

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

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 Karnataka. 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 Karnataka 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: 23.06.2009
Chandigarh

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## **Executive Summary**

- Stone breaking and Stone crushing is included in part-I of the Schedule appended to the Minimum Wages Act, 1948.
- Field work of the study to evaluate implementation of the Minimum Wages Act in this scheduled employment has been conducted from last week of Nov, 2007 to first week of Feb, 2008.
- The objective of the study is to find out the extent to which the provisions of the Minimum Wages Act, 1948 have been implemented in Karnataka.
- The employment is spread over 22 districts in the State, of which 17 districts have been selected for the purpose of the study.
- Total number of the units in the frame are 848 employing 9470 workers.
- Two stage sampling design has been adopted. At the first stage of sampling 134 employer level schedules and at the second stage 308 worker level schedules are canvassed. Also 38 Labour inspectors were interviewed during the course of the study.
- Among the sample units Stone breaking and Stone crushing units have been found to be 37% and 63% respectively.
- Almost all of the sample units are privately owned.
- Migrant workers have been found employed in 14.2% of the units surveyed.
- The main reason for migration was motivation by friends and relatives (42.4%) followed by lower wages at the place of origin (27.3%) and non-availability of work opportunity (24.2%).
- In 84.3% of the units surveyed, the number of workers is less than 10 and in 6% of the units the employment is 20 and above.
- Most of the workers were employed on manual jobs. Out of 1049 workers employed in 134 sample units, 89.1% were engaged in manual activities.

- Most of the manual workers in sample units have been employed directly by the employer - 98.9 % manual workers were employed directly.
- Among the Directly employed manual workers, 89.2% were male.
- Most of the directly employed workers (84.9%) were getting wages on time rate basis.
- Only 27.6% of the sample units are employing women workers.
- Among the directly employed time rated manual workers, 32.2% were skilled, 16.3% semi-skilled and the rest engaged in unskilled jobs.
- No woman worker was found working in any skilled job.
- Among directly employed piece-rated manual workers, 4.3% were skilled, 1.4% semi-skilled and the rest unskilled.
- The range of per day earnings of the directly employed skilled and semi-skilled workers has been observed to be from Rs 93.3 to Rs. 417.1 and from Rs. 80.6 to Rs. 323.6 respectively.
- In case of unskilled workers, per day earnings ranged between Rs 60 and Rs. 214.9.
- About 9% of the units were found paying lower than the prescribed minimum wages.
- Only 37 sample units employed women workers and 10 of these were found paying lower wages to them vis-a-vis their male counterparts.
- Main reason for paying lesser wages to women workers has been stated as difference in output by 70% of the units.
- In all the units the daily hours of work are 8 or less as stated by workers.
- Only 20.1% of the units are allowing weekly off to their workers with wages.
- About 68% of the units did not pay any wage for weekly off.
- As far as the awareness about the various labour laws is concerned, only 29.9% of the units are aware of the Minimum Wages act, 1948.

For Equal Remuneration Act, 1976, only 44% units reported awareness.

- Among the workers, only 8.4% of the workers have stated awareness about the Minimum Wages Act, 1948 and 18.5% are aware of any inspection authority.
- Only 2 out of 41 sample women workers are aware of Equal Remuneration act, 1976.
- Ten sample women workers reported payment of lower wages than their male counterparts.
- Only 26.1% units maintains muster register, 23.9% wages register, 4.5% fines register and 5.2% deductions register.
- Around 5% of the units were displaying notices and extracts at appropriate place.
- About 20% of the units reported membership of Employer's Association whereas only 1.6% of the workers were members of Trade Union.
- In 4 districts no inspections have reportedly been done under the Minimum Wages Act and Equal Remuneration Act during 2007-08.
- Total 49 units reported any inspection during 2007-08.
- Out of 38 Labour Inspectors, 13 reported non-availability of official transport to facilitate inspection.



## **CHAPTER – I**

### **INTRODUCTION**

#### **1.1 Growth of the Industry**

1.1.1 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.. A new era of rock processing is ushered in and we can rightly say, we have entered in “Aggregate Age” from the “Stone Age”. Modern mechanized construction and need for high strength concrete and asphalt mixes have brought in new quality standards for aggregates with several conditions namely, distinct particle size called gradation falling within a specified closed loop, cubic particle size called cubicity meeting a particular, flakiness etc.

1.1.2 Stone crushing industry is a binomial existence of stone breaking process of the small scale industries in the unorganised sector of industries which provide basic material for roads and building construction. 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.

## **1.2 Genesis of the survey**

1.2.1 In our country more than 90% of the labour force is engaged in the unorganised sector of industries and is vulnerable to exploitation due to weak bargaining power. Therefore, determination of wages cannot be left to the market forces of demand and supply and thus, in order to ensure that the workers get wages at least to meet their basic needs, the Government of India enacted the Minimum Wages Act, 1948. The Act aims at fixing and revising Minimum Wages in certain scheduled employments so as to prevent the exploitation of workers.

1.2.2 The Minimum Wages Act, 1948 initially provided for fixation of Minimum Wages in employments specified in Part I and Part II of the Schedule appended to the Act. Agriculture was subsequently included in Part II of the Schedule during 1957. As provided under the Act, the minimum rates of wages fixed in the schedules employments are to be revised at intervals not exceeding 5 years.

1.2.3 The need for early implementation and enforcement of the Minimum Wages Act, 1948, particularly in Agriculture was stressed on the Government. The matter was referred to a Committee by the Government, which recommended that, to begin with, the Act may be applied to areas considered to have established low wage pockets. The recommendation was accepted by the Government and during the early years of

implementation of the Act, the minimum wages were fixed selectively in several states.

1.2.4 The Minimum Wages Act, 1948 covers all employers who employ one or more workers in any Scheduled employment in respect of which Minimum Wages have been fixed under the Act.

1.2.5 Although 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”. These observations of the Commission were more relevant to Agriculture rather than any other scheduled employment.

1.2.6 Aiming to make the assessment of extent to which the provisions of the Act have been enforced in the different scheduled employments, the Government of India, Ministry of Labour, entrusted the task to Labour Bureau, in May 1981 for conducting evaluation studies on the implementation of Minimum Wages Act 1948. Initially these evaluation studies were started in the scheduled employment of Agriculture. First study in Agriculture was conducted in the state of Gujarat in

1982. Subsequently, similar studies were conducted in Bihar, Karnataka, Andhra Pradesh, Rajasthan, Districts of Eastern Uttar Pradesh, Orissa and Kerala.

1.2.7 Keeping in view the utility of the data so collected, the scope and coverage of the study was extended to other un-organised employments like Bauxite Mines, Building & Construction Industry, Beedi Making establishments, etc. Labour Bureau has so far conducted 25 such studies, list of which is at Annexure-I.

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

**1.3.1** The other main objectives of the study are to assess:

- i) The extent to which the provisions of Minimum Wages Act, 1948 have been enforced in Stone Breaking and Stone Crushing establishments in Karnataka;
- ii) The extent of awareness about the Minimum Wages Act, 1948 and the Equal Remuneration Act, 1976 among the employers and workers in the state;
- iii) The level of compliance to the Statutory Minimum Wages fixed by the appropriate Govt.; and
- iv) The problems faced by the State Govt. machinery 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 Karnataka State. Actual coverage, is, however, restricted to the sampled units/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 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 and adhoc-dearness allowance.

**Earnings:** The earnings include all types of basic pay and dearness allowance as well as other allowances like H.R.A., C.C.A., Conveyance Allowance, Washing Allowance, Medical Allowance, etc.

### **BOX-I**

| <b>Frame and Sample Size</b>                           |         |
|--------------------------------------------------------|---------|
| ➤ Total Number of units in the frame                   | : 848   |
| ➤ Total Number of workers working in these units       | : 9470  |
| ➤ Unit Level Sample size                               | : 134   |
| ➤ Sample units as %age of total units in frame         | : 15.8% |
| ➤ Number of workers employed in sample units           | : 1049  |
| ➤ Worker level sample size                             | : 349   |
| ➤ Sample workers as % of total workers in sample units | : 29.4% |

## **1.5 Sampling Design**

1.5.1 The frame has been prepared on the basis of list of active Stone Breaking and Stone Crushing units obtained from State authorities of Karnataka. It includes 848 units spread over 22 districts of the Karnataka State. District wise number of units and employment are presented in Table 1.1. Two stage sampling

procedure has been adopted in the survey. In the first stage of sampling, the units were selected and at the second stage workers were selected from sample units.

For selecting the first stage sample i.e. Units, the available frame from State Authorities was compiled. It was found that majority of the units were having employment size less than or equal to 20 workers in a unit. Out of 848 units, 703 units had revealed the employment size and 664 units from them i.e. 94% of the units were having employment size less than or equal to 20 workers. It was observed that out of 848 units in the frame, 664 units have employment of 20 or less workers. In order to estimate sample size, Coefficient of variation (CV) based on employment in these 664 units has been worked. The sample size has been estimated at 134 units with 95% confidence coefficient and considering 10% permissible error. These 134 units have been distributed among the districts in proportion to total number of units in the districts.

It has, however, been ensured that a minimum of two units was selected from a districts irrespective of the proportionate allocation. Sampled units were drawn by simple random sampling. The district wise units in the frame and the sample are presented in Table 1.2.

1.5.2 For the second stage sampling i.e. selection of workers, employment of the sample unit has been the sole criteria. Worker from the first stage sample units are selected as under :

- i) 2 workers from the units employing 1 to 9 workers;
- ii) 4 workers from the units employing 10 to 19 workers ; and
- iii) 5 workers from the units employing 20 and more workers.

Adequate representation of workers from the occupations reported by the sample units was ensured. Out of 1049 workers employed in 134 units selected in the first stage of sampling, 308 workers were 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**

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 Karnataka State has been taken as the last pay period of October, 2007. If the unit was closed or didn't work in the reference period, the last pay period nearest to the reference period was taken.

### **1.7 Period of Study**

The field work was launched in the last week of November 2007 and completed in the 1<sup>st</sup> week of February, 2008

### **1.8 Questionnaire**

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 sex 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 in this schedule.



**Schedule II: Worker Schedule**

In this schedule, information was collected from the selected workers on the actual wages received, 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 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 was collected from the Labour Inspectors of the concerned areas.

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

| Sl. No. | District      | Total no. of units in the frame | % of units to total | Total no. of workers | % of workers to total |
|---------|---------------|---------------------------------|---------------------|----------------------|-----------------------|
| 1       | 2             | 3                               | 4                   | 5                    | 6                     |
| 1       | Mandya        | 172                             | 20.3                | 1379                 | 14.6                  |
| 2       | Chikkmagalore | 111                             | 13.1                | 3330                 | 35.2                  |
| 3       | Dharwad       | 106                             | 12.5                | 491                  | 5.2                   |
| 4       | Bangalore     | 79                              | 9.3                 | 860                  | 9.1                   |
| 5       | Kollar        | 59                              | 7.0                 | 521                  | 5.5                   |
| 6       | Bellary       | 41                              | 4.8                 | 165                  | 1.7                   |
| 7       | Karwar        | 40                              | 4.7                 | 178                  | 1.9                   |
| 8       | Hassan        | 37                              | 4.4                 | 341                  | 3.6                   |
| 9       | Bagalkote     | 33                              | 3.9                 | 882                  | 9.3                   |
| 10      | Bidar         | 28                              | 3.3                 | 142                  | 1.5                   |
| 11      | Chitradurga   | 27                              | 3.2                 | 142                  | 1.5                   |
| 12      | Haveri        | 23                              | 2.7                 | 65                   | 0.7                   |
| 13      | Belgaum       | 19                              | 2.2                 | 260                  | 2.7                   |
| 14      | Bijapur       | 16                              | 1.9                 | 104                  | 1.1                   |
| 15      | Gadag         | 16                              | 1.9                 | 65                   | 0.7                   |
| 16      | Mangalore     | 14                              | 1.7                 | 142                  | 1.5                   |
| 17      | Davangere     | 14                              | 1.7                 | 135                  | 1.4                   |
| 18      | Koppal        | 7                               | 0.8                 | 110                  | 1.2                   |
| 19      | Gulberga      | 3                               | 0.4                 | 58                   | 0.6                   |
| 20      | Tumkur        | 1                               | 0.1                 | 20                   | 0.2                   |
| 21      | Udapi         | 1                               | 0.1                 | 30                   | 0.3                   |
| 22      | Shimoga       | 1                               | 0.1                 | 50                   | 0.5                   |
| Total   |               | 848                             | 100.0               | 9470                 | 100.0                 |

**Table 1.2: District Wise total number of units and sample size selected**

| Sl. No. | District      | Total no. of units in the frame | Sample size | % of sampled Units |
|---------|---------------|---------------------------------|-------------|--------------------|
| 1       | 2             | 3                               | 4           | 5                  |
| 1       | Mandya        | 172                             | 28          | 16.3               |
| 2       | Chikkmagalore | 111                             | 19          | 17.1               |
| 3       | Dharwad       | 106                             | 18          | 17.0               |
| 4       | Bangalore     | 79                              | 12          | 15.2               |
| 5       | Kollar        | 59                              | 9           | 15.3               |
| 6       | Bellary       | 41                              | 6           | 14.6               |
| 7       | Karwar        | 40                              | 6           | 15.0               |
| 8       | Hassan        | 37                              | 6           | 16.2               |
| 9       | Bagalkote     | 33                              | 5           | 15.2               |
| 10      | Bidar         | 28                              | 4           | 14.3               |
| 11      | Chitradurga   | 27                              | 4           | 14.8               |
| 12      | Haveri        | 23                              | 4           | 17.4               |
| 13      | Belgaum       | 19                              | 3           | 15.8               |
| 14      | Bijapur       | 16                              | 3           | 18.8               |
| 15      | Gadag         | 16                              | 3           | 18.8               |
| 16      | Mangalore     | 14                              | 2           | 14.3               |
| 17      | Davangere     | 14                              | 2           | 14.3               |
| 18      | Koppal        | 7                               | -           | -                  |
| 19      | Gulberga      | 3                               | -           | -                  |
| 20      | Tumkur        | 1                               | -           | -                  |
| 21      | Udupi         | 1                               | -           | -                  |
| 22      | Shimoga       | 1                               | -           | -                  |
| Total   |               | 848                             | 134         | 15.8               |

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

| Sl.No. | District      | No. of sample Units | No. of workers employed | Sample workers |         |
|--------|---------------|---------------------|-------------------------|----------------|---------|
|        |               |                     |                         | in absolute    | in %age |
| 1      | 2             | 3                   | 4                       | 5              | 6       |
| 1      | Mandya        | 28                  | 199                     | 65             | 32.7    |
| 2      | Chikkmagalore | 19                  | 159                     | 48             | 30.2    |
| 3      | Dharwad       | 18                  | 71                      | 36             | 50.7    |
| 4      | Bangalore     | 12                  | 229                     | 32             | 14.0    |
| 5      | Kollar        | 9                   | 56                      | 19             | 33.9    |
| 6      | Bellary       | 6                   | 38                      | 12             | 31.6    |
| 7      | Karwar        | 6                   | 20                      | 11             | 55.0    |
| 8      | Hassan        | 6                   | 25                      | 12             | 48.0    |
| 9      | Bagalkote     | 5                   | 114                     | 18             | 15.8    |
| 10     | Bidar         | 4                   | 22                      | 8              | 36.4    |
| 11     | Chitradurga   | 4                   | 16                      | 8              | 50.0    |
| 12     | Haveri        | 4                   | 24                      | 8              | 33.3    |
| 13     | Belgaum       | 3                   | 31                      | 9              | 29.0    |
| 14     | Bijapur       | 3                   | 8                       | 6              | 75.0    |
| 15     | Gadag         | 3                   | 9                       | 6              | 66.7    |
| 16     | Mangalore     | 2                   | 21                      | 6              | 28.6    |
| 17     | Davangere     | 2                   | 7                       | 4              | 57.1    |
| Total  |               | 134                 | 1049                    | 308            | 29.4    |

## **CHAPTER-II**

### **CHARACTERISTICS OF UNITS SURVEYED**

#### **2.1 Introduction**

Karnataka has a glorious heritage in the field of mines and minerals. The State is geologically so endowed that it has become a veritable repository of minerals. It is a leading producer of building material. The stone breaking and stone crushing industry is in unorganised sector of industries and is some times defined as the sector not covered under any legislation. In this sense, the work force in the stone breaking and stone crushing industry is derived as a residual after deducting the registered labour force from the total labour force. However, the Stone Breaking and Stone Crushing industry is playing an important role in the economic and industrial development, not only in the Karnataka State but also in the national development.

During the “Evaluation study on the implementation of the Minimum Wages Act 1948 in the Stone Breaking and Stone Crushing industry in Karnataka state, the sample units were spread over 17 districts. Out of the 134 sample units, 50 units were found engaging themselves in Stone Breaking and 84 units in Stone Crushing process.

#### **2.2 Establishment of sample units.**

Out of the total 134 sample units, majority of the units (60%) did not report their year of establishment. However, moderate number of units (32%) reported their establishment after the year 2000. A marginal number of units (5%) reported their establishment between

the years 1996-2000 and only 3% of units reported their establishment prior to 1996 (Table 2.1).

## **BOX-II**

| <b>General Characteristics</b>                              |         |
|-------------------------------------------------------------|---------|
| ➤ Units Established after the year 2000                     | : 32.1% |
| ➤ Privately Owned Units                                     | : 99.3% |
| ➤ Stone Breaking Units                                      | : 37.3% |
| ➤ Stone Crushing Units                                      | : 62.7% |
| ➤ Percentage of units employing migrant labour              | : 14.2% |
| ➤ %age of workers employed in agriculture before migration  | : 33.3% |
| ➤ Reasons for Migration as Motivation by friends, relatives | : 42.4% |
| ➤ Reasons for Migration as Lower wages                      | : 27.3% |
| ➤ Reasons for Migration as Non availability of work         | : 24.2% |

### **2.3 Ownership of sample units**

Out of total 134 units Surveyed, 133 units were found privately owned whereas only one unit in Bangalore was in the cooperative sector.

### **2.4 Activities of the sample units**

Of the total 134 units surveyed, 84 units (63%) were engaged in Stone Crushing activity and the remaining 50 units (37%) were engaged in Stone Breaking activity. District wise distribution of

sample units engaged in Stone Breaking and Stone Crushing activities is shown in Table 2.2.

## **2.5 Units employing migrated workers.**

Out of 134 sample units, only 19 units (14%) reported employment of labourers from others states, of which 17 units (89%) reported that they are providing higher wages than the prescribed minimum wages to the migrant labour. The details of units employing migrant workers is presented in Table 2.3.

As shown in Table 2.4, out of total 308 sample workers, only 33 workers (11%) reported migration from other states and 11 of these workers (33%) reported agriculture as occupation before their migration to Karnataka state. A substantial percentage of migrant workers (43%) reported the reason of migration as motivation by friends and relatives followed by 27 percent reporting low wages and 24 percent reporting non availability of work as the reason.

