



**Report
on
Absenteeism, Labour Turnover,
Employment & Labour Cost**

Annual Survey of Industries

(2010-2011)

Volume II

**Government of India
Ministry of Labour & Employment
Labour Bureau
Chandigarh/Shimla**



**ANNUAL SURVEY OF INDUSTRIES
2010-11
Vol. II**

REPORT

ON

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MINISTRY OF LABOUR & EMPLOYMENT
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PREFACE

The Annual Survey of Industries (ASI) is conducted annually under the Collection of Statistics Act, 2008 and the Rules framed thereunder in 2011. 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 2010-11 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 Labour Bureau. The Officers and other officials of the FOD also deserve Labour Bureau's appreciation for timely canvassing of the ASI Schedules. The Officers and staff of the ASI Section, MTU and Printing Unit of Labour Bureau, whose names are given in Annexure-IV, equally deserve appreciation for their sincere efforts for processing the data and bringing out the Report in quickest possible time.

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

Suggestions for further improvement in the ASI reports are welcome.

Daljeet Singh
Director General

Chandigarh
14th March 2014

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MAIN FINDINGS

The important findings of the Annual Survey of Industries for the year 2010-11, are given below.

ABSENTEEISM

1. The rate of absenteeism among directly employed regular workers, at all India level, decreased to 7.89 per cent during 2010 from 8.75 per cent during 2009.
2. The absenteeism rate was reported to be more than 10 per cent in Andaman & Nicobar Islands, Kerala, Delhi, Himachal Pradesh, Haryana and Maharashtra, whereas it was recorded at less than 2 per cent only in one State, viz. Nagaland.
3. Industry-wise, the absenteeism rate was highest in the industry group '323-Manufacture of sports goods' (15.88 per cent) and lowest in '352-Manufacture of gas, distribution of gaseous fuels through mains' with 1.91 per cent.

LABOUR TURNOVER

4. Overall accession and separation rates at all India level during the year 2010 rose to 19.94 per cent and 16.44 per cent from previous year's figure of 17.50 per cent and 15.73 per cent during the year 2009 respectively.
5. Lowest rate of accession (0.92 per cent) was recorded in Nagaland whereas lowest separation rate (2.67 per cent) was observed in Sikkim, whereas the highest rate of accession (40.20 per cent) was recorded in Delhi and separation rate (42.53 per cent) was recorded in Dadra & Nagar Haveli.
6. The highest rates of accession (80.41 per cent) and separation (82.93 per cent) were recorded in the industry group '016-Support activities to agriculture & post-harvest crop activities', whereas the industry group, '301-Building of ships & boats' registered the lowest rate of accession at 4.08 per cent and separation rate at 4.68 per cent respectively.

EMPLOYMENT

7. In the Employment scenario, the total labour force in the manufacturing sector rose from 9.16 million in 2009-10 to 9.90 million in 2010-11.
8. Majority of the workers {95.63%} were employed in private sector which was an increase from the previous years' ratio of 94.08%.
9. Around 61% 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 51% of the total workforce.
11. Around 33.94% of the total workers were employed through contract, out of which 95.26% were employed in Private Sector.

12. Last year, the total number of manufacturing units was reported to be about 1.59 lakh which in 2010-11 rose to around 1.72 lakh units.

LABOUR COST

13. The Average Labour Cost per manday worked of all employees rose to Rs. 539.79 from previous year's Rs. 464.93;
14. The Average Labour Cost per manday worked in the Public Sector stood at Rs. 1034.13 and Rs. 505.21 in the Private Sector;
15. The highest Average Labour Cost per manday worked in respect of all employees was reported at Rs. 1505.38 in Sikkim State and the same was reported at Rs. 1865.34 in the industry group '192-Manufacture of refined petroleum products';
16. The share of different components of labour cost to total labour cost was 82.12% on wages/salary, 7.67% on PF & other funds, 6.23% on staff welfare expenses and 3.98% on bonus;
17. Labour Cost constituted 5.85% of the total cost of production which was a high from the previous years' share of 5.77%.
18. The average labour cost was reported to be lowest at Rs. 172.25 in Manipur state and in the industry group '120-Manufacture of tobacco products' at Rs. 157.09.
19. The highest wages/salaries per manday paid to all workers was reported in Goa at Rs. 492.43, followed by Jharkhand at Rs. 456.04 and Chandigarh at Rs. 437.16.
20. It has been observed that the wages/salaries per manday worked was generally recorded to be the lowest in three North-Eastern States i.e. Manipur, Nagaland and Tripura 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, 2008 and the Rules framed thereunder in 2011, 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 Office (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, 2008, 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 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 2010-11, 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 2010-11 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

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

Accordingly, it follows that

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

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^{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^{th} state/UT

1.8 Estimation Procedure

Let

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

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

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

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

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

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

M_j = N'_j/n'_j , the multiplier for the j^{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 $N_j/N'_j = n_j/n'_j$.

Prior to ASI 2010-11, although the samples were drawn from domain of units with the Statuses 'open', 'closed' and 'non-operative'; separate procedure was followed for estimating the "number of factories" and "number of factories in operation". While the units with the status code '1' (i.e. open) only were considered as surveyed cases for estimating the "number of factories in operation", the units with the status codes '1' and '2' (i.e. open and closed respectively) were considered as surveyed cases for estimating the "number of factories", and accordingly the multipliers (weights) were calculated. Now, all the units with codes '1', '2' and '3', that is, all units with 'open', 'closed' and 'NOP' statuses are similarly placed and are considered as surveyed cases for estimating the "number of factories" and multipliers

(weights) were calculated accordingly. After deriving the estimates mentioned above, all the rates and ratios are derived for per "number of factories".

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 2010-11 round of Annual Survey of Industries was the accounting year of the factory, ending on any day during the fiscal year 2010-11. In ASI 2010-11, data collected from the respective units, thus, relates to their accounting year ending on any day between April 1, 2010 and March 31, 2011.

1.11 Period of Survey

The total survey period for ASI 2010-11 has been from September, 2011 to April, 2012.

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. Private Sector covered establishments wholly owned by any private person or persons.
- n. Absenteeism is defined as the failure of a worker to report for work when he is scheduled to work. A worker is considered scheduled to work when the employer has work available for him and the worker is aware of it. Authorised absence is also treated as absence while presence even for a part of the shift is treated as presence for whole shift. Absence on account of strikes, lockout, layoff, weekly rests or suspension is not taken into account. Thus, it relates to only voluntary absence due to personal reasons of the individual concerned. Absenteeism rates given in the report represent percentage of mandays lost due to absence to the corresponding total mandays scheduled to work. The mandays scheduled to work is arrived at by adding the mandays actually worked and the mandays lost on account of absence of the workers due to some reason or the other.

- o. Labour Turnover measures the extent of change in the working force due to accession and separation during the reference period. The term 'accession' is defined as the total number of workers added to the employment during the period, whether new or re-employed or transferred from other establishments or units under the same management. Inter-departmental transfers within the same establishment are, however, ignored. The term 'separation' implies severance of employment at the instance of workers or employer. It includes termination of service due to death or retirement, retrenchment as a result of rationalization or modernization or other reasons. The annual accession or separation rate is calculated as percentage of total accession or separation during the year to the average of number of workers in employment during the year.
- p. The Average Number of Workers in employment during a year has been derived by dividing the total number of workers in employment on the first and the last day of all the twelve months, by twice the total number of months actually worked during the reference period.

1.13 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 2010, 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 2010 is given in Table 2.1.1. It is observed that the rate of absenteeism at all India level decreased to 7.89 per cent during 2010 from 8.75 per cent during 2009. Out of 31 States/Union Territories, the rate of absenteeism was higher in 13 States than the absenteeism rate at all-India level during 2010. The highest absenteeism rate of 14.52 per cent was reported in Andaman & Nicobar Islands followed by Delhi (13.67 per cent), Kerala (12.57 per cent), Maharashtra (10.99 per cent), Himachal Pradesh (10.18 per cent) and Haryana (10.15 per cent). The lowest absenteeism rate was recorded at 0.73 per cent in Nagaland followed by Sikkim (2.36 per cent), Tripura (2.82 per cent) and Meghalaya (3.85 per cent).

An increase in absenteeism rate during 2010 as compared to that in 2009 was recorded in 12 States/Union Territories. As compared to 2009, there has been a sharp decline in the absenteeism rate in the State of Chandigarh, whereas there has been a significant increase in the State of Manipur.

2.2 Absenteeism in Industries

Industry-wise absenteeism rate amongst the directly employed regular workers during 2010 is depicted in Table 2.1.2. It reveals that during 2010, the highest rate of absenteeism was reported at 15.88 per cent in the industry group '323-Manufacture of sports goods' followed by industry groups '268-Manufacture of magnetic and optical media' (13.10 per cent), '120-

Manufacture of tobacco products' (12.89 per cent), '274-Manufacture of electric lighting equipments' (11.17 per cent), '182-Reproduction of recorded media' (10.26 per cent) and '192-Manufacture of refined petroleum products'(10.21 per cent).

The lowest rate of absenteeism was reported at 1.91 per cent in industry group '352-Manufacture of gas, distribution of gaseous fuels through mains'. The industry groups '322-Manufacture of musical instruments' (3.72 per cent) and '321-Manufacture of jewellery, bijouterie and related articles' (3.98 per cent) and '016-Support activities to agriculture and post harvest crop activities' (5.05 Percent) also reported low rates of absenteeism.

Out of 79 industry groups, absenteeism rate was higher than at the all-India level in 40 industry groups.

2.3 Absenteeism in States by Sectors

Table 2.2.1 shows the State-wise and Sector-wise absenteeism rates during 2010. Among the Sectors viz. Public and Private Sectors, the highest rate of absenteeism at all India level was reported at 8.82 per cent in Public Sector as compared to Private Sector (7.85 per cent).

The rate of absenteeism in Public Sector was highest at 17.22 per cent in Chandigarh, followed by Andaman & Nicobar Islands (15.04 per cent) and Maharashtra (14.34 per cent). The absenteeism rate was recorded lowest in the Public Sector at 0.70 per cent in Manipur followed by Jammu & Kashmir (1.38 per cent), Meghalaya (2.29 per cent), Assam (3.24 per cent) and Sikkim (3.83 per cent). In Private Sector, 2 States/Union Territories, viz A & N Islands (14.27 per cent) and Delhi (13.69 per cent) recorded absenteeism rates of more than 13 per cent. The absenteeism rate was less than 5 per cent in Nagaland (0.73 per cent), Sikkim (2.04 per cent), Tripura (2.82 per cent), Jharkhand (3.06 per cent), Meghalaya (3.87 per cent), Assam (4.49 per cent), Pondicheery (4.53 per cent) and Chhattisgarh (4.67 per cent).

2.4 Absenteeism in Industries by Sectors

Industry-wise and Sector-wise absenteeism rate for the year 2010 is given in Table 2.2.2. In the Public Sector, the rate of absenteeism was recorded highest in industry group '309-Manufacture of transport equipment n.e.c.' (20.22 per cent). The lowest rate of absenteeism was recorded in industry group '203-Manufacture of manmade fibres' (0.25 per cent) followed by '292-Manufacture of bodies (coach work) for motor vehicles' (0.27 per cent) and '322-Manufacture of musical instruments' (1.25 per cent).

In the Private Sector, the highest rate of absenteeism at 15.88 per cent was recorded in industry group '323-Manufacture of sports goods', whereas the lowest rate of 1.33 per cent was reported in industry group '352-Manufacture of gas, distribution of gaseous fuels through mains'.

CHAPTER-II
ABSENTEEISM

Table 2.1.1
Absenteeism Rates Amongst Directly Employed Regular Workers by States during the Year
2010

Sl. No.	State	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	
						2010	2009
1	2	3	4	5	6	7	8
1	Jammu & Kashmir	547	99.45	4672	301	6.44	4.80
2	Himachal Pradesh	1647	99.51	27703	2819	10.18	13.09
3	Punjab	6730	95.72	87501	7905	9.03	11.74
4	Chandigarh	244	98.77	2308	164	7.09	12.98
5	Uttaranchal	1287	99.22	18220	1523	8.36	7.59
6	Haryana	2580	99.30	44308	4499	10.15	11.05
7	Delhi	1821	99.73	14326	1958	13.67	12.27
8	Rajasthan	4605	99.41	58978	5056	8.57	9.80
9	Uttar Pradesh	7186	99.65	77689	6848	8.81	10.18
10	Bihar	804	98.38	4858	267	5.49	5.16
11	Sikkim	19	94.74	317	7	2.36	0.97
12	Nagaland	63	93.65	301	2	0.73	1.00
13	Manipur	33	96.97	335	18	5.23	1.51
14	Tripura	34	88.24	274	8	2.82	1.87
15	Meghalaya	69	98.55	677	26	3.85	5.63
16	Assam	1320	94.02	9986	443	4.44	4.94
17	West Bengal	4658	98.69	73371	6176	8.42	8.72
18	Jharkhand	737	98.37	17498	562	3.21	5.76
19	Orissa	932	98.50	7908	511	6.46	6.34
20	Chhattisgarh	978	99.90	12155	810	6.67	5.90
21	Madhya Pradesh	1434	98.88	19931	1039	5.21	6.29
22	Gujarat	8528	99.07	117161	8522	7.27	8.54
23	Daman & Diu	467	100.0	6656	502	7.54	8.72
24	D & Nagar Haveli	507	99.80	5397	479	8.88	6.71
25	Maharashtra	7852	98.40	93901	10318	10.99	11.22
26	Andhra Pradesh	13633	95.55	99682	5296	5.31	6.05
27	Karnataka	4833	98.24	73139	6193	8.47	7.88
28	Kerala	3156	99.02	38197	4800	12.57	13.53
29	Tamil Nadu	17014	98.78	250974	15355	6.12	6.26
30	Pondicherry	417	99.52	6017	290	4.82	6.01
31	A & N Islands	9	100.0	77	11	14.52	11.47
All India		94142	98.16	1174518	92710	7.89	8.75
Public		1046	99.43	51724	4561	8.82	8.82
Private		93096	98.15	1122795	88148	7.85	8.79

Table 2.1.2
Absenteeism Rates Amongst Directly Employed Regular Workers by Industries (3-Digit Level of NIC-2008) during the Year 2010

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	
							2010	2009
1	2		3	4	5	6	7	8
1	016		1537	89.72	5690	288	5.05	5.28
2	089		30	100.0	192	12	6.43	4.44
3	101		59	98.31	904	72	7.99	11.99
4	102		145	99.31	1877	109	5.81	6.38
5	103		439	96.13	4849	406	8.37	6.88
6	104		1454	94.36	8761	605	6.91	6.53
7	105		620	97.90	7125	516	7.24	6.77
8	106		8915	93.63	26028	1484	5.70	7.11
9	107		3911	96.80	83829	6350	7.57	9.90
10	108		307	98.05	2185	141	6.43	7.39
11	110		809	96.42	10409	747	7.18	8.09
12	120		1045	95.31	26333	3393	12.89	15.64
13	131		5734	98.80	163746	13136	8.02	8.81
14	139		1907	98.79	31977	2534	7.92	7.70
15	141		2071	99.76	67112	5668	8.45	8.55
16	142		9	100.0	53	4	7.04	4.54
17	143		1663	100.0	31328	2064	6.59	6.35
18	151		926	99.24	12736	1009	7.92	8.33
19	152		887	99.55	21698	2016	9.29	8.71
20	161		678	99.12	1149	105	9.14	9.20
21	162		1253	99.12	9340	769	8.24	10.22
22	170		3075	99.38	26698	2233	8.36	8.95
23	181		2166	98.75	15457	1174	7.60	8.30
24	182		4	100.0	37	4	10.26	9.30
25	191		207	94.20	2834	216	7.62	6.45
26	192		288	97.92	2881	294	10.21	10.00
27	201		1751	98.80	15638	1387	8.87	9.82
28	202		2997	99.37	35337	2719	7.69	7.56
29	203		49	100.0	2023	117	5.76	8.16
30	210		2143	99.39	29308	2157	7.36	8.44
31	221		1311	99.92	15353	1369	8.91	14.62
32	222		4283	98.88	35594	2915	8.19	7.62

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	
							2010	2009
1	2		3	4	5	6	7	8
33	231		404	98.27	5105	369	7.23	11.46
34	239		7111	97.82	49175	4163	8.46	8.62
35	241		2869	99.34	61039	4033	6.61	7.32
36	242		707	98.73	8769	702	8.00	8.83
37	243		1994	99.95	19893	1740	8.74	9.73
38	251		1893	98.31	18301	1206	6.59	7.44
39	252		42	100.0	441	33	7.43	7.52
40	259		5155	99.61	41009	3838	9.36	9.72
41	261		477	98.11	7965	651	8.18	9.25
42	262		50	100.0	830	78	9.34	9.04
43	263		116	99.14	3519	231	6.56	6.95
44	264		130	100.0	2009	165	8.23	6.23
45	265		248	100.0	4258	427	10.03	9.61
46	266		57	100.0	439	41	9.32	8.02
47	267		56	100.0	349	26	7.45	8.45
48	268		3	100.0	19	2	13.10	7.92
49	271		1372	99.93	17172	1313	7.65	7.80
50	272		211	100.0	3138	257	8.18	9.63
51	273		713	99.30	8571	685	7.99	8.26
52	274		270	99.26	3596	402	11.17	8.77
53	275		493	100.0	4594	409	8.91	8.96
54	279		455	98.46	4817	408	8.47	8.70
55	281		3186	99.65	31058	2558	8.23	7.89
56	282		3098	99.74	31548	2586	8.20	9.55
57	291		103	100.0	6100	373	6.11	8.98
58	292		238	99.16	3497	254	7.26	8.79
59	293		2058	99.17	36951	2844	7.70	8.11
60	301		41	97.56	1566	104	6.65	8.14
61	302		213	100.0	3517	264	7.51	10.03
62	303		46	97.83	430	29	6.76	7.00
63	304		22	100.0	94	9	9.99	7.11
64	309		1006	99.90	15857	1543	9.73	10.96
65	310		654	100.0	4723	476	10.07	10.04
66	321		502	98.61	29704	1183	3.98	8.82
67	322		10	90.00	249	9	3.72	11.66
68	323		72	100.0	1818	289	15.88	12.73
69	324		55	100.0	494	44	9.00	8.20

Table 2.1.2

Sl. NIC Code No.		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	
1	2	3	4	5	6	7	8
70	325	196	98.47	3593	256	7.11	7.85
71	329	383	98.69	5502	510	9.27	9.15
72	331	263	94.68	2132	127	5.95	8.24
73	332	41	100.0	720	37	5.15	10.10
74	351	154	99.35	1818	129	7.10	5.58
75	352	56	100.0	744	14	1.91	8.24
76	353	23	73.91	223	12	5.48	3.80
77	360	52	100.0	272	17	6.17	1.59
78	370	11	100.0	68	7	10.19	9.77
79	400	4159	98.92	28351	1847	6.51	7.78
All India		94142	98.16	1174518	92710	7.89	8.75
Public		1046	99.43	51724	4561	8.82	8.82
Private		93096	98.15	1122795	88148	7.85	8.79

Table 2.2.1
Absenteeism Rates Amongst Directly Employed Regular Workers in States by Sectors during
the Year 2010

Sl. State		Percentage of Absenteeism by Sectors		
No.		Public Sector	Private Sector	Overall
1	2	3	4	5
1	Jammu & Kashmir	1.38	6.97	6.44
2	Himachal Pradesh	10.45	10.18	10.18
3	Punjab	7.80	9.05	9.03
4	Chandigarh	17.22	6.89	7.09
5	Uttaranchal	12.04	8.23	8.36
6	Haryana	2.93	10.28	10.15
7	Delhi	3.96	13.69	13.67
8	Rajasthan	10.78	8.51	8.57
9	Uttar Pradesh	7.91	8.85	8.81
10	Bihar	6.06	5.46	5.49
11	Sikkim	3.83	2.04	2.36
12	Nagaland	-	0.73	0.73
13	Manipur	0.70	5.34	5.23
14	Tripura	-	2.82	2.82
15	Meghalaya	2.29	3.87	3.85
16	Assam	3.24	4.49	4.44
17	West Bengal	8.88	8.34	8.42
18	Jharkhand	4.66	3.06	3.21
19	Orissa	7.88	6.43	6.46
20	Chhattisgarh	10.90	4.67	6.67
21	Madhya Pradesh	6.72	5.20	5.21
22	Gujarat	13.73	7.24	7.27
23	Daman & Diu	8.62	7.54	7.54
24	D & Nagar Haveli	11.15	8.82	8.88
25	Maharashtra	14.34	10.81	10.99
26	Andhra Pradesh	4.31	5.39	5.31
27	Karnataka	7.77	8.49	8.47
28	Kerala	11.73	12.68	12.57
29	Tamil Nadu	8.91	6.05	6.12
30	Pondicherry	6.87	4.53	4.82
31	A & N Islands	15.04	14.27	14.52
All India		8.82	7.85	7.89

Table 2.2.2
Absenteeism Rates Amongst Directly Employed Regular Workers in Industries (3-Digit Level
of NIC-2008) by Sectors during the Year 2010

Sl. NIC Code No.		Percentage of Absenteeism by Sectors		
		Public Sector	Private Sector	Overall
1	2	3	4	5
1	016	5.20	5.05	5.05
2	089	-	6.43	6.43
3	101	15.56	6.55	7.99
4	102	4.40	5.84	5.81
5	103	15.59	8.29	8.37
6	104	7.65	6.85	6.91
7	105	5.49	7.90	7.24
8	106	6.00	5.70	5.70
9	107	7.83	7.55	7.57
10	108	7.65	6.29	6.43
11	110	7.06	7.18	7.18
12	120	16.08	12.88	12.89
13	131	14.65	7.68	8.02
14	139	9.34	7.91	7.92
15	141	4.38	8.45	8.45
16	142	-	7.04	7.04
17	143	5.59	6.59	6.59
18	151	1.40	7.94	7.92
19	152	6.74	9.30	9.29
20	161	6.68	9.15	9.14
21	162	14.95	8.21	8.24
22	170	6.42	8.40	8.36
23	181	5.10	7.65	7.60
24	182	-	10.26	10.26
25	191	7.84	7.41	7.62
26	192	13.09	7.37	10.21
27	201	11.94	8.63	8.87
28	202	8.19	7.68	7.69
29	203	0.25	6.09	5.76
30	210	7.37	7.36	7.36
31	221	7.43	8.94	8.91
32	222	4.07	8.20	8.19

Table 2.2.2

Sl. NIC Code No.		Percentage of Absenteeism by Sectors		
		Public Sector	Private Sector	Overall
1	2	3	4	5
33	231	-	7.23	7.23
34	239	6.33	8.53	8.46
35	241	7.13	6.43	6.61
36	242	-	8.30	8.00
37	243	10.46	8.72	8.74
38	251	10.47	6.19	6.59
39	252	-	7.43	7.43
40	259	17.64	9.23	9.36
41	261	10.96	8.04	8.18
42	262	-	9.34	9.34
43	263	6.24	6.58	6.56
44	264	-	8.23	8.23
45	265	3.78	10.15	10.03
46	266	13.22	9.06	9.32
47	267	-	7.45	7.45
48	268	-	13.10	13.10
49	271	5.77	7.74	7.65
50	272	-	8.18	8.18
51	273	2.98	8.29	7.99
52	274	-	11.17	11.17
53	275	9.12	8.90	8.91
54	279	9.79	8.42	8.47
55	281	1.46	8.39	8.23
56	282	6.39	8.25	8.20
57	291	13.63	5.85	6.11
58	292	0.27	7.35	7.26
59	293	7.77	7.70	7.70
60	301	6.16	7.23	6.65
61	302	11.86	6.89	7.51
62	303	-	6.85	6.76
63	304	-	9.99	9.99
64	309	20.22	9.59	9.73
65	310	1.82	10.21	10.07
66	321	-	3.98	3.98
67	322	1.25	6.18	3.72
68	323	-	15.88	15.88
69	324	-	9.00	9.00
70	325	-	7.11	7.11
71	329	-	9.27	9.27
72	331	12.44	5.73	5.95

Table 2.2.2

Sl. No.		Percentage of Absenteeism by Sectors		
NIC Code		Public Sector	Private Sector	Overall
1	2	3	4	5
73	332	-	5.15	5.15
74	351	3.50	7.19	7.10
75	352	9.66	1.33	1.91
76	353	-	5.48	5.48
77	360	2.56	6.62	6.17
78	370	1.69	11.06	10.19
79	400	7.21	6.51	6.51
All India		8.82	7.85	7.89

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 2010 vis-à-vis 2009, 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 2010, was 19.94 per cent as compared to 17.50 per cent during the year 2009. The overall separation rate during the year 2010 was 16.44 per cent as compared to 15.73 per cent during the year 2009. Thus, there was about 31.60 per cent decrease in overall employment during the year 2010 as compared to 4.14 per cent decrease during the year 2009. At all India level, 66.12 per cent factories reported Labour Turnover in their units during the year 2010.

The lowest rate of accession during the year 2010 was recorded in Nagaland at 0.92 per cent followed by Tripura (2.47 per cent), Assam (4.38 per cent) & A & N Islands (6.08 per cent). The highest rate of accession during the year 2010 was observed in Delhi at 40.20 per cent followed by Uttaranchal (36.51 per cent) and Bihar (35.27 per cent).

The lowest rate of separation during the year was recorded in Sikkim at 2.67 per cent, followed by Tripura (3.48 per cent), Assam (3.55 per cent), Jharkhand (5.16 per cent), West Bengal (6.73 per cent) and Pondicherry (7.04 per cent). The highest rate of separation during the year was reported in D & N Haveli at 42.53 per cent, followed by Bihar (34.84 per cent), Delhi (32.23 per cent), Punjab (30.35 per cent) and Uttar Pradesh (28.97 per cent).

The total Labour Turnover was recorded highest in Daman & Diu (94.65 per cent) and the lowest recorded in Nagaland (4.76 per cent).

3.2 Labour Turnover by Industries

Industry-wise Labour Turnover among directly employed regular workers during the year 2010 is given in Table 3.1.2. The highest rate of accession was recorded in the industry group '016-Support activities to agriculture and post-harvest crop activities'(80.41 Per Cent), followed by industry groups '268-Manufacture of magnetic and optical media' (51.79 per cent), '089- Mining & quarrying n.e.c.' (48.24 per cent), '324-Manufacture of games & toys' (45.59 per cent), '353-Steam & air conditions supply' (40.95 per cent), and '141-Manufacture of wearing apparels, except fur apparel' (37.61 per cent). The lowest rate of accession at 4.08 per cent was recorded in the industry group '301-Building of ships & boats' followed by industry groups '182-Reproduction of recorded media' (6.56 per cent), '267-Manufacture of optical instruments & equipments' (8.67 per cent), '203-Manufacture of manmade fibre' (9.09 per cent) and '360-Water collection, treatment & supply' (9.24 per cent).

On the other hand, the highest rate of separation at 82.93 per cent was recorded in the industry group '016-Support activities to agriculture and post-harvest crop activities. It was followed by industry groups '268-Manufacture of magnetic and optical media' (57.14 per cent) and '089- Mining & quarrying n.e.c.' (45.37 per cent). The lowest rate of separation, however, was recorded at 4.68 per cent in industry group, '301- Building of ships and boats' followed by industry groups '203-Manufacture of manmade fibre' (5.59 per cent), '108-Manufacture of prepared animal feeds' (6.64 per cent) and '105-Manufacture of dairy products' (8.01 percent).

The total labour turnover was highest at cent percent in industry group '142-Manufacture of articles of fur' and '268-Manufacture of magnetic & optical media' followed by 88.77 percent in '309-manufacture of transport equipment n.e.c.'. It was lowest in industry group '370-Sewerage' (36.36 per cent) followed by 39.29 per cent in industry group '352-Manufacture of gas, distribution of gaseous fuels through mains'.

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 20.40 per cent and Public Sector at 10.18 per cent. Separation rate was also highest at 16.67 per cent in Private Sector and Public Sector at 11.63 per cent.

The highest rate of accession in Public Sector was recorded in Uttaranchal at 71.44 per cent followed by Orissa (44.81 per cent) and lowest

in Chattisgarh at 0.14 per cent. In Private Sector, Delhi reported the highest rate of accession at 40.28 per cent whereas Nagaland reported lowest rate of accession at 0.92 per cent.

The highest rate of separation in Public Sector was observed in Uttaranchal at 82.38 per cent and was lowest in Delhi at 1.12 per cent. In Private Sector, the highest rate of separation was reported in D & N Haveli at 42.39 per cent and lowest in Nagaland at 0.66 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 57.97 per cent in the industry group '151-Tanning & dressing of leather; Manufacture of luggage, handbags, saddler and harness; dressing and dyeing of fur' and the highest rate of separation at 56.66 per cent was observed in '107-Manufacture of other food products'. In private sector, the highest rate of accession was recorded at 80.44 per cent in the industry group '016-Support activities to agriculture and post-harvest crop activities' and the highest rate of separation was recorded in industry group '016-Support activities to agriculture and post-harvest crop activities' at 82.96 per cent.

