

**REPORT ON
LEATHER INDUSTRY
INCLUDING FOOTWEAR
AND
OTHER ART WORKS
IN INDIA**

2007-08



सत्यमेव जयते

**Government of India
Ministry of Labour & Employment
Labour Bureau
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P R E F A C E

The industrial development in the post independence era culminated in the definite improvement of the conditions of labour in the organized sector. The corresponding benefits however, did not filter down to the workers in the un-organized sector which accounts for more than 90 per cent of total work force in the country. The National Commission on Labour (1969), which looked into this matter, inter-alia, recommended, "A better understanding of the problem of different categories of un-organized Labour is essential to the formulation of suitable ameliorative measures and detailed surveys about the conditions of work in these employments should be undertaken."

The recommendation of the Commission was accepted by the Government and the Labour Bureau was accordingly asked thereafter, to work out the scope, coverage etc., of these surveys. The Bureau, in consultation with various concerned agencies, prepared a comprehensive list of 45 industries/employments for the surveys under the un-organized sector. The first such survey was conducted in the year 1977-78 in building industry in Delhi and since then 31 surveys have been conducted.

The present survey aims to study the working and living Conditions of Un-organized workers engaged in Leather Industry including Footwear and other Art Works in India, is 31st in the series.

I avail this opportunity to express Bureau's gratitude to the officers and the staff of the offices of Labour Commissioners of the concerned state Governments for extending co-operation and assistance in conducting the survey. I am also thankful to the employers' and employees' representatives and their associations who un-grudgingly co-operated and even helped in the smooth conduct of the survey.

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 the SESDSL section of labour Bureau.

Views, if any, expressed in this Report are not necessarily those of the Ministry of Labour and Employment, Government of India. However, any suggestions for the improvement of such surveys are welcome.

(Dr. KSRVS Chalam)
Director General

Labour Bureau
Chandigarh
Dated : 29-10-2009

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CHAPTER – I

INTRODUCTION

- 1.1 In India, a vast majority of the labour force is employed in unorganized sector employments. The unorganized/informal employment is characterized by its casual and self employed nature. Self employed persons and those employed in unorganized sector enterprises are not eligible either for many benefits including social security benefits to which the organized sector workers are entitled.

- 1.2 According to the results of the last quinquennial Employment & Unemployment survey conducted by National Sample Survey Organization in the year 2004-05, the total work force in the country is about 469 million and only 7 per cent of them are employed in the formal or organized sector (all public sector establishments and all non-agricultural establishments in private sector with 10 or more workers). While remaining 93 per cent of the total work force is employed in the informal or unorganized sector.

- 1.3 This vast majority of unorganized labour force has not been able to organize itself due to various constraints. They have remained a neglected lot as most of the labour acts enacted are concerned about the welfare of organized sector workers. The workers in the unorganized sector were left to fend for themselves and were rendered vulnerable to exploitation by the employers as they could not organize themselves into a force to reckon with. High rate of illiteracy among unorganized labour has also added to their problems. The various government agencies charged with the responsibility of suggesting effective ways and means to ameliorate their conditions could also do little due to absence of basic data on this labour segment.

- 1.4 The appalling conditions of labour in unorganized sector attracted the attention of policy makers. But they however, found themselves ill equipped to do anything significant to ameliorate the conditions of workers as no reliable data relating to their working and living conditions was available. The National Labour Commission (1969) which was, inter-alia, charged with the responsibility of suggesting measures to improve conditions of the unorganized labour noted that the unorganized labour on account of numerous constraints had mostly been left out of the purview of the labour laws. Even in cases where the Factories Act, 1948, Shops & Commercial Establishments Act, Minimum Wages Act, 1948 etc. apply to such labour, their enforcement had left much to be desired. The Commission observed that “first hand studies of different categories of unorganized labour have not been undertaken and where such information is available, it is not adequate”. It, inter-alia, recommended that “A better understanding of the problems of different categories of unorganized labour is essential to the formulation of suitable ameliorative measures. Detailed surveys about the conditions of work in these employments should be undertaken”.
- 1.5 The Government accepted this recommendation of National Labour Commission, in pursuance of which, the Labour Bureau under the Ministry of Labour & Employment was asked to work out the scope, design, coverage etc. of surveys in the unorganized sector employments/activities in consultation with the State Governments, Central Statistical Organization and other concerned agencies.
- 1.6 The work for identifying employments/activities in which unorganized labour was predominately concentrated was initiated by the Labour Bureau in the year 1972 in consultation with various state governments and central agencies. The task to identify the

unorganized employments/ activities was not an easy one due to lack of universal definition of unorganized sector and other constraints. However, the National Commission on Labour had briefly dealt with the definition of unorganized sector, reproduced as under.

1.7 “The unorganized labour would be described as those (workers) who have not been able to organize in pursuit of a common objective because of constraints such as :-

- Casual nature of employment ;
- Ignorance and illiteracy ;
- Small size of establishment with low capital investment per person employed;
- Scattered nature of establishments ; and
- Superior strength of employer operating singly or in combination”.

1.8 In conformity with the above criteria, Labour Bureau, in consultation with various States and central agencies, identified some of the employments/activities (Annexure-I) and started taking up the surveys in those selected employments one by one in order to study the working and living conditions of workers employed therein. In the initial years, the scope of the surveys was restricted to pockets of concentration due to resource constraints like manpower and finances. The first survey was conducted in “Building & Construction Industry in Delhi” in the year 1977 and 17 centres specific surveys were conducted between the years 1977 to 1983. However, keeping in view the importance and utility of this sector, the coverage of such surveys was subsequently enlarged to All India level. The list of surveys so far conducted by Labour Bureau under the unorganized sector component is at Annexure-II.

- 1.9 The present survey deals with the “Workers engaged in leather Industry including manufacture of footwear & other art works in the unorganized sector”. Leather industry in India, occupies a place of prominence in the economy, due to its massive potential for employment, growth and exports. The sector is spread across the formal as well as informal sectors and produces a comprehensive range of products from raw hides to garments, shoes etc.
- 1.10 The country is ranked first among major livestock holding nations in the world and thus has a rich endowment of raw material in terms of the cattle population. It has the capacity to cater 10 per cent of the global leather requirement. The sector is amongst top eight export earners for the country and employs around 2.5 million people. A major part of the production is in the small/cottage sector. Though endowed with 10 per cent of the raw material, the export of the country constitutes only about 2 per cent of the world trade.

CHAPTER - II

Scope and Design of the Survey

2.1 The survey aims at studying the working and living conditions of workers engaged in the manufacture of Footwear and other Art workers in the unorganized sector. Industries under the following NIC Codes have been studied.

1912 - Manufacture of Luggage, handbags saddlery and harness.

1920 - Manufacture of Footwear (excluding repair)

2.2 All the state governments were requested to provide the list of active units under NIC codes 1912 & 1920 in their jurisdiction. Utilizing the list of active units received from the State authorities and based on concentration of the units, the survey was conducted in Uttar Pradesh, Tamil Nadu, Maharashtra, Delhi, Bihar, Rajasthan, West Bengal, Haryana, Punjab, Himachal Pradesh and Kerala states. It has been observed that the lists provided by the state governments are neither complete nor updated.

2.3 For conducting a sample survey with the objective, inter-alia, of estimating some important characteristics with a pre-determined precision, the availability of an up-to-date and exhaustive frame of the industry is essential. Due to non-availability of such frame, estimation in the instant case could not be attempted.

2.4 Stratification has been done by adopting the following procedure. The states are arranged in ascending order based on the number of

units in them. The percentage share of units in a state in the total units in the frame is calculated. The states having 4 per cent or more of the units in the frame have been taken as independent strata. Rest of the states has been clubbed into one stratum called 'residual'. Based on the above procedure, 10 independent states have been taken as independent strata and the rest of the states have been clubbed into residual states. The sample of 263 units has been distributed proportionately among the different strata and size classes according to their share in the total frame. The strata have been further divided into three size classes of employment viz. 1-5 workers, 6-9 workers and 10-19 workers.

- 2.5 The Stratified Random sampling technique has been adopted to draw the sample. The sample size has been worked out based on the co-efficient of variation (C.V.) in wage rates of workers (of NIC 1912 & 1920) as available in Annual Survey of Industries 2003-04 results. A total sample size of 263 units has been selected with 5 per cent permissible error and 90 per cent confidence coefficient.
- 2.6 In addition to the above sample of 263 units, depending on availability, 2 units from each employment size class of 20-99 workers and 100 and above workers of every stratum are also selected for comparison purposes between organized and unorganized units.
- 2.7 In addition to the unit level schedule canvassed from each sample unit, to ascertain the working conditions, the worker level schedules have also been canvassed for knowing of the living conditions of workers engaged in the industry. During the survey a total of 246 unit level and 1,050 worker level schedules have been canvassed. The following procedure is adopted for selecting workers from the sample units.

Units employing 1-5 workers	: -	2 workers
Units employing 6-9 workers	: -	4 workers
Units employing 10 & above workers	: -	6 workers

The details of stratum-wise distribution of sample units are presented below in Table 2.1.

Table 2.1: Stratum - wise distribution of sample units

Sl. No.	Stratum	No. of sample units proposed	No. of sample units in the size class		
			1-5	6-9	10-19
1	2	3	4	5	6
1	Uttar Pradesh	51	36	10	5
2	Tamil Nadu	50	39	6	5
3	Maharashtra	26	12	10	4
4	Delhi	24	14	5	5
5	Kerala	22	15	5	2
6	Bihar	16	14	2	-
7	Rajasthan	14	10	2	2
8	West Bengal	13	2	3	8
9	Haryana	12	6	3	3
10	Punjab	12	8	2	2
11	Residual	23	17	3	3
Total		263	173	51	39

2.8 In some strata closure rate is observed to be so high that even after visiting all the units in the frame, actual coverage fell short of the sample size proposed to be covered. As such it was possible to collect information from 246 units against the proposed sample size of 263 units. Even this was possible by covering many units which didn't feature in the lists provided by the state authorities.

2.9 The actual unit level and worker level coverage in each stratum is presented below in Table 2.2.

Table 2.2: Stratum wise unit and worker level schedule canvassed

Sl. No.	Stratum	Number of schedules canvassed	
		Unit level	Worker level
1	2	3	4
1	Uttar Pradesh	54	231
2	Tamil Nadu	24	110
3	Maharashtra	30	115
4	Delhi	13	64
5	Kerala	25	101
6	Bihar	8	18
7	Rajasthan	19	81
8	West Bengal	18	104
9	Haryana	16	78
10	Punjab	16	68
11	Residual	23	80
Total		246	1050

2.10 As already mentioned, two types of schedules have been canvassed to collect information, one from the employer of the unit and the other from selected workers. In the unit level schedule the information on mode of employment, wages, hours of work, leave and holidays, medical facilities, social security benefits, welfare facilities, housing facilities etc. is collected. Whereas through the worker level schedule information regarding family size, literacy level, economic status, family income and receipts, qualitative standard of living, dietary habits, sickness and type of treatment, assets, housing conditions, migration, indebtedness, etc. of the selected worker is collected.

2.11 The field survey commenced in the month of May, 2007 and completed in the month of October, 2007.

CHAPTER – III

General Characteristics

- 3.1 The contribution of unorganized sector in the Gross National Product is huge. Still the workers employed therein are not able to get various facilities provided under different labour Acts. One of the impediments to frame effective policy for the upliftments of unorganized workers is the lack of reliable and up-to-date data. Many of the unorganized sector workers are self employed, in the sense they are employed in the family business and therefore are not registered under any of the act.

- 3.2 In the present survey, an attempt has been made to garner information from the establishments of leather industry employing smaller number of workers so as to get first hand information on the working and living conditions of the workers. In the ensuing paragraphs the important characteristics of the leather industry sample units, like, year of establishment, registration of the unit, marketing pattern, type of products manufactured etc. are discussed.

- 3.3 It is generally believed that the establishments in the unorganized sector are not perennial, have low capital investment per person employed and have the tendency to change the business quite frequently depending on the demand of the product. In order to capture the number of years for which the establishments are working, the year of the unit's establishment is collected during the survey and presented in ensuing table.

Table 3.1: Percentage distribution of units by period of working

Sl. No.	Stratum	No. of sample units	Percentage of units having period of working			
			upto 5 years	5-10 years	10-20 years	Above 20 years
1	2	3	4	5	6	7
1	Uttar Pradesh	54	12.9	24.1	35.2	27.8
2	Tamil Nadu	24	29.2	20.8	20.8	29.2
3	Maharashtra	30	20.0	20.0	23.3	36.7
4	Delhi	13	0.0	23.1	30.8	46.1
5	Kerala	25	44.0	28.0	24.0	4.0
6	Bihar	8	25.0	50.0	12.5	12.5
7	Rajasthan	19	10.6	21.0	15.8	52.6
8	West Bengal	18	16.7	38.9	22.2	22.2
9	Haryana	16	37.5	6.2	31.3	25.0
10	Punjab	16	18.7	25.0	6.3	50.0
11	Residual	23	34.7	34.8	13.1	17.4
Total		246	22.3	25.2	23.6	28.9

3.4 The data on working period of units have been classified into four major groups viz. below 5 years, 5-10 years, 10-20 years and above 20 years. From the above table it may be seen that 47.5 per cent of the units are working for ten years or less about 29.0 per cent of the units are working for more than 20 years. In the 10-20 years category, 23.6 per cent units are found working. A maximum of 35.2 per cent unit in Uttar Pradesh are found working during 10-20 years category and a minimum of 6.3 per cent in Punjab state. In Rajasthan and Punjab 52.6 per cent and 50.0 per cent units respectively are found working for the last more than 20 years. The detail of the number of years state-wise distribution of establishments by the period of working is presented above in Table 3.1.

3.5 It is generally, argued that the unorganized sector establishments are not registered under any Act and hence is not under any legal obligation to provide various social security benefits to their workers. However, as stated earlier, a very high rate of closure of the units as provided by the state authorities was found and the units

were substituted with the help of local authorities. To access this aspect the information on registration of sample establishments was collected and is presented in Table 3.2. It may be observed from the tables that (under the Factory Act, 1948) about 28.5 per cent of the sampled units are registered, followed by 25.2 per cent under the Shops & Commercial Act. In West Bengal a maximum of 61.0 per cent unit are found registered under the Factories Act, 1948. Similarly, under Shops and Commercial Act a maximum of 75.0 per cent units are registered in Punjab state. Further, only 13.8 per cent units are not found registered under any of the labour Acts. The distribution of units registered under various Acts is presented below in Table 3.2.

Table 3.2: Percentage distribution of units by registration under Various Acts

Sl. No.	Stratum	No. of sample units	Factories Act, 1948	Shops and Commercial Establishments Act	Other Acts	Not covered under any Act
1	2	3	4	5	6	7
1	Uttar Pradesh	54	33.3	9.3	38.9	18.5
2	Tamil Nadu	24	16.7	-	79.2	4.1
3	Maharashtra	30	13.3	50.0	20.0	16.7
4	Delhi	13	23.0	38.5	30.8	7.7
5	Kerala	25	44.0	16.0	16.0	24.0
6	Bihar	8	-	37.5	62.5	-
7	Rajasthan	19	26.3	52.6	5.3	15.8
8	West Bengal	18	61.1	-	27.8	11.1
9	Haryana	16	25.0	6.3	50.0	18.7
10	Punjab	16	25.0	75.0	-	-
11	Residual	23	26.2	30.4	30.4	13.0
	All India	246	28.5	25.2	32.5	13.8

3.6 During the survey, the information is also collected on the ownership status of the units. It has been observed that majority of the units (95.1 per cent) are privately owned and the remaining units are in the co-operative sector. In the States of Bihar, Delhi,

Haryana, Kerala, Punjab, Rajasthan and West Bengal all the sample units are privately owned. In Tamil Nadu, 37.5 per cent units are in the co-operative sector and remaining in private sector.

- 3.7 It is a general observation that the smaller units work as ancillary units to the big establishments and work on job basis. The information on independent nature or otherwise working of the units is also collected during the survey. From the Table 3.3 it may be seen that majority of the units (92.3 per cent) are functioning on independent basis and only 7.7 per cent work on job basis. In Punjab, Haryana, Rajasthan, Kerala, Maharashtra and Tamil Nadu all the units are found working independently. However, in Bihar stratum 50.0 per cent of the sampled units are found working on job basis followed by 16.7 per cent in West Bengal, 15.4 per cent in Delhi and 14.8 per cent in Uttar Pradesh.