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

| Sl.No. | District      | No. of Sample units | % number of units established during |         |           |            |              |
|--------|---------------|---------------------|--------------------------------------|---------|-----------|------------|--------------|
|        |               |                     | 1986-90                              | 1991-95 | 1996-2000 | After 2000 | Not Reported |
| 1      | 2             | 3                   | 4                                    | 5       | 6         | 7          | 8            |
| 1      | Mandya        | 28                  |                                      |         | 3.6       | 32.1       | 64.3         |
| 2      | Chikkmagalore | 19                  | 5.3                                  |         |           | 15.8       | 78.9         |
| 3      | Dharwad       | 18                  |                                      |         |           | 33.3       | 66.7         |
| 4      | Bangalore     | 12                  |                                      |         | 8.3       | 33.3       | 58.3         |
| 5      | Kollar        | 9                   |                                      | 11.1    |           | 33.3       | 55.6         |
| 6      | Bellary       | 6                   |                                      |         |           | 16.7       | 83.3         |
| 7      | Karwar        | 6                   |                                      | 16.7    | 16.7      | 33.3       | 33.3         |
| 8      | Hassan        | 6                   |                                      | 16.7    |           | 66.7       | 16.7         |
| 9      | Bagalkote     | 5                   |                                      |         | 60.0      | 0.0        | 40.0         |
| 10     | Bidar         | 4                   |                                      |         |           |            | 100.0        |
| 11     | Chitradurga   | 4                   |                                      |         |           | 75.0       | 25.0         |
| 12     | Haveri        | 4                   |                                      |         |           | 50.0       | 50.0         |
| 13     | Belgaum       | 3                   |                                      |         |           | 100.0      |              |
| 14     | Bijapur       | 3                   |                                      |         |           | 66.7       | 33.3         |
| 15     | Gadag         | 3                   |                                      |         |           |            | 100.0        |
| 16     | Mangalore     | 2                   |                                      |         |           |            | 100.0        |
| 17     | Davangere     | 2                   |                                      |         |           | 50.0       | 50.0         |
| Total  |               | 134.0               | 0.7                                  | 2.2     | 4.5       | 32.1       | 60.4         |



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

| Sl.No. | District      | No. of sample units | No. of Units by activity |             |                |             |
|--------|---------------|---------------------|--------------------------|-------------|----------------|-------------|
|        |               |                     | Stone Breaking           |             | Stone Crushing |             |
|        |               |                     | in (absolute )           | in ( % age) | in (absolute ) | in ( % age) |
| 1      | 2             | 3                   | 4                        | 5           | 6              | 7           |
| 1      | Mandya        | 28                  | 15                       | 53.6        | 13             | 46.4        |
| 2      | Chikkmagalore | 19                  | 15                       | 78.9        | 4              | 21.1        |
| 3      | Dharwad       | 18                  |                          |             | 18             | 100.0       |
| 4      | Bangalore     | 12                  | 9                        | 75.0        | 3              | 25.0        |
| 5      | Kollar        | 9                   |                          |             | 9              | 100.0       |
| 6      | Bellary       | 6                   |                          |             | 6              | 100.0       |
| 7      | Karwar        | 6                   |                          |             | 6              | 100.0       |
| 8      | Hassan        | 6                   |                          |             | 6              | 100.0       |
| 9      | Bagalkote     | 5                   | 3                        | 60.0        | 2              | 40.0        |
| 10     | Bidar         | 4                   |                          |             | 4              | 100.0       |
| 11     | Chitradurga   | 4                   | 2                        | 50.0        | 2              | 50.0        |
| 12     | Haveri        | 4                   |                          |             | 4              | 100.0       |
| 13     | Belgaum       | 3                   | 2                        | 66.7        | 1              | 33.3        |
| 14     | Bijapur       | 3                   |                          |             | 3              | 100.0       |
| 15     | Gadag         | 3                   | 3                        | 100.0       |                |             |
| 16     | Mangalore     | 2                   | 1                        | 50.0        | 1              | 50.0        |
| 17     | Davangere     | 2                   |                          |             | 2              | 100.0       |
| Total  |               | 134                 | 50                       | 37.3        | 84             | 62.7        |

**Table 2.3: Distribution of sample units employing migrant labour**

| Sl. No. | District      | No. of sample units | No. of units employing migrant labour |           | No. of units giving wages above than minimum wages to migrant labour |           |
|---------|---------------|---------------------|---------------------------------------|-----------|----------------------------------------------------------------------|-----------|
|         |               |                     | in absolute                           | in (%age) | in absolute                                                          | in (%age) |
| 1       | 2             | 3                   | 4                                     | 5         | 6                                                                    | 7         |
| 1       | Mandya        | 28                  | 7                                     | 25.0      | 6                                                                    | 85.7      |
| 2       | Chikkmagalore | 19                  | 1                                     | 5.3       | 1                                                                    | 100.0     |
| 3       | Dharwad       | 18                  |                                       |           |                                                                      |           |
| 4       | Bangalore     | 12                  | 4                                     | 33.3      | 4                                                                    | 100.0     |
| 5       | Kollar        | 9                   | 4                                     | 44.4      | 4                                                                    | 100.0     |
| 6       | Bellary       | 6                   | 1                                     | 16.7      |                                                                      |           |
| 7       | Karwar        | 6                   |                                       |           |                                                                      |           |
| 8       | Hassan        | 6                   |                                       |           |                                                                      |           |
| 9       | Bagalkote     | 5                   |                                       |           |                                                                      |           |
| 10      | Bidar         | 4                   | 1                                     | 25.0      | 1                                                                    | 100.0     |
| 11      | Chitradurga   | 4                   |                                       |           |                                                                      |           |
| 12      | Haveri        | 4                   |                                       |           |                                                                      |           |
| 13      | Belgaum       | 3                   |                                       |           |                                                                      |           |
| 14      | Bijapur       | 3                   |                                       |           |                                                                      |           |
| 15      | Gadag         | 3                   |                                       |           |                                                                      |           |
| 16      | Mangalore     | 2                   | 1                                     | 50.0      | 1                                                                    | 100.0     |
| 17      | Davangere     | 2                   |                                       |           |                                                                      |           |
| Total   |               | 134                 | 19                                    | 14.2      | 17                                                                   | 89.5      |

**Table 2.4: Percentage distribution of migrant workers by their previous occupation and by reasons of migration**

| Sl. No. | District      | No. of sample workers | No. of migrants in the sample | Occupation before migration in (%) |                 | Reason of migration in (%) |           |                                    |       |
|---------|---------------|-----------------------|-------------------------------|------------------------------------|-----------------|----------------------------|-----------|------------------------------------|-------|
|         |               |                       |                               | Agriculture                        | Non-Agriculture | Non availability of work   | Low wages | Motivated by friends and relatives | Other |
| 1       | 2             | 3                     | 4                             | 5                                  | 6               | 7                          | 8         | 9                                  | 10    |
| 1       | Mandya        | 65                    | 13                            | 23.1                               | 76.9            | 23.1                       | 15.4      | 53.8                               | 7.7   |
| 2       | Chikkmagalore | 48                    | 1                             | 100.0                              |                 |                            | 100.0     |                                    |       |
| 3       | Dharwad       | 36                    |                               |                                    |                 |                            |           |                                    |       |
| 4       | Bangalore     | 32                    | 7                             | 42.9                               | 57.1            | 28.6                       | 28.6      | 42.9                               |       |
| 5       | Kollar        | 19                    | 8                             | 12.5                               | 87.5            | 25.0                       | 37.5      | 25.0                               | 12.5  |
| 6       | Bellary       | 12                    | 2                             | 100.0                              |                 | 50.0                       | 50.0      |                                    |       |
| 7       | Karwar        | 11                    |                               |                                    |                 |                            |           |                                    |       |
| 8       | Hassan        | 12                    |                               |                                    |                 |                            |           |                                    |       |
| 9       | Bagalkote     | 18                    |                               |                                    |                 |                            |           |                                    |       |
| 10      | Bidar         | 8                     | 1                             | 100.0                              |                 |                            |           | 100.0                              |       |
| 11      | Chitradurga   | 8                     |                               |                                    |                 |                            |           |                                    |       |
| 12      | Haveri        | 8                     |                               |                                    |                 |                            |           |                                    |       |
| 13      | Belgaum       | 9                     |                               |                                    |                 |                            |           |                                    |       |
| 14      | Bijapur       | 6                     |                               |                                    |                 |                            |           |                                    |       |
| 15      | Gadag         | 6                     |                               |                                    |                 |                            |           |                                    |       |
| 16      | Mangalore     | 6                     | 1                             |                                    | 100.0           |                            |           | 100.0                              |       |
| 17      | Davangere     | 4                     |                               |                                    |                 |                            |           |                                    |       |
| Total   |               | 308                   | 33                            | 33.3                               | 66.7            | 24.2                       | 27.3      | 42.4                               | 6.1   |

## CHAPTER-III

### EMPLOYMENT

#### 3.1 Introduction

The main objective of the evaluation study is to assess the extent of implementation of the Minimum Wages Act 1948 in Stone Breaking and Stone Crushing industry in Karnataka State. However, data on employment has also been collected during the survey. For this purpose, sample units have been distributed among three different employment size classes of workers namely, 1-9 workers, 10-19 workers and 20 & above workers. As the minimum wages are fixed on the basis of skill, the workers in the sample units are classified in three skill categories i.e. Skilled, Semi-skilled and Unskilled. No highly skilled worker is found employed in the units surveyed.

#### BOX-III

| <b>Employment Characteristics of Sample Units</b> |         |
|---------------------------------------------------|---------|
| ➤ Units having employment size of 1-9 workers     | : 84.3% |
| ➤ Units having employment size of 10-19 workers   | : 9.7%  |
| ➤ Manual Workers employed in the unit             | : 89.1% |
| ➤ Directly Employed Manual Workers                | : 99.0% |
| ➤ Time Rated Directly Employed Manual Workers     | : 85.0% |
| ➤ Units Employing Women workers                   | : 27.6% |
| ➤ Skilled Manual workers                          | : 32.2% |
| ➤ Semi- skilled Manual workers                    | : 16.3% |
| ➤ Un-skilled Manual workers                       | : 51.5% |

### **3.2 Sample Units by Employment Size**

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 survey results reveal that of the 134 sample units, 84.3 per cent units are found in the employment size class of 1-9 workers, 9.7 per cent units are in 10-19 workers size class and remaining 6 percent units in the employment size class of 20 and above workers. District-wise distribution of sample units in the stated employment size classes is shown in Table 3.1.

### **3.3 Characteristics of working force in sample units**

Table 3.2 presents the distribution of workers employed in the sample units by the type of work performed by them i.e. manual & non-manual. It may be observed that of the total 1049 workers found working in 134 sample units, 935 workers (89.1%) were engaged in manual jobs and 114 workers (10.9%) were in non-manual jobs. The survey results further reveal that of the total 935 manual workers 925 (98.9%) were directly employed and only in mandya district 10 workers were found employed through contractors.

### **3.4 Sex wise distribution of manual workers**

Table 3.3 presents the gender distribution of manual workers, which reveals that of the total 925 directly employed manual workers, 89 per cent were male and only 11 per cent were female. While seen by system of Payment, it is observed that 85 per cent workers are time rated and 15 per cent piece rated. Among 825 male workers, 85 per cent are time rated and 15 per cent piece rated, whereas of the total 100 female workers, 80 per cent are time rated and 20 percent piece

rated. In nut-shell, majority of manual workers are male, employed directly and paid on time-rate basis.

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

Table 3.4, which presents district wise distribution of sample units employing women workers, reveals that of the 134 sample units, only 37 units reported employing women workers, in which 100 women workers found employed in ten districts of Karnataka viz. Mandya, Chikkmaglore, Dharwad, Bangalore, Kollar, Bellary, Bagalkote, Bidar, Haveri and Mangalore.

### **3.6 Skill wise distribution of manual workers**

Table 3.5 presents the distribution of time rated directly employed manual workers by gender and skill, which depicts that of the 785 time rated workers, 32 per cent are skilled, 16 per cent semi-skilled and 52 per cent unskilled. No woman worker is employed in the skilled occupations. Only 3 women workers are found employed in semi skilled jobs in Bangalore district and remaining women workers are unskilled.

The piece rated workers, are reported from Mandya, Chikkmagalore, Dharwad, Bangalore and Havari districts and 95 percent of these are employed in unskilled occupations, 4 per cent in skilled and only 1 per cent in semi - skilled ones. District wise distribution of directly employed piece rated manual workers by sex and skill is presented in Table 3.6.

Occupation and district wise distribution of directly employed skilled, semiskilled and unskilled time rated manual workers are presented in Table 3.7 and 3.8, and distribution of piece rated manual workers in Table 3.9. Surveys results show that in the

skilled category, only male workers are employed in the entire 134 sample units. Among the total 253 skilled workers, 46 per cent are 'Stone Crusher Operator' followed by Driver (30%), Welder (13%), Mistry (5%), Electrician and Supervisor (3% each). In the semi-skilled category, 98% workers are male Helpers. However, in case of 404 unskilled workers, 81 per cent are male and 19 per cent are female mazdoors.

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

| Sl. No. | District      | No. of Sample units | Employment size class of sample units |               |                  |               |                     |               |
|---------|---------------|---------------------|---------------------------------------|---------------|------------------|---------------|---------------------|---------------|
|         |               |                     | 1-9 workers                           |               | 10-19 workers    |               | 20 and more workers |               |
|         |               |                     | (absolute)<br>in                      | (% age)<br>in | (absolute)<br>in | (% age)<br>in | (absolute)<br>in    | (% age)<br>in |
| 1       | 2             | 3                   | 4                                     | 5             | 6                | 7             | 8                   | 9             |
| 1       | Mandya        | 28                  | 23                                    | 82.1          | 4                | 14.3          | 1                   | 3.6           |
| 2       | Chikkmagalore | 19                  | 13                                    | 68.4          | 4                | 21.1          | 2                   | 10.5          |
| 3       | Dharwad       | 18                  | 17                                    | 94.4          | 1                | 5.6           |                     |               |
| 4       | Bangalore     | 12                  | 9                                     | 75.0          | 1                | 8.3           | 2                   | 16.7          |
| 5       | Kollar        | 9                   | 8                                     | 88.9          | 1                | 11.1          |                     |               |
| 6       | Bellary       | 6                   | 6                                     | 100.0         |                  |               |                     |               |
| 7       | Karwar        | 6                   | 6                                     | 100.0         |                  |               |                     |               |
| 8       | Hassan        | 6                   | 6                                     | 100.0         |                  |               |                     |               |
| 9       | Bagalkote     | 5                   | 2                                     | 40.0          | 1                | 20.0          | 2                   | 40.0          |
| 10      | Bidar         | 4                   | 4                                     | 100.0         |                  |               |                     |               |
| 11      | Chitradurga   | 4                   | 4                                     | 100.0         |                  |               |                     |               |
| 12      | Haveri        | 4                   | 4                                     | 100.0         |                  |               |                     |               |
| 13      | Belgaum       | 3                   | 2                                     | 66.7          |                  |               | 1                   | 33.3          |
| 14      | Bijapur       | 3                   | 3                                     | 100.0         |                  |               |                     |               |
| 15      | Gadag         | 3                   | 3                                     | 100.0         |                  |               |                     |               |
| 16      | Mangalore     | 2                   | 1                                     | 50.0          | 1                | 50.0          |                     |               |
| 17      | Davangere     | 2                   | 2                                     | 100.0         |                  |               |                     |               |
| Total   |               | 134                 | 113                                   | 84.3          | 13               | 9.7           | 8                   | 6.0           |



**Table 3.2: Percentage distribution of workers by Manual and Non- Manual status**

| Sl. No. | District      | No. of sample units | Total worker | Number of workers |            |               |            | Number of Manual Workers |                             |
|---------|---------------|---------------------|--------------|-------------------|------------|---------------|------------|--------------------------|-----------------------------|
|         |               |                     |              | Manual            |            | Non-manual    |            | Directly employed        | Employed through contractor |
|         |               |                     |              | in (absolute)     | in (% age) | in (absolute) | in (% age) |                          |                             |
| 1       | 2             | 3                   | 4            | 5                 | 6          | 7             | 8          | 10                       | 11                          |
| 1       | Mandya        | 28                  | 199          | 175               | 87.9       | 24            | 12.1       | 165                      | 10                          |
| 2       | Chikkmagalore | 19                  | 159          | 151               | 95.0       | 8             | 5.0        | 151                      |                             |
| 3       | Dharwad       | 18                  | 71           | 70                | 98.6       | 1             | 1.4        | 70                       |                             |
| 4       | Bangalore     | 12                  | 229          | 194               | 84.7       | 35            | 15.3       | 194                      |                             |
| 5       | Kollar        | 9                   | 56           | 46                | 82.1       | 10            | 17.9       | 46                       |                             |
| 6       | Bellary       | 6                   | 38           | 32                | 84.2       | 6             | 15.8       | 32                       |                             |
| 7       | Karwar        | 6                   | 20           | 18                | 90.0       | 2             | 10.0       | 18                       |                             |
| 8       | Hassan        | 6                   | 25           | 21                | 84.0       | 4             | 16.0       | 21                       |                             |
| 9       | Bagalkote     | 5                   | 114          | 100               | 87.7       | 14            | 12.3       | 100                      |                             |
| 10      | Bidar         | 4                   | 22           | 19                | 86.4       | 3             | 13.6       | 19                       |                             |
| 11      | Chitradurga   | 4                   | 16           | 16                | 100.0      |               | 0.0        | 16                       |                             |
| 12      | Haveri        | 4                   | 24           | 22                | 91.7       | 2             | 8.3        | 22                       |                             |
| 13      | Belgaum       | 3                   | 31           | 30                | 96.8       | 1             | 3.2        | 30                       |                             |
| 14      | Bijapur       | 3                   | 8            | 8                 | 100.0      |               | 0.0        | 8                        |                             |
| 15      | Gadag         | 3                   | 9            | 9                 | 100.0      |               | 0.0        | 9                        |                             |
| 16      | Mangalore     | 2                   | 21           | 19                | 90.5       | 2             | 9.5        | 19                       |                             |
| 17      | Davangere     | 2                   | 7            | 5                 | 71.4       | 2             | 28.6       | 5                        |                             |
| Total   |               | 134                 | 1049         | 935               | 89.1       | 114           | 10.9       | 925                      | 10                          |

**Table 3.3: Sex-wise Percentage distribution of directly employed time rated and piece rated manual workers**

| Sl. No. | District      | No. of Sample units | No. of directly employed manual workers |     |           |      | No. of time rated workers |    |           |       | No. of piece rated workers |    |           |      |
|---------|---------------|---------------------|-----------------------------------------|-----|-----------|------|---------------------------|----|-----------|-------|----------------------------|----|-----------|------|
|         |               |                     | M                                       | F   | M         | F    | M                         | F  | M         | F     | M                          | F  | M         | F    |
|         |               |                     | in absolute                             |     | in (%age) |      | in absolute               |    | in (%age) |       | in absolute                |    | in (%age) |      |
| 1       | 2             | 3                   | 4                                       | 5   | 6         | 7    | 8                         | 9  | 10        | 11    | 12                         | 13 | 14        | 15   |
| 1       | Mandya        | 28                  | 143                                     | 22  | 86.7      | 13.3 | 123                       | 16 | 86.0      | 72.7  | 20                         | 6  | 14.0      | 27.3 |
| 2       | Chikkmagalore | 19                  | 120                                     | 31  | 79.5      | 20.5 | 47                        | 19 | 39.2      | 61.3  | 73                         | 12 | 60.8      | 38.7 |
| 3       | Dharwad       | 18                  | 51                                      | 19  | 72.9      | 27.1 | 47                        | 17 | 92.2      | 89.5  | 4                          | 2  | 7.8       | 10.5 |
| 4       | Bangalore     | 12                  | 186                                     | 8   | 95.9      | 4.1  | 164                       | 8  | 88.2      | 100.0 | 22                         |    | 11.8      |      |
| 5       | Kollar        | 9                   | 45                                      | 1   | 97.8      | 2.2  | 45                        | 1  | 100.0     | 100.0 |                            |    |           |      |
| 6       | Bellary       | 6                   | 28                                      | 4   | 87.5      | 12.5 | 28                        | 4  | 100.0     | 100.0 |                            |    |           |      |
| 7       | Karwar        | 6                   | 18                                      |     | 100.0     |      | 18                        |    | 100.0     |       |                            |    |           |      |
| 8       | Hassan        | 6                   | 21                                      |     | 100.0     |      | 21                        |    | 100.0     |       |                            |    |           |      |
| 9       | Bagalkote     | 5                   | 96                                      | 4   | 96.0      | 4.0  | 96                        | 4  | 100.0     | 100.0 |                            |    |           |      |
| 10      | Bidar         | 4                   | 13                                      | 6   | 68.4      | 31.6 | 13                        | 6  | 100.0     | 100.0 |                            |    |           |      |
| 11      | Chitradurga   | 4                   | 16                                      |     | 100.0     |      | 16                        |    | 100.0     |       |                            |    |           |      |
| 12      | Haveri        | 4                   | 18                                      | 4   | 81.8      | 18.2 | 17                        | 4  | 94.4      | 100.0 | 1                          |    | 5.6       |      |
| 13      | Belgaum       | 3                   | 30                                      |     | 100.0     |      | 30                        |    | 100.0     |       |                            |    |           |      |
| 14      | Bijapur       | 3                   | 8                                       |     | 100.0     |      | 8                         |    | 100.0     |       |                            |    |           |      |
| 15      | Gadag         | 3                   | 9                                       |     | 100.0     |      | 9                         |    | 100.0     |       |                            |    |           |      |
| 16      | Mangalore     | 2                   | 18                                      | 1   | 94.7      | 5.3  | 18                        | 1  | 100.0     | 100.0 |                            |    |           |      |
| 17      | Davangere     | 2                   | 5                                       |     | 100.0     |      | 5                         |    | 100.0     |       |                            |    |           |      |
| Total   |               | 134                 | 825                                     | 100 | 89.2      | 10.8 | 705                       | 80 | 85.5      | 80.0  | 120                        | 20 | 14.5      | 20.0 |