Sector-wise lowest rate of accession of 0.12 per cent in the industry group '263-Manufacture of communication equipment' in Public Sector and 6.56 per cent in industry group '182-Reproduction of recorded media' in Private Sector.

In Public Sector, the industry group '106-Manufacture of grain mill products, starches and starch products' recorded lowest separation rate of 0.75 per cent. In Private Sector, it was lowest at 2.46 per cent in industry group '182-Reproduction of recorded media'.

CHAPTER-III
LABOUR TURNOVER

Table 3.1.1

Labour Turnover Amongst Directly Employed Regular Workers by States during the Year 2010

Sl. No.	State	Percentage of Factories Reporting Labour Turnover	Average No. of Workers During the Year	Percentage of Labour Turnover During the Year			
				2010		2009	
				Acc.	Sep.	Acc.	Sep.
1	2	3	4	5	6	7	8
1	Jammu & Kashmir	71.85	15065	12.13	14.70	13.29	12.95
2	Himachal Pradesh	94.54	80527	33.58	28.08	27.72	23.05
3	Punjab	91.56	256266	33.93	30.35	25.83	25.24
4	Chandigarh	90.57	7448	18.70	-	17.00	15.90
5	Uttaranchal	88.66	56292	36.51	19.48	24.69	19.58
6	Haryana	87.64	122181	30.91	27.52	25.25	22.16
7	Delhi	78.97	42011	40.20	32.23	32.28	34.01
8	Rajasthan	77.59	167331	20.16	17.97	17.51	15.75
9	Uttar Pradesh	75.77	224670	30.61	28.97	30.20	26.88
10	Bihar	47.39	14499	35.27	34.84	23.15	24.86
11	Sikkim	78.95	1011	12.86	2.67	1.55	1.35
12	Nagaland	4.76	760	0.92	-	2.14	1.90
13	Manipur	75.76	1098	16.85	-	14.30	14.18
14	Tripura	26.47	890	2.47	3.48	1.75	5.67
15	Meghalaya	78.26	2228	10.19	-	8.75	8.66
16	Assam	24.70	38810	4.38	3.55	10.44	4.70
17	West Bengal	40.62	240353	8.65	6.73	10.07	11.34
18	Jharkhand	55.63	54091	10.45	5.16	5.99	6.62
19	Orissa	52.25	25148	11.66	9.17	5.99	6.09
20	Chhattisgarh	71.37	39051	9.10	8.83	7.30	7.27
21	Madhya Pradesh	84.59	60422	16.08	14.19	11.85	10.07
22	Gujarat	72.23	294257	17.38	13.51	17.05	14.54
23	Daman & Diu	94.65	18224	13.59	11.75	11.44	9.22
24	D & Nagar Haveli	86.39	16642	31.20	42.53	15.11	13.03
25	Maharashtra	64.37	286592	22.88	17.67	20.16	17.25
26	Andhra Pradesh	35.67	305194	10.34	8.96	12.28	10.06
27	Karnataka	66.89	206402	24.74	20.48	19.22	16.41
28	Kerala	66.10	117012	9.36	10.30	10.34	10.78
29	Tamil Nadu	70.94	785083	17.00	12.12	13.69	12.15
30	Pondicherry	45.08	19097	6.13	7.04	9.80	11.02
31	A & N Islands	66.67	263	6.08	11.79	18.88	8.74
	All India	66.12	3498920	19.94	16.44	17.50	15.73
	Public	59.75	158625	10.18	11.63	7.40	10.46
	Private	66.19	3340295	20.40	16.67	17.87	15.92

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 2010

Sl. NIC Code No.		Percentage of Factories Reporting Labour Turnover	Average No. of Workers During the Year	Percentage of Labour Turnover During the Year			
				2010		2009	
				Acc.	Sep.	Acc.	Sep.
1	2	3	4	5	6	7	8
1	016	62.65	14258	80.41	82.93	73.37	81.31
2	089	80.00	454	48.24	45.37	46.81	79.22
3	101	64.41	2870	17.87	12.30	16.69	10.83
4	102	69.66	5789	33.63	26.77	39.93	35.41
5	103	70.39	15559	29.94	23.33	17.77	16.94
6	104	58.25	26646	22.22	18.62	21.49	19.58
7	105	53.06	22372	9.38	8.01	9.58	7.63
8	106	42.89	75950	32.16	29.89	18.36	17.92
9	107	65.56	220930	29.34	26.84	29.31	29.55
10	108	57.00	6834	10.29	6.64	14.94	9.05
11	110	56.37	34917	17.01	10.54	13.03	9.88
12	120	56.65	76068	11.78	10.40	12.19	10.24
13	131	75.97	495479	13.93	11.10	13.18	12.56
14	139	70.06	97497	15.36	13.94	16.69	14.09
15	141	84.50	198777	37.61	31.92	28.28	25.76
16	142	100.00	171	18.71	-	12.10	9.68
17	143	86.05	100061	31.29	17.13	15.32	12.76
18	151	71.38	37254	21.68	16.88	18.45	17.34
19	152	87.15	67474	32.43	20.58	30.92	23.73
20	161	37.46	3869	12.17	-	9.80	9.46
21	162	65.92	22098	17.37	16.36	17.39	16.53
22	170	68.59	84456	16.67	13.04	12.14	10.37
23	181	62.88	48500	15.15	16.21	13.68	13.05
24	182	75.00	122	6.56	-	11.89	11.01
25	191	60.87	8925	15.26	11.69	5.02	6.40
26	192	60.07	8920	9.73	9.70	13.50	8.93
27	201	62.94	47462	13.68	11.45	9.70	9.99
28	202	65.80	113507	11.15	10.71	10.56	9.92
29	203	77.55	6472	9.09	5.59	3.61	5.08
30	210	71.58	93836	17.36	15.93	15.77	11.59
31	221	72.46	47284	23.55	19.34	24.16	22.56

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			
					2010		2009	
1	2	3	4	Acc.	Sep.	Acc.	Sep.	
32	222	65.47	107327	17.68	15.43	15.11	12.43	
33	231	60.64	15833	11.17	14.82	14.74	12.13	
34	239	54.61	151601	13.35	12.80	14.02	12.56	
35	241	76.16	191084	12.23	10.07	8.40	8.48	
36	242	64.78	20253	14.24	13.04	12.67	8.63	
37	243	68.81	61430	16.22	13.69	17.75	15.87	
38	251	63.97	55264	18.34	12.84	13.63	11.82	
39	252	64.29	1143	19.25	-	14.23	15.31	
40	259	71.76	126889	20.73	16.05	18.78	17.18	
41	261	81.97	25907	28.07	18.29	18.27	14.71	
42	262	78.00	2541	30.18	28.34	12.54	14.73	
43	263	74.14	8680	13.76	19.65	17.09	15.24	
44	264	85.38	6403	17.10	-	17.51	16.65	
45	265	83.06	12936	14.59	13.68	18.97	17.05	
46	266	75.44	1417	9.53	11.15	9.02	9.31	
47	267	67.86	1124	8.27	10.05	10.16	9.68	
48	268	100.00	56	51.79	57.14	17.13	18.88	
49	271	76.46	55309	15.90	13.68	16.08	14.74	
50	272	67.30	10084	19.80	11.56	13.24	7.49	
51	273	68.86	25577	28.91	23.29	17.46	17.06	
52	274	71.11	11590	15.17	15.47	22.34	20.83	
53	275	73.02	14294	22.34	19.65	28.04	15.18	
54	279	70.55	15392	23.80	17.53	14.11	14.18	
55	281	71.88	96483	19.82	16.13	12.79	12.56	
56	282	74.31	84689	16.79	15.17	13.03	13.51	
57	291	77.67	20313	14.94	8.88	36.99	23.59	
58	292	65.13	11167	13.69	16.35	22.69	10.92	
59	293	81.97	114207	23.26	15.14	19.70	14.58	
60	301	65.85	5194	4.08	4.68	3.81	3.57	
61	302	75.12	11344	11.84	12.02	6.16	7.28	
62	303	45.65	1359	16.19	13.98	16.08	11.94	
63	304	77.27	295	19.66	24.07	7.43	7.59	
64	309	88.77	50747	26.03	22.33	18.28	15.58	
65	310	59.94	14238	18.06	14.27	15.58	13.88	
66	321	85.66	36169	17.78	15.44	16.52	16.01	
67	322	80.00	830	14.70	-	4.35	9.60	
68	323	84.72	5924	26.65	14.35	20.46	14.98	
69	324	85.45	1586	45.59	37.64	22.34	20.15	

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			
					2010		2009	
1	2	3	4	Acc.	Sep.	Acc.	Sep.	
70	325	78.06	11585	19.63	12.97	21.44	17.51	
71	329	75.20	16129	26.98	16.83	18.07	17.16	
72	331	58.94	6123	16.48	11.89	18.55	15.40	
73	332	70.73	2715	26.26	9.87	6.14	6.77	
74	351	72.73	5642	22.08	12.12	10.07	6.90	
75	352	39.29	639	9.08	-	10.81	13.29	
76	353	95.65	735	40.95	-	12.90	15.35	
77	360	73.08	855	9.24	10.88	6.73	4.95	
78	370	36.36	220	11.82	-	5.11	4.68	
79	400	60.21	92787	17.80	15.10	14.60	12.18	
All India		66.12	3498920	19.94	16.44	17.50	15.73	
Public		59.75	158625	10.18	11.63	7.40	10.46	
Private		66.19	3340295	20.40	16.67	17.87	15.92	

Table 3.2.1
Labour Turnover Amongst Directly Employed Regular Workers in States by Sectors
during the Year 2010

Sl. No.	State	Percentage of Accession by Sectors			Percentage of Separation by Sectors		
		Pub.	Pvt.	Overall	Pub.	Pvt.	Overall
1	2	3	4	5	6	7	8
1	Jammu & Kashmir	1.16	13.31	12.13	7.55	15.48	14.70
2	Himachal Pradesh	11.24	33.81	33.58	14.36	28.22	28.08
3	Punjab	15.16	34.12	33.93	13.37	30.53	30.35
4	Chandigarh	4.17	18.99	18.70	9.03	19.70	19.50
5	Uttaranchal	71.44	35.53	36.51	82.38	17.70	19.48
6	Haryana	14.83	31.23	30.91	20.05	27.67	27.52
7	Delhi	-	40.28	40.20	1.12	32.30	32.23
8	Rajasthan	5.68	20.63	20.16	13.25	18.13	17.97
9	Uttar Pradesh	37.90	30.30	30.61	43.60	28.35	28.97
10	Bihar	4.62	37.27	35.27	1.35	37.02	34.84
11	Sikkim	3.14	15.12	12.86	5.24	2.07	2.67
12	Nagaland	-	0.92	0.92	-	0.66	0.66
13	Manipur	-	17.32	16.85	-	12.27	11.93
14	Tripura	-	2.47	2.47	-	3.48	3.48
15	Meghalaya	-	10.35	10.19	-	11.39	11.22
16	Assam	11.52	4.06	4.38	14.28	3.07	3.55
17	West Bengal	4.10	9.37	8.65	5.46	6.94	6.73
18	Jharkhand	2.83	11.25	10.45	4.41	5.24	5.16
19	Orissa	44.81	10.72	11.66	45.97	8.13	9.17
20	Chhattisgarh	0.14	13.42	9.10	6.87	9.77	8.83
21	Madhya Pradesh	7.06	16.14	16.08	39.66	14.02	14.19
22	Gujarat	28.81	17.31	17.38	13.25	13.51	13.51
23	Daman & Diu	28.57	13.59	13.59	28.57	11.74	11.75
24	D & Nagar Haveli	49.77	30.70	31.20	47.73	42.39	42.53
25	Maharashtra	35.74	22.41	22.88	33.49	17.10	17.67
26	Andhra Pradesh	4.65	10.83	10.34	3.37	9.44	8.96
27	Karnataka	4.91	25.44	24.74	8.95	20.89	20.48
28	Kerala	4.53	10.06	9.36	5.89	10.94	10.30
29	Tamil Nadu	9.32	17.20	17.00	7.02	12.26	12.12
30	Pondicherry	3.23	6.55	6.13	11.90	6.34	7.04
31	A & N Islands	-	9.41	6.08	4.30	15.88	11.79
All India		10.18	20.40	19.94	11.63	16.67	16.44

Table 3.2.2
Labour Turnover Amongst Directly Employed Regular Workers in Industries (3-Digit
Level of NIC-2008) by Sectors during the Year 2010

Sl. No.		Percentage of Accession by Sectors			Percentage of Separation by Sectors		
		Pub.	Pvt.	Overall	Pub.	Pvt.	Overall
1	2	3	4	5	6	7	8
1	016	-	80.44	80.41	-	82.96	82.93
2	089	-	48.24	48.24	-	45.37	45.37
3	101	0.63	21.29	17.87	12.24	12.31	12.30
4	102	-	34.16	33.63	-	27.20	26.77
5	103	6.40	30.20	29.94	13.95	23.43	23.33
6	104	20.16	22.39	22.22	18.73	18.61	18.62
7	105	7.35	10.08	9.38	5.58	8.85	8.01
8	106	-	32.27	32.16	0.75	29.99	29.89
9	107	54.03	27.64	29.34	56.66	24.79	26.84
10	108	7.95	10.58	10.29	4.90	6.86	6.64
11	110	33.96	16.17	17.01	46.76	8.75	10.54
12	120	22.62	11.77	11.78	38.10	10.37	10.40
13	131	8.44	14.24	13.93	9.41	11.20	11.10
14	139	12.19	15.39	15.36	6.96	14.02	13.94
15	141	17.42	37.63	37.61	26.40	31.93	31.92
16	142	-	18.71	18.71	-	23.98	23.98
17	143	9.76	31.34	31.29	6.50	17.16	17.13
18	151	57.97	21.55	21.68	38.41	16.80	16.88
19	152	2.87	32.50	32.43	4.02	20.62	20.58
20	161	-	12.26	12.17	-	11.89	11.81
21	162	17.69	17.37	17.37	-	16.46	16.36
22	170	4.37	16.94	16.67	4.21	13.23	13.04
23	181	2.22	15.51	15.15	6.65	16.47	16.21
24	182	-	6.56	6.56	-	2.46	2.46
25	191	7.98	22.10	15.26	5.46	17.54	11.69
26	192	10.79	8.68	9.73	8.47	10.92	9.70
27	201	1.09	14.80	13.68	6.14	11.92	11.45
28	202	4.89	11.28	11.15	3.48	10.86	10.71
29	203	-	9.66	9.09	-	5.95	5.59
30	210	1.96	17.44	17.36	1.96	16.00	15.93

Table 3.2.2

Sl. NIC Code No.		Percentage of Accession by Sectors			Percentage of Separation by Sectors		
		Pub.	Pvt.	Overall	Pub.	Pvt.	Overall
1	2	3	4	5	6	7	8
31	221	7.80	23.84	23.55	2.01	19.66	19.34
32	222	8.90	17.70	17.68	12.67	15.44	15.43
33	231	-	11.17	11.17	-	14.82	14.82
34	239	7.15	13.54	13.35	11.82	12.83	12.80
35	241	2.28	15.81	12.23	4.59	12.04	10.07
36	242	0.61	14.94	14.24	2.14	13.60	13.04
37	243	5.86	16.37	16.22	5.63	13.80	13.69
38	251	17.52	18.43	18.34	7.81	13.39	12.84
39	252	-	19.25	19.25	-	23.18	23.18
40	259	4.28	21.00	20.73	7.73	16.19	16.05
41	261	1.29	29.42	28.07	5.88	18.92	18.29
42	262	-	30.18	30.18	-	28.34	28.34
43	263	0.12	15.14	13.76	9.86	20.65	19.65
44	264	-	17.10	17.10	-	17.30	17.30
45	265	13.04	14.63	14.59	7.97	13.80	13.68
46	266	-	10.18	9.53	2.20	11.76	11.15
47	267	-	8.27	8.27	-	10.05	10.05
48	268	-	51.79	51.79	-	57.14	57.14
49	271	11.20	16.13	15.90	9.63	13.88	13.68
50	272	-	19.80	19.80	-	11.56	11.56
51	273	2.41	30.47	28.91	1.49	24.57	23.29
52	274	-	15.17	15.17	-	15.47	15.47
53	275	-	22.50	22.34	6.67	19.75	19.65
54	279	4.80	24.44	23.80	3.40	18.00	17.53
55	281	1.29	20.26	19.82	8.02	16.32	16.13
56	282	2.65	17.27	16.79	6.57	15.46	15.17
57	291	-	15.46	14.94	8.70	8.88	8.88
58	292	57.52	13.08	13.69	35.29	16.09	16.35
59	293	18.33	23.29	23.26	16.19	15.13	15.14
60	301	0.63	8.28	4.08	3.51	6.10	4.68
61	302	-	13.51	11.84	6.47	12.80	12.02
62	303	-	16.27	16.19	-	14.05	13.98
63	304	-	19.66	19.66	-	24.07	24.07
64	309	-	26.49	26.03	17.33	22.42	22.33
65	310	-	18.38	18.06	21.60	14.14	14.27
66	321	-	17.78	17.78	-	15.44	15.44
67	322	0.71	29.02	14.70	2.62	30.49	16.39
68	323	-	26.65	26.65	-	14.35	14.35

Table 3.2.2

Sl. NIC Code No.		Percentage of Accession by Sectors			Percentage of Separation by Sectors		
		Pub.	Pvt.	Overall	Pub.	Pvt.	Overall
1	2	3	4	5	6	7	8
69	324	-	45.59	45.59	-	37.64	37.64
70	325	-	19.63	19.63	-	12.97	12.97
71	329	-	26.98	26.98	-	16.83	16.83
72	331	-	17.10	16.48	-	12.34	11.89
73	332	-	26.26	26.26	-	9.87	9.87
74	351	3.05	22.54	22.08	0.76	12.39	12.12
75	352	-	12.42	9.08	-	5.14	3.76
76	353	-	40.95	40.95	-	37.01	37.01
77	360	-	10.49	9.24	5.94	11.55	10.88
78	370	-	12.87	11.82	-	8.42	7.73
79	400	2.54	18.00	17.80	2.37	15.27	15.10
All India		10.18	20.40	19.94	11.63	16.67	16.44

CHAPTER-IV EMPLOYMENT

Data on salient features of labour force deployed in the organised manufacturing industries during the year 2010-11 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 and Private sector.

4.1 Total Work Force

The State-wise and industry-wise break-up of employment during the year 2010-11 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 2010-11, the total labour force in the manufacturing establishments has been estimated to be about 9.90 million, of which the proportion of directly employed female workers was 12.40 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 61 per cent of the total employment during the year 2010-11. Tamil Nadu recorded the highest employment share of 16.08 per cent followed by Maharashtra (12.15 per cent), Andhra Pradesh (10.51 per cent), Gujarat (10.02 per cent), Uttar Pradesh (6.33 per cent) and Karnataka (6.15 per cent) respectively. On the other hand, proportion of workers in three States/Union Territories, viz. Andaman & Nicobar Islands, Manipur and Nagaland taken together were less than 0.06 per cent.

In terms of sectors, majority of workers i.e. 95.63 per cent were employed in Private Sector and the remaining 2.87 per cent constituted Public Sector. 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 99.93 per cent in Daman & Diu and 99.89 per cent in Delhi, whereas it was lowest at 62.41 per cent in Andaman & Nicobar Islands. The contribution of Private Sector to the total employment was more than 90 per cent in 24 States/Union Territories. The contribution of the Public Sector in employment of workers was highest at 37.59 per cent in Andaman & Nicobar Islands followed by Jharkhand (27.40 per cent) whereas it was less than 1 per cent in four states.

The maximum proportion of directly employed women workers was reported at 52.45 per cent in Kerala followed by Tamilnadu (31.39 per cent) and Karnataka (29.94 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 32 States/Union Territories, only six States/Union Territories reported percentage of women workers more than that at the All India level (12.40 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 51 per cent of the employment in the Manufacturing industries. The maximum contribution to the total employment was 10.38 per cent in the industry group '131-Spinning, weaving and finishing of textiles' followed by industry groups '239-Manufacture of non-metallic mineral products n.e.c.' (6.90 per cent), '107-Manufacture of other food products' (6.46 per cent), '141-Manufacture of wearing apparel, except fur apparel' (5.51 per cent), '241-Manufacture of basic iron and steel' (5.22 per cent), '293-Manufacture of parts and accessories for motor vehicles' (4.34 per cent), '120-Manufacture of tobacco products' (3.97 per cent) and '210-Manufacture of pharmaceuticals, medicinal chemical and botanical products' (2.91 per cent). Four industry groups, viz. '182-Reproduction of recorded media', '268-Manufacture of magnetic and optical media', '304-Manufacture of weapons and ammunition' and '390-Remediation activities and other waste management services' together contributed a meagre 0.01 per cent employment in the manufacturing establishments.

The maximum proportion of directly employed women workers was reported at 44.48 per cent in industry group '141-Manufacture of wearing apparel, except fur apparel'. Other significant contribution in employment of women workers was seen in industry groups '152-Manufacture of footwear' (34.05 per cent), '143-Manufacture of knitted and crocheted apparel' (32.58 per cent) and '107-Manufacture of other food products' (32.30 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 70 industry groups. Of these, it was hundred per cent in 16 industry groups. The lowest contribution of the Private Sector in providing employment of workers was reported at 50.46 per cent in industry group '322-Manufacture of musical instruments'.

The contribution of Public Sector in employment generation was highest at 49.54 per cent in industry group '322- Manufacture of musical instruments' followed by industry groups '192-Manufacture of refined petroleum products' (41.07 percent), '301-Building of ships and boats' (38.41 percent) and '191-Manufacture of coke even products' (37.83 per cent), whereas it was less than 1 per cent in 20 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 33.94 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 34.27 per cent of the workers were employed through contractors. The percentage of contract workers was 26.79 per cent in Public Sector.

Among States, out of the total work force in the respective State/Union Territories, Tripura employed highest percentage of contract workers at 90.20 per cent, followed by Manipur (64.90 per cent), Bihar (64.31 per cent) and Sikkim (53.07 per cent). The lowest percentage of contract workers was

employed in Andaman & Nicobar Islands (11.35 per cent) followed by Delhi (12.57 per cent), Chandigarh (14.94 per cent) and Kerala (16.32 per cent).

It is further observed that out of total contract workers, 95.56 per cent were employed in the Private Sector and remaining 3.44 per cent of the contract workers constituted of Public Sector.

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 71.66 per cent in the industry group '370-Sewerage' followed by industry groups '381-Waste collection (69.77 per cent)', '120-manufacture of tobacco products' (67.59 per cent) and '301-Building of Ships and Boats' (65.74 per cent). The minimum proportion of contract workers was reported at 3.81 per cent in industry group '324-Manufacture of games and toys'.

4.6 Mandays Worked by Sectors, Industries and States

State-wise and industry-wise data on total number of mandays worked during the year 2010-11 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 3072.60 million mandays during the year 2010-11. At All India level, mandays worked in the Private Sector accounted for 94.30 per cent of the total mandays worked by workers. In Public Sector this proportion was 5.70 per cent.

Among States, Tamil Nadu accounted for the highest share (16.75 per cent) of total mandays worked by workers in manufacturing industries followed by Maharashtra (12.30 per cent), Andhra Pradesh (10.41 per cent) and Gujarat (10.03 per cent). Nagaland, Manipur, Meghalaya and Andaman & Nicobar Islands together reported about 0.12 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 11.04 per cent mandays worked to the total mandays worked in the manufacturing industries. Other major contributing industry groups in mandays worked were '239-Manufacture of non-metallic mineral products n.e.c.' (6.02 per cent) and '107-Manufacture of other food products' (5.98 per cent). Seven industry groups, viz. '142-Manufacture of Article of Fur', '182-Reproduction of recorded media', '304-Manufacture of weapons and ammunition', '353-Steam and air conditions supply', '370-Sewerage' and '381-Waste collection' accounted for about 0.05 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 1029 million mandays out of 3072.60 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 3520.90 million mandays as against 3072.60 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 1.72 lakh units were reported under the manufacturing industries. Out of these, 28.28 per cent factories were reported to have employed contract workers. The percentage of factories employing contract workers was reported at 42.76 per cent in Public Sector and 28.06 per cent in Private Sector.

At the State level, 73.88 per cent factories in Tripura, 62.50 per cent in Manipur, 57.49 per cent factories in Bihar and 44.79 per cent factories in Chattisgarh reported to have employed contract workers. Under Public Sector, cent per cent factories in Chandigarh and Manipur, 89.00 per cent factories in Chhattisgarh and 75.00 per cent factories in Bihar reported to have employed the contract workers. Under Private Sector, 74.27 per cent factories in Tripura, 61.18 per cent in Manipur, 57.14 per cent factories in Bihar and 42.52 per cent factories in Chattisgarh reported to have employed the contract workers.

At the industry level, under Public Sector, cent per cent factories in five industry groups, viz. '089-Mining & quarrying n.e.c.', '262-Manufacture of computers and peripheral equipment', '266-Manufacture of irradiation, electro medical and electrotherapeutic equipment', '303-Manufacture of air, spacecraft and related machinery' and '321-Manufacture of jewellery, bijouteris and related articles' reported to have employed the contract workers.

