564	37.41	68.62	95.92	90.25
	2012-13	538	41.64	62.64	88.29	89.59
	2013-14	577	45.75	71.40	93.24	88.21
	2014-15	611	50.08	60.56	89.85	89.36
	2015-16	654	46.18	63.15	85.02	82.57
30	Kerala					
	2010-11	6195	17.63	73.98	78.81	61.08
	2011-12	6112	15.31	79.11	82.25	65.54
	2012-13	6333	11.72	76.74	79.35	69.49
	2013-14	6143	11.67	70.29	75.24	69.95
	2014-15	6440	11.65	65.48	70.26	63.91
	2015-16	7580	9.88	59.17	63.55	57.94
31	Tamil Nadu					
	2010-11	26296	17.50	86.04	76.31	81.21
	2011-12	26654	18.00	86.57	76.79	83.02
	2012-13	26739	16.59	81.02	72.96	82.92
	2013-14	28597	17.53	81.49	73.66	82.63
	2014-15	29081	16.73	79.11	71.66	82.35
	2015-16	37331	12.55	62.44	56.56	65.11
32	Puducherry					
	2010-11	711	32.77	77.50	79.04	87.90
	2011-12	775	29.68	76.77	88.65	89.16
	2012-13	671	31.00	63.79	75.86	80.48
	2013-14	697	30.99	71.16	82.21	90.10

S No	State/U.T./Year	Number of Reporting Factories	Percentage of Factories Employing Contract Workers	Percentage of Factories Paying or Incurring Expenses on		
				Bonus	Provident Funds	Welfare Expenses
1	2	3	4	6	7	8
	2014-15	612	25.49	68.63	71.90	83.01
	2015-16	682	29.18	61.44	65.25	79.77
33	A & N Islands					
	2010-11	13	15.38	61.54	76.92	100.00
	2011-12	15	20.00	80.00	80.00	93.33
	2012-13	19	5.26	73.68	68.42	94.74
	2013-14	20	5.00	80.00	60.00	95.00
	2014-15	20	5.00	75.00	75.00	95.00
	2015-16	19	5.26	57.89	73.68	94.74
34	Telangana					
	2010-11	...	...	...	...	...
	2011-12	...	...	...	...	...
	2012-13	11371	25.42	21.60	38.81	40.04
	2013-14	12171	17.66	19.76	34.48	38.54
	2014-15	14068	17.29	14.74	27.44	29.36
	2015-16	14874	15.58	16.24	27.13	31.17
	All India					
	2010-11	172177	28.28	64.53	73.24	71.23
	2011-12	175710	28.90	64.27	74.40	72.67
	2012-13	179102	25.52	58.94	68.02	68.97
	2013-14	185690	25.18	59.26	68.41	70.26
	2014-15	189468	24.80	57.42	66.99	68.11
	2015-16	233116	20.36	47.01	54.59	56.47

TABLE 6.6				
Trend in Percentage of Absenteeism and Labour Turnover in States				
S No	State/U.T./Year	Percentage of Absenteeism	Percentage of Labour Turnover	
			Accession	Separation
1	2	3	4	5
1	Jammu & Kashmir			
	2010-11	6.44	12.13	14.70
	2011-12	5.71	13.08	13.39
	2012-13	5.92	18.43	14.60
	2013-14	5.02	9.70	12.26
	2014-15	5.25	14.36	14.55
	2015-16	5.04	12.31	12.49
2	Himachal Pradesh			
	2010-11	10.18	33.58	28.08
	2011-12	9.72	38.78	33.54
	2012-13	14.75	31.02	26.63
	2013-14	22.85	28.16	28.60
	2014-15	29.11	55.25	30.44
	2015-16	19.15	26.41	24.56
3	Punjab			
	2010-11	9.03	33.93	30.35
	2011-12	9.98	31.97	32.06
	2012-13	11.23	28.97	24.74
	2013-14	10.78	27.61	24.66
	2014-15	10.25	22.33	22.12
	2015-16	8.55	24.45	22.45
4	Chandigarh			
	2010-11	7.09	18.70	19.50
	2011-12	5.67	16.11	15.81
	2012-13	8.72	21.41	21.16
	2013-14	10.67	14.91	19.96
	2014-15	22.39	17.05	19.04
	2015-16	18.79	24.55	28.15
5	Uttrakhand			
	2010-11	8.36	36.51	19.48
	2011-12	8.39	19.68	15.04
	2012-13	18.61	15.94	12.53
	2013-14	20.17	18.57	12.60
	2014-15	15.19	15.41	11.2
	2015-16	11.1	14.42	11.12
6	Haryana			
	2010-11	10.15	30.91	27.52
	2011-12	10.95	34.87	32.53
	2012-13	9.99	23.77	20.49
	2013-14	10.91	24.37	20.84
	2014-15	11.67	27.16	19.4
	2015-16	11.49	16.81	13.86