**Table 3.4: District wise distribution of units employing women workers**

| Sl. No. | District      | No. of Sample Units | No. of units employing women |             | No. of women workers employed therein |
|---------|---------------|---------------------|------------------------------|-------------|---------------------------------------|
|         |               |                     | in absolute                  | in (%) age) |                                       |
| 1       | 2             | 3                   | 4                            | 5           | 6                                     |
| 1       | Mandya        | 28                  | 10                           | 35.7        | 22                                    |
| 2       | Chikkmagalore | 19                  | 7                            | 36.8        | 31                                    |
| 3       | Dharwad       | 18                  | 7                            | 38.9        | 19                                    |
| 4       | Bangalore     | 12                  | 3                            | 25.0        | 8                                     |
| 5       | Kollar        | 9                   | 1                            | 11.1        | 1                                     |
| 6       | Bellary       | 6                   | 1                            | 16.7        | 4                                     |
| 7       | Karwar        | 6                   |                              |             |                                       |
| 8       | Hassan        | 6                   |                              |             |                                       |
| 9       | Bagalkote     | 5                   | 2                            | 40.0        | 4                                     |
| 10      | Bidar         | 4                   | 3                            | 75.0        | 6                                     |
| 11      | Chitradurga   | 4                   |                              |             |                                       |
| 12      | Haveri        | 4                   | 2                            | 50.0        | 4                                     |
| 13      | Belgaum       | 3                   |                              |             |                                       |
| 14      | Bijapur       | 3                   |                              |             |                                       |
| 15      | Gadag         | 3                   |                              |             |                                       |
| 16      | Mangalore     | 2                   | 1                            | 50.0        | 1                                     |
| 17      | Davangere     | 2                   |                              |             |                                       |
| Total   |               | 134                 | 37                           | 27.6        | 100                                   |

**Table 3.5: Percentage of Directly Employed Time Rated Manual Workers by Sex and Skill**

| Sl. No. | District     | No. of sample units | No. of manual workers | % age and number of workers by sex and skill category |   |        |   |              |    |        |     |              |    |        |      |
|---------|--------------|---------------------|-----------------------|-------------------------------------------------------|---|--------|---|--------------|----|--------|-----|--------------|----|--------|------|
|         |              |                     |                       | Skilled                                               |   |        |   | Semi-Skilled |    |        |     | Semi-Skilled |    |        |      |
|         |              |                     |                       | M                                                     | F | M      | F | M            | F  | M      | F   | M            | F  | M      | F    |
|         |              |                     |                       | in absolute                                           |   | in (%) |   | in absolute  |    | in (%) |     | in absolute  |    | in (%) |      |
| 1       | 2            | 3                   | 4                     | 5                                                     | 6 | 7      | 8 | 9            | 10 | 11     | 12  | 13           | 14 | 15     | 16   |
| 1       | Mandya       | 28                  | 139                   | 43                                                    |   | 30.9   |   | 29           |    | 20.9   |     | 51           | 16 | 36.7   | 11.5 |
| 2       | Chikmagalore | 19                  | 66                    | 15                                                    |   | 22.7   |   | 1            |    | 1.5    |     | 31           | 19 | 47.0   | 28.8 |
| 3       | Dharwad      | 18                  | 64                    | 17                                                    |   | 26.6   |   | 7            |    | 10.9   |     | 23           | 17 | 35.9   | 26.6 |
| 4       | Bangalore    | 12                  | 172                   | 36                                                    |   | 20.9   |   | 25           | 3  | 14.5   | 1.7 | 103          | 5  | 59.9   | 2.9  |
| 5       | Kollar       | 9                   | 46                    | 25                                                    |   | 54.3   |   | 6            |    | 13.0   |     | 14           | 1  | 30.4   | 2.2  |
| 6       | Bellary      | 6                   | 32                    | 7                                                     |   | 21.9   |   | 2            |    | 6.3    |     | 19           | 4  | 59.4   | 12.5 |
| 7       | Karwar       | 6                   | 18                    | 10                                                    |   | 55.6   |   | 8            |    | 44.4   |     |              |    |        |      |
| 8       | Hassan       | 6                   | 21                    | 7                                                     |   | 33.3   |   | 12           |    | 57.1   |     | 2            |    | 9.5    |      |
| 9       | Bagalkote    | 5                   | 100                   | 51                                                    |   | 51.0   |   | 24           |    | 24.0   |     | 21           | 4  | 21.0   | 4.0  |
| 10      | Bidar        | 4                   | 19                    | 9                                                     |   | 47.4   |   | 2            |    | 10.5   |     | 2            | 6  | 10.5   | 31.6 |
| 11      | Chitradurga  | 4                   | 16                    | 3                                                     |   | 18.8   |   |              |    | 0.0    |     | 13           |    | 81.3   |      |
| 12      | Haveri       | 4                   | 21                    | 9                                                     |   | 42.9   |   | 4            |    | 19.0   |     | 4            | 4  | 19.0   | 19.0 |
| 13      | Belgaum      | 3                   | 30                    | 3                                                     |   | 10.0   |   |              |    | 0.0    |     | 27           |    | 90.0   |      |
| 14      | Bijapur      | 3                   | 8                     | 3                                                     |   | 37.5   |   |              |    | 0.0    |     | 5            |    | 62.5   |      |
| 15      | Gadag        | 3                   | 9                     | 2                                                     |   | 22.2   |   |              |    | 0.0    |     | 7            |    | 77.8   |      |
| 16      | Mangalore    | 2                   | 19                    | 11                                                    |   | 57.9   |   | 2            |    | 10.5   |     | 5            | 1  | 26.3   | 5.3  |
| 17      | Davangere    | 2                   | 5                     | 2                                                     |   | 40.0   |   | 3            |    | 60.0   |     |              |    |        |      |
| Total   |              | 134                 | 785                   | 253                                                   | 0 | 32.2   |   | 125          | 3  | 15.9   | 0.4 | 327          | 77 | 41.7   | 9.8  |

\* Percentage is in brackets

**Table 3.6: Percentage of Directly Employed Piece Rated Manual Workers by Sex and Skill**

| Sl. No. | District      | No. of sample units | No. of manual workers | % age and number of workers by sex and skill category |   |           |   |              |    |           |     |              |    |           |      |
|---------|---------------|---------------------|-----------------------|-------------------------------------------------------|---|-----------|---|--------------|----|-----------|-----|--------------|----|-----------|------|
|         |               |                     |                       | Skilled                                               |   |           |   | Semi-Skilled |    |           |     | Semi-Skilled |    |           |      |
|         |               |                     |                       | M                                                     | F | M         | F | M            | F  | M         | F   | M            | F  | M         | F    |
|         |               |                     |                       | in absolute                                           |   | in (%age) |   | in absolute  |    | in (%age) |     | in absolute  |    | in (%age) |      |
| 1       | 2             | 3                   | 4                     | 5                                                     | 6 | 7         | 8 | 9            | 10 | 11        | 12  | 13           | 14 | 15        | 16   |
| 1       | Mandya        | 28                  | 26                    | 1                                                     |   | 3.8       |   |              |    | 0.0       |     | 19           | 6  | 73.1      | 23.1 |
| 2       | Chikkmagalore | 19                  | 85                    | 1                                                     |   | 1.2       |   |              |    | 0.0       |     | 72           | 12 | 84.7      | 14.1 |
| 3       | Dharwad       | 18                  | 6                     |                                                       |   |           |   | 1            |    | 16.7      |     | 3            | 2  | 50.0      | 33.3 |
| 4       | Bangalore     | 12                  | 22                    | 4                                                     |   | 18.2      |   | 1            |    | 4.5       | 0.0 | 17           |    | 77.3      | 0.0  |
| 5       | Kollar        | 9                   |                       |                                                       |   |           |   |              |    |           |     |              |    |           |      |
| 6       | Bellary       | 6                   |                       |                                                       |   |           |   |              |    |           |     |              |    |           |      |
| 7       | Karwar        | 6                   |                       |                                                       |   |           |   |              |    |           |     |              |    |           |      |
| 8       | Hassan        | 6                   |                       |                                                       |   |           |   |              |    |           |     |              |    |           |      |
| 9       | Bagalkote     | 5                   |                       |                                                       |   |           |   |              |    |           |     |              |    |           |      |
| 10      | Bidar         | 4                   |                       |                                                       |   |           |   |              |    |           |     |              |    |           |      |
| 11      | Chitradurga   | 4                   |                       |                                                       |   |           |   |              |    |           |     |              |    |           |      |
| 12      | Haveri        | 4                   | 1                     |                                                       |   |           |   |              |    |           |     | 1            |    | 100       |      |
| 13      | Belgaum       | 3                   |                       |                                                       |   |           |   |              |    |           |     |              |    |           |      |
| 14      | Bijapur       | 3                   |                       |                                                       |   |           |   |              |    |           |     |              |    |           |      |
| 15      | Gadag         | 3                   |                       |                                                       |   |           |   |              |    |           |     |              |    |           |      |
| 16      | Mangalore     | 2                   |                       |                                                       |   |           |   |              |    |           |     |              |    |           |      |
| 17      | Davangere     | 2                   |                       |                                                       |   |           |   |              |    |           |     |              |    |           |      |
| Total   |               | 134                 | 140                   | 6                                                     | 0 | 4.3       |   | 2            | 0  | 1.4       |     | 112          | 20 | 80.0      | 14.3 |

**Table 3.7: Occupation wise distribution of directly employed, skilled, time rated, manual workers (age)**

| Sl. No. | District      | No. of Sample units | No. of Workers | Operator | Mistry | Welder | Driver | Electrician | Supervisor |
|---------|---------------|---------------------|----------------|----------|--------|--------|--------|-------------|------------|
| 1       | 2             | 3                   | 4              | 5        | 6      | 7      | 8      | 9           | 10         |
| 1       | Mandya        | 28                  | 43             | 27.9     | 4.7    | 4.7    | 55.8   | 7.0         |            |
| 2       | Chikkmagalore | 19                  | 15             | 20.0     |        |        | 80.0   |             |            |
| 3       | Dharwad       | 18                  | 17             | 76.5     | 17.6   |        | 5.9    |             |            |
| 4       | Bangalore     | 12                  | 36             | 58.3     | 19.4   | 11.1   |        | 11.1        |            |
| 5       | Kollar        | 9                   | 25             | 52.0     |        |        | 48.0   |             |            |
| 6       | Bellary       | 6                   | 7              | 71.4     |        |        | 28.6   |             |            |
| 7       | Karwar        | 6                   | 10             | 70.0     |        |        | 20.0   |             | 10.0       |
| 8       | Hassan        | 6                   | 7              | 85.7     |        |        | 14.3   |             |            |
| 9       | Bagalkote     | 5                   | 51             | 25.5     | 3.9    | 45.1   | 13.7   |             | 11.8       |
| 10      | Bidar         | 4                   | 9              | 55.6     |        |        | 44.4   |             |            |
| 11      | Chitradurga   | 4                   | 3              | 66.7     |        |        | 33.3   |             |            |
| 12      | Haveri        | 4                   | 9              | 55.6     |        | 11.1   | 33.3   |             |            |
| 13      | Belgaum       | 3                   | 3              | 100.0    |        |        |        |             |            |
| 14      | Bijapur       | 3                   | 3              | 100.0    |        |        |        |             |            |
| 15      | Gadag         | 3                   | 2              | 100.0    |        |        |        |             |            |
| 16      | Mangalore     | 2                   | 11             | 18.2     |        | 18.2   | 63.6   |             |            |
| 17      | Davangere     | 2                   | 2              | 100.0    |        |        |        |             |            |
| Total   |               | 134                 | 253            | 46.2     | 5.5    | 12.6   | 30.0   | 2.8         | 2.8        |

**Table 3.8: Occupation wise distribution of directly employed, semi skilled and Un skilled time rated manual workers (% age)**

| Sl. No. | District      | No. of Sample units | No. of Workers | Helper (Semi-Skilled) |        | Mazdoor (Un-skilled) |        |
|---------|---------------|---------------------|----------------|-----------------------|--------|----------------------|--------|
|         |               |                     |                | Male                  | Female | Male                 | Female |
| 1       | 2             | 3                   | 4              | 5                     | 6      | 7                    | 8      |
| 1       | Mandya        | 28                  | 96             | 22.7                  |        | 12.6                 | 4.0    |
| 2       | Chikkmagalore | 19                  | 51             | 0.8                   |        | 7.7                  | 4.7    |
| 3       | Dharwad       | 18                  | 47             | 5.5                   |        | 5.7                  | 4.2    |
| 4       | Bangalore     | 12                  | 136            | 19.5                  | 2.3    | 25.5                 | 1.2    |
| 5       | Kollar        | 9                   | 21             | 4.7                   |        | 3.5                  | 0.2    |
| 6       | Bellary       | 6                   | 25             | 1.6                   |        | 4.7                  | 1.0    |
| 7       | Karwar        | 6                   | 8              | 6.3                   |        |                      |        |
| 8       | Hassan        | 6                   | 14             | 9.4                   |        | 0.5                  |        |
| 9       | Bagalkote     | 5                   | 49             | 18.8                  |        | 5.2                  | 1.0    |
| 10      | Bidar         | 4                   | 10             | 1.6                   |        | 0.5                  | 1.5    |
| 11      | Chitradurga   | 4                   | 13             |                       |        | 3.2                  |        |
| 12      | Haveri        | 4                   | 12             | 3.1                   |        | 1.0                  | 1.0    |
| 13      | Belgaum       | 3                   | 27             |                       |        | 6.7                  |        |
| 14      | Bijapur       | 3                   | 5              |                       |        | 1.2                  |        |
| 15      | Gadag         | 3                   | 7              |                       |        | 1.7                  |        |
| 16      | Mangalore     | 2                   | 8              | 1.6                   |        | 1.2                  | 0.2    |
| 17      | Davangere     | 2                   | 3              | 2.3                   |        |                      |        |
| Total   |               | 134                 | 532            | 97.7                  | 2.3    | 80.9                 | 19.1   |

**Table 3.9: Occupation wise 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   |    |
|         |               |                    |                                           |                                 | M                                                   | M      | M            | M         | F  |
| 1       | 2             | 3                  | 4                                         | 5                               | 6                                                   | 7      | 8            | 9         | 10 |
| 1       | Mandya        | 28                 | 2                                         | 26                              |                                                     | 1      |              | 19        | 6  |
| 2       | Chikkmagalore | 19                 | 10                                        | 85                              | 1                                                   |        |              | 72        | 12 |
| 3       | Dharwad       | 18                 | 1                                         | 6                               |                                                     |        | 1            | 3         | 2  |
| 4       | Bangalore     | 12                 | 4                                         | 22                              |                                                     | 4      | 1            | 17        |    |
| 5       | Haveri        | 4                  | 1                                         | 1                               |                                                     |        |              | 1         |    |
| Total   |               | 81                 | 18                                        | 140                             | 1                                                   | 5      | 2            | 112       | 20 |

M: Male

F: Female



## **CHAPTER – IV**

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

#### **4.1 Introduction**

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 or as per the terms of contract as the case may be. The Minimum Wages Act, 1948 is a protective as well as beneficial 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. In the Stone Breaking and Stone Crushing employment in Karnataka, 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.

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

The rates of the Minimum Wages in stone breaking and stone crushing industry in the Karnataka state is linked with the Annual Average of Karnataka State Consumer Price Index for Industrial Workers (Base 1987-88=100) with linking factor of 8.5.

Prescribed Rates of Minimum Wages for Stone Breaking and Stone Crushing Industry w.e.f. 1.4.2007 to 31.3.2008 were as follows:

| <b>Skill Category/Occupation</b> | <b>Prescribed rates of Minimum Wages per month *</b> |
|----------------------------------|------------------------------------------------------|
| 1. Unskilled                     | Rs.2408.40                                           |
| 2. Semi Skilled                  | Rs. 2718.40                                          |
| 3. i) Skilled                    | Rs. 2787.40                                          |
| ii) Skilled (Mistry)             | Rs. 2856.40                                          |
| iii) Skilled (Lorry Driver)      | Rs. 2893.40                                          |

*\* Paise to be rounded off either to nearest 50 paise or to a rupee.*

Information on various parameters like mode of payment, wage period, wages, etc. collected during the survey are discussed in the forthcoming paragraphs.

#### **BOX-IV**

| <b>Wages &amp; Earnings</b>                     |              |
|-------------------------------------------------|--------------|
| <b><u>Time Rated Workers</u></b>                |              |
| ➤ Maximum Per day earnings in Skilled jobs      | : Rs. 417.10 |
| ➤ Minimum Per day earnings in Skilled jobs      | : Rs. 93.3   |
| ➤ Maximum Per day earnings in Semi-skilled jobs | : Rs. 323.6  |
| ➤ Minimum Per day earnings in Semi-skilled jobs | : Rs. 80.6   |
| ➤ Maximum Per day earnings in Un-skilled jobs   | : Rs. 214.9  |
| ➤ Minimum Per day earnings in Un-skilled jobs   | : Rs. 50.0   |
| <b><u>Piece Rated Workers</u></b>               |              |
| ➤ Maximum Per day earnings in Skilled jobs      | : Rs. 328.0  |
| ➤ Minimum Per day earnings in Skilled jobs      | : Rs. 150.0  |
| ➤ Maximum Per day earnings in Semi-skilled jobs | : Rs. 135.0  |
| ➤ Minimum Per day earnings in Semi-skilled jobs | : Rs. 125.0  |
| ➤ Maximum Per day earnings in Un-skilled jobs   | : Rs. 260.0  |
| ➤ Minimum Per day earnings in Un-skilled jobs   | : Rs. 35.0   |

### **4.3 Mode of payment and wage period**

Section 3 (2) of the Minimum Wages Act, 1948 empowers the Appropriate Government to fix the minimum rates of wages either on time rated or on piece rated basis.

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

### **4.4 Wages and earnings of manual workers**

4.4.1 Table 4.1 presents occupation and district wise per day earnings of directly employed skilled time rated manual workers. The survey results reveal that among the skilled occupations in which only males were found employed, maximum per day earnings of Rs. 417.1 was in case of Crusher operators and minimum per day earnings of Rs. 93.3 in case of Welder occupation.

4.4.2 Table 4.2 presents occupation wise per day earnings of directly employed semi skilled and unskilled time rated workers in selected districts. It may be observed that in semi skilled category maximum per day earnings of male workers is Rs.323.6 and the minimum Rs.80.6 in Bangalore & Bidar districts respectively. However, the female workers, which are employed only in Bangalore district, earning is in the range of Rs.110.0 to Rs. 120.0 per day. In the unskilled occupation, viz, Mazdoor, Stone-Breaker, Loader/unloader, etc. the maximum of Rs.214.9 and the minimum of Rs.60.0 per day earnings have been observed in case of male workers. Women unskilled workers earned in the range of Rs.50.0 per day and Rs.150.0 per day.

4.4.3 District wise per day wages and earnings of six skilled occupations, namely, Operator, Mistry, Welder, Driver, Electrician and Supervisor are presented in Table 4.3(A), 4.3(B), 4.3(C), 4.3 (D), 4.3 (E) and 4.3(F) respectively. Total earnings of workers is defined as sum of basic wages, dearness allowances, over time payment, value of benefits in kinds and other allowances, if paid. The Table 4.3 (A) reveals that for Crusher Operators, the maximum earnings of Rs.417.1 per day is in Bangalore district whereas the minimum of Rs.97.4 is in Bagalkote districts. In case of Mistry occupation, Rs.327.4 per day earnings as maximum was reported in Bangalore and the minimum Rs. 112.9 per day earnings reported in Dharwad district as shown in Table 4.3(B). For the Welder occupation, the maximum of Rs.373.7 and the minimum of Rs.93.3 per day earnings are reported from Bangalore and Bagalkote district respectively as shown in Table 4.3(C). In case of Drivers, the maximum of Rs.231.0 per day earnings are in Kolar district whereas the minimum of Rs.96.8 per day earnings in Bellary & chikkmagalore districts as is evident from Table 4.3 (D). The Electrician occupation was reported only from Mandya and Bangalore districts. The survey results show that Rs.415.1 per day maximum earnings in the occupation are in Bangalore district and the minimum Rs.150.0 per day in Mandya district as presented in Table 4.3(E). In case of Supervisors, which are found working only in Karwar and Bagalkote districts, a minimum of Rs.102.6 per day earnings are in Bagalkote district and maximum of Rs.198.1 per day earnings in Karwar district as shown in the Table 4.3(F). In case of all the skilled occupations no unit is found paying dearness allowance as a separate component to the workers.