CHAPTER-IV
EMPLOYMENT

Table 4.1.1
Percentage of Workers Employed in States by Sectors and Category of Workers during the
Year 2010-11

Sl. No.	State	Total Number of Workers	Percentage of Workers to Total Workers					
			By Sectors		By Category of Workers			
			Pub.	Pvt.	Directly Employed	Contract Workers		
					Men	Women	Total.	
1	2	3	4	5	6	7	8	9
1	Jammu & Kashmir	43997	4.60	95.40	48.28	3.39	51.66	48.34
2	Himachal Pradesh	119818	1.53	98.47	67.12	6.53	73.65	26.35
3	Punjab	485029	1.60	98.40	68.12	3.36	71.48	28.52
4	Chandigarh	8321	3.68	96.32	82.85	2.19	85.04	14.96
5	Uttaranchal	234079	3.84	96.16	45.47	4.35	49.82	50.18
6	Haryana	427346	1.06	98.94	51.15	2.20	53.35	46.65
7	Delhi	79036	0.11	99.89	82.34	5.10	87.43	12.57
8	Rajasthan	337868	3.52	96.48	62.04	1.67	63.71	36.29
9	Uttar Pradesh	626446	3.56	96.44	61.26	2.29	63.56	36.44
10	Bihar	90945	5.28	94.72	34.22	1.47	35.69	64.31
11	Sikkim	5235	11.25	88.75	32.51	14.42	46.93	53.07
12	Nagaland	1900	-	100.00	64.58	14.05	78.63	21.37
13	Manipur	3894	2.21	97.79	21.52	13.51	35.03	64.97
14	Tripura	30458	0.73	99.27	9.59	0.42	10.00	90.00
15	Meghalaya	6105	11.79	88.21	51.43	2.23	53.66	46.34
16	Assam	141274	6.92	93.08	74.26	5.99	80.25	19.75
17	West Bengal	513975	9.01	90.99	68.20	1.39	69.59	30.41
18	Jharkhand	128410	27.40	72.60	71.70	5.07	76.76	23.24
19	Orissa	229404	17.55	82.45	44.36	7.67	52.03	47.97
20	Chhattisgarh	134813	11.76	88.24	55.66	1.43	57.09	42.91
21	Madhya Pradesh	232158	5.80	94.20	63.44	3.41	66.85	33.15
22	Gujarat	992050	1.13	98.87	60.57	3.37	63.94	36.06
23	Daman & Diu	84585	0.07	99.93	66.15	11.36	77.51	22.49
24	D & Nagar Haveli	87003	0.76	99.24	54.41	3.23	57.63	42.37
25	Maharashtra	1203023	3.03	96.97	52.93	6.56	59.49	40.51
26	Andhra Pradesh	1040307	2.87	97.13	40.50	11.44	51.94	48.08
27	Karnataka	609005	4.49	95.51	48.93	29.94	78.87	21.13
28	Goa	36076	18.38	81.62	43.81	8.84	52.65	47.35
29	Kerala	327645	14.82	85.18	31.23	52.45	83.68	16.32
30	Tamil Nadu	1592571	2.51	97.49	48.67	31.39	80.05	19.95
31	Pondicherry	48708	9.23	90.76	50.21	10.07	60.28	39.72
32	A & N Islands	282	37.59	62.41	85.11	3.55	88.65	11.35
	All India	9901764	4.37	95.63	53.66	12.40	66.06	33.94

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 2010-11

Sl. NIC CODE No.		Total Number of Workers	Percentage of Workers to Total Workers					
			By Sectors		By Category of Workers			
			Pub.	Pvt.	Directly Employed		Contract Workers	
					Men	Women	Total.	
1	2	3	4	5	6	7	8	9
1	016	96929	0.78	99.22	34.75	15.50	50.25	49.75
2	089	5208	9.47	90.53	35.83	3.69	39.50	60.48
3	101	14187	2.44	97.56	44.17	4.05	48.22	51.78
4	102	27296	2.05	97.95	22.40	31.30	53.70	46.30
5	103	46323	1.09	98.91	36.07	15.81	51.87	48.13
6	104	89809	5.48	94.52	56.47	3.98	60.45	39.55
7	105	78961	32.21	67.79	56.10	4.15	60.25	39.75
8	106	277865	0.60	99.40	48.49	8.25	56.74	43.26
9	107	639195	9.12	90.88	51.01	32.30	83.31	16.69
10	108	26131	7.77	92.23	53.76	3.96	57.72	42.28
11	110	99700	3.05	96.95	44.67	4.92	49.59	50.41
12	120	392946	0.09	99.91	13.39	19.02	32.41	67.59
13	131	1027578	4.29	95.71	70.52	15.52	86.03	13.97
14	139	209564	0.81	99.19	64.40	15.91	80.32	19.68
15	141	545231	0.68	99.32	40.88	44.48	85.37	14.63
16	142	422	-	100.00	59.24	8.53	67.77	32.23
17	143	198867	0.17	99.83	53.46	32.58	86.04	13.96
18	151	74766	0.22	99.78	58.54	16.59	75.13	24.87
19	152	176658	0.09	99.91	53.69	34.05	87.74	12.26
20	161	7413	5.79	94.20	69.41	18.43	87.83	12.17
21	162	54780	1.19	98.81	66.98	4.60	71.58	28.42
22	170	196273	4.06	95.94	64.70	6.71	71.41	28.59
23	181	102851	2.45	97.55	73.27	7.47	80.74	19.26
24	182	173	-	100.00	100.00	-	100.00	-
25	191	27323	37.83	62.17	62.11	3.00	65.11	34.89
26	192	57944	41.07	58.93	41.41	1.67	43.08	56.92
27	201	180191	10.96	89.04	55.67	1.10	56.78	43.22
28	202	268246	2.24	97.76	44.80	22.85	67.65	32.35
29	203	18708	1.77	98.23	77.97	1.83	79.80	20.20
30	210	287665	0.77	99.23	48.91	9.31	58.23	41.77

Table 4.1.2

Sl. NIC CODE No.		Total Number of Workers	Percentage of Workers to Total Workers					
			By Sectors		By Category of Workers			
			Pub.	Pvt.	Directly Employed			Contract Workers
					Men	Women	Total.	
1	2	3	4	5	6	7	8	9
31	221	140171	1.91	98.09	63.92	5.12	69.04	30.96
32	222	260465	0.88	99.12	61.94	7.59	69.54	30.46
33	231	56849	-	100.00	50.68	2.57	53.25	46.75
34	239	683005	2.12	97.88	38.59	4.59	43.18	56.82
35	241	517292	18.59	81.41	58.55	0.92	59.47	40.53
36	242	88980	7.50	92.50	50.43	1.52	51.94	48.06
37	243	161683	1.58	98.42	58.19	1.26	59.45	40.55
38	251	238246	3.98	96.02	39.44	1.06	40.50	59.50
39	252	2458	-	100.00	49.59	2.77	52.36	47.64
40	259	282517	0.96	99.04	61.30	3.10	64.40	35.60
41	261	67538	4.94	95.06	52.40	18.68	71.08	28.91
42	262	14903	0.80	99.20	43.37	11.15	54.52	45.47
43	263	23243	5.92	94.08	38.23	10.96	49.19	50.81
44	264	22584	0.35	99.65	49.18	8.98	58.16	41.84
45	265	22555	4.32	95.68	61.64	18.92	80.55	19.45
46	266	7481	1.76	98.24	62.65	10.53	73.19	26.81
47	267	3322	-	100.00	68.66	8.97	77.63	22.37
48	268	92	-	100.00	60.87	6.52	67.39	32.61
49	271	161529	8.19	91.81	58.69	5.29	63.99	36.01
50	272	30883	0.87	99.12	58.71	9.04	67.74	32.79
51	273	66745	2.70	97.30	57.51	5.45	62.96	37.04
52	274	40670	-	100.00	42.71	15.30	58.01	41.99
53	275	38621	0.32	99.68	55.74	8.48	64.22	35.78
54	279	37544	1.73	98.27	59.41	9.74	69.15	30.85
55	281	250821	4.54	95.46	64.61	1.80	66.41	33.59
56	282	211603	3.18	96.82	64.79	1.47	66.26	33.74
57	291	91470	0.72	99.28	73.81	0.76	74.57	25.43
58	292	38169	5.18	94.82	48.64	0.33	48.97	51.03
59	293	429435	0.21	99.79	52.31	3.42	55.73	44.27
60	301	27532	38.41	61.59	34.15	0.11	34.26	65.74
61	302	30269	18.99	81.01	62.55	0.65	63.20	36.80
62	303	3218	11.72	88.28	66.10	1.80	67.90	32.10
63	304	417	-	100.00	95.20	-	95.20	4.80
64	309	148412	0.64	99.36	55.45	1.00	56.45	43.55
65	310	44129	2.21	97.79	66.80	3.06	69.87	30.13
66	321	105203	0.07	99.93	70.57	9.90	80.47	19.53
67	322	767	49.54	50.46	67.54	27.25	94.78	5.22

Table 4.1.2

Sl. NIC CODE No.		Total Number of Workers	Percentage of Workers to Total Workers					
			By Sectors		By Category of Workers			
			Pub.	Pvt.	Directly Employed		Contract Workers	
				Men	Women	Total.		
1	2	3	4	5	6	7	8	9
68	323	8428	-	100.00	82.91	12.01	94.93	5.07
69	324	2495	-	100.00	79.80	16.39	96.19	3.81
70	325	20344	-	100.00	61.98	21.46	83.44	16.56
71	329	40572	0.11	99.89	39.39	29.12	68.51	31.49
72	331	28279	2.95	97.05	55.58	0.96	56.54	43.46
73	332	6869	7.34	92.66	65.51	1.85	67.36	32.64
74	351	25965	17.74	82.26	36.22	0.27	36.50	63.51
75	352	6102	16.50	83.51	47.87	4.85	52.72	47.28
76	353	1384	-	100.00	57.80	7.66	65.46	34.54
77	360	2114	14.81	85.19	78.00	9.60	87.56	12.39
78	370	914	11.49	88.51	28.34	-	28.34	71.66
79	381	430	-	100.00	29.53	0.70	30.23	69.77
80	382	1422	-	100.00	49.23	1.27	50.49	49.51
81	383	4669	-	100.00	90.94	1.48	92.40	7.60
82	390	55	-	100.00	63.64	23.64	87.27	12.73
83	400	171697	1.41	98.59	80.71	1.57	82.27	17.73
All India		9901764	4.37	95.63	53.66	12.40	66.06	33.94

Table 4.2.1
Percentage of Contract Workers Employed in States by Sectors during the Year 2010-11

Sl. No.	State	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.	Pvt.	Pub.	Pvt.	Overall
1	2	3	4	5	6	7	8
1	Jammu & Kashmir	21266	1.67	98.33	17.60	49.82	48.34
2	Himachal Pradesh	31573	2.76	97.24	47.49	26.02	26.35
3	Punjab	138328	1.41	98.59	25.16	28.57	28.52
4	Chandigarh	1245	15.42	84.58	62.75	13.14	14.96
5	Uttaranchal	117460	2.36	97.64	30.81	50.95	50.18
6	Haryana	199340	0.55	99.45	24.20	46.89	46.65
7	Delhi	9932	-	100.00	-	12.58	12.57
8	Rajasthan	122620	4.02	95.98	41.51	36.10	36.29
9	Uttar Pradesh	228297	1.70	98.30	17.39	37.15	36.44
10	Bihar	58485	5.67	94.33	69.10	64.04	64.31
11	Sikkim	2778	0.58	99.42	2.72	59.45	53.07
12	Nagaland	406	-	100.00	-	21.37	21.37
13	Manipur	2530	2.21	97.79	65.12	64.97	64.97
14	Tripura	27411	0.54	99.46	66.67	90.17	90.00
15	Meghalaya	2829	3.82	96.18	15.00	50.53	46.34
16	Assam	27896	9.50	90.50	27.11	19.20	19.75
17	West Bengal	156287	6.94	93.06	23.41	31.10	30.41
18	Jharkhand	29837	17.29	82.71	14.67	26.47	23.24
19	Orissa	110035	12.98	87.02	35.48	50.62	47.97
20	Chhattisgarh	57849	8.29	91.71	30.25	44.60	42.91
21	Madhya Pradesh	76951	5.56	94.44	31.77	33.23	33.15
22	Gujarat	357702	0.99	99.01	31.40	36.11	36.06
23	Daman & Diu	19025	-	100.00	-	22.51	22.49
24	D & Nagar Haveli	36860	0.30	99.70	16.69	42.56	42.37
25	Maharashtra	487360	1.72	98.28	22.99	41.06	40.51
26	Andhra Pradesh	500143	1.76	98.24	29.46	48.63	48.08
27	Karnataka	128700	6.48	93.52	30.52	20.69	21.13
28	Goa	17081	21.53	78.47	55.47	45.52	47.35
29	Kerala	53483	21.95	78.05	24.18	14.96	16.32
30	Tamil Nadu	317656	2.99	97.01	23.82	19.85	19.95
31	Pondicherry	19349	0.02	99.98	0.09	43.76	39.72
32	A & N Islands	32	-	100.00	-	18.18	11.35
All India		3360748	3.44	96.56	26.79	34.27	33.94

Table 4.2.2
Percentage of Contract Workers Employed in Industries (3-Digit Level of NIC-2008) by Sectors during the Year 2010-11

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.	Pvt.	Pub.	Pvt.	Overall
1	2	3	4	5	6	7	8
1	016	48221	1.28	98.72	81.59	49.50	49.75
2	089	3150	8.51	91.49	54.36	61.12	60.48
3	101	7346	-	100.00	-	53.07	51.78
4	102	12637	1.57	98.43	35.36	46.53	46.30
5	103	22293	1.08	98.92	47.82	48.13	48.13
6	104	35520	6.48	93.52	46.73	39.13	39.55
7	105	31386	31.51	68.49	38.88	40.16	39.75
8	106	120206	0.75	99.25	53.82	43.20	43.26
9	107	106680	8.83	91.17	16.15	16.74	16.69
10	108	11048	9.43	90.57	51.30	41.52	42.28
11	110	50258	1.16	98.84	19.27	51.39	50.41
12	120	265585	0.12	99.88	84.24	67.57	67.59
13	131	143538	2.95	97.05	9.61	14.16	13.97
14	139	41250	0.41	99.59	9.86	19.76	19.68
15	141	79788	0.21	99.79	4.47	14.70	14.63
16	142	136	-	100.00	-	32.23	32.23
17	143	27754	0.05	99.95	3.77	13.97	13.96
18	151	18592	-	100.00	-	24.92	24.87
19	152	21653	-	100.00	-	12.27	12.26
20	161	902	-	100.00	-	12.92	12.17
21	162	15566	0.47	99.53	11.21	28.62	28.42
22	170	56115	6.47	93.53	45.56	27.87	28.59
23	181	19807	0.60	99.40	4.72	19.62	19.26
24	182	-	-	-	-	-	-
25	191	9532	24.39	75.61	22.49	42.43	34.89
26	192	32979	31.89	68.11	44.20	65.78	56.92
27	201	77885	7.76	92.24	30.62	44.77	43.22
28	202	86782	2.14	97.86	30.81	32.39	32.35
29	203	3779	1.01	98.99	11.48	20.36	20.20
30	210	120172	0.34	99.66	18.22	41.96	41.77
31	221	43396	2.68	97.32	43.49	30.72	30.96
32	222	79344	1.03	98.97	35.68	30.42	30.46

Table 4.2.2

Sl. NIC CODE 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.	Pvt.	Pub.	Pvt.	Overall
1	2	3	4	5	6	7	8
33	231	26576	-	100.00	-	46.75	46.75
34	239	388096	1.63	98.37	43.73	57.11	56.82
35	241	209653	9.24	90.76	20.14	45.18	40.53
36	242	42760	2.37	97.63	15.19	50.72	48.06
37	243	65558	0.48	99.52	12.35	41.00	40.55
38	251	141751	2.60	97.40	38.85	60.35	59.50
39	252	1171	-	100.00	-	47.64	47.64
40	259	100575	0.19	99.81	7.06	35.88	35.60
41	261	19528	1.70	98.30	9.96	29.90	28.91
42	262	6777	1.76	98.24	100.00	45.04	45.47
43	263	11810	2.39	97.61	20.48	52.72	50.81
44	264	9449	-	100.00	-	41.99	41.84
45	265	4386	2.30	97.70	10.37	19.86	19.45
46	266	2006	2.64	97.36	40.15	26.58	26.81
47	267	743	-	100.00	-	22.37	22.37
48	268	30	-	100.00	-	32.61	32.61
49	271	58172	6.10	93.90	26.84	36.83	36.01
50	272	10127	-	100.00	-	33.08	32.79
51	273	24720	0.03	99.97	0.44	38.05	37.04
52	274	17078	-	100.00	-	41.99	41.99
53	275	13817	-	100.00	-	35.89	35.78
54	279	11582	1.40	98.60	24.88	30.95	30.85
55	281	84249	4.51	95.49	33.35	33.60	33.59
56	282	71405	3.44	96.56	36.56	33.65	33.74
57	291	23261	-	100.00	-	25.62	25.43
58	292	19478	7.30	92.70	71.89	49.89	51.03
59	293	190119	0.00	100.00	0.77	44.36	44.27
60	301	18100	37.23	62.77	63.72	67.00	65.74
61	302	11139	27.38	72.62	53.06	32.99	36.80
62	303	1033	9.00	91.00	24.67	33.09	32.10
63	304	20	-	100.00	-	4.80	4.80
64	309	64632	0.03	99.97	2.00	43.82	43.55
65	310	13297	0.75	99.25	10.25	30.58	30.13
66	321	20541	0.37	99.63	100.00	19.47	19.53
67	322	40	-	100.00	-	10.34	5.22
68	323	427	-	100.00	-	5.07	5.07
69	324	95	-	100.00	-	3.81	3.81
70	325	3369	-	100.00	-	16.56	16.56
71	329	12777	-	100.00	-	31.53	31.49

Table 4.2.2

Sl. NIC CODE 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.	Pvt.	Pub.	Pvt.	Overall
1	2	3	4	5	6	7	8
72	331	12289	1.30	98.70	19.18	44.19	43.46
73	332	2242	-	100.00	-	35.22	32.64
74	351	16490	21.55	78.45	77.16	60.57	63.51
75	352	2885	21.73	78.27	62.26	44.31	47.28
76	353	478	-	100.00	-	34.54	34.54
77	360	262	17.94	82.06	15.02	11.94	12.39
78	370	655	7.48	92.52	46.67	74.91	71.66
79	381	300	-	100.00	-	69.77	69.77
80	382	704	-	100.00	-	49.51	49.51
81	383	355	-	100.00	-	7.60	7.60
82	390	7	-	100.00	-	12.73	12.73
83	400	30434	2.39	97.61	30.17	17.55	17.73
All India		3360748	3.44	96.56	26.79	34.27	33.94

Table 4.3.1
Percentage of Mandays Worked by Workers Employed in States by Sectors and Category of Workers during the Year 2010-11

Sl. No.	State	Total Mandays Worked by Workers (lakh)	Percentage of Mandays Worked by Workers					
			By Sectors		By Category of Workers			
			Pub.	Pvt.	Directly Employed			Contract Workers
					Men	Women	Total.	
1	2	3	4	5	6	7	8	9
1	Jammu & Kashmir	138	4.38	95.62	49.10	3.48	52.58	47.42
2	Himachal Pradesh	374	1.65	98.35	67.13	6.50	73.63	26.37
3	Punjab	1422	1.82	98.18	71.13	3.79	74.92	25.08
4	Chandigarh	27	3.35	96.65	83.06	2.32	85.38	14.62
5	Uttaranchal	741	6.02	93.98	46.01	4.73	50.74	49.26
6	Haryana	1295	1.02	98.98	51.42	2.21	53.63	46.37
7	Delhi	241	0.11	99.89	82.39	5.08	87.47	12.53
8	Rajasthan	1044	3.60	96.40	63.81	1.71	65.52	34.48
9	Uttar Pradesh	1881	3.67	96.33	62.16	2.41	64.58	35.42
10	Bihar	248	9.68	90.32	50.82	1.27	52.09	47.91
11	Sikkim	16	11.37	88.63	32.27	14.48	46.74	53.26
12	Nagaland	5	-	100.00	64.50	11.40	75.90	24.10
13	Manipur	11	2.32	97.68	22.25	13.67	35.92	64.08
14	Tripura	58	0.85	99.15	14.93	0.67	15.60	84.40
15	Meghalaya	19	12.69	87.31	50.59	2.09	52.68	47.32
16	Assam	384	8.73	91.27	77.08	4.97	82.05	17.95
17	West Bengal	1635	9.56	90.44	67.80	1.31	69.11	30.89
18	Jharkhand	407	30.40	69.60	74.39	4.30	78.69	21.31
19	Orissa	835	24.18	75.82	47.40	6.90	54.30	45.70
20	Chhattisgarh	438	12.45	87.55	56.54	1.34	57.87	42.13
21	Madhya Pradesh	723	6.06	93.94	63.09	3.10	66.19	33.81
22	Gujarat	3082	1.27	98.73	60.50	3.24	63.74	36.26
23	Daman & Diu	259	0.08	99.92	66.18	11.29	77.46	22.54
24	D & Nagar Haveli	284	0.74	99.26	53.71	3.23	56.94	43.06
25	Maharashtra	3780	3.29	96.71	53.29	6.23	59.52	40.48
26	Andhra Pradesh	3198	3.65	96.35	41.58	11.20	52.77	47.38
27	Karnataka	1873	4.66	95.34	49.16	29.41	78.57	21.43
28	Goa	114	17.94	82.06	43.00	8.57	51.58	48.42
29	Kerala	899	16.71	83.29	34.27	48.35	82.62	17.38
30	Tamil Nadu	5147	6.79	93.21	49.37	30.03	79.40	20.60
31	Pondicherry	145	10.41	89.59	48.77	10.18	58.95	41.05
32	A & N Islands	1	37.14	62.86	84.72	3.69	88.41	11.59
All India		30726	5.70	94.30	54.61	11.92	66.53	33.48

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 2010-11

Sl. NIC CODE No.		Total Mandays Worked by Workers (lakh)	Percentage of Mandays Worked by Workers					
			By Sectors		By Category of Workers			
			Pub.	Pvt.	Directly Employed Contract Workers			
						Men	Women	Total.
1	2	3	4	5	6	7	8	9
1	016	208	1.11	98.89	33.85	17.76	51.61	48.39
2	089	12	12.28	87.72	33.14	4.24	37.38	62.62
3	101	50	11.10	88.90	47.77	3.71	51.47	48.53
4	102	89	1.88	98.12	21.59	28.78	50.37	49.63
5	103	132	1.15	98.85	37.47	16.37	53.84	46.16
6	104	279	5.30	94.70	55.31	3.66	58.96	41.04
7	105	276	32.67	67.33	56.03	4.10	60.14	39.86
8	106	725	0.64	99.36	50.07	8.91	58.98	41.02
9	107	1838	9.43	90.57	53.83	29.11	82.94	17.06
10	108	81	7.98	92.02	54.62	3.38	57.99	42.01
11	110	311	3.02	96.98	44.91	4.79	49.70	50.30
12	120	1191	0.07	99.93	15.50	18.35	33.86	66.14
13	131	3392	4.05	95.95	70.27	15.91	86.17	13.83
14	139	653	0.71	99.29	64.51	15.47	79.98	20.02
15	141	1654	0.67	99.33	40.89	44.42	85.31	14.69
16	142	1	-	100.00	54.44	9.44	63.88	36.12
17	143	602	0.17	99.83	53.51	32.40	85.91	14.09
18	151	225	0.22	99.78	58.38	16.63	75.01	24.99
19	152	532	0.11	99.89	53.66	34.09	87.75	12.25
20	161	21	6.21	93.79	69.93	17.46	87.39	12.61
21	162	165	1.18	98.82	66.45	4.47	70.92	29.08
22	170	640	4.50	95.50	64.17	6.13	70.30	29.70
23	181	323	2.40	97.60	73.44	7.19	80.62	19.38
24	182	1	-	100.00	100.00	-	100.00	-
25	191	91	40.54	59.46	62.19	3.01	65.20	34.80
26	192	212	44.83	55.17	44.39	1.68	46.07	53.93
27	201	611	11.35	88.65	54.93	0.99	55.93	44.07
28	202	828	2.22	97.78	44.95	22.00	66.95	33.05
29	203	60	3.95	96.05	76.08	1.75	77.83	22.17
30	210	912	0.73	99.27	48.50	9.05	57.55	42.45

Table 4.3.2

Sl. NIC CODE No.		Total Mandays Worked by Workers (lakh)	Percentage of Mandays Worked by Workers					
			By Sectors		By Category of Workers			
			Pub.	Pvt.	Directly Employed		Contract Workers	
					Men	Women	Total.	
1	2	3	4	5	6	7	8	9
31	221	449	1.93	98.07	63.31	4.92	68.23	31.77
32	222	801	0.81	99.19	61.73	7.37	69.10	30.90
33	231	185	-	100.00	51.43	2.39	53.81	46.19
34	239	1850	2.46	97.54	41.99	4.32	46.31	53.69
35	241	1759	19.89	80.11	58.19	0.95	59.14	40.86
36	242	352	22.63	77.37	56.87	2.01	58.88	41.12
37	243	510	2.80	97.20	58.44	1.22	59.67	40.33
38	251	949	26.53	73.47	43.93	1.26	45.19	54.81
39	252	8	-	100.00	50.00	3.01	53.01	46.99
40	259	859	0.94	99.06	61.04	3.05	64.08	35.92
41	261	225	13.10	86.90	55.37	18.21	73.58	26.42
42	262	45	0.81	99.19	43.70	10.62	54.32	45.68
43	263	71	5.71	94.29	38.20	10.89	49.09	50.91
44	264	73	0.29	99.71	48.21	11.12	59.33	40.67
45	265	69	4.24	95.76	61.26	19.09	80.35	19.65
46	266	22	1.81	98.19	62.44	10.24	72.67	27.33
47	267	10	-	100.00	68.52	8.95	77.46	22.54
48	268	0	-	100.00	60.99	6.58	67.58	32.42
49	271	491	8.53	91.47	58.73	5.40	64.13	35.87
50	272	96	0.86	99.14	64.00	8.67	72.67	32.56
51	273	206	2.89	97.11	57.42	5.38	62.80	37.20
52	274	126	-	100.00	42.24	14.91	57.14	42.86
53	275	116	0.31	99.69	55.86	8.46	64.32	35.68
54	279	113	1.73	98.27	59.53	9.70	69.23	30.77
55	281	765	4.50	95.50	64.70	1.74	66.44	33.56
56	282	655	3.00	97.00	63.70	1.51	65.21	34.79
57	291	283	0.70	99.30	75.20	0.83	76.04	23.96
58	292	116	5.14	94.86	48.39	0.33	48.73	51.27
59	293	1313	0.21	99.79	52.45	3.35	55.80	44.20
60	301	83	37.31	62.69	34.01	0.11	34.12	65.88
61	302	92	19.43	80.57	62.55	0.64	63.18	36.82
62	303	10	11.86	88.14	66.10	1.75	67.84	32.16
63	304	1	-	100.00	96.31	-	96.31	3.69
64	309	458	0.63	99.37	55.28	0.98	56.26	43.74
65	310	134	2.19	97.81	66.64	3.05	69.69	30.31
66	321	312	0.07	99.93	70.34	10.06	80.39	19.61
67	322	13	90.84	9.16	69.26	29.80	99.07	0.93

Table 4.3.2

Sl. NIC CODE No.		Total Mandays Worked by Workers (lakh)	Percentage of Mandays Worked by Workers					
			By Sectors		By Category of Workers			
			Pub.	Pvt.	Directly Employed		Contract Workers	
					Men	Women	Total.	
1	2	3	4	5	6	7	8	9
68	323	26	-	100.00	82.98	11.96	94.94	5.06
69	324	8	-	100.00	79.77	16.45	96.22	3.78
70	325	64	-	100.00	62.22	21.74	83.96	16.04
71	329	125	0.11	99.89	40.48	29.19	69.67	30.33
72	331	86	3.06	96.94	56.18	0.92	57.10	42.90
73	332	21	7.17	92.83	65.30	1.78	67.09	32.91
74	351	83	17.84	82.16	37.20	0.29	37.50	62.50
75	352	20	15.51	84.49	45.09	5.21	50.30	49.70
76	353	4	-	100.00	58.37	7.20	65.56	34.44
77	360	6	17.32	82.68	77.07	8.65	85.71	14.29
78	370	3	11.09	88.91	28.75	-	28.75	71.25
79	381	1	-	100.00	32.97	0.56	33.53	66.47
80	382	4	-	100.00	50.73	1.18	51.91	48.09
81	383	13	-	100.00	95.46	1.63	97.08	2.92
82	390	0	-	100.00	61.47	27.91	89.39	10.61
83	400	529	1.41	98.59	80.68	1.57	82.26	17.74
All India		30726	5.70	94.30	54.61	11.92	66.53	33.48

Table 4.4.1
Percentage of Mandays Worked by Contract Workers Employed in States by Sectors during
the Year 2010-11

Sl. State No.	Total Mandays Worked by Contract Workers (lakh)	Percentage of Mandays Worked by Contract Workers to Total Mandays Worked by Sectors		Percentage of Mandays Worked by Contract Workers to Total Mandays Worked by All Workers by Sectors			
		Pub.	Pvt.	Pub.	Pvt.	Overall	
1	2	3	4	5	6	7	8
1 Jammu & Kashmir	65	1.64	98.36	17.79	48.78	47.42	
2 Himachal Pradesh	99	3.07	96.93	49.27	25.99	26.37	
3 Punjab	357	1.83	98.17	25.13	25.08	25.08	
4 Chandigarh	4	14.39	85.61	62.73	12.95	14.62	
5 Uttaranchal	365	2.38	97.62	19.48	51.17	49.26	
6 Haryana	601	0.54	99.46	24.29	46.59	46.37	
7 Delhi	30	-	100.00	-	12.55	12.53	
8 Rajasthan	360	4.48	95.52	42.90	34.16	34.48	
9 Uttar Pradesh	666	1.93	98.07	18.59	36.07	35.42	
10 Bihar	119	5.26	94.74	26.04	50.25	47.91	
11 Sikkim	8	0.58	99.42	2.70	59.75	53.26	
12 Nagaland	1	-	100.00	-	24.10	24.10	
13 Manipur	7	2.46	97.54	67.96	63.99	64.08	
14 Tripura	49	0.54	99.46	54.30	84.65	84.40	
15 Meghalaya	9	3.78	96.22	14.11	52.15	47.32	
16 Assam	69	12.85	87.15	26.42	17.14	17.95	
17 West Bengal	505	7.25	92.75	23.41	31.68	30.89	
18 Jharkhand	87	19.99	80.01	14.01	24.49	21.31	
19 Orissa	382	13.51	86.49	25.53	52.13	45.70	
20 Chhattisgarh	184	8.13	91.87	27.52	44.21	42.13	
21 Madhya Pradesh	245	5.81	94.19	32.39	33.90	33.81	
22 Gujarat	1118	1.10	98.90	31.36	36.32	36.26	
23 Daman & Diu	58	-	100.00	-	22.56	22.54	
24 D & Nagar Haveli	122	0.33	99.67	19.36	43.24	43.06	
25 Maharashtra	1530	1.75	98.25	21.51	41.13	40.48	
26 Andhra Pradesh	1515	1.77	98.23	23.03	48.31	47.38	
27 Karnataka	401	6.69	93.31	30.76	20.97	21.43	
28 Goa	55	20.58	79.42	55.56	46.86	48.42	
29 Kerala	156	25.07	74.93	26.08	15.64	17.38	
30 Tamil Nadu	1060	10.96	89.04	33.26	19.68	20.60	
31 Pondicherry	60	0.02	99.98	0.08	45.82	41.05	
32 A & N Islands	0	-	100.00	-	18.43	11.59	
All India	10288	4.50	95.50	26.41	33.91	33.48	

