



**ANNUAL SURVEY OF INDUSTRIES  
2008-09  
Vol. II**

**REPORT**

**ON**

**ABSENTEEISM, LABOUR TURNOVER,  
EMPLOYMENT & LABOUR COST**

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

## PREFACE

The Annual Survey of Industries (ASI) is conducted annually under the Collection of Statistics Act, 1953 and the Rules framed thereunder in 1959. ASI Part-II Schedule, which contained labour statistics on Absenteeism, Labour Turnover, Earnings, Employment and Labour Cost, was canvassed with effect from the ASI 1961 Round. With effect from ASI 1999-2000, however, Block-4 and Block-5 of ASI Part-II Schedule containing data on Employment and Labour Cost and with effect from ASI 2002-03, Block-3 of ASI Part-II Schedule was also discontinued and Block-E of the ASI Part-I Schedule was further modified by inserting a column on mandays paid for.

The present Report presents statistics on Absenteeism, Labour Turnover, Employment, Labour Cost and Earnings for the year 2008-09 and is based on Block-E of Part-I and Block-2 of Part-II of the ASI Schedule. Processed raw data based on ASI Block-E of Part-I received from the Central Statistical Organisation (CSO), Industrial Statistics Wing (IS Wing), Kolkata and the data in schedule form under ASI Block-2 of Part-II received from Field Operations Division (FOD) of National Sample Survey Organisation (NSSO), were processed by the Labour Bureau and are being presented by States and Sectors at 3-digit and 4-digit level of the NIC-2008. Statistics on Total Cost of Production and percentage share of Labour Cost on workers to Total Cost of Production are also being included in this Report. 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, not only for providing the raw data in time but also for their cooperation in further processing of data by the Bureau. The Officers and other officials of the FOD also deserve Bureau's appreciation for timely canvassing of the ASI Schedules. The Officers and staff of the ASI Section, MTU and Printing Unit of Labour Bureau, whose names are given in Annexure-IV, deserve appreciation for their sincere efforts for processing the data and bringing out the Report in quickest possible time.

The views expressed in this Report are not necessarily those of the Government of India, Ministry of Labour & Employment.

I urge the readers to send their suggestions for further improvement in the ASI report.

D S Kolamkar  
Director General

Chandigarh  
1<sup>st</sup> February, 2012.

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## MAIN FINDINGS

The important findings of the Annual Survey of Industries for the year 2008-09, are given below.

### ABSENTEEISM

1. The rate of absenteeism among directly employed regular workers, at all India level, increased to 8.65 per cent during 2008 from 8.34 per cent during 2007.
2. The absenteeism rate was reported to be more than 10 per cent in Andaman & Nicobar Islands, Kerala, Delhi, Himachal Pradesh, Haryana, Punjab, Chandigarh, Maharashtra and Rajasthan, whereas it was recorded at less than 2 per cent only in one State, viz. Manipur.
3. Industry-wise, the absenteeism rate was highest in the industry group '323-Manufacture of sports goods' (16.40 per cent) and lowest in '089-Mining and quarrying n.e.c.' with 4.48 per cent.

### LABOUR TURNOVER

4. Overall accession rate at all India level during the year 2008-09 declined to 17.56 per cent as compared to 20.94 per cent during the year 2007-08, whereas, the overall separation rate during the year 2008-09 also declined to 17.00 per cent from 18.11 per cent during the previous year.
5. Lowest rates of accession (2.50 per cent) and separation (2.88 per cent) were observed in Assam, whereas the highest rates of accession (31.31 per cent) and separation (30.42 per cent) were recorded in Uttaranchal and Delhi, respectively.
6. The highest rates of accession (44.67 per cent) and separation (60.25 per cent) were recorded in the industry group '291-Manufacture of motor vehicles', whereas the industry group, '370-Sewerage' registered the lowest rate of accession at 3.77 per cent and the lowest separation rate was recorded at 4.13 per cent in the industry group '161-Sawmilling and planing of wood'.

## EMPLOYMENT

7. In the Employment scenario, the total labour force in the manufacturing sector has risen from 8.20 million in 2007-08 to 8.77 million in 2008-09.
8. Majority of the workers {93.82%} were employed in private sector which was a decline from the previous years' ratio of 97.77%.
9. Around 62% of the total workers were employed in just 6 States, namely T.N., Maharashtra, A.P., Gujarat, Karnataka and U.P.
10. Similarly, 10 industry groups accounts for the 52% of the total workforce.
11. Around 31.90% of the total workers were employed through contract, out of which 95.06% were employed in Private Sector.
12. During 2007-08, the total number of manufacturing units was reported about 1.46 lakh units which in 2008-09 rose to around 1.55 lakh units.

## LABOUR COST

13. The Average Labour Cost per manday worked in respect of all employees has risen in the year 2008-09 to Rs. 410.41 from the previous year's Rs. 397.55;
14. The Average Labour Cost per manday worked in the Public Sector was Rs. 606.43 as compared to Rs. 468.88 in the Joint Sector and Rs. 349.98 in the Private Sector;
15. The highest Average Labour Cost per manday worked in respect of all employees was reported at Rs. 783.23 in Jharkhand State and in the industry group, the same was reported at Rs. 882.67 in the industry group '203-Manufacture of Man-made fibre'.
16. The share of different components of labour cost to total labour cost was 80.49% on wages/salary, 8.43% on PF & other funds, 6.60% on staff welfare expenses and 4.48% on bonus;

17. Labour Cost constituted 5.56% of the total cost of production which was a high from the previous years' share of 5.41%.
16. The average labour cost was reported to be highest at Rs. 882.67 in industry group '203-Manufacture of manmade fibres' and lowest at Rs. 110.96 in industry group '120-Manufacture of tobacco products'.
19. The highest wages/salaries per manday paid to all workers was reported in Jharkhand at Rs. 409.30, followed by Maharashtra at Rs. 292.71 and Goa at Rs. 288.37.
20. It has been observed that the wages/salaries per manday worked was generally recorded to be the lowest in all the North-Eastern States/Union Territories for all categories of employees.

## CHAPTER-I INTRODUCTION

The Annual Survey of Industries (ASI) is the principal source of industrial statistics in India. It provides statistical information to assess and evaluate, objectively and realistically, the changes in growth, composition and structure of organized manufacturing sector comprising activities related to manufacturing process, repair services, gas and water supply and cold storage. Industrial sector occupies an important position in the Indian economy and has a pivotal role to play in the rapid and balanced economic development. Viewed in this context, the collection and dissemination of ASI data on a regular basis are of vital importance. The survey is conducted annually under the statutory provisions of the Collection of Statistics Act, 1953 and the Rules framed thereunder in 1959, except in the State of Jammu & Kashmir, where it is conducted under the State Collection of Statistics Act, 1961 and the Rules framed thereunder in 1964.

### 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 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 Surveys of Organisation (NSSO).

After independence, the Central Statistical Organisation (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 thereunder 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.

Under the Collection of Statistics Act, 1953, 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 Deputy Director General, FOD, is the Statistics Authority appointed under the Act for successful execution of the survey programme. The Central Statistics Organisation (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 the ASI extends to the entire country except the States of Arunachal Pradesh, Mizoram, Sikkim and the Union Territory (UT) of Lakshadweep. The coverage of ASI is extended to:

- a. All factories registered under sections 2m(i) and 2m(ii) of the Factories Act, 1948 which refer to the establishments using power and employing 10 or more workers and those not using power and employing 20 or more workers on any day of the preceding 12 months, and
- b. Bidi and cigar manufacturing establishments registered under the Bidi and Cigar Workers (Condition of Employment) Act, 1966.

With effect from ASI 1998-99, all electricity undertakings engaged in the generation, transmission and distribution of electricity, and registered with the Central Electricity Authority other than captive units are being kept outside the purview of the survey. Similarly, with effect from ASI 1999-2000, the departmental units such as Railway workshops, Road Transport Corporation workshops, Government mints, sanitary, water supply, gas, storage, etc. are also being kept outside its purview. Also, the defence factories, technical training institutions, jail factories, units engaged in storage and distribution of oil, restaurants, cafes and computer services are excluded from the scope of the survey. However, certain activities like cold storage, water supply, gas production & distribution, motion picture production, laundry services, repair of motor vehicles and of other consumer durable are covered under the survey.

#### 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. Such consolidated returns are common feature in the case of bidi and cigar establishments, electricity and certain public sector undertakings.

#### 1.5 ASI Frame

The ASI frame is based on the lists of registered factories/units maintained by the Chief Inspector of Factories (CIF) in each State/Union Territory and those maintained by the licensing authorities in respect of the bidi and cigar establishments and electricity undertakings. The Regional Offices of FOD maintain close liaison with CIF and update the frame every year by adding the names of the newly registered units/establishments. The frame is revised once in three years by removing the names of the de-registered units from the ASI frame and adding those of newly registered units to the frame.

#### 1.6 Classification of Factories

The ASI adopted from the beginning a very simple design. All the workers with 50 or more workers operating with power, and units having 100 or more workers operating without power were covered under the Census Sector. Also 12 States/UTs, namely, Himachal Pradesh, Jammu & Kashmir, Manipur, Meghalaya, Nagaland, Tripura, Pondicherry, A & N Islands, Chandigarh, Goa, Daman & Diu and Dadra & Nagar Haveli, which

were industrially backward, were covered under Census Sector to take complete stock of their manufacturing activities. Even the Sample Sector which comprised of units employing less than 50/100 workers (operating with or without power) in the major States were covered fully over a span of two years. This procedure continued till 1986-87 by which time the total number of factories in the country grew enormously. Accordingly, the definition of the Census Sector was changed from ASI 1987-88 to units having 100 or more workers irrespective of their operation with or without power. All the units in the frame of 12 less industrially developed States/UTs were surveyed on complete enumeration basis. The rest of the universe was covered on sampling basis through an efficient sampling design adopting State x 3-digit industry group as stratum so as to cover all the units in a span of three years. The design continued till ASI 1996-97.

Before launching of ASI 1997-98 due to constraints of resources in covering a large number of units in the survey and generating the results of the survey in time bound manner, a review of the earlier design was made and a revised design was adopted in ASI 1997-98. The Census Sector was defined to include units having 200 or more workers and also some significant units identified from the databases of ASI 1993-94 to ASI 1995-96. These significant units although employed less than 200 workers, but contributed significantly to the Value of Output in these ASI years. The complete coverage of all units in 12 less industrially developed States/UTs was continued. Also all Public Sector Undertakings (PSU) were included in the Census Sector. The rest of the universe was covered in the Sample Sector by usual formula of determination of sample size at a given value of precision of the estimates with at least 99 per cent chance. The sampling design adopted State x 4-digit industry group as stratum.

With effect from ASI 2000-01, the coverage of the Census Sector was modified to include units employing 100 or more workers and only 5 industrially backward States/Union Territories. For ASI 2008-09, the Census Sector consists of the following categories:-

- a. All factories in five less industrially developed States/Union Territories; viz., Manipur, Meghalaya, Nagaland, Tripura and Andaman & Nicobar Islands.
- b. All factories employing 100 or more workers for rest of the States/Union Territories.
- c. All factories declared as submitting 'Joint Returns' as identified by FOD, NSSO.

The units not covered under the Census Sector are covered under Sample Sector.

## 1.7 Sampling Design and Sample Allocation

The sampling design recommended by the Technical Committee headed by Prof. Arijit Chowdhury, ISI, Kolkata for ASI 1997-98 has been followed for ASI 2008-09 also, with stratum as state x NIC-2008 (4-digit level).

The sample size  $n$  for any industry at all India level is determined first by assuming the Central Limit Theorem applicable to the large population. For any suitable characteristics  $X$ , say GVA, for 100p% variation in the estimates, the probability

$P[ |\bar{x} - \bar{X}| \leq p \cdot \bar{X} ] = 0.99$  is ensured.

Accordingly, it follows that

$$n = (2.58/p)^2 \cdot (C.V.)^2$$

Assuming  $p=0.10$  and calculating C.V. from ASI 2006-07, the sample size  $n$  for each industry at NIC-2008 4-digit level is determined. The total sample size  $n_i$  for  $i^{\text{th}}$  state/Union Territory is then allotted in proportion to the number of units in the state.

$$n_i = n \cdot \frac{N'_i}{N'}, \text{ where}$$

$N'$  = Total number of units in the sample sector at all India Level

$N'_i$  = Total number of units in the sample sector in the  $i^{\text{th}}$  state/UT

## 1.8 Estimation Procedure

Let

$N_j$  = Number of units considered for selection from the  $j^{\text{th}}$  stratum

$n_j$  = Number of sample units selected from the  $j^{\text{th}}$  stratum

$N'_j$  = Number of units reported to exist in the frame in  $j^{\text{th}}$  stratum

$n'_j$  = Number of sample units reported in the  $j^{\text{th}}$  stratum

$T$  = Aggregate of a characteristics in a State/Union Territory

$T_j$  = Aggregate of a characteristics in  $j^{\text{th}}$  stratum

$M_j$  =  $N'_j/n'_j$ , the multiplier for the  $j^{\text{th}}$  stratum

Then, for any characteristics, its estimate  $T$  is given by

$$T = \sum M_j \cdot T_j$$

In case  $N'_j$  and  $n'_j$  are not known,  $M_j$  can be estimated, by using the formula  $M_j = N_j/n_j$  with the assumption that  $N_j/N'_j = n_j/n'_j$ .

## 1.9 Schedule used for Enquiry

Data for the ASI are collected through a comprehensive schedule. In the initial rounds, the schedule sought particulars relating to manufacturing activity only. Over the years, alterations were made to meet the specific data requirements of various organizations. By 1973-74, the schedule consisted of five parts, viz., Part-I on manufacturing, Part-II on absenteeism, labour turnover, employment and labour cost, Part-III on stocks & consumption of components and accessories in small scale sector, Part-IV on construction expenditure and Part-V on indirect

taxes, sales, subsidies and capacity of power equipments installed in the establishments. It was felt that the ASI schedule had become too unwieldy and complicated. So a modified schedule with only three parts on manufacturing, labour and construction was adopted with effect from ASI 1974-75.

The ASI schedule was further modified in 1987-88 and 1997-98. With effect from ASI 1998-99, only Part-I and Part-II of the ASI Schedule are being canvassed and Part-III schedule relating to construction has been discontinued.

From ASI 1999-2000 onwards, Block-IV and Block-V of Part-II of the schedule, which contained statistics on employment, mandays worked, labour cost on wages/salaries, bonus, provident funds and welfare expenses and total cost of production, have been merged with Block-E of Part-I of the ASI schedule. With effect from ASI 2002-03, Block-3 of Part-II of the ASI schedule was discontinued and Block-E of Part-I was modified by including a column on mandays paid for all categories of employees. 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.

#### 1.10 Reference Period

Reference period for 2008-09 round of Annual Survey of Industries was the accounting year of the factory, ending on any day during the fiscal year 2008-09. In ASI 2008-09, data collected from the respective units, thus, relates to their accounting year ending on any day between April 1, 2008 and March 31, 2009.

#### 1.11 Period of Survey

The total survey period for ASI 2008-09 has been from September, 2009 to April, 2010.

#### 1.12 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. Joint Sector covers the following type of ownership:
  - i) Central Government and private enterprise jointly;
  - ii) State Government/Local Government and private enterprise jointly; and
  - iii) Central, State/Local Government and private enterprise jointly.
- n. Private Sector covered establishments wholly owned by any private person or persons.
- o. 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.
- p. 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.

- q. 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.

### 1.13 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 and 4-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.

### 1.14 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, were received from the CSO, IS Wing, Kolkata, as per the directive of the Standing Committee on Industrial Statistics. The Machine Tabulation Unit (MTU) of Labour Bureau processed the data on absenteeism and labour turnover based on Block-2 of Part-II of the ASI Schedule. ASI Section of Labour Bureau further validated and cleaned the Block-2 data submitted by the MTU. Final processing and tabulation of the data under Block-E and Block-2 were undertaken by the ASI Section and Tables were generated for drafting the report.

### 1.15 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 and 4-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 and 0140 to 3720 at 4-digit level following NIC-2008. For industry codes equal to and greater than 400 at 3-digit level and 4000 at 4-digit level, the units have been clubbed and shown under a common industry code 400 and 4000, 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 (-).

Data for the cases, where the number of factories is less than 3, have not been published in the Tables presented at 4-digit level of NIC-2008.

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## CHAPTER - II ABSENTEEISM

Information regarding absenteeism amongst workers in an industry or an industrial establishment on account of reasons other than strikes, lockouts, lay-off, weekly rest or suspension, provide a sound database for gauging the employee's morale, commitment and level of job satisfaction which have a direct bearing on productivity. The effects of high levels of absenteeism are wide ranging and affect everyone in the organisation. It cannot be purely regarded as a management problem. Employers, workers and their representatives have an obligation towards the organisation in ensuring that absence of workers do not jeopardise their prosperity or job satisfaction and or committed level of output.

Absenteeism is also one of the indicators to evaluate and monitor various employees' welfare programmes and labour policies. With this aim in view, statistics on absenteeism amongst the directly employed regular workers are being collected on a regular basis as a part of the Annual Survey of Industries. Absenteeism rate amongst these workers in an industry or a State are worked out as percentages of mandays lost on account of absence to the mandays scheduled to work in the respective industry or State.

Statistics on number of factories reporting absenteeism, percentage of such factories, mandays scheduled to work, mandays lost due to absence and percentage of absenteeism by States, Industries and Sectors during the year 2008, are presented in Tables 2.1.1, 2.1.2, 2.2.1 and 2.2.2, respectively.

### 2.1 Absenteeism in States

State-wise absenteeism rate amongst the directly employed regular workers during the year 2008 is given in Table 2.1.1. It is observed that the rate of absenteeism at all India level increased to 8.65 per cent during 2008 from 8.34 per cent during 2007. Out of 31 States/Union Territories, the rate of absenteeism was higher in 12 States than the absenteeism rate at all-India level during 2008. The highest absenteeism rate of 14.01 per cent was reported in Andaman & Nicobar Islands followed by Delhi (13.21 per cent), Himachal Pradesh (12.29 per cent), Kerala (12.21 per cent), Haryana (11.83 per cent) and Maharashtra (11.69 per cent). The lowest absenteeism rate was recorded at 1.34 per cent in Manipur followed by Nagaland (2.23 per cent), Orissa (2.74 per cent) and Tripura (3.05 per cent) also recorded low rates of absenteeism.

An increase in absenteeism rate during 2008 as compared to that in 2007 was recorded in 15 States/Union Territories. As

compared to 2007, there has been a sharp decline in the absenteeism rate in the State of Orissa, whereas there has been a significant increase in the State of Gujarat.

## 2.2 Absenteeism in Industries

Industry-wise absenteeism rate amongst the directly employed regular workers during 2008 is depicted in Table 2.1.2. It reveals that during 2008, the highest rate of absenteeism was reported at 16.40 per cent in the industry group '323-Manufacture of Sports goods' followed by industry groups '182-Reproduction of recorded media' (16.26 per cent), '120-Manufacture of tobacco products' (13.51 per cent), '203-Manufacture of man-made fibres' (12.40 per cent), '291- Manufacture of motor vehicles' (12.27 per cent) and '262-Manufacture of computers and peripheral equipment'(11.38 per cent).

The lowest rate of absenteeism was reported at 4.48 per cent in industry group '089-Mining and quarrying n.e.c.'. The industry groups '370-Sewerage' (5.49 per cent) and '241-Manufacturing basic iron and steel' (5.57 per cent) also reported low rates of absenteeism.

Out of 79 industry groups, absenteeism rate was higher than that at the all-India level in 39 industry groups.

## 2.3 Absenteeism in States by Sectors

Table 2.2.1 shows the State-wise and Sector-wise absenteeism rates during 2008. Among the three sectors viz. Public, Joint and Private Sectors, the highest rate of absenteeism at all India level was reported at 9.24 per cent in Public Sector, followed by Joint Sector (9.19 per cent) and Private Sector (8.63 per cent).

The rate of absenteeism in Public Sector was highest at 14.63 per cent in Delhi, followed by Uttar Pradesh (12.32 per cent) and Gujarat (12.31 per cent). The absenteeism rate was recorded lowest in the Public Sector at 4.77 per cent in Dadra & Nagar Haveli followed by Jammu & Kashmir (5.16 per cent), Puducherry (5.19 per cent), Orissa (5.33 per cent) and Andhra Pradesh (5.66 per cent). In the Joint Sector, the absenteeism rate was highest at 28.99 per cent in Himachal Pradesh, followed by Delhi (23.83 per cent) and Dadra & Nagar Haveli (18.39 per cent), whereas the lowest rate of absenteeism was recorded at 0.70 per cent in Meghalaya, followed by 2.77 per cent in Uttaranchal. In Private Sector, 4 States/Union Territories, viz. Delhi (13.20 per cent), Himachal Pradesh (12.29 per cent), Kerala (12.22 per cent) and Andaman & Nicobar Islands (12.15 per cent) recorded absenteeism rates of more than 12 per cent. The absenteeism rate was less than 5 per cent in Manipur (1.34 per cent), Nagaland (2.23 per cent) and Tripura (3.05 per cent).

## 2.4 Absenteeism in Industries by Sectors

Industry-wise and Sector-wise absenteeism rate for the year 2008 is given in Table 2.2.2. In the Public Sector, the rate of absenteeism was recorded highest in industry group '108-Manufacture of prepared animal feeds' (19.52 per cent). The lowest rate of absenteeism was recorded in industry group '161-Saw milling and planing of wood' (0.43 per cent), followed by '264-Manufacture of consumer electronics' (1.61 per cent) and '106-Manufacture of grain mill products, starches and starch products' (3.21 per cent).

In the Joint Sector, the highest rate of absenteeism at 25.45 per cent was reported in industry group '279-Manufacture of other electrical equipment', whereas the lowest rate of 0.22 per cent was reported in the industry group '243-Casting of metals'. In the Private Sector, the highest rate of absenteeism at 16.40 per cent was recorded in industry group '323-Manufacture of sports goods', whereas the lowest rate of 4.48 per cent was reported in industry group '089-Mining and quarrying n.e.c.'.

CHAPTER-II  
ABSENTEEISM

Table 2.1.1

Absenteeism Rates Amongst Directly Employed Regular Workers by States during 2008

| Sl. No. | State            | No. of<br>Factories<br>Reporting<br>Directly<br>Employed<br>Regular<br>Workers | Percentage<br>of<br>Factories<br>Reporting<br>Absenteeism | Mandays<br>Scheduled<br>to<br>Work<br>( '000) | Mandays<br>Lost<br>Due to<br>Absence<br>( '000) | Percentage of<br>Absenteeism<br>During the Year<br>-----<br>2008      2007 |       |
|---------|------------------|--|---|---|---|--|-------|
| 1       | 2                | 3  | 4   | 5   | 6   | 7  | 8     |
| 1       | Jammu & Kashmir  | 553  | 100.00  | 5206  | 260   | 5.00   | 5.03  |
| 2       | Himachal Pradesh | 1137   | 98.50   | 19379   | 2382  | 12.29  | 12.51 |
| 3       | Punjab           | 8290   | 91.45   | 106029  | 10957   | 10.33  | 10.44 |
| 4       | Chandigarh       | 271  | 99.26   | 1921  | 223   | 11.59  | 13.13 |
| 5       | Uttaranchal      | 1663   | 99.64   | 28340   | 2061  | 7.27   | 7.69  |
| 6       | Haryana          | 3555   | 98.96   | 45434   | 5374  | 11.83  | 10.71 |
| 7       | Delhi            | 2715   | 99.71   | 27099   | 3579  | 13.21  | 12.44 |
| 8       | Rajasthan        | 5175   | 98.90   | 58453   | 6728  | 11.51  | 9.98  |
| 9       | Uttar Pradesh    | 8988   | 98.71   | 98315   | 9813  | 9.98   | 9.59  |
| 10      | Bihar            | 721  | 99.31   | 5874  | 413   | 7.02   | 6.34  |
| 11      | Nagaland         | 53   | 98.11   | 122   | 3   | 2.23   | 0.92  |
| 12      | Manipur          | 19   | 100.00  | 191   | 3   | 1.34   | 2.48  |
| 13      | Tripura          | 25   | 100.00  | 166   | 5   | 3.05   | 6.72  |
| 14      | Meghalaya        | 77   | 98.70   | 724   | 43  | 5.95   | 7.34  |
| 15      | Assam            | 1478   | 96.28   | 12735   | 665   | 5.22   | 4.66  |
| 16      | West Bengal      | 4867   | 98.19   | 96067   | 7162  | 7.45   | 8.31  |
| 17      | Jharkhand        | 1427   | 98.81   | 34133   | 2474  | 7.25   | 5.83  |
| 18      | Orissa           | 1529   | 99.93   | 60026   | 1645  | 2.74   | 7.60  |
| 19      | Chhattisgarh     | 1566   | 99.36   | 19555   | 1200  | 6.14   | 5.83  |
| 20      | Madhya Pradesh   | 2749   | 99.89   | 39632   | 3144  | 7.93   | 8.01  |
| 21      | Gujarat          | 13173  | 98.41   | 158136  | 12985   | 8.21   | 5.92  |
| 22      | Daman & Diu      | 1377   | 100.00  | 17825   | 1386  | 7.77   | 7.59  |
| 23      | D & Nagar Haveli | 1072   | 99.35   | 13383   | 1109  | 8.29   | 8.07  |
| 24      | Maharashtra      | 17372  | 98.30   | 213817  | 25004   | 11.69  | 11.81 |
| 25      | Andhra Pradesh   | 12160  | 96.98   | 84201   | 5696  | 6.76   | 6.71  |
| 26      | Karnataka        | 7069   | 99.43   | 148856  | 13043   | 8.76   | 6.66  |
| 27      | Goa              | 442  | 94.34   | 6413  | 600   | 9.36   | 11.71 |
| 28      | Kerala           | 4325   | 99.35   | 57539   | 7028  | 12.21  | 11.30 |
| 29      | Tamil Nadu       | 21806  | 98.64   | 295088  | 18304   | 6.20   | 6.88  |
| 30      | Pondicherry      | 512  | 99.61   | 8071  | 539   | 6.68   | 7.23  |
| 31      | A & N Islands    | 7  | 100.00  | 79  | 11  | 14.01  | 15.37 |
|         | All India        | 126169   | 98.10   | 1662809                                       | 143838  | 8.65   | 8.34  |
|         | Public           | 1749   | 98.23   | 28067   | 2594  | 9.24   | 7.80  |
|         | Joint            | 581  | 97.25   | 35456   | 3257  | 9.19   | 8.34  |
|         | Private          | 123839   | 98.10   | 1599286                                       | 137988  | 8.63   | 8.36  |

Table 2.1.2  
Absenteeism Rates Amongst Directly Employed Regular Workers by Industries (3-Digit  
Level of NIC-2008) during the Year 2008

| Sl. No. | NIC Code | No. of<br>Factories<br>Reporting<br>Directly<br>Employed<br>Regular<br>Workers | Percentage<br>of<br>Factories<br>Reporting<br>Absenteeism | Mandays<br>Scheduled<br>to<br>Work<br>( '000) | Mandays<br>Lost<br>Due to<br>Absence<br>( '000) | Percentage of<br>Absenteeism<br>During the Year<br>2008 |
|---------|----------|--|---|---|---|---|
| 1       | 2        | 3  | 4   | 5   | 6   | 7   |
| 1       | 016      | 1902   | 92.95   | 5059  | 311   | 6.14  |
| 2       | 089      | 29   | 96.55   | 112   | 5   | 4.48  |
| 3       | 101      | 80   | 98.75   | 1426  | 100   | 7.00  |
| 4       | 102      | 238  | 94.96   | 2762  | 187   | 6.79  |
| 5       | 103      | 556  | 96.04   | 4612  | 305   | 6.62  |
| 6       | 104      | 1892   | 93.13   | 12668   | 831   | 6.56  |
| 7       | 105      | 936  | 98.72   | 12804   | 950   | 7.42  |
| 8       | 106      | 11283  | 91.69   | 27371   | 1870  | 6.83  |
| 9       | 107      | 4906   | 99.08   | 100217  | 9170  | 9.15  |
| 10      | 108      | 435  | 100.00  | 3441  | 286   | 8.32  |
| 11      | 110      | 1087   | 98.25   | 13453   | 1089  | 8.09  |
| 12      | 120      | 1704   | 99.06   | 32356   | 4370  | 13.51   |
| 13      | 131      | 8118   | 99.41   | 224252  | 20449   | 9.12  |
| 14      | 139      | 3079   | 98.31   | 51606   | 3612  | 7.00  |
| 15      | 141      | 3345   | 99.55   | 131430  | 11855   | 9.02  |
| 16      | 142      | 42   | 100.00  | 495   | 42  | 8.46  |
| 17      | 143      | 1447   | 99.93   | 29662   | 1789  | 6.03  |
| 18      | 151      | 1004   | 98.41   | 12310   | 1189  | 9.66  |
| 19      | 152      | 1183   | 99.15   | 27896   | 2783  | 9.98  |
| 20      | 161      | 1055   | 95.55   | 16805   | 1639  | 9.75  |
| 21      | 162      | 1541   | 99.22   | 8918  | 988   | 11.08   |
| 22      | 170      | 4247   | 99.34   | 47333   | 3450  | 7.29  |
| 23      | 181      | 3043   | 99.21   | 24525   | 2105  | 8.58  |
| 24      | 182      | 14   | 100.00  | 109   | 18  | 16.26   |
| 25      | 191      | 425  | 98.35   | 5652  | 353   | 6.24  |
| 26      | 192      | 345  | 99.42   | 5825  | 577   | 9.91  |
| 27      | 201      | 2786   | 98.35   | 28237   | 2560  | 9.07  |
| 28      | 202      | 4496   | 98.62   | 51221   | 3957  | 7.72  |
| 29      | 203      | 88   | 100.00  | 4472  | 554   | 12.40   |

Table 2.1.2

| Sl. No. | NIC Code | No. of Factories Reporting Directly Employed Regular Workers | Percentage of Factories Reporting Absenteeism | Mandays Scheduled to Work ('000) | Mandays Lost Due to Absence ('000) | Percentage of Absenteeism During the Year 2008 |
|---------|----------|--|---|----------------------------------|------------------------------------|--|
| 1       | 2        | 3  | 4   | 5                                | 6                                  | 7  |
| 30      | 210      | 2953   | 99.49   | 43556                            | 3432                               | 7.88   |
| 31      | 221      | 1820   | 99.34   | 26360                            | 2778                               | 10.54  |
| 32      | 222      | 5730   | 99.37   | 45085                            | 3900                               | 8.65   |
| 33      | 231      | 526  | 98.86   | 7920                             | 742                                | 9.36   |
| 34      | 239      | 8737   | 98.24   | 63787                            | 5947                               | 9.32   |
| 35      | 241      | 3520   | 99.23   | 119464                           | 6660                               | 5.57   |
| 36      | 242      | 1033   | 98.16   | 15806                            | 1473                               | 9.32   |
| 37      | 243      | 2999   | 99.30   | 30256                            | 2846                               | 9.41   |
| 38      | 251      | 2425   | 97.98   | 24768                            | 2006                               | 8.10   |
| 39      | 252      | 45   | 100.00  | 796                              | 66                                 | 8.26   |
| 40      | 259      | 5885   | 99.12   | 46322                            | 5101                               | 11.01  |
| 41      | 261      | 684  | 100.00  | 10993                            | 882                                | 8.02   |
| 42      | 262      | 102  | 100.00  | 2719                             | 309                                | 11.38  |
| 43      | 263      | 214  | 99.53   | 3579                             | 271                                | 7.58   |
| 44      | 264      | 205  | 100.00  | 3356                             | 331                                | 9.87   |
| 45      | 265      | 508  | 100.00  | 5946                             | 478                                | 8.04   |
| 46      | 266      | 54   | 100.00  | 399                              | 37                                 | 9.24   |
| 47      | 267      | 53   | 96.23   | 658                              | 45                                 | 6.81   |
| 48      | 268      | 20   | 100.00  | 264                              | 17                                 | 6.58   |
| 49      | 271      | 1838   | 99.40   | 22512                            | 1762                               | 7.83   |
| 50      | 272      | 255  | 98.43   | 4145                             | 328                                | 7.92   |
| 51      | 273      | 888  | 99.77   | 9316                             | 911                                | 9.78   |
| 52      | 274      | 438  | 99.09   | 5929                             | 460                                | 7.75   |
| 53      | 275      | 564  | 96.45   | 4904                             | 452                                | 9.21   |
| 54      | 279      | 627  | 98.25   | 6031                             | 569                                | 9.44   |
| 55      | 281      | 4127   | 99.25   | 43410                            | 3596                               | 8.28   |
| 56      | 282      | 4126   | 98.86   | 37524                            | 3632                               | 9.68   |
| 57      | 291      | 138  | 98.55   | 16030                            | 1967                               | 12.27  |
| 58      | 292      | 394  | 100.00  | 4361                             | 390                                | 8.93   |
| 59      | 293      | 2694   | 99.67   | 45705                            | 4300                               | 9.41   |
| 60      | 301      | 59   | 100.00  | 1232                             | 75                                 | 6.06   |
| 61      | 302      | 273  | 100.00  | 3474                             | 347                                | 9.99   |
| 62      | 303      | 48   | 100.00  | 745                              | 71                                 | 9.52   |
| 63      | 304      | 40   | 100.00  | 221                              | 18                                 | 8.18   |

Table 2.1.2

| Sl. No.   | NIC Code | No. of Factories Reporting Directly Employed Regular Workers | Percentage of Factories Reporting Absenteeism | Mandays Scheduled to Work ('000) | Mandays Lost Due to Absence ('000) | Percentage of Absenteeism During the Year 2008 |
|-----------|----------|--|---|----------------------------------|------------------------------------|--|
| 1         | 2        | 3  | 4   | 5                                | 6                                  | 7  |
| 64        | 309      | 1230   | 99.59   | 22924                            | 2365                               | 10.32  |
| 65        | 310      | 804  | 98.38   | 6784                             | 643                                | 9.47   |
| 66        | 321      | 754  | 98.67   | 26039                            | 2277                               | 8.74   |
| 67        | 322      | 24   | 100.00  | 175                              | 11                                 | 6.57   |
| 68        | 323      | 102  | 100.00  | 1570                             | 258                                | 16.40  |
| 69        | 324      | 122  | 100.00  | 851                              | 78                                 | 9.17   |
| 70        | 325      | 309  | 100.00  | 3472                             | 335                                | 9.65   |
| 71        | 329      | 664  | 100.00  | 9225                             | 839                                | 9.09   |
| 72        | 331      | 623  | 96.63   | 3421                             | 313                                | 9.16   |
| 73        | 332      | 110  | 100.00  | 1291                             | 131                                | 10.19  |
| 74        | 351      | 234  | 100.00  | 3039                             | 226                                | 7.45   |
| 75        | 352      | 134  | 100.00  | 1109                             | 87                                 | 7.82   |
| 76        | 353      | 15   | 100.00  | 248                              | 19                                 | 7.72   |
| 77        | 360      | 45   | 84.44   | 111                              | 8                                  | 7.53   |
| 78        | 370      | 24   | 100.00  | 116                              | 6                                  | 5.49   |
| 79        | 400      | 5651   | 98.04   | 37831                            | 2648                               | 7.00   |
| All India |          | 126169   | 98.10   | 1662809                          | 143838                             | 8.65   |
| Public    |          | 1749   | 98.23   | 28067                            | 2594                               | 9.24   |
| Joint     |          | 581  | 97.25   | 35456                            | 3257                               | 9.19   |
| Private   |          | 123839   | 98.10   | 1599286                          | 137988                             | 8.63   |



Table 2.2.1  
Absenteeism Rates Amongst Directly Employed Regular Workers in States by Sectors  
during the Year 2008

| Sl. State No. |                  | Percentage of Absenteeism by Sectors |              |                |         |
|---------------|------------------|--------------------------------------|--------------|----------------|---------|
|               |                  | Public Sector                        | Joint Sector | Private Sector | Overall |
| 1             | 2                | 3                                    | 4            | 5              | 6       |
| 1             | Jammu & Kashmir  | 5.16                                 | -            | 4.98           | 5.00    |
| 2             | Himachal Pradesh | 11.01                                | 28.99        | 12.29          | 12.29   |
| 3             | Punjab           | 7.01                                 | 5.97         | 10.35          | 10.33   |
| 4             | Chandigarh       | -                                    | -            | 11.59          | 11.59   |
| 5             | Uttaranchal      | 8.86                                 | 2.77         | 7.61           | 7.27    |
| 6             | Haryana          | 10.46                                | 2.77         | 11.98          | 11.83   |
| 7             | Delhi            | 14.63                                | 23.83        | 13.20          | 13.21   |
| 8             | Rajasthan        | 9.34                                 | 16.84        | 11.53          | 11.51   |
| 9             | Uttar Pradesh    | 12.32                                | 6.69         | 9.96           | 9.98    |
| 10            | Bihar            | 5.74                                 | 4.33         | 7.15           | 7.02    |
| 11            | Nagaland         | -                                    | -            | 2.23           | 2.23    |
| 12            | Manipur          | -                                    | -            | 1.34           | 1.34    |
| 13            | Tripura          | -                                    | -            | 3.05           | 3.05    |
| 14            | Meghalaya        | -                                    | 0.70         | 6.05           | 5.95    |
| 15            | Assam            | -                                    | -            | 5.22           | 5.22    |
| 16            | West Bengal      | 8.19                                 | 9.20         | 7.44           | 7.45    |
| 17            | Jharkhand        | 7.69                                 | 10.63        | 5.81           | 7.25    |
| 18            | Orissa           | 5.33                                 | 9.08         | 2.44           | 2.74    |
| 19            | Chhattisgarh     | 11.22                                | 4.44         | 4.73           | 6.14    |
| 20            | Madhya Pradesh   | 9.34                                 | 4.73         | 8.12           | 7.93    |
| 21            | Gujarat          | 12.31                                | 11.17        | 8.20           | 8.21    |
| 22            | Daman & Diu      | 7.84                                 | 8.99         | 7.77           | 7.77    |
| 23            | D & Nagar Haveli | 4.77                                 | 18.39        | 8.28           | 8.29    |
| 24            | Maharashtra      | 10.64                                | 16.83        | 11.62          | 11.69   |
| 25            | Andhra Pradesh   | 5.66                                 | 4.00         | 6.96           | 6.76    |
| 26            | Karnataka        | 10.06                                | 12.24        | 8.73           | 8.76    |
| 27            | Goa              | 7.13                                 | -            | 9.55           | 9.36    |
| 28            | Kerala           | 11.42                                | 12.80        | 12.22          | 12.21   |
| 29            | Tamil Nadu       | 6.53                                 | 10.82        | 6.17           | 6.20    |
| 30            | Pondicherry      | 5.19                                 | 7.11         | 6.81           | 6.68    |
| 31            | A & N Islands    | -                                    | 17.03        | 12.15          | 14.01   |
| All India     |                  | 9.24                                 | 9.19         | 8.63           | 8.65    |

Table 2.2.2  
Absenteeism Rates Amongst Directly Employed Regular Workers in Industries (3-Digit  
Level of NIC-2008) by Sectors during the Year 2008

| Sl. NIC Code<br>No. |     | Percentage of Absenteeism by Sectors |                 |                   |         |
|---------------------|-----|--------------------------------------|-----------------|-------------------|---------|
|                     |     | Public<br>Sector                     | Joint<br>Sector | Private<br>Sector | Overall |
| 1                   | 2   | 3                                    | 4               | 5                 | 6       |
| 1                   | 016 | 5.69                                 | 4.47            | 6.17              | 6.14    |
| 2                   | 089 | -                                    | -               | 4.48              | 4.48    |
| 3                   | 101 | 8.09                                 | 0.77            | 7.36              | 7.00    |
| 4                   | 102 | 8.34                                 | 1.86            | 6.87              | 6.79    |
| 5                   | 103 | 4.30                                 | 1.62            | 6.83              | 6.62    |
| 6                   | 104 | 14.80                                | 7.43            | 6.51              | 6.56    |
| 7                   | 105 | 7.32                                 | 7.27            | 7.43              | 7.42    |
| 8                   | 106 | 3.21                                 | 7.18            | 6.86              | 6.83    |
| 9                   | 107 | 8.74                                 | 13.29           | 9.10              | 9.15    |
| 10                  | 108 | 19.52                                | 9.93            | 7.88              | 8.32    |
| 11                  | 110 | 8.94                                 | 3.16            | 8.18              | 8.09    |
| 12                  | 120 | 5.69                                 | 10.46           | 13.92             | 13.51   |
| 13                  | 131 | 12.91                                | 15.61           | 8.97              | 9.12    |
| 14                  | 139 | 11.01                                | 3.48            | 6.99              | 7.00    |
| 15                  | 141 | 3.96                                 | 4.63            | 9.03              | 9.02    |
| 16                  | 142 | -                                    | -               | 8.46              | 8.46    |
| 17                  | 143 | 4.06                                 | -               | 6.04              | 6.03    |
| 18                  | 151 | 4.84                                 | 6.01            | 9.75              | 9.66    |
| 19                  | 152 | 5.44                                 | 19.16           | 9.97              | 9.98    |
| 20                  | 161 | 0.43                                 | 11.02           | 9.75              | 9.75    |
| 21                  | 162 | 7.65                                 | -               | 11.13             | 11.08   |
| 22                  | 170 | 8.04                                 | 10.77           | 7.21              | 7.29    |
| 23                  | 181 | 6.78                                 | 7.29            | 8.60              | 8.58    |
| 24                  | 182 | -                                    | -               | 16.26             | 16.26   |
| 25                  | 191 | 5.61                                 | 2.84            | 7.41              | 6.24    |
| 26                  | 192 | 6.50                                 | 14.92           | 8.54              | 9.91    |
| 27                  | 201 | 15.80                                | 11.61           | 8.87              | 9.07    |
| 28                  | 202 | 8.52                                 | 7.35            | 7.72              | 7.72    |
| 29                  | 203 | 8.22                                 | -               | 12.65             | 12.40   |
| 30                  | 210 | 10.07                                | 1.83            | 8.00              | 7.88    |

Table 2.2.2

| Sl. NIC Code<br>No. |     | Percentage of Absenteeism by Sectors |                 |                   |         |
|---------------------|-----|--------------------------------------|-----------------|-------------------|---------|
|                     |     | Public<br>Sector                     | Joint<br>Sector | Private<br>Sector | Overall |
| 1                   | 2   | 3                                    | 4               | 5                 | 6       |
| 31                  | 221 | 8.77                                 | 4.57            | 11.28             | 10.54   |
| 32                  | 222 | 10.39                                | 10.63           | 8.62              | 8.65    |
| 33                  | 231 | -                                    | -               | 9.36              | 9.36    |
| 34                  | 239 | 6.91                                 | 10.87           | 9.36              | 9.32    |
| 35                  | 241 | 10.24                                | 11.03           | 4.86              | 5.57    |
| 36                  | 242 | 10.14                                | 8.05            | 9.58              | 9.32    |
| 37                  | 243 | 10.17                                | 0.22            | 9.66              | 9.41    |
| 38                  | 251 | 7.50                                 | 12.62           | 7.80              | 8.10    |
| 39                  | 252 | -                                    | -               | 8.26              | 8.26    |
| 40                  | 259 | 11.37                                | 16.27           | 11.01             | 11.01   |
| 41                  | 261 | 6.20                                 | 4.77            | 8.07              | 8.02    |
| 42                  | 262 | -                                    | 2.11            | 11.38             | 11.38   |
| 43                  | 263 | 9.33                                 | -               | 7.48              | 7.58    |
| 44                  | 264 | 1.61                                 | -               | 10.32             | 9.87    |
| 45                  | 265 | 15.89                                | -               | 7.42              | 8.04    |
| 46                  | 266 | -                                    | 4.33            | 9.33              | 9.24    |
| 47                  | 267 | -                                    | 6.98            | 6.78              | 6.81    |
| 48                  | 268 | -                                    | 7.09            | 6.56              | 6.58    |
| 49                  | 271 | 11.53                                | 2.72            | 8.29              | 7.83    |
| 50                  | 272 | 9.24                                 | -               | 7.91              | 7.92    |
| 51                  | 273 | 7.29                                 | 18.15           | 9.88              | 9.78    |
| 52                  | 274 | 9.68                                 | -               | 7.72              | 7.75    |
| 53                  | 275 | 17.03                                | -               | 9.05              | 9.21    |
| 54                  | 279 | 13.03                                | 25.45           | 9.38              | 9.44    |
| 55                  | 281 | 5.71                                 | 4.67            | 8.43              | 8.28    |
| 56                  | 282 | 9.59                                 | 3.50            | 9.84              | 9.68    |
| 57                  | 291 | -                                    | 17.08           | 12.01             | 12.27   |
| 58                  | 292 | 10.40                                | 9.61            | 8.88              | 8.93    |
| 59                  | 293 | 9.60                                 | 8.30            | 9.41              | 9.41    |
| 60                  | 301 | 3.02                                 | -               | 7.18              | 6.06    |
| 61                  | 302 | 14.30                                | -               | 9.75              | 9.99    |
| 62                  | 303 | 15.55                                | -               | 9.09              | 9.52    |
| 63                  | 304 | -                                    | -               | 8.18              | 8.18    |
| 64                  | 309 | 11.10                                | -               | 10.30             | 10.32   |
| 65                  | 310 | 5.79                                 | 17.38           | 9.41              | 9.47    |
| 66                  | 321 | 12.91                                | -               | 8.74              | 8.74    |
| 67                  | 322 | -                                    | -               | 6.57              | 6.57    |

Table 2.2.2

| Sl. NIC Code<br>No. |     | Percentage of Absenteeism by Sectors |                 |                   |         |
|---------------------|-----|--------------------------------------|-----------------|-------------------|---------|
|                     |     | Public<br>Sector                     | Joint<br>Sector | Private<br>Sector | Overall |
| 1                   | 2   | 3                                    | 4               | 5                 | 6       |
| 68                  | 323 | -                                    | -               | 16.40             | 16.40   |
| 69                  | 324 | -                                    | -               | 9.17              | 9.17    |
| 70                  | 325 | -                                    | -               | 9.65              | 9.65    |
| 71                  | 329 | 14.43                                | 10.10           | 9.07              | 9.09    |
| 72                  | 331 | 13.88                                | -               | 9.11              | 9.16    |
| 73                  | 332 | 14.41                                | -               | 9.96              | 10.19   |
| 74                  | 351 | 4.29                                 | 13.78           | 7.44              | 7.45    |
| 75                  | 352 | 5.04                                 | 5.29            | 8.32              | 7.82    |
| 76                  | 353 | -                                    | -               | 7.72              | 7.72    |
| 77                  | 360 | 11.66                                | -               | 6.56              | 7.53    |
| 78                  | 370 | 4.65                                 | -               | 5.54              | 5.49    |
| 79                  | 400 | 6.51                                 | 6.91            | 7.01              | 7.00    |
| All India           |     | 9.24                                 | 9.19            | 8.63              | 8.65    |

## CHAPTER-III LABOUR TURNOVER

Labour turnover is an important parameter indicating overall health of an industry or an establishment in terms of wages, industrial relations, working conditions and other welfare facilities provided by the employers to the workers. Labour Turnover measures the extent of change in the work force due to accession or separation during a particular period of time. Higher rate of Labour Turnover indicates lack of stability in the labour force, which is not conducive to the productivity.

High Labour Turnover may adversely affect a business. Not only it is expensive, but lowers productivity and morale also and tends to get worse if not maneuvered properly. Simultaneously looking at it from a different angle, Labour Turnover to a certain extent helps to infuse new ideas, skills and enthusiasm to the labour force. A natural level of Labour Turnover can be a way in which a business can slowly reduce its workforce without having to resort to redundancies.

Generally, following factors could be the cause of a high level of Labour Turnover;

- a) Dissatisfaction on account of insufficient wages leading to employees moving to competitors,
- b) Low level of motivation from employers' side and poor morale within the workforce in a specific industry,
- c) Recruiting and misplacement of employees resulting in their mobility in search of suitable employment, and
- d) A buoyant local labour market offering better and more attractive opportunities to employees.

Comparative statistics relating to the rate of accession and separation in respect of directly employed regular workers during the year 2008 vis-à-vis 2007, their average employment and the percentage of factories reporting labour turnover by States, Industries and Sectors have been presented in Tables 3.1.1. 3.1.2, 3.2.1 and 3.2.2.

### 3.1 Labour Turnover by States

State-wise Labour Turnover among directly employed regular workers is presented in Table 3.1.1. It may be seen from the Table that at all India level, the rate of accession, during the year 2008, was 17.56 per cent as compared to 20.94 per cent during the year 2007. The overall separation rate during the year 2008 was 17.00 per cent as compared to 18.11 per cent during the year 2007. Thus, there was about 0.56 per cent increase in overall employment during the year 2008 as compared to 2.83 per cent increase during the year 2007. At all India level, 65.26 per cent factories reported Labour Turnover in their units during the year 2008.

The lowest rate of accession during the year 2008 was recorded in Assam at 2.50 per cent followed by Tripura (3.08 per cent), Jharkhand (5.74 per cent) and Nagaland (6.02 per cent). The highest rate of accession during the year 2008 was observed

in Uttaranchal at 31.31 per cent followed by Himachal Pradesh (29.28 per cent) and Haryana (28.28 per cent).

The lowest rate of separation during the year was recorded in Assam at 2.88 per cent, followed by Orissa (5.80 per cent), Chhattisgarh (6.46 per cent), Puducherry (7.44 per cent), Kerala (8.03 per cent) and Jharkhand (9.31 per cent). The highest rate of separation during the year was reported in Delhi at 30.42 per cent, followed by Haryana (28.52 per cent), Uttar Pradesh (27.82 per cent), Punjab (24.68 per cent) and Himachal Pradesh (23.91 per cent).

The total Labour Turnover was recorded highest in Andaman & Nicobar Islands (100.00 per cent) and the lowest recorded in Nagaland (16.98 per cent).

### 3.2 Labour Turnover by Industries

Industry-wise Labour Turnover among directly employed regular workers during the year 2008 is given in Table 3.1.2. The highest rate of accession was recorded in the industry group '291-Manufacture of motor vehicles' (44.67 per cent) followed by industry groups, '142-Manufacture of articles of fur' (41.66 per cent), '301-Building of ships and boats' (38.54 per cent), '152-Manufacture of footwear' (38.52 per cent), '182-Reproduction of recorded media' (32.62 per cent) and '266-Manufacture of irradiation, electromedical and electrotherapeutic equipment' (32.61 per cent). The lowest rate of accession at 3.77 per cent was recorded in the industry group '370-Sewerage' followed by industry groups '360- Water collection, treatment and supply' (4.64 per cent), '192-Manufacture of refined petroleum products' (4.85 per cent), '352-Manufacture of gas; distribution of gaseous fuels through mains' (5.10 per cent) and '161-Sawmilling and planning of wood' (5.20 per cent).

On the other hand, the highest rate of separation at 60.25 per cent was recorded in the industry group '291- Manufacture of motor vehicles'. It was followed by industry groups '279-Manufacture of other electrical equipment' (30.76 per cent) and '107-Manufacture of other food products' (30.30 per cent). The lowest rate of separation, however, was recorded at 4.13 per cent in industry group, '161- Sawmilling and planning of wood' followed by industry groups '192-Manufacture of refined petroleum products' (6.25 per cent), '266- Manufacture of irradiation, electromedical and electrotherapeutic equipment' (7.56 per cent) and '252-Manufacture of weapons and ammunition' (8.28 per cent).

The total labour turnover was cent percent in industry group '142- Manufacture of articles of fur' and '268-Mnufacture of magnetic and optical media'. It was lowest in industry group '089-Mining and quarrying n.e.c.' (13.79 per cent) followed by 17.78 per cent in industry group '360-Water collection, treatment and supply'.

### 3.3 Labour Turnover in States by Sectors

Table 3.2.1 depicts State-wise and Sector-wise Labour Turnover among directly employed regular workers. It has been

observed that at all India level, accession rate was the highest in Private Sector at 17.82 per cent followed by Public Sector at 12.96 per cent and Joint Sector at 9.69 per cent. Separation rate was also highest at 17.13 per cent in Private Sector, followed by Public Sector at 13.86 per cent and Joint Sector at 13.42 per cent.

The highest rate of accession in Public Sector was recorded in Bihar at 94.97 per cent followed by Uttaranchal (70.63 per cent) and lowest in Puducherry at 0.38 per cent. In Joint Sector, the highest rate of accession was reported in Bihar at 76.97 per cent and lowest in Orissa at 2.47 per cent. In Private Sector, Uttaranchal reported the highest rate of accession at 31.23 per cent whereas Assam reported lowest rate of accession at 2.50 per cent.

The highest rate of separation in Public Sector was observed in Uttaranchal at 94.29 per cent and was lowest in Chhattisgarh at 4.02 per cent. In Joint Sector, the highest rate of separation was reported in Bihar at 76.54 per cent and lowest in Andaman & Nicobar Islands at 0.99 per cent, whereas in Private Sector, the highest rate of separation was reported in Delhi at 30.47 per cent and lowest in Tripura at 1.63 per cent.

#### 3.4 Labour Turnover in Industries by Sectors

Industry-wise and Sector-wise Labour Turnover amongst directly employed regular workers is given in Table 3.2.2. It may be seen from the Table that in Public Sector, the highest rate of accession was recorded at 78.00 per cent in the industry group '102-Processing and preserving of fish, crustaceans and molluscs' and the highest rate of separation at 73.35 per cent was observed in '210-Manufacture of pharmaceuticals, medicinal chemical and botanical products'. In private sector, the highest rate of accession was recorded at 52.29 per cent in the industry group '301-Building of ships and boats' and the highest rate of separation was recorded in industry group '182-Reproduction of recorded media'. In Joint Sector, the highest rate of accession was reported in the industry group '141-Manufacture of wearing apparel, except fur apparel' at 86.67 per cent, whereas highest rate of separation was reported in the industry group '107-Manufacture of other food products' at 79.83 per cent.

Sector-wise lowest rate of accession of 1.05 per cent in the industry group '271-Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus' in Public Sector, 0.37 per cent in industry group '243-Casting of metals' in Joint Sector and 4.00 per cent in industry group '370-Sewerage' in Private Sector.

In Public Sector, the industry group '329-Other manufacturing n.e.c.' recorded lowest separation rate of 1.35 per cent. In Joint Sector, the separation rate was lowest at 1.12 per cent in the industry '191-Manufacture of coke oven products', whereas in Private Sector, it was lowest at 2.32 per cent in industry group '268-Manufacture of magnetic and optical media'.

CHAPTER-III  
LABOUR TURNOVER

Table 3.1.1  
Labour Turnover Amongst Directly Employed Regular Workers by States during 2008

| Sl. No.   | State            | Percentage of Factories Reporting Labour Turnover | Average No. of Workers During the Year | Percentage of Labour Turnover During the Year |       |       |       |
|-----------|------------------|---|--|---|-------|-------|-------|
|           |                  |   |  | 2008  |       | 2007  |       |
|           |                  |   |  | Acc.  | Sep.  | Acc.  | Sep.  |
| 1         | 2                | 3   | 4                                      | 5   | 6     | 7     | 8     |
| 1         | Jammu & Kashmir  | 71.79   | 17252                                  | 13.73   | 13.82 | 22.62 | 18.92 |
| 2         | Himachal Pradesh | 92.17   | 62791                                  | 29.28   | 23.91 | 32.05 | 23.42 |
| 3         | Punjab           | 82.27   | 323053                                 | 24.24   | 24.68 | 31.31 | 27.22 |
| 4         | Chandigarh       | 87.82   | 6310                                   | 20.14   | 22.77 | 23.79 | 24.28 |
| 5         | Uttaranchal      | 89.78   | 90267                                  | 31.31   | 19.99 | 39.25 | 16.80 |
| 6         | Haryana          | 80.03   | 149587                                 | 28.28   | 28.52 | 29.01 | 26.91 |
| 7         | Delhi            | 81.10   | 87030                                  | 27.22   | 30.42 | 25.64 | 28.12 |
| 8         | Rajasthan        | 74.34   | 192791                                 | 15.95   | 18.53 | 21.22 | 17.79 |
| 9         | Uttar Pradesh    | 71.16   | 319527                                 | 27.28   | 27.82 | 32.55 | 28.15 |
| 10        | Bihar            | 45.35   | 20575                                  | 22.80   | 20.33 | 29.60 | 31.02 |
| 11        | Nagaland         | 16.98   | 415                                    | 6.02  | -     | 3.13  | 2.34  |
| 12        | Manipur          | 52.63   | 673                                    | 7.73  | -     | 3.64  | 2.86  |
| 13        | Tripura          | 44.00   | 552                                    | 3.08  | -     | 14.60 | 2.31  |
| 14        | Meghalaya        | 66.23   | 2349                                   | 11.79   | -     | 19.19 | 17.48 |
| 15        | Assam            | 18.61   | 41891                                  | 2.50  | 2.88  | 3.45  | 2.08  |
| 16        | West Bengal      | 45.06   | 323592                                 | 10.95   | 13.29 | 21.22 | 19.11 |
| 17        | Jharkhand        | 63.42   | 100116                                 | 5.74  | 9.31  | 4.04  | 7.52  |
| 18        | Orissa           | 61.22   | 77186                                  | 7.28  | 5.80  | 7.87  | 6.44  |
| 19        | Chhattisgarh     | 57.98   | 63749                                  | 10.76   | 6.46  | 9.74  | 6.15  |
| 20        | Madhya Pradesh   | 70.61   | 128437                                 | 16.33   | 13.39 | 12.03 | 11.21 |
| 21        | Gujarat          | 70.85   | 518852                                 | 15.22   | 13.98 | 19.02 | 15.34 |
| 22        | Daman & Diu      | 92.59   | 58270                                  | 13.76   | -     | 14.13 | 15.44 |
| 23        | D & Nagar Haveli | 90.39   | 43283                                  | 16.77   | -     | 14.64 | 11.34 |
| 24        | Maharashtra      | 62.57   | 702981                                 | 20.10   | 21.76 | 23.86 | 23.28 |
| 25        | Andhra Pradesh   | 33.45   | 278537                                 | 12.14   | 10.07 | 12.41 | 9.13  |
| 26        | Karnataka        | 69.95   | 487523                                 | 19.41   | 18.09 | 22.96 | 19.76 |
| 27        | Goa              | 82.35   | 20887                                  | 25.56   | 18.76 | 26.60 | 25.00 |
| 28        | Kerala           | 60.83   | 235832                                 | 7.70  | 8.03  | 11.71 | 9.00  |
| 29        | Tamil Nadu       | 67.52   | 955707                                 | 16.17   | 13.95 | 17.82 | 14.53 |
| 30        | Pondicherry      | 57.62   | 26334                                  | 7.63  | 7.44  | 9.00  | 6.95  |
| 31        | A & N Islands    | 100.00  | 265                                    | 8.68  | -     | 56.63 | 17.67 |
| All India |                  | 65.26   | 5336614                                | 17.56   | 17.00 | 20.94 | 18.11 |
|           | Public           | 68.32   | 92572                                  | 12.96   | 13.86 | 8.85  | 11.48 |
|           | Joint            | 53.87   | 112373                                 | 9.69  | 13.42 | 18.22 | 15.22 |
|           | Private          | 65.27   | 5131669                                | 17.82   | 17.13 | 21.43 | 18.42 |

Note: Acc. = Accession, Sep. = Separation.



