

**EVALUATION STUDY  
ON THE IMPLEMENTATION OF MINIMUM  
WAGES ACT, 1948 IN STONE BREAKING &  
STONE CRUSHING INDUSTRY IN  
GUJARAT**

2007-08



सत्यमेव जयते

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## **PREFACE**

The Minimum Wages Act, 1948 is a Welfare legislation enacted to prevent exploitation of unorganised, illiterate and ignorant workers in the form of paying unduly low wages. The Act empowers the Appropriate Government to fix and revise the statutory rates of minimum wages for scheduled employments at intervals not exceeding five years. However, fixation of statutory minimum wage in itself does not ensure that it is paid to the target workers. It requires effective enforcement on the part of appropriate authorities.

The effective enforcement of various provisions of the Act has remained a cause of concern for the government. The first National Commission on Labour (1969) and the National Commission on Agriculture (1976) had observed that wages fixed under the Act were not revised for long period although the price increase warranted it. Considering the dissatisfaction over the pace of implementation of Act, the Government of India, Ministry of Labour & Employment entrusted the task of conducting Evaluation Studies on the Implementation of Minimum Wages Act, 1948 to the Labour Bureau in the year 1981. The studies were initially conducted in Agriculture sector in different states and subsequently extended to other unorganised employments like Bidi & Tobacco Manufacturing, Bauxite Mines, Building & Construction Industry, etc.

The second National Commission on Labour, National Statistical Commission and National Common Minimum Programme of the Government also emphasized upon effective enforcement of the Act and need for concerted efforts in this direction.

The present report is based on a study conducted in the "Stone Breaking and Stone Crushing Industry in the state of Gujarat. The study throws light on the level of compliance of various provisions of the Minimum Wages Act, 1948 in the Stone Breaking and Stone Crushing Industry in terms of payment of prescribed wages, daily hours of work, awareness among the employers and workers about various provisions of the Act, difficulties faced in the enforcement of the Act in the scheduled employment.

My thanks are due to the Commissioner of Labour, Government of Gujarat and the officers of his organisation for extending valuable cooperation in the execution of the study. I would also like to place on record, my appreciation for the dedicated efforts put in by the team of officers and staff members of Bureau in the conduct of field study and bringing out this report.

The views expressed in this report, are not necessarily those of the Ministry of Labour & Employment, Government of India. Suggestions for improvement in the study are welcome.

Dated: 03-08-2009  
Chandigarh

Dr. K.S.R.V.S. Chalam  
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## **Executive Summary**

- The Stone breaking and Stone crushing industry is included in part-I of the Schedule appended to the Minimum Wage Act, 1948.
- The present survey was conducted during January, 2008.
- The objective of the survey is to study the extent to which the provisions of the Minimum Wages Act, 1948 have been implemented in this scheduled employment in Gujarat.
- The industry is spread over 15 districts in the State, of which 13 districts have been selected for the survey.
- Total numbers of units and workers in the frame are 395 and 5,017 respectively.
- Two stage sampling technique is adopted. At the first stage of sampling 100 employer level schedules are canvassed.
- In the second stage of sampling, 231 worker level schedules are canvassed.
- Employment of migrant workers is reported by 10% of the units surveyed.
- The main reasons for migration are non-availability of work (39.3 per cent), followed by lower wages (35.7 per cent) and motivation by friends and relatives (25.0 per cent).
- Majority of the units surveyed have employment of less than 10 workers.
- About 92.0 per cent workers in sample units are found engaged in manual activities.
- In majority of the units manual workers are employed directly by the employer.

- Among the directly employed manual workers, 89.2 per cent are male.
- Majority of the workers in this scheduled employment are unskilled.
- Only 13 per cent of the units surveyed are found employing women workers.
- Majority of the workers are getting wages on time-rated basis.
- Only 9 per cent of the units are allowing weekly off with wages to the workers.
- In majority of the cases (72.0 per cent) weekly off is given without wages.
- No unit is found paying wages less than the minimum wages in existence.
- Only 46 per cent of the units are aware about the Minimum Wages Act, 1948 and 16 per cent units have reported awareness about the Equal Remuneration Act, 1976.
- Only 19.9 per cent workers are aware of the Minimum Wages Act, 1948.
- Only 2.6 per cent workers have reported awareness about the authority responsible for implementation of minimum wages.
- Wage and attendance register are maintained only in 53 per cent of the units surveyed.
- Only 19 per cent of the units are displaying notices at appropriate place.

# CHAPTER – I

## INTRODUCTION

### 1.1 Genesis of the survey

1.1.1 In India, majority of the workers are employed in the unorganized sector of the economy. The labour force employed in the unorganized sector is vulnerable to exploitation in terms of low wages due to lack of any organization and weak bargaining power. Therefore, determination of wages cannot be left to the market forces of demand and supply. Hence, in order to ensure that the workers get the wages at least to meet their basic needs, the Government of India enacted the Minimum Wages Act, 1948. The objective of the Act was to fix and revise the Minimum Wages in certain scheduled employments so as to prevent the exploitation of labour force.

1.1.1 The Act provided for fixation/revision of minimum wages by the Appropriate Government at interval not exceeding 5 years, to make wages more realistic, yet the implementation of the Act remained a cause of concern for the Government. The National Commission on Labour (1969) also pointed out that “While it was generally accepted that the Minimum Wages Act, 1948 had served a useful purpose in checking exploitation of the labour in employments where sweating conditions prevailed, dissatisfaction was expressed over the proper implementation of each of the provisions of the Act. An equally persistent complaint has been that the minimum wages once fixed have not been revised for longer periods. We have come



across several instances where the rates have not been revised even after they were initially fixed”.

1.1.2 The National Commission of Agriculture (1976) also expressed their concern on the implementation and non-revision of wages fixed under the Act for long period, and recommended initiation of strict and time bound measures to prevent exploitation of the workers. Accordingly, Government of India launched the scheme “Evaluation of Implementation of the Minimum Wages Act 1948” to make an assessment of the extent to which the provisions of the Act have been enforced in the different scheduled employments.

1.1.3 Ministry of Labour & Employment, entrusted this task to Labour Bureau, in May, 1981 for conducting evaluation studies on the implementation of Minimum Wages Act 1948. Initially these evaluation studies were conducted in the scheduled employment of Agriculture in different states in a phased manner. The first study was done in Agriculture sector in the state of Gujarat during the year 1982 and subsequently similar studies were conducted in the states of Rajasthan, Bihar and Karnataka etc. The list of evaluations studies conducted so far is enclosed in Annexure-I.

1.1.4 Keeping in view of the utility of the data so collected, the scope and coverage of the study was extended to the organized employments like Bauxite Mines, Building Construction Industry, Beedi Making establishments, etc. Labour Bureau has so far conducted 26 such evaluation studies and the present report is the 27<sup>th</sup> in the series.

## *1.2 Stone Breaking and Stone Crushing Industry in India*

1.2.1 Stone Breaking and Stone Crushing industry is an important industrial sector in the country engaged in producing crushed stone which acts as raw material for various construction activities such as the construction of the roads, bridges, buildings, canals etc. The stone crusher is one such industry that exists in the vicinity of almost all major cities/towns throughout the country. The first survey in stone breaking and stone crushing was conducted in Rajasthan in 2004. The current survey is the third survey under the industry and was conducted in 2008.

1.2.2 The crushed rock produced by the labour or by the machines, popularly known as crusher plants, is termed as Aggregates in the civil engineering technologies, which are the basic materials for construction works to build homes, townships, roads, dams to irrigate the fields, etc. The various operations involved in the stone crushing viz. size reduction, size classification and transfer operations have the potential to emit process and fugitive dust. The particle size analysis, however, indicates high percentage of silica contents posing serious health problems to the workers who are exposed for longer duration in the process of stone breaking and stone crushing and consequently the workers are grabbed with the respiratory problems.

## *1.3 Objectives, Scope and Coverage of the Survey*

**1.3.1** The objective of the study is to assess the extent to which the provisions of Minimum Wages Act, 1948 are implemented in the Stone Breaking and Stone Crushing industry in Gujarat. Some of the other main objectives of the study are to assess:

- i) The extent to which the provisions of the Minimum Wages Act, 1948 have been enforced in Stone Breaking and Stone Crushing establishments in the State;
- ii) The extent of awareness about the Minimum Wages Act, 1948 and the Equal Remuneration Act, 1976 among the employers and workers;
- iii) Level of compliance to the Statutory Minimum Wages fixed by the appropriate Govt.; and
- iv) The problems faced by the state government in the enforcement of the Minimum Wages Act, 1948.

**1.3.2** The scope and coverage of study is extended to all establishments of Stone Breaking and Stone Crushing industry falling under the Scheduled Employment in Gujarat State. However, the actual coverage is restricted to the sampled units and its employers, contractors and workers.

#### **1.4** *Interpretations*

*Appropriate Government* means: (i) in relation to any scheduled employment carried on by or under the authority of the Central Government or any corporation established by a Central Act, the Central Government and (ii) in relation to any other scheduled employment, the State Government.

*Scheduled Employment*: An employment specified in the schedule appended to the Minimum Wages Act or any process or branch of work forming part of such employment.

*Unit/Establishment*: Any office or department of the Government or a local authority, or any place where an industry, trade, business, manufacture or occupation is carried on.

*Employer:* Any person who employs, whether directly or through any other person/ agency, whether on behalf of himself or any agency, one or more employees/ workers in any scheduled employment in respect of which Minimum rates of wages have been fixed under the Minimum Wages Act, 1948 by the Appropriate Government.

*Worker:* Any person who is employed for hire or reward to do any work skilled semi-skilled or unskilled, manual or clerical in a scheduled employment in respect of which Minimum rates of wages have been fixed.

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

*Contract Labour:* A workman who is hired in or in connection with the work of an establishment by or through a contractor, with or without the knowledge of principal employer.

*Wages:* Wages include basic pay, dearness pay, dearness allowance, variable dearness allowance, adhoc-dearness allowance.

*Earnings:* The earnings include all type of basic pay and dearness allowance as well as other allowances like house rent allowances, conveyance allowance, washing allowance, medical allowance, etc.

## BOX-I

| Frame and Sample Size                                 |         |
|-------------------------------------------------------|---------|
| ➤ Total Number of units in the frame                  | : 395   |
| ➤ Total Number of workers working in the units        | : 5017  |
| ➤ Unit level Sample size                              | : 100   |
| ➤ Sample size as % age of total frame                 | : 25.3% |
| ➤ Number of manual workers employed in selected units | : 726   |
| ➤ Number of workers selected for survey               | : 231   |
| ➤ Percentage of workers selected for survey           | : 31.8% |

### **1.5** *Sampling Design*

**1.5.1** The frame was prepared on the basis of list of active units provided by the State authorities of Gujarat. The frame consists of 395 units spread across 15 districts of the state. The district wise details of number of units along with total employments are presented in Table 1.1.

**1.5.2** Two stage sampling procedure is adopted in the survey. In the first stage sampling, a total of 100 sample units are selected spread across 13 districts. The two districts sabarkantha and Surat are dropped because only 2 and 1 units respectively from those districts feature in the frame. In the second stage sampling, 231 workers are selected for interview from the units selected in the first stage.

**1.5.3** The following procedure has been adopted to select the sample size to be covered in the first stage. The list of active units received from the state authorities was compiled. It is found

that majority of the units (90%) have employment size of less than or equal to 20 workers.

**1.5.4** In order to estimate the sample size, coefficient of variation based on employment size of 304 units is calculated. Accordingly, the sample size is fixed at 100 units with 95% confidence coefficient considering 10% permissible error. These 100 sample units have been distributed among the districts proportionately according to their share in total employment in the frame.

**1.5.5** It was however ensured that in each selected district a minimum of two units are covered. After allocating the sample size proportionately among the districts, the sampled units are selected by simple random sampling. The district wise units in the frame and in the sample selected are indicated in Table 1.2

**1.5.6** For the second stage sampling i.e. selection of workers, employment of the sample unit is the sole criteria. For canvassing the workers schedules in the units selected at the 1<sup>st</sup> stage of sampling, the following criterion is adopted:

- I. 2 workers selected from the units employing 1 to 9 workers;
- II. 4 workers selected from the units employing 10 to 19 workers; and
- III. 5 workers selected from the units employing 20 and more workers.

**1.5.7** It is ensured that there is adequate representation of all the occupations in the second stage sample units. Out of 726

manual workers employed in 100 sample units, 231 workers are selected as the second stage sample. The district wise sample units and the workers selected therein are presented in Table 1.3.

## **1.6** *Reference period*

1.6.1 The reference period for the evaluation study on the implementation of the Minimum Wages Act, 1948 in the Stone Breaking and Stone Crushing industry in the Gujarat State is the last pay period of October, 2007 calendar month. In case the unit is found closed or not working in the reference period, the last pay period nearest to the reference period is taken.

1.6.2 The field work was launched and completed in January, 2008

## **1.7** *Questionnaire*

1.7.1 The following three schedules were canvassed for the study on Evaluation of Implementation of the Minimum Wages Act, 1948 in the Stone Breaking and Stone Crushing Industry.

### *Schedule I: Employer Schedule*

Information on gender and skill wise employment, wages paid to workers, hours of work, weekly off, awareness about the Minimum Wages Act, 1948, the Equal Remuneration Act, 1976 and maintenance of records etc. are collected from the employers through this schedule.

*Schedule II: Worker Schedule*

In this schedule, information is collected from the selected workers on the actual wages and earnings of worker from all sources, awareness among workers about the prescribed minimum wages, working hours, awareness among the female workers about the Equal Remuneration Act, 1976, etc.

*Schedule III: Enforcement Authority's Schedule*

In this Schedule, information on frequency of inspections made in the units/establishments by Labour Inspectors, difficulties faced in the enforcement of the Act and suggestions for improving the level of compliance under various provisions of the Act is collected from the Labour Inspectors of the concerned areas.

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**Table 1.1: District Wise number of units in the frame and workers employed therein**

| Sl. No. | District/City | Total no. of units in the frame |            | Total no. of workers |            |
|---------|---------------|---------------------------------|------------|----------------------|------------|
|         |               | (in absolute)                   | (in % age) | (in absolute)        | (in % age) |
| 1       | 2             | 3                               | 4          | 5                    | 6          |
| 1       | Vadodara      | 102                             | 25.8       | 2219                 | 44.2       |
| 2       | Surendranagar | 57                              | 14.4       | 724                  | 14.4       |
| 3       | Valsad        | 45                              | 11.4       | 328                  | 6.5        |
| 4       | Bhavnagar     | 43                              | 10.9       | 546                  | 10.9       |
| 5       | Narmada       | 26                              | 6.6        | 319                  | 6.4        |
| 6       | Bharuch       | 25                              | 6.3        | 106                  | 2.1        |
| 7       | Kheda         | 24                              | 6.1        | 129                  | 2.6        |
| 8       | Panchmahal    | 21                              | 5.3        | 305                  | 6.1        |
| 9       | Rajkot        | 17                              | 4.3        | 90                   | 1.8        |
| 10      | Anand         | 11                              | 2.8        | 54                   | 1.1        |
| 11      | Navsari       | 8                               | 2.0        | 64                   | 1.3        |
| 12      | Amreli        | 7                               | 1.8        | 48                   | 0.9        |
| 13      | Nadiad        | 6                               | 1.5        | 40                   | 0.8        |
| 14      | Sabarkantha   | 2                               | 0.5        | 25                   | 0.5        |
| 15      | Surat         | 1                               | 0.3        | 20                   | 0.4        |
| Total   |               | 395                             | 100.0      | 5017                 | 100.0      |

**Table 1.2: District Wise number of units in the frame and in the sample**

| Sl. No. | District      | Total no. of units in the frame | Sample units  |            |
|---------|---------------|---------------------------------|---------------|------------|
|         |               |                                 | (in absolute) | (in % age) |
| 1       | 2             | 3                               | 4             | 5          |
| 1       | Vadodara      | 102                             | 27            | 26.5       |
| 2       | Surendranagar | 57                              | 14            | 24.6       |
| 3       | Valsad        | 45                              | 11            | 24.4       |
| 4       | Bhavnagar     | 43                              | 11            | 25.6       |
| 5       | Narmada       | 26                              | 7             | 26.9       |
| 6       | Bharuch       | 25                              | 6             | 24.0       |
| 7       | Kheda         | 24                              | 6             | 25.0       |
| 8       | Panchmahal    | 21                              | 5             | 23.8       |
| 9       | Rajkot        | 17                              | 4             | 23.5       |
| 10      | Anand         | 11                              | 3             | 27.3       |
| 11      | Navsari       | 8                               | 2             | 25.0       |
| 12      | Amreli        | 7                               | 2             | 28.6       |
| 13      | Nadiad        | 6                               | 2             | 33.3       |
| 14      | Sabarkantha   | 2                               | -             | -          |
| 15      | Surat         | 1                               | -             | -          |
| Total   |               | 395                             | 100           | 25.3       |