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 2010-11

Sl. No.	NIC CODE	Total Mandays Worked by Contract Workers (lakh)	Percentage of Mandays Worked by Contract Workers to Total Mandays Worked by Sectors		Percentage of Mandays Worked by Contract Workers to Total Mandays Worked by All Workers by Sectors		
			Pub.	Pvt.	Pub.	Pvt.	Overall
1	2	3	4	5	6	7	8
1	016	100	1.92	98.08	83.29	47.99	48.39
2	089	8	10.67	89.33	54.41	63.77	62.62
3	101	24	-	100.00	-	54.59	48.53
4	102	44	1.27	98.73	33.66	49.94	49.63
5	103	61	1.20	98.80	48.17	46.14	46.16
6	104	115	5.99	94.01	46.35	40.74	41.04
7	105	110	31.80	68.20	38.81	40.38	39.86
8	106	298	0.81	99.19	51.84	40.95	41.02
9	107	314	8.89	91.11	16.09	17.17	17.06
10	108	34	9.76	90.24	51.40	41.19	42.01
11	110	156	1.14	98.86	19.05	51.27	50.30
12	120	788	0.10	99.90	88.29	66.13	66.14
13	131	469	2.28	97.72	7.80	14.08	13.83
14	139	131	0.29	99.71	8.06	20.10	20.02
15	141	243	0.20	99.80	4.45	14.76	14.69
16	142	0	-	100.00	-	36.12	36.12
17	143	85	0.04	99.96	3.11	14.11	14.09
18	151	56	-	100.00	-	25.05	24.99
19	152	65	-	100.00	-	12.26	12.25
20	161	3	-	100.00	-	13.45	12.61
21	162	48	0.46	99.54	11.35	29.30	29.08
22	170	190	6.91	93.09	45.65	28.95	29.70
23	181	63	0.65	99.35	5.24	19.72	19.38
24	182	-	-	-	-	-	-
25	191	32	26.91	73.09	23.10	42.77	34.80
26	192	114	31.05	68.95	37.35	67.41	53.93
27	201	269	7.89	92.11	30.65	45.79	44.07
28	202	274	2.20	97.80	32.69	33.06	33.05
29	203	13	1.05	98.95	5.87	22.84	22.17
30	210	387	0.32	99.68	18.41	42.63	42.45

Table 4.4.2

Sl. NIC CODE No.		Total Mandays Worked by Contract Workers (lakh)	Percentage of Mandays Worked by Contract Workers to Total Mandays Worked by Contract Workers by Sectors		Percentage of Mandays Worked by Contract Workers to Total Mandays Worked by All Workers by Sectors		
			Pub.	Pvt.	Pub.	Pvt.	Overall
1	2	3	4	5	6	7	8
31	221	143	2.56	97.44	42.05	31.57	31.77
32	222	248	0.99	99.01	37.73	30.85	30.90
33	231	85	-	100.00	-	46.19	46.19
34	239	993	1.91	98.09	41.65	53.99	53.69
35	241	719	9.79	90.21	20.11	46.01	40.86
36	242	145	2.23	97.77	4.05	51.96	41.12
37	243	206	0.47	99.53	6.78	41.30	40.33
38	251	520	18.89	81.11	39.02	60.51	54.81
39	252	4	-	100.00	-	46.99	46.99
40	259	308	0.19	99.81	7.11	36.19	35.92
41	261	60	1.50	98.50	3.03	29.94	26.42
42	262	20	1.76	98.24	100.00	45.24	45.68
43	263	36	2.29	97.71	20.39	52.75	50.91
44	264	30	-	100.00	-	40.79	40.67
45	265	14	2.20	97.80	10.21	20.07	19.65
46	266	6	2.68	97.32	40.36	27.09	27.33
47	267	2	-	100.00	-	22.54	22.54
48	268	0	-	100.00	-	32.42	32.42
49	271	176	6.23	93.77	26.20	36.77	35.87
50	272	31	-	100.00	-	32.84	32.56
51	273	77	0.03	99.97	0.40	38.29	37.20
52	274	54	-	100.00	-	42.86	42.86
53	275	41	-	100.00	-	35.79	35.68
54	279	35	1.41	98.59	25.06	30.87	30.77
55	281	257	4.48	95.52	33.36	33.57	33.56
56	282	228	3.32	96.68	38.54	34.67	34.79
57	291	68	-	100.00	-	24.13	23.96
58	292	60	7.20	92.80	71.86	50.16	51.27
59	293	580	0.00	100.00	0.77	44.29	44.20
60	301	55	36.00	64.00	63.57	67.26	65.88
61	302	34	27.82	72.18	52.72	32.98	36.82
62	303	3	9.36	90.64	25.38	33.07	32.16
63	304	0	-	100.00	-	3.69	3.69
64	309	200	0.03	99.97	1.91	44.00	43.74
65	310	41	0.72	99.28	9.91	30.77	30.31

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 Worked by Contract Workers by Sectors		Percentage of Mandays Worked by Contract Workers to Total Mandays Worked by All Workers by Sectors		
			Pub.	Pvt.	Pub.	Pvt.	Overall
1	2	3	4	5	6	7	8
66	321	61	0.38	99.62	100.00	19.55	19.61
67	322	0	-	100.00	-	10.20	0.93
68	323	1	-	100.00	-	5.06	5.06
69	324	0	-	100.00	-	3.78	3.78
70	325	10	-	100.00	-	16.04	16.04
71	329	38	-	100.00	-	30.36	30.33
72	331	37	1.44	98.56	20.21	43.61	42.90
73	332	7	-	100.00	-	35.46	32.91
74	351	52	22.48	77.52	78.74	58.98	62.50
75	352	10	20.42	79.58	65.41	46.81	49.70
76	353	2	-	100.00	-	34.44	34.44
77	360	1	18.55	81.45	15.30	14.07	14.29
78	370	2	7.44	92.56	47.79	74.18	71.25
79	381	1	-	100.00	-	66.47	66.47
80	382	2	-	100.00	-	48.09	48.09
81	383	0	-	100.00	-	2.92	2.92
82	390	0	-	100.00	-	10.61	10.61
83	400	94	2.33	97.67	29.34	17.58	17.74
All India		10288	4.50	95.50	26.41	33.91	33.48

Table 4.5.1
Percentage of Mandays Paid to Workers Employed in States by Sectors and Category of Workers during the Year 2010-11

Sl. No.	State	Total Mandays Paid to Workers (lakh)	Percentage of Mandays Paid to Workers					
			By Sectors		By Category of Workers			
			Pub.	Pvt.	Directly Employed			Contract Workers
					Men	Women	Total.	
1	2	3	4	5	6	7	8	9
1	Jammu & Kashmir	158	4.60	95.40	51.76	3.74	55.50	44.50
2	Himachal Pradesh	438	1.60	98.40	68.45	6.70	75.15	24.85
3	Punjab	1637	2.07	97.93	73.53	3.89	77.43	22.57
4	Chandigarh	33	3.36	96.64	84.16	2.41	86.57	13.43
5	Uttaranchal	808	6.38	93.62	48.85	4.94	53.79	46.21
6	Haryana	1509	1.06	98.94	53.92	2.33	56.25	43.75
7	Delhi	303	0.11	99.89	83.81	4.99	88.80	11.20
8	Rajasthan	1158	3.56	96.44	65.05	1.78	66.83	33.17
9	Uttar Pradesh	2461	3.27	96.73	56.22	2.17	58.39	41.61
10	Bihar	279	8.72	91.28	55.73	1.16	56.89	43.11
11	Sikkim	19	11.44	88.56	32.30	14.56	46.86	53.14
12	Nagaland	6	-	100.00	66.09	11.27	77.36	22.64
13	Manipur	12	2.38	97.62	25.28	15.17	40.45	59.55
14	Tripura	59	0.84	99.16	16.71	0.66	17.37	82.63
15	Meghalaya	21	13.44	86.56	55.49	2.31	57.80	42.20
16	Assam	452	8.05	91.95	78.58	4.38	82.95	17.05
17	West Bengal	1758	9.91	90.09	69.75	1.38	71.13	28.87
18	Jharkhand	498	25.27	74.73	71.98	3.67	75.64	24.36
19	Orissa	884	25.54	74.46	51.68	6.98	58.67	41.33
20	Chhattisgarh	495	13.27	86.73	59.96	1.41	61.37	38.63
21	Madhya Pradesh	820	6.03	93.97	65.87	3.24	69.12	30.88
22	Gujarat	3205	1.29	98.71	60.94	4.04	64.98	35.02
23	Daman & Diu	280	0.08	99.92	66.83	11.11	77.94	22.06
24	D & Nagar Haveli	298	0.81	99.19	55.21	3.27	58.48	41.52
25	Maharashtra	4126	3.30	96.70	55.91	6.11	62.01	37.99
26	Andhra Pradesh	3820	3.58	96.42	47.73	10.18	57.92	42.27
27	Karnataka	2175	4.56	95.44	50.42	30.12	80.53	19.47
28	Goa	128	18.55	81.45	46.91	8.93	55.85	44.15
29	Kerala	998	16.84	83.16	34.82	49.30	84.11	15.89
30	Tamil Nadu	6210	6.63	93.37	47.12	30.74	77.86	22.14
31	Pondicherry	161	10.28	89.72	51.67	10.86	62.53	37.47
32	A & N Islands	1	40.35	59.65	86.74	3.46	90.20	9.80
	All India	35209	5.63	94.37	55.62	12.29	67.91	32.11

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 2010-11

Sl. No.	State	Total Mandays Paid to Workers (lakh)	Percentage of Mandays Paid to Workers					
			By Sectors		By Category of Workers			
1	2	3	Pub.	Pvt.	Men	Women	Total.	Contract Workers
			4	5	6	7	8	9
1	016	214	1.08	98.92	36.98	18.19	55.16	44.84
2	089	13	13.16	86.84	35.56	4.53	40.08	59.92
3	101	406	1.88	98.12	7.09	0.52	7.61	92.39
4	102	94	2.04	97.96	22.48	29.42	51.91	48.09
5	103	144	1.68	98.32	39.25	16.89	56.14	43.86
6	104	301	5.47	94.53	57.87	3.72	61.59	38.41
7	105	304	34.10	65.90	58.07	4.11	62.17	37.83
8	106	1070	0.49	99.51	38.31	6.57	44.88	55.12
9	107	2065	9.12	90.88	56.49	27.91	84.40	15.60
10	108	87	7.90	92.10	56.17	3.45	59.62	40.38
11	110	342	3.21	96.79	48.77	4.99	53.77	46.23
12	120	1266	0.07	99.93	18.65	19.02	37.67	62.33
13	131	3734	4.01	95.99	69.61	17.74	87.35	12.65
14	139	831	0.72	99.28	63.44	20.59	84.04	15.96
15	141	1922	0.69	99.31	41.25	45.23	86.49	13.51
16	142	1	-	100.00	54.13	10.35	64.47	35.53
17	143	661	0.16	99.84	52.78	34.33	87.11	12.89
18	151	260	0.23	99.77	59.79	16.92	76.71	23.29
19	152	611	0.11	99.89	54.11	35.04	89.16	10.84
20	161	22	6.68	93.32	71.32	16.77	88.08	11.92
21	162	180	1.21	98.79	68.03	4.47	72.50	27.50
22	170	705	4.63	95.37	66.07	6.28	72.35	27.65
23	181	373	2.38	97.62	75.48	7.25	82.73	17.27
24	182	1	-	100.00	100.00	-	100.00	-
25	191	141	27.07	72.93	67.69	2.02	69.70	30.30
26	192	221	45.51	54.49	45.49	2.18	47.66	52.34
27	201	660	11.78	88.22	57.23	1.08	58.31	41.69
28	202	938	2.28	97.72	45.75	22.47	68.22	31.78
29	203	64	3.96	96.04	78.11	1.76	79.87	20.13
30	210	1076	0.98	99.02	47.46	9.00	56.46	43.54

Table 4.5.2

Sl. State No.		Total Mandays Paid to Workers (lakh)	Percentage of Mandays Paid to Workers					
			By Sectors		By Category of Workers			
			Pub.	Pvt.	Directly Employed		Contract Workers	
					Men	Women	Total.	
1	2	3	4	5	6	7	8	9
31	221	525	1.80	98.20	64.47	4.66	69.13	30.87
32	222	913	0.82	99.18	62.32	7.27	69.60	30.40
33	231	201	-	100.00	54.80	2.48	57.28	42.72
34	239	2003	2.52	97.48	43.85	4.22	48.07	51.93
35	241	1922	20.20	79.80	60.69	0.94	61.64	38.36
36	242	349	27.05	72.95	67.05	2.35	69.40	30.60
37	243	549	3.04	96.96	60.78	1.25	62.03	37.97
38	251	1053	28.80	71.20	47.04	1.36	48.40	51.60
39	252	9	-	100.00	52.45	3.12	55.57	44.43
40	259	958	0.97	99.03	64.23	3.14	67.37	32.63
41	261	259	13.66	86.34	56.94	18.97	75.91	24.09
42	262	51	0.71	99.29	47.14	11.28	58.42	41.58
43	263	79	6.26	93.74	40.80	11.55	52.36	47.64
44	264	82	0.35	99.65	51.03	11.71	62.74	37.26
45	265	78	4.55	95.45	64.00	18.67	82.67	17.33
46	266	25	1.73	98.27	63.74	11.33	75.08	24.92
47	267	11	-	100.00	70.49	9.53	80.02	19.98
48	268	0	-	100.00	59.56	6.76	66.32	33.68
49	271	563	8.47	91.53	62.02	5.42	67.44	32.56
50	272	108	0.92	99.08	68.09	9.27	77.37	29.10
51	273	471	1.38	98.62	81.12	2.70	83.82	16.18
52	274	139	-	100.00	44.60	15.81	60.41	39.59
53	275	131	0.37	99.63	58.39	9.09	67.48	32.52
54	279	127	1.88	98.12	61.77	9.97	71.73	28.27
55	281	851	4.64	95.36	66.90	1.81	68.71	31.29
56	282	724	3.14	96.86	66.11	1.52	67.64	32.36
57	291	331	0.74	99.26	77.93	0.87	78.80	21.20
58	292	130	5.56	94.44	51.44	0.35	51.79	48.21
59	293	1460	0.24	99.76	55.00	3.48	58.48	41.52
60	301	88	38.24	61.76	37.12	0.12	37.25	62.75
61	302	104	18.82	81.18	65.72	0.71	66.43	33.57
62	303	11	12.10	87.90	69.54	1.88	71.42	28.58
63	304	2	-	100.00	96.97	-	96.97	3.03
64	309	520	0.77	99.23	58.26	1.05	59.30	40.70
65	310	150	2.20	97.80	69.13	3.01	72.13	27.87
66	321	332	0.08	99.92	70.50	10.38	80.88	19.12
67	322	15	90.61	9.39	70.06	29.16	99.22	0.78

Table 4.5.2

Sl. State No.		Total Mandays Paid to Workers (lakh)	Percentage of Mandays Paid to Workers					
			By Sectors		By Category of Workers			
			Pub.	Pvt.	Directly Employed		Contract Workers	
					Men	Women	Total.	
1	2	3	4	5	6	7	8	9
68	323	82	-	100.00	31.72	66.62	98.34	1.66
69	324	9	-	100.00	79.60	16.56	96.15	3.85
70	325	75	-	100.00	63.31	22.21	85.51	14.49
71	329	136	0.11	99.89	42.58	29.22	71.80	28.20
72	331	95	3.25	96.75	59.85	0.99	60.84	39.16
73	332	24	7.34	92.66	67.63	1.82	69.45	30.55
74	351	94	16.44	83.56	42.03	0.31	42.34	57.66
75	352	22	15.30	84.70	48.94	4.83	53.77	46.23
76	353	5	-	100.00	60.37	7.78	68.15	31.85
77	360	7	17.11	82.89	78.24	8.83	87.07	12.93
78	370	3	12.24	87.76	30.65	-	30.65	69.35
79	381	1	-	100.00	35.87	0.73	36.60	63.40
80	382	5	-	100.00	53.75	1.20	54.95	45.05
81	383	13	-	100.00	95.50	1.67	97.17	2.83
82	390	0	-	100.00	60.54	30.04	90.58	9.42
83	400	605	1.37	98.63	82.46	1.63	84.09	15.91
All India		35209	5.63	94.37	55.62	12.29	67.91	32.11

Table 4.6.1

Percentage of Factories Employing Contract Workers in States by Sectors during the Year 2010-11

Sl. No.	State	Total Number of Reporting Factories	No. of Factories Employing Contract Workers	Percentage of Factories Employing Contract Workers by Sectors		
				Pub.	Pvt.	Overall
1	2	3	4	5	6	7
1	Jammu & Kashmir	705	267	23.81	38.30	37.87
2	Himachal Pradesh	1915	424	32.00	22.01	22.14
3	Punjab	10523	3916	48.05	37.13	37.21
4	Chandigarh	280	18	100.00	6.09	6.43
5	Uttaranchal	2424	979	50.00	40.25	40.39
6	Haryana	4678	1441	54.29	30.63	30.80
7	Delhi	2878	206	-	7.18	7.16
8	Rajasthan	7516	2318	62.12	30.28	30.84
9	Uttar Pradesh	11312	3357	69.61	29.31	29.68
10	Bihar	2545	1463	75.00	57.14	57.49
11	Sikkim	53	20	40.00	37.50	37.74
12	Nagaland	84	19	-	22.62	22.62
13	Manipur	88	55	100.00	61.18	62.50
14	Tripura	448	331	40.00	74.27	73.88
15	Meghalaya	94	33	33.33	35.16	35.11
16	Assam	2646	602	17.07	22.84	22.75
17	West Bengal	7334	1744	41.09	23.47	23.78
18	Jharkhand	2189	482	41.49	21.15	22.02
19	Orissa	2482	727	68.57	28.15	29.29
20	Chhattisgarh	2065	925	89.00	42.52	44.79
21	Madhya Pradesh	3744	682	64.84	17.05	18.22
22	Gujarat	16931	4341	17.35	25.69	25.64
23	Daman & Diu	1513	263	-	17.55	17.38
24	D & Nagar Haveli	1231	510	38.10	41.49	41.43
25	Maharashtra	21865	7109	41.86	32.40	32.51
26	Andhra Pradesh	22043	8251	45.50	37.36	37.43
27	Karnataka	8857	2054	33.03	22.94	23.19
28	Goa	520	225	56.00	42.63	43.27
29	Kerala	6195	1092	28.43	17.05	17.63
30	Tamil Nadu	26296	4601	32.12	17.28	17.50
31	Pondicherry	711	233	4.17	33.77	32.77
32	A & N Islands	13	2	-	18.18	15.38
All India		172177	48689	42.76	28.06	28.28

Table 4.6.2
Percentage of Factories Employing Contract Workers in Industries (3-Digit Level of NIC-2008) by Sectors during the Year 2010-11

Sl. State No.		Total Number of Reporting Factories	No. of Factories Employing Contract Workers	Percentage of Factories Employing Contract Workers by Sectors		
				Pub.	Pvt.	Overall
1	2	3	4	5	6	7
1	016	3249	1596	78.57	48.74	49.12
2	089	86	36	100.00	41.18	41.86
3	101	112	61	-	55.45	54.46
4	102	371	142	57.14	37.54	38.27
5	103	912	386	20.83	42.91	42.32
6	104	2627	865	52.38	32.44	32.93
7	105	1309	516	61.15	34.03	39.42
8	106	15612	6737	62.50	43.01	43.15
9	107	7213	1447	35.98	19.46	20.06
10	108	592	259	63.04	42.05	43.75
11	110	1505	555	54.76	36.30	36.88
12	120	2882	884	14.29	30.71	30.67
13	131	9883	1970	20.94	19.91	19.93
14	139	3275	542	17.39	16.53	16.55
15	141	3931	720	27.27	18.29	18.32
16	142	16	8	-	50.00	50.00
17	143	2311	228	77.78	9.60	9.87
18	151	1509	270	-	17.99	17.89
19	152	1545	251	-	16.26	16.25
20	161	1196	162	-	13.72	13.55
21	162	2348	445	21.05	18.94	18.95
22	170	5104	976	40.00	19.06	19.12
23	181	3652	452	7.22	12.52	12.38
24	182	9	-	-	-	-
25	191	582	130	7.41	23.06	22.34
26	192	623	264	78.79	32.86	42.38
27	201	3689	1152	62.50	30.61	31.23
28	202	5452	1286	29.81	23.49	23.59
29	203	75	21	50.00	27.40	28.00
30	210	3957	1339	42.86	33.77	33.84
31	221	2224	458	47.06	20.38	20.59
32	222	7321	1394	8.51	19.11	19.04

Table 4.6.2

Sl. State No.		Total Number of Reporting Factories	No. of Factories Employing Contract Workers	Percentage of Factories Employing Contract Workers by Sectors		
1	2			5	6	7
		3	4	Pub.	Pvt.	Overall
33	231	718	192	-	26.74	26.74
34	239	18878	8632	54.46	45.68	45.73
35	241	4963	1689	83.33	32.94	34.03
36	242	1353	377	50.00	27.73	27.86
37	243	3161	706	27.59	22.28	22.33
38	251	3518	1226	34.62	34.85	34.85
39	252	66	21	-	31.82	31.82
40	259	8335	1858	16.18	22.34	22.29
41	261	866	270	13.04	31.67	31.18
42	262	122	46	100.00	36.44	37.70
43	263	188	53	28.57	28.18	28.19
44	264	235	46	-	19.74	19.57
45	265	449	89	20.00	19.82	19.82
46	266	92	20	100.00	20.00	21.74
47	267	96	15	-	15.63	15.63
48	268	3	1	-	33.33	33.33
49	271	2439	583	55.56	23.66	23.90
50	272	391	90	-	23.32	23.02
51	273	1189	283	10.00	23.92	23.80
52	274	452	146	-	32.30	32.30
53	275	733	121	-	16.53	16.51
54	279	847	219	75.00	25.62	25.86
55	281	5073	1056	34.38	20.73	20.82
56	282	4882	877	55.88	17.70	17.96
57	291	186	54	-	31.58	29.03
58	292	506	179	60.00	35.13	35.38
59	293	3695	1514	5.26	41.16	40.97
60	301	113	48	80.00	38.83	42.48
61	302	340	92	29.41	26.93	27.06
62	303	55	12	100.00	17.31	21.82
63	304	29	1	-	3.45	3.45
64	309	1466	351	33.33	23.92	23.94
65	310	1195	227	30.95	18.47	19.00
66	321	898	209	100.00	23.19	23.27
67	322	14	2	-	15.38	14.29
68	323	146	8	-	5.48	5.48
69	324	82	6	-	7.32	7.32
70	325	318	57	-	17.92	17.92
71	329	679	152	-	22.59	22.39

Table 4.6.2

Sl. State No.		Total Number of Reporting Factories	No. of Factories Employing Contract Workers	Percentage of Factories Employing Contract Workers by Sectors		
				Pub.	Pvt.	Overall
1	2	3	4	5	6	7
72	331	479	114	18.18	23.93	23.80
73	332	74	28	-	38.89	37.84
74	351	291	125	37.50	43.43	42.96
75	352	199	57	75.00	24.46	28.64
76	353	26	10	-	38.46	38.46
77	360	70	12	56.25	5.56	17.14
78	370	23	11	50.00	47.37	47.83
79	381	3	1	-	33.33	33.33
80	382	40	15	-	37.50	37.50
81	383	110	11	-	10.00	10.00
82	390	9	1	-	11.11	11.11
83	400	6905	1222	48.24	17.31	17.70
All India		172177	48689	42.76	28.06	28.28

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 2010-11 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. 539.79. Component wise, the employers, on an average for each manday worked by an average employee, spent Rs. 443.25 on wages/salaries, Rs. 21.48 on bonus, Rs. 41.43 as a contribution towards the employees' provident and other funds and Rs. 33.63 towards workmen and staff welfare expenses. The average labour cost per manday worked in manufacturing industries belonging to the Public Sector was Rs. 1034.13 as compared to Rs. 505.21 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. 1505.38 in Sikkim, followed by Rs. 868.86 in Goa and Rs. 837.63 in Jharkhand. The lowest average labour cost per manday worked in respect of all employees was reported at Rs. 172.25 in Manipur, followed by Rs. 187.32 in Tripura and Rs. 205.70 in Nagaland.

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. 1865.34 in the industry group '192-Manufacture of Refined Petroleum products' followed by industry groups '291-Manufacture of motor vehicles' (Rs. 1492.59) and '264-Manufacture of consumer electronics' (Rs. 1419.66). The lowest average labour cost per manday worked was reported at Rs. 157.09 in the industry group '120-Manufacture of tobacco products'. Other industry groups having reported low labour cost were '161-Saw milling and planing of wood' (Rs. 219.65) and '089-Mining & quarrying n.e.c.' (Rs. 258.06).

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. 21290005 lakhs. The share of different components of labour cost to Total Labour Cost worked out to be 82.12 per cent on wages/salaries, 3.98 per cent on bonus, 7.67 per cent on provident and other funds and 6.23 per cent towards staff welfare expenses. Across the States, the share of wages/salaries in the labour cost was highest at 97.09 per cent in Manipur followed by Sikkim with 94.58 per cent. The share of wages/salaries in the labour cost was the lowest at 69.58 per cent in Assam followed by Kerala (77.42 per cent).

The contribution of bonus to total labour cost was 6.04 per cent in Tripura and less than 2 per cent in Manipur, Bihar, Sikkim and Orissa. The proportion of provident and other funds in total labour cost was highest (13.93 per cent) in Nagaland whereas the lowest (0.55 per cent) was reported in Manipur. The highest proportion of staff welfare expenses in total labour cost was reported (13.27 per cent) in Assam and the lowest (1.68 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. Three industry groups, viz., '106-Manufacture of grain mill products, starches and starch products', '142-Manufacture of articles of fur' and '381-Waste collection' reported more than 90 per cent of the share of wages/salaries to the total labour cost, whereas two industry groups, viz., '192-Manufacture of Refined Petroleum products' and '304-Manufacture of military fighting vehicles' 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 11.42 per cent in the industry group '292-Manufacture of bodies (coach-work) for motor vehicles' and the lowest share of 1.80 per cent were recorded in industry group '266-Manufacture of irradiation, electro medical and electrotherapeutic equipment'. The percentage contribution of provident and other funds to total labour cost was highest at 23.11 per cent in industry group '304-manufacture of weapons and ammunition' and the lowest at 1.68 per cent in industry group '142-Manufacture of Articles of fur'. The share of staff welfare expenses in total labour cost was highest at 17.01 per cent in industry group '192-Manufacture of Refined Petroleum Products' and the lowest at 2.20 per cent in industry group '161-Saw milling and planning of wood'.

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 5.85 per cent of the total cost of production during the year 2010-11. The proportion of labour cost to total cost of production was 5.46 per cent in the Public Sector and 5.91 per cent in the Private Sector.

Among States, the highest proportion of labour cost on employees to total cost of production was reported in Sikkim at 18.18 per cent followed by Chandigarh at 13.12 per cent, Tripura at 12.41 per cent, Manipur at 8.92 per cent and Orissa at 7.30 per cent. On the other hand, the lowest percentage of labour cost to total cost of production was reported in D & Nagar Haveli (2.41 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 Private Sector, the percentage of labour cost was recorded more than 10 per cent in only 3 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 38.21 per cent in industry group '089-Mining & quarrying n.e.c.' followed by '331-Repair of fabricated metal products, machinery and equipment' with 30.73 per cent. The lowest proportion of 1.06 per cent was reported in industry group '104-Manufacture of vegetable and animal oils & fats', '352-Manufacture of gas, distribution of gaseous fuels through mains' (1.13 per cent). The percentage of labour cost to total cost of production was reported to be more than 20 per cent in five 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 21 industry groups.

In the Public Sector, the percentage of labour cost to total cost of production was more than 20 per cent in 29 industry groups, whereas it was less than 5 per cent in 4 industry groups. In the Private Sector, the percentage of labour cost was recorded less than 5 per cent in 23 industry groups, between 5 to 10 per cent in 33 industry groups, between 10 to 20 per cent in 23 industry groups and more than 20 per cent in only 4 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 Sector, 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. 278.68 for all workers and Rs. 443.25 for all employees taken together, Rs. 337.81 for men, Rs. 176.02 for women, and Rs. 218.76 for contract workers, The wages/salaries per manday worked for all employees was the highest at Rs. 788.69 in the Public Sector and Rs. 419.09 in the Private Sector.

The States/Union Territories, wherein wages/salaries paid to its employees was more than Rs. 500, were Jharkhand, Maharashtra, Goa, Sikkim, Chandigarh, Haryana, Delhi, Chattisgarh and Karnataka. The highest wages/salaries per manday paid to all workers was reported in Goa at Rs. 492.43, followed by Jharkhand (Rs. 456.04) and Chandigarh (Rs. 437.16). Among male workers, the highest wages/salaries per manday worked was reported at Rs. 748.11 in Goa and the lowest at Rs. 71.31 in Nagaland. Among women workers, the highest and lowest wages/salaries per manday worked was reported at Rs. 473.62 in Chandigarh and Rs. 47.31 in Tripura, respectively. For contract workers, wages/salaries per manday worked was found to be highest at Rs. 377.41 in Nagaland and lowest at Rs. 117.31 in Tripura.

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, Nagaland, Meghalaya and West Bengal.

