



**OCCUPATIONAL WAGE SURVEY
SIXTH ROUND
2009**

REPORT

ON

NINE ENGINEERING INDUSTRIES

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

PREFACE

A progressive and realistic wage policy is instrumental in attaining social objectives such as the elimination of exceptionally low wages, reduction in wage differentials and protection of wage earners from the effects of the price rise. For formulation of such a wage policy, availability of scientifically collected and reliable wage data is a prime requisite. In this direction first step was taken by the Ministry of Labour & Employment by entrusting the task to Labour Bureau to conduct the First round of Occupational Wage Survey (OWS) in 1958-59. Since then, the Labour Bureau has conducted five rounds of the survey. Through these surveys, a multidimensional wage structure has been analysed in the selected industries and a composite wage spectrum has been obtained from round to round, which throws adequate light on the occupational wage differentials in the payroll earnings by industry and by different geographical regions.

The Sixth Round of OWS, 2009 Report on Nine Engineering Industries presents statistics on Employment structure, Wage Rates, Dearness Allowance and Average Daily Earnings by Occupation and Stratum. The Report also makes an attempt to meet the statutory obligation pertaining to Article 8 of Part-II (Average Earnings and Wage Structure & Distribution) of the ILO Convention No. 160 on Labour Statistics. I hope that the data presented in this Report would prove useful to the users and the policy makers.

I take this opportunity to express my gratitude to all the concerned organisations/federations, of both employers and employees relating to the Nine Engineering Industries for extending whole hearted co-operation and help to the field staff of Labour Bureau in collection of the data. Without their active co-operation, it would not have been possible to conduct this survey. The officers and staff of the Bureau, whose names are given in Annexure-VI, also deserve appreciation for the hard work put in by them in the planning and execution of the survey as well as in preparation of this Report.

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

Suggestions for further improvement in the Report are welcome.

B.N.NANDA
DIRECTOR GENERAL

Chandigarh
26th July, 2010

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EXECUTIVE SUMMARY OF THE SURVEY

The important findings of the Occupational Wage Survey conducted for the Nine Engineering Industries are given below:

INTRODUCTION

1. The Survey covered Nine Engineering Industries viz., Iron and Steel, Casting and Forging, Agricultural Machinery & Parts, Textile Machinery and Jute Machinery, Machine Tools, Electrical Machinery and Apparatus, Electrical Apparatus, Prime Movers, Boilers and Steam Generation and Aluminium Industry under the Sixth Round of the Occupational Wage Survey.

STRUCTURE OF THE WORK FORCE

2. Out of the total 4.09 lakh workers employed in the Nine Engineering Industries, 98.67 per cent were men and the remaining 1.33 per cent were women. None of the Nine Engineering Industries reported employment of adolescents and children. (para 2.2)
3. Vast majority of workers i.e. 99.03 per cent were employed by the time rated system of wage payment and the remaining 0.97 per cent by the piece rated system. (para 2.3)
4. The highest percentage of time rated workers at the industry level was reported in the Aluminium Industry (99.92 per cent) and the lowest in the Electrical Apparatus Industry (95.28 per cent). (para 2.3)
5. The highest proportion of piece rated workers was reported in the Electrical Apparatus Industry (4.72 per cent) whereas the lowest was reported in the Aluminium Industry (0.08 per cent). (para 2.3)
6. At the stratum level, the highest proportion of the time-rated workers was reported at 99.11 per cent in Punjab stratum of Aluminium Industry whereas the lowest proportion was in Uttar Pradesh stratum of Electrical Machinery and Apparatus Industry at 46.62 per cent. (para 2.3)
7. The highest proportion of piece-rated workers was reported at 53.38 per cent in Uttar Pradesh stratum of Electrical Apparatus Industry. (para 2.3)
8. The highest percentage of total work force i.e. 21.94 per cent was employed in occupation 'Helper' followed by 11.52 per cent employed in occupation 'Machine Operator / Machinist'. (para 2.6)

WAGE RATES AND DEARNESS ALLOWANCE

9. The average daily wage rate for the Nine Engineering Industries stood at Rs.210.61 (Table 3.1).
10. The average daily wage rate for men and women workers for all the Nine Engineering Industries combined together were Rs.211.92 and Rs. 113.83 respectively. (para 3.4)
11. The average daily wage rates of time-rated and piece-rated workers were Rs. 211.04 and Rs.167.16, respectively. (para 3.6 & 3.7)
12. The average daily wage rates of time rated workers (men) were the highest at Rs.424.02 in the Aluminium Industry and the lowest at Rs. 148.25 in the Electrical Apparatus Industry. (Table 3.2)
13. The average daily wage rates for time-rated men, women and all workers were Rs.212.37, Rs.113.83 and Rs. 211.04, respectively. (para 3.6)
14. The average daily wage rates for piece rated workers were reported at Rs.167.16 . (para 3.7)
15. The piece-rated system of wage payment was reported only in four Engineering Industries. The piece rated system of wage payment was prevalent in two occupations in Casting and Forging, six occupations each in the Electrical Machinery and Apparatus, nine occupations each in the Electrical Apparatus and one occupation in the Aluminium Industry. (para 3.8)
16. At the industry level, average daily wage rates of women workers were less than that of men workers in all the Nine Engineering Industries. (Table 3.5)
17. The real wage rates of the workers have increased during the Sixth Round in five Engineering Industries viz. Agriculture Machinery and Parts, Textile and Jute Machinery, Machine Tools, Prime Movers, Boilers and Steam Generation and Aluminium Industries, whereas, it decreased in four Engineering Industries viz., Iron and Steel, Casting and Forging, Electrical Machinery and Apparatus and Electrical Apparatus .(para3.9)
18. It is observed that 18.53 per cent of the units covered in the survey were paying Dearness Allowance as a separate component of Wages / Salaries. (para 3.10.1)

19. Out of the total units using Labour Bureau CPI Numbers for Industrial Workers for payment of Dearness Allowance to their employees, 18.68 per cent units were using CPI Numbers for Industrial Workers (1982=100) and 68.13 per cent were using CPI Numbers for Industrial Workers (1960=100).(para 3.10.1)
20. The survey reveals that 19.78 per cent units were using All India Consumer Price Index Numbers (AICPI) and 80.22 per cent were using other indices either average of concerned state indices or centre specific indices. (para 3.10.1)
21. Out of the total units paying Dearness Allowance to their employees, 22.23 per cent of the D.A paying units were reported to be using Consumer Price Index Numbers for industrial workers brought out by the Labour Bureau and the State Governments. A vast majority of the Units i.e., 55.77 per cent were paying D.A on flat rates, whereas 11.69 per cent units were paying D.A on pay scale/slab system, 10.16 per cent were paying D.A by other methods and 0.15 per cent were paying D.A by a combination of all these. (para 3.10.3)

PAYROLL EARNINGS

22. The overall average daily earnings of men, women and all workers for all the Nine Engineering Industries combined together work out to be Rs.258.69, Rs.154.48 and Rs.257.30 respectively. (para 4.2 & Table 4.1)
23. The average daily earnings of men and women workers were highest at Rs. 439.25 in the Aluminium Industry and Rs.248.00 in the Electrical Machinery and Apparatus Industry respectively.(Table 4.1)
24. The average daily earnings of men and women workers were lowest at Rs. 181.53 in Electrical Apparatus and Rs.92.95 in Prime Movers, Boilers and Steam Generation Industries. (Table 4.1)
25. For all the Nine Engineering Industries taken together, average daily earnings of the time-rated workers (Rs.258.18) were higher than that of the piece rated workers (Rs.167.64). (para 4.3)
26. The average daily earnings of time-rated men, women and all workers were recorded at Rs.259.60, Rs.154.48 and Rs.258.18 respectively. (Table 4.3)
27. The average daily earnings of piece-rated men and all workers work out to be Rs. 167.64 .(para 4.5)

28. No Piece-rated women workers were employed. (para 4.5)
29. It is observed that the Basic Wage and Dearness Allowance were the two main components of earnings of the workers. (Table 4.11)
30. For all the Engineering Industries taken together the average daily earning of 33.92 per cent of workers were Rs.250.01 and above. (para 4.7)
31. The highest average daily earnings of Rs. 763.50 was observed for the occupation 'Assembler' in the Aluminium Industry. (Table 4.9)
32. Average daily earnings of the time-rated workers for all the Engineering Industries taken together were higher than the earnings of the piece-rated workers.(Table 4.10.2 & 4.10.3)
33. Average daily earnings of women workers have shown a steady increase in different rounds of the survey conducted in the Nine Engineering Industries. (Table 4.13)
34. It is seen that the average daily earnings in the Sixth Round have registered an increase over the Fifth round in all the Nine Engineering Industries. (Table 4.13)
35. The real earnings of the workers increased in all the Nine Engineering Industries except Iron & Steel and Casting & Forging during the Sixth Round of the Occupational Wage Survey. (Table 4.13)

CHAPTER - I

INTRODUCTION

1.1 GENESIS OF THE SURVEY

From time to time, the Government of India has constituted various commissions and committees, viz., Royal Commission on Labour (1931), Labour Investigation Committee (1944-45) and various wage fixing authorities to look into the subject of wage rates in the industrial sectors. Almost all such commissions and committees have critically commented on the absence and inadequacy of wage data for different occupations in the industries. Consequently, the need for reliable and accurate statistical data on occupational wage rates and earnings assumed greater importance in national planning for labour welfare.

It was because of these limitations and deficiencies in the occupational wage data that in the Second Five Year Plan, it was recommended that "urgent steps should be taken to undertake a Wage Census". The Steering Group on Wages set up by the Ministry of Labour and Employment made a similar recommendation. In pursuance of these recommendations, the Labour Bureau conducted an Occupational Wage Survey (OWS) during the year 1958-59 covering 44 industries comprising 37 manufacturing, 4 mining and 3 plantation industries. The objectives of the survey were to provide both basic data for building-up index of wage rates for major manufacturing, mining and plantation industries and disseminate the information relating to wage rates and average earnings of workers in different occupations in selected industries. As the results of the First Occupational Wage Survey were found to be very useful by the Planning Commission, the Labour Bureau conducted Second Occupational Wage Survey during the year 1963-65, more or less on similar lines, with the same objectives and coverage.

The National Commission on Labour (1969) examined the data collected in previous two rounds of Occupational Wage Surveys and recommended the conducting of such surveys periodically by Labour Bureau.

Consequently, the Labour Bureau took up the Third Round of Occupational Wage Survey in 1974-79 in 81 industries and the Fourth Round in 1985-92 covering 53 industries. The Fifth Round was undertaken in 1993-2001 covering all the 53 selected industries of the Fourth Round.

The Sixth Round was taken up in the year 2002 and 56 selected industries would be covered during this round under different sectors (45 Manufacturing, 4 Mining, 3 Plantation and 4 Service Sectors). Four Service Sector Industries viz. Electricity Generation and Distribution, Railways, Public Motor Transport and Ports and Docks would be covered for the first time. A list of 56 selected industries is given at Annexure-I.

The reports on Four Service Sector Industries (Electricity Generation & Distribution, Railways, Public Motor Transport and Ports & Docks), Three Plantation Industries (Tea, Coffee and Rubber), One Tea Processing Industry, Four Mining Industries (Coal, Iron Ore, Manganese and Oil), Five Textile Industries (Cotton, Woollen, Silk, Synthetic and Jute Textiles), One Textile Garments Industry and Ten Engineering Industries (Ship Building, Locomotives, Motor Vehicles, Motor Cycles/Scooters, Bicycles and Rickshaws, Air Crafts, Refrigerators and Air Conditioners, TV and Teleprinters, Computers and Watches & Clocks have already been released. The present report relates to Nine Engineering Industries (Iron & Steel, Casting & Forgings, Agricultural Machinery & Parts, Textile and Jute Machinery, Machine Tools, Electrical Machinery and Apparatus, Electrical Apparatus, Prime Movers, Boilers & Steam Generation and Aluminium Industry).

1.2 OBJECTIVES OF THE SURVEY

The main objectives of the survey are:-

- a. To obtain occupation-wise data on employment, Wage Rates and Dearness Allowance for building up Wage Rate Index Numbers; and
- b. To obtain data on different components of pay roll earnings for different occupations for scientific studies of inter-industry and intra-industry differentials in earnings in Plantation, Mining, Manufacturing and Service Sector industries.

1.3 SELECTION OF INDUSTRIES

The selection of industries for the Sixth Round was based on the following criteria;

- a. That the industry belongs to the organised sector;
- b. That the industry has an importance in the National Economy; and
- c. That the industry has significant share of employment in the organised industrial sector.

Out of the 56 industries to be covered under the Sixth Round of OWS, 52 industries were selected by using the above criteria. On the advice of the Ministry of Labour and Employment, Government of India, four service sector industries which also formed part of industries in compilation of Consumer Price Index Numbers for Industrial Workers released by Labour Bureau were also included in the Sixth Round.

1.4 SCOPE AND COVERAGE

The scope of the Occupational Wage Survey for Nine Engineering Industry extends to the entire country except the states of Arunachal Pradesh, Mizoram, Sikkim and the Union Territory of Lakshadweep. The coverage of the OWS for Nine Engineering Industries extend to all the Engineering Industries registered under sections 2m(i) and 2m(ii) of the Factories Act, 1948. Section 2m(i) and 2m(ii) of the Act refer to the establishments using power and employing 10 or more workers and those not using power and employing 20 or more workers on any day of the preceding 12 months, respectively.

The frame for the present survey is based on the frame of Nine Engineering Industries maintained by CSO(IS Wing), Kolkata, for the purpose of Annual Survey of Industries (ASI).

Occupation-wise wage data were collected only for those workers who conform to the definition of worker defined under the Factories Act, 1948 as described below:

'Worker' means a person employed, directly or through any agency (including a contractor), with or without the knowledge of the principal employer, whether for remuneration or not, in any manufacturing process or in cleaning any part of machinery or premises used for manufacturing process or in any other kind of work incidental to, or connected with, the manufacturing process or the subject of the manufacturing process (but does not include any member of the armed forces of the Union).

The managerial, technical and clerical staff, though may be covered by the Act as workers, is excluded from the scope of the survey. However, the supervisory personnel, whose duties besides supervision, generally involve considerable element of manual work are covered under the survey. Similarly, regular, badli and casual workers who have worked continuously for a period of at least one month preceeding the reference date have also been covered under the survey. Contract workers working in the premises of the unit are also taken into consideration. As per recommendation of the Study Group on Labour Statistics, part-time workers and apprentices have also been included in the survey.

1.5 FIELD INVESTIGATION AND REFERENCE PERIOD

The field staff of the Bureau conducted the field work from September, 2008 to October, 2009. The Economic Officers/Statistical Officers supervised the field work by visiting the sample units. Senior officers also visited some of the sample units.