S No	State/U.T./Year	Percentage of Absenteeism	Percentage of Labour Turnover		
			Accession	Separation	
1	2	3	4	5	
7	Delhi	2010-11	13.67	40.20	32.23
		2011-12	14.42	32.76	32.07
		2012-13	10.68	25.43	24.62
		2013-14	31.71	26.34	27.65
		2014-15	22.09	20.6	21.17
		2015-16	20.64	16.63	17.14
		8	Rajasthan	2010-11	8.57
2011-12	9.14			17.12	16.94
2012-13	1.48			29.91	15.88
2013-14	20.84			20.44	18.04
2014-15	23.73			31.72	29.13
2015-16	17.72			17.58	15.09
9	Uttar Pradesh			2010-11	8.81	30.61	28.97
		2011-12	9.21	30.82	26.89
		2012-13	9.94	26.99	22.11
		2013-14	8.98	24.73	21.24
		2014-15	10.59	25.51	23.99
		2015-16	9.87	6.57	5.75
		10	Bihar	2010-11	5.49	35.27	34.84
2011-12	5.25			37.24	36.47
2012-13	9.25			29.13	25.81
2013-14	13.18			40.97	27.13
2014-15	8.19			22.18	26.79
2015-16	9.54			24.84	20.44
11	Sikkim			2010-11	2.36	12.86	2.67
		2011-12	1.96	5.05	2.74
		2012-13	0.95	3.03	1.34
		2013-14	1.35	3.43	0.70
		2014-15	1.13	0.28	0.18
		2015-16	3.29	10.62	7.52
		12	Arunachal Pradesh	2010-11	...
2011-12	...			...	...
2012-13	...			...	...
2013-14	...			...	...
2014-15	1.98			9.43	5.99
2015-16	4.66			10.87	10.43
13	Nagaland			2010-11	0.73	0.92	0.66
		2011-12	0.55	0.78	1.95
		2012-13	0.04	0.06	0.19

S No	State/U.T./Year	Percentage of Absenteeism	Percentage of Labour Turnover		
			Accession	Separation	
1	2	3	4	5	
14	Manipur	2013-14	0.11	1.67	0.61
		2014-15	0.36	1.37	0
		2015-16	0.53	0	0
		2010-11	5.23	16.85	11.93
		2011-12	5.80	2.52	2.52
		2012-13	5.20	0.00	0.00
15	Tripura	2013-14	7.12	0.21	2.10
		2014-15	4.61	1.15	0
		2015-16	4.33	0.46	0
		2010-11	2.82	2.47	3.48
		2011-12	0.87	2.45	2.31
		2012-13	4.10	0.92	1.80
16	Meghalaya	2013-14	5.22	1.17	2.60
		2014-15	19.75	2.56	0.98
		2015-16	31.68	0.98	0.43
		2010-11	3.85	10.19	11.22
		2011-12	2.67	4.05	4.43
		2012-13	21.78	3.39	4.94
17	Assam	2013-14	29.28	6.13	3.17
		2014-15	61.13	4.99	5.67
		2015-16	19.31	2.37	2.59
		2010-11	4.44	4.38	3.55
		2011-12	5.30	6.59	7.47
		2012-13	4.03	2.78	2.34
18	West Bengal	2013-14	4.46	3.22	2.43
		2014-15	4.07	2.3	2.37
		2015-16	3.22	2.67	1.95
		2010-11	0.42	8.65	6.73
		2011-12	8.43	7.97	6.86
		2012-13	9.49	8.86	7.38
19	Jharkhand	2013-14	14.22	7.20	6.82
		2014-15	14.35	7.85	8.5
		2015-16	14.88	9.1	12.28
		2010-11	3.21	10.45	5.16
		2011-12	7.30	6.58	7.16
		2012-13	8.45	16.16	16.68
20	Odisha	2013-14	10.42	15.89	18.08
		2014-15	10.24	8.85	10.98
		2015-16	10.24	14.47	12.84