Table 3.3: Percentage distribution of units by their nature of working

Sl. No.	Stratum	No. of sample units	Independent	Job basis
1	2	3	4	5
1	Uttar Pradesh	54	85.2	14.8
2	Tamil Nadu	24	100.0	-
3	Maharashtra	30	100.0	-
4	Delhi	13	84.6	15.4
5	Kerala	25	100.0	-
6	Bihar	8	50.0	50.0
7	Rajasthan	19	100.0	-
8	West Bengal	18	83.3	16.7
9	Haryana	16	100.0	-
10	Punjab	16	100.0	-
11	Residual	23	91.3	8.7
	All India	246	92.3	7.7

- 3.8 It is believed that the smaller unorganized sector units are not able to market their produce directly, resulting in their profits being shared by marketing intermediaries and thus rendering the producers unable to pay better wages to their workers. To study this aspect, the information regarding the marketing of the products

manufactured by the sample establishments is also collected and the results are presented in Table 3.4. The survey results reveal that contrary to the belief majority of the units are selling their products directly. In Tamil Nadu, Maharashtra and Punjab all the sampled units are found selling products directly. The other modes of marketing, like, selling through co-operatives, Government agencies, agents etc. are observed in very few sampled units. The distribution of units by the pattern of marketing is given below in Table 3.4.

Table 3.4: Percentage distribution of sample units by mode of marketing

Sl. No.	Stratum	No. of Sample Units	Direct	Co-operative	Govt. Department	Agents	Others
1	2	3	4	5	6	7	8
1	Uttar Pradesh	54	90.7	-	-	1.9	7.4
2	Tamil Nadu	24	100.0	-	-	-	-
3	Maharashtra	30	100.0	-	-	-	-
4	Delhi	13	76.9	-	-	15.4	7.7
5	Kerala	25	88.0	4.0	-	8.0	-
6	Bihar	8	50.0	-	-	-	50.0
7	Rajasthan	19	89.4	-	-	10.6	-
8	West Bengal	18	88.9	-	-	-	11.1
9	Haryana	16	93.8	-	-	6.2	-
10	Punjab	16	100.0	-	-	-	-
11	Residual	23	82.6	-	4.3	-	13.1
	All India	246	90.3	0.4	0.4	3.3	5.6

3.9 The information on the main product manufactured by the units is also collected during the survey. The results reveal that majority of the units manufacture footwear (74.8 per cent), followed by hand bag (11.4 per cent), artistic articles of leather (3.7 per cent) and travel bag (2.4 per cent). In Bihar stratum all sample units are engaged in the manufacture of footwear. About 28.0 per cent of the sampled units in Kerala have reported manufacture of hand bags, followed by 22.2 per cent in West Bengal. The distribution of sample

units engaged in manufacturing of different products is presented below in Table 3.5.

Table 3.5: Percentage distribution of units by manufacturing of products

Sl. No.	Stratum	No. of sample units	Foot wear	Travel Bag	Hand Bag	Artistic Article of Leather	Other product
1	2	3	4	5	6	7	8
1	Uttar Pradesh	54	74.1	1.8	1.9	7.4	14.8
2	Tamil Nadu	24	79.1	4.2	16.7	-	-
3	Maharashtra	30	80.0	-	13.4	-	6.6
4	Delhi	13	53.8	-	7.7	15.4	23.1
5	Kerala	25	68.0	-	28.0	4.0	-
6	Bihar	8	100.0	-	-	-	-
7	Rajasthan	19	68.4	15.8	15.8	-	-
8	West Bengal	18	66.6	-	22.2	5.6	5.6
9	Haryana	16	75.0	-	18.8	-	6.2
10	Punjab	16	75.0	-	6.2	6.3	12.5
11	Residual	23	87.0	4.3	-	-	8.7
	All India	246	74.8	2.4	11.4	3.7	7.7

3.10 The workers in leather industry are prone to various health hazards in case preventive steps are not taken at their work place. To have an idea about their work conditions that may cause health hazard, the sample units have been categorized on the basis of raw material used for making the final products. The distribution of units on the basis of raw material used like wet blue, crust and finished leather is presented in Table 3.6. The survey results reveal that 64.6 per cent of the units are using crust leather for making the products and finished leather is being used by 34.6 per cent of the units. The wet blue leather is used by only 0.8 per cent of the sampled units. In Uttar Pradesh and residual strata 1.9 per cent and 4.3 per cent units are respectively using wet blue leather for making their products.

Table 3.6: Percentage distribution of units by type of leather used as raw material

Sl. No.	Stratum	No. of Sample Units	Wet Blue	Crust	Finished
1	2	3	4	5	6
1	Uttar Pradesh	54	1.9	75.9	22.2
2	Tamil Nadu	24	-	95.8	4.2
3	Maharashtra	30	-	93.3	6.7
4	Delhi	13	-	76.9	23.1
5	Kerala	25	-	-	100.0
6	Bihar	8	-	12.5	87.5
7	Rajasthan	19	-	21.1	78.9
8	West Bengal	18	-	38.9	61.1
9	Haryana	16	-	62.5	37.5
10	Punjab	16	-	100.0	-
11	Residual	23	4.3	82.6	13.1
All India		246	0.8	64.6	34.6

3.11 An attempt is also made to collect data on the manual and non-manual process adopted by the unit to manufacture their products.

Table 3.7: Percentage distribution of units by mode of production

Sl. No.	Stratum	No. of sample units	Manual	Mechanical	Semi-automatic	Automatic
1	2	3	4	5	6	7
1	Uttar Pradesh	54	57.4	35.2	7.4	-
2	Tamil Nadu	24	87.5	8.3	-	4.2
3	Maharashtra	30	70.0	30.0	-	-
4	Delhi	13	46.1	7.7	46.2	-
5	Kerala	25	100.0	-	-	-
6	Bihar	8	37.5	-	62.5	-
7	Rajasthan	19	100.0	-	-	-
8	West Bengal	18	83.3	5.6	11.1	-
9	Haryana	16	37.5	43.8	6.2	12.5
10	Punjab	16	100.0	-	-	-
11	Residual	23	91.3	8.7	-	-
All India		246	74.8	16.7	7.3	1.2

It may be seen from the Table 3.7 that majority of the units are manufacturing the product manually (74.8 per cent) followed by mechanical methods in 16.7 per cent cases and by semi-automatic methods in 7.3 per cent cases. Automatic production is done only in 1.2 per cent of the units surveyed. In Kerala, Rajasthan and Punjab all the sample units are manufacturing their products manually. The automatic production of the product is done only in Haryana (12.5 per cent) and Tamil Nadu (4.2 per cent).

3.12 The information on the source of raw material for producing the products by sample units is presented in Table 3.8. Majority of the units are procuring the raw material from open market (94.3 per cent). In Haryana, Punjab and Tamil Nadu all the sample units are buying raw material from open market. Purchase from Government agencies and import is being done by only 0.4 per cent of surveyed units each. Only in Rajasthan 5.3 per cent of the units are importing raw material.

Table 3.8: Percentage distribution of sample units by source of raw material

Sl. No.	Stratum	No. of sample units	Open market	Govt. Agency	Import	Others
1	2	3	4	5	6	7
1	Uttar Pradesh	54	96.3	1.8	-	1.9
2	Tamil Nadu	24	100.0	-	-	-
3	Maharashtra	30	93.3	-	-	6.7
4	Delhi	13	92.3	-	-	7.7
5	Kerala	25	96.0	-	-	4.0
6	Bihar	8	62.5	-	-	37.5
7	Rajasthan	19	94.7	-	5.3	-
8	West Bengal	18	88.9	-	-	11.1
9	Haryana	16	100.0	0.0	-	-
10	Punjab	16	100.0	-	-	-
11	Residual	23	91.3	-	-	8.7
	All India	246	94.3	0.4	0.4	4.9

3.13 As discussed in the introductory chapter, the leather industry is amongst the top 8 export earning sectors of the country. Therefore,

information on the exporting units is also collected in the survey. The survey results reveal that 22.4 per cent units are exporting their products. A significant number of exporting units are concentrated in Uttar Pradesh (38.9 per cent) followed by 33.3 per cent in Tamil Nadu and 27.8 per cent in West Bengal. Further, the information on the marketing pattern of the export units reveals that 92.7 per cent of the units are exporting their products directly and a meager 1.8 percent unit through some government agency. In Tamil Nadu, 12.5 per cent of the exporting units are found exporting their product through some government agency. The distribution of the exporting units and the pattern of their marketing are given below in Table 3.9.

Table 3.9: Percentage distribution of exporting sample units by mode of export

Sl. No.	Stratum	No. of sample units	Percentage of units exporting	Percentage of units exporting through		
				Directly	Govt. Agency	Others
1	2	3	4	5	6	7
1	Uttar Pradesh	54	38.9	95.2	-	4.8
2	Tamil Nadu	24	33.3	87.5	12.5	-
3	Maharashtra	30	20.0	100.0	-	-
4	Delhi	13	23.1	66.7	-	33.3
5	Kerala	25	8.0	100.0	-	-
6	Bihar	8	0.0	-	-	-
7	Rajasthan	19	5.3	100.0	-	-
8	West Bengal	18	27.8	80.0	-	20.0
9	Haryana	16	25.0	100.0	-	-
10	Punjab	16	18.8	100.0	-	-
11	Residual	23	8.7	100.0	-	-
	All India	246	22.4	92.7	1.8	5.5

CHAPTER - IV

Working Conditions

- 4.1 The unorganized sector employments/activities are generally not covered under any Labour legislation. The workers in the sector are thus not eligible for various types of social security benefits and other incentives that are entitled to their counterpart in organized sector. To have an assessment about the working conditions of workers employed in the leather industry, the data on aspects like mode of employment, wages and earnings, hours of work, bonus, fines and deductions, social security benefits etc. have been collected during the survey. The important findings of the survey are discussed in the forthcoming paragraphs.
- 4.2 Generally the workers are employed either directly by the employer or through the contractor. In case of directly employed workers, the wages are directly paid to the worker by the employer but the same does not hold true in case of contract workers. The information on mode of employment of workers is also collected during the survey. The survey results reveal that in the 246 sampled units surveyed, there are about 5,751 workers employed and out of them 86.6 per cent are employed directly by the employers and the rest (13.4 per cent) through contractor. In Bihar, Delhi and Punjab all the workers are employed directly by the employers. In Rajasthan, it may be seen that contract workers are more than the direct workers. In this state 59.2 per cent of the workers are engaged on contract basis. The distribution of workers by mode of employment is presented in Table 4.1.

Table 4.1: Percentage distribution of workers by mode of employment

Sl. No.	Stratum	No. of sample units	Total no. of workers	Percentage of workers employed	
				Directly	Through contractor
1	2	3	4	5	6
1	Uttar Pradesh	54	1570	91.7	8.3
2	Tamil Nadu	24	791	91.3	8.7
3	Maharashtra	30	391	89.8	10.2
4	Delhi	13	301	100.0	-
5	Kerala	25	216	93.1	6.9
6	Bihar	8	23	100.0	-
7	Rajasthan	19	478	40.8	59.2
8	West Bengal	18	337	77.2	22.8
9	Haryana	16	712	78.5	21.0
10	Punjab	16	327	100.0	-
11	Residual	23	605	100.0	-
Total		246	5751	86.6	13.4

4.3 The gender-wise composition of directly employed and contract workers is presented in Table 4.2. The results reveal that majority of the workers are male. Under direct category of workers 83.3 per cent of the workers are male. The female workers are mostly found working in Tamil Nadu 58.2 per cent under the direct category of workers. In rest of the states, their number is in significant. Similar type of trend is seen in the contract category of workers, in which 87.5 per cent of the workers are male. And it is in Tamil Nadu that most of the women contact workers are employed.

Table 4.2: Percentage distribution of workers by gender and mode of Employment

Sl. No.	Stratum	No. of sample units	No. of workers	Percentage of Workers Employed			
				Directly		Through contractors	
				Male	Female	Male	Female
1	2	3	4	5	6	7	8
1	Uttar Pradesh	54	1570	99.2	0.8	87.8	12.2
2	Tamil Nadu	24	791	41.8	58.2	20.3	79.7
3	Maharashtra	30	391	80.7	19.3	80.0	20.0
4	Delhi	13	301	89.4	10.6	-	-
5	Kerala	25	216	73.2	26.8	66.7	33.3
6	Bihar	8	23	73.9	26.1	-	-
7	Rajasthan	19	478	99.0	1.0	100.0	-
8	West Bengal	18	337	93.1	6.9	88.3	11.7
9	Haryana	16	712	91.6	8.4	98.0	2.0
10	Punjab	16	327	97.0	3.0	-	-
11	Residual	23	605	72.6	27.4	-	-
Total		246	5751	83.3	16.7	87.5	12.5

4.3 The questionnaire was designed to collect information on important characteristics of workers employed in the leather industry. It also aimed to collect information on their caste category. Percentage distribution of workers by these categories is presented below in Table 4.3. It may be seen from the table that 38.0 per cent workers belong to scheduled caste category. The maximum proportion of Scheduled Castes workers is in Bihar (65.2 per cent), followed by Tamil Nadu (56.3 per cent) and Punjab (51.4 per cent). The Scheduled Tribes workers are found employed in only four states. In Haryana state a maximum of 6.8 per cent Scheduled Tribe workers are found employed.

Table 4.3: Percentage distribution of workers by caste category

Sl. No.	Stratum	No. of sample units	No. of workers	Percentage distribution of workers caste wise		
				SC	ST	Others
1	2	3	4	5	6	7
1	Uttar Pradesh	54	1570	47.5	0.2	52.3
2	Tamil Nadu	24	791	56.3	0.4	43.3
3	Maharashtra	30	391	51.2	-	48.8
4	Delhi	13	301	34.9	-	65.1
5	Kerala	25	216	12.5	-	87.5
6	Bihar	8	23	65.2	-	34.8
7	Rajasthan	19	478	32.2	3.1	64.7
8	West Bengal	18	337	3.3	-	96.7
9	Haryana	16	712	21.0	6.8	72.2
10	Punjab	16	327	51.4	-	48.6
11	Residual	23	605	26.9	0.5	72.6
Total		246	5751	38.0	1.3	60.7

4.4 It is generally believed that in unorganized sector employments majority of workers are employed on temporary or on casual basis. The information on the employment status of workers collected (during the survey) however contradicts this belief. It may be observed from the Table 4.4 that at overall level 59.2 per cent workers are employed permanently. In Maharashtra and Haryana more than 90.0 per cent of the workers are found employed on permanent basis. With the exception of Bihar and U.P. where 21.7 per cent and 37.5 per cent of the workers respectively are employed on permanent basis, permanent workers are in majority in other states. At overall level the temporary workers in the sampled units are 37.3 per cent. A meager 3.5 per cent of the workers are in casual category at overall level.

Table 4.4: Percentage distribution of workers by employment status

Sl. No.	Stratum	No. of sample units	No. of workers	Percentage distribution of workers by mode of employment		
				Permanent	Temporary	Casual
1	2	3	4	5	6	7
1	Uttar Pradesh	54	1570	37.5	52.2	10.3
2	Tamil Nadu	24	791	69.9	26.6	3.5
3	Maharashtra	30	391	95.1	4.6	0.3
4	Delhi	13	301	86.1	13.9	-
5	Kerala	25	216	81.9	16.7	-
6	Bihar	8	23	21.7	56.5	21.8
7	Rajasthan	19	478	69.0	30.5	0.5
8	West Bengal	18	337	59.1	40.9	-
9	Haryana	16	712	92.4	7.6	-
10	Punjab	16	327	60.3	39.7	-
11	Residual	23	605	11.2	88.8	-
Total		246	5751	59.2	37.3	3.5

4.5 The other characteristic to determine permanency or otherwise of a worker is his/her length of service of in the sample unit. Accordingly an attempt is made to collect information on the number of years for which workers are working continuously in the sampled units. The survey results reveal that 37.7 per cent of the workers are employed for a period of less than a year from the date of survey. Further 30.2 percent of the workers are found working between 1-3 years and 32.1 per cent for a period of 3 years and above from the date of survey. In West Bengal, Haryana and Maharashtra, more than 50.0 per cent of the workers are employed for 3 years and more. The details are presented below in Table 4.5.