4.4.4 Table 4.4 (A) and 4.4 (B) present occupation and sex wise per day earnings of directly employed semi skilled time rated male and female manual workers respectively. The survey results reveal that in case of semi skilled male Helpers a minimum of Rs.80.6 per day earnings are in Bidar district and a maximum of Rs.323.6 per day in Bangalore district as shown in Table 4.4 (A). Only three female Helpers were reported as employed in Bangalore district who earned a minimum of Rs.110.0 per day and the maximum of Rs.120.0 per day.

4.4.5 Among unskilled occupations, minimum of Rs.60.0 per day earnings are in Bellary district whereas the maximum of Rs.214.9 per day earnings are reported in Bangalore district for male workers as shown in Table 4.5 (A). No over time payment and dearness allowances as a separate component were paid by any of the units covered. Among female unskilled workers, a minimum of Rs.50.0 per day earnings are in Chikkmagalore district whereas the maximum of Rs. 150.0 per day in Mandya & Kollar districts, as shown in table 4.5 (B).

4.4.6 Only 10 Contract workers were found employed, which are in Mandya district. Of these, 7 were Operators, 2 Electricians and 1 Helper. In the Crusher Operator category Rs.209.7 were reported as minimum and Rs.306.5 as maximum per day earnings. Earning of both the Electricians were Rs.290.3 per day. Per day earnings of contract Helper are Rs. 177.40. The details are presented in Table 4.6.

4.4.7 Table 4.7 presents per man day wages and earnings of skilled sample workers, which reveals that minimum of Rs.75.9 per day and maximum of Rs.323.5 per day earnings from all sources were reported from Mandya and Bangalore district respectively. No female sample worker was found working in any skill occupation.

4.4.8 Table 4.8 presents the per man day wages and earnings of semi-skilled sample workers, which shows that minimum per day earnings of male workers are Rs.54.4 (Bagalkote district) whereas as maximum earnings per day are Rs.262.3 (Davangere district) in the State. For the female semi skilled workers, which found employed only in Bangalore district, per day earnings from all sources are Rs.105.8.

Table 4.9 presents per man day wages and earnings of unskilled sample workers. The survey results show that the male unskilled workers earn a minimum of Rs.50.0 per day and a maximum of Rs. 200.0 per day. Female unskilled workers, earn a minimum of Rs.34.8 and a maximum of Rs.150.0 per day. District wise minimum and maximum wages and earnings of unskilled workers are shown in Table 4.10.

#### **4.5 Payment of Lower Wages**

Table 4.10 presents the distribution of sample units paying lower than the Minimum wages fixed by the Appropriate Govt. The survey results reveal that out of the 134 sample units, about 89 percent units are paying more than the prescribed Minimum wages, more than 2 percent are paying minimum wages and the remaining about 9 percent units are paying less than the prescribed minimum wages. Further, 13 percent units reported that easy availability of workers enables them to employ workers on wages below the statutory minimum wages fixed by the Govt.

## BOX-IV (A)

| <b>Weekly off, Hours of work, Rest Interval</b>      |         |
|------------------------------------------------------|---------|
| ➤ Number of units allowing weekly off with wages     | : 20.1% |
| ➤ Number of units allowing weekly off without wages  | : 67.9% |
| ➤ Number of units paying wages lower than prescribed | : 12    |
| ➤ Number of units paying wages lower to women worker | : 10    |
| ➤ Workers reported 8 hours of work                   | : 76.0% |
| ➤ Workers reported less than 8 hours of work         | : 24.0% |
| ➤ Workers reported rest interval b/w half to 1 hour  | : 73.1% |
| ➤ Workers reported rest interval more than 1 hour    | : 26.9% |

### 4.6 Payment of Lower Wages to women workers

Table 4.11 presents the distribution of sample units paying lower wages to women workers vis-a-vis their men counterparts. The survey results reveal that of the 134 sample units, 28 percent units reported employment of women workers. Of the units employing women workers, 73 percent units reported equal wages to men and women workers for similar work. In 27 percent units reasons for paying lower wages to women workers are difference in output (19 percent), difference in skill (3 percent) and ignorance about provisions of Equal Remuneration Act, 1976 (5 percent).

### 4.7 Hours of work, rest interval and weekly off.

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 was collected in respect of hours of work, rest interval and weekly off.

4.7.1 Table 4.12 presents the distribution of sample units by daily hours of work for male and female workers. It may be observed that of the 134 units, 72 percent units reported 8 hours a day for work and 28 percent units reported less than 8 hours of work in a day for male workers. However, for the female workers, of the 37 units which reported the employment of women workers, 51 percent units reported 8 hours hours of work in a day and 49 percent units reported less than 8 hours of work in a day. No unit reportedly takes daily work for more than 8 hours from a worker.

Regarding daily hours of work, the information was also collected from the sample workers. Table 4.13 reveals that of the total 308 sample workers, 234 workers (76%) reported 8 hours as daily hours of work, whereas 74 sample workers (24%) reported less than 8 hours as daily hours of work. No worker has worked for more than 8 hours in a day.

#### **4.7.2 Rest Interval**

Table 4.14 present the distribution of sample units reporting rest interval to the workers. The survey results reveal that out of the 134 sample units 90 units (67%) reported rest interval of '30 minutes to one hour' and 44 units (33%) reported 'more than one hour' of rest interval in case of male workers. All the 37 units,



which are employing women workers reported '30 minutes to one hour' of rest interval for female workers employed by them. Further, of the total 308 sample workers, more than 73% reported rest interval of '30 minutes to one hour' and about 27% reported rest interval of 'more than one hour' as shown in Table 4.14.

#### **4.7.3 Weekly off**

Table 4.15 presents the distribution of sample units allowing weekly off with and without wages. It may be seen that of the total 134 sample units, 91 units (68%) are allowing weekly off to the workers without wages and 27 units (20%) are allowing it with wages, 14 units (10%) with wages to some and without wages to others whereas only one percent units reported weekly off with less wages. Remaining one unit is not allowing weekly off to the workers.

#### **4.8 Overtime**

No sample unit and sample worker reported to have worked on overtime basis.

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**Table 4.1: Occupation wise Per Day Earnings of Directly employed Skilled Time Rated Manual Workers**

| Sl. No. | District      | No. of sample units | No. of skilled workers | Operator |       | Mistry |       | Welder |       | Driver |       | Electrician |       | Supervisor |       |
|---------|---------------|---------------------|------------------------|----------|-------|--------|-------|--------|-------|--------|-------|-------------|-------|------------|-------|
|         |               |                     |                        | 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       | Mandya        | 28                  | 43                     | 140.0    | 290.8 | 116.0  | 241.9 | 114.0  | 240.0 | 116.0  | 192.3 | 150.0       | 253.3 |            |       |
| 2       | Chikkmagalore | 19                  | 15                     | 150.0    | 250.0 |        |       |        |       | 96.8   | 153.9 |             |       |            |       |
| 3       | Dharwad       | 18                  | 17                     | 100.0    | 193.0 | 112.9  | 112.9 |        |       | 155.0  | 155.0 |             |       |            |       |
| 4       | Bangalore     | 12                  | 36                     | 153.9    | 417.1 | 204.7  | 327.4 | 181.6  | 373.7 |        |       | 306.9       | 415.1 |            |       |
| 5       | Kollar        | 9                   | 25                     | 120.0    | 290.3 |        |       |        |       | 193.6  | 231.0 |             |       |            |       |
| 6       | Bellary       | 6                   | 7                      | 100.0    | 173.0 |        |       |        |       | 96.8   | 111.1 |             |       |            |       |
| 7       | Karwar        | 6                   | 10                     | 192.3    | 225.8 |        |       |        |       | 220.2  | 220.2 |             |       | 198.1      | 198.1 |
| 8       | Hassan        | 6                   | 7                      | 145.2    | 180.0 |        |       |        |       | 135.0  | 135.0 |             |       |            |       |
| 9       | Bagalkote     | 5                   | 51                     | 97.4     | 213.8 | 169.2  | 216.0 | 93.3   | 175.3 | 97.4   | 143.9 |             |       | 102.6      | 137.0 |
| 10      | Bidar         | 4                   | 9                      | 100.6    | 202.3 |        |       |        |       | 97.7   | 163.9 |             |       |            |       |
| 11      | Chitradurga   | 4                   | 3                      | 100.0    | 166.7 |        |       |        |       | 150.0  | 150.0 |             |       |            |       |
| 12      | Haveri        | 4                   | 9                      | 115.0    | 150.0 |        |       | 102.0  | 102.0 | 102.0  | 150.0 |             |       |            |       |
| 13      | Belgaum       | 3                   | 3                      | 120.0    | 155.0 |        |       |        |       |        |       |             |       |            |       |
| 14      | Bijapur       | 3                   | 3                      | 120.0    | 125.0 |        |       |        |       |        |       |             |       |            |       |
| 15      | Gadag         | 3                   | 2                      | 133.3    | 200.0 |        |       |        |       |        |       |             |       |            |       |
| 16      | Mangalore     | 2                   | 11                     | 200.0    | 210.0 |        |       | 153.2  | 198.4 | 195.5  | 211.6 |             |       |            |       |
| 17      | Davangere     | 2                   | 2                      | 165.0    | 220.0 |        |       |        |       |        |       |             |       |            |       |
| Total   |               | 134                 | 253                    | 97.4     | 417.1 | 112.9  | 327.4 | 93.3   | 373.7 | 96.8   | 231.0 | 306.9       | 415.1 | 102.6      | 198.1 |

**Table 4.2: Occupation wise Per Day Earnings of Directly employed Semi-Skilled and Un-Skilled Time Rated Manual Workers**

| Sl. No. | District      | No. of sample units | No. of semi & unskilled workers | Helper (Semi Skilled) |       |        |       | Majdoor (Un skilled) |       |        |       |
|---------|---------------|---------------------|---------------------------------|-----------------------|-------|--------|-------|----------------------|-------|--------|-------|
|         |               |                     |                                 | Male                  |       | Female |       | Male                 |       | Female |       |
|         |               |                     |                                 | Min                   | Max   | Min    | Max   | Min                  | Max   | Min    | Max   |
| 1       | 2             | 3                   | 4                               | 5                     | 6     | 7      | 8     | 5                    | 6     | 7      | 8     |
| 1       | Mandya        | 28                  | 96                              | 96.8                  | 173.1 |        |       | 97.0                 | 150.0 | 80.0   | 150.0 |
| 2       | Chikkmagalore | 19                  | 51                              | 150.0                 | 150.0 |        |       | 80.0                 | 150.0 | 50.0   | 100.0 |
| 3       | Dharwad       | 18                  | 47                              | 100.0                 | 130.0 |        |       | 80.0                 | 120.0 | 60.0   | 125.0 |
| 4       | Bangalore     | 12                  | 136                             | 125.0                 | 323.6 | 110.0  | 120.0 | 100.0                | 214.9 | 100.0  | 100.0 |
| 5       | Kollar        | 9                   | 21                              | 129.0                 | 161.3 |        |       | 100.0                | 200.0 | 150.0  | 150.0 |
| 6       | Bellary       | 6                   | 25                              | 100.0                 | 100.0 |        |       | 60.0                 | 120.0 | 80.0   | 80.0  |
| 7       | Karwar        | 6                   | 8                               | 153.8                 | 204.0 |        |       |                      |       |        |       |
| 8       | Hassan        | 6                   | 14                              | 103.2                 | 152.0 |        |       | 162.0                | 162.0 |        |       |
| 9       | Bagalkote     | 5                   | 49                              | 80.8                  | 85.2  |        |       | 72.2                 | 102.6 | 71.0   | 100.0 |
| 10      | Bidar         | 4                   | 10                              | 80.6                  | 149.0 |        |       | 130.0                | 130.0 | 84.2   | 100.0 |
| 11      | Chitradurga   | 4                   | 13                              |                       |       |        |       | 100.0                | 150.0 |        |       |
| 12      | Haveri        | 4                   | 12                              | 102.3                 | 150.0 |        |       | 102.0                | 102.0 | 100.0  | 100.0 |
| 13      | Belgaum       | 3                   | 27                              |                       |       |        |       | 100.0                | 100.0 |        |       |
| 14      | Bijapur       | 3                   | 5                               |                       |       |        |       | 100.0                | 100.0 |        |       |
| 15      | Gadag         | 3                   | 7                               |                       |       |        |       | 100.0                | 100.0 |        |       |
| 16      | Mangalore     | 2                   | 8                               | 135.0                 | 135.0 |        |       | 150.0                | 175.0 | 135.0  | 135.0 |
| 17      | Davangere     | 2                   | 3                               | 140.0                 | 220.0 |        |       |                      |       |        |       |
| Total   |               | 134                 | 532                             | 80.6                  | 323.6 | 110.0  | 120.0 | 60.0                 | 214.9 | 50.0   | 150.0 |

**Table 4.3 (A): Occupation wise Per Day Earnings of Directly employed Skilled Time Rated Manual Workers**

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       | Mandya        | 28                  | 12               | 112.9       | 230.8 |                    |     | 38.5            | 133.3 |                   |      | 25.0                            | 48.4 | 140.0          | 290.8 |
| 2       | Chikkmagalore | 19                  | 3                | 150.0       | 250.0 |                    |     |                 |       |                   |      |                                 |      | 150.0          | 250.0 |
| 3       | Dharwad       | 18                  | 13               | 100.0       | 193.0 |                    |     |                 |       |                   |      | 20.0                            | 30.0 | 100.0          | 193.0 |
| 4       | Bangalore     | 12                  | 21               | 95.4        | 300.0 |                    |     | 66.1            | 171.0 |                   |      | 9.5                             | 24.6 | 153.9          | 417.1 |
| 5       | Kollar        | 9                   | 13               | 120.0       | 290.3 |                    |     | 50.0            | 50.0  |                   |      | 16.1                            | 16.1 | 120.0          | 290.3 |
| 6       | Bellary       | 6                   | 5                | 100.0       | 173.0 |                    |     |                 |       |                   |      |                                 |      | 100.0          | 173.0 |
| 7       | Karwar        | 6                   | 7                | 162.3       | 225.8 |                    |     |                 |       |                   |      | 20.0                            | 31.2 | 192.3          | 225.8 |
| 8       | Hassan        | 6                   | 6                | 145.2       | 180.0 |                    |     |                 |       |                   |      | 10.0                            | 12.0 | 145.2          | 180.0 |
| 9       | Bagalkote     | 5                   | 13               | 97.4        | 213.8 |                    |     |                 |       |                   |      |                                 |      | 97.4           | 213.8 |
| 10      | Bidar         | 4                   | 5                | 80.6        | 161.3 |                    |     | 16.8            | 16.8  | 37.1              | 37.1 | 20.0                            | 30.0 | 100.6          | 202.3 |
| 11      | Chitradurga   | 4                   | 2                | 100.0       | 166.7 |                    |     |                 |       |                   |      |                                 |      | 100.0          | 166.7 |
| 12      | Haveri        | 4                   | 5                | 85.0        | 150.0 |                    |     |                 |       |                   |      | 30.0                            | 40.0 | 115.0          | 150.0 |
| 13      | Belgaum       | 3                   | 3                | 120.0       | 155.0 |                    |     |                 |       |                   |      |                                 |      | 120.0          | 155.0 |
| 14      | Bijapur       | 3                   | 3                | 120.0       | 125.0 |                    |     |                 |       |                   |      |                                 |      | 120.0          | 125.0 |
| 15      | Gadag         | 3                   | 2                | 133.3       | 200.0 |                    |     |                 |       |                   |      |                                 |      | 133.3          | 200.0 |
| 16      | Mangalore     | 2                   | 2                | 161.3       | 210.0 |                    |     | 38.7            | 38.7  |                   |      |                                 |      | 200.0          | 210.0 |
| 17      | Davangere     | 2                   | 2                | 150.0       | 177.4 |                    |     |                 |       | 11.6              | 11.6 | 15.0                            | 31.0 | 165.0          | 220.0 |
| Total   |               | 134                 | 117              | 80.6        | 300.0 | 0.0                | 0.0 | 16.8            | 171.0 | 11.6              | 37.1 | 9.5                             | 48.4 | 97.4           | 417.1 |

**Table 4.3 (B): Occupation wise Per Day Earnings of Directly employed Skilled Time Rated Manual Workers**

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       | Mandya        | 28                  | 2             | 116.0       | 161.3 |                    |     | 60.0            | 60.0  | 36.7              | 36.7 |                                 |      | 116.0          | 241.9 |
| 2       | Chikkmagalore | 19                  |               |             |       |                    |     |                 |       |                   |      |                                 |      |                |       |
| 3       | Dharwad       | 18                  | 3             | 92.9        | 92.9  |                    |     |                 |       |                   |      | 20.0                            | 20.0 | 112.9          | 112.9 |
| 4       | Bangalore     | 12                  | 7             | 121.0       | 192.0 |                    |     | 83.7            | 135.3 |                   |      |                                 |      | 204.7          | 327.4 |
| 5       | Kollar        | 9                   |               |             |       |                    |     |                 |       |                   |      |                                 |      |                |       |
| 6       | Bellary       | 6                   |               |             |       |                    |     |                 |       |                   |      |                                 |      |                |       |
| 7       | Karwar        | 6                   |               |             |       |                    |     |                 |       |                   |      |                                 |      |                |       |
| 8       | Hassan        | 6                   |               |             |       |                    |     |                 |       |                   |      |                                 |      |                |       |
| 9       | Bagalkote     | 5                   | 2             | 169.2       | 216.0 |                    |     |                 |       |                   |      |                                 |      | 169.2          | 216.0 |
| 10      | Bidar         | 4                   |               |             |       |                    |     |                 |       |                   |      |                                 |      |                |       |
| 11      | Chitradurga   | 4                   |               |             |       |                    |     |                 |       |                   |      |                                 |      |                |       |
| 12      | Haveri        | 4                   |               |             |       |                    |     |                 |       |                   |      |                                 |      |                |       |
| 13      | Belgaum       | 3                   |               |             |       |                    |     |                 |       |                   |      |                                 |      |                |       |
| 14      | Bijapur       | 3                   |               |             |       |                    |     |                 |       |                   |      |                                 |      |                |       |
| 15      | Gadag         | 3                   |               |             |       |                    |     |                 |       |                   |      |                                 |      |                |       |
| 16      | Mangalore     | 2                   |               |             |       |                    |     |                 |       |                   |      |                                 |      |                |       |
| 17      | Davangere     | 2                   |               |             |       |                    |     |                 |       |                   |      |                                 |      |                |       |
| Total   |               | 134                 | 14            | 92.9        | 216.0 |                    |     | 60.0            | 135.3 | 36.7              | 36.7 | 20.0                            | 20.0 | 112.9          | 327.4 |

**Table 4.3 (C) Occupation wise Per Day Earnings of Directly employed Skilled Time Rated Manual Workers**

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       | Mandya        | 28                  | 2             | 114.0       | 166.7 |                    |     | 73.3            | 73.3  |                   |     |                                 |      | 114.0          | 240.0 |
| 2       | Chikkmagalore | 19                  |               |             |       |                    |     |                 |       |                   |     |                                 |      |                |       |
| 3       | Dharwad       | 18                  |               |             |       |                    |     |                 |       |                   |     |                                 |      |                |       |
| 4       | Bangalore     | 12                  | 4             | 107.0       | 220.0 |                    |     | 74.5            | 153.1 |                   |     |                                 |      | 181.6          | 373.7 |
| 5       | Kollar        | 9                   |               |             |       |                    |     |                 |       |                   |     |                                 |      |                |       |
| 6       | Bellary       | 6                   |               |             |       |                    |     |                 |       |                   |     |                                 |      |                |       |
| 7       | Karwar        | 6                   |               |             |       |                    |     |                 |       |                   |     |                                 |      |                |       |
| 8       | Hassan        | 6                   |               |             |       |                    |     |                 |       |                   |     |                                 |      |                |       |
| 9       | Bagalkote     | 5                   | 23            | 93.3        | 175.3 |                    |     |                 |       |                   |     |                                 |      | 93.3           | 175.3 |
| 10      | Bidar         | 4                   |               |             |       |                    |     |                 |       |                   |     |                                 |      |                |       |
| 11      | Chitradurga   | 4                   |               |             |       |                    |     |                 |       |                   |     |                                 |      |                |       |
| 12      | Haveri        | 4                   | 1             | 72.0        | 72.0  |                    |     |                 |       |                   |     | 30.0                            | 30.0 | 102.0          | 102.0 |
| 13      | Belgaum       | 3                   |               |             |       |                    |     |                 |       |                   |     |                                 |      |                |       |
| 14      | Bijapur       | 3                   |               |             |       |                    |     |                 |       |                   |     |                                 |      |                |       |
| 15      | Gadag         | 3                   |               |             |       |                    |     |                 |       |                   |     |                                 |      |                |       |
| 16      | Mangalore     | 2                   | 2             | 153.2       | 198.4 |                    |     |                 |       |                   |     |                                 |      | 153.2          | 198.4 |
| 17      | Davangere     | 2                   |               |             |       |                    |     |                 |       |                   |     |                                 |      |                |       |
| Total   |               | 134                 | 32            | 72.0        | 220.0 |                    |     | 73.3            | 153.1 |                   |     | 30.0                            | 30.0 | 93.3           | 373.7 |