**Table 1.3: District-wise distribution of sample units and workers selected therein**

| Sl.No. | District      | No. of sample units | Number of manual workers employed | No. of workers selected in sample |         |
|--------|---------------|---------------------|-----------------------------------|-----------------------------------|---------|
|        |               |                     |                                   | in absolute                       | in %age |
| 1      | 2             | 3                   | 4                                 | 5                                 | 6       |
| 1      | Vadodara      | 27                  | 255                               | 59                                | 23.1    |
| 2      | Surendranagar | 14                  | 47                                | 28                                | 59.6    |
| 3      | Valsad        | 11                  | 117                               | 34                                | 29.1    |
| 4      | Bhavnagar     | 11                  | 48                                | 21                                | 43.8    |
| 5      | Narmada       | 7                   | 35                                | 14                                | 40.0    |
| 6      | Bharuch       | 6                   | 21                                | 12                                | 57.1    |
| 7      | Kheda         | 6                   | 33                                | 12                                | 36.4    |
| 8      | Panchmahal    | 5                   | 77                                | 19                                | 24.7    |
| 9      | Rajkot        | 4                   | 24                                | 8                                 | 33.3    |
| 10     | Anand         | 3                   | 14                                | 6                                 | 42.9    |
| 11     | Navsari       | 2                   | 26                                | 8                                 | 30.8    |
| 12     | Amreli        | 2                   | 10                                | 4                                 | 40.0    |
| 13     | Nadiad        | 2                   | 19                                | 6                                 | 31.6    |
| Total  |               | 100                 | 726                               | 231                               | 31.8    |

## **CHAPTER-II**

### **CHARACTERISTICS OF UNITS SURVEYED**

#### *2.1 Introduction*

- 2.1.1 Mineral resources are important ingredients of the State economy and are one of the yardsticks to measure the State's economic growth. Minerals are directly or indirectly a basic raw material for strategic industries. The State of Gujarat is geologically so endowed that it has become a veritable repository of minerals
- 2.1.2 Geologically the State of Gujarat consists of varieties of rock ranging from oldest Precambrian to dinosaur bearing Jurassic, Cretaceous & lignite, oil & natural gas bearing tertiary and quaternary etc.
- 2.1.3 The stone breaking and stone crushing industry is in unorganized sector of industries, the sector which is sometimes defined as not covered under any factory legislation. In this sense, unorganized sector employment is derived as a residual after deducting the registered labour force from the total labour force. The Stone Breaking and Stone Crushing industry plays a very important role in the economic and industrial development of Gujarat State which, in turn contributes to the National development.
- 2.1.4 During the "Evaluation study on the implementation of the Minimum Wages Act, 1948 in the Stone Breaking and Stone Crushing industry in Gujarat state, a sample of 100 units is drawn from 13 districts of the State.

## 2.2 *Establishment of sample units*

Out of the total 100 sample units surveyed, many units (30 per cent) could not report their year of establishment. Among the units reporting this information, a considerable number of units (33 per cent) are establishment after the year 2000, 17 per cent between the year 1996-2000, 11 percent during 1991-95 and 6 percent during 1986-90. Only 3 per cent units are established before the year 1986. District-wise distribution of sample units by their year of establishment is presented in Table 2.1.

### BOX-II

| General Characteristics                                 |          |
|---------------------------------------------------------|----------|
| ➤ Units established after the year 2000                 | : 33.0%  |
| ➤ Privately Owned Units                                 | : 100.0% |
| ➤ Stone Breaking Units                                  | : 19.0%  |
| ➤ Stone Crushing Units                                  | : 73.0%  |
| ➤ Units having both activities                          | : 8.0%   |
| ➤ Percentage of units employing migrant labour          | : 10.0%  |
| ➤ % of workers employed in agriculture before migration | : 17.9%  |
| ➤ Reason for Migration (Non availability of work)       | : 39.3%  |
| ➤ Reason for Migration (Lower wages)                    | : 35.7%  |
| ➤ Reason for Migration (Motivation by friends)          | : 25.0%  |

## 2.3 *Ownership of the sample units*

The information on ownership is collected to assess the share of public and private sector in the industry. It has been observed that all of the units are privately owned.

## 2.4 *Activities of the sample units*

It has been observed that 73 per cent units are engaged in stone crushing activity, 19 per cent in stone breaking and the remaining 8 per cent in both the activities. District wise distribution of sample units engaged in stone breaking and stone crushing activities is presented in Table 2.2.

## 2.5 *Migration*

2.5.1 It is believed that the migration rate is very high in the unorganized sectors of the economy. The information collected in this regard, however reveals that only 10 per cent sample units are employing workers from others states. District-wise details of units employing migrant workers and number of migrant workers therein are presented in Table 2.3.

2.5.2 An attempt is also made to find out the reasons for migration and occupation of the migrant workers before migrating to the Gujarat state. As shown in Table 2.3, out of total 231 sample workers, only 28 workers (12 per cent) have migrated from other states. Most of the migrant workers (82 per cent) were engaged in non-agricultural occupations before migration and rest 18 per cent were working in agricultural occupations.

2.5.3 A significant proportion of migrant workers (39.3 per cent) reported the reason of migration as non-availability of work, followed by 35.7 per cent as low wages, and 25 percent as motivation by friends and relatives.

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**Table 2.1: Percentage distribution of sample units by their year of establishment**

| Sl. No. | District/<br>City | No. of sample units | Units established during the period (%age) |         |         |         |            |              |
|---------|-------------------|---------------------|--------------------------------------------|---------|---------|---------|------------|--------------|
|         |                   |                     | Before 1986                                | 1986-90 | 1991-95 | 1996-00 | After 2000 | Not reported |
| 1       | 2                 | 3                   | 4                                          | 5       | 6       | 7       | 8          | 9            |
| 1       | Vadodara          | 27                  | 3.7                                        | 18.5    | 22.2    | 22.2    | 18.5       | 14.8         |
| 2       | Surendranagar     | 14                  | -                                          | -       | -       | -       | -          | 100.0        |
| 3       | Valsad            | 11                  | -                                          | -       | -       | -       | 100.0      | -            |
| 4       | Bhavnagar         | 11                  | -                                          | -       | 27.3    | 18.2    | 18.2       | 36.4         |
| 5       | Narmada           | 7                   | -                                          | -       | 14.3    | 28.6    | 57.1       | -            |
| 6       | Bharuch           | 6                   | -                                          | -       | 16.7    | 50.0    | 33.3       | -            |
| 7       | Kheda             | 6                   | -                                          | -       | -       | 50.0    | 16.7       | 33.3         |
| 8       | Panchmahal        | 5                   | 40.0                                       | -       | -       | 20.0    | 40.0       | -            |
| 9       | Rajkot            | 4                   | -                                          | -       | -       | -       | 25.0       | 75.0         |
| 10      | Anand             | 3                   | -                                          | -       | -       | -       |            | 100.0        |
| 11      | Navsari           | 2                   | -                                          | 50.0    | -       | -       | 50.0       | -            |
| 12      | Amreli            | 2                   | -                                          | -       | -       | -       | 100.0      | -            |
| 13      | Nadiad            | 2                   | -                                          | -       | -       | -       | 100.0      | -            |
| Total   |                   | 100                 | 3.0                                        | 6.0     | 11.0    | 17.0    | 33.0       | 30.0         |

**Table 2.2: Percentage distribution of sample units by their activities**

| Sl. No. | District      | No. of sample units | No. of units by activity |             |                     |             |               |             |
|---------|---------------|---------------------|--------------------------|-------------|---------------------|-------------|---------------|-------------|
|         |               |                     | Only Stone Breaking      |             | Only Stone Crushing |             | Both          |             |
|         |               |                     | in (absolute)            | in (%) age) | in (absolute)       | in (%) age) | in (absolute) | in (%) age) |
| 1       | 2             | 3                   | 4                        | 5           | 6                   | 7           | 8             | 9           |
| 1       | Vadodara      | 27                  | -                        | -           | 27                  | 100.0       | -             | -           |
| 2       | Surendranagar | 14                  | 1                        | 7.1         | 13                  | 92.9        | -             | -           |
| 3       | Valsad        | 11                  | 9                        | 81.8        | 2                   | 18.2        | -             | -           |
| 4       | Bhavnagar     | 11                  | 3                        | 27.3        | 5                   | 45.5        | 3             | 27.3        |
| 5       | Narmada       | 7                   | 3                        | 42.9        | 4                   | 57.1        | -             | -           |
| 6       | Bharuch       | 6                   | -                        | -           | 6                   | 100.0       | -             | -           |
| 7       | Kheda         | 6                   | -                        | -           | 6                   | 100.0       | -             | -           |
| 8       | Panchmahal    | 5                   | -                        | -           | 5                   | 100.0       | -             | -           |
| 9       | Rajkot        | 4                   | -                        | -           | 3                   | 75.0        | 1             | 25.0        |
| 10      | Anand         | 3                   | 3                        | 100.0       | -                   | -           | -             | -           |
| 11      | Navsari       | 2                   | -                        | -           | -                   | -           | 2             | 100.0       |
| 12      | Amreli        | 2                   | -                        | -           | -                   | -           | 2             | 100.0       |
| 13      | Nadiad        | 2                   | -                        | -           | 2                   | 100.0       | -             | -           |
| Total   |               | 100                 | 19                       | 19.0        | 73                  | 73.0        | 8             | 8.0         |



**Table 2.3: Percentage distribution of migrant workers by their occupation prior to migration and by reasons of migration**

| Sl. No. | District      | No. of sample units | % age of units employing migrants | No. of sample workers | No. of migrant workers | Occupation before migration in (%) |                 | Reason for migration in (%) |           |                                    |
|---------|---------------|---------------------|-----------------------------------|-----------------------|------------------------|------------------------------------|-----------------|-----------------------------|-----------|------------------------------------|
|         |               |                     |                                   |                       |                        | Agriculture                        | Non-Agriculture | Non availability of work    | Low wages | Motivated by friends and relatives |
| 1       | 2             | 3                   | 4                                 | 5                     | 6                      | 7                                  | 8               | 9                           | 10        | 11                                 |
| 1       | Vadodara      | 27                  | -                                 | 59                    | -                      | -                                  | -               | -                           | -         | -                                  |
| 2       | Surendranagar | 14                  | -                                 | 28                    | -                      | -                                  | -               | -                           | -         | -                                  |
| 3       | Valsad        | 11                  | 18.2                              | 34                    | 5                      | -                                  | 100.0           | 60.0                        | -         | 40.0                               |
| 4       | Bhavnagar     | 11                  | 18.2                              | 21                    | 3                      | 33.3                               | 66.7            | 66.7                        | 0.0       | 33.3                               |
| 5       | Narmada       | 7                   | -                                 | 14                    | -                      | -                                  | -               | -                           | -         | -                                  |
| 6       | Bharuch       | 6                   | -                                 | 12                    | -                      | -                                  | -               | -                           | -         | -                                  |
| 7       | Kheda         | 6                   | -                                 | 12                    | -                      | -                                  | -               | -                           | -         | -                                  |
| 8       | Panchmahal    | 5                   | 80.0                              | 19                    | 15                     | 26.7                               | 73.3            | 20.0                        | 53.3      | 26.7                               |
| 9       | Rajkot        | 4                   | -                                 | 8                     | -                      | -                                  | -               | -                           | -         | -                                  |
| 10      | Anand         | 3                   | -                                 | 6                     | -                      | -                                  | -               | -                           | -         | -                                  |
| 11      | Navsari       | 2                   | -                                 | 8                     | -                      | -                                  | -               | -                           | -         | -                                  |
| 12      | Amreli        | 2                   | -                                 | 4                     | -                      | -                                  | -               | -                           | -         | -                                  |
| 13      | Nadiad        | 2                   | 100.0                             | 6                     | 5                      | -                                  | 100.0           | 60.0                        | 40.0      | -                                  |
| Total   |               | 100                 | 10.0                              | 231                   | 28                     | 17.9                               | 82.1            | 39.3                        | 35.7      | 25.0                               |

## **CHAPTER-III**

### **EMPLOYMENT**

#### *3.1 Introduction*

3.1.1 The main objective of the evaluation study is to assess the extent of Implementation of the Minimum Wages Act, 1948 in the Stone Breaking and Stone Crushing industry in Gujarat State. To assess this, it is important to study the pattern of employment in the industry. The sample units have been distributed in different employment size classes of workers. The units have been divided into three broad categories; units employing up to 9 workers, between 10-19 workers and above 19 workers.

3.1.2 As the minimum wages are fixed on the basis of skill, the workers in the sample units have further been classified into three skill categories i.e. Skilled, Semi-skilled and Unskilled. It is found that no highly skilled worker is employed in the Stone Breaking and Stone Crushing industry in any of the units surveyed.

3.1.3 Analysis of characteristics like employment size of the sample units, proportion of manual and non-manual workers, methods of recruitment, women employment etc. is discussed in the following paragraphs.

### BOX-III

| Employment Characteristics                       |  |         |
|--------------------------------------------------|--|---------|
| ➤ Employment size 1-9 workers units              |  | : 85.0% |
| ➤ Employment size 10-19 workers units            |  | : 13.0% |
| ➤ Manual Workers employed in the sample units    |  | : 91.7% |
| ➤ Directly Employed Workers among Manual Workers |  | : 97.8% |
| ➤ Time Rated Directly Employed Manual Workers    |  | : 93.1% |
| ➤ Units Employing Women workers                  |  | : 13.0% |
| ➤ Skilled Manual workers                         |  | : 17.2% |
| ➤ Semi- skilled Manual workers                   |  | : 10.0% |
| ➤ Un-skilled Manual workers                      |  | : 72.8% |

### **3.2** *Employment Size Class*

As stated earlier, the sample units have been categorized into three employment size classes i.e. i) units employing 1-9 workers; ii) units employing 10-19 workers; and iii) units employing 20 and more workers. The recently passed “Unorganized Social Security Sector Bill” defines the unorganized units as those establishments, where the employment is below 10 workers. The survey results reveal that 85.0 per cent sample units are in the employment size class of 1-9 workers, 13.0 per cent units in the size class 10-19 workers and only 2 percent units are in the employment size class of 20 and above workers. It is established from the above results that the employment studied is unorganized. The distribution of sample units in the stated employment size classes is shown in Table 3.1.

### **3.3** *Manual/Non-Manual Workers*

3.3.1 The jobs performed by the working force can broadly be classified as manual and non-manual depending on the physical labour involved and the skill required for accomplishing them. Table 3.2 presents the distribution of workers employed in the sample units by manual and non-manual category. It may be observed from the table that 91.7 per cent workers are engaged in manual jobs and rest 8.3 per cent in non-manual jobs. The results clearly indicate that the industry is labour intensive as the non-manual jobs are very few.

3.3.2 The information on the mode of employment i.e. directly employed or employed through contractor is also collected in the survey. The results reveal that most of the workers (97.8) per cent are directly employed. Only in vadodara district 16 workers are found employed through contractors.

### **3.4** *Workers by Gender*

3.4.1 The distribution of directly employed manual workers by gender and their mode of payment are depicted in Table 3.3. Most of the directly employed manual workers are male. The results reveal that only 8.7 per cent women workers are employed as manual directly employed in the sampled units. The highest (23.1 per cent) proportion of women is in Navsari district.

3.4.2 Further, the information is collected on the mode of payment to the workers. As the output of workers in stone crushing and breaking work is difficult to quantify, most of the workers are paid on time-rate basis. The results reveal that 93.1 per cent workers are getting their wages on this basis. The piece rated workers are

employed only in Valsad, Kheda and Navsari district in which only 6.9 per cent of the directly employed manual workers are employed. The gender wise distribution of time rated and piece rated manual workers is presented in table 3.3.

### **3.5** *Employment of women workers*

Table 3.4 presents the district-wise distribution of sample units employing women workers. It may be seen from the table that only 11 per cent units are employing women workers. The employment of women workers in the industry is not very significant because probably due to the reason that more physical activity is involved in the stone breaking and crushing process. The total women workers employed in the sampled units are 62 only and most of them are reported from Vadodara and Panchmahal district.