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. 886.45 in industry group '192-Manufacture of refined petroleum products' followed by Industry Group '291-Manufacture of motor vehicles' (Rs. 734.15) and '266-Manufacture of irradiation, electro medical and electrotherapeutic equipments' (Rs. 574.38) whereas it was lowest at Rs. 107.05 in industry group '120-Manufacture of tobacco products', followed by industry groups '390-Remediation activities and other waste management services' (Rs. 124.99) and '322-Manufacture of musical instruments' (Rs. 135.81).

The highest wages/salaries paid per manday worked to women workers was reported at Rs. 1477.66 in industry group '351-Electric power generation, transmission and distribution' followed by industry groups, '191-Manufacture of coke oven products' (Rs. 905.57) and '266-Manufacture of irradiation, electro medical electrotherapeutic equipment' (Rs. 821.96), whereas it was lowest at Rs. 91.87 in industry group '120-Manufacture of tobacco products' followed by industry groups '252-Manufacture of weapons and ammunition' (Rs. 94.27), '381-Waste collection' (Rs. 100.44) and '161-Saw milling and planing of wood' (Rs. 108.51).

The average wages/salaries paid per mandays worked to women workers was higher than that of their male counterparts in 19 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 2010-11 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. 289.44 for men, Rs. 148.98 for women, Rs. 199.10 for contract workers, Rs. 243.20 for all workers and Rs. 383.11 for all employees. At all India level, the average daily earnings by workers were reported at Rs. 688.52 in the Public Sector and Rs. 361.98 in the Private Sector.

The highest amount of average daily earnings for male workers was reported at Rs. 613.08 in Goa and the lowest at Rs. 64.99 in Nagaland. The average daily earnings for women workers were the highest at Rs. 449.38 in Jharkhand, whereas it was reported to be lowest at Rs. 47.26 in Tripura. Among all the State/Union Territories, the average daily earnings of contract workers were reported to be the highest at Rs. 375.24 in Nagaland, followed by

Andaman & Nicobar Islands (Rs. 359.13) and the lowest at Rs. 117.29 in Tripura followed by Uttar Pradesh (Rs. 124.24) and Assam (Rs. 128.61). 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 & Sikkim.

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

At the industry level, the highest average daily earnings for all workers was reported at Rs. 849.41 in industry group '192-Manufacture of refined petroleum products' followed by industry groups '291-Manufacture of motor vehicles' (Rs. 626.09) and '266-Manufacture of irradiation, electric medical and electrotherapeutic equipment' (Rs. 491.24) and lowest at Rs. 28.22 in industry group '101-Processing and preservation of meat'. For contract workers, the highest average daily earnings was reported at Rs. 593.37 in industry group '332-Installation of industrial machinery and equipment' and lowest at Rs. 13.27 in industry group '101-Processing and preservation of meat'. For women workers, however, the highest average daily earnings was reported at Rs. 1247.39 in the industry group '351-Electric power generation, transmission and distribution' and the lowest in industry group '323-Manufacture of sports goods' (Rs. 8.77).

The average daily earnings of women workers were higher than that of their male counterparts in 16 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. 1269.76 for supervisory & managerial staff, Rs. 481.77 for other staff as compared to Rs. 264.02 for directly employed workers, Rs. 199.10 for contract workers, Rs. 243.20 for all workers and Rs. 383.11 for all employees.

For supervisory and managerial staff, the average daily earnings in the Public Sector stood at Rs. 1288.32 as compared to Rs. 1267.28 in the Private Sector. At the State level, the highest average daily earnings for supervisory and managerial staff was reported at Rs. 1797.43 in Sikkim and the lowest at Rs. 184.09 in Nagaland.

For other staff, the highest average earnings was reported at Rs. 733.32 in the Public Sector and Rs. 459.54 in the Private Sector. At State level, the highest and lowest average daily earnings for other staff were reported at Rs. 768.51 in Goa and Rs. 134.97 in Manipur, respectively.

For the directly employed workers, the highest and lowest average daily earnings were reported at Rs. 560.83 in Goa and Rs. 67.08 in Nagaland, respectively.

For all categories of employees, the highest average daily earnings were reported in the Public Sector (Rs. 688.52) and the Private Sector (Rs.361.98).

At the industry level, the highest average daily earnings were reported in the industry group '192- Manufacture of Refined Petroleum Products' at Rs. 1284.66 for Directly employed workers, Rs. 2444.91 for supervisory and managerial staff and Rs. 1202.14 for all Employees, Rs. 849.41 for all workers, Rs. 1319.22 for other staff in industry group '265-Manufacture of measuring, testing, navigating and control equipment; watches & clocks'. The lowest average daily earnings for directly employed workers, Contract workers,

All Workers and All Employees were Rs. 61.18, Rs. 13.27, Rs. 28.22 and Rs. 45.06 respectively for industry group '323-Manufacture of sports goods' and '101-Processing & preservation of meat'. For Supervisory and Managerial Staff and Other Staff, the same was Rs. 358.48 and Rs. 136.41 for industry group '322-Manufacture of musical instruments'.

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 64.53 per cent, 73.24 per cent and 71.23 per cent, respectively. The percentage of factories paying bonus was recorded at 72.68 per cent in the Public Sector and 64.41 per cent in the Private Sector. The percentage of factories contributing towards the provident and other funds was recorded at 85.33 per cent in the Public Sector and 73.05 per cent in the Private Sector. The percentage of factories incurring expenditure on welfare of their workers was recorded at 75.54 per cent in the Public Sector and 71.16 per cent in the Private Sector.

At the State level, the percentage of factories paying bonus to its workers was recorded lowest at 20.24 per cent in Nagaland, followed by 21.81 per cent in Bihar. The percentage of factories contributing to the provident and other funds was recorded lowest at 9.09 per cent in Manipur, followed by 13.10 per cent in Nagaland. The percentage of factories incurring expenditure on welfare of its workers was lowest at 41.16 per cent in Chhattisgarh, followed by 47.66 per cent in Andhra Pradesh.

Table 5.7.2 shows that the percentage of factories incurring expenses on bonus was the lowest at 33.52 per cent in industry group '016-Support activities to agriculture and post-harvest crop activities', on provident and other funds at 37.37 per cent in industry group '161- Sawmilling & planing of wood' and on welfare funds at 37.49 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 the Year 2010-11

Sl. State No.		Average Labour Costs (Rs.) per Manday Worked on				
		Wages/ Salaries	Bonus	Provident Funds	Welfare Expenses	Overall
1	2	3	4	5	6	7
1	Jammu & Kashmir	284.59	10.24	18.92	11.81	325.56
2	Himachal Pradesh	490.86	14.52	42.26	31.71	579.35
3	Punjab	313.46	14.19	27.17	14.86	369.69
4	Chandigarh	618.01	17.46	56.70	32.77	724.93
5	Uttaranchal	384.41	18.37	29.65	31.06	463.50
6	Haryana	527.42	17.07	43.44	35.78	623.71
7	Delhi	531.34	20.34	48.00	23.96	623.64
8	Rajasthan	395.66	13.09	37.07	19.13	464.94
9	Uttar Pradesh	440.79	20.93	45.69	30.85	538.26
10	Bihar	283.03	5.71	21.39	21.23	331.35
11	Sikkim	1423.76	7.81	41.93	31.88	1505.38
12	Nagaland	160.24	4.63	26.59	14.25	205.70
13	Manipur	167.25	1.16	0.94	2.90	172.25
14	Tripura	154.01	11.32	9.84	12.14	187.32
15	Meghalaya	369.92	13.98	18.59	21.66	424.15
16	Assam	318.54	19.72	58.78	60.75	457.80
17	West Bengal	403.60	19.13	47.10	27.84	497.67
18	Jharkhand	668.56	32.81	81.36	54.90	837.63
19	Orissa	433.81	9.63	33.88	29.45	506.76
20	Chhattisgarh	579.74	21.59	66.80	42.84	710.97
21	Madhya Pradesh	448.19	20.30	42.66	31.14	542.28
22	Gujarat	460.00	23.32	39.14	35.09	557.55
23	Daman & Diu	372.01	26.27	25.86	31.21	455.35
24	D & Nagar Haveli	384.55	18.47	19.02	22.05	444.08
25	Maharashtra	629.80	31.14	54.30	44.39	759.64
26	Andhra Pradesh	340.31	11.34	31.33	24.92	407.91
27	Karnataka	527.38	25.95	54.88	40.11	648.32
28	Goa	705.77	35.82	71.23	56.03	868.86
29	Kerala	331.04	21.72	45.79	29.02	427.57
30	Tamil Nadu	352.71	25.83	31.76	36.84	447.14
31	Pondicherry	428.47	21.28	38.52	45.39	533.66
32	A & N Islands	342.40	14.42	34.88	21.83	413.53
	All India	443.25	21.48	41.43	33.63	539.79
	Public Sector	788.69	36.38	122.41	86.66	1034.13
	Private Sector	419.09	20.44	35.76	29.93	505.21

Table 5.1.2
Average Labour Costs per Manday Worked on Employees in Industries (3-Digit Level of NIC-2008) during the Year 2010-11

Sl. No.		Average Labour Costs (Rs.) per Manday Worked on				
NIC Code		Wages/ Salaries	Bonus	Provident Funds	Welfare Expenses	Overall
1	2	3	4	5	6	7
1	016	233.95	6.70	7.36	17.92	265.93
2	089	218.31	12.31	14.94	12.49	258.06
3	101	309.23	10.36	20.08	18.08	357.75
4	102	255.58	10.70	13.21	15.85	295.35
5	103	331.63	11.04	25.89	27.64	396.20
6	104	311.71	14.91	18.27	14.53	359.42
7	105	477.87	19.51	95.62	20.74	613.74
8	106	240.19	7.46	9.78	7.48	264.91
9	107	286.69	20.87	31.85	15.27	354.68
10	108	370.39	32.21	27.67	17.77	448.03
11	110	409.34	15.46	34.54	30.58	489.91
12	120	129.24	7.68	16.27	3.89	157.09
13	131	279.84	14.58	28.13	14.17	336.72
14	139	295.09	14.02	25.92	11.21	346.24
15	141	304.97	15.80	26.49	14.03	361.28
16	142	394.49	11.26	7.12	10.82	423.70
17	143	250.78	18.55	13.90	8.93	292.16
18	151	277.44	20.10	23.80	17.73	339.07
19	152	256.54	15.44	23.09	15.65	310.71
20	161	197.41	7.80	9.59	4.84	219.65
21	162	290.06	11.17	22.51	15.03	338.77
22	170	387.99	21.71	35.15	28.74	473.59
23	181	538.59	22.11	50.66	30.54	641.90
24	182	773.01	26.96	46.02	34.27	880.27
25	191	538.83	30.19	52.91	32.43	654.37
26	192	1285.39	68.71	193.97	317.26	1865.34
27	201	755.29	34.56	96.34	86.06	972.25
28	202	459.66	21.01	47.08	36.15	563.90
29	203	624.59	33.93	73.61	73.80	805.93
30	210	658.08	26.25	55.72	39.96	780.01
31	221	426.76	22.08	44.02	37.65	530.51
32	222	370.44	17.62	24.95	18.59	431.61
33	231	374.32	33.41	35.15	25.93	468.82

Table 5.1.2

Sl. NIC Code No.		Average Labour Costs (Rs.) per Manday Worked on				
		Wages/ Salaries	Bonus	Provident Funds	Welfare Expenses	Overall
1	2	3	4	5	6	7
34	239	345.53	13.55	31.12	22.70	412.90
35	241	606.09	23.38	55.37	53.04	737.87
36	242	596.72	19.08	78.34	56.36	750.50
37	243	410.14	24.15	37.01	25.63	496.93
38	251	381.92	19.48	28.89	15.60	445.88
39	252	311.16	18.73	21.42	36.22	387.52
40	259	408.99	20.70	29.82	24.74	484.25
41	261	526.20	22.37	53.31	45.38	647.26
42	262	768.64	21.41	62.94	61.43	914.41
43	263	645.77	20.90	55.81	50.28	772.76
44	264	1104.42	106.49	76.35	132.40	1419.66
45	265	1061.86	82.25	125.13	69.29	1338.53
46	266	907.05	18.79	59.16	56.41	1041.41
47	267	578.31	28.04	48.41	31.92	686.69
48	268	457.30	20.60	21.31	12.36	511.56
49	271	740.74	39.00	71.21	60.68	911.62
50	272	557.97	24.52	45.38	59.68	687.55
51	273	527.03	26.74	51.31	32.05	637.14
52	274	378.42	17.55	27.73	33.19	456.90
53	275	516.26	18.21	42.18	47.34	623.99
54	279	491.77	24.11	41.52	32.75	590.15
55	281	692.45	40.97	67.91	61.06	862.38
56	282	700.36	33.29	65.07	58.69	857.42
57	291	1196.33	33.67	116.56	146.04	1492.59
58	292	572.94	89.66	70.56	51.76	784.92
59	293	517.83	22.77	38.05	53.18	631.83
60	301	756.57	31.04	118.00	46.22	951.83
61	302	462.28	21.49	43.58	32.55	559.90
62	303	670.42	20.12	65.47	51.13	807.13
63	304	443.73	35.43	150.51	21.70	651.37
64	309	542.20	16.23	43.45	48.29	650.17
65	310	516.19	17.37	34.54	27.35	595.45
66	321	449.93	22.41	29.17	20.53	522.04
67	322	193.70	29.49	20.14	29.03	272.36
68	323	315.16	24.69	33.39	19.44	392.69
69	324	392.63	17.29	32.97	19.95	462.84
70	325	585.29	31.83	59.50	37.67	714.30
71	329	358.66	23.18	29.84	24.06	435.75
72	331	688.64	46.36	35.69	40.73	811.42
73	332	681.66	29.42	58.66	63.05	832.80

Table 5.1.2

Sl. No.		Average Labour Costs (Rs.) per Manday Worked on				
NIC Code		Wages/ Salaries	Bonus	Provident Funds	Welfare Expenses	Overall
1	2	3	4	5	6	7
74	351	588.94	17.03	47.55	41.64	695.16
75	352	634.65	32.95	98.15	54.77	820.52
76	353	417.84	13.83	29.98	16.88	478.53
77	360	496.34	30.74	31.57	21.79	580.44
78	370	316.00	14.43	28.68	16.16	375.27
79	381	390.78	11.19	12.49	16.84	431.30
80	382	322.42	18.20	24.06	24.74	389.42
81	383	257.12	22.20	26.66	7.69	313.68
82	390	237.79	18.80	33.10	15.72	305.41
83	400	437.77	19.20	34.73	26.47	518.17
All India		443.25	21.48	41.43	33.63	539.79
Public Sector		788.69	36.38	122.41	86.66	1034.13
Private Sector		419.09	20.44	35.76	29.93	505.21

Table 5.2.1
Percentage of Components of Labour Cost to Total Labour Cost on Employees in States
during the Year 2010-11

Sl. No.	State	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	Jammu & Kashmir	55997	325.56	87.42	3.15	5.81	3.63
2	Himachal Pradesh	281945	579.35	84.73	2.51	7.29	5.47
3	Punjab	657750	369.69	84.79	3.84	7.35	4.02
4	Chandigarh	30599	724.93	85.25	2.41	7.82	4.52
5	Uttaranchal	428671	463.50	82.94	3.96	6.40	6.70
6	Haryana	1030773	623.71	84.56	2.74	6.96	5.74
7	Delhi	231411	623.64	85.20	3.26	7.70	3.84
8	Rajasthan	620016	464.94	85.10	2.82	7.97	4.11
9	Uttar Pradesh	1307341	538.26	81.89	3.89	8.49	5.73
10	Bihar	98238	331.35	85.42	1.72	6.45	6.41
11	Sikkim	30683	1505.38	94.58	0.52	2.79	2.12
12	Nagaland	1288	205.70	77.90	2.25	12.93	6.93
13	Manipur	2263	172.25	97.09	0.67	0.55	1.68
14	Tripura	11984	187.32	82.22	6.04	5.25	6.48
15	Meghalaya	9962	424.15	87.21	3.30	4.38	5.11
16	Assam	209009	457.80	69.58	4.31	12.84	13.27
17	West Bengal	997630	497.67	81.10	3.84	9.46	5.59
18	Jharkhand	513993	837.63	79.81	3.92	9.71	6.55
19	Orissa	532221	506.76	85.60	1.90	6.69	5.81
20	Chhattisgarh	414199	710.97	81.54	3.04	9.40	6.02
21	Madhya Pradesh	524452	542.28	82.65	3.74	7.87	5.74
22	Gujarat	2246533	557.55	82.50	4.18	7.02	6.29
23	Daman & Diu	155203	455.35	81.70	5.77	5.68	6.85
24	D & Nagar Haveli	158430	444.08	86.59	4.16	4.28	4.96
25	Maharashtra	4039048	759.64	82.91	4.10	7.15	5.84
26	Andhra Pradesh	1626159	407.91	83.43	2.78	7.68	6.11
27	Karnataka	1552876	648.32	81.35	4.00	8.46	6.19
28	Goa	148191	868.86	81.23	4.12	8.20	6.45
29	Kerala	451641	427.57	77.42	5.08	10.71	6.79
30	Tamil Nadu	2826591	447.14	78.88	5.78	7.10	8.24
31	Pondicherry	94443	533.66	80.29	3.99	7.22	8.51
32	A & N Islands	463	413.53	82.80	3.49	8.43	5.28
	All India	21290005	539.79	82.12	3.98	7.67	6.23
	Public Sector	2665968	1034.13	76.27	3.52	11.84	8.38
	Private Sector	18624037	505.21	82.95	4.05	7.08	5.92

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 2010-11

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
1	016	67343	265.93	87.98	2.52	2.77	6.74
2	089	3610	258.06	84.60	4.77	5.79	4.84
3	101	21933	357.75	86.44	2.90	5.61	5.05
4	102	31644	295.35	86.54	3.62	4.47	5.37
5	103	65146	396.20	83.70	2.79	6.53	6.98
6	104	129356	359.42	86.73	4.15	5.08	4.04
7	105	240925	613.74	77.86	3.18	15.58	3.38
8	106	247232	264.91	90.67	2.82	3.69	2.82
9	107	834453	354.68	80.83	5.88	8.98	4.30
10	108	51202	448.03	82.67	7.19	6.18	3.97
11	110	194341	489.91	83.55	3.16	7.05	6.24
12	120	195164	157.09	82.27	4.89	10.36	2.48
13	131	1327811	336.72	83.11	4.33	8.35	4.21
14	139	270419	346.24	85.23	4.05	7.49	3.24
15	141	699207	361.28	84.41	4.37	7.33	3.88
16	142	606	423.70	93.11	2.66	1.68	2.55
17	143	206083	292.16	85.84	6.35	4.76	3.06
18	151	91767	339.07	81.82	5.93	7.02	5.23
19	152	188614	310.71	82.56	4.97	7.43	5.04
20	161	5845	219.65	89.88	3.55	4.37	2.20
21	162	71352	338.77	85.62	3.30	6.64	4.44
22	170	381995	473.59	81.93	4.58	7.42	6.07
23	181	323741	641.90	83.91	3.44	7.89	4.76
24	182	1657	880.27	87.82	3.06	5.23	3.89
25	191	72143	654.37	82.34	4.61	8.09	4.96
26	192	564264	1865.34	68.91	3.68	10.40	17.01
27	201	850919	972.25	77.68	3.55	9.91	8.85
28	202	602287	563.90	81.51	3.73	8.35	6.41
29	203	60434	805.93	77.50	4.21	9.13	9.16
30	210	1160064	780.01	84.37	3.36	7.14	5.12
31	221	292186	530.51	80.44	4.16	8.30	7.10
32	222	446807	431.61	85.83	4.08	5.78	4.31

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
33	231	106833	468.82	79.84	7.13	7.50	5.53
34	239	939334	412.90	83.68	3.28	7.54	5.50
35	241	1719423	737.87	82.14	3.17	7.50	7.19
36	242	366736	750.50	79.51	2.54	10.44	7.51
37	243	327251	496.93	82.53	4.86	7.45	5.16
38	251	554002	445.88	85.65	4.37	6.48	3.50
39	252	3585	387.52	80.29	4.83	5.53	9.35
40	259	535044	484.25	84.46	4.27	6.16	5.11
41	261	217334	647.26	81.30	3.46	8.24	7.01
42	262	53279	914.41	84.06	2.34	6.88	6.72
43	263	75227	772.76	83.57	2.70	7.22	6.51
44	264	144985	1419.66	77.79	7.50	5.38	9.33
45	265	150071	1338.53	79.33	6.14	9.35	5.18
46	266	30710	1041.41	87.10	1.80	5.68	5.42
47	267	9412	686.69	84.22	4.08	7.05	4.65
48	268	258	511.56	89.39	4.03	4.17	2.42
49	271	627848	911.62	81.25	4.28	7.81	6.66
50	272	93692	687.55	81.15	3.57	6.60	8.68
51	273	167393	637.14	82.72	4.20	8.05	5.03
52	274	69520	456.90	82.82	3.84	6.07	7.27
53	275	93448	623.99	82.74	2.92	6.76	7.59
54	279	93543	590.15	83.33	4.09	7.03	5.55
55	281	964314	862.38	80.29	4.75	7.87	7.08
56	282	816944	857.42	81.68	3.88	7.59	6.85
57	291	590264	1492.59	80.15	2.26	7.81	9.78
58	292	113144	784.92	72.99	11.42	8.99	6.59
59	293	1041199	631.83	81.96	3.60	6.02	8.42
60	301	95056	951.83	79.49	3.26	12.40	4.86
61	302	65863	559.90	82.57	3.84	7.78	5.81
62	303	11243	807.13	83.06	2.49	8.11	6.33
63	304	1203	651.37	68.12	5.44	23.11	3.33
64	309	366625	650.17	83.39	2.50	6.68	7.43
65	310	103178	595.45	86.69	2.92	5.80	4.59
66	321	204804	522.04	86.19	4.29	5.59	3.93
67	322	5618	272.36	71.12	10.83	7.39	10.66
68	323	12173	392.69	80.26	6.29	8.50	4.95
69	324	4272	462.84	84.83	3.74	7.12	4.31
70	325	63653	714.30	81.94	4.46	8.33	5.27

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
71	329	67772	435.75	82.31	5.32	6.85	5.52
72	331	90862	811.42	84.87	5.71	4.40	5.02
73	332	27294	832.80	81.85	3.53	7.04	7.57
74	351	75149	695.16	84.72	2.45	6.84	5.99
75	352	23469	820.52	77.35	4.02	11.96	6.67
76	353	2483	478.53	87.32	2.89	6.27	3.53
77	360	4916	580.44	85.51	5.30	5.44	3.75
78	370	1388	375.27	84.21	3.85	7.64	4.31
79	381	699	431.30	90.61	2.59	2.90	3.90
80	382	2380	389.42	82.79	4.67	6.18	6.35
81	383	4840	313.68	81.97	7.08	8.50	2.45
82	390	178	305.41	77.86	6.16	10.84	5.15
83	400	449547	518.17	84.48	3.71	6.70	5.11
All India		21290005	539.79	82.12	3.98	7.67	6.23
Public Sector		2665968	1034.13	76.27	3.52	11.84	8.38
Private Sector		18624037	505.21	82.95	4.05	7.08	5.92

Table 5.3.1
Percentage of Labour Costs on Employees to Total Cost of Production in States by Sectors
during the Year 2010-11

Sl. No.	State	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.	Pvt.	Overall
1	2	3	4	5	6	7
1	Jammu & Kashmir	1438556	55896	18.42	3.61	3.89
2	Himachal Pradesh	5755549	281945	14.77	4.81	4.90
3	Punjab	12103570	657465	8.58	5.31	5.43
4	Chandigarh	231434	30360	13.84	13.10	13.12
5	Uttaranchal	7986347	424877	19.28	4.46	5.32
6	Haryana	18303272	1027195	11.48	5.53	5.61
7	Delhi	3053837	216156	10.73	7.08	7.08
8	Rajasthan	11946780	619760	7.41	5.08	5.19
9	Uttar Pradesh	23374820	1302752	3.23	6.01	5.57
10	Bihar	3136513	98238	1.06	8.59	3.13
11	Sikkim	168796	30683	16.84	18.21	18.18
12	Nagaland	42612	1288	-	3.02	3.02
13	Manipur	25360	2263	50.95	8.47	8.92
14	Tripura	96513	11981	5.75	12.87	12.41
15	Meghalaya	208708	9962	16.32	4.19	4.77
16	Assam	3463408	209009	6.27	5.87	6.03
17	West Bengal	16359950	997630	7.13	5.80	6.10
18	Jharkhand	8357255	513559	8.76	4.95	6.15
19	Orissa	7287706	532021	14.25	5.17	7.30
20	Chhattisgarh	6559464	414199	13.55	4.04	6.31
21	Madhya Pradesh	9391723	524323	11.80	4.95	5.58
22	Gujarat	51543338	2246533	2.69	4.54	4.36
23	Daman & Diu	3388228	155203	6.40	4.58	4.58
24	D & Nagar Haveli	6586118	158430	1.86	2.43	2.41
25	Maharashtra	61786561	3928509	2.41	6.92	6.36
26	Andhra Pradesh	26958671	1625556	6.42	5.96	6.03
27	Karnataka	23284211	1521466	2.66	7.74	6.53
28	Goa	2398897	148191	7.57	6.05	6.18
29	Kerala	7278525	437120	4.01	8.25	6.01
30	Tamil Nadu	36420870	2800421	10.79	7.48	7.69
31	Pondicherry	1470555	94443	36.07	5.71	6.42
32	A & N Islands	15546	463	18.53	2.12	2.98
All India		360423694	21077898	5.46	5.91	5.85

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 2010-11

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.	Pvt.	Overall
1	2	3	4	5	6	7
1	016	4647497	66809	7.03	1.42	1.44
2	089	9412	3596	39.79	37.87	38.21
3	101	697789	21933	69.71	2.84	3.14
4	102	1022479	31048	5.79	2.98	3.04
5	103	810610	65066	20.07	7.95	8.03
6	104	12112381	128160	0.96	1.07	1.06
7	105	5575892	240670	7.65	3.31	4.32
8	106	10991284	246958	5.64	2.23	2.25
9	107	13089934	824122	9.00	6.04	6.30
10	108	1850072	50253	5.36	2.54	2.72
11	110	3062965	193466	7.88	6.28	6.32
12	120	1800148	194877	30.70	10.82	10.83
13	131	19667363	1324861	14.94	6.55	6.74
14	139	3194440	269496	26.01	8.34	8.44
15	141	4609098	690879	20.11	14.98	14.99
16	142	5502	606	-	11.01	11.01
17	143	2161570	206071	11.47	9.53	9.53
18	151	1065179	91767	5.51	8.62	8.62
19	152	1726187	187061	6.28	10.86	10.84
20	161	175211	5845	32.38	2.85	3.34
21	162	1144966	70951	28.10	5.99	6.20
22	170	5214838	378424	21.29	6.81	7.26
23	181	2513546	321947	24.12	12.65	12.81
24	182	17783	1657	-	9.32	9.32
25	191	1251050	72143	19.70	2.43	5.77
26	192	38397181	547654	1.22	2.05	1.43
27	201	16999644	850574	7.14	4.52	5.00
28	202	10893382	597938	6.05	5.47	5.49
29	203	1080739	58412	14.11	5.25	5.40
30	210	9599790	1095602	19.92	11.38	11.41
31	221	4538544	290785	13.55	6.33	6.41
32	222	8068529	443640	10.64	5.47	5.50

Table 5.3.2

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.	Pvt.	Overall
1	2	3	4	5	6	7
33	231	1023173	106633	-	10.42	10.42
34	239	10447624	937694	20.17	8.72	8.98
35	241	39711608	1712088	13.85	2.67	4.31
36	242	9668716	365483	21.54	2.75	3.78
37	243	5293719	326926	22.99	5.81	6.18
38	251	5827397	553121	14.00	8.77	9.49
39	252	39927	3585	-	8.98	8.98
40	259	6032083	528051	24.46	8.61	8.75
41	261	1903644	216307	26.70	9.65	11.36
42	262	1034362	52811	14.13	5.06	5.11
43	263	912965	74918	37.79	7.39	8.21
44	264	3077055	144327	85.87	4.68	4.69
45	265	846374	150040	19.96	17.65	17.73
46	266	295775	30710	39.56	10.28	10.38
47	267	50160	9335	-	18.61	18.61
48	268	3478	258	-	7.42	7.42
49	271	7145174	622934	21.06	7.55	8.72
50	272	1308041	93601	25.85	6.43	7.16
51	273	4009976	167246	18.52	3.92	4.17
52	274	727679	69106	-	9.50	9.50
53	275	2280610	91771	8.32	4.01	4.02
54	279	1157129	91237	25.62	7.79	7.88
55	281	10906582	953235	6.76	9.10	8.74
56	282	8342525	815247	15.78	9.62	9.77
57	291	12968861	565864	27.37	4.34	4.36
58	292	841794	112814	12.36	13.45	13.40
59	293	11915872	1032082	16.18	8.64	8.66
60	301	668762	95050	22.91	10.33	14.21
61	302	858692	65863	19.81	6.78	7.67
62	303	62727	11243	45.98	16.41	17.92
63	304	4337	1203	-	27.75	27.75
64	309	7388138	365974	21.74	4.91	4.95
65	310	922680	101983	19.69	10.95	11.05
66	321	6440842	204804	0.85	3.19	3.18
67	322	26592	5618	26.33	10.52	21.13
68	323	106171	12173	-	11.46	11.46
69	324	37713	4272	-	11.33	11.33
70	325	411963	62637	-	15.20	15.20
71	329	643617	67364	19.29	10.46	10.47