The reference date for the collection of data was fixed as 30th June, 2008 for Nine Engineering Industries. Wage period ending on the reference date or wherein the reference date fell was taken as the reference period for the collection of data under the survey.

1.6 COLLECTION OF DATA AND SCHEDULE

The data on employment, wage rates, earnings, payment of dearness allowance etc. was collected from the sample units in the Schedule designed for the survey. Data on employment, wage rates and earnings correspond to all manual workers in specific occupations in each case, while the data on pattern of dearness payment relates to all employees in the units, as it is not occupation specific. Data on pay roll earnings have been collected only for a sample of workers in each occupation in each sample unit.

The Technical Advisory Committee on OWS constituted by the Ministry of Labour and Employment, revised the OWS schedule in its first meeting held on 24th January, 2006. A facsimile of the revised Occupational Wage Survey schedule used in the current round, is enclosed as Annexure-II.

1.7 SELECTION OF OCCUPATIONS

The list of occupations for the Nine Engineering Industries was prepared on the basis of pilot survey conducted for the purpose wherein two sample units were selected from each industry. The occupations, which accounted for the bulk of the workforce in each sampled unit, were listed. The occupations, which did not feature in the list but were listed in the sample units, were clubbed together and designated as the 'Miscellaneous' occupation. The list of the occupations along with job description is presented in Annexure-III.

1.8 GEOGRAPHICAL STRATIFICATION

For the purpose of the survey, stratification of industries was done on the basis of areas of concentration of industry to reflect regional variations. Each area of high concentration, generally a State or a group of States was taken as a separate stratum of the industry. The geographical strata of Nine Engineering Industries are given below.

Sl. NO.	Industry	Stratum
1.	Iron & Steel	i) Punjab ii) West Bengal iii) Jharkhand iv) Orissa v) Chhattisgarh vi) Gujarat vii) Maharashtra viii) Andhra Pradesh ix) North East x) Residual (J & K, Himachal Pradesh, Chandigarh, Uttarakhand, Haryana, Delhi, Rajasthan, Uttar Pradesh, Bihar, Madhya Pradesh, Daman & Diu, Dadra & Nagar Haveli, Karnataka, Goa, Kerala, Tamil Nadu and Puducherry)
2.	Casting & Forging	i) Punjab ii) Haryana iii) Uttar Pradesh iv) West Bengal v) Gujarat vi) Maharashtra vii) Karnataka viii) Tamil Nadu ix) Residual (J & K, Himachal Pradesh, Bihar, Chandigarh, Uttarakhand, Delhi, Rajasthan, Assam, Jharkhand, Orissa, Chhattisgarh, Madhya Pradesh, Daman & Diu, Dadra & Nagar Haveli, Andhra Pradesh, Goa, Kerala and Puducherry)
3.	Agricultural Machinery and Parts	i) Punjab ii) Haryana iii) Uttar Pradesh iv) Gujarat v) Maharashtra vi) Karnataka vii) Tamil Nadu viii) Residual (Himachal Pradesh, Chandigarh, Uttarakhand, Delhi, Rajasthan, Bihar, West Bengal, Jharkhand, Orissa, Chhattisgarh, Madhya Pradesh, Andhra Pradesh and Kerala)

4	Textile Machinery and Jute Machinery	<ul style="list-style-type: none"> i) Gujarat ii) Maharashtra iii) Andhra Pradesh iv) Tamil Nadu v) Residual (Punjab, Haryana, West Bengal, Daman & Diu, Dadra & Nagar Haveli and Karnataka)
5.	Machine Tools	<ul style="list-style-type: none"> i) Punjab ii) Uttar Pradesh iii) Gujarat iv) Maharashtra v) Karnataka vi) Tamil Nadu vii) Residual (Chandigarh, Uttarakhand, Haryana, Delhi, Rajasthan, Bihar, Assam, West Bengal, Jharkhand, Orissa, Chhattisgarh, Madhya Pradesh, Daman & Diu, Andhra Pradesh, Goa and Kerala)
6	Electrical Machinery and Apparatus	<ul style="list-style-type: none"> i) Punjab ii) Haryana iii) Uttar Pradesh iv) Madhya Pradesh v) Maharashtra vi) Andhra Pradesh vii) Karnataka viii) Tamil Nadu ix) Residual (J & K, Himachal Pradesh, Chandigarh, Uttarakhand, Delhi, Rajasthan, Bihar, Assam, West Bengal, Jharkhand, Orissa, Chhattisgarh, Gujarat, Daman & Diu, Dadra & Nagar Haveli, Goa, Kerala and Puducherry)
7	Electrical Apparatus	<ul style="list-style-type: none"> i) Himachal Pradesh ii) Uttar Pradesh iii) Daman & Diu iv) Maharashtra v) Andhra Pradesh vi) Tamil Nadu vii) Residual (J & K, Punjab, Uttarakhand, Haryana, Delhi, Rajasthan, West Bengal, Jharkhand, Madhya Pradesh, Gujarat, Dadra & Nagar Haveli, Karnataka, Goa, Kerala and Puducherry)

8	Prime Movers, Boilers & Steam Generation	i) Punjab ii) Maharashtra iii) Andhra Pradesh iv) Tamil Nadu v) Residual (Uttarakhand, Haryana, Delhi, Rajasthan, Uttar Pradesh, Bihar, Assam, West Bengal, Jharkhand, Orissa, Chhattisgarh, Madhya Pradesh, Gujarat, Dadra & Nagar Haveli, Karnataka and Goa)
9	Aluminium Industry	i) Punjab ii) Uttar Pradesh iii) Orissa iv) Chhattisgarh v) Maharashtra vi) Residual (J & K, Haryana, Delhi, Rajasthan, Bihar, Tripura, Assam, West Bengal, Jharkhand, Madhya Pradesh, Gujarat, Daman & Diu, Dadra & Nagar Haveli, Andhra Pradesh, Karnataka, Goa, Kerala, Tamil Nadu and Puducherry)

1.9. SAMPLING DESIGN AND ESTIMATION PROCEDURE

The details of sample design and the estimation procedure have been presented in Annexure IV. However, the following points merit attention here.

- a) A two stage sampling design was adopted. The selection of units was the first stage, whereas, the selection of the workers employed in different occupations in the selected units formed the second stage.
- b) The sample has been designed in such a way as to ensure that the estimates would not differ from the true values by more than 5 per cent (10 per cent in some cases) with confidence coefficient of 95 per cent.
- c) The first stage sample size was determined on the basis of the employment and co-efficient of variance of the average maximum wage rates revealed by the earlier round of the survey. The formula used for the determination of the sample size at the industry level is given below:-

$$n_o = \frac{\sum W_i \cdot s_i^2}{[0.05 \cdot \ddot{Y} / 1.96]^2} \quad \text{and} \quad n = \frac{n_o}{1 + n_o / N}$$

Where,

N = Number of units in the frame.

n_o = First approximation for the sample size

n = Required sample size

W_i = $(N_i - 1)/(N - 1)$ = Weight for the i^{th} stratum

N_i = Number of units in the i^{th} stratum in the frame

s_i^2 = $\frac{1}{N_i - 1} \sum_{j=1}^{N_i} (Y_{ij} - \ddot{Y}_i)^2$ = Variance of i^{th} stratum

Y_{ij} = Average maximum wage rate in the j^{th} unit of the i^{th} stratum

\ddot{Y}_i = Mean of the average maximum wage rate in the i^{th} stratum

d) The sample size so determined was allocated in the strata of the industry in proportion of its share of units in the frame.

e) The frame in each stratum was further divided into two size classes, viz., Upper Size Class and Lower Size Class on the basis of the average daily employment at the national level. While allocating the sample size in both the size classes in proportion of its frame size within a stratum, it was taken care that at least two units were selected in each size class.

f) For the purpose of obtaining estimates in respect of the pay roll earnings of workers in each occupation, a predetermined sample of workers belonging to each category of sex/age and system of payment of wage was drawn from the selected units.

The sample design and the estimation procedure recommended by the Central Statistical Organisation for Fifth Round of OWS has also been followed for the Sixth Round of OWS.

1.10 COVERAGE OF UNITS AND SAMPLE SIZE

Table 1.1 shows the coverage of units and the sample size in the Nine Engineering Industries. A total of 7064 units constituted the overall frame for the Nine Engineering Industries. Out of these, 533 units were selected in the sample. This accounted for 7.55 per cent of the total units in the frame. The percentage of units in sample to frame was 4.08 per cent in Iron & Steel, 4.95 per cent in Casting & Forging, 21.61 per cent in Agricultural Machinery & Parts, 22.58 per cent in Textile and Jute Machinery, 11.01 per cent in Machine Tools, 8.96 per cent in Electrical Machinery & Apparatus, 31.15 per cent in Electrical Apparatus, 8.32 per cent in Prime Movers, Boilers & Steam Generation and 16.04 per cent in Aluminium Industry.

TABLE 1.1

COVERAGE OF UNITS AND PERCENTAGE SHARE OF UNITS IN SAMPLE TO THE FRAME IN INDUSTRIES

Sl. No.	Industry/Stratum	Number of Units in		Percentage of Units in Sample to Frame
		Frame	Sample	
1	2	3	4	5
I.	Iron and Steel	2527	103	4.08
1	Punjab	183	8	4.37
2	West Bengal	201	8	3.98
3	Jharkhand	128	5	3.91
4	Orissa	115	5	4.35
5	Chhattisgarh	150	7	4.67
6	Gujarat	597	24	4.02
7	Maharashtra	148	6	4.05
8	Andhra Pradesh	205	9	4.39
9	North East	40	3	7.50
10	Residual	760	28	3.68
II.	Casting & Forgings	2142	106	4.95
1	Punjab	73	5	6.85
2	Haryana	87	5	5.75
3	Uttar Pradesh	247	13	5.26
4	West Bengal	112	6	5.36
5	Gujarat	140	7	5.00
6	Maharashtra	485	23	4.74
7	Karnataka	149	7	4.70
8	Tamil Nadu	512	24	4.69
9	Residual	337	16	4.75
III.	Agricultural Machinery & Parts	273	59	21.61
1	Punjab	54	10	18.52
2	Haryana	26	5	19.23
3	Uttar Pradesh	22	5	22.73
4	Gujarat	15	4	26.67
5	Maharashtra	17	5	29.41
6	Karnataka	14	4	28.57
7	Tamil Nadu	21	5	23.81
8	Residual	104	21	20.19
IV.	Textile and Jute Machinery	186	42	22.58
1	Gujarat	12	4	33.33
2	Maharashtra	114	23	20.18
3	Andhra Pradesh	17	5	29.41
4	Tamil Nadu	12	4	33.33
5	Residual	31	6	19.35

Table 1.1 contd....

1	2	3	4	5
V.	Machine Tools	336	37	11.01
1	Punjab	42	5	11.90
2	Uttar Pradesh	31	4	12.90
3	Gujarat	26	4	15.38
4	Maharashtra	26	3	11.54
5	Karnataka	105	9	8.57
6	Tamil Nadu	18	4	22.22
7	Residual	88	8	9.09
VI.	Electrical Machinery & Apparatus	681	61	8.96
1	Punjab	79	7	8.86
2	Haryana	33	3	9.09
3	Uttar Pradesh	36	4	11.11
4	Madhya Pradesh	11	4	36.36
5	Maharashtra	81	7	8.64
6	Andhra Pradesh	74	7	9.46
7	Karnataka	103	8	7.77
8	Tamil Nadu	46	5	10.87
9	Residual	218	16	7.34
VII.	Electrical Apparatus	122	38	31.15
1	Himachal Pradesh	10	4	40.00
2	Uttar Pradesh	10	4	40.00
3	Daman & Diu	10	4	40.00
4	Maharashtra	7	4	57.14
5	Andhra Pradesh	10	4	40.00
6	Tamil Nadu	8	4	50.00
7	Residual	67	14	20.90
VIII.	Prime Movers, Boilers & Steam Generation	529	44	8.32
1	Punjab	247	19	7.69
2	Maharashtra	35	4	11.43
3	Andhra Pradesh	81	8	9.88
4	Tamil Nadu	74	6	8.11
5	Residual	92	7	7.61
IX.	Aluminium Industry	268	43	16.04
1	Punjab	120	15	12.50
2	Uttar Pradesh	4	3	75.00
3	Orissa	9	4	44.44
4	Chhattisgarh	9	3	33.33
5	Maharashtra	16	4	25.00
6	Residual	110	14	12.73
All 9	Engineering Industries	7064	533	7.55

CHAPTER - II

STRUCTURE OF THE WORK FORCE

2.1 INTRODUCTION

Composition of the work force in an industry varies widely with the nature of its activity, geographical location, operations involved, level of technology available, social and economic conditions of the people and last but not least by the Government policies, etc. Variations in these factors account for the change in the composition of the work force not only from one sector to another but also from region to region within the sector. The legislative policies of the Government also influence the composition of working force.

2.2 DISTRIBUTION OF WORK-FORCE BY SEX AND AGE

The composition of workforce by Sex and Age has been presented in Table 2.1. As per the results of the survey the total work force in all the Nine Engineering Industries has been estimated to be about 4.09 lakh. Of the total employment the highest proportion of workers i.e. 38.78 per cent was employed in Iron and Steel, followed by 24.26 per cent in Casting & Forging, whereas, 36.96 per cent workers were employed in the remaining seven Engineering Industries. Men workers constituted 98.67 per cent of the total work force, whereas the remaining 1.33 per cent were women. None of the Nine Engineering Industries reported employment of adolescents or children during the survey.

Amongst the Nine different Engineering Industries, 99.86 per cent workers in the Aluminium Industry were men whereas Iron and Steel Industry ranked second in terms of employment of men workers with a share of 99.83 per cent. The lowest proportion of men workers i.e. 81.91 per cent was reported in the Electrical Apparatus Industry. The proportion of women workers was the highest i.e. 18.09 per cent in the Electrical Apparatus Industry, followed by 8.97 per cent in Machine Tools Industry, 2.86 per cent in the Electrical Machinery and Apparatus Industry, 0.84 per cent in Prime Movers, Boilers and Steam Generation Industry, 0.17 per cent in Iron and Steel Industry and 0.14 per cent in Aluminium Industry.