### **3.6** *Skill wise Manual Workers*

3.6.1 As discussed in the earlier paragraphs, the employment in the sampled units is collected skill-wise i.e. skilled, semi-skilled and un-skilled workers. Table 3.5 presents the distribution of time rated directly employed manual workers by gender and skill. It may be seen from the table that majority of the workers are employed in un-skilled occupations. About 73 per cent workers are working in un-skilled jobs, followed by about 17 per cent in skilled jobs and remaining 10 percent in semi-skilled jobs.

3.6.2 The results further reveal that no women worker is employed in any skilled and semi-skilled category. In Navsari and Kheda districts each 42.9 per cent workers are engaged in skilled jobs, which is quite significant as compared to other districts.

3.6.3 The piece rated workers are reported in Valsad, Kheda and Navsari district only. In the piece rated category, majority of the workers are employed in unskilled occupations. Only 4 per cent are found working in the skilled category jobs. District wise distribution of directly employed piece rated manual workers by gender and skill is presented in Table 3.6.

### **3.7** *Occupation Wise Manual Workers*

3.7.1 An attempt has been made to present occupation wise distribution of skilled, semi-skilled and un-skilled time rated manual workers. It may be observed from the table, that there are six occupations in the skilled category viz. Operator, Mistry, Welder, Driver, Electrician and Supervisor. As already stated no women worker is employed in this category. The majority of skilled workers are employed as Operator category (67.5 per cent) followed by Driver (13.2 per cent), Welder (9.6 per cent), Mistry (4.4 per cent), Electrician (3.5 per cent) and Supervisor (1.8 per cent). The details are presented in Table 3.7.

3.7.2 Occupation-wise details of directly employed semiskilled and unskilled time rated manual workers are presented in Table 3.8. In semi-skilled category, all the workers are male and engaged as Helpers. The maximum proportion of Helpers is reported in Valsad district (24.2 per cent). Among unskilled workers, 88.4 per cent are male and 11.6 per cent female engaged in mazdoor occupation.

3.7.3 Table 3.9 presents occupation wise data on directly employed skilled, semi skilled and unskilled piece rated manual workers. The piece rated workers are observed in the sample units in Valsad, Kheda and Navsari districts only. Majority of the piece rated

workers are employed in un-skilled jobs. In the skilled category of occupations, only 2 Operators are reported as piece-rated.

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**Table 3.1: Percentage distribution of sample units by employment size class**

| Sl.No. | District      | No. of sample units | Sample units in Employment size class (%) |       |             |
|--------|---------------|---------------------|-------------------------------------------|-------|-------------|
|        |               |                     | 1-9                                       | 10-19 | 20 and more |
| 1      | 2             | 3                   | 4                                         | 5     | 6           |
| 1      | Vadodara      | 27                  | 92.6                                      | 3.7   | 3.7         |
| 2      | Surendranagar | 14                  | 100.0                                     | -     | -           |
| 3      | Valsad        | 11                  | 45.5                                      | 54.5  | -           |
| 4      | Bhavnagar     | 11                  | 100.0                                     | -     | -           |
| 5      | Narmada       | 7                   | 100.0                                     | -     | -           |
| 6      | Bharuch       | 6                   | 100.0                                     | -     | -           |
| 7      | Kheda         | 6                   | 100.0                                     | -     | -           |
| 8      | Panchmahal    | 5                   | 20.0                                      | 60.0  | 20.0        |
| 9      | Rajkot        | 4                   | 100.0                                     | -     | -           |
| 10     | Anand         | 3                   | 100.0                                     | -     | -           |
| 11     | Navsari       | 2                   | -                                         | 100.0 | -           |
| 12     | Amreli        | 2                   | 100.0                                     | -     | -           |
| 13     | Nadiad        | 2                   | 50.0                                      | 50.0  | -           |
| Total  |               | 100                 | 85.0                                      | 13.0  | 2.0         |



**Table 3.2: Percentage distribution of manual and non- manual workers**

| Sl. No. | District      | No.of sample units | Total workers in the sample units | % age of workers employed in |                 | % age of Manual Workers employed |                    |
|---------|---------------|--------------------|-----------------------------------|------------------------------|-----------------|----------------------------------|--------------------|
|         |               |                    |                                   | Manual jobs                  | Non-manual jobs | Directly                         | Through contractor |
| 1       | 2             | 3                  | 4                                 | 5                            | 6               | 7                                | 8                  |
| 1       | Vadodara      | 27                 | 280                               | 91.1                         | 8.9             | 93.7                             | 6.3                |
| 2       | Surendranagar | 14                 | 51                                | 92.2                         | 7.8             | 100.0                            | -                  |
| 3       | Valsad        | 11                 | 128                               | 91.4                         | 8.6             | 100.0                            | -                  |
| 4       | Bhavnagar     | 11                 | 50                                | 96.0                         | 4.0             | 100.0                            | -                  |
| 5       | Narmada       | 7                  | 40                                | 87.5                         | 12.5            | 100.0                            | -                  |
| 6       | Bharuch       | 6                  | 25                                | 84.0                         | 16.0            | 100.0                            | -                  |
| 7       | Kheda         | 6                  | 38                                | 86.8                         | 13.2            | 100.0                            | -                  |
| 8       | Panchmahal    | 5                  | 84                                | 91.7                         | 8.3             | 100.0                            | -                  |
| 9       | Rajkot        | 4                  | 24                                | 100.0                        | -               | 100.0                            | -                  |
| 10      | Anand         | 3                  | 14                                | 100.0                        | -               | 100.0                            | -                  |
| 11      | Navsari       | 2                  | 28                                | 92.9                         | 7.1             | 100.0                            | -                  |
| 12      | Amreli        | 2                  | 11                                | 90.9                         | 9.1             | 100.0                            | -                  |
| 13      | Nadiad        | 2                  | 19                                | 100.0                        | -               | 100.0                            | -                  |
| Total   |               | 100                | 792                               | 91.7                         | 8.3             | 97.8                             | 2.2                |

**Table 3.3: Percentage distribution of directly employed time rated and piece rated manual workers by gender**

| Sl. No. | District      | No. of sample units | Gender wise % age of directly employed manual workers |      | Gender wise % age of time rated manual workers |       | Genderwise % age of pice rated manual workers |     |
|---------|---------------|---------------------|-------------------------------------------------------|------|------------------------------------------------|-------|-----------------------------------------------|-----|
|         |               |                     | M                                                     | F    | M                                              | F     | M                                             | F   |
| 1       | 2             | 3                   | 4                                                     | 5    | 6                                              | 7     | 8                                             | 9   |
| 1       | Vadodara      | 27                  | 229.4                                                 | 25.6 | 100.0                                          | 100.0 | -                                             | -   |
| 2       | Surendranagar | 14                  | 47.0                                                  | -    | 100.0                                          | -     | -                                             | -   |
| 3       | Valsad        | 11                  | 108.0                                                 | 9.0  | 76.9                                           | 100.0 | 23.1                                          | -   |
| 4       | Bhavnagar     | 11                  | 44.9                                                  | 3.0  | 100.0                                          | 100.0 | -                                             | -   |
| 5       | Narmada       | 7                   | 35.0                                                  | -    | 100.0                                          | -     | -                                             | -   |
| 6       | Bharuch       | 6                   | 21.0                                                  | -    | 100.0                                          | -     | -                                             | -   |
| 7       | Kheda         | 6                   | 33.0                                                  | -    | 84.8                                           | -     | 15.2                                          | -   |
| 8       | Panchmahal    | 5                   | 61.0                                                  | 16.0 | 100.0                                          | -     | -                                             | -   |
| 9       | Rajkot        | 4                   | 21.0                                                  | 3.0  | 100.0                                          | 100.0 | -                                             | -   |
| 10      | Anand         | 3                   | 14.0                                                  | -    | 100.0                                          | -     | -                                             | -   |
| 11      | Navsari       | 2                   | 20.0                                                  | 6.0  | 35.0                                           | -     | 65.0                                          | -   |
| 12      | Amreli        | 2                   | 10.0                                                  | -    | 100.0                                          | -     | -                                             | -   |
| 13      | Nadiad        | 2                   | 18.0                                                  | 1.0  | 100.0                                          | -     | -                                             | -   |
| Total   |               | 100                 | 662.6                                                 | 63.4 | 93.4                                           | 90.3  | 6.6                                           | 9.7 |

**Table 3.4: Percentage distribution of units employing women workers**

| Sl. No. | District      | No.of sample units | % age of units employing women | Total no. of women workers employed therein |
|---------|---------------|--------------------|--------------------------------|---------------------------------------------|
| 1       | 2             | 3                  | 4                              | 5                                           |
| 1       | Vadodara      | 27                 | 7.4                            | 24                                          |
| 2       | Surendranagar | 14                 | -                              | -                                           |
| 3       | Valsad        | 11                 | 27.3                           | 9                                           |
| 4       | Bhavnagar     | 11                 | 9.1                            | 3                                           |
| 5       | Narmada       | 7                  | -                              | -                                           |
| 6       | Bharuch       | 6                  | -                              | -                                           |
| 7       | Kheda         | 6                  | -                              | -                                           |
| 8       | Panchmahal    | 5                  | 60.0                           | 16                                          |
| 9       | Rajkot        | 4                  | 25.0                           | 3                                           |
| 10      | Anand         | 3                  | -                              | -                                           |
| 11      | Navsari       | 2                  | -                              | 6                                           |
| 12      | Amreli        | 2                  | -                              | -                                           |
| 13      | Nadiad        | 2                  | 50.0                           | 1                                           |
| Total   |               | 100                | 13.0                           | 62                                          |

**Table 3.5: Percentage distribution of directly employed time-rated manual workers by gender and skill**

| Sl. No. | District      | No. of sample units | No. of time-rated manual workers | % age distribution of workers by gender and skill category |   |              |   |            |      |
|---------|---------------|---------------------|----------------------------------|------------------------------------------------------------|---|--------------|---|------------|------|
|         |               |                     |                                  | Skilled                                                    |   | Semi-Skilled |   | Un-Skilled |      |
|         |               |                     |                                  | M                                                          | F | M            | F | M          | F    |
| 1       | 2             | 3                   | 4                                | 5                                                          | 6 | 7            | 8 | 9          | 10   |
| 1       | Vadodara      | 27                  | 239                              | 13.8                                                       | - | 4.2          | - | 72.0       | 10.0 |
| 2       | Surendranagar | 14                  | 47                               | 27.7                                                       | - | 19.1         | - | 53.2       | -    |
| 3       | Valsad        | 11                  | 92                               | 13.0                                                       | - | 17.4         | - | 59.8       | 9.8  |
| 4       | Bhavnagar     | 11                  | 48                               | 16.7                                                       | - | 4.2          | - | 72.9       | 6.2  |
| 5       | Narmada       | 7                   | 35                               | 37.1                                                       | - | 8.6          | - | 54.3       | -    |
| 6       | Bharuch       | 6                   | 21                               | 33.3                                                       | - | 42.9         | - | 23.8       | -    |
| 7       | Kheda         | 6                   | 28                               | 42.9                                                       | - | 32.1         | - | 25.0       | -    |
| 8       | Panchmahal    | 5                   | 77                               | 2.6                                                        | - | 5.2          | - | 71.4       | 20.8 |
| 9       | Rajkot        | 4                   | 24                               | 20.8                                                       | - | -            | - | 66.7       | 12.5 |
| 10      | Anand         | 3                   | 14                               | -                                                          | - | -            | - | 100.0      | -    |
| 11      | Navsari       | 2                   | 7                                | 42.9                                                       | - | 57.1         | - | -          | -    |
| 12      | Amreli        | 2                   | 10                               | 20.0                                                       | - | -            | - | 80.0       | -    |
| 13      | Nadiad        | 2                   | 19                               | 21.0                                                       | - | -            | - | 73.7       | 5.3  |
| Total   |               | 100                 | 661                              | 17.2                                                       |   | 10.0         |   | 64.3       | 8.5  |

**Table 3.6: Percentage distribution of directly employed piece-rated manual workers by gender and skill**

| Sl. No | District      | No. of sample units | No. of pice-rated manual workers | % age distribution of workers by gender and skill category |   |              |   |            |      |
|--------|---------------|---------------------|----------------------------------|------------------------------------------------------------|---|--------------|---|------------|------|
|        |               |                     |                                  | Skilled                                                    |   | Semi-Skilled |   | Un-Skilled |      |
|        |               |                     |                                  | M                                                          | F | M            | F | M          | F    |
| 1      | 2             | 3                   | 4                                | 5                                                          | 6 | 7            | 8 | 9          | 10   |
| 1      | Vadodara      | 27                  | -                                | -                                                          | - | -            | - | -          | -    |
| 2      | Surendranagar | 14                  | -                                | -                                                          | - | -            | - | -          | -    |
| 3      | Valsad        | 11                  | 25                               | 4.0                                                        | - | -            | - | 96.0       | -    |
| 4      | Bhavnagar     | 11                  | -                                | -                                                          | - | -            | - | -          | -    |
| 5      | Narmada       | 7                   | -                                | -                                                          | - | -            | - | -          | -    |
| 6      | Bharuch       | 6                   | -                                | -                                                          | - | -            | - | -          | -    |
| 7      | Kheda         | 6                   | 5                                | 20.0                                                       | - | 80.0         | - | -          | -    |
| 8      | Panchmahal    | 5                   | -                                | -                                                          | - | -            | - | -          | -    |
| 9      | Rajkot        | 4                   | -                                | -                                                          | - | -            | - | -          | -    |
| 10     | Anand         | 3                   | -                                | -                                                          | - | -            | - | -          | -    |
| 11     | Navsari       | 2                   | 19                               | -                                                          | - | -            | - | 68.4       | 31.6 |
| 12     | Amreli        | 2                   | -                                | -                                                          | - | -            | - | -          | -    |
| 13     | Nadiad        | 2                   | -                                | -                                                          | - | -            | - | -          | -    |
| Total  |               | 100                 | 49                               | 4.1                                                        |   | 8.2          |   | 75.5       | 12.2 |

**Table 3.7: Percentage distribution of directly employed skilled time rated manual workers by occupation.**

| Sl. No. | District      | No. of Sample units | No. of skilled workers | % age of skilled workers by occupation |        |        |        |             |            |
|---------|---------------|---------------------|------------------------|----------------------------------------|--------|--------|--------|-------------|------------|
|         |               |                     |                        | Operator                               | Mistry | Welder | Driver | Electrician | Supervisor |
| 1       | 2             | 3                   | 4                      | 5                                      | 6      | 7      | 8      | 9           | 10         |
| 1       | Vadodara      | 27                  | 33                     | 54.6                                   | -      | 33.3   | 0.0    | 12.1        | -          |
| 2       | Surendranagar | 14                  | 13                     | 100.0                                  | -      | -      | 0.0    | -           | -          |
| 3       | Valsad        | 11                  | 12                     | 75.0                                   | -      | -      | 25.0   | -           | -          |
| 4       | Bhavnagar     | 11                  | 8                      | 100.0                                  | -      | -      | 0.0    | -           | -          |
| 5       | Narmada       | 7                   | 13                     | 30.8                                   | 7.7    | -      | 61.5   | -           | -          |
| 6       | Bharuch       | 6                   | 7                      | 100.0                                  | -      | -      | 0.0    | -           | -          |
| 7       | Kheda         | 6                   | 12                     | 50.0                                   | 16.6   | -      | 16.7   | -           | 16.7       |
| 8       | Panchmahal    | 5                   | 2                      | -                                      | 100.0  | -      | 0.0    | -           | -          |
| 9       | Rajkot        | 4                   | 5                      | 100.0                                  | -      | -      | 0.0    | -           | -          |
| 10      | Anand         | 3                   |                        | -                                      | -      | -      | -      | -           | -          |
| 11      | Navsari       | 2                   | 3                      | 66.7                                   | -      | -      | 33.3   | -           | -          |
| 12      | Amreli        | 2                   | 2                      | 100.0                                  | -      | -      | -      | -           | -          |
| 13      | Nadiad        | 2                   | 4                      | 75.0                                   | -      | -      | 25.0   | -           | -          |
| Total   |               | 100                 | 114                    | 67.5                                   | 4.4    | 9.6    | 13.2   | 3.5         | 1.8        |