S No	State/U.T./Year	Percentage of Absenteeism	Percentage of Labour Turnover		
			Accession	Separation	
1	2	3	4	5	
21	Chhattisgarh	2010-11	6.46	11.66	9.17
		2011-12	9.40	6.54	7.11
		2012-13	6.38	5.28	4.25
		2013-14	11.30	7.07	5.68
		2014-15	13.62	5.18	3.93
		2015-16	12.66	4.16	3.99
22	Madhya Pradesh	2010-11	6.67	9.10	8.83
		2011-12	5.23	12.15	10.04
		2012-13	5.51	7.14	10.06
		2013-14	4.78	5.95	6.40
		2014-15	10.29	5.87	6.74
		2015-16	9.27	4.4	5.45
23	Gujarat	2010-11	5.21	16.08	14.19
		2011-12	6.65	15.42	15.08
		2012-13	10.21	15.60	16.12
		2013-14	9.24	16.04	12.24
		2014-15	8.31	12.05	9.78
		2015-16	7.4	11.28	8.5
24	Daman & Diu	2010-11	7.27	17.38	13.51
		2011-12	8.05	16.04	13.33
		2012-13	9.89	17.27	14.25
		2013-14	11.24	17.03	14.01
		2014-15	10.22	40.42	14.14
		2015-16	9.43	13.3	11.61
25	Dadra & Nagar Haveli	2010-11	7.54	13.59	11.75
		2011-12	10.32	16.09	16.33
		2012-13	16.18	6.91	5.50
		2013-14	16.62	8.12	7.42
		2014-15	10.98	11.57	10.97
		2015-16	9.24	19.37	18.64
26	Maharashtra	2010-11	8.88	31.20	42.53
		2011-12	8.48	20.88	19.22
		2012-13	11.36	34.78	27.08
		2013-14	16.39	21.13	19.70
		2014-15	11.14	26.6	24.43
		2015-16	15.27	15.26	14.8
		2010-11	10.99	22.88	17.67
		2011-12	11.07	18.75	15.59
		2012-13	11.09	18.08	17.56
		2013-14	11.64	14.37	13.15

S No	State/U.T./Year	Percentage of Absenteeism	Percentage of Labour Turnover		
			Accession	Separation	
1	2	3	4	5	
27	Andhra Pradesh	2014-15	12.85	14.99	15.04
		2015-16	10.71	15.4	14.17
		2010-11	5.31	10.34	8.96
		2011-12	5.64	10.35	8.72
		2012-13	5.82	11.79	9.43
		2013-14	5.38	10.51	8.09
		2014-15	4.44	12.93	9.64
28	Karnataka	2015-16	4.18	13.22	8.59
		2010-11	8.47	24.74	20.48
		2011-12	9.76	22.50	19.97
		2012-13	8.84	17.55	15.87
		2013-14	8.79	18.70	16.87
		2014-15	8.5	19.91	15.83
		2015-16	8.75	15.32	14.99
29	Goa	2010-11	0.00	0.00	0.00
		2011-12	10.05	25.71	28.78
		2012-13	20.28	18.82	20.08
		2013-14	13.17	38.48	20.94
		2014-15	11.17	15.86	19.24
		2015-16	10.66	136.53	22.29
		30	Kerala	2010-11	12.57	9.36	10.30
2011-12	12.02			8.18	7.54
2012-13	14.86			9.12	9.14
2013-14	12.96			8.22	7.68
2014-15	12.21			8.03	6.98
2015-16	11.11			10.25	9.17
31	Tamil Nadu			2010-11	6.12	17.00	12.12
		2011-12	7.06	13.91	12.20
		2012-13	7.25	22.01	9.60
		2013-14	6.70	10.29	8.34
		2014-15	6.71	10.05	8.06
		2015-16	6.52	8.42	6.69
		32	Puducherry	2010-11	4.82	6.13	7.04
2011-12	38.68			11.00	7.90
2012-13	7.11			20.92	8.08
2013-14	5.91			9.85	11.22
2014-15	8.68			9.47	10.3
2015-16	5.75			7.54	6.7
33	A & N Islands			2010-11	14.52	6.08	11.79