Table 4.5: Percentage distribution of workers by length of service

Sl. No.	Stratum	No. of sample units	No. of workers	Percentage distribution of workers by length of service		
				less than 1 year	1-3 years	3 years & above
1	2	3	4	5	6	7
1	Uttar Pradesh	54	1570	51.7	25.6	22.7
2	Tamil Nadu	24	791	19.8	58.2	22
3	Maharashtra	30	391	16.4	32.0	51.6
4	Delhi	13	301	26.9	29.9	43.2
5	Kerala	25	216	48.6	35.6	15.8
6	Bihar	8	23	56.5	21.8	21.7
7	Rajasthan	19	478	39.5	28.9	31.6
8	West Bengal	18	337	11.6	34.7	53.7
9	Haryana	16	712	22.7	18.4	58.9
10	Punjab	16	327	37.6	13.8	48.6
11	Residual	23	605	69.8	24.1	6.1
Total		246	5751	37.7	30.2	32.1

4.6 The workers employed in the units get their wages either on time rate or piece rate basis. The Minimum Wages Act, 1948 also provides that the wages may be fixed either on time rate or piece rate basis by the appropriate government. By employing workers on time rate basis it may be said that the employer is more concerned about the quality of the product whereas in case of piece rate system the quantity matters more. To get an idea about the system of wage payment, the information is also collected on this aspect. The results reveal that majority of the workers (i.e. 81.2 per cent) are employed on time rate basis. In Rajasthan, Haryana, Tamil Nadu and Delhi more than 90.0 per cent of the workers are employed on time rate basis. However, in Bihar state 65.2 per cent of the workers are piece rated, which is the highest among the States covered. At overall level, 18.8 per cent workers are employed on piece rated basis. The details are presented below in Table 4.6.

Table 4.6: Percentage distribution of workers by system of wage payment

Sl. No.	Stratum	No. of sample units	No. of workers	Percentage of workers	
				Time-rated	Piece-rated
1	2	3	4	5	6
1	Uttar Pradesh	54	1570	58.3	41.7
2	Tamil Nadu	24	791	91.2	8.8
3	Maharashtra	30	391	76.2	23.8
4	Delhi	13	301	96.7	3.3
5	Kerala	25	216	79.6	20.4
6	Bihar	8	23	34.8	65.2
7	Rajasthan	19	478	96.9	3.1
8	West Bengal	18	337	84.6	15.4
9	Haryana	16	712	97.3	2.7
10	Punjab	16	327	74.3	25.7
11	Residual	23	605	96.0	4.0
Total		246	5751	81.2	18.8

4.7 The other important aspect studied during the survey is the pay period of the workers. It is generally believed that the workers in the unorganized sector employment get low wages and are paid more frequently than the workers in organized sector. The payment to workers may be made either on daily basis, weekly basis, fortnightly basis or on monthly basis. The results of survey reveal that contrary to the belief majority of the workers in leather units are paid on monthly basis i.e. 86.0 per cent. In Tamil Nadu, Rajasthan, Punjab and Haryana more than 90.0 per cent of the workers are paid monthly. Further, daily payment of wages is done by only 3.3 per cent of the workers in sampled units. A moderate number of workers (10.1 per cent) are paid on weekly basis. In Bihar a maximum of 47.8 per cent workers are paid on weekly basis, followed by Kerala (31.9 per cent). A negligible (0.6 per cent) proportion of workers is paid on fortnightly basis. Distribution of workers by pay periods is given below in Table 4.7.

Table 4.7: Percentage distribution of workers by pay period

Sl. No.	Stratum	No. of sample units	No. of workers	Percentage distribution of workers paid			
				Daily	Weekly	Fortnightly	Monthly
1	2	3	4	5	6	7	8
1	Uttar Pradesh	54	1570	9.0	20.5	-	70.5
2	Tamil Nadu	24	791	0.6	4.9	0.9	93.6
3	Maharashtra	30	391	1.5	14.1	-	84.4
4	Delhi	13	301	1.7	4.9	7.0	86.4
5	Kerala	25	216	3.2	31.9	1.9	63.0
6	Bihar	8	23	0.0	47.8	-	52.2
7	Rajasthan	19	478	2.3	1.5	-	96.2
8	West Bengal	18	337	1.5	9.5	-	89.0
9	Haryana	16	712	0.3	2.3	-	97.4
10	Punjab	16	327	1.8	2.8	-	95.4
11	Residual	23	605	0.0	1.3	0.2	98.5
Total		246	5751	3.3	10.1	0.6	86.0

4.8 The survey results also throw light on the proportion of units paying bonus to their workers. It may be seen from the Table 4.8 that 29.3 per cent of the units are paying bonus to their workers. In Bihar state, no sample unit is paying bonus to its workers, whereas in West Bengal a maximum 50.0 per cent of the units have reported bonus payment to their workers. In Maharashtra 46.7 per cent of the units is paying bonus to their workers. Further, among the units paying bonus, 79.1 per cent are paying it under the Payment of Bonus Act, while others are paying it voluntarily. The information collected on the units paying ex-gratia reveals that only 2 per cent of the units pay ex-gratia to the workers. In West Bengal 11.1 per cent of the units have reported paying ex-gratia, followed by 4.2 per cent in Tamil Nadu and 1.9 per cent in Uttar Pradesh. No other state, except residual states has reported paying of ex-gratia to the

workers. The details of the units paying bonus and ex-gratia are given in Table 4.8.

Table 4.8: Percentage distribution of units by paying bonus and ex-gratia

Sl. No.	Stratum	No. of sample units	Percentage of units paying bonus	Units paying Bonus under the Payment of Bonus Act	Units paying bonus voluntarily	Percentage of units paying ex-gratia
1	2	3	4	5	6	7
1	Uttar Pradesh	54	31.5	100.0	-	1.9
2	Tamil Nadu	24	33.3	75.0	25	4.2
3	Maharashtra	30	46.7	42.9	57.1	-
4	Delhi	13	38.5	80.0	21	-
5	Kerala	25	20.0	80.0	20	-
6	Bihar	8	-	-	-	-
7	Rajasthan	19	10.5	100.0	-	-
8	West Bengal	18	50.0	66.7	33.3	11.1
9	Haryana	16	31.3	100.0	-	-
10	Punjab	16	25.0	100.0	-	-
11	Residual	23	13.0	100.0	-	4.3
Total		246	29.3	79.1	21.9	2.0

4.9 The information regarding the weekly-off provided to the worker is also collected during the course of survey. The survey result reveals that 86.6 per cent units are giving weekly-off to their workers which are quite significant in the unorganized sector employments. Information on different types of leave provided by the employers to their workers is given in Table 4.9. It may be observed that 13.4 per cent of the units are allowing casual leave, 22.4 per cent sick leave, 25.3 per cent earned leave, 38.2 per cent festival holidays and 39.8 per cent national holidays with wages to their workers. In Bihar no sample unit is found allowing any type of leave to their workers.

Table 4.9: Percentage distribution of units extending facilities of leave and holidays with wages

Sl. No.	Stratum	No. of units surveyed	Percentage of units allowing leave/holidays with wages				
			Casual leave	Earned leave	Sick leave	National holidays	Festival holidays
1	2	3	4	5	6	8	9
1	Uttar Pradesh	54	16.7	33.3	35.2	50.0	50.0
2	Tamil Nadu	24	8.3	25.0	25.0	29.2	33.3
3	Maharashtra	30	6.7	23.3	6.7	30.0	30.0
4	Delhi	13	7.7	7.7	-	69.2	69.2
5	Kerala	25	-	16.0	16.0	24.0	24.0
6	Bihar	8	-	-	-	-	-
7	Rajasthan	19	10.5	21.1	21.1	36.8	31.6
8	West Bengal	18	27.8	44.4	50.0	72.2	66.7
9	Haryana	16	31.2	31.2	12.5	50.0	50.0
10	Punjab	16	25.0	25.0	25.0	25.0	25.0
11	Residual	23	13.0	21.7	21.7	34.8	30.4
	All India	246	13.4	25.3	22.4	39.8	38.2

4.10 A good working environment is always conducive for higher productivity as it keeps the morale of the workers high. There are certain factors which can determine the working conditions of a unit. The information on such characteristics of the unit, like, cleanliness, ventilation, and lighting arrangement etc. is also assessed in the survey. The results on these parameters are presented in Table 4.10. These findings are based on the assessment of the Field/Economic officers who visited the sampled units and therefore are not record based.

Table 4.10: Percentage distribution of units by standard of cleanliness, ventilation and lighting arrangements in the unit

Sl. No.	Stratum	No. of sample units	Cleanliness in the unit				Proper ventilation	Lighting arrangements		
			Good	Satisfactory	Not Satisfactory	Not Clean		Good	Satisfactory	Not Satisfactory
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	54	29.6	51.9	1.8	16.7	90.7	29.6	70.4	0.0
2	Tamil Nadu	24	54.2	20.8	8.3	16.7	58.3	37.5	25.0	37.5
3	Maharashtra	30	26.7	60.0	-	13.3	83.3	46.7	53.3	-
4	Delhi	13	38.5	61.5	-	0.0	92.3	84.6	15.4	-
5	Kerala	25	28.0	56.0	-	16.0	68.0	40.0	56.0	4.0
6	Bihar	8	-	100.0	-	0.0	62.5	0.0	87.5	12.5
7	Rajasthan	19	31.6	52.6	-	15.8	84.2	52.6	47.4	-
8	West Bengal	18	33.3	66.7	-	-	55.6	44.4	55.6	-
9	Haryana	16	100.0	0.0	-	-	100.0	93.8	6.2	-
10	Punjab	16	12.5	81.2	-	6.3	43.8	37.5	62.5	-
11	Residual	23	26.1	65.2	-	8.7	65.2	56.5	39.1	4.4
	Total	246	34.6	53.2	1.2	11.0	75.6	45.5	49.6	4.9

4.11 The percentage distribution of sampled units providing residential accommodation to the workers is presented in Table 4.11. It is observed that 9.4 per cent of the sample units have provided accommodation to workers. In Kerala state 28.0 per cent of the units have provided accommodation to the workers, followed by 12.5 per cent in Bihar. In Delhi, Haryana, and Tamil Nadu, no unit has provided housing facility to the workers employed therein. It may also be seen from the table that 140 directly employed workers are provided housing accommodation by their employer. No contract worker is found to have housing facility provided by employer in the sampled units.

Table 4.11: Percentage distribution of sample units providing housing accommodation

Sl. No.	Stratum	No. of sample units	% age of units providing housing facility	No of workers benefited	
				Directly employed	Employed through contractors
1	2	3	4	5	6
1	Uttar Pradesh	54	5.5	4	-
2	Tamil Nadu	24	-	-	-
3	Maharashtra	30	6.7	6	-
4	Delhi	13	-	-	-
5	Kerala	25	28.0	57	-
6	Bihar	8	12.5	3	-
7	Rajasthan	19	5.3	1	-
8	West Bengal	18	5.6	4	-
9	Haryana	16	-	-	-
10	Punjab	16	6.3	2	-
11	Residual	23	30.4	63	-
All India		246	9.4	140	-

4.12 The provisions under various labour Acts make it mandatory for the employers to maintain records/register, e.g., wages register, attendance register, overtime register etc. In Table 4.12 the information on the different types of registers maintained by the sampled units is presented state wise. The survey results reveals that wages register are maintained by 44.7 per cent units, followed by attendance register 41.1 per cent and Bonus/Ex-gratia register by 26.8 per cent. Fines & deductions and the maternity benefits registers are maintained only by 4.1 per cent and 2.4 per cent of the sampled units respectively. The details of different types of registers/record maintained by the sampled units are given below.

Table 4.12: Percentage distribution of sample units by maintenance of records

Sl. No.	Stratum	No. of sample units	Percentage of sample units maintaining							
			Attendance Register	Wages Registers	Register of Advances	Register of overtime	Bonus / ex-gratia	Fines and deductions	Maternity Benefit Register	Wage Slip
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	54	44.4	44.4	18.5	9.3	25.9	5.6	3.7	13.0
2	Tamil Nadu	24	33.3	70.8	33.3	20.8	33.3	-	-	20.8
3	Maharashtra	30	33.3	40.0	23.3	6.7	30.0	3.3	3.3	10.0
4	Delhi	13	46.2	46.2	15.4	23.1	38.5	15.4	-	15.4
5	Kerala	25	48.0	48.0	24.0	-	24.0	-	-	16.0
6	Bihar	8	-	-	-	-	-	-	-	-
7	Rajasthan	19	36.8	36.8	10.5	5.3	26.3	-	-	15.8
8	West Bengal	18	77.8	72.2	16.7	11.1	50.0	-	11.1	16.7
9	Haryana	16	43.6	43.6	31.3	25.0	25.0	25.0	6.3	25.0
10	Punjab	16	25.0	25.0	-	-	18.8	-	-	12.5
11	Residual	23	39.1	34.8	17.4	-	13.0	-	-	13.0
	All India	246	41.1	44.7	19.1	8.9	26.8	4.1	2.4	14.6

4.13 Information on other aspects, like, displaying notice board at the appropriate place, timely submission of annual returns and issuance of identity card to the workers is presented in Table 4.13. It may be seen from the table that 14.6 per cent of the units are displaying notice board at the appropriate place and 8.9 per cent of the units have issued identity card to the workers. The maximum identity cards to the workers are issued in Haryana State (25.0 per cent). In Bihar, Delhi and Kerala no unit has reported to issue identity cards to workers. The details of the percentage of units displaying notice board, timely submission of annual returns and issuance of identity cards is given below in Table 4.13.

Table 4.13: Percentage distribution of sample units by displaying notice board, submission of annual returns and issuing identity card

Sl. No.	Stratum	No. of sample units	Displaying notice board	Timely submission of annual returns	Issue of identity cards to employees
1	2	3	4	5	6
1	Uttar Pradesh	54	20.4	50.0	5.6
2	Tamil Nadu	24	16.7	29.2	8.3
3	Maharashtra	30	10.0	23.3	10.0
4	Delhi	13	23.1	38.5	-
5	Kerala	25	4.0	12.0	-
6	Bihar	8	-	-	-
7	Rajasthan	19	10.5	47.4	5.3
8	West Bengal	18	22.2	72.2	11.1
9	Haryana	16	31.3	37.5	25.0
10	Punjab	16	-	6.3	12.5
11	Residual	23	13.0	21.7	21.7
All India		246	14.6	33.7	8.9

4.14 The earnings of workers indicate the level of status they are able to maintain in that particular industry. Higher skilled jobs/occupations fetch higher earnings and vice-versa. It, therefore, becomes desirable that for comparison purpose workers are first categorized into different occupations. In the current survey, this has been done by discussing with the owners of the units and through assessment of our field officers. A total of 16 occupations have thus been identified and workers categorized accordingly. Occupation wise workers are presented in Table 4.14(Annexure – I). The workers not employed in the above selected 16 occupations are placed in the category of ‘other occupations’. The survey results reveal that majority of the workers are employed in the Helper occupation (1,654) followed by Stitcher (1,052), Operator (843) and so on. Further the occupation-wise workers are also shown by mode of employment i.e. direct or contract.

- 4.15 Occupation-wise earnings of the workers employed in sample units are presented in Table 4.15(Annexure – II). The total earnings are a sum of basic wages, dearness allowance, other allowance paid to the workers like travelling, house rent, over time and concession in kind paid to the workers during the reference period. Collection of worker wise information on earnings is very time consuming task. Therefore, the information on minimum and maximum earnings has been collected occupation wise from the sample units. These earnings relate to pay period falling in the reference month. Since there are different pay periods, the average daily earnings of workers are derived occupation wise for comparison purposes. In the ensuing paragraphs, the minimum and maximum earnings paid to workers are discussed by occupation and category of workers.
- 4.16 It may be seen from the table that in the Supervisor occupation, the minimum total earnings received by the workers are reported as Rs 106.2 per day in Tamil Nadu and the maximum are reported as Rs 646.2 per day in Rajasthan state. Except Bihar state, Supervisors are found employed in all the other states studied during the survey.
- 4.17 In Designer occupation, the minimum earnings are reported as Rs 102.4 in Punjab, where as a maximum of Rs 1192.0 is reported from Haryana state where, only one Designer is found employed in sample units.
- 4.18 In the Cutter occupation 382 workers are found employed in the 246 sampled units and their minimum and maximum earnings are reported Rs. 89.2 and Rs. 413.5 in Tamil Nadu and Uttar Pradesh state respectively. Majority of the Cutters are reported in Uttar Pradesh (191) followed by Tamil Nadu (58) and Delhi (51).