2.3 DISTRIBUTION OF WORK-FORCE BY SYSTEM OF WAGE PAYMENT

The distribution of workers as per the system of wage payment is shown in Table 2.2. Taking the entire Nine Engineering Industries as a whole, vast majority of workers i.e. 99.03 per cent were employed by the time-rate system of wage payment and the remaining 0.97 per cent by the piece-rate system of wage payment. At the industry level where both the systems of wage payment were in vogue, the highest proportion of time-rated workers was

reported at 99.92 per cent in the Aluminium Industry, whereas the lowest at 95.28 per cent was reported in the Electrical Apparatus Industry. All the workers in Iron and Steel, Agricultural Machinery and Parts, Machine Tools, Prime Movers, Boilers and Steam Generation and Aluminium Industry were employed by the time-rated system of wage payment. At the stratum level, among the strata where both the systems of wage payment were prevalent, the highest proportion of time-rated workers was reported at 99.11 per cent in Punjab stratum of Aluminium Industry whereas the lowest proportion of time-rated workers i.e. 46.62 per cent was in Uttar Pradesh stratum of Electrical Machinery and Apparatus Industry. Of the industries reporting both the systems of wage payment, the highest proportion of piece-rated workers was reported at 4.72 per cent in Electrical Apparatus Industry whereas the lowest was at 0.08 per cent in Aluminium Industry. At the stratum level, of the strata, reporting both systems of wage payment, the highest proportion of piece-rated workers was reported at 53.38 per cent in Uttar Pradesh stratum of Electrical Apparatus Industry and the lowest at 0.89 per cent in Punjab stratum of Aluminium Industry.

2.4 DISTRIBUTION OF TIME-RATED WORKERS BY SEX AND AGE

Table 2.3 depicts the distribution of time-rated workers by Sex and Age. The table reveals that a vast majority of time-rated workers were men in all the Nine Engineering Industries i.e. 99.86 per cent in Aluminium Industry, 99.83 per cent in Iron and Steel, 99.16 per cent in Prime Movers, Boilers and Steam Generation, 98.84 per cent in Casting and Forging, and 98.44 per cent in Textile and Jute Machinery, 98.27 per cent in Agricultural Machinery and Parts, 97.01 per cent in Electrical Machinery and Apparatus, 91.03 per cent in Machine Tools and 81.02 per cent in Electrical Apparatus Industry. The proportion of time-rated women workers was reported at the highest at 18.98 per cent in Electrical Apparatus Industry, followed by 8.97 per cent in Machine Tools Industry. Only 0.17 per cent and 0.14 per cent time-rated women workers were reported in Iron and Steel and Aluminium Industries and 1.73 per cent in Agricultural Machinery and Parts industries respectively. At the stratum level, the highest proportion of time-rated women workers was reported at 61.66 per cent in Daman & Diu stratum of Electrical Apparatus Industry.

2.5 DISTRIBUTION OF PIECE-RATED WORKERS BY SEX AND AGE

Table 2.4 presents the distribution of piece-rated workers by Sex and Age. The table reveals that piece-rated system was prevalent in only four Engineering Industries namely, Casting & Forging, Electrical Machinery and Apparatus, Electrical Apparatus and Aluminium Industry. All of the piece-rated workers in these industries were men. Further, it has been reported that all piece-rated workers employed in Residual Stratum of Castings & Forging, Uttar Pradesh Stratum of Electrical Machinery and Apparatus, Residual Stratum of Electrical Apparatus and Punjab Stratum of Aluminium Industry were men and no woman worker was employed.

2.6 WORK-FORCE IN MAJOR OCCUPATIONS

The distribution of workers by occupations in which two per cent or more of the work force was employed in each of the Nine Engineering Industries is shown in Table 2.5. For all the occupations combined, this Table covers 80.02 per cent of the work-force in all the Nine Engineering Industries taken together. Taking all the Nine Engineering Industries together the highest percentage of work-force i.e. 21.94 per cent was employed as 'Helper', followed by 11.52 per cent employed as 'Machine Operator/Machinist'. 'Fitter' constituted 7.31 per cent of the total work force employed in Nine Engineering Industries. The table revealed that in Iron and Steel Industry, 17.79 per cent of the total workers were employed at 'Helper', followed by 'Machine Operator/Machinist' and 'Coolie/Mazdoor' occupations with 11.07 per cent and 9.19 per cent share in the work-force respectively. In Casting and Forging Industry, 'Helper' occupation accounted for 30.10 per cent followed by 'Machine Operator/Machinist' accounting for 12.35 and 6.78 per cent for 'Moulder' of the total employment, respectively. In Agricultural Machinery Industry 'Machine Operator/Machinist' occupation reported the highest proportion of workers i.e. 14.80 per cent, followed by the 'Assembler' with 13.75 per cent of the workers. In Textile and Jute Machinery Industry, 'Fitter' occupation reported the highest proportion of workers i.e. 20.51 per cent, followed by the 'Helper' occupation with 15.61 per cent and 'Machine Operator/Machinist' with 10.56 per cent of the workers. In case of Machine Tools Industry, the highest proportion of workers was engaged in 'Helper' occupation with 14.30 per cent of the workers, followed by 'Assembler' with 11.13 per cent of the total employment. In Electrical Machinery and Apparatus, the highest proportion of workers i.e. 27.75 per cent was engaged in 'Helper' occupation followed by 'Assembler' with 15.10 per cent. In Electrical Apparatus Industry, the 'Helper' occupation accounted for 30.37 per cent followed by 'Machine Operator/Machinist' with 15.38 per cent of the total employment. In Prime Movers, Boilers and Steam Generation Industry the 'Fitter' occupation accounted for 16.56 per cent workers followed by 'Welder' occupation with 14.74 per cent of the total workers in the industry. In Aluminium Industry, 'Helper' occupation accounted for 24.67 per cent of the workers followed by 'Machine Operator/Machinist' occupation with 19.49 per cent of the total employment in the industry.

2.7 TRENDS IN COMPOSITION OF THE WORK-FORCE BY SEX AND AGE AND SYSTEM OF WAGE PAYMENT

The trend in composition of the work-force by Sex and Age and system of wage payment is presented in Table 2.6. The overall employment has recorded a declining trend in the Sixth Round of OWS in Iron & Steel, Casting & Forging, Agricultural Machinery and Parts, Textile and Jute Machinery, Machine Tools, Electrical Machinery and apparatus, Electrical Apparatus, Prime Movers, Boilers and Steam Generation Industries whereas it has shown an

upward trend in the Aluminium Industry. The proportion of men workers has recorded an increase in the Aluminium Industry in the Sixth Round over Fifth Round whereas, it has remained more or less the same in the remaining Nine Engineering Industries. The proportion of women workers has shown an increasing trend in Iron & Steel, Agricultural Machinery and Parts, Textile and Jute Machinery, Electrical Machinery and Apparatus, Electrical Apparatus and Prime Movers, Boilers and Steam Generation Industries. However, the percentage of women workers has shown a decreasing trend in the Aluminium Industry. The proportion of time-rated workers has increased during Sixth Round over Fifth Round in Agricultural Machinery and Parts Industry whereas it has declined slightly in Casting & Forging, Electrical Machinery and Apparatus, Electrical Apparatus and Aluminium Industries. The decrease in the proportion of the time-rated workers was marked by corresponding increase in the proportion of piece-rated workers and vice-versa.

2.8 PERCENTAGE DISTRIBUTION OF THE WORK-FORCE BY OCCUPATION AND SEX AND AGE

The percentage distribution of workers by occupations and sex and age is given in Table 2.7. Out of the total 68 occupations reported in Iron & steel Industry, 5 occupations had reported employment of women workers of which 'Packer' occupation reported the highest percentage i.e. 5.91 per cent women workers in the occupation. In Castings & Forging Industry, out of 62 occupations reported, women workers were employed in 5 occupations, with 6.44 per cent women workers in 'Packer' occupation. In Agricultural Machinery and Parts Industry, out of 54 occupations, women workers were employed in 6 occupations with the highest i.e. 43.51 per cent in 'Packer' followed by 18.15 per cent in 'Coolie/Mazdoor' occupations respectively. In Textile and Jute Industry, out of 39 occupations reported, women workers were employed in only 4 occupations with the highest i.e. 17.24 per cent women workers in 'Packer' occupation. In Machine Tools Industry, out of 42 occupations reported, women workers were employed in 4 occupations with 43.00 per cent and 22.93 per cent women workers in the occupations of 'Helper' and 'Assembler' respectively. In Electrical Machinery and Apparatus Industry, out of the total 42 occupations, women workers were employed in 6 occupations with 83.33 per cent women workers in 'Armature Winder' occupation. In Electrical Apparatus Industry, out of the total 40 occupations, 8 occupations employed women workers with 34.75 per cent and 32.32 per cent in 'Winder' and 'Helper' occupations respectively. Out of the total 48 occupations reported in Prime Movers, Boilers and Steam Generation Industry, women workers were employed in 2 occupations, the percentage share being, 5.47 per cent in 'Helper' and 1.15 per cent in 'Watchman'. Out of the total 56 occupations reported in Aluminium Industry, women workers employed in 3 occupations with 0.51 per cent in 'Helper' and 0.25 per cent in 'Foremen Mechanic/Electrical)' occupations respectively.

2.9 PERCENTAGE DISTRIBUTION OF WORKERS IN DIFFERENT OCCUPTIONS BY THE SYSTEM OF WAGE PAYMENT

The percentage distribution of workers in different occupations by system of wage payment is shown in Table 2.8. It is observed that in Nine Engineering Industries the piece-rated workers were employed in four industries, namely, Castings & Forging, Electrical Machinery and Apparatus, Electrical Apparatus and Aluminium Industries. Piece-rated workers were reported in two occupations in Casting & Forging, six occupations in Electrical Machinery & Apparatus, nine occupations in Electrical Apparatus and Aluminium Industry only in one occupation piece-rated workers were employed. In Casting and Forging Industry, the proportion of the piece-rated workers was the highest in 'Moulder' occupation i.e. 27.02 per cent. In Electrical Machinery and Apparatus Industry, 20.22 per cent workers in 'Fitter' occupation and 13.15 per cent workers in 'Tester' occupation were employed on the piece-rated system of wage payment. In Electrical Apparatus Industry, all the workers engaged in 'Mistry/Kangani' occupations were piece-rated and 88.50 per cent piece-rated workers were engaged in 'Driller' occupation followed by 50.00 per cent in 'Tool Maker' occupation. In the Aluminium Industry, the only occupation of 'Moulder' reported employment of 33.68 per cent piece-rated workers.

TABLE 2.1

PERCENTAGE DISTRIBUTION OF WORK FORCE IN INDUSTRIES BY SEX AND AGE

Sl. No.	Industry/Stratum	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adolescents	Children
1	2	3	4	5	6	7
I.	Iron and Steel	158561	99.83	0.17	-	-
	1 Punjab	11626	100.00	-	-	-
	2 West Bengal	16559	100.00	-	-	-
	3 Jharkhand	9010	100.00	-	-	-
	4 Orissa	21635	99.86	0.14	-	-
	5 Chhattisgarh	18299	100.00	-	-	-
	6 Gujarat	20907	98.98	1.02	-	-
	7 Maharashtra	23266	100.00	-	-	-
	8 Andhra Pradesh	7304	99.64	0.36	-	-
	9 North East	511	100.00	-	-	-
	10 Residual	29444	100.00	-	-	-
II.	 Casting & Forgings	99213	98.86	1.14	-	-
	1 Punjab	5254	99.22	0.78	-	-
	2 Haryana	4410	100.00	-	-	-
	3 Uttar Pradesh	8931	99.08	0.92	-	-
	4 West Bengal	5661	100.00	-	-	-
	5 Gujarat	16260	100.00	-	-	-
	6 Maharashtra	23783	99.91	0.09	-	-
	7 Karnataka	9708	98.64	1.36	-	-
	8 Tamil Nadu	12024	94.13	5.87	-	-
	9 Residual	13182	98.85	1.15	-	-
III.	 Agricultural Machinery & Parts	18316	98.27	1.73	-	-
	1 Punjab	2187	95.93	4.07	-	-
	2 Haryana	4016	100.00	-	-	-
	3 Uttar Pradesh	760	100.00	-	-	-
	4 Gujarat	1789	90.72	9.28	-	-
	5 Maharashtra	2553	99.80	0.20	-	-
	6 Karnataka	1398	100.00	-	-	-
	7 Tamil Nadu	936	100.00	-	-	-
	8 Residual	4677	98.80	1.20	-	-
IV.	 Textile and Jute Machinery	7455	98.44	1.56	-	-
	1 Gujarat	896	100.00	-	-	-
	2 Maharashtra	2552	98.82	1.18	-	-
	3 Andhra Pradesh	1179	99.49	0.51	-	-
	4 Tamil Nadu	800	90.00	10.00	-	-
	5 Residual	2028	100.00	-	-	-

Table 2.1 contd.....

1	2	3	4	5	6	7
V.	Machine Tools	11089	91.03	8.97	-	-
1	Punjab	432	100.00	-	-	-
2	Uttar Pradesh	865	100.00	-	-	-
3	Gujarat	882	100.00	-	-	-
4	Maharashtra	1810	100.00	-	-	-
5	Karnataka	3183	68.74	31.26	-	-
6	Tamil Nadu	483	100.00	-	-	-
7	Residual	3434	100.00	-	-	-
VI.	Electrical Machinery & Apparatus	40824	97.14	2.86	-	-
1	Punjab	2981	99.50	0.50	-	-
2	Haryana	1287	99.61	0.39	-	-
3	Uttar Pradesh	3344	100.00	-	-	-
4	Madhya Pradesh	809	100.00	-	-	-
5	Maharashtra	3118	100.00	-	-	-
6	Andhra Pradesh	5045	98.69	1.31	-	-
7	Karnataka	3330	99.16	0.84	-	-
8	Tamil Nadu	4810	79.52	20.48	-	-
9	Residual	16100	99.57	0.43	-	-
VII.	Electrical Apparatus	6397	81.91	18.09	-	-
1	Himachal Pradesh	670	100.00	-	-	-
2	Uttar Pradesh	564	100.00	-	-	-
3	Daman & Diu	913	38.34	61.66	-	-
4	Maharashtra	1148	93.03	6.97	-	-
5	Andhra Pradesh	257	87.94	12.06	-	-
6	Tamil Nadu	908	60.57	39.43	-	-
7	Residual	1937	93.55	6.45	-	-
VIII.	Prime Movers, Boilers & Steam Generation	28913	99.16	0.84	-	-
1	Punjab	3454	98.81	1.19	-	-
2	Maharashtra	9126	100.00	-	-	-
3	Andhra Pradesh	4993	98.42	1.58	-	-
4	Tamil Nadu	2358	94.83	5.17	-	-
5	Residual	8982	100.00	-	-	-
IX.	Aluminium Industry	38091	99.86	0.14	-	-
1	Punjab	3608	100.00	-	-	-
2	Uttar Pradesh	8716	99.77	0.23	-	-
3	Orissa	9362	100.00	-	-	-
4	Chhattisgarh	3676	100.00	-	-	-
5	Maharashtra	2890	100.00	-	-	-
6	Residual	9839	99.67	0.33	-	-
All 9	Engineering Industries	408859	98.67	1.33	-	-