**Table 3.8: Percentage distribution of directly employed semi-skilled and un-skilled time-rated manual workers**

| Sl. No. | District      | No. of sample units | No. of semi & un-skilled workers | Helper (Semi Skilled) |        | Mazdoor (Un-skilled) |        |
|---------|---------------|---------------------|----------------------------------|-----------------------|--------|----------------------|--------|
|         |               |                     |                                  | Male                  | Female | Male                 | Female |
| 1       | 2             | 3                   | 4                                | 5                     | 6      | 7                    | 8      |
| 1       | Vadodara      | 27                  | 206                              | 15.2                  | -      | 35.8                 | 5.0    |
| 2       | Surendranagar | 14                  | 34                               | 13.6                  | -      | 5.2                  | 0.0    |
| 3       | Valsad        | 11                  | 80                               | 24.2                  | -      | 11.4                 | 1.9    |
| 4       | Bhavnagar     | 11                  | 40                               | 3.0                   | -      | 7.3                  | 0.6    |
| 5       | Narmada       | 7                   | 22                               | 4.6                   | -      | 4.0                  | 0.0    |
| 6       | Bharuch       | 6                   | 14                               | 13.6                  | -      | 1.0                  | 0.0    |
| 7       | Kheda         | 6                   | 16                               | 13.6                  | -      | 1.5                  | 0.0    |
| 8       | Panchmahal    | 5                   | 75                               | 6.1                   | -      | 11.4                 | 3.3    |
| 9       | Rajkot        | 4                   | 19                               | -                     | -      | 3.3                  | 0.6    |
| 10      | Anand         | 3                   | 14                               | -                     | -      | 2.9                  | 0.0    |
| 11      | Navsari       | 2                   | 4                                | 6.1                   | -      | 0.0                  | 0.0    |
| 12      | Amreli        | 2                   | 8                                | -                     | -      | 1.7                  | 0.0    |
| 13      | Nadiad        | 2                   | 15                               | -                     | -      | 2.9                  | 0.2    |
| Total   |               | 100                 | 547                              | 100.0                 | 0.0    | 88.4                 | 11.6   |

**Table 3.9: Percentage distribution of directly employed skilled, semi skilled and unskilled piece rated manual workers**

| Sl. No.      | District      | No. of sample units | No. of units employing piece rated workers | Total no. of piece rated workers | Skill and occupation wise no. of piece rated workers |        |              |           |    |
|--------------|---------------|---------------------|--------------------------------------------|----------------------------------|------------------------------------------------------|--------|--------------|-----------|----|
|              |               |                     |                                            |                                  | Skilled                                              |        | Semi Skilled | Unskilled |    |
|              |               |                     |                                            |                                  | Operator                                             | Mistry | Helper       | Mazdoor   |    |
|              |               |                     |                                            |                                  | Male                                                 |        |              | M         | F  |
| 1            | 2             | 3                   | 4                                          | 5                                | 6                                                    | 7      | 8            | 9         | 10 |
| 1            | Vadodara      | 27                  | -                                          | -                                | -                                                    | -      | -            | -         | -  |
| 2            | Surendranagar | 14                  | -                                          | -                                | -                                                    | -      | -            | -         | -  |
| 3            | Valsad        | 11                  | 4                                          | 25                               | 1                                                    | -      | -            | 24        | -  |
| 4            | Bhavnagar     | 11                  | -                                          | -                                | -                                                    | -      | -            | -         | -  |
| 5            | Narmada       | 7                   | -                                          | -                                | -                                                    | -      | -            | -         | -  |
| 6            | Bharuch       | 6                   | -                                          | -                                | -                                                    | -      | -            | -         | -  |
| 7            | Kheda         | 6                   | 1                                          | 5                                | 1                                                    | -      | 4            | -         | -  |
| 8            | Panchmahal    | 5                   | -                                          | -                                | -                                                    | -      | -            | -         | -  |
| 9            | Rajkot        | 4                   | -                                          | -                                | -                                                    | -      | -            | -         | -  |
| 10           | Anand         | 3                   | -                                          | -                                | -                                                    | -      | -            | -         | -  |
| 11           | Navsari       | 2                   | 2                                          | 19                               | -                                                    | -      | -            | 13        | 6  |
| 12           | Amreli        | 2                   | -                                          | -                                | -                                                    | -      | -            | -         | -  |
| 13           | Nadiad        | 2                   | -                                          | -                                | -                                                    | -      | -            | -         | -  |
| <b>Total</b> |               | 100                 | 7                                          | 49                               | 2                                                    | 0      | 4            | 37        | 6  |



## **CHAPTER – IV**

### **WAGES, EARNINGS AND HOURS OF WORK**

#### *4.1 Introduction*

4.1.1 The wages fixed and revised under the Minimum Wage Act, 1948 include all remunerations which can be expressed in terms of money and are payable to the workers under the Minimum Wages Act, 1948. The Act is a protective as well as welfare legislation guaranteeing the payment of minimum rates of wages to the workers in various scheduled employments. The statutory rates of minimum wages for different categories of workers under the scheduled employments are fixed, revised and notified by the Appropriate Government under the Minimum Wages Act, 1948 from time to time.

4.1.2 In the Stone Breaking and Stone Crushing employment in Gujarat, the state Government is the Competent Authority for fixing and revising the Minimum Wages. The present chapter deals with various issues which have direct bearing on the working and economic conditions of sampled workers both directly employed and employed through contractors and time rated or piece rated. Wages and earnings, hours of work, overtime, weekly off and rest interval, etc. are discussed in the following paras:

#### *4.2 Prescribed Rates of Minimum Wages*

Per day rates of minimum wages have been fixed zone wise for the three categories of workers i.e. skilled, semi-skilled and un-skilled. The basic rates of wages as fixed by the Labour and Employment Department, Government of Gujarat are as follows:

| Sr. No. | Category of Employees | Rates payable per day |         |          |
|---------|-----------------------|-----------------------|---------|----------|
|         |                       | Zone I                | Zone II | Zone III |
| I       | Skilled               | 59.70                 | 59.10   | 58.40    |
| II      | Semi-skilled          | 58.10                 | 57.40   | 56.80    |
| III     | Unskilled             | 57.20                 | 56.60   | 55.80    |

*Note: A special allowance shall be adjusted at the interval of every six months commencing from the 1<sup>st</sup> October and the 1<sup>st</sup> April on the basis of the average cost of living index number for the preceding period for six months ending on 30<sup>th</sup> June, and 31<sup>st</sup> December respectively.*

#### BOX-IV

| Wages & Earnings                                 |             |
|--------------------------------------------------|-------------|
| <u>Time Rated Worker</u>                         |             |
| ➤ Maximum Per day basic wage in Skilled job      | : Rs. 280.1 |
| ➤ Minimum Per day basic wage in Skilled job      | : Rs. 80.7  |
| ➤ Maximum Per day basic wage in Semi-skilled job | : Rs. 154.6 |
| ➤ Minimum Per day basic wage in Semi-skilled job | : Rs. 64.6  |
| ➤ Maximum Per day basic wage in Un-skilled job   | : Rs. 223.3 |
| ➤ Minimum Per day basic wage in Un-skilled job   | : Rs. 75.0  |
| <u>Piece Rated Worker</u>                        |             |
| ➤ Maximum Per day basic wage in Skilled job      | : Rs. 154.6 |
| ➤ Minimum Per day basic wage in Skilled job      | : Rs. 134.6 |
| ➤ Maximum Per day basic wage in Semi-skilled job | : Rs. 154.6 |
| ➤ Minimum per day basic wage in Semi-skilled job | : Rs. 80.6  |
| ➤ Maximum Per day basic wage in Un-skilled job   | : Rs. 125.0 |
| ➤ Minimum Per day basic wage in Un-skilled job   | : Rs. 75.0  |

### 4.3 *Mode of Payment and Wage Period*

4.3.1 Section 3 (2) of the Minimum Wages Act, 1948 empowers Appropriate Government to fix the minimum rates of wages on time rate or on piece rate basis. As mentioned in the last chapter majority of workers in Stone Breaking and Stone Crushing units are time rated (93.1 per cent).

4.3.2 Section 3(3b) of the Minimum Wages Act, 1948 provides for different wage periods ranging from hour to month. The study however reveals that all the workers in the selected units are monthly paid.

### 4.4 *Basic Wages and Earnings of Manual Workers*

4.4.1 Occupation and district-wise per day basic wages and total earnings of six skilled occupations viz. Operators, Mistry, Welder, Driver, Electrician and Supervisor are presented in Table 4.1 (A-F) respectively. The total earnings of workers are the sum of basic wages, dearness allowances, over time payment, value of benefits in kinds and other allowances paid to them.

4.4.2 From the table 4.1 (A) it may be observed that for Operator occupation, maximum earnings of Rs.261.8 per day are reported in valsad district whereas minimum of Rs.87.1 are in Kheda district. The operators are employed in all districts under studied except two districts.

4.4.3 In case of Mistry occupation, Rs.241.9 per day earnings as maximum and Rs. 93.6 per day earnings as minimum are reported in Kheda district as shown in Table 4.1(B). The workers in this

occupation are found employed only in three districts viz. Narmada, Kheda and Panchmahal.

4.4.4 District wise earnings of workers employed in Welder occupation are presented in Table 4.1 (C). It may be seen that Welders are employed only in Vadodara district and their maximum earnings are reported as Rs 460.0 and minimum Rs. 201.1.

4.4.5 The details of earnings of the Driver occupation are presented in Table 4.1 (D). Drivers are employed only in five districts. The minimum per day earnings (Rs. 87.10) are reported in Kheda district and maximum of Rs.197.3 per day earnings are in Valsad district.

4.4.6 The workers in Electrician occupation are reported only in vadodara district. The survey results reveal that Electrician earns a maximum of Rs.367.1 per day and a minimum of Rs.210.4 per day. The details are presented in Table 4.1 (E).

4.4.7 Further, the Supervisors are found working only in one sample units of Kheda district. These two Supervisors have earnings of same level. As much the minimum and maximum per day earnings of this occupation are same i.e. of Rs 87.1 (Table 4.1(F)). No sample unit was found paying dearness allowance to their skilled workers.

4.4.8 Table 4.2 presents occupation-wise per day earnings of directly employed semi-skilled time rated manual workers. It may be observed from the table that no dearness allowance or over time payment is given to any worker. Further the results reveal that a maximum of Rs. 154.6 per day earnings and minimum of Rs.80.6 are reported in Kheda district.

4.4.9 Gender-wise per day earnings of the un-skilled occupations workers are given in Table 4.3 (A) and 4.3(B). It is observed from

the table 4.3 (A) that a maximum of Rs 223.3 per day earnings are reported in Vadodara district and minimum of Rs.75.0 per day earnings in Anand district. Payment of over time allowances is reported only in one district. The details of male un-skilled workers are given in Table 4.3(A).

4.4.10 The Table 4.3(B) presents the details of female un-skilled workers. The women workers are found employed in five districts of Gujarat state. A maximum of Rs. 200.8 per day earnings of women are reported in Vadodara district and minimum of Rs. 80.0 in Valsad district.

4.4.11 Table 4.4 presents the occupation-wise per day earnings of directly employed piece rated skilled, semi-skilled and un-skilled manual workers. In the skilled category of workers only Operators are reported in Valsad and Kheda districts. A minimum of Rs.134.6 and maximum of Rs 154.6 per day earnings are reported in Valsad and Kheda district respectively. Semi-skilled category of piece rated workers is observed only in Kheda district. The un-skilled piece rated workers are reported in two districts namely Valsad and Navsari.

4.4.12 Only 16 workers employed through contractors are found working in Vadodara district. All the 16 workers are un-skilled and their minimum and maximum earnings are Rs 103.0 for both male and female workers.

#### 4.5 *Payment of Lower Wages*

Table 4.5 presents the distribution of sample units paying wages as prescribed under the Minimum Wages Act, above the minimum wages and below the minimum wages. The survey results reveal that no worker is paid less than the prescribed minimum wages.

The units are paying wages to the workers either as per the minimum wages prescribed by the appropriate authority or more.

#### BOX-IV (A)

| Weekly off, Hours of work, Rest Interval            |         |
|-----------------------------------------------------|---------|
| ➤ Units allowing weekly off with wages              | : 9.0%  |
| ➤ Units allowing weekly off without wages           | : 72.0% |
| ➤ Workers reported 8 hours of work                  | : 90.9% |
| ➤ Workers reported less than 8 hours of work        | : 9.1%  |
| ➤ Workers reported rest interval b/w half to 1 hour | : 57.1% |
| ➤ Workers reported rest interval more than 1 hour   | : 42.9% |
| ➤ Number of units employing women workers           | : 13.0% |

#### 4.6 *Payment of wages to women as compared to male workers*

Table 4.6 presents information on comparison of wages paid to men and women workers for similar work. The survey results reveal that of the 100 sample units, 13 units reported employment of women workers. All these units reported paying equal wages to male and female workers for similar work.

#### 4.7 *Hours of Work, Rest Interval and Weekly Off*

4.7.1 Under Section 13 of the Minimum Wages Act, 1948, the Appropriate Government may (i) fix the number of hours of work on a normal working day inclusive of one or more specified rest intervals, (ii) provide for a day of rest in every period of 7 days which shall be allowed to all employees or to any specified class of employees and for the payment of remuneration in respect of such a day of rest; and (iii) provide for payment for work on a day of rest at a rate not less than the overtime rate. To assess the

implementation of the above provisions, information is collected in respect of hours of work, rest interval and weekly off.

4.7.2 Table 4.7 presents the distribution of sample units by daily hours of work for male and female workers separately. The result reveals that in case of male workers 92 per cent units are observing 8 hours of work in a day and rest observe less than 8 hours of work. For female workers, 84.6 per cent units reported 8 hours of work in a day and rest less than 8 hours of work in a day. No unit was working beyond 8 hours a day.

4.7.3 The information of daily hours of work was also collected from the sample workers while canvassing the worker schedule. The table 4.8 reveals that 90.9 per cent workers have reported 8 hours as daily hours of work and rest less than 8 hours as daily hours of work. The results more or less corroborate the findings based on the information garnered through the employer schedule.

4.7.4 Table 4.9 presents the distribution of sample units allowing rest interval to the workers by the period of rest. The survey results reveal that 54 per cent units are allowing rest interval of 30 minutes to one hour and 46 per cent of the units of more than one hour in case of male workers. Of the total 231 sample workers interviewed, 57.1 per cent reported rest interval of 30 minutes to one hour and 42.9% reported rest interval of more than one hour as shown in Table 4.8.

4.7.5 Table 4.10 presents the distribution of sample units allowing weekly off with and without wages. The survey results reveal that 72 per cent units are allowing weekly off to the workers without wages followed by 19 per cent with wages to some and without

wages to others and only 9 per cent units are allowing weekly off with wages to the workers.

#### 4.8 *Overtime*

Only one unit of Vadodara district reportedly worked on overtime basis.