- 4.19 In the Stitcher occupation a significant number of workers (951) are found employed in the sampled units. The Stitchers are reported from each state under the study. The maximum Stitchers are reported in Uttar Pradesh (433) followed by 125 in Punjab state. Stitchers earn a minimum of Rs 85.0 per day in Rajasthan and a maximum of Rs 469.1 in Uttar Pradesh state.
- 4.20 In the Upper Maker occupation, 95 workers are found employed in the sampled units. About 40.0 per cent of them are employed in Maharashtra state. They earn a minimum of Rs 48.6 per day in Tamil Nadu and a maximum of Rs 317.4 per day in Maharashtra state.
- 4.21 In Shoe Maker occupation, only 12 workers are found to be employed in the sampled units and majority of them are reported in the Maharashtra state. The minimum and maximum per day earnings under this occupation are Rs.100.0 and Rs. 173.0 respectively in Kerala & Rajasthan States.
- 4.22 In the Helper occupation, 1,334 workers are reported to be employed in the sampled units. The Helpers are employed in all the States under study. Their minimum earnings are found to be Rs. 63.1 per day in Bihar state and maximum Rs 195.2 per day in Maharashtra state.
- 4.23 In the Packer occupation, the sample units of Uttar Pradesh and Tamil Nadu each have reported 34 workers. In Maharashtra the minimum earnings are reported as Rs.145.8 and maximum as Rs.191.2, followed by Uttar Pradesh where the minimum earnings are reported as Rs. 116.6 per day and maximum as Rs.184.8 per day. In Tamil Nadu the minimum and maximum earnings are reported to be Rs. 81.1 and Rs. 129.0 respectively.

- 4.24 The Machine Operators are reported from each state under study except the state of Bihar. Haryana state employs maximum (310) workers in this occupation. The minimum and maximum per day earnings under this occupation are reported to be Rs.74.3 and 196.5 in Rajasthan and Maharashtra respectively.
- 4.25 In the Boiler Attendant occupation, only 4 workers are reported to be employed in the sampled units. In Rajasthan 3 workers are found employed with minimum and maximum earning Rs.174.0 and Rs.369.8 respectively. However in West Bengal where only one worker is found working, his per day earnings are reported to be Rs.60.
- 4.26 In Uttar Pradesh state 1,439 directly employed workers are reported to be employed in the sampled units. Their minimum and maximum earnings are reported as Rs.98.7 and Rs.469.1 respectively in the state. In Bihar state only 23 directly employed workers are reported and their minimum and maximum earnings are Rs.63.1 and Rs.106.7 respectively. The occupation-wise details of basic wages, dearness allowances and total earnings of directly employed workers are presented in the Table 4.15.
- 4.27 Similarly, the basic wages, dearness allowance and earnings of the contract workers are also compiled separately. It may be observed from Table 4.14 that 768 contract workers are employed in various occupations in the sample units. Majority of the contractor workers are Helpers (320), followed by machine Operator (154), Stitcher (101) and so on. The occupation wise details of basic wages, dearness allowance and total earnings of contract workers are presented in Table 4.16.
- 4.28 In the Supervisor occupation only 5 contract workers are found employed in two states, 1 in Rajasthan and 4 in West Bengal. In

West Bengal the minimum total earnings are reported as Rs.86.2 and maximum as Rs.125.3 per day. In the Designer occupation only 10 contract workers are found employed and all of them are in West Bengal. The minimum and maximum totals per day earnings of Designers are Rs.106.7 and Rs.243.3 respectively. However, directly employed workers, in West Bengal have minimum and maximum per day earnings as Rs.149.9 and Rs.176.0 respectively.

4.29 In Cutter and Stitcher occupations, 39 and 101 contract workers are respectively employed in the sampled units. The minimum and maximum earnings in the Cutter occupation are reported as Rs.84.6 and Rs.173.0 in Rajasthan and West Bengal respectively. In case of Stitcher occupation, majority of the workers are employed in Haryana state. In Kerala state only one worker is reported to be working in the occupation.

4.30 Under the Helper category, a significant number of contract workers are found employed. Majority of them are employed in Rajasthan (168) followed by Uttar Pradesh (55), Haryana (45) and so on. The minimum per day earnings in the occupation are reported Rs.64.8 in Rajasthan state, whereas maximum earnings of Rs 151.6 are reported in the Haryana state.

CHAPTER-V

Living Conditions

- 5.1 In the present Chapter, the living conditions of the workers employed in the leather industry are discussed. During the survey a separate questionnaire was designed/canvassed to collect information on the living conditions of workers. The living conditions of workers/household give an idea of their economic status. The standard of living of the workers employed in the sampled units has been analyzed by using qualitative as well as quantitative data. Information on parameters like migration along-with reasons of migration; demographic particulars including age profile, literacy level, economic status, activity status etc are collected during the survey. The information on ownership of house, type of structure, number of rooms etc. is collected in the housing section of the living conditions questionnaire. The data on average monthly income of households and their expenditure on items like food, fuel, housing, education, medical, transport are also collected. The information on expenditure on illness during the last 30 days from the date of survey and the source treatment, expenditure on education of children and data on household indebtedness has also been collected. These are discussed in the ensuing paragraphs.
- 5.2 During the survey, a sample of 246 employer level schedules has been covered to assess worker's working conditions. From these 246 sample units 1,050 workers are selected for collecting information on parameters of living conditions. The information on the social group of sample workers is collected under three main heads, viz., workers belonging to Scheduled Castes category, Scheduled Tribes

category and others. The survey result reveals that 45.5 per cent workers belong to scheduled castes category and a meager 1.1 per cent belongs to scheduled tribes category. The maximum proportion of scheduled caste workers are reported in Punjab (73.5 per cent) followed by Delhi (68.8 per cent), Tamil Nadu (67.4 per cent) and so on. However in West Bengal and Kerala 9.6 per cent and 9.9 per cent workers belong to Scheduled castes category respectively. The proportion of the Scheduled Tribes workers in the sampled units is only 1.1 per cent at overall level and they are found employed in six of the states covered. The caste-wise details of workers in the sampled states are presented in Table 5.1.

Table 5.1: Caste-wise percentage distribution of sampled workers

Sl.No.	Stratum	No.of sampled workers	Percentage distribution of sampled workers by caste		
			Scheduled castes	Scheduled tribes	Others
1	2	3	4	5	6
1	Uttar Pradesh	232	51.9	-	48.1
2	Tamil Nadu	110	67.4	0.9	31.7
3	Maharashtra	115	67.0	1.7	31.3
4	Delhi	64	68.8	-	31.2
5	Kerala	101	9.9	2.0	88.1
6	Bihar	18	55.6	-	44.4
7	Rajasthan	81	25.9	1.2	72.9
8	West Bengal	104	9.6	1.0	89.4
9	Haryana	78	39.7	2.6	57.7
10	Punjab	68	73.5	-	26.5
11	Residual	79	38.8	3.7	57.5
Total		1050	45.5	1.1	53.4

5.3 Table 5.2 presents information on the type of family of the sample workers. The three main types of families among which workers have been categorized are nuclear family, joint family and staying single in the present place of residence. The survey results reveal

that majority of the workers (49.2 per cent) have nuclear family followed by joint family system (31.8 per cent) and the rest (19.0 per cent) belongs to staying single category. In the nuclear family system maximum workers (68.8 per cent) are reported in Delhi followed by Bihar (66.7 per cent) and Rajasthan (64.2 per cent).

Table 5.2: Percentage distribution of sampled workers by type of family

Sl. No.	Stratum	No. of sampled workers	Percentage distribution of sampled workers by type of family		
			Nuclear	Joint	Single
1	2	3	4	5	6
1	Uttar Pradesh	232	44.2	51.1	4.7
2	Tamil Nadu	110	52.7	40.0	7.3
3	Maharashtra	115	57.4	27.8	14.8
4	Delhi	64	68.8	9.3	21.9
5	Kerala	101	35.6	40.6	23.8
6	Bihar	18	66.7	11.1	22.2
7	Rajasthan	81	64.2	17.3	18.5
8	West Bengal	104	43.3	38.5	18.2
9	Haryana	78	52.6	15.4	32.0
10	Punjab	68	57.4	11.8	30.8
11	Residual	79	27.5	21.3	51.2
Total		1050	49.2	31.8	19.0

5.4 To have an idea about the employment of migrant workers in leather industry, the information on migratory status of workers is also collected during the survey. The survey results reveal that about a quarter of the sampled workers are inter-state migrants. In Haryana, maximum 66.7 per cent workers in leather units belong to this category. In Delhi also, proportion of migrant workers is quite significant in the sampled units i.e. 60.9 per cent. In Uttar Pradesh and Tamil Nadu where many of the leather industry units are located, the migrant workers are only 3.0 per cent and 1.8 per cent respectively. In Bihar state, no worker is found migrated from other state.

5.5 An attempt is also made to find out the reasons of migration during the survey. The questionnaire was designed to cover the information on the anticipated reasons of migration. It has been observed (Table 5.3) that the main reason of migration is non-availability of work at the native place of workers. The survey result

Table 5.3: Percentage distribution of migrant workers and reasons for migration

Sl. No.	Stratum	Percentage of migrant workers	Percentage distribution of sampled workers by reasons of migration			
			No work	Low wage	Motivation by friends	Others
1	2	3	4	5	6	7
1	Uttar Pradesh	3.0	100.0	-	-	-
2	Tamil Nadu	1.8	-	50.0	-	50.0
3	Maharashtra	16.5	84.2	10.5	-	5.3
4	Delhi	60.9	66.7	-	30.8	2.6
5	Kerala	25.7	61.5	38.5	-	-
6	Bihar	-	-	-	-	-
7	Rajasthan	27.2	68.2	27.3	-	4.5
8	West Bengal	29.8	67.7	12.9	9.7	9.7
9	Haryana	66.7	77.0	-	19.2	3.8
10	Punjab	39.7	44.4	-	55.6	-
11	Residual	30.0	45.8	-	54.2	-
Total		23.7	65.9	9.2	21.3	3.6

reveals that 65.9 per cent workers left their place of origin due to non-availability of work. The other reason is motivation by friends and relatives to leave the native place (21.3 per cent). In Haryana state, where the migrant workers are in maximum proportion with 66.7 per cent, the main reason for migration stated by workers is non-availability of work at native place (77.0 per cent) followed by motivation by friends and relatives (19.2 per cent). Only 9.2 per cent workers have reported low wages as the main reason for leaving

the native place. In Rajasthan and Kerala states, 27.3 per cent and 38.5 per cent workers have reported low wages as one of the main reason of migration. The percentage distribution of migrant workers by reasons of migration is given in Table 5.3.

5.6 The information on demographic particulars of the sampled worker's families is presented in Table 5.4. The survey results reveal that the total members in the families of sampled workers are 4,230 with 54.3 per cent male members. In most of the states the proportion of male members varies between 48 per cent and 58 per cent except in Haryana, Punjab and Bihar. In Punjab and Haryana male members are 62.9 per cent and 59.1 per cent respectively. On the other

Table 5.4: Sex-wise and age-wise distribution of family members

Sl. No.	Stratum	No. of family members	Sex-wise (in %)		Age profile of family members (in %)			
			M	F	Below 14 years	14-18 years	18-60 years	60 years & above
1	2	3	4	5	6	7	8	9
1	Uttar Pradesh	1186	53.5	46.5	40.3	3.9	50.7	5.1
2	Tamil Nadu	448	48.2	51.8	36.4	4.1	58.1	1.4
3	Maharashtra	441	54.9	45.1	33.1	2.9	62.5	1.5
4	Delhi	217	55.8	44.2	17.2	5.4	72.0	5.4
5	Kerala	407	53.8	46.2	22.5	5.7	65.9	5.9
6	Bihar	77	46.8	53.2	25.3	6.8	65.8	2.1
7	Rajasthan	330	55.8	44.2	36.7	3.6	58.1	1.6
8	West Bengal	433	55.0	45.0	20.8	2.8	72.2	4.2
9	Haryana	269	59.1	40.9	22.4	5.1	65.8	6.7
10	Punjab	205	62.9	37.1	32.2	6.4	55.3	6.1
11	Residual	217	54.8	45.2	25.4	4.9	63.2	6.5
Total		4230	54.3	45.7	27.9	5.2	62.0	4.9

hand, in Bihar, the proportion of female members (53.2 per cent) is quite high as compared with overall level result (45.7 per cent) of the survey. Further, the information on age profile of the family members is also compiled and presented in the table. It may be seen that majority of the family members are between the ages of 18 years to 60 years (62.0 per cent). The 60 year and above, family members are about 4.9 percent of the total members. The maximum members under the “60 years and above” category are reported in Tamil Nadu (6.7 per cent) followed by (6.5 per cent) in West Bengal. The data on “below 14 years of age” indicate that at aggregate level 27.9 per cent of the family members fall in this category. In Bihar state maximum proportion of members (40.3 per cent) in this age group category are reported in Bihar. The detail of gender-wise and age profile distribution of family members is shown in Table 5.4.

- 5.7 The average family size has been derived from the demographic particulars collected during the survey. The average family size of a particular state is derived by dividing total family members by total sample workers in a given state. At overall level, the average family size is 4.0 members. In Uttar Pradesh a maximum of 5.1 members per sampled worker is reported during the survey. In Maharashtra, Delhi, Haryana & Punjab the average family size is reported below overall average of 4.0 members. Punjab has the minimum family size with 3.0 members per sample workers family. Further, the composition of average family size is also presented in the Table 5.5. The results reveal that at aggregate level 1.6, 1.3 and 1.1 members are male, female and children respectively.

Table 5.5: Stratum-wise average family size and its composition by gender

Sl. No.	Stratum	No. of sampled workers	No. of family members	Average family size	Composition of average family size		
					Men	Women	Children
1	2	3	4	5	6	7	8
1	Uttar Pradesh	232	1186	5.1	1.9	1.6	1.6
2	Tamil Nadu	110	448	4.1	1.5	1.7	0.9
3	Maharashtra	115	441	3.8	1.7	1.2	0.9
4	Delhi	64	217	3.4	1.3	0.9	1.2
5	Kerala	101	407	4.0	1.8	1.5	0.7
6	Bihar	18	77	4.3	1.6	1	1.7
7	Rajasthan	81	330	4.1	1.5	1.1	1.5
8	West Bengal	104	433	4.2	1.8	1.4	1
9	Haryana	78	269	3.4	1.4	0.9	1.1
10	Punjab	68	205	3.0	1.5	0.8	0.7
11	Residual	79	217	2.7	1.2	0.9	0.6
Total		1050	4230	4.0	1.6	1.3	1.1

5.8 The information on the educational qualification of the sampled worker and his/her family members are also collected in the demographic block of the living conditions schedule. The survey results reveal that 9.0 percent of the family members are below the age of 5 years. Therefore while analyzing educational results these 9 per cent members are excluded. The survey results on education qualification are based on the information collected in respect of 91.0 per cent of the family members. It may be observed from the Table 5.6 that at overall level 21.4 per cent of the family members are illiterate and majority of them (12.6 per cent) are female. In Uttar Pradesh 28.6 per cent of the family members are illiterate followed by 27.3 per cent in Tamil Nadu and 25.0 per cent in Bihar. About 17.0 per cent of the members have acquired primary qualification. The percentage distribution of family members having

below primary, primary & above primary education is given in Table 5.6.

Table 5.6: Percentage distribution of family members by gender and education qualification

Sl. No.	Stratum	No. of family members (above 5 years of age)	Illiterate		Below primary		Primary		Above Primary	
			M	F	M	F	M	F	M	F
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	1070	11.3	17.3	9.9	10.1	8.7	6.6	23.6	12.5
2	Tamil Nadu	414	9.4	17.9	4.6	5.6	8.5	8.9	25.6	19.5
3	Maharashtra	408	7.8	12.0	5.1	4.2	7.6	6.9	34.8	21.6
4	Delhi	180	10.6	8.3	9.4	12.2	7.3	11.7	27.2	13.3
5	Kerala	375	2.9	1.9	5.3	6.1	6.1	8.5	39.5	29.6
6	Bihar	68	8.8	16.2	16.2	20.5	2.9	7.4	22.1	5.9
7	Rajasthan	292	9.2	12.3	11.3	10.3	10.3	6.9	26.7	13.0
8	West Bengal	425	10.8	11.5	10.6	9.9	9.4	8.0	25.2	14.6
9	Haryana	224	5.8	9.4	16.1	10.3	10.3	11.2	27.1	9.8
10	Punjab	222	7.2	9.5	17.5	9.5	13.5	6.8	21.1	14.9
11	Residual	182	4.4	10.4	12.6	12.1	16.5	6.1	24.7	13.2
	Total	3860	8.8	12.6	9.7	8.9	9.1	7.8	27.2	15.9

5.9 Gender-wise number of earners and earner-dependent ratio by States and overall is given in Table 5.7. The survey results reveal that 36.5 per cent of the family members are reported as earners. The maximum earners are reported in the Tamil Nadu state where 45.5 per cent of the family members are in this category. Minimum earners are reported as 28.0 per cent in Uttar Pradesh State. It has been observed from the gender-wise distribution of earners, that majority of the earners are male. At aggregate level 86.0 per cent of the earners are male and rest female. In Punjab 98.8 per cent of the earners are male. In Uttar Pradesh and Delhi States also, the male

earners are more than 90 per cent of the total earners. On the other hand in Tamil Nadu, 33.2 per cent of the earners are female which is quite significant compared to 14.0 per cent female earners at aggregate level.