S No	State/U.T./Year	Percentage of Absenteeism	Percentage of Labour Turnover	
			Accession	Separation
1	2	3	4	5
	2011-12	9.88	29.51	32.79
	2012-13	63.79	26.80	27.45
	2013-14	100.00	12.50	7.81
	2014-15	100	22.19	25.94
	2015-16	10.69	14.24	20.2
34	Telangana			
	2010-11	...	...	...
	2011-12	...	...	...
	2012-13	5.59	7.70	8.23
	2013-14	2.84	10.49	2.43
	2014-15	3.64	2.37	2.05
	2015-16	4.72	10.26	2.95
	All India			
	2010-11	7.89	19.94	16.44
	2011-12	8.90	18.49	16.57
	2012-13	7.17	18.65	14.43
	2013-14	9.89	15.61	13.17
	2014-15	10.31	18.95	14.08
	2015-16	9.5	12.39	10.63

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Government of India
 Ministry of Statistics and Programme Implementation
 Return under Collection of Statistics Act, 2008 and rules framed there under in 2011
 Annual Survey of Industries 2015-2016 (Part –I)
 (Please read the instructions before filling the return)

Block A: Identification particulars (for official use)					
1. Schedule Despatch (DSL) No.					
2. PSL No.					
3. Scheme code (<i>Census-1, Sample-2</i>)					
4. Industry code as per frame (4-digit level of NIC-2008)					
5. Industry code as per return (5-digit level of NIC-2008)					
6. Description of Industry:					
7. State Code					
8. District Code					
9. Sector (<i>Rural-1, Urban-2</i>)					
10. RO /SRO code					
11. No. of Units					
12. Status of Unit (<i>Code</i>)					

Block B: Particulars of the factory (to be filled by owner of the factory)					
1. Name and address of the Industrial undertaking:	1.1 Vill./Town:				
	1.2 District name:				
	1.3 State name:				
	1.4 PIN Code				
2. Type of organisation (<i>code</i>)					
3. Company Identification Number (CIN)					
4. Whether the unit has ISO Certification, 14000 Series (<i>yes-1, no-2</i>)					
5. Year of initial production					
.....6.Accountingyear(.....to)					
7. Number of months of operation					
8. Does your unit have computerised accounting system? (<i>yes-1, no-2</i>)					
9. Can your unit supply ASI data in computer media? (<i>yes-1, no-2</i>)					
10. Details of contact person	i) Name & designation:				
	ii) Tele (with STD code)				
	iii) FAX no.				
	iv) E-mail				

DECLARATION

I hereby declare that information furnished in this return is correct and complete to the best of my knowledge and belief.

Date :

Place :

(Name and Signature of owner with stamp)

DSL No PSL No

Block E: EMPLOYMENT AND LABOUR COST							
Sl. No.	Category of staff	Man-days worked			Average number of persons worked	No. of mandays paid for	Wages/ salaries (in Rs.)
		Manu- facturing	Non Manufacturing	Total			
1	2	3	4	5	6	7	8
Part A: Details for each category of staff							
1.	Male workers employed directly						
2.	Female workers employed directly						
3.	Sub-total (items 1 + 2)						
4.	Workers employed through contractors						
5.	Total workers (items 3 + 4)						
6.	Supervisory & managerial staff						
7.	Other employees						
8.	Unpaid family members/ proprietor/ coop. members						
9.	Total employees (items 5+6+7+8)						
Part B: Some details for all categories of staff combined							
10.	Bonus (in Rs.)						
11.	Contribution to provident & other funds (in Rs.)						
12.	Workmen & staff welfare expenses (in Rs.)						
13.	Number of working days	(i) Manufacturing days					
		(ii) Non-manufacturing days					
		(iii) Total (i+ ii)					
14.	Total cost of production (in Rs.) [entry in col. 8 of item 9, 10, 11, and 12, block E + entry in col. 3 of item 7, 8, 9 & 10, block F + entry in col. 6 of item 23 of block H + entry in col. 6 of item 7, block I]						

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ANNUAL SURVEY OF INDUSTRIES 2015-2016
PART II MANDAYS WORKED, ABSENTEEISM & LABOUR TURNOVER

Block 1. Identification and other Particulars

1. Schedule Despatch No.				10. Type of Organisation (code)		16. Signature	
2. PSL No.							
3. Scheme Code (census - 1, sample - 2)				11. Company Identification Number (CIN)		17. Name of Scrutinizing Officer	
4. Industry code as per frame (4-digit level of NIC - 08)				12. Accounting Year		18. Personnel code	
5. Industry code as per return (5-digit level of NIC - 08)							
6. Description of Industry				13. Name of Superintending Officer		19. Head Quarter	
7. State code				14. Personnel code		20. Signature.	
8. District code				15. Head Quarter			
9. RO/SRO code							
Name and address of the Industrial Undertaking							
City/ Town/ Village		Tehsil/ Taluk		District		State	

Block 2- Mandays worked, absenteeism, labour turnover for regular workers directly employed for each month of the year.