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**Table 4.1 (A): Occupation-wise per day earnings of directly employed skilled time-rated manual workers (in RS.)**

Occupation: Operator

| Sl. No. | District      | No. of sample units | No. of operators | Basic Wages |       | Dearness Allowance |     | Other Allowance |     | Over Time Payment |     | Value of other benefits in kind |      | Total Earnings |       |
|---------|---------------|---------------------|------------------|-------------|-------|--------------------|-----|-----------------|-----|-------------------|-----|---------------------------------|------|----------------|-------|
|         |               |                     |                  | Min         | Max   | Min                | Max | Min             | Max | Min               | Max | Min                             | Max  | Min            | Max   |
| 1       | 2             | 3                   | 4                | 5           | 6     | 7                  | 8   | 9               | 10  | 11                | 12  | 13                              | 14   | 15             | 16    |
| 1       | Vadodara      | 27                  | 18               | 103.0       | 173.1 | -                  | -   | -               | -   | -                 | -   | -                               | -    | 103.0          | 173.1 |
| 2       | Surendranagar | 14                  | 13               | 110.0       | 161.5 | -                  | -   | -               | -   | -                 | -   | -                               | -    | 110.0          | 161.5 |
| 3       | Valsad        | 11                  | 9                | 96.8        | 225.8 | -                  | -   | -               | -   | -                 | -   | 10.0                            | 36.0 | 106.8          | 261.8 |
| 4       | Bhavnagar     | 11                  | 8                | 115.4       | 200.0 | -                  | -   | -               | -   | -                 | -   | -                               | -    | 115.4          | 200.0 |
| 5       | Narmada       | 7                   | 6                | 129.1       | 161.3 | -                  | -   | -               | -   | -                 | -   | 25.0                            | 30.0 | 154.1          | 191.3 |
| 6       | Bharuch       | 6                   | 7                | 90.0        | 100.0 | -                  | -   | -               | -   | -                 | -   | 20.0                            | 50.0 | 110.0          | 150.0 |
| 7       | Kheda         | 6                   | 6                | 87.1        | 193.6 | -                  | -   | -               | -   | -                 | -   | -                               | -    | 87.1           | 193.6 |
| 8       | Panchmahal    | 5                   | -                | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 9       | Rajkot        | 4                   | 5                | 110.0       | 120.0 | -                  | -   | -               | -   | -                 | -   | -                               | -    | 110.0          | 120.0 |
| 10      | Anand         | 3                   | -                | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 11      | Navsari       | 2                   | 2                | 106.5       | 145.2 | -                  | -   | -               | -   | -                 | -   | 10.0                            | 10.0 | 116.5          | 155.2 |
| 12      | Amreli        | 2                   | 2                | 120.0       | 153.9 | -                  | -   | -               | -   | -                 | -   | -                               | -    | 120.0          | 153.9 |
| 13      | Nadiad        | 2                   | 3                | 104.0       | 110.0 | -                  | -   | -               | -   | -                 | -   | -                               | -    | 104.0          | 110.0 |
| Total   |               | 100                 | 79               | 87.1        | 225.8 | -                  | -   | -               | -   | -                 | -   | 10.0                            | 50.0 | 87.1           | 261.8 |

**Table 4.1 (B): Occupation-wise per day earnings of directly employed skilled time-rated manual workers(in Rs.)**

Occupation: Mistry

| Sl. No. | District      | No. of sample units | No. of Mistry | Basic Wages |       | Dearness Allowance |     | Other Allowance |     | Over Time Payment |     | Value of other benefits in kind |     | Total Earnings |       |
|---------|---------------|---------------------|---------------|-------------|-------|--------------------|-----|-----------------|-----|-------------------|-----|---------------------------------|-----|----------------|-------|
|         |               |                     |               | Min         | Max   | Min                | Max | Min             | Max | Min               | Max | Min                             | Max | Min            | Max   |
| 1       | 2             | 3                   | 4             | 5           | 6     | 7                  | 8   | 9               | 10  | 11                | 12  | 13                              | 14  | 15             | 16    |
| 1       | Vadodara      | 27                  | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -   | -              | -     |
| 2       | Surendranagar | 14                  | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -   | -              | -     |
| 3       | Valsad        | 11                  | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -   | -              | -     |
| 4       | Bhavnagar     | 11                  | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -   | -              | -     |
| 5       | Narmada       | 7                   | 1             | 200.0       | 200.0 | -                  | -   | -               | -   | -                 | -   | -                               | -   | 200.0          | 200.0 |
| 6       | Bharuch       | 6                   | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -   | -              | -     |
| 7       | Kheda         | 6                   | 2             | 93.6        | 241.9 | -                  | -   | -               | -   | -                 | -   | -                               | -   | 93.6           | 241.9 |
| 8       | Panchmahal    | 5                   | 2             | 107.0       | 107.0 | -                  | -   | -               | -   | -                 | -   | -                               | -   | 107.0          | 107.0 |
| 9       | Rajkot        | 4                   | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -   | -              | -     |
| 10      | Anand         | 3                   | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -   | -              | -     |
| 11      | Navsari       | 2                   | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -   | -              | -     |
| 12      | Amreli        | 2                   | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -   | -              | -     |
| 13      | Nadiad        | 2                   | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -   | -              | -     |
| Total   |               | 100                 | 5             | 93.6        | 241.9 | -                  | -   | -               | -   | -                 | -   | -                               | -   | 93.6           | 241.9 |

**Table 4.1 (c): Occupation-wise per day earnings of directly employed skilled time rated manual workers (in Rs.)**

Occupation: Welder

| Sl. No. | District      | No. of sample units | No. of Welder | Basic Wages |       | Dearness Allowance |     | Other Allowance |     | Over Time Payment |     | Value of other benefits in kind |      | Total Earnings |       |
|---------|---------------|---------------------|---------------|-------------|-------|--------------------|-----|-----------------|-----|-------------------|-----|---------------------------------|------|----------------|-------|
|         |               |                     |               | Min         | Max   | Min                | Max | Min             | Max | Min               | Max | Min                             | Max  | Min            | Max   |
| 1       | 2             | 3                   | 4             | 5           | 6     | 7                  | 8   | 9               | 10  | 11                | 12  | 13                              | 14   | 15             | 16    |
| 1       | Vadodara      | 27                  | 11            | 142.4       | 365.4 | -                  | -   | -               | -   | -                 | -   | 58.7                            | 94.6 | 201.1          | 460.0 |
| 2       | Surendranagar | 14                  | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 3       | Valsad        | 11                  | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 4       | Bhavnagar     | 11                  | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 5       | Narmada       | 7                   | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 6       | Bharuch       | 6                   | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 7       | Kheda         | 6                   | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 8       | Panchmahal    | 5                   | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 9       | Rajkot        | 4                   | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 10      | Anand         | 3                   | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 11      | Navsari       | 2                   | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 12      | Amreli        | 2                   | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 13      | Nadiad        | 2                   | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| Total   |               | 100                 | 11            | 142.4       | 365.4 | -                  | -   | -               | -   | -                 | -   | 58.7                            | 94.6 | 201.1          | 460.0 |

**Table 4.1 (D): Occupation-wise per day earnings of directly employed skilled time rated manual workers (in Rs.)**Occupation: Driver

| Sl. No. | District      | No. of sample units | No. of Driver | Basic Wages |       | Dearness Allowance |     | Other Allowance |     | Over Time Payment |     | Value of other benefits in kind |      | Total Earnings |       |
|---------|---------------|---------------------|---------------|-------------|-------|--------------------|-----|-----------------|-----|-------------------|-----|---------------------------------|------|----------------|-------|
|         |               |                     |               | Min         | Max   | Min                | Max | Min             | Max | Min               | Max | Min                             | Max  | Min            | Max   |
| 1       | 2             | 3                   | 4             | 5           | 6     | 7                  | 8   | 9               | 10  | 11                | 12  | 13                              | 14   | 15             | 16    |
| 1       | Vadodara      | 27                  | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 2       | Surendranagar | 14                  | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 3       | Valsad        | 11                  | 3             | 96.8        | 161.3 | -                  | -   | -               | -   | -                 | -   | 36.0                            | 36.0 | 132.8          | 197.3 |
| 4       | Bhavnagar     | 11                  | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 5       | Narmada       | 7                   | 6             | 80.7        | 112.9 | -                  | -   | -               | -   | -                 | -   | 25.0                            | 25.0 | 105.7          | 137.9 |
| 6       | Bharuch       | 6                   | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 7       | Kheda         | 6                   | 2             | 87.1        | 87.1  | -                  | -   | -               | -   | -                 | -   | -                               | -    | 87.1           | 87.1  |
| 8       | Panchmahal    | 5                   | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 9       | Rajkot        | 4                   | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 10      | Anand         | 3                   | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 11      | Navsari       | 2                   | 1             | 129.0       | 129.0 | -                  | -   | -               | -   | -                 | -   | 10.0                            | 10.0 | 139.0          | 139.0 |
| 12      | Amreli        | 2                   | -             | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 13      | Nadiad        | 2                   | 1             | 105.0       | 105.0 | -                  | -   | -               | -   | -                 | -   | -                               | -    | 105.0          | 105.0 |
| Total   |               | 100                 | 13            | 80.7        | 161.3 | -                  | -   | -               | -   | -                 | -   | 10.0                            | 36.0 | 87.1           | 197.3 |

**Table 4.1 (E): Occupation-wise per day earnings of directly employed skilled time rated manual workers (in Rs.)**  
Occupation: Electrician

| Sl. No. | District      | No. of sample units | No. of Electrician | Basic Wages |       | Dearness Allowance |     | Other Allowance |     | Over Time Payment |     | Value of other benefits in kind |      | Total Earnings |       |
|---------|---------------|---------------------|--------------------|-------------|-------|--------------------|-----|-----------------|-----|-------------------|-----|---------------------------------|------|----------------|-------|
|         |               |                     |                    | Min         | Max   | Min                | Max | Min             | Max | Min               | Max | Min                             | Max  | Min            | Max   |
| 1       | 2             | 3                   | 4                  | 5           | 6     | 7                  | 8   | 9               | 10  | 11                | 12  | 13                              | 14   | 15             | 16    |
| 1       | Vadodara      | 27                  | 4                  | 144.2       | 280.1 | -                  | -   | -               | -   | -                 | -   | 66.2                            | 87.0 | 210.4          | 367.1 |
| 2       | Surendranagar | 14                  | -                  | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 3       | Valsad        | 11                  | -                  | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 4       | Bhavnagar     | 11                  | -                  | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 5       | Narmada       | 7                   | -                  | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 6       | Bharuch       | 6                   | -                  | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 7       | Kheda         | 6                   | -                  | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 8       | Panchmahal    | 5                   | -                  | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 9       | Rajkot        | 4                   | -                  | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 10      | Anand         | 3                   | -                  | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 11      | Navsari       | 2                   | -                  | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 12      | Amreli        | 2                   | -                  | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 13      | Nadiad        | 2                   | -                  | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| Total   |               | 100                 | 4                  | 144.2       | 280.1 | -                  | -   | -               | -   | -                 | -   | 66.2                            | 87.0 | 210.4          | 367.1 |

**Table 4.1 (F): Occupation-wise per day earnings of directly employed skilled time rated manual workers (in Rs.)**Occupation: Supervisor

| Sl. No. | District      | No. of sample units | No. of Supervisor | Basic Wages |      | Dearness Allowance |     | Other Allowance |     | Over Time Payment |     | Value of other benefits in kind |     | Total Earnings |      |
|---------|---------------|---------------------|-------------------|-------------|------|--------------------|-----|-----------------|-----|-------------------|-----|---------------------------------|-----|----------------|------|
|         |               |                     |                   | Min         | Max  | Min                | Max | Min             | Max | Min               | Max | Min                             | Max | Min            | Max  |
| 1       | 2             | 3                   | 4                 | 5           | 6    | 7                  | 8   | 9               | 10  | 11                | 12  | 13                              | 14  | 15             | 16   |
| 1       | Vadodara      | 27                  | -                 | -           | -    | -                  | -   | -               | -   | -                 | -   | -                               | -   | -              | -    |
| 2       | Surendranagar | 14                  | -                 | -           | -    | -                  | -   | -               | -   | -                 | -   | -                               | -   | -              | -    |
| 3       | Valsad        | 11                  | -                 | -           | -    | -                  | -   | -               | -   | -                 | -   | -                               | -   | -              | -    |
| 4       | Bhavnagar     | 11                  | -                 | -           | -    | -                  | -   | -               | -   | -                 | -   | -                               | -   | -              | -    |
| 5       | Narmada       | 7                   | -                 | -           | -    | -                  | -   | -               | -   | -                 | -   | -                               | -   | -              | -    |
| 6       | Bharuch       | 6                   | -                 | -           | -    | -                  | -   | -               | -   | -                 | -   | -                               | -   | -              | -    |
| 7       | Kheda         | 6                   | 2                 | 87.1        | 87.1 | -                  | -   | -               | -   | -                 | -   | -                               | -   | 87.1           | 87.1 |
| 8       | Panchmahal    | 5                   | -                 | -           | -    | -                  | -   | -               | -   | -                 | -   | -                               | -   | -              | -    |
| 9       | Rajkot        | 4                   | -                 | -           | -    | -                  | -   | -               | -   | -                 | -   | -                               | -   | -              | -    |
| 10      | Anand         | 3                   | -                 | -           | -    | -                  | -   | -               | -   | -                 | -   | -                               | -   | -              | -    |
| 11      | Navsari       | 2                   | -                 | -           | -    | -                  | -   | -               | -   | -                 | -   | -                               | -   | -              | -    |
| 12      | Amreli        | 2                   | -                 | -           | -    | -                  | -   | -               | -   | -                 | -   | -                               | -   | -              | -    |
| 13      | Nadiad        | 2                   | -                 | -           | -    | -                  | -   | -               | -   | -                 | -   | -                               | -   | -              | -    |
| Total   |               | 100                 | 2                 | 87.1        | 87.1 | -                  | -   | -               | -   | -                 | -   | -                               | -   | 87.1           | 87.1 |

**Table 4.2 : Occupation wise per day earnings of directly employed semi-skilled time rated manual workers (in Rs.)**

Occupation: Helper (Male)

| Sl. No. | District      | No. of sample units | No. of male helpers | Basic Wages |       | Dearness Allowance |     | Other Allowance |     | Over Time Payment |     | Value of other benefits in kind |      | Total Earnings |       |
|---------|---------------|---------------------|---------------------|-------------|-------|--------------------|-----|-----------------|-----|-------------------|-----|---------------------------------|------|----------------|-------|
|         |               |                     |                     | Min         | Max   | Min                | Max | Min             | Max | Min               | Max | Min                             | Max  | Min            | Max   |
| 1       | 2             | 3                   | 4                   | 5           | 6     | 7                  | 8   | 9               | 10  | 11                | 12  | 13                              | 14   | 15             | 16    |
| 1       | Vadodara      | 27                  | 10                  | 101.0       | 125.0 | -                  | -   | -               | -   | -                 | -   | 10.0                            | 10.0 | 111.0          | 135.0 |
| 2       | Surendranagar | 14                  | 9                   | 100.0       | 120.0 | -                  | -   | -               | -   | -                 | -   | -                               | -    | 100.0          | 120.0 |
| 3       | Valsad        | 11                  | 16                  | 64.6        | 100.0 | -                  | -   | -               | -   | -                 | -   | 36.0                            | 36.0 | 100.6          | 136.0 |
| 4       | Bhavnagar     | 11                  | 2                   | 115.4       | 115.4 | -                  | -   | -               | -   | -                 | -   | -                               | -    | 115.4          | 115.4 |
| 5       | Narmada       | 7                   | 3                   | 125.0       | 125.0 | -                  | -   | -               | -   | -                 | -   | -                               | -    | 125.0          | 125.0 |
| 6       | Bharuch       | 6                   | 9                   | 75.0        | 100.0 | -                  | -   | -               | -   | -                 | -   | 20.0                            | 50.0 | 95.0           | 150.0 |
| 7       | Kheda         | 6                   | 9                   | 80.6        | 154.6 | -                  | -   | -               | -   | -                 | -   | -                               | -    | 80.6           | 154.6 |
| 8       | Panchmahal    | 5                   | 4                   | 87.1        | 107.0 | -                  | -   | -               | -   | -                 | -   | -                               | -    | 87.1           | 107.0 |
| 9       | Rajkot        | 4                   | -                   | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 10      | Anand         | 3                   | -                   | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 11      | Navsari       | 2                   | 4                   | 85.0        | 125.0 | -                  | -   | -               | -   | -                 | -   | 10.0                            | 10.0 | 95.0           | 135.0 |
| 12      | Amreli        | 2                   | -                   | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| 13      | Nadiad        | 2                   | -                   | -           | -     | -                  | -   | -               | -   | -                 | -   | -                               | -    | -              | -     |
| Total   |               | 100                 | 66                  | 64.6        | 154.6 | -                  | -   | -               | -   | -                 | -   | 10.0                            | 50.0 | 80.6           | 154.6 |

**Table 4.3 (A): Occupation and sex-wise per day earnings of directly employed un-skilled time-rated manual workers (in Rs.)**