**Table 4.3 (E): Occupation wise Per Day Earnings of Directly employed Skilled Time Rated Manual Workers**

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       | Mandya        | 28                  | 3                  | 106.7       | 166.4 |                    |     | 43.3            | 86.7  |                   |     |                                 |     | 150.0          | 253.3 |
| 2       | Chikkmagalore | 19                  |                    |             |       |                    |     |                 |       |                   |     |                                 |     |                |       |
| 3       | Dharwad       | 18                  |                    |             |       |                    |     |                 |       |                   |     |                                 |     |                |       |
| 4       | Bangalore     | 12                  | 4                  | 192.0       | 245.0 |                    |     | 114.9           | 178.9 |                   |     |                                 |     | 306.9          | 415.1 |
| 5       | Kollar        | 9                   |                    |             |       |                    |     |                 |       |                   |     |                                 |     |                |       |
| 6       | Bellary       | 6                   |                    |             |       |                    |     |                 |       |                   |     |                                 |     |                |       |
| 7       | Karwar        | 6                   |                    |             |       |                    |     |                 |       |                   |     |                                 |     |                |       |
| 8       | Hassan        | 6                   |                    |             |       |                    |     |                 |       |                   |     |                                 |     |                |       |
| 9       | Bagalkote     | 5                   |                    |             |       |                    |     |                 |       |                   |     |                                 |     |                |       |
| 10      | Bidar         | 4                   |                    |             |       |                    |     |                 |       |                   |     |                                 |     |                |       |
| 11      | Chitradurga   | 4                   |                    |             |       |                    |     |                 |       |                   |     |                                 |     |                |       |
| 12      | Haveri        | 4                   |                    |             |       |                    |     |                 |       |                   |     |                                 |     |                |       |
| 13      | Belgaum       | 3                   |                    |             |       |                    |     |                 |       |                   |     |                                 |     |                |       |
| 14      | Bijapur       | 3                   |                    |             |       |                    |     |                 |       |                   |     |                                 |     |                |       |
| 15      | Gadag         | 3                   |                    |             |       |                    |     |                 |       |                   |     |                                 |     |                |       |
| 16      | Mangalore     | 2                   |                    |             |       |                    |     |                 |       |                   |     |                                 |     |                |       |
| 17      | Davangere     | 2                   |                    |             |       |                    |     |                 |       |                   |     |                                 |     |                |       |
| Total   |               | 134                 | 7                  | 106.7       | 245.0 |                    |     | 43.3            | 178.9 |                   |     | 0.0                             | 0.0 | 150.0          | 415.1 |

**Table 4.3 (F): Occupation wise Per Day Earnings of Directly employed Skilled Time Rated Manual Workers**

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       | Mandya        | 28                  |                   |             |       |                    |     |                 |     |                   |     |                                 |      |                |       |
| 2       | Chikkmagalore | 19                  |                   |             |       |                    |     |                 |     |                   |     |                                 |      |                |       |
| 3       | Dharwad       | 18                  |                   |             |       |                    |     |                 |     |                   |     |                                 |      |                |       |
| 4       | Bangalore     | 12                  |                   |             |       |                    |     |                 |     |                   |     |                                 |      |                |       |
| 5       | Kollar        | 9                   |                   |             |       |                    |     |                 |     |                   |     |                                 |      |                |       |
| 6       | Bellary       | 6                   |                   |             |       |                    |     |                 |     |                   |     |                                 |      |                |       |
| 7       | Karwar        | 6                   | 1                 | 173.1       | 173.1 |                    |     |                 |     |                   |     | 25.0                            | 25.0 | 198.1          | 198.1 |
| 8       | Hassan        | 6                   |                   |             |       |                    |     |                 |     |                   |     |                                 |      |                |       |
| 9       | Bagalkote     | 5                   | 6                 | 102.6       | 137.0 |                    |     |                 |     |                   |     |                                 |      | 102.6          | 137.0 |
| 10      | Bidar         | 4                   |                   |             |       |                    |     |                 |     |                   |     |                                 |      |                |       |
| 11      | Chitradurga   | 4                   |                   |             |       |                    |     |                 |     |                   |     |                                 |      |                |       |
| 12      | Haveri        | 4                   |                   |             |       |                    |     |                 |     |                   |     |                                 |      |                |       |
| 13      | Belgaum       | 3                   |                   |             |       |                    |     |                 |     |                   |     |                                 |      |                |       |
| 14      | Bijapur       | 3                   |                   |             |       |                    |     |                 |     |                   |     |                                 |      |                |       |
| 15      | Gadag         | 3                   |                   |             |       |                    |     |                 |     |                   |     |                                 |      |                |       |
| 16      | Mangalore     | 2                   |                   |             |       |                    |     |                 |     |                   |     |                                 |      |                |       |
| 17      | Davangere     | 2                   |                   |             |       |                    |     |                 |     |                   |     |                                 |      |                |       |
| Total   |               | 134                 | 7                 | 102.6       | 173.1 |                    |     | 0.0             | 0.0 |                   |     | 25.0                            | 25.0 | 102.6          | 198.1 |



**Table 4.4 (A): Occupation and Sex wise Per Day Earnings of Directly Employed Semi-Skilled Time Rated Manual Workers**

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       | Mandya        | 28                  | 29                  | 83.3        | 150.0 |                    |     | 38.5            | 43.3  | 170.0             | 170.0 | 30.0                            | 40.0 | 96.8           | 173.1 |
| 2       | Chikkmagalore | 19                  | 1                   | 150.0       | 150.0 |                    |     |                 |       |                   |       |                                 |      | 150.0          | 150.0 |
| 3       | Dharwad       | 18                  | 7                   | 100.0       | 100.0 |                    |     |                 |       |                   |       | 20.0                            | 25.0 | 100.0          | 130.0 |
| 4       | Bangalore     | 12                  | 25                  | 95.4        | 191.0 |                    |     | 66.1            | 132.7 |                   |       |                                 |      | 125.0          | 323.6 |
| 5       | Kollar        | 9                   | 6                   | 129.0       | 161.3 |                    |     |                 |       |                   |       |                                 |      | 129.0          | 161.3 |
| 6       | Bellary       | 6                   | 2                   | 100.0       | 100.0 |                    |     |                 |       |                   |       |                                 |      | 100.0          | 100.0 |
| 7       | Karwar        | 6                   | 8                   | 150.0       | 172.3 |                    |     |                 |       |                   |       | 20.0                            | 31.2 | 153.8          | 204.0 |
| 8       | Hassan        | 6                   | 12                  | 103.2       | 152.0 |                    |     |                 |       |                   |       | 10.0                            | 12.0 | 103.2          | 152.0 |
| 9       | Bagalkote     | 5                   | 24                  | 80.8        | 85.2  |                    |     |                 |       |                   |       |                                 |      | 80.8           | 85.2  |
| 10      | Bidar         | 4                   | 2                   | 80.6        | 129.0 |                    |     |                 |       |                   |       | 20.0                            | 20.0 | 80.6           | 149.0 |
| 11      | Chitradurga   | 4                   |                     |             |       |                    |     |                 |       |                   |       |                                 |      |                |       |
| 12      | Haveri        | 4                   | 4                   | 100.0       | 150.0 |                    |     |                 |       |                   |       | 40.0                            | 40.0 | 102.3          | 150.0 |
| 13      | Belgaum       | 3                   |                     |             |       |                    |     |                 |       |                   |       |                                 |      |                |       |
| 14      | Bijapur       | 3                   |                     |             |       |                    |     |                 |       |                   |       |                                 |      |                |       |
| 15      | Gadag         | 3                   |                     |             |       |                    |     |                 |       |                   |       |                                 |      |                |       |
| 16      | Mangalore     | 2                   | 2                   | 135.0       | 135.0 |                    |     |                 |       |                   |       |                                 |      | 135.0          | 135.0 |
| 17      | Davangere     | 2                   | 3                   | 125.0       | 177.4 |                    |     |                 |       | 11.6              | 11.6  | 15.0                            | 31.0 | 140.0          | 220.0 |
| Total   |               | 134                 | 125                 | 80.6        | 191.0 |                    |     | 38.5            | 132.7 |                   |       | 10.0                            | 40.0 | 80.6           | 323.6 |

**Table 4.4 (B): Occupation and Sex wise Per Day Earnings of Directly Employed Semi-Skilled Time Rated Manual Workers**

Occupation: Helper (Female)

| Sl. No. | District      | No. of sample units | No. of 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       | Mandya        | 28                  |                |             |       |                    |     |                 |     |                   |     |                                 |     |                |       |
| 2       | Chikkmagalore | 19                  |                |             |       |                    |     |                 |     |                   |     |                                 |     |                |       |
| 3       | Dharwad       | 18                  |                |             |       |                    |     |                 |     |                   |     |                                 |     |                |       |
| 4       | Bangalore     | 12                  | 3.0            | 110.0       | 120.0 |                    |     |                 |     |                   |     |                                 |     | 110.0          | 120.0 |
| 5       | Kollar        | 9                   |                |             |       |                    |     |                 |     |                   |     |                                 |     |                |       |
| 6       | Bellary       | 6                   |                |             |       |                    |     |                 |     |                   |     |                                 |     |                |       |
| 7       | Karwar        | 6                   |                |             |       |                    |     |                 |     |                   |     |                                 |     |                |       |
| 8       | Hassan        | 6                   |                |             |       |                    |     |                 |     |                   |     |                                 |     |                |       |
| 9       | Bagalkote     | 5                   |                |             |       |                    |     |                 |     |                   |     |                                 |     |                |       |
| 10      | Bidar         | 4                   |                |             |       |                    |     |                 |     |                   |     |                                 |     |                |       |
| 11      | Chitradurga   | 4                   |                |             |       |                    |     |                 |     |                   |     |                                 |     |                |       |
| 12      | Haveri        | 4                   |                |             |       |                    |     |                 |     |                   |     |                                 |     |                |       |
| 13      | Belgaum       | 3                   |                |             |       |                    |     |                 |     |                   |     |                                 |     |                |       |
| 14      | Bijapur       | 3                   |                |             |       |                    |     |                 |     |                   |     |                                 |     |                |       |
| 15      | Gadag         | 3                   |                |             |       |                    |     |                 |     |                   |     |                                 |     |                |       |
| 16      | Mangalore     | 2                   |                |             |       |                    |     |                 |     |                   |     |                                 |     |                |       |
| 17      | Davangere     | 2                   |                |             |       |                    |     |                 |     |                   |     |                                 |     |                |       |
| Total   |               | 134                 | 3.0            | 110.0       | 120.0 |                    |     |                 |     |                   |     |                                 |     | 110.0          | 120.0 |

**Table 4.5 (A): Occupation and Sex wise Per Day Earnings of Directly Employed Un-Skilled Time Rated Manual Workers**

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       | Mandya       | 28                  | 51.0           | 73.3        | 150.0 |                    |     | 43.3            | 43.3 |                   |     |                                 |      | 97.0           | 150.0 |
| 2       | Chikmagalore | 19                  | 31.0           | 80.0        | 150.0 |                    |     |                 |      |                   |     |                                 |      | 80.0           | 150.0 |
| 3       | Dharwad      | 18                  | 23.0           | 65.0        | 100.0 |                    |     |                 |      |                   |     | 20.0                            | 20.0 | 80.0           | 120.0 |
| 4       | Bangalore    | 12                  | 103.0          | 95.4        | 190.0 |                    |     | 66.1            | 87.9 |                   |     |                                 |      | 100.0          | 214.9 |
| 5       | Kollar       | 9                   | 14.0           | 100.0       | 200.0 |                    |     |                 |      |                   |     |                                 |      | 100.0          | 200.0 |
| 6       | Bellary      | 6                   | 19.0           | 60.0        | 120.0 |                    |     |                 |      |                   |     |                                 |      | 60.0           | 120.0 |
| 7       | Karwar       | 6                   |                |             |       |                    |     |                 |      |                   |     |                                 |      |                |       |
| 8       | Hassan       | 6                   | 2.0            | 152.0       | 152.0 |                    |     |                 |      |                   |     | 10.0                            | 10.0 | 162.0          | 162.0 |
| 9       | Bagalkote    | 5                   | 21.0           | 72.2        | 102.6 |                    |     |                 |      |                   |     |                                 |      | 72.2           | 102.6 |
| 10      | Bidar        | 4                   | 2.0            | 100.0       | 100.0 |                    |     |                 |      |                   |     | 30.0                            | 30.0 | 130.0          | 130.0 |
| 11      | Chitradurga  | 4                   | 13.0           | 100.0       | 150.0 |                    |     |                 |      |                   |     |                                 |      | 100.0          | 150.0 |
| 12      | Haveri       | 4                   | 4.0            | 72.0        | 72.0  |                    |     |                 |      |                   |     | 30.0                            | 30.0 | 102.0          | 102.0 |
| 13      | Belgaum      | 3                   | 27.0           | 100.0       | 100.0 |                    |     |                 |      |                   |     |                                 |      | 100.0          | 100.0 |
| 14      | Bijapur      | 3                   | 5.0            | 100.0       | 100.0 |                    |     |                 |      |                   |     |                                 |      | 100.0          | 100.0 |
| 15      | Gadag        | 3                   | 7.0            | 100.0       | 100.0 |                    |     |                 |      |                   |     |                                 |      | 100.0          | 100.0 |
| 16      | Mangalore    | 2                   | 5.0            | 150.0       | 175.0 |                    |     |                 |      |                   |     |                                 |      | 150.0          | 175.0 |
| 17      | Davangere    | 2                   |                |             |       |                    |     |                 |      |                   |     |                                 |      |                |       |
| Total   |              | 134                 | 327.0          | 60.0        | 200.0 | 0.0                | 0.0 | 43.3            | 87.9 | 0.0               | 0.0 | 10.0                            | 30.0 | 60.0           | 214.9 |

**Table 4.5 (B): Occupation and Sex wise Per Day Earnings of Directly Employed Un-Skilled Time Rated Manual Workers**

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       | Mandya        | 28                  | 16                    | 80.0        | 150.0 |                    |     |                 |     |                   |     |                                 |      | 80.0           | 150.0 |
| 2       | Chikkmagalore | 19                  | 19                    | 50.0        | 100.0 |                    |     |                 |     |                   |     |                                 |      | 50.0           | 100.0 |
| 3       | Dharwad       | 18                  | 17                    | 60.0        | 100.0 |                    |     |                 |     |                   |     | 20.0                            | 25.0 | 60.0           | 125.0 |
| 4       | Bangalore     | 12                  | 5                     | 100.0       | 100.0 |                    |     |                 |     |                   |     |                                 |      | 100.0          | 100.0 |
| 5       | Kollar        | 9                   | 1                     | 150.0       | 150.0 |                    |     |                 |     |                   |     |                                 |      | 150.0          | 150.0 |
| 6       | Bellary       | 6                   | 4                     | 80.0        | 80.0  |                    |     |                 |     |                   |     |                                 |      | 80.0           | 80.0  |
| 7       | Karwar        | 6                   |                       |             |       |                    |     |                 |     |                   |     |                                 |      |                |       |
| 8       | Hassan        | 6                   |                       |             |       |                    |     |                 |     |                   |     |                                 |      |                |       |
| 9       | Bagalkote     | 5                   | 4                     | 71.0        | 100.0 |                    |     |                 |     |                   |     |                                 |      | 71.0           | 100.0 |
| 10      | Bidar         | 4                   | 6                     | 54.2        | 100.0 |                    |     |                 |     |                   |     | 30.0                            | 30.0 | 84.2           | 100.0 |
| 11      | Chitradurga   | 4                   |                       |             |       |                    |     |                 |     |                   |     |                                 |      |                |       |
| 12      | Haveri        | 4                   | 4                     | 100.0       | 100.0 |                    |     |                 |     |                   |     |                                 |      | 100.0          | 100.0 |
| 13      | Belgaum       | 3                   |                       |             |       |                    |     |                 |     |                   |     |                                 |      |                |       |
| 14      | Bijapur       | 3                   |                       |             |       |                    |     |                 |     |                   |     |                                 |      |                |       |
| 15      | Gadag         | 3                   |                       |             |       |                    |     |                 |     |                   |     |                                 |      |                |       |
| 16      | Mangalore     | 2                   | 1                     | 135.0       | 135.0 |                    |     |                 |     |                   |     |                                 |      | 135.0          | 135.0 |
| 17      | Davangere     | 2                   |                       |             |       |                    |     |                 |     |                   |     |                                 |      |                |       |
| Total   |               | 134                 | 77.0                  | 50.0        | 150.0 | 0.0                | 0.0 | 0.0             | 0.0 | 0.0               | 0.0 | 20.0                            | 30.0 | 50.0           | 150.0 |

**Table 4.6 : Per Day Earnings of Manual Workers Employed Through Contractor (only in Mandya)**

| Sl. No. | Occupation  | No.of Workers | Wages ( Rs.) |       | Value of other benefits in kind ( Rs.) |      | Total Earnings ( Rs.) |       |
|---------|-------------|---------------|--------------|-------|----------------------------------------|------|-----------------------|-------|
|         |             |               | Min          | Max   | Min                                    | Max  | Min                   | Max   |
| 1       | 2           | 3             | 4            | 5     | 6                                      | 7    | 8                     | 9     |
| 1       | Operator    | 7             | 161.3        | 258.1 | 48.4                                   | 48.4 | 209.7                 | 306.5 |
| 2       | Electrician | 2             | 241.9        | 241.9 | 48.4                                   | 48.4 | 290.3                 | 290.3 |
| 3       | Helper      | 1             | 129.0        | 129.0 | 48.4                                   | 48.4 | 177.4                 | 177.4 |