5.10 The earner-dependent ratio is also presented in Table 5.7. This ratio is arrived at by dividing the percentage of non-earners by percentage of earners. While calculating the earner dependent ratio the earning dependents are excluded. At aggregate level the earners dependent ratio is 1.7 which means that for one earning member, there are 1.7 dependent members. This ratio is maximum in Uttar Pradesh (2.5) followed by 2.1 in Delhi. In Tamil Nadu where 45.5 per cent of the family members are earners, the earner-dependent ratio is minimum with 1.2 members. State and gender-wise distribution of earners and earner-dependent ratio are presented in Table 5.7.

Table 5.7: Percentage distribution of earners by gender and earner-dependent ratio

Sl. No.	Stratum	Percentage of earners	Sex-wise earners (in %)		Earner dependent ratio
			M	F	
1	2	3	4	5	6
1	Uttar Pradesh	28.0	94.6	5.4	2.5
2	Tamil Nadu	45.5	66.8	33.2	1.2
3	Maharashtra	38.3	81.7	18.3	1.6
4	Delhi	32.7	94.5	5.5	2.1
5	Kerala	43.0	83.5	16.5	1.3
6	Bihar	40.3	83.9	16.1	1.4
7	Rajasthan	34.2	89.5	10.5	1.9
8	West Bengal	36.5	89.9	10.1	1.7
9	Haryana	38.3	88.3	11.7	1.6
10	Punjab	40.0	98.7	1.3	1.5
11	Residual	49.3	81.3	18.7	1.0
	Total	36.5	86.0	14.0	1.7

5.11 Table 5.8, presents the distribution of earners by their source of earning i.e., from leather industry or other sources. The survey results reveal that majority of earners in workers families surveyed are employed in leather industry. At aggregate level the percentage of earners employed in leather industry is 77.7 per cent. In Delhi, the maximum proportion of earners in these families is employed in leather industry i.e. 97.2 per cent, followed by 90.6 per cent in Bihar and so on. In Kerala and Tamil Nadu lowest proportion of earners (about 62 per cent) is employed in leather. The details of the earners in workers families employed in leather industries and other industries are presented in Table 5.8.

Table 5.8: Percentage distribution of earners working in leather industry and other industries

Sl. No.	Stratum	No. of family members (earners in percentage)	Employment in industry percentage	
			Leather	Others
1	2	3	4	5
1	Uttar Pradesh	28.0	82.1	17.9
2	Tamil Nadu	45.5	61.8	38.2
3	Maharashtra	38.3	86.4	13.6
4	Delhi	32.7	97.2	2.8
5	Kerala	43.0	61.9	38.1
6	Bihar	40.3	90.6	9.4
7	Rajasthan	34.2	76.1	23.9
8	West Bengal	36.5	77.0	23.0
9	Haryana	38.3	85.4	14.6
10	Punjab	40.0	87.8	12.2
11	Residual	49.3	76.6	23.4
Total		36.5	77.7	22.3

5.12 The information on the housing conditions of workers is an important characteristic of any socio-economic survey. During the survey, information on this aspect is also collected. The information on the ownership status of house like the house owned by the

worker or he/she stays on rent or the housing facility is provided by the employer free or on rent, is collected during the survey.

5.13 The survey results reveal that 50.6 per cent of the sampled workers are staying in self-owned houses. In Uttar Pradesh a maximum i.e. 68.9 per cent of workers have reported self-owned residence. Around 39.0 per cent of workers are staying in rented accommodation. In Haryana and Delhi where most of the workers have migrated from other states, the information on housing accommodation corroborates this fact. In Haryana, 71.8 per cent sampled workers have reported to be living in rented

Table 5.9: Percentage distribution of workers by ownership of house

Sl. No.	Stratum	No. of sampled workers	Percentage distribution of workers by type of ownership				
			Self-owned	Rented	Factory premises	Provided by employer	
						on rent	on free
1	2	3	4	5	6	7	8
1	Uttar Pradesh	232	68.9	25.5	1.7	-	3.9
2	Tamil Nadu	110	50.9	45.5	-	-	3.6
3	Maharashtra	115	58.2	27.0	6.1	6.1	2.6
4	Delhi	64	28.1	67.2	1.6	3.1	-
5	Kerala	101	62.4	11.9	7.9	1.0	16.8
6	Bihar	18	55.5	16.7	16.7	-	11.1
7	Rajasthan	81	50.7	48.1	-	-	1.2
8	West Bengal	104	37.5	53.8	4.8	1.0	2.9
9	Haryana	78	25.6	71.8	-	-	2.6
10	Punjab	68	48.5	48.5	3.0	-	-
11	Residual	79	30.0	36.2	2.5	-	31.3
	Total	1050	50.6	39.1	3.0	1.0	6.3

accommodation followed by 67.2 per cent in Delhi. The housing facilities by the employers are provided in a few cases. Only 6.3 per cent sampled workers are staying in the accommodation provided by

the employer on free of cost. In Kerala, a maximum proportion of sample workers (16.8 per cent) have reported free accommodation provided by the employer. Different types of housing facility available to the sampled workers are presented in Table 5.9.

5.14 Information on type of workers houses, like Chawl busti/Jhuggis, independent house and flat is also collected and presented in Table 5.10. It may be observed from the table that 23.7 per cent of the sampled workers are living in Jhuggis/Chawl busti. In Maharashtra state 77.4 per cent of the sampled workers are living in Jhuggis. The independent type of dwellings is reported by 70.1 per cent of the sampled workers. In Bihar and Punjab more than 94.0 per cent of the workers are reportedly staying in independent houses. The flat type of dwelling is reported by only 6.2 per cent of the sampled workers.

Table 5.10: Percentage distribution of workers by type of dwellings

Sl. No.	Stratum	No. of sampled workers	Percentage distribution of workers by type of dwellings		
			Jhuggi/Chawl	Independent	Flat
1	2	3	4	5	6
1	Uttar Pradesh	232	20.3	76.6	3.1
2	Tamil Nadu	110	13.6	73.7	12.7
3	Maharashtra	115	77.4	19.1	3.5
4	Delhi	64	21.9	59.3	18.8
5	Kerala	101	22.8	76.2	1.0
6	Bihar	18	5.6	94.4	-
7	Rajasthan	81	30.9	69.1	-
8	West Bengal	104	13.4	73.1	13.5
9	Haryana	78	5.1	83.4	11.5
10	Punjab	68	5.9	94.1	-
11	Residual	79	16.2	78.8	5.0
	Total	1050	23.7	70.1	6.2

5.15 The information on the structure of building like pucca house, semi-pucca & kutcha is also collected. The survey results reveal that about 64.8 per cent of the workers are staying in pucca houses which are quite significant. In Haryana, Punjab and Uttar Pradesh more than 75.0 per cent sampled workers are living in pucca houses. In Maharashtra state where majority of the workers are staying at Jhuggis/Chawl busti, only 37.4 per cent workers have reported pucca houses. Kutcha and semi-pucca houses are reported respectively by 8.4 per cent and 26.8 per cent of the sampled workers. The details of pucca, semi-pucca and kutcha types of dwellings are presented in Table 5.11.

Table 5.11: Percentage distribution of workers dwellings by type of building structure

Sl. No	Stratum	No. of sampled workers	Percentage distribution of workers by type of building structure		
			Pucca	Semi-pucca	Kutcha
1	2	3	4	5	6
1	Uttar Pradesh	232	78.8	16.0	5.2
2	Tamil Nadu	110	36.4	41.8	21.8
3	Maharashtra	115	37.4	41.7	20.9
4	Delhi	64	73.4	21.9	4.7
5	Kerala	101	72.2	23.8	4.0
6	Bihar	18	61.1	27.8	11.1
7	Rajasthan	81	65.5	33.3	1.2
8	West Bengal	104	59.6	30.8	9.6
9	Haryana	78	84.6	15.4	-
10	Punjab	68	75.0	25.0	-
11	Residual	79	65.0	25.0	10
Total		1050	64.8	26.8	8.4

5.16 The information on the number of living rooms in sampled workers dwellings collected during the survey reveals that majority of the sampled workers families are staying in one room. As mentioned

earlier, the average family size of workers in leather industry at aggregate level is 4.0 members. The results in Table 5.12 show that 51.1 per cent sampled workers families are staying in one room. In Delhi and Haryana states where the average family size is 3.4 members respectively 79.7 per cent and 71.8 per cent sampled workers stays in one room. The survey results further reveal that about 33.2 per cent of sampled workers are staying in two rooms dwellings. The maximum number of workers staying in such dwellings is reported in Bihar (44.4 per cent), followed by 41.5 per cent in Uttar Pradesh and 40.9 per cent in Tamil Nadu. The data on the three and more rooms type of accommodation shows that only 6.0 per cent of the sampled workers are staying in such dwellings. A maximum of 18.5 per cent sampled workers in Rajasthan state have reported to stay in three or more rooms type accommodation. The percentage distributions of workers with number of living rooms are given in Table 5.12.

Table 5.12: Percentage distribution of workers dwellings by number of living rooms

Sl. No.	Stratum	No. of sampled workers	Percentage distribution of workers by number of rooms			
			One	Two	Three	Three & above
1	2	3	4	5	6	7
1	Uttar Pradesh	232	44.6	41.5	9.1	4.8
2	Tamil Nadu	110	43.6	40.9	5.5	10
3	Maharashtra	115	53.0	40.0	7.0	0.0
4	Delhi	64	79.7	14.1	3.1	3.1
5	Kerala	101	22.8	38.6	25.7	12.9
6	Bihar	18	50.0	44.4	5.6	-
7	Rajasthan	81	35.8	34.6	11.1	18.5
8	West Bengal	104	56.8	31.7	9.6	1.9
9	Haryana	78	71.8	16.7	3.8	7.7
10	Punjab	68	58.8	27.9	11.8	1.5
11	Residual	79	71.2	16.3	10.0	2.5
Total		1050	51.1	33.2	9.7	6.0

5.17 Information on availability of independent kitchen, bathroom, latrine etc. in workers dwellings is also collected and the same is presented in Table 5.13. It may be seen from the table that 56.1 per cent sampled workers have reported to have independent kitchen, 69.8 per cent to have independent bathroom and 69.0 per cent to have independent latrine facility in their dwellings. The survey results further reveal that in Haryana and Punjab more than 90.0 per cent of the sampled workers have reported availability of independent bathroom facility which is quite significant. In Maharashtra state, 43.5 per cent sampled workers have reported independent bathroom facility which is quite low when compared to 69.8 per cent at aggregate level. Similarly (independent latrine) only 24.3 per cent sampled worker in Maharashtra have reported facility, which is the minimum as compared to other states.

Table 5.13: Percentage distribution of workers dwelling by provision of basic amenities

Sl. No.	Stratum	No. of sampled workers	Percentage distribution of workers having amenities			
			Kitchen	Bathroom	Latrine	Store
1	2	3	4	5	6	7
1	Uttar Pradesh	232	56.3	54.5	59.7	2.6
2	Tamil Nadu	110	40.9	61.8	60.0	9.1
3	Maharashtra	115	55.7	43.5	24.3	5.2
4	Delhi	64	37.5	76.6	73.4	9.4
5	Kerala	101	91.1	81.2	88.1	13.9
6	Bihar	18	44.4	66.7	83.3	-
7	Rajasthan	81	79.0	79.0	86.4	8.6
8	West Bengal	104	56.7	74	78.8	3.8
9	Haryana	78	42.3	93.6	89.7	14.1
10	Punjab	68	52.9	95.6	92.6	-
11	Residual	79	42.5	83.8	71.3	6.3
Total		1050	56.1	69.8	69.0	6.6

5.18 Information on the source of lighting energy at the residence of sampled workers is also collected during the survey. Majority of the

workers (92.0 per cent) have reported availability of electricity in their houses. Kerosene oil is used by 7.5 per cent families for lighting. In Bihar state a maximum of 22.2 per cent sampled workers have reported use of kerosene for lighting followed by 20.6 per cent in Punjab state. In Rajasthan 97.6 per cent sampled workers are using electricity for lighting their houses. The state wise details are presented in Table 5.14.

Table 5.14: Percentage distribution of workers dwellings by source of lighting energy

Sl. No.	Stratum	No. of sampled workers	Percentage distribution of workers use different energy			
			Kerosene	Electricity	Both	Others
1	2	3	4	5	6	7
1	Uttar Pradesh	232	7.8	91.8	-	0.4
2	Tamil Nadu	110	8.2	91.8	-	
3	Maharashtra	115	6.1	93.0	-	0.9
4	Delhi	64	6.3	93.7	-	-
5	Kerala	101	3.0	97.0	-	-
6	Bihar	18	22.2	66.7	11.1	-
7	Rajasthan	81	1.2	97.6	1.2	-
8	West Bengal	104	13.5	86.5	-	-
9	Haryana	78	2.6	97.4	-	-
10	Punjab	68	20.6	79.4	-	-
11	Residual	79	3.8	96.2	-	-
	Total	1050	7.5	92.0	0.3	0.2

5.19 The source of energy used for cooking in sampled workers households is also studied in the survey and presented in Table 5.15. The survey results reveal that firewood for making food is used by 27.2 per cent of the workers with maximum use reported in Bihar (72.2 per cent) followed by Uttar Pradesh (49.4 per cent) and Tamil Nadu (40.0 per cent). The other important source of cooking which is used by the sampled workers is kerosene oil which is used by 23.8 per cent workers. In Rajasthan (43.3 per cent) sampled workers have reported the use of kerosene for preparing food at

home. However, maximum (38.4 per cent) proportion of the sampled workers has reported LPG (Liquefied Petroleum Gas) for making food at home. In Haryana, 80.8 per cent of the sampled workers have reported use of L.P.G. for cooking, whereas in Bihar state, only 11.1 per cent of the sampled families are using LPG. The state-wise details of the mode of energy used for cooking purposes are presented in Table 5.15.

Table 5.15: Percentage distribution of workers households by source of cooking energy

Sl. No.	Stratum	No. of sampled workers	Percentage distribution of workers by use of cooking energy				
			Firewood	Dungcake	Kerosene	LPG	Others
1	2	3	4	5	6	7	8
1	Uttar Pradesh	232	49.4	18.6	9.1	22.5	0.4
2	Tamil Nadu	110	40.0	-	27.3	25.5	7.2
3	Maharashtra	115	7.8	0.9	28.7	53.0	9.6
4	Delhi	64	1.6	-	23.4	62.5	12.5
5	Kerala	101	38.6	-	15.8	42.6	3.0
6	Bihar	18	72.2	-	-	11.1	16.7
7	Rajasthan	81	22.2	-	43.3	32.1	2.4
8	West Bengal	104	27.9	11.5	26.2	24.0	10.4
9	Haryana	78	5.1	1.3	12.8	80.8	-
10	Punjab	68	7.4	4.4	35.3	52.9	-
11	Residual	79	12.5	-	22.5	63.8	1.2
Total		1050	27.2	5.7	23.8	38.4	4.9

5.20 To have an idea about the total monthly income of the worker and his/her family members, information on the monthly income from paid employment and self -employment is collected. It may be seen from the Table 5.16 that the average monthly income from paid employment at aggregate level comes out to be Rs. 3,084. Average monthly income of workers families from leather industry works out to be Rs. 3,189 and that from other industries it works out as Rs. 2,615. In Bihar state, the total monthly income is Rs. 2,023 which is

minimum as compared to other states. The maximum average monthly income from paid employment is reported in Delhi state at Rs. 4,277 followed by Rs. 4,142 in Haryana state.