Table 3.1.2  
Labour Turnover Amongst Directly Employed Regular Workers by Industries (3-Digit Level of NIC-2008) during the Year 2008

| Sl. NIC Code No. |     | Percentage of Factories Reporting Labour Turnover | Average No. of Workers During the Year | Percentage of Labour Turnover During the Year 2008 |       |
|------------------|-----|---|--|--|-------|
|                  |     |   |  | Acc.   | Sep.  |
| 1                | 2   | 3   | 4                                      | 5  | 6     |
| 1                | 016 | 42.85   | 27620                                  | 23.62  | 21.13 |
| 2                | 089 | 13.79   | 619                                    | 11.47  | -     |
| 3                | 101 | 78.75   | 4664                                   | 12.33  | 11.77 |
| 4                | 102 | 62.18   | 10316                                  | 14.90  | 11.36 |
| 5                | 103 | 64.93   | 14938                                  | 18.35  | 19.35 |
| 6                | 104 | 52.17   | 40741                                  | 13.68  | 11.47 |
| 7                | 105 | 56.20   | 41465                                  | 8.75   | 8.55  |
| 8                | 106 | 36.00   | 100040                                 | 15.00  | 13.68 |
| 9                | 107 | 65.96   | 339814                                 | 29.15  | 30.30 |
| 10               | 108 | 70.57   | 11153                                  | 9.93   | 13.23 |
| 11               | 110 | 59.61   | 43686                                  | 11.19  | 9.89  |
| 12               | 120 | 55.46   | 111522                                 | 8.83   | 9.94  |
| 13               | 131 | 73.01   | 738326                                 | 13.88  | 15.69 |
| 14               | 139 | 76.81   | 159281                                 | 16.71  | 15.80 |
| 15               | 141 | 87.26   | 429503                                 | 27.94  | 27.82 |
| 16               | 142 | 100.00  | 1810                                   | 41.66  | -     |
| 17               | 143 | 89.29   | 95779                                  | 14.65  | 12.26 |
| 18               | 151 | 70.22   | 40512                                  | 20.36  | 18.19 |
| 19               | 152 | 85.29   | 93739                                  | 38.52  | 22.57 |
| 20               | 161 | 48.34   | 78917                                  | 5.20   | 4.13  |
| 21               | 162 | 59.44   | 29709                                  | 14.37  | 13.19 |
| 22               | 170 | 70.07   | 125537                                 | 12.20  | 10.72 |
| 23               | 181 | 67.83   | 79922                                  | 16.05  | 16.16 |
| 24               | 182 | 42.86   | 374                                    | 32.62  | -     |
| 25               | 191 | 74.82   | 18410                                  | 14.24  | 8.95  |
| 26               | 192 | 50.72   | 19274                                  | 4.85   | 6.25  |
| 27               | 201 | 55.13   | 91981                                  | 8.88   | 9.55  |
| 28               | 202 | 68.53   | 164378                                 | 12.00  | 11.13 |

Table 3.1.2

| Sl. NIC Code No. |     | Percentage of Factories Reporting Labour Turnover | Average No. of Workers During the Year | Percentage of Labour Turnover During the Year |       |
|------------------|-----|---|--|---|-------|
|                  |     |   |  | 2008  |       |
|                  |     |   |  | Acc.  | Sep.  |
| 1                | 2   | 3   | 4                                      | 5   | 6     |
| 29               | 203 | 92.05   | 16357                                  | 5.28  | 15.94 |
| 30               | 210 | 71.59   | 131670                                 | 17.56   | 12.51 |
| 31               | 221 | 65.71   | 86886                                  | 18.12   | 16.37 |
| 32               | 222 | 72.20   | 147492                                 | 19.79   | 16.01 |
| 33               | 231 | 65.59   | 24972                                  | 12.36   | 10.40 |
| 34               | 239 | 53.21   | 211771                                 | 12.54   | 11.27 |
| 35               | 241 | 77.50   | 260121                                 | 10.82   | 10.43 |
| 36               | 242 | 75.41   | 51033                                  | 10.02   | 9.55  |
| 37               | 243 | 71.69   | 96845                                  | 16.82   | 17.67 |
| 38               | 251 | 62.89   | 79520                                  | 24.51   | 12.95 |
| 39               | 252 | 75.56   | 2730                                   | 12.45   | 8.28  |
| 40               | 259 | 72.44   | 151607                                 | 20.52   | 19.31 |
| 41               | 261 | 70.18   | 36054                                  | 20.69   | 13.46 |
| 42               | 262 | 78.43   | 9302                                   | 12.15   | 10.78 |
| 43               | 263 | 71.50   | 11918                                  | 20.44   | 14.83 |
| 44               | 264 | 84.39   | 11303                                  | 15.04   | 15.84 |
| 45               | 265 | 83.07   | 19269                                  | 13.42   | 10.58 |
| 46               | 266 | 75.93   | 1297                                   | 32.61   | 7.56  |
| 47               | 267 | 67.92   | 2149                                   | 13.68   | 8.56  |
| 48               | 268 | 100.00  | 848                                    | 8.49  | -     |
| 49               | 271 | 69.26   | 72089                                  | 15.07   | 14.76 |
| 50               | 272 | 74.90   | 13518                                  | 18.66   | 12.74 |
| 51               | 273 | 76.24   | 30579                                  | 12.53   | 12.55 |
| 52               | 274 | 71.92   | 19934                                  | 23.07   | 21.40 |
| 53               | 275 | 74.11   | 16196                                  | 21.84   | 17.67 |
| 54               | 279 | 72.41   | 19679                                  | 17.42   | 30.76 |
| 55               | 281 | 69.59   | 143630                                 | 14.91   | 12.01 |
| 56               | 282 | 72.37   | 122878                                 | 16.02   | 15.29 |
| 57               | 291 | 63.77   | 54035                                  | 44.67   | 60.25 |
| 58               | 292 | 71.32   | 14328                                  | 18.31   | 15.28 |
| 59               | 293 | 78.58   | 151445                                 | 21.27   | 22.08 |
| 60               | 301 | 66.10   | 4107                                   | 38.54   | 29.53 |
| 61               | 302 | 62.64   | 11284                                  | 7.84  | 8.76  |
| 62               | 303 | 95.83   | 2487                                   | 24.21   | 13.07 |
| 63               | 304 | 82.50   | 734                                    | 11.17   | 17.98 |

Table 3.1.2

| Sl. No.   | NIC Code | Percentage of Factories Reporting Labour Turnover | Average No. of Workers During the Year | Percentage of Labour Turnover During the Year |       |
|-----------|----------|---|--|---|-------|
|           |          |   |  | 2008  |       |
| 1         | 2        | 3   | 4                                      | Acc.  | Sep.  |
| 64        | 309      | 78.46   | 75265                                  | 19.83   | 21.93 |
| 65        | 310      | 55.60   | 22887                                  | 21.15   | 17.10 |
| 66        | 321      | 90.72   | 89810                                  | 16.29   | 23.38 |
| 67        | 322      | 83.33   | 558                                    | 14.16   | -     |
| 68        | 323      | 77.45   | 5105                                   | 17.00   | -     |
| 69        | 324      | 66.39   | 2818                                   | 9.30  | -     |
| 70        | 325      | 68.61   | 11439                                  | 13.68   | 15.51 |
| 71        | 329      | 80.27   | 30506                                  | 12.97   | 14.25 |
| 72        | 331      | 52.49   | 11324                                  | 13.03   | 13.21 |
| 73        | 332      | 74.55   | 4305                                   | 8.29  | 8.43  |
| 74        | 351      | 67.52   | 9985                                   | 10.26   | 9.70  |
| 75        | 352      | 67.16   | 3137                                   | 5.10  | 8.77  |
| 76        | 353      | 66.67   | 814                                    | 27.52   | -     |
| 77        | 360      | 17.78   | 474                                    | 4.64  | -     |
| 78        | 370      | 29.17   | 371                                    | 3.77  | -     |
| 79        | 400      | 58.72   | 123717                                 | 15.25   | 14.17 |
| All India |          | 65.26   | 5336614                                | 17.56   | 17.00 |
| Public    |          | 68.32   | 92572                                  | 12.96   | 13.86 |
| Joint     |          | 53.87   | 112373                                 | 9.69  | 13.42 |
| Private   |          | 65.27   | 5131669                                | 17.82   | 17.13 |

Table 3.2.1  
Labour Turnover Amongst Directly Employed Regular Workers in States by Sectors  
during the Year 2008

| Sl. State No.       | Percentage of Accession by Sectors |       |       |         | Percentage of Separation by Sectors |       |       |         |    |
|---------------------|------------------------------------|-------|-------|---------|-------------------------------------|-------|-------|---------|----|
|                     | Pub.                               | Joint | Pvt.  | Overall | Pub.                                | Joint | Pvt.  | Overall |    |
| 1                   | 2                                  | 3     | 4     | 5       | 6                                   | 7     | 8     | 9       | 10 |
| 1 Jammu & Kashmir   | 20.06                              | -     | 13.18 | 13.73   | 19.10                               | -     | 13.38 | 13.82   |    |
| 2 Himachal Pradesh  | 25.00                              | 43.14 | 29.32 | 29.28   | 37.78                               | 35.29 | 23.74 | 23.91   |    |
| 3 Punjab            | 12.98                              | 3.70  | 24.33 | 24.24   | 11.62                               | 4.57  | 24.77 | 24.68   |    |
| 4 Chandigarh        | -                                  | -     | 20.14 | 20.14   | -                                   | -     | 22.77 | 22.77   |    |
| 5 Uttaranchal       | 70.63                              | 11.25 | 31.23 | 31.31   | 94.29                               | 5.78  | 18.52 | 19.99   |    |
| 6 Haryana           | 16.88                              | 13.46 | 28.61 | 28.28   | 25.00                               | 16.42 | 28.74 | 28.52   |    |
| 7 Delhi             | 14.82                              | -     | 27.29 | 27.22   | 21.56                               | -     | 30.47 | 30.42   |    |
| 8 Rajasthan         | 15.99                              | 8.33  | 16.21 | 15.95   | 13.06                               | 15.98 | 19.09 | 18.53   |    |
| 9 Uttar Pradesh     | 16.45                              | 41.09 | 27.39 | 27.28   | 29.75                               | 54.86 | 27.72 | 27.82   |    |
| 10 Bihar            | 94.97                              | 76.97 | 16.37 | 22.80   | 61.52                               | 76.54 | 16.04 | 20.33   |    |
| 11 Nagaland         | -                                  | -     | 6.02  | 6.02    | -                                   | -     | 4.34  | 4.34    |    |
| 12 Manipur          | -                                  | -     | 7.73  | 7.73    | -                                   | -     | 13.97 | 13.97   |    |
| 13 Tripura          | -                                  | -     | 3.08  | 3.08    | -                                   | -     | 1.63  | 1.63    |    |
| 14 Meghalaya        | -                                  | 14.63 | 11.74 | 11.79   | -                                   | -     | 11.31 | 11.11   |    |
| 15 Assam            | -                                  | -     | 2.50  | 2.50    | -                                   | -     | 2.88  | 2.88    |    |
| 16 West Bengal      | 1.17                               | -     | 11.15 | 10.95   | 4.16                                | 3.86  | 13.47 | 13.29   |    |
| 17 Jharkhand        | 8.09                               | 2.56  | 7.12  | 5.74    | 7.64                                | 8.88  | 9.62  | 9.31    |    |
| 18 Orissa           | 8.36                               | 2.47  | 7.82  | 7.28    | 13.07                               | 1.82  | 6.05  | 5.80    |    |
| 19 Chhattisgarh     | 0.40                               | 13.90 | 13.64 | 10.76   | 4.02                                | 5.62  | 7.34  | 6.46    |    |
| 20 Madhya Pradesh   | 3.87                               | 20.29 | 16.45 | 16.33   | 7.55                                | 17.94 | 13.26 | 13.39   |    |
| 21 Gujarat          | 7.57                               | 20.00 | 15.23 | 15.22   | 4.64                                | 36.67 | 13.99 | 13.98   |    |
| 22 Daman & Diu      | 8.70                               | 32.88 | 13.74 | 13.76   | 13.04                               | 6.85  | 12.23 | 12.23   |    |
| 23 D & Nagar Haveli | 5.45                               | 7.81  | 16.79 | 16.77   | 5.45                                | -     | 13.56 | 13.53   |    |
| 24 Maharashtra      | 27.49                              | 13.26 | 20.14 | 20.10   | 20.04                               | 29.71 | 21.64 | 21.76   |    |
| 25 Andhra Pradesh   | 9.48                               | 8.59  | 12.40 | 12.14   | 5.18                                | 5.28  | 10.45 | 10.07   |    |
| 26 Karnataka        | 16.13                              | 41.95 | 19.32 | 19.41   | 14.66                               | 76.20 | 17.80 | 18.09   |    |
| 27 Goa              | 18.52                              | 37.14 | 25.36 | 25.56   | 18.52                               | 19.29 | 18.75 | 18.76   |    |
| 28 Kerala           | 4.19                               | 3.81  | 7.95  | 7.70    | 7.13                                | 10.82 | 7.97  | 8.03    |    |
| 29 Tamil Nadu       | 8.86                               | 13.36 | 16.24 | 16.17   | 7.55                                | 8.55  | 14.03 | 13.95   |    |
| 30 Pondicherry      | 0.38                               | 4.17  | 8.27  | 7.63    | 6.56                                | 4.17  | 7.52  | 7.44    |    |
| 31 A & N Islands    | -                                  | -     | 14.02 | 8.68    | -                                   | 0.99  | 26.22 | 16.60   |    |
| All India           | 12.96                              | 9.69  | 17.82 | 17.56   | 13.86                               | 13.42 | 17.13 | 17.00   |    |

Table 3.2.2  
Labour Turnover Amongst Directly Employed Regular Workers in Industries (3-Digit  
Level of NIC-2008) by Sectors during the Year 2008

| Sl. No. | NIC Code | Percentage of Accession<br>by Sectors |       |       |         | Percentage of Separation<br>by Sectors |       |       |         |
|---------|----------|---------------------------------------|-------|-------|---------|--|-------|-------|---------|
|         |          | Pub.                                  | Joint | Pvt.  | Overall | Pub.                                   | Joint | Pvt.  | Overall |
| 1       | 2        | 3                                     | 4     | 5     | 6       | 7                                      | 8     | 9     | 10      |
| 1       | 016      | 8.39                                  | 21.82 | 24.22 | 23.62   | 11.85                                  | 77.58 | 21.14 | 21.13   |
| 2       | 089      | -                                     | -     | 11.47 | 11.47   | -                                      | -     | 11.95 | 11.95   |
| 3       | 101      | -                                     | -     | 13.24 | 12.33   | -                                      | -     | 12.64 | 11.77   |
| 4       | 102      | 78.00                                 | 3.07  | 14.55 | 14.90   | 39.00                                  | 3.07  | 11.27 | 11.36   |
| 5       | 103      | -                                     | 1.63  | 19.02 | 18.35   | 8.70                                   | 2.72  | 20.01 | 19.35   |
| 6       | 104      | 18.94                                 | 16.37 | 13.63 | 13.68   | 9.25                                   | 38.89 | 11.25 | 11.47   |
| 7       | 105      | 10.45                                 | 3.03  | 8.97  | 8.75    | 5.84                                   | 9.62  | 8.66  | 8.55    |
| 8       | 106      | 8.58                                  | 12.01 | 15.07 | 15.00   | 16.83                                  | 10.26 | 13.67 | 13.68   |
| 9       | 107      | 54.27                                 | 57.37 | 28.40 | 29.15   | 73.35                                  | 79.83 | 29.00 | 30.30   |
| 10      | 108      | -                                     | -     | 10.50 | 9.93    | 7.69                                   | 10.81 | 13.48 | 13.23   |
| 11      | 110      | 4.17                                  | 14.97 | 11.17 | 11.19   | 7.99                                   | 2.79  | 10.04 | 9.89    |
| 12      | 120      | 14.78                                 | 7.77  | 8.54  | 8.83    | 10.67                                  | 1.94  | 9.91  | 9.94    |
| 13      | 131      | 7.29                                  | 11.14 | 14.03 | 13.88   | 12.33                                  | 13.09 | 15.79 | 15.69   |
| 14      | 139      | 28.08                                 | -     | 16.69 | 16.71   | 22.42                                  | 13.16 | 15.78 | 15.80   |
| 15      | 141      | 14.43                                 | 86.67 | 27.93 | 27.94   | 9.95                                   | 10.91 | 27.84 | 27.82   |
| 16      | 142      | -                                     | -     | 41.66 | 41.66   | -                                      | -     | 14.59 | 14.59   |
| 17      | 143      | 29.91                                 | -     | 14.59 | 14.65   | 29.91                                  | -     | 12.19 | 12.26   |
| 18      | 151      | 11.58                                 | -     | 20.53 | 20.36   | 7.37                                   | -     | 18.39 | 18.19   |
| 19      | 152      | 52.14                                 | 17.49 | 38.52 | 38.52   | 39.71                                  | 18.81 | 22.49 | 22.57   |
| 20      | 161      | 19.57                                 | 1.30  | 5.22  | 5.20    | 47.83                                  | 1.30  | 4.10  | 4.13    |
| 21      | 162      | 10.66                                 | -     | 14.43 | 14.37   | 5.54                                   | -     | 13.32 | 13.19   |
| 22      | 170      | 3.24                                  | 5.40  | 12.57 | 12.20   | 4.52                                   | 7.52  | 10.94 | 10.72   |
| 23      | 181      | 6.15                                  | 1.40  | 16.19 | 16.05   | 5.15                                   | 2.53  | 16.31 | 16.16   |
| 24      | 182      | -                                     | -     | 32.62 | 32.62   | -                                      | -     | 67.91 | 67.91   |
| 25      | 191      | 2.06                                  | 2.72  | 20.86 | 14.24   | 4.54                                   | 1.12  | 12.43 | 8.95    |
| 26      | 192      | 9.14                                  | 1.90  | 5.59  | 4.85    | 7.59                                   | 8.82  | 5.40  | 6.25    |
| 27      | 201      | 10.94                                 | 8.20  | 8.86  | 8.88    | 9.13                                   | 13.88 | 9.42  | 9.55    |
| 28      | 202      | 8.16                                  | 8.56  | 12.05 | 12.00   | 14.83                                  | 2.55  | 11.15 | 11.13   |
| 29      | 203      | -                                     | -     | 5.56  | 5.28    | 4.93                                   | -     | 16.53 | 15.94   |

Table 3.2.2

| Sl. NIC Code<br>No. |     | Percentage of Accession<br>by Sectors |       |       |         | Percentage of Separation<br>by Sectors |       |       |         |
|---------------------|-----|---------------------------------------|-------|-------|---------|--|-------|-------|---------|
|                     |     | Pub.                                  | Joint | Pvt.  | Overall | Pub.                                   | Joint | Pvt.  | Overall |
| 1                   | 2   | 3                                     | 4     | 5     | 6       | 7                                      | 8     | 9     | 10      |
| 30                  | 210 | 15.21                                 | 4.49  | 17.73 | 17.56   | 15.42                                  | 4.56  | 12.56 | 12.51   |
| 31                  | 221 | 8.62                                  | 9.37  | 19.27 | 18.12   | 2.12                                   | 5.53  | 17.84 | 16.37   |
| 32                  | 222 | 22.18                                 | 3.70  | 19.87 | 19.79   | 23.75                                  | 9.55  | 15.96 | 16.01   |
| 33                  | 231 | -                                     | -     | 12.36 | 12.36   | -                                      | -     | 10.40 | 10.40   |
| 34                  | 239 | 38.90                                 | 5.01  | 12.00 | 12.54   | 25.35                                  | 5.49  | 10.99 | 11.27   |
| 35                  | 241 | 1.59                                  | 2.77  | 12.70 | 10.82   | 3.92                                   | 9.59  | 11.08 | 10.43   |
| 36                  | 242 | 2.19                                  | 7.91  | 10.73 | 10.02   | 12.89                                  | 2.58  | 11.04 | 9.55    |
| 37                  | 243 | 3.93                                  | 0.37  | 17.32 | 16.82   | 6.97                                   | 2.56  | 18.10 | 17.67   |
| 38                  | 251 | 38.85                                 | 15.61 | 24.98 | 24.51   | 18.33                                  | 8.34  | 13.22 | 12.95   |
| 39                  | 252 | -                                     | -     | 12.45 | 12.45   | -                                      | -     | 8.28  | 8.28    |
| 40                  | 259 | 52.93                                 | 9.76  | 20.32 | 20.52   | 12.78                                  | 9.76  | 19.35 | 19.31   |
| 41                  | 261 | 13.90                                 | 3.23  | 20.90 | 20.69   | 33.90                                  | 9.68  | 13.33 | 13.46   |
| 42                  | 262 | -                                     | -     | 12.16 | 12.15   | -                                      | -     | 10.79 | 10.78   |
| 43                  | 263 | 5.46                                  | -     | 21.34 | 20.44   | 4.13                                   | -     | 15.48 | 14.83   |
| 44                  | 264 | 3.62                                  | -     | 15.69 | 15.04   | 5.43                                   | -     | 16.44 | 15.84   |
| 45                  | 265 | 2.88                                  | -     | 14.28 | 13.42   | 3.16                                   | -     | 11.19 | 10.58   |
| 46                  | 266 | -                                     | 8.33  | 33.15 | 32.61   | -                                      | 8.33  | 7.62  | 7.56    |
| 47                  | 267 | -                                     | 10.58 | 14.17 | 13.68   | -                                      | 11.95 | 8.03  | 8.56    |
| 48                  | 268 | -                                     | 46.67 | 7.09  | 8.49    | -                                      | 13.33 | 2.32  | 2.71    |
| 49                  | 271 | 1.05                                  | 7.35  | 15.95 | 15.07   | 4.82                                   | 9.66  | 15.35 | 14.76   |
| 50                  | 272 | 41.94                                 | -     | 18.50 | 18.66   | 27.96                                  | -     | 12.63 | 12.74   |
| 51                  | 273 | 2.52                                  | 1.23  | 13.28 | 12.53   | 6.33                                   | 11.11 | 12.97 | 12.55   |
| 52                  | 274 | 38.36                                 | -     | 22.78 | 23.07   | 27.40                                  | -     | 21.29 | 21.40   |
| 53                  | 275 | 45.08                                 | -     | 21.30 | 21.84   | 72.68                                  | -     | 16.40 | 17.67   |
| 54                  | 279 | 11.79                                 | -     | 17.51 | 17.42   | 34.93                                  | -     | 30.74 | 30.76   |
| 55                  | 281 | 3.55                                  | 13.17 | 15.17 | 14.91   | 3.63                                   | 6.52  | 12.30 | 12.01   |
| 56                  | 282 | 15.07                                 | 33.94 | 15.60 | 16.02   | 18.25                                  | 34.89 | 14.74 | 15.29   |
| 57                  | 291 | -                                     | 18.34 | 45.97 | 44.67   | -                                      | 77.55 | 59.40 | 60.25   |
| 58                  | 292 | 5.08                                  | 2.56  | 18.79 | 18.31   | 7.06                                   | -     | 15.59 | 15.28   |
| 59                  | 293 | 41.94                                 | 14.39 | 21.19 | 21.27   | 39.80                                  | 17.89 | 22.01 | 22.08   |
| 60                  | 301 | 5.25                                  | -     | 52.29 | 38.54   | 2.00                                   | -     | 40.90 | 29.53   |
| 61                  | 302 | -                                     | -     | 8.28  | 7.84    | 3.52                                   | -     | 9.06  | 8.76    |
| 62                  | 303 | -                                     | -     | 25.88 | 24.21   | -                                      | -     | 13.97 | 13.07   |
| 63                  | 304 | -                                     | -     | 11.17 | 11.17   | -                                      | -     | 17.98 | 17.98   |
| 64                  | 309 | 9.38                                  | -     | 20.03 | 19.83   | 11.27                                  | -     | 22.13 | 21.93   |
| 65                  | 310 | 10.68                                 | 1.82  | 21.48 | 21.15   | 16.99                                  | 9.45  | 17.20 | 17.10   |

Table 3.2.2

| Sl. NIC Code<br>No. |     | Percentage of Accession<br>by Sectors |       |       |         | Percentage of Separation<br>by Sectors |       |       |         |
|---------------------|-----|---------------------------------------|-------|-------|---------|--|-------|-------|---------|
|                     |     | Pub.                                  | Joint | Pvt.  | Overall | Pub.                                   | Joint | Pvt.  | Overall |
| 1                   | 2   | 3                                     | 4     | 5     | 6       | 7                                      | 8     | 9     | 10      |
| 66                  | 321 | 4.46                                  | -     | 16.30 | 16.29   | 12.50                                  | -     | 23.39 | 23.38   |
| 67                  | 322 | -                                     | -     | 14.16 | 14.16   | -                                      | -     | 18.82 | 18.82   |
| 68                  | 323 | -                                     | -     | 17.00 | 17.00   | -                                      | -     | 17.79 | 17.79   |
| 69                  | 324 | -                                     | -     | 9.30  | 9.30    | -                                      | -     | 16.25 | 16.25   |
| 70                  | 325 | -                                     | -     | 13.68 | 13.68   | -                                      | -     | 15.51 | 15.51   |
| 71                  | 329 | -                                     | 25.00 | 13.03 | 12.97   | 1.35                                   | -     | 14.33 | 14.25   |
| 72                  | 331 | 14.17                                 | -     | 13.01 | 13.03   | 18.90                                  | -     | 13.15 | 13.21   |
| 73                  | 332 | -                                     | -     | 8.75  | 8.29    | 4.02                                   | -     | 8.67  | 8.43    |
| 74                  | 351 | 33.33                                 | 0.81  | 9.85  | 10.26   | 25.57                                  | 6.50  | 9.37  | 9.70    |
| 75                  | 352 | -                                     | 2.34  | 5.51  | 5.10    | 3.11                                   | 10.16 | 9.02  | 8.77    |
| 76                  | 353 | -                                     | -     | 27.52 | 27.52   | -                                      | -     | 15.48 | 15.48   |
| 77                  | 360 | 5.80                                  | -     | 4.44  | 4.64    | 2.90                                   | -     | 4.20  | 4.01    |
| 78                  | 370 | -                                     | -     | 4.00  | 3.77    | -                                      | -     | 2.86  | 2.70    |
| 79                  | 400 | 24.59                                 | 1.12  | 15.14 | 15.25   | 13.51                                  | 1.53  | 14.26 | 14.17   |
| All India           |     | 12.96                                 | 9.69  | 17.82 | 17.56   | 13.86                                  | 13.42 | 17.13 | 17.00   |

## CHAPTER-IV EMPLOYMENT

Data on salient features of labour force deployed in the organised manufacturing industries during the year 2008-09 has been presented in this chapter. These include presentation of employment by industries, States, category of workers, sex and age, establishment size, employment through contractors and mandays worked in the Public sector, Joint sector and Private sector.

### 4.1 Total Work Force

The State-wise and industry-wise break-up of employment during the year 2008-09 has been presented in the Tables 4.1.1 and 4.1.2, respectively. Total employment includes workers employed directly by the employers in addition to those engaged through contractors. The average daily employment of the workers has been worked out as the ratio of mandays worked to the number of working days at the unit level. During the year 2008-09, the total labour force in the manufacturing establishments has been estimated to be about 8.77 million, of which the proportion of directly employed female workers was 13.65 per cent.

### 4.2 Employment by States

It may be seen from the Table 4.1.1 that six States, viz. Tamil Nadu, Maharashtra, Andhra Pradesh, Gujarat, Karnataka and Uttar Pradesh taken together accounted for about 62 per cent of the total employment during the year 2008-09. Tamil Nadu recorded the highest employment share of 16.59 per cent followed by Maharashtra (11.78 per cent), Andhra Pradesh (10.36 per cent), Gujarat (9.92 per cent), Karnataka (6.81 per cent) and Uttar Pradesh (6.54 per cent) respectively. On the other hand, proportion of workers in three States/Union Territories, viz. Andaman & Nicobar Islands, Manipur and Nagaland taken together was less than 0.05 per cent.

In terms of sectors, majority of workers i.e. 93.82 per cent were employed in Private Sector followed by Joint Sector with 3.65 per cent and Public Sector with 2.53 per cent respectively. At the State level, Private Sector was the major source of employment of workers in all the States. The contribution of the Private Sector in employment of workers was highest at 100 per cent in Nagaland, followed by 99.56 per cent in Delhi and 99.42 per cent in Dadra & Nagar Haveli, whereas it was lowest at 55.24 per cent in Jharkhand. The contribution of Private Sector to the total employment was more than 90 per cent in 21 States/Union Territories. The contribution of the Public Sector in employment of workers was highest at 12.44 per cent in Puducherry followed by Meghalaya (11.35 per cent) whereas it was less than 1 per cent in seven states. The share of the Joint Sector in total employment of workers was recorded highest at 39.13 per cent in Andaman & Nicobar Islands followed by Jharkhand (37.91 per cent), whereas it was less than 1 per cent in Jammu & Kashmir, Daman & Diu, Dadra & Nagar Haveli and Delhi.



The maximum proportion of directly employed women workers was reported at 53.63 per cent in Kerala followed by Manipur (38.43 per cent), Tamil Nadu (35.28 per cent) and Karnataka (34.17 per cent). Interestingly, Kerala is the only State, where the share of the women workforce is significantly higher than that of their male counterparts. Out of 31 States/Union Territories, only five States/Union Territories reported percentage of women workers more than that at the All India level (13.65 per cent).

#### 4.3 Employment by Industries

On perusal of Table 4.1.2, it is observed that out of 83 industry groups, 10 industry groups taken together accounted for more than 52 per cent of the employment in the Manufacturing industries. The maximum contribution to the total employment was 10.68 per cent in the industry group '131-Spinning, weaving and finishing of textiles' followed by industry groups '107-Manufacture of other food products' (7.03 per cent), '239-Manufacture of non-metallic mineral products n.e.c.' (6.71 per cent), '141-Manufacture of wearing apparel, except fur apparel' (6.04 per cent), '241-Manufacture of basic iron and steel' (5.31 per cent), '120-Manufacture of tobacco products' (4.89 per cent), '293-Manufacture of parts and accessories for motor vehicles' (3.16 per cent) and '106-Manufacture of grain mill products, starches and starch products' (3.02 per cent). Four industry groups, viz. '390-Remediation activities and other waste management services', '182-Reproduction of recorded media', '322-Manufacture of musical instruments' and '360-Water collection, treatment and supply' together contributed a meagre 0.01 per cent employment in the manufacturing establishments.

The maximum proportion of directly employed women workers was reported at 63.52 per cent in industry group '142-Manufacture of articles of fur'. Other significant contribution in employment of women workers was seen in industry groups '141- Manufacture of wearing apparel, except fur apparel' (48.29 per cent), '143-Manufacture of knitted and crocheted apparel' (36.09 per cent) and '107-Manufacture of other food products' (36.02 per cent).

Out of a total of 83 industry groups, Private Sector made a significant contribution by providing more than 90 per cent employment opportunities to workers in 66 industry groups. Of these, it was hundred per cent in 14 industry groups. The lowest contribution of the Private Sector in providing employment of workers was reported at 57.77 per cent in industry group '192-Manufacture of refined petroleum products'.

The contribution of Public Sector in employment generation was highest at 29.63 per cent in industry group '301- Building of ships and boats', followed by industry groups '352-Manufacture of gas; distribution of gaseous fuels through mains' (28.20 percent), '360-Water collection, treatment and supply' (27.11 percent) and '303-Manufacture of air and spacecraft and related machinery' (23.10 per cent), whereas it was less than 1 per cent in 20 industry groups.

The contribution of Joint Sector in employment generation among industries was highest at 26.29 per cent in industry group '192-Manufacture of refined petroleum products', followed by 20.48 per cent in the industry group '291-Manufacture of Motor Vehicles' whereas it was less than 1 per cent in 12 industry groups.

#### 4.4 Employment of Contract Workers by States

Sector-wise employment of contract workers in different States is given in Table 4.2.1. It is observed that at all India level, about 31.90 per cent of the total workers were employed through contractors. The practice of employing workers through contractors was more prevalent in the Private Sector, where 32.32 per cent of the workers were employed through contractors. The percentage of contract workers was 28.51 per cent and 21.17 per cent in Joint and Public Sectors, respectively.

Among States, out of the total work force in the respective State/Union Territories, Tripura employed highest percentage of contract workers at 84.08 per cent, followed by Bihar (60.60 per cent), Nagaland (58.91 per cent) and Andhra Pradesh (52.12 per cent). The lowest percentage of contract workers was employed in Delhi (10.73 per cent) followed by Manipur (10.89 per cent), Andaman & Nicobar Islands (11.37 per cent) and Tamil Nadu (14.88 per cent).

It is further observed that out of total contract workers, 95.06 per cent were employed in the Private Sector alone. Joint Sector and Public Sector employed 3.26 per cent and 1.68 per cent of the contract workers, respectively.

#### 4.5 Employment of Contract Workers by Industries

Industry-wise employment of contract workers is depicted in Table 4.2.2. The proportion of contract workers to total workers in respective industry groups was maximum at 100.00 per cent in the industry group 390-Remediation activities and other waste management services' followed by industry groups ', '089- Mining and quarrying n.e.c.' (86.19 per cent) '381-Waste collection' (84.22 per cent) and '301-Building of ships and boats' (73.17 per cent). The minimum proportion of contract workers was reported at 3.20 per cent in industry group '268-Manufacture of magnetic and optical media'.

#### 4.6 Mandays Worked by Sectors, Industries and States

State-wise and industry-wise data on total number of mandays worked during the year 2008-09 by sectors and category of workers are presented in Tables 4.3.1 and 4.3.2 respectively. The mandays worked have been obtained by summing up the attendance of all workers working in each shift on all working days for both manufacturing and non-manufacturing working days.

All the workers together were reported to have worked a total of 2820.10 million mandays during the year 2008-09. At All India level, mandays worked in the Private Sector accounted for 89.12 per cent of the total mandays worked by workers. In Joint

Sector this proportion was 7.58 per cent whereas it was 3.30 per cent in Public Sector.

Among States, Tamil Nadu accounted for the highest share (17.01 per cent) of total mandays worked by workers in manufacturing industries followed by Maharashtra (11.78 per cent), Andhra Pradesh (10.55 per cent) and Gujarat (10.42 per cent). Nagaland, Manipur, Meghalaya and Andaman & Nicobar Islands together reported about 0.09 per cent mandays worked to total mandays worked by workers in the manufacturing industries.

Among Industries, the industry group '131-Spinning, weaving and finishing of textiles' accounted for the highest share of 11.00 per cent mandays worked to the total mandays worked in the manufacturing industries. Other major contributing industry groups in mandays worked were '107-Manufacture of other food products' (6.13 per cent) and '241-Manufacture of basic iron and steel' (5.67 per cent). Seven industry groups, viz. '182-Reproduction of recorded media', '322-Manufacture of musical instruments', '353-Steam and air conditioning supply', '360-Water collection, treatment and supply', '381-Waste Collection', '382-Waste treatment and disposal, and '390-Remediation activities and other waste management services' accounted for about 0.03 per cent of the total mandays worked in the Manufacturing industries.

#### 4.7 Mandays Worked by Contract Workers

Table 4.4.1 and 4.4.2 give details of mandays worked by contract workers by States and industries respectively. The contract workers worked a total of 877 million mandays out of 2820.10 million mandays worked by all workers.

#### 4.8 Mandays Paid For

Details of mandays paid for by State and industries are furnished in Table 4.5.1 and 4.5.2, respectively. The employers paid for about 3124.90 million mandays as against 2820.10 mandays actually worked by workers in the manufacturing industries.

#### 4.9 Factories employing contract workers

Details of number of reporting factories, factories employing contract workers, etc., by States and industries are furnished in Tables 4.6.1 and 4.6.2 respectively. A total of about 1.55 lakh units were reported under the manufacturing industries. Out of these, 25.90 per cent factories were reported to have employed contract workers. The percentage of factories employing contract workers was reported at 36.55 per cent in Public Sector, 40.67 per cent in Joint Sector and 25.63 per cent in Private Sector.

At the State level, 68.04 per cent factories in Tripura, 52.25 per cent in Bihar, 43.96 per cent factories in Nagaland and 43.41 per cent factories in Goa reported to have employed contract workers. Under Joint Sector, cent per cent factories in Dadra & Nagar Haveli, 78.95 per cent factories in Uttar Pradesh and 75.00 per cent factories in Punjab reported to have employed the contract workers. Under Public Sector, cent per cent factories in Chandigarh, 81.71 per cent factories in Chhattisgarh

and 64.06 per cent factories in Rajasthan reported to have employed the contract workers. Under Private Sector, 68.35 per cent factories in Tripura, 52.11 per cent in Bihar, 43.96 per cent factories in Nagaland and 43.52 per cent factories in Goa reported to have employed the contract workers.

At the industry level, under Public Sector, cent per cent factories in three industry groups, viz. '242-Manufacture of basic precious and non-ferrous metals', '304-Manufacture of military fighting vehicles' and '382- Waste treatment and disposal' reported to have employed the contract workers. Under Joint Sector, cent percent factories in 5 industry groups viz. '101-Processing and preserving of meat', '203-Manufacture of man-made fibre', '303-Manufacture of air and spacecraft and related machinery', '310-Manufacture of furniture' and '351-Electric power generation, transmission and distribution' reported to have employed the contract workers. Under private sector, only one industry group, '390-Remediation activities and other waste management services' reported to have employed cent percent contract workers.

CHAPTER-IV  
EMPLOYMENT

Table 4.1.1  
Percentage of Workers Employed in States by Sectors and Category of Workers during  
the Year 2008-09

| Sl. State No.       | Total Number of Workers | Percentage of Workers to Total Workers |       |        |                        |       |                  |       |    |
|---------------------|-------------------------|--|-------|--------|------------------------|-------|------------------|-------|----|
|                     |                         | By Sectors                             |       |        | By Category of Workers |       |                  |       |    |
|                     |                         | Pub.                                   | Joint | Pvt.   | Directly Employed      |       | Contract Workers |       |    |
|                     |                         |  |       |        | Men                    | Women | Total.           |       |    |
| 1                   | 2                       | 3                                      | 4     | 5      | 6                      | 7     | 8                | 9     | 10 |
| 1 Jammu & Kashmir   | 45033                   | 4.91                                   | 0.62  | 94.46  | 48.70                  | 6.31  | 55.00            | 45.00 |    |
| 2 Himachal Pradesh  | 84497                   | 2.84                                   | 3.38  | 93.78  | 70.82                  | 6.22  | 77.03            | 22.97 |    |
| 3 Punjab            | 431568                  | 1.90                                   | 1.92  | 96.17  | 68.52                  | 2.22  | 70.75            | 29.25 |    |
| 4 Chandigarh        | 7068                    | 4.81                                   | -     | 95.19  | 77.60                  | 2.62  | 80.22            | 19.78 |    |
| 5 Uttaranchal       | 172861                  | 4.40                                   | 4.24  | 91.35  | 50.93                  | 3.48  | 54.40            | 45.60 |    |
| 6 Haryana           | 377322                  | 0.86                                   | 5.18  | 93.97  | 48.95                  | 2.17  | 51.12            | 48.88 |    |
| 7 Delhi             | 87552                   | 0.10                                   | 0.35  | 99.56  | 83.50                  | 5.77  | 89.27            | 10.73 |    |
| 8 Rajasthan         | 275950                  | 2.43                                   | 4.37  | 93.20  | 61.97                  | 2.75  | 64.72            | 35.28 |    |
| 9 Uttar Pradesh     | 574874                  | 2.42                                   | 3.16  | 94.42  | 62.16                  | 1.80  | 63.96            | 36.04 |    |
| 10 Bihar            | 62864                   | 3.10                                   | 2.35  | 94.55  | 38.43                  | 0.97  | 39.40            | 60.60 |    |
| 11 Nagaland         | 2468                    | -                                      | -     | 100.00 | 35.01                  | 6.08  | 41.09            | 58.91 |    |
| 12 Manipur          | 2313                    | 1.86                                   | 3.07  | 95.07  | 50.67                  | 38.43 | 89.11            | 10.89 |    |
| 13 Tripura          | 23643                   | 0.58                                   | 4.91  | 94.51  | 15.64                  | 0.28  | 15.92            | 84.08 |    |
| 14 Meghalaya        | 4571                    | 11.35                                  | 16.45 | 72.19  | 54.32                  | 4.20  | 58.52            | 41.48 |    |
| 15 Assam            | 126338                  | 6.02                                   | 4.12  | 89.86  | 76.63                  | 5.19  | 81.82            | 18.18 |    |
| 16 West Bengal      | 449887                  | 8.74                                   | 1.33  | 89.93  | 74.97                  | 1.81  | 76.77            | 23.23 |    |
| 17 Jharkhand        | 122524                  | 6.85                                   | 37.91 | 55.24  | 77.74                  | 5.51  | 83.24            | 16.76 |    |
| 18 Orissa           | 174774                  | 1.51                                   | 16.07 | 82.42  | 49.26                  | 5.60  | 54.86            | 45.14 |    |
| 19 Chhattisgarh     | 126890                  | 9.09                                   | 6.46  | 84.44  | 62.27                  | 2.34  | 64.60            | 35.40 |    |
| 20 Madhya Pradesh   | 202428                  | 3.09                                   | 6.62  | 90.29  | 64.43                  | 3.81  | 68.24            | 31.76 |    |
| 21 Gujarat          | 871459                  | 0.39                                   | 1.99  | 97.62  | 56.98                  | 3.14  | 60.11            | 39.89 |    |
| 22 Daman & Diu      | 69038                   | 0.71                                   | 0.30  | 98.98  | 69.54                  | 12.50 | 82.03            | 17.96 |    |
| 23 D & Nagar Haveli | 71327                   | 0.09                                   | 0.49  | 99.42  | 58.87                  | 3.37  | 62.25            | 37.75 |    |
| 24 Maharashtra      | 1034283                 | 1.08                                   | 3.86  | 95.06  | 56.75                  | 6.85  | 63.60            | 36.40 |    |
| 25 Andhra Pradesh   | 909828                  | 1.26                                   | 2.50  | 96.25  | 38.66                  | 9.22  | 47.88            | 52.12 |    |
| 26 Karnataka        | 598070                  | 1.54                                   | 3.25  | 95.21  | 47.22                  | 34.17 | 81.39            | 18.61 |    |
| 27 Goa              | 40545                   | 0.46                                   | 11.36 | 88.19  | 39.62                  | 10.43 | 50.06            | 49.94 |    |
| 28 Kerala           | 331043                  | 9.29                                   | 5.62  | 85.09  | 28.30                  | 53.63 | 81.92            | 18.08 |    |
| 29 Tamil Nadu       | 1456155                 | 1.90                                   | 1.19  | 96.91  | 49.83                  | 35.28 | 85.12            | 14.88 |    |
| 30 Pondicherry      | 39356                   | 12.44                                  | -     | 87.56  | 54.89                  | 16.00 | 70.89            | 29.11 |    |
| 31 A & N Islands    | 299                     | -                                      | 39.13 | 60.87  | 79.26                  | 9.36  | 88.63            | 11.37 |    |
| All India           | 8776827                 | 2.53                                   | 3.65  | 93.82  | 54.45                  | 13.65 | 68.10            | 31.90 |    |

Table 4.1.2  
Percentage of Workers Employed in Industries (3-Digit Level of NIC-2008) by Sectors  
and Category of Workers during the Year 2008-09

| Sl. No. | NIC Code | Total Number of Workers | Percentage of Workers to Total Workers |       |        |                        |       |        |                  |
|---------|----------|-------------------------|--|-------|--------|------------------------|-------|--------|------------------|
|         |          |                         | By Sectors                             |       |        | By Category of Workers |       |        |                  |
| 1       | 2        | 3                       | Pub.                                   | Joint | Pvt.   | Directly Employed Men  | Women | Total. | Contract Workers |
| 4       | 5        | 6                       | 7                                      | 8     | 9      | 10                     |       |        |                  |
| 1       | 016      | 87381                   | 1.81                                   | 2.94  | 95.24  | 37.72                  | 19.60 | 57.32  | 42.68            |
| 2       | 089      | 4867                    | -                                      | -     | 100.00 | 13.42                  | 0.39  | 13.81  | 86.19            |
| 3       | 101      | 11336                   | 1.06                                   | 5.92  | 93.02  | 43.65                  | 6.79  | 50.44  | 49.56            |
| 4       | 102      | 27782                   | 0.08                                   | 2.36  | 97.56  | 27.82                  | 25.21 | 53.03  | 46.97            |
| 5       | 103      | 36290                   | 0.71                                   | 0.50  | 98.79  | 31.26                  | 20.99 | 52.25  | 47.75            |
| 6       | 104      | 82965                   | 0.99                                   | 8.53  | 90.48  | 52.21                  | 2.47  | 54.68  | 45.32            |
| 7       | 105      | 70709                   | 20.37                                  | 15.98 | 63.64  | 61.16                  | 3.67  | 64.83  | 35.17            |
| 8       | 106      | 265303                  | 0.36                                   | 1.42  | 98.22  | 48.59                  | 9.30  | 57.89  | 42.11            |
| 9       | 107      | 617420                  | 5.03                                   | 7.75  | 87.22  | 49.14                  | 36.02 | 85.16  | 14.84            |
| 10      | 108      | 21603                   | 9.30                                   | 5.74  | 84.97  | 55.01                  | 3.71  | 58.72  | 41.28            |
| 11      | 110      | 94368                   | 1.18                                   | 1.16  | 97.66  | 46.15                  | 6.35  | 52.50  | 47.50            |
| 12      | 120      | 429627                  | 0.16                                   | -     | 99.84  | 14.53                  | 14.94 | 29.46  | 70.54            |
| 13      | 131      | 937842                  | 3.10                                   | 3.09  | 93.80  | 70.88                  | 15.08 | 85.96  | 14.04            |
| 14      | 139      | 255793                  | 1.15                                   | 1.24  | 97.61  | 58.44                  | 22.00 | 80.44  | 19.56            |
| 15      | 141      | 530178                  | 0.22                                   | 0.08  | 99.70  | 35.99                  | 48.29 | 84.28  | 15.72            |
| 16      | 142      | 2525                    | -                                      | -     | 100.00 | 20.16                  | 63.52 | 83.68  | 16.32            |
| 17      | 143      | 147104                  | 5.40                                   | -     | 94.60  | 60.55                  | 36.09 | 96.64  | 3.36             |
| 18      | 151      | 57856                   | 0.31                                   | 0.56  | 99.13  | 61.48                  | 16.40 | 77.88  | 22.12            |
| 19      | 152      | 154956                  | -                                      | 0.75  | 99.25  | 56.16                  | 32.99 | 89.14  | 10.86            |
| 20      | 161      | 7270                    | 3.20                                   | 0.66  | 96.13  | 63.71                  | 19.78 | 83.49  | 16.51            |
| 21      | 162      | 44681                   | 1.28                                   | 2.31  | 96.41  | 68.43                  | 5.89  | 74.32  | 25.68            |
| 22      | 170      | 182788                  | 3.76                                   | 6.05  | 90.19  | 63.18                  | 7.77  | 70.95  | 29.05            |
| 23      | 181      | 85312                   | 2.80                                   | 1.93  | 95.27  | 78.62                  | 7.39  | 86.01  | 13.99            |
| 24      | 182      | 528                     | -                                      | -     | 100.00 | 38.26                  | 22.92 | 61.17  | 38.83            |
| 25      | 191      | 32186                   | 12.75                                  | 14.66 | 72.60  | 60.60                  | 4.73  | 65.33  | 34.67            |
| 26      | 192      | 57974                   | 15.95                                  | 26.29 | 57.77  | 31.40                  | 0.35  | 31.74  | 68.26            |
| 27      | 201      | 158345                  | 7.09                                   | 7.51  | 85.39  | 56.47                  | 2.07  | 58.54  | 41.46            |
| 28      | 202      | 242264                  | 1.13                                   | 1.19  | 97.68  | 46.71                  | 26.62 | 73.32  | 26.68            |
| 29      | 203      | 20037                   | -                                      | 1.67  | 98.33  | 82.31                  | 1.28  | 83.59  | 16.41            |

Table 4.1.2

| Sl. No. | NIC Code | Total Number of Workers | Percentage of Workers to Total Workers |       |        |                        |                |                         |       |
|---------|----------|-------------------------|--|-------|--------|------------------------|----------------|-------------------------|-------|
|         |          |                         | By Sectors                             |       |        | By Category of Workers |                |                         |       |
| 1       | 2        | 3                       | Pub.                                   | Joint | Pvt.   | Directly Employed Men  | Employed Women | Contract Workers Total. | 10    |
| 30      | 210      | 237966                  | 1.01                                   | 1.22  | 97.77  | 51.55                  | 8.36           | 59.91                   | 40.09 |
| 31      | 221      | 116450                  | 2.90                                   | 7.48  | 89.61  | 67.58                  | 5.66           | 73.24                   | 26.76 |
| 32      | 222      | 215388                  | 0.08                                   | 1.07  | 98.84  | 64.09                  | 7.14           | 71.23                   | 28.77 |
| 33      | 231      | 47291                   | 0.58                                   | -     | 99.42  | 65.16                  | 3.22           | 68.38                   | 31.61 |
| 34      | 239      | 589753                  | 1.59                                   | 0.99  | 97.42  | 40.90                  | 4.27           | 45.17                   | 54.83 |
| 35      | 241      | 466859                  | 8.02                                   | 14.31 | 77.67  | 57.42                  | 1.00           | 58.43                   | 41.57 |
| 36      | 242      | 64173                   | 4.21                                   | 12.45 | 83.34  | 66.48                  | 2.75           | 69.23                   | 30.77 |
| 37      | 243      | 164978                  | 0.97                                   | 1.17  | 97.86  | 61.95                  | 0.99           | 62.94                   | 37.06 |
| 38      | 251      | 174631                  | 0.75                                   | 5.18  | 94.07  | 49.15                  | 1.08           | 50.23                   | 49.77 |
| 39      | 252      | 1646                    | -                                      | -     | 100.00 | 84.63                  | 0.97           | 85.60                   | 14.40 |
| 40      | 259      | 220909                  | 0.31                                   | 0.86  | 98.83  | 63.95                  | 2.49           | 66.44                   | 33.56 |
| 41      | 261      | 51643                   | 2.61                                   | 4.30  | 93.08  | 52.56                  | 20.51          | 73.07                   | 26.93 |
| 42      | 262      | 15240                   | -                                      | 1.52  | 98.48  | 44.44                  | 12.00          | 56.44                   | 43.56 |
| 43      | 263      | 21175                   | 5.17                                   | 3.33  | 91.50  | 46.57                  | 15.72          | 62.30                   | 37.70 |
| 44      | 264      | 18234                   | 4.43                                   | 0.16  | 95.41  | 53.84                  | 10.19          | 64.03                   | 35.97 |
| 45      | 265      | 29654                   | 5.22                                   | 1.36  | 93.42  | 62.36                  | 14.29          | 76.65                   | 23.35 |
| 46      | 266      | 2302                    | -                                      | 1.04  | 98.96  | 47.35                  | 11.73          | 59.08                   | 40.88 |
| 47      | 267      | 2290                    | 8.91                                   | -     | 91.09  | 77.69                  | 15.15          | 92.84                   | 7.16  |
| 48      | 268      | 907                     | -                                      | -     | 100.00 | 62.29                  | 34.51          | 96.80                   | 3.20  |
| 49      | 271      | 114640                  | 0.77                                   | 11.05 | 88.18  | 61.73                  | 5.95           | 67.68                   | 32.32 |
| 50      | 272      | 22379                   | -                                      | -     | 100.00 | 59.32                  | 4.57           | 63.89                   | 36.11 |
| 51      | 273      | 49408                   | 2.15                                   | 0.78  | 97.07  | 61.72                  | 3.74           | 65.46                   | 34.54 |
| 52      | 274      | 32543                   | -                                      | -     | 100.00 | 48.77                  | 16.20          | 64.96                   | 35.04 |
| 53      | 275      | 28667                   | 0.33                                   | -     | 99.67  | 53.35                  | 6.82           | 60.17                   | 39.83 |
| 54      | 279      | 29444                   | 0.32                                   | -     | 99.68  | 62.60                  | 7.39           | 69.99                   | 30.01 |
| 55      | 281      | 230303                  | 0.99                                   | 2.46  | 96.55  | 64.98                  | 1.54           | 66.52                   | 33.48 |
| 56      | 282      | 177027                  | 1.74                                   | 1.82  | 96.43  | 71.37                  | 1.52           | 72.88                   | 27.12 |
| 57      | 291      | 81913                   | -                                      | 20.48 | 79.52  | 69.63                  | 0.68           | 70.31                   | 29.69 |
| 58      | 292      | 33083                   | 0.62                                   | -     | 99.38  | 40.29                  | 1.22           | 41.51                   | 58.49 |
| 59      | 293      | 277968                  | 0.31                                   | 0.32  | 99.37  | 57.71                  | 4.30           | 62.01                   | 37.99 |
| 60      | 301      | 21996                   | 29.63                                  | -     | 70.37  | 26.56                  | 0.26           | 26.83                   | 73.17 |
| 61      | 302      | 20746                   | 20.64                                  | 1.24  | 78.12  | 60.37                  | 0.70           | 61.08                   | 38.92 |
| 62      | 303      | 4368                    | 23.10                                  | 0.23  | 76.67  | 79.37                  | 1.33           | 80.70                   | 19.30 |
| 63      | 304      | 874                     | 3.43                                   | -     | 96.57  | 72.65                  | 1.26           | 73.91                   | 26.20 |
| 64      | 309      | 126139                  | 0.76                                   | 3.96  | 95.28  | 61.57                  | 1.06           | 62.63                   | 37.37 |

Table 4.1.2

| Sl. No.   | NIC Code | Total<br>Number<br>of<br>Workers | Percentage of Workers to Total Workers |       |        |                        |       |        |                     |
|-----------|----------|----------------------------------|--|-------|--------|------------------------|-------|--------|---------------------|
|           |          |                                  | By Sectors                             |       |        | By Category of Workers |       |        |                     |
|           |          |                                  | Pub.                                   | Joint | Pvt.   | Directly Employed      |       |        | Contract<br>Workers |
|           |          |                                  |  |       |        | Men                    | Women | Total. |                     |
| 1         | 2        | 3                                | 4                                      | 5     | 6      | 7                      | 8     | 9      | 10                  |
| 65        | 310      | 31073                            | 3.22                                   | 1.01  | 95.78  | 69.74                  | 2.67  | 72.40  | 27.60               |
| 66        | 321      | 104055                           | -                                      | -     | 100.00 | 73.73                  | 11.93 | 85.67  | 14.33               |
| 67        | 322      | 423                              | -                                      | -     | 100.00 | 81.80                  | 14.42 | 96.45  | 3.55                |
| 68        | 323      | 6260                             | -                                      | -     | 100.00 | 73.83                  | 15.42 | 89.25  | 10.75               |
| 69        | 324      | 3103                             | -                                      | 0.10  | 99.90  | 67.00                  | 13.60 | 80.60  | 19.40               |
| 70        | 325      | 18332                            | -                                      | -     | 100.00 | 67.47                  | 18.64 | 86.11  | 13.89               |
| 71        | 329      | 41863                            | -                                      | 1.30  | 98.70  | 44.78                  | 28.68 | 73.46  | 26.54               |
| 72        | 331      | 17787                            | 2.62                                   | 1.34  | 96.03  | 61.61                  | 0.94  | 62.54  | 37.45               |
| 73        | 332      | 5361                             | 5.58                                   | 6.47  | 87.95  | 74.93                  | 4.36  | 79.29  | 20.72               |
| 74        | 351      | 19589                            | 4.83                                   | 4.73  | 90.44  | 56.62                  | 2.36  | 58.99  | 41.01               |
| 75        | 352      | 3975                             | 28.20                                  | 13.36 | 58.47  | 42.47                  | 0.13  | 42.59  | 57.41               |
| 76        | 353      | 635                              | -                                      | -     | 100.00 | 72.28                  | -     | 72.28  | 27.72               |
| 77        | 360      | 627                              | 27.11                                  | 2.23  | 70.65  | 49.92                  | 23.13 | 73.05  | 26.95               |
| 78        | 370      | 899                              | 4.00                                   | -     | 96.00  | 81.09                  | -     | 81.09  | 18.91               |
| 79        | 381      | 716                              | -                                      | -     | 100.00 | 13.27                  | 2.51  | 15.92  | 84.22               |
| 80        | 382      | 778                              | 1.16                                   | 3.73  | 95.12  | 64.52                  | 0.64  | 65.04  | 34.96               |
| 81        | 383      | 4774                             | -                                      | 2.12  | 97.88  | 75.18                  | 11.65 | 86.82  | 13.20               |
| 82        | 390      | 9                                | -                                      | -     | 100.00 | -                      | -     | -      | 100.00              |
| 83        | 400      | 156291                           | 0.53                                   | 1.26  | 98.21  | 78.98                  | 0.77  | 79.75  | 20.25               |
| All India |          | 8776827                          | 2.53                                   | 3.65  | 93.82  | 54.45                  | 13.65 | 68.10  | 31.90               |