TABLE 2.2

PERCENTAGE DISTRIBUTION OF WORK FORCE IN INDUSTRIES BY
THE SYSTEM OF WAGE PAYMENT

Sl. No.	Industry/Stratum	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
I.	Casting & Forgings	99213	98.13	1.87
	1 Residual	13182	85.89	14.11
II.	Electrical Machinery & Apparatus	40824	95.63	4.37
	1 Uttar Pradesh	3344	46.62	53.38
III.	Electrical Apparatus	6397	95.28	4.72
	1 Residual	1937	84.41	15.59
IV.	Aluminium Industry	38091	99.92	0.08
	1 Punjab	3608	99.11	0.89
All 9	Engineering Industries	408859	99.03	0.97

TABLE 2.3

**PERCENTAGE DISTRIBUTION OF THE TIME-RATED WORKERS
IN INDUSTRIES BY SEX AND AGE**

Sl. No.	Industry/Stratum	Estimated Total No. of Time Rated Workers	Percentage of Workers			
			Men	Women	Adolescents	Children
1	2	3	4	5	6	7
I.	Iron and Steel	158561	99.83	0.17	-	-
	1 Punjab	11626	100.00	-	-	-
	2 West Bengal	16559	100.00	-	-	-
	3 Jharkhand	9010	100.00	-	-	-
	4 Orissa	21635	99.86	0.14	-	-
	5 Chhattisgarh	18299	100.00	-	-	-
	6 Gujarat	20907	98.98	1.02	-	-
	7 Maharashtra	23266	100.00	-	-	-
	8 Andhra Pradesh	7304	99.64	0.36	-	-
	9 North East	511	100.00	-	-	-
	10 Residual	29444	100.00	-	-	-
II.	 Casting & Forgings	97353	98.84	1.16	-	-
	1 Punjab	5254	99.22	0.78	-	-
	2 Haryana	4410	100.00	-	-	-
	3 Uttar Pradesh	8931	99.08	0.92	-	-
	4 West Bengal	5661	100.00	-	-	-
	5 Gujarat	16260	100.00	-	-	-
	6 Maharashtra	23783	99.91	0.09	-	-
	7 Karnataka	9708	98.64	1.36	-	-
	8 Tamil Nadu	12024	94.13	5.87	-	-
	9 Residual	11322	98.67	1.33	-	-
III.	 Agricultural Machinery & Parts	18316	98.27	1.73	-	-
	1 Punjab	2187	95.93	4.07	-	-
	2 Haryana	4016	100.00	-	-	-
	3 Uttar Pradesh	760	100.00	-	-	-
	4 Gujarat	1789	90.72	9.28	-	-
	5 Maharashtra	2553	99.80	0.20	-	-
	6 Karnataka	1398	100.00	-	-	-
	7 Tamil Nadu	936	100.00	-	-	-
	8 Residual	4677	98.80	1.20	-	-
IV.	 Textile and Jute Machinery	7455	98.44	1.56	-	-
	1 Gujarat	896	100.00	-	-	-
	2 Maharashtra	2552	98.82	1.18	-	-
	3 Andhra Pradesh	1179	99.49	0.51	-	-
	4 Tamil Nadu	800	90.00	10.00	-	-
	5 Residual	2028	100.00	-	-	-

Table 2.3 contd.....

1	2	3	4	5	6	7
V.	Machine Tools	11089	91.03	8.97	-	-
1	Punjab	432	100.00	-	-	-
2	Uttar Pradesh	865	100.00	-	-	-
3	Gujarat	882	100.00	-	-	-
4	Maharashtra	1810	100.00	-	-	-
5	Karnataka	3183	68.74	31.26	-	-
6	Tamil Nadu	483	100.00	-	-	-
7	Residual	3434	100.00	-	-	-
VI.	Electrical Machinery & Apparatus	39039	97.01	2.99	-	-
1	Punjab	2981	99.50	0.50	-	-
2	Haryana	1287	99.61	0.39	-	-
3	Uttar Pradesh	1559	100.00	-	-	-
4	Madhya Pradesh	809	100.00	-	-	-
5	Maharashtra	3118	100.00	-	-	-
6	Andhra Pradesh	5045	98.69	1.31	-	-
7	Karnataka	3330	99.16	0.84	-	-
8	Tamil Nadu	4810	79.52	20.48	-	-
9	Residual	16100	99.57	0.43	-	-
VII.	Electrical Apparatus	6095	81.02	18.98	-	-
1	Himachal Pradesh	670	100.00	-	-	-
2	Uttar Pradesh	564	100.00	-	-	-
3	Daman & Diu	913	38.34	61.66	-	-
4	Maharashtra	1148	93.03	6.97	-	-
5	Andhra Pradesh	257	87.94	12.06	-	-
6	Tamil Nadu	908	60.57	39.43	-	-
7	Residual	1635	92.35	7.65	-	-
VIII.	Prime Movers, Boilers & Steam Generation	28913	99.16	0.84	-	-
1	Punjab	3454	98.81	1.19	-	-
2	Maharashtra	9126	100.00	-	-	-
3	Andhra Pradesh	4993	98.42	1.58	-	-
4	Tamil Nadu	2358	94.83	5.17	-	-
5	Residual	8982	100.00	-	-	-
IX.	Aluminium Industry	38059	99.86	0.14	-	-
1	Punjab	3576	100.00	-	-	-
2	Uttar Pradesh	8716	99.77	0.23	-	-
3	Orissa	9362	100.00	-	-	-
4	Chhattisgarh	3676	100.00	-	-	-
5	Maharashtra	2890	100.00	-	-	-
6	Residual	9839	99.67	0.33	-	-
All 9	Engineering Industries	404880	98.65	1.35	-	-

TABLE 2.4

**PERCENTAGE DISTRIBUTION OF THE PIECE-RATED WORKERS
IN INDUSTRIES BY SEX AND AGE**

Sl. No.	Industry/Stratum	Estimated Total No. of Piece Rated Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
I.	Casting & Forgings	1860	100.00	-	-	-
	1 Residual	1860	100.00	-	-	-
II.	Electrical Machinery & Apparatus	1785	100.00	-	-	-
	1 Uttar Pradesh	1785	100.00	-	-	-
III.	Electrical Apparatus	302	100.00	-	-	-
	1 Residual	302	100.00	-	-	-
IV.	Aluminium Industry	32	100.00	-	-	-
	1 Punjab	32	100.00	-	-	-
All 9	Engineering Industries	3979	100.00	-	-	-

TABLE 2.5

PERCENTAGE DISTRIBUTION OF WORKERS IN MAJOR OCCUPATIONS BY INDUSTRIES

Sl. No.	Occupation	Percentage of Workers									
		Iron & steel	Casting & Forgings	Agriculture Machinery	Textile & Jute Machinery	Machine Tools	Electrical Machinery	Electrical Apparatus	Prime Movers	Aluminium Inds.	All Inds.
1	2	3	4	5	6	7	8	9	10	11	12
1	Armature Winder	-	-	-	-	-	2.63	-	-	-	0.26
2	Assembler	-	-	13.75	4.99	11.13	15.10	11.77	2.04	-	2.85
3	Checker	-	3.07	-	-	2.84	2.37	3.14	-	-	1.11
4	Coolie/Mazdoor	9.19	-	-	-	-	-	-	2.05	9.86	4.63
5	Crane Operator	3.01	-	-	-	-	-	-	-	-	1.17
6	Driller	-	-	2.09	-	2.38	-	-	-	-	0.16
7	Driver	2.61	-	-	-	-	-	-	-	-	1.01
8	Electrician	4.80	-	2.29	3.00	3.89	2.65	2.06	-	4.50	2.84
9	Fitter	7.56	4.39	3.72	20.51	9.73	4.40	2.56	16.56	9.26	7.31
10	Mech./Elec. Foreman	2.19	-	-	-	-	-	-	2.64	2.14	1.24
11	Furnaceman	2.74	2.57	-	-	-	-	-	-	2.48	1.92
12	Grinder	-	-	-	2.15	6.69	-	-	2.20	-	0.38
13	Helper	17.79	30.10	11.08	15.61	14.30	27.75	30.37	14.42	24.67	21.94
14	Mechanic(General)	2.54	-	3.41	-	-	-	-	-	-	1.14
15	Moulder	-	6.78	-	-	-	5.96	-	-	-	2.24
16	Packer	-	-	-	-	-	-	2.81	-	-	0.04
17	Painter	-	-	3.41	-	-	-	-	-	-	0.15
18	Press Man	-	2.11	-	-	2.81	-	-	-	-	0.59
19	Rigger	-	-	-	-	-	-	-	2.88	-	0.20
20	Supervisor	4.76	6.59	3.72	6.91	4.36	3.77	7.19	5.52	4.53	5.16
21	Sweeper	-	-	2.02	-	-	-	-	2.62	-	0.28
22	Tongsman	2.82	-	-	-	-	-	-	-	-	1.09
23	Turner	3.29	3.04	3.77	10.15	8.37	2.31	-	2.44	-	3.00
24	Watchman	4.12	2.97	4.19	4.00	2.84	-	2.72	4.22	2.99	3.28
25	Welder	2.16	-	2.61	3.80	-	2.42	-	14.74	-	2.31
26	Winder	-	-	-	2.76	-	5.42	-	-	-	0.59
27	Mach. Oper/Machinist	11.07	12.35	14.80	10.56	8.10	5.83	15.38	7.26	19.49	11.52
28	Milling Machine Operator	-	-	-	-	5.03	-	-	-	-	0.14
29	Apprentice/Trainees	-	-	10.84	-	-	7.05	5.08	2.28	-	1.43
30	Miscellaneous	-	-	-	-	2.46	-	-	-	-	0.07
Total		80.65	73.97	81.68	84.44	84.93	87.66	83.10	81.88	79.92	80.02

Note: '-' indicates less than two percent employment.

TABLE 2.6

**TREND IN COMPOSITION OF WORKERS IN INDUSTRIES BY SEX AND AGE
AND SYSTEM OF WAGE PAYMENT**

Sl. No.	Industry/ OWS Round No./ Reference Year	Estimated Total Number of Workers	Percentage of Workers					
			By Sex-Age Group				By System of Wage Payment	
			Men	Women	Adole- Scent	Child- ren	Time Rated	Piece Rated
1	2	3	4	5	6	7	8	9
I. Iron and Steel								
	First Round(1959)	59200	91.30	8.60	-	0.10	99.60	0.40
	Second Round(1963)	88720	99.60	0.40	-	-	98.80	1.20
	Third Round(1975)	153634	98.44	1.56	-	-	100.00	-
	Fourth Round(1987)	197370	99.70	0.30	-	-	99.77	0.23
	Fifth Round(1996)	270326	99.86	0.14	-	-	100.00	-
	Sixth Round(2008)	158561	99.83	0.17	-	-	100.00	-
II. Casting & Forgings								
	First Round(1959)	24900	99.40	0.60	-	-	94.80	5.20
	Second Round(1963)	44133	99.40	0.60	-	-	90.70	9.30
	Third Round(1975)	47695	99.10	0.90	-	-	98.88	1.12
	Fourth Round(1987)	183968	97.28	2.72	-	-	97.86	2.14
	Fifth Round(1996)	121935	99.29	0.71	-	-	100.00	-
	Sixth Round(2008)	99213	98.86	1.14	-	-	98.13	1.87
III. Agricultural Machinery & Parts								
	First Round(1959)	10800	100.00	-	-	-	92.60	7.40
	Second Round(1963)	15666	99.80	0.10	-	0.10	92.20	7.80
	Third Round(1975)	18322	99.90	0.10	-	-	96.61	3.39
	Fourth Round(1987)	30447	99.86	0.14	-	-	99.39	0.61
	Fifth Round(1996)	36138	99.48	0.52	-	-	98.07	1.93
	Sixth Round(2008)	18316	98.27	1.73	-	-	100.00	-
IV. Textile and Jute Machinery								
	First Round(1959)	12600	99.80	0.20	-	-	92.30	7.70
	Second Round(1963)	26240	97.30	0.50	-	2.20	97.80	2.20
	Third Round(1975)	21080	99.45	0.55	-	-	97.34	2.66
	Fourth Round(1987)	35726	98.30	1.70	-	-	99.89	0.11
	Fifth Round(1996)	19960	99.87	0.13	-	-	100.00	-
	Sixth Round(2008)	7455	98.44	1.56	-	-	100.00	-

Table 2.6 contd.....

1	2	3	4	5	6	7	8	9
IV. Machine Tools								
First Round(1959)	9200	99.80	0.20	-	-	-	94.00	6.00
Second Round(1963)	20114	99.10	0.90	-	-	-	97.00	3.00
Third Round(1975)	43297	99.56	0.32	0.12	-	-	99.38	0.62
Fourth Round(1987)	48006	99.13	0.87	-	-	-	99.87	0.13
Fifth Round(1996)	113254	99.67	0.33	-	-	-	100.00	-
Sixth Round(2008)	11089	91.03	8.97	-	-	-	100.00	-
VI. Electrical Machinery & Apparatus								
First Round(1959)	46100	96.00	4.00	-	-	-	98.80	1.20
Second Round(1963)	110841	96.80	3.20	-	-	-	96.10	3.90
Third Round(1975)	54699	98.03	1.97	-	-	-	100.00	-
Fourth Round(1987)	104400	98.48	1.52	-	-	-	100.00	-
Fifth Round(1996)	85631	97.42	2.58	-	-	-	100.00	-
Sixth Round(2008)	40824	97.14	2.86	-	-	-	95.63	4.37
VII. Electrical Apparatus								
First Round(1959)	46100	96.00	4.00	-	-	-	98.80	1.20
Second Round(1963)	110841	96.80	3.20	-	-	-	96.10	3.90
Third Round(1975)	11318	95.83	4.17	-	-	-	81.67	18.33
Fourth Round(1987)	42715	76.38	23.62	-	-	-	99.06	0.94
Fifth Round(1996)	30473	84.40	15.60	-	-	-	99.13	0.87
Sixth Round(2008)	6397	81.91	18.09	-	-	-	95.28	4.72
VIII. Prime Movers, Boilers & Steam Generation								
Third Round(1975)	132203	99.95	0.05	-	-	-	99.81	0.19
Fourth Round(1987)	78938	99.96	0.04	-	-	-	100.00	-
Fifth Round(1996)	55887	100.00	-	-	-	-	100.00	-
Sixth Round(2008)	28913	99.16	0.84	-	-	-	100.00	-
IX. Aluminium Industry								
Fourth Round(1987)	27955	99.01	0.99	-	-	-	100.00	-
Fifth Round(1996)	35417	98.94	1.06	-	-	-	100.00	-
Sixth Round(2008)	38091	99.86	0.14	-	-	-	99.92	0.08

TABLE 2.7

PERCENTAGE DISTRIBUTION OF WORKERS IN DIFFERENT OCCUPATIONS
IN INDUSTRIES BY SEX AND AGE

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
I.	Iron and Steel	158561	99.83	0.17	-	-
	1 Assembler	1161	100.00	-	-	-
	2 Beltman/Mochi	11	100.00	-	-	-
	3 Blacksmith	258	100.00	-	-	-
	4 Boiler Attendant	470	100.00	-	-	-
	5 Carpenter	176	100.00	-	-	-
	6 Chargeman	690	100.00	-	-	-
	7 Checker	3117	97.43	2.57	-	-
	8 Chipper	1106	100.00	-	-	-
	9 Compressor Operator	49	100.00	-	-	-
	10 Coolie/Mazdoor	14566	100.00	-	-	-
	11 Core Maker	689	100.00	-	-	-
	12 Crane Operator	4777	100.00	-	-	-
	13 Cupolaman	834	100.00	-	-	-
	14 Die Maker	194	100.00	-	-	-
	15 Driller	310	100.00	-	-	-
	16 Driver	4138	100.00	-	-	-
	17 Electrician	7617	100.00	-	-	-
	18 Fitter	11987	100.00	-	-	-
	19 Mech./Elec. Foreman	3473	100.00	-	-	-
	20 Furnaceman	4341	100.00	-	-	-
	21 Gas Cutter	1822	100.00	-	-	-
	22 Grinder	1062	100.00	-	-	-
	23 Hammerman	100	100.00	-	-	-
	24 Helper	28210	99.81	0.19	-	-
	25 Mistry/Kangani	291	100.00	-	-	-
	26 Marker	162	100.00	-	-	-
	27 Mason	105	100.00	-	-	-
	28 Mechanic(General)	4028	100.00	-	-	-
	29 Millwright	33	100.00	-	-	-
	30 Moulder	2252	100.00	-	-	-
	31 Packer	897	94.09	5.91	-	-
	32 Painter	140	100.00	-	-	-
	33 Pattern Maker	169	100.00	-	-	-
	34 Planer	15	100.00	-	-	-
	35 Plumber	19	100.00	-	-	-
	36 Polisher	80	100.00	-	-	-
	37 Press Man	749	100.00	-	-	-
	38 Pump Attendant	13	100.00	-	-	-
	39 Rigger	810	100.00	-	-	-
	40 Rollerman/Roller	1181	100.00	-	-	-

Table 2.7 contd.....