Table 5.16: Distribution of average monthly family income from paid employment by source

Sl. No	Stratum	No. of sampled families	Average monthly income by industry in Rs.						Total average income from paid employment
			Leather Industry			Other Industry			
			M	F	All	M	F	All	
1	2	3	4	5	6	7	8	9	10
1	Uttar Pradesh	232	3220	1877	3160	2519	1763	2378	3059
2	Tamil Nadu	110	3310	2896	3162	2896	1318	2370	2885
3	Maharashtra	115	3640	2986	3512	2789	500	2675	3409
4	Delhi	64	3995	4118	4002	13750	-	13750	4277
5	Kerala	101	2925	1613	2624	2330	4625	2478	2571
6	Bihar	18	2246	1130	2023	-	-	-	2023
7	Rajasthan	81	2794	1000	2773	2500	2091	2295	2675
8	West Bengal	104	3022	2058	2930	2141	1750	2019	2828
9	Haryana	78	3711	7596	4064	5140	1000	4764	4142
10	Punjab	68	3019	-	3019	2744	1200	2590	2967
11	Residual	79	3319	3230	3304	3103	750	2855	3219
	Total	1050	3249	2779	3189	2829	1774	2615	3084

5.21 In the self-employment category, only male workers are found employed in the leather industry in three states namely Tamil Nadu, Maharashtra and Rajasthan. The average monthly income of households from self-employment at aggregate level in leather industry is worked out to Rs. 1,657. On the other hand, the average monthly income from self employment in (other industries) at aggregate level is Rs. 2,022. Table 5.17 presents the state-wise details of the distribution of average monthly income from self-employment in leather industry and other industries.

Table 5.17: Distribution of average monthly family income from self employment between leather and other industries

Sl. No	Stratum	No. of sampled families	Average monthly income Rs. from						Total average monthly income from self-employment
			Leather Industry			Other Industries			
			M	F	All	M	F	All	
1	2	3	4	5	6	7	8	9	10
1	Uttar Pradesh	232	-	-	-	1783	1967	1844	1844
2	Tamil Nadu	110	867	-	867	2000	1350	1892	1687
3	Maharashtra	115	2000	-	2000	2500	1500	1833	1917
4	Delhi	64	-	-	-	-	-	-	-
5	Kerala	101	-	-	-	2167	-	2167	2167
6	Bihar	18	-	-	-	1900	-	1900	1900
7	Rajasthan	81	3000	-	3000	1900	-	1900	2120
8	West Bengal	104	-	-	-	2363	1100	2163	2163
9	Haryana	78	-	-	-	3000	2667	2750	2750
10	Punjab	68	-	-	-	-	-	-	-
11	Residual	79	-	-	-	-	-	-	-
Total		1050	1657	-	1657	2094	1800	2022	1986

5.22 Table 5.18 presents the details of the total average monthly income of households from the paid and self-employment. It may be seen from the table that the total average monthly income of household in varies between Rs. 2,015 in Bihar to Rs. 4,277 in Haryana. Total average monthly income at overall level works out to be Rs. 3034. State-wise details are presented in Table 5.18.

Table 5.18: Distribution of average monthly family income by paid and self employment

Sl. No.	Stratum	No. of sampled families	Average monthly income from employments (Rs)		
			Paid	Self	Total income
1	2	3	4	5	6
1	Uttar Pradesh	232	3059	1844	2997
2	Tamil Nadu	110	2885	1687	2797
3	Maharashtra	115	3409	1917	3356
4	Delhi	64	4277	-	4277
5	Kerala	101	2571	2167	2564
6	Bihar	18	2023	1900	2015
7	Rajasthan	81	2675	2120	2650
8	West Bengal	104	2828	2163	2750
9	Haryana	78	4142	2750	4088
10	Punjab	68	2967	-	2967
11	Residual	79	3219	-	3219
Total		1050	3084	1986	3034

5.23 Distribution of workers families among four average monthly income slabs is presented in Table 5.19. Sample families have been distributed among four slabs. Viz. families having income below Rs.2, 000, Rs.2,000 to Rs.5,000, Rs.5,000 to 8,000 and Rs.8,000 and above. It may be seen from the table that there are only 5.4 per cent sampled families whose average monthly income is below Rs. 2,000. In Bihar state a maximum of 16.7 per cent sampled families have reported under this category, followed by 13.2 per cent in Punjab and 6.5 per cent in West Bengal. The results further reveal that majority of the sampled families (63.1 per cent) average monthly income ranges between Rs.2000 to Rs.5000. In Rajasthan 76.6 per cent sampled families have reported average monthly income under this category followed by 76.5per cent in Delhi state. In the income category of Rs. 5,000 to Rs. 8,000, 21.5 per cent sampled families are reported at overall level. In Tamil Nadu, a maximum of 38.2 per cent sample families fall under this category. Further, under Rs. 8000 and above income category, about 10.0 per

cent sample families are reported at overall level. The maximum sampled workers under this category are reported in Maharashtra (13.0 per cent), followed by 12.8 per cent in Haryana state.

Table 5.19: Distribution of sampled families by average monthly family income group

Sl. No.	Stratum	No. of sampled families	Percentage distribution of families by average monthly income			
			Below Rs 2000	Rs 2000- Rs5000	Rs 5000- Rs 8000	Above Rs 8000
1	2	3	4	5	6	
1	Uttar Pradesh	232	6.5	63.6	18.6	11.3
2	Tamil Nadu	110	3.6	49.1	38.2	9.1
3	Maharashtra	115	2.6	60.9	23.5	13.0
4	Delhi	64	1.6	76.5	12.5	9.4
5	Kerala	101	5.0	65.3	20.8	8.9
6	Bihar	18	16.7	66.6	11.1	5.6
7	Rajasthan	81	4.9	76.6	12.4	6.1
8	West Bengal	104	8.6	55.8	27.9	7.7
9	Haryana	78	-	60.3	26.9	12.8
10	Punjab	68	13.2	64.8	17.6	4.4
11	Residual	79	5.0	67.5	13.8	13.7
Total		1050	5.4	63.1	21.5	10.0

5.24 An attempt has been made to capture the expenditure on important items by the sampled households during the preceding month from the date of survey. The important items identified for this purpose are food items, fuel, housing, clothing, education, medical etc. The survey results (Table 5.20) reveal that at aggregate level the maximum average monthly expenditure is incurred on food items which are 36.3 per cent of average monthly income. Among the states surveyed, the expenditure on food items are highest in West Bengal state, where 45.4 per cent expenditure is incurred under this head. The other important item of expenditure is fuel and light, where at aggregate level 7.6 per cent of income is spent by the sampled household. In Punjab and Uttar Pradesh states more than 9.0 per cent of income is reported to be spent on fuel and light. The

Table 5.20: Proportion of income spent on different items

Sl. No.	Stratum	No. of sampled families	Percentage of income spent on								Savings (in %)
			Food	Fuel and light	Housing	Education	Medical	Clothing	Transport	Others	
1	2	3	4	5	6	7	8	9	10	11	12
1	Uttar Pradesh	232	39.6	9.7	2.8	3.5	0.4	2.8	2.8	21.6	16.9
2	Tamil Nadu	110	33.8	5.0	6.4	1.7	4.4	3.0	5.5	28.2	12.0
3	Maharashtra	115	35.1	7.1	4.0	1.9	4.0	3.2	4.0	19.7	21.0
4	Delhi	64	32.8	8.2	11.3	4.4	2.1	3.6	3.9	23.7	10.0
5	Kerala	101	33.8	6.6	1.3	0.6	4.5	3.6	3.1	22.7	23.7
6	Bihar	18	38.2	5.5	1.9	2.4	-	3.4	1.6	33.1	13.9
7	Rajasthan	81	31.6	8.0	8.8	2.1	4.1	3.4	2.7	23.4	16.0
8	West Bengal	104	45.4	6.8	4.5	4.6	0.7	2.4	5.2	14.2	16.1
9	Haryana	78	33.7	8.5	10.9	6.3	3.2	4.2	3.9	19.8	9.3
10	Punjab	68	35.3	9.8	7.9	3.3	3.0	5.1	4.9	20.8	10.0
11	Residual	79	34.3	5.8	6.8	1.5	2.8	3.6	3.9	25.3	16.0
	Total	1050	36.3	7.6	5.7	2.9	2.6	3.3	3.9	21.9	15.7

expenditure under housing category is reported as 5.6 per cent of income at overall level. In Delhi and Haryana, the expenditure on housing is more than 10 per cent of the total income of the households, where as in Kerala the expenditure under housing category is only 1.3 per cent. The expenditure on education of the children at aggregate level is 2.9 per cent of the total income. In Haryana state, it is maximum with 6.3 per cent of the total income, where as in Kerala, it is minimum with 0.5 per cent. The expenditure on medical expenditure at aggregate level is 2.6 per cent of income. The maximum expenditure on medical treatment is reported in Kerala state with 4.4 per cent of the total income. Surprisingly, in Bihar no worker has reported expenditure on medical treatment. In Uttar Pradesh also only 0.4 per cent of income is reported to be spent by the sampled workers on medical treatment. The data on monthly savings of the sampled workers are also presented in the Table. It may be observed that 15.7 per cent of

the income is saved by the households at aggregate level. In Kerala, a maximum of 23.7 per cent of income is saved, followed by 21.0 per cent in Maharashtra state.

5.25 The information regarding minor and major illness of the household members of sampled workers and the source of treatment (private or public) adopted by them during the last 30 days from the date of survey is presented in Table 5.21.

Table 5.21: Distribution of sampled families by type of illness and source of treatment

Sl. No.	Stratum	No. of sampled families	% age of families reporting illness	Percentage of families reporting illness		Major source of treatment in (percentage)			
				Minor	Major	Public Dispensary	Private	Both	Others
1	2	3	4	5	6	7	8	9	10
1	Uttar Pradesh	232	9.1	90.5	9.5	9.5	23.8	61.9	4.8
2	Tamil Nadu	110	20.0	90.9	9.1	31.8	50.0	18.2	-
3	Maharashtra	115	39.1	84.4	15.6	22.2	26.7	51.1	-
4	Delhi	64	64.1	100.0	-	34.1	36.6	29.3	-
5	Kerala	101	28.7	93.1	6.9	34.5	41.4	13.8	10.3
6	Bihar	18	-	-	-	-	-	-	-
7	Rajasthan	81	16.0	92.3	7.7	38.5	46.1	15.4	-
8	West Bengal	104	7.7	75.0	25.0	-	37.5	25.0	37.5
9	Haryana	78	84.6	95.5	4.5	28.8	62.1	9.1	-
10	Punjab	68	100.0	100.0	-	14.7	58.8	26.5	-
11	Residual	79	80.0	96.9	3.1	31.3	37.4	31.3	-
	Total	1050	35.9	94.4	5.6	25.7	44.8	27.6	1.9

The survey results reveal that 35.9 per cent of the sampled workers reported illness during last 30 days from the date of survey. The maximum number of sampled workers reported illness is in Punjab state where all the sampled workers spent money on medical

treatment during the reference period. It may also be seen that in the Northern states like Delhi, Haryana and Punjab majority of the families have reported illness during the last one month whereas in West Bengal and Uttar Pradesh only 7.7 per cent and 9.1 per cent sampled workers have reported illness. In Bihar no worker has reported illness during the period. The results further reveal that majority of the cases of illness (i.e. 94.4 per cent) are of minor type (Table 5.21). The information regarding the source of treatment indicates that at aggregate level, 44.8 per cent families reported only private treatment, followed by 27.6 per cent reporting both private and public and 25.7 per cent having treatment in only public dispensary. It may be seen from the Table that in Haryana and Punjab, 62.1 per cent and 58.8 per cent sampled workers have reported to avail private treatment for their illness. The public dispensary is approached for treatment in maximum cases in Rajasthan state, where 38.5 per cent workers have reported to do so, followed by 34.5 per cent in Kerala and 34.1 per cent in Delhi state.

5.26 Based on the expenditure incurred on medical treatment the sample workers families have been distributed in three main categories viz. families spending less than Rs.100 per month, Rs.100 to less than 500 and Rs.500 and above per month. It may be seen from Table 5.22, that majority of the families (86.7 per cent) have incurred less than Rs.100 per month on treatment. In Delhi, Rajasthan and Punjab states cent per cent families have reported less than Rs100 per month expenditure on illness. In Tamil Nadu, a maximum of 54.5 per cent sampled households have reported expenditure on illness as Rs.500 and above per month. Overall 6.1 per cent percent sampled households incurred Rs.500 and above expenditure on illness.

Table 5.22: Distribution of sampled families by slabs of average expenditure on illness

Sl. No.	Stratum	No. of sampled families	% age of families reporting illness	Percentage of families spent monthly on illness		
				Less than Rs 100	Rs 100 - Rs 500	Rs 500 and above
1	2	3	4	5	6	7
1	Uttar Pradesh	232	9.1	52.4	33.3	14.3
2	Tamil Nadu	110	20.0		45.5	54.5
3	Maharashtra	115	39.1	86.7	11.1	2.2
4	Delhi	64	64.1	100.0	-	-
5	Kerala	101	28.7	89.7	6.9	3.4
6	Bihar	18	-	-	-	-
7	Rajasthan	81	16.0	100.0	-	-
8	West Bengal	104	7.7	87.5	-	12.5
9	Haryana	78	84.6	98.5	-	1.5
10	Punjab	68	100.0	100.0	-	-
11	Residual	79	80.0	89.1	4.7	6.2
Total		1050	35.9	86.7	7.2	6.1

5.27 The other important aspect on which the information is collected during the survey is the indebtedness of the sampled workers. The information on amount, nature, purpose and source of loan is presented in Tables 5.23 to Table 5.26 respectively. The survey results reveal that only 6.0 per cent sampled workers have reported any loan taken by them. The maximum workers who have taken loan are reported in Maharashtra state, where 17.4 per cent of them have done so, followed by 16.8 per cent in Kerala state. In Delhi, Bihar, Punjab and Uttar Pradesh no sampled workers have reported any loan. Further, the workers taking loan have been divided into three main categories viz. loan amount less than Rs. 3000, between Rs. 3000 to less than Rs. 10,000, Rs. 10,000 and above. The results show that 6.2 per cent of the workers who have taken loan fall under the first category i.e. loan amount less than Rs. 3,000.

Table 5.23: Distribution of sampled families reporting debt by slabs of debt

Sl. No.	Stratum	No. of sampled families	% age of families reporting debt	Percentage of families reported loan between		
				Less than Rs 3000	Rs 3000 to Rs 10000	Rs 10000 and above
1	2	3	4	5	6	7
1	Uttar Pradesh	232	-	-	-	-
2	Tamil Nadu	110	10.9	8.3	50.0	41.7
3	Maharashtra	115	17.4	5.0	50.0	45.0
4	Delhi	64	-	-	-	-
5	Kerala	101	16.8	5.9	17.6	76.5
6	Bihar	18	-	-	-	-
7	Rajasthan	81	4.9	25.0	50.0	25.0
8	West Bengal	104	1.9	-	50.0	50.0
9	Haryana	78	7.7	-	-	100.0
10	Punjab	68	-	-	-	-
11	Residual	79	2.5	-	50.0	50.0
	Total	1050	6.0	6.2	36.0	57.8

Table 5.24: Distribution of sampled families by nature of loans

Sl. No.	Stratum	No. of sampled families	% age of families reporting debt	Percentage of families by nature of loans	
				Hereditary	Taken by self in cash
1	2	3	4	5	6
1	Uttar Pradesh	232	-	-	-
2	Tamil Nadu	110	10.9	-	100.0
3	Maharashtra	115	17.4	30.0	70.0
4	Delhi	64	-	-	-
5	Kerala	101	16.8	17.6	82.4
6	Bihar	18	-	-	-
7	Rajasthan	81	4.9	25.0	75.0
8	West Bengal	104	1.9	-	100.0
9	Haryana	78	7.7	-	100.0
10	Punjab	68	-	-	-
11	Residual	79	2.5	50.0	50.0
	Total	1050	6.0	17.2	82.8

On the other hand, 57.8 per cent of the under debt families have reported Rs. 10,000 and above as amount of loan. Further most of the loan is taken in cash by workers themselves i.e. 82.8 per cent and in the rest 17.2 per cent cases is hereditary. The percentage distribution of indebted workers with amount of loan & nature of loan is presented in Table 5.23 and Table 5.24 respectively.