Sl no.	Month	Scheduled Working days for Workers	No of Mandays Worked	No of Mandays lost due to absence	No of Workers in employment on		Accessions during the Month	Separations during the month due to	
					First day of month	Last day of month		Death or retirement	Other causes
0	1	2	3	4	5	6	7	8	9
1.	Apr, 2015								
2.	May, 2015								
3.	June, 2015								
4.	July, 2015								
5.	Aug, 2015								
6.	Sep, 2015								
7.	Oct, 2015								
8.	Nov, 2015								
9.	Dec, 2015								
10.	Jan, 2016								
11.	Feb, 2016								
12.	Mar, 2016								

NATIONAL INDUSTRIAL CLASSIFICATION-2008

GROUP	CODE	DESCRIPTIONS
SECTION A.		AGRICULTURE, HUNTING AND FORESTRY
DIVISION 01		AGRICULTURE, HUNTING AND RELATED SERVICE ACTIVITIES
	016	Support activities to Agriculture and Post Harvest Crop Activities
SECTION C.		MINING AND QUARRYING
DIVISION 14		OTHER MINING AND QUARRYING
	089	Mining and quarrying n.e.c.
	099	Support activities for other mining and quarrying
SECTION D.		MANUFACTURING
DIVISION 15		MANUFACTURE OF FOOD PRODUCTS AND BEVERAGES
	101	Processing and preservation of meat
	102	Processing and preserving of fish, crustaceans and mollusks and products thereof
	103	Processing and preserving of fruit and vegetables
	104	Manufacture of vegetable and animal oils and fats
	105	Manufacture of dairy products
	106	Manufacture of grain mill products, starches and starch products
	107	Manufacture of other food products
	108	Manufacture of prepared animal feeds
	110	Manufacture of beverages
	120	Manufacture of tobacco products
	131	Spinning, weaving and finishing of textiles
	139	Manufacture of other textiles
	141	Manufacture of wearing apparel, except fur apparel
	142	Manufacture of articles of fur
	143	Manufacture of knitted and crocheted apparel
	151	Tanning and dressing of leather; Manufacture of luggage, handbags, saddlery and harness; dressing and dyeing of fur
	152	Manufacture of footwear
	161	Saw milling and planing of wood
	162	Manufacture of products of wood, cork, straw and plaiting materials
	170	Manufacture of paper and paper products
	181	Printing and service activities relating to printing
	182	Reproduction of recorded media
	191	Manufacture of coke oven products

GROUP	CODE	DESCRIPTIONS
	192	Manufacture of refined petroleum products
	201	Manufacture of basic chemicals, fertilizer and nitrogen compounds, plastics and synthetic rubber in primary forms
	202	Manufacture of other chemical products
	203	Manufacture of man-made fibres
	210	Manufacture of pharmaceuticals, medicinal chemical and botanical products
	221	Manufacture of rubber products
	222	Manufacture of plastic products
	231	Manufacture of glass and glass products
	239	Manufacture of non-metallic mineral products n.e.c.
	241	Manufacture of basic iron and steel
	242	Manufacture of basic precious and other non-ferrous metals
	243	Casting of metals
	251	Manufacture of structural metal products, tanks, reservoirs and steam generators
	252	Manufacture of weapons and ammunition
	259	Manufacture of other fabricated metal products; metalworking service/ activities
	261	Manufacture of electronic components
	262	Manufacture of computers and peripheral equipment
	263	Manufacture of communication equipment
	264	Manufacture of consumer electronics
	265	Manufacture of measuring, testing, navigating and control equipment; watches & clocks
	266	Manufacture of irradiation, electro medical and electrotherapeutic equipment
	267	Manufacture of optical instruments and equipment
	268	Manufacture of magnetic and optical media
	271	Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus
	272	Manufacture of batteries and accumulators
	273	Manufacture of wiring and wiring devices
	274	Manufacture of electric lighting equipment
	275	Manufacture of domestic appliances
	279	Manufacture of other electrical equipment
	281	Manufacture of general purpose machinery
	282	Manufacture of special-purpose machinery
	291	Manufacture of motor vehicles
	292	Manufacture of bodies (coach-work) for motor vehicles