1	2	3	4	5	6	7
41	Shaper Machine Operator	531	100.00	-	-	-
42	Sheetmetal Worker	54	100.00	-	-	-
43	Supervisor	7544	100.00	-	-	-
44	Sweeper	1508	96.22	3.78	-	-
45	Tester	628	100.00	-	-	-
46	Tongsman	4473	100.00	-	-	-
47	Trimmer	137	100.00	-	-	-
48	Turner	5210	100.00	-	-	-
49	Watchman	6540	100.00	-	-	-
50	Welder	3419	100.00	-	-	-
51	Winder	2079	100.00	-	-	-
52	Wireman	149	100.00	-	-	-
53	Fork Lift Operator	190	100.00	-	-	-
54	Mach. Oper/Machinist	17557	99.85	0.15	-	-
55	Casting Man	1523	100.00	-	-	-
56	Milling Machine Operator	81	100.00	-	-	-
57	Setter	471	100.00	-	-	-
58	Tool Maker	193	100.00	-	-	-
59	Generator Operator	119	100.00	-	-	-
60	Apprentice/Trainees	905	100.00	-	-	-
61	Heater Incharge	490	100.00	-	-	-
62	Kiln Man	709	100.00	-	-	-
63	Straightner Mach Operator	761	100.00	-	-	-
64	Valve Man	156	100.00	-	-	-
65	Tilting Tab Mach Operator	353	100.00	-	-	-
66	Picker	244	100.00	-	-	-
67	Kundiwala	216	100.00	-	-	-
68	Miscellaneous	219	100.00	-	-	-
II.	Casting & Forgings	99213	98.86	1.14	-	-
1	Assembler	161	100.00	-	-	-
2	Blacksmith	274	100.00	-	-	-
3	Boiler Attendant	36	100.00	-	-	-
4	Chargehand	57	100.00	-	-	-
5	Chargeman	98	100.00	-	-	-
6	Checker	3049	96.43	3.57	-	-
7	Chipper	520	100.00	-	-	-
8	Compressor Operator	73	100.00	-	-	-
9	Coolie/Mazdoor	1700	100.00	-	-	-
10	Core Maker	735	100.00	-	-	-
11	Crane Operator	364	100.00	-	-	-
12	Cupolaman	83	100.00	-	-	-
13	Die Maker	1037	100.00	-	-	-
14	Driller	1490	100.00	-	-	-
15	Driver	769	100.00	-	-	-
16	Electrician	1759	100.00	-	-	-
17	Fitter	4351	100.00	-	-	-
18	Mech./Elec. Foreman	718	100.00	-	-	-
19	Furnaceman	2551	100.00	-	-	-
20	Gas Cutter	405	100.00	-	-	-

Table 2.7 contd.....

1	2	3	4	5	6	7
21	Grinder	1811	100.00	-	-	-
22	Hammerman	677	100.00	-	-	-
23	Helper	29862	98.49	1.51	-	-
24	Mistry/Kangani	76	100.00	-	-	-
25	Marker	979	100.00	-	-	-
26	Mason	44	100.00	-	-	-
27	Mate/Mukaddam	20	100.00	-	-	-
28	Mechanic(General)	1079	100.00	-	-	-
29	Motor Mechanic	84	100.00	-	-	-
30	Moulder	6728	99.69	0.31	-	-
31	Packer	1274	93.56	6.44	-	-
32	Painter	499	100.00	-	-	-
33	Pattern Maker	292	100.00	-	-	-
34	Planer	80	100.00	-	-	-
35	Plater	85	100.00	-	-	-
36	Plumber	29	100.00	-	-	-
37	Polisher	153	100.00	-	-	-
38	Press Man	2097	100.00	-	-	-
39	Rigger	84	100.00	-	-	-
40	Rollerman/Roller	89	100.00	-	-	-
41	Shaper Machine Operator	129	100.00	-	-	-
42	Sheetmetal Worker	53	100.00	-	-	-
43	Supervisor	6543	100.00	-	-	-
44	Sweeper	529	100.00	-	-	-
45	Tester	750	100.00	-	-	-
46	Tongsman	95	100.00	-	-	-
47	Trimmer	231	100.00	-	-	-
48	Turner	3014	100.00	-	-	-
49	Watchman	2943	100.00	-	-	-
50	Welder	1914	100.00	-	-	-
51	Wireman	21	100.00	-	-	-
52	Boring Machine Operator	42	100.00	-	-	-
53	Fork Lift Operator	240	100.00	-	-	-
54	Mach. Oper/Machinist	12248	96.16	3.84	-	-
55	Casting Man	300	100.00	-	-	-
56	Milling Machine Operator	822	100.00	-	-	-
57	Setter	348	100.00	-	-	-
58	Tool Maker	242	100.00	-	-	-
59	Apprentice/Trainees	1609	100.00	-	-	-
60	Kundiwala	126	100.00	-	-	-
61	Sand Mixer	332	100.00	-	-	-
62	Miscellaneous	410	100.00	-	-	-
III.	Agricultural Machinery & Parts	18316	98.27	1.73	-	-
1	Assembler	2519	98.53	1.47	-	-
2	Blacksmith	15	100.00	-	-	-
3	Carpenter	10	100.00	-	-	-
4	Chargehand	112	100.00	-	-	-
5	Chargeman	24	100.00	-	-	-

Table 2.7 contd.....

1	2	3	4	5	6	7
	6 Checker	355	96.90	3.10	-	-
	7 Chipper	6	100.00	-	-	-
	8 Compressor Operator	8	100.00	-	-	-
	9 Coolie/Mazdoor	336	81.85	18.15	-	-
	10 Core Maker	2	100.00	-	-	-
	11 Crane Operator	2	100.00	-	-	-
	12 Cupolaman	33	100.00	-	-	-
	13 Die Maker	34	100.00	-	-	-
	14 Driller	382	100.00	-	-	-
	15 Driver	138	100.00	-	-	-
	16 Electrician	419	100.00	-	-	-
	17 Fitter	682	100.00	-	-	-
	18 Mech./Elec. Foreman	136	100.00	-	-	-
	19 Furnaceman	45	100.00	-	-	-
	20 Gas Cutter	34	100.00	-	-	-
	21 Grinder	286	100.00	-	-	-
	22 Hammerman	6	100.00	-	-	-
	23 Helper	2029	96.55	3.45	-	-
	24 Mistry/Kangani	3	100.00	-	-	-
	25 Mate/Mukaddam	3	100.00	-	-	-
	26 Mechanic(General)	624	100.00	-	-	-
	27 Millwright	41	100.00	-	-	-
	28 Moulder	221	100.00	-	-	-
	29 Packer	239	56.49	43.51	-	-
	30 Painter	624	100.00	-	-	-
	31 Pattern Maker	4	100.00	-	-	-
	32 Planer	11	100.00	-	-	-
	33 Plater	6	100.00	-	-	-
	34 Plumber	7	100.00	-	-	-
	35 Press Man	251	100.00	-	-	-
	36 Rollerman/Roller	31	100.00	-	-	-
	37 Shaper Machine Operator	12	100.00	-	-	-
	38 Sheetmetal Worker	31	100.00	-	-	-
	39 Supervisor	681	100.00	-	-	-
	40 Sweeper	370	91.08	8.92	-	-
	41 Tester	252	100.00	-	-	-
	42 Turner	691	100.00	-	-	-
	43 Watchman	767	100.00	-	-	-
	44 Welder	478	100.00	-	-	-
	45 Wireman	45	100.00	-	-	-
	46 Boring Machine Operator	68	100.00	-	-	-
	47 Fork Lift Operator	245	100.00	-	-	-
	48 Mach. Oper/Machinist	2710	100.00	-	-	-
	49 Casting Man	2	100.00	-	-	-
	50 Milling Machine Operator	224	100.00	-	-	-
	51 Setter	6	100.00	-	-	-
	52 Tool Maker	39	100.00	-	-	-
	53 Apprentice/Trainees	1985	100.00	-	-	-
	54 Miscellaneous	32	100.00	-	-	-

Table 2.7 contd.....

1	2	3	4	5	6	7
IV.	Textile and Jute Machinery	7455	98.44	1.56	-	-
1	Assembler	372	100.00	-	-	-
2	Boiler Attendant	6	100.00	-	-	-
3	Carpenter	26	100.00	-	-	-
4	Chargeman	8	100.00	-	-	-
5	Checker	103	100.00	-	-	-
6	Coolie/Mazdoor	25	100.00	-	-	-
7	Die Maker	9	100.00	-	-	-
8	Driller	127	100.00	-	-	-
9	Driver	32	100.00	-	-	-
10	Electrician	224	100.00	-	-	-
11	Fitter	1529	100.00	-	-	-
12	Mech./Elec. Foreman	28	100.00	-	-	-
13	Gas Cutter	54	100.00	-	-	-
14	Grinder	160	100.00	-	-	-
15	Helper	1164	94.24	5.76	-	-
16	Mechanic(General)	112	100.00	-	-	-
17	Millwright	11	100.00	-	-	-
18	Moulder	35	100.00	-	-	-
19	Packer	58	82.76	17.24	-	-
20	Painter	124	100.00	-	-	-
21	Pattern Maker	6	100.00	-	-	-
22	Planer	2	100.00	-	-	-
23	Plater	6	100.00	-	-	-
24	Polisher	4	100.00	-	-	-
25	Press Man	4	100.00	-	-	-
26	Sheetmetal Worker	52	100.00	-	-	-
27	Supervisor	515	100.00	-	-	-
28	Sweeper	132	93.18	6.82	-	-
29	Tester	13	100.00	-	-	-
30	Tongsman	11	100.00	-	-	-
31	Turner	757	100.00	-	-	-
32	Watchman	298	100.00	-	-	-
33	Welder	283	100.00	-	-	-
34	Winder	206	100.00	-	-	-
35	Wireman	10	100.00	-	-	-
36	Fork Lift Operator	4	100.00	-	-	-
37	Mach. Oper/Machinist	787	96.19	3.81	-	-
38	Milling Machine Operator	68	100.00	-	-	-
39	Capstan	90	100.00	-	-	-
V.	Machine Tools	11089	91.03	8.97	-	-
1	Assembler	1234	77.07	22.93	-	-
2	Carpenter	22	100.00	-	-	-
3	Chargeman	26	100.00	-	-	-
4	Checker	315	100.00	-	-	-
5	Chipper	21	100.00	-	-	-
6	Coolie/Mazdoor	46	100.00	-	-	-

Table 2.7 contd.....

1	2	3	4	5	6	7
7	Crane Operator	9	100.00	-	-	-
8	Die Maker	75	100.00	-	-	-
9	Driller	264	100.00	-	-	-
10	Driver	78	100.00	-	-	-
11	Electrician	431	100.00	-	-	-
12	Fitter	1079	100.00	-	-	-
13	Mech./Elec. Foreman	33	100.00	-	-	-
14	Furnaceman	18	100.00	-	-	-
15	Gas Cutter	19	100.00	-	-	-
16	Grinder	742	100.00	-	-	-
17	Helper	1586	57.00	43.00	-	-
18	Marker	12	100.00	-	-	-
19	Mechanic(General)	23	100.00	-	-	-
20	Moulder	137	100.00	-	-	-
21	Packer	151	100.00	-	-	-
22	Painter	113	100.00	-	-	-
23	Pattern Maker	30	100.00	-	-	-
24	Planer	76	100.00	-	-	-
25	Polisher	19	100.00	-	-	-
26	Press Man	312	100.00	-	-	-
27	Shaper Machine Operator	62	100.00	-	-	-
28	Supervisor	483	96.89	3.11	-	-
29	Sweeper	91	100.00	-	-	-
30	Tester	9	100.00	-	-	-
31	Turner	928	100.00	-	-	-
32	Watchman	315	100.00	-	-	-
33	Welder	122	100.00	-	-	-
34	Winder	145	100.00	-	-	-
35	Wireman	4	100.00	-	-	-
36	Boring Machine Operator	98	100.00	-	-	-
37	Mach. Oper/Machinist	898	100.00	-	-	-
38	Casting Man	9	100.00	-	-	-
39	Milling Machine Operator	558	100.00	-	-	-
40	Tool Maker	38	100.00	-	-	-
41	Apprentice/Trainees	185	100.00	-	-	-
42	Miscellaneous	273	94.51	5.49	-	-
VI.	Electrical Machinery & Apparatus	40824	97.14	2.86	-	-
1	Armature Winder	1074	16.67	83.33	-	-
2	Assembler	6166	98.75	1.25	-	-
3	Carpenter	41	100.00	-	-	-
4	Chargehand	55	100.00	-	-	-
5	Checker	969	98.66	1.34	-	-
6	Coolie/Mazdoor	58	100.00	-	-	-
7	Core Maker	142	100.00	-	-	-
8	Crane Operator	70	100.00	-	-	-
9	Die Maker	58	100.00	-	-	-
10	Driller	87	100.00	-	-	-

Table 2.7 contd.....