5.28 In most of the earlier surveys conducted under the unorganised segment, the major reasons for loan contracted by workers was household consumption and marriage and other ceremonial

Table 5.25: Distribution of sampled families reporting loan by purpose of loan

Sl. No.	Stratum	No. of sampled families	% age of families reporting debt	Percentage of families reporting purpose of loan					
				Household consumption	Sickness	Marriage	Education	Construction	Others
1	2	3	4	5	6	7	8	9	10
1	Uttar Pradesh	232	-	-	-	-	-	-	-
2	Tamil Nadu	110	10.9	8.3	16.7	25.0	25.0	8.3	16.7
3	Maharashtra	115	17.4	15.0	30.0	25.0	5.0	10.0	15.0
4	Delhi	64	-	-	-	-	-	-	-
5	Kerala	101	16.8	29.4	-	17.6	-	29.4	23.6
6	Bihar	18	-	-	-	-	-	-	-
7	Rajasthan	81	4.9	25.0	-	50.0	-	-	25.0
8	West Bengal	104	1.9	50.0	-	50.0	-	-	-
9	Haryana	78	7.7	-	28.6	14.3	-	14.3	42.3
10	Punjab	68	-	-	-	-	-	-	-
11	Residual	79	2.5	50.0	50.0	-	-	-	-
Total		1050	6.0	18.8	17.2	23.4	6.3	14.0	20.3

purposes. However, the results of the present survey also indicate that in maximum cases (23.4 per cent) the indebted families/workers have reported marriage and other ceremonial

functions, followed by 18.8 per cent in household consumption. In 17.2 per cent cases of loan has been contracted to meet sickness related needs. The detailed results are presented in Table 5.25.

5.29 Further, the information garnered on source of loan shows that majority of the sampled workers have taken loan from bank and or employer. In Rajasthan and Tamil Nadu, 75.0 per cent of the under debt families have taken loan from employers. The loan from friends

Table 5.26: Distribution of sampled families reporting loan by source of loan

Sl. No.	Stratum	No. of sampled families	% age of families reporting debt	Percentage of families reporting loan by source of loan				
				Co-operative society	Bank	Employer	Friends and Relatives	Others
1	2	3	4	5	6	7	8	9
1	Uttar Pradesh	232	-	-	-	-	-	-
2	Tamil Nadu	110	10.9	-	16.7	75.0	8.3	-
3	Maharashtra	115	17.4	5.0	10.0	30.0	40.0	15.0
4	Delhi	64	-	-	-	-	-	-
5	Kerala	101	16.8	47.0	47.1	-	-	5.9
6	Bihar	18	-	-	-	-	-	-
7	Rajasthan	81	4.9	-	-	75.0	25.0	-
8	West Bengal	104	1.9	-	-	-	100.0	-
9	Haryana	78	7.7	-	100.0	-	-	-
10	Punjab	68	-	-	-	-	-	-
11	Residual	79	2.5	-	-	50.0	50.0	-
	Total	1050	6.0	14.1	29.7	29.7	20.3	6.2

and relatives is reported by 20.3 per cent of the families. In West Bengal all the under debt workers have reported to take loan from friends and relatives. The loan from co-operative society is taken by

workers in only two states i.e. Kerala and Maharashtra. In Kerala 47.0 per cent sampled workers under debt have reported co-operative society as the source of loan. The details of the source of loan taken by the families under debt are presented in Table 5.26.

Table 4.14: Occupation-wise and category-wise number of workers

Sl. No.	Occupation	Total Workers	Direct	Contract
1	2	3	4	5
1	All Activities	183	183	-
2	Supervisor	374	369	5
3	Designer	109	99	10
4	Cutter	421	382	39
5	Stitcher	1052	951	101
6	Upper Maker	107	95	12
7	Sole Maker	15	12	3
8	Laster	335	310	25
9	Helper	1654	1334	320
10	Packer	177	167	10
11	Machine Operator	843	689	154
12	Boiler Attendant	4	4	-
13	Electrician	22	22	-
14	Final Checker	81	69	12
15	Mouler	14	13	1
16	Finisher	219	176	43
17	Others	141	108	33
Total		5751	4983	768

Annexure II**Table 4.15: Average daily earnings of directly employed workers
by occupations****Occupation: All Activity****(in Rs)**

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	24	98.7	145.9	-	-	-	-	98.7	145.9
2	Tamil Nadu	50	133.2	164.5	-	-	12.1	15.9	145.3	180.4
3	Maharashtra	46	90.2	106.6	-	-	-	-	90.2	106.6
4	Delhi	-	-	-	-	-	-	-	-	-
5	Kerala	16	126.3	137.5	-	-	-	-	126.3	137.5
6	Bihar	16	87.9	96.0	-	-	-	-	87.9	96.0
7	Rajasthan	10	114.6	114.7	-	-	-	-	114.6	114.7
8	West Bengal	11	23.3	44.0	56.9	56.9	3.1	3.2	83.4	104.1
9	Haryana	-	-	-	-	-	-	-	-	-
10	Punjab	-	-	-	-	-	-	-	-	-
11	Residual	10	132.5	201.3	-	-	-	-	132.5	201.3
Total		183	23.3	201.3	56.9	56.9	3.1	15.9	83.4	201.3

Occupation: Supervisor**(in Rs)**

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	124	190.5	266.9	-	-	5.1	91.9	195.6	358.8
2	Tamil Nadu	60	103.5	157.4	2.6	2.6	-	-	106.2	160.0
3	Maharashtra	23	186.6	324.6	-	-	27.8	62.0	214.4	386.6
4	Delhi	28	391.8	522.4	-	-	-	-	391.8	522.4
5	Kerala	7	156.4	158.7	-	-	-	-	156.4	158.7
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	43	90.6	458.3	-	-	41.3	187.9	131.9	646.2
8	West Bengal	18	91.9	114.9	40.6	40.6	17.3	20.5	149.8	176.0
9	Haryana	35	171.2	262.0	-	-	75.0	157.1	246.1	419.2
10	Punjab	11	131.3	209.9	-	-	-	-	131.3	209.9
11	Residual	20	164.6	213.6	-	-	-	-	164.6	213.6
Total		369	90.6	522.4	2.64	40.6	5.11	187.9	106.2	646.2

Table 4.15: Contd.....**Occupation: Designer**

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	33	201.3	230.3	-	-	8.0	25.6	209.4	255.9
2	Tamil Nadu	29	127.5	232.3	3.0	3.0	-	-	130.5	235.4
3	Maharashtra	2	316.7	316.7	-	-	-	-	316.7	316.7
4	Delhi	3	392.0	392.0	-	-	-	-	392.0	392.0
5	Kerala	-	-	-	-	-	-	-	-	-
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	-	-	-	-	-	-	-	-	-
8	West Bengal	16	114.4	151.6	-	-	15.0	37.1	129.4	188.7
9	Haryana	1	1192.0	1192.0	-	-	-	-	1192.0	1192.0
10	Punjab	15	102.4	335.4	-	-	-	-	102.4	335.4
11	Residual	-	-	-	-	-	-	-	-	-
Total		99	102.4	1192.0	3.0	3.0	8.0	37.1	102.4	1192.0

Occupation:**Cutter**

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	191	223.1	413.4	0.1	0.1	-	-	223.2	413.5
2	Tamil Nadu	58	85.0	140.4	3.4	3.4	0.9	0.9	89.2	144.6
3	Maharashtra	10	148.8	198.1	-	-	19.1	37.8	167.8	235.9
4	Delhi	51	156.0	199.2	-	-	-	-	156.0	199.2
5	Kerala	5	97.0	105.0	-	-	-	-	97.0	105.0
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	-	-	-	-	-	-	-	-	-
8	West Bengal	14	81.4	91.1	7.0	7.0	11.8	19.5	100.1	117.7
9	Haryana	7	105.2	105.2	-	-	-	-	105.2	105.2
10	Punjab	16	131.1	149.9	-	-	-	-	131.1	149.9
11	Residual	30	149.3	223.7	-	-	-	-	149.3	223.7
Total		382	81.4	413.4	0.1	7.0	0.9	37.8	89.2	413.5

Table 4.15: Contd.....**Occupation: Stitcher**

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	433	211.6	469.1	-	-	-	-	211.6	469.1
2	Tamil Nadu	66	92.0	132.7	2.7	2.7	1.7	1.7	96.4	137.1
3	Maharashtra	35	92.1	124.7	-	-	24.4	28.2	116.5	152.9
4	Delhi	36	130.6	204.8	-	-	-	-	130.6	204.8
5	Kerala	29	97.0	121.4	-	-	-	-	97.0	121.4
6	Bihar	1	106.7	106.7	-	-	-	-	106.7	106.7
7	Rajasthan	23	85.0	92.8	-	-	-	-	85.0	92.8
8	West Bengal	64	90.3	102.3	-	-	5.3	7.5	95.6	109.8
9	Haryana	76	135.7	171.9	-	-	78.9	105.3	214.6	277.1
10	Punjab	125	95.5	280.7	-	-	-	-	95.5	280.7
11	Residual	63	99.4	148.9	-	-	-	-	99.4	148.9
Total		951	85.0	469.1	2.7	2.7	1.7	105.3	85.0	469.1

Occupation: Upper Maker

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	-	-	-	-	-	-	-	-	-
2	Tamil Nadu	21	48.6	91.9	-	-	-	-	48.6	91.9
3	Maharashtra	38	175.6	304.0	-	-	9.1	13.4	184.7	317.4
4	Delhi	8	150.0	250.0	-	-	-	-	150.0	250.0
5	Kerala	2	100.0	100.0	-	-	-	-	100.0	100.0
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	2	125.0	150.0	-	-	-	-	125.0	150.0
8	West Bengal	-	-	-	-	-	-	-	-	-
9	Haryana	5	118.0	118.0	-	-	-	-	118.0	118.0
10	Punjab	11	99.6	102.8	-	-	-	-	99.6	102.8
11	Residual	8	116.7	116.7	-	-	-	-	116.7	116.7
Total		95	48.6	304.0	0.0	0.0	9.1	13.4	48.6	317.4

Table 4.15: Contd.....**Occupation: Shoe Maker**

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	-	-	-	-	-	-	-	-	-
2	Tamil Nadu	-	-	-	-	-	-	-	-	-
3	Maharashtra	7	123.3	123.3	-	-	-	-	123.3	123.3
4	Delhi	-	-	-	-	-	-	-	-	-
5	Kerala	1	100.0	100.0					100.0	100.0
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	3	150.0	173.0	-	-	-	-	150.0	173.0
8	West Bengal	-	-	-	-	-	-	-	-	-
9	Haryana	-	-	-	-	-	-	-	-	-
10	Punjab	-	-	-	-	-	-	-	-	-
11	Residual	1	129.0	129.0	-	-	-	-	129.0	129.0
Total		12	100	173.0	-	-	-	-	100	173.0

Occupation: Laster

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	139	263.3	346.5	-	-	-	-	263.3	346.5
2	Tamil Nadu	28	71.2	194.2	-	-	3.7	29.0	74.9	223.2
3	Maharashtra	29	163.7	295.5	-	-	13.2	19.1	176.9	314.7
4	Delhi	9	144.1	173.4	-	-			144.1	173.4
5	Kerala	-	-	-	-	-	-	-	-	-
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	-	-	-	-	-	-	-	-	-
8	West Bengal	11	56.0	58.6	-	-	-	-	56.0	58.6
9	Haryana	4	106.3	106.3	-	-	-	-	106.3	106.3
10	Punjab	38	111.6	120.2	-	-	-	-	111.6	120.2
11	Residual	52	94.6	180.5	-	-	-	-	94.6	180.5
Total		310	56.0	346.5	-	-	3.7	29.0	56.0	346.5

Table 4.15: Contd.....

Occupation:**Helper**

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	380	103.1	126.4	-	-	1.3	6.4	104.3	132.7
2	Tamil Nadu	159	67.3	118.4	-	-	1.0	1.4	68.3	119.8
3	Maharashtra	106	82.5	175.4	-	-	8.2	19.9	90.7	195.2
4	Delhi	114	130.4	165.3	-	-	-	-	130.4	165.3
5	Kerala	100	66.0	87.4	-	-	-	-	66.0	87.4
6	Bihar	6	63.1	65.5	-	-	-	-	63.1	65.5
7	Rajasthan	72	45.8	108.8	7.6	7.6	31.0	60.3	84.4	176.7
8	West Bengal	60	65.3	88.3	19.6	19.6	4.3	11.4	89.1	119.3
9	Haryana	93	94.5	122.9	-	-	-	-	94.5	122.9
10	Punjab	21	95.7	126.2	-	-	-	-	95.7	126.2
11	Residual	223	72.3	123.8	-	-	-	-	72.3	123.8
Total		1334	45.8	175.4	7.6	19.6	1.0	60.3	63.1	195.2

Occupation:**Packer**

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	34	116.6	184.8	-	-	-	-	116.6	184.8
2	Tamil Nadu	34	77.2	123.9	1.0	1.0	2.8	4.0	81.1	129.0
3	Maharashtra	5	101.8	127.4	-	-	44.0	63.8	145.8	191.2
4	Delhi	-	-	-	-	-	-	-	-	-
5	Kerala	3	86.7	86.7	-	-	-	-	86.7	86.7
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	4	49.6	63.1	-	-	-	-	49.6	63.1
8	West Bengal	24	69.0	98.2			13.1	33.5	82.1	131.6
9	Haryana	-	-	-	-	-	-	-	-	-
10	Punjab	32	106.5	129.2	-	-	-	-	106.5	129.2
11	Residual	31	76.9	127.5	-	-	-	-	76.9	127.5
Total		167	49.6	184.8	1.0	1.0	2.8	63.8	49.6	191.2

Table 4.15: Contd.....**Occupation: Machine Operator**

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	12	105.1	119.7	-	-	15.6	35.6	120.6	155.3
2	Tamil Nadu	103	62.8	139.6	10.5	10.5	1.9	12.0	75.1	162.1
3	Maharashtra	7	174.6	192.7	-	-	3.8	3.8	178.4	196.5
4	Delhi	9	143.7	173.6	-	-	-	-	143.7	173.6
5	Kerala	36	94.4	163.6	-	-	-	-	94.4	163.6
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	28	63.5	90.0	0.5	0.5	10.3	13.8	74.3	104.3
8	West Bengal	21	53.8	61.4	42.0	42.0	9.4	17.4	105.2	120.8
9	Haryana	310	45.8	67.5	-	-	65.8	74.6	111.5	142.1
10	Punjab	3	91.9	190.6	-	-	-	-	91.9	190.6
11	Residual	160	97.0	175.0	-	-	-	-	97.0	175.0
Total		689	45.8	192.7	0.5	42.0	1.9	74.6	74.3	196.5

Occupation: Boiler Attendent

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	-	-	-	-	-	-	-	-	-
2	Tamil Nadu	-	-	-	-	-	-	-	-	-
3	Maharashtra	-	-	-	-	-	-	-	-	-
4	Delhi	-	-	-	-	-	-	-	-	-
5	Kerala	-	-	-	-	-	-	-	-	-
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	3	83.3	216.7	14.5	14.5	76.2	138.7	174.0	369.8
8	West Bengal	1	60.0	60.0	-	-	-	-	60.0	60.0
9	Haryana	-	-	-	-	-	-	-	-	-
10	Punjab	-	-	-	-	-	-	-	-	-
11	Residual	-	-	-	-	-	-	-	-	-
Total		4	60.0	216.7	14.5	14.5	76.2	138.7	60.0	369.8

Table 4.15: Contd.....**Occupation: Electrician**

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	-	-	-	-	-	-	-	-	-
2	Tamil Nadu	11	132.6	213.5	1.6	1.6	-	-	134.2	215.1
3	Maharashtra	2	214.5	214.5			-	-	214.5	214.5
4	Delhi	1	250.0	250.0			-	-	250.0	250.0
5	Kerala	-	-	-	-	-	-	-	-	-
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	2	-	-	-	-	-	-	-	-
8	West Bengal	2	-	-	-	-	-	-	-	-
9	Haryana	2	173.0	201.3	-	-	-	-	173.0	201.3
10	Punjab	2	132.2	132.2	-	-	-	-	132.2	132.2
11	Residual	-	-	-	-	-	-	-	-	-
Total		22	132.2	250.0	1.6	1.6	0.0	0.0	132.2	250.0

Occupation: Checker

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	1	130.0	130.0	-	-	-	-	130.0	130.0
2	Tamil Nadu	15	78.7	110.8	-	-	-	-	78.7	110.8
3	Maharashtra	2	183.0	183.0	-	-	-	-	183.0	183.0
4	Delhi	38	142.4	331.8	-	-	-	-	142.4	331.8
5	Kerala	-	-	-	-	-	-	-	-	-
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	-	-	-	-	-	-	-	-	-
8	West Bengal	11	83.3	122.5	-	-	-	-	83.3	122.5
9	Haryana	-	-	-	-	-	-	-	-	-
10	Punjab	-	-	-	-	-	-	-	-	-
11	Residual	2	150.0	211.5	-	-	-	-	150.0	211.5
Total		69	78.7	331.8	0.0	0.0	0.0	0.0	78.7	331.8

Table 4.15: Contd.....**Occupation: Moulder**

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	3	118.8	118.8	3.7	3.7	-	-	122.5	122.5
2	Tamil Nadu	8	71.5	85.3	-	-	4.0	24.3	75.5	109.6
3	Maharashtra	2	172.6	236.4	-	-	8.6	11.8	181.2	248.2
4	Delhi	-	-	-	-	-	-	-	-	-
5	Kerala	-	-	-	-	-	-	-	-	-
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	-	-	-	-	-	-	-	-	-
8	West Bengal	-	-	-	-	-	-	-	-	-
9	Haryana	-	-	-	-	-	-	-	-	-
10	Punjab	-	-	-	-	-	-	-	-	-
11	Residual	-	-	-	-	-	-	-	-	-
Total		13	71.5	236.4	3.7	3.7	4.0	24.3	75.5	248.2

Occupation: Finisher

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	61	142.6	253.0	0.4	0.4	-	-	143.0	253.4
2	Tamil Nadu	51	74.5	159.1	1.0	1.0	4.7	10.6	80.2	170.7
3	Maharashtra	2	119.4	119.4	-	-	-	-	119.4	119.4
4	Delhi	-	-	-	-	-	-	-	-	-
5	Kerala	-	-	-	-	-	-	-	-	-
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	-	-	-	-	-	-	-	-	-
8	West Bengal	7	105.8	105.8	-	-	-	-	105.8	105.8
9	Haryana	-	-	-	-	-	-	-	-	-
10	Punjab	50	-	-	-	-	-	-	-	-
11	Residual	5	-	-	-	-	-	-	-	-
Total		176	74.5	253.0	0.4	1.0	4.7	10.6	80.2	253.4

Table 4.15: Contd.....