Table 4.2.1

Percentage of Contract Workers Employed in States by Sectors during the Year 2008-09

| Sl. State No.       | Total Number of Contract Workers | Percentage of Contract Workers to Total Contract Workers by Sectors |       |        | Percentage of Contract Workers to Total Workers by Sectors |       |       |         |    |
|---------------------|----------------------------------|---|-------|--------|--|-------|-------|---------|----|
|                     |                                  | Pub.  | Joint | Pvt.   | Pub.   | Joint | Pvt.  | Overall |    |
| 1                   | 2                                | 3   | 4     | 5      | 6  | 7     | 8     | 9       | 10 |
| 1 Jammu & Kashmir   | 20263                            | 0.27  | 0.20  | 99.53  | 2.49   | 14.64 | 47.41 | 45.00   |    |
| 2 Himachal Pradesh  | 19405                            | 5.10  | 5.65  | 89.25  | 41.28  | 38.38 | 21.86 | 22.97   |    |
| 3 Punjab            | 126252                           | 2.27  | 0.99  | 96.74  | 34.88  | 15.13 | 29.43 | 29.25   |    |
| 4 Chandigarh        | 1398                             | 15.16   | -     | 84.84  | 62.35  | -     | 17.63 | 19.78   |    |
| 5 Uttaranchal       | 78820                            | 3.42  | 3.47  | 93.11  | 35.43  | 37.27 | 46.47 | 45.60   |    |
| 6 Haryana           | 184424                           | 0.48  | 6.70  | 92.83  | 27.19  | 63.22 | 48.28 | 48.88   |    |
| 7 Delhi             | 9395                             | -   | -     | 100.00 | -  | -     | 10.78 | 10.73   |    |
| 8 Rajasthan         | 97350                            | 3.04  | 1.88  | 95.08  | 44.18  | 15.14 | 35.99 | 35.28   |    |
| 9 Uttar Pradesh     | 207203                           | 0.84  | 2.81  | 96.35  | 12.48  | 32.08 | 36.78 | 36.04   |    |
| 10 Bihar            | 38096                            | 1.14  | 1.48  | 97.37  | 22.37  | 38.25 | 62.41 | 60.60   |    |
| 11 Nagaland         | 1454                             | -   | -     | 100.00 | -  | -     | 58.91 | 58.91   |    |
| 12 Manipur          | 252                              | 1.59  | -     | 98.41  | 9.30   | -     | 11.28 | 10.89   |    |
| 13 Tripura          | 19878                            | 0.51  | 0.13  | 99.37  | 73.19  | 2.16  | 88.40 | 84.08   |    |
| 14 Meghalaya        | 1896                             | -   | 28.85 | 71.15  | -  | 72.74 | 40.88 | 41.48   |    |
| 15 Assam            | 22964                            | 12.45   | 7.29  | 80.26  | 37.60  | 32.11 | 16.24 | 18.18   |    |
| 16 West Bengal      | 104491                           | 8.38  | 2.05  | 89.57  | 22.27  | 35.72 | 23.13 | 23.23   |    |
| 17 Jharkhand        | 20533                            | 12.88   | 11.67 | 75.45  | 31.52  | 5.16  | 22.89 | 16.76   |    |
| 18 Orissa           | 78886                            | 0.99  | 6.80  | 92.22  | 29.62  | 19.09 | 50.50 | 45.14   |    |
| 19 Chhattisgarh     | 44913                            | 2.68  | 2.68  | 94.64  | 10.43  | 14.67 | 39.67 | 35.40   |    |
| 20 Madhya Pradesh   | 64285                            | 3.28  | 7.08  | 89.64  | 33.65  | 33.98 | 31.53 | 31.76   |    |
| 21 Gujarat          | 347614                           | 0.49  | 3.14  | 96.36  | 50.84  | 63.05 | 39.37 | 39.89   |    |
| 22 Daman & Diu      | 12402                            | 1.20  | -     | 98.81  | 30.22  | -     | 17.93 | 17.96   |    |
| 23 D & Nagar Haveli | 26929                            | -   | 1.22  | 98.78  | -  | 94.81 | 37.51 | 37.75   |    |
| 24 Maharashtra      | 376484                           | 0.85  | 2.09  | 97.06  | 28.88  | 19.69 | 37.16 | 36.40   |    |
| 25 Andhra Pradesh   | 474235                           | 0.43  | 2.05  | 97.53  | 17.78  | 42.67 | 52.82 | 52.12   |    |
| 26 Karnataka        | 111282                           | 1.61  | 5.71  | 92.67  | 19.51  | 32.74 | 18.11 | 18.61   |    |
| 27 Goa              | 20250                            | -   | 13.31 | 86.69  | -  | 58.51 | 49.10 | 49.94   |    |
| 28 Kerala           | 59839                            | 8.01  | 5.78  | 86.21  | 15.58  | 18.58 | 18.31 | 18.08   |    |
| 29 Tamil Nadu       | 216733                           | 0.94  | 2.95  | 96.11  | 7.37   | 36.80 | 14.76 | 14.88   |    |
| 30 Pondicherry      | 11457                            | 0.23  | -     | 99.77  | 0.53   | -     | 33.17 | 29.11   |    |
| 31 A & N Islands    | 34                               | -   | -     | 100.00 | -  | -     | 18.68 | 11.37   |    |
| All India           | 2799417                          | 1.68  | 3.26  | 95.06  | 21.17  | 28.51 | 32.32 | 31.90   |    |

Table 4.2.2

Percentage of Contract Workers Employed in Industries (3-Digit Level of NIC-2008) by Sectors during the Year 2008-09

| Sl. No. | NIC Code | Total Number of Contract Workers | Percentage of Contract Workers to Total Contract Workers by Sectors |       |        | Percentage of Contract Workers to Total Workers by Sectors |       |       |         |
|---------|----------|----------------------------------|---|-------|--------|--|-------|-------|---------|
|         |          |                                  | Pub.  | Joint | Pvt.   | Pub.   | Joint | Pvt.  | Overall |
| 1       | 2        | 3                                | 4   | 5     | 6      | 7  | 8     | 9     | 10      |
| 1       | 016      | 37295                            | 0.32  | 4.34  | 95.33  | 7.58   | 63.01 | 42.72 | 42.68   |
| 2       | 089      | 4195                             | -   | -     | 100.00 | -  | -     | 86.19 | 86.19   |
| 3       | 101      | 5618                             | 0.02  | 11.30 | 88.68  | 0.83   | 94.63 | 47.25 | 49.56   |
| 4       | 102      | 13049                            | -   | 1.02  | 98.97  | -  | 20.31 | 47.65 | 46.97   |
| 5       | 103      | 17327                            | 1.07  | 0.42  | 98.51  | 71.81  | 40.33 | 47.61 | 47.75   |
| 6       | 104      | 37600                            | 1.37  | 16.61 | 82.02  | 62.80  | 88.24 | 41.08 | 45.32   |
| 7       | 105      | 24867                            | 23.23   | 20.55 | 56.22  | 40.10  | 45.21 | 31.07 | 35.17   |
| 8       | 106      | 111709                           | 0.36  | 1.73  | 97.91  | 42.03  | 51.41 | 41.97 | 42.11   |
| 9       | 107      | 91636                            | 3.08  | 11.70 | 85.22  | 9.10   | 22.39 | 14.50 | 14.84   |
| 10      | 108      | 8918                             | 11.58   | 7.97  | 80.44  | 51.44  | 57.38 | 39.08 | 41.28   |
| 11      | 110      | 44827                            | 0.75  | -     | 99.25  | 30.02  | -     | 48.28 | 47.50   |
| 12      | 120      | 303039                           | -   | -     | 100.00 | -  | -     | 70.65 | 70.54   |
| 13      | 131      | 131718                           | 1.30  | 1.25  | 97.46  | 5.88   | 5.65  | 14.59 | 14.04   |
| 14      | 139      | 50031                            | 0.53  | 0.05  | 99.42  | 8.92   | 0.79  | 19.92 | 19.56   |
| 15      | 141      | 83353                            | 0.32  | 0.32  | 99.36  | 22.70  | 62.59 | 15.67 | 15.72   |
| 16      | 142      | 412                              | -   | -     | 100.00 | -  | -     | 16.32 | 16.32   |
| 17      | 143      | 4939                             | -   | -     | 100.00 | -  | -     | 3.55  | 3.36    |
| 18      | 151      | 12796                            | -   | -     | 100.00 | -  | -     | 22.31 | 22.12   |
| 19      | 152      | 16824                            | -   | 0.65  | 99.35  | -  | 9.41  | 10.87 | 10.86   |
| 20      | 161      | 1200                             | 0.33  | -     | 99.67  | 1.72   | -     | 17.11 | 16.51   |
| 21      | 162      | 11475                            | 0.50  | 0.28  | 99.22  | 9.98   | 3.10  | 26.43 | 25.68   |
| 22      | 170      | 53097                            | 4.78  | 11.24 | 83.98  | 36.91  | 54.03 | 27.05 | 29.05   |
| 23      | 181      | 11931                            | 4.54  | 3.29  | 92.16  | 22.70  | 23.89 | 13.53 | 13.99   |
| 24      | 182      | 205                              | -   | -     | 100.00 | -  | -     | 38.83 | 38.83   |
| 25      | 191      | 11160                            | 3.28  | 15.14 | 81.58  | 8.92   | 35.83 | 38.96 | 34.67   |
| 26      | 192      | 39572                            | 11.86   | 20.11 | 68.03  | 50.77  | 52.21 | 80.39 | 68.26   |
| 27      | 201      | 65654                            | 5.62  | 6.05  | 88.33  | 32.88  | 33.38 | 42.89 | 41.46   |
| 28      | 202      | 64625                            | 1.34  | 1.30  | 97.37  | 31.63  | 28.98 | 26.59 | 26.68   |
| 29      | 203      | 3288                             | -   | 1.16  | 98.84  | -  | 11.38 | 16.49 | 16.41   |
| 30      | 210      | 95400                            | 0.08  | 0.60  | 99.32  | 3.34   | 19.66 | 40.72 | 40.09   |

Table 4.2.2

| Sl. No. | NIC Code | Total Number of Contract Workers | Percentage of Contract Workers to Total Contract Workers by Sectors |       |        | Percentage of Contract Workers to Total Workers by Sectors |        |       |         |
|---------|----------|----------------------------------|---|-------|--------|--|--------|-------|---------|
|         |          |                                  | Pub.  | Joint | Pvt.   | Pub.   | Joint  | Pvt.  | Overall |
| 1       | 2        | 3                                | 4   | 5     | 6      | 7  | 8      | 9     | 10      |
| 31      | 221      | 31159                            | 5.41  | 12.61 | 81.99  | 49.84  | 45.07  | 24.48 | 26.76   |
| 32      | 222      | 61970                            | -   | 0.94  | 99.06  | -  | 25.39  | 28.83 | 28.77   |
| 33      | 231      | 14951                            | -   | -     | 100.00 | -  | -      | 31.80 | 31.61   |
| 34      | 239      | 323344                           | 0.82  | 0.82  | 98.36  | 28.29  | 44.95  | 55.36 | 54.83   |
| 35      | 241      | 194093                           | 3.30  | 3.39  | 93.31  | 17.08  | 9.85   | 49.95 | 41.57   |
| 36      | 242      | 19749                            | 5.43  | -     | 94.57  | 39.73  | -      | 34.92 | 30.77   |
| 37      | 243      | 61140                            | 1.51  | 0.27  | 98.22  | 57.51  | 8.63   | 37.19 | 37.06   |
| 38      | 251      | 86912                            | 0.24  | 4.64  | 95.12  | 15.79  | 44.56  | 50.33 | 49.77   |
| 39      | 252      | 237                              | -   | -     | 100.00 | -  | -      | 14.40 | 14.40   |
| 40      | 259      | 74140                            | 0.14  | 1.24  | 98.62  | 15.15  | 48.24  | 33.49 | 33.56   |
| 41      | 261      | 13908                            | 1.24  | -     | 98.76  | 12.81  | -      | 28.57 | 26.93   |
| 42      | 262      | 6638                             | -   | 0.36  | 99.64  | -  | 10.34  | 44.07 | 43.56   |
| 43      | 263      | 7984                             | 1.44  | 0.69  | 97.87  | 10.50  | 7.80   | 40.33 | 37.70   |
| 44      | 264      | 6559                             | 2.21  | -     | 97.79  | 17.97  | -      | 36.87 | 35.97   |
| 45      | 265      | 6925                             | 0.79  | 1.94  | 97.27  | 3.55   | 33.25  | 24.32 | 23.35   |
| 46      | 266      | 941                              | -   | -     | 100.00 | -  | -      | 41.31 | 40.88   |
| 47      | 267      | 164                              | -   | -     | 100.00 | -  | -      | 7.86  | 7.16    |
| 48      | 268      | 29                               | -   | -     | 100.00 | -  | -      | 3.20  | 3.20    |
| 49      | 271      | 37050                            | 0.12  | 9.44  | 90.44  | 5.08   | 27.61  | 33.15 | 32.32   |
| 50      | 272      | 8081                             | -   | -     | 100.00 | -  | -      | 36.11 | 36.11   |
| 51      | 273      | 17066                            | -   | -     | 100.00 | -  | -      | 35.58 | 34.54   |
| 52      | 274      | 11402                            | -   | -     | 100.00 | -  | -      | 35.04 | 35.04   |
| 53      | 275      | 11418                            | -   | -     | 100.00 | -  | -      | 39.96 | 39.83   |
| 54      | 279      | 8835                             | -   | -     | 100.00 | -  | -      | 30.10 | 30.01   |
| 55      | 281      | 77107                            | 0.22  | 2.32  | 97.47  | 7.34   | 31.58  | 33.80 | 33.48   |
| 56      | 282      | 48006                            | 0.27  | 0.16  | 99.57  | 4.21   | 2.32   | 28.00 | 27.12   |
| 57      | 291      | 24316                            | -   | 54.34 | 45.66  | -  | 78.77  | 17.05 | 29.69   |
| 58      | 292      | 19349                            | -   | -     | 100.00 | -  | -      | 58.85 | 58.49   |
| 59      | 293      | 105593                           | -   | 0.29  | 99.71  | -  | 34.08  | 38.12 | 37.99   |
| 60      | 301      | 16095                            | 18.55   | -     | 81.45  | 45.81  | -      | 84.69 | 73.17   |
| 61      | 302      | 8075                             | 20.78   | -     | 79.22  | 39.19  | -      | 39.47 | 38.92   |
| 62      | 303      | 843                              | -   | 1.19  | 98.81  | -  | 100.00 | 24.87 | 19.30   |
| 63      | 304      | 229                              | 5.68  | -     | 94.32  | 43.33  | -      | 25.59 | 26.20   |
| 64      | 309      | 47143                            | 0.59  | 0.31  | 99.09  | 29.15  | 2.96   | 38.87 | 37.37   |
| 65      | 310      | 8576                             | 3.29  | 2.47  | 94.24  | 28.23  | 67.73  | 27.16 | 27.60   |

Table 4.2.2

| Sl. No.   | NIC Code | Total Number of Contract Workers | Percentage of Contract Workers to Total Contract Workers by Sectors |       |        | Percentage of Contract Workers to Total Workers by Sectors |       |        |         |
|-----------|----------|----------------------------------|---|-------|--------|--|-------|--------|---------|
|           |          |                                  | Pub.  | Joint | Pvt.   | Pub.   | Joint | Pvt.   | Overall |
| 1         | 2        | 3                                | 4   | 5     | 6      | 7  | 8     | 9      | 10      |
| 66        | 321      | 14916                            | -   | -     | 100.00 | -  | -     | 14.33  | 14.33   |
| 67        | 322      | 15                               | -   | -     | 100.00 | -  | -     | 3.55   | 3.55    |
| 68        | 323      | 673                              | -   | -     | 100.00 | -  | -     | 10.75  | 10.75   |
| 69        | 324      | 602                              | -   | -     | 100.00 | -  | -     | 19.42  | 19.40   |
| 70        | 325      | 2547                             | -   | -     | 100.00 | -  | -     | 13.89  | 13.89   |
| 71        | 329      | 11112                            | -   | 2.10  | 97.90  | -  | 42.83 | 26.33  | 26.54   |
| 72        | 331      | 6662                             | 0.50  | -     | 99.50  | 7.08   | -     | 38.81  | 37.45   |
| 73        | 332      | 1111                             | -   | -     | 100.00 | -  | -     | 23.56  | 20.72   |
| 74        | 351      | 8034                             | 7.92  | 8.31  | 83.77  | 67.16  | 72.14 | 37.99  | 41.01   |
| 75        | 352      | 2282                             | 38.30   | 12.23 | 49.47  | 77.97  | 52.54 | 48.58  | 57.41   |
| 76        | 353      | 176                              | -   | -     | 100.00 | -  | -     | 27.72  | 27.72   |
| 77        | 360      | 169                              | 38.46   | -     | 62.13  | 38.24  | -     | 23.70  | 26.95   |
| 78        | 370      | 170                              | 8.82  | -     | 91.18  | 41.67  | -     | 17.96  | 18.91   |
| 79        | 381      | 603                              | -   | -     | 100.00 | -  | -     | 84.22  | 84.22   |
| 80        | 382      | 272                              | 3.31  | -     | 96.69  | 100.00   | -     | 35.54  | 34.96   |
| 81        | 383      | 630                              | -   | 0.48  | 99.52  | -  | 2.97  | 13.42  | 13.20   |
| 82        | 390      | 9                                | -   | -     | 100.00 | -  | -     | 100.00 | 100.00  |
| 83        | 400      | 31647                            | 0.18  | 3.63  | 96.19  | 6.87   | 58.56 | 19.83  | 20.25   |
| All India |          | 2799417                          | 1.68  | 3.26  | 95.06  | 21.17  | 28.51 | 32.32  | 31.90   |

Table 4.3.1  
Percentage of Mandays Worked by Workers Employed in States by Sectors and Category  
of Workers during the Year 2008-09

| Sl. State No.       | Total Mandays Worked by Workers (lakh) | Percentage of Mandays Worked by Workers |       |        |                        |                |        |                  |    |
|---------------------|--|---|-------|--------|------------------------|----------------|--------|------------------|----|
|                     |  | By Sectors                              |       |        | By Category of Workers |                |        |                  |    |
|                     |  | Pub.                                    | Joint | Pvt.   | Directly Employed Men  | Employed Women | Total. | Contract Workers |    |
| 1                   | 2                                      | 3                                       | 4     | 5      | 6                      | 7              | 8      | 9                | 10 |
| 1 Jammu & Kashmir   | 137                                    | 4.67                                    | 0.43  | 94.90  | 49.07                  | 6.43           | 55.49  | 44.51            |    |
| 2 Himachal Pradesh  | 292                                    | 12.45                                   | 2.74  | 84.81  | 67.02                  | 5.79           | 72.81  | 27.19            |    |
| 3 Punjab            | 1272                                   | 3.08                                    | 2.14  | 94.78  | 72.67                  | 2.47           | 75.14  | 24.86            |    |
| 4 Chandigarh        | 22                                     | 4.74                                    | -     | 95.26  | 77.73                  | 2.61           | 80.34  | 19.66            |    |
| 5 Uttaranchal       | 637                                    | 3.94                                    | 21.51 | 74.55  | 54.28                  | 3.03           | 57.31  | 42.69            |    |
| 6 Haryana           | 1122                                   | 0.90                                    | 4.92  | 94.18  | 49.90                  | 2.22           | 52.11  | 47.89            |    |
| 7 Delhi             | 264                                    | 0.10                                    | 0.35  | 99.55  | 83.63                  | 5.76           | 89.38  | 10.62            |    |
| 8 Rajasthan         | 848                                    | 2.57                                    | 5.00  | 92.42  | 64.28                  | 2.76           | 67.03  | 32.97            |    |
| 9 Uttar Pradesh     | 1826                                   | 2.40                                    | 9.37  | 88.23  | 62.93                  | 1.81           | 64.75  | 35.25            |    |
| 10 Bihar            | 167                                    | 23.11                                   | 5.00  | 71.89  | 60.18                  | 0.90           | 61.08  | 38.92            |    |
| 11 Nagaland         | 6                                      | -                                       | -     | 100.00 | 40.66                  | 7.47           | 48.12  | 51.88            |    |
| 12 Manipur          | 6                                      | 1.79                                    | 2.79  | 95.43  | 49.87                  | 37.34          | 87.21  | 12.79            |    |
| 13 Tripura          | 43                                     | 0.66                                    | 8.08  | 91.26  | 23.83                  | 0.49           | 24.32  | 75.68            |    |
| 14 Meghalaya        | 14                                     | 13.24                                   | 16.43 | 70.34  | 54.66                  | 4.10           | 58.75  | 41.25            |    |
| 15 Assam            | 344                                    | 7.80                                    | 5.30  | 86.90  | 78.35                  | 4.16           | 82.51  | 17.49            |    |
| 16 West Bengal      | 1442                                   | 10.85                                   | 1.36  | 87.79  | 75.27                  | 1.68           | 76.94  | 23.06            |    |
| 17 Jharkhand        | 418                                    | 12.67                                   | 40.46 | 46.87  | 80.26                  | 4.66           | 84.92  | 15.08            |    |
| 18 Orissa           | 721                                    | 1.27                                    | 31.41 | 67.32  | 57.44                  | 4.78           | 62.22  | 37.78            |    |
| 19 Chhattisgarh     | 550                                    | 7.63                                    | 30.11 | 62.26  | 70.53                  | 3.07           | 73.60  | 26.40            |    |
| 20 Madhya Pradesh   | 625                                    | 3.16                                    | 6.55  | 90.29  | 65.07                  | 3.28           | 68.35  | 31.65            |    |
| 21 Gujarat          | 2940                                   | 3.05                                    | 4.99  | 91.97  | 57.67                  | 2.69           | 60.36  | 39.64            |    |
| 22 Daman & Diu      | 209                                    | 0.71                                    | 0.30  | 98.99  | 69.48                  | 12.52          | 82.00  | 18.00            |    |
| 23 D & Nagar Haveli | 231                                    | 0.08                                    | 0.46  | 99.46  | 58.65                  | 3.18           | 61.83  | 38.17            |    |
| 24 Maharashtra      | 3323                                   | 1.21                                    | 5.75  | 93.04  | 57.43                  | 6.32           | 63.75  | 36.25            |    |
| 25 Andhra Pradesh   | 2978                                   | 1.25                                    | 9.74  | 89.01  | 40.54                  | 8.49           | 49.03  | 50.97            |    |
| 26 Karnataka        | 1843                                   | 1.63                                    | 4.18  | 94.19  | 47.92                  | 33.25          | 81.17  | 18.83            |    |
| 27 Goa              | 127                                    | 0.44                                    | 11.65 | 87.90  | 39.87                  | 9.87           | 49.74  | 50.26            |    |
| 28 Kerala           | 871                                    | 8.55                                    | 6.70  | 84.75  | 32.04                  | 47.90          | 79.94  | 20.06            |    |
| 29 Tamil Nadu       | 4798                                   | 2.27                                    | 5.43  | 92.30  | 52.15                  | 32.53          | 84.68  | 15.32            |    |
| 30 Pondicherry      | 123                                    | 13.41                                   | -     | 86.59  | 55.67                  | 15.64          | 71.31  | 28.69            |    |
| 31 A & N Islands    | 1                                      | -                                       | 38.68 | 61.32  | 79.33                  | 9.34           | 88.67  | 11.33            |    |
| All India           | 28201                                  | 3.30                                    | 7.58  | 89.12  | 56.47                  | 12.43          | 68.90  | 31.10            |    |

Table 4.3.2  
Percentage of Mandays Worked by Workers Employed in Industries (3-Digit Level of  
NIC-2008) by Sectors and Category of Workers during the Year 2008-09

| Sl. No. | NIC Code | Total Mandays Worked by Workers (lakh) | Percentage of Mandays Worked by Workers |       |        |                        |       |        |                  |
|---------|----------|--|---|-------|--------|------------------------|-------|--------|------------------|
|         |          |  | By Sectors                              |       |        | By Category of Workers |       |        |                  |
| 1       | 2        | 3                                      | Pub.                                    | Joint | Pvt.   | Men                    | Women | Total. | Contract Workers |
| 4       | 5        | 6                                      | 7                                       | 8     | 9      | 10                     |       |        |                  |
| 1       | 016      | 171                                    | 1.93                                    | 2.95  | 95.12  | 37.47                  | 20.65 | 58.12  | 41.88            |
| 2       | 089      | 11                                     | -                                       | -     | 100.00 | 11.49                  | 0.42  | 11.91  | 88.09            |
| 3       | 101      | 36                                     | 1.02                                    | 5.72  | 93.26  | 43.91                  | 7.79  | 51.70  | 48.30            |
| 4       | 102      | 89                                     | 0.07                                    | 2.17  | 97.76  | 26.24                  | 24.46 | 50.70  | 49.30            |
| 5       | 103      | 99                                     | 0.80                                    | 0.56  | 98.64  | 34.24                  | 22.79 | 57.03  | 42.97            |
| 6       | 104      | 249                                    | 0.91                                    | 10.44 | 88.65  | 51.63                  | 2.16  | 53.78  | 46.22            |
| 7       | 105      | 249                                    | 20.37                                   | 16.52 | 63.11  | 60.69                  | 3.50  | 64.19  | 35.81            |
| 8       | 106      | 695                                    | 0.40                                    | 1.75  | 97.85  | 50.28                  | 9.85  | 60.13  | 39.87            |
| 9       | 107      | 1730                                   | 4.40                                    | 8.31  | 87.29  | 52.73                  | 31.51 | 84.24  | 15.76            |
| 10      | 108      | 69                                     | 9.68                                    | 5.82  | 84.50  | 54.67                  | 3.74  | 58.40  | 41.60            |
| 11      | 110      | 299                                    | 1.15                                    | 1.04  | 97.81  | 46.44                  | 6.02  | 52.46  | 47.54            |
| 12      | 120      | 1270                                   | 0.14                                    | -     | 99.86  | 14.78                  | 14.27 | 29.05  | 70.95            |
| 13      | 131      | 3104                                   | 2.92                                    | 3.19  | 93.89  | 70.74                  | 15.50 | 86.24  | 13.76            |
| 14      | 139      | 781                                    | 1.13                                    | 1.18  | 97.69  | 58.33                  | 21.71 | 80.04  | 19.96            |
| 15      | 141      | 1587                                   | 0.19                                    | 0.08  | 99.73  | 35.96                  | 48.27 | 84.24  | 15.76            |
| 16      | 142      | 7                                      | -                                       | -     | 100.00 | 21.00                  | 62.27 | 83.27  | 16.73            |
| 17      | 143      | 432                                    | 2.52                                    | -     | 97.48  | 60.49                  | 36.02 | 96.51  | 3.49             |
| 18      | 151      | 173                                    | 0.31                                    | 0.56  | 99.13  | 61.44                  | 16.41 | 77.85  | 22.15            |
| 19      | 152      | 458                                    | -                                       | 0.83  | 99.17  | 56.14                  | 32.93 | 89.06  | 10.94            |
| 20      | 161      | 21                                     | 3.21                                    | 0.46  | 96.33  | 62.63                  | 18.35 | 80.98  | 19.02            |
| 21      | 162      | 131                                    | 1.37                                    | 2.26  | 96.37  | 68.45                  | 5.66  | 74.11  | 25.89            |
| 22      | 170      | 587                                    | 4.18                                    | 6.45  | 89.38  | 62.86                  | 7.10  | 69.96  | 30.04            |
| 23      | 181      | 268                                    | 2.63                                    | 1.87  | 95.50  | 78.06                  | 7.16  | 85.22  | 14.78            |
| 24      | 182      | 2                                      | -                                       | -     | 100.00 | 38.14                  | 23.17 | 61.31  | 38.69            |
| 25      | 191      | 102                                    | 13.40                                   | 16.25 | 70.35  | 61.42                  | 4.79  | 66.21  | 33.79            |
| 26      | 192      | 457                                    | 32.48                                   | 34.64 | 32.88  | 51.14                  | 0.64  | 51.78  | 48.22            |
| 27      | 201      | 754                                    | 6.70                                    | 22.89 | 70.41  | 60.64                  | 1.33  | 61.98  | 38.02            |
| 28      | 202      | 735                                    | 1.19                                    | 1.22  | 97.59  | 46.95                  | 25.50 | 72.45  | 27.55            |
| 29      | 203      | 71                                     | -                                       | 1.71  | 98.29  | 82.34                  | 1.28  | 83.61  | 16.39            |

Table 4.3.2

| Sl. No. | NIC Code | Total Mandays Worked by Workers (lakh) | Percentage of Mandays Worked by Workers |       |        |                        |                         |                         |       |
|---------|----------|--|---|-------|--------|------------------------|-------------------------|-------------------------|-------|
|         |          |  | By Sectors                              |       |        | By Category of Workers |                         |                         |       |
| 1       | 2        | 3                                      | 4                                       | 5     | 6      | 7                      | 8                       | 9                       | 10    |
|         |          |  | Pub.                                    | Joint | Pvt.   | Directly Employed Men  | Directly Employed Women | Contract Workers Total. |       |
| 30      | 210      | 748                                    | 1.01                                    | 1.13  | 97.86  | 51.13                  | 8.05                    | 59.19                   | 40.81 |
| 31      | 221      | 539                                    | 2.01                                    | 36.35 | 61.63  | 60.10                  | 4.15                    | 64.26                   | 35.74 |
| 32      | 222      | 665                                    | 0.07                                    | 1.12  | 98.80  | 63.86                  | 7.01                    | 70.87                   | 29.13 |
| 33      | 231      | 153                                    | 0.55                                    | -     | 99.45  | 64.58                  | 3.10                    | 67.68                   | 32.32 |
| 34      | 239      | 1579                                   | 1.79                                    | 1.22  | 96.99  | 45.16                  | 3.94                    | 49.10                   | 50.90 |
| 35      | 241      | 1601                                   | 10.19                                   | 15.13 | 74.68  | 58.68                  | 1.04                    | 59.72                   | 40.28 |
| 36      | 242      | 502                                    | 7.36                                    | 58.03 | 34.61  | 81.46                  | 4.10                    | 85.56                   | 14.44 |
| 37      | 243      | 512                                    | 1.09                                    | 3.30  | 95.61  | 63.05                  | 0.96                    | 64.01                   | 35.99 |
| 38      | 251      | 713                                    | 0.55                                    | 29.90 | 69.56  | 51.61                  | 0.96                    | 52.57                   | 47.43 |
| 39      | 252      | 5                                      | -                                       | -     | 100.00 | 84.69                  | 1.00                    | 85.69                   | 14.31 |
| 40      | 259      | 668                                    | 0.32                                    | 0.87  | 98.81  | 64.04                  | 2.43                    | 66.47                   | 33.53 |
| 41      | 261      | 205                                    | 1.91                                    | 26.07 | 72.02  | 59.47                  | 19.27                   | 78.74                   | 21.26 |
| 42      | 262      | 48                                     | -                                       | 1.44  | 98.56  | 46.16                  | 10.53                   | 56.69                   | 43.31 |
| 43      | 263      | 65                                     | 4.81                                    | 3.27  | 91.92  | 48.70                  | 15.80                   | 64.50                   | 35.50 |
| 44      | 264      | 55                                     | 4.15                                    | 0.14  | 95.71  | 52.83                  | 10.02                   | 62.85                   | 37.15 |
| 45      | 265      | 88                                     | 5.20                                    | 1.36  | 93.44  | 61.81                  | 14.51                   | 76.33                   | 23.67 |
| 46      | 266      | 7                                      | -                                       | 1.06  | 98.94  | 47.05                  | 11.98                   | 59.03                   | 40.97 |
| 47      | 267      | 7                                      | 8.64                                    | -     | 91.36  | 77.96                  | 14.89                   | 92.85                   | 7.15  |
| 48      | 268      | 3                                      | -                                       | -     | 100.00 | 62.38                  | 34.06                   | 96.44                   | 3.56  |
| 49      | 271      | 391                                    | 0.67                                    | 21.16 | 78.17  | 61.90                  | 5.57                    | 67.47                   | 32.53 |
| 50      | 272      | 71                                     | -                                       | -     | 100.00 | 59.54                  | 4.38                    | 63.93                   | 36.07 |
| 51      | 273      | 153                                    | 2.09                                    | 0.76  | 97.15  | 61.28                  | 3.53                    | 64.81                   | 35.19 |
| 52      | 274      | 99                                     | -                                       | -     | 100.00 | 49.21                  | 16.07                   | 65.27                   | 34.73 |
| 53      | 275      | 85                                     | 0.35                                    | -     | 99.65  | 53.37                  | 6.88                    | 60.25                   | 39.75 |
| 54      | 279      | 88                                     | 0.32                                    | -     | 99.68  | 62.47                  | 7.41                    | 69.88                   | 30.12 |
| 55      | 281      | 818                                    | 0.84                                    | 16.01 | 83.15  | 66.85                  | 1.46                    | 68.31                   | 31.69 |
| 56      | 282      | 555                                    | 1.64                                    | 1.66  | 96.70  | 72.46                  | 1.44                    | 73.90                   | 26.10 |
| 57      | 291      | 334                                    | -                                       | 16.63 | 83.37  | 79.17                  | 0.57                    | 79.74                   | 20.26 |
| 58      | 292      | 99                                     | 0.63                                    | -     | 99.37  | 40.50                  | 1.24                    | 41.73                   | 58.27 |
| 59      | 293      | 832                                    | 0.37                                    | 0.32  | 99.30  | 58.20                  | 4.29                    | 62.49                   | 37.51 |
| 60      | 301      | 66                                     | 28.24                                   | -     | 71.76  | 26.45                  | 0.26                    | 26.71                   | 73.29 |
| 61      | 302      | 63                                     | 20.52                                   | 1.24  | 78.23  | 60.49                  | 0.70                    | 61.19                   | 38.81 |
| 62      | 303      | 35                                     | 72.92                                   | 0.10  | 26.98  | 92.31                  | 1.00                    | 93.31                   | 6.69  |
| 63      | 304      | 3                                      | 3.41                                    | -     | 96.59  | 72.47                  | 1.19                    | 73.67                   | 26.33 |
| 64      | 309      | 380                                    | 0.76                                    | 3.67  | 95.57  | 61.73                  | 1.05                    | 62.78                   | 37.22 |

Table 4.3.2

| Sl. No.   | NIC Code | Total Mandays Worked by Workers (lakh) | Percentage of Mandays Worked by Workers |       |        |                        |                |        |                  |
|-----------|----------|--|---|-------|--------|------------------------|----------------|--------|------------------|
|           |          |  | By Sectors                              |       |        | By Category of Workers |                |        |                  |
| 1         | 2        | 3                                      | 4                                       | 5     | 6      | 7                      | 8              | 9      | 10               |
|           |          |  | Pub.                                    | Joint | Pvt.   | Directly Employed Men  | Employed Women | Total. | Contract Workers |
| 65        | 310      | 95                                     | 3.09                                    | 0.99  | 95.92  | 70.53                  | 2.59           | 73.12  | 26.88            |
| 66        | 321      | 300                                    | -                                       | -     | 100.00 | 73.44                  | 12.07          | 85.51  | 14.49            |
| 67        | 322      | 1                                      | -                                       | -     | 100.00 | 82.63                  | 14.22          | 96.86  | 3.14             |
| 68        | 323      | 19                                     | -                                       | -     | 100.00 | 73.87                  | 15.35          | 89.22  | 10.78            |
| 69        | 324      | 9                                      | -                                       | 0.10  | 99.90  | 66.55                  | 13.75          | 80.31  | 19.69            |
| 70        | 325      | 55                                     | -                                       | -     | 100.00 | 67.73                  | 18.74          | 86.47  | 13.53            |
| 71        | 329      | 127                                    | -                                       | 1.30  | 98.70  | 44.83                  | 28.73          | 73.57  | 26.43            |
| 72        | 331      | 80                                     | 12.87                                   | 0.89  | 86.23  | 66.82                  | 1.83           | 68.65  | 31.35            |
| 73        | 332      | 16                                     | 5.49                                    | 6.45  | 88.06  | 74.63                  | 4.32           | 78.96  | 21.04            |
| 74        | 351      | 93                                     | 34.41                                   | 3.52  | 62.07  | 50.69                  | 1.88           | 52.57  | 47.43            |
| 75        | 352      | 32                                     | 11.98                                   | 30.89 | 57.13  | 39.15                  | 0.50           | 39.66  | 60.34            |
| 76        | 353      | 2                                      | -                                       | -     | 100.00 | 69.46                  | -              | 69.46  | 30.54            |
| 77        | 360      | 2                                      | 34.11                                   | 2.02  | 63.87  | 52.80                  | 16.68          | 69.48  | 30.52            |
| 78        | 370      | 3                                      | 4.57                                    | -     | 95.43  | 80.69                  | -              | 80.69  | 19.31            |
| 79        | 381      | 2                                      | -                                       | -     | 100.00 | 13.23                  | 2.30           | 15.54  | 84.47            |
| 80        | 382      | 2                                      | 1.10                                    | 3.51  | 95.39  | 66.03                  | 0.23           | 66.26  | 33.74            |
| 81        | 383      | 11                                     | -                                       | 3.24  | 96.76  | 68.57                  | 14.64          | 83.21  | 16.79            |
| 82        | 390      | 0                                      | -                                       | -     | 100.00 | -                      | -              | -      | 100.00           |
| 83        | 400      | 478                                    | 0.56                                    | 1.29  | 98.15  | 78.92                  | 0.75           | 79.66  | 20.34            |
| All India |          | 28201                                  | 3.30                                    | 7.58  | 89.12  | 56.47                  | 12.43          | 68.90  | 31.10            |



Table 4.4.1  
Percentage of Mandays Worked by Contract Workers Employed in States by Sectors  
during the Year 2008-09

| Sl. State No.       | Total Mandays Worked by Contract Workers (lakh) | Percentage of Mandays Worked by Contract Workers to Total Mandays |       |        | Percentage of Mandays Worked by Contract Workers to Total Mandays Workers by All Workers by Sectors |       |       |         |    |
|---------------------|---|---|-------|--------|---|-------|-------|---------|----|
|                     |   | Pub.  | Joint | Pvt.   | Pub.  | Joint | Pvt.  | Overall |    |
| 1                   | 2   | 3   | 4     | 5      | 6   | 7     | 8     | 9       | 10 |
| 1 Jammu & Kashmir   | 61  | 0.27  | 0.20  | 99.53  | 2.58  | 20.52 | 46.68 | 44.51   |    |
| 2 Himachal Pradesh  | 79  | 27.94   | 4.05  | 68.01  | 61.00   | 40.25 | 21.80 | 27.19   |    |
| 3 Punjab            | 316   | 2.96  | 1.37  | 95.67  | 23.87   | 15.88 | 25.09 | 24.86   |    |
| 4 Chandigarh        | 4   | 15.05   | -     | 84.95  | 62.48   | -     | 17.53 | 19.66   |    |
| 5 Uttaranchal       | 272   | 3.42  | 14.67 | 81.90  | 37.11   | 29.11 | 46.90 | 42.69   |    |
| 6 Haryana           | 537   | 0.52  | 6.39  | 93.09  | 27.30   | 62.24 | 47.33 | 47.89   |    |
| 7 Delhi             | 28  | -   | -     | 100.00 | -   | -     | 10.66 | 10.62   |    |
| 8 Rajasthan         | 280   | 3.55  | 2.18  | 94.27  | 45.48   | 14.39 | 33.62 | 32.97   |    |
| 9 Uttar Pradesh     | 644   | 0.85  | 9.82  | 89.34  | 12.47   | 36.94 | 35.70 | 35.25   |    |
| 10 Bihar            | 65  | 2.30  | 7.62  | 90.08  | 3.87  | 59.31 | 48.77 | 38.92   |    |
| 11 Nagaland         | 3   | -   | -     | 100.00 | -   | -     | 51.88 | 51.88   |    |
| 12 Manipur          | 1   | 0.78  | -     | 99.22  | 5.62  | -     | 13.30 | 12.79   |    |
| 13 Tripura          | 33  | 0.54  | 0.26  | 99.20  | 61.36   | 2.42  | 82.27 | 75.68   |    |
| 14 Meghalaya        | 6   | -   | 29.05 | 70.95  | -   | 72.95 | 41.61 | 41.25   |    |
| 15 Assam            | 60  | 17.34   | 10.10 | 72.56  | 38.88   | 33.31 | 14.60 | 17.49   |    |
| 16 West Bengal      | 332   | 8.91  | 2.17  | 88.92  | 18.94   | 36.87 | 23.35 | 23.06   |    |
| 17 Jharkhand        | 63  | 25.07   | 13.68 | 61.25  | 29.85   | 5.10  | 19.71 | 15.08   |    |
| 18 Orissa           | 272   | 1.02  | 7.05  | 91.93  | 30.53   | 8.48  | 51.58 | 37.78   |    |
| 19 Chhattisgarh     | 145   | 2.95  | 2.68  | 94.36  | 10.22   | 2.35  | 40.02 | 26.40   |    |
| 20 Madhya Pradesh   | 198   | 3.69  | 7.34  | 88.97  | 37.00   | 35.44 | 31.19 | 31.65   |    |
| 21 Gujarat          | 1166  | 4.66  | 5.06  | 90.28  | 60.64   | 40.24 | 38.92 | 39.64   |    |
| 22 Daman & Diu      | 38  | 1.21  | -     | 98.79  | 30.83   | -     | 17.96 | 18.00   |    |
| 23 D & Nagar Haveli | 88  | -   | 1.14  | 98.86  | -   | 94.74 | 37.94 | 38.17   |    |
| 24 Maharashtra      | 1205  | 0.84  | 4.00  | 95.16  | 25.17   | 25.26 | 37.07 | 36.25   |    |
| 25 Andhra Pradesh   | 1518  | 0.44  | 8.28  | 91.27  | 18.15   | 43.34 | 52.27 | 50.97   |    |
| 26 Karnataka        | 347   | 1.73  | 5.72  | 92.55  | 19.95   | 25.79 | 18.50 | 18.83   |    |
| 27 Goa              | 64  | -   | 13.45 | 86.55  | -   | 58.00 | 49.49 | 50.26   |    |
| 28 Kerala           | 175   | 8.33  | 6.99  | 84.68  | 19.53   | 20.93 | 20.04 | 20.06   |    |
| 29 Tamil Nadu       | 735   | 1.32  | 12.98 | 85.69  | 8.91  | 36.65 | 14.23 | 15.32   |    |
| 30 Pondicherry      | 35  | 0.22  | -     | 99.78  | 0.48  | -     | 33.06 | 28.69   |    |
| 31 A & N Islands    | 0   | -   | -     | 100.00 | -   | -     | 18.48 | 11.33   |    |
| All India           | 8770  | 2.66  | 6.70  | 90.64  | 25.09   | 27.50 | 31.63 | 31.10   |    |

Table 4.4.2  
Percentage of Mandays Worked by Contract Workers Employed in Industries (3-Digit Level of NIC-2008) by Sectors during the Year 2008-09

| Sl. No. | NIC Code | Total Mandays Worked by Contract Workers (lakh) | Percentage of Mandays Worked by Contract Workers to Total Mandays |       |        | Percentage of Mandays Worked by Contract Workers to Total Mandays Workers by All Workers by Sectors |       |       |         |
|---------|----------|---|---|-------|--------|---|-------|-------|---------|
|         |          |   | Pub.  | Joint | Pvt.   | Pub.  | Joint | Pvt.  | Overall |
| 1       | 2        | 3   | 4   | 5     | 6      | 7   | 8     | 9     | 10      |
| 1       | 016      | 72  | 0.21  | 4.38  | 95.41  | 4.64  | 62.18 | 42.01 | 41.88   |
| 2       | 089      | 9   | -   | -     | 100.00 | -   | -     | 88.09 | 88.09   |
| 3       | 101      | 17  | 0.02  | 11.21 | 88.77  | 0.91  | 94.65 | 45.98 | 48.30   |
| 4       | 102      | 44  | -   | 0.74  | 99.26  | -   | 16.83 | 50.06 | 49.30   |
| 5       | 103      | 43  | 1.30  | 0.52  | 98.18  | 70.07   | 39.58 | 42.77 | 42.97   |
| 6       | 104      | 115   | 1.29  | 20.00 | 78.71  | 65.80   | 88.49 | 41.04 | 46.22   |
| 7       | 105      | 89  | 22.90   | 20.91 | 56.19  | 40.25   | 45.32 | 31.88 | 35.81   |
| 8       | 106      | 277   | 0.42  | 2.24  | 97.34  | 41.94   | 51.00 | 39.66 | 39.87   |
| 9       | 107      | 273   | 3.24  | 11.54 | 85.21  | 11.62   | 21.89 | 15.39 | 15.76   |
| 10      | 108      | 29  | 12.08   | 7.93  | 79.99  | 51.90   | 56.63 | 39.38 | 41.60   |
| 11      | 110      | 142   | 0.78  | -     | 99.22  | 32.06   | -     | 48.22 | 47.54   |
| 12      | 120      | 901   | -   | -     | 100.00 | -   | -     | 71.05 | 70.95   |
| 13      | 131      | 427   | 1.20  | 1.33  | 97.46  | 5.67  | 5.76  | 14.29 | 13.76   |
| 14      | 139      | 156   | 0.51  | 0.05  | 99.44  | 9.01  | 0.87  | 20.32 | 19.96   |
| 15      | 141      | 250   | 0.32  | 0.33  | 99.34  | 26.60   | 63.69 | 15.70 | 15.76   |
| 16      | 142      | 1   | -   | -     | 100.00 | -   | -     | 16.73 | 16.73   |
| 17      | 143      | 15  | -   | -     | 100.00 | -   | -     | 3.58  | 3.49    |
| 18      | 151      | 38  | -   | -     | 100.00 | -   | -     | 22.34 | 22.15   |
| 19      | 152      | 50  | -   | 0.78  | 99.22  | -   | 10.22 | 10.94 | 10.94   |
| 20      | 161      | 4   | 0.16  | -     | 99.84  | 0.96  | -     | 19.71 | 19.02   |
| 21      | 162      | 34  | 0.49  | 0.28  | 99.23  | 9.26  | 3.23  | 26.66 | 25.89   |
| 22      | 170      | 176   | 5.25  | 11.67 | 83.08  | 37.73   | 54.38 | 27.92 | 30.04   |
| 23      | 181      | 40  | 4.11  | 3.51  | 92.38  | 23.07   | 27.75 | 14.30 | 14.78   |
| 24      | 182      | 1   | -   | -     | 100.00 | -   | -     | 38.69 | 38.69   |
| 25      | 191      | 35  | 3.45  | 16.76 | 79.79  | 8.70  | 34.86 | 38.32 | 33.79   |
| 26      | 192      | 220   | 30.77   | 24.84 | 44.38  | 45.68   | 34.59 | 65.08 | 48.22   |
| 27      | 201      | 287   | 4.20  | 22.58 | 73.22  | 23.81   | 37.52 | 39.54 | 38.02   |
| 28      | 202      | 203   | 1.35  | 1.22  | 97.43  | 31.20   | 27.64 | 27.51 | 27.55   |
| 29      | 203      | 12  | -   | 1.18  | 98.82  | -   | 11.38 | 16.47 | 16.39   |

Table 4.4.2

| Sl. No. | NIC Code | Total Mandays Worked by Contract Workers (lakh) | Percentage of Mandays Worked by Contract Workers to Total Mandays |       |        | Percentage of Mandays Worked by Contract Workers to Total Mandays Workers by All Workers by Sectors |        |       |         |
|---------|----------|---|---|-------|--------|---|--------|-------|---------|
|         |          |   | Pub.  | Joint | Pvt.   | Pub.  | Joint  | Pvt.  | Overall |
| 1       | 2        | 3   | 4   | 5     | 6      | 7   | 8      | 9     | 10      |
| 30      | 210      | 305   | 0.10  | 0.58  | 99.33  | 3.89  | 20.84  | 41.42 | 40.81   |
| 31      | 221      | 193   | 2.77  | 54.71 | 42.52  | 49.26   | 53.79  | 24.66 | 35.74   |
| 32      | 222      | 194   | -   | 0.93  | 99.07  | -   | 24.14  | 29.21 | 29.13   |
| 33      | 231      | 49  | -   | -     | 100.00 | -   | -      | 32.49 | 32.32   |
| 34      | 239      | 804   | 1.04  | 1.10  | 97.87  | 29.46   | 45.83  | 51.36 | 50.90   |
| 35      | 241      | 645   | 3.62  | 3.60  | 92.78  | 14.30   | 9.58   | 50.04 | 40.28   |
| 36      | 242      | 72  | 15.24   | -     | 84.76  | 29.90   | -      | 35.37 | 14.44   |
| 37      | 243      | 184   | 1.77  | 0.27  | 97.96  | 58.52   | 2.98   | 36.88 | 35.99   |
| 38      | 251      | 338   | 0.18  | 25.93 | 73.89  | 15.64   | 41.15  | 50.39 | 47.43   |
| 39      | 252      | 1   | -   | -     | 100.00 | -   | -      | 14.31 | 14.31   |
| 40      | 259      | 224   | 0.14  | 1.25  | 98.62  | 14.46   | 48.15  | 33.47 | 33.53   |
| 41      | 261      | 44  | 1.09  | -     | 98.91  | 12.18   | -      | 29.20 | 21.26   |
| 42      | 262      | 21  | -   | 0.29  | 99.71  | -   | 8.83   | 43.81 | 43.31   |
| 43      | 263      | 23  | 1.48  | 0.72  | 97.80  | 10.95   | 7.80   | 37.77 | 35.50   |
| 44      | 264      | 21  | 2.13  | -     | 97.87  | 19.12   | -      | 37.99 | 37.15   |
| 45      | 265      | 21  | 0.79  | 1.92  | 97.29  | 3.61  | 33.36  | 24.65 | 23.67   |
| 46      | 266      | 3   | -   | -     | 100.00 | -   | -      | 41.41 | 40.97   |
| 47      | 267      | 0   | -   | -     | 100.00 | -   | -      | 7.83  | 7.15    |
| 48      | 268      | 0   | -   | -     | 100.00 | -   | -      | 3.56  | 3.56    |
| 49      | 271      | 127   | 0.11  | 19.65 | 80.25  | 5.16  | 30.21  | 33.39 | 32.53   |
| 50      | 272      | 25  | -   | -     | 100.00 | -   | -      | 36.07 | 36.07   |
| 51      | 273      | 54  | -   | -     | 100.00 | -   | -      | 36.22 | 35.19   |
| 52      | 274      | 34  | -   | -     | 100.00 | -   | -      | 34.73 | 34.73   |
| 53      | 275      | 34  | -   | -     | 100.00 | -   | -      | 39.88 | 39.75   |
| 54      | 279      | 27  | -   | -     | 100.00 | -   | -      | 30.22 | 30.12   |
| 55      | 281      | 259   | 0.19  | 13.89 | 85.91  | 7.33  | 27.50  | 32.74 | 31.69   |
| 56      | 282      | 145   | 0.27  | 0.16  | 99.58  | 4.24  | 2.46   | 26.88 | 26.10   |
| 57      | 291      | 68  | -   | 54.19 | 45.81  | -   | 66.04  | 11.14 | 20.26   |
| 58      | 292      | 57  | -   | -     | 100.00 | -   | -      | 58.64 | 58.27   |
| 59      | 293      | 312   | -   | 0.31  | 99.69  | -   | 35.52  | 37.66 | 37.51   |
| 60      | 301      | 48  | 17.26   | -     | 82.74  | 44.79   | -      | 84.51 | 73.29   |
| 61      | 302      | 24  | 20.58   | -     | 79.42  | 38.91   | -      | 39.40 | 38.81   |
| 62      | 303      | 2   | -   | 1.53  | 98.47  | -   | 100.00 | 24.44 | 6.69    |
| 63      | 304      | 1   | 5.59  | -     | 94.41  | 43.21   | -      | 25.74 | 26.33   |

Table 4.4.2

| Sl. No.   | NIC Code | Total Mandays Worked by Contract Workers (lakh) | Percentage of Mandays Worked by Contract Workers to Total Mandays |       |        | Percentage of Mandays Worked by Contract Workers to Total Mandays Workers by All Workers by Sectors |       |        |         |
|-----------|----------|---|---|-------|--------|---|-------|--------|---------|
|           |          |   | Pub.  | Joint | Pvt.   | Pub.  | Joint | Pvt.   | Overall |
| 1         | 2        | 3   | 4   | 5     | 6      | 7   | 8     | 9      | 10      |
| 64        | 309      | 141   | 0.60  | 0.32  | 99.08  | 29.48   | 3.22  | 38.59  | 37.22   |
| 65        | 310      | 25  | 3.27  | 2.48  | 94.25  | 28.40   | 67.50 | 26.41  | 26.88   |
| 66        | 321      | 43  | -   | -     | 100.00 | -   | -     | 14.49  | 14.49   |
| 67        | 322      | 0   | -   | -     | 100.00 | -   | -     | 3.14   | 3.14    |
| 68        | 323      | 2   | -   | -     | 100.00 | -   | -     | 10.78  | 10.78   |
| 69        | 324      | 2   | -   | -     | 100.00 | -   | -     | 19.71  | 19.69   |
| 70        | 325      | 7   | -   | -     | 100.00 | -   | -     | 13.53  | 13.53   |
| 71        | 329      | 33  | -   | 2.10  | 97.90  | -   | 42.63 | 26.22  | 26.43   |
| 72        | 331      | 25  | 0.71  | -     | 99.29  | 1.72  | -     | 36.09  | 31.35   |
| 73        | 332      | 3   | -   | -     | 100.00 | -   | -     | 23.90  | 21.04   |
| 74        | 351      | 44  | 47.83   | 5.32  | 46.85  | 65.92   | 71.67 | 35.80  | 47.43   |
| 75        | 352      | 19  | 16.18   | 22.11 | 61.72  | 81.45   | 43.19 | 65.19  | 60.34   |
| 76        | 353      | 1   | -   | -     | 100.00 | -   | -     | 30.54  | 30.54   |
| 77        | 360      | 1   | 42.65   | -     | 57.35  | 38.17   | -     | 27.41  | 30.52   |
| 78        | 370      | 1   | 10.07   | -     | 89.93  | 42.49   | -     | 18.20  | 19.31   |
| 79        | 381      | 2   | -   | -     | 100.00 | -   | -     | 84.47  | 84.47   |
| 80        | 382      | 1   | 3.26  | -     | 96.74  | 100.00  | -     | 34.21  | 33.74   |
| 81        | 383      | 2   | -   | 0.42  | 99.58  | -   | 2.20  | 17.28  | 16.79   |
| 82        | 390      | 0   | -   | -     | 100.00 | -   | -     | 100.00 | 100.00  |
| 83        | 400      | 97  | 0.20  | 3.56  | 96.24  | 7.32  | 56.29 | 19.94  | 20.34   |
| All India |          | 8770  | 2.66  | 6.70  | 90.64  | 25.09   | 27.50 | 31.63  | 31.10   |