1	2	3	4	5	6	7
11	Driver	439	100.00	-	-	-
12	Electrician	1082	100.00	-	-	-
13	Fitter	1795	100.00	-	-	-
14	Mech./Elec. Foreman	256	100.00	-	-	-
15	Furnaceman	30	100.00	-	-	-
16	Gas Cutter	61	100.00	-	-	-
17	Grinder	147	100.00	-	-	-
18	Helper	11330	100.00	-	-	-
19	Mechanic(General)	73	100.00	-	-	-
20	Moulder	2432	100.00	-	-	-
21	Packer	339	100.00	-	-	-
22	Painter	595	100.00	-	-	-
23	Pattern Maker	7	100.00	-	-	-
24	Planer	42	100.00	-	-	-
25	Plater	25	100.00	-	-	-
26	Press Man	291	93.13	6.87	-	-
27	Rollerman/Roller	15	100.00	-	-	-
28	Sheetmetal Worker	2	100.00	-	-	-
29	Supervisor	1538	100.00	-	-	-
30	Sweeper	539	79.78	20.22	-	-
31	Tester	555	100.00	-	-	-
32	Turner	945	100.00	-	-	-
33	Watchman	701	100.00	-	-	-
34	Welder	987	100.00	-	-	-
35	Winder	2212	100.00	-	-	-
36	Wireman	129	100.00	-	-	-
37	Fork Lift Operator	43	100.00	-	-	-
38	Mach. Oper/Machinist	2378	100.00	-	-	-
39	Setter	190	71.05	28.95	-	-
40	Tool Maker	13	100.00	-	-	-
41	Apprentice/Trainees	2877	100.00	-	-	-
42	Miscellaneous	36	100.00	-	-	-
VII.	Electrical Apparatus	6397	81.91	18.09	-	-
1	Assembler	753	86.06	13.94	-	-
2	Chargehand	10	100.00	-	-	-
3	Checker	201	85.57	14.43	-	-
4	Compressor Operator	5	100.00	-	-	-
5	Coolie/Mazdoor	16	100.00	-	-	-
6	Die Maker	2	100.00	-	-	-
7	Driller	113	100.00	-	-	-
8	Driver	72	100.00	-	-	-
9	Electrician	132	100.00	-	-	-
10	Fitter	164	100.00	-	-	-
11	Mech./Elec. Foreman	91	100.00	-	-	-
12	Gas Cutter	5	100.00	-	-	-
13	Grinder	17	100.00	-	-	-
14	Helper	1943	67.68	32.32	-	-
15	Mistry/Kangani	24	100.00	-	-	-

Table 2.7 contd.....

1	2	3	4	5	6	7
16	Mechanic(General)	35	100.00	-	-	-
17	Moulder	68	100.00	-	-	-
18	Packer	180	84.44	15.56	-	-
19	Painter	56	92.86	7.14	-	-
20	Plater	6	100.00	-	-	-
21	Polisher	4	100.00	-	-	-
22	Press Man	52	100.00	-	-	-
23	Shaper Machine Operator	6	100.00	-	-	-
24	Sheetmetal Worker	37	100.00	-	-	-
25	Supervisor	460	100.00	-	-	-
26	Sweeper	92	76.09	23.91	-	-
27	Tester	25	100.00	-	-	-
28	Turner	38	100.00	-	-	-
29	Watchman	174	100.00	-	-	-
30	Welder	99	100.00	-	-	-
31	Winder	118	65.25	34.75	-	-
32	Wireman	44	100.00	-	-	-
33	Fork Lift Operator	5	100.00	-	-	-
34	Mach. Oper/Machinist	984	69.51	30.49	-	-
35	Casting Man	5	100.00	-	-	-
36	Milling Machine Operator	5	100.00	-	-	-
37	Setter	2	100.00	-	-	-
38	Tool Maker	10	100.00	-	-	-
39	Apprentice/Trainees	325	100.00	-	-	-
40	Miscellaneous	19	100.00	-	-	-
VIII.	Prime Movers, Boilers & Steam Generation	28913	99.16	0.84	-	-
1	Assembler	590	100.00	-	-	-
2	Blacksmith	20	100.00	-	-	-
3	Carpenter	14	100.00	-	-	-
4	Checker	412	100.00	-	-	-
5	Coolie/Mazdoor	594	100.00	-	-	-
6	Core Maker	266	100.00	-	-	-
7	Crane Operator	244	100.00	-	-	-
8	Die Maker	33	100.00	-	-	-
9	Driller	162	100.00	-	-	-
10	Driver	213	100.00	-	-	-
11	Electrician	507	100.00	-	-	-
12	Fitter	4789	100.00	-	-	-
13	Mech./Elec. Foreman	764	100.00	-	-	-
14	Furnaceman	284	100.00	-	-	-
15	Gas Cutter	306	100.00	-	-	-
16	Grinder	636	100.00	-	-	-
17	Helper	4170	94.53	5.47	-	-
18	Loader/Unloader	30	100.00	-	-	-
19	Marker	27	100.00	-	-	-
20	Mechanic(General)	301	100.00	-	-	-

Table 2.7 contd.....

1	2	3	4	5	6	7
21	Moulder	404	100.00	-	-	-
22	Packer	364	100.00	-	-	-
23	Painter	113	100.00	-	-	-
24	Pattern Maker	26	100.00	-	-	-
25	Planer	140	100.00	-	-	-
26	Plater	44	100.00	-	-	-
27	Polisher	14	100.00	-	-	-
28	Press Man	30	100.00	-	-	-
29	Pump Attendant	6	100.00	-	-	-
30	Rigger	832	100.00	-	-	-
31	Shaper Machine Operator	73	100.00	-	-	-
32	Supervisor	1597	100.00	-	-	-
33	Sweeper	757	100.00	-	-	-
34	Tester	13	100.00	-	-	-
35	Turner	706	100.00	-	-	-
36	Watchman	1220	98.85	1.15	-	-
37	Welder	4261	100.00	-	-	-
38	Winder	184	100.00	-	-	-
39	Boring Machine Operator	288	100.00	-	-	-
40	Fork Lift Operator	138	100.00	-	-	-
41	Mach. Oper/Machinist	2099	100.00	-	-	-
42	Casting Man	210	100.00	-	-	-
43	Milling Machine Operator	131	100.00	-	-	-
44	Setter	97	100.00	-	-	-
45	Tool Maker	9	100.00	-	-	-
46	Apprentice/Trainees	659	100.00	-	-	-
47	Hacksaw Man	14	100.00	-	-	-
48	Miscellaneous	122	100.00	-	-	-
IX.	Aluminium Industry	38091	99.86	0.14	-	-
1	Assembler	10	100.00	-	-	-
2	Beltman/Mochi	12	100.00	-	-	-
3	Blacksmith	21	100.00	-	-	-
4	Boiler Attendant	36	100.00	-	-	-
5	Carpenter	18	100.00	-	-	-
6	Chargehand	207	100.00	-	-	-
7	Chargeman	165	100.00	-	-	-
8	Checker	251	100.00	-	-	-
9	Coolie/Mazdoor	3754	100.00	-	-	-
10	Core Maker	3	100.00	-	-	-
11	Crane Operator	139	100.00	-	-	-
12	Cupolaman	37	100.00	-	-	-
13	Die Maker	144	100.00	-	-	-
14	Driller	16	100.00	-	-	-
15	Driver	519	100.00	-	-	-
16	Electrician	1715	100.00	-	-	-
17	Fitter	3528	100.00	-	-	-
18	Mech./Elec. Foreman	815	99.75	0.25	-	-
19	Furnaceman	945	100.00	-	-	-
20	Gas Cutter	87	100.00	-	-	-

Table 2.7 contd.....

1	2	3	4	5	6	7
21	Grinder	82	100.00	-	-	-
22	Hammerman	112	100.00	-	-	-
23	Helper	9397	99.49	0.51	-	-
24	Mistry/Kangani	100	100.00	-	-	-
25	Mason	164	100.00	-	-	-
26	Mechanic(General)	505	100.00	-	-	-
27	Millwright	16	100.00	-	-	-
28	Moulder	95	100.00	-	-	-
29	Packer	580	100.00	-	-	-
30	Painter	23	100.00	-	-	-
31	Plater	8	100.00	-	-	-
32	Plumber	50	100.00	-	-	-
33	Polisher	112	100.00	-	-	-
34	Press Man	209	100.00	-	-	-
35	Rigger	47	100.00	-	-	-
36	Rollerman/Roller	344	100.00	-	-	-
37	Shaper Machine Operator	128	100.00	-	-	-
38	Sheetmetal Worker	8	100.00	-	-	-
39	Supervisor	1725	99.88	0.12	-	-
40	Sweeper	554	100.00	-	-	-
41	Tester	115	100.00	-	-	-
42	Trimmer	8	100.00	-	-	-
43	Turner	316	100.00	-	-	-
44	Watchman	1140	100.00	-	-	-
45	Welder	605	100.00	-	-	-
46	Winder	6	100.00	-	-	-
47	Wireman	11	100.00	-	-	-
48	Fork Lift Operator	18	100.00	-	-	-
49	Mach. Oper/Machinist	7423	100.00	-	-	-
50	Casting Man	332	100.00	-	-	-
51	Milling Machine Operator	202	100.00	-	-	-
52	Setter	197	100.00	-	-	-
53	Tool Maker	69	100.00	-	-	-
54	Apprentice/Trainees	469	100.00	-	-	-
55	Capsman	63	100.00	-	-	-
56	Miscellaneous	436	100.00	-	-	-
All 9 Engineering Industries		408859	98.67	1.33	-	-

TABLE 2.8

PERCENTAGE DISTRIBUTION OF WORKERS IN DIFFERENT OCCUPATIONS
IN INDUSTRIES BY THE SYSTEM OF WAGE PAYMENT \$

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
I.	Casting & Forgings	99213	98.13	1.87
	1 Helper	29862	99.86	0.14
	2 Moulder	6728	72.98	27.02
II.	Electrical Machinery & Apparatus	40824	95.63	4.37
	1 Assembler	6166	97.88	2.12
	2 Fitter	1795	79.78	20.22
	3 Helper	11330	90.53	9.47
	4 Tester	555	86.85	13.15
	5 Winder	2212	97.38	2.62
	6 Mach. Oper/Machinist	2378	96.34	3.66
III.	Electrical Apparatus	6397	95.28	4.72
	1 Driller	113	11.50	88.50
	2 Fitter	164	88.41	11.59
	3 Helper	1943	97.53	2.47
	4 Mistry/Kangani	24	-	100.00
	5 Packer	180	97.22	2.78
	6 Supervisor	460	97.83	2.17
	7 Turner	38	73.68	26.32
	8 Mach. Oper/Machinist	984	91.77	8.23
	9 Tool Maker	10	50.00	50.00
IV.	Aluminium Industry	38091	99.92	0.08
	1 Moulder	95	66.32	33.68
All 9 Engineering Industries		408859	99.03	0.97

\$: Occupations employing piece-rated workers have only been presented in this Table. Table 2.7 may be referred for other occupations.

CHAPTER - III

WAGE RATES AND DEARNESS ALLOWANCE

3.1 INTRODUCTION

The availability of information on wages and earnings of workers is an important parameter to assess the purchasing power. If the level of employment and under employment is an index of economic distress among the people of working age, the level of wages and earnings of workers serves as an indicator of the economic prosperity of the working population.

Ever since the introduction of planned economy, the living standards of the working population have become dependant, more or less, on the level of earnings. Other types of income are at times, significant but for most of the workers, earnings from paid employment constitute the major source of income. Earnings or take home wages/salaries, which provide means of livelihood tend to conform to the income needed to enable the labour force to maintain its customary standard of living in the long run. If the greater employment means the ability of a large number of persons to satisfy their needs, an increased real earnings means greater satisfaction of their wants.

3.2 WAGE RATES

In order to ensure comparability, the term wage rates has been defined as the sum of Basic Wage and Dearness Allowance in respect of workers who receive both these components, while, for other workers the actual consolidated amount of earnings represent the wage rate. The monthly, fortnightly and weekly wages actually paid are divided respectively by the actual mandays worked during the reference period to arrive at the daily wage rates.

3.3 AVERAGE DAILY WAGE RATES BY INDUSTRIES

The details of average daily wage rates of the workers are given in Table 3.1. A perusal of the table reveals that the average daily wage rates worked out to Rs.204.98 in Iron and Steel, Rs.150.66 in Castings & Forgings, Rs.206.49 in Agricultural Machinery and Parts, Rs.218.86 in Textile and Jute Machinery, Rs. 276.12 in Machine Tools, Rs.163.76 in Electrical Machinery and Apparatus, Rs.142.22 in Electrical Apparatus, Rs.223.45 in Prime Movers, Boilers and Steam Generation and Rs.423.50 in Aluminium Industry.

At the stratum level, among all the different strata of the Nine Engineering Industries the highest average daily wage rate was reported in Orissa stratum at Rs.672.55 in the Aluminium industry whereas, the lowest average daily wage rate was reported in North East stratum at Rs.67.16 in the Iron and Steel industry.

3.4 AVERAGE DAILY WAGE RATES BY SEX AND AGE

Average daily wage rates of workers by Sex and Age are also presented in Table 3.1. The overall average daily wage rates of men, women and all workers for all the Nine Engineering Industries combined together were Rs.211.92, Rs.113.83 and Rs.210.61 respectively. The Table reveals that average daily wage rates of women workers were less than that of the men workers in Nine Engineering Industries. Further, at the stratum level also, the average daily wage rates of women workers were lower than men workers in almost all the strata of Nine Engineering Industries except Haryana and Residual strata of Electrical Machinery and Apparatus Industry.

3.5 AVERAGE DAILY WAGE RATES BY SYSTEM OF PAYMENT

The average daily wage rates of time-rated and piece-rated workers by sex and age have been depicted in Tables 3.2 and 3.3 respectively. The average daily wage rates of time-rated and piece-rated workers worked out to be Rs.211.04 and Rs.167.16 respectively, for all the Nine Engineering Industries taken together. Amongst Nine Engineering Industries, the average daily wage rates of time-rated workers were the highest at Rs.548.08 for Iron & Steel Industry and the lowest at Rs.67.16 in Iron & Steel industry. In case of piece-rated workers, the highest and the lowest average daily wage rates were reported at Rs.247.16 for Electrical Machinery and Apparatus Industry and Rs.89.61 in Casting & Forging Industry respectively. The average daily wage rates of time-rated workers were more than that of the piece-rated workers in Iron & Steel and Aluminium Industries whereas it was reverse in Electrical Machinery and Apparatus and Electrical Apparatus Industries.