GROUP	CODE	DESCRIPTIONS
	293	Manufacture of parts and accessories for motor vehicles
	301	Building of ships and boats
	302	Manufacture of railway locomotives and rolling stock
	303	Manufacture of air and spacecraft and related machinery
	304	Manufacture of weapons and ammunition
	309	Manufacture of transport equipment n.e.c.
	310	Manufacture of furniture
	321	Manufacture of jewellery, bijouterie and related articles
	322	Manufacture of musical instruments
	323	Manufacture of sports goods
	324	Manufacture of games and toys
	325	Manufacture of medical and dental instruments and supplies
	329	Other manufacturing n.e.c.
	331	Repair of fabricated metal products, machinery and equipment
	332	Installation of industrial machinery and equipment
SECTION D.		ELECTRICITY, GAS, STEAM AND AIR CONDITION SUPPLY
	351	Electric power generation, transmission and distribution
	352	Manufacture of gas, distribution of gaseous fuels through mains
	353	Steam and air conditions supply
SECTION E.		WATER SUPPLY, SEWERAGE, WASTE MANAGEMENT AND REMEDATION ACTIVITIES
	360	Water Collection, treatment and supply
	370	Sewerage
	381	Waste treatment
	382	Waste Treatment & disposal
	383	Materials recovery
	390	Remediation activities and other waste management services
	400	All others Manufacturing activities not described above

n.e.c. stands for 'Not Elsewhere Classified'

List of Publications brought out by Labour Bureau on Annual Survey of Industries {ASI}			
Year of Publication	Symbol Number	Title of Publication	Price {in Rs.}
1	2	3	4
1981	PDLB-212-III(NIC)	Detailed State-wise Report on Food, Beverage and Tobacco Industries, 1971, Vol. II (NIC)	156.00
	PDLB-215-VI(NIC)	Detailed State-wise Report on Rubber, Petroleum, Coal, Chemicals and Non-Metallic Mineral Products Industries, 1971, Vol. V (NIC)	206.00
1982	<u>PDLB-227-1(I)</u> 750-1982(DSK-II)	Labour Statistics under ASI, 1973-74, Summary Report, Vol.I, Part-I	14.00
1983	PDLB-213-III (NIC)	Detailed State-wise Report on Textiles, Footwear, Wearing Apparel and made-up Textile Goods Industries, 1971, Vol.III(NIC)	136.00
	PDLB-214-IV (NIC)	Detailed State-wise Report on Wood, Cork, Furniture, Paper, Printing and Leather Industries, 1971, Vol.IV(NIC)	114.00
	PDLB-215-VI (NIC)	Detailed State-wise Report on Basic Metal and Machinery Manufacturing Industries, 1971, Vol.VI(NIC)	169.00
	PDLB-217-VII (NIC)	Detailed State-wise Report on Transport Equipment Manufacturing Industries, 1971, Vol.VII(NIC)	69.00
	PDLB-218-VIII (NIC)	Detailed State-wise Report on Miscellaneous Industries, 1971, Vol. VIII(NIC)	157.00
	PDLB-238(H)	Preliminary Summary Report (1978-79) (Hindi Version)	36.50
1985	PDLB-251-VII	Detailed State-wise Report on Transport Equipment Manufacturing Industries, 1963, 1964, 1966, 1971, 1973-74 and 1977-78, Vol.VII	102.00
1986	PDLB-258-I(H)	Summary Report 1973-74, 1977-78, Vol.I, Part-I (Hindi Version)	30.50
1987	PDLB-245-I	Detailed State-wise Report, 1963, 1964, 1966, 1971, 1973-74 and 1977-78, Vol.I(Part-II)	120.50
	<u>PDLB-262(N)</u> 650-1987(DSK-III)	ASI, 1980-81, Preliminary Summary Report-Census Sector	60.00
	<u>PDLB-264(N)</u> 650-1987(DSK-II)	Report on Labour Statistics under the ASI, 1979-80 (Sample)	15.00