Table 4.5.1  
Percentage of Mandays Paid to Workers Employed in States by Sectors and Category of  
Workers during the Year 2008-09

| Sl. State No.       | Total Mandays Paid to Workers (lakh) | Percentage of Mandays Paid to Workers |       |        |                        |       |                  |       |    |
|---------------------|--------------------------------------|---------------------------------------|-------|--------|------------------------|-------|------------------|-------|----|
|                     |                                      | By Sectors                            |       |        | By Category of Workers |       |                  |       |    |
|                     |                                      | Pub.                                  | Joint | Pvt.   | Directly Employed      |       | Contract Workers |       |    |
|                     |                                      |                                       |       |        | Men                    | Women | Total.           |       |    |
| 1                   | 2                                    | 3                                     | 4     | 5      | 6                      | 7     | 8                | 9     | 10 |
| 1 Jammu & Kashmir   | 158                                  | 5.06                                  | 0.46  | 94.48  | 54.04                  | 6.57  | 60.62            | 39.38 |    |
| 2 Himachal Pradesh  | 402                                  | 10.33                                 | 2.42  | 87.25  | 68.69                  | 9.54  | 78.23            | 21.77 |    |
| 3 Punjab            | 1563                                 | 2.77                                  | 1.87  | 95.36  | 77.37                  | 2.26  | 79.63            | 20.37 |    |
| 4 Chandigarh        | 26                                   | 4.84                                  | -     | 95.16  | 79.88                  | 2.78  | 82.66            | 17.34 |    |
| 5 Uttaranchal       | 720                                  | 3.86                                  | 22.63 | 73.51  | 57.69                  | 3.12  | 60.81            | 39.19 |    |
| 6 Haryana           | 1265                                 | 0.90                                  | 4.77  | 94.33  | 53.38                  | 2.33  | 55.71            | 44.29 |    |
| 7 Delhi             | 333                                  | 0.10                                  | 0.34  | 99.56  | 83.61                  | 6.42  | 90.03            | 9.97  |    |
| 8 Rajasthan         | 909                                  | 2.64                                  | 4.88  | 92.48  | 66.39                  | 2.68  | 69.07            | 30.93 |    |
| 9 Uttar Pradesh     | 2010                                 | 2.44                                  | 9.57  | 87.99  | 65.50                  | 2.02  | 67.52            | 32.48 |    |
| 10 Bihar            | 175                                  | 22.15                                 | 5.06  | 72.79  | 61.20                  | 0.91  | 62.11            | 37.89 |    |
| 11 Nagaland         | 6                                    | -                                     | -     | 100.00 | 43.03                  | 7.56  | 50.60            | 49.40 |    |
| 12 Manipur          | 6                                    | 1.79                                  | 2.80  | 95.41  | 49.80                  | 37.36 | 87.17            | 12.83 |    |
| 13 Tripura          | 44                                   | 0.70                                  | 8.05  | 91.25  | 24.39                  | 0.49  | 24.88            | 75.12 |    |
| 14 Meghalaya        | 23                                   | 43.92                                 | 9.83  | 46.25  | 69.52                  | 5.15  | 74.67            | 25.33 |    |
| 15 Assam            | 500                                  | 5.72                                  | 3.77  | 90.51  | 82.46                  | 5.50  | 87.96            | 12.04 |    |
| 16 West Bengal      | 1602                                 | 11.53                                 | 1.33  | 87.14  | 77.35                  | 1.84  | 79.18            | 20.82 |    |
| 17 Jharkhand        | 461                                  | 11.89                                 | 42.72 | 45.39  | 81.44                  | 4.35  | 85.79            | 14.21 |    |
| 18 Orissa           | 782                                  | 1.19                                  | 32.80 | 66.00  | 59.83                  | 4.71  | 64.54            | 35.46 |    |
| 19 Chhattisgarh     | 574                                  | 8.65                                  | 28.93 | 62.42  | 71.81                  | 3.04  | 74.85            | 25.15 |    |
| 20 Madhya Pradesh   | 689                                  | 2.78                                  | 6.60  | 90.62  | 68.46                  | 3.14  | 71.59            | 28.41 |    |
| 21 Gujarat          | 3110                                 | 3.29                                  | 5.46  | 91.25  | 58.18                  | 2.58  | 60.75            | 39.25 |    |
| 22 Daman & Diu      | 217                                  | 0.70                                  | 0.30  | 99.01  | 70.18                  | 12.47 | 82.65            | 17.35 |    |
| 23 D & Nagar Haveli | 239                                  | 0.08                                  | 0.45  | 99.46  | 59.84                  | 3.22  | 63.06            | 36.94 |    |
| 24 Maharashtra      | 3623                                 | 1.34                                  | 6.29  | 92.37  | 59.88                  | 6.29  | 66.17            | 33.83 |    |
| 25 Andhra Pradesh   | 3227                                 | 1.29                                  | 10.85 | 87.86  | 43.88                  | 8.41  | 52.29            | 47.71 |    |
| 26 Karnataka        | 2117                                 | 1.64                                  | 4.25  | 94.11  | 49.92                  | 33.40 | 83.32            | 16.68 |    |
| 27 Goa              | 133                                  | 0.46                                  | 11.54 | 87.99  | 41.33                  | 10.17 | 51.50            | 48.50 |    |
| 28 Kerala           | 946                                  | 8.74                                  | 6.79  | 84.47  | 34.11                  | 47.21 | 81.32            | 18.68 |    |
| 29 Tamil Nadu       | 5252                                 | 2.26                                  | 5.95  | 91.79  | 53.18                  | 32.41 | 85.58            | 14.42 |    |
| 30 Pondicherry      | 136                                  | 13.30                                 | -     | 86.70  | 58.12                  | 16.04 | 74.16            | 25.84 |    |
| 31 A & N Islands    | 1                                    | -                                     | 40.77 | 59.23  | 81.37                  | 8.65  | 90.02            | 9.98  |    |
| All India           | 31249                                | 3.36                                  | 7.85  | 88.79  | 58.87                  | 12.44 | 71.31            | 28.69 |    |

Table 4.5.2  
Percentage of Mandays Paid to Workers Employed in Industries (3-Digit Level of NIC-2008) by Sectors and Category of Workers during the Year 2008-09

| Sl. No. | NIC Code | Total Mandays Paid to Workers (lakh) | Percentage of Mandays Paid to Workers |       |        |                        |       |        |                  |
|---------|----------|--------------------------------------|---------------------------------------|-------|--------|------------------------|-------|--------|------------------|
|         |          |                                      | By Sectors                            |       |        | By Category of Workers |       |        |                  |
| 1       | 2        | 3                                    | 4                                     | 5     | 6      | 7                      | 8     | 9      | 10               |
|         |          |                                      | Pub.                                  | Joint | Pvt.   | Directly Employed Men  | Women | Total. | Contract Workers |
| 1       | 016      | 176                                  | 2.01                                  | 2.91  | 95.08  | 39.08                  | 20.13 | 59.22  | 40.78            |
| 2       | 089      | 11                                   | -                                     | -     | 100.00 | 11.77                  | 0.43  | 12.20  | 87.80            |
| 3       | 101      | 38                                   | 1.10                                  | 5.39  | 93.50  | 46.81                  | 8.22  | 55.02  | 44.98            |
| 4       | 102      | 94                                   | 0.09                                  | 2.10  | 97.81  | 27.63                  | 24.42 | 52.05  | 47.95            |
| 5       | 103      | 106                                  | 0.78                                  | 0.63  | 98.59  | 36.02                  | 23.48 | 59.50  | 40.50            |
| 6       | 104      | 275                                  | 0.86                                  | 9.52  | 89.62  | 56.02                  | 2.05  | 58.07  | 41.93            |
| 7       | 105      | 281                                  | 20.94                                 | 15.30 | 63.76  | 64.42                  | 3.34  | 67.76  | 32.24            |
| 8       | 106      | 741                                  | 0.40                                  | 1.74  | 97.85  | 52.41                  | 9.83  | 62.25  | 37.75            |
| 9       | 107      | 1908                                 | 4.44                                  | 8.35  | 87.21  | 55.14                  | 30.36 | 85.50  | 14.50            |
| 10      | 108      | 81                                   | 8.78                                  | 5.21  | 86.01  | 60.84                  | 3.82  | 64.66  | 35.34            |
| 11      | 110      | 322                                  | 1.20                                  | 1.11  | 97.69  | 49.16                  | 6.18  | 55.34  | 44.66            |
| 12      | 120      | 1301                                 | 0.14                                  | -     | 99.86  | 16.84                  | 14.38 | 31.22  | 68.78            |
| 13      | 131      | 3391                                 | 2.95                                  | 3.05  | 94.00  | 71.00                  | 16.40 | 87.40  | 12.60            |
| 14      | 139      | 840                                  | 1.09                                  | 1.11  | 97.80  | 59.97                  | 21.27 | 81.24  | 18.76            |
| 15      | 141      | 1807                                 | 0.19                                  | 0.07  | 99.74  | 36.99                  | 48.67 | 85.66  | 14.34            |
| 16      | 142      | 10                                   | -                                     | -     | 100.00 | 27.47                  | 59.84 | 87.31  | 12.69            |
| 17      | 143      | 453                                  | 2.41                                  | -     | 97.59  | 61.13                  | 35.53 | 96.65  | 3.35             |
| 18      | 151      | 193                                  | 0.32                                  | 0.66  | 99.02  | 62.15                  | 17.80 | 79.95  | 20.05            |
| 19      | 152      | 501                                  | -                                     | 0.77  | 99.23  | 56.22                  | 33.68 | 89.90  | 10.10            |
| 20      | 161      | 22                                   | 3.40                                  | 0.52  | 96.07  | 64.01                  | 18.00 | 82.01  | 17.99            |
| 21      | 162      | 142                                  | 1.34                                  | 2.42  | 96.25  | 70.23                  | 5.59  | 75.81  | 24.19            |
| 22      | 170      | 650                                  | 4.24                                  | 6.51  | 89.24  | 64.99                  | 7.12  | 72.11  | 27.89            |
| 23      | 181      | 308                                  | 2.67                                  | 1.87  | 95.46  | 80.85                  | 6.99  | 87.84  | 12.16            |
| 24      | 182      | 2                                    | -                                     | -     | 100.00 | 38.58                  | 23.92 | 62.50  | 37.50            |
| 25      | 191      | 110                                  | 14.25                                 | 16.47 | 69.28  | 63.34                  | 5.12  | 68.46  | 31.54            |
| 26      | 192      | 522                                  | 31.15                                 | 37.90 | 30.94  | 56.33                  | 0.69  | 57.02  | 42.98            |
| 27      | 201      | 825                                  | 6.74                                  | 24.45 | 68.81  | 62.98                  | 1.20  | 64.18  | 35.82            |
| 28      | 202      | 804                                  | 1.18                                  | 1.24  | 97.58  | 48.98                  | 25.48 | 74.45  | 25.55            |
| 29      | 203      | 80                                   | -                                     | 1.73  | 98.27  | 84.21                  | 1.23  | 85.44  | 14.56            |

Table 4.5.2

| Sl. No. | NIC Code | Total Mandays Paid to Workers (lakh) | Percentage of Mandays Paid to Workers |       |        |                        |       |        |                  |
|---------|----------|--------------------------------------|---------------------------------------|-------|--------|------------------------|-------|--------|------------------|
|         |          |                                      | By Sectors                            |       |        | By Category of Workers |       |        |                  |
| 1       | 2        | 3                                    | 4                                     | 5     | 6      | 7                      | 8     | 9      | 10               |
|         |          |                                      | Pub.                                  | Joint | Pvt.   | Directly Employed Men  | Women | Total. | Contract Workers |
| 30      | 210      | 854                                  | 1.06                                  | 1.15  | 97.79  | 55.30                  | 8.19  | 63.50  | 36.50            |
| 31      | 221      | 627                                  | 1.83                                  | 39.00 | 59.17  | 61.07                  | 3.74  | 64.81  | 35.19            |
| 32      | 222      | 816                                  | 0.07                                  | 1.01  | 98.92  | 68.19                  | 7.77  | 75.96  | 24.04            |
| 33      | 231      | 171                                  | 0.61                                  | -     | 99.39  | 67.48                  | 3.11  | 70.60  | 29.40            |
| 34      | 239      | 1663                                 | 2.34                                  | 1.23  | 96.43  | 47.59                  | 3.94  | 51.52  | 48.48            |
| 35      | 241      | 1861                                 | 10.07                                 | 14.52 | 75.41  | 64.52                  | 0.97  | 65.49  | 34.51            |
| 36      | 242      | 551                                  | 6.94                                  | 57.87 | 35.19  | 82.41                  | 3.97  | 86.39  | 13.61            |
| 37      | 243      | 561                                  | 1.04                                  | 3.56  | 95.39  | 65.83                  | 0.89  | 66.71  | 33.29            |
| 38      | 251      | 792                                  | 0.57                                  | 32.32 | 67.11  | 54.11                  | 1.00  | 55.12  | 44.88            |
| 39      | 252      | 6                                    | -                                     | -     | 100.00 | 84.81                  | 1.11  | 85.93  | 14.07            |
| 40      | 259      | 737                                  | 0.37                                  | 0.83  | 98.80  | 66.84                  | 2.48  | 69.32  | 30.68            |
| 41      | 261      | 231                                  | 2.09                                  | 27.00 | 70.92  | 60.94                  | 19.80 | 80.74  | 19.26            |
| 42      | 262      | 53                                   | -                                     | 1.44  | 98.56  | 47.15                  | 9.76  | 56.90  | 43.10            |
| 43      | 263      | 79                                   | 4.98                                  | 3.08  | 91.94  | 53.89                  | 14.96 | 68.85  | 31.15            |
| 44      | 264      | 62                                   | 4.71                                  | 0.13  | 95.16  | 56.11                  | 10.37 | 66.48  | 33.52            |
| 45      | 265      | 98                                   | 5.80                                  | 1.46  | 92.74  | 64.24                  | 14.40 | 78.64  | 21.36            |
| 46      | 266      | 8                                    | -                                     | 0.98  | 99.02  | 49.95                  | 12.87 | 62.82  | 37.18            |
| 47      | 267      | 8                                    | 8.05                                  | -     | 91.95  | 78.55                  | 14.90 | 93.45  | 6.55             |
| 48      | 268      | 3                                    | -                                     | -     | 100.00 | 63.17                  | 33.30 | 96.47  | 3.53             |
| 49      | 271      | 434                                  | 0.73                                  | 22.01 | 77.25  | 64.53                  | 5.71  | 70.25  | 29.75            |
| 50      | 272      | 77                                   | -                                     | -     | 100.00 | 62.08                  | 4.67  | 66.75  | 33.25            |
| 51      | 273      | 168                                  | 2.32                                  | 0.73  | 96.96  | 63.49                  | 3.83  | 67.32  | 32.68            |
| 52      | 274      | 106                                  | -                                     | -     | 100.00 | 52.19                  | 14.11 | 66.30  | 33.70            |
| 53      | 275      | 94                                   | 0.41                                  | -     | 99.59  | 56.16                  | 7.27  | 63.43  | 36.57            |
| 54      | 279      | 98                                   | 0.32                                  | -     | 99.68  | 64.53                  | 7.61  | 72.14  | 27.86            |
| 55      | 281      | 965                                  | 0.82                                  | 16.19 | 82.98  | 65.91                  | 1.36  | 67.27  | 32.73            |
| 56      | 282      | 626                                  | 1.69                                  | 1.76  | 96.55  | 74.35                  | 1.38  | 75.73  | 24.27            |
| 57      | 291      | 385                                  | -                                     | 15.90 | 84.10  | 81.64                  | 0.47  | 82.11  | 17.89            |
| 58      | 292      | 109                                  | 0.65                                  | -     | 99.35  | 45.26                  | 1.24  | 46.50  | 53.50            |
| 59      | 293      | 939                                  | 0.38                                  | 0.32  | 99.30  | 61.55                  | 4.46  | 66.01  | 33.99            |
| 60      | 301      | 70                                   | 30.96                                 | -     | 69.04  | 30.37                  | 0.29  | 30.65  | 69.35            |
| 61      | 302      | 68                                   | 20.02                                 | 1.40  | 78.58  | 63.25                  | 0.81  | 64.06  | 35.94            |
| 62      | 303      | 42                                   | 74.75                                 | 0.09  | 25.15  | 93.36                  | 1.06  | 94.41  | 5.59             |
| 63      | 304      | 3                                    | 3.59                                  | -     | 96.41  | 75.13                  | 1.27  | 76.39  | 23.61            |
| 64      | 309      | 421                                  | 0.78                                  | 3.76  | 95.45  | 64.19                  | 1.13  | 65.33  | 34.67            |

Table 4.5.2

| Sl. No.   | NIC Code | Total Mandays Paid to Workers (lakh) | Percentage of Mandays Paid to Workers |       |        |                        |                |                         |        |
|-----------|----------|--------------------------------------|---------------------------------------|-------|--------|------------------------|----------------|-------------------------|--------|
|           |          |                                      | By Sectors                            |       |        | By Category of Workers |                |                         |        |
|           |          |                                      | Pub.                                  | Joint | Pvt.   | Directly Employed Men  | Employed Women | Contract Workers Total. |        |
| 1         | 2        | 3                                    | 4                                     | 5     | 6      | 7                      | 8              | 9                       | 10     |
| 65        | 310      | 104                                  | 3.06                                  | 0.91  | 96.03  | 72.36                  | 2.62           | 74.99                   | 25.01  |
| 66        | 321      | 328                                  | -                                     | -     | 100.00 | 72.87                  | 12.22          | 85.09                   | 14.91  |
| 67        | 322      | 1                                    | -                                     | -     | 100.00 | 82.74                  | 14.48          | 97.22                   | 2.78   |
| 68        | 323      | 22                                   | -                                     | -     | 100.00 | 74.76                  | 15.57          | 90.32                   | 9.68   |
| 69        | 324      | 10                                   | -                                     | 0.11  | 99.89  | 68.60                  | 13.59          | 82.20                   | 17.80  |
| 70        | 325      | 63                                   | -                                     | -     | 100.00 | 69.30                  | 18.62          | 87.92                   | 12.08  |
| 71        | 329      | 139                                  | -                                     | 1.44  | 98.56  | 46.24                  | 29.70          | 75.94                   | 24.06  |
| 72        | 331      | 95                                   | 14.82                                 | 0.95  | 84.24  | 71.09                  | 2.36           | 73.45                   | 26.55  |
| 73        | 332      | 18                                   | 5.36                                  | 6.92  | 87.72  | 75.42                  | 4.46           | 79.88                   | 20.12  |
| 74        | 351      | 102                                  | 35.72                                 | 3.41  | 60.86  | 50.53                  | 1.80           | 52.33                   | 47.67  |
| 75        | 352      | 33                                   | 4.17                                  | 35.51 | 60.33  | 46.42                  | 0.59           | 47.02                   | 52.98  |
| 76        | 353      | 2                                    | -                                     | -     | 100.00 | 74.69                  | -              | 74.69                   | 25.31  |
| 77        | 360      | 2                                    | 35.01                                 | 2.23  | 62.76  | 55.52                  | 16.20          | 71.71                   | 28.29  |
| 78        | 370      | 2                                    | 6.62                                  | -     | 93.38  | 83.99                  | -              | 83.99                   | 16.01  |
| 79        | 381      | 2                                    | -                                     | -     | 100.00 | 14.83                  | 2.63           | 17.46                   | 82.54  |
| 80        | 382      | 3                                    | 1.20                                  | 3.84  | 94.96  | 67.75                  | 0.24           | 67.99                   | 32.01  |
| 81        | 383      | 12                                   | -                                     | 4.04  | 95.96  | 68.17                  | 15.44          | 83.62                   | 16.38  |
| 82        | 390      | 0                                    | -                                     | -     | 100.00 | -                      | -              | -                       | 100.00 |
| 83        | 400      | 530                                  | 0.55                                  | 1.21  | 98.24  | 80.62                  | 0.78           | 81.40                   | 18.60  |
| All India |          | 31249                                | 3.36                                  | 7.85  | 88.79  | 58.87                  | 12.44          | 71.31                   | 28.69  |



Table 4.6.1  
Percentage of Factories Employing Contract Workers in States by Sectors during the  
Year 2008-09

| Sl. State No.       | Total Number of Reporting Factories | No. of Factories Employing Contract Workers | Percentage of Factories Employing Contract Workers by Sectors |        |       |         |   |
|---------------------|-------------------------------------|---|---|--------|-------|---------|---|
|                     |                                     |   | Pub.  | Joint  | Pvt.  | Overall |   |
| 1                   | 2                                   | 3   | 4   | 5      | 6     | 7       | 8 |
| 1 Jammu & Kashmir   | 649                                 | 185   | 5.00  | 25.00  | 29.31 | 28.51   |   |
| 2 Himachal Pradesh  | 1284                                | 288   | 43.75   | 58.33  | 21.24 | 22.43   |   |
| 3 Punjab            | 10065                               | 3805  | 50.67   | 75.00  | 37.59 | 37.80   |   |
| 4 Chandigarh        | 278                                 | 17  | 100.00  | -      | 5.78  | 6.12    |   |
| 5 Uttaranchal       | 1907                                | 744   | 50.00   | 40.74  | 38.79 | 39.01   |   |
| 6 Haryana           | 4449                                | 1549  | 56.52   | 56.52  | 34.59 | 34.82   |   |
| 7 Delhi             | 3025                                | 262   | -   | -      | 8.78  | 8.66    |   |
| 8 Rajasthan         | 6352                                | 1715  | 64.06   | 44.90  | 26.47 | 27.00   |   |
| 9 Uttar Pradesh     | 10933                               | 2945  | 53.77   | 78.95  | 26.41 | 26.94   |   |
| 10 Bihar            | 1774                                | 927   | 50.00   | 68.00  | 52.11 | 52.25   |   |
| 11 Nagaland         | 91                                  | 40  | -   | -      | 43.96 | 43.96   |   |
| 12 Manipur          | 70                                  | 8   | 25.00   | -      | 11.11 | 11.43   |   |
| 13 Tripura          | 363                                 | 247   | 50.00   | 50.00  | 68.35 | 68.04   |   |
| 14 Meghalaya        | 95                                  | 29  | -   | 50.00  | 29.89 | 30.53   |   |
| 15 Assam            | 2209                                | 411   | 25.00   | 46.67  | 18.39 | 18.61   |   |
| 16 West Bengal      | 6258                                | 1506  | 30.30   | 56.16  | 23.58 | 24.07   |   |
| 17 Jharkhand        | 1850                                | 325   | 32.14   | 12.90  | 17.18 | 17.57   |   |
| 18 Orissa           | 1929                                | 589   | 23.68   | 56.58  | 29.66 | 30.53   |   |
| 19 Chhattisgarh     | 1920                                | 655   | 81.71   | 68.42  | 31.28 | 34.11   |   |
| 20 Madhya Pradesh   | 3346                                | 610   | 52.78   | 61.90  | 16.92 | 18.23   |   |
| 21 Gujarat          | 14861                               | 3787  | 32.08   | 58.54  | 25.28 | 25.48   |   |
| 22 Daman & Diu      | 1446                                | 209   | 37.50   | -      | 14.29 | 14.45   |   |
| 23 D & Nagar Haveli | 1146                                | 388   | -   | 100.00 | 33.54 | 33.86   |   |
| 24 Maharashtra      | 20451                               | 6115  | 42.98   | 36.74  | 29.73 | 29.90   |   |
| 25 Andhra Pradesh   | 16913                               | 6638  | 50.00   | 28.74  | 39.28 | 39.25   |   |
| 26 Karnataka        | 8445                                | 1817  | 28.81   | 40.88  | 21.10 | 21.52   |   |
| 27 Goa              | 516                                 | 224   | -   | 45.00  | 43.52 | 43.41   |   |
| 28 Kerala           | 5865                                | 986   | 19.51   | 15.48  | 16.77 | 16.81   |   |
| 29 Tamil Nadu       | 26068                               | 3010  | 21.47   | 32.24  | 11.30 | 11.55   |   |
| 30 Pondicherry      | 675                                 | 182   | 6.45  | -      | 27.95 | 26.96   |   |
| 31 A & N Islands    | 12                                  | 2   | -   | -      | 20.00 | 16.67   |   |
| All India           | 155247                              | 40218                                       | 36.55   | 40.67  | 25.63 | 25.91   |   |

Table 4.6.2  
Percentage of Factories Employing Contract Workers in Industries (3-Digit Level of  
NIC-2008) by Sectors during the Year 2008-09

| Sl. NIC Code<br>No. |     | Total<br>Number<br>of<br>Reporting<br>Factories | No. of Factories<br>Employing<br>Contract<br>Workers | Percentage of Factories<br>Employing Contract Workers<br>by Sectors |        |       |         |
|---------------------|-----|---|--|---|--------|-------|---------|
|                     |     |   |  | Pub.  | Joint  | Pvt.  | Overall |
| 1                   | 2   | 3   | 4  | 5   | 6      | 7     | 8       |
| 1                   | 016 | 2902  | 1240   | 33.96   | 55.17  | 42.77 | 42.73   |
| 2                   | 089 | 84  | 53   | -   | -      | 63.10 | 63.10   |
| 3                   | 101 | 90  | 36   | 50.00   | 100.00 | 39.08 | 40.00   |
| 4                   | 102 | 357   | 113  | -   | 25.00  | 32.35 | 31.65   |
| 5                   | 103 | 707   | 272  | 75.00   | 12.50  | 38.56 | 38.47   |
| 6                   | 104 | 2429  | 721  | 38.89   | 40.91  | 29.52 | 29.68   |
| 7                   | 105 | 1099  | 346  | 52.78   | 61.84  | 24.32 | 31.48   |
| 8                   | 106 | 14052   | 5736   | 36.96   | 40.37  | 40.84 | 40.82   |
| 9                   | 107 | 6566  | 1205   | 35.51   | 51.47  | 16.89 | 18.35   |
| 10                  | 108 | 545   | 192  | 95.65   | 39.13  | 32.33 | 35.23   |
| 11                  | 110 | 1362  | 442  | 58.82   | -      | 32.83 | 32.45   |
| 12                  | 120 | 3279  | 994  | -   | -      | 30.47 | 30.31   |
| 13                  | 131 | 9594  | 1735   | 16.27   | 26.47  | 17.98 | 18.08   |
| 14                  | 139 | 3714  | 609  | 39.13   | 40.00  | 16.08 | 16.40   |
| 15                  | 141 | 3947  | 625  | 41.18   | 7.69   | 15.75 | 15.83   |
| 16                  | 142 | 44  | 13   | -   | -      | 29.55 | 29.55   |
| 17                  | 143 | 1758  | 65   | -   | -      | 3.72  | 3.70    |
| 18                  | 151 | 1228  | 195  | -   | -      | 16.12 | 15.88   |
| 19                  | 152 | 1331  | 177  | -   | 20.00  | 13.27 | 13.30   |
| 20                  | 161 | 1127  | 107  | 5.00  | -      | 9.66  | 9.49    |
| 21                  | 162 | 1974  | 349  | 66.67   | 52.94  | 17.22 | 17.68   |
| 22                  | 170 | 4636  | 743  | 30.77   | 43.75  | 15.69 | 16.03   |
| 23                  | 181 | 3270  | 372  | 25.00   | 25.49  | 10.76 | 11.38   |
| 24                  | 182 | 18  | 4  | -   | -      | 22.22 | 22.22   |
| 25                  | 191 | 514   | 121  | 16.67   | 61.54  | 22.70 | 23.54   |
| 26                  | 192 | 438   | 147  | 87.10   | 76.09  | 23.55 | 33.56   |
| 27                  | 201 | 3249  | 868  | 62.30   | 68.75  | 25.61 | 26.72   |
| 28                  | 202 | 5153  | 975  | 55.56   | 22.03  | 18.67 | 18.92   |
| 29                  | 203 | 89  | 27   | -   | 100.00 | 29.55 | 30.34   |
| 30                  | 210 | 3417  | 1082   | 17.39   | 47.06  | 31.71 | 31.67   |

Table 4.6.2

| Sl. NIC Code No. |     | Total Number of Reporting Factories | No. of Factories Employing Contract Workers | Percentage of Factories Employing Contract Workers by Sectors |        |       |         |
|------------------|-----|-------------------------------------|---|---|--------|-------|---------|
|                  |     |                                     |   | Pub.  | Joint  | Pvt.  | Overall |
| 1                | 2   | 3                                   | 4   | 5   | 6      | 7     | 8       |
| 31               | 221 | 1977                                | 349   | 64.71   | 37.50  | 16.96 | 17.65   |
| 32               | 222 | 6356                                | 1127  | -   | 33.33  | 17.69 | 17.73   |
| 33               | 231 | 623                                 | 135   | -   | -      | 21.77 | 21.67   |
| 34               | 239 | 15960                               | 6837  | 35.92   | 26.67  | 43.00 | 42.84   |
| 35               | 241 | 4164                                | 1390  | 64.58   | 40.91  | 32.53 | 33.38   |
| 36               | 242 | 1143                                | 231   | 100.00  | -      | 19.72 | 20.21   |
| 37               | 243 | 3343                                | 818   | 50.00   | 36.84  | 24.38 | 24.47   |
| 38               | 251 | 2996                                | 997   | 2.94  | 76.47  | 33.37 | 33.28   |
| 39               | 252 | 40                                  | 3   | -   | -      | 7.50  | 7.50    |
| 40               | 259 | 6735                                | 1396  | 39.29   | 34.48  | 20.60 | 20.73   |
| 41               | 261 | 756                                 | 163   | 37.50   | -      | 21.48 | 21.56   |
| 42               | 262 | 157                                 | 48  | -   | 50.00  | 30.32 | 30.57   |
| 43               | 263 | 249                                 | 57  | 25.00   | 14.29  | 23.11 | 22.89   |
| 44               | 264 | 245                                 | 37  | 40.00   | -      | 14.10 | 15.10   |
| 45               | 265 | 540                                 | 95  | 16.67   | 14.29  | 17.65 | 17.59   |
| 46               | 266 | 69                                  | 20  | -   | -      | 29.85 | 28.99   |
| 47               | 267 | 61                                  | 8   | -   | -      | 13.33 | 13.11   |
| 48               | 268 | 20                                  | 10  | -   | -      | 50.00 | 50.00   |
| 49               | 271 | 2077                                | 551   | 75.00   | 55.56  | 26.19 | 26.53   |
| 50               | 272 | 307                                 | 62  | -   | -      | 20.20 | 20.20   |
| 51               | 273 | 1016                                | 235   | -   | -      | 23.31 | 23.13   |
| 52               | 274 | 466                                 | 117   | -   | -      | 25.11 | 25.11   |
| 53               | 275 | 657                                 | 124   | -   | -      | 19.05 | 18.87   |
| 54               | 279 | 730                                 | 141   | -   | -      | 19.39 | 19.32   |
| 55               | 281 | 4473                                | 970   | 6.25  | 65.52  | 21.51 | 21.69   |
| 56               | 282 | 4441                                | 904   | 20.00   | 55.56  | 20.29 | 20.36   |
| 57               | 291 | 153                                 | 45  | -   | 20.83  | 31.01 | 29.41   |
| 58               | 292 | 480                                 | 193   | -   | -      | 40.55 | 40.21   |
| 59               | 293 | 3027                                | 1005  | -   | 87.50  | 33.24 | 33.20   |
| 60               | 301 | 83                                  | 30  | 33.33   | -      | 36.36 | 36.14   |
| 61               | 302 | 298                                 | 61  | 25.00   | -      | 20.28 | 20.47   |
| 62               | 303 | 53                                  | 4   | -   | 100.00 | 6.00  | 7.55    |
| 63               | 304 | 40                                  | 7   | 100.00  | -      | 15.38 | 17.50   |
| 64               | 309 | 1376                                | 293   | 57.14   | 9.09   | 21.02 | 21.29   |
| 65               | 310 | 948                                 | 210   | 34.78   | 100.00 | 20.34 | 22.15   |
| 66               | 321 | 1037                                | 244   | -   | -      | 23.53 | 23.53   |
| 67               | 322 | 21                                  | 2   | -   | -      | 9.52  | 9.52    |

Table 4.6.2

| Sl. NIC Code<br>No. |     | Total<br>Number<br>of<br>Reporting<br>Factories | No. of Factories<br>Employing<br>Contract<br>Workers | Percentage of Factories<br>Employing Contract Workers<br>by Sectors |        |        |         |
|---------------------|-----|---|--|---|--------|--------|---------|
|                     |     |   |  | Pub.  | Joint  | Pvt.   | Overall |
| 1                   | 2   | 3   | 4  | 5   | 6      | 7      | 8       |
| 68                  | 323 | 115   | 5  | -   | -      | 4.35   | 4.35    |
| 69                  | 324 | 131   | 32   | -   | -      | 24.62  | 24.43   |
| 70                  | 325 | 349   | 56   | -   | -      | 16.05  | 16.05   |
| 71                  | 329 | 761   | 145  | -   | 9.09   | 19.20  | 19.05   |
| 72                  | 331 | 689   | 130  | 33.33   | -      | 18.56  | 18.87   |
| 73                  | 332 | 110   | 12   | -   | -      | 11.21  | 10.91   |
| 74                  | 351 | 277   | 129  | 80.00   | 100.00 | 44.11  | 46.57   |
| 75                  | 352 | 160   | 45   | 87.50   | 40.00  | 23.36  | 28.13   |
| 76                  | 353 | 14  | 3  | -   | -      | 21.43  | 21.43   |
| 77                  | 360 | 49  | 8  | 16.67   | -      | 21.21  | 16.33   |
| 78                  | 370 | 30  | 7  | 28.57   | -      | 21.74  | 23.33   |
| 79                  | 381 | 9   | 4  | -   | -      | 44.44  | 44.44   |
| 80                  | 382 | 34  | 8  | 100.00  | -      | 21.88  | 23.53   |
| 81                  | 383 | 145   | 9  | -   | 50.00  | 5.59   | 6.21    |
| 82                  | 390 | 1   | 1  | -   | -      | 100.00 | 100.00  |
| 83                  | 400 | 6281  | 1139   | 22.22   | 54.79  | 17.69  | 18.13   |
| All India           |     | 155247  | 40218  | 36.55   | 40.67  | 25.63  | 25.91   |

## CHAPTER-V LABOUR COST

Labour cost is one of the most significant instruments for assessing the economic viability of any industrial activity for an entrepreneur before venturing into the industrial field. It provides vital information in regard to the extent of expenditure incurred by entrepreneurs on labour welfare and social security aspects, in addition to wages/salaries paid to them which adequately equips the fresher in choosing the suitable field and proper area as also in planning the industrial project and its proper manoeuvreance. Further, it also helps in (a) reliable costing, (b) wage fixation on a realistic basis, (c) logical collective bargaining, (d) evolving, implementation and evaluation of welfare measures, (e) study of trends over a period of time, (f) location of industry and the like. Labour Cost data are also important for policy formulation at the national and regional levels. With this end in view, data on various aspects of labour cost are collected every year which, inter-alia, include the expenses incurred by the industrial establishments on account of wages/salaries to their employees, bonus (profit sharing bonus, festival bonus, etc.), contributions to provident and other funds and workmen and staff welfare expenses in respect of all employees employed directly or through contractors. The aggregate of these components add up to the labour cost. When used in conjunction with the number of mandays worked, this gives the average labour cost per manday worked.

### 5.1 Average Labour Cost

State-wise and Industry-wise data on average Labour Cost per manday worked for all employees during the year 2008-09 are given in Tables 5.1.1 and 5.1.2, respectively. The Tables reveals that at All India level, the average labour cost per manday worked in respect of all employees was recorded at Rs. 410.41. Component wise, the employers, on an average for each manday worked by an average employee, spent Rs. 330.35 on wages/salaries, Rs. 18.37 on bonus, Rs. 34.59 as a contribution towards the employees' provident and other funds and Rs. 27.09 towards workmen and staff welfare expenses. The average labour cost per manday worked in manufacturing industries belonging to the Public Sector was Rs. 606.43 as compared to Rs. 468.88 in the Joint Sector and Rs. 349.98 in the Private Sector.

### 5.2 Average Labour Cost by States

Table 5.1.1 reveals that the highest average labour cost per manday worked in respect of all employees was reported at Rs. 783.23 in Jharkhand, followed by Rs. 626.83 in Maharashtra and Rs. 553.58 in Goa. The lowest average labour cost per manday worked in respect of all employees was reported at Rs. 101.42 in Nagaland, followed by Rs. 107.90 in Manipur and Rs. 195.67 in Tripura.

### 5.3 Average Labour Cost by Industries

Industry-wise data presented in Table 5.1.2 reflects highest labour cost per manday worked at Rs. 882.67 in the industry group '203 - Manufacture of man made fibres', followed by industry groups '291- Manufacture of motor vehicles' (Rs. 859.01) and '265 - Manufacture of measuring, testing, navigating and control equipment; watches & clocks' (Rs.754.45). The lowest average labour cost per manday worked was reported at Rs. 110.96 in the industry group '120 - Manufacture of tobacco products'. Other industry groups having reported low labour cost were '016 - Support activities to agriculture and post harvest crop activities' (Rs. 154.59) and '390 - Remediation activities and other waste management services' (Rs. 183.02).

### 5.4 Percentage of Components of Labour Cost

State-wise and Industry-wise break up of proportion of various components of labour cost on employee, viz., (i) wages/salaries; (ii) bonus; (iii) contribution to provident and other funds, and (iv) workmen and staff welfare expenses, to total labour cost on employees has been depicted in Tables 5.2.1 and 5.2.2, respectively.

At the All India level, the total Labour Cost on Employees stood at Rs. 15233680 lakhs. The share of different components of labour cost to Total Labour Cost worked out to be 80.49 per cent on wages/salaries, 4.48 per cent on bonus, 8.43 per cent on provident and other funds and 6.60 per cent towards staff welfare expenses. Across the States, the share of wages/salaries in the labour cost was highest at 96.80 per cent in Manipur followed by Nagaland with 89.96 per cent. The share of wages/salaries in the labour cost was the lowest at 62.75 per cent in Tripura followed by Assam (74.52 per cent).

The contribution of bonus to total labour cost was 6 per cent or more in Uttaranchal and Kerala and less than 2 per cent in Manipur and Orissa. The proportion of provident and other funds in total labour cost was highest (14.19 per cent) in Jharkhand whereas the lowest (0.68 per cent) was reported in Manipur. The highest proportion of staff welfare expenses in total labour cost was reported (28.59 per cent) in Tripura and the lowest (1.86 per cent) in Manipur.

In majority of the industry groups, the proportion of wages/salaries to total labour cost was reported to be between 70 to 90 per cent. Four industry groups, viz., '016- Support activities to agriculture and post harvest crop activities', '106-Manufacture of grain mill products, starches and starch products', '142-Manufacture of articles of fur', and '360-Water collection, treatment and supply' reported more than 90 per cent of the share of wages/salaries to the total labour cost, whereas two industry groups, viz., '182-Reproduction of recorded media' and '203-Manufacture of man-made fibres' recorded less than 70 per cent share of salaries/wages to total labour cost.

The contribution of bonus in the total labour cost was highest at 14.80 per cent in the industry group '263-Manufacture of communication equipment' and the lowest share of 1.48 per cent was recorded in industry group '142-Manufacture of articles of fur'. The percentage contribution of provident and other funds to total labour cost was highest at 26.01 per cent in industry group '182-Reproduction of recorded media' and the lowest at 0.00 per cent in industry group '390-Remediation activities and other waste management services'. The share of staff welfare expenses in total labour cost was highest at 22.55 per cent in industry group '322-Manufacture of musical instruments' and the lowest at 1.62 per cent in industry group '016- Support activities to agriculture and post harvest crop activities'.

#### 5.5 Percentage of Labour Cost to Total Cost of Production

Labour cost is one of the important components of the total cost of production in any industrial establishment. The percentage of labour cost on employees to total cost of production indicates the contribution made by labour in the economy of the country. In rapidly changing scenario of world economy in terms of liberalisation, privatisation, globalisation and modernisation, the percentage share of labour cost to total cost of production is bound to change unambiguously over a period of time. The time series data on the percentage of labour cost to total cost of production may be of immense use in overall economic planning, adoption of labour policies and programmes. With this end in view, State-wise and Industry-wise data on percentage share of labour cost to total cost of production in different sectors have been collected and presented in Tables 5.3.1 and 5.3.2, respectively.

Table 5.3.1 reveals that at all India level, labour cost constituted 5.56 per cent of the total cost of production during the year 2008-09. The proportion of labour cost to total cost of production was 5.49 per cent in the Public Sector, 4.38 per cent in the Joint Sector and 5.76 per cent in the Private Sector.

Among States, the highest proportion of labour cost on employees to total cost of production was reported in Tripura at 17.14 per cent followed by Manipur at 12.68 per cent, Uttaranchal at 9.43 per cent, Jharkhand at 8.65 per cent and Chandigarh at 8.42 per cent. On the other hand, the lowest percentage of labour cost to total cost of production was reported in Bihar (2.04 per cent).

In the Public Sector, the percentage of labour cost to total cost of production was more than 10 per cent in 15 States/Union Territories, whereas it was less than 5 per cent in only 6 States/UTs. In the Joint Sector, the percentage of labour cost was recorded to be more than 10 per cent in 9 States/Union Territories, whereas it was less than 5 per cent in 13 States/Union Territories. In the Private Sector, the percentage of labour cost was recorded more than 10 per cent in only 2 States/Union Territories, whereas it was less than 5 per cent in 12 States/Union Territories.

Industry-wise and Sector-wise percentage of labour cost to total cost of production is presented in Table 5.3.2. The proportion of labour cost to total cost of production was recorded to be highest at 31.00 per cent in industry group '304-Manufacture of military fighting vehicles' followed by '331-Repair of fabricated metal products, machinery and equipment' with 28.99 per cent. The lowest proportion of 0.76 per cent was reported in industry group '390- Remediation activities and other waste management services' followed by the industry groups, '104-Manufacture of vegetable and animal oils and fats' and '192-Manufacture of refined petroleum products' (0.82 per cent). The percentage of labour cost to total cost of production was reported to be more than 20 per cent in four industry group, between 10 to 20 per cent in 23 industry groups, between 5 to 10 per cent in 34 industry groups and less than 5 per cent in 22 industry groups.

In the Public Sector, the percentage of labour cost to total cost of production was more than 20 per cent in 24 industry groups, whereas it was less than 5 per cent in 5 industry groups. In the Joint Sector, the percentage of labour cost was recorded to be more than 20 per cent in 13 industry groups whereas it was less than 5 per cent in 13 industry groups. In the Private Sector, the percentage of labour cost was recorded less than 5 per cent in 22 industry groups, between 5 to 10 per cent in 35 industry groups, between 10 to 20 per cent in 23 industry groups and more than 20 per cent in only 3 industry group. It has been observed that the percentage of labour cost to total cost of production was on the higher side in the Public and the Joint Sectors, whereas it was on the lower side in the Private Sector establishments in majority of the industry groups.

## 5.6 Wages/Salaries

State-wise and Industry-wise data on wages/salaries component of labour cost per manday worked are presented in Tables 5.4.1 and 5.4.2, respectively. The Tables reveal that at all India level, labour cost on account of the wages/salaries per manday worked were Rs. 211.95 for all workers and Rs. 330.35 for all employees taken together, Rs. 258.04 for men, Rs. 131.23 for women, and Rs. 160.53 for contract workers, The wages/salaries per manday worked for all employees was the highest at Rs. 455.65 in the Public Sector followed by Rs. 361.00 in the Joint Sector and Rs. 321.18 in the Private Sector.

The States/Union Territories, wherein wages/salaries paid to its employees was more than Rs. 400, were Jharkhand, Maharashtra, Goa, Chandigarh and Haryana. The highest wages/salaries per manday paid to all workers was reported in Jharkhand at Rs. 409.30, followed by Maharashtra (Rs. 292.71) and Goa (Rs. 288.37). Among male workers, the highest wages/salaries per manday worked was reported at Rs. 464.02 in Jharkhand and the lowest at Rs. 84.08 in Nagaland. Among women workers, the highest and lowest wages/salaries per manday worked was reported at Rs. 352.44 in Jharkhand and Rs. 72.23 in Nagaland, respectively. For contract workers, wages/salaries per manday worked was found to be highest at Rs. 387.00 in Andaman & Nicobar Islands and lowest at Rs. 78.21 in Nagaland.



It has been observed that the wages/salaries per manday worked was generally recorded to be the lowest in the North-Eastern States/Union Territories for all categories of employees. Under the category of directly employed workers, the wages/salaries per mandays worked of women workers was reported to be more than that of their male counterparts in Chandigarh, West Bengal and Meghalaya.

Among Industries, the main components of labour cost viz. wages/ salaries paid per manday worked to all workers was reported to be the highest at Rs. 456.75 in industry group '203-Manufacture of man-made fibres' followed by industry groups '291-Manufacture of motor vehicles' (Rs. 442.98) and '301-Building of ships and boats' (Rs. 411.79), whereas it was lowest at Rs. 76.05 in industry group '120-Manufacture of tobacco products', followed by industry groups '016- Support activities to agriculture and post harvest crop activities' (Rs.124.41) and '102-Processing and preserving of fish, crustaceans and molluscs' (Rs. 131.92).

The highest wages/salaries paid per manday worked to women workers was reported at Rs. 557.54 in industry group '291-Manufacture of motor vehicles' followed by industry groups, '241-Manufacture of basic iron and steel' (Rs.545.52) and '331-Repair of fabricated metal products, machinery and equipment' (Rs. 498.92), whereas it was lowest at Rs. 58.95 in industry group '382-Waste treatment and disposal' followed by industry groups '120-Manufacture of tobacco products' (Rs. 70.92), '360-Water collection, treatment and supply' (Rs. 77.33) and '202-Manufacture of other chemical products' (Rs. 79.91).

The average wages/salaries paid per mandays worked to women workers was higher than that of their male counterparts in 11 industries groups.

## 5.7 Average Daily Earnings

The average daily earnings have been defined as the wages/salaries per manday paid for. State-wise and industry-wise statistics on average daily earnings of workers during the year 2008-09 are presented in Tables 5.5.1 and 5.5.2, respectively. The Tables show that at all India level, the average daily earnings were recorded to be Rs. 223.38 for men, Rs. 118.37 for women, Rs. 157.02 for contract workers, Rs. 191.28 for all workers and Rs. 290.60 for all employees. At all India level, the average daily earnings by workers were reported at Rs. 393.78 in the Public Sector, Rs. 308.02 in the Joint Sector and Rs. 283.68 in the Private Sector.

The highest amount of average daily earnings for male workers was reported at Rs. 414.38 in Jharkhand and the lowest at Rs. 80.16 in Nagaland. The average daily earnings for women workers were the highest at Rs. 342.45 in Jharkhand, whereas it was reported to be lowest at Rs. 65.84 in Assam. Among all the State/Union Territories, the average daily earnings of contract workers were reported to be the highest at Rs. 387.00 in Andaman & Nicobar Islands, followed by Uttaranchal (Rs. 241.08) and the

lowest at Rs. 82.88 in Nagaland followed by Tripura (Rs. 86.23) and Manipur (Rs. 96.76). It has further been observed that the average daily earnings were recorded more or less the lowest in the North-Eastern States/Union Territories except Meghalaya.

Directly employed women workers were reported to be earning more than their male counterparts in the states of West Bengal and Meghalaya.

At the industry level, the highest average daily earnings for all workers was reported at Rs. 405.77 in industry group '203-Manufacture of man-made fibres' followed by industry groups '291-Manufacture of motor vehicles' (Rs. 384.00) and '265-Manufacture of measuring, testing, navigating and control equipment; watches and clocks' (Rs.301.15) and lowest at Rs. 74.24 in industry group '120-Manufacture of tobacco products'. For contract workers, the highest average daily earnings was reported at Rs. 332.90 in industry group '301-Building of ships & boats' and lowest at Rs. 59.03 in industry group '120-Manufacture of tobacco products'. For women workers, however, the highest average daily earnings was reported at Rs. 583.43 in the industry group '291- Manufacture of motor vehicles' and the lowest in industry group '382-Waste treatment and disposal' (Rs. 51.82).

The average daily earnings of women workers were higher than that of their male counterparts in 10 industries groups.

Average daily earnings of employees by State and industry have been presented in Tables 5.6.1 and 5.6.2, respectively. At all India level, the average daily earnings were Rs. 818.33 for supervisory & managerial staff, Rs. 344.13 for other staff as compared to Rs. 205.06 for directly employed workers, Rs. 157.02 for contract workers, Rs. 191.28 for all workers and Rs. 290.60 for all employees.

For supervisory and managerial staff, the average daily earnings was highest in the Private Sector at Rs. 922.04, followed by the Public Sector (Rs. 575.05) and the Joint Sector (Rs. 496.38). At the State level, the highest average daily earnings for supervisory and managerial staff was reported at Rs. 1371.28 in Jharkhand and the lowest at Rs. 209.61 in Nagaland.

For other staff, the highest average earnings was reported at Rs. 405.48 in the Public Sector, followed by the Private Sector (Rs. 341.55) and the Joint Sector (Rs. 339.25). At State level, the highest and lowest average daily earnings for other staff were reported at Rs. 667.87 in Jharkhand and Rs. 106.43 in Nagaland, respectively.

For the directly employed workers, the highest and lowest average daily earnings were reported at Rs. 410.73 in Jharkhand and Rs. 78.93 in Nagaland, respectively.

For all categories of employees, the highest average daily earnings were reported in the Public Sector (Rs.393.78), followed

by the Joint Sector (Rs.308.02) and the Private Sector (Rs.283.68).

At the industry level, the highest average daily earnings were reported in the industry group '301-Building of ships and boats' at Rs. 506.27 for Directly employed workers, Rs.3008.00 for supervisory and managerial staff and Rs. 604.82 for all Employees in industry group '268-Manufacture of magnetic and optical media', Rs.405.77 for all workers in industry group '203-Manufacture of man-made fibres', Rs. 2218.81 for other staff in industry group '142-Manufacture of articles of fur'. The lowest average daily earnings for directly employed workers, Contract workers, All Workers and All Employees were Rs. 107.73, Rs. 59.03, Rs. 74.24 and Rs. 87.82 respectively for industry group '120-Manufacture of tobacco products'. For Supervisory and Managerial Staff and Other Staff, the same was Rs. 114.57 and Rs. 76.78 for industry group '390-Remediation activities and other waste management services'.

#### 5.8 Percentage of Factories paying/incurred Expenses on Bonus, Provident Funds and Welfare Funds

State-wise and industries-wise data on percentage of factories paying/incurred expenses on bonus, provident funds and welfare funds are given in Tables 5.7.1 and 5.7.2, respectively. The Tables reveal that at the all India level, the percentage of factories incurring expenditure on bonus, provident funds and welfare funds was recorded at 65.42 per cent, 71.10 per cent and 70.74 per cent, respectively. The percentage of factories paying bonus was recorded at 69.63 per cent in the Public Sector, 70.37 per cent in the Joint Sector and 65.32 per cent in the Private Sector. The percentage of factories contributing towards the provident and other funds was recorded at 84.12 per cent in the Public Sector, 79.09 per cent in the Joint Sector and 70.87 per cent in the Private Sector. The percentage of factories incurring expenditure on welfare of their workers was recorded at 77.42 per cent in the Public Sector, 76.01 per cent in the Joint Sector and 70.61 per cent in the Private Sector.

At the State level, the percentage of factories paying bonus to its workers was recorded lowest at 13.19 per cent in Nagaland, followed by 18.09 per cent in Bihar. The percentage of factories contributing to the provident and other funds was recorded lowest at 5.71 per cent in Manipur, followed by 9.89 per cent in Nagaland. The percentage of factories incurring expenditure on welfare of its workers was lowest at 41.72 per cent in Chhattisgarh, followed by 43.37 per cent in Andhra Pradesh.

Table 5.7.2 shows that the percentage of factories incurring expenses on bonus was the lowest at 35.04 per cent in industry group '016-Support activities to agriculture and post-harvest crop activities', on provident and other funds at 21.43 per cent in industry group '353-Steam and air conditioning supply' and on welfare funds at 35.21 per cent in industry group '106-Manufacture of grain mill products, starches and starch products'.