3.6 AVERAGE DAILY WAGE RATES OF TIME-RATED WORKERS BY SEX AND AGE

As shown in Table 3.2, the average daily wage rates of time-rated workers exhibit more or less the same trend as observed in case of wage rates of all workers given in Table 3.1. At the industry level, the average daily wage rates of time-rated men and women workers were the highest in Aluminium Industry at Rs.424.02 and Rs.234.82 respectively, whereas the lowest average daily wage rates for time-rated men workers were at Rs.148.25 in Electrical Apparatus Industry and for time-rated women workers at Rs.96.23 in Agricultural Machinery and Parts Industry.

For all the Nine Engineering Industries taken together, the average daily wage rates for time-rated men, women and all workers were Rs.212.37, Rs.113.83 and Rs.211.04 respectively.

3.7 AVERAGE DAILY WAGE RATES OF PIECE-RATED WORKERS BY SEX AND AGE

The average daily wage rates of piece-rated workers by Sex and Age are presented in Table 3.3. For all the Nine Engineering Industries combined, the average daily wage rates for piece-rated men and all workers were reported at Rs.167.16. At the industry level, the highest and the lowest average daily wage rates of piece-rated men workers were reported at Rs.247.16 in Electrical Machinery and Apparatus Industry and Rs.89.61 in Casting & Forging Industry. No women workers were employed on piece-rated system in the Nine Engineering Industries.

3.8 AVERAGE DAILY WAGE RATES BY OCCUPATION AND SEX AND AGE

The average daily wage rates by occupation and Sex & Age for all the workers are presented in Table 3.4. The average daily wage rates for time-rated and piece-rated workers are shown in Tables 3.5 and 3.6 respectively. Table 3.4 shows that there is wide intra-occupation variation in average wage rates in all the Nine Engineering Industries i.e. Iron & Steel, Casting & Forging, Agricultural Machinery and Parts, Textile and Jute Machinery, Machine Tools, Electrical Machinery and Apparatus, Electrical Apparatus, Prime Movers, Boilers and Steam Generation and Aluminium Industry. However, wide inter-industry variation in the average daily wage rates was reported for common occupations as well as all occupations combined at industry level covered during the survey. The wages paid to workers employed as 'Apprentices/Trainees' are generally low and a fixed amount, which are not at par with the wages paid to the regular workers and hence, not comparable. The workers employed in Minor occupations have been clubbed together as 'Miscellaneous' occupation. Since it is a combination of several occupations, hence the wage rates shown under this are also non comparable. Due to these reasons, the wages paid to the 'Apprentices/Trainees' and the workers employed in 'Miscellaneous occupation' have been excluded from the purview of analysis in the following paragraphs.

In Iron & Steel, the highest and the lowest average daily wage rates were reported at Rs.685.42 for 'Winder' and Rs.68.98 for 'Chipper' respectively. In Casting & Forging, the highest average daily wage rates were reported at Rs.290.22 for 'Assembler' and the lowest average daily wage rates were reported at Rs.91.00 for 'Sheet Metal Workers'. In Agricultural Machinery and Parts, the highest average daily wage rates were reported at Rs. 576.18 for 'Charge Hand' and the lowest average daily wage

rates were reported at Rs.80.13 for 'Sheet Metal Workers'. In Textile and Jute Machinery, the highest average daily wage rates were reported at Rs. 433.77 for 'Millwright' and the lowest average daily wage rates were reported at Rs.107.69 for 'Fork Lift Operator'. In Machine Tools, the highest average daily wage rates were reported at Rs. 620.20 for 'Pattern Maker' and the lowest average daily wage rates were reported at Rs.109.00 for 'Chipper'. In Electrical Machinery and Apparatus, the highest average daily wage rates were reported at Rs. 400.62 for 'Tool Maker' and the lowest average daily wage rates were reported at Rs.97.54 for 'Furnace Man' and 'Roller Man/Roller'. In Electrical Apparatus, the highest and the lowest average daily wage rates were reported at Rs.497.35 and Rs.107.01 for 'Charge Hand' and 'Fork Lift Operator' respectively. In Prime Movers, Boilers and Steam Generation, the highest and the lowest average daily wage rates were reported at Rs.522.54 and Rs.96.15 for 'Pattern Maker' and 'Carpenter' respectively. In Aluminium Industry, the highest and the lowest average daily wage rates were reported at Rs.611.19 and Rs.80.77 for 'Core Maker' and 'Sheet Metal Workers' respectively.

The women workers were reported to be employed in selected few occupations in the Nine Engineering Industries. In Iron & Steel industry, out of 68 occupations, women workers were employed in only 5 occupations. Out of these occupations, the average daily wage rates of women workers were less in all the occupations i.e. Checker, Helper, Packer, Sweeper and Machine Operator/Machinist occupations. In Casting & Forging, out of 62 occupations, employment of women was reported in 5 occupations and their average daily wage rates were less than men workers in Checker, Helper, Moulder, Packer and Machine Operator/Machinist occupation. In Agricultural Machinery and Parts, out of 54 occupations, women workers were employed in 6 occupations and their average daily wage rates were less than men workers in all the occupation i.e. Assembler, Checker, Coolie/Mazdoor, Helper, Packer and Sweeper. In Textile and Jute Machinery, out of 39 occupations, employment of women was reported in 4 occupations and their average daily wage rates were lesser than that of men workers in all these occupations. In Machine Tools, out of 42 occupations, employment of women was reported in 4 occupations and their average daily wage rates were lesser than men workers in all the occupations. In Electrical Machinery and Apparatus industry, out of total 42 occupations, women workers were employed in 6 occupations and their average daily wage rates were lower than men workers in all these 6 occupations. In Electrical Apparatus industry, out of total 39 occupations, 8 occupations reported employment of women workers with their average daily wage rates less than men workers in all occupations. In Prime Movers, Boilers and Steam Generation industry, out of total 48 occupations, employment of women was reported in 2 occupations, the average daily wage rates of women workers were less than that of men workers. In Aluminium Industry, out of total 56 occupations, employment of women was reported in 3 occupations

and their average daily wage rates were less than men workers in all the occupations.

The average daily wage rates of time-rated workers presented in Table 3.5 follows more or less the same pattern as that for the all workers presented in Table 3.4.

Average daily wage rates of piece-rated workers by occupations have been presented in Table 3.6. The piece-rate system of wage payment was reported only in four Engineering Industries, where, it was prevalent only in a few occupations. The piece-rate system of wage payment was prevalent in two occupations in Casting and Forging, six occupations each in Electrical Machinery and Apparatus, nine occupations each in Electrical Apparatus and one occupation in Aluminium Industry.

3.9 TRENDS IN WAGE RATES AND REAL WAGE RATES

The trend in average daily wage rates and real wage rates of workers in the Nine Engineering Industries has been presented in Table 3.7. The table reveals that there has been an increasing trend in the average daily wage rates of workers in all the Nine Engineering Industries during the period from first to Sixth Round of the survey.

In order to assess the improvement in the economic conditions of the workers, it is necessary to examine the data on real wage rates. The real wage rates for the year y^1 have been worked out with reference to the All India Consumer Price Index Numbers by shifting its base to the year $y^0 = 100$. Symbolically, the Real Wage Rates for the year y^1 with respect to the year y^0 may be defined as :-

$$RE^{y^1} = \frac{{}_{1960}AICPI^{y^0}}{{}_{1960}AICPI^{y^1}} \times E^{y^1}$$

where,

E^{y^1} = Actual earnings for the year y^1

RE^{y^1} = Real earnings for the year y^1

${}_{1960}AICPI^{y^0}$ = All India CPI Number for year y^0 with base 1960=100

${}_{1960}AICPI^{y^1}$ = All India CPI Number for year y^1 with base 1960=100

The real wage rates and percentage increase in real wage rates in a round with respect to that in the previous round of the Nine Engineering Industries have also been depicted in Table 3.7. It reveals that the real wage rates of the workers have increased during the Sixth Round in five Engineering Industries

in Agricultural Machinery and Parts, Textile and Jute Machinery, Machine Tools, Prime Movers, Boilers and Steam Generation and Aluminium Industries, whereas it decreased in the remaining four Engineering Industries Viz. Iron & Steel, Casting & Forging, Electrical Machinery and Apparatus and Electrical Apparatus. However, there is no definite trend in real wage rates during the previous rounds of the survey. The maximum increase in real wage rates during the Sixth Round as compared to the Fifth Round was 87.17 per cent reported in the Aluminium Industry, 56.64 per cent in Agricultural Machinery and Parts, 31.37 per cent in Textile and Jute machinery whereas a decline of 38.13 per cent in Iron & Steel, 13.65 per cent in Electrical Machinery and Apparatus, 6.97 per cent in Casting Forging in the real wage rates was reported during the Sixth Round compared to Fifth Round.

3.10 DEARNESS ALLOWANCE

Dearness Allowance (DA) is paid to the employees to compensate them for the erosion in their wages due to an increase in the price level. The system of payment of DA has its own diversity and disparity in the pattern of payment of remuneration to employees. It not only differs from industry to industry but also within the same industry. A fairly large number of industrial establishments in the country pay a separate allowance known as Dearness Allowance to supplement the wages of their employees. It includes any payment made to protect the employees against the inflation and rising prices, such as, Dearness Allowance (DA), Variable Dearness Allowance (VDA), Interim Relief, Dearness Pay etc. Since the payment of Dearness Allowance is not occupation specific, therefore, the information collected during the survey covered all the employees in the sample units.

3.10.1 EXTENT OF DEARNESS ALLOWANCE PAYMENT

Industry-wise and stratum-wise number of units paying DA as a separate component of wages/salaries is given in Table 3.8. For all the Nine Engineering Industries taken together, 18.53 per cent of units covered in the survey were paying Dearness Allowance as a separate component of wages/salaries. Among different Engineering Industries, 17.77 per cent units in Iron & Steel, 22.97 per cent units in Casting & Forging, 15.02 per cent unit in Agricultural Machinery and Parts, 16.67 per cent units in Textile and Jute Machinery, 34.23 per cent units in Machine Tools, 12.63 per cent units in Electrical Machinery and Apparatus, 13.93 per cent units in Electrical Apparatus, 6.81 per cent units in Prime Movers, Boilers and Steam Generation and 15.67 per cent units in Aluminium Industry were paying Dearness Allowance to their employees.

Out of the total units paying Dearness Allowance to their employees, 20.84 per cent units were reported to be using CPI numbers brought out by the Labour Bureau for payment of DA, whereas 2.06 per cent of the units were using CPI series brought out by the State Governments and the remaining 77.10 per cent units were paying Dearness Allowance without using any CPI series. At the stratum level of all the Nine Engineering Industries, all the units paying Dearness Allowance in West Bengal and Chhattisgarh strata of Iron & Steel Industry, Haryana and Karnataka in Agricultural Machinery and Parts, Tamil Nadu in Electrical Machinery and Apparatus, Andhra Pradesh in Electrical Apparatus and Chhattisgarh in Aluminium Industry were reported to be using CPI series of Labour Bureau. Similarly all of the units paying DA belonging to Jharkhand, Gujarat and Maharashtra strata in Iron & Steel, those belonging to Haryana, Uttar Pradesh, Gujarat, Maharashtra and Karnataka strata in Casting & Forging, those belonging to Gujarat, Maharashtra and Tamil Nadu, in Agricultural Machinery and Parts, Gujarat, Maharashtra, Andhra Pradesh, Tamil Nadu and Residual, in Textile and Jute Machinery, Uttar Pradesh, Gujarat, Maharashtra, Karnataka and Tamil Nadu in Machine Tools, Haryana, Uttar Pradesh and residual in Electrical Machinery and Apparatus, Uttar Pradesh, Maharashtra, Tamil Nadu and Residual in Electrical Apparatus, Maharashtra, Tamil Nadu and Residual in Prime Movers, Boilers and Steam Generation and Uttar Pradesh and Maharashtra in Aluminium were reported to be not using any CPI series. State series of CPI Numbers was reported to be used in Punjab stratum of Casting & Forging and Maharashtra stratum of Electrical Machinery and Apparatus Industries.

Of the units using Labour Bureau CPI Numbers for Industrial Workers for payment of dearness allowance to their employees, 18.68 per cent units were using CPI Numbers for Industrial workers on base (1982=100) and 68.13 per cent were using CPI-IW on base (1960=100).

While analysing data on the percentage of units using Labour Bureau Consumer Price Index Numbers, it is observed that 19.78 per cent units were using All India Consumer Price Index Numbers (AICPI) and 80.22 per cent were using others.

3.10.2 EXTENT OF EMPLOYEES RECEIVING DEARNESS ALLOWANCE

Table 3.9 reveals that all the employees i.e. 88.90 per cent in Iron & Steel, 73.60 per cent in Casting & Forging, 58.25 per cent in Agricultural Machinery and Parts, 75.09 per cent in Textile and Jute Machinery, 87.96 per cent in Machine Tools, 75.07 per cent in Electrical Machinery and Apparatus, 58.02 per cent in Electrical Apparatus, 47.37 per cent in Prime Movers, Boilers and Steam Generation and 88.22 per cent in Aluminium Industry were getting Dearness Allowance. Amongst different strata of Nine Engineering Industries, the lowest percentage of employees receiving Dearness Allowance i.e. 22.80 per cent was in

Residual stratum of Prime Movers, Boilers and Steam Generation Industry. In overall Nine Engineering Industries taken together, 77.69 per cent of employees were receiving Dearness Allowance of the total employees in the units paying Dearness Allowance and 37.40 per cent of employees of the total employees in Nine Engineering Industries were receiving Dearness Allowance.

3.10.3 PERCENTAGE DISTRIBUTION OF UNITS PAYING DEARNESS ALLOWANCE BY CRITERION FOR PAYMENT OF DEARNESS ALLOWANCE

A number of methods and procedures are adopted by industrial units for compilation and payment of Dearness Allowance to its employees. The method followed by the units are either according to changes in Consumer Price Index Numbers or linked to pay scales/slabs or paid at a flat rate or is a combination of all these systems. Distribution of units paying Dearness Allowance by system of payment is presented in Table 3.10.

Out of the total units paying Dearness Allowance, the proportion of units paying Dearness Allowance according to the variation in the Consumer Price Index Numbers i.e. CPI series brought out by Labour Bureau and State Governments was 22.23 per cent. A vast majority of units i.e. 55.77 per cent of the units were paying DA on flat rates, whereas 11.69 per cent units were paying DA on pay scale/slab system, 10.16 per cent were paying DA by other methods and 0.15 per cent were paying DA by combination of all these.