Table 5.3.2

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.	Pvt.	Overall
1	2	3	4	5	6	7
72	331	294688	90555	29.68	30.91	30.73
73	332	193974	27294	15.72	14.01	14.07
74	351	1934053	75149	7.58	3.44	3.89
75	352	2085480	23469	2.72	0.91	1.13
76	353	46843	2483	-	5.30	5.30
77	360	27581	4916	20.73	17.35	17.83
78	370	7751	1315	14.84	17.89	16.96
79	381	7938	699	-	8.81	8.81
80	382	12654	2380	-	18.81	18.81
81	383	347489	4840	-	1.39	1.39
82	390	4190	178	-	4.25	4.25
83	400	2121510	445741	23.09	20.93	21.01
All India		360423694	21077898	5.46	5.91	5.85

Table 5.4.1
Labour Costs per Manday Worked on Wages/Salaries (in Rs.) in States by Category of
Employees during the Year 2010-11

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	230.21	139.65	224.22	183.13	204.73	284.59
2	Himachal Pradesh	265.43	198.88	259.56	234.04	252.83	490.86
3	Punjab	247.29	211.67	245.49	173.72	227.49	313.46
4	Chandigarh	472.17	473.62	472.21	232.46	437.16	618.01
5	Uttaranchal	327.82	181.78	314.22	214.19	264.94	384.41
6	Haryana	354.99	299.27	352.69	252.02	306.01	527.42
7	Delhi	295.59	276.89	294.51	270.86	291.54	531.34
8	Rajasthan	274.99	180.15	272.52	210.67	251.20	395.66
9	Uttar Pradesh	294.82	228.51	292.34	190.94	256.42	440.79
10	Bihar	327.12	89.49	321.31	137.70	233.35	283.03
11	Sikkim	335.37	197.29	292.60	203.78	245.30	1423.76
12	Nagaland	71.31	83.99	73.21	377.41	146.53	160.24
13	Manipur	175.87	127.64	157.51	158.38	158.07	167.25
14	Tripura	230.24	47.31	222.35	117.31	133.70	154.01
15	Meghalaya	304.23	347.57	305.95	203.34	257.39	369.92
16	Assam	256.88	140.03	249.81	143.60	230.74	318.54
17	West Bengal	308.99	325.48	309.31	209.50	278.48	403.60
18	Jharkhand	520.26	469.10	517.46	229.19	456.04	668.56
19	Orissa	409.56	180.84	380.51	230.81	312.10	433.81
20	Chhattisgarh	374.12	213.53	370.41	196.13	296.99	579.74
21	Madhya Pradesh	326.26	230.52	321.78	208.22	283.39	448.19
22	Gujarat	309.07	205.17	303.79	231.54	277.59	460.00
23	Daman & Diu	234.07	145.74	221.20	220.35	221.01	372.01
24	D & Nagar Haveli	258.75	186.58	254.66	210.30	235.56	384.55
25	Maharashtra	470.42	224.77	444.70	264.39	371.71	629.80
26	Andhra Pradesh	345.32	155.25	304.99	164.58	238.59	340.31
27	Karnataka	401.68	216.91	332.52	258.43	316.65	527.38
28	Goa	748.11	333.88	679.26	293.44	492.43	705.77
29	Kerala	415.76	132.69	250.12	190.35	239.73	331.04
30	Tamil Nadu	291.20	156.16	240.12	245.95	241.33	352.71
31	Pondicherry	350.17	199.08	324.08	203.07	274.40	428.47
32	A & N Islands	233.88	227.09	233.60	359.13	248.15	342.40
All India		337.81	176.02	308.82	218.76	278.68	443.25
Public Sector		713.67	327.07	677.95	234.98	560.97	788.69
Private Sector		309.63	170.94	283.98	218.00	261.61	419.09

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 2010-11

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
1	016	179.97	130.91	163.09	168.76	165.84	233.95
2	089	192.15	193.19	192.27	169.47	177.99	218.31
3	101	253.35	256.75	253.60	206.55	230.77	309.23
4	102	219.79	158.92	185.01	205.52	195.19	255.58
5	103	257.03	167.32	229.76	205.01	218.33	331.63
6	104	222.25	182.72	219.80	199.74	211.57	311.71
7	105	398.44	258.46	388.88	222.68	322.63	477.87
8	106	189.26	133.96	180.91	178.05	179.73	240.19
9	107	261.53	126.74	214.22	202.20	212.17	286.69
10	108	299.41	157.55	291.14	187.46	247.59	370.39
11	110	329.32	203.46	317.20	219.43	268.02	409.34
12	120	291.18	91.87	183.13	68.10	107.05	129.24
13	131	238.16	152.95	222.43	204.01	219.88	279.84
14	139	230.35	169.90	218.66	200.88	215.10	295.09
15	141	244.44	192.87	217.59	225.16	218.70	304.97
16	142	246.83	252.59	247.68	240.24	244.99	394.49
17	143	224.90	182.24	208.81	167.55	203.00	250.78
18	151	212.52	176.33	204.50	232.88	211.59	277.44
19	152	224.77	158.68	199.10	229.84	202.86	256.54
20	161	194.58	108.51	177.39	150.42	173.99	197.41
21	162	200.52	129.70	196.06	203.03	198.08	290.06
22	170	301.73	170.20	290.27	211.18	266.78	387.99
23	181	315.64	213.51	306.54	233.54	292.39	538.59
24	182	384.32	-	384.32	-	384.32	773.01
25	191	561.85	905.57	577.73	214.42	451.29	538.83
26	192	1422.30	454.14	1387.09	458.81	886.45	1285.39
27	201	611.73	264.20	605.56	218.89	435.14	755.29
28	202	306.93	110.26	242.31	259.90	248.12	459.66
29	203	509.90	144.47	501.67	245.43	444.85	624.59
30	210	417.44	284.67	396.56	228.42	325.18	658.08
31	221	353.79	205.74	343.13	214.92	302.40	426.76
32	222	252.52	157.98	242.43	205.24	230.94	370.44

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	
33	231	296.40	213.12	292.70	182.67	241.88	374.32	
34	239	278.85	156.89	267.47	186.47	223.98	345.53	
35	241	465.07	619.04	467.54	237.59	373.59	606.09	
36	242	597.81	623.69	598.69	228.92	446.64	596.72	
37	243	329.51	235.98	327.59	235.58	290.48	410.14	
38	251	300.80	277.09	300.14	267.30	282.14	381.92	
39	252	216.10	94.27	209.19	245.74	226.36	311.16	
40	259	292.71	233.17	289.87	227.16	267.35	408.99	
41	261	395.39	297.40	371.14	234.86	335.14	526.20	
42	262	384.13	391.17	385.51	236.17	317.29	768.64	
43	263	403.92	295.00	379.76	222.28	299.59	645.77	
44	264	460.32	355.11	440.60	346.35	402.27	1104.42	
45	265	453.10	267.50	409.00	264.75	380.65	1061.86	
46	266	678.38	821.96	698.60	244.02	574.38	907.05	
47	267	325.39	325.35	325.39	139.67	283.53	578.31	
48	268	361.51	254.19	351.05	146.44	284.71	457.30	
49	271	531.94	486.24	528.09	262.18	432.71	740.74	
50	272	375.40	306.69	367.20	267.65	342.46	557.97	
51	273	297.32	284.72	296.24	219.24	267.60	527.03	
52	274	297.73	208.18	274.37	205.13	244.70	378.42	
53	275	277.83	216.77	269.79	244.69	260.84	516.26	
54	279	316.67	219.87	303.11	197.96	270.76	491.77	
55	281	439.06	250.22	434.11	273.47	380.19	692.45	
56	282	402.68	561.41	406.35	260.07	355.46	700.36	
57	291	854.44	709.63	852.85	357.44	734.15	1196.33	
58	292	504.57	713.76	506.00	242.10	370.69	572.94	
59	293	408.62	263.63	399.91	251.62	334.37	517.83	
60	301	788.82	545.61	788.04	391.66	526.88	756.57	
61	302	358.24	427.48	358.94	217.55	306.89	462.28	
62	303	480.63	347.03	477.19	242.62	401.76	670.42	
63	304	255.61	-	255.61	200.01	253.56	443.73	
64	309	446.27	316.39	444.01	254.29	361.03	542.20	
65	310	319.31	235.71	315.66	283.02	305.77	516.19	
66	321	373.94	232.12	356.20	359.98	356.94	449.93	
67	322	130.47	146.88	135.41	178.51	135.81	193.70	
68	323	208.32	155.39	201.65	206.64	201.90	315.16	
69	324	200.77	210.89	202.50	315.36	206.76	392.63	
70	325	338.70	262.30	318.92	396.14	331.31	585.29	
71	329	246.03	146.05	204.14	191.31	200.25	358.66	

Table 5.4.2

Sl. NIC Code 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
72	331	621.68	903.36	626.22	311.46	491.20	688.64
73	332	342.89	347.04	343.00	619.82	434.11	681.66
74	351	412.28	1477.66	420.60	266.18	324.08	588.94
75	352	373.48	305.52	366.45	278.96	322.97	634.65
76	353	228.58	135.91	218.41	294.15	244.49	417.84
77	360	274.57	161.78	263.19	178.37	251.07	496.34
78	370	405.32	-	405.32	187.33	250.00	316.00
79	381	283.00	100.44	279.95	279.42	279.60	390.78
80	382	204.56	169.00	203.75	263.71	232.58	322.42
81	383	190.58	163.15	190.12	768.07	206.97	257.12
82	390	128.49	119.59	125.71	118.94	124.99	237.79
83	400	290.16	331.43	290.95	234.86	280.99	437.77
All India		337.81	176.02	308.82	218.76	278.68	443.25
Public Sector		713.67	327.07	677.95	234.98	560.97	788.69
Private Sector		309.63	170.94	283.98	218.00	261.61	419.09

Table 5.5.1

Average Daily Earnings (in Rs.) in States by Category of Employees during the Year 2010-11

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	189.96	112.99	184.78	169.76	178.09	244.47
2	Himachal Pradesh	222.24	164.49	217.09	212.08	215.84	416.63
3	Punjab	207.80	179.03	206.35	167.69	197.62	269.80
4	Chandigarh	390.30	382.08	390.07	211.93	366.15	514.15
5	Uttaranchal	283.17	159.40	271.80	209.38	242.95	345.05
6	Haryana	290.60	244.12	288.67	229.26	262.68	447.14
7	Delhi	231.21	224.52	230.84	241.20	232.00	427.95
8	Rajasthan	243.24	156.46	240.94	197.43	226.51	351.09
9	Uttar Pradesh	249.16	194.25	247.12	124.24	195.99	342.75
10	Bihar	264.47	87.44	260.87	135.67	206.89	251.10
11	Sikkim	277.83	162.71	242.06	169.42	203.46	1180.37
12	Nagaland	64.99	79.35	67.08	375.24	136.84	144.03
13	Manipur	145.48	108.10	131.46	160.19	148.57	152.59
14	Tripura	201.43	47.26	195.57	117.29	130.89	144.02
15	Meghalaya	247.35	279.82	248.65	203.34	229.53	322.66
16	Assam	214.32	135.12	210.14	128.61	196.24	270.45
17	West Bengal	279.38	288.43	279.56	208.50	259.04	365.08
18	Jharkhand	439.01	449.38	439.52	163.69	372.33	570.29
19	Orissa	355.17	168.90	333.00	241.29	295.09	402.77
20	Chhattisgarh	312.06	179.44	309.02	189.21	262.73	499.37
21	Madhya Pradesh	275.80	194.10	271.96	201.18	250.10	390.58
22	Gujarat	295.05	158.15	286.55	230.54	266.93	430.50
23	Daman & Diu	214.40	136.93	203.36	208.30	204.45	339.29
24	D & Nagar Haveli	240.59	176.10	236.99	208.49	225.16	360.92
25	Maharashtra	410.77	210.08	391.01	258.10	340.52	562.26
26	Andhra Pradesh	251.81	142.93	232.67	154.47	199.75	284.48
27	Karnataka	337.35	182.42	279.41	244.99	272.71	447.54
28	Goa	613.08	286.44	560.83	287.70	440.23	609.87
29	Kerala	368.32	117.13	221.11	187.47	215.77	293.51
30	Tamil Nadu	252.90	126.44	202.96	189.66	200.02	292.90
31	Pondicherry	298.33	168.43	275.76	200.80	247.67	380.19
32	A & N Islands	193.27	205.35	193.73	359.13	209.94	287.89
	All India	289.44	148.98	264.02	199.10	243.20	383.11
	Public Sector	616.85	292.67	587.83	219.23	495.64	688.52
	Private Sector	265.12	144.42	242.55	198.17	228.13	361.98

Table 5.5.2
Average Daily Earnings (in Rs.) in Industries (3-Digit Level of NIC-2008) by Category of Employees during the Year 2010-11

Sl. NIC Code No.		Average Daily Earnings by					
		Directly Employed Workers			Contract Workers	All Workers	All Employees
		Men	Women	Total.			
1	2	3	4	5	6	7	8
1	016	159.80	124.00	148.00	176.65	160.85	215.82
2	089	171.17	172.76	171.35	169.25	170.09	201.82
3	101	208.82	224.16	209.87	13.27	28.22	45.06
4	102	199.20	146.67	169.42	200.16	184.20	229.10
5	103	225.12	148.78	202.15	198.01	200.34	297.47
6	104	197.05	166.64	195.21	198.01	196.29	282.40
7	105	349.11	234.41	341.53	213.10	292.95	427.05
8	106	167.63	123.12	161.12	89.79	121.80	169.30
9	107	221.76	117.60	187.31	196.85	188.80	251.63
10	108	271.16	143.58	263.77	181.65	230.61	328.23
11	110	274.99	176.76	265.86	216.51	243.05	365.37
12	120	227.51	83.35	154.73	67.95	100.64	120.71
13	131	218.34	124.54	199.28	202.62	199.71	252.26
14	139	184.21	100.40	163.67	198.09	169.17	234.73
15	141	208.47	162.96	184.67	210.59	188.17	260.79
16	142	224.34	208.37	221.77	220.71	221.39	350.27
17	143	207.52	156.49	187.41	166.65	184.73	224.98
18	151	179.58	149.89	173.03	216.21	183.09	238.69
19	152	194.18	134.46	170.71	226.12	176.72	221.74
20	161	177.10	104.86	163.35	147.77	161.49	178.55
21	162	179.78	119.03	176.04	197.14	181.84	260.10
22	170	265.89	150.58	255.87	205.81	242.03	340.40
23	181	265.76	183.09	258.51	226.76	253.03	463.13
24	182	358.21	-	358.21	-	358.21	696.13
25	191	331.76	868.83	347.31	158.30	290.04	359.67
26	192	1330.11	334.92	1284.66	453.04	849.41	1202.14
27	201	543.58	224.95	537.69	214.26	402.86	677.46
28	202	266.18	95.29	209.90	238.62	219.03	400.22
29	203	465.61	135.06	458.34	253.42	417.08	580.52
30	210	361.50	242.51	342.53	188.75	275.58	554.32
31	221	296.81	185.18	289.27	188.97	258.32	362.52
32	222	219.36	140.46	211.12	182.97	202.56	322.72

Table 5.5.2

Sl. NIC Code No.		Average Daily Earnings by					
		Directly Employed Workers			Contract Workers	All Workers	All Employees
		Men	Women	Total.			
1	2	3	4	5	6	7	8
33	231	255.29	188.27	252.39	181.26	222.00	337.02
34	239	246.59	148.37	237.98	178.03	206.84	313.09
35	241	408.07	571.54	410.57	231.59	341.91	547.01
36	242	511.57	538.44	512.48	310.30	450.60	570.74
37	243	294.18	214.14	292.57	232.35	269.70	370.87
38	251	253.40	230.16	252.74	256.14	254.49	338.15
39	252	181.55	80.11	175.86	229.07	199.50	269.94
40	259	249.37	202.78	247.20	224.14	239.67	360.85
41	261	334.91	248.65	313.35	224.37	291.92	446.72
42	262	314.95	325.57	317.00	229.46	280.60	668.90
43	263	338.18	248.56	318.40	212.38	267.89	548.10
44	264	387.02	300.23	370.83	336.53	358.05	960.50
45	265	381.86	240.86	350.02	264.29	335.16	902.78
46	266	568.28	634.97	578.35	228.82	491.24	774.98
47	267	280.33	270.59	279.17	139.67	251.30	504.84
48	268	292.78	195.87	282.91	111.50	225.18	361.28
49	271	439.45	422.57	438.09	251.96	377.49	642.58
50	272	313.83	255.25	306.81	266.36	304.61	481.73
51	273	91.99	247.89	97.02	220.31	116.96	255.45
52	274	256.21	178.38	235.85	201.79	222.36	339.02
53	275	235.22	178.58	227.58	237.60	230.84	450.96
54	279	272.68	191.16	261.35	192.50	241.89	437.53
55	281	381.70	216.29	377.35	263.69	341.78	607.67
56	282	351.29	502.80	354.70	253.11	321.82	621.24
57	291	703.20	582.82	701.87	344.47	626.09	1000.33
58	292	425.43	619.16	426.72	230.76	332.24	505.12
59	293	350.41	228.08	343.12	240.86	300.67	457.14
60	301	680.56	452.02	679.80	387.32	496.26	698.69
61	302	303.26	340.20	303.66	212.22	272.96	405.14
62	303	403.77	285.47	400.66	241.29	355.11	581.46
63	304	208.48	-	208.48	200.01	208.23	366.98
64	309	372.83	260.99	370.85	240.61	317.85	471.69
65	310	275.86	214.15	273.29	275.85	274.00	454.43
66	321	350.47	211.19	332.59	346.87	335.32	408.17
67	322	107.32	124.90	112.48	178.51	113.00	161.87
68	323	171.23	8.77	61.18	198.18	63.45	110.47
69	324	170.61	177.67	171.83	262.80	175.33	331.84
70	325	285.55	220.25	268.59	376.32	284.20	495.43
71	329	215.15	134.24	182.22	189.32	184.22	323.40

Table 5.5.2

Sl. NIC Code No.		Average Daily Earnings by					All Workers	All Employees
		Directly Employed Workers			Contract Workers	Total.		
		Men	Women					
1	2	3	4	5	6	7	8	
72	331	530.30	761.76	534.07	309.99	446.32	612.26	
73	332	294.21	301.70	294.40	593.37	385.73	594.65	
74	351	325.20	1247.39	331.93	257.17	288.82	519.78	
75	352	315.27	301.63	314.04	274.76	295.88	565.60	
76	353	193.13	109.89	183.63	277.94	213.67	364.59	
77	360	244.64	143.38	234.38	178.32	227.13	442.39	
78	370	363.50	-	363.50	184.03	239.04	294.55	
79	381	236.40	69.98	233.07	266.20	254.07	352.63	
80	382	179.35	155.46	178.83	261.53	216.09	293.09	
81	383	180.16	149.91	179.63	749.22	195.74	234.06	
82	390	115.81	98.63	110.11	118.94	110.94	202.51	
83	400	248.24	279.13	248.84	229.05	245.69	377.00	
All India		289.44	148.98	264.02	199.10	243.20	383.11	
Public Sector		616.85	292.67	587.83	219.23	495.64	688.52	
Private Sector		265.12	144.42	242.55	198.17	228.13	361.98	

Table 5.6.1
Average Daily Earnings (in Rs.) of Directly Employed, Contract, Supervisory and Other Employees in States during the Year 2010-11

Sl. State No.		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	184.78	169.76	178.09	816.52	363.52	244.47
2	Himachal Pradesh	217.09	212.08	215.84	1714.34	522.71	416.63
3	Punjab	206.35	167.69	197.62	991.28	336.14	269.80
4	Chandigarh	390.07	211.93	366.15	1220.56	480.88	514.15
5	Uttaranchal	271.80	209.38	242.95	1076.85	415.08	345.05
6	Haryana	288.67	229.26	262.68	1570.54	476.78	447.14
7	Delhi	230.84	241.20	232.00	1296.46	467.59	427.95
8	Rajasthan	240.94	197.43	226.51	1179.21	466.79	351.09
9	Uttar Pradesh	247.12	124.24	195.99	1400.63	451.40	342.75
10	Bihar	260.87	135.67	206.89	690.82	292.77	251.10
11	Sikkim	242.06	169.42	203.46	1797.43	8975.77	1180.37
12	Nagaland	67.08	375.24	136.84	184.09	171.21	144.03
13	Manipur	131.46	160.19	148.57	264.69	134.97	152.59
14	Tripura	195.57	117.29	130.89	386.91	165.57	144.02
15	Meghalaya	248.65	203.34	229.53	957.80	474.66	322.66
16	Assam	210.14	128.61	196.24	1347.52	338.59	270.45
17	West Bengal	279.56	208.50	259.04	1280.16	433.03	365.08
18	Jharkhand	439.52	163.69	372.33	1278.68	748.15	570.29
19	Orissa	333.00	241.29	295.09	862.67	662.63	402.77
20	Chhattisgarh	309.02	189.21	262.73	1524.65	603.85	499.37
21	Madhya Pradesh	271.96	201.18	250.10	1161.33	439.49	390.58
22	Gujarat	286.55	230.54	266.93	1386.17	463.21	430.50
23	Daman & Diu	203.36	208.30	204.45	951.74	458.95	339.29
24	D & Nagar Haveli	236.99	208.49	225.16	1155.92	579.86	360.92
25	Maharashtra	391.01	258.10	340.52	1707.08	590.78	562.26
26	Andhra Pradesh	232.67	154.47	199.75	868.39	348.75	284.48
27	Karnataka	279.41	244.99	272.71	1479.97	456.65	447.54
28	Goa	560.83	287.70	440.23	1028.15	768.51	609.87
29	Kerala	221.11	187.47	215.77	973.69	432.20	293.51
30	Tamil Nadu	202.96	189.66	200.02	953.76	458.19	292.90
31	Pondicherry	275.76	200.80	247.67	1499.76	542.85	380.19
32	A & N Islands	193.73	359.13	209.94	1174.78	315.20	287.89
	All India	264.02	199.10	243.20	1269.76	481.77	383.11
	Public Sector	587.83	219.23	495.64	1288.32	773.32	688.52
	Private Sector	242.55	198.17	228.13	1267.28	459.54	361.98

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 2010-11

Sl. NIC Code No.		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	016	148.00	176.65	160.85	754.50	214.79	215.82
2	089	171.35	169.25	170.09	537.98	285.45	201.82
3	101	209.87	13.27	28.22	921.19	336.11	45.06
4	102	169.42	200.16	184.20	692.58	195.28	229.10
5	103	202.15	198.01	200.34	1000.32	378.37	297.47
6	104	195.21	198.01	196.29	939.91	293.20	282.40
7	105	341.53	213.10	292.95	1111.71	509.90	427.05
8	106	161.12	89.79	121.80	605.96	220.27	169.30
9	107	187.31	196.85	188.80	713.77	325.43	251.63
10	108	263.77	181.65	230.61	1004.40	271.54	328.23
11	110	265.86	216.51	243.05	1236.06	443.50	365.37
12	120	154.73	67.95	100.64	952.62	239.35	120.71
13	131	199.28	202.62	199.71	824.50	323.38	252.26
14	139	163.67	198.09	169.17	916.28	350.62	234.73
15	141	184.67	210.59	188.17	1033.40	377.93	260.79
16	142	221.77	220.71	221.39	1312.36	400.09	350.27
17	143	187.41	166.65	184.73	563.26	333.60	224.98
18	151	173.03	216.21	183.09	770.06	269.10	238.69
19	152	170.71	226.12	176.72	728.71	332.27	221.74
20	161	163.35	147.77	161.49	266.79	192.31	178.55
21	162	176.04	197.14	181.84	733.53	347.25	260.10
22	170	255.87	205.81	242.03	917.52	391.63	340.40
23	181	258.51	226.76	253.03	1389.26	532.80	463.13
24	182	358.21	-	358.21	1425.64	519.10	696.13
25	191	347.31	158.30	290.04	965.92	518.16	359.67
26	192	1284.66	453.04	849.41	2444.91	1083.12	1202.14
27	201	537.69	214.26	402.86	1710.78	658.13	677.46
28	202	209.90	238.62	219.03	1477.98	501.28	400.22
29	203	458.34	253.42	417.08	1577.27	744.07	580.52
30	210	342.53	188.75	275.58	1483.26	615.58	554.32
31	221	289.27	188.97	258.32	1138.03	459.37	362.52
32	222	211.12	182.97	202.56	1024.80	416.38	322.72

Table 5.6.2

Sl. NIC Code No.		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
33	231	252.39	181.26	222.00	1087.55	451.74	337.02
34	239	237.98	178.03	206.84	1071.88	407.21	313.09
35	241	410.57	231.59	341.91	1537.35	697.73	547.01
36	242	512.48	310.30	450.60	940.27	646.65	570.74
37	243	292.57	232.35	269.70	939.65	385.86	370.87
38	251	252.74	256.14	254.49	697.11	422.29	338.15
39	252	175.86	229.07	199.50	791.83	263.90	269.94
40	259	247.20	224.14	239.67	1161.77	421.88	360.85
41	261	313.35	224.37	291.92	801.42	585.94	446.72
42	262	317.00	229.46	280.60	2963.32	919.23	668.90
43	263	318.40	212.38	267.89	1848.53	499.84	548.10
44	264	370.83	336.53	358.05	4572.68	836.58	960.50
45	265	350.02	264.29	335.16	2186.65	1319.22	902.78
46	266	578.35	228.82	491.24	2937.78	413.14	774.98
47	267	279.17	139.67	251.30	2075.69	474.57	504.84
48	268	282.91	111.50	225.18	550.03	492.68	361.28
49	271	438.09	251.96	377.49	1798.35	621.40	642.58
50	272	306.81	266.36	304.61	1410.68	594.71	481.73
51	273	97.02	220.31	116.96	1445.88	877.07	255.45
52	274	235.85	201.79	222.36	1252.28	483.72	339.02
53	275	227.58	237.60	230.84	1982.66	424.19	450.96
54	279	261.35	192.50	241.89	1352.80	501.77	437.53
55	281	377.35	263.69	341.78	1706.34	621.89	607.67
56	282	354.70	253.11	321.82	2007.24	610.46	621.24
57	291	701.87	344.47	626.09	2438.17	948.89	1000.33
58	292	426.72	230.76	332.24	1637.57	480.20	505.12
59	293	343.12	240.86	300.67	1451.01	561.65	457.14
60	301	679.80	387.32	496.26	2192.82	1124.66	698.69
61	302	303.66	212.22	272.96	1524.18	344.12	405.14
62	303	400.66	241.29	355.11	1642.75	436.85	581.46
63	304	208.48	200.01	208.23	1076.45	450.04	366.98
64	309	370.85	240.61	317.85	1650.13	509.99	471.69
65	310	273.29	275.85	274.00	1572.06	597.62	454.43
66	321	332.59	346.87	335.32	1050.51	396.12	408.17
67	322	112.48	178.51	113.00	358.48	136.41	161.87
68	323	61.18	198.18	63.45	1191.68	374.76	110.47
69	324	171.83	262.80	175.33	1471.09	444.94	331.84
70	325	268.59	376.32	284.20	1423.68	669.95	495.43
71	329	182.22	189.32	184.22	1409.00	390.09	323.40

Table 5.6.2

Sl. NIC Code No.		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
72	331	534.07	309.99	446.32	1848.87	649.75	612.26
73	332	294.40	593.37	385.73	1133.45	587.32	594.65
74	351	331.93	257.17	288.82	1791.26	535.02	519.78
75	352	314.04	274.76	295.88	1813.78	570.99	565.60
76	353	183.63	277.94	213.67	1326.68	1138.17	364.59
77	360	234.38	178.32	227.13	1125.94	1050.57	442.39
78	370	363.50	184.03	239.04	715.87	360.55	294.55
79	381	233.07	266.20	254.07	1069.69	388.61	352.63
80	382	178.83	261.53	216.09	851.91	285.74	293.09
81	383	179.63	749.22	195.74	629.16	227.93	234.06
82	390	110.11	118.94	110.94	475.92	209.13	202.51
83	400	248.84	229.05	245.69	989.62	347.62	377.00
All India		264.02	199.10	243.20	1269.76	481.77	383.11
Public Sector		587.83	219.23	495.64	1288.32	773.32	688.52
Private Sector		242.55	198.17	228.13	1267.28	459.54	361.98