**Table 4.7 : Per day Wages and Earnings of the Skilled Sample Workers**

| Sl. No. | District      | No. of sample workers | Actual wages received by sample workers from the unit per day |       |        |      | Total Earnings from the unit |       |        |      | Earnings from other sources |      |        |      | Per day earnings of sample workers from all sources |       |        |      |
|---------|---------------|-----------------------|---------------------------------------------------------------|-------|--------|------|------------------------------|-------|--------|------|-----------------------------|------|--------|------|-----------------------------------------------------|-------|--------|------|
|         |               |                       | Male                                                          |       | Female |      | Male                         |       | Female |      | Male                        |      | Female |      | Male                                                |       | Female |      |
|         |               |                       | Min.                                                          | Max.  | Min.   | Max. | Min.                         | Max.  | Min.   | Max. | Min.                        | Max. | Min.   | Max. | Min.                                                | Max.  | Min.   | Max. |
| 1       | 2             | 3                     | 4                                                             | 5     | 6      | 7    | 8                            | 9     | 10     | 11   | 12                          | 13   | 14     | 15   | 16                                                  | 17    | 18     | 19   |
| 1       | Mandya        | 14                    | 75.9                                                          | 307.7 |        |      | 75.9                         | 307.7 |        |      |                             |      |        |      | 75.9                                                | 307.7 |        |      |
| 2       | Chikkmagalore | 5                     | 115.4                                                         | 290.2 |        |      | 115.4                        | 290.2 |        |      |                             |      |        |      | 115.4                                               | 290.2 |        |      |
| 3       | Dharwad       | 11                    | 100.0                                                         | 193.0 |        |      | 100.0                        | 193.0 |        |      | 18.5                        | 18.5 |        |      | 100.0                                               | 193.0 |        |      |
| 4       | Bangalore     | 8                     | 99.2                                                          | 300.0 |        |      | 144.2                        | 323.5 |        |      |                             |      |        |      | 144.2                                               | 323.5 |        |      |
| 5       | Kollar        | 9                     | 120.0                                                         | 230.8 |        |      | 120.0                        | 230.8 |        |      |                             |      |        |      | 120.0                                               | 230.8 |        |      |
| 6       | Bellary       | 5                     | 100.0                                                         | 173.1 |        |      | 100.0                        | 173.1 |        |      |                             |      |        |      | 100.0                                               | 173.1 |        |      |
| 7       | Karwar        | 7                     | 198.1                                                         | 250.0 |        |      | 198.1                        | 250.0 |        |      |                             |      |        |      | 198.1                                               | 250.0 |        |      |
| 8       | Hassan        | 5                     | 173.1                                                         | 185.1 |        |      | 173.1                        | 185.1 |        |      |                             |      |        |      | 173.1                                               | 185.1 |        |      |
| 9       | Bagalkote     | 7                     | 77.4                                                          | 153.9 |        |      | 77.4                         | 153.9 |        |      |                             |      |        |      | 77.4                                                | 153.9 |        |      |
| 10      | Bidar         | 4                     | 195.4                                                         | 238.1 |        |      | 195.4                        | 238.1 |        |      |                             |      |        |      | 195.4                                               | 238.1 |        |      |
| 11      | Chitradurga   | 2                     | 100.0                                                         | 192.3 |        |      | 100.0                        | 192.3 |        |      |                             |      |        |      | 100.0                                               | 192.3 |        |      |
| 12      | Haveri        | 4                     | 132.5                                                         | 155.8 |        |      | 132.5                        | 155.8 |        |      |                             |      |        |      | 132.5                                               | 155.8 |        |      |
| 13      | Belgaum       | 4                     | 100.0                                                         | 155.0 |        |      | 100.0                        | 155.0 |        |      |                             |      |        |      | 100.0                                               | 155.0 |        |      |
| 14      | Bijapur       | 3                     | 120.0                                                         | 120.0 |        |      | 120.0                        | 120.0 |        |      |                             |      |        |      | 120.0                                               | 120.0 |        |      |
| 15      | Gadag         | 1                     | 128.2                                                         | 128.2 |        |      | 128.2                        | 128.2 |        |      |                             |      |        |      | 128.2                                               | 128.2 |        |      |
| 16      | Mangalore     | 3                     | 236.5                                                         | 250.4 |        |      | 236.5                        | 250.4 |        |      |                             |      |        |      | 236.5                                               | 250.4 |        |      |
| 17      | Davangere     | 2                     | 150.0                                                         | 211.5 |        |      | 150.0                        | 211.5 |        |      | 50.8                        | 50.8 |        |      | 150.0                                               | 262.3 |        |      |
|         | Total         | 94                    | 75.9                                                          | 307.7 | 0.0    | 0.0  | 75.9                         | 323.5 | 0.0    | 0.0  | 18.5                        | 50.8 | 0.0    | 0.0  | 75.9                                                | 323.5 | 0.0    | 0.0  |

**Table 4.8: Per day Wages and Earnings of the Semi Skilled Sample Workers**

| Sl. No. | District      | No. of sample workers | Actual wages received by sample workers from the unit per day |       |        |       | Total Earnings from the unit |       |        |       | Earnings from other sources |      |        |      | Per day earnings of sample workers from all sources |       |        |       |
|---------|---------------|-----------------------|---------------------------------------------------------------|-------|--------|-------|------------------------------|-------|--------|-------|-----------------------------|------|--------|------|-----------------------------------------------------|-------|--------|-------|
|         |               |                       | Male                                                          |       | Female |       | Male                         |       | Female |       | Male                        |      | Female |      | Male                                                |       | Female |       |
|         |               |                       | Min.                                                          | Max.  | Min.   | Max.  | Min.                         | Max.  | Min.   | Max.  | Min.                        | Max. | Min.   | Max. | Min.                                                | Max.  | Min.   | Max.  |
| 1       | 2             | 3                     | 4                                                             | 5     | 6      | 7     | 8                            | 9     | 10     | 11    | 12                          | 13   | 14     | 15   | 16                                                  | 17    | 18     | 19    |
| 1       | Mandya        | 10                    | 84.6                                                          | 211.5 |        |       | 96.8                         | 211.5 |        |       |                             |      |        |      | 96.8                                                | 211.5 |        |       |
| 2       | Chikkmagalore | 1                     | 150.0                                                         | 150.0 |        |       | 150.0                        | 150.0 |        |       |                             |      |        |      | 150.0                                               | 150.0 |        |       |
| 3       | Dharwad       | 4                     | 92.3                                                          | 120.0 |        |       | 92.3                         | 120.0 |        |       |                             |      |        |      | 92.3                                                | 120.0 |        |       |
| 4       | Bangalore     | 2                     | 95.4                                                          | 95.4  | 105.8  | 105.8 | 95.4                         | 95.4  | 105.8  | 105.8 |                             |      |        |      | 95.4                                                | 95.4  | 105.8  | 105.8 |
| 5       | Kollar        | 4                     | 115.4                                                         | 192.3 |        |       | 115.4                        | 192.3 |        |       |                             |      |        |      | 115.4                                               | 192.3 |        |       |
| 6       | Bellary       | 1                     | 100.0                                                         | 100.0 |        |       | 100.0                        | 100.0 |        |       |                             |      |        |      | 100.0                                               | 100.0 |        |       |
| 7       | Karwar        | 4                     | 117.7                                                         | 204.2 |        |       | 117.7                        | 204.2 |        |       |                             |      |        |      | 117.7                                               | 204.2 |        |       |
| 8       | Hassan        | 7                     | 110.6                                                         | 165.4 |        |       | 110.6                        | 165.4 |        |       |                             |      |        |      | 110.6                                               | 165.4 |        |       |
| 9       | Bagalkote     | 7                     | 54.4                                                          | 105.8 |        |       | 54.4                         | 105.8 |        |       |                             |      |        |      | 54.4                                                | 105.8 |        |       |
| 10      | Bidar         | 1                     | 96.2                                                          | 96.2  |        |       | 96.2                         | 96.2  |        |       |                             |      |        |      | 96.2                                                | 96.2  |        |       |
| 11      | Chitradurga   |                       |                                                               |       |        |       |                              |       |        |       |                             |      |        |      |                                                     |       |        |       |
| 12      | Haveri        |                       |                                                               |       |        |       |                              |       |        |       |                             |      |        |      |                                                     |       |        |       |
| 13      | Belgaum       |                       |                                                               |       |        |       |                              |       |        |       |                             |      |        |      |                                                     |       |        |       |
| 14      | Bijapur       | 1                     | 100.0                                                         | 100.0 |        |       | 100.0                        | 100.0 |        |       |                             |      |        |      | 100.0                                               | 100.0 |        |       |
| 15      | Gadag         |                       |                                                               |       |        |       |                              |       |        |       |                             |      |        |      |                                                     |       |        |       |
| 16      | Mangalore     | 2                     | 129.8                                                         | 182.7 |        |       | 129.8                        | 182.7 |        |       |                             |      |        |      | 129.8                                               | 182.7 |        |       |
| 17      | Davangere     | 2                     | 124.0                                                         | 211.5 |        |       | 124.0                        | 211.5 |        |       | 50.8                        | 50.8 |        |      | 124.0                                               | 262.3 |        |       |
| Total   |               | 46                    | 54.4                                                          | 211.5 | 105.8  | 105.8 | 54.4                         | 211.5 | 105.8  | 105.8 | 50.8                        | 50.8 | 0.0    | 0.0  | 54.4                                                | 262.3 | 105.8  | 105.8 |

**Table 4.9 : Per day Wages and Earnings of the Unskilled Sample Workers**

| Sl. No. | District      | No. of sample workers | Actual wages received by sample workers from the unit per day |       |        |       | Total Earnings from the unit |       |        |       | Earnings from other sources |      |        |      | Per day earnings of sample workers from all sources |       |        |       |
|---------|---------------|-----------------------|---------------------------------------------------------------|-------|--------|-------|------------------------------|-------|--------|-------|-----------------------------|------|--------|------|-----------------------------------------------------|-------|--------|-------|
|         |               |                       | Male                                                          |       | Female |       | Male                         |       | Female |       | Male                        |      | Female |      | Male                                                |       | Female |       |
|         |               |                       | Min.                                                          | Max.  | Min.   | Max.  | Min.                         | Max.  | Min.   | Max.  | Min.                        | Max. | Min.   | Max. | Min.                                                | Max.  | Min.   | Max.  |
| 1       | 2             | 3                     | 4                                                             | 5     | 6      | 7     | 8                            | 9     | 10     | 11    | 12                          | 13   | 14     | 15   | 16                                                  | 17    | 18     | 19    |
| 1       | Mandya        | 41                    | 34.6                                                          | 150.0 | 34.3   | 150.0 | 34.6                         | 150.0 | 34.3   | 150.0 |                             |      | 46.2   | 46.2 | 50.0                                                | 150.0 | 34.8   | 150.0 |
| 2       | Chikkmagalore | 42                    | 76.9                                                          | 196.9 | 65.0   | 100.0 | 76.9                         | 196.9 | 65.0   | 100.0 |                             |      |        |      | 76.9                                                | 196.9 | 65.0   | 100.0 |
| 3       | Dharwad       | 21                    | 80.0                                                          | 119.3 | 60.0   | 118.5 | 80.0                         | 119.3 | 60.0   | 118.5 |                             |      | 18.5   | 18.5 | 80.0                                                | 119.3 | 60.0   | 118.5 |
| 4       | Bangalore     | 22                    | 100.0                                                         | 192.3 | 100.0  | 115.4 | 100.0                        | 193.2 | 100.0  | 115.4 |                             |      |        |      | 100.0                                               | 193.2 | 100.0  | 115.4 |
| 5       | Kollar        | 6                     | 100.0                                                         | 200.0 | 150.0  | 150.0 | 100.0                        | 200.0 | 150.0  | 150.0 |                             |      |        |      | 100.0                                               | 200.0 | 150.0  | 150.0 |
| 6       | Bellary       | 6                     | 60.0                                                          | 120.0 | 80.0   | 80.0  | 60.0                         | 120.0 | 80.0   | 80.0  |                             |      |        |      | 60.0                                                | 120.0 | 80.0   | 80.0  |
| 7       | Karwar        |                       |                                                               |       |        |       |                              |       |        |       |                             |      |        |      |                                                     |       |        |       |
| 8       | Hassan        |                       |                                                               |       |        |       |                              |       |        |       |                             |      |        |      |                                                     |       |        |       |
| 9       | Bagalkote     | 4                     | 76.9                                                          | 102.6 | 47.8   | 100.0 | 76.9                         | 102.6 | 47.8   | 100.0 |                             |      |        |      | 76.9                                                | 102.6 | 47.8   | 100.0 |
| 10      | Bidar         | 3                     |                                                               |       | 95.8   | 109.6 |                              |       | 95.8   | 109.6 |                             |      |        |      |                                                     |       | 95.8   | 109.6 |
| 11      | Chitradurga   | 6                     | 100.0                                                         | 150.0 |        |       | 100.0                        | 150.0 |        |       |                             |      |        |      | 100.0                                               | 150.0 |        |       |
| 12      | Haveri        | 4                     | 117.0                                                         | 135.0 | 96.2   | 103.9 | 117.0                        | 135.0 | 96.2   | 103.9 |                             |      |        |      | 117.0                                               | 135.0 | 96.2   | 103.9 |
| 13      | Belgaum       | 5                     | 100.0                                                         | 100.0 |        |       | 100.0                        | 100.0 |        |       |                             |      |        |      | 100.0                                               | 100.0 |        |       |
| 14      | Bijapur       | 2                     | 100.0                                                         | 100.0 |        |       | 100.0                        | 100.0 |        |       |                             |      |        |      | 100.0                                               | 100.0 |        |       |
| 15      | Gadag         | 5                     | 96.2                                                          | 100.0 |        |       | 96.2                         | 100.0 |        |       |                             |      |        |      | 96.2                                                | 100.0 |        |       |
| 16      | Mangalore     | 1                     | 155.8                                                         | 155.8 |        |       | 155.8                        | 155.8 |        |       |                             |      |        |      | 155.8                                               | 155.8 |        |       |
| 17      | Davangere     |                       |                                                               |       |        |       |                              |       |        |       |                             |      |        |      |                                                     |       |        |       |
| Total   |               | 168                   | 34.6                                                          | 200.0 | 34.3   | 150.0 | 34.6                         | 200.0 | 34.3   | 150.0 | 0.0                         | 0.0  | 18.5   | 46.2 | 50.0                                                | 200.0 | 34.8   | 150.0 |



**Table 4.10: Distribution of sample units paying lower wages**

| Sl. No. | District      | No. of sample units | No. of units find easy to employ workers below the statutory Min. wages | No. of units paying wages           |                                    |                                     |
|---------|---------------|---------------------|-------------------------------------------------------------------------|-------------------------------------|------------------------------------|-------------------------------------|
|         |               |                     |                                                                         | As per minimum wages fixed by Govt. | More than prescribed minimum wages | Lower than prescribed minimum wages |
| 1       | 2             | 3                   | 4                                                                       | 5                                   | 6                                  | 7                                   |
| 1       | Mandya        | 28                  | 3                                                                       |                                     | 27                                 | 1                                   |
| 2       | Chikkmagalore | 19                  | 2                                                                       |                                     | 18                                 | 1                                   |
| 3       | Dharwad       | 18                  | 8                                                                       |                                     | 12                                 | 6                                   |
| 4       | Bangalore     | 12                  |                                                                         |                                     | 12                                 |                                     |
| 5       | Kollar        | 9                   |                                                                         |                                     | 9                                  |                                     |
| 6       | Bellary       | 6                   | 3                                                                       |                                     | 3                                  | 3                                   |
| 7       | Karwar        | 6                   |                                                                         | 1                                   | 5                                  |                                     |
| 8       | Hassan        | 6                   |                                                                         |                                     | 6                                  |                                     |
| 9       | Bagalkote     | 5                   | 1                                                                       | 2                                   | 2                                  | 1                                   |
| 10      | Bidar         | 4                   |                                                                         |                                     | 4                                  |                                     |
| 11      | Chitradurga   | 4                   |                                                                         |                                     | 4                                  |                                     |
| 12      | Haveri        | 4                   |                                                                         |                                     | 4                                  |                                     |
| 13      | Belgaum       | 3                   |                                                                         |                                     | 3                                  |                                     |
| 14      | Bijapur       | 3                   |                                                                         |                                     | 3                                  |                                     |
| 15      | Gadag         | 3                   |                                                                         |                                     | 3                                  |                                     |
| 16      | Mangalore     | 2                   |                                                                         |                                     | 2                                  |                                     |
| 17      | Davangere     | 2                   |                                                                         |                                     | 2                                  |                                     |
| Total   |               | 134                 | 17                                                                      | 3                                   | 119                                | 12                                  |

**Table 4.11: Distribution of sample units reported lower wages to women worker**

| Sl. No. | District      | No. of sample units | No. of units reporting employment of women | Units paying equal wages to male and female workers | Reasons for non-payment of equal wages |                      |                     |
|---------|---------------|---------------------|--------------------------------------------|-----------------------------------------------------|----------------------------------------|----------------------|---------------------|
|         |               |                     |                                            |                                                     | Ignorance                              | Difference in output | Difference in skill |
| 1       | 2             | 3                   | 4                                          | 5                                                   | 6                                      | 7                    | 8                   |
| 1       | Mandya        | 28                  | 10                                         | 8                                                   | 1                                      | 1                    |                     |
| 2       | Chikkmagalore | 19                  | 7                                          | 5                                                   |                                        | 2                    |                     |
| 3       | Dharwad       | 18                  | 7                                          | 3                                                   |                                        | 3                    | 1                   |
| 4       | Bangalore     | 12                  | 3                                          | 3                                                   |                                        |                      |                     |
| 5       | Kollar        | 9                   | 1                                          | 1                                                   |                                        |                      |                     |
| 6       | Bellary       | 6                   | 1                                          |                                                     |                                        | 1                    |                     |
| 7       | Karwar        | 6                   |                                            |                                                     |                                        |                      |                     |
| 8       | Hassan        | 6                   |                                            |                                                     |                                        |                      |                     |
| 9       | Bagalkote     | 5                   | 2                                          | 2                                                   |                                        |                      |                     |
| 10      | Bidar         | 4                   | 3                                          | 2                                                   | 1                                      |                      |                     |
| 11      | Chitradurga   | 4                   |                                            |                                                     |                                        |                      |                     |
| 12      | Haveri        | 4                   | 2                                          | 2                                                   |                                        |                      |                     |
| 13      | Belgaum       | 3                   |                                            |                                                     |                                        |                      |                     |
| 14      | Bijapur       | 3                   |                                            |                                                     |                                        |                      |                     |
| 15      | Gadag         | 3                   |                                            |                                                     |                                        |                      |                     |
| 16      | Mangalore     | 2                   | 1                                          | 1                                                   |                                        |                      |                     |
| 17      | Davangere     | 2                   |                                            |                                                     |                                        |                      |                     |
| Total   |               | 134                 | 37                                         | 27                                                  | 2                                      | 7                    | 1                   |

**Table 4.12 : Distribution of sample units by daily hours of work**

| Sl. No. | District      | No. of sample units | Percentage of units reported |        |                  |        |
|---------|---------------|---------------------|------------------------------|--------|------------------|--------|
|         |               |                     | Male                         |        | Female           |        |
|         |               |                     | Less than 8 Hrs.             | 8 Hrs. | Less than 8 Hrs. | 8 Hrs. |
| 1       | 2             | 3                   | 4                            | 5      | 6                | 7      |
| 1       | Mandya        | 28                  | 17.9                         | 82.1   | 40.0             | 60.0   |
| 2       | Chikkmagalore | 19                  | 5.3                          | 94.7   | 28.6             | 71.4   |
| 3       | Dharwad       | 18                  | 55.6                         | 44.4   | 42.9             | 57.1   |
| 4       | Bangalore     | 12                  | 33.3                         | 66.7   | 66.7             | 33.3   |
| 5       | Kollar        | 9                   | 22.2                         | 77.8   | 100.0            | 0.0    |
| 6       | Bellary       | 6                   | 33.3                         | 66.7   | 100.0            |        |
| 7       | Karwar        | 6                   | 50.0                         | 50.0   |                  |        |
| 8       | Hassan        | 6                   | 50.0                         | 50.0   |                  |        |
| 9       | Bagalkote     | 5                   |                              | 100.0  | 0.0              | 100.0  |
| 10      | Bidar         | 4                   | 75.0                         | 25.0   | 100.0            | 0.0    |
| 11      | Chitradurga   | 4                   |                              | 100.0  |                  |        |
| 12      | Haveri        | 4                   | 50.0                         | 50.0   | 100.0            | 0.0    |
| 13      | Belgaum       | 3                   |                              | 100.0  |                  |        |
| 14      | Bijapur       | 3                   |                              | 100.0  |                  |        |
| 15      | Gadag         | 3                   | 33.3                         | 66.7   |                  |        |
| 16      | Mangalore     | 2                   |                              | 100.0  | 0.0              |        |
| 17      | Davangere     | 2                   | 50.0                         | 50.0   |                  |        |
| Total   |               | 134                 | 27.6                         | 72.4   | 48.6             | 51.4   |

**Table 4.13 : Statement of sample workers about Daily/Weekly 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       | Mandya        | 28                  | 65                    | 18.5                           | 81.5   | 90.8                 | 9.2              |
| 2       | Chikkmagalore | 19                  | 48                    | 8.3                            | 91.7   | 100.0                |                  |
| 3       | Dharwad       | 18                  | 36                    | 55.6                           | 44.4   |                      | 100.0            |
| 4       | Bangalore     | 12                  | 32                    | 28.1                           | 71.9   | 100.0                |                  |
| 5       | Kollar        | 9                   | 19                    | 5.3                            | 94.7   | 89.5                 | 10.5             |
| 6       | Bellary       | 6                   | 12                    | 33.3                           | 66.7   | 100.0                |                  |
| 7       | Karwar        | 6                   | 11                    | 45.5                           | 54.5   | 36.4                 | 45.5             |
| 8       | Hassan        | 6                   | 12                    | 50.0                           | 50.0   | 116.7                |                  |
| 9       | Bagalkote     | 5                   | 18                    |                                | 100.0  | 33.3                 | 66.7             |
| 10      | Bidar         | 4                   | 8                     | 62.5                           | 37.5   | 25.0                 | 75.0             |
| 11      | Chitradurga   | 4                   | 8                     |                                | 100.0  | 100.0                |                  |
| 12      | Haveri        | 4                   | 8                     | 50.0                           | 50.0   | 25.0                 | 75.0             |
| 13      | Belgaum       | 3                   | 9                     |                                | 100.0  | 100.0                |                  |
| 14      | Bijapur       | 3                   | 6                     |                                | 100.0  | 100.0                |                  |
| 15      | Gadag         | 3                   | 6                     | 33.3                           | 66.7   |                      | 100.0            |
| 16      | Mangalore     | 2                   | 6                     |                                | 100.0  | 100.0                |                  |
| 17      | Davangere     | 2                   | 4                     | 50.0                           | 50.0   |                      | 100.0            |
| Total   |               | 134                 | 308                   | 24.0                           | 76.0   | 73.1                 | 26.9             |