Occupation: Mazdoor (Male)

| Sl. No. | District      | No. of sample units | No. of Mazdoor | Basic Wages |       | Dearness Allowance |     | Other Allowance |      | Over Time Payment |      | Value of other benefits in kind |      | Total Earnings |       |
|---------|---------------|---------------------|----------------|-------------|-------|--------------------|-----|-----------------|------|-------------------|------|---------------------------------|------|----------------|-------|
|         |               |                     |                | Min         | Max   | Min                | Max | Min             | Max  | Min               | Max  | Min                             | Max  | Min            | Max   |
| 1       | 2             | 3                   | 4              | 5           | 6     | 7                  | 8   | 9               | 10   | 11                | 12   | 13                              | 14   | 15             | 16    |
| 1       | Vadodara      | 27                  | 172            | 100.0       | 110.5 | -                  | -   | 41.0            | 41.0 | 37.7              | 71.8 | -                               | -    | 178.7          | 223.3 |
| 2       | Surendranagar | 14                  | 25             | 100.0       | 140.0 | -                  | -   | -               | -    | -                 | -    | -                               | -    | 100.0          | 140.0 |
| 3       | Valsad        | 11                  | 55             | 75.0        | 125.0 | -                  | -   | -               | -    | -                 | -    | 10.0                            | 36.0 | 85.0           | 161.0 |
| 4       | Bhavnagar     | 11                  | 35             | 100.0       | 200.0 | -                  | -   | -               | -    | -                 | -    | -                               | -    | 100.0          | 200.0 |
| 5       | Narmada       | 7                   | 19             | 90.0        | 150.0 | -                  | -   | -               | -    | -                 | -    | 25.0                            | 25.0 | 115.0          | 175.0 |
| 6       | Bharuch       | 6                   | 5              | 75.0        | 75.0  | -                  | -   | -               | -    | -                 | -    | 20.0                            | 35.0 | 95.0           | 110.0 |
| 7       | Kheda         | 6                   | 7              | 100.0       | 100.0 | -                  | -   | -               | -    | -                 | -    | -                               | -    | 100.0          | 100.0 |
| 8       | Panchmahal    | 5                   | 55             | 103.0       | 103.0 | -                  | -   | -               | -    | -                 | -    | -                               | -    | 103.0          | 103.0 |
| 9       | Rajkot        | 4                   | 16             | 85.0        | 100.0 | -                  | -   | -               | -    | -                 | -    | -                               | -    | 85.0           | 100.0 |
| 10      | Anand         | 3                   | 14             | 75.0        | 100.0 | -                  | -   | -               | -    | -                 | -    | -                               | -    | 75.0           | 100.0 |
| 11      | Navsari       | 2                   | -              | -           | -     | -                  | -   | -               | -    | -                 | -    | -                               | -    | -              | -     |
| 12      | Amreli        | 2                   | 8              | 110.0       | 200.0 | -                  | -   | -               | -    | -                 | -    | -                               | -    | 110.0          | 200.0 |
| 13      | Nadiad        | 2                   | 14             | 104.0       | 104.0 | -                  | -   | -               | -    | -                 | -    | -                               | -    | 104.0          | 104.0 |
| Total   |               | 100                 | 425            | 75.0        | 200.0 | -                  | -   | 41.0            | 41.0 | 37.7              | 71.8 | 10.0                            | 36.0 | 75.0           | 223.3 |



**Table 4.3 (B): Occupation and sex-wise per day earnings of directly employed un-skilled time-rated manual workers (in Rs.)**

Occupation: Mazdoor (Female)

| Sl. No. | District      | No. of sample units | No. of female mazdoor | Basic Wages |       | Dearness Allowance |     | Other Allowance |      | Over Time Payment |      | Value of other benefits in kind |     | Total Earnings |       |
|---------|---------------|---------------------|-----------------------|-------------|-------|--------------------|-----|-----------------|------|-------------------|------|---------------------------------|-----|----------------|-------|
|         |               |                     |                       | Min         | Max   | Min                | Max | Min             | Max  | Min               | Max  | Min                             | Max | Min            | Max   |
| 1       | 2             | 3                   | 4                     | 5           | 6     | 7                  | 8   | 9               | 10   | 11                | 12   | 13                              | 14  | 15             | 16    |
| 1       | Vadodara      | 27                  | 24                    | 106.0       | 110.5 | -                  | -   | 41.0            | 41.0 | 10.6              | 49.3 | -                               | -   | 157.6          | 200.8 |
| 2       | Surendranagar | 14                  | -                     | -           | -     | -                  | -   | -               | -    | -                 | -    | -                               | -   | -              | -     |
| 3       | Valsad        | 11                  | 9                     | 80.0        | 100.0 | -                  | -   | -               | -    | -                 | -    | -                               | -   | 80.0           | 100.0 |
| 4       | Bhavnagar     | 11                  | 3                     | 150.0       | 150.0 | -                  | -   | -               | -    | -                 | -    | -                               | -   | 150.0          | 150.0 |
| 5       | Narmada       | 7                   | -                     | -           | -     | -                  | -   | -               | -    | -                 | -    | -                               | -   | -              | -     |
| 6       | Bharuch       | 6                   | -                     | -           | -     | -                  | -   | -               | -    | -                 | -    | -                               | -   | -              | -     |
| 7       | Kheda         | 6                   | -                     | -           | -     | -                  | -   | -               | -    | -                 | -    | -                               | -   | -              | -     |
| 8       | Panchmahal    | 5                   | 16                    | 103.0       | 103.0 | -                  | -   | -               | -    | -                 | -    | -                               | -   | 103.0          | 103.0 |
| 9       | Rajkot        | 4                   | 3                     | 85.0        | 85.0  | -                  | -   | -               | -    | -                 | -    | -                               | -   | 85.0           | 85.0  |
| 10      | Anand         | 3                   | -                     | -           | -     | -                  | -   | -               | -    | -                 | -    | -                               | -   | -              | -     |
| 11      | Navsari       | 2                   | -                     | -           | -     | -                  | -   | -               | -    | -                 | -    | -                               | -   | -              | -     |
| 12      | Amreli        | 2                   | -                     | -           | -     | -                  | -   | -               | -    | -                 | -    | -                               | -   | -              | -     |
| 13      | Nadiad        | 2                   | 1                     | 104.0       | 104.0 | -                  | -   | -               | -    | -                 | -    | -                               | -   | 104.0          | 104.0 |
| Total   |               | 100                 | 56                    | 80.0        | 150.0 | -                  | -   | 41.0            | 41.0 | 10.6              | 49.3 | -                               | -   | 80.0           | 200.8 |

**Table 4.4 : Occupation-wise per day earnings of directly employed piece-rated skilled, semi-skilled and un-skilled manual workers**

| Sl. No. | District      | Total no. of piece-rated workers | Occupation-wise per day earnings of piece rated workers (Rs.) |       |        |       |         |       |        |       |   |
|---------|---------------|----------------------------------|---------------------------------------------------------------|-------|--------|-------|---------|-------|--------|-------|---|
|         |               |                                  | Operator                                                      |       | Helper |       | Mazdoor |       |        |       |   |
|         |               |                                  | Min.                                                          | Max.  | Min.   | Max.  | Male    |       | Female |       |   |
|         |               |                                  |                                                               |       |        |       | Min.    | Max.  | Min.   | Max.  |   |
| 1       | 2             | 3                                | 4                                                             | 5     | 6      | 7     | 8       | 9     | 10     | 11    |   |
| 1       | Vadodara      | -                                | -                                                             | -     | -      | -     | -       | -     | -      | -     | - |
| 2       | Surendranagar | -                                | -                                                             | -     | -      | -     | -       | -     | -      | -     | - |
| 3       | Valsad        | 25                               | 134.6                                                         | 134.6 | -      | -     | 125.0   | 125.0 | -      | -     |   |
| 4       | Bhavnagar     | -                                | -                                                             | -     | -      | -     | -       | -     | -      | -     |   |
| 5       | Narmada       | -                                | -                                                             | -     | -      | -     | -       | -     | -      | -     |   |
| 6       | Bharuch       | -                                | -                                                             | -     | -      | -     | -       | -     | -      | -     |   |
| 7       | Kheda         | 5                                | 154.6                                                         | 154.6 | 80.6   | 154.6 | -       | -     | -      | -     |   |
| 8       | Panchmahal    | -                                | -                                                             | -     | -      | -     | -       | -     | -      | -     |   |
| 9       | Rajkot        | -                                | -                                                             | -     | -      | -     | -       | -     | -      | -     |   |
| 10      | Anand         | -                                | -                                                             | -     | -      | -     | -       | -     | -      | -     |   |
| 11      | Navsari       | 19                               | -                                                             | -     | -      | -     | 75      | 120   | 75     | 110   |   |
| 12      | Amreli        | -                                | -                                                             | -     | -      | -     | -       | -     | -      | -     |   |
| 13      | Nadiad        | -                                | -                                                             | -     | -      | -     | -       | -     | -      | -     |   |
| Total   |               | 49                               | 134.6                                                         | 154.6 | 80.6   | 154.6 | 75.0    | 125.0 | 75.0   | 110.0 |   |

**Table 4.5: Comparison of wages paid in sample units with prescribed minimum wages**

| Sl. No. | District      | No. of sample units | No. of units paying wages                 |                                    |                                    |
|---------|---------------|---------------------|-------------------------------------------|------------------------------------|------------------------------------|
|         |               |                     | As per minimum wages fixed by Government. | More than prescribed minimum wages | Less than prescribed minimum wages |
| 1       | 2             | 3                   | 4                                         | 5                                  | 6                                  |
| 1       | Vadodara      | 27                  | 5                                         | 22                                 | -                                  |
| 2       | Surendranagar | 14                  | -                                         | 14                                 | -                                  |
| 3       | Valsad        | 11                  | 11                                        | -                                  | -                                  |
| 4       | Bhavnagar     | 11                  | 1                                         | 10                                 | -                                  |
| 5       | Narmada       | 7                   | 2                                         | 5                                  | -                                  |
| 6       | Bharuch       | 6                   | 6                                         | -                                  | -                                  |
| 7       | Kheda         | 6                   | -                                         | 6                                  | -                                  |
| 8       | Panchmahal    | 5                   | 2                                         | 3                                  | -                                  |
| 9       | Rajkot        | 4                   | -                                         | 4                                  | -                                  |
| 10      | Anand         | 3                   | 2                                         | 1                                  | -                                  |
| 11      | Navsari       | 2                   | 2                                         | -                                  | -                                  |
| 12      | Amreli        | 2                   | -                                         | 2                                  | -                                  |
| 13      | Nadiad        | 2                   | -                                         | 2                                  | -                                  |
| Total   |               | 100                 | 31                                        | 69                                 | -                                  |

**Table 4.6: Comparison of wages of male and female workers**

| Sl. No. | District      | No. of sample units | No. of units reporting employment of women | No. of units paying equal wages to male and female workers |
|---------|---------------|---------------------|--------------------------------------------|------------------------------------------------------------|
| 1       | 2             | 3                   | 4                                          | 5                                                          |
| 1       | Vadodara      | 27                  | 2                                          | 2                                                          |
| 2       | Surendranagar | 14                  | -                                          | -                                                          |
| 3       | Valsad        | 11                  | 3                                          | 3                                                          |
| 4       | Bhavnagar     | 11                  | 1                                          | 1                                                          |
| 5       | Narmada       | 7                   | -                                          | -                                                          |
| 6       | Bharuch       | 6                   | -                                          | -                                                          |
| 7       | Kheda         | 6                   | -                                          | -                                                          |
| 8       | Panchmahal    | 5                   | 3                                          | 3                                                          |
| 9       | Rajkot        | 4                   | 1                                          | 1                                                          |
| 10      | Anand         | 3                   | -                                          | -                                                          |
| 11      | Navsari       | 2                   | 2                                          | 2                                                          |
| 12      | Amreli        | 2                   | -                                          | -                                                          |
| 13      | Nadiad        | 2                   | 1                                          | 1                                                          |
| Total   |               | 100                 | 13                                         | 13                                                         |

**Table 4.7 : Distribution of sample units by daily hours of work**

| Sl. No.      | District      | No. of sample units | % age of units observing hrs. of work |        |                  |        |
|--------------|---------------|---------------------|---------------------------------------|--------|------------------|--------|
|              |               |                     | Male                                  |        | Female           |        |
|              |               |                     | Less than 8 Hrs.                      | 8 Hrs. | Less than 8 Hrs. | 8 Hrs. |
| 1            | 2             | 3                   | 4                                     | 5      | 6                | 7      |
| 1            | Vadodara      | 27                  | 7.4                                   | 92.6   | 50.0             | 50.0   |
| 2            | Surendranagar | 14                  | -                                     | 100.0  | -                | -      |
| 3            | Valsad        | 11                  | 9.1                                   | 90.9   | 33.3             | 66.7   |
| 4            | Bhavnagar     | 11                  | -                                     | 100.0  | -                | 100.0  |
| 5            | Narmada       | 7                   | 57.1                                  | 42.9   | -                | -      |
| 6            | Bharuch       | 6                   | 16.7                                  | 83.3   | -                | -      |
| 7            | Kheda         | 6                   | -                                     | 100.0  | -                | -      |
| 8            | Panchmahal    | 5                   | -                                     | 100.0  | -                | 100.0  |
| 9            | Rajkot        | 4                   | -                                     | 100.0  | -                | 100.0  |
| 10           | Anand         | 3                   | -                                     | 100.0  | -                | -      |
| 11           | Navsari       | 2                   | -                                     | 100.0  | -                | 100.0  |
| 12           | Amreli        | 2                   | -                                     | 100.0  | -                | -      |
| 13           | Nadiad        | 2                   | -                                     | 100.0  | -                | 100.0  |
| <b>Total</b> |               | 100                 | 8.0                                   | 92.0   | 15.4             | 84.6   |

**Table 4.8 : Distribution of sample workers by daily hours of work and rest interval**

| Sl. No. | District      | No. of sample units | No. of sample workers | Percentage of workers reported |        |                      |                  |
|---------|---------------|---------------------|-----------------------|--------------------------------|--------|----------------------|------------------|
|         |               |                     |                       | Daily Hours of work            |        | Rest Interval        |                  |
|         |               |                     |                       | Less than 8 Hrs.               | 8 Hrs. | 30 Minutes to 1 Hour | More than 1 Hour |
| 1       | 2             | 3                   | 4                     | 5                              | 6      | 7                    | 8                |
| 1       | Vadodara      | 27                  | 59                    | 11.9                           | 88.1   | 100.0                | -                |
| 2       | Surendranagar | 14                  | 28                    | -                              | 100.0  | -                    | 100.0            |
| 3       | Valsad        | 11                  | 34                    | 11.8                           | 88.2   | 88.2                 | 11.8             |
| 4       | Bhavnagar     | 11                  | 21                    | -                              | 100.0  | -                    | 100.0            |
| 5       | Narmada       | 7                   | 14                    | 57.1                           | 42.9   | 28.6                 | 71.4             |
| 6       | Bharuch       | 6                   | 12                    | 16.7                           | 83.3   | 83.3                 | 16.7             |
| 7       | Kheda         | 6                   | 12                    | -                              | 100.0  | 100.0                | -                |
| 8       | Panchmahal    | 5                   | 19                    | -                              | 100.0  | 89.5                 | 10.5             |
| 9       | Rajkot        | 4                   | 8                     | -                              | 100.0  | -                    | 100.0            |
| 10      | Anand         | 3                   | 6                     | -                              | 100.0  | -                    | 100.0            |
| 11      | Navsari       | 2                   | 8                     | -                              | 100.0  | -                    | 100.0            |
| 12      | Amreli        | 2                   | 4                     | -                              | 100.0  | -                    | 100.0            |
| 13      | Nadiad        | 2                   | 6                     | -                              | 100.0  | -                    | 100.0            |
| Total   |               | 100                 | 231                   | 9.1                            | 90.9   | 57.1                 | 42.9             |

**Table 4.9: Distribution of Sample Units by period of Rest Interval**

| Sl.No. | District      | No.of sample units | % age of units reporting rest interval |                    |                     |                    |
|--------|---------------|--------------------|----------------------------------------|--------------------|---------------------|--------------------|
|        |               |                    | Male                                   |                    | Female              |                    |
|        |               |                    | 30 minutes - I hour                    | More than one hour | 30 minutes - I hour | More than one hour |
| 1      | 2             | 3                  | 4                                      | 5                  | 6                   | 7                  |
| 1      | Vadodara      | 27                 | 100.0                                  | -                  | 100                 | -                  |
| 2      | Surendranagar | 14                 | 0.0                                    | 100.0              | -                   | -                  |
| 3      | Valsad        | 11                 | 90.9                                   | 9.1                | 33.3                | 66.7               |
| 4      | Bhavnagar     | 11                 | 0.0                                    | 100.0              | -                   | 100                |
| 5      | Narmada       | 7                  | 28.6                                   | 71.4               | -                   | -                  |
| 6      | Bharuch       | 6                  | 83.3                                   | 16.7               | -                   | -                  |
| 7      | Kheda         | 6                  | 100.0                                  | -                  | -                   | -                  |
| 8      | Panchmahal    | 5                  | 80.0                                   | 20.0               | 100                 | -                  |
| 9      | Rajkot        | 4                  | -                                      | 100.0              | -                   | 100                |
| 10     | Anand         | 3                  | -                                      | 100.0              | -                   | -                  |
| 11     | Navsari       | 2                  | -                                      | 100.0              | -                   | 100                |
| 12     | Amreli        | 2                  | -                                      | 100.0              | -                   | -                  |
| 13     | Nadiad        | 2                  | -                                      | 100.0              | -                   | 100                |
| Total  |               | 100                | 54.0                                   | 46.0               | 46.2                | 53.8               |