Table 5.7.1
Percentage of Factories Paying/Incurring Expenses on Bonus, Provident Funds and Welfare Funds in States during the Year 2010-11

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	705	366	569	592	51.91	80.71	83.97
2	Himachal Pradesh	1915	1191	1745	1692	62.19	91.12	88.36
3	Punjab	10523	6195	9074	7419	58.87	86.23	70.50
4	Chandigarh	280	149	270	235	53.21	96.43	83.93
5	Uttaranchal	2424	1115	1869	1969	46.00	77.10	81.23
6	Haryana	4678	2916	4200	3674	62.33	89.78	78.54
7	Delhi	2878	2108	2439	2420	73.25	84.75	84.09
8	Rajasthan	7516	3926	6157	4679	52.24	81.92	62.25
9	Uttar Pradesh	11312	7397	8734	8335	65.39	77.21	73.68
10	Bihar	2545	555	691	1850	21.81	27.15	72.69
11	Sikkim	53	29	28	41	54.72	52.83	77.36
12	Nagaland	84	17	11	78	20.24	13.10	92.86
13	Manipur	88	24	8	71	27.27	9.09	80.68
14	Tripura	448	377	221	359	84.15	49.33	80.13
15	Meghalaya	94	44	86	77	46.81	91.49	81.91
16	Assam	2646	1234	1347	1974	46.64	50.91	74.60
17	West Bengal	7334	5651	6017	5178	77.05	82.04	70.60
18	Jharkhand	2189	1061	1202	1467	48.47	54.91	67.02
19	Orissa	2482	864	1655	1451	34.81	66.68	58.46
20	Chhattisgarh	2065	907	1179	850	43.92	57.09	41.16
21	Madhya Pradesh	3744	2268	3097	2279	60.58	82.72	60.87
22	Gujarat	16931	12776	12342	12416	75.46	72.90	73.33
23	Daman & Diu	1513	1164	936	1356	76.93	61.86	89.62
24	D & Nagar Haveli	1231	997	837	1123	80.99	67.99	91.23
25	Maharashtra	21865	15875	17015	17217	72.60	77.82	78.74
26	Andhra Pradesh	22043	7544	10957	10505	34.22	49.71	47.66
27	Karnataka	8857	6216	7406	7077	70.18	83.62	79.90
28	Goa	520	381	488	470	73.27	93.85	90.38
29	Kerala	6195	4583	4882	3784	73.98	78.81	61.08
30	Tamil Nadu	26296	22624	20067	21355	86.04	76.31	81.21
31	Pondicherry	711	551	562	625	77.50	79.04	87.90
32	A & N Islands	13	8	10	13	61.54	76.92	100.00
All India		172177	111112	126099	122637	64.53	73.24	71.23
Public Sector		2584	1878	2205	1952	72.68	85.33	75.54
Private Sector		169593	109235	123894	120685	64.41	73.05	71.16

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 2010-11

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	3249	1089	1981	1248	33.52	60.97	38.41
2	089	86	74	35	85	86.05	40.70	98.84
3	101	112	65	86	83	58.04	76.79	74.11
4	102	371	254	295	276	68.46	79.51	74.39
5	103	912	472	572	633	51.75	62.72	69.41
6	104	2627	1354	1691	1248	51.54	64.37	47.51
7	105	1309	808	958	955	61.73	73.19	72.96
8	106	15612	6434	7719	5853	41.21	49.44	37.49
9	107	7213	5026	5561	5170	69.68	77.10	71.68
10	108	592	426	458	443	71.96	77.36	74.83
11	110	1505	732	848	994	48.64	56.35	66.05
12	120	2882	1793	1976	1341	62.21	68.56	46.53
13	131	9883	7671	7959	7283	77.62	80.53	73.69
14	139	3275	2346	2568	2425	71.63	78.41	74.05
15	141	3931	3215	3510	3528	81.79	89.29	89.75
16	142	16	15	10	16	93.75	62.50	100.00
17	143	2311	2097	2119	1759	90.74	91.69	76.11
18	151	1509	1179	1220	1183	78.13	80.85	78.40
19	152	1545	1249	1364	1310	80.84	88.28	84.79
20	161	1196	583	447	644	48.75	37.37	53.85
21	162	2348	1130	1575	1425	48.13	67.08	60.69
22	170	5104	3496	3851	3983	68.50	75.45	78.04
23	181	3652	2793	3091	2982	76.48	84.64	81.65
24	182	9	6	8	8	66.67	88.89	88.89
25	191	582	374	403	316	64.26	69.24	54.30
26	192	623	450	474	516	72.23	76.08	82.83
27	201	3689	2662	2621	2971	72.16	71.05	80.54
28	202	5452	4227	4282	4346	77.53	78.54	79.71
29	203	75	57	67	56	76.00	89.33	74.67
30	210	3957	2889	3437	3490	73.01	86.86	88.20
31	221	2224	1637	1875	1806	73.61	84.31	81.21
32	222	7321	4463	5292	5631	60.96	72.29	76.92

Table 5.7.2

Sl. No.		NIC Code	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
33	231		718	530	563	575	73.82	78.41	80.08
34	239		18878	6998	8704	10278	37.07	46.11	54.44
35	241		4963	3064	4445	3628	61.74	89.56	73.10
36	242		1353	845	1058	989	62.45	78.20	73.10
37	243		3161	2392	2711	2458	75.67	85.76	77.76
38	251		3518	2497	2800	2874	70.98	79.59	81.69
39	252		66	48	40	35	72.73	60.61	53.03
40	259		8335	6214	6916	6887	74.55	82.98	82.63
41	261		866	701	802	793	80.95	92.61	91.57
42	262		122	92	109	110	75.41	89.34	90.16
43	263		188	144	172	175	76.60	91.49	93.09
44	264		235	182	206	212	77.45	87.66	90.21
45	265		449	386	371	430	85.97	82.63	95.77
46	266		92	81	79	88	88.04	85.87	95.65
47	267		96	72	83	78	75.00	86.46	81.25
48	268		3	3	3	3	100.00	100.00	100.00
49	271		2439	1941	2145	2167	79.58	87.95	88.85
50	272		391	251	288	299	64.19	73.66	76.47
51	273		1189	870	1058	1020	73.17	88.98	85.79
52	274		452	342	398	382	75.66	88.05	84.51
53	275		733	453	631	590	61.80	86.08	80.49
54	279		847	611	735	744	72.14	86.78	87.84
55	281		5073	4245	4487	4423	83.68	88.45	87.19
56	282		4882	3993	4299	4229	81.79	88.06	86.62
57	291		186	151	175	169	81.18	94.09	90.86
58	292		506	317	388	407	62.65	76.68	80.43
59	293		3695	2932	3359	3344	79.35	90.91	90.50
60	301		113	77	83	100	68.14	73.45	88.50
61	302		340	301	325	310	88.53	95.59	91.18
62	303		55	48	54	54	87.27	98.18	98.18
63	304		29	14	25	25	48.28	86.21	86.21
64	309		1466	1213	1366	1338	82.74	93.18	91.27
65	310		1195	742	902	891	62.09	75.48	74.56
66	321		898	567	715	754	63.14	79.62	83.96
67	322		14	11	10	12	78.57	71.43	85.71
68	323		146	124	132	130	84.93	90.41	89.04
69	324		82	53	71	74	64.63	86.59	90.24
70	325		318	242	269	289	76.10	84.59	90.88
71	329		679	512	603	539	75.41	88.81	79.38

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
72	331	479	356	363	370	74.32	75.78	77.24
73	332	74	63	57	71	85.14	77.03	95.95
74	351	291	190	240	253	65.29	82.47	86.94
75	352	199	127	117	150	63.82	58.79	75.38
76	353	26	20	11	10	76.92	42.31	38.46
77	360	70	49	40	56	70.00	57.14	80.00
78	370	23	17	19	18	73.91	82.61	78.26
79	381	3	2	3	3	66.67	100.00	100.00
80	382	40	36	36	37	90.00	90.00	92.50
81	383	110	72	89	72	65.45	80.91	65.45
82	390	9	9	9	9	100.00	100.00	100.00
83	400	6905	4849	5186	5681	70.22	75.11	82.27
All India		172177	111112	126099	122637	64.53	73.24	71.23
Public Sector		2584	1878	2205	1952	72.68	85.33	75.54
Private Sector		169593	109235	123894	120685	64.41	73.05	71.16

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 2010-11. The average daily employment of contract workers was reported to have gone up steadily.

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. 539.79 in 2010-11 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.

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.

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 rose from 2005-06 (5.75 per cent) to 2010-11 (5.91 per cent).

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 1.72 lakh in 2010-11. An increase in the percentage of factories employing Contract workers has been noticed at all India level over the years. It is observed that the percentage of

factories paying bonus is decreasing at all India level. 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.

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 declined from 2005-06's level of 8.10 per cent to 7.89 per cent in 2010-11. The accession rate increased from 18.25 per cent in 2005-06 to 19.94 per cent in 2010-11 whereas separation rate decreased from 22.37 per cent in 2005-06 to 16.44 per cent in 2010-11.

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

Sl. NIC Code/ No. State/Year		Average Daily Employment				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	5	6	7
B. States/Union Territories						
1	Jammu & Kashmir					
	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
	2009-10	22257	1968	20018	44242	53023
	2010-11	21241	1490	21266	43997	55285
2	Himachal Pradesh					
	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
	2009-10	63912	8256	27345	99513	128665
	2010-11	80425	7820	31573	119818	156396
3	Punjab					
	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
	2009-10	310876	11200	132258	454334	568211
	2010-11	330385	16316	138328	485029	613926
4	Chandigarh					
	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
	2009-10	5536	253	1161	6951	10678
	2010-11	6894	182	1245	8321	12851
5	Uttaranchal					
	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
	2009-10	92510	6604	89781	188895	238795
	2010-11	106427	10193	117460	234079	288261
6	Haryana					
	2005-06	158893	6978	135889	301760	391353
	2006-07	171169	8883	151814	331865	426717

Table 6.1

Sl. NIC Code/ No. State/Year		Average Daily Employment				
		Directly Employed		Contract Workers	All Workers	All Employees
		Workers				
		Men	Women			
1	2	3	4	5	6	7
	2007-08	196504	11250	193140	400895	509617
	2008-09	184695	8202	184424	377322	607527
	2009-10	210479	9012	244079	463570	584762
	2010-11	218590	9415	199340	427346	546260
7	Delhi					
	2005-06	74670	4836	8095	87601	127621
	2006-07	79494	5021	4916	89431	129952
	2007-08	79526	4013	5124	88664	127960
	2008-09	73108	5049	9395	87552	126816
	2009-10	70703	3587	10117	84408	121161
	2010-11	65076	4028	9932	79036	122193
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
	2009-10	194220	7458	106453	308132	392526
	2010-11	209619	5629	122620	337868	431800
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
	2009-10	362014	10744	218029	590788	762599
	2010-11	383783	14366	228297	626446	808666
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
	2009-10	25201	1083	47158	73443	86620
	2010-11	31121	1340	58485	90945	106213
11	Sikkim					
	2009-10	1650	733	2471	4854	6484
	2010-11	1702	755	2778	5235	6844
12	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

Table 6.1

Sl. NIC Code/ No. State/Year		Average Daily Employment				
		Directly Employed		Contract Workers	All Workers	All Employees
		Workers				
		Men	Women			
1	2	3	4	5	6	7
	2009-10	902	478	1296	2676	3004
	2010-11	1227	267	406	1900	2208
13	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
	2009-10	1254	963	733	2950	3478
	2010-11	838	526	2530	3894	4563
14	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
	2009-10	3169	96	22491	25756	28401
	2010-11	2920	127	27411	30458	33327
15	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
	2009-10	2505	162	2317	4984	6216
	2010-11	3140	136	2829	6105	7671
16	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
	2009-10	96608	6795	22357	125759	148731
	2010-11	104909	8469	27896	141274	166657
17	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
	2009-10	337140	7761	121290	466191	571994
	2010-11	350521	7167	156287	513975	635626
18	Jharkhand					
	2005-06	95271	4068	14008	113346	147958
	2006-07	87440	5648	20343	113430	146769

Table 6.1

Sl. NIC Code/ No. State/Year		Average Daily Employment				
		Directly Employed		Contract Workers	All Workers	All Employees
		Workers				
		Men	Women			
1	2	3	4	5	6	7
	2007-08	91445	5943	20160	117548	152668
	2008-09	95247	6745	20533	122524	163625
	2009-10	80365	7336	17250	104951	141447
	2010-11	92065	6507	29837	128410	188090
19	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
	2009-10	88644	5837	93274	187756	227525
	2010-11	101766	17604	110035	229404	282860
20	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
	2009-10	72712	2121	41462	116294	154518
	2010-11	75038	1925	57849	134813	178581
21	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
	2009-10	134051	7713	67554	209317	279902
	2010-11	147286	7921	76951	232158	310944
22	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
	2009-10	523057	27741	339803	890600	1159239
	2010-11	600892	33456	357702	992050	1295334
23	Daman & Diu					
	2005-06	39215	7436	11359	58010	79434
	2006-07	41760	7980	15682	65423	87095
	2007-08	43882	6110	13920	63912	86519
	2008-09	48006	8629	12402	69038	88513
	2009-10	58171	10585	16894	85650	108736
	2010-11	55952	9608	19025	84585	112457
24	D & Nagar Haveli					

Table 6.1

Sl. NIC Code/ No. State/Year		Average Daily Employment				
		Directly Employed		Contract Workers	All Workers	All Employees
		Workers				
		Men	Women			
1	2	3	4	5	6	7
	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
	2009-10	45709	3237	41777	90722	114188
	2010-11	47334	2808	36860	87003	109671
25	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
	2009-10	583752	69272	409520	1062544	1514089
	2010-11	636713	78950	487360	1203023	1698122
26	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
	2009-10	371535	108850	461180	941565	1131149
	2010-11	421311	119019	500143	1040307	1300892
27	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
	2009-10	285437	197763	100940	584140	886706
	2010-11	297986	182319	128700	609005	781716
28	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
	2009-10	18585	4229	16078	38891	51697
	2010-11	15806	3189	17081	36076	53152
29	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
	2009-10	93462	171839	50122	315423	365767
	2010-11	102326	171836	53483	327645	381340

Table 6.1

Sl. NIC Code/ No. State/Year		Average Daily Employment				
		Directly Employed		Contract Workers	All Workers	All Employees
		Workers				
		Men	Women			
1	2	3	4	5	6	7
30	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
	2009-10	756360	519502	265954	1541815	1890149
	2010-11	775048	499867	317656	1592571	1943319
31	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
	2009-10	21938	5565	12886	40389	51219
	2010-11	24456	4903	19349	48708	59258
32	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
	2009-10	265	22	32	319	398
	2010-11	240	10	32	282	370

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
	2009-10	4934978	1218765	3004079	9157822	11792075
	2010-11	5313037	1228145	3360748	9901764	12694853

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				
				Wages/ Salaries	Bonus	Provident Fund	Welfare Expenses	Overall
1	2		3	4	5	6	7	8
B. States/Union Territories								
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
			2009-10	248.36	10.60	15.98	12.28	287.22
			2010-11	284.59	10.24	18.92	11.81	325.56
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
			2009-10	369.81	19.05	31.89	26.69	447.44
			2010-11	490.86	14.52	42.26	31.71	579.35
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
			2009-10	276.29	13.93	23.80	13.49	327.50
			2010-11	313.46	14.19	27.17	14.86	369.69
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
			2009-10	485.29	21.66	79.41	27.91	614.27
			2010-11	618.01	17.46	56.70	32.77	724.93
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
			2009-10	368.66	19.46	46.10	31.24	465.46
			2010-11	384.41	18.37	29.65	31.06	463.50
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
			2009-10	461.62	19.90	42.14	32.07	555.74
			2010-11	527.42	17.07	43.44	35.78	623.71
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

Table 6.2

Sl. No.		NIC Code/State	Year	Average Labour Cost per Manday Worked on				
				Wages/ Salaries	Bonus	Provident Fund	Welfare Expenses	Overall
1	2		3	4	5	6	7	8
			2008-09	346.53	20.25	38.02	19.26	424.06
			2009-10	401.60	21.95	40.14	18.24	481.93
			2010-11	531.34	20.34	48.00	23.96	623.64
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
			2009-10	326.74	11.26	29.53	34.20	401.72
			2010-11	395.66	13.09	37.07	19.13	464.94
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
			2009-10	354.93	15.94	35.71	24.11	430.68
			2010-11	440.79	20.93	45.69	30.85	538.26
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
			2009-10	246.47	13.16	26.21	31.52	317.35
			2010-11	283.03	5.71	21.39	21.23	331.35
11	Sikkim		2009-10	893.19	7.77	33.80	26.57	961.33
			2010-11	1423.76	7.81	41.93	31.88	1505.38
12	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
			2009-10	87.10	2.07	15.83	8.52	113.51
			2010-11	160.24	4.63	26.59	14.25	205.70
13	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
			2009-10	126.61	0.77	0.40	2.75	130.53
			2010-11	167.25	1.16	0.94	2.90	172.25
14	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
			2009-10	137.69	11.08	7.44	12.20	168.41
			2010-11	154.01	11.32	9.84	12.14	187.32
15	Meghalaya		2005-06	212.54	5.89	11.36	12.46	242.25

Table 6.2

Sl. No.		NIC Code/State	Year	Average Labour Cost per Manday Worked on				
				Wages/ Salaries	Bonus	Provident Fund	Welfare Expenses	Overall
1	2		3	4	5	6	7	8
			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
			2009-10	314.45	12.43	15.97	18.30	361.15
			2010-11	369.92	13.98	18.59	21.66	424.15
16	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
			2009-10	242.25	19.70	42.86	51.81	356.61
			2010-11	318.54	19.72	58.78	60.75	457.80
17	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
			2009-10	313.51	17.90	42.33	26.51	400.25
			2010-11	403.60	19.13	47.10	27.84	497.67
18	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
			2009-10	580.92	26.01	126.91	58.76	792.59
			2010-11	668.56	32.81	81.36	54.90	837.63
19	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
			2007-08	388.95	8.32	41.34	42.78	481.40
			2008-09	344.60	6.11	35.52	26.67	412.90
			2009-10	390.51	11.32	52.98	33.69	488.51
			2010-11	433.81	9.63	33.88	29.45	506.76
20	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
			2009-10	440.33	17.00	82.45	43.31	583.09
			2010-11	579.74	21.59	66.80	42.84	710.97
21	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
			2009-10	375.47	22.70	42.24	30.67	471.08
			2010-11	448.19	20.30	42.66	31.14	542.28
22	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

Table 6.2

Sl. No.		NIC Code/State	Year	Average Labour Cost per Manday Worked on				Overall
				Wages/ Salaries	Bonus	Provident Fund	Welfare Expenses	
1	2		3	4	5	6	7	8
			2007-08	325.91	17.52	29.46	22.33	395.22
			2008-09	311.32	17.07	30.56	23.12	382.07
			2009-10	397.44	19.57	30.82	26.64	474.47
			2010-11	460.00	23.32	39.14	35.09	557.55
23	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
			2009-10	307.40	19.86	19.53	22.86	369.65
			2010-11	372.01	26.27	25.86	31.21	455.35
24	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
			2009-10	341.19	19.60	16.57	19.22	396.57
			2010-11	384.55	18.47	19.02	22.05	444.08
25	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
			2009-10	530.71	29.47	52.62	46.58	659.38
			2010-11	629.80	31.14	54.30	44.39	759.64
26	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
			2009-10	295.81	12.78	29.50	24.38	362.47
			2010-11	340.31	11.34	31.33	24.92	407.91
27	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
			2009-10	344.19	18.68	35.75	24.96	423.58
			2010-11	527.38	25.95	54.88	40.11	648.32
28	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
			2009-10	561.76	25.72	59.07	44.50	691.05
			2010-11	705.77	35.82	71.23	56.03	868.86
29	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

Table 6.2

Sl. No.		NIC Code/State	Year	Average Labour Cost per Manday Worked on				Overall
				Wages/ Salaries	Bonus	Provident Fund	Welfare Expenses	
1	2		3	4	5	6	7	8
			2008-09	244.92	20.81	33.39	22.77	321.89
			2009-10	279.35	20.28	35.66	28.16	363.44
			2010-11	331.04	21.72	45.79	29.02	427.57
30	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
			2009-10	325.24	25.20	41.23	38.66	430.34
			2010-11	352.71	25.83	31.76	36.84	447.14
31	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
			2009-10	358.48	23.08	39.69	37.23	458.49
			2010-11	428.47	21.28	38.52	45.39	533.66
32	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
			2009-10	294.86	12.69	28.22	10.21	345.99
			2010-11	342.40	14.42	34.88	21.83	413.53
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
			2009-10	372.82	20.21	40.03	31.88	464.93
			2010-11	443.25	21.48	41.43	33.63	539.79

Table 6.3
Trend in Wages/Salaries per Manday Worked in States by Category of Employees

Sl. NIC Code/ No. State/Year		Wages/Salaries per Manday Worked (in Rs.)				
		Directly Employed Workers		Contract Workers	All Workers	All 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
	2009-10	202.99	150.46	162.94	183.03	248.36
	2010-11	202.99	150.46	162.94	183.03	248.36
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
	2009-10	216.36	205.91	194.47	209.70	369.81
	2010-11	216.36	205.91	194.47	209.70	369.81
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
	2009-10	215.60	173.38	154.45	199.51	276.29
	2010-11	215.60	173.38	154.45	199.51	276.29
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
	2009-10	315.00	290.78	184.21	292.77	485.29
	2010-11	315.00	290.78	184.21	292.77	485.29
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
	2009-10	322.26	207.84	179.73	252.61	368.66
	2010-11	322.26	207.84	179.73	252.61	368.66
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

Table 6.3

Sl. NIC Code/ No. State/Year		Wages/Salaries per Manday Worked (in Rs.)				
		Directly Employed		Contract Workers	All Workers	All Employees
		Workers				
		Men	Women			
1	2	3	4	5	6	7
	2008-09	268.74	186.62	220.99	244.06	418.18
	2009-10	287.96	236.77	307.65	297.02	461.62
	2010-11	287.96	236.77	307.65	297.02	461.62
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
	2007-08	190.25	183.39	170.66	188.78	335.16
	2008-09	200.30	178.48	194.11	198.39	346.53
	2009-10	230.69	207.36	215.54	227.92	401.60
	2010-11	230.69	207.36	215.54	227.92	401.60
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
	2009-10	230.46	126.53	175.26	210.57	326.74
	2010-11	230.46	126.53	175.26	210.57	326.74
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
	2009-10	251.60	200.20	163.72	220.61	354.93
	2010-11	251.60	200.20	163.72	220.61	354.93
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
	2009-10	249.00	176.07	129.55	184.67	246.47
	2010-11	249.00	176.07	129.55	184.67	246.47
11	Sikkim					
	2009-10	248.39	203.62	156.26	195.52	893.19
	2010-11	248.39	203.62	156.26	195.52	893.19
12	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
	2009-10	101.80	18.12	85.69	77.61	87.10
	2010-11	101.80	18.12	85.69	77.61	87.10

Table 6.3

Sl. NIC Code/ No. State/Year		Wages/Salaries per Manday Worked (in Rs.)				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	5	6	7
13	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
	2009-10	113.37	104.87	125.05	113.87	126.61
	2010-11	113.37	104.87	125.05	113.87	126.61
14	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
	2009-10	200.17	31.10	100.25	118.54	137.69
	2010-11	200.17	31.10	100.25	118.54	137.69
15	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
	2009-10	242.66	283.93	200.85	224.37	314.45
	2010-11	242.66	283.93	200.85	224.37	314.45
16	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
	2009-10	175.88	125.33	136.99	168.05	242.25
	2010-11	175.88	125.33	136.99	168.05	242.25
17	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
	2009-10	248.62	185.25	176.68	228.67	313.51
	2010-11	248.62	185.25	176.68	228.67	313.51
18	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
	2009-10	458.97	443.52	184.66	411.85	580.92
	2010-11	458.97	443.52	184.66	411.85	580.92

Table 6.3

Sl. NIC Code/ No. State/Year		Wages/Salaries per Manday Worked (in Rs.)				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	5	6	7
19	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
	2009-10	375.48	234.51	160.05	263.65	390.51
	2010-11	375.48	234.51	160.05	263.65	390.51
20	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
	2009-10	302.89	215.09	161.46	251.38	440.33
	2010-11	302.89	215.09	161.46	251.38	440.33
21	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
	2009-10	294.06	176.42	173.37	251.21	375.47
	2010-11	294.06	176.42	173.37	251.21	375.47
22	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
	2009-10	266.41	175.73	201.94	239.19	397.44
	2010-11	266.41	175.73	201.94	239.19	397.44
23	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
	2007-08	165.34	115.00	129.45	152.60	313.79
	2008-09	182.57	120.34	140.15	167.14	284.39
	2009-10	200.20	119.94	185.80	187.49	307.40
	2010-11	200.20	119.94	185.80	187.49	307.40
24	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
	2009-10	213.46	142.37	188.14	199.33	341.19
	2010-11	213.46	142.37	188.14	199.33	341.19

Table 6.3

Sl. NIC Code/ No. State/Year		Wages/Salaries per Manday Worked (in Rs.)				
		Directly Employed		Contract Workers	All Workers	All Employees
		Workers				
		Men	Women			
1	2	3	4	5	6	7
25	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
	2009-10	392.85	169.36	219.24	315.49	530.71
	2010-11	392.85	169.36	219.24	315.49	530.71
26	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
	2009-10	295.20	133.71	129.24	198.34	295.81
	2010-11	295.20	133.71	129.24	198.34	295.81
27	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
	2009-10	336.06	165.83	221.81	260.60	344.19
	2010-11	336.06	165.83	221.81	260.60	344.19
28	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
	2009-10	453.51	244.84	270.77	362.22	561.76
	2010-11	453.51	244.84	270.77	362.22	561.76
29	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
	2009-10	348.14	113.15	151.93	201.00	279.35
	2010-11	348.14	113.15	151.93	201.00	279.35
30	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
	2009-10	265.00	132.37	248.46	218.30	325.24
	2010-11	265.00	132.37	248.46	218.30	325.24

Table 6.3

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

31	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
	2009-10	279.96	196.85	161.89	232.12	358.48
	2010-11	279.96	196.85	161.89	232.12	358.48
32	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
	2009-10	206.43	179.75	318.93	216.15	294.86
	2010-11	206.43	179.75	318.93	216.15	294.86

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
	2009-10	288.14	145.63	193.87	240.38	372.82
	2010-11	288.14	145.63	193.87	240.38	372.82

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. States/Union Territories					
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	3.16
		2008-09	278.89	246.73	4.90
		2009-10	287.22	248.36	4.84
		2010-11	325.56	248.36	3.89
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	5.11
		2008-09	384.87	329.10	5.71
		2009-10	447.44	369.81	5.30
		2010-11	579.35	369.81	4.90
3	Punjab	2005-06	237.20	194.81	5.79
		2006-07	245.84	204.90	5.73
		2007-08	273.29	226.67	5.28
		2008-09	299.02	248.25	5.28
		2009-10	327.50	276.29	5.30
		2010-11	369.69	276.29	5.43
4	Chandigarh	2005-06	400.25	331.30	10.00
		2006-07	432.30	353.49	14.24
		2007-08	453.83	385.13	8.91
		2008-09	544.70	446.51	10.68
		2009-10	614.27	485.29	8.84
		2010-11	724.93	485.29	13.22
5	Uttaranchal	2005-06	403.15	312.64	6.78
		2006-07	413.49	328.10	7.14
		2007-08	395.61	321.77	6.23
		2008-09	476.30	382.30	9.53
		2009-10	465.46	368.66	5.54
		2010-11	463.50	368.66	5.37
6	Haryana	2005-06	364.91	301.53	5.77
		2006-07	390.51	322.30	5.80
		2007-08	410.51	342.15	5.83
		2008-09	501.71	418.18	5.91
		2009-10	555.74	461.62	7.16
		2010-11	623.71	461.62	5.63
7	Delhi	2005-06	339.85	274.48	8.04
		2006-07	382.88	310.00	8.17
		2007-08	412.96	335.16	6.00
		2008-09	424.06	346.53	7.66