CHAPTER-V  
LABOUR COST

Table 5.1.1  
Average Labour Costs per Manday Worked on Employees in States during 2008-09

| Sl. State No.  |                  | Average Labour Costs (Rs.) per Manday Worked on |       |                    |                     |         |
|----------------|------------------|---|-------|--------------------|---------------------|---------|
|                |                  | Wages/<br>Salaries                              | Bonus | Provident<br>Funds | Welfare<br>Expenses | Overall |
| 1              | 2                | 3   | 4     | 5                  | 6                   | 7       |
| 1              | Jammu & Kashmir  | 246.73  | 7.60  | 13.93              | 10.63               | 278.89  |
| 2              | Himachal Pradesh | 329.10  | 11.45 | 23.65              | 20.67               | 384.87  |
| 3              | Punjab           | 248.25  | 13.80 | 24.04              | 12.93               | 299.02  |
| 4              | Chandigarh       | 446.51  | 18.99 | 54.95              | 24.24               | 544.70  |
| 5              | Uttaranchal      | 382.30  | 43.52 | 26.16              | 24.32               | 476.30  |
| 6              | Haryana          | 418.18  | 18.56 | 33.47              | 31.50               | 501.71  |
| 7              | Delhi            | 346.53  | 20.25 | 38.02              | 19.26               | 424.06  |
| 8              | Rajasthan        | 301.46  | 11.09 | 28.44              | 16.11               | 357.09  |
| 9              | Uttar Pradesh    | 313.60  | 15.79 | 28.09              | 20.59               | 378.08  |
| 10             | Bihar            | 208.16  | 6.20  | 33.05              | 18.55               | 265.97  |
| 11             | Nagaland         | 91.24   | 4.58  | 3.50               | 2.10                | 101.42  |
| 12             | Manipur          | 104.44  | 0.71  | 0.74               | 2.01                | 107.90  |
| 13             | Tripura          | 122.77  | 10.51 | 6.44               | 55.95               | 195.67  |
| 14             | Meghalaya        | 291.76  | 8.76  | 17.29              | 15.45               | 333.26  |
| 15             | Assam            | 227.52  | 10.31 | 33.43              | 34.04               | 305.31  |
| 16             | West Bengal      | 307.44  | 16.46 | 45.89              | 23.70               | 393.49  |
| 17             | Jharkhand        | 591.54  | 31.22 | 111.15             | 49.32               | 783.23  |
| 18             | Orissa           | 344.60  | 6.11  | 35.52              | 26.67               | 412.90  |
| 19             | Chhattisgarh     | 317.28  | 8.11  | 43.63              | 27.25               | 396.27  |
| 20             | Madhya Pradesh   | 355.13  | 15.35 | 32.92              | 31.67               | 435.08  |
| 21             | Gujarat          | 311.32  | 17.07 | 30.56              | 23.12               | 382.07  |
| 22             | Daman & Diu      | 284.39  | 19.85 | 15.68              | 23.18               | 343.10  |
| 23             | D & Nagar Haveli | 325.54  | 18.62 | 23.48              | 23.93               | 391.56  |
| 24             | Maharashtra      | 499.07  | 28.29 | 58.89              | 40.58               | 626.83  |
| 25             | Andhra Pradesh   | 232.50  | 10.84 | 20.08              | 23.29               | 286.71  |
| 26             | Karnataka        | 383.94  | 20.26 | 42.48              | 30.95               | 477.63  |
| 27             | Goa              | 440.01  | 27.35 | 45.57              | 40.65               | 553.58  |
| 28             | Kerala           | 244.92  | 20.81 | 33.39              | 22.77               | 321.89  |
| 29             | Tamil Nadu       | 252.69  | 18.27 | 22.34              | 27.16               | 320.46  |
| 30             | Pondicherry      | 352.63  | 20.26 | 34.15              | 32.71               | 439.76  |
| 31             | A & N Islands    | 311.44  | 12.04 | 33.83              | 12.31               | 369.62  |
| All India      |                  | 330.35  | 18.37 | 34.59              | 27.09               | 410.41  |
| Public Sector  |                  | 455.65  | 13.93 | 85.39              | 51.46               | 606.43  |
| Joint Sector   |                  | 361.00  | 15.75 | 55.28              | 36.85               | 468.88  |
| Private Sector |                  | 321.18  | 18.86 | 30.03              | 24.91               | 394.98  |

Table 5.1.2  
Average Labour Costs per Manday Worked on Employees in Industries (3-Digit Level of  
NIC-2008) during the Year 2008-09

| Sl. No. |     | Average Labour Costs (Rs.) per Manday Worked on |       |                    |                     |         |
|---------|-----|---|-------|--------------------|---------------------|---------|
|         |     | Wages/<br>Salaries                              | Bonus | Provident<br>Funds | Welfare<br>Expenses | Overall |
| 1       | 2   | 3   | 4     | 5                  | 6                   | 7       |
| 1       | 016 | 144.60  | 3.45  | 4.05               | 2.50                | 154.59  |
| 2       | 089 | 176.05  | 4.47  | 12.54              | 9.62                | 202.69  |
| 3       | 101 | 294.58  | 15.00 | 19.38              | 13.80               | 342.76  |
| 4       | 102 | 180.26  | 8.00  | 10.03              | 9.58                | 207.87  |
| 5       | 103 | 244.89  | 11.57 | 16.92              | 11.86               | 285.24  |
| 6       | 104 | 226.75  | 11.57 | 13.94              | 8.82                | 261.08  |
| 7       | 105 | 368.93  | 16.12 | 46.69              | 23.36               | 455.10  |
| 8       | 106 | 177.13  | 7.58  | 6.77               | 4.69                | 196.17  |
| 9       | 107 | 226.45  | 17.99 | 26.77              | 12.26               | 283.47  |
| 10      | 108 | 263.76  | 14.19 | 23.07              | 12.49               | 313.51  |
| 11      | 110 | 346.25  | 17.59 | 29.65              | 26.60               | 420.10  |
| 12      | 120 | 90.67   | 6.06  | 9.68               | 4.55                | 110.96  |
| 13      | 131 | 213.80  | 12.63 | 24.14              | 12.00               | 262.58  |
| 14      | 139 | 227.01  | 12.58 | 16.72              | 9.57                | 265.88  |
| 15      | 141 | 238.75  | 15.58 | 22.11              | 13.76               | 290.19  |
| 16      | 142 | 500.44  | 8.05  | 20.26              | 13.73               | 542.48  |
| 17      | 143 | 199.66  | 13.76 | 10.63              | 5.91                | 229.96  |
| 18      | 151 | 240.12  | 18.49 | 21.45              | 17.31               | 297.36  |
| 19      | 152 | 194.26  | 13.94 | 16.69              | 11.94               | 236.82  |
| 20      | 161 | 176.59  | 8.06  | 6.18               | 7.32                | 198.16  |
| 21      | 162 | 242.32  | 12.89 | 19.43              | 8.98                | 283.62  |
| 22      | 170 | 284.51  | 16.69 | 28.24              | 21.45               | 350.90  |
| 23      | 181 | 384.08  | 18.00 | 38.64              | 29.15               | 469.86  |
| 24      | 182 | 326.14  | 24.48 | 133.81             | 29.95               | 514.37  |
| 25      | 191 | 345.13  | 23.89 | 59.76              | 25.92               | 454.70  |
| 26      | 192 | 389.59  | 13.07 | 90.71              | 68.36               | 561.73  |
| 27      | 201 | 416.58  | 18.08 | 52.01              | 50.83               | 537.50  |
| 28      | 202 | 382.04  | 21.96 | 42.96              | 35.04               | 482.00  |
| 29      | 203 | 597.38  | 37.95 | 182.42             | 64.92               | 882.67  |
| 30      | 210 | 515.90  | 26.60 | 49.33              | 35.57               | 627.40  |
| 31      | 221 | 252.87  | 22.47 | 26.31              | 31.54               | 333.18  |

Table 5.1.2

| Sl. NIC Code No. |     | Average Labour Costs (Rs.) per Manday Worked on |       |                    |                     |         |
|------------------|-----|---|-------|--------------------|---------------------|---------|
|                  |     | Wages/<br>Salaries                              | Bonus | Provident<br>Funds | Welfare<br>Expenses | Overall |
| 1                | 2   | 3   | 4     | 5                  | 6                   | 7       |
| 32               | 222 | 270.81  | 15.41 | 21.91              | 17.89               | 326.03  |
| 33               | 231 | 333.33  | 23.91 | 31.30              | 28.08               | 416.63  |
| 34               | 239 | 279.48  | 13.58 | 25.49              | 21.38               | 339.93  |
| 35               | 241 | 487.55  | 13.33 | 68.23              | 48.30               | 617.41  |
| 36               | 242 | 288.84  | 12.36 | 23.09              | 33.07               | 357.37  |
| 37               | 243 | 330.85  | 20.81 | 32.02              | 21.00               | 404.68  |
| 38               | 251 | 331.84  | 14.08 | 22.10              | 16.17               | 384.19  |
| 39               | 252 | 385.30  | 21.89 | 25.96              | 19.59               | 452.75  |
| 40               | 259 | 306.84  | 16.22 | 26.69              | 19.78               | 369.53  |
| 41               | 261 | 358.68  | 13.36 | 40.47              | 31.61               | 444.12  |
| 42               | 262 | 591.42  | 27.02 | 49.26              | 44.59               | 712.29  |
| 43               | 263 | 425.72  | 85.53 | 31.89              | 34.81               | 577.95  |
| 44               | 264 | 550.13  | 96.01 | 48.31              | 55.35               | 749.80  |
| 45               | 265 | 619.48  | 46.45 | 50.08              | 38.45               | 754.46  |
| 46               | 266 | 472.88  | 18.39 | 27.51              | 25.17               | 543.97  |
| 47               | 267 | 357.52  | 20.38 | 38.82              | 22.35               | 439.07  |
| 48               | 268 | 645.08  | 28.54 | 28.29              | 30.71               | 732.62  |
| 49               | 271 | 536.65  | 28.16 | 45.81              | 54.20               | 664.82  |
| 50               | 272 | 459.90  | 20.91 | 41.19              | 45.14               | 567.15  |
| 51               | 273 | 429.65  | 19.45 | 45.62              | 32.87               | 527.58  |
| 52               | 274 | 313.99  | 18.25 | 28.36              | 26.53               | 387.14  |
| 53               | 275 | 389.69  | 33.58 | 33.52              | 29.85               | 486.63  |
| 54               | 279 | 360.30  | 20.62 | 39.37              | 30.74               | 451.02  |
| 55               | 281 | 519.54  | 35.85 | 49.33              | 45.07               | 649.78  |
| 56               | 282 | 573.29  | 29.05 | 59.04              | 60.69               | 722.07  |
| 57               | 291 | 653.65  | 41.91 | 70.71              | 92.73               | 859.01  |
| 58               | 292 | 291.90  | 11.00 | 22.44              | 15.30               | 340.65  |
| 59               | 293 | 411.72  | 22.25 | 36.40              | 49.29               | 519.66  |
| 60               | 301 | 562.19  | 30.03 | 66.99              | 27.79               | 687.00  |
| 61               | 302 | 385.80  | 33.49 | 43.07              | 26.98               | 489.34  |
| 62               | 303 | 294.73  | 5.96  | 21.59              | 18.39               | 340.68  |
| 63               | 304 | 311.04  | 17.00 | 27.59              | 28.62               | 384.25  |
| 64               | 309 | 414.08  | 23.28 | 83.32              | 43.65               | 564.32  |
| 65               | 310 | 430.79  | 14.60 | 31.65              | 23.29               | 500.32  |
| 66               | 321 | 375.58  | 17.98 | 29.43              | 14.66               | 437.66  |
| 67               | 322 | 226.99  | 20.38 | 18.15              | 77.29               | 342.80  |
| 68               | 323 | 231.54  | 20.89 | 25.86              | 9.95                | 288.24  |
| 69               | 324 | 251.35  | 14.76 | 20.61              | 10.66               | 297.38  |

Table 5.1.2

| Sl. NIC Code No. |     | Average Labour Costs (Rs.) per Manday Worked on |       |                    |                     |         |
|------------------|-----|---|-------|--------------------|---------------------|---------|
|                  |     | Wages/<br>Salaries                              | Bonus | Provident<br>Funds | Welfare<br>Expenses | Overall |
| 1                | 2   | 3   | 4     | 5                  | 6                   | 7       |
| 70               | 325 | 478.09  | 18.93 | 36.36              | 26.85               | 560.23  |
| 71               | 329 | 243.19  | 14.38 | 23.13              | 14.28               | 294.97  |
| 72               | 331 | 411.43  | 23.66 | 27.06              | 24.26               | 486.41  |
| 73               | 332 | 563.20  | 29.82 | 73.28              | 68.79               | 735.08  |
| 74               | 351 | 404.44  | 15.55 | 26.32              | 25.95               | 472.27  |
| 75               | 352 | 277.33  | 11.49 | 16.96              | 29.18               | 334.96  |
| 76               | 353 | 427.87  | 7.94  | 26.39              | 55.06               | 517.26  |
| 77               | 360 | 239.19  | 10.56 | 8.46               | 5.39                | 263.59  |
| 78               | 370 | 249.00  | 11.81 | 13.84              | 16.85               | 291.50  |
| 79               | 381 | 242.36  | 7.10  | 12.00              | 20.00               | 281.47  |
| 80               | 382 | 282.25  | 15.65 | 19.87              | 11.26               | 329.03  |
| 81               | 383 | 226.80  | 19.16 | 10.77              | 15.49               | 272.23  |
| 82               | 390 | 155.15  | 16.83 | 0.00               | 11.03               | 183.02  |
| 83               | 400 | 361.86  | 23.16 | 28.55              | 21.60               | 435.17  |
| All India        |     | 330.35  | 18.37 | 34.59              | 27.09               | 410.41  |
| Public Sector    |     | 455.65  | 13.93 | 85.39              | 51.46               | 606.43  |
| Joint Sector     |     | 361.00  | 15.75 | 55.28              | 36.85               | 468.88  |
| Private Sector   |     | 321.18  | 18.86 | 30.03              | 24.91               | 394.98  |

Table 5.2.1  
Percentage of Components of Labour Cost to Total Labour Cost on Employees in States  
during the Year 2008-09

| Sl. No. | State            | Total Labour Cost<br>(Rs. lakh) | Average Labour Cost per<br>Manday Worked<br>(Rs.) | Percentage of Components of Labour Cost to Total Labour Cost |       |                    |                     |
|---------|------------------|---------------------------------|---|--|-------|--------------------|---------------------|
|         |                  |                                 |   | Wages/<br>Salaries   | Bonus | Provident<br>Funds | Welfare<br>Expenses |
| 1       | 2                | 3                               | 4   | 5  | 6     | 7                  | 8                   |
| 1       | Jammu & Kashmir  | 46278                           | 278.89  | 88.47  | 2.72  | 4.99               | 3.81                |
| 2       | Himachal Pradesh | 151271                          | 384.87  | 85.51  | 2.98  | 6.14               | 5.37                |
| 3       | Punjab           | 477191                          | 299.02  | 83.02  | 4.61  | 8.04               | 4.32                |
| 4       | Chandigarh       | 18391                           | 544.70  | 81.98  | 3.49  | 10.09              | 4.45                |
| 5       | Uttaranchal      | 508452                          | 476.30  | 80.26  | 9.14  | 5.49               | 5.11                |
| 6       | Haryana          | 725083                          | 501.71  | 83.35  | 3.70  | 6.67               | 6.28                |
| 7       | Delhi            | 160639                          | 424.06  | 81.72  | 4.78  | 8.97               | 4.54                |
| 8       | Rajasthan        | 384005                          | 357.09  | 84.42  | 3.10  | 7.97               | 4.51                |
| 9       | Uttar Pradesh    | 915919                          | 378.08  | 82.95  | 4.18  | 7.43               | 5.45                |
| 10      | Bihar            | 55178                           | 265.97  | 78.26  | 2.33  | 12.43              | 6.98                |
| 11      | Nagaland         | 717                             | 101.42  | 89.96  | 4.51  | 3.45               | 2.07                |
| 12      | Manipur          | 776                             | 107.90  | 96.80  | 0.66  | 0.68               | 1.86                |
| 13      | Tripura          | 9464                            | 195.67  | 62.75  | 5.37  | 3.29               | 28.59               |
| 14      | Meghalaya        | 5824                            | 333.26  | 87.55  | 2.63  | 5.19               | 4.64                |
| 15      | Assam            | 124530                          | 305.31  | 74.52  | 3.38  | 10.95              | 11.15               |
| 16      | West Bengal      | 692444                          | 393.49  | 78.13  | 4.18  | 11.66              | 6.02                |
| 17      | Jharkhand        | 440944                          | 783.23  | 75.53  | 3.99  | 14.19              | 6.30                |
| 18      | Orissa           | 384085                          | 412.90  | 83.46  | 1.48  | 8.60               | 6.46                |
| 19      | Chhattisgarh     | 376547                          | 396.27  | 80.07  | 2.05  | 11.01              | 6.88                |
| 20      | Madhya Pradesh   | 367116                          | 435.08  | 81.62  | 3.53  | 7.57               | 7.28                |
| 21      | Gujarat          | 1517028                         | 382.07  | 81.48  | 4.47  | 8.00               | 6.05                |
| 22      | Daman & Diu      | 91618                           | 343.10  | 82.89  | 5.78  | 4.57               | 6.76                |
| 23      | D & Nagar Haveli | 116981                          | 391.56  | 83.14  | 4.75  | 6.00               | 6.11                |
| 24      | Maharashtra      | 3076652                         | 626.83  | 79.62  | 4.51  | 9.39               | 6.47                |
| 25      | Andhra Pradesh   | 1047911                         | 286.71  | 81.09  | 3.78  | 7.00               | 8.12                |
| 26      | Karnataka        | 1132129                         | 477.63  | 80.38  | 4.24  | 8.89               | 6.48                |
| 27      | Goa              | 91324                           | 553.58  | 79.48  | 4.94  | 8.23               | 7.34                |
| 28      | Kerala           | 326167                          | 321.89  | 76.09  | 6.47  | 10.37              | 7.07                |
| 29      | Tamil Nadu       | 1921371                         | 320.46  | 78.85  | 5.70  | 6.97               | 8.48                |
| 30      | Pondicherry      | 67241                           | 439.76  | 80.19  | 4.61  | 7.77               | 7.44                |
| 31      | A & N Islands    | 403                             | 369.62  | 84.26  | 3.26  | 9.15               | 3.33                |
|         | All India        | 15233680                        | 410.41  | 80.49  | 4.48  | 8.43               | 6.60                |
|         | Public Sector    | 938285                          | 606.43  | 75.14  | 2.30  | 14.08              | 8.49                |
|         | Joint Sector     | 1557828                         | 468.88  | 76.99  | 3.36  | 11.79              | 7.86                |
|         | Private Sector   | 12737567                        | 394.98  | 81.32  | 4.77  | 7.60               | 6.31                |



Table 5.2.2  
Percentage of Components of Labour Cost to Total Labour Cost on Employees in  
Industries (3-Digit Level of NIC-2008) during the Year 2008-09

| Sl. No. | NIC Code | Total Labour Cost on Employees (Rs. lakh) | Average Labour Cost per Manday Worked (Rs.) | Percentage of Components of Labour Cost to Total Labour Cost |       |                 |                  |
|---------|----------|---|---|--|-------|-----------------|------------------|
|         |          |   |   | Wages/ Salaries  | Bonus | Provident Funds | Welfare Expenses |
| 1       | 2        | 3   | 4   | 5  | 6     | 7               | 8                |
| 1       | 016      | 31842                                     | 154.59                                      | 93.53  | 2.23  | 2.62            | 1.62             |
| 2       | 089      | 2380                                      | 202.69                                      | 86.86  | 2.20  | 6.19            | 4.75             |
| 3       | 101      | 15694                                     | 342.76                                      | 85.94  | 4.38  | 5.65            | 4.03             |
| 4       | 102      | 21982                                     | 207.87                                      | 86.72  | 3.85  | 4.83            | 4.61             |
| 5       | 103      | 35238                                     | 285.24                                      | 85.85  | 4.06  | 5.93            | 4.16             |
| 6       | 104      | 82574                                     | 261.08                                      | 86.85  | 4.43  | 5.34            | 3.38             |
| 7       | 105      | 162951                                    | 455.10                                      | 81.07  | 3.54  | 10.26           | 5.13             |
| 8       | 106      | 171928                                    | 196.17                                      | 90.29  | 3.86  | 3.45            | 2.39             |
| 9       | 107      | 619063                                    | 283.47                                      | 79.88  | 6.35  | 9.44            | 4.32             |
| 10      | 108      | 27886                                     | 313.51                                      | 84.13  | 4.52  | 7.36            | 3.98             |
| 11      | 110      | 164020                                    | 420.10                                      | 82.42  | 4.19  | 7.06            | 6.33             |
| 12      | 120      | 147935                                    | 110.96                                      | 81.72  | 5.46  | 8.72            | 4.10             |
| 13      | 131      | 944455                                    | 262.58                                      | 81.42  | 4.81  | 9.20            | 4.57             |
| 14      | 139      | 248137                                    | 265.88                                      | 85.38  | 4.73  | 6.29            | 3.60             |
| 15      | 141      | 540918                                    | 290.19                                      | 82.27  | 5.37  | 7.62            | 4.74             |
| 16      | 142      | 4464                                      | 542.48                                      | 92.25  | 1.48  | 3.73            | 2.53             |
| 17      | 143      | 114743                                    | 229.96                                      | 86.82  | 5.98  | 4.62            | 2.57             |
| 18      | 151      | 62273                                     | 297.36                                      | 80.75  | 6.22  | 7.21            | 5.82             |
| 19      | 152      | 126081                                    | 236.82                                      | 82.03  | 5.88  | 7.05            | 5.04             |
| 20      | 161      | 5134                                      | 198.16                                      | 89.12  | 4.07  | 3.12            | 3.69             |
| 21      | 162      | 47920                                     | 283.62                                      | 85.44  | 4.55  | 6.85            | 3.16             |
| 22      | 170      | 258405                                    | 350.90                                      | 81.08  | 4.76  | 8.05            | 6.11             |
| 23      | 181      | 189555                                    | 469.86                                      | 81.74  | 3.83  | 8.22            | 6.20             |
| 24      | 182      | 1158                                      | 514.37                                      | 63.40  | 4.76  | 26.01           | 5.82             |
| 25      | 191      | 57325                                     | 454.70                                      | 75.90  | 5.25  | 13.14           | 5.70             |
| 26      | 192      | 364746                                    | 561.73                                      | 69.36  | 2.33  | 16.15           | 12.17            |
| 27      | 201      | 666852                                    | 537.50                                      | 77.50  | 3.36  | 9.68            | 9.46             |
| 28      | 202      | 524459                                    | 482.00                                      | 79.26  | 4.56  | 8.91            | 7.27             |
| 29      | 203      | 79219                                     | 882.67                                      | 67.68  | 4.30  | 20.67           | 7.35             |
| 30      | 210      | 744372                                    | 627.40                                      | 82.23  | 4.24  | 7.86            | 5.67             |

Table 5.2.2

| Sl. NIC Code No. |     | Total Labour Cost on Employees (Rs. lakh) | Average Labour Cost per Manday Worked (Rs.) | Percentage of Components of Labour Cost to Total Labour Cost |       |                 |                  |
|------------------|-----|---|---|--|-------|-----------------|------------------|
|                  |     |   |   | Wages/ Salaries  | Bonus | Provident Funds | Welfare Expenses |
| 1                | 2   | 3   | 4   | 5  | 6     | 7               | 8                |
| 31               | 221 | 235758                                    | 333.18                                      | 75.89  | 6.74  | 7.90            | 9.47             |
| 32               | 222 | 281060                                    | 326.03                                      | 83.06  | 4.73  | 6.72            | 5.49             |
| 33               | 231 | 78543                                     | 416.63                                      | 80.01  | 5.74  | 7.51            | 6.74             |
| 34               | 239 | 661678                                    | 339.93                                      | 82.22  | 3.99  | 7.50            | 6.29             |
| 35               | 241 | 1413313                                   | 617.41                                      | 78.97  | 2.16  | 11.05           | 7.82             |
| 36               | 242 | 249287                                    | 357.37                                      | 80.83  | 3.46  | 6.46            | 9.25             |
| 37               | 243 | 264700                                    | 404.68                                      | 81.76  | 5.14  | 7.91            | 5.19             |
| 38               | 251 | 376338                                    | 384.19                                      | 86.37  | 3.67  | 5.75            | 4.21             |
| 39               | 252 | 2835                                      | 452.75                                      | 85.10  | 4.84  | 5.73            | 4.33             |
| 40               | 259 | 312626                                    | 369.53                                      | 83.03  | 4.39  | 7.22            | 5.35             |
| 41               | 261 | 153579                                    | 444.12                                      | 80.76  | 3.01  | 9.11            | 7.12             |
| 42               | 262 | 43965                                     | 712.29                                      | 83.03  | 3.79  | 6.92            | 6.26             |
| 43               | 263 | 183607                                    | 577.95                                      | 73.66  | 14.80 | 5.52            | 6.02             |
| 44               | 264 | 60763                                     | 749.80                                      | 73.37  | 12.80 | 6.44            | 7.38             |
| 45               | 265 | 101202                                    | 754.46                                      | 82.11  | 6.16  | 6.64            | 5.10             |
| 46               | 266 | 5536                                      | 543.97                                      | 86.93  | 3.38  | 5.06            | 4.63             |
| 47               | 267 | 4706                                      | 439.07                                      | 81.43  | 4.64  | 8.84            | 5.09             |
| 48               | 268 | 2588                                      | 732.62                                      | 88.05  | 3.90  | 3.86            | 4.19             |
| 49               | 271 | 369103                                    | 664.82                                      | 80.72  | 4.24  | 6.89            | 8.15             |
| 50               | 272 | 53798                                     | 567.15                                      | 81.09  | 3.69  | 7.26            | 7.96             |
| 51               | 273 | 111083                                    | 527.58                                      | 81.44  | 3.69  | 8.65            | 6.23             |
| 52               | 274 | 48194                                     | 387.14                                      | 81.10  | 4.72  | 7.33            | 6.85             |
| 53               | 275 | 53633                                     | 486.63                                      | 80.08  | 6.90  | 6.89            | 6.13             |
| 54               | 279 | 54016                                     | 451.02                                      | 79.88  | 4.57  | 8.73            | 6.82             |
| 55               | 281 | 795943                                    | 649.78                                      | 79.96  | 5.52  | 7.59            | 6.94             |
| 56               | 282 | 609983                                    | 722.07                                      | 79.40  | 4.02  | 8.18            | 8.40             |
| 57               | 291 | 431750                                    | 859.01                                      | 76.09  | 4.88  | 8.23            | 10.80            |
| 58               | 292 | 39983                                     | 340.65                                      | 85.69  | 3.23  | 6.59            | 4.49             |
| 59               | 293 | 555069                                    | 519.66                                      | 79.23  | 4.28  | 7.00            | 9.49             |
| 60               | 301 | 55723                                     | 687.00                                      | 81.83  | 4.37  | 9.75            | 4.04             |
| 61               | 302 | 39204                                     | 489.34                                      | 78.84  | 6.84  | 8.80            | 5.51             |
| 62               | 303 | 18897                                     | 340.68                                      | 86.51  | 1.75  | 6.34            | 5.40             |
| 63               | 304 | 1415                                      | 384.25                                      | 80.95  | 4.42  | 7.18            | 7.45             |
| 64               | 309 | 268742                                    | 564.32                                      | 73.38  | 4.12  | 14.76           | 7.73             |
| 65               | 310 | 61322                                     | 500.32                                      | 86.10  | 2.92  | 6.33            | 4.65             |

Table 5.2.2

| Sl. No.        | NIC Code | Total Labour Cost on Employees (Rs. lakh) | Average Labour Cost per Manday Worked (Rs.) | Percentage of Components of Labour Cost to Total Labour Cost |       |                 |                  |
|----------------|----------|---|---|--|-------|-----------------|------------------|
|                |          |   |   | Wages/ Salaries  | Bonus | Provident Funds | Welfare Expenses |
| 1              | 2        | 3   | 4   | 5  | 6     | 7               | 8                |
| 66             | 321      | 171086                                    | 437.66                                      | 85.82  | 4.11  | 6.72            | 3.35             |
| 67             | 322      | 540                                       | 342.80                                      | 66.22  | 5.94  | 5.29            | 22.55            |
| 68             | 323      | 6649                                      | 288.24                                      | 80.33  | 7.25  | 8.97            | 3.45             |
| 69             | 324      | 3535                                      | 297.38                                      | 84.52  | 4.96  | 6.93            | 3.58             |
| 70             | 325      | 43423                                     | 560.23                                      | 85.34  | 3.38  | 6.49            | 4.79             |
| 71             | 329      | 45467                                     | 294.97                                      | 82.44  | 4.87  | 7.84            | 4.84             |
| 72             | 331      | 58550                                     | 486.41                                      | 84.59  | 4.86  | 5.56            | 4.99             |
| 73             | 332      | 18783                                     | 735.08                                      | 76.62  | 4.06  | 9.97            | 9.36             |
| 74             | 351      | 60530                                     | 472.27                                      | 85.64  | 3.29  | 5.57            | 5.50             |
| 75             | 352      | 16541                                     | 334.96                                      | 82.80  | 3.43  | 5.06            | 8.71             |
| 76             | 353      | 1208                                      | 517.26                                      | 82.72  | 1.54  | 5.10            | 10.64            |
| 77             | 360      | 613                                       | 263.59                                      | 90.74  | 4.01  | 3.21            | 2.04             |
| 78             | 370      | 1051                                      | 291.50                                      | 85.42  | 4.05  | 4.75            | 5.78             |
| 79             | 381      | 883                                       | 281.47                                      | 86.11  | 2.52  | 4.26            | 7.11             |
| 80             | 382      | 1083                                      | 329.03                                      | 85.78  | 4.76  | 6.04            | 3.42             |
| 81             | 383      | 3580                                      | 272.23                                      | 83.31  | 7.04  | 3.96            | 5.69             |
| 82             | 390      | 10  | 183.02                                      | 84.77  | 9.20  | 0.00            | 6.03             |
| 83             | 400      | 336494                                    | 435.17                                      | 83.15  | 5.32  | 6.56            | 4.96             |
| All India      |          | 15233680                                  | 410.41                                      | 80.49  | 4.48  | 8.43            | 6.60             |
| Public Sector  |          | 938285                                    | 606.43                                      | 75.14  | 2.30  | 14.08           | 8.49             |
| Joint Sector   |          | 1557828                                   | 468.88                                      | 76.99  | 3.36  | 11.79           | 7.86             |
| Private Sector |          | 12737567                                  | 394.98                                      | 81.32  | 4.77  | 7.60            | 6.31             |

Table 5.3.1  
Percentage of Labour Costs on Employees to Total Cost of Production in States by  
Sectors during the Year 2008-09

| Sl. State No.       | 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 by Sectors |       |       |         |   |
|---------------------|-------------------------------------|---|---|-------|-------|---------|---|
|                     |                                     |   | Pub.  | Joint | Pvt.  | Overall |   |
| 1                   | 2                                   | 3   | 4   | 5     | 6     | 7       | 8 |
| 1 Jammu & Kashmir   | 945068                              | 41619                                     | 36.77   | 2.20  | 4.06  | 4.40    |   |
| 2 Himachal Pradesh  | 2646922                             | 138829                                    | 14.15   | 2.70  | 5.32  | 5.24    |   |
| 3 Punjab            | 9029284                             | 471832                                    | 7.43  | 8.89  | 5.04  | 5.23    |   |
| 4 Chandigarh        | 172280                              | 14508                                     | 24.95   | -     | 8.22  | 8.42    |   |
| 5 Uttaranchal       | 5333691                             | 502737                                    | 8.07  | 14.00 | 9.14  | 9.43    |   |
| 6 Haryana           | 12261573                            | 721899                                    | 4.48  | 3.26  | 6.41  | 5.89    |   |
| 7 Delhi             | 2096755                             | 154645                                    | 20.75   | 11.60 | 7.37  | 7.38    |   |
| 8 Rajasthan         | 6759357                             | 370000                                    | 10.20   | 7.29  | 5.26  | 5.47    |   |
| 9 Uttar Pradesh     | 16724054                            | 907778                                    | 9.08  | 3.41  | 5.85  | 5.43    |   |
| 10 Bihar            | 2531910                             | 51758                                     | 0.96  | 2.56  | 8.99  | 2.04    |   |
| 11 Nagaland         | 10497                               | 717                                       | -   | -     | 6.83  | 6.83    |   |
| 12 Manipur          | 5988                                | 759                                       | 39.41   | 55.43 | 11.73 | 12.68   |   |
| 13 Tripura          | 52570                               | 9011                                      | 5.93  | 71.90 | 16.17 | 17.14   |   |
| 14 Meghalaya        | 101545                              | 4751                                      | 43.50   | 6.23  | 3.13  | 4.68    |   |
| 15 Assam            | 3228400                             | 117663                                    | 3.56  | 1.21  | 5.44  | 3.64    |   |
| 16 West Bengal      | 8898132                             | 629003                                    | 26.02   | 2.29  | 6.09  | 7.07    |   |
| 17 Jharkhand        | 5045954                             | 436410                                    | 21.94   | 12.36 | 4.78  | 8.65    |   |
| 18 Orissa           | 5185986                             | 381126                                    | 16.53   | 13.21 | 4.34  | 7.35    |   |
| 19 Chhattisgarh     | 5866267                             | 374700                                    | 17.15   | 6.75  | 2.90  | 6.39    |   |
| 20 Madhya Pradesh   | 6684316                             | 351128                                    | 5.28  | 12.96 | 4.62  | 5.25    |   |
| 21 Gujarat          | 41460827                            | 1486404                                   | 1.19  | 2.71  | 3.88  | 3.59    |   |
| 22 Daman & Diu      | 3529296                             | 89238                                     | 8.39  | 6.97  | 2.51  | 2.53    |   |
| 23 D & Nagar Haveli | 5555391                             | 114885                                    | 1.10  | 2.59  | 2.07  | 2.07    |   |
| 24 Maharashtra      | 51331594                            | 3005006                                   | 1.13  | 2.32  | 6.93  | 5.85    |   |
| 25 Andhra Pradesh   | 16408518                            | 979743                                    | 17.57   | 3.09  | 6.52  | 5.97    |   |
| 26 Karnataka        | 17142535                            | 1089801                                   | 11.34   | 1.88  | 7.76  | 6.36    |   |
| 27 Goa              | 1910103                             | 85460                                     | 9.07  | 7.89  | 4.25  | 4.47    |   |
| 28 Kerala           | 6224546                             | 314397                                    | 15.55   | 1.71  | 7.01  | 5.05    |   |
| 29 Tamil Nadu       | 26347098                            | 1815772                                   | 8.26  | 12.34 | 6.64  | 6.89    |   |
| 30 Pondicherry      | 1188270                             | 67240                                     | 30.30   | -     | 4.95  | 5.66    |   |
| 31 A & N Islands    | 12627                               | 402                                       | -   | 22.58 | 2.14  | 3.18    |   |
| All India           | 264691354                           | 14729221                                  | 5.49  | 4.38  | 5.76  | 5.56    |   |

Table 5.3.2  
Percentage of Labour Costs on Employees to Total Cost of Production in Industries  
(3-Digit Level of NIC-2008) by Sectors during the Year 2008-09

| Sl. NIC Code<br>No. |     | Total<br>Cost of<br>Production<br>(Rs. lakh) | Total<br>Labour<br>Cost on<br>Employees<br>(Rs. lakh) | Percentage of Total Labour Cost on<br>Employees to Total Cost of<br>Production by Sectors |       |       |         |
|---------------------|-----|--|---|---|-------|-------|---------|
|                     |     |  |   | Pub.  | Joint | Pvt.  | Overall |
| 1                   | 2   | 3  | 4   | 5   | 6     | 7     | 8       |
| 1                   | 016 | 1212290                                      | 30763   | 4.99  | 2.64  | 2.51  | 2.54    |
| 2                   | 089 | 12035  | 2354  | -   | -     | 19.56 | 19.56   |
| 3                   | 101 | 552370                                       | 15626   | 42.99   | 2.03  | 2.88  | 2.83    |
| 4                   | 102 | 632891                                       | 20819   | 16.88   | 3.10  | 3.29  | 3.29    |
| 5                   | 103 | 459220                                       | 31118   | 21.25   | 7.97  | 6.71  | 6.78    |
| 6                   | 104 | 9513235                                      | 77588   | 5.76  | 0.43  | 0.89  | 0.82    |
| 7                   | 105 | 3593311                                      | 156098  | 6.54  | 6.28  | 3.53  | 4.34    |
| 8                   | 106 | 7190441                                      | 160661  | 0.92  | 4.15  | 2.24  | 2.23    |
| 9                   | 107 | 7591470                                      | 598412  | 16.00   | 8.44  | 7.46  | 7.88    |
| 10                  | 108 | 872152                                       | 25300   | 4.75  | 3.77  | 2.62  | 2.90    |
| 11                  | 110 | 2298411                                      | 158268  | 9.56  | 3.84  | 6.92  | 6.89    |
| 12                  | 120 | 1141650                                      | 140550  | 6.06  | -     | 12.33 | 12.31   |
| 13                  | 131 | 12070316                                     | 898715  | 26.26   | 9.03  | 7.18  | 7.45    |
| 14                  | 139 | 3123001                                      | 241740  | 18.21   | 43.27 | 7.66  | 7.74    |
| 15                  | 141 | 3445942                                      | 535397  | 28.42   | 33.64 | 15.52 | 15.54   |
| 16                  | 142 | 18175  | 4230  | -   | -     | 23.27 | 23.27   |
| 17                  | 143 | 1236680                                      | 112781  | 19.91   | -     | 9.01  | 9.12    |
| 18                  | 151 | 849214                                       | 58210   | 31.29   | 9.98  | 6.83  | 6.85    |
| 19                  | 152 | 1330976                                      | 124761  | -   | 6.14  | 9.43  | 9.37    |
| 20                  | 161 | 98554  | 4589  | 32.60   | 8.35  | 4.50  | 4.66    |
| 21                  | 162 | 586314                                       | 43580   | 18.73   | 10.87 | 7.30  | 7.43    |
| 22                  | 170 | 3505924                                      | 247015  | 12.63   | 13.30 | 6.38  | 7.05    |
| 23                  | 181 | 1597524                                      | 181383  | 22.17   | 13.21 | 11.20 | 11.35   |
| 24                  | 182 | 10490  | 1158  | -   | -     | 11.04 | 11.04   |
| 25                  | 191 | 1108955                                      | 54793   | 18.43   | 4.52  | 3.40  | 4.94    |
| 26                  | 192 | 40914310                                     | 336898  | 1.10  | 0.72  | 0.73  | 0.82    |
| 27                  | 201 | 16081819                                     | 628789  | 5.70  | 6.26  | 3.32  | 3.91    |
| 28                  | 202 | 7835412                                      | 508109  | 17.35   | 7.20  | 6.32  | 6.48    |
| 29                  | 203 | 928270                                       | 79193   | -   | 19.30 | 8.36  | 8.53    |
| 30                  | 210 | 6147454                                      | 715374  | 22.29   | 5.85  | 11.68 | 11.64   |

Table 5.3.2

| Sl. NIC Code No. |     | 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 by Sectors |       |       |         |
|------------------|-----|-------------------------------------|---|---|-------|-------|---------|
| 1                | 2   | 3                                   | 4   | 5   | 6     | 7     | 8       |
|                  |     |                                     |   | Pub.  | Joint | Pvt.  | Overall |
| 31               | 221 | 3005623                             | 226533                                    | 6.70  | 12.25 | 6.84  | 7.54    |
| 32               | 222 | 5867844                             | 275497                                    | 11.75   | 8.59  | 4.68  | 4.70    |
| 33               | 231 | 821859                              | 77948                                     | -   | -     | 9.48  | 9.48    |
| 34               | 239 | 7702005                             | 640928                                    | 19.85   | 8.39  | 8.17  | 8.32    |
| 35               | 241 | 30575149                            | 1402673                                   | 18.94   | 13.11 | 2.44  | 4.59    |
| 36               | 242 | 5633816                             | 244583                                    | 12.63   | 15.82 | 2.62  | 4.34    |
| 37               | 243 | 4696587                             | 259790                                    | 30.86   | 16.41 | 5.25  | 5.53    |
| 38               | 251 | 4390662                             | 350813                                    | 8.27  | 14.28 | 6.89  | 7.99    |
| 39               | 252 | 24016                               | 2835                                      | -   | -     | 11.81 | 11.81   |
| 40               | 259 | 3745258                             | 308664                                    | 24.17   | 20.48 | 8.14  | 8.24    |
| 41               | 261 | 1175164                             | 147176                                    | 11.92   | 56.02 | 9.93  | 12.52   |
| 42               | 262 | 905531                              | 43843                                     | -   | 7.74  | 4.82  | 4.84    |
| 43               | 263 | 1859042                             | 177354                                    | 13.74   | 29.81 | 9.15  | 9.54    |
| 44               | 264 | 1661479                             | 60010                                     | 9.70  | 96.87 | 3.52  | 3.61    |
| 45               | 265 | 801678                              | 98614                                     | 26.45   | 15.23 | 11.90 | 12.30   |
| 46               | 266 | 54231                               | 5462                                      | -   | 21.56 | 10.03 | 10.07   |
| 47               | 267 | 32041                               | 4378                                      | 7.14  | -     | 14.65 | 13.66   |
| 48               | 268 | 18697                               | 2588                                      | -   | -     | 13.84 | 13.84   |
| 49               | 271 | 5073881                             | 359954                                    | 16.59   | 18.51 | 5.92  | 7.09    |
| 50               | 272 | 809560                              | 53097                                     | -   | -     | 6.56  | 6.56    |
| 51               | 273 | 2714908                             | 101024                                    | -   | 15.79 | 3.70  | 3.72    |
| 52               | 274 | 524463                              | 47045                                     | -   | -     | 8.97  | 8.97    |
| 53               | 275 | 839361                              | 53171                                     | 8.54  | -     | 6.33  | 6.33    |
| 54               | 279 | 834804                              | 51001                                     | 34.18   | -     | 6.06  | 6.11    |
| 55               | 281 | 6101961                             | 770181                                    | 33.46   | 15.73 | 12.30 | 12.62   |
| 56               | 282 | 6745271                             | 594836                                    | 30.98   | 15.65 | 8.56  | 8.82    |
| 57               | 291 | 8287251                             | 428143                                    | -   | 2.89  | 5.80  | 5.17    |
| 58               | 292 | 381801                              | 38460                                     | 98.23   | -     | 10.04 | 10.07   |
| 59               | 293 | 6559046                             | 530588                                    | 14.63   | 4.90  | 8.09  | 8.09    |
| 60               | 301 | 628714                              | 55662                                     | 14.27   | -     | 6.64  | 8.85    |
| 61               | 302 | 372555                              | 35848                                     | 37.62   | 37.00 | 8.02  | 9.62    |
| 62               | 303 | 68286                               | 18895                                     | 52.29   | 24.18 | 19.02 | 27.67   |
| 63               | 304 | 4531                                | 1405                                      | 45.84   | -     | 30.85 | 31.00   |
| 64               | 309 | 4554125                             | 265737                                    | 15.33   | 9.54  | 5.71  | 5.84    |
| 65               | 310 | 512413                              | 60674                                     | 33.52   | 14.23 | 11.71 | 11.84   |
| 66               | 321 | 4518790                             | 170005                                    | -   | -     | 3.76  | 3.76    |
| 67               | 322 | 3523                                | 540                                       | -   | -     | 15.32 | 15.32   |

Table 5.3.2

| Sl. NIC Code No. |     | 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 by Sectors |       |       |         |
|------------------|-----|-------------------------------------|---|---|-------|-------|---------|
| 1                | 2   | 3                                   | 4   | 5   | 6     | 7     | 8       |
|                  |     |                                     |   | Pub.  | Joint | Pvt.  | Overall |
| 68               | 323 | 61253                               | 6642                                      | -   | -     | 10.84 | 10.84   |
| 69               | 324 | 45699                               | 3535                                      | -   | 30.47 | 7.73  | 7.74    |
| 70               | 325 | 260823                              | 42622                                     | -   | -     | 16.34 | 16.34   |
| 71               | 329 | 489933                              | 41780                                     | -   | 2.49  | 8.83  | 8.53    |
| 72               | 331 | 191517                              | 55519                                     | 30.44   | 7.14  | 31.03 | 28.99   |
| 73               | 332 | 132766                              | 15965                                     | 29.99   | -     | 11.74 | 12.02   |
| 74               | 351 | 1603671                             | 55564                                     | 31.72   | 6.68  | 3.35  | 3.46    |
| 75               | 352 | 1644436                             | 16497                                     | 2.86  | 0.69  | 1.09  | 1.00    |
| 76               | 353 | 13206                               | 1208                                      | -   | -     | 9.15  | 9.15    |
| 77               | 360 | 3334                                | 613                                       | 29.58   | 15.19 | 11.40 | 18.40   |
| 78               | 370 | 5474                                | 931                                       | -   | -     | 17.01 | 17.01   |
| 79               | 381 | 11528                               | 883                                       | -   | -     | 7.66  | 7.66    |
| 80               | 382 | 6247                                | 1063                                      | 12.02   | 26.92 | 16.74 | 17.02   |
| 81               | 383 | 127950                              | 3530                                      | -   | 32.55 | 2.38  | 2.76    |
| 82               | 390 | 1356                                | 10  | -   | -     | 0.76  | 0.76    |
| 83               | 400 | 1627428                             | 322631                                    | 40.39   | 26.22 | 19.58 | 19.82   |
| All India        |     | 264691354                           | 14729221                                  | 5.49  | 4.38  | 5.76  | 5.56    |

Table 5.4.1

Labour Costs per Manday Worked on Wages/Salaries (in Rs.) in States by Category of Employees during the Year 2008-09

| Sl. No. | State            | Labour Costs per Manday Worked on Wages/Salaries on |        |        |                  |             |               |
|---------|------------------|---|--------|--------|------------------|-------------|---------------|
|         |                  | Directly Employed Workers                           |        |        | Contract Workers | All Workers | All Employees |
|         |                  | Men   | Women  | Total  |                  |             |               |
| 1       | 2                | 3   | 4      | 5      | 6                | 7           | 8             |
| 1       | Jammu & Kashmir  | 181.59  | 110.91 | 173.40 | 135.44           | 156.51      | 246.73        |
| 2       | Himachal Pradesh | 194.66  | 154.02 | 191.43 | 132.36           | 175.37      | 329.10        |
| 3       | Punjab           | 196.21  | 159.11 | 194.99 | 142.86           | 182.03      | 248.25        |
| 4       | Chandigarh       | 304.55  | 312.02 | 304.79 | 167.40           | 277.78      | 446.51        |
| 5       | Uttaranchal      | 312.07  | 170.62 | 304.59 | 250.29           | 281.41      | 382.30        |
| 6       | Haryana          | 268.74  | 186.62 | 265.25 | 220.99           | 244.06      | 418.18        |
| 7       | Delhi            | 200.30  | 178.48 | 198.89 | 194.11           | 198.39      | 346.53        |
| 8       | Rajasthan        | 208.67  | 109.24 | 204.58 | 159.43           | 189.69      | 301.46        |
| 9       | Uttar Pradesh    | 229.36  | 191.20 | 228.29 | 138.49           | 196.63      | 313.60        |
| 10      | Bihar            | 213.63  | 102.92 | 212.00 | 113.22           | 173.56      | 208.16        |
| 11      | Nagaland         | 84.08   | 72.23  | 82.24  | 78.21            | 80.15       | 91.24         |
| 12      | Manipur          | 100.75  | 87.91  | 95.25  | 96.76            | 95.44       | 104.44        |
| 13      | Tripura          | 157.64  | 87.32  | 156.22 | 86.25            | 103.26      | 122.77        |
| 14      | Meghalaya        | 224.53  | 228.84 | 224.83 | 212.45           | 219.73      | 291.76        |
| 15      | Assam            | 156.08  | 126.36 | 154.59 | 175.19           | 158.19      | 227.52        |
| 16      | West Bengal      | 263.39  | 324.27 | 264.71 | 149.15           | 238.07      | 307.44        |
| 17      | Jharkhand        | 464.02  | 352.44 | 457.90 | 135.68           | 409.30      | 591.54        |
| 18      | Orissa           | 307.83  | 131.51 | 294.28 | 153.14           | 240.96      | 344.60        |
| 19      | Chhattisgarh     | 176.32  | 104.99 | 173.34 | 144.17           | 165.64      | 317.28        |
| 20      | Madhya Pradesh   | 263.78  | 154.10 | 258.52 | 173.15           | 231.50      | 355.13        |
| 21      | Gujarat          | 229.78  | 148.76 | 226.17 | 164.68           | 201.80      | 311.32        |
| 22      | Daman & Diu      | 182.57  | 120.34 | 173.07 | 140.15           | 167.14      | 284.39        |
| 23      | D & Nagar Haveli | 188.18  | 123.55 | 184.86 | 169.81           | 179.12      | 325.54        |
| 24      | Maharashtra      | 370.32  | 155.71 | 349.04 | 193.64           | 292.71      | 499.07        |
| 25      | Andhra Pradesh   | 246.04  | 122.99 | 224.74 | 104.99           | 163.70      | 232.50        |
| 26      | Karnataka        | 297.42  | 155.09 | 239.11 | 195.25           | 230.85      | 383.94        |
| 27      | Goa              | 381.63  | 180.31 | 341.69 | 235.60           | 288.37      | 440.01        |
| 28      | Kerala           | 323.93  | 106.14 | 193.43 | 131.42           | 180.99      | 244.92        |
| 29      | Tamil Nadu       | 218.02  | 116.24 | 178.93 | 168.15           | 177.27      | 252.69        |
| 30      | Pondicherry      | 247.63  | 142.06 | 224.48 | 162.74           | 206.77      | 352.63        |
| 31      | A & N Islands    | 253.34  | 157.55 | 243.25 | 387.00           | 259.54      | 311.44        |
|         | All India        | 258.04  | 131.23 | 235.16 | 160.53           | 211.95      | 330.35        |
|         | Public Sector    | 430.87  | 260.81 | 415.39 | 136.78           | 345.47      | 455.65        |
|         | Joint Sector     | 329.34  | 244.13 | 325.57 | 112.01           | 266.85      | 361.00        |
|         | Private Sector   | 242.46  | 126.50 | 219.69 | 164.82           | 202.34      | 321.18        |



Table 5.4.2  
Labour Costs per Manday Worked on Wages/Salaries (in Rs.) in Industries (3-Digit  
Level of NIC-2008) by Category of Employees during the Year 2008-09

| Sl. NIC Code<br>No. |     | Labour Costs per Manday Worked on Wages/Salaries on |        |        |                     |        | All<br>Workers | All<br>Employees |
|---------------------|-----|---|--------|--------|---------------------|--------|----------------|------------------|
|                     |     | Directly Employed Workers                           |        |        | Contract<br>Workers | Total. |                |                  |
|                     |     | Men   | Women  |        |                     |        |                |                  |
| 1                   | 2   | 3   | 4      | 5      | 6                   | 7      | 8              |                  |
| 1                   | 016 | 133.31  | 101.20 | 121.90 | 127.88              | 124.41 | 144.60         |                  |
| 2                   | 089 | 148.43  | 126.63 | 147.67 | 134.84              | 136.37 | 176.05         |                  |
| 3                   | 101 | 252.60  | 167.22 | 239.74 | 198.68              | 219.91 | 294.58         |                  |
| 4                   | 102 | 152.77  | 110.31 | 132.28 | 130.74              | 131.52 | 180.26         |                  |
| 5                   | 103 | 198.98  | 100.40 | 159.58 | 132.75              | 148.05 | 244.89         |                  |
| 6                   | 104 | 160.78  | 118.52 | 159.09 | 162.30              | 160.57 | 226.75         |                  |
| 7                   | 105 | 303.80  | 200.01 | 298.14 | 156.89              | 247.56 | 368.93         |                  |
| 8                   | 106 | 146.05  | 98.63  | 138.28 | 140.49              | 139.16 | 177.13         |                  |
| 9                   | 107 | 210.77  | 94.68  | 167.34 | 141.09              | 163.20 | 226.45         |                  |
| 10                  | 108 | 221.23  | 169.02 | 217.89 | 135.58              | 183.65 | 263.76         |                  |
| 11                  | 110 | 275.21  | 167.63 | 262.87 | 167.57              | 217.57 | 346.25         |                  |
| 12                  | 120 | 164.58  | 70.92  | 118.57 | 58.63               | 76.05  | 90.67          |                  |
| 13                  | 131 | 180.84  | 109.65 | 168.04 | 165.00              | 167.62 | 213.80         |                  |
| 14                  | 139 | 186.12  | 144.69 | 174.88 | 153.58              | 170.63 | 227.01         |                  |
| 15                  | 141 | 190.21  | 144.46 | 163.99 | 204.00              | 170.30 | 238.75         |                  |
| 16                  | 142 | 310.53  | 449.66 | 414.58 | 131.95              | 367.30 | 500.44         |                  |
| 17                  | 143 | 176.26  | 152.19 | 167.28 | 178.67              | 167.68 | 199.66         |                  |
| 18                  | 151 | 172.27  | 144.44 | 166.40 | 173.68              | 168.01 | 240.12         |                  |
| 19                  | 152 | 161.51  | 109.13 | 142.14 | 184.31              | 146.76 | 194.26         |                  |
| 20                  | 161 | 167.92  | 90.48  | 150.37 | 152.85              | 150.84 | 176.59         |                  |
| 21                  | 162 | 168.86  | 130.01 | 165.89 | 176.00              | 168.51 | 242.32         |                  |
| 22                  | 170 | 240.48  | 116.99 | 227.95 | 149.41              | 204.36 | 284.51         |                  |
| 23                  | 181 | 252.45  | 136.70 | 242.73 | 152.59              | 229.41 | 384.08         |                  |
| 24                  | 182 | 222.09  | 157.49 | 197.67 | 182.29              | 191.72 | 326.14         |                  |
| 25                  | 191 | 347.01  | 356.11 | 347.67 | 142.78              | 278.44 | 345.13         |                  |
| 26                  | 192 | 368.16  | 453.81 | 369.21 | 172.90              | 274.55 | 389.59         |                  |
| 27                  | 201 | 326.02  | 153.95 | 322.31 | 157.22              | 259.54 | 416.58         |                  |
| 28                  | 202 | 247.12  | 79.91  | 188.26 | 164.18              | 181.62 | 382.04         |                  |
| 29                  | 203 | 508.47  | 164.92 | 503.22 | 219.63              | 456.75 | 597.38         |                  |
| 30                  | 210 | 321.74  | 253.81 | 312.49 | 186.62              | 261.12 | 515.90         |                  |

Table 5.4.2

| Sl. NIC Code No. |     | Labour Costs per Manday Worked on Wages/Salaries on |        |        |                  |             |               |
|------------------|-----|---|--------|--------|------------------|-------------|---------------|
|                  |     | Directly Employed Workers                           |        |        | Contract Workers | All Workers | All Employees |
|                  |     | Men   | Women  | Total. |                  |             |               |
| 1                | 2   | 3   | 4      | 5      | 6                | 7           | 8             |
| 31               | 221 | 228.58  | 167.80 | 224.65 | 92.76            | 177.51      | 252.87        |
| 32               | 222 | 179.38  | 122.50 | 173.75 | 150.75           | 167.05      | 270.81        |
| 33               | 231 | 254.74  | 144.11 | 249.67 | 155.42           | 219.21      | 333.33        |
| 34               | 239 | 228.72  | 117.18 | 219.77 | 149.16           | 183.82      | 279.48        |
| 35               | 241 | 430.67  | 545.52 | 432.67 | 174.38           | 328.63      | 487.55        |
| 36               | 242 | 247.36  | 150.81 | 242.73 | 147.21           | 228.94      | 288.84        |
| 37               | 243 | 252.94  | 146.05 | 251.34 | 180.85           | 225.96      | 330.85        |
| 38               | 251 | 276.52  | 174.16 | 274.65 | 154.37           | 217.60      | 331.84        |
| 39               | 252 | 241.91  | 228.26 | 241.75 | 176.94           | 232.48      | 385.30        |
| 40               | 259 | 236.47  | 148.32 | 233.25 | 155.94           | 207.32      | 306.84        |
| 41               | 261 | 283.01  | 237.63 | 271.91 | 163.28           | 248.81      | 358.68        |
| 42               | 262 | 328.92  | 283.15 | 320.42 | 213.43           | 274.08      | 591.42        |
| 43               | 263 | 381.94  | 296.95 | 361.12 | 199.79           | 303.85      | 425.72        |
| 44               | 264 | 348.58  | 314.91 | 343.21 | 186.97           | 285.17      | 550.13        |
| 45               | 265 | 407.10  | 229.61 | 373.35 | 202.67           | 332.95      | 619.48        |
| 46               | 266 | 243.10  | 211.05 | 236.60 | 171.03           | 209.74      | 472.88        |
| 47               | 267 | 270.07  | 206.84 | 259.93 | 156.47           | 252.53      | 357.52        |
| 48               | 268 | 289.01  | 303.73 | 294.21 | 185.65           | 290.34      | 645.08        |
| 49               | 271 | 352.53  | 244.47 | 343.60 | 188.07           | 293.01      | 536.65        |
| 50               | 272 | 311.54  | 179.16 | 302.46 | 182.82           | 259.30      | 459.90        |
| 51               | 273 | 292.70  | 201.30 | 287.72 | 172.50           | 247.17      | 429.65        |
| 52               | 274 | 252.32  | 149.88 | 227.10 | 183.83           | 212.07      | 313.99        |
| 53               | 275 | 250.20  | 167.88 | 240.80 | 181.73           | 217.32      | 389.69        |
| 54               | 279 | 231.34  | 210.27 | 229.10 | 169.74           | 211.22      | 360.30        |
| 55               | 281 | 366.79  | 178.60 | 362.77 | 290.81           | 339.97      | 519.54        |
| 56               | 282 | 332.61  | 234.16 | 330.68 | 213.28           | 300.04      | 573.29        |
| 57               | 291 | 471.23  | 557.54 | 471.85 | 329.40           | 442.98      | 653.65        |
| 58               | 292 | 245.67  | 139.19 | 242.52 | 189.75           | 211.77      | 291.90        |
| 59               | 293 | 313.78  | 188.42 | 305.17 | 205.91           | 267.93      | 411.72        |
| 60               | 301 | 621.17  | 479.05 | 619.79 | 336.00           | 411.79      | 562.19        |
| 61               | 302 | 333.90  | 289.22 | 333.39 | 119.83           | 250.51      | 385.80        |
| 62               | 303 | 233.93  | 337.20 | 235.03 | 263.30           | 236.92      | 294.73        |
| 63               | 304 | 195.56  | 347.08 | 198.02 | 222.58           | 204.49      | 311.04        |
| 64               | 309 | 307.41  | 282.06 | 306.98 | 204.38           | 268.79      | 414.08        |
| 65               | 310 | 279.22  | 96.31  | 272.73 | 204.44           | 254.38      | 430.79        |
| 66               | 321 | 298.54  | 222.60 | 287.82 | 308.56           | 290.83      | 375.58        |
| 67               | 322 | 172.27  | 138.14 | 167.25 | 95.61            | 165.00      | 226.99        |

Table 5.4.2

| Sl. NIC Code<br>No. |     | Labour Costs per Manday Worked on Wages/Salaries on |        |        |          |         |           |
|---------------------|-----|---|--------|--------|----------|---------|-----------|
|                     |     | Directly Employed Workers                           |        |        | Contract | All     | All       |
|                     |     | Men   | Women  | Total. | Workers  | Workers | Employees |
| 1                   | 2   | 3   | 4      | 5      | 6        | 7       | 8         |
| 68                  | 323 | 173.52  | 108.07 | 162.26 | 162.26   | 162.26  | 231.54    |
| 69                  | 324 | 181.82  | 147.58 | 175.95 | 142.63   | 169.39  | 251.35    |
| 70                  | 325 | 257.53  | 250.73 | 256.06 | 170.21   | 244.44  | 478.09    |
| 71                  | 329 | 203.13  | 114.50 | 168.51 | 154.40   | 164.78  | 243.19    |
| 72                  | 331 | 347.24  | 498.92 | 351.29 | 213.90   | 308.22  | 411.43    |
| 73                  | 332 | 349.03  | 232.24 | 342.64 | 201.19   | 312.87  | 563.20    |
| 74                  | 351 | 355.02  | 117.21 | 346.50 | 116.64   | 237.48  | 404.44    |
| 75                  | 352 | 224.64  | 285.83 | 225.42 | 105.35   | 152.97  | 277.33    |
| 76                  | 353 | 275.55  | -      | 275.55 | 172.22   | 243.99  | 427.87    |
| 77                  | 360 | 276.32  | 77.33  | 228.55 | 109.08   | 192.08  | 239.19    |
| 78                  | 370 | 162.93  | -      | 162.93 | 159.33   | 162.23  | 249.00    |
| 79                  | 381 | 268.61  | 146.47 | 250.50 | 181.70   | 192.39  | 242.36    |
| 80                  | 382 | 198.48  | 58.95  | 198.00 | 159.76   | 185.10  | 282.25    |
| 81                  | 383 | 200.05  | 115.81 | 185.23 | 139.69   | 177.58  | 226.80    |
| 82                  | 390 | -   | -      | -      | 211.00   | 211.00  | 155.15    |
| 83                  | 400 | 232.37  | 275.37 | 232.77 | 178.05   | 221.64  | 361.86    |
| All India           |     | 258.04  | 131.23 | 235.16 | 160.53   | 211.95  | 330.35    |
| Public Sector       |     | 430.87  | 260.81 | 415.39 | 136.78   | 345.47  | 455.65    |
| Joint Sector        |     | 329.34  | 244.13 | 325.57 | 112.01   | 266.85  | 361.00    |
| Private Sector      |     | 242.46  | 126.50 | 219.69 | 164.82   | 202.34  | 321.18    |

Table 5.5.1  
Average Daily Earnings (in Rs.) in States by Category of Employees during the Year  
2008-09

| Sl. No. | State            | 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  | 143.76                    | 94.52  | 138.42 | 133.49           | 136.48      | 214.00        |
| 2       | Himachal Pradesh | 138.05                    | 68.01  | 129.51 | 120.14           | 127.47      | 245.22        |
| 3       | Punjab           | 150.05                    | 141.31 | 149.80 | 141.94           | 148.20      | 194.68        |
| 4       | Chandigarh       | 246.94                    | 243.83 | 246.84 | 158.16           | 231.46      | 368.11        |
| 5       | Uttaranchal      | 259.71                    | 146.67 | 253.91 | 241.08           | 248.88      | 314.02        |
| 6       | Haryana          | 222.70                    | 157.38 | 219.97 | 211.82           | 216.36      | 360.88        |
| 7       | Delhi            | 159.04                    | 127.06 | 156.76 | 164.10           | 157.49      | 278.77        |
| 8       | Rajasthan        | 188.50                    | 104.93 | 185.26 | 158.51           | 176.98      | 276.58        |
| 9       | Uttar Pradesh    | 200.26                    | 155.76 | 198.93 | 136.61           | 178.69      | 278.83        |
| 10      | Bihar            | 200.28                    | 96.42  | 198.76 | 110.89           | 165.47      | 196.85        |
| 11      | Nagaland         | 80.16                     | 71.92  | 78.93  | 82.88            | 80.88       | 91.29         |
| 12      | Manipur          | 101.21                    | 88.12  | 95.60  | 96.76            | 95.75       | 104.65        |
| 13      | Tripura          | 152.86                    | 86.56  | 151.56 | 86.23            | 102.48      | 116.31        |
| 14      | Meghalaya        | 110.81                    | 114.31 | 111.05 | 217.16           | 137.93      | 184.34        |
| 15      | Assam            | 102.09                    | 65.84  | 99.83  | 175.07           | 108.89      | 159.60        |
| 16      | West Bengal      | 230.62                    | 266.94 | 231.47 | 148.63           | 214.22      | 270.85        |
| 17      | Jharkhand        | 414.38                    | 342.45 | 410.73 | 130.52           | 370.92      | 542.58        |
| 18      | Orissa           | 272.35                    | 123.11 | 261.47 | 150.35           | 222.07      | 311.13        |
| 19      | Chhattisgarh     | 165.83                    | 101.62 | 163.23 | 144.93           | 158.63      | 285.47        |
| 20      | Madhya Pradesh   | 227.50                    | 146.09 | 223.94 | 175.09           | 210.06      | 310.52        |
| 21      | Gujarat          | 215.37                    | 146.89 | 212.47 | 157.30           | 190.82      | 282.66        |
| 22      | Daman & Diu      | 174.13                    | 116.31 | 165.40 | 140.10           | 161.01      | 264.27        |
| 23      | D & Nagar Haveli | 178.15                    | 117.92 | 175.08 | 169.47           | 173.01      | 308.51        |
| 24      | Maharashtra      | 325.80                    | 143.47 | 308.46 | 190.33           | 268.50      | 440.87        |
| 25      | Andhra Pradesh   | 209.75                    | 114.48 | 194.42 | 103.49           | 151.04      | 207.90        |
| 26      | Karnataka        | 248.45                    | 134.37 | 202.72 | 191.77           | 200.89      | 330.59        |
| 27      | Goa              | 351.09                    | 166.75 | 314.68 | 232.84           | 274.99      | 413.15        |
| 28      | Kerala           | 280.00                    | 99.09  | 174.96 | 129.85           | 166.54      | 221.80        |
| 29      | Tamil Nadu       | 195.36                    | 106.59 | 161.75 | 163.29           | 161.97      | 227.39        |
| 30      | Pondicherry      | 213.67                    | 124.83 | 194.46 | 162.74           | 186.26      | 313.03        |
| 31      | A & N Islands    | 217.53                    | 149.86 | 211.03 | 387.00           | 228.59      | 273.06        |
|         | All India        | 223.38                    | 118.37 | 205.06 | 157.02           | 191.28      | 290.60        |
|         | Public Sector    | 367.51                    | 237.59 | 356.37 | 134.45           | 306.16      | 393.78        |
|         | Joint Sector     | 282.24                    | 222.16 | 279.73 | 101.33           | 232.49      | 308.02        |
|         | Private Sector   | 210.26                    | 114.06 | 191.96 | 162.16           | 183.28      | 283.68        |