Year of Publication	Symbol Number	Title of Publication	Price {in Rs.}
1	2	3	4
1988	<u>PDLB-260(N)</u> 650-1986(DSK-II)	Report on Labour Statistics under the ASI, 1977-78 (Sample Sector)	17.00
1989	<u>PDLB-352</u> 600-1989(DSK-III)	ASI, 1985-86, Summary Report on Employment and Labour Cost in Census Sector	22.00
	PDLB-355(N)	ASI, 1985-86, Summary Report on Employment and Labour Cost in Sample Sector	24.00
	<u>PDLB-359(N)</u> 650-1989(DSK-II)	ASI, 1985-86, Summary Report on Absenteeism and Labour Turnover in Sample Sector	14.50
1990	PDLB-367(N)	ASI, 1985-86, Summary Report on Absenteeism and Labour Turnover in Census Sector	23.00
	<u>PDLB-374(N)</u> 500-1990(DSK-II)	ASI, 1981-82, Summary Report on Absenteeism, Labour Turnover and Labour Cost in Census Sector	19.00
1991	<u>PDLB-381</u> 500-1991(DSK-II)	ASI, 1985-86, Summary Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Factory Sector	50.00
1992	PDLB-396(I)	Summary Report 1963, 1964, 1966, 1971, 1973-74, 1977-78 and 1980-81, Vol.I (Part-I)	45.00
	PDLB-385(II)	Detailed Industry-wise Report on Food, Beverages and Tobacco Industries, 1963, 1964, 1966, 1971, 1973-74, 1977-78 and 1980-81, Vol.II	536.50
	PDLB-385-IV	Detailed Industry-wise Report on Wood, Cork, Furniture, Paper, Printing and Leather Industries, 1963-64, 1966, 1971, 1973-74, 1977-78 and 1980-81, Vol.IV	143.00
	<u>PDLB-388</u> 500-1991(DSK-II)	ASI, 1984-85, Summary Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	112.00
	<u>PDLB-380</u> 500-1992(DSK-II)	ASI, 1986-87, Summary Report on Employment and Labour Cost in Census Sector	97.00

Year of Publication	Symbol Number	Title of Publication	Price {in Rs.}
1	2	3	4
1992	PDLB-395-VIII	Detailed State-wise Report on Miscellaneous Industries, 1963, 1964, 1966, 1971, 1973-74, 1977-78 and 1980-81, Vol.VIII	480.00
1993	PDLB-389-VI	Detailed State-wise Report on Basic Metal and Machinery Manufacturing Industries, 1963, 1964, 1966, 1971, 1973-74, 1977-78 and 1980-81, Vol.VIII	754.00
	PDLB-385-V	Detailed State-wise Report, 1963, 1964, 1966, 1971, 1973-74, 1977-78 and 1980-81, Vol.V	1115.00
	<u>PDLB-383</u> <u>500-1991(DSK-II)</u>	ASI, 1984-85, Labour Statistics on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	49.00
1994	<u>PDLB-522(N)</u> <u>500-1993(DSK-II)</u>	ASI, 1987-88, Summary Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	131.00
	<u>PDLB-406</u> <u>500-1993(DSK-II)</u>	ASI, 1989-90, Summary Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	199.00
	PDLB-411-I(II)	ASI, 1980-81, Detailed Summary Report by Major Groups of Industries, Vol.I (Part-II)	178.00
	PDLB-390-VII	Detailed Industry-wise Report on Earnings and Labour Cost in Transport Equipment Mfg. Industries, 1980-81, Vol.VII	225.00
	<u>PDLB-407</u> <u>500-1993(DSK-II)</u>	ASI, 1986-87, Summary Report on Employment and Labour Cost in Sample Sector	61.00
1995	<u>PDLB-426</u> <u>500-1995(DSK-II)</u>	ASI, 1990-91, Report on Employment and Labour Cost in Sample Sector	68.67
1996	<u>PDLB-430</u> <u>500-1995(DSK-II)</u>	ASI, 1991-92, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	50.00
	<u>PDLB-429</u> <u>500-1996(DSK-II)</u>	ASI, 1988-89, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	76.00
	<u>PDLB-427</u> <u>500-1995(DSK-II)</u>	ASI, 1988-89, Summary Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	68.00