**Table 4.14: Distribution of sample units by rest interval**

| Sl. No. | District       | No.of sample units | Percentage of units reporting rest intervals for |                    |                     |                    |
|---------|----------------|--------------------|--------------------------------------------------|--------------------|---------------------|--------------------|
|         |                |                    | Male                                             |                    | Female              |                    |
|         |                |                    | 30 minutes-one hour                              | More than one hour | 30 minutes-one hour | More than one hour |
| 1       | 2              | 3                  | 4                                                | 5                  | 6                   | 7                  |
| 1       | Mandya         | 28                 | 85.7                                             | 14.3               | 100                 |                    |
| 2       | Chikkmangalore | 19                 | 100.0                                            |                    | 100                 |                    |
| 3       | Dharwad        | 18                 |                                                  | 100.0              | 100                 |                    |
| 4       | Bangalore      | 12                 | 100.0                                            |                    | 100                 |                    |
| 5       | Kollar         | 9                  | 88.9                                             | 11.1               | 100                 |                    |
| 6       | Bellary        | 6                  | 100.0                                            |                    | 100                 |                    |
| 7       | Kanwar         | 6                  | 50.0                                             | 50.0               |                     |                    |
| 8       | Hassan         | 6                  | 100.0                                            |                    |                     |                    |
| 9       | Banalkote      | 5                  |                                                  | 100.0              | 100                 |                    |
| 10      | Bidar          | 4                  |                                                  | 100.0              | 100                 |                    |
| 11      | Chitadurga     | 4                  | 100.0                                            |                    |                     |                    |
| 12      | Haveri         | 4                  |                                                  | 100.0              | 100                 |                    |
| 13      | Belgaum        | 3                  | 100.0                                            |                    |                     |                    |
| 14      | Bijapur        | 3                  | 100.0                                            |                    |                     |                    |
| 15      | Gadag          | 3                  |                                                  | 100.0              |                     |                    |
| 16      | Mangalore      | 2                  | 100.0                                            |                    | 100                 |                    |
| 17      | Davangere      | 2                  |                                                  | 100.0              |                     |                    |
| Total   |                | 134                | 67.2                                             | 32.8               | 100                 |                    |

**Table 4.15: 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   | Low wages | Not reported |
| 1       | 2             | 3                   | 4                                       | 5             | 6     | 7         | 8            |
| 1       | Mandya        | 28                  | 10.7                                    | 82.1          | 7.1   |           |              |
| 2       | Chikkmagalore | 19                  |                                         | 78.9          | 21.1  |           |              |
| 3       | Dharwad       | 18                  | 5.6                                     | 88.9          | 5.6   |           |              |
| 4       | Bangalore     | 12                  | 8.3                                     | 83.3          |       |           | 8.3          |
| 5       | Kollar        | 9                   | 44.4                                    | 55.6          |       |           |              |
| 6       | Bellary       | 6                   | 16.7                                    | 83.3          |       |           |              |
| 7       | Karwar        | 6                   | 83.3                                    | 16.7          |       |           |              |
| 8       | Hassan        | 6                   | 50.0                                    | 33.3          | 16.7  |           |              |
| 9       | Bagalkote     | 5                   | 40.0                                    | 60.0          |       |           |              |
| 10      | Bidar         | 4                   | 50.0                                    | 0.0           | 50.0  |           |              |
| 11      | Chitradurga   | 4                   | 75.0                                    | 25.0          |       |           |              |
| 12      | Haveri        | 4                   | 25.0                                    | 25.0          | 50.0  |           |              |
| 13      | Belgaum       | 3                   |                                         | 100.0         |       |           |              |
| 14      | Bijapur       | 3                   |                                         | 100.0         |       |           |              |
| 15      | Gadag         | 3                   |                                         | 100.0         |       |           |              |
| 16      | Mangalore     | 2                   |                                         |               | 100.0 |           |              |
| 17      | Davangere     | 2                   | 50.0                                    |               |       | 50.0      |              |
| Total   |               | 134                 | 20.1                                    | 67.9          | 10.4  | 0.7       | 0.7          |

## CHAPTER-V

### AWARENESS ABOUT 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 activity producing construction material for buildings and roads. The workers are vulnerable to exploitation due to weak bargaining power as they are not likely to possess much knowledge about the provisions of various labour laws. The rural-push, urban-pull, non availability of work, draught, loss of income yielding assets, etc. render the workers exposed to exploitation at the hands of employers. During the course of 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

| <b>Awareness of Labour laws</b>                           |         |
|-----------------------------------------------------------|---------|
| ➤ Number of units aware about Minimum Wages Act           | : 30.0% |
| ➤ Number of units aware about Equal Remuneration Act      | : 44.0% |
| ➤ Number of workers aware about Minimum Wages Act         | : 8.4%  |
| ➤ No. of workers aware of Inspection Authority            | : 18.5% |
| ➤ No. of Women worker aware of Equal Remun. Act           | : 5.0%  |
| ➤ No. of units displaying notices etc.                    | : 5.2%  |
| ➤ No. of units having membership of Employees Association | : 20.1% |
| ➤ No. of workers having membership of Trade Union         | : 1.6%  |
| ➤ No. of units maintaining wage register                  | : 23.9% |

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

### **5.2.1 Awareness among Employers**

It is generally known that the employers are well aware and well versed with the various labour laws. In order to know the extent of awareness among employers about the Minimum Wages Act, 1948, the information has been collected from the employers and is presented in Table 5.1. The results reveal that of the 134 sample units, only 40 units/employers (30%) reported awareness about the Minimum Wages Act, 1948. Out of 40 employers who reported awareness about the Minimum Wages Act, 1948, 36 employers (90%) reported awareness about the prescribed/statutory minimum wages which to be paid to the workers. The information on awareness about the Equal Remuneration act among the employers is also collected during the course of survey. From the table it may be seen that only 44% of the units are aware 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 pertinent for effective implementation of the Minimum Wages Act, 1948. The survey results reveal that of the 308 sample workers, only 26 sample workers (8%) are aware of the Minimum Wages Act, 1948 whereas the majority of workers (92%) reported ignorance about it. The survey results further reveal that of the 26 workers who are aware of the Minimum wages Act, 1948, 22 workers are aware of the prescribed wages. Only in four districts, viz., Mandya, Chikkmagalore, Bangalore and Bagalkote, workers reported awareness of Minimum wages Act, 1948. Further only 18.5% of the workers are aware that there is any authority for inspection of wages in the State. The district wise details are presented in Table 5.2.



### **5.2.3 Awareness among the Women Workers**

Table 5.3 presents the awareness among sample women workers about the Equal Remuneration Act, 1976. The survey results reveal that of the 308 sample workers, 41 workers (13%) were female and only 2 women workers (5%) reported awareness about the Equal Remuneration Act, 1976. The survey results further reveal that of the 41 sample women workers, 10 women workers (24%) reported payment of wages lower than their men counterparts. Only in one district, i.e. Chikmagalore two women workers have reported awareness of the Act. In each of the Kollar and Bellary districts one woman worker is employed and both have reported lower wages than their male counterparts.

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

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 wages slips by the employer or his agent.

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 of the 134 units, 26 per cent are

maintaining muster rolls/attendance registers, 24 per cent wages register, 4 per cent fine register, 5 per cent register of deductions, 7 per cent inspection books, 6 per cent wage slips, 3 per cent welfare amenities and 4 per cent overtime register.

The study further reveals that of the 134 sample, 7 units (5%) are found displaying Notices and Extracts prescribed under the Labour Act, at the appropriate place in their units, 23 units (17%) are submitting annual returns at prescribed date and only 3 units (2%) are found issuing identity cards to their workers. Table 5.5 presents the distribution of sample units displaying notices and extracts, submitting annual returns under the Minimum Wages Act 1948 and issuing identity cards to their workers.

#### **5.4 Employers Association and Trade Union**

Table 5.6 presents the distribution of sample units reported membership of Employers Association and the sample workers reported membership of Trade Unions. The survey results reveal that the 134 sample units, 27 units (20%) reported membership of the Employers Association and of the 308 sample workers, only 5 sample workers (2%) in Bangalore district reported the membership of 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 units reported awareness of |               | % of employers feel that prescribed Minimum wages |        |      |
|---------|---------------|-------------|----------------------------------|---------------|---------------------------------------------------|--------|------|
|         |               |             | MWA, 1948                        | Prescribed MG | High                                              | Normal | Low  |
| 1       | 2             | 3           | 4                                | 5             | 6                                                 | 7      | 8    |
| 1       | Mandya        | 28          | 28.6                             | 100.0         | 60.7                                              | 35.7   | 3.6  |
| 2       | Chikkmagalore | 19          | 26.3                             | 40.0          | 0.0                                               | 100.0  | 0.0  |
| 3       | Dharwad       | 18          | 0.0                              |               | 0.0                                               | 77.8   | 22.2 |
| 4       | Bangalore     | 12          | 58.3                             | 85.7          | 41.7                                              | 58.3   | 0.0  |
| 5       | Kollar        | 9           | 55.6                             | 100.0         | 0.0                                               | 100.0  | 0.0  |
| 6       | Bellary       | 6           | 33.3                             | 100.0         | 16.7                                              | 50.0   | 33.3 |
| 7       | Karwar        | 6           | 0.0                              |               | 100.0                                             | 0.0    | 0.0  |
| 8       | Hassan        | 6           | 50.0                             | 100.0         | 0.0                                               | 100.0  | 0.0  |
| 9       | Bagalkote     | 5           | 40.0                             | 100.0         | 0.0                                               | 80.0   | 20.0 |
| 10      | Bidar         | 4           | 0.0                              |               | 100.0                                             | 0.0    | 0.0  |
| 11      | Chitradurga   | 4           | 50.0                             | 100.0         | 0.0                                               | 100.0  | 0.0  |
| 12      | Haveri        | 4           | 0.0                              |               | 0.0                                               | 100.0  | 0.0  |
| 13      | Belgaum       | 3           | 66.7                             | 100.0         | 0.0                                               | 100.0  | 0.0  |
| 14      | Bijapur       | 3           | 33.3                             | 100.0         | 0.0                                               | 100.0  | 0.0  |
| 15      | Gadag         | 3           | 66.7                             | 100.0         | 0.0                                               | 100.0  | 0.0  |
| 16      | Mangalore     | 2           | 50.0                             | 100.0         | 0.0                                               | 100.0  | 0.0  |
| 17      | Davangere     | 2           | 0.0                              |               | 0.0                                               | 100.0  | 0.0  |
| Total   |               | 134         | 29.9                             | 90.0          | 24.6                                              | 69.4   | 6.0  |

**Table 5.1: Awareness of Employers about various Labour laws**

| Sl. No. | District      | No.of units | % of units reported awareness of |                                   | % of units reported Awareness of Equal Remuneration Act, 1976 |
|---------|---------------|-------------|----------------------------------|-----------------------------------|---------------------------------------------------------------|
|         |               |             | Minimum Wages Act, 1948          | Prescribed Minimum wages if aware |                                                               |
| 1       | 2             | 3           | 4                                | 5                                 | 6                                                             |
| 1       | Mandya        | 28          | 28.6                             | 100.0                             | 42.9                                                          |
| 2       | Chikkmagalore | 19          | 26.3                             | 40.0                              | 5.3                                                           |
| 3       | Dharwad       | 18          | 0.0                              |                                   | 11.1                                                          |
| 4       | Bangalore     | 12          | 58.3                             | 85.7                              | 58.3                                                          |
| 5       | Kollar        | 9           | 55.6                             | 100.0                             | 55.6                                                          |
| 6       | Bellary       | 6           | 33.3                             | 100.0                             | 83.3                                                          |
| 7       | Karwar        | 6           | 0.0                              |                                   | 100.0                                                         |
| 8       | Hassan        | 6           | 50.0                             | 100.0                             | 50.0                                                          |
| 9       | Bagalkote     | 5           | 40.0                             | 100.0                             | 60.0                                                          |
| 10      | Bidar         | 4           | 0.0                              |                                   | 0.0                                                           |
| 11      | Chitradurga   | 4           | 50.0                             | 100.0                             | 100.0                                                         |
| 12      | Haveri        | 4           | 0.0                              |                                   | 25.0                                                          |
| 13      | Belgaum       | 3           | 66.7                             | 100.0                             | 100.0                                                         |
| 14      | Bijapur       | 3           | 33.3                             | 100.0                             | 100.0                                                         |
| 15      | Gadag         | 3           | 66.7                             | 100.0                             | 100.0                                                         |
| 16      | Mangalore     | 2           | 50.0                             | 100.0                             | 50.0                                                          |
| 17      | Davangere     | 2           | 0.0                              |                                   |                                                               |
| Total   |               | 134         | 29.9                             | 90.0                              | 44.0                                                          |

**Table 5.2: Awareness of workers about the Minimum Wages Act, 1948**

| Sl. No. | District      | No. of sample workers | % of workers reported aware of |               | % of workers aware about Authority for Inspection of wages |
|---------|---------------|-----------------------|--------------------------------|---------------|------------------------------------------------------------|
|         |               |                       | MWA, 1948                      | Prescribed MG |                                                            |
| 1       | 2             | 3                     | 4                              | 5             | 6                                                          |
| 1       | Mandya        | 65                    | 1.5                            |               | 20.0                                                       |
| 2       | Chikkmagalore | 48                    | 4.2                            | 100.0         | 10.4                                                       |
| 3       | Dharwad       | 36                    |                                |               | 2.8                                                        |
| 4       | Bangalore     | 32                    | 43.8                           | 64.3          | 50.0                                                       |
| 5       | Kollar        | 19                    |                                |               | 21.1                                                       |
| 6       | Bellary       | 12                    |                                |               | 8.3                                                        |
| 7       | Karwar        | 11                    |                                |               |                                                            |
| 8       | Hassan        | 12                    |                                |               |                                                            |
| 9       | Bagalkote     | 18                    | 50.0                           | 100.0         | 66.7                                                       |
| 10      | Bidar         | 8                     |                                |               |                                                            |
| 11      | Chitradurga   | 8                     |                                |               | 12.5                                                       |
| 12      | Haveri        | 8                     |                                |               |                                                            |
| 13      | Belgaum       | 9                     |                                |               | 11.1                                                       |
| 14      | Bijapur       | 6                     |                                |               | 16.7                                                       |
| 15      | Gadag         | 6                     |                                |               | 33.3                                                       |
| 16      | Mangalore     | 6                     |                                |               |                                                            |
| 17      | Davangere     | 4                     |                                |               |                                                            |
| Total   |               | 308                   | 8.4                            | 84.6          | 18.5                                                       |

**Table 5.3 : Awareness of sample women workers about the Equal Remuneration Act, 1976**

| Sl. No. | District      | No. of sample units | No. of sample workers | No. of sample units employing women workers | No. of sample women workers | No. of women workers aware of Equal Remuneration Act, 1976 | No. of women worker reported low wages than men |
|---------|---------------|---------------------|-----------------------|---------------------------------------------|-----------------------------|------------------------------------------------------------|-------------------------------------------------|
| 1       | 2             | 3                   | 4                     | 5                                           | 6                           | 7                                                          | 8                                               |
| 1       | Mandya        | 28                  | 65                    | 10                                          | 11                          |                                                            | 5                                               |
| 2       | Chikkmagalore | 19                  | 48                    | 7                                           | 9                           | 2                                                          | 1                                               |
| 3       | Dharwad       | 18                  | 36                    | 7                                           | 8                           |                                                            | 2                                               |
| 4       | Bangalore     | 12                  | 32                    | 3                                           | 4                           |                                                            |                                                 |
| 5       | Kollar        | 9                   | 19                    | 1                                           | 1                           |                                                            | 1                                               |
| 6       | Bellary       | 6                   | 12                    | 1                                           | 1                           |                                                            | 1                                               |
| 7       | Karwar        | 6                   | 11                    |                                             |                             |                                                            |                                                 |
| 8       | Hassan        | 6                   | 12                    |                                             |                             |                                                            |                                                 |
| 9       | Bagalkote     | 5                   | 18                    | 2                                           | 2                           |                                                            |                                                 |
| 10      | Bidar         | 4                   | 8                     | 3                                           | 3                           |                                                            |                                                 |
| 11      | Chitradurga   | 4                   | 8                     |                                             |                             |                                                            |                                                 |
| 12      | Haveri        | 4                   | 8                     | 2                                           | 2                           |                                                            |                                                 |
| 13      | Belgaum       | 3                   | 9                     |                                             |                             |                                                            |                                                 |
| 14      | Bijapur       | 3                   | 6                     |                                             |                             |                                                            |                                                 |
| 15      | Gadag         | 3                   | 6                     |                                             |                             |                                                            |                                                 |
| 16      | Mangalore     | 2                   | 6                     | 1                                           |                             |                                                            |                                                 |
| 17      | Davangere     | 2                   | 4                     |                                             |                             |                                                            |                                                 |
| Total   |               | 134                 | 308                   | 37                                          | 41                          | 2                                                          | 10                                              |

**Table 5.4 : Maintenance of records by the Units**

| 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       | Mandya        | 28                  | 3.0                                     | 2.2   |       | 0.7        | 1.5              | 0.7        |                   |          |
| 2       | Chikkmagalore | 19                  | 0.7                                     | 0.7   |       |            |                  |            |                   |          |
| 3       | Dharwad       | 18                  | 2.2                                     | 2.2   | 0.7   | 0.7        |                  |            |                   |          |
| 4       | Bangalore     | 12                  | 3.7                                     | 3.7   |       | 0.7        | 1.5              | 0.7        | 0.7               |          |
| 5       | Kollar        | 9                   | 3.0                                     | 3.0   | 0.7   |            | 1.5              |            |                   |          |
| 6       | Bellary       | 6                   | 1.5                                     | 1.5   |       |            | 0.7              | 0.7        |                   |          |
| 7       | Karwar        | 6                   | 0.7                                     |       |       |            |                  |            |                   |          |
| 8       | Hassan        | 6                   | 2.2                                     | 1.5   |       |            |                  |            |                   |          |
| 9       | Bagalkote     | 5                   | 3.7                                     | 3.7   | 2.2   | 2.2        | 1.5              | 2.2        | 1.5               | 2.2      |
| 10      | Bidar         | 4                   | 0.7                                     | 0.7   |       |            |                  |            |                   |          |
| 11      | Chitradurga   | 4                   |                                         |       |       |            |                  |            |                   |          |
| 12      | Haveri        | 4                   | 0.7                                     | 0.7   |       |            |                  |            |                   |          |
| 13      | Belgaum       | 3                   | 1.5                                     | 1.5   | 0.7   | 0.7        | 0.7              | 1.5        | 0.7               | 1.5      |
| 14      | Bijapur       | 3                   | 0.7                                     | 0.7   |       |            |                  |            |                   |          |
| 15      | Gadag         | 3                   |                                         |       |       |            |                  |            |                   |          |
| 16      | Mangalore     | 2                   | 1.5                                     | 1.5   |       |            |                  |            |                   |          |
| 17      | Davangere     | 2                   |                                         |       |       |            |                  |            |                   |          |
| Total   |               | 134                 | 26.1                                    | 23.9  | 4.5   | 5.2        | 7.5              | 6.0        | 3.0               | 3.7      |

**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 | % of units reporting           |                       |                                 |
|---------|---------------|---------------------|--------------------------------|-----------------------|---------------------------------|
|         |               |                     | Displayed Notices and Extracts | Submit Annual Returns | Issue Identity Cards to workers |
| 1       | 2             | 3                   | 4                              | 5                     | 6                               |
| 1       | Mandya        | 28                  |                                | 10.7                  | 3.6                             |
| 2       | Chikkmagalore | 19                  | 5.3                            | 5.3                   |                                 |
| 3       | Dharwad       | 18                  |                                |                       |                                 |
| 4       | Bangalore     | 12                  | 8.3                            | 33.3                  | 8.3                             |
| 5       | Kollar        | 9                   | 11.1                           | 55.6                  |                                 |
| 6       | Bellary       | 6                   |                                | 16.7                  | 16.7                            |
| 7       | Karwar        | 6                   |                                | 16.7                  |                                 |
| 8       | Hassan        | 6                   |                                | 16.7                  |                                 |
| 9       | Bagalkote     | 5                   | 60.0                           | 60.0                  |                                 |
| 10      | Bidar         | 4                   |                                |                       |                                 |
| 11      | Chitradurga   | 4                   |                                |                       |                                 |
| 12      | Haveri        | 4                   |                                | 25.0                  |                                 |
| 13      | Belgaum       | 3                   | 33.3                           | 33.3                  |                                 |
| 14      | Bijapur       | 3                   |                                |                       |                                 |
| 15      | Gadag         | 3                   |                                | 33.3                  |                                 |
| 16      | Mangalore     | 2                   |                                | 50.0                  |                                 |
| 17      | Davangere     | 2                   |                                |                       |                                 |
| Total   |               | 134                 | 5.2                            | 17.2                  | 2.2                             |



**Table 5.6: Distribution of units reporting membership of Employers Association and Workers report Membership of Trade Unions**

| Sl. No. | District      | No. of sample units | % of units reporting membership | % of workers reporting membership |
|---------|---------------|---------------------|---------------------------------|-----------------------------------|
| 1       | 2             | 3                   | 4                               | 5                                 |
| 1       | Mandya        | 28                  | 14.3                            |                                   |
| 2       | Chikkmagalore | 19                  |                                 |                                   |
| 3       | Dharwad       | 18                  | 38.9                            |                                   |
| 4       | Bangalore     | 12                  | 25.0                            | 15.6                              |
| 5       | Kollar        | 9                   | 77.8                            |                                   |
| 6       | Bellary       | 6                   |                                 |                                   |
| 7       | Karwar        | 6                   | 16.7                            |                                   |
| 8       | Hassan        | 6                   |                                 |                                   |
| 9       | Bagalkote     | 5                   | 20.0                            |                                   |
| 10      | Bidar         | 4                   |                                 |                                   |
| 11      | Chitradurga   | 4                   |                                 |                                   |
| 12      | Haveri        | 4                   | 100.0                           |                                   |
| 13      | Belgaum       | 3                   |                                 |                                   |
| 14      | Bijapur       | 3                   |                                 |                                   |
| 15      | Gadag         | 3                   |                                 |                                   |
| 16      | Mangalore     | 2                   |                                 |                                   |
| 17      | Davangere     | 2                   |                                 |                                   |
| Total   |               | 134                 | 20.1                            | 1.6                               |

## CHAPTER – VI

### ENFORCEMENT OF THE LABOUR LAWS

#### 6.1 Introduction

The Minimum Wages Act 1948 provides for fixation and revision of the statutory rates of the minimum wages in certain scheduled employment to prevent exploitation of ignorant, less organised and under privileged workers. The Appropriate Government, whether in 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 also are aware of the extent to which they can approach the enforcement officers to seek protection.