Table 5.5.2  
Average Daily Earnings (in Rs.) in Industries (3-Digit Level of NIC-2008) by  
Category of Employees during the Year 2008-09

| Sl. NIC Code<br>No. |     | Average Daily Earnings by |        |        |                     |                |                  |
|---------------------|-----|---------------------------|--------|--------|---------------------|----------------|------------------|
|                     |     | Directly Employed Workers |        |        | Contract<br>Workers | All<br>Workers | All<br>Employees |
|                     |     | Men                       | Women  | Total. |                     |                |                  |
| 1                   | 2   | 3                         | 4      | 5      | 6                   | 7              | 8                |
| 1                   | 016 | 124.39                    | 101.03 | 116.45 | 127.80              | 121.08         | 133.85           |
| 2                   | 089 | 145.26                    | 122.27 | 144.45 | 135.57              | 136.65         | 171.80           |
| 3                   | 101 | 219.32                    | 146.75 | 208.48 | 197.48              | 203.54         | 268.45           |
| 4                   | 102 | 138.07                    | 105.14 | 122.62 | 127.91              | 125.16         | 168.28           |
| 5                   | 103 | 177.53                    | 91.48  | 143.58 | 132.22              | 138.98         | 208.12           |
| 6                   | 104 | 133.87                    | 112.83 | 133.13 | 161.62              | 145.08         | 200.60           |
| 7                   | 105 | 253.35                    | 185.66 | 250.02 | 154.25              | 219.14         | 324.52           |
| 8                   | 106 | 131.26                    | 92.53  | 125.14 | 138.99              | 130.37         | 161.26           |
| 9                   | 107 | 182.76                    | 89.12  | 149.51 | 139.09              | 148.00         | 201.85           |
| 10                  | 108 | 167.49                    | 139.23 | 165.82 | 134.47              | 154.74         | 204.01           |
| 11                  | 110 | 241.24                    | 151.55 | 231.23 | 165.51              | 201.88         | 288.98           |
| 12                  | 120 | 141.03                    | 68.73  | 107.73 | 59.03               | 74.24          | 87.82            |
| 13                  | 131 | 164.92                    | 94.84  | 151.77 | 165.01              | 153.44         | 194.27           |
| 14                  | 139 | 168.43                    | 137.37 | 160.30 | 152.03              | 158.75         | 207.68           |
| 15                  | 141 | 162.32                    | 125.78 | 141.56 | 196.88              | 149.49         | 207.87           |
| 16                  | 142 | 180.11                    | 355.00 | 299.98 | 131.95              | 278.66         | 370.24           |
| 17                  | 143 | 166.23                    | 147.08 | 159.19 | 177.46              | 159.80         | 187.73           |
| 18                  | 151 | 153.18                    | 119.76 | 145.73 | 172.57              | 151.12         | 213.45           |
| 19                  | 152 | 147.44                    | 97.52  | 128.74 | 182.38              | 134.16         | 175.65           |
| 20                  | 161 | 155.18                    | 87.08  | 140.23 | 152.61              | 142.45         | 162.61           |
| 21                  | 162 | 152.05                    | 121.75 | 149.81 | 174.00              | 155.66         | 217.24           |
| 22                  | 170 | 210.17                    | 105.29 | 199.81 | 145.41              | 184.64         | 253.86           |
| 23                  | 181 | 212.29                    | 121.84 | 205.08 | 161.53              | 199.79         | 334.02           |
| 24                  | 182 | 188.92                    | 131.28 | 166.86 | 161.79              | 164.96         | 277.17           |
| 25                  | 191 | 313.67                    | 310.27 | 313.42 | 142.57              | 259.54         | 316.83           |
| 26                  | 192 | 292.84                    | 367.09 | 293.74 | 169.93              | 240.53         | 332.18           |
| 27                  | 201 | 286.69                    | 156.35 | 284.25 | 152.44              | 237.04         | 368.85           |
| 28                  | 202 | 216.77                    | 73.20  | 167.64 | 162.04              | 166.21         | 326.55           |
| 29                  | 203 | 441.69                    | 152.34 | 437.52 | 219.52              | 405.77         | 526.00           |
| 30                  | 210 | 260.60                    | 218.54 | 255.18 | 182.80              | 228.76         | 445.30           |

Table 5.5.2

| Sl. 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             |
| 31      | 221      | 193.37                    | 160.32 | 191.46 | 80.99            | 152.59      | 215.29        |
| 32      | 222      | 136.98                    | 90.11  | 132.18 | 148.94           | 136.21      | 223.61        |
| 33      | 231      | 218.15                    | 128.39 | 214.19 | 152.83           | 196.15      | 290.72        |
| 34      | 239      | 206.06                    | 111.48 | 198.84 | 148.69           | 174.53      | 257.41        |
| 35      | 241      | 337.07                    | 501.39 | 339.51 | 175.13           | 282.78      | 403.46        |
| 36      | 242      | 222.41                    | 141.49 | 218.69 | 142.05           | 208.26      | 259.39        |
| 37      | 243      | 221.25                    | 144.41 | 220.23 | 178.60           | 206.37      | 289.24        |
| 38      | 251      | 237.44                    | 149.69 | 235.85 | 146.89           | 195.92      | 292.94        |
| 39      | 252      | 209.93                    | 178.49 | 209.52 | 156.29           | 202.03      | 332.03        |
| 40      | 259      | 205.28                    | 131.59 | 202.65 | 154.44           | 187.86      | 272.24        |
| 41      | 261      | 245.62                    | 205.67 | 235.82 | 160.27           | 221.27      | 310.14        |
| 42      | 262      | 291.43                    | 276.51 | 288.88 | 194.07           | 248.01      | 518.76        |
| 43      | 263      | 284.91                    | 258.81 | 279.24 | 187.91           | 250.79      | 309.09        |
| 44      | 264      | 293.19                    | 271.88 | 289.86 | 185.13           | 254.76      | 478.19        |
| 45      | 265      | 354.34                    | 209.26 | 327.76 | 203.16           | 301.15      | 537.22        |
| 46      | 266      | 207.83                    | 178.21 | 201.76 | 171.03           | 190.33      | 417.14        |
| 47      | 267      | 233.46                    | 180.06 | 224.94 | 148.74           | 219.95      | 313.01        |
| 48      | 268      | 269.32                    | 293.11 | 277.53 | 176.84           | 273.98      | 604.82        |
| 49      | 271      | 304.91                    | 215.07 | 297.60 | 185.42           | 264.22      | 468.14        |
| 50      | 272      | 274.30                    | 154.31 | 265.90 | 182.09           | 238.04      | 413.22        |
| 51      | 273      | 258.19                    | 169.48 | 253.14 | 169.75           | 225.89      | 383.43        |
| 52      | 274      | 222.46                    | 159.67 | 209.10 | 177.15           | 198.33      | 287.53        |
| 53      | 275      | 214.80                    | 143.54 | 206.63 | 178.45           | 196.33      | 345.27        |
| 54      | 279      | 202.05                    | 184.79 | 200.23 | 165.61           | 190.59      | 321.65        |
| 55      | 281      | 315.24                    | 162.76 | 312.17 | 238.62           | 288.09      | 428.07        |
| 56      | 282      | 287.40                    | 217.93 | 286.14 | 203.34           | 266.04      | 493.83        |
| 57      | 291      | 396.10                    | 583.43 | 397.17 | 323.52           | 384.00      | 566.86        |
| 58      | 292      | 199.63                    | 126.38 | 197.68 | 187.70           | 192.34      | 263.55        |
| 59      | 293      | 262.80                    | 160.39 | 255.88 | 201.29           | 237.32      | 359.70        |
| 60      | 301      | 507.22                    | 405.52 | 506.27 | 332.90           | 386.04      | 537.14        |
| 61      | 302      | 295.47                    | 233.67 | 294.69 | 119.74           | 231.81      | 349.29        |
| 62      | 303      | 193.49                    | 265.71 | 194.30 | 263.94           | 198.19      | 243.54        |
| 63      | 304      | 164.81                    | 286.29 | 166.82 | 216.94           | 178.65      | 271.61        |
| 64      | 309      | 266.70                    | 235.54 | 266.16 | 197.99           | 242.52      | 358.54        |
| 65      | 310      | 249.16                    | 87.12  | 243.49 | 201.16           | 232.90      | 385.06        |
| 66      | 321      | 274.87                    | 200.91 | 264.25 | 273.90           | 265.69      | 334.27        |
| 67      | 322      | 152.05                    | 119.92 | 147.26 | 95.61            | 145.83      | 199.04        |

Table 5.5.2

| Sl. No.        |     | Average Daily Earnings by |        |        |                  |        | All Workers | All Employees |
|----------------|-----|---------------------------|--------|--------|------------------|--------|-------------|---------------|
|                |     | Directly Employed Workers |        |        | Contract Workers | Total. |             |               |
| 1              | 2   | Men                       | Women  |        |                  |        | 6           | 7             |
| 68             | 323 | 146.59                    | 91.11  | 137.03 | 154.51           | 138.72 | 197.30      |               |
| 69             | 324 | 159.45                    | 134.98 | 155.40 | 142.63           | 153.13 | 222.29      |               |
| 70             | 325 | 217.02                    | 217.56 | 217.13 | 164.42           | 210.76 | 409.79      |               |
| 71             | 329 | 179.61                    | 101.01 | 148.87 | 154.69           | 150.27 | 217.83      |               |
| 72             | 331 | 272.52                    | 323.95 | 274.17 | 210.84           | 257.35 | 351.20      |               |
| 73             | 332 | 306.71                    | 199.70 | 300.73 | 186.87           | 277.83 | 485.41      |               |
| 74             | 351 | 325.66                    | 111.99 | 318.30 | 106.12           | 217.16 | 365.29      |               |
| 75             | 352 | 185.23                    | 236.84 | 185.88 | 117.29           | 149.54 | 247.78      |               |
| 76             | 353 | 212.33                    | -      | 212.33 | 172.22           | 202.18 | 351.96      |               |
| 77             | 360 | 243.55                    | 73.80  | 205.21 | 109.08           | 178.02 | 218.67      |               |
| 78             | 370 | 213.87                    | -      | 213.87 | 262.50           | 221.65 | 313.56      |               |
| 79             | 381 | 234.27                    | 125.28 | 217.84 | 181.70           | 188.01 | 227.98      |               |
| 80             | 382 | 174.85                    | 51.82  | 174.42 | 152.19           | 167.30 | 250.49      |               |
| 81             | 383 | 189.69                    | 103.54 | 173.78 | 134.93           | 167.41 | 196.73      |               |
| 82             | 390 | -                         | -      | -      | 211.00           | 211.00 | 150.50      |               |
| 83             | 400 | 205.24                    | 236.75 | 205.54 | 175.65           | 199.98 | 319.19      |               |
| All India      |     | 223.38                    | 118.37 | 205.06 | 157.02           | 191.28 | 290.60      |               |
| Public Sector  |     | 367.51                    | 237.59 | 356.37 | 134.45           | 306.16 | 393.78      |               |
| Joint Sector   |     | 282.24                    | 222.16 | 279.73 | 101.33           | 232.49 | 308.02      |               |
| Private Sector |     | 210.26                    | 114.06 | 191.96 | 162.16           | 183.28 | 283.68      |               |

Table 5.6.1  
Average Daily Earnings (in Rs.) of Directly Employed, Contract, Supervisory and  
Other Employees in States during the Year 2008-09

| Sl. No.        | State            | Average Daily Earnings by Employees |                  |             |                            |             |               |
|----------------|------------------|-------------------------------------|------------------|-------------|----------------------------|-------------|---------------|
|                |                  | 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  | 138.42                              | 133.49           | 136.48      | 1123.94                    | 309.62      | 214.00        |
| 2              | Himachal Pradesh | 129.51                              | 120.14           | 127.47      | 853.45                     | 408.81      | 245.22        |
| 3              | Punjab           | 149.80                              | 141.94           | 148.20      | 559.11                     | 226.43      | 194.68        |
| 4              | Chandigarh       | 246.84                              | 158.16           | 231.46      | 899.38                     | 423.59      | 368.11        |
| 5              | Uttaranchal      | 253.91                              | 241.08           | 248.88      | 552.26                     | 333.42      | 314.02        |
| 6              | Haryana          | 219.97                              | 211.82           | 216.36      | 1182.22                    | 394.18      | 360.88        |
| 7              | Delhi            | 156.76                              | 164.10           | 157.49      | 932.86                     | 337.53      | 278.77        |
| 8              | Rajasthan        | 185.26                              | 158.51           | 176.98      | 941.41                     | 388.26      | 276.58        |
| 9              | Uttar Pradesh    | 198.93                              | 136.61           | 178.69      | 672.93                     | 430.57      | 278.83        |
| 10             | Bihar            | 198.76                              | 110.89           | 165.47      | 503.93                     | 184.56      | 196.85        |
| 11             | Nagaland         | 78.93                               | 82.88            | 80.88       | 209.61                     | 106.43      | 91.29         |
| 12             | Manipur          | 95.60                               | 96.76            | 95.75       | 213.41                     | 151.79      | 104.65        |
| 13             | Tripura          | 151.56                              | 86.23            | 102.48      | 312.41                     | 148.36      | 116.31        |
| 14             | Meghalaya        | 111.05                              | 217.16           | 137.93      | 587.27                     | 153.68      | 184.34        |
| 15             | Assam            | 99.83                               | 175.07           | 108.89      | 1087.09                    | 180.61      | 159.60        |
| 16             | West Bengal      | 231.47                              | 148.63           | 214.22      | 811.23                     | 290.27      | 270.85        |
| 17             | Jharkhand        | 410.73                              | 130.52           | 370.92      | 1371.28                    | 667.87      | 542.58        |
| 18             | Orissa           | 261.47                              | 150.35           | 222.07      | 1025.83                    | 259.37      | 311.13        |
| 19             | Chhattisgarh     | 163.23                              | 144.93           | 158.63      | 487.47                     | 293.94      | 285.47        |
| 20             | Madhya Pradesh   | 223.94                              | 175.09           | 210.06      | 833.62                     | 315.03      | 310.52        |
| 21             | Gujarat          | 212.47                              | 157.30           | 190.82      | 698.08                     | 300.07      | 282.66        |
| 22             | Daman & Diu      | 165.40                              | 140.10           | 161.01      | 951.09                     | 326.42      | 264.27        |
| 23             | D & Nagar Haveli | 175.08                              | 169.47           | 173.01      | 1062.49                    | 430.34      | 308.51        |
| 24             | Maharashtra      | 308.46                              | 190.33           | 268.50      | 1185.91                    | 429.73      | 440.87        |
| 25             | Andhra Pradesh   | 194.42                              | 103.49           | 151.04      | 554.57                     | 238.56      | 207.90        |
| 26             | Karnataka        | 202.72                              | 191.77           | 200.89      | 1048.34                    | 402.15      | 330.59        |
| 27             | Goa              | 314.68                              | 232.84           | 274.99      | 1038.46                    | 537.82      | 413.15        |
| 28             | Kerala           | 174.96                              | 129.85           | 166.54      | 677.32                     | 375.09      | 221.80        |
| 29             | Tamil Nadu       | 161.75                              | 163.29           | 161.97      | 656.67                     | 297.21      | 227.39        |
| 30             | Pondicherry      | 194.46                              | 162.74           | 186.26      | 1240.75                    | 374.93      | 313.03        |
| 31             | A & N Islands    | 211.03                              | 387.00           | 228.59      | 921.33                     | 244.63      | 273.06        |
| All India      |                  | 205.06                              | 157.02           | 191.28      | 818.33                     | 344.13      | 290.60        |
| Public Sector  |                  | 356.37                              | 134.45           | 306.16      | 575.05                     | 405.48      | 393.78        |
| Joint Sector   |                  | 279.73                              | 101.33           | 232.49      | 496.38                     | 339.25      | 308.02        |
| Private Sector |                  | 191.96                              | 162.16           | 183.28      | 922.04                     | 341.55      | 283.68        |



Table 5.6.2  
Average Daily Earnings (in Rs.) of Directly Employed, Contract, Supervisory and Other Employees in Industries (3-Digit Level of NIC-2008) during the Year 2008-09

| Sl. NIC Code<br>No. |     | Average Daily Earnings by Employees |                     |                |                                  |                |                  |
|---------------------|-----|-------------------------------------|---------------------|----------------|----------------------------------|----------------|------------------|
|                     |     | Directly<br>Employed<br>Workers     | Contract<br>Workers | All<br>Workers | Supervisory<br>and<br>Managerial | Other<br>Staff | All<br>Employees |
| 1                   | 2   | 3                                   | 4                   | 5              | 6                                | 7              | 8                |
| 1                   | 016 | 116.45                              | 127.80              | 121.08         | 288.40                           | 132.24         | 133.85           |
| 2                   | 089 | 144.45                              | 135.57              | 136.65         | 685.72                           | 241.55         | 171.80           |
| 3                   | 101 | 208.48                              | 197.48              | 203.54         | 737.81                           | 302.39         | 268.45           |
| 4                   | 102 | 122.62                              | 127.91              | 125.16         | 579.03                           | 210.02         | 168.28           |
| 5                   | 103 | 143.58                              | 132.22              | 138.98         | 623.08                           | 186.08         | 208.12           |
| 6                   | 104 | 133.13                              | 161.62              | 145.08         | 630.31                           | 233.33         | 200.60           |
| 7                   | 105 | 250.02                              | 154.25              | 219.14         | 835.49                           | 398.57         | 324.52           |
| 8                   | 106 | 125.14                              | 138.99              | 130.37         | 390.08                           | 185.96         | 161.26           |
| 9                   | 107 | 149.51                              | 139.09              | 148.00         | 654.97                           | 268.52         | 201.85           |
| 10                  | 108 | 165.82                              | 134.47              | 154.74         | 399.52                           | 253.95         | 204.01           |
| 11                  | 110 | 231.23                              | 165.51              | 201.88         | 1068.49                          | 235.20         | 288.98           |
| 12                  | 120 | 107.73                              | 59.03               | 74.24          | 494.77                           | 191.83         | 87.82            |
| 13                  | 131 | 151.77                              | 165.01              | 153.44         | 612.80                           | 268.71         | 194.27           |
| 14                  | 139 | 160.30                              | 152.03              | 158.75         | 629.26                           | 279.20         | 207.68           |
| 15                  | 141 | 141.56                              | 196.88              | 149.49         | 820.49                           | 286.60         | 207.87           |
| 16                  | 142 | 299.98                              | 131.95              | 278.66         | 169.12                           | 2218.81        | 370.24           |
| 17                  | 143 | 159.19                              | 177.46              | 159.80         | 465.46                           | 268.06         | 187.73           |
| 18                  | 151 | 145.73                              | 172.57              | 151.12         | 794.13                           | 243.95         | 213.45           |
| 19                  | 152 | 128.74                              | 182.38              | 134.16         | 652.52                           | 233.98         | 175.65           |
| 20                  | 161 | 140.23                              | 152.61              | 142.45         | 311.68                           | 127.11         | 162.61           |
| 21                  | 162 | 149.81                              | 174.00              | 155.66         | 551.30                           | 267.37         | 217.24           |
| 22                  | 170 | 199.81                              | 145.41              | 184.64         | 740.07                           | 306.59         | 253.86           |
| 23                  | 181 | 205.08                              | 161.53              | 199.79         | 1003.13                          | 410.98         | 334.02           |
| 24                  | 182 | 166.86                              | 161.79              | 164.96         | 703.16                           | 304.68         | 277.17           |
| 25                  | 191 | 313.42                              | 142.57              | 259.54         | 822.84                           | 338.54         | 316.83           |
| 26                  | 192 | 293.74                              | 169.93              | 240.53         | 688.39                           | 257.92         | 332.18           |
| 27                  | 201 | 284.25                              | 152.44              | 237.04         | 601.44                           | 488.93         | 368.85           |
| 28                  | 202 | 167.64                              | 162.04              | 166.21         | 854.38                           | 333.29         | 326.55           |
| 29                  | 203 | 437.52                              | 219.52              | 405.77         | 1242.56                          | 647.03         | 526.00           |
| 30                  | 210 | 255.18                              | 182.80              | 228.76         | 1254.78                          | 460.29         | 445.30           |

Table 5.6.2

| Sl. NIC Code No. |     | Average Daily Earnings by Employees |                  |             |                            |             |               |
|------------------|-----|-------------------------------------|------------------|-------------|----------------------------|-------------|---------------|
| 1                | 2   | Directly Employed Workers           | Contract Workers | All Workers | Supervisory and Managerial | Other Staff | All Employees |
| 3                | 4   | 5                                   | 6                | 7           | 8                          |             |               |
| 31               | 221 | 191.46                              | 80.99            | 152.59      | 436.86                     | 348.28      | 215.29        |
| 32               | 222 | 132.18                              | 148.94           | 136.21      | 822.84                     | 289.22      | 223.61        |
| 33               | 231 | 214.19                              | 152.83           | 196.15      | 992.48                     | 384.72      | 290.72        |
| 34               | 239 | 198.84                              | 148.69           | 174.53      | 847.41                     | 315.72      | 257.41        |
| 35               | 241 | 339.51                              | 175.13           | 282.78      | 779.66                     | 404.91      | 403.46        |
| 36               | 242 | 218.69                              | 142.05           | 208.26      | 774.92                     | 189.30      | 259.39        |
| 37               | 243 | 220.23                              | 178.60           | 206.37      | 913.08                     | 240.20      | 289.24        |
| 38               | 251 | 235.85                              | 146.89           | 195.92      | 670.23                     | 306.53      | 292.94        |
| 39               | 252 | 209.52                              | 156.29           | 202.03      | 1173.79                    | 348.16      | 332.03        |
| 40               | 259 | 202.65                              | 154.44           | 187.86      | 833.02                     | 322.62      | 272.24        |
| 41               | 261 | 235.82                              | 160.27           | 221.27      | 411.68                     | 533.91      | 310.14        |
| 42               | 262 | 288.88                              | 194.07           | 248.01      | 2325.42                    | 551.93      | 518.76        |
| 43               | 263 | 279.24                              | 187.91           | 250.79      | 626.74                     | 258.91      | 309.09        |
| 44               | 264 | 289.86                              | 185.13           | 254.76      | 1351.69                    | 544.20      | 478.19        |
| 45               | 265 | 327.76                              | 203.16           | 301.15      | 1420.60                    | 609.62      | 537.22        |
| 46               | 266 | 201.76                              | 171.03           | 190.33      | 1279.93                    | 501.14      | 417.14        |
| 47               | 267 | 224.94                              | 148.74           | 219.95      | 855.01                     | 370.26      | 313.01        |
| 48               | 268 | 277.53                              | 176.84           | 273.98      | 3008.50                    | 445.30      | 604.82        |
| 49               | 271 | 297.60                              | 185.42           | 264.22      | 1258.33                    | 459.71      | 468.14        |
| 50               | 272 | 265.90                              | 182.09           | 238.04      | 1165.58                    | 452.06      | 413.22        |
| 51               | 273 | 253.14                              | 169.75           | 225.89      | 1100.72                    | 407.56      | 383.43        |
| 52               | 274 | 209.10                              | 177.15           | 198.33      | 901.81                     | 391.96      | 287.53        |
| 53               | 275 | 206.63                              | 178.45           | 196.33      | 1330.41                    | 384.96      | 345.27        |
| 54               | 279 | 200.23                              | 165.61           | 190.59      | 1010.22                    | 389.52      | 321.65        |
| 55               | 281 | 312.17                              | 238.62           | 288.09      | 800.91                     | 547.43      | 428.07        |
| 56               | 282 | 286.14                              | 203.34           | 266.04      | 1401.82                    | 481.45      | 493.83        |
| 57               | 291 | 397.17                              | 323.52           | 384.00      | 1022.65                    | 666.50      | 566.86        |
| 58               | 292 | 197.68                              | 187.70           | 192.34      | 947.28                     | 337.24      | 263.55        |
| 59               | 293 | 255.88                              | 201.29           | 237.32      | 1105.55                    | 416.72      | 359.70        |
| 60               | 301 | 506.27                              | 332.90           | 386.04      | 1378.27                    | 1092.35     | 537.14        |
| 61               | 302 | 294.69                              | 119.74           | 231.81      | 1049.77                    | 405.81      | 349.29        |
| 62               | 303 | 194.30                              | 263.94           | 198.19      | 598.71                     | 171.61      | 243.54        |
| 63               | 304 | 166.82                              | 216.94           | 178.65      | 795.83                     | 309.52      | 271.61        |
| 64               | 309 | 266.16                              | 197.99           | 242.52      | 1276.56                    | 322.91      | 358.54        |
| 65               | 310 | 243.49                              | 201.16           | 232.90      | 1368.36                    | 464.79      | 385.06        |
| 66               | 321 | 264.25                              | 273.90           | 265.69      | 891.85                     | 331.69      | 334.27        |
| 67               | 322 | 147.26                              | 95.61            | 145.83      | 646.36                     | 173.91      | 199.04        |

Table 5.6.2

| Sl. NIC Code No. |     | Average Daily Earnings by Employees |                  |             |                            |             |               |
|------------------|-----|-------------------------------------|------------------|-------------|----------------------------|-------------|---------------|
| 1                | 2   | Directly Employed Workers           | Contract Workers | All Workers | Supervisory and Managerial | Other Staff | All Employees |
| 3                | 4   | 5                                   | 6                | 7           | 8                          |             |               |
| 68               | 323 | 137.03                              | 154.51           | 138.72      | 699.30                     | 256.69      | 197.30        |
| 69               | 324 | 155.40                              | 142.63           | 153.13      | 621.10                     | 283.53      | 222.29        |
| 70               | 325 | 217.13                              | 164.42           | 210.76      | 1593.73                    | 361.47      | 409.79        |
| 71               | 329 | 148.87                              | 154.69           | 150.27      | 699.91                     | 297.04      | 217.83        |
| 72               | 331 | 274.17                              | 210.84           | 257.35      | 682.33                     | 419.12      | 351.20        |
| 73               | 332 | 300.73                              | 186.87           | 277.83      | 1265.72                    | 341.44      | 485.41        |
| 74               | 351 | 318.30                              | 106.12           | 217.16      | 1224.51                    | 330.86      | 365.29        |
| 75               | 352 | 185.88                              | 117.29           | 149.54      | 621.53                     | 248.96      | 247.78        |
| 76               | 353 | 212.33                              | 172.22           | 202.18      | 1205.90                    | 705.57      | 351.96        |
| 77               | 360 | 205.21                              | 109.08           | 178.02      | 462.00                     | 290.11      | 218.67        |
| 78               | 370 | 213.87                              | 262.50           | 221.65      | 564.97                     | 546.75      | 313.56        |
| 79               | 381 | 217.84                              | 181.70           | 188.01      | 368.32                     | 211.19      | 227.98        |
| 80               | 382 | 174.42                              | 152.19           | 167.30      | 697.76                     | 311.67      | 250.49        |
| 81               | 383 | 173.78                              | 134.93           | 167.41      | 577.61                     | 167.84      | 196.73        |
| 82               | 390 | -                                   | 211.00           | 211.00      | 114.57                     | 76.78       | 150.50        |
| 83               | 400 | 205.54                              | 175.65           | 199.98      | 855.93                     | 306.56      | 319.19        |
| All India        |     | 205.06                              | 157.02           | 191.28      | 818.33                     | 344.13      | 290.60        |
| Public Sector    |     | 356.37                              | 134.45           | 306.16      | 575.05                     | 405.48      | 393.78        |
| Joint Sector     |     | 279.73                              | 101.33           | 232.49      | 496.38                     | 339.25      | 308.02        |
| Private Sector   |     | 191.96                              | 162.16           | 183.28      | 922.04                     | 341.55      | 283.68        |

Table 5.7.1  
Percentage of Factories Paying/Incurring Expenses on Bonus, Provident Funds and Welfare Funds in States during the Year 2008-09

| Sl. No.        | State            | Total Number of Reporting Factories | Number of Factories Incurring Expenses on |               |               | Percentage of Factories Incurring Expenses on |               |               |
|----------------|------------------|-------------------------------------|---|---------------|---------------|---|---------------|---------------|
|                |                  |                                     | Bonus                                     | PF and Others | Welfare Funds | Bonus   | PF and Others | Welfare Funds |
| 1              | 2                | 3                                   | 4   | 5             | 6             | 7   | 8             | 9             |
| 1              | Jammu & Kashmir  | 649                                 | 334                                       | 487           | 528           | 51.46   | 75.04         | 81.36         |
| 2              | Himachal Pradesh | 1284                                | 716                                       | 1071          | 1103          | 55.76   | 83.41         | 85.90         |
| 3              | Punjab           | 10065                               | 5662                                      | 7889          | 6739          | 56.25   | 78.38         | 66.95         |
| 4              | Chandigarh       | 278                                 | 174                                       | 261           | 252           | 62.59   | 93.88         | 90.65         |
| 5              | Uttaranchal      | 1907                                | 827                                       | 1352          | 1484          | 43.37   | 70.90         | 77.82         |
| 6              | Haryana          | 4449                                | 2963                                      | 3986          | 3495          | 66.60   | 89.59         | 78.56         |
| 7              | Delhi            | 3025                                | 2525                                      | 2912          | 2808          | 83.47   | 96.26         | 92.83         |
| 8              | Rajasthan        | 6352                                | 3095                                      | 4891          | 3691          | 48.72   | 77.00         | 58.11         |
| 9              | Uttar Pradesh    | 10933                               | 6710                                      | 7818          | 7348          | 61.37   | 71.51         | 67.21         |
| 10             | Bihar            | 1774                                | 321                                       | 427           | 1072          | 18.09   | 24.07         | 60.43         |
| 11             | Nagaland         | 91                                  | 12  | 9             | 63            | 13.19   | 9.89          | 69.23         |
| 12             | Manipur          | 70                                  | 16  | 4             | 51            | 22.86   | 5.71          | 72.86         |
| 13             | Tripura          | 363                                 | 309                                       | 97            | 297           | 85.12   | 26.72         | 81.82         |
| 14             | Meghalaya        | 95                                  | 37  | 74            | 65            | 38.95   | 77.89         | 68.42         |
| 15             | Assam            | 2209                                | 1022                                      | 1057          | 1563          | 46.27   | 47.85         | 70.76         |
| 16             | West Bengal      | 6258                                | 4808                                      | 4969          | 4190          | 76.83   | 79.40         | 66.95         |
| 17             | Jharkhand        | 1850                                | 848                                       | 960           | 1270          | 45.84   | 51.89         | 68.65         |
| 18             | Orissa           | 1929                                | 742                                       | 1242          | 1099          | 38.47   | 64.39         | 56.97         |
| 19             | Chhattisgarh     | 1920                                | 832                                       | 1127          | 801           | 43.33   | 58.70         | 41.72         |
| 20             | Madhya Pradesh   | 3346                                | 2079                                      | 2537          | 2093          | 62.13   | 75.82         | 62.55         |
| 21             | Gujarat          | 14861                               | 11073                                     | 10603         | 10875         | 74.51   | 71.35         | 73.18         |
| 22             | Daman & Diu      | 1446                                | 1134                                      | 823           | 1314          | 78.42   | 56.92         | 90.87         |
| 23             | D & Nagar Haveli | 1146                                | 1020                                      | 757           | 1092          | 89.01   | 66.06         | 95.29         |
| 24             | Maharashtra      | 20451                               | 15425                                     | 16803         | 16857         | 75.42   | 82.16         | 82.43         |
| 25             | Andhra Pradesh   | 16913                               | 5705                                      | 7616          | 7335          | 33.73   | 45.03         | 43.37         |
| 26             | Karnataka        | 8445                                | 6056                                      | 6754          | 6923          | 71.71   | 79.98         | 81.98         |
| 27             | Goa              | 516                                 | 393                                       | 490           | 485           | 76.16   | 94.96         | 93.99         |
| 28             | Kerala           | 5865                                | 4318                                      | 4356          | 3641          | 73.62   | 74.27         | 62.08         |
| 29             | Tamil Nadu       | 26068                               | 21905                                     | 18463         | 20688         | 84.03   | 70.83         | 79.36         |
| 30             | Pondicherry      | 675                                 | 491                                       | 542           | 593           | 72.74   | 80.30         | 87.85         |
| 31             | A & N Islands    | 12                                  | 9   | 10            | 10            | 75.00   | 83.33         | 83.33         |
| All India      |                  | 155247                              | 101561                                    | 110388        | 109823        | 65.42   | 71.10         | 70.74         |
| Public Sector  |                  | 1732                                | 1206                                      | 1457          | 1341          | 69.63   | 84.12         | 77.42         |
| Joint Sector   |                  | 1559                                | 1097                                      | 1233          | 1185          | 70.37   | 79.09         | 76.01         |
| Private Sector |                  | 151955                              | 99258                                     | 107697        | 107298        | 65.32   | 70.87         | 70.61         |

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 2008-09

| Sl. NIC Code No. |     | Total Number of Reporting Factories | Number of Factories Incurring Expenses on |               |               | Percentage of Factories Incurring Expenses on |               |               |
|------------------|-----|-------------------------------------|---|---------------|---------------|---|---------------|---------------|
|                  |     |                                     | Bonus                                     | PF and Others | Welfare Funds | Bonus   | PF and Others | Welfare Funds |
| 1                | 2   | 3                                   | 4   | 5             | 6             | 7   | 8             | 9             |
| 1                | 016 | 2902                                | 1017                                      | 1667          | 1050          | 35.04   | 57.44         | 36.18         |
| 2                | 089 | 84                                  | 33  | 46            | 60            | 39.29   | 54.76         | 71.43         |
| 3                | 101 | 90                                  | 58  | 71            | 60            | 64.44   | 78.89         | 66.67         |
| 4                | 102 | 357                                 | 229                                       | 250           | 276           | 64.15   | 70.03         | 77.31         |
| 5                | 103 | 707                                 | 435                                       | 446           | 476           | 61.53   | 63.08         | 67.33         |
| 6                | 104 | 2429                                | 1196                                      | 1384          | 1129          | 49.24   | 56.98         | 46.48         |
| 7                | 105 | 1099                                | 727                                       | 851           | 857           | 66.15   | 77.43         | 77.98         |
| 8                | 106 | 14052                               | 6292                                      | 6051          | 4948          | 44.78   | 43.06         | 35.21         |
| 9                | 107 | 6566                                | 4585                                      | 4937          | 4846          | 69.83   | 75.19         | 73.80         |
| 10               | 108 | 545                                 | 385                                       | 351           | 408           | 70.64   | 64.40         | 74.86         |
| 11               | 110 | 1362                                | 716                                       | 842           | 910           | 52.57   | 61.82         | 66.81         |
| 12               | 120 | 3279                                | 1944                                      | 2088          | 1468          | 59.29   | 63.68         | 44.77         |
| 13               | 131 | 9594                                | 7105                                      | 7055          | 6861          | 74.06   | 73.54         | 71.51         |
| 14               | 139 | 3714                                | 2545                                      | 2863          | 2627          | 68.52   | 77.09         | 70.73         |
| 15               | 141 | 3947                                | 3115                                      | 3529          | 3582          | 78.92   | 89.41         | 90.75         |
| 16               | 142 | 44                                  | 39  | 41            | 41            | 88.64   | 93.18         | 93.18         |
| 17               | 143 | 1758                                | 1478                                      | 1492          | 1430          | 84.07   | 84.87         | 81.34         |
| 18               | 151 | 1228                                | 1000                                      | 1031          | 1037          | 81.43   | 83.96         | 84.45         |
| 19               | 152 | 1331                                | 1060                                      | 1221          | 1147          | 79.64   | 91.74         | 86.18         |
| 20               | 161 | 1127                                | 464                                       | 307           | 539           | 41.17   | 27.24         | 47.83         |
| 21               | 162 | 1974                                | 993                                       | 1412          | 1170          | 50.30   | 71.53         | 59.27         |
| 22               | 170 | 4636                                | 3402                                      | 3530          | 3755          | 73.38   | 76.14         | 81.00         |
| 23               | 181 | 3270                                | 2646                                      | 2727          | 2694          | 80.92   | 83.39         | 82.39         |
| 24               | 182 | 18                                  | 17  | 18            | 18            | 94.44   | 100.00        | 100.00        |
| 25               | 191 | 514                                 | 346                                       | 280           | 346           | 67.32   | 54.47         | 67.32         |
| 26               | 192 | 438                                 | 298                                       | 318           | 376           | 68.04   | 72.60         | 85.84         |
| 27               | 201 | 3249                                | 2293                                      | 2377          | 2630          | 70.58   | 73.16         | 80.95         |
| 28               | 202 | 5153                                | 4046                                      | 3966          | 4258          | 78.52   | 76.96         | 82.63         |
| 29               | 203 | 89                                  | 70  | 85            | 82            | 78.65   | 95.51         | 92.13         |
| 30               | 210 | 3417                                | 2401                                      | 2760          | 2904          | 70.27   | 80.77         | 84.99         |

Table 5.7.2

| Sl. NIC Code No. |     | Total Number of Reporting Factories | Number of Factories Incurring Expenses on |               |               | Percentage of Factories Incurring Expenses on |               |               |
|------------------|-----|-------------------------------------|---|---------------|---------------|---|---------------|---------------|
|                  |     |                                     | Bonus                                     | PF and Others | Welfare Funds | Bonus   | PF and Others | Welfare Funds |
| 1                | 2   | 3                                   | 4   | 5             | 6             | 7   | 8             | 9             |
| 31               | 221 | 1977                                | 1542                                      | 1639          | 1593          | 78.00   | 82.90         | 80.58         |
| 32               | 222 | 6356                                | 4251                                      | 4554          | 5005          | 66.88   | 71.65         | 78.74         |
| 33               | 231 | 623                                 | 433                                       | 500           | 455           | 69.50   | 80.26         | 73.03         |
| 34               | 239 | 15960                               | 5873                                      | 6866          | 8051          | 36.80   | 43.02         | 50.44         |
| 35               | 241 | 4164                                | 2529                                      | 3698          | 3076          | 60.73   | 88.81         | 73.87         |
| 36               | 242 | 1143                                | 764                                       | 902           | 900           | 66.84   | 78.92         | 78.74         |
| 37               | 243 | 3343                                | 2605                                      | 2858          | 2776          | 77.92   | 85.49         | 83.04         |
| 38               | 251 | 2996                                | 2144                                      | 2361          | 2506          | 71.56   | 78.81         | 83.64         |
| 39               | 252 | 40                                  | 32  | 35            | 40            | 80.00   | 87.50         | 100.00        |
| 40               | 259 | 6735                                | 4993                                      | 5365          | 5356          | 74.14   | 79.66         | 79.52         |
| 41               | 261 | 756                                 | 608                                       | 698           | 692           | 80.42   | 92.33         | 91.53         |
| 42               | 262 | 157                                 | 97  | 138           | 144           | 61.78   | 87.90         | 91.72         |
| 43               | 263 | 249                                 | 168                                       | 237           | 231           | 67.47   | 95.18         | 92.77         |
| 44               | 264 | 245                                 | 201                                       | 207           | 228           | 82.04   | 84.49         | 93.06         |
| 45               | 265 | 540                                 | 445                                       | 516           | 503           | 82.41   | 95.56         | 93.15         |
| 46               | 266 | 69                                  | 52  | 54            | 69            | 75.36   | 78.26         | 100.00        |
| 47               | 267 | 61                                  | 43  | 53            | 49            | 70.49   | 86.89         | 80.33         |
| 48               | 268 | 20                                  | 19  | 20            | 20            | 95.00   | 100.00        | 100.00        |
| 49               | 271 | 2077                                | 1639                                      | 1807          | 1852          | 78.91   | 87.00         | 89.17         |
| 50               | 272 | 307                                 | 183                                       | 219           | 245           | 59.61   | 71.34         | 79.80         |
| 51               | 273 | 1016                                | 775                                       | 869           | 878           | 76.28   | 85.53         | 86.42         |
| 52               | 274 | 466                                 | 361                                       | 417           | 405           | 77.47   | 89.48         | 86.91         |
| 53               | 275 | 657                                 | 414                                       | 501           | 526           | 63.01   | 76.26         | 80.06         |
| 54               | 279 | 730                                 | 572                                       | 607           | 600           | 78.36   | 83.15         | 82.19         |
| 55               | 281 | 4473                                | 3765                                      | 3957          | 4023          | 84.17   | 88.46         | 89.94         |
| 56               | 282 | 4441                                | 3616                                      | 3869          | 3786          | 81.42   | 87.12         | 85.25         |
| 57               | 291 | 153                                 | 108                                       | 137           | 138           | 70.59   | 89.54         | 90.20         |
| 58               | 292 | 480                                 | 341                                       | 339           | 368           | 71.04   | 70.63         | 76.67         |
| 59               | 293 | 3027                                | 2510                                      | 2809          | 2858          | 82.92   | 92.80         | 94.42         |
| 60               | 301 | 83                                  | 74  | 82            | 82            | 89.16   | 98.80         | 98.80         |
| 61               | 302 | 298                                 | 237                                       | 265           | 232           | 79.53   | 88.93         | 77.85         |
| 62               | 303 | 53                                  | 40  | 40            | 51            | 75.47   | 75.47         | 96.23         |
| 63               | 304 | 40                                  | 29  | 40            | 32            | 72.50   | 100.00        | 80.00         |
| 64               | 309 | 1376                                | 1170                                      | 1237          | 1265          | 85.03   | 89.90         | 91.93         |
| 65               | 310 | 948                                 | 607                                       | 687           | 669           | 64.03   | 72.47         | 70.57         |
| 66               | 321 | 1037                                | 639                                       | 796           | 821           | 61.62   | 76.76         | 79.17         |
| 67               | 322 | 21                                  | 19  | 8             | 18            | 90.48   | 38.10         | 85.71         |

Table 5.7.2

| Sl. NIC Code No. |     | Total Number of Reporting Factories | Number of Factories Incurring Expenses on |               |               | Percentage of Factories Incurring Expenses on |               |               |
|------------------|-----|-------------------------------------|---|---------------|---------------|---|---------------|---------------|
|                  |     |                                     | Bonus                                     | PF and Others | Welfare Funds | Bonus   | PF and Others | Welfare Funds |
| 1                | 2   | 3                                   | 4   | 5             | 6             | 7   | 8             | 9             |
| 68               | 323 | 115                                 | 102                                       | 112           | 113           | 88.70   | 97.39         | 98.26         |
| 69               | 324 | 131                                 | 95  | 111           | 111           | 72.52   | 84.73         | 84.73         |
| 70               | 325 | 349                                 | 253                                       | 302           | 297           | 72.49   | 86.53         | 85.10         |
| 71               | 329 | 761                                 | 551                                       | 644           | 641           | 72.40   | 84.63         | 84.23         |
| 72               | 331 | 689                                 | 508                                       | 567           | 524           | 73.73   | 82.29         | 76.05         |
| 73               | 332 | 110                                 | 89  | 94            | 99            | 80.91   | 85.45         | 90.00         |
| 74               | 351 | 277                                 | 202                                       | 246           | 255           | 72.92   | 88.81         | 92.06         |
| 75               | 352 | 160                                 | 106                                       | 100           | 138           | 66.25   | 62.50         | 86.25         |
| 76               | 353 | 14                                  | 5   | 3             | 5             | 35.71   | 21.43         | 35.71         |
| 77               | 360 | 49                                  | 20  | 23            | 32            | 40.82   | 46.94         | 65.31         |
| 78               | 370 | 30                                  | 23  | 22            | 24            | 76.67   | 73.33         | 80.00         |
| 79               | 381 | 9                                   | 9   | 9             | 9             | 100.00  | 100.00        | 100.00        |
| 80               | 382 | 34                                  | 22  | 25            | 30            | 64.71   | 73.53         | 88.24         |
| 81               | 383 | 145                                 | 84  | 88            | 99            | 57.93   | 60.69         | 68.28         |
| 82               | 390 | 1                                   | 1   | -             | 1             | 100.00  | -             | 100.00        |
| 83               | 400 | 6281                                | 4663                                      | 4658          | 4922          | 74.24   | 74.16         | 78.36         |
| All India        |     | 155247                              | 101561                                    | 110388        | 109823        | 65.42   | 71.10         | 70.74         |
| Public Sector    |     | 1732                                | 1206                                      | 1457          | 1341          | 69.63   | 84.12         | 77.42         |
| Joint Sector     |     | 1559                                | 1097                                      | 1233          | 1185          | 70.37   | 79.09         | 76.01         |
| Private Sector   |     | 151955                              | 99258                                     | 107697        | 107298        | 65.32   | 70.87         | 70.61         |

## CHAPTER-VI TREND TABLES

Sector-wise and state-wise trends in respect of various characteristics viz. average daily employment; wages/salaries per mandays worked; average labour cost; proportion of labour cost to total cost of production; absenteeism and labour turnover have been presented in Tables 6.1 to 6.6. A brief analysis of these data has been presented in the succeeding paragraphs.

### 6.1 Average Daily Employment

Table 6.1 depicts the trend in average daily employment of different categories of workers as well as all employees. At All India level, the average daily employment of all employees, all workers, directly employed men, women and contract workers generally increased over the preceding four years from 2005-06 to 2008-09. The average daily employment of contract workers was reported to have gone up steadily. The average daily employment of all employees in respect of the Private Sector has gone up to 82.3 lakh during 2008-09 from 66.5 lakh during 2005-06 and the same in the case of Public and Joint Sectors has also exhibited an increasing trend and stood at 2.2 lakh and 3.2 lakh, respectively in 2008-09 as compared to 1.7 lakh and 2.8 lakh, respectively in 2005-06.

### 6.2 Average Labour Cost

Table 6.2 gives trend in average labour cost per manday worked by employees by States and Sectors. The average labour cost per manday worked by all employees at an all India level worked out to be Rs. 410.41 in 2008-09 as compared to Rs. 323.64 in 2005-06. It is observed that there has been an increase in average labour cost in more or less all States. The average labour cost has registered an increasing trend in the Private sector, decreasing trend in Public Sector and remained almost constant in Joint Sector.

### 6.3 Wage/Salaries Rates

Table 6.3 presents trend in wages/salaries per manday worked by all categories of employees by States and Sectors. It is observed that there has been an increase in wage rates of all categories of employees in almost all States over the years. The wage rates of all employees increased by 1.2 per cent and 24.0 per cent in the Joint and Private Sectors, respectively, from the year 2005-06 whereas, the wage rate of all employees declined by 6.9 per cent in Public Sector.

### 6.4 Percentage of Labour Cost on Employees to Total Cost of production

Table 6.4 presents trend in the percentage of labour cost to total cost of production by States and Sectors. At all India



level, labour cost to total cost of production declined from 2005-06 (5.75 per cent) to 2008-09 (5.56 per cent). At the sector level too, a similar pattern is witnessed in all the three sectors.

#### 6.5 Number of Reporting factories

Table 6.5 presents data depicting trends on number of reporting factories, percentage of factories employing contract workers and percentage of factories paying or incurring expenses on bonus, provident funds and welfare fund.

The number of reporting factories increased from 1.40 lakh in 2005-06 to 1.55 lakh in 2008-09. An increase in the percentage of factories employing Contract workers has been noticed at all India level and also in Joint and Private Sectors over the years. It is observed that the percentage of factories paying bonus is decreasing at all India level and also, in Private sector. It is further seen that the percentage of factories paying or incurring expenses on Provident Fund and welfare expenses is increasing at All India level and in Private Sector, but decreasing in Public and Joint Sectors.

#### 6.6 Percentage of Absenteeism and Labour Turnover

Table 6.6 depicts trend in the percentage of absenteeism and labour turnover by States and Sectors. At all India level, the absenteeism rate increased from 2005-06's level of 8.10 per cent to 8.65 per cent in 2008-09. However, accession and separation rates decreased from 18.25 per cent and 22.37 per cent in 2005-06 to 17.56 per cent and 17.00 per cent in 2008-09. In the Public and Joint Sectors, an increasing trend is witnessed in absenteeism rate, accession rate and separation rate. In Public sector, absenteeism rate, accession rate and separation rate increased from 8.91 per cent, 7.96 per cent and 13.83 per cent in 2005-06 to 9.24 per cent, 12.96 per cent and 13.86 per cent respectively. Similarly, in the Joint Sector, absenteeism rate, accession rate and separation rate increased from 6.74 per cent, 9.31 per cent and 9.07 per cent in 2005-06 to 9.19 per cent, 9.69 per cent and 13.42 per cent respectively. However, in Private sector, increasing trend was seen only in absenteeism rate where it rose from 8.14 per cent in 2005-06 to 8.63 per cent in 2008-09. Both Accession and separation rates were on a decreasing trend from 19.59 per cent and 23.98 per cent in 2005-06 to 17.82 per cent and 17.13 per cent in 2008-09 in the private sector.