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
			2009-10	481.93	401.60	6.92
			2010-11	623.64	401.60	7.58
8	Rajasthan		2005-06	264.48	218.16	5.57
			2006-07	275.34	228.63	5.19
			2007-08	309.41	258.54	5.04
			2008-09	357.09	301.46	5.68
			2009-10	401.72	326.74	5.97
			2010-11	464.94	326.74	5.19
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	4.98
			2008-09	378.08	313.60	5.48
			2009-10	430.68	354.93	5.48
			2010-11	538.26	354.93	5.59
10	Bihar		2005-06	233.86	185.53	2.16
			2006-07	267.70	207.02	2.18
			2007-08	260.49	206.43	2.17
			2008-09	265.97	208.16	2.18
			2009-10	317.35	246.47	2.61
			2010-11	331.35	246.47	3.13
11	Sikkim		2009-10	961.33	893.19	20.47
			2010-11	1505.38	893.19	18.18
12	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
			2009-10	113.51	87.10	6.19
			2010-11	205.70	87.10	3.02
13	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	12.96
			2009-10	130.53	126.61	9.07
			2010-11	172.25	126.61	8.92
14	Tripura		2005-06	107.00	92.23	9.45
			2006-07	110.85	95.61	8.22
			2007-08	128.87	109.41	9.69
			2008-09	195.67	122.77	18.00
			2009-10	168.41	137.69	12.84
			2010-11	187.32	137.69	12.42
15	Meghalaya		2005-06	242.25	212.54	4.95
			2006-07	260.14	224.57	5.55

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	310.60	266.53	6.87
			2008-09	333.26	291.76	5.74
			2009-10	361.15	314.45	5.47
			2010-11	424.15	314.45	4.77
16	Assam		2005-06	208.06	155.25	3.43
			2006-07	226.71	169.54	3.36
			2007-08	245.08	189.76	3.36
			2008-09	305.31	227.52	3.86
			2009-10	356.61	242.25	5.16
			2010-11	457.80	242.25	6.03
17	West Bengal		2005-06	313.80	248.21	7.64
			2006-07	360.38	264.05	6.76
			2007-08	392.26	292.88	7.14
			2008-09	393.49	307.44	7.78
			2009-10	400.25	313.51	6.30
			2010-11	497.67	313.51	6.10
18	Jharkhand		2005-06	558.73	436.53	9.03
			2006-07	610.79	470.44	7.78
			2007-08	835.12	620.86	9.57
			2008-09	783.23	591.54	8.74
			2009-10	792.59	580.92	10.38
			2010-11	837.63	580.92	6.15
19	Orissa		2005-06	358.41	288.37	8.57
			2006-07	402.98	314.24	8.10
			2007-08	481.40	388.95	8.79
			2008-09	412.90	344.60	7.41
			2009-10	488.51	390.51	7.53
			2010-11	506.76	390.51	7.30
20	Chhattisgarh		2005-06	497.65	392.87	8.16
			2006-07	505.91	419.34	7.81
			2007-08	644.75	501.30	8.23
			2008-09	396.27	317.28	6.42
			2009-10	583.09	440.33	4.40
			2010-11	710.97	440.33	6.31
21	Madhya Pradesh		2005-06	326.53	255.48	5.96
			2006-07	354.05	279.06	5.62
			2007-08	389.35	309.28	5.51
			2008-09	435.08	355.13	5.49
			2009-10	471.08	375.47	6.69
			2010-11	542.28	375.47	5.58
22	Gujarat		2005-06	333.86	270.59	3.67
			2006-07	355.16	290.24	3.55
			2007-08	395.22	325.91	3.27

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
			2008-09	382.07	311.32	3.66
			2009-10	474.47	397.44	4.53
			2010-11	557.55	397.44	4.36
23	Daman & Diu		2005-06	301.64	238.61	3.72
			2006-07	272.72	228.09	2.40
			2007-08	395.87	313.79	4.63
			2008-09	343.10	284.39	2.60
			2009-10	369.65	307.40	5.07
			2010-11	455.35	307.40	4.58
24	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	2.18
			2008-09	391.56	325.54	2.11
			2009-10	396.57	341.19	2.44
			2010-11	444.08	341.19	2.41
25	Maharashtra		2005-06	472.62	365.43	6.06
			2006-07	511.05	400.09	6.22
			2007-08	575.88	458.21	6.26
			2008-09	626.83	499.07	5.99
			2009-10	659.38	530.71	6.77
			2010-11	759.64	530.71	6.54
26	Andhra Pradesh		2005-06	214.11	174.39	6.42
			2006-07	254.28	197.21	5.95
			2007-08	294.98	237.94	6.80
			2008-09	286.71	232.50	6.39
			2009-10	362.47	295.81	6.85
			2010-11	407.91	295.81	6.03
27	Karnataka		2005-06	354.68	277.12	6.66
			2006-07	373.75	296.95	6.76
			2007-08	455.14	362.54	7.43
			2008-09	477.63	383.94	6.60
			2009-10	423.58	344.19	4.73
			2010-11	648.32	344.19	6.67
28	Goa		2005-06	453.09	354.96	4.53
			2006-07	492.02	383.96	4.51
			2007-08	490.47	391.99	4.19
			2008-09	553.58	440.01	4.78
			2009-10	691.05	561.76	5.86
			2010-11	868.86	561.76	6.18
29	Kerala		2005-06	276.06	206.24	6.02
			2006-07	289.92	220.22	5.41
			2007-08	299.18	228.94	5.68
			2008-09	321.89	244.92	5.24

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
			2009-10	363.44	279.35	2.48
			2010-11	427.57	279.35	6.21
30	Tamil Nadu		2005-06	256.53	196.12	6.70
			2006-07	276.47	209.39	6.44
			2007-08	316.59	245.30	6.63
			2008-09	320.46	252.69	7.29
			2009-10	430.34	325.24	9.08
			2010-11	447.14	325.24	7.76
31	Pondicherry		2005-06	338.85	270.55	5.10
			2006-07	352.94	283.58	4.55
			2007-08	451.66	360.55	5.78
			2008-09	439.76	352.63	5.66
			2009-10	458.49	358.48	7.03
			2010-11	533.66	358.48	6.42
32	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	3.70
			2008-09	369.62	311.44	3.19
			2009-10	345.99	294.86	3.13
			2010-11	413.53	294.86	2.98
All India			2005-06	323.64	255.94	5.75
			2006-07	351.26	277.43	5.54
			2007-08	397.55	317.48	5.63
			2008-09	410.41	330.35	5.76
			2009-10	464.93	372.82	5.95
			2010-11	539.79	372.82	5.91

Table 6.5
Trend in Number of Reporting Factories in States

Sl. No.		NIC Code/ State/Year	Number of Reporting Factories	Percentage of Factories Employing Contract Workers	Percentage of Factories Paying or Incurring Expenses on		
					Bonus	PF and Others	Welfare Funds
1	2	3	4	6	7	8	
B. States/Union Territories							
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
		2009-10	629	27.34	48.81	73.45	80.45
		2010-11	705	37.87	51.91	80.71	83.97
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
		2009-10	1548	25.06	53.17	85.40	87.79
		2010-11	1915	22.14	62.19	91.12	88.36
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
		2009-10	10300	36.32	57.78	82.86	66.84
		2010-11	10523	37.21	58.87	86.23	70.50
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
		2009-10	284	8.45	63.73	96.13	92.61
		2010-11	280	6.43	53.21	96.43	83.93
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
		2009-10	2344	36.09	43.52	72.40	77.90
		2010-11	2424	40.39	46.00	77.10	81.23
6	Haryana						

Table 6.5

Sl. No.		NIC Code/ State/Year	Number of Reporting Factories	Percentage of Factories Employing Contract Workers	Percentage of Factories Paying or Incurring Expenses on		
					Bonus	PF and Others	Welfare Funds
1	2	3	4	6	7	8	
		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
		2009-10	4643	35.11	66.12	88.82	80.66
		2010-11	4678	30.80	62.33	89.78	78.54
7	Delhi	2005-06	3306	5.32	83.33	91.50	89.62
		2006-07	3270	4.92	86.67	94.68	91.56
		2007-08	3199	5.56	85.31	94.90	94.12
		2008-09	3025	8.66	83.47	96.26	92.83
		2009-10	2878	8.03	81.45	95.66	93.57
		2010-11	2878	7.16	73.25	84.75	84.09
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
		2009-10	6814	26.78	51.41	77.47	62.55
		2010-11	7516	30.84	52.24	81.92	62.25
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
		2009-10	11028	27.79	59.80	70.38	68.65
		2010-11	11312	29.68	65.39	77.21	73.68
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
		2009-10	1918	58.50	22.21	21.69	64.55
		2010-11	2545	57.49	21.81	27.15	72.69
11	Sikkim	2009-10	46	43.48	50.00	58.70	82.61
		2010-11	53	37.74	54.72	52.83	77.36
12	Nagaland	2005-06	109	47.71	15.60	11.93	76.15
		2006-07	106	51.89	14.15	11.32	74.53

Table 6.5

Sl. No.		NIC Code/ State/Year	Number of Reporting Factories	Percentage of Factories Employing Contract Workers	Percentage of Factories Paying or Incurring Expenses on		
					Bonus	PF and Others	Welfare Funds
1	2		3	4	6	7	8
		2007-08	104	55.77	12.50	10.58	80.77
		2008-09	91	43.96	13.19	9.89	69.23
		2009-10	89	47.19	12.36	11.24	85.39
		2010-11	84	22.62	20.24	13.10	92.86
13	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
		2009-10	86	20.93	34.88	5.81	77.91
		2010-11	88	62.50	27.27	9.09	80.68
14	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
		2009-10	410	66.83	80.49	31.22	77.32
		2010-11	448	73.88	84.15	49.33	80.13
15	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
		2009-10	99	33.33	41.41	71.72	73.74
		2010-11	94	35.11	46.81	91.49	81.91
16	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
		2009-10	2254	19.61	50.53	49.82	71.78
		2010-11	2646	22.75	46.64	50.91	74.60
17	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
		2009-10	6814	24.88	79.26	82.71	70.22
		2010-11	7334	23.78	77.05	82.04	70.60
18	Jharkhand						

Table 6.5

Sl. No.		NIC Code/ State/Year	Number of Reporting Factories	Percentage of Factories Employing Contract Workers	Percentage of Factories Paying or Incurring Expenses on		
					Bonus	PF and Others	Welfare Funds
1	2	3	4	6	7	8	
		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
		2009-10	2074	19.14	45.76	54.24	69.05
		2010-11	2189	22.02	48.47	54.91	67.02
19	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
		2009-10	2144	30.22	40.49	66.88	54.38
		2010-11	2482	29.29	34.81	66.68	58.46
20	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
		2009-10	1993	32.66	38.53	50.43	41.95
		2010-11	2065	44.79	43.92	57.09	41.16
21	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
		2009-10	3540	16.95	62.91	77.51	61.50
		2010-11	3744	18.22	60.58	82.72	60.87
22	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
		2009-10	15702	23.74	75.79	71.90	75.22
		2010-11	16931	25.64	75.46	72.90	73.33
23	Daman & Diu	2005-06	1534	14.08	77.31	49.93	89.31
		2006-07	1523	18.12	77.81	47.14	82.93
		2007-08	1484	14.62	80.93	49.60	83.22
		2008-09	1446	14.45	78.42	56.92	90.87
		2009-10	1454	17.06	81.29	65.61	91.40
		2010-11	1513	17.38	76.93	61.86	89.62

Table 6.5

Sl. No.		NIC Code/ State/Year	Number of Reporting Factories	Percentage of Factories Employing Contract Workers	Percentage of Factories Paying or Incurring Expenses on		
					Bonus	PF and Others	Welfare Funds
1	2	3	4	6	7	8	
24	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
		2009-10	1103	45.06	84.41	74.07	89.66
		2010-11	1231	41.43	80.99	67.99	91.23
25	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
		2009-10	19465	32.60	75.03	79.71	82.59
		2010-11	21865	32.51	72.60	77.82	78.74
26	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
		2009-10	17208	37.47	34.10	46.28	46.71
		2010-11	22043	37.43	34.22	49.71	47.66
27	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
		2009-10	8652	19.93	69.65	81.77	81.11
		2010-11	8857	23.19	70.18	83.62	79.90
28	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
		2009-10	520	36.15	79.62	95.58	95.77
		2010-11	520	43.27	73.27	93.85	90.38
29	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

Table 6.5

Sl. No.		NIC Code/ State/Year	Number of Reporting Factories	Percentage of Factories Employing Contract Workers	Percentage of Factories Paying or Incurring Expenses on		
					Bonus	PF and Others	Welfare Funds
1	2		3	4	6	7	8
		2009-10	5905	17.21	74.67	77.34	65.18
		2010-11	6195	17.63	73.98	78.81	61.08
30	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
		2009-10	26833	14.39	81.43	70.47	78.85
		2010-11	26296	17.50	86.04	76.31	81.21
31	Pondicherry						
		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
		2009-10	671	32.04	74.52	84.05	91.21
		2010-11	711	32.77	77.50	79.04	87.90
32	A & N Islands						
		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
		2009-10	13	15.38	61.54	69.23	92.31
		2010-11	13	15.38	61.54	76.92	100.00

All India							
		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
		2009-10	159460	26.42	65.03	71.55	71.69
		2010-11	172177	28.28	64.53	73.24	71.23

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. States/Union Territories					
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
		2009	4.80	13.29	12.95
		2010	6.44	12.13	14.70
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
		2009	13.09	27.72	23.05
		2010	10.18	33.58	28.08
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
		2009	11.74	25.83	25.24
		2010	9.03	33.93	30.35
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
		2009	12.98	17.00	15.90
		2010	7.09	18.70	19.50
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
		2009	7.59	24.69	19.58
		2010	8.36	36.51	19.48
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
		2009	11.05	25.25	22.16
		2010	10.15	30.91	27.52
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

Table 6.6

Sl. No.		NIC Code/State	Year	Percentage of Absenteeism	Percentage of Labour Turnover	
					Accession	Separation
1	2		3	4	5	6
			2009	12.27	32.28	34.01
			2010	13.67	40.20	32.23
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
			2009	9.80	17.51	15.75
			2010	8.57	20.16	17.97
9	Uttar Pradesh		2005	7.20	33.97	29.62
			2006	7.10	31.44	28.05
			2007	9.59	32.55	28.15
			2008	9.98	27.28	27.82
			2009	10.18	30.20	26.88
			2010	8.81	30.61	28.97
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
			2009	5.16	23.15	24.86
			2010	5.49	35.27	34.84
11	Sikkim		2009	0.97	1.55	1.35
			2010	2.36	12.86	2.67
12	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
			2009	1.00	2.14	1.90
			2010	0.73	0.92	0.66
13	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
			2009	1.51	14.30	14.18
			2010	5.23	16.85	11.93
14	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
			2009	1.87	1.75	5.67
			2010	2.82	2.47	3.48
15	Meghalaya		2005	-	-	-
			2006	4.86	6.01	7.98
			2007	7.34	19.19	17.48

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	5.95	11.79	11.11
			2009	5.63	8.75	8.66
			2010	3.85	10.19	11.22
16	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
			2009	4.94	10.44	4.70
			2010	4.44	4.38	3.55
17	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
			2009	8.72	10.07	11.34
			2010	8.42	8.65	6.73
18	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
			2009	5.76	5.99	6.62
			2010	3.21	10.45	5.16
19	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
			2009	6.34	5.99	6.09
			2010	6.46	11.66	9.17
20	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
			2009	5.90	7.30	7.27
			2010	6.67	9.10	8.83
21	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
			2009	6.29	11.85	10.07
			2010	5.21	16.08	14.19
22	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
			2009	8.54	17.05	14.54

Table 6.6

Sl. No.		NIC Code/State	Year	Percentage of Absenteeism	Percentage of Labour Turnover Accession	Percentage of Labour Turnover Separation
1	2		3	4	5	6
			2010	7.27	17.38	13.51
23	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
			2009	8.72	11.44	9.22
			2010	7.54	13.59	11.75
24	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
			2009	6.71	15.11	13.03
			2010	8.88	31.20	42.53
25	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
			2009	11.22	20.16	17.25
			2010	10.99	22.88	17.67
26	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
			2009	6.05	12.28	10.06
			2010	5.31	10.34	8.96
27	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
			2009	7.88	19.22	16.41
			2010	8.47	24.74	20.48
28	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
			2009	9.66	31.72	28.33
			2010	-	-	-
29	Kerala		2005	11.43	6.24	7.44
			2006	4.37	13.05	10.19
			2007	11.30	11.71	9.00
			2008	12.21	7.70	8.03
			2009	13.53	10.34	10.78
			2010	12.57	9.36	10.30

Table 6.6

Sl. No.		NIC Code/State	Year	Percentage of Absenteeism	Percentage of Labour Turnover	
					Accession	Separation
1	2		3	4	5	6
30	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	
		2009	6.26	13.69	12.15	
		2010	6.12	17.00	12.12	
31	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	
		2009	6.01	9.80	11.02	
		2010	4.82	6.13	7.04	
32	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	
		2009	11.47	18.88	8.74	
		2010	14.52	6.08	11.79	
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		
	2009	8.75	17.50	15.73		
	2010	7.89	19.94	16.44		

Government of India
Ministry of Statistics & Programme Implementation
Return under rule 3 and 4 of the Collection of Statistics(Central) Rules, 2008
Annual Survey of Industries 2010-11 (Part-I)
(Please read the instructions before filling the return)

A. FOR OFFICIAL USE ONLY

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

B. TO BE FILLED BY OWNER

1. Name & address of the industrial undertaking	Vill/Town:
	District:
	State:
	PIN Code:
2. Name & designation of contact person	Tele (with STD code):
	Fax No.:
	E-mail :
3. Type of organisation(code)	
4. Type of ownership(code)	
5. Year of initial production	
6. Accounting year (---- to ----)	
7. Number of months of operation	
8. Does your unit have any computers? (Yes-1, No-2)	
9. Can you supply ASI data in computer floppy if software provided? (Yes-1, No-2)	

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)

BLOCK E: EMPLOYMENT AND LABOUR COST

DSL No./PSL No. _____

Sl. No.	Category of staff	Man-days worked			Average Number of Persons worked	No. of Mandays paid for	Wages/ salaries (in Rs.)	Bonus (in Rs.)	Contribution to Provident & Other funds (in Rs.)	Workman & staff welfare expenses (in Rs.)
		Manufac-turing	Non Manufac-turing	Total						
1	2	3	4	5	6	7	8	9	10	11
1	Male Workers employed directly									
2	Female Workers employed directly									
3	Child Workers employed directly									
4	Sub-total (1+2+3)									
5	Workers employed through contractors									
6	Total Workers (4+5)									
7	Supervisory & managerial staff									
8	Other employees									
9	Unpaid family members/ proprietor/ Coop. members	X	X	X		X	X	X	X	X
10	Total employees (6+7+8+9)									
11	Number of working days	(i) Manufacturing days								
		(ii) Non-Manufacturing days								
		(iii) Total								
12	Total Cost of Production (in Rs.) Item 10. Col.8,9,10 & 11 of Bl. E (+) item 7.8.9 & 10 Col 3 of Bl. F (+) item 17 of Col 6 of Bl. H (+) item 7, Col 6 Bl.I									

**ANNUAL SURVEY OF INDUSTRIES 2010-11
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											
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, 2010								
2	Feb, 2010								
3	Mar, 2010								
4	Apr, 2010								
5	May, 2010								
6	Jun, 2010								
7	Jul, 2010								
8	Aug, 2010								
9	Sep, 2010								
10	Oct, 2010								
11	Nov, 2010								
12	Dec, 2010								

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. 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. Manufacture of measuring, testing, navigating and control equipment.
	2651	
266		Manufacture of irradiation, electro medical and electrotherapeutic equipment. 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. 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. 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.
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SECTION-E-WATER SUPPLY, SEWARAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES.

360		Water Collection, treatment and supply.
	3600	Water Collection, treatment and supply.
370		Sewerage
383		Materials recovery.
	3830	Materials recovery.
		Materials recovery.
390	390	Remediation activities and other waste management services.

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.)
1	2	3	4
1981	PDLB-212-III(NIC)	Detailed State-wise Report on Food, Beverage and Tobacco Industries, 1971, Vol. II (NIC)	156.00
	PDLB-215-VI(NIC)	Detailed State-wise Report on Rubber, Petroleum, Coal, Chemicals and Non-Metallic Mineral Products Industries, 1971, Vol. V (NIC)	206.00
1982	<u>PDLB-227-1(I)</u> <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> <u>650-1987(DSK-III)</u>	ASI, 1980-81, Preliminary Summary Report-Census Sector	60.00
	<u>PDLB-264(N)</u> <u>650-1987(DSK-II)</u>	Report on Labour Statistics under the ASI, 1979-80 (Sample)	15.00

1	2	3	4
1988	<u>PDLB-260(N)</u> <u>650-1986(DSK-II)</u>	Report on Labour Statistics under the ASI, 1977-78 (Sample Sector)	17.00
1989	<u>PDLB-352</u> <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> <u>650-1989(DSK-II)</u>	ASI, 1985-86, Summary Report on Absenteeism and Labour Turnover in Sample Sector	14.50
1990	PDLB-367(N)	ASI, 1985-86, Summary Report on Absenteeism and Labour Turnover in Census Sector	23.00
	<u>PDLB-374(N)</u> <u>500-1990(DSK-II)</u>	ASI, 1981-82, Summary Report on Absenteeism, Labour Turnover and Labour Cost in Census Sector	19.00
1991	<u>PDLB-381</u> <u>500-1991(DSK-II)</u>	ASI, 1985-86, Summary Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Factory Sector	50.00
1992	PDLB-396(I)	Summary Report 1963, 1964, 1966, 1971, 1973-74, 1977-78 and 1980-81, Vol.I (Part-I)	45.00
	PDLB-385(II)	Detailed Industry-wise Report on Food, Beverages and Tobacco Industries, 1963, 1964, 1966, 1971, 1973-74, 1977-78 and 1980-81, Vol.II	536.50
	PDLB-385-IV	Detailed Industry-wise Report on Wood, Cork, Furniture, Paper, Printing and Leather Industries, 1963-64, 1966, 1971, 1973-74, 1977-78 and 1980-81, Vol.IV	143.00
	<u>PDLB-388</u> <u>500-1991(DSK-II)</u>	ASI, 1984-85, Summary Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	112.00
	<u>PDLB-380</u> <u>500-1992(DSK-II)</u>	ASI, 1986-87, Summary Report on Employment and Labour Cost in Census Sector	97.00
	PDLB-395-VIII	Detailed State-wise Report on Miscellaneous Industries, 1963, 1964, 1966, 1971, 1973-74, 1977-78 and 1980-81, Vol.VIII	480.00
1993	PDLB-389-VI	Detailed State-wise Report on Basic Metal and Machinery Manufacturing Industries, 1963, 1964, 1966, 1971, 1973-74, 1977-78 and 1980-81, Vol.VIII	754.00
	PDLB-385-V	Detailed State-wise Report, 1963, 1964, 1966, 1971, 1973-74, 1977-78 and 1980-81, Vol.V	1115.00

1	2	3	4
1993 Contd.	<u>PDLB-383</u> <u>500-1991(DSK-II)</u>	ASI, 1984-85, Labour Statistics on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	49.00
1994	<u>PDLB-522(N)</u> <u>500-1993(DSK-II)</u>	ASI, 1987-88, Summary Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	131.00
	<u>PDLB-406</u> <u>500-1993(DSK-II)</u>	ASI, 1989-90, Summary Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	199.00
	PDLB-411-I(II)	ASI, 1980-81, Detailed Summary Report by Major Groups of Industries, Vol.I (Part-II)	178.00
	PDLB-390-VII	Detailed Industry-wise Report on Earnings and Labour Cost in Transport Equipment Mfg. Industries, 1980-81, Vol.VII	225.00
	<u>PDLB-407</u> <u>500-1993(DSK-II)</u>	ASI, 1986-87, Summary Report on Employment and Labour Cost in Sample Sector	61.00
1995	<u>PDLB-426</u> <u>500-1995(DSK-II)</u>	ASI, 1990-91, Report on Employment and Labour Cost in Sample Sector	68.67
1996	<u>PDLB-430</u> <u>500-1995(DSK-II)</u>	ASI, 1991-92, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	50.00
	<u>PDLB-429</u> <u>500-1996(DSK-II)</u>	ASI, 1988-89, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	76.00
	<u>PDLB-427</u> <u>500-1995(DSK-II)</u>	ASI, 1988-89, Summary Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	68.00
	<u>PDLB-433</u> <u>500-1995(DSK-II)</u>	ASI, 1990-91, Summary Report on Employment and Labour Cost in Census Sector	61.00
	<u>PDLB-432</u> <u>500-1996(DSK-II)</u>	ASI, 1991-92, Summary Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	70.00
1997	<u>PDLB-439</u> <u>300-1996(DSK-II)</u>	ASI, 1989-90, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	71.00
1998	<u>PDLB-438</u> <u>300-1998(DSK-II)</u>	ASI, 1987-88, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	67.00
	<u>PDLB-448</u> <u>500-1997(DSK-II)</u>	ASI, 1992-93, Summary Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	58.75

1	2	3	4
1998 Contd.	<u>PDLB-449</u> <u>300-1997(DSK-II)</u>	ASI, 1993-94, Summary Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	58.55
	<u>PDLB-455</u> <u>300-1998(DSK-II)</u>	ASI, 1992-93, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	68.00
	<u>PDLB-456</u> <u>300-1998(DSK-II)</u>	ASI, 1993-94, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in sample Sector	68.00
1999	<u>PDLB-470</u> <u>300-1999(DSK-II)</u>	ASI, 1994-95, Report on Earnings in Census Sector	NS
	<u>PDLB-471</u> <u>300-1999(DSK-II)</u>	ASI, 1994-95, Report on Employment and labour Cost in Census Sector	60.00
	<u>PDLB-464</u> <u>300-1999(DSK-II)</u>	ASI, 1994-95, Report on Employment and labour Cost in Sample Sector	57.00
	<u>PDLB-466</u> <u>300-1999(DSK-II)</u>	ASI, 1995-96, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	70.00
	<u>PDLB-472</u> <u>300-1999(DSK-II)</u>	ASI, 1995-96, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	60.00
2000	<u>PDLB-453</u> <u>300-1998(DSK-II)</u>	ASI, 1986-87, Report on Earnings in Sample Sector	NS
	<u>PDLB-454</u> <u>300-1998(DSK-II)</u>	ASI, 1990-91, Report on Earnings in Sample Sector	NS
	<u>PDLB-465</u> <u>300-1999(DSK-II)</u>	ASI, 1994-95, Report on Earnings in Sample Sector	57.00
	<u>PDLB-467</u> <u>300-1999(DSK-II)</u>	ASI, 1996-97, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	75.00
2001	<u>PDLB-473</u> <u>300-1999(DSK-II)</u>	ASI, 1996-97, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	70.00
	<u>PDLB-482</u> <u>300-2001(DSK-II)</u>	ASI, 1997-98, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	80.00
2002	<u>PDLB-486</u> <u>300-2001(DSK-II)</u>	ASI, 1997-98, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	75.00
2003	<u>PDLB-491</u> <u>300-2002(DSK-II)</u>	ASI, 1998-99, Report on Employment and Labour Cost in Census Sector	55.00
	<u>PDLB-492</u> <u>300-2002(DSK-II)</u>	ASI, 1998-99, Report on Employment and Labour Cost in Sample Sector	NS

1	2	3	4
2003	<u>PDLB-495</u>	ASI, 1999-2000, Vol.I,	135.00
Contd.	<u>300-2002(DSK-II)</u>	Statistics on Employment and Labour Cost in Census Sector	
	<u>PDLB-496</u>	ASI, 1999-2000, Vol.I,	210.00
	<u>300-2002(DSK-II)</u>	Statistics on Employment and Labour Cost in Sample Sector	
	<u>PDLB-497</u>	ASI, 1999-2000, Vol.II, Report	70.00
	<u>300-2002(DSK-II)</u>	on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	
	<u>PDLB-498</u>	ASI, 1999-2000, Vol.II, Report	70.00
	<u>300-2002(DSK-II)</u>	on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	
	<u>PDLB-503(E)</u>	ASI, 2000-01, Vol.I, Statistics	120.00
	<u>190-2003(DSK-II)</u>	on Employment and Labour Cost in Census Sector	
	<u>PDLB-504(E)</u>	ASI, 2000-01, Vol.I, Statistics	120.00
	<u>190-2003(DSK-II)</u>	on Employment and Labour Cost in Sample Sector	
2004	<u>PDLB-493</u>	ASI, 1998-99, Report on	NS
	<u>300-2002(DSK-II)</u>	Earnings in Census Sector	
	<u>PDLB-494</u>	ASI, 1998-99, Report on	NS
	<u>300-2002(DSK-II)</u>	Earnings in Sample Sector	
	<u>PDLB-505(E)</u>	ASI, 2000-01, Vol.II, Report on	74.00
	<u>190-2003(DSK-II)</u>	Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	
	<u>PDLB-506(E)</u>	ASI, 2000-01, Vol.II, Report on	75.00
	<u>190-2003(DSK-II)</u>	Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	
	<u>PDLB-512(E)I</u>	ASI, 2001-02, Vol.I, Statistics	130.00
	<u>85-2004(DSK-II)</u>	on Employment and Labour Cost in Census Sector	
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