#### BOX-V I

| <b>Enforcement of Labour laws</b>                                             |          |
|-------------------------------------------------------------------------------|----------|
| ➤ Number of Labour inspectors interviewed                                     | : 38     |
| ➤ Number of sample units inspected during 2007-08                             | : 49     |
| ➤ Proportion of Labour Inspectors having no transport facility for inspection | : 34%    |
| ➤ Farthest distance for inspection                                            | : 60 km. |

The State Government of Karnataka State is the appropriate authority for enforcing the labour laws in the scheduled employment of Stone Breaking and Stone Crushing. 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.

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

The Labour Commissioner of Karnataka State is the over all in charge of the enforcement machinery for the enforcement of labour laws in the State. 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.

The Labour Inspectors and the Labour officers enforce the 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 Shop & 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 Act
- xiv) The Motor Transport Act.
- xv) The Building Construction Act.
- xvi) The Plantations Labour Act.
- xvii) The Labour Welfare Act.

During the survey, information was collected from 38 Labour Inspectors through a specially designed questionnaire regarding the number of inspections carried out 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. Table 6.1 presents the enforcement of various labour laws by the Labour Inspectors.

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

Table 6.1 presents the inspections carried out by the Labour Inspectors for the enforcement of various labour laws. The survey results reveal that of the 38 inspectors, 37 inspectors (97%) reported the inspections for the enforcement of Minimum Wages Act, 1948, Payment of Wages Act, 1936, Equal Remuneration Act 1976, Shops and Commercial Establishments Act followed by 33 Inspectors (87%) reported inspections under the Payment of Gratuity Act, 1972, 31 (82%) under the Trade Unions Act 1926, and 14 (37%) reported inspections under the Industrial Employment (Standing Orders) Act. However, 100 percent Labour Inspectors reported inspections for the enforcement of Child Labour (Prohibition & Regulation) Act 1986 and 95 percent reported inspections for Contract Labour (Regulation & Abolition) Act, 1970. The inspections carried out for the enforcement of other labour laws are presented in Table 6.1.

The survey results reveal that none of the Labour Inspectors of Dharwad, Chitradurga, Belgaum and Manglore carried out inspections under the Minimum Wage Act, 1948 and the Equal Remuneration Act, 1976 in the Stone Breaking and Stone Crushing industry (Table 6.2). The number of inspections usually made in a month under various labour laws in the Stone Breaking and Stone Crushing industry and the number of inspections made by the

Labour Inspectors during the year 2004-05, 2005-06 and 2006-07 are presented in Table 6.2

#### **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 these aspects were collected from the sample units and is presented in Table 6.3. The results reveal that of the 134 sample units, 49 units (37%) reported that their units are inspected by the enforcement officers during 2007-08 year. In Bagalkote all the units reported inspection during 2007-08 whereas in Dharwad district only 16.7% units reported inspection.

#### **6.5 Observations of the enforcement machinery**

Table 6.4 presents the nature of transport facilities provided to the Labour Inspectors for the inspection. The results reveal that of the 38 Labour Inspectors, 20 Inspectors (53%) reported Transport/Petrol Allowance for inspections, 4 Inspectors (10%) reported other facilities like T.A., D.A. and Bus fare whereas one Labour Inspector reported the facility of two wheeler. Further, 13 Inspectors (34%) reported no facility for transport for the inspections.

Furthermore, of the 25 Labour Inspectors who reported the facility for inspections, 23 Labour Inspectors (92%) reported the facilities provided to them as “inadequate” for inspection in view of the distance of the farthest unit for inspection was reported 60 Kms.

## **6.6 Difficulties in effective enforcement of the Labour Laws**

The results underline that the lack of awareness and organization among the workers, non cooperation of the employers, transport problems, non cooperative attitude of workers, local political interference and non availability of supporting staff, etc are the major difficulties in handling the effective enforcement of the Minimum Wages Act, 1948, and Equal Remuneration Act 1976. There is also a pointer toward the need for augmenting the enforcement machinery.

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

1. The workers should be made aware about 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. Some conditions for ensuring the job security of the workers reporting the cases of violation should be included in the Minimum Wages Act, 1948 and in the Equal Remuneration Act, 1976.
4. Govt. vehicle and supporting staff should be provided to the Labour Inspectors.
5. In case of non availability of Govt vehicle, sufficient Transport Allowance should be provided to the Labour Inspectors.
6. Political influences or interference should be discarded in case of violation is detected by the Labour Inspectors.
7. Provisions should be made to register the small units under the Karnataka Shops and Commercial Establishments Act, 1961.

8. Where the area of the operation for enforcement is more, that should be delimited.--
9. Sufficient budget for prosecution should be provided.
10. At least 2 Labour Inspectors should be sent to inspect the units to enforce the Acts in the units located in the remote and unsafe areas.
11. The fine amount should be increased from the existing fine of Rs.500/=.
12. The time leg for prosecution of units who fails to maintain records should be reduced from six months to three months.
13. In case of non implementation of labour laws, the Labour Inspectors should be empowered to fine the employer on the spot itself.
14. The fine after prosecution may be equal to or more than the cost of the case processed against the employer.
15. Awareness about the Labour Laws may be created among the employers and employees.

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

| Sl. No. | District      | No. of Labour Inspectors | Percentage of Labour Inspectors reported Enforcement of Labour Law |                  |                    |                                   |                  |                      |                    |                     |              |                                         |                                          |                                         |                   |                 |                               |                   |                |
|---------|---------------|--------------------------|--------------------------------------------------------------------|------------------|--------------------|-----------------------------------|------------------|----------------------|--------------------|---------------------|--------------|-----------------------------------------|------------------------------------------|-----------------------------------------|-------------------|-----------------|-------------------------------|-------------------|----------------|
|         |               |                          | Minimum Wages                                                      | Payment of Wages | Equal Remuneration | Shops & Commercial Establishments | Payment of Bonus | Workmen Compensation | Meternity Benefits | Payment of Gratuity | Trade Unions | Child labour (Prohibition & Regulation) | Contract Labour (Regulation & Abolition) | Industrial Employment (Standing Orders) | Bidi & Cigarettee | Motor Transport | Building Construction Workers | Plantation Labour | Labour Welfare |
| 1       | 2             | 3                        | 4                                                                  | 5                | 6                  | 7                                 | 8                | 9                    | 10                 | 11                  | 12           | 13                                      | 14                                       | 15                                      | 16                | 17              | 18                            | 19                | 20             |
| 1       | Mandya        | 5                        | 100.0                                                              | 100.0            | 100.0              | 100.0                             | 40.0             |                      | 20.0               | 100.0               | 80.0         | 100.0                                   | 100.0                                    | 80.0                                    | 60.0              | 60.0            | 20.0                          |                   |                |
| 2       | Chikkmagalore | 4                        | 100.0                                                              | 100.0            | 100.0              | 100.0                             |                  |                      | 25.0               | 100.0               | 100.0        | 100.0                                   | 100.0                                    |                                         | 25.0              | 25.0            | 25.0                          |                   |                |
| 3       | Dharwad       | 2                        | 100.0                                                              | 100.0            | 100.0              | 100.0                             |                  |                      |                    | 100.0               | 100.0        | 100.0                                   | 100.0                                    |                                         | 50.0              | 50.0            | 50.0                          |                   |                |
| 4       | Bangalore     | 5                        | 80.0                                                               | 80.0             | 80.0               | 80.0                              |                  |                      | 20.0               | 80.0                | 40.0         | 100.0                                   | 80.0                                     | 20.0                                    |                   |                 |                               |                   |                |
| 5       | Kollar        | 2                        | 100.0                                                              | 100.0            | 100.0              | 100.0                             |                  |                      | 50.0               | 100.0               | 50.0         | 100.0                                   | 100.0                                    | 100.0                                   | 50.0              | 50.0            |                               |                   |                |
| 6       | Bellary       | 2                        | 100.0                                                              | 100.0            | 100.0              | 100.0                             |                  |                      | 100.0              | 100.0               | 100.0        | 100.0                                   | 100.0                                    | 100.0                                   |                   |                 |                               |                   |                |
| 7       | Karwar        | 2                        | 100.0                                                              | 100.0            | 100.0              | 100.0                             |                  |                      |                    | 100.0               | 100.0        | 100.0                                   | 100.0                                    |                                         | 50.0              | 50.0            | 50.0                          |                   |                |
| 8       | Hassan        | 4                        | 100.0                                                              | 100.0            | 100.0              | 100.0                             |                  |                      |                    | 75.0                | 100.0        | 100.0                                   | 100.0                                    | 50.0                                    | 100.0             | 50.0            | 75.0                          | 25.0              |                |
| 9       | Bagalkote     | 2                        | 100.0                                                              | 100.0            | 100.0              | 100.0                             | 100.0            | 50.0                 | 50.0               | 100.0               | 100.0        | 100.0                                   | 100.0                                    | 50.0                                    |                   |                 | 50.0                          |                   | 100.0          |
| 10      | Bidar         | 1                        | 100.0                                                              | 100.0            | 100.0              | 100.0                             |                  |                      |                    |                     |              | 100.0                                   |                                          |                                         |                   |                 | 100.0                         |                   |                |
| 11      | Chitradurga   | 2                        | 100.0                                                              | 100.0            | 100.0              | 100.0                             |                  |                      |                    | 100.0               | 100.0        | 100.0                                   | 100.0                                    |                                         |                   |                 |                               |                   |                |
| 12      | Haveri        | 2                        | 100.0                                                              | 100.0            | 100.0              | 100.0                             | 100.0            | 100.0                | 100.0              | 100.0               | 100.0        | 100.0                                   | 100.0                                    | 100.0                                   | 100.0             | 100.0           |                               |                   |                |
| 13      | Belgaum       | 1                        | 100.0                                                              | 100.0            | 100.0              | 100.0                             |                  |                      |                    | 100.0               | 100.0        | 100.0                                   | 100.0                                    |                                         |                   |                 |                               |                   |                |
| 14      | Bijapur       | 1                        | 100.0                                                              | 100.0            | 100.0              | 100.0                             |                  |                      |                    |                     |              | 100.0                                   | 100.0                                    |                                         |                   |                 |                               |                   |                |
| 15      | Gadag         | 1                        | 100.0                                                              | 100.0            | 100.0              | 100.0                             |                  |                      | 100.0              | 100.0               | 100.0        | 100.0                                   | 100.0                                    |                                         |                   | 100.0           | 100.0                         |                   |                |
| 16      | Mangalore     | 1                        | 100.0                                                              | 100.0            | 100.0              | 100.0                             |                  |                      |                    | 100.0               | 100.0        | 100.0                                   | 100.0                                    |                                         | 100.0             | 100.0           |                               |                   |                |
| 17      | Davangere     | 1                        | 100.0                                                              | 100.0            | 100.0              | 100.0                             |                  |                      |                    |                     | 100.0        | 100.0                                   | 100.0                                    |                                         |                   |                 | 100.0                         |                   |                |
| Total   |               | 38                       | 97.4                                                               | 97.4             | 97.4               | 97.4                              | 15.8             | 7.9                  | 26.3               | 86.8                | 81.6         | 100.0                                   | 94.7                                     | 36.8                                    | 36.8              | 34.2            | 28.9                          | 2.6               | 5.3            |



**Table 6.2 : Total number of Inspections under Various Acts**

| Sl. No. | District      | No. of Labour Inspectors interviewed | No. of inspections usually made in a month under |                              |                   | No. of inspections made during |         |         |
|---------|---------------|--------------------------------------|--------------------------------------------------|------------------------------|-------------------|--------------------------------|---------|---------|
|         |               |                                      | Minimum Wages Act, 1948                          | Equal Remuneration Act, 1976 | Other Labour Laws | 2004-05                        | 2005-06 | 2006-07 |
| 1       | 2             | 3                                    | 4                                                | 5                            | 6                 | 7                              | 8       | 9       |
| 1       | Mandya        | 5                                    | 17                                               | 11                           | 35                | 2                              | 4       | 36      |
| 2       | Chikkmagalore | 4                                    | 4                                                | 4                            | 25                | 2                              | 2       | 3       |
| 3       | Dharwad       | 2                                    |                                                  |                              |                   |                                |         |         |
| 4       | Bangalore     | 5                                    | 1                                                | 1                            |                   |                                |         | 5       |
| 5       | Kollar        | 2                                    | 5                                                | 3                            | 1                 | 48                             | 46      | 75      |
| 6       | Bellary       | 2                                    | 2                                                | 2                            | 2                 | 8                              | 11      | 10      |
| 7       | Karwar        | 2                                    | 6                                                | 1                            |                   | 7                              | 5       | 6       |
| 8       | Hassan        | 4                                    | 19                                               | 2                            | 70                | 43                             | 48      | 46      |
| 9       | Bagalkote     | 2                                    | 5                                                | 2                            | 14                | 162                            | 171     | 216     |
| 10      | Bidar         | 1                                    | 1                                                | 1                            | 1                 | 5                              | 8       | 7       |
| 11      | Chitradurga   | 2                                    |                                                  |                              |                   |                                |         | 14      |
| 12      | Haveri        | 2                                    | 2                                                | 1                            | 2                 | 2                              | 2       | 3       |
| 13      | Belgaum       | 1                                    |                                                  |                              | 1                 | 75                             | 70      | 80      |
| 14      | Bijapur       | 1                                    | 1                                                | 1                            | 1                 |                                |         |         |
| 15      | Gadag         | 1                                    | 1                                                | 1                            | 1                 |                                |         |         |
| 16      | Mangalore     | 1                                    |                                                  |                              |                   |                                |         |         |
| 17      | Davangere     | 1                                    | 1                                                | 1                            | 1                 |                                |         |         |
| Total   |               | 38                                   | 65                                               | 31                           | 154               | 354                            | 367     | 501     |

**Table 6.3 : Total number of inspection conducted in the sample units surveyed**

| 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       | Mandya        | 28                  | 9                                     | 32.1                                   |
| 2       | Chikkmagalore | 19                  | 5                                     | 26.3                                   |
| 3       | Dharwad       | 18                  | 3                                     | 16.7                                   |
| 4       | Bangalore     | 12                  | 6                                     | 50.0                                   |
| 5       | Kollar        | 9                   | 5                                     | 55.6                                   |
| 6       | Bellary       | 6                   | 3                                     | 50.0                                   |
| 7       | Karwar        | 6                   | 2                                     | 33.3                                   |
| 8       | Hassan        | 6                   | 3                                     | 50.0                                   |
| 9       | Bagalkote     | 5                   | 5                                     | 100.0                                  |
| 10      | Bidar         | 4                   |                                       |                                        |
| 11      | Chitradurga   | 4                   | 2                                     | 50.0                                   |
| 12      | Haveri        | 4                   |                                       |                                        |
| 13      | Belgaum       | 3                   | 2                                     | 66.7                                   |
| 14      | Bijapur       | 3                   | 2                                     | 66.7                                   |
| 15      | Gadag         | 3                   | 2                                     | 66.7                                   |
| 16      | Mangalore     | 2                   |                                       |                                        |
| 17      | Davangere     | 2                   |                                       |                                        |
| Total   |               | 134                 | 49                                    | 36.6                                   |

**Table 6.4: Nature of Transport Facilities Provided for Inspection**

| Sl. No. | District      | No. of Labour Inspectors interviewed | No. of inspectors reported transport facilities for inspections |                            |            |             | Distance of the farthest unit for inspection (in K.M.) |
|---------|---------------|--------------------------------------|-----------------------------------------------------------------|----------------------------|------------|-------------|--------------------------------------------------------|
|         |               |                                      | Two wheeler                                                     | Transport/Petrol Allowance | Other mode | No facility |                                                        |
| 1       | 2             | 3                                    | 4                                                               | 5                          | 6          | 7           | 10                                                     |
| 1       | Mandya        | 5                                    |                                                                 | 4                          |            | 1           | 55                                                     |
| 2       | Chikkmagalore | 4                                    |                                                                 | 3                          |            | 1           | 40                                                     |
| 3       | Dharwad       | 2                                    |                                                                 | 1                          |            | 1           | 25                                                     |
| 4       | Bangalore     | 5                                    |                                                                 | 2                          | 1          | 2           | 60                                                     |
| 5       | Kollar        | 2                                    |                                                                 | 2                          |            |             | 40                                                     |
| 6       | Bellary       | 2                                    |                                                                 | 1                          |            | 1           | 45                                                     |
| 7       | Karwar        | 2                                    |                                                                 | 2                          |            |             | 25                                                     |
| 8       | Hassan        | 4                                    |                                                                 | 1                          | 3          |             | 40                                                     |
| 9       | Bagalkote     | 2                                    |                                                                 |                            |            | 2           | 30                                                     |
| 10      | Bidar         | 1                                    |                                                                 | 1                          |            |             | 20                                                     |
| 11      | Chitradurga   | 2                                    |                                                                 |                            |            | 2           | 20                                                     |
| 12      | Haveri        | 2                                    |                                                                 |                            |            | 2           | 40                                                     |
| 13      | Belgaum       | 1                                    |                                                                 | 1                          |            |             | 40                                                     |
| 14      | Bijapur       | 1                                    |                                                                 |                            |            | 1           | 35                                                     |
| 15      | Gadag         | 1                                    |                                                                 | 1                          |            |             | 50                                                     |
| 16      | Mangalore     | 1                                    |                                                                 | 1                          |            |             | 20                                                     |
| 17      | Davangere     | 1                                    | 1                                                               |                            |            |             | 20                                                     |
| Total   |               | 38                                   | 1                                                               | 20                         | 4          | 13          | Min: 20<br>Max: 60                                     |

## 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              |