TABLE 3.1

AVERAGE DAILY WAGE RATES OF WORKERS IN INDUSTRIES BY SEX AND AGE

Sl. No.	Industry/Stratum	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Iron and Steel	205.14	110.74	-	-	204.98
1	Punjab	142.17	-	-	-	142.17
2	West Bengal	127.96	-	-	-	127.96
3	Jharkhand	174.89	-	-	-	174.89
4	Orissa	108.83	97.31	-	-	108.81
5	Chhattisgarh	548.08	-	-	-	548.08
6	Gujarat	161.36	109.25	-	-	160.83
7	Maharashtra	244.46	-	-	-	244.46
8	Andhra Pradesh	158.88	138.46	-	-	158.81
9	North East	67.16	-	-	-	67.16
10	Residual	153.71	-	-	-	153.71
II.	Casting & Forgings	151.03	118.14	-	-	150.66
1	Punjab	178.36	100.77	-	-	177.75
2	Haryana	151.96	-	-	-	151.96
3	Uttar Pradesh	174.27	119.23	-	-	173.76
4	West Bengal	89.26	-	-	-	89.26
5	Gujarat	177.50	-	-	-	177.50
6	Maharashtra	158.58	136.00	-	-	158.56
7	Karnataka	148.14	111.85	-	-	147.65
8	Tamil Nadu	143.37	127.39	-	-	142.43
9	Residual	112.85	82.04	-	-	112.50
III.	Agricultural Machinery & Parts	208.43	96.23	-	-	206.49
1	Punjab	128.84	73.42	-	-	126.59
2	Haryana	320.08	-	-	-	320.08
3	Uttar Pradesh	159.79	-	-	-	159.79
4	Gujarat	149.59	101.12	-	-	145.09
5	Maharashtra	168.54	149.23	-	-	168.51
6	Karnataka	210.42	-	-	-	210.42
7	Tamil Nadu	200.32	-	-	-	200.32
8	Residual	199.21	113.28	-	-	198.18
IV.	Textile and Jute Machinery	220.47	117.39	-	-	218.86
1	Gujarat	290.14	-	-	-	290.14
2	Maharashtra	179.13	121.77	-	-	178.46
3	Andhra Pradesh	174.31	147.97	-	-	174.17
4	Tamil Nadu	224.84	113.45	-	-	213.70
5	Residual	266.24	-	-	-	266.24

Table 3.1 contd.....

1	2	3	4	5	6	7
V.	Machine Tools	291.08	124.30	-	-	276.12
1	Punjab	156.33	-	-	-	156.33
2	Uttar Pradesh	177.61	-	-	-	177.61
3	Gujarat	183.92	-	-	-	183.92
4	Maharashtra	196.92	-	-	-	196.92
5	Karnataka	231.86	124.30	-	-	198.24
6	Tamil Nadu	159.97	-	-	-	159.97
7	Residual	469.96	-	-	-	469.96
VI.	Electrical Machinery & Apparatus	165.32	110.65	-	-	163.76
1	Punjab	115.36	100.77	-	-	115.28
2	Haryana	226.75	345.27	-	-	227.21
3	Uttar Pradesh	267.65	-	-	-	267.65
4	Madhya Pradesh	150.83	-	-	-	150.83
5	Maharashtra	201.92	-	-	-	201.92
6	Andhra Pradesh	164.52	97.70	-	-	163.64
7	Karnataka	214.58	88.23	-	-	213.52
8	Tamil Nadu	158.60	109.03	-	-	148.44
9	Residual	133.63	140.00	-	-	133.66
VII.	Electrical Apparatus	149.97	107.11	-	-	142.22
1	Himachal Pradesh	138.11	-	-	-	138.11
2	Uttar Pradesh	138.43	-	-	-	138.43
3	Daman & Diu	130.05	104.90	-	-	114.54
4	Maharashtra	178.61	105.93	-	-	173.54
5	Andhra Pradesh	138.68	87.67	-	-	132.52
6	Tamil Nadu	158.59	119.38	-	-	143.13
7	Residual	143.70	87.49	-	-	140.07
VIII.	Prime Movers, Boilers & Steam Generation	224.52	96.80	-	-	223.45
1	Punjab	140.67	96.01	-	-	140.14
2	Maharashtra	362.04	-	-	-	362.04
3	Andhra Pradesh	166.25	140.00	-	-	165.83
4	Tamil Nadu	128.94	69.09	-	-	125.84
5	Residual	172.34	-	-	-	172.34
IX.	Aluminium Industry	423.76	234.82	-	-	423.50
1	Punjab	137.38	-	-	-	137.38
2	Uttar Pradesh	505.82	473.21	-	-	505.75
3	Orissa	672.55	-	-	-	672.55
4	Chhattisgarh	481.86	-	-	-	481.86
5	Maharashtra	335.85	-	-	-	335.85
6	Residual	222.98	85.83	-	-	222.53
All 9	Engineering Industries	211.92	113.83	-	-	210.61

TABLE 3.2

**AVERAGE DAILY WAGE RATES OF TIME-RATED WORKERS
IN INDUSTRIES BY SEX AND AGE**

Sl. No.	Industry/Stratum	Average Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Iron and Steel	205.14	110.74	-	-	204.98
	1 Punjab	142.17	-	-	-	142.17
	2 West Bengal	127.96	-	-	-	127.96
	3 Jharkhand	174.89	-	-	-	174.89
	4 Orissa	108.83	97.31	-	-	108.81
	5 Chhattisgarh	548.08	-	-	-	548.08
	6 Gujarat	161.36	109.25	-	-	160.83
	7 Maharashtra	244.46	-	-	-	244.46
	8 Andhra Pradesh	158.88	138.46	-	-	158.81
	9 North East	67.16	-	-	-	67.16
	10 Residual	153.71	-	-	-	153.71
II.	Casting & Forgings	152.22	118.14	-	-	151.82
	1 Punjab	178.36	100.77	-	-	177.75
	2 Haryana	151.96	-	-	-	151.96
	3 Uttar Pradesh	174.27	119.23	-	-	173.76
	4 West Bengal	89.26	-	-	-	89.26
	5 Gujarat	177.50	-	-	-	177.50
	6 Maharashtra	158.58	136.00	-	-	158.56
	7 Karnataka	148.14	111.85	-	-	147.65
	8 Tamil Nadu	143.37	127.39	-	-	142.43
	9 Residual	116.73	82.04	-	-	116.26
III.	Agricultural Machinery & Parts	208.43	96.23	-	-	206.49
	1 Punjab	128.84	73.42	-	-	126.59
	2 Haryana	320.08	-	-	-	320.08
	3 Uttar Pradesh	159.79	-	-	-	159.79
	4 Gujarat	149.59	101.12	-	-	145.09
	5 Maharashtra	168.54	149.23	-	-	168.51
	6 Karnataka	210.42	-	-	-	210.42
	7 Tamil Nadu	200.32	-	-	-	200.32
	8 Residual	199.21	113.28	-	-	198.18
IV.	Textile and Jute Machinery	220.47	117.39	-	-	218.86
	1 Gujarat	290.14	-	-	-	290.14
	2 Maharashtra	179.13	121.77	-	-	178.46
	3 Andhra Pradesh	174.31	147.97	-	-	174.17
	4 Tamil Nadu	224.84	113.45	-	-	213.70
	5 Residual	266.24	-	-	-	266.24

Table 3.2 contd.....

1	2	3	4	5	6	7
V.	Machine Tools	291.08	124.30	-	-	276.12
1	Punjab	156.33	-	-	-	156.33
2	Uttar Pradesh	177.61	-	-	-	177.61
3	Gujarat	183.92	-	-	-	183.92
4	Maharashtra	196.92	-	-	-	196.92
5	Karnataka	231.86	124.30	-	-	198.24
6	Tamil Nadu	159.97	-	-	-	159.97
7	Residual	469.96	-	-	-	469.96
VI.	Electrical Machinery & Apparatus	161.47	110.65	-	-	159.95
1	Punjab	115.36	100.77	-	-	115.28
2	Haryana	226.75	345.27	-	-	227.21
3	Uttar Pradesh	291.11	-	-	-	291.11
4	Madhya Pradesh	150.83	-	-	-	150.83
5	Maharashtra	201.92	-	-	-	201.92
6	Andhra Pradesh	164.52	97.70	-	-	163.64
7	Karnataka	214.58	88.23	-	-	213.52
8	Tamil Nadu	158.60	109.03	-	-	148.44
9	Residual	133.63	140.00	-	-	133.66
VII.	Electrical Apparatus	148.25	107.11	-	-	140.44
1	Himachal Pradesh	138.11	-	-	-	138.11
2	Uttar Pradesh	138.43	-	-	-	138.43
3	Daman & Diu	130.05	104.90	-	-	114.54
4	Maharashtra	178.61	105.93	-	-	173.54
5	Andhra Pradesh	138.68	87.67	-	-	132.52
6	Tamil Nadu	158.59	119.38	-	-	143.13
7	Residual	136.82	87.49	-	-	133.05
VIII.	Prime Movers, Boilers & Steam Generation	224.52	96.80	-	-	223.45
1	Punjab	140.67	96.01	-	-	140.14
2	Maharashtra	362.04	-	-	-	362.04
3	Andhra Pradesh	166.25	140.00	-	-	165.83
4	Tamil Nadu	128.94	69.09	-	-	125.84
5	Residual	172.34	-	-	-	172.34
IX.	Aluminium Industry	424.02	234.82	-	-	423.77
1	Punjab	137.63	-	-	-	137.63
2	Uttar Pradesh	505.82	473.21	-	-	505.75
3	Orissa	672.55	-	-	-	672.55
4	Chhattisgarh	481.86	-	-	-	481.86
5	Maharashtra	335.85	-	-	-	335.85
6	Residual	222.98	85.83	-	-	222.53
All 9	Engineering Industries	212.37	113.83	-	-	211.04

TABLE 3.3

**AVERAGE DAILY WAGE RATES OF PIECE-RATED WORKERS
IN INDUSTRIES BY SEX AND AGE**

Sl. No.	Industry/Stratum	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Casting & Forgings	89.61	-	-	-	89.61
	1 Residual	89.61	-	-	-	89.61
II.	Electrical Machinery & Apparatus	247.16	-	-	-	247.16
	1 Uttar Pradesh	247.16	-	-	-	247.16
III.	Electrical Apparatus	178.07	-	-	-	178.07
	1 Residual	178.07	-	-	-	178.07
IV.	Aluminium Industry	109.00	-	-	-	109.00
	1 Punjab	109.00	-	-	-	109.00
All 9	Engineering Industries	167.16	-	-	-	167.16

TABLE 3.4

**AVERAGE DAILY WAGE RATES OF WORKERS IN INDUSTRIES
BY OCCUPATION AND SEX AND AGE**

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Chlidren	Overall
1	2	3	4	5	6	7
I.	Iron and Steel	205.14	110.74	-	-	204.98
	1 Assembler	525.18	-	-	-	525.18
	2 Beltman/Mochi	416.96	-	-	-	416.96
	3 Blacksmith	192.09	-	-	-	192.09
	4 Boiler Attendant	315.50	-	-	-	315.50
	5 Carpenter	192.22	-	-	-	192.22
	6 Chargeman	174.35	-	-	-	174.35
	7 Checker	202.81	109.00	-	-	200.40
	8 Chipper	68.98	-	-	-	68.98
	9 Compressor Operator	141.32	-	-	-	141.32
	10 Coolie/Mazdoor	89.86	-	-	-	89.86
	11 Core Maker	309.83	-	-	-	309.83
	12 Crane Operator	261.87	-	-	-	261.87
	13 Cupolaman	248.70	-	-	-	248.70
	14 Die Maker	194.41	-	-	-	194.41
	15 Driller	159.27	-	-	-	159.27
	16 Driver	359.98	-	-	-	359.98
	17 Electrician	232.53	-	-	-	232.53
	18 Fitter	240.63	-	-	-	240.63
	19 Mech./Elec. Foreman	291.89	-	-	-	291.89
	20 Furnaceman	139.09	-	-	-	139.09
	21 Gas Cutter	307.45	-	-	-	307.45
	22 Grinder	134.00	-	-	-	134.00
	23 Hammerman	100.44	-	-	-	100.44
	24 Helper	120.87	110.00	-	-	120.85
	25 Mistry/Kangani	109.23	-	-	-	109.23
	26 Marker	113.89	-	-	-	113.89
	27 Mason	159.84	-	-	-	159.84
	28 Mechanic(General)	413.51	-	-	-	413.51
	29 Millwright	133.41	-	-	-	133.41
	30 Moulder	186.49	-	-	-	186.49
	31 Packer	148.13	109.00	-	-	145.82
	32 Painter	239.85	-	-	-	239.85
	33 Pattern Maker	168.22	-	-	-	168.22
	34 Planer	159.62	-	-	-	159.62
	35 Plumber	158.05	-	-	-	158.05
	36 Polisher	110.00	-	-	-	110.00
	37 Press Man	158.21	-	-	-	158.21
	38 Pump Attendant	136.58	-	-	-	136.58
	39 Rigger	439.66	-	-	-	439.66
	40 Rollerman/Roller	124.70	-	-	-	124.70

Table 3.4 contd.....

1	2	3	4	5	6	7
41	Shaper Machine Operator	136.84	-	-	-	136.84
42	Sheetmetal Worker	106.69	-	-	-	106.69
43	Supervisor	264.37	-	-	-	264.37
44	Sweeper	136.22	102.85	-	-	134.96
45	Tester	317.88	-	-	-	317.88
46	Tongsman	131.21	-	-	-	131.21
47	Trimmer	135.95	-	-	-	135.95
48	Turner	231.68	-	-	-	231.68
49	Watchman	132.29	-	-	-	132.29
50	Welder	171.56	-	-	-	171.56
51	Winder	685.42	-	-	-	685.42
52	Wireman	146.82	-	-	-	146.82
53	Fork Lift Operator	115.18	-	-	-	115.18
54	Mach. Oper/Machinist	264.43	138.46	-	-	264.24
55	Casting Man	201.46	-	-	-	201.46
56	Milling Machine Operator	162.82	-	-	-	162.82
57	Setter	220.88	-	-	-	220.88
58	Tool Maker	298.39	-	-	-	298.39
59	Generator Operator	100.60	-	-	-	100.60
60	Apprentice/Trainees	70.61	-	-	-	70.61
61	Heater Incharge	196.11	-	-	-	196.11
62	Kiln Man	166.84	-	-	-	166.84
63	Straightner Mach Operator	155.16	-	-	-	155.16
64	Valve Man	131.16	-	-	-	131.16
65	Tilting Tab Mach Operator	132.18	-	-	-	132.18
66	Picker	90.60	-	-	-	90.60
67	Kundiwala	101.69	-	-	-	101.69
68	Miscellaneous	173.16	-	-	-	173.16
II.	Casting & Forgings	151.03	118.14	-	-	150.66
1	Assembler	290.22	-	-	-	290.22
2	Blacksmith	169.03	-	-	-	169.03
3	Boiler Attendant	169.23	-	-	-	169.23
4	Chargehand	152.25	-	-	-	152.25
5	Chargeman	184.49	-	-	-	184.49
6	Checker	182.42	166.25	-	-	181.84
7	Chipper	117.07	-	-	-	117.07
8	Compressor Operator	192.40	-	-	-	192.40
9	Coolie/Mazdoor	112.56	