Year of Publication	Symbol Number	Title of Publication	Price {in Rs.}
1	2	3	4
1996	<u>PDLB-433</u> <u>500-1995(DSK-II)</u>	ASI, 1990-91, Summary Report on Employment and Labour Cost in Census Sector	61.00
	<u>PDLB-432</u> <u>500-1996(DSK-II)</u>	ASI, 1991-92, Summary Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	70.00
1997	<u>PDLB-439</u> <u>300-1996(DSK-II)</u>	ASI, 1989-90, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	71.00
1998	<u>PDLB-438</u> <u>300-1998(DSK-II)</u>	ASI, 1987-88, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	67.00
	<u>PDLB-448</u> <u>500-1997(DSK-II)</u>	ASI, 1992-93, Summary Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	58.75
1998	<u>PDLB-449</u> <u>300-1997(DSK-II)</u>	ASI, 1993-94, Summary Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	58.55
	<u>PDLB-455</u> <u>300-1998(DSK-II)</u>	ASI, 1992-93, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	68.00
	<u>PDLB-456</u> <u>300-1998(DSK-II)</u>	ASI, 1993-94, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in sample Sector	68.00
1999	<u>PDLB-470</u> <u>300-1999(DSK-II)</u>	ASI, 1994-95, Report on Earnings in Census Sector	NS
	<u>PDLB-471</u> <u>300-1999(DSK-II)</u>	ASI, 1994-95, Report on Employment and labour Cost in Census Sector	60.00
	<u>PDLB-464</u> <u>300-1999(DSK-II)</u>	ASI, 1994-95, Report on Employment and labour Cost in Sample Sector	57.00
	<u>PDLB-466</u> <u>300-1999(DSK-II)</u>	ASI, 1995-96, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	70.00
	<u>PDLB-472</u> <u>300-1999(DSK-II)</u>	ASI, 1995-96, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	60.00
2000	<u>PDLB-453</u> <u>300-1998(DSK-II)</u>	ASI, 1986-87, Report on Earnings in Sample Sector	NS

Year of Publication	Symbol Number	Title of Publication	Price {in Rs.}
1	2	3	4
2000	<u>PDLB-454</u> 300-1998(DSK-II)	ASI, 1990-91, Report on Earnings in Sample Sector	NS
	<u>PDLB-465</u> 300-1999(DSK-II)	ASI, 1994-95, Report on Earnings in Sample Sector	57.00
	<u>PDLB-467</u> 300-1999(DSK-II)	ASI, 1996-97, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	75.00
2001	<u>PDLB-473</u> 300-1999(DSK-II)	ASI, 1996-97, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	70.00
	<u>PDLB-482</u> 300-2001(DSK-II)	ASI, 1997-98, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	80.00
2002	<u>PDLB-486</u> 300-2001(DSK-II)	ASI, 1997-98, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	75.00
2003	<u>PDLB-491</u> 300-2002(DSK-II)	ASI, 1998-99, Report on Employment and Labour Cost in Census Sector	55.00
	<u>PDLB-492</u> 300-2002(DSK-II)	ASI, 1998-99, Report on Employment and Labour Cost in Sample Sector	NS
	<u>PDLB-495</u> 300-2002(DSK-II)	ASI, 1999-2000, Vol.I, Statistics on Employment and Labour Cost in Census Sector	135.00
	<u>PDLB-496</u> 300-2002(DSK-II)	ASI, 1999-2000, Vol.I, Statistics on Employment and Labour Cost in Sample Sector	210.00
	<u>PDLB-497</u> 300-2002(DSK-II)	ASI, 1999-2000, Vol.II, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	70.00
	<u>PDLB-498</u> 300-2002(DSK-II)	ASI, 1999-2000, Vol.II, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	70.00
	<u>PDLB-503(E)</u> 190-2003(DSK-II)	ASI, 2000-01, Vol.I, Statistics on Employment and Labour Cost in Census Sector	120.00
	<u>PDLB-504(E)</u> 190-2003(DSK-II)	ASI, 2000-01, Vol.I, Statistics on Employment and Labour Cost in Sample Sector	120.00
2004	<u>PDLB-493</u> 300-2002(DSK-II)	ASI, 1998-99, Report on Earnings in Census Sector	NS

Year of Publication	Symbol Number	Title of Publication	Price {in Rs.}
1	2	3	4
2004	<u>PDLB-494</u> <u>300-2002(DSK-II)</u>	ASI, 1998-99, Report on Earnings in Sample Sector	NS
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