Table 6.1  
Trend in Average Daily Employment in States by Category of Workers

| Sl. No. | NIC Code/<br>State/Year | Average Daily Employment |         |                  |             |               |
|---------|-------------------------|--------------------------|---------|------------------|-------------|---------------|
|         |                         | Directly Employed        |         | Contract Workers | All Workers | All Employees |
|         |                         | Workers                  | Workers |                  |             |               |
|         |                         | Men                      | Women   |                  |             |               |
| 1       | 2                       | 3                        | 4       | 5                | 6           | 7             |

**B. States/Union Territories**

|   |                            |        |       |        |        |        |
|---|----------------------------|--------|-------|--------|--------|--------|
| 1 | <b>Jammu &amp; Kashmir</b> |        |       |        |        |        |
|   | 2005-06                    | 20643  | 1606  | 10038  | 32287  | 40609  |
|   | 2006-07                    | 22220  | 1060  | 14656  | 37936  | 47721  |
|   | 2007-08                    | 23510  | 1304  | 17405  | 42219  | 52664  |
|   | 2008-09                    | 21930  | 2840  | 20263  | 45033  | 54581  |
| 2 | <b>Himachal Pradesh</b>    |        |       |        |        |        |
|   | 2005-06                    | 30861  | 3150  | 8604   | 42614  | 56838  |
|   | 2006-07                    | 35886  | 4107  | 12267  | 52260  | 67752  |
|   | 2007-08                    | 49695  | 4953  | 17447  | 72095  | 95612  |
|   | 2008-09                    | 59838  | 5253  | 19405  | 84497  | 110242 |
| 3 | <b>Punjab</b>              |        |       |        |        |        |
|   | 2005-06                    | 246501 | 6403  | 97842  | 350747 | 439246 |
|   | 2006-07                    | 268375 | 8517  | 125696 | 402588 | 507463 |
|   | 2007-08                    | 306434 | 8720  | 120232 | 435386 | 550351 |
|   | 2008-09                    | 295726 | 9590  | 126252 | 431568 | 544776 |
| 4 | <b>Chandigarh</b>          |        |       |        |        |        |
|   | 2005-06                    | 5511   | 209   | 1094   | 6814   | 10752  |
|   | 2006-07                    | 6010   | 199   | 1471   | 7679   | 13443  |
|   | 2007-08                    | 6211   | 178   | 1820   | 8209   | 12828  |
|   | 2008-09                    | 5485   | 185   | 1398   | 7068   | 11142  |
| 5 | <b>Uttaranchal</b>         |        |       |        |        |        |
|   | 2005-06                    | 28500  | 2043  | 23058  | 53601  | 71097  |
|   | 2006-07                    | 37675  | 3056  | 30384  | 71115  | 95061  |
|   | 2007-08                    | 52736  | 4227  | 40724  | 97687  | 129585 |
|   | 2008-09                    | 88031  | 6010  | 78820  | 172861 | 229727 |
| 6 | <b>Haryana</b>             |        |       |        |        |        |
|   | 2005-06                    | 158893 | 6978  | 135889 | 301760 | 391353 |
|   | 2006-07                    | 171169 | 8883  | 151814 | 331865 | 426717 |
|   | 2007-08                    | 196504 | 11250 | 193140 | 400895 | 509617 |
|   | 2008-09                    | 184695 | 8202  | 184424 | 377322 | 607527 |
| 7 | <b>Delhi</b>               |        |       |        |        |        |
|   | 2005-06                    | 74670  | 4836  | 8095   | 87601  | 127621 |
|   | 2006-07                    | 79494  | 5021  | 4916   | 89431  | 129952 |

Table 6.1

| Sl. No. | NIC Code/<br>State/Year | Average Daily Employment |         |                     |                |                  |
|---------|-------------------------|--------------------------|---------|---------------------|----------------|------------------|
|         |                         | Directly Employed        |         | Contract<br>Workers | All<br>Workers | All<br>Employees |
|         |                         | Workers                  | Workers |                     |                |                  |
|         |                         | Men                      | Women   |                     |                |                  |
| 1       | 2                       | 3                        | 4       | 5                   | 6              | 7                |
|         | 2007-08                 | 79526                    | 4013    | 5124                | 88664          | 127960           |
|         | 2008-09                 | 73108                    | 5049    | 9395                | 87552          | 126816           |
| 8       | Rajasthan               |                          |         |                     |                |                  |
|         | 2005-06                 | 146041                   | 5041    | 75999               | 227081         | 290941           |
|         | 2006-07                 | 152251                   | 6656    | 81419               | 240326         | 305359           |
|         | 2007-08                 | 181818                   | 8817    | 87906               | 278541         | 370261           |
|         | 2008-09                 | 171002                   | 7597    | 97350               | 275950         | 351351           |
| 9       | Uttar Pradesh           |                          |         |                     |                |                  |
|         | 2005-06                 | 339842                   | 8565    | 151457              | 499864         | 647749           |
|         | 2006-07                 | 337239                   | 10337   | 186217              | 533794         | 695199           |
|         | 2007-08                 | 360645                   | 10645   | 218405              | 589695         | 751165           |
|         | 2008-09                 | 357329                   | 10343   | 207203              | 574874         | 738644           |
| 10      | Bihar                   |                          |         |                     |                |                  |
|         | 2005-06                 | 24967                    | 502     | 31433               | 56901          | 67447            |
|         | 2006-07                 | 23773                    | 554     | 30831               | 55159          | 66966            |
|         | 2007-08                 | 24161                    | 474     | 37685               | 62319          | 73676            |
|         | 2008-09                 | 24158                    | 610     | 38096               | 62864          | 73659            |
| 11      | Nagaland                |                          |         |                     |                |                  |
|         | 2005-06                 | 858                      | 76      | 1521                | 2455           | 2862             |
|         | 2006-07                 | 730                      | 80      | 2406                | 3216           | 3626             |
|         | 2007-08                 | 796                      | 136     | 1562                | 2494           | 2974             |
|         | 2008-09                 | 864                      | 150     | 1454                | 2468           | 2877             |
| 12      | Manipur                 |                          |         |                     |                |                  |
|         | 2005-06                 | 1077                     | 556     | 101                 | 1734           | 1970             |
|         | 2006-07                 | 1226                     | 578     | 109                 | 1913           | 2158             |
|         | 2007-08                 | 1241                     | 730     | 471                 | 2442           | 2722             |
|         | 2008-09                 | 1172                     | 889     | 252                 | 2313           | 2654             |
| 13      | Tripura                 |                          |         |                     |                |                  |
|         | 2005-06                 | 8023                     | 114     | 9232                | 17369          | 19221            |
|         | 2006-07                 | 6101                     | 164     | 12845               | 19110          | 21077            |
|         | 2007-08                 | 3370                     | 103     | 17223               | 20696          | 22896            |
|         | 2008-09                 | 3698                     | 67      | 19878               | 23643          | 26089            |
| 14      | Meghalaya               |                          |         |                     |                |                  |
|         | 2005-06                 | 1866                     | 79      | 1657                | 3602           | 4332             |
|         | 2006-07                 | 2294                     | 89      | 2396                | 4779           | 5725             |
|         | 2007-08                 | 2379                     | 154     | 2041                | 4574           | 5587             |
|         | 2008-09                 | 2483                     | 192     | 1896                | 4571           | 5567             |

Table 6.1

| Sl. No. | NIC Code/<br>State/Year | Average Daily Employment |         |                     |                |                  |
|---------|-------------------------|--------------------------|---------|---------------------|----------------|------------------|
|         |                         | Directly Employed        |         | Contract<br>Workers | All<br>Workers | All<br>Employees |
|         |                         | Workers                  | Workers |                     |                |                  |
|         |                         | Men                      | Women   |                     |                |                  |
| 1       | 2                       | 3                        | 4       | 5                   | 6              | 7                |
| 15      | Assam                   |                          |         |                     |                |                  |
|         | 2005-06                 | 87630                    | 4115    | 17971               | 109757         | 128363           |
|         | 2006-07                 | 87847                    | 3840    | 24313               | 116253         | 136568           |
|         | 2007-08                 | 85546                    | 4747    | 22703               | 113132         | 134284           |
|         | 2008-09                 | 96813                    | 6561    | 22964               | 126338         | 149256           |
| 16      | West Bengal             |                          |         |                     |                |                  |
|         | 2005-06                 | 328633                   | 6999    | 79018               | 414650         | 508857           |
|         | 2006-07                 | 306801                   | 6382    | 89912               | 403095         | 510701           |
|         | 2007-08                 | 327775                   | 6340    | 87166               | 421280         | 515972           |
|         | 2008-09                 | 337273                   | 8123    | 104491              | 449887         | 549852           |
| 17      | Jharkhand               |                          |         |                     |                |                  |
|         | 2005-06                 | 95271                    | 4068    | 14008               | 113346         | 147958           |
|         | 2006-07                 | 87440                    | 5648    | 20343               | 113430         | 146769           |
|         | 2007-08                 | 91445                    | 5943    | 20160               | 117548         | 152668           |
|         | 2008-09                 | 95247                    | 6745    | 20533               | 122524         | 163625           |
| 18      | Orissa                  |                          |         |                     |                |                  |
|         | 2005-06                 | 58826                    | 4840    | 46077               | 109744         | 143847           |
|         | 2006-07                 | 67213                    | 12663   | 45319               | 125195         | 162558           |
|         | 2007-08                 | 81133                    | 8798    | 55345               | 145276         | 184886           |
|         | 2008-09                 | 86096                    | 9791    | 78886               | 174774         | 213192           |
| 19      | Chhattisgarh            |                          |         |                     |                |                  |
|         | 2005-06                 | 51422                    | 2103    | 30288               | 83813          | 111215           |
|         | 2006-07                 | 65757                    | 3273    | 36591               | 105621         | 138921           |
|         | 2007-08                 | 71664                    | 1962    | 44602               | 118228         | 155819           |
|         | 2008-09                 | 79012                    | 2965    | 44913               | 126890         | 172044           |
| 20      | Madhya Pradesh          |                          |         |                     |                |                  |
|         | 2005-06                 | 113407                   | 6516    | 45012               | 164936         | 216744           |
|         | 2006-07                 | 122070                   | 7013    | 49071               | 178154         | 237201           |
|         | 2007-08                 | 130339                   | 8527    | 55180               | 194046         | 255293           |
|         | 2008-09                 | 130426                   | 7717    | 64285               | 202428         | 273332           |
| 21      | Gujarat                 |                          |         |                     |                |                  |
|         | 2005-06                 | 413942                   | 26840   | 227917              | 668699         | 886704           |
|         | 2006-07                 | 461156                   | 27156   | 261284              | 749597         | 983922           |
|         | 2007-08                 | 473399                   | 27588   | 296455              | 797443         | 1045475          |
|         | 2008-09                 | 496516                   | 27330   | 347614              | 871459         | 1125543          |
| 22      | Daman & Diu             |                          |         |                     |                |                  |
|         | 2005-06                 | 39215                    | 7436    | 11359               | 58010          | 79434            |
|         | 2006-07                 | 41760                    | 7980    | 15682               | 65423          | 87095            |

Table 6.1

| Sl. No. | NIC Code/<br>State/Year | Average Daily Employment |         |                     |                |                  |
|---------|-------------------------|--------------------------|---------|---------------------|----------------|------------------|
|         |                         | Directly Employed        |         | Contract<br>Workers | All<br>Workers | All<br>Employees |
|         |                         | Workers                  | Workers |                     |                |                  |
|         |                         | Men                      | Women   |                     |                |                  |
| 1       | 2                       | 3                        | 4       | 5                   | 6              | 7                |
|         | 2007-08                 | 43882                    | 6110    | 13920               | 63912          | 86519            |
|         | 2008-09                 | 48006                    | 8629    | 12402               | 69038          | 88513            |
| 23      | D & Nagar Haveli        |                          |         |                     |                |                  |
|         | 2005-06                 | 29758                    | 1127    | 18433               | 49318          | 64820            |
|         | 2006-07                 | 32184                    | 1804    | 24519               | 58507          | 77481            |
|         | 2007-08                 | 34670                    | 2511    | 30287               | 67469          | 85709            |
|         | 2008-09                 | 41993                    | 2405    | 26929               | 71327          | 92557            |
| 24      | Maharashtra             |                          |         |                     |                |                  |
|         | 2005-06                 | 528933                   | 75719   | 272932              | 877584         | 1242698          |
|         | 2006-07                 | 590572                   | 72472   | 342337              | 1005380        | 1402698          |
|         | 2007-08                 | 544819                   | 64652   | 343626              | 953097         | 1354827          |
|         | 2008-09                 | 586946                   | 70853   | 376484              | 1034283        | 1492013          |
| 25      | Andhra Pradesh          |                          |         |                     |                |                  |
|         | 2005-06                 | 301869                   | 79482   | 437960              | 819311         | 972089           |
|         | 2006-07                 | 308660                   | 81541   | 450375              | 840577         | 1007385          |
|         | 2007-08                 | 337407                   | 75138   | 449869              | 862414         | 1041265          |
|         | 2008-09                 | 351697                   | 83896   | 474235              | 909828         | 1093554          |
| 26      | Karnataka               |                          |         |                     |                |                  |
|         | 2005-06                 | 251594                   | 176828  | 66691               | 495114         | 637642           |
|         | 2006-07                 | 266809                   | 196174  | 88381               | 551364         | 712260           |
|         | 2007-08                 | 273487                   | 200442  | 93907               | 567836         | 724075           |
|         | 2008-09                 | 282401                   | 204386  | 111282              | 598070         | 770133           |
| 27      | Goa                     |                          |         |                     |                |                  |
|         | 2005-06                 | 14132                    | 4225    | 11611               | 29968          | 39046            |
|         | 2006-07                 | 14182                    | 4295    | 13498               | 31976          | 41620            |
|         | 2007-08                 | 16592                    | 3828    | 17197               | 37617          | 50847            |
|         | 2008-09                 | 16065                    | 4230    | 20250               | 40545          | 53107            |
| 28      | Kerala                  |                          |         |                     |                |                  |
|         | 2005-06                 | 91328                    | 170667  | 26690               | 288684         | 336135           |
|         | 2006-07                 | 87063                    | 167462  | 43008               | 297533         | 344845           |
|         | 2007-08                 | 91915                    | 176571  | 40155               | 308641         | 356147           |
|         | 2008-09                 | 93679                    | 177525  | 59839               | 331043         | 381558           |
| 29      | Tamil Nadu              |                          |         |                     |                |                  |
|         | 2005-06                 | 558560                   | 390155  | 162326              | 1111041        | 1351831          |
|         | 2006-07                 | 669109                   | 486519  | 191494              | 1347122        | 1899953          |
|         | 2007-08                 | 622906                   | 465594  | 194977              | 1283478        | 1549761          |
|         | 2008-09                 | 725625                   | 513797  | 216733              | 1456155        | 1774019          |

Table 6.1

| Sl. NIC Code/<br>No. State/Year |               | Average Daily Employment |         |                     |                |                  |
|---------------------------------|---------------|--------------------------|---------|---------------------|----------------|------------------|
|                                 |               | Directly Employed        |         | Contract<br>Workers | All<br>Workers | All<br>Employees |
|                                 |               | Workers                  | Men     |                     |                |                  |
|                                 |               | 1                        | 2       | 3                   | 4              | 5                |
| -----                           |               |                          |         |                     |                |                  |
| 30                              | Pondicherry   |                          |         |                     |                |                  |
|                                 | 2005-06       | 19792                    | 5193    | 7648                | 32633          | 41264            |
|                                 | 2006-07       | 23496                    | 6186    | 10222               | 39904          | 49944            |
|                                 | 2007-08       | 23623                    | 5306    | 11565               | 40494          | 50737            |
|                                 | 2008-09       | 21602                    | 6296    | 11457               | 39356          | 49254            |
| -----                           |               |                          |         |                     |                |                  |
| 31                              | A & N Islands |                          |         |                     |                |                  |
|                                 | 2005-06       | 131                      | 8       | 143                 | 282            | 338              |
|                                 | 2006-07       | 166                      | 10      | 57                  | 233            | 293              |
|                                 | 2007-08       | 209                      | 16      | 58                  | 283            | 351              |
|                                 | 2008-09       | 237                      | 28      | 34                  | 299            | 362              |
| -----                           |               |                          |         |                     |                |                  |
| All India                       |               |                          |         |                     |                |                  |
|                                 | 2005-06       | 4072696                  | 1006479 | 2032103             | 7111319        | 9081024          |
|                                 | 2006-07       | 4376728                  | 1139722 | 2363832             | 7880536        | 10328434         |
|                                 | 2007-08       | 4539837                  | 1119777 | 2538360             | 8198110        | 10452535         |
|                                 | 2008-09       | 4779155                  | 1198255 | 2799417             | 8776827        | 11327567         |
| -----                           |               |                          |         |                     |                |                  |
| Public Sector                   |               |                          |         |                     |                |                  |
|                                 | 2005-06       | 147914                   | 5255    | 22920               | 176089         | 234572           |
|                                 | 2006-07       | 32591                    | 2475    | 8863                | 43928          | 61382            |
|                                 | 2007-08       | 32989                    | 2815    | 14350               | 50154          | 69388            |
|                                 | 2008-09       | 146704                   | 28584   | 47062               | 222351         | 307881           |
| -----                           |               |                          |         |                     |                |                  |
| Joint Sector                    |               |                          |         |                     |                |                  |
|                                 | 2005-06       | 197447                   | 36327   | 47028               | 280802         | 366685           |
|                                 | 2006-07       | 60559                    | 7854    | 30883               | 99297          | 139182           |
|                                 | 2007-08       | 71097                    | 8533    | 52762               | 132392         | 181175           |
|                                 | 2008-09       | 215055                   | 13959   | 91320               | 320334         | 443753           |
| -----                           |               |                          |         |                     |                |                  |
| Private Sector                  |               |                          |         |                     |                |                  |
|                                 | 2005-06       | 3727335                  | 964897  | 1962155             | 6654428        | 8479767          |
|                                 | 2006-07       | 4283579                  | 1129393 | 2324085             | 7737311        | 10127870         |
|                                 | 2007-08       | 4435750                  | 1108430 | 2471248             | 8015564        | 10201971         |
|                                 | 2008-09       | 4417396                  | 1155711 | 2661035             | 8234142        | 10575933         |
| -----                           |               |                          |         |                     |                |                  |

Table 6.2  
Trend in Average Labour Cost (in Rs.) per Manday Worked by all Employees in States by Components of Labour Cost

| Sl. No.                            | NIC Code/State   | Year    | Average Labour Cost per Manday Worked on |       |                   |                     | Overall |
|------------------------------------|------------------|---------|--|-------|-------------------|---------------------|---------|
|                                    |                  |         | Wages/<br>Salaries                       | Bonus | Provident<br>Fund | Welfare<br>Expenses |         |
| 1                                  | 2                | 3       | 4  | 5     | 6                 | 7                   | 8       |
| <b>B. States/Union Territories</b> |                  |         |  |       |                   |                     |         |
| 1                                  | Jammu & Kashmir  | 2005-06 | 165.10                                   | 6.63  | 14.43             | 7.86                | 194.01  |
|                                    |                  | 2006-07 | 183.91                                   | 5.74  | 28.55             | 8.30                | 226.49  |
|                                    |                  | 2007-08 | 198.93                                   | 7.23  | 16.25             | 9.51                | 231.92  |
|                                    |                  | 2008-09 | 246.73                                   | 7.60  | 13.93             | 10.63               | 278.89  |
| 2                                  | Himachal Pradesh | 2005-06 | 280.71                                   | 13.03 | 26.44             | 22.14               | 342.33  |
|                                    |                  | 2006-07 | 285.80                                   | 12.08 | 27.34             | 19.00               | 344.22  |
|                                    |                  | 2007-08 | 319.65                                   | 13.16 | 28.78             | 21.32               | 382.91  |
|                                    |                  | 2008-09 | 329.10                                   | 11.45 | 23.65             | 20.67               | 384.87  |
| 3                                  | Punjab           | 2005-06 | 194.81                                   | 9.38  | 22.17             | 10.84               | 237.20  |
|                                    |                  | 2006-07 | 204.90                                   | 10.73 | 19.87             | 10.34               | 245.84  |
|                                    |                  | 2007-08 | 226.67                                   | 12.40 | 22.44             | 11.78               | 273.29  |
|                                    |                  | 2008-09 | 248.25                                   | 13.80 | 24.04             | 12.93               | 299.02  |
| 4                                  | Chandigarh       | 2005-06 | 331.30                                   | 11.55 | 38.90             | 18.50               | 400.25  |
|                                    |                  | 2006-07 | 353.49                                   | 14.83 | 43.44             | 20.54               | 432.30  |
|                                    |                  | 2007-08 | 385.13                                   | 18.32 | 32.97             | 17.41               | 453.83  |
|                                    |                  | 2008-09 | 446.51                                   | 18.99 | 54.95             | 24.24               | 544.70  |
| 5                                  | Uttaranchal      | 2005-06 | 312.64                                   | 12.00 | 44.52             | 33.99               | 403.15  |
|                                    |                  | 2006-07 | 328.10                                   | 13.22 | 33.15             | 39.02               | 413.49  |
|                                    |                  | 2007-08 | 321.77                                   | 14.04 | 27.95             | 31.86               | 395.61  |
|                                    |                  | 2008-09 | 382.30                                   | 43.52 | 26.16             | 24.32               | 476.30  |
| 6                                  | Haryana          | 2005-06 | 301.53                                   | 11.38 | 28.81             | 23.19               | 364.91  |
|                                    |                  | 2006-07 | 322.30                                   | 11.77 | 32.45             | 23.99               | 390.51  |
|                                    |                  | 2007-08 | 342.15                                   | 14.59 | 30.85             | 22.92               | 410.51  |
|                                    |                  | 2008-09 | 418.18                                   | 18.56 | 33.47             | 31.50               | 501.71  |
| 7                                  | Delhi            | 2005-06 | 274.48                                   | 15.81 | 34.19             | 15.37               | 339.85  |
|                                    |                  | 2006-07 | 310.00                                   | 17.47 | 36.96             | 18.45               | 382.88  |
|                                    |                  | 2007-08 | 335.16                                   | 20.75 | 39.97             | 17.07               | 412.96  |
|                                    |                  | 2008-09 | 346.53                                   | 20.25 | 38.02             | 19.26               | 424.06  |
| 8                                  | Rajasthan        | 2005-06 | 218.16                                   | 8.74  | 24.39             | 13.20               | 264.48  |
|                                    |                  | 2006-07 | 228.63                                   | 9.23  | 23.93             | 13.55               | 275.34  |
|                                    |                  | 2007-08 | 258.54                                   | 11.50 | 24.60             | 14.77               | 309.41  |
|                                    |                  | 2008-09 | 301.46                                   | 11.09 | 28.44             | 16.11               | 357.09  |

Table 6.2

| Sl. No. | NIC Code/State | Year    | Average Labour Cost per Manday Worked on |       |                   |                     | Overall |
|---------|----------------|---------|--|-------|-------------------|---------------------|---------|
|         |                |         | Wages/<br>Salaries                       | Bonus | Provident<br>Fund | Welfare<br>Expenses |         |
| 1       | 2              | 3       | 4  | 5     | 6                 | 7                   | 8       |
| 9       | Uttar Pradesh  | 2005-06 | 243.50                                   | 11.14 | 27.26             | 19.27               | 301.17  |
|         |                | 2006-07 | 274.78                                   | 12.83 | 27.73             | 19.42               | 334.77  |
|         |                | 2007-08 | 294.16                                   | 14.68 | 30.67             | 19.89               | 359.40  |
|         |                | 2008-09 | 313.60                                   | 15.79 | 28.09             | 20.59               | 378.08  |
| 10      | Bihar          | 2005-06 | 185.53                                   | 9.22  | 25.58             | 13.53               | 233.86  |
|         |                | 2006-07 | 207.02                                   | 13.99 | 28.75             | 17.94               | 267.70  |
|         |                | 2007-08 | 206.43                                   | 7.73  | 27.61             | 18.72               | 260.49  |
|         |                | 2008-09 | 208.16                                   | 6.20  | 33.05             | 18.55               | 265.97  |
| 11      | Nagaland       | 2005-06 | 107.77                                   | 6.12  | 9.67              | 17.11               | 140.68  |
|         |                | 2006-07 | 94.32                                    | 3.99  | 3.91              | 5.15                | 107.37  |
|         |                | 2007-08 | 93.31                                    | 7.04  | 5.20              | 4.35                | 109.91  |
|         |                | 2008-09 | 91.24                                    | 4.58  | 3.50              | 2.10                | 101.42  |
| 12      | Manipur        | 2005-06 | 87.60                                    | 0.65  | 1.70              | 1.84                | 91.78   |
|         |                | 2006-07 | 90.72                                    | 0.60  | 1.80              | 2.37                | 95.49   |
|         |                | 2007-08 | 96.66                                    | 0.51  | 0.58              | 4.16                | 101.90  |
|         |                | 2008-09 | 104.44                                   | 0.71  | 0.74              | 2.01                | 107.90  |
| 13      | Tripura        | 2005-06 | 92.23                                    | 5.22  | 5.11              | 4.45                | 107.00  |
|         |                | 2006-07 | 95.61                                    | 5.15  | 5.02              | 5.06                | 110.85  |
|         |                | 2007-08 | 109.41                                   | 6.84  | 5.08              | 7.53                | 128.87  |
|         |                | 2008-09 | 122.77                                   | 10.51 | 6.44              | 55.95               | 195.67  |
| 14      | Meghalaya      | 2005-06 | 212.54                                   | 5.89  | 11.36             | 12.46               | 242.25  |
|         |                | 2006-07 | 224.57                                   | 7.59  | 12.03             | 15.95               | 260.14  |
|         |                | 2007-08 | 266.53                                   | 8.80  | 16.41             | 18.86               | 310.60  |
|         |                | 2008-09 | 291.76                                   | 8.76  | 17.29             | 15.45               | 333.26  |
| 15      | Assam          | 2005-06 | 155.25                                   | 12.52 | 15.20             | 25.09               | 208.06  |
|         |                | 2006-07 | 169.54                                   | 13.87 | 17.05             | 26.25               | 226.71  |
|         |                | 2007-08 | 189.76                                   | 10.41 | 18.13             | 26.78               | 245.08  |
|         |                | 2008-09 | 227.52                                   | 10.31 | 33.43             | 34.04               | 305.31  |
| 16      | West Bengal    | 2005-06 | 248.21                                   | 10.06 | 41.16             | 14.36               | 313.80  |
|         |                | 2006-07 | 264.05                                   | 14.16 | 59.65             | 22.52               | 360.38  |
|         |                | 2007-08 | 292.88                                   | 15.68 | 58.75             | 24.95               | 392.26  |
|         |                | 2008-09 | 307.44                                   | 16.46 | 45.89             | 23.70               | 393.49  |
| 17      | Jharkhand      | 2005-06 | 436.53                                   | 24.22 | 70.34             | 27.64               | 558.73  |
|         |                | 2006-07 | 470.44                                   | 26.18 | 83.28             | 30.89               | 610.79  |
|         |                | 2007-08 | 620.86                                   | 30.51 | 121.70            | 62.06               | 835.12  |
|         |                | 2008-09 | 591.54                                   | 31.22 | 111.15            | 49.32               | 783.23  |
| 18      | Orissa         | 2005-06 | 288.37                                   | 6.06  | 37.70             | 26.28               | 358.41  |
|         |                | 2006-07 | 314.24                                   | 6.01  | 40.18             | 42.55               | 402.98  |



Table 6.2

| Sl. No. |                  | NIC Code/State | Year    | Average Labour Cost per Manday Worked on |       |                   |                     |         |
|---------|------------------|----------------|---------|--|-------|-------------------|---------------------|---------|
|         |                  |                |         | Wages/<br>Salaries                       | Bonus | Provident<br>Fund | Welfare<br>Expenses | Overall |
| 1       | 2                |                | 3       | 4  | 5     | 6                 | 7                   | 8       |
|         |                  |                | 2007-08 | 388.95                                   | 8.32  | 41.34             | 42.78               | 481.40  |
|         |                  |                | 2008-09 | 344.60                                   | 6.11  | 35.52             | 26.67               | 412.90  |
| 19      | Chhattisgarh     |                | 2005-06 | 392.87                                   | 7.14  | 72.57             | 25.08               | 497.65  |
|         |                  |                | 2006-07 | 419.34                                   | 7.90  | 48.69             | 29.98               | 505.91  |
|         |                  |                | 2007-08 | 501.30                                   | 13.52 | 54.08             | 75.85               | 644.75  |
|         |                  |                | 2008-09 | 317.28                                   | 8.11  | 43.63             | 27.25               | 396.27  |
| 20      | Madhya Pradesh   |                | 2005-06 | 255.48                                   | 12.60 | 35.66             | 22.79               | 326.53  |
|         |                  |                | 2006-07 | 279.06                                   | 14.74 | 33.17             | 27.08               | 354.05  |
|         |                  |                | 2007-08 | 309.28                                   | 16.23 | 37.37             | 26.47               | 389.35  |
|         |                  |                | 2008-09 | 355.13                                   | 15.35 | 32.92             | 31.67               | 435.08  |
| 21      | Gujarat          |                | 2005-06 | 270.59                                   | 14.03 | 25.98             | 23.25               | 333.86  |
|         |                  |                | 2006-07 | 290.24                                   | 15.51 | 27.51             | 21.89               | 355.16  |
|         |                  |                | 2007-08 | 325.91                                   | 17.52 | 29.46             | 22.33               | 395.22  |
|         |                  |                | 2008-09 | 311.32                                   | 17.07 | 30.56             | 23.12               | 382.07  |
| 22      | Daman & Diu      |                | 2005-06 | 238.61                                   | 13.85 | 15.77             | 33.41               | 301.64  |
|         |                  |                | 2006-07 | 228.09                                   | 14.38 | 13.71             | 16.54               | 272.72  |
|         |                  |                | 2007-08 | 313.79                                   | 25.85 | 18.33             | 37.90               | 395.87  |
|         |                  |                | 2008-09 | 284.39                                   | 19.85 | 15.68             | 23.18               | 343.10  |
| 23      | D & Nagar Haveli |                | 2005-06 | 224.76                                   | 14.16 | 11.95             | 16.34               | 267.22  |
|         |                  |                | 2006-07 | 265.55                                   | 15.52 | 15.38             | 20.19               | 316.64  |
|         |                  |                | 2007-08 | 252.22                                   | 14.13 | 22.32             | 18.21               | 306.88  |
|         |                  |                | 2008-09 | 325.54                                   | 18.62 | 23.48             | 23.93               | 391.56  |
| 24      | Maharashtra      |                | 2005-06 | 365.43                                   | 23.84 | 48.44             | 34.91               | 472.62  |
|         |                  |                | 2006-07 | 400.09                                   | 21.81 | 50.85             | 38.30               | 511.05  |
|         |                  |                | 2007-08 | 458.21                                   | 26.74 | 50.01             | 40.92               | 575.88  |
|         |                  |                | 2008-09 | 499.07                                   | 28.29 | 58.89             | 40.58               | 626.83  |
| 25      | Andhra Pradesh   |                | 2005-06 | 174.39                                   | 7.14  | 17.83             | 14.75               | 214.11  |
|         |                  |                | 2006-07 | 197.21                                   | 8.75  | 30.94             | 17.38               | 254.28  |
|         |                  |                | 2007-08 | 237.94                                   | 12.77 | 24.10             | 20.17               | 294.98  |
|         |                  |                | 2008-09 | 232.50                                   | 10.84 | 20.08             | 23.29               | 286.71  |
| 26      | Karnataka        |                | 2005-06 | 277.12                                   | 15.16 | 35.36             | 27.03               | 354.68  |
|         |                  |                | 2006-07 | 296.95                                   | 15.70 | 33.82             | 27.28               | 373.75  |
|         |                  |                | 2007-08 | 362.54                                   | 20.00 | 43.52             | 29.08               | 455.14  |
|         |                  |                | 2008-09 | 383.94                                   | 20.26 | 42.48             | 30.95               | 477.63  |
| 27      | Goa              |                | 2005-06 | 354.96                                   | 18.24 | 39.99             | 39.91               | 453.09  |
|         |                  |                | 2006-07 | 383.96                                   | 18.68 | 48.63             | 40.75               | 492.02  |
|         |                  |                | 2007-08 | 391.99                                   | 20.42 | 43.63             | 34.44               | 490.47  |
|         |                  |                | 2008-09 | 440.01                                   | 27.35 | 45.57             | 40.65               | 553.58  |

Table 6.2

| Sl. No.        | NIC Code/State | Year    | Average Labour Cost per Manday Worked on |       |                   |                     | Overall |
|----------------|----------------|---------|--|-------|-------------------|---------------------|---------|
|                |                |         | Wages/<br>Salaries                       | Bonus | Provident<br>Fund | Welfare<br>Expenses |         |
| 1              | 2              | 3       | 4  | 5     | 6                 | 7                   | 8       |
| 28             | Kerala         | 2005-06 | 206.24                                   | 18.15 | 32.49             | 19.17               | 276.06  |
|                |                | 2006-07 | 220.22                                   | 18.60 | 29.96             | 21.14               | 289.92  |
|                |                | 2007-08 | 228.94                                   | 20.08 | 30.31             | 19.86               | 299.18  |
|                |                | 2008-09 | 244.92                                   | 20.81 | 33.39             | 22.77               | 321.89  |
| 29             | Tamil Nadu     | 2005-06 | 196.12                                   | 15.86 | 22.69             | 21.86               | 256.53  |
|                |                | 2006-07 | 209.39                                   | 17.16 | 23.89             | 26.03               | 276.47  |
|                |                | 2007-08 | 245.30                                   | 20.39 | 24.26             | 26.64               | 316.59  |
|                |                | 2008-09 | 252.69                                   | 18.27 | 22.34             | 27.16               | 320.46  |
| 30             | Pondicherry    | 2005-06 | 270.55                                   | 16.59 | 26.11             | 25.61               | 338.85  |
|                |                | 2006-07 | 283.58                                   | 18.42 | 24.24             | 26.70               | 352.94  |
|                |                | 2007-08 | 360.55                                   | 22.43 | 33.95             | 34.73               | 451.66  |
|                |                | 2008-09 | 352.63                                   | 20.26 | 34.15             | 32.71               | 439.76  |
| 31             | A & N Islands  | 2005-06 | 220.11                                   | 8.57  | 14.45             | 6.95                | 250.08  |
|                |                | 2006-07 | 301.44                                   | 7.50  | 27.71             | 9.25                | 345.90  |
|                |                | 2007-08 | 287.25                                   | 11.75 | 27.26             | 8.45                | 334.71  |
|                |                | 2008-09 | 311.44                                   | 12.04 | 33.83             | 12.31               | 369.62  |
| All India      |                | 2005-06 | 255.94                                   | 14.09 | 31.28             | 22.33               | 323.64  |
|                |                | 2006-07 | 277.43                                   | 15.06 | 33.94             | 24.83               | 351.26  |
|                |                | 2007-08 | 317.48                                   | 17.80 | 35.18             | 27.08               | 397.55  |
|                |                | 2008-09 | 330.35                                   | 18.37 | 34.59             | 27.09               | 410.41  |
| Public Sector  |                | 2005-06 | 487.49                                   | 8.88  | 102.14            | 50.42               | 648.93  |
|                |                | 2006-07 | 476.33                                   | 18.71 | 135.58            | 73.16               | 703.78  |
|                |                | 2007-08 | 589.92                                   | 23.04 | 83.30             | 77.41               | 773.68  |
|                |                | 2008-09 | 455.65                                   | 13.93 | 85.39             | 51.46               | 606.43  |
| Joint Sector   |                | 2005-06 | 356.56                                   | 16.96 | 51.68             | 42.86               | 468.06  |
|                |                | 2006-07 | 542.76                                   | 31.07 | 97.36             | 82.95               | 754.13  |
|                |                | 2007-08 | 594.50                                   | 31.91 | 79.20             | 71.45               | 777.06  |
|                |                | 2008-09 | 361.00                                   | 15.75 | 55.28             | 36.85               | 468.88  |
| Private Sector |                | 2005-06 | 243.91                                   | 14.12 | 28.09             | 20.47               | 306.58  |
|                |                | 2006-07 | 272.04                                   | 14.80 | 32.29             | 23.62               | 342.75  |
|                |                | 2007-08 | 310.16                                   | 17.49 | 33.98             | 25.86               | 387.49  |
|                |                | 2008-09 | 321.18                                   | 18.86 | 30.03             | 24.91               | 394.98  |

Table 6.3

Trend in Wages/Salaries per Manday Worked in States by Category of Employees

| Sl. No. | NIC Code/<br>State/Year | Wages/Salaries per Manday Worked (in Rs.) |       |                     |                |                  |
|---------|-------------------------|---|-------|---------------------|----------------|------------------|
|         |                         | Directly Employed                         |       |                     |                |                  |
|         |                         | Workers                                   |       | Contract<br>Workers | All<br>Workers | All<br>Employees |
|         |                         | Men                                       | Women |                     |                |                  |
| 1       | 2                       | 3   | 4     | 5                   | 6              | 7                |

## B. States/Union Territories

|   |                  |        |        |        |        |        |
|---|------------------|--------|--------|--------|--------|--------|
| 1 | Jammu & Kashmir  |        |        |        |        |        |
|   | 2005-06          | 144.81 | 112.31 | 104.77 | 130.87 | 165.10 |
|   | 2006-07          | 154.83 | 102.44 | 108.70 | 135.96 | 183.91 |
|   | 2007-08          | 165.52 | 105.38 | 127.91 | 148.39 | 198.93 |
|   | 2008-09          | 181.59 | 110.91 | 135.44 | 156.51 | 246.73 |
| 2 | Himachal Pradesh |        |        |        |        |        |
|   | 2005-06          | 157.42 | 124.99 | 109.75 | 145.79 | 280.71 |
|   | 2006-07          | 159.38 | 125.31 | 115.97 | 146.64 | 285.80 |
|   | 2007-08          | 182.88 | 147.89 | 153.41 | 173.28 | 319.65 |
|   | 2008-09          | 194.66 | 154.02 | 132.36 | 175.37 | 329.10 |
| 3 | Punjab           |        |        |        |        |        |
|   | 2005-06          | 166.72 | 128.63 | 111.74 | 152.67 | 194.81 |
|   | 2006-07          | 176.59 | 137.49 | 117.27 | 159.67 | 204.90 |
|   | 2007-08          | 186.40 | 152.12 | 127.22 | 171.72 | 226.67 |
|   | 2008-09          | 196.21 | 159.11 | 142.86 | 182.03 | 248.25 |
| 4 | Chandigarh       |        |        |        |        |        |
|   | 2005-06          | 220.45 | 228.00 | 121.21 | 204.71 | 331.30 |
|   | 2006-07          | 235.55 | 253.82 | 145.77 | 218.75 | 353.49 |
|   | 2007-08          | 265.93 | 315.86 | 150.65 | 241.49 | 385.13 |
|   | 2008-09          | 304.55 | 312.02 | 167.40 | 277.78 | 446.51 |
| 5 | Uttaranchal      |        |        |        |        |        |
|   | 2005-06          | 309.00 | 195.42 | 114.92 | 226.84 | 312.64 |
|   | 2006-07          | 321.96 | 182.62 | 129.27 | 233.10 | 328.10 |
|   | 2007-08          | 314.69 | 177.74 | 136.88 | 229.43 | 321.77 |
|   | 2008-09          | 312.07 | 170.62 | 250.29 | 281.41 | 382.30 |
| 6 | Haryana          |        |        |        |        |        |
|   | 2005-06          | 227.66 | 153.45 | 134.62 | 185.56 | 301.53 |
|   | 2006-07          | 242.66 | 158.71 | 145.49 | 197.25 | 322.30 |
|   | 2007-08          | 237.00 | 170.75 | 176.60 | 207.80 | 342.15 |
|   | 2008-09          | 268.74 | 186.62 | 220.99 | 244.06 | 418.18 |
| 7 | Delhi            |        |        |        |        |        |
|   | 2005-06          | 171.79 | 154.56 | 139.60 | 167.80 | 274.48 |
|   | 2006-07          | 181.61 | 166.85 | 157.00 | 179.42 | 310.00 |

Table 6.3

| Sl. NIC Code/<br>No. State/Year |               | Wages/Salaries per Manday Worked (in Rs.) |        |                     |                |                  |
|---------------------------------|---------------|---|--------|---------------------|----------------|------------------|
|                                 |               | Directly Employed<br>Workers              |        | Contract<br>Workers | All<br>Workers | All<br>Employees |
|                                 |               | Men                                       | Women  |                     |                |                  |
| 1                               | 2             | 3   | 4      | 5                   | 6              | 7                |
|                                 | 2007-08       | 190.25                                    | 183.39 | 170.66              | 188.78         | 335.16           |
|                                 | 2008-09       | 200.30                                    | 178.48 | 194.11              | 198.39         | 346.53           |
| 8                               | Rajasthan     |   |        |                     |                |                  |
|                                 | 2005-06       | 171.07                                    | 106.36 | 119.66              | 153.71         | 218.16           |
|                                 | 2006-07       | 177.84                                    | 105.34 | 128.31              | 160.13         | 228.63           |
|                                 | 2007-08       | 185.98                                    | 117.24 | 135.69              | 168.67         | 258.54           |
|                                 | 2008-09       | 208.67                                    | 109.24 | 159.43              | 189.69         | 301.46           |
| 9                               | Uttar Pradesh |   |        |                     |                |                  |
|                                 | 2005-06       | 183.84                                    | 155.32 | 117.80              | 163.49         | 243.50           |
|                                 | 2006-07       | 205.34                                    | 154.23 | 124.08              | 176.79         | 274.78           |
|                                 | 2007-08       | 215.10                                    | 163.08 | 138.96              | 186.66         | 294.16           |
|                                 | 2008-09       | 229.36                                    | 191.20 | 138.49              | 196.63         | 313.60           |
| 10                              | Bihar         |   |        |                     |                |                  |
|                                 | 2005-06       | 204.28                                    | 85.18  | 83.34               | 149.39         | 185.53           |
|                                 | 2006-07       | 221.12                                    | 92.39  | 86.43               | 160.81         | 207.02           |
|                                 | 2007-08       | 230.82                                    | 108.34 | 101.32              | 166.96         | 206.43           |
|                                 | 2008-09       | 213.63                                    | 102.92 | 113.22              | 173.56         | 208.16           |
| 11                              | Nagaland      |   |        |                     |                |                  |
|                                 | 2005-06       | 111.57                                    | 66.35  | 84.63               | 94.17          | 107.77           |
|                                 | 2006-07       | 122.96                                    | 67.71  | 67.37               | 81.60          | 94.32            |
|                                 | 2007-08       | 96.15                                     | 69.24  | 70.84               | 80.29          | 93.31            |
|                                 | 2008-09       | 84.08                                     | 72.23  | 78.21               | 80.15          | 91.24            |
| 12                              | Manipur       |   |        |                     |                |                  |
|                                 | 2005-06       | 80.78                                     | 62.86  | 85.94               | 75.89          | 87.60            |
|                                 | 2006-07       | 86.39                                     | 65.27  | 86.83               | 80.52          | 90.72            |
|                                 | 2007-08       | 93.67                                     | 77.34  | 92.66               | 88.93          | 96.66            |
|                                 | 2008-09       | 100.75                                    | 87.91  | 96.76               | 95.44          | 104.44           |
| 13                              | Tripura       |   |        |                     |                |                  |
|                                 | 2005-06       | 96.95                                     | 71.93  | 65.74               | 81.48          | 92.23            |
|                                 | 2006-07       | 109.95                                    | 70.39  | 67.50               | 83.42          | 95.61            |
|                                 | 2007-08       | 138.00                                    | 67.27  | 76.01               | 91.47          | 109.41           |
|                                 | 2008-09       | 157.64                                    | 87.32  | 86.25               | 103.26         | 122.77           |
| 14                              | Meghalaya     |   |        |                     |                |                  |
|                                 | 2005-06       | 203.89                                    | 138.99 | 119.11              | 164.49         | 212.54           |
|                                 | 2006-07       | 199.08                                    | 142.67 | 160.44              | 178.95         | 224.57           |
|                                 | 2007-08       | 202.15                                    | 214.07 | 206.02              | 204.26         | 266.53           |
|                                 | 2008-09       | 224.53                                    | 228.84 | 212.45              | 219.73         | 291.76           |

Table 6.3

| Sl. NIC Code/<br>No. State/Year |                | Wages/Salaries per Manday Worked (in Rs.) |        |                     |                |                  |
|---------------------------------|----------------|---|--------|---------------------|----------------|------------------|
|                                 |                | Directly Employed                         |        | Contract<br>Workers | All<br>Workers | All<br>Employees |
|                                 |                | Workers                                   |        |                     |                |                  |
|                                 |                | Men                                       | Women  |                     |                |                  |
| 1                               | 2              | 3   | 4      | 5                   | 6              | 7                |
| 15                              | Assam          |   |        |                     |                |                  |
|                                 | 2005-06        | 124.36                                    | 114.83 | 88.65               | 118.45         | 155.25           |
|                                 | 2006-07        | 135.58                                    | 109.96 | 90.56               | 126.18         | 169.54           |
|                                 | 2007-08        | 143.37                                    | 119.11 | 104.01              | 135.46         | 189.76           |
|                                 | 2008-09        | 156.08                                    | 126.36 | 175.19              | 158.19         | 227.52           |
| 16                              | West Bengal    |   |        |                     |                |                  |
|                                 | 2005-06        | 221.90                                    | 141.25 | 122.70              | 201.57         | 248.21           |
|                                 | 2006-07        | 230.10                                    | 144.72 | 134.95              | 206.97         | 264.05           |
|                                 | 2007-08        | 252.88                                    | 155.74 | 146.58              | 229.46         | 292.88           |
|                                 | 2008-09        | 263.39                                    | 324.27 | 149.15              | 238.07         | 307.44           |
| 17                              | Jharkhand      |   |        |                     |                |                  |
|                                 | 2005-06        | 362.90                                    | 268.55 | 117.89              | 333.57         | 436.53           |
|                                 | 2006-07        | 415.54                                    | 385.41 | 104.76              | 364.98         | 470.44           |
|                                 | 2007-08        | 534.89                                    | 542.74 | 141.95              | 481.13         | 620.86           |
|                                 | 2008-09        | 464.02                                    | 352.44 | 135.68              | 409.30         | 591.54           |
| 18                              | Orissa         |   |        |                     |                |                  |
|                                 | 2005-06        | 313.59                                    | 191.52 | 88.23               | 214.37         | 288.37           |
|                                 | 2006-07        | 323.60                                    | 119.88 | 115.33              | 228.12         | 314.24           |
|                                 | 2007-08        | 366.28                                    | 169.09 | 127.28              | 263.61         | 388.95           |
|                                 | 2008-09        | 307.83                                    | 131.51 | 153.14              | 240.96         | 344.60           |
| 19                              | Chhattisgarh   |   |        |                     |                |                  |
|                                 | 2005-06        | 232.50                                    | 134.80 | 138.25              | 196.69         | 392.87           |
|                                 | 2006-07        | 240.24                                    | 131.41 | 145.80              | 204.64         | 419.34           |
|                                 | 2007-08        | 244.89                                    | 185.72 | 184.01              | 220.99         | 501.30           |
|                                 | 2008-09        | 176.32                                    | 104.99 | 144.17              | 165.64         | 317.28           |
| 20                              | Madhya Pradesh |   |        |                     |                |                  |
|                                 | 2005-06        | 212.17                                    | 126.97 | 103.49              | 179.59         | 255.48           |
|                                 | 2006-07        | 216.34                                    | 152.71 | 141.21              | 193.14         | 279.06           |
|                                 | 2007-08        | 233.93                                    | 133.18 | 144.75              | 204.68         | 309.28           |
|                                 | 2008-09        | 263.78                                    | 154.10 | 173.15              | 231.50         | 355.13           |
| 21                              | Gujarat        |   |        |                     |                |                  |
|                                 | 2005-06        | 209.49                                    | 120.98 | 135.74              | 181.13         | 270.59           |
|                                 | 2006-07        | 219.62                                    | 132.24 | 151.37              | 192.79         | 290.24           |
|                                 | 2007-08        | 241.07                                    | 142.26 | 179.79              | 214.83         | 325.91           |
|                                 | 2008-09        | 229.78                                    | 148.76 | 164.68              | 201.80         | 311.32           |
| 22                              | Daman & Diu    |   |        |                     |                |                  |
|                                 | 2005-06        | 145.47                                    | 89.48  | 111.45              | 131.65         | 238.61           |
|                                 | 2006-07        | 141.86                                    | 93.04  | 133.59              | 133.93         | 228.09           |

Table 6.3

| Sl. No.             |                  | Wages/Salaries per Manday Worked (in Rs.) |        |                  |             |               |
|---------------------|------------------|---|--------|------------------|-------------|---------------|
| NIC Code/State/Year |                  | Directly Employed Workers                 |        | Contract Workers | All Workers | All Employees |
|                     |                  | Men                                       | Women  |                  |             |               |
| 1                   | 2                | 3   | 4      | 5                | 6           | 7             |
|                     | 2007-08          | 165.34                                    | 115.00 | 129.45           | 152.60      | 313.79        |
|                     | 2008-09          | 182.57                                    | 120.34 | 140.15           | 167.14      | 284.39        |
| 23                  | D & Nagar Haveli |   |        |                  |             |               |
|                     | 2005-06          | 142.76                                    | 96.08  | 122.35           | 134.01      | 224.76        |
|                     | 2006-07          | 168.05                                    | 102.71 | 126.92           | 149.01      | 265.55        |
|                     | 2007-08          | 163.66                                    | 119.13 | 145.70           | 153.94      | 252.22        |
|                     | 2008-09          | 188.18                                    | 123.55 | 169.81           | 179.12      | 325.54        |
| 24                  | Maharashtra      |   |        |                  |             |               |
|                     | 2005-06          | 310.35                                    | 113.23 | 143.72           | 242.92      | 365.43        |
|                     | 2006-07          | 326.02                                    | 124.90 | 159.32           | 256.16      | 400.09        |
|                     | 2007-08          | 358.24                                    | 143.38 | 185.25           | 282.29      | 458.21        |
|                     | 2008-09          | 370.32                                    | 155.71 | 193.64           | 292.71      | 499.07        |
| 25                  | Andhra Pradesh   |   |        |                  |             |               |
|                     | 2005-06          | 201.71                                    | 97.58  | 76.59            | 125.81      | 174.39        |
|                     | 2006-07          | 218.74                                    | 103.49 | 86.16            | 137.53      | 197.21        |
|                     | 2007-08          | 253.24                                    | 121.55 | 98.55            | 162.40      | 237.94        |
|                     | 2008-09          | 246.04                                    | 122.99 | 104.99           | 163.70      | 232.50        |
| 26                  | Karnataka        |   |        |                  |             |               |
|                     | 2005-06          | 227.72                                    | 121.25 | 139.58           | 178.51      | 277.12        |
|                     | 2006-07          | 253.11                                    | 140.63 | 154.11           | 198.71      | 296.95        |
|                     | 2007-08          | 283.99                                    | 159.42 | 176.11           | 222.80      | 362.54        |
|                     | 2008-09          | 297.42                                    | 155.09 | 195.25           | 230.85      | 383.94        |
| 27                  | Goa              |   |        |                  |             |               |
|                     | 2005-06          | 342.95                                    | 153.64 | 179.68           | 253.23      | 354.96        |
|                     | 2006-07          | 361.25                                    | 164.37 | 210.73           | 271.82      | 383.96        |
|                     | 2007-08          | 370.24                                    | 195.61 | 209.33           | 279.29      | 391.99        |
|                     | 2008-09          | 381.63                                    | 180.31 | 235.60           | 288.37      | 440.01        |
| 28                  | Kerala           |   |        |                  |             |               |
|                     | 2005-06          | 267.27                                    | 87.76  | 126.95           | 160.24      | 206.24        |
|                     | 2006-07          | 297.15                                    | 94.03  | 129.21           | 172.03      | 220.22        |
|                     | 2007-08          | 303.51                                    | 99.27  | 104.39           | 171.01      | 228.94        |
|                     | 2008-09          | 323.93                                    | 106.14 | 131.42           | 180.99      | 244.92        |
| 29                  | Tamil Nadu       |   |        |                  |             |               |
|                     | 2005-06          | 185.59                                    | 81.70  | 130.71           | 141.50      | 196.12        |
|                     | 2006-07          | 193.12                                    | 89.03  | 143.80           | 148.98      | 209.39        |
|                     | 2007-08          | 220.36                                    | 96.31  | 170.42           | 168.50      | 245.30        |
|                     | 2008-09          | 218.02                                    | 116.24 | 168.15           | 177.27      | 252.69        |

Table 6.3

| Sl. NIC Code/<br>No. State/Year |                | Wages/Salaries per Manday Worked (in Rs.) |         |                     |                |                  |
|---------------------------------|----------------|---|---------|---------------------|----------------|------------------|
|                                 |                | Directly Employed                         |         | Contract<br>Workers | All<br>Workers | All<br>Employees |
|                                 |                | Workers                                   | Workers |                     |                |                  |
|                                 |                | Men                                       | Women   |                     |                |                  |
| 1                               | 2              | 3   | 4       | 5                   | 6              | 7                |
| 30                              | Pondicherry    |   |         |                     |                |                  |
|                                 | 2005-06        | 190.46                                    | 109.96  | 94.57               | 156.00         | 270.55           |
|                                 | 2006-07        | 189.01                                    | 116.17  | 123.45              | 161.71         | 283.58           |
|                                 | 2007-08        | 220.76                                    | 141.59  | 147.45              | 190.11         | 360.55           |
|                                 | 2008-09        | 247.63                                    | 142.06  | 162.74              | 206.77         | 352.63           |
| 31                              | A & N Islands  |   |         |                     |                |                  |
|                                 | 2005-06        | 225.67                                    | 117.04  | 169.20              | 193.52         | 220.11           |
|                                 | 2006-07        | 219.18                                    | 114.10  | 223.17              | 215.60         | 301.44           |
|                                 | 2007-08        | 208.51                                    | 123.63  | 275.48              | 217.30         | 287.25           |
|                                 | 2008-09        | 253.34                                    | 157.55  | 387.00              | 259.54         | 311.44           |
| -----                           |                |   |         |                     |                |                  |
|                                 | All India      |   |         |                     |                |                  |
|                                 | 2005-06        | 219.68                                    | 99.59   | 116.40              | 174.73         | 255.94           |
|                                 | 2006-07        | 233.14                                    | 108.73  | 130.07              | 185.81         | 277.43           |
|                                 | 2007-08        | 255.19                                    | 122.06  | 149.71              | 205.98         | 317.48           |
|                                 | 2008-09        | 258.04                                    | 131.23  | 160.53              | 211.95         | 330.35           |
|                                 | Public Sector  |   |         |                     |                |                  |
|                                 | 2005-06        | 427.74                                    | 334.01  | 151.05              | 389.14         | 487.49           |
|                                 | 2006-07        | 431.51                                    | 331.68  | 156.32              | 368.47         | 476.33           |
|                                 | 2007-08        | 553.22                                    | 397.35  | 174.53              | 433.23         | 589.92           |
|                                 | 2008-09        | 430.87                                    | 260.81  | 136.78              | 345.47         | 455.65           |
|                                 | Joint Sector   |   |         |                     |                |                  |
|                                 | 2005-06        | 304.91                                    | 148.08  | 131.84              | 255.42         | 356.56           |
|                                 | 2006-07        | 515.42                                    | 282.71  | 161.23              | 384.95         | 542.76           |
|                                 | 2007-08        | 571.95                                    | 310.34  | 204.83              | 408.85         | 594.50           |
|                                 | 2008-09        | 329.34                                    | 244.13  | 112.01              | 266.85         | 361.00           |
|                                 | Private Sector |   |         |                     |                |                  |
|                                 | 2005-06        | 205.76                                    | 95.95   | 115.53              | 164.60         | 243.91           |
|                                 | 2006-07        | 227.42                                    | 106.78  | 129.49              | 181.94         | 272.04           |
|                                 | 2007-08        | 247.52                                    | 119.56  | 148.27              | 200.82         | 310.16           |
|                                 | 2008-09        | 242.46                                    | 126.50  | 164.82              | 202.34         | 321.18           |

Table 6.4

Trend in Percentage of Labour Cost on Employees to Total Cost of Production in States

| Sl. No.                            | NIC Code/State   | 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                                      | 6   |
| <b>B. States/Union Territories</b> |                  |         |                                     |  |   |
| 1                                  | Jammu & Kashmir  | 2005-06 | 194.01                              | 165.10                                 | 4.19  |
|                                    |                  | 2006-07 | 226.49                              | 183.91                                 | 3.19  |
|                                    |                  | 2007-08 | 231.92                              | 198.93                                 | 2.99  |
|                                    |                  | 2008-09 | 278.89                              | 246.73                                 | 4.40  |
| 2                                  | Himachal Pradesh | 2005-06 | 342.33                              | 280.71                                 | 5.26  |
|                                    |                  | 2006-07 | 344.22                              | 285.80                                 | 3.22  |
|                                    |                  | 2007-08 | 382.91                              | 319.65                                 | 4.90  |
|                                    |                  | 2008-09 | 384.87                              | 329.10                                 | 5.24  |
| 3                                  | Punjab           | 2005-06 | 237.20                              | 194.81                                 | 5.79  |
|                                    |                  | 2006-07 | 245.84                              | 204.90                                 | 5.73  |
|                                    |                  | 2007-08 | 273.29                              | 226.67                                 | 5.08  |
|                                    |                  | 2008-09 | 299.02                              | 248.25                                 | 5.23  |
| 4                                  | Chandigarh       | 2005-06 | 400.25                              | 331.30                                 | 10.00   |
|                                    |                  | 2006-07 | 432.30                              | 353.49                                 | 14.24   |
|                                    |                  | 2007-08 | 453.83                              | 385.13                                 | 8.87  |
|                                    |                  | 2008-09 | 544.70                              | 446.51                                 | 8.42  |
| 5                                  | Uttaranchal      | 2005-06 | 403.15                              | 312.64                                 | 6.78  |
|                                    |                  | 2006-07 | 413.49                              | 328.10                                 | 7.14  |
|                                    |                  | 2007-08 | 395.61                              | 321.77                                 | 6.17  |
|                                    |                  | 2008-09 | 476.30                              | 382.30                                 | 9.43  |
| 6                                  | Haryana          | 2005-06 | 364.91                              | 301.53                                 | 5.77  |
|                                    |                  | 2006-07 | 390.51                              | 322.30                                 | 5.80  |
|                                    |                  | 2007-08 | 410.51                              | 342.15                                 | 5.68  |
|                                    |                  | 2008-09 | 501.71                              | 418.18                                 | 5.89  |
| 7                                  | Delhi            | 2005-06 | 339.85                              | 274.48                                 | 8.04  |
|                                    |                  | 2006-07 | 382.88                              | 310.00                                 | 8.17  |
|                                    |                  | 2007-08 | 412.96                              | 335.16                                 | 5.82  |
|                                    |                  | 2008-09 | 424.06                              | 346.53                                 | 7.38  |
| 8                                  | Rajasthan        | 2005-06 | 264.48                              | 218.16                                 | 5.57  |
|                                    |                  | 2006-07 | 275.34                              | 228.63                                 | 5.19  |
|                                    |                  | 2007-08 | 309.41                              | 258.54                                 | 4.78  |
|                                    |                  | 2008-09 | 357.09                              | 301.46                                 | 5.47  |



Table 6.4

| Sl. No. | NIC Code/State | 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                                      | 6   |
| 9       | Uttar Pradesh  | 2005-06 | 301.17                              | 243.50                                 | 5.87  |
|         |                | 2006-07 | 334.77                              | 274.78                                 | 5.09  |
|         |                | 2007-08 | 359.40                              | 294.16                                 | 4.91  |
|         |                | 2008-09 | 378.08                              | 313.60                                 | 5.43  |
| 10      | Bihar          | 2005-06 | 233.86                              | 185.53                                 | 2.16  |
|         |                | 2006-07 | 267.70                              | 207.02                                 | 2.18  |
|         |                | 2007-08 | 260.49                              | 206.43                                 | 2.03  |
|         |                | 2008-09 | 265.97                              | 208.16                                 | 2.04  |
| 11      | Nagaland       | 2005-06 | 140.68                              | 107.77                                 | 12.30   |
|         |                | 2006-07 | 107.37                              | 94.32                                  | 11.27   |
|         |                | 2007-08 | 109.91                              | 93.31                                  | 7.86  |
|         |                | 2008-09 | 101.42                              | 91.24                                  | 6.83  |
| 12      | Manipur        | 2005-06 | 91.78                               | 87.60                                  | 13.67   |
|         |                | 2006-07 | 95.49                               | 90.72                                  | 16.32   |
|         |                | 2007-08 | 101.90                              | 96.66                                  | 13.25   |
|         |                | 2008-09 | 107.90                              | 104.44                                 | 12.68   |
| 13      | Tripura        | 2005-06 | 107.00                              | 92.23                                  | 9.45  |
|         |                | 2006-07 | 110.85                              | 95.61                                  | 8.22  |
|         |                | 2007-08 | 128.87                              | 109.41                                 | 9.47  |
|         |                | 2008-09 | 195.67                              | 122.77                                 | 17.14   |
| 14      | Meghalaya      | 2005-06 | 242.25                              | 212.54                                 | 4.95  |
|         |                | 2006-07 | 260.14                              | 224.57                                 | 5.55  |
|         |                | 2007-08 | 310.60                              | 266.53                                 | 4.90  |
|         |                | 2008-09 | 333.26                              | 291.76                                 | 4.68  |
| 15      | Assam          | 2005-06 | 208.06                              | 155.25                                 | 3.43  |
|         |                | 2006-07 | 226.71                              | 169.54                                 | 3.36  |
|         |                | 2007-08 | 245.08                              | 189.76                                 | 3.34  |
|         |                | 2008-09 | 305.31                              | 227.52                                 | 3.64  |
| 16      | West Bengal    | 2005-06 | 313.80                              | 248.21                                 | 7.64  |
|         |                | 2006-07 | 360.38                              | 264.05                                 | 6.76  |
|         |                | 2007-08 | 392.26                              | 292.88                                 | 6.93  |
|         |                | 2008-09 | 393.49                              | 307.44                                 | 7.07  |
| 17      | Jharkhand      | 2005-06 | 558.73                              | 436.53                                 | 9.03  |
|         |                | 2006-07 | 610.79                              | 470.44                                 | 7.78  |
|         |                | 2007-08 | 835.12                              | 620.86                                 | 9.43  |
|         |                | 2008-09 | 783.23                              | 591.54                                 | 8.65  |
| 18      | Orissa         | 2005-06 | 358.41                              | 288.37                                 | 8.57  |
|         |                | 2006-07 | 402.98                              | 314.24                                 | 8.10  |

Table 6.4

| Sl. No. | NIC Code/State   | 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                                      | 6   |
|         |                  | 2007-08 | 481.40                              | 388.95                                 | 8.77  |
|         |                  | 2008-09 | 412.90                              | 344.60                                 | 7.35  |
| 19      | Chhattisgarh     | 2005-06 | 497.65                              | 392.87                                 | 8.16  |
|         |                  | 2006-07 | 505.91                              | 419.34                                 | 7.81  |
|         |                  | 2007-08 | 644.75                              | 501.30                                 | 8.08  |
|         |                  | 2008-09 | 396.27                              | 317.28                                 | 6.39  |
| 20      | Madhya Pradesh   | 2005-06 | 326.53                              | 255.48                                 | 5.96  |
|         |                  | 2006-07 | 354.05                              | 279.06                                 | 5.62  |
|         |                  | 2007-08 | 389.35                              | 309.28                                 | 5.37  |
|         |                  | 2008-09 | 435.08                              | 355.13                                 | 5.25  |
| 21      | Gujarat          | 2005-06 | 333.86                              | 270.59                                 | 3.67  |
|         |                  | 2006-07 | 355.16                              | 290.24                                 | 3.55  |
|         |                  | 2007-08 | 395.22                              | 325.91                                 | 3.22  |
|         |                  | 2008-09 | 382.07                              | 311.32                                 | 3.59  |
| 22      | Daman & Diu      | 2005-06 | 301.64                              | 238.61                                 | 3.72  |
|         |                  | 2006-07 | 272.72                              | 228.09                                 | 2.40  |
|         |                  | 2007-08 | 395.87                              | 313.79                                 | 4.56  |
|         |                  | 2008-09 | 343.10                              | 284.39                                 | 2.53  |
| 23      | D & Nagar Haveli | 2005-06 | 267.22                              | 224.76                                 | 1.84  |
|         |                  | 2006-07 | 316.64                              | 265.55                                 | 2.74  |
|         |                  | 2007-08 | 306.88                              | 252.22                                 | 2.16  |
|         |                  | 2008-09 | 391.56                              | 325.54                                 | 2.07  |
| 24      | Maharashtra      | 2005-06 | 472.62                              | 365.43                                 | 6.06  |
|         |                  | 2006-07 | 511.05                              | 400.09                                 | 6.22  |
|         |                  | 2007-08 | 575.88                              | 458.21                                 | 6.17  |
|         |                  | 2008-09 | 626.83                              | 499.07                                 | 5.85  |
| 25      | Andhra Pradesh   | 2005-06 | 214.11                              | 174.39                                 | 6.42  |
|         |                  | 2006-07 | 254.28                              | 197.21                                 | 5.95  |
|         |                  | 2007-08 | 294.98                              | 237.94                                 | 5.58  |
|         |                  | 2008-09 | 286.71                              | 232.50                                 | 5.97  |
| 26      | Karnataka        | 2005-06 | 354.68                              | 277.12                                 | 6.66  |
|         |                  | 2006-07 | 373.75                              | 296.95                                 | 6.76  |
|         |                  | 2007-08 | 455.14                              | 362.54                                 | 6.89  |
|         |                  | 2008-09 | 477.63                              | 383.94                                 | 6.36  |
| 27      | Goa              | 2005-06 | 453.09                              | 354.96                                 | 4.53  |
|         |                  | 2006-07 | 492.02                              | 383.96                                 | 4.51  |
|         |                  | 2007-08 | 490.47                              | 391.99                                 | 4.10  |
|         |                  | 2008-09 | 553.58                              | 440.01                                 | 4.47  |