Occupation:

Others

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	4	107.3	110.0	-	-	-	-	107.3	110.0
2	Tamil Nadu	29	88.3	222.8	1.2	1.2	-	-	89.6	224.1
3	Maharashtra	35	94.7	214.9	-	-	7.7	37.8	102.3	252.7
4	Delhi	4	135.0	204.0	-	-	-	-	135.0	204.0
5	Kerala	2	130.1	130.1	-	-	-	-	130.1	130.1
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	5	56.5	69.8	-	-	34.8	36.8	91.3	106.5
8	West Bengal	-	-	-	-	-	-	-	-	-
9	Haryana	26	104.5	149.9	-	-	37.8	44.0	142.3	193.9
10	Punjab	3	97.1	134.6	-	-	-	-	97.1	134.6
11	Residual	-	-	-	-	-	-	-	-	-
Total		108	56.5	222.8	1.2	1.2	7.7	44.0	89.6	252.7

Occupation: All

Occupations

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	1439	98.7	469.1	0.1	3.7	1.3	91.9	98.7	469.1
2	Tamil Nadu	722	48.6	232.3	1.0	10.5	0.9	29.0	48.6	235.4
3	Maharashtra	351	82.5	324.6	-	-	3.8	63.8	90.2	386.6
4	Delhi	301	130.4	522.4	-	-	-	-	130.4	522.4
5	Kerala	201	66.0	163.6	-	-	-	-	66.0	163.6
6	Bihar	23	63.1	106.7	-	-	-	-	63.1	106.7
7	Rajasthan	195	45.8	458.3	0.5	14.5	10.3	187.9	49.6	646.2
8	West Bengal	260	23.3	151.6	7.0	56.9	3.1	37.1	56.0	188.7
9	Haryana	559	45.8	1192.0	-	-	37.8	157.1	94.5	1192.0
10	Punjab	327	91.9	335.4	-	-	-	-	91.9	335.4
11	Residual	605	72.3	223.7	-	-	-	-	72.3	223.7
Total		4983	23.3	1192.0	0.1	56.9	0.9	187.9	48.6	1192.0

Annexure III

Table 4.16: Average daily earnings of contract workers by occupations

Occupation: Supervisor

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	-	-	-	-	-	-	-	-	-
2	Tamil Nadu	-	-	-	-	-	-	-	-	-
3	Maharashtra	-	-	-	-	-	-	-	-	-
4	Delhi	-	-	-	-	-	-	-	-	-
5	Kerala	-	-	-	-	-	-	-	-	-
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	1	258.1	258.1	-	-	80.6	80.6	338.7	338.7
8	West Bengal	4	64.9	64.9	-	-	21.3	60.5	86.2	125.3
9	Haryana	-	-	-	-	-	-	-	-	-
10	Punjab	-	-	-	-	-	-	-	-	-
11	Residual	-	-	-	-	-	-	-	-	-
Total		5	64.9	258.1	0	0.0	21.3	80.6	86.2	338.7

Occupation: Designer

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	-	-	-	-	-	-	-	-	-
2	Tamil Nadu	-	-	-	-	-	-	-	-	-
3	Maharashtra	-	-	-	-	-	-	-	-	-
4	Delhi	-	-	-	-	-	-	-	-	-
5	Kerala	-	-	-	-	-	-	-	-	-
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	-	-	-	-	-	-	-	-	-
8	West Bengal	10	86.2	128.3	-	-	20.5	115.0	106.7	243.3
9	Haryana	-	-	-	-	-	-	-	-	-
10	Punjab	-	-	-	-	-	-	-	-	-
11	Residual	-	-	-	-	-	-	-	-	-
Total		10	86.2	128.3	0	0.0	20.5	115.0	106.7	243.3

Table 4.16: Contd.....

Occupation:**Cutter**

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	15	122.8	124.8	-	-	-	-	122.8	124.8
2	Tamil Nadu	-	-	-	-	-	-	-	-	-
3	Maharashtra	-	-	-	-	-	-	-	-	-
4	Delhi	-	-	-	-	-	-	-	-	-
5	Kerala	-	-	-	-	-	-	-	-	-
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	12	38.5	86.5	-	-	46.2	63.0	84.6	149.6
8	West Bengal	12	66.5	80.9	-	-	76.0	92.1	142.6	173.0
9	Haryana	-	-	-	-	-	-	-	-	-
10	Punjab	-	-	-	-	-	-	-	-	-
11	Residual	-	-	-	-	-	-	-	-	-
Total		39	38.5	124.8	-	-	46.2	92.1	84.6	173.0

Occupation: Stitcher

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	33	129.5	133.2	-	-	-	-	129.5	133.2
2	Tamil Nadu	-	-	-	-	-	-	-	-	-
3	Maharashtra	-	-	-	-	-	-	-	-	-
4	Delhi	-	-	-	-	-	-	-	-	-
5	Kerala	1	100.0	100.0	-	-	-	-	100.0	100.0
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	5	60.0	274.2	-	-	6.0	6.0	66.0	280.1
8	West Bengal	3	130.0	130.0	-	-	-	-	130.0	130.0
9	Haryana	59	138.7	191.9	-	-	49.2	75.6	187.9	267.5
10	Punjab	-	-	-	-	-	-	-	-	-
11	Residual	-	-	-	-	-	-	-	-	-
Total		101	60.0	274.2	-	-	6.0	75.6	66.0	280.1

Table 4.16: Contd.....**Occupation: Upper Maker**

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	-	-	-	-	-	-	-	-	-
2	Tamil Nadu	-	-	-	-	-	-	-	-	-
3	Maharashtra	8	83.3	123.0	-	-	-	-	83.3	123.0
4	Delhi	-	-	-	-	-	-	-	-	-
5	Kerala	4	135.0	150.0	-	-	-	-	135.0	150.0
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	-	-	-	-	-	-	-	-	-
8	West Bengal	-	-	-	-	-	-	-	-	-
9	Haryana	-	-	-	-	-	-	-	-	-
10	Punjab	-	-	-	-	-	-	-	-	-
11	Residual	-	-	-	-	-	-	-	-	-
Total		12	83.3	150.0	-	-	-	-	83.3	150.0

Occupation: Sole Maker

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	-	-	-	-	-	-	-	-	-
2	Tamil Nadu	-	-	-	-	-	-	-	-	-
3	Maharashtra	-	-	-	-	-	-	-	-	-
4	Delhi	-	-	-	-	-	-	-	-	-
5	Kerala	3	140.0	150.0	-	-	-	-	140.0	150.0
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	-	-	-	-	-	-	-	-	-
8	West Bengal	-	-	-	-	-	-	-	-	-
9	Haryana	-	-	-	-	-	-	-	-	-
10	Punjab	-	-	-	-	-	-	-	-	-
11	Residual	-	-	-	-	-	-	-	-	-
Total		3	140.0	150.0	-	-	-	-	140.0	150.0

Table 4.16: Contd.....

Occupation:**Laster**

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	17	146.8	177.6	-	-	-	-	146.8	177.6
2	Tamil Nadu	-	-	-	-	-	-	-	-	-
3	Maharashtra	8	141.7	141.7	-	-	7.1	7.1	148.8	148.8
4	Delhi	-	-	-	-	-	-	-	-	-
5	Kerala	-	-	-	-	-	-	-	-	-
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	-	-	-	-	-	-	-	-	-
8	West Bengal	-	-	-	-	-	-	-	-	-
9	Haryana	-	-	-	-	-	-	-	-	-
10	Punjab	-	-	-	-	-	-	-	-	-
11	Residual	-	-	-	-	-	-	-	-	-
Total		25	142	177.6	-	-	7.1	7.1	146.8	177.6

Occupation:**Helper**

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	55	99.8	110.9	-	-	-	-	99.8	110.9
2	Tamil Nadu	-	-	-	-	-	-	-	-	-
3	Maharashtra	9	83.3	96.3	-	-	4.2	4.8	87.5	101.1
4	Delhi	-	-	-	-	-	-	-	-	-
5	Kerala	7	65.7	72.9	-	-	-	-	65.7	72.9
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	168	41.5	81.6	-	-	23.3	67.4	64.8	149.0
8	West Bengal	36	68.5	88.4	-	-	26.6	54.4	95.1	142.9
9	Haryana	45	86.0	97.7	-	-	76.6	53.9	162.6	151.6
10	Punjab	-	-	-	-	-	-	-	-	-
11	Residual	-	-	-	-	-	-	-	-	-
Total		320	41.5	110.9	-	-	4.2	67.4	64.8	151.6

Table 4.16: Contd.....

Occupation:**Packer**

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	-	-	-	-	-	-	-	-	-
2	Tamil Nadu	10	53.8	98.5	17.7	17.7	-	-	71.5	116.2
3	Maharashtra	-	-	-	-	-	-	-	-	-
4	Delhi	-	-	-	-	-	-	-	-	-
5	Kerala	-	-	-	-	-	-	-	-	-
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	-	-	-	-	-	-	-	-	-
8	West Bengal	-	-	-	-	-	-	-	-	-
9	Haryana	-	-	-	-	-	-	-	-	-
10	Punjab	-	-	-	-	-	-	-	-	-
11	Residual	-	-	-	-	-	-	-	-	-
Total		10	53.8	98.5	17.7	17.7	0.0	0.0	71.5	116.2

Occupation: Operator

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	-	-	-	-	-	-	-	-	-
2	Tamil Nadu	33	54.3	145.6	17.7	17.7	-	-	71.9	163.2
3	Maharashtra	-	-	-	-	-	-	-	-	-
4	Delhi	-	-	-	-	-	-	-	-	-
5	Kerala	-	-	-	-	-	-	-	-	-
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	97	47.6	165.5	-	-	13.8	56.7	61.5	222.2
8	West Bengal	-	-	-	-	-	-	-	-	-
9	Haryana	24	45.8	67.5	-	-	65.8	74.6	111.5	142.1
10	Punjab	-	-	-	-	-	-	-	-	-
11	Residual	-	-	-	-	-	-	-	-	-
Total		154	45.8	165.5	17.7	17.7	13.8	74.6	61.5	222.2

Table 4.16: Contd.....**Occupation: Checker**

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	-	-	-	-	-	-	-	-	-
2	Tamil Nadu	-	-	-	-	-	-	-	-	-
3	Maharashtra	-	-	-	-	-	-	-	-	-
4	Delhi	-	-	-	-	-	-	-	-	-
5	Kerala	-	-	-	-	-	-	-	-	-
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	-	-	-	-	-	-	-	-	-
8	West Bengal	12	107.2	108.5	-	-	4.0	4.1	111.1	112.6
9	Haryana	-	-	-	-	-	-	-	-	-
10	Punjab	-	-	-	-	-	-	-	-	-
11	Residual	-	-	-	-	-	-	-	-	-
Total		12	107.2	108.5	-	-	4.0	4.1	111.1	112.6

Occupation: Moulder

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	1	295.1	295.1	-	-	-	-	295.1	295.1
2	Tamil Nadu	-	-	-	-	-	-	-	-	-
3	Maharashtra	-	-	-	-	-	-	-	-	-
4	Delhi	-	-	-	-	-	-	-	-	-
5	Kerala	-	-	-	-	-	-	-	-	-
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	-	-	-	-	-	-	-	-	-
8	West Bengal	-	-	-	-	-	-	-	-	-
9	Haryana	-	-	-	-	-	-	-	-	-
10	Punjab	-	-	-	-	-	-	-	-	-
11	Residual	-	-	-	-	-	-	-	-	-
Total		1	295	295.1	-	-	-	-	295.1	295.1

Table 4.16: Contd.....**Occupation: Finisher**

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	10	103.8	103.8	-	-	-	-	103.8	103.8
2	Tamil Nadu	26	56.6	109.6	15.6	15.6	2.0	2.0	74.3	127.2
3	Maharashtra	7	100.0	203.3	-	-	5.0	10.2	105.0	213.5
4	Delhi	-	-	-	-	-	-	-	-	-
5	Kerala	-	-	-	-	-	-	-	-	-
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	-	-	-	-	-	-	-	-	-
8	West Bengal	-	-	-	-	-	-	-	-	-
9	Haryana	-	-	-	-	-	-	-	-	-
10	Punjab	-	-	-	-	-	-	-	-	-
11	Residual	-	-	-	-	-	-	-	-	-
Total		43	56.6	203.3	15.6	15.6	2.0	10.2	74.3	213.5

Occupation: Others

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	-	-	-	-	-	-	-	-	-
2	Tamil Nadu	-	-	-	-	-	-	-	-	-
3	Maharashtra	8	120.8	247.5	-	-	6.0	12.4	126.9	259.9
4	Delhi	-	-	-	-	-	-	-	-	-
5	Kerala	-	-	-	-	-	-	-	-	-
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	-	-	-	-	-	-	-	-	-
8	West Bengal	-	-	-	-	-	-	-	-	-
9	Haryana	25	105.7	124.6	-	-	61.1	61.9	166.8	186.6
10	Punjab	-	-	-	-	-	-	-	-	-
11	Residual	-	-	-	-	-	-	-	-	-
Total		33	105.7	247.5	-	-	6.0	61.9	126.9	259.9

Table 4.16: Contd.....**Occupation: All Occupations**

(in Rs)

Sl. No.	Stratum	No. of workers	Basic Wages		Dearness		Others		Total Earnings	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10	11
1	Uttar Pradesh	131	99.8	295.1	-	-	-	-	99.8	295.1
2	Tamil Nadu	69	53.8	145.6	15.6	17.7	2.0	2.0	71.5	163.2
3	Maharashtra	40	83.3	247.5			4.2	12.4	83.3	259.9
4	Delhi	-	-	-	-	-	-	-	-	-
5	Kerala	15	65.7	150.0	-	-	-	-	65.7	150.0
6	Bihar	-	-	-	-	-	-	-	-	-
7	Rajasthan	283	38.5	274.2	-	-	6.0	80.6	61.5	338.7
8	West Bengal	77	64.9	130.0	-	-	4.0	115.0	86.2	243.3
9	Haryana	153	45.8	191.9	-	-	49.2	75.6	111.5	267.5
10	Punjab	-	-	-	-	-	-	-	-	-
11	Residual states	-	-	-	-	-	-	-	-	-
Total		768	38.5	295.1	15.6	17.7	2.0	115.0	61.5	338.7