**Table 4.10: Distribution of sample units allowing weekly off with and without wages**

| Sl.No. | District      | No. of sample units | Percentage of units allowing weekly off |               |       |
|--------|---------------|---------------------|-----------------------------------------|---------------|-------|
|        |               |                     | With wages                              | Without wages | Mix   |
| 1      | 2             | 3                   | 4                                       | 5             | 6     |
| 1      | Vadodara      | 27                  | -                                       | 100.0         | -     |
| 2      | Surendranagar | 14                  | 21.4                                    | 78.6          | -     |
| 3      | Valsad        | 11                  | -                                       | 36.4          | 63.6  |
| 4      | Bhavnagar     | 11                  | 27.3                                    | 72.7          | -     |
| 5      | Narmada       | 7                   | -                                       | 14.3          | 85.7  |
| 6      | Bharuch       | 6                   | -                                       | 100.0         | -     |
| 7      | Kheda         | 6                   | 33.3                                    | -             | 66.7  |
| 8      | Panchmahal    | 5                   | -                                       | 100.0         | -     |
| 9      | Rajkot        | 4                   | -                                       | 100.0         | -     |
| 10     | Anand         | 3                   | -                                       | 100.0         | -     |
| 11     | Navsari       | 2                   | -                                       | 0.0           | 100.0 |
| 12     | Amreli        | 2                   | 50.0                                    | 50.0          | -     |
| 13     | Nadiad        | 2                   | -                                       | 100.0         | -     |
| Total  |               | 100                 | 9.0                                     | 72.0          | 19.0  |



## CHAPTER-V

### AWARENESS OF THE LABOUR LAWS

#### 5.1 Introduction

Awareness about the labour laws is one of the most important and decisive factor for the implementation of labour laws by the employers. Stone Breaking and Stone Crushing is labour intensive industry producing a byproduct in the form of construction material for buildings and roads. The workers are vulnerable to exploitation due to their weak bargaining power as they are not likely to possess much knowledge about the provisions of the various labour laws. The rural-push and urban-pull due to non availability of work, draught conditions, loss of income yielding assets, etc. attracts workers towards unorganized employment. Their weak bargaining power clubbed with poor or no knowledge of labour laws result in their exploitation by employers. During the survey, an attempt is made to ascertain the extent of awareness among employers as well as workers regarding provisions of the Minimum Wages Act, 1948 and the Equal Remuneration Act, 1976.

#### BOX-V

| Awareness of Labour laws                                |         |
|---------------------------------------------------------|---------|
| ➤ Number of employers aware of Minimum Wages Act        | : 46.0% |
| ➤ Number of employers aware of Equal Remuneration Act   | : 16.0% |
| ➤ Number of workers aware of Minimum Wages Act          | : 19.9% |
| ➤ No. of workers aware of Inspection Authority of wages | : 2.6%  |
| ➤ No. of units displaying notices                       | : 19.0% |
| ➤ No. of units maintaining fines register               | : 1.0%  |
| ➤ No. of units issuing Identity cards                   | : 9.0%  |
| ➤ No. of units maintaining wage register                | : 53.0% |

## *5.2 Awareness about the Minimum Wages Act & the Equal Remuneration Act*

### *5.2.1 Awareness among Employers*

It is generally believed that the employers are well aware and well versed with the provision under various labour laws. In order to know the extent of awareness among employers about the Minimum Wages Act, 1948, information has been collected from the employers and is presented in Table 5.1. The results reveal that only 46.0 per cent of the employers are aware of the Minimum Wages Act, 1948. Further, among the employers who are aware of the Minimum Wages act, 1948, 87.0 per cent are aware of the prescribed minimum wages. The details are presented in Table 5.1.

The Table 5.2 presents data on the source of awareness about the Minimum Wages Act, 1948 and also on awareness about the Equal Remuneration Act, 1976 among the employers. It may be observed from the table that most of the employers are aware of the minimum wages act through contact with government officials. As far as, the awareness of the Equal Remuneration Act, 1976 among the employers is concerned, it is very low. Only 16.0 per cent of the employers have reported awareness about the act.

### *5.2.2 Awareness among Workers*

Awareness among the workers about the Minimum Wages Act, 1948 and the prescribed minimum wages in force is equally important and pertinent for effective implementation of the Minimum Wages Act, 1948. The survey results reveal that only 19.9 per cent workers are aware of the Minimum Wages Act, 1948.

Out of the workers who are aware of the Act, 87.0 per cent are aware of the prescribed minimum wages. Further only 2.6 per cent of the workers are aware of the authority responsible for inspection of wages in the state. The district wise details are presented in Table 5.3.

### *5.2.3 Awareness among the Women Workers*

During the course of survey information on awareness regarding the provision to ensure equal wages to men and women for similar work is also collected from women workers. The women workers employed in the industry are very few and all of them have reported awareness of the Equal Remuneration Act, 1976.

### *5.3 Maintenance of records, notices, extracts, annual returns etc.*

5.3.1 Section (18) of the Minimum Wages Act, 1948 provides that (i) every employer shall maintain such registers and records giving such particulars of employees employed by him; (ii) every employer shall keep exhibited in such a manner as may be prescribed, in the factory, workshop or place where the employees in the Scheduled Employment may be employed, notices in the prescribed form containing prescribed particulars; and (iii) the appropriate Government may, by rules made under this Act, provide for the issue of wage books or wage slips to employees employed in any scheduled employment and authenticated in such wage books or wage slips by the employer or his agent.

5.3.2 Information regarding various records and registers maintained by the establishments covered under the study is presented in Table 5.4. The survey results reveal that 53.0 per cent units are maintaining muster rolls/attendance and wages registers, 15 per

cent inspection books, 10 per cent wage slips, 5 per cent register of deductions, 2 per cent welfare amenities & overtime register and 1 per cent fines register.

5.3.3 The information on the maintenance of notice board, submission of annual returns and issuing identity cards to workers is presented in Table 5.5. It may be seen from the table that only 19.0 per cent of the units are displaying notices at the appropriate place. Further, 45.0 per cent of the units have submitted the annual returns on time and only 9.0 per cent have issued identity cards to their workers.

#### 5.4 *Employers' Associations and Trade Unions*

The survey results reveal that 38.0 per cent units are members of Employers Association. However, no worker is reported to be member of any Trade Union.

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**Table 5.1: Awareness of employers about the Minimum Wages Act, 1948**

| Sl. No. | District      | No. of units | % of employers reported awareness of |                          | % of employers feel that prescribed Minimum wages are |        |      |
|---------|---------------|--------------|--------------------------------------|--------------------------|-------------------------------------------------------|--------|------|
|         |               |              | Minimum Wages Act, 1948              | Prescribed Minimum Wages | High                                                  | Normal | Low  |
| 1       | 2             | 3            | 4                                    | 5                        | 6                                                     | 7      | 8    |
| 1       | Vadodara      | 27           | 63.0                                 | 70.6                     | 3.7                                                   | 96.3   | -    |
| 2       | Surendranagar | 14           | -                                    | -                        | -                                                     | 100.0  | -    |
| 3       | Valsad        | 11           | 72.7                                 | 87.5                     | -                                                     | 100.0  | -    |
| 4       | Bhavnagar     | 11           | 9.1                                  | 100.0                    | -                                                     | 90.9   | 9.1  |
| 5       | Narmada       | 7            | 57.1                                 | 100.0                    | -                                                     | 71.4   | 28.6 |
| 6       | Bharuch       | 6            | 100.0                                | 100.0                    | -                                                     | 100.0  | -    |
| 7       | Kheda         | 6            | 33.3                                 | 100.0                    | -                                                     | 100.0  | -    |
| 8       | Panchmahal    | 5            | 80.0                                 | 100.0                    | -                                                     | 80.0   | 20.0 |
| 9       | Rajkot        | 4            | -                                    | -                        | -                                                     | 75.0   | 25.0 |
| 10      | Anand         | 3            | -                                    | -                        | -                                                     | 33.3   | 66.7 |
| 11      | Navsari       | 2            | 100.0                                | 100.0                    | -                                                     | 100.0  | -    |
| 12      | Amreli        | 2            | -                                    | -                        | -                                                     | 100.0  | -    |
| 13      | Nadiad        | 2            | 100.0                                | 100.0                    | -                                                     | 100.0  | -    |
| Total   |               | 100          | 46.0                                 | 87.0                     | 1.0                                                   | 92.0   | 7.0  |

**Table 5.2: Source of awareness about the Minimum Wages Act, 1948**

| Sl. No. | District      | No. of units | % of employers reported awareness of Prescribed Minimum wages through |                    |                              | % of units aware of Equal Remuneration Act, 1976 |
|---------|---------------|--------------|-----------------------------------------------------------------------|--------------------|------------------------------|--------------------------------------------------|
|         |               |              | Newspaper                                                             | Govt. Notification | Contact with Govt. officials |                                                  |
| 1       | 2             | 3            | 4                                                                     | 5                  | 6                            | 7                                                |
| 1       | Vadodara      | 27           | -                                                                     | 58.8               | 41.2                         | 7.4                                              |
| 2       | Surendranagar | 14           | -                                                                     | -                  | -                            | -                                                |
| 3       | Valsad        | 11           | -                                                                     | -                  | 100.0                        | 45.5                                             |
| 4       | Bhavnagar     | 11           | 100.0                                                                 | -                  | -                            | -                                                |
| 5       | Narmada       | 7            | -                                                                     | 25.0               | 75.0                         | -                                                |
| 6       | Bharuch       | 6            | -                                                                     | -                  | 100.0                        | -                                                |
| 7       | Kheda         | 6            | -                                                                     | -                  | 100.0                        | -                                                |
| 8       | Panchmahal    | 5            | -                                                                     | -                  | 100.0                        | 100.0                                            |
| 9       | Rajkot        | 4            | -                                                                     | -                  | -                            | -                                                |
| 10      | Anand         | 3            | -                                                                     | -                  | -                            | -                                                |
| 11      | Navsari       | 2            | -                                                                     | -                  | 100.0                        | 100.0                                            |
| 12      | Amreli        | 2            | -                                                                     | -                  | -                            | -                                                |
| 13      | Nadiad        | 2            | -                                                                     | 100.0              | -                            | 100.0                                            |
| Total   |               | 100          | 2.2                                                                   | 28.3               | 69.5                         | 16.0                                             |

**Table 5.3: Awareness among workers about the Minimum Wages Act, 1948**

| Sl. No. | District      | No. of sample workers | % of workers aware of   |                          | % of workers aware about Authority for Inspection of wages |
|---------|---------------|-----------------------|-------------------------|--------------------------|------------------------------------------------------------|
|         |               |                       | Minimum Wages Act, 1948 | Prescribed Minimum Wages |                                                            |
| 1       | 2             | 3                     | 4                       | 5                        | 6                                                          |
| 1       | Vadodara      | 59                    | 28.8                    | 70.6                     | 10.2                                                       |
| 2       | Surendranagar | 28                    | -                       | -                        | -                                                          |
| 3       | Valsad        | 34                    | 23.5                    | 87.5                     | -                                                          |
| 4       | Bhavnagar     | 21                    | 4.8                     | 100.0                    | -                                                          |
| 5       | Narmada       | 14                    | 28.6                    | 100.0                    | -                                                          |
| 6       | Bharuch       | 12                    | 50.0                    | 100.0                    | -                                                          |
| 7       | Kheda         | 12                    | 16.7                    | 100.0                    | -                                                          |
| 8       | Panchmahal    | 19                    | 21.1                    | 100.0                    | -                                                          |
| 9       | Rajkot        | 8                     | -                       | -                        | -                                                          |
| 10      | Anand         | 6                     | -                       | -                        | -                                                          |
| 11      | Navsari       | 8                     | 25.0                    | 100.0                    | -                                                          |
| 12      | Amreli        | 4                     | -                       | -                        | -                                                          |
| 13      | Nadiad        | 6                     | 33.3                    | 100.0                    | -                                                          |
| Total   |               | 231                   | 19.9                    | 87.0                     | 2.6                                                        |

**Table 5.4 : Distribution of sample units by maintenance of records**

| Sl. No. | District      | No. of sample units | % age of units maintaining registers of |       |       |            |                  |            |                   |          |
|---------|---------------|---------------------|-----------------------------------------|-------|-------|------------|------------------|------------|-------------------|----------|
|         |               |                     | Muster Rolls                            | Wages | Fines | Deductions | Inspection Books | Wages slip | Welfare amenities | Overtime |
| 1       | 2             | 3                   | 4                                       | 5     | 6     | 7          | 8                | 9          | 10                | 11       |
| 1       | Vadodara      | 27                  | 77.8                                    | 77.8  | 3.7   | 7.4        | 25.9             | 7.4        | 3.7               | -        |
| 2       | Surendranagar | 14                  | -                                       | -     | -     | -          | -                | -          | -                 | -        |
| 3       | Valsad        | 11                  | 45.5                                    | 45.5  | -     | -          | -                | -          | -                 | -        |
| 4       | Bhavnagar     | 11                  | 18.2                                    | 18.2  | -     | -          | -                | -          | -                 | -        |
| 5       | Narmada       | 7                   | 42.9                                    | 42.9  | -     | -          | -                | -          | -                 | -        |
| 6       | Bharuch       | 6                   | 100.0                                   | 100.0 | -     | -          | -                | -          | -                 | -        |
| 7       | Kheda         | 6                   | 66.7                                    | 66.7  | -     | 16.7       | 16.7             | 16.7       | 0.0               | 33.3     |
| 8       | Panchmahal    | 5                   | 100.0                                   | 100.0 | -     | 40.0       | 100.0            | 80.0       | -                 | -        |
| 9       | Rajkot        | 4                   | 50.0                                    | 50.0  | -     | -          | -                | -          | -                 | -        |
| 10      | Anand         | 3                   | -                                       | -     | -     | -          | -                | -          | -                 | -        |
| 11      | Navsari       | 2                   | 100.0                                   | 100.0 | -     | -          | -                | -          | -                 | -        |
| 12      | Amreli        | 2                   | 50.0                                    | 50.0  | -     | -          | -                | 50.0       | -                 | -        |
| 13      | Nadiad        | 2                   | 100.0                                   | 100.0 | -     | -          | 100.0            | 100.0      | 50.0              | -        |
| Total   |               | 100                 | 53.0                                    | 53.0  | 1.0   | 5.0        | 15.0             | 10.0       | 2.0               | 2.0      |



**Table 5.5: Notices, extracts, annual returns under the Minimum Wages Act and issuing of identity cards to workers**

| Sl. No. | District      | No.of sample units | % age of units     |                           |                                   |
|---------|---------------|--------------------|--------------------|---------------------------|-----------------------------------|
|         |               |                    | Displaying notices | Submitting annual returns | Issuing identity cards to workers |
| 1       | 2             | 3                  | 4                  | 5                         | 6                                 |
| 1       | Vadodara      | 27                 | 22.2               | 55.6                      | 7.4                               |
| 2       | Surendranagar | 14                 | -                  | -                         | -                                 |
| 3       | Valsad        | 11                 | 36.4               | 45.5                      | -                                 |
| 4       | Bhavnagar     | 11                 | 0.0                | 36.4                      | -                                 |
| 5       | Narmada       | 7                  | 14.3               | 42.9                      | -                                 |
| 6       | Bharuch       | 6                  | -                  | 100.0                     | -                                 |
| 7       | Kheda         | 6                  | 16.7               | 50.0                      | 16.7                              |
| 8       | Panchmahal    | 5                  | 60.0               | 100.0                     | 100.0                             |
| 9       | Rajkot        | 4                  | -                  | -                         | -                                 |
| 10      | Anand         | 3                  | -                  | -                         | -                                 |
| 11      | Navsari       | 2                  | 100.0              | 100.0                     | 0.0                               |
| 12      | Amreli        | 2                  | -                  | -                         | -                                 |
| 13      | Nadiad        | 2                  | 100.0              | 100.0                     | 50.0                              |
| Total   |               | 100                | 19.0               | 45.0                      | 9.0                               |

## **CHAPTER – VI**

### **ENFORCEMENT OF THE LABOUR LAWS**

#### *6.1 Introduction*

6.1.1 The Minimum Wages Act, 1948 provides for fixation and revision of the statutory rates of the minimum wages in certain scheduled employments to prevent exploitation of ignorant, less organised and under privileged workers. The Appropriate Government, whether the Centre or the State, as the case may be are responsible for enforcing the labour laws. The Minimum Wages Act, 1948 covers all employers who employ one or more workers in any scheduled employment in respect of which the minimum wages have been fixed under the Act. The enforcement of the minimum wages poses a great challenge to the authorities enforcing the Minimum Wages Act, 1948 and Equal Remuneration Act, 1976. The enforcement system can work efficiently if the workers have the knowledge of the minimum wages fixed by the Government and are also aware of the extent to which they can approach the enforcement officers to seek protection under the Act.