Table 6.4

| Sl. No.        | NIC Code/State | 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                                      | 6   |
| 28             | Kerala         | 2005-06 | 276.06                              | 206.24                                 | 6.02  |
|                |                | 2006-07 | 289.92                              | 220.22                                 | 5.41  |
|                |                | 2007-08 | 299.18                              | 228.94                                 | 5.32  |
|                |                | 2008-09 | 321.89                              | 244.92                                 | 5.05  |
| 29             | Tamil Nadu     | 2005-06 | 256.53                              | 196.12                                 | 6.70  |
|                |                | 2006-07 | 276.47                              | 209.39                                 | 6.44  |
|                |                | 2007-08 | 316.59                              | 245.30                                 | 6.40  |
|                |                | 2008-09 | 320.46                              | 252.69                                 | 6.89  |
| 30             | Pondicherry    | 2005-06 | 338.85                              | 270.55                                 | 5.10  |
|                |                | 2006-07 | 352.94                              | 283.58                                 | 4.55  |
|                |                | 2007-08 | 451.66                              | 360.55                                 | 5.68  |
|                |                | 2008-09 | 439.76                              | 352.63                                 | 5.66  |
| 31             | A & N Islands  | 2005-06 | 250.08                              | 220.11                                 | 3.35  |
|                |                | 2006-07 | 345.90                              | 301.44                                 | 3.19  |
|                |                | 2007-08 | 334.71                              | 287.25                                 | 2.80  |
|                |                | 2008-09 | 369.62                              | 311.44                                 | 3.18  |
| All India      |                | 2005-06 | 323.64                              | 255.94                                 | 5.75  |
|                |                | 2006-07 | 351.26                              | 277.43                                 | 5.54  |
|                |                | 2007-08 | 397.55                              | 317.48                                 | 5.41  |
|                |                | 2008-09 | 410.41                              | 330.35                                 | 5.56  |
| Public Sector  |                | 2005-06 | 648.93                              | 487.49                                 | 6.61  |
|                |                | 2006-07 | 703.78                              | 476.33                                 | 3.34  |
|                |                | 2007-08 | 773.68                              | 589.92                                 | 3.26  |
|                |                | 2008-09 | 606.43                              | 455.65                                 | 5.49  |
| Joint Sector   |                | 2005-06 | 468.06                              | 356.56                                 | 5.02  |
|                |                | 2006-07 | 754.13                              | 542.76                                 | 4.54  |
|                |                | 2007-08 | 777.06                              | 594.50                                 | 4.51  |
|                |                | 2008-09 | 468.88                              | 361.00                                 | 4.38  |
| Private Sector |                | 2005-06 | 306.58                              | 243.91                                 | 5.77  |
|                |                | 2006-07 | 342.75                              | 272.04                                 | 5.63  |
|                |                | 2007-08 | 387.49                              | 310.16                                 | 5.50  |
|                |                | 2008-09 | 394.98                              | 321.18                                 | 5.76  |

Table 6.5  
Trend in Number of Reporting Factories in States

| Sl. No.                            | NIC Code/<br>State/Year | Number<br>of<br>Reporting<br>Factories | Percentage of<br>Factories<br>Employing<br>Contract<br>Workers | Percentage of Factories<br>Paying or Incurring<br>Expenses on |                  |                  |
|------------------------------------|-------------------------|--|--|---|------------------|------------------|
|                                    |                         |  |  | Bonus   | PF and<br>Others | Welfare<br>Funds |
| 1                                  | 2                       | 3                                      | 4  | 6   | 7                | 8                |
| <b>B. States/Union Territories</b> |                         |  |  |   |                  |                  |
| 1                                  | Jammu & Kashmir         |  |  |   |                  |                  |
|                                    | 2005-06                 | 519                                    | 31.79  | 47.78   | 74.57            | 81.31            |
|                                    | 2006-07                 | 618                                    | 31.55  | 45.79   | 76.05            | 84.47            |
|                                    | 2007-08                 | 672                                    | 34.38  | 51.79   | 75.74            | 78.57            |
|                                    | 2008-09                 | 649                                    | 28.51  | 51.46   | 75.04            | 81.36            |
| 2                                  | Himachal Pradesh        |  |  |   |                  |                  |
|                                    | 2005-06                 | 809                                    | 18.91  | 54.76   | 85.78            | 84.55            |
|                                    | 2006-07                 | 851                                    | 24.32  | 61.46   | 86.25            | 89.78            |
|                                    | 2007-08                 | 1122                                   | 25.22  | 58.56   | 86.81            | 87.88            |
|                                    | 2008-09                 | 1284                                   | 22.43  | 55.76   | 83.41            | 85.90            |
| 3                                  | Punjab                  |  |  |   |                  |                  |
|                                    | 2005-06                 | 8332                                   | 34.09  | 60.15   | 80.86            | 66.61            |
|                                    | 2006-07                 | 9256                                   | 40.70  | 58.88   | 80.69            | 63.61            |
|                                    | 2007-08                 | 10179                                  | 37.55  | 56.65   | 77.61            | 63.97            |
|                                    | 2008-09                 | 10065                                  | 37.80  | 56.25   | 78.38            | 66.95            |
| 4                                  | Chandigarh              |  |  |   |                  |                  |
|                                    | 2005-06                 | 296                                    | 8.45   | 66.22   | 90.20            | 82.43            |
|                                    | 2006-07                 | 274                                    | 6.93   | 67.52   | 94.16            | 91.97            |
|                                    | 2007-08                 | 294                                    | 6.80   | 65.65   | 96.94            | 86.73            |
|                                    | 2008-09                 | 278                                    | 6.12   | 62.59   | 93.88            | 90.65            |
| 5                                  | Uttaranchal             |  |  |   |                  |                  |
|                                    | 2005-06                 | 900                                    | 37.33  | 42.78   | 59.11            | 66.33            |
|                                    | 2006-07                 | 1151                                   | 35.19  | 40.66   | 59.43            | 64.03            |
|                                    | 2007-08                 | 1454                                   | 32.19  | 37.14   | 64.86            | 71.32            |
|                                    | 2008-09                 | 1907                                   | 39.01  | 43.37   | 70.90            | 77.82            |
| 6                                  | Haryana                 |  |  |   |                  |                  |
|                                    | 2005-06                 | 4295                                   | 33.74  | 60.75   | 87.89            | 74.71            |
|                                    | 2006-07                 | 4408                                   | 33.05  | 61.55   | 87.16            | 74.84            |
|                                    | 2007-08                 | 4691                                   | 31.78  | 65.27   | 90.47            | 78.02            |
|                                    | 2008-09                 | 4449                                   | 34.82  | 66.60   | 89.59            | 78.56            |
| 7                                  | Delhi                   |  |  |   |                  |                  |
|                                    | 2005-06                 | 3306                                   | 5.32   | 83.33   | 91.50            | 89.62            |
|                                    | 2006-07                 | 3270                                   | 4.92   | 86.67   | 94.68            | 91.56            |

Table 6.5

| Sl. No. | NIC Code/<br>State/Year | Number<br>of<br>Reporting<br>Factories | Percentage of<br>Factories<br>Employing<br>Contract<br>Workers | Percentage of Factories<br>Paying or Incurring<br>Expenses on |                  |                  |
|---------|-------------------------|--|--|---|------------------|------------------|
|         |                         |  |  | Bonus   | PF and<br>Others | Welfare<br>Funds |
| 1       | 2                       | 3                                      | 4  | 6   | 7                | 8                |
|         | 2007-08                 | 3199                                   | 5.56   | 85.31   | 94.90            | 94.12            |
|         | 2008-09                 | 3025                                   | 8.66   | 83.47   | 96.26            | 92.83            |
| 8       | Rajasthan               |  |  |   |                  |                  |
|         | 2005-06                 | 6005                                   | 25.18  | 49.61   | 76.07            | 57.55            |
|         | 2006-07                 | 6058                                   | 24.79  | 51.12   | 76.21            | 54.52            |
|         | 2007-08                 | 6334                                   | 24.99  | 50.38   | 76.43            | 54.04            |
|         | 2008-09                 | 6352                                   | 27.00  | 48.72   | 77.00            | 58.11            |
| 9       | Uttar Pradesh           |  |  |   |                  |                  |
|         | 2005-06                 | 10508                                  | 22.94  | 59.36   | 70.96            | 69.16            |
|         | 2006-07                 | 10693                                  | 27.79  | 58.62   | 68.94            | 67.37            |
|         | 2007-08                 | 10694                                  | 27.78  | 59.87   | 70.43            | 65.16            |
|         | 2008-09                 | 10933                                  | 26.94  | 61.37   | 71.51            | 67.21            |
| 10      | Bihar                   |  |  |   |                  |                  |
|         | 2005-06                 | 1669                                   | 43.44  | 23.13   | 26.06            | 57.46            |
|         | 2006-07                 | 1601                                   | 47.78  | 21.42   | 29.04            | 61.27            |
|         | 2007-08                 | 1777                                   | 50.98  | 20.99   | 23.30            | 58.47            |
|         | 2008-09                 | 1774                                   | 52.25  | 18.09   | 24.07            | 60.43            |
| 11      | Nagaland                |  |  |   |                  |                  |
|         | 2005-06                 | 109                                    | 47.71  | 15.60   | 11.93            | 76.15            |
|         | 2006-07                 | 106                                    | 51.89  | 14.15   | 11.32            | 74.53            |
|         | 2007-08                 | 104                                    | 55.77  | 12.50   | 10.58            | 80.77            |
|         | 2008-09                 | 91                                     | 43.96  | 13.19   | 9.89             | 69.23            |
| 12      | Manipur                 |  |  |   |                  |                  |
|         | 2005-06                 | 59                                     | 5.08   | 11.86   | 5.08             | 77.97            |
|         | 2006-07                 | 63                                     | 7.94   | 9.52  | 6.35             | 80.95            |
|         | 2007-08                 | 69                                     | 11.59  | 11.59   | 4.35             | 75.36            |
|         | 2008-09                 | 70                                     | 11.43  | 22.86   | 5.71             | 72.86            |
| 13      | Tripura                 |  |  |   |                  |                  |
|         | 2005-06                 | 307                                    | 41.04  | 74.59   | 22.48            | 80.13            |
|         | 2006-07                 | 324                                    | 52.47  | 72.22   | 23.15            | 80.25            |
|         | 2007-08                 | 340                                    | 62.94  | 79.71   | 23.82            | 76.76            |
|         | 2008-09                 | 363                                    | 68.04  | 85.12   | 26.72            | 81.82            |
| 14      | Meghalaya               |  |  |   |                  |                  |
|         | 2005-06                 | 66                                     | 39.39  | 39.39   | 80.30            | 74.24            |
|         | 2006-07                 | 76                                     | 35.53  | 51.32   | 86.84            | 78.95            |
|         | 2007-08                 | 90                                     | 35.56  | 45.56   | 80.00            | 72.22            |
|         | 2008-09                 | 95                                     | 30.53  | 38.95   | 77.89            | 68.42            |

Table 6.5

| Sl. No. |                | NIC Code/<br>State/Year | Number<br>of<br>Reporting<br>Factories | Percentage of<br>Factories<br>Employing | Percentage of Factories<br>Paying or Incurring<br>Expenses on |                  |                  |
|---------|----------------|-------------------------|--|---|---|------------------|------------------|
|         |                |                         |  | Contract<br>Workers                     | Bonus   | PF and<br>Others | Welfare<br>Funds |
| 1       | 2              |                         | 3                                      | 4                                       | 6   | 7                | 8                |
| 15      | Assam          |                         |  |   |   |                  |                  |
|         |                | 2005-06                 | 1864                                   | 17.60                                   | 46.62   | 50.11            | 71.41            |
|         |                | 2006-07                 | 1966                                   | 21.92                                   | 47.25   | 50.41            | 75.94            |
|         |                | 2007-08                 | 1865                                   | 20.86                                   | 45.20   | 50.29            | 75.34            |
|         |                | 2008-09                 | 2209                                   | 18.61                                   | 46.27   | 47.85            | 70.76            |
| 16      | West Bengal    |                         |  |   |   |                  |                  |
|         |                | 2005-06                 | 6062                                   | 25.98                                   | 80.65   | 81.54            | 71.35            |
|         |                | 2006-07                 | 5927                                   | 28.67                                   | 80.75   | 81.58            | 67.71            |
|         |                | 2007-08                 | 5984                                   | 27.27                                   | 78.99   | 81.77            | 68.60            |
|         |                | 2008-09                 | 6258                                   | 24.07                                   | 76.83   | 79.40            | 66.95            |
| 17      | Jharkhand      |                         |  |   |   |                  |                  |
|         |                | 2005-06                 | 1589                                   | 13.53                                   | 52.80   | 56.77            | 57.84            |
|         |                | 2006-07                 | 1598                                   | 15.89                                   | 53.94   | 55.88            | 59.39            |
|         |                | 2007-08                 | 1587                                   | 16.70                                   | 55.26   | 60.49            | 65.22            |
|         |                | 2008-09                 | 1850                                   | 17.57                                   | 45.84   | 51.89            | 68.65            |
| 18      | Orissa         |                         |  |   |   |                  |                  |
|         |                | 2005-06                 | 1858                                   | 31.05                                   | 41.01   | 60.66            | 52.58            |
|         |                | 2006-07                 | 1905                                   | 30.39                                   | 35.85   | 60.73            | 52.97            |
|         |                | 2007-08                 | 1817                                   | 28.51                                   | 37.09   | 64.67            | 53.77            |
|         |                | 2008-09                 | 1929                                   | 30.53                                   | 38.47   | 64.39            | 56.97            |
| 19      | Chhattisgarh   |                         |  |   |   |                  |                  |
|         |                | 2005-06                 | 1480                                   | 35.27                                   | 45.14   | 59.73            | 41.55            |
|         |                | 2006-07                 | 1779                                   | 31.82                                   | 44.91   | 55.31            | 38.73            |
|         |                | 2007-08                 | 1851                                   | 32.04                                   | 45.71   | 57.86            | 39.17            |
|         |                | 2008-09                 | 1920                                   | 34.11                                   | 43.33   | 58.70            | 41.72            |
| 20      | Madhya Pradesh |                         |  |   |   |                  |                  |
|         |                | 2005-06                 | 2949                                   | 17.46                                   | 68.26   | 78.23            | 60.56            |
|         |                | 2006-07                 | 3068                                   | 19.82                                   | 67.08   | 80.28            | 63.23            |
|         |                | 2007-08                 | 3156                                   | 17.74                                   | 65.37   | 80.04            | 61.82            |
|         |                | 2008-09                 | 3346                                   | 18.23                                   | 62.13   | 75.82            | 62.55            |
| 21      | Gujarat        |                         |  |   |   |                  |                  |
|         |                | 2005-06                 | 14050                                  | 23.37                                   | 74.89   | 68.50            | 74.46            |
|         |                | 2006-07                 | 14326                                  | 23.42                                   | 75.51   | 70.37            | 73.36            |
|         |                | 2007-08                 | 15100                                  | 24.05                                   | 73.74   | 69.32            | 71.84            |
|         |                | 2008-09                 | 14861                                  | 25.48                                   | 74.51   | 71.35            | 73.18            |
| 22      | Daman & Diu    |                         |  |   |   |                  |                  |
|         |                | 2005-06                 | 1534                                   | 14.08                                   | 77.31   | 49.93            | 89.31            |
|         |                | 2006-07                 | 1523                                   | 18.12                                   | 77.81   | 47.14            | 82.93            |

Table 6.5

| Sl. No. | NIC Code/<br>State/Year | Number<br>of<br>Reporting<br>Factories | Percentage of<br>Factories<br>Employing<br>Contract<br>Workers | Percentage of Factories<br>Paying or Incurring<br>Expenses on |                  |                  |
|---------|-------------------------|--|--|---|------------------|------------------|
|         |                         |  |  | Bonus   | PF and<br>Others | Welfare<br>Funds |
| 1       | 2                       | 3                                      | 4  | 6   | 7                | 8                |
|         | 2007-08                 | 1484                                   | 14.62  | 80.93   | 49.60            | 83.22            |
|         | 2008-09                 | 1446                                   | 14.45  | 78.42   | 56.92            | 90.87            |
| 23      | D & Nagar Haveli        |  |  |   |                  |                  |
|         | 2005-06                 | 1124                                   | 25.44  | 84.34   | 56.05            | 95.64            |
|         | 2006-07                 | 1054                                   | 34.25  | 87.95   | 61.39            | 96.39            |
|         | 2007-08                 | 1014                                   | 34.81  | 86.88   | 61.93            | 93.00            |
|         | 2008-09                 | 1146                                   | 33.86  | 89.01   | 66.06            | 95.29            |
| 24      | Maharashtra             |  |  |   |                  |                  |
|         | 2005-06                 | 18710                                  | 27.90  | 76.39   | 79.09            | 81.25            |
|         | 2006-07                 | 18608                                  | 30.11  | 75.76   | 80.70            | 81.81            |
|         | 2007-08                 | 18279                                  | 30.61  | 73.69   | 78.71            | 79.02            |
|         | 2008-09                 | 20451                                  | 29.90  | 75.42   | 82.16            | 82.43            |
| 25      | Andhra Pradesh          |  |  |   |                  |                  |
|         | 2005-06                 | 15786                                  | 38.16  | 37.09   | 46.27            | 41.08            |
|         | 2006-07                 | 15882                                  | 40.62  | 36.03   | 45.86            | 45.44            |
|         | 2007-08                 | 16750                                  | 38.35  | 36.43   | 45.65            | 45.75            |
|         | 2008-09                 | 16913                                  | 39.25  | 33.73   | 45.03            | 43.37            |
| 26      | Karnataka               |  |  |   |                  |                  |
|         | 2005-06                 | 7828                                   | 15.84  | 70.87   | 79.91            | 79.37            |
|         | 2006-07                 | 7840                                   | 18.97  | 72.50   | 80.63            | 80.43            |
|         | 2007-08                 | 8425                                   | 19.50  | 69.41   | 79.88            | 79.66            |
|         | 2008-09                 | 8445                                   | 21.52  | 71.71   | 79.98            | 81.98            |
| 27      | Goa                     |  |  |   |                  |                  |
|         | 2005-06                 | 543                                    | 36.10  | 77.90   | 93.92            | 93.55            |
|         | 2006-07                 | 515                                    | 39.81  | 77.48   | 93.01            | 91.46            |
|         | 2007-08                 | 521                                    | 40.69  | 79.65   | 94.24            | 90.60            |
|         | 2008-09                 | 516                                    | 43.41  | 76.16   | 94.96            | 93.99            |
| 28      | Kerala                  |  |  |   |                  |                  |
|         | 2005-06                 | 5639                                   | 10.13  | 76.96   | 73.81            | 55.70            |
|         | 2006-07                 | 5555                                   | 13.38  | 73.95   | 73.86            | 53.75            |
|         | 2007-08                 | 5530                                   | 12.66  | 77.38   | 77.97            | 61.75            |
|         | 2008-09                 | 5865                                   | 16.81  | 73.62   | 74.27            | 62.08            |
| 29      | Tamil Nadu              |  |  |   |                  |                  |
|         | 2005-06                 | 21235                                  | 13.38  | 81.26   | 65.88            | 74.75            |
|         | 2006-07                 | 23699                                  | 14.61  | 84.61   | 72.09            | 78.16            |
|         | 2007-08                 | 21026                                  | 15.00  | 84.61   | 72.22            | 79.94            |
|         | 2008-09                 | 26068                                  | 11.55  | 84.03   | 70.83            | 79.36            |

Table 6.5

| Sl. No.                     |   | NIC Code/<br>State/Year | Number<br>of<br>Reporting<br>Factories | Percentage of<br>Factories<br>Employing<br>Contract<br>Workers | Percentage of Factories<br>Paying or Incurring<br>Expenses on |       |        |
|-----------------------------|---|-------------------------|--|--|---|-------|--------|
| 1                           | 2 |                         |  |  | 6   | 7     | 8      |
| <b>30 Pondicherry</b>       |   |                         |  |  |   |       |        |
|                             |   | 2005-06                 | 633                                    | 28.28  | 80.09   | 80.88 | 86.41  |
|                             |   | 2006-07                 | 740                                    | 26.08  | 79.32   | 86.22 | 90.54  |
|                             |   | 2007-08                 | 695                                    | 28.35  | 80.29   | 80.14 | 87.77  |
|                             |   | 2008-09                 | 675                                    | 26.96  | 72.74   | 80.30 | 87.85  |
| <b>31 A &amp; N Islands</b> |   |                         |  |  |   |       |        |
|                             |   | 2005-06                 | 12                                     | 8.33   | 66.67   | 83.33 | 100.00 |
|                             |   | 2006-07                 | 12                                     | 33.33  | 58.33   | 83.33 | 83.33  |
|                             |   | 2007-08                 | 12                                     | 16.67  | 66.67   | 83.33 | 91.67  |
|                             |   | 2008-09                 | 12                                     | 16.67  | 75.00   | 83.33 | 83.33  |
| <b>All India</b>            |   |                         |  |  |   |       |        |
|                             |   | 2005-06                 | 140077                                 | 24.12  | 66.00   | 69.73 | 68.97  |
|                             |   | 2006-07                 | 144747                                 | 26.25  | 66.43   | 71.07 | 69.56  |
|                             |   | 2007-08                 | 146116                                 | 26.25  | 65.23   | 70.88 | 69.29  |
|                             |   | 2008-09                 | 155247                                 | 25.91  | 65.42   | 71.10 | 70.74  |
| <b>Public Sector</b>        |   |                         |  |  |   |       |        |
|                             |   | 2005-06                 | 703                                    | 36.98  | 66.71   | 88.34 | 81.93  |
|                             |   | 2006-07                 | 273                                    | 29.67  | 66.30   | 80.95 | 83.88  |
|                             |   | 2007-08                 | 360                                    | 33.89  | 74.72   | 88.06 | 85.83  |
|                             |   | 2008-09                 | 1732                                   | 36.55  | 69.63   | 84.12 | 77.42  |
| <b>Joint Sector</b>         |   |                         |  |  |   |       |        |
|                             |   | 2005-06                 | 1445                                   | 33.56  | 78.62   | 91.97 | 91.42  |
|                             |   | 2006-07                 | 459                                    | 45.32  | 69.93   | 92.59 | 89.11  |
|                             |   | 2007-08                 | 697                                    | 49.64  | 70.30   | 85.65 | 77.47  |
|                             |   | 2008-09                 | 1559                                   | 40.67  | 70.37   | 79.09 | 76.01  |
| <b>Private Sector</b>       |   |                         |  |  |   |       |        |
|                             |   | 2005-06                 | 137928                                 | 23.96  | 65.87   | 69.40 | 68.67  |
|                             |   | 2006-07                 | 144014                                 | 26.18  | 66.42   | 70.98 | 69.47  |
|                             |   | 2007-08                 | 145059                                 | 26.12  | 65.18   | 70.76 | 69.21  |
|                             |   | 2008-09                 | 151955                                 | 25.63  | 65.32   | 70.87 | 70.61  |



Table 6.6  
Trend in Percentage of Absenteeism and Labour Turnover in States

| Sl. No.                            | NIC Code/State   | Year | Percentage of Absenteeism | Percentage of Labour Turnover |            |
|------------------------------------|------------------|------|---------------------------|-------------------------------|------------|
|                                    |                  |      |                           | Accession                     | Separation |
| 1                                  | 2                | 3    | 4                         | 5                             | 6          |
| <b>B. States/Union Territories</b> |                  |      |                           |                               |            |
| 1                                  | Jammu & Kashmir  | 2005 | 5.96                      | 36.25                         | 25.08      |
|                                    |                  | 2006 | 6.11                      | 24.31                         | 24.07      |
|                                    |                  | 2007 | 5.03                      | 22.62                         | 18.92      |
|                                    |                  | 2008 | 5.00                      | 13.73                         | 13.82      |
| 2                                  | Himachal Pradesh | 2005 | 12.72                     | 30.83                         | 23.52      |
|                                    |                  | 2006 | 13.52                     | 45.80                         | 30.19      |
|                                    |                  | 2007 | 12.51                     | 32.05                         | 23.42      |
|                                    |                  | 2008 | 12.29                     | 29.28                         | 23.91      |
| 3                                  | Punjab           | 2005 | 9.90                      | 32.69                         | 148.00     |
|                                    |                  | 2006 | 11.10                     | 34.68                         | 30.37      |
|                                    |                  | 2007 | 10.44                     | 31.31                         | 27.22      |
|                                    |                  | 2008 | 10.33                     | 24.24                         | 24.68      |
| 4                                  | Chandigarh       | 2005 | 11.80                     | 22.34                         | 21.28      |
|                                    |                  | 2006 | 14.66                     | 18.30                         | 14.98      |
|                                    |                  | 2007 | 13.13                     | 23.79                         | 24.28      |
|                                    |                  | 2008 | 11.59                     | 20.14                         | 22.77      |
| 5                                  | Uttaranchal      | 2005 | 7.43                      | 34.87                         | 22.88      |
|                                    |                  | 2006 | 7.42                      | 40.23                         | 20.20      |
|                                    |                  | 2007 | 7.69                      | 39.25                         | 16.80      |
|                                    |                  | 2008 | 7.27                      | 31.31                         | 19.99      |
| 6                                  | Haryana          | 2005 | 12.09                     | 29.04                         | 23.78      |
|                                    |                  | 2006 | 12.37                     | 31.87                         | 28.92      |
|                                    |                  | 2007 | 10.71                     | 29.01                         | 26.91      |
|                                    |                  | 2008 | 11.83                     | 28.28                         | 28.52      |
| 7                                  | Delhi            | 2005 | 12.83                     | 29.00                         | 28.79      |
|                                    |                  | 2006 | 13.35                     | 28.52                         | 28.18      |
|                                    |                  | 2007 | 12.44                     | 25.64                         | 28.12      |
|                                    |                  | 2008 | 13.21                     | 27.22                         | 30.42      |
| 8                                  | Rajasthan        | 2005 | 9.77                      | 17.10                         | 16.74      |
|                                    |                  | 2006 | 10.61                     | 17.15                         | 15.44      |
|                                    |                  | 2007 | 9.98                      | 21.22                         | 17.79      |
|                                    |                  | 2008 | 11.51                     | 15.95                         | 18.53      |
| 9                                  | Uttar Pradesh    | 2005 | 7.20                      | 33.97                         | 29.62      |
|                                    |                  | 2006 | 7.10                      | 31.44                         | 28.05      |

Table 6.6

| Sl. No. | NIC Code/State | Year | Percentage of Absenteeism | Percentage of Labour Turnover |            |
|---------|----------------|------|---------------------------|-------------------------------|------------|
|         |                |      |                           | Accession                     | Separation |
| 1       | 2              | 3    | 4                         | 5                             | 6          |
|         |                | 2007 | 9.59                      | 32.55                         | 28.15      |
|         |                | 2008 | 9.98                      | 27.28                         | 27.82      |
| 10      | Bihar          | 2005 | 6.49                      | 33.18                         | 39.52      |
|         |                | 2006 | 5.92                      | 21.66                         | 23.84      |
|         |                | 2007 | 6.34                      | 29.60                         | 31.02      |
|         |                | 2008 | 7.02                      | 22.80                         | 20.33      |
| 11      | Nagaland       | 2005 | 0.60                      | 31.02                         | 27.27      |
|         |                | 2006 | 1.68                      | 3.53                          | 5.81       |
|         |                | 2007 | 0.92                      | 3.13                          | 2.34       |
|         |                | 2008 | 2.23                      | 6.02                          | 4.34       |
| 12      | Manipur        | 2005 | 5.31                      | 7.40                          | 14.38      |
|         |                | 2006 | 5.25                      | 9.39                          | 5.75       |
|         |                | 2007 | 2.48                      | 3.64                          | 2.86       |
|         |                | 2008 | 1.34                      | 7.73                          | 13.97      |
| 13      | Tripura        | 2005 | 1.87                      | 15.08                         | 2.39       |
|         |                | 2006 | 1.36                      | 2.86                          | 1.55       |
|         |                | 2007 | 6.72                      | 14.60                         | 2.31       |
|         |                | 2008 | 3.05                      | 3.08                          | 1.63       |
| 14      | Meghalaya      | 2005 | -                         | -                             | -          |
|         |                | 2006 | 4.86                      | 6.01                          | 7.98       |
|         |                | 2007 | 7.34                      | 19.19                         | 17.48      |
|         |                | 2008 | 5.95                      | 11.79                         | 11.11      |
| 15      | Assam          | 2005 | 0.53                      | 2.87                          | 3.62       |
|         |                | 2006 | 5.36                      | 5.05                          | 3.47       |
|         |                | 2007 | 4.66                      | 3.45                          | 2.08       |
|         |                | 2008 | 5.22                      | 2.50                          | 2.88       |
| 16      | West Bengal    | 2005 | 8.39                      | 9.80                          | 10.78      |
|         |                | 2006 | 8.44                      | 9.07                          | 9.36       |
|         |                | 2007 | 8.31                      | 21.22                         | 19.11      |
|         |                | 2008 | 7.45                      | 10.95                         | 13.29      |
| 17      | Jharkhand      | 2005 | 8.02                      | 5.09                          | 8.15       |
|         |                | 2006 | 6.30                      | 4.09                          | 5.89       |
|         |                | 2007 | 5.83                      | 4.04                          | 7.52       |
|         |                | 2008 | 7.25                      | 5.74                          | 9.31       |
| 18      | Orissa         | 2005 | 6.76                      | 1.76                          | 1.65       |
|         |                | 2006 | 8.17                      | 6.16                          | 5.59       |
|         |                | 2007 | 7.60                      | 7.87                          | 6.44       |
|         |                | 2008 | 2.74                      | 7.28                          | 5.80       |

Table 6.6

| Sl. No. | NIC Code/State   | Year | Percentage of Absenteeism | Percentage of Labour Turnover |            |
|---------|------------------|------|---------------------------|-------------------------------|------------|
|         |                  |      |                           | Accession                     | Separation |
| 1       | 2                | 3    | 4                         | 5                             | 6          |
| 19      | Chhattisgarh     | 2005 | 8.34                      | 6.57                          | 8.15       |
|         |                  | 2006 | 6.39                      | 9.95                          | 7.32       |
|         |                  | 2007 | 5.83                      | 9.74                          | 6.15       |
|         |                  | 2008 | 6.14                      | 10.76                         | 6.46       |
| 20      | Madhya Pradesh   | 2005 | 8.08                      | 15.42                         | 15.70      |
|         |                  | 2006 | 8.90                      | 13.94                         | 12.84      |
|         |                  | 2007 | 8.01                      | 12.03                         | 11.21      |
|         |                  | 2008 | 7.93                      | 16.33                         | 13.39      |
| 21      | Gujarat          | 2005 | 8.19                      | 20.28                         | 17.30      |
|         |                  | 2006 | 8.45                      | 19.64                         | 14.84      |
|         |                  | 2007 | 5.92                      | 19.02                         | 15.34      |
|         |                  | 2008 | 8.21                      | 15.22                         | 13.98      |
| 22      | Daman & Diu      | 2005 | 8.90                      | 15.82                         | 12.62      |
|         |                  | 2006 | 8.26                      | 16.17                         | 9.90       |
|         |                  | 2007 | 7.59                      | 14.13                         | 15.44      |
|         |                  | 2008 | 7.77                      | 13.76                         | 12.23      |
| 23      | D & Nagar Haveli | 2005 | 7.24                      | 14.18                         | 9.38       |
|         |                  | 2006 | 8.52                      | 10.18                         | 8.70       |
|         |                  | 2007 | 8.07                      | 14.64                         | 11.34      |
|         |                  | 2008 | 8.29                      | 16.77                         | 13.53      |
| 24      | Maharashtra      | 2005 | 12.08                     | 21.61                         | 18.71      |
|         |                  | 2006 | 9.87                      | 23.20                         | 20.59      |
|         |                  | 2007 | 11.81                     | 23.86                         | 23.28      |
|         |                  | 2008 | 11.69                     | 20.10                         | 21.76      |
| 25      | Andhra Pradesh   | 2005 | 7.65                      | 10.30                         | 9.09       |
|         |                  | 2006 | 6.95                      | 13.26                         | 9.97       |
|         |                  | 2007 | 6.71                      | 12.41                         | 9.13       |
|         |                  | 2008 | 6.76                      | 12.14                         | 10.07      |
| 26      | Karnataka        | 2005 | 6.89                      | 24.55                         | 20.11      |
|         |                  | 2006 | 8.06                      | 26.49                         | 20.06      |
|         |                  | 2007 | 6.66                      | 22.96                         | 19.76      |
|         |                  | 2008 | 8.76                      | 19.41                         | 18.09      |
| 27      | Goa              | 2005 | 13.04                     | 21.88                         | 21.14      |
|         |                  | 2006 | 12.16                     | 30.66                         | 23.49      |
|         |                  | 2007 | 11.71                     | 26.60                         | 25.00      |
|         |                  | 2008 | 9.36                      | 25.56                         | 18.76      |
| 28      | Kerala           | 2005 | 11.43                     | 6.24                          | 7.44       |
|         |                  | 2006 | 4.37                      | 13.05                         | 10.19      |
|         |                  | 2007 | 11.30                     | 11.71                         | 9.00       |

Table 6.6

| Sl. No.        | NIC Code/State | Year | Percentage of Absenteeism | Percentage of Labour Turnover |            |
|----------------|----------------|------|---------------------------|-------------------------------|------------|
|                |                |      |                           | Accession                     | Separation |
| 1              | 2              | 3    | 4                         | 5                             | 6          |
|                |                | 2008 | 12.21                     | 7.70                          | 8.03       |
| 29             | Tamil Nadu     | 2005 | 6.83                      | 13.86                         | 11.44      |
|                |                | 2006 | 6.10                      | 15.91                         | 11.42      |
|                |                | 2007 | 6.88                      | 17.82                         | 14.53      |
|                |                | 2008 | 6.20                      | 16.17                         | 13.95      |
| 30             | Pondicherry    | 2005 | 6.71                      | 10.47                         | 7.96       |
|                |                | 2006 | 7.41                      | 9.63                          | 9.96       |
|                |                | 2007 | 7.23                      | 9.00                          | 6.95       |
|                |                | 2008 | 6.68                      | 7.63                          | 7.44       |
| 31             | A & N Islands  | 2005 | 20.87                     | 18.86                         | 12.57      |
|                |                | 2006 | 10.64                     | 15.68                         | 7.03       |
|                |                | 2007 | 15.37                     | 56.63                         | 17.67      |
|                |                | 2008 | 14.01                     | 8.68                          | 16.60      |
| -----          |                |      |                           |                               |            |
| All India      |                | 2005 | 8.10                      | 18.25                         | 22.37      |
|                |                | 2006 | 7.99                      | 20.14                         | 16.61      |
|                |                | 2007 | 8.34                      | 20.94                         | 18.11      |
|                |                | 2008 | 8.65                      | 17.56                         | 17.00      |
| Public Sector  |                | 2005 | 8.91                      | 7.96                          | 13.83      |
|                |                | 2006 | 3.46                      | 9.47                          | 12.68      |
|                |                | 2007 | 7.80                      | 8.85                          | 11.48      |
|                |                | 2008 | 9.24                      | 12.96                         | 13.86      |
| Joint Sector   |                | 2005 | 6.74                      | 9.31                          | 9.07       |
|                |                | 2006 | 6.46                      | 18.74                         | 17.92      |
|                |                | 2007 | 8.34                      | 18.22                         | 15.22      |
|                |                | 2008 | 9.19                      | 9.69                          | 13.42      |
| Private Sector |                | 2005 | 8.14                      | 19.59                         | 23.98      |
|                |                | 2006 | 8.54                      | 20.68                         | 16.76      |
|                |                | 2007 | 8.36                      | 21.43                         | 18.42      |
|                |                | 2008 | 8.63                      | 17.82                         | 17.13      |

Government of India  
Ministry of Statistics & Programme Implementation  
Return under rules 3 and 4 of the Collection of Statistics(Central Rules), 1959  
Annual Survey of Industries 2008-09 (Part-I)  
(Please read the instructions before filling the return)

A. Identification Particulars (for official use)

|   |  |
|---|--|
| 1. Schedule Despatch No.                                      |  |
| 2. PSL No.  |  |
| 3. Scheme Code (Census-1, Sample-2)                           |  |
| 4. Industry Code as per frame<br>(4-digit level of NIC-2008)  |  |
| 5. Industry Code as per Return<br>(5-digit level of NIC-2008) |  |
| 6. Description of Industry                                    |  |
| 7. State Code   |  |
| 8. District Code  |  |
| 9. Sector Code(Rural-1, Urban-2)                              |  |
| 10. RO/SRO Code   |  |
| 11. No. of Units  |  |
| 12. Status of Unit(code)                                      |  |

B. Particulars of the Factory (to be filled by owner of the factory)

|   |   |
|---|---|
| 1. Name & address of the industrial undertaking   | Vill/Town:<br>District:<br>State:<br>PIN Code:  |
| 2 Type of organisation(code)  |   |
| 3. Type of ownership(code)  |   |
| 4. If code is 4 or 5 in item 2 and code 6 in item 3, how many total number of units the company has |   |
| 5. Original Value of investment in P & M (range codes)  |   |
| 6. Whether the unit has ISO certification, 14000 series (yes-1, no-2)                               |   |
| 7. Year of initial Production   |   |
| 8. Accounting year (---- to ----)   |   |
| 9. Number of months of operation  |   |
| 10. Does your unit have computerized accounting system? (Yes-1, No-2)                               |   |
| 11. Can you supply ASI data in computer media? (Yes-1, No-2)  |   |
| 12. Detail of contact person  | Name & designation of contact person<br>Tele (with STD code):<br>Fax No.:<br>E-mail : |

\* Less than equal to one crore-1, more than one crore but less than or equal to 5 crore-2, more than 5 crore but less than or equal to 10 crore-3, more than 10 crore-4.

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)

| Sl. No. | Category of staff  | Man-days worked            |                    |       | Average Number of Persons worked | No. of Mandays paid for | Wages/ salaries (in Rs.) |
|---------|--|----------------------------|--------------------|-------|----------------------------------|-------------------------|--------------------------|
|         |  | Manufac-turing             | Non Manufac-turing | Total |                                  |                         |                          |
| 1       | 2  | 3                          | 4                  | 5     | 6                                | 7                       | 8                        |
| 1       | Male Workers employed directly   |                            |                    |       |                                  |                         |                          |
| 2       | Female Workers employed directly   |                            |                    |       |                                  |                         |                          |
| 3       | Sub-Total(1+2)   |                            |                    |       |                                  |                         |                          |
| 4       | Workers employed through contractors   |                            |                    |       |                                  |                         |                          |
| 5       | Total Workers (3+4)  |                            |                    |       |                                  |                         |                          |
| 6       | Supervisory & managerial staff   |                            |                    |       |                                  |                         |                          |
| 7       | Other employees  |                            |                    |       |                                  |                         |                          |
| 8       | Unpaid family members/ proprietor/ Coop. members   |                            |                    |       |                                  |                         |                          |
| 9       | Total employees (6+7+8+9)  |                            |                    |       |                                  |                         |                          |
| 10      | Bonus (in Rs)  |                            |                    |       |                                  |                         |                          |
| 11      | Contribution to Provident Fund and Other funds(in Rs)  |                            |                    |       |                                  |                         |                          |
| 12      | Workmen & Staff welfare expenses   |                            |                    |       |                                  |                         |                          |
| 13      | Number of working Days   | i. Manufacturing days      |                    |       |                                  |                         |                          |
|         |  | ii. Non-manufacturing days |                    |       |                                  |                         |                          |
|         |  | iii. Total (i+ii)          |                    |       |                                  |                         |                          |
| 14      | Entry in Col. 8 of item 9, 10, 11& 12 of Bl.E (+) entry in Col. 3 of item 7,8,9 & 10 of Bl. F(+) entry in Col. 6 of item 23 of Bl. H(+) entry in Col. 6 of item 7 of Bl. I |                            |                    |       |                                  |                         |                          |

**ANNUAL SURVEY OF INDUSTRIES 2008-09  
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. Permanent Sl. No.                                       | 11. Type ownership (code)       | 17. Name of Supdt. |
| 3. Scheme Code (Census-1, Sample-2)                        | 12. Accounting Year             | 18. Personnel Code |
| 4. Industry Code as per Frame (4-digit level of NIC-2008)  | 13. Name of Asstt. Supdt.       | 19. Head Quarters  |
| 5. Industry Code as per Return (5-digit level of NIC-2008) | 14. Personnel Code              | 20. Signature      |
| 6. Description of Industry                                 | 15. Head Quarter                |                    |
| 7. State Code  |                                 |                    |
| 8. District Code   |                                 |                    |
| 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 |                   | Accession during the month | Separation 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       | Jan, 2008 |                                    |                       |                                    |                                 |                   |                            |                                    |              |
| 2       | Feb, 2008 |                                    |                       |                                    |                                 |                   |                            |                                    |              |
| 3       | Mar, 2008 |                                    |                       |                                    |                                 |                   |                            |                                    |              |
| 4       | Apr, 2008 |                                    |                       |                                    |                                 |                   |                            |                                    |              |
| 5       | May, 2008 |                                    |                       |                                    |                                 |                   |                            |                                    |              |
| 6       | Jun, 2008 |                                    |                       |                                    |                                 |                   |                            |                                    |              |
| 7       | Jul, 2008 |                                    |                       |                                    |                                 |                   |                            |                                    |              |
| 8       | Aug, 2008 |                                    |                       |                                    |                                 |                   |                            |                                    |              |
| 9       | Sep, 2008 |                                    |                       |                                    |                                 |                   |                            |                                    |              |
| 10      | Oct, 2008 |                                    |                       |                                    |                                 |                   |                            |                                    |              |
| 11      | Nov, 2008 |                                    |                       |                                    |                                 |                   |                            |                                    |              |
| 12      | Dec, 2008 |                                    |                       |                                    |                                 |                   |                            |                                    |              |

|   |
|---|
| NATIONAL INDUSTRIAL CLASSIFICATION-2008 |
|---|

## GROUP CLASS 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 |
| 0161 | Support activities for crop production.                            |
| 0162 | Support activities for animal production.                          |
| 0163 | Post harvest crop activities                                       |
| 0164 | Seed processing for propagation                                    |

## SECTION C: MINING AND QUARRYING

## DIVISION 14: OTHER MINING AND QUARRYING

|      |  |
|------|--|
| 089  | Mining and quarrying, n.e.c.                       |
| 0891 | Mining of chemical and fertilizer minerals         |
| 0893 | Extraction of salt                                 |
| 0899 | Other mining and quarrying n.e.c.                  |
| 099  | Support activities for other mining and quarrying. |
| 0990 | Support activities for other mining and quarrying. |

## SECTION D: MANUFACTURING

## DIVISION 15: MANUFACTURE OF FOOD PRODUCTS AND BEVERAGES

|      |   |
|------|---|
| 101  | Processing and preservation of meat.  |
| 1010 | Processing and preservation of meat.  |
| 102  | Processing and preserving of fish, crustaceans and molluscs and products thereof. |
| 1020 | Processing and preserving of fish, crustaceans and molluscs and products thereof. |
| 103  | Processing and preserving of fruit and vegetables.                                |
| 1030 | Manufacture of vegetable and animal oils and fats.                                |
| 104  | Manufacture of vegetable and animal oils and fats.                                |
| 1040 | Manufacture of vegetable and animal oils and fats.                                |
| 105  | Manufacture of dairy products.  |
| 1050 | Manufacture of dairy products.  |
| 106  | Manufacture of grain mill products, starches and starch products.                 |
| 1061 | Manufacture of grain mill products.   |



| GROUP | CLASS | DESCRIPTIONS   |
|-------|-------|--|
| 107   |       | Manufacture of other food products.  |
|       | 1071  | Manufacture of bakery products.  |
|       | 1072  | Manufacture of sugar.  |
|       | 1073  | Manufacture of Cocoa, Chocolate and sugar confectionery.   |
|       | 1074  | Manufacture of macaroni, noodles, couscous and similar farinaceous products.   |
|       | 1075  | Manufacture of prepared meal and dishes.   |
|       | 1079  | Manufacture of other food products n.e.c.  |
| 108   |       | Manufacture of prepared animal feeds.  |
|       | 1080  | Manufacture of prepared animal feeds.  |
| 110   |       | Manufacture of beverages.  |
|       | 1101  | Distilling, rectifying and blending of spirits, ethyl alcohol Production from fermented materials.                   |
|       | 1102  | Manufacture of wines.  |
|       | 1103  | Manufacture of malt liquors and malt.  |
|       | 1104  | Manufacture of soft drinks; production of mineral waters and other bottled waters.                                   |
| 120   |       | Manufacture of tobacco products.   |
|       | 1200  | Manufacture of tobacco products.   |
| 131   |       | Spinning, weaving and finishing of textiles.   |
|       | 1311  | Preparation and spinning of textile fibres.  |
|       | 1312  | Weaving of textiles.   |
|       | 1313  | Finishing of textiles.   |
| 139   |       | Manufacture of other textiles.   |
|       | 1391  | Manufacture of knitted and crocheted fabrics.  |
|       | 1392  | Manufacture of made-up textile articles, except apparel.   |
|       | 1393  | Manufacture of carpets and rugs.   |
|       | 1394  | Manufacture of cordage, rope, twine and netting.   |
|       | 1399  | Manufacture of other textiles n.e.c  |
| 141   |       | Manufacture of wearing apparel, except fur apparel.  |
|       | 1410  | Manufacture of wearing apparel, except fur apparel.  |
| 142   |       | Manufacture of articles of fur.  |
|       | 1420  | Manufacture of articles of fur.  |
| 143   |       | Manufacture of knitted and crocheted apparel.  |
|       | 1430  | Manufacture of knitted and crocheted apparel.  |
| 151   |       | Tanning and dressing of leather; Manufacture of luggage, handbags, saddlery and harness; dressing and dyeing of fur. |
|       | 1511  | Tanning and dressing of leather; dressing and dyeing of fur.   |
|       | 1512  | Manufacture of luggage, handbags and the like saddlery and harness.  |
| 152   |       | Manufacture of footwear.   |
|       | 1520  | Manufacture of footwear.   |
| 161   |       | Saw milling and planing of wood.   |
|       | 1610  | Saw milling and planing of wood.   |
| 162   |       | Manufacture of products of wood, cork, straw and plaiting materials.   |
|       | 1621  | Manufacture of veneer sheets; manufacture of Plywood, Laminboard, particle board and other panels and board.         |
|       | 1622  | Manufacture of builders' carpentry and joinery.  |

|       |       |  |
|-------|-------|--|
|       | 1623  | Manufacture of wooden containers.  |
|       | 1629  | Manufacture of other products of wood; manufacture of articles of cork, straw and plaiting materials.              |
| 170   |       | Manufacture of paper and paper products.   |
|       | 1701  | Manufacture of pulp, paper and paper board.  |
|       | 1702  | Manufacture of corrugated paper and paperboard and containers of paper and paperboard.                             |
|       | 1709  | Manufacture of other articles of paper and paper board.  |
| 181   |       | Printing and service activities relating to printing.  |
|       | 1811  | Printing.  |
|       | 1812  | Service activities related to printing.  |
| 182   |       | Reproduction of recorded media.  |
| GROUP | CLASS | DESCRIPTIONS   |
|       | 1820  | Reproduction of recorded media.  |
| 191   |       | Manufacture of coke oven products.   |
|       | 1910  | Manufacture of coke oven products.   |
| 192   |       | Manufacture of refined petroleum products.   |
|       | 1920  | Manufacture of refined petroleum products.   |
| 201   |       | Manufacture of basic chemicals, fertilizer and nitrogen compounds, plastics and synthetic rubber in primary forms. |
|       | 2011  | Manufacture of basic chemicals.  |
|       | 2012  | Manufacture of fertilizers and nitrogen compounds.   |
|       | 2013  | Manufacture of plastics and synthetic rubber in primary forms.   |
| 202   |       | Manufacture of other chemical products.  |
|       | 2021  | Manufacture of pesticides and other agrochemical products.   |
|       | 2022  | Manufacture of paints, varnishes and similar coatings, printing ink and mastics.                                   |
|       | 2023  | Manufacture of soap and detergents, cleaning, polishing preparations, perfumes and Toilet preparations.            |
|       | 2029  | Manufacture of other chemical products n.e.c.  |
| 203   |       | Manufacture of man-made fibres.  |
|       | 2030  | Manufacture of man-made fibres.  |
| 210   |       | Manufacture of pharmaceuticals, medicinal chemical and botanical products.   |
|       | 2100  | Manufacture of pharmaceuticals, medicinal chemical and botanical products.   |
| 221   |       | Manufacture of rubber products.  |
|       | 2211  | Manufacture of rubber tyres and tubes, retreading and rebuilding of rubber tyres.                                  |
| 222   |       | Manufacture of plastic products.   |
|       | 2220  | Manufacture of plastics products.  |
| 231   |       | Manufacture of glass and glass products.   |
|       | 2310  | Manufacture of glass and glass products.   |
| 239   |       | Manufacture of non-metallic mineral products n.e.c.  |
|       | 2391  | Manufacture of refractory products.  |
|       | 2392  | Manufacture of clay building materials.  |
|       | 2393  | Manufacture of other porcelain and ceramic products.   |
|       | 2394  | Manufacture of cement, lime and plaster.   |
| 241   |       | Manufacture of basic iron and steel.   |
|       | 2410  | Manufacture of basic iron and steel.   |
| 242   |       | Manufacture of basic precious and other non-ferrous metals.  |
|       | 2420  | Manufacture of basic precious and other non-ferrous metals.  |

|       |       |  |
|-------|-------|--|
| 243   |       | Casting of metals.   |
|       | 2431  | Casting of iron and steel.   |
|       | 2432  | Casting of non-ferrous metals.   |
| 251   |       | Manufacture of structural metal products, tanks, reservoirs and steam generators.  |
|       | 2511  | Manufacture of structural metal products.  |
|       | 2512  | Manufacture of tanks reservoirs and containers of metal.   |
|       | 2513  | Manufacture of steam generators, except central heating hot water.   |
| 252   |       | Manufacture of weapons and ammunition  |
|       | 2520  | Manufacture of weapons and ammunition.   |
| GROUP | CLASS | DESCRIPTIONS   |
| 259   |       | Manufacture of other fabricated metal products; metalworking service/ activities.<br>Forging, pressing, stamping and roll-forming of metal, power metallurgy.  |
|       | 2591  |  |
|       | 2592  | Machining, treatment and coating of metals.  |
|       | 2593  | Manufacture of cutlery, hand tools and general hardware.   |
|       | 2599  | Manufacture of other fabricated metal product n.e.c.   |
| 261   |       | Manufacture of electronic components.  |
|       | 2610  | Manufacture of electronic components.  |
| 262   |       | Manufacture of computers and peripheral equipment.   |
|       | 2620  | Manufacture of computers and peripheral equipment.   |
| 263   |       | Manufacture of communication equipment.  |
|       | 2630  | Manufacture of communication equipment.  |
| 264   |       | Manufacture of consumer electronics.   |
|       | 2640  | Manufacture of consumer electronics.   |
| 265   |       | Manufacture of measuring, testing, navigating and control equipment; watches & clocks.<br>Manufacture of measuring, testing, navigating and control equipment.   |
|       | 2651  |  |
| 266   |       | Manufacture of irradiation, electro medical and electrotherapeutic equipment.<br>Manufacture of irradiation, electro medical and electrotherapeutic equipment.   |
|       | 2660  |  |
| 267   |       | Manufacture of optical instruments and equipment.  |
|       | 2670  | Manufacture of optical instruments and equipment.  |
| 268   |       | Manufacture of magnetic and optical media.   |
|       | 2680  | Manufacture of magnetic and optical media.   |
| 271   |       | Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus.<br>Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus. |
|       | 2710  |  |
| 272   |       | Manufacture of batteries and accumulators.   |
|       | 2720  | Manufacture of batteries and accumulators.   |
| 273   |       | Manufacture of wiring and wiring devices.<br>Manufacture of fibre optic cables for data transmission or live transmission of image.  |
|       | 2731  |  |
|       | 2732  | Manufacture of other electronic and electric wires and cables.   |
|       | 2733  | Manufacture of wiring devices.   |
| 274   |       | Manufacture of electric lighting equipment.  |
|       | 2740  | Manufacture of electric lighting equipment.  |
| 275   |       | Manufacture of domestic appliances.  |
|       | 2750  | Manufacture of domestic appliances.  |
| 279   |       | Manufacture of other electrical equipment.   |
|       | 2790  | Manufacture of other electrical equipment.   |

281 Manufacture of general purpose machinery.  
 Manufacture of engines and turbines, except aircraft, vehicle  
 2811 and cycle engines.  
 2812 Manufacture of fluid power equipment.  
 2813 Manufacture of mechanical transmission equipment.  
 2814 Manufacture of bearings, gears, gearing and driving elements.  
 2815 Manufacture of ovens, furnaces and furnace burners.  
 2816 Manufacture of lifting and handling equipment.  
 2817 Manufacture of office machinery and equipment.  
 2818 Manufacture of power-driven hand tools.  
 2819 Manufacture of other general-purpose machinery.

GROUP CLASS DESCRIPTIONS

282 Manufacture of special-purpose machinery.  
 2821 Manufacture of agricultural and forestry machinery.  
 2822 Manufacture of metal-forming machinery and machine tools.  
 2823 Manufacture of machinery for metallurgy.  
 2824 Manufacture of machinery for mining, quarrying and construction.  
 2825 Manufacture of machinery for food, beverage and tobacco processing  
 2829 Manufacture of other special-purpose machinery.  
 291 Manufacture of motor vehicles.  
 2910 Manufacture of motor vehicles.  
 292 Manufacture of bodies (coach-work) for motor vehicles;  
 manufacture of trailers and semi-trailers.  
 2920 Manufacture of bodies (coach-work) for motor vehicles.  
 293 Manufacture of parts and accessories for motor vehicles.  
 2930 Manufacture of parts and accessories for motor vehicles.  
 301 Building of ships and boats.  
 3011 Building of ships and floating structures.  
 3012 Building of pleasure and sporting boats.  
 302 Manufacture of railway locomotives and rolling stock.  
 3020 Manufacture of railway locomotives and rolling stock.  
 303 Manufacture of air and spacecraft and related machinery.  
 3030 Manufacture of air and spacecraft and related machinery.  
 304 Manufacture of weapons and ammunition.  
 3040 Manufacture of weapons and ammunition.  
 309 Manufacture of transport equipment n.e.c.  
 3091 Manufacture of motorcycles  
 3092 Manufacture of bicycles and invalid carriages.  
 3099 Manufacture of other transport equipment.  
 310 Manufacture of furniture 17  
 3100 Manufacture of furniture.  
 321 Manufacture of jewellery, bijouterie and related articles.  
 3211 Manufacture of jewellery, bijouterie and related articles.  
 3212 Manufacture of imitation jewellery and related articles.  
 322 Manufacture of musical instruments.  
 3220 Manufacture of musical instruments.  
 323 Manufacture of sports goods.  
 3230 Manufacture of sports goods.  
 324 Manufacture of games and toys.  
 3240 Manufacture of games and toys.  
 325 Manufacture of medical and dental instruments and supplies.  
 3250 Manufacture of medical and dental instruments and supplies.  
 329 Other manufacturing n.e.c.  
 3290 Other manufacturing n.e.c.  
 331 Repair of fabricated metal products, machinery and equipment.  
 3311 Repair of fabricated metal products.

|   |       |  |
|---|-------|--|
|   | 3312  | Repair of machinery.   |
|   | 3313  | Repair of electronic and optical equipment.                      |
|   | 3314  | Repair of electrical equipment.                                  |
|   | 3315  | Repair of transport equipment except motor vehicles.             |
|   | 3319  | Repair of other equipment.                                       |
| 332   |       | Installation of industrial machinery and equipment.              |
|   | 3320  | 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. |
|   | 3520  | Manufacture of gas, distribution of gaseous fuels through mains. |
| 353   |       | Steam and air conditions supply.                                 |
| GROUP   | CLASS | DESCRIPTIONS   |
|   | 3530  | Steam and air conditions supply.                                 |

SECTION-E-WATER SUPPLY, SEWARAGE, WASTE MANAGEMENT AND REMEDIATION  
ACTIVITIES.

|     |      |   |
|-----|------|---|
| 360 |      | Water Collection, treatment and supply. |
|     | 3600 | Water Collection, treatment and supply. |
| 383 |      | Materials recovery.                     |
|     | 3830 | Materials recovery.                     |

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Note: "n.e.c." stands for "Not Elsewhere Classified"

List of Reports/Publications brought out by the Labour Bureau on  
Annual Survey of Industries (ASI)

| Year of Publication | Symbol No.                                      | Title of Report/Publication   | Price (Rs.) |
|---------------------|---|---|-------------|
| 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><br><u>750-1982(DSK-II)</u> | 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><br><u>650-1987(DSK-III)</u>  | ASI, 1980-81, Preliminary Summary Report-Census Sector  | 60.00       |
|                     | <u>PDLB-264(N)</u><br><u>650-1987(DSK-II)</u>   | Report on Labour Statistics under the ASI, 1979-80 (Sample)   | 15.00       |

| Year of Publication | Symbol No.                                    | Title of Report/Publication   | Price (Rs.) |
|---------------------|---|---|-------------|
| 1988                | <u>PDLB-260(N)</u><br><u>650-1986(DSK-II)</u> | Report on Labour Statistics under the ASI, 1977-78 (Sample Sector)  | 17.00       |
| 1989                | <u>PDLB-352</u><br><u>600-1989(DSK-III)</u>   | 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><br><u>650-1989(DSK-II)</u> | ASI, 1985-86, Summary Report on Absenteeism and Labour Turnover in Sample Sector  | 14.50       |
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