6.1.2 The Government of Gujarat is the appropriate Government for enforcing the labour laws in the scheduled employment of Stone Breaking and Stone Crushing in the State. The Act makes the State Government responsible for fixing, revising and enforcing minimum wages in the Scheduled Employment. Section 19 of the Act provides for appointments of Inspectors by the Appropriate Government.

## BOX-VI

| Enforcement of Labour laws                                  |           |
|-------------------------------------------------------------|-----------|
| ➤ Number of Labour inspectors interviewed                   | : 18      |
| ➤ Number of units inspected by them during 2007-08          | : 118     |
| ➤ No transport facility to Labour inspectors for inspection | : 22%     |
| ➤ Farthest distance for inspection                          | : 120 km. |

### 6.2 *Enforcement machinery in the Gujarat State*

6.2.1 The State Labour Commissioner is over all in charge of the enforcement machinery for enforcement of labour laws in Gujarat. He is assisted by the Additional Labour Commissioner, Joint Labour Commissioner, Deputy Labour Commissioners, Assistant Labour Commissioners, Labour Officers and Inspectors for enforcement of various Labour Laws in the State.

6.2.2 The Labour Inspectors and the Labour officers are responsible for the enforcing of following labour laws in the State;

- i) The Minimum Wages Act, 1948.
- ii) The Payment of Wages Act, 1936.
- iii) The Equal Remuneration Act, 1976.
- iv) The Shops & Commercial Establishments Act.
- v) The Payment of Bonus Act, 1965.
- vi) The Payment of Gratuity Act, 1972.
- vii) The Child Labour (Prohibition & Regulation) Act, 1986.
- viii) The Contract Labour (Regulation & Abolition) Act, 1970.
- ix) The Workmen Compensation Act, 1923.
- x) The Maternity Benefits Act, 1961.
- xi) The Trade Unions Act, 1926.
- xii) The Industrial Employment (Standing Orders) Act, 1946

- xiii) The Bidi & Cigar Workers Act, 1966.
- xiv) The Motor Transport Workers Act, 1961.
- xv) The Building Construction Act, 1952.
- xvi) The Plantations Labour Act, 1951.
- xvii) The Labour Welfare Act.

6.2.3 During the survey, information is collected from 18 Labour Inspectors through a specially designed questionnaire regarding the number of inspections made in the units, difficulties faced by them during the enforcement of the Act and suggestions for effecting improvement in the compliance of various provisions of the Acts.

### 6.3 *Inspections conducted by Labour Inspectors under various Labour Laws*

Table 6.1 presents the data on inspections carried out by the Labour Inspectors for the enforcement of various labour laws. The survey results reveal that all the inspectors have reported inspections for the enforcement of Minimum Wages Act, 1948 and Child Labour (Prohibition & Regulation Act), 1986.

### 6.4 *Inspections carried out in the sample units*

In order to make the realistic assessment about the frequency of inspections conducted by the labour inspectors, information on this aspect was also collected from the sample units and is presented in Table 6.2. The results reveal that 68.0 per cent of the units have reported inspections by the labour inspectors during the year 2007-08.

### 6.5 *Observations of the Enforcement Machinery*

Table 6.3 presents the nature of transport facilities provided to the Labour Inspectors for the inspection. The results reveal that of the 18 Labour Inspectors, 5 Inspectors reported Transport/Petrol Allowance for inspections, 9 Inspectors other modes and 4 inspectors have reported no facility for carrying out the inspections.

### 6.6 *Suggestions made by the Labour Inspectors for effective enforcement of the Minimum Wages Act, 1948, and the Equal Remuneration Act 1976.*

1. Efforts need to be made to create awareness among workers about the provisions under the Minimum Wages Act, 1948 and the Equal Remuneration Act, 1976 as well as the Minimum Wages in force.
2. The prescribed/Statutory wages in force should be given a wide publicity through media, newspapers, etc
3. Appropriate provisions for ensuring job security of the workers reporting the cases of violation to be included in the Minimum Wages Act, 1948 and in the Equal Remuneration Act, 1976.
4. Vehicle be provided to the Labour Inspectors to enable them to carry out inspections in remote areas. Alternatively, sufficient Transport Allowance needs to be provided to the Labour Inspectors.

5. Political influence or interference should be resisted in case of violations detected by the Labour Inspectors.
6. Provisions to be made to register the small units under the Gujarat Shops and Commercial Establishments Act, 1961.
7. Where the area of the operation for enforcement is large, it should be delimited.
8. Sufficient budget for prosecution be provided.
9. A team of at least 2 Labour Inspectors be sent to inspect the units located in the remote and unsafe areas.
10. The fine amount to be increased from the existing level of Rs.500/- to discourage violations.
11. The time lag for prosecution of units who fail to maintain records be reduced from six months to three months.
12. In case of non implementation of labour laws, the Labour Inspectors should be empowered to fine the employer on the spot.
13. The amount of penalty to be imposed on successful prosecution of defaulter may be equal or more than the cost involved in the case.
14. Awareness about the Labour Laws may be created among the employers as well as employees.

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**Table 6.1 : Enforcement of Various Labour Laws by Labour Inspectors**

| Sl. No. | District      | No. of Labour Inspectors interviewed | Percentage of Labour Inspectors carrying out inspections under various Labour Laws during 2007-08 |                  |                    |                                   |                  |                      |                    |                     |              |                                         |                                          |                                         |                  |                 |
|---------|---------------|--------------------------------------|---------------------------------------------------------------------------------------------------|------------------|--------------------|-----------------------------------|------------------|----------------------|--------------------|---------------------|--------------|-----------------------------------------|------------------------------------------|-----------------------------------------|------------------|-----------------|
|         |               |                                      | Minimum Wages                                                                                     | Payment of Wages | Equal Remuneration | Shops & Commercial Establishments | Payment of Bonus | Workmen Compensation | Maternity Benefits | Payment of Gratuity | Trade Unions | Child labour (Prohibition & Regulation) | Contract Labour (Regulation & Abolition) | Industrial Employment (Standing Orders) | Bidi & Cigarette | Motor Transport |
| 1       | 2             | 3                                    | 4                                                                                                 | 5                | 6                  | 7                                 | 8                | 9                    | 10                 | 11                  | 12           | 13                                      | 14                                       | 15                                      | 16               | 17              |
| 1       | Vadodara      | 1                                    | 100.0                                                                                             | 100.0            | 100.0              | -                                 | -                | -                    | -                  | -                   | -            | 100.0                                   | -                                        | -                                       | -                | -               |
| 2       | Surendranagar | 1                                    | 100.0                                                                                             | -                | -                  | 100.0                             | -                | -                    | -                  | -                   | -            | 100.0                                   | -                                        | -                                       | -                | -               |
| 3       | Valsad        | 5                                    | 100.0                                                                                             | -                | 100.0              | 40.0                              | -                | -                    | -                  | 20.0                | -            | 100.0                                   | 20.0                                     | -                                       | -                | 20.0            |
| 4       | Bhavnagar     | 1                                    | 100.0                                                                                             | 100.0            | 100.0              | -                                 | -                | -                    | -                  | -                   | -            | 100.0                                   | -                                        | -                                       | -                | -               |
| 5       | Narmada       | 2                                    | 100.0                                                                                             | -                | 100.0              | -                                 | -                | -                    | -                  | -                   | -            | 100.0                                   | 50.0                                     | 50.0                                    | -                | -               |
| 6       | Bharuch       | 1                                    | 100.0                                                                                             | -                | 100.0              | -                                 | -                | -                    | -                  | -                   | -            | 100.0                                   | -                                        | -                                       | -                | -               |
| 7       | Kheda         | 1                                    | 100.0                                                                                             | -                | 100.0              | -                                 | -                | -                    | -                  | -                   | -            | 100.0                                   | -                                        | -                                       | -                | -               |
| 8       | Panchmahal    | 2                                    | 100.0                                                                                             | -                | 100.0              | 50.0                              | -                | -                    | -                  | 50.0                | 50.0         | 100.0                                   | 50.0                                     | 50.0                                    | -                | -               |
| 9       | Rajkot        | 1                                    | 100.0                                                                                             | -                | 100.0              | -                                 | -                | -                    | -                  | -                   | -            | 100.0                                   | -                                        | -                                       | -                | -               |
| 10      | Anand         | 1                                    | 100.0                                                                                             | -                | -                  | -                                 | -                | -                    | -                  | -                   | -            | 100.0                                   | -                                        | -                                       | -                | -               |
| 11      | Navsari       | 1                                    | 100.0                                                                                             | -                | 100.0              | 100.0                             | -                | -                    | -                  | -                   | -            | 100.0                                   | -                                        | -                                       | -                | -               |
| 12      | Amreli        | 0                                    | -                                                                                                 | -                | -                  | -                                 | -                | -                    | -                  | -                   | -            | -                                       | -                                        | -                                       | -                | -               |
| 13      | Nadiad        | 1                                    | 100.0                                                                                             | -                | 100.0              | -                                 | -                | -                    | -                  | -                   | -            | 100.0                                   | -                                        | -                                       | -                | -               |
| Total   |               | 18                                   | 100.0                                                                                             | 11.1             | 88.9               | 27.8                              | 16.7             | -                    | -                  | 11.1                | 5.6          | 100.0                                   | 16.7                                     | 16.7                                    | -                | 5.6             |

**Table 6.2 : District-wise sample units inspected during 2007-08**

| Sl. No. | District      | No. of sample units | No. of units inspected during 2007-08 | %age of units inspected during 2007-08 |
|---------|---------------|---------------------|---------------------------------------|----------------------------------------|
| 1       | 2             | 3                   | 4                                     | 5                                      |
| 1       | Vadodara      | 27                  | 21                                    | 77.8                                   |
| 2       | Surendranagar | 14                  | 6                                     | 42.9                                   |
| 3       | Valsad        | 11                  | 8                                     | 72.7                                   |
| 4       | Bhavnagar     | 11                  | 2                                     | 18.2                                   |
| 5       | Narmada       | 7                   | 7                                     | 100.0                                  |
| 6       | Bharuch       | 6                   | 6                                     | 100.0                                  |
| 7       | Kheda         | 6                   | 5                                     | 83.3                                   |
| 8       | Panchmahal    | 5                   | 5                                     | 100.0                                  |
| 9       | Rajkot        | 4                   | 4                                     | 100.0                                  |
| 10      | Anand         | 3                   | -                                     | -                                      |
| 11      | Navsari       | 2                   | 2                                     | 100.0                                  |
| 12      | Amreli        | 2                   | -                                     | -                                      |
| 13      | Nadiad        | 2                   | 2                                     | 100.0                                  |
| Total   |               | 100                 | 68                                    | 68.0                                   |



**Table 6.3: Nature of Transport Facilities Provided to Inspectors for Inspections**

| Sl. No. | District      | No. of Labour Inspectors interviewed | No. of Inspectors reported transport facilities for inspections |                             |            |             | Distance of the farthest unit for inspection (in Kms.) |
|---------|---------------|--------------------------------------|-----------------------------------------------------------------|-----------------------------|------------|-------------|--------------------------------------------------------|
|         |               |                                      | Two wheeler                                                     | Transport/ Petrol Allowance | Other mode | No facility |                                                        |
| 1       | 2             | 3                                    | 4                                                               | 5                           | 6          | 7           | 10                                                     |
| 1       | Vadodara      | 1                                    | -                                                               | -                           | -          | 1           | 30                                                     |
| 2       | Surendranagar | 1                                    | -                                                               | -                           | -          | 1           | 102                                                    |
| 3       | Valsad        | 5                                    | -                                                               | 1                           | 4          | -           | 120                                                    |
| 4       | Bhavnagar     | 1                                    | -                                                               | 1                           | -          | -           | 115                                                    |
| 5       | Narmada       | 2                                    | -                                                               | 1                           | -          | 1           | 70                                                     |
| 6       | Bharuch       | 1                                    | -                                                               | 1                           | 1          | -           | 45                                                     |
| 7       | Kheda         | 1                                    | -                                                               | -                           | 1          | -           | 25                                                     |
| 8       | Panchmahal    | 2                                    | -                                                               | -                           | 2          | -           | 35                                                     |
| 9       | Rajkot        | 1                                    | -                                                               | 1                           | -          | -           | 110                                                    |
| 10      | Anand         | 1                                    | -                                                               | -                           | -          | 1           | 90                                                     |
| 11      | Navsari       | 1                                    | -                                                               | -                           | 1          | -           | 10                                                     |
| 12      | Amreli        | 0                                    | -                                                               | -                           | -          | -           | -                                                      |
| 13      | Nadiad        | 1                                    | -                                                               | -                           | -          | -           | 55                                                     |
| Total   |               | 18                                   | -                                                               | 5                           | 9          | 4           | Min: 10<br>Max: 120                                    |

## **CHAPTER – VII**

### **Field Officer's Observations**

1. There had been no sign board of the units at their sites which made difficult to locate the units.
2. Records are not available at the site of units.
3. The units were situated in remote areas.
4. No records are maintained by most of the owners' which rendered to believe on verbal information.
5. Some of the units found running by other persons than the actual owner of the units (having the lease from the Government).
6. The record of attendance and payment of wages are maintained only in the rough note books and not in prescribed registers.
7. The attitude of some employers is luke-warm towards providing information about the payments of wages.
8. Most of the owners keep the records at their residence and not in their units/site of work.
9. The owners of the crushing units do not provide mask or any other protective equipment to workers who remove the dust of stones. Resultantly, the workers are prone to breathing problems and asthma.
10. Due to language problem, workers could be interviewed with the help of Labour inspectors.

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## Annexure-I

Evaluation Studies on the Implementation of the Minimum Wages Act,  
1948 Reports

| <b>Agriculture Sector</b>                 |                                                  |                      |
|-------------------------------------------|--------------------------------------------------|----------------------|
| <b>Sl. No.</b>                            | <b>Name of Study/Survey</b>                      | <b>Year of Study</b> |
| 1.                                        | Gujarat                                          | 1982                 |
| 2.                                        | Bihar                                            | 1982                 |
| 3.                                        | <b>Karnataka</b>                                 | 1983                 |
| 4.                                        | <b>Rajasthan</b>                                 | 1984                 |
| 5.                                        | Andhra Pradesh                                   | 1985                 |
| 6.                                        | Orissa                                           | 1986                 |
| 7.                                        | Districts or Eastern Uttar Pradesh               | 1987                 |
| 8.                                        | Kerala                                           | 1987                 |
| 9.                                        | Madhya Pradesh                                   | 1989                 |
| 10.                                       | Meghalaya                                        | 1993                 |
| 11.                                       | Rest of Uttar Pradesh (except Eastern Districts) | 1996                 |
| 12.                                       | West Bengal                                      | 1997                 |
| <b>Mines Sector</b>                       |                                                  |                      |
| 13.                                       | Bauxite Mines in the country                     | 1988                 |
| <b>Building and Construction Industry</b> |                                                  |                      |
| 14.                                       | Employment in the Central Sphere                 | 1990                 |
| 15.                                       | Employment in Union Territory of Delhi           | 1995                 |
| 16.                                       | Employment in Madhya Pradesh                     | 1998                 |
| 17.                                       | Employment in Maharashtra                        | 2000                 |
| 18.                                       | Employment in Tamil Nadu                         | 2000                 |
| <b>Beedi Making Establishments</b>        |                                                  |                      |
| 19.                                       | Maharashtra                                      | 1991                 |
| 20.                                       | Uttar Pradesh                                    | 1992                 |
| 21.                                       | Andhra Pradesh                                   | 1996                 |
| 22.                                       | Karnataka                                        | 1997                 |
| 23.                                       | Chhattishgarh                                    | 2003                 |
| 24.                                       | Madhya Pradesh                                   | 2003                 |
| <b>Stone Breaking and Stone Crushing</b>  |                                                  |                      |
| 25.                                       | Rajasthan                                        | 2006                 |
| 26 *                                      | Karnataka                                        | 2007-08              |
| 27 *                                      | Gujarat                                          | 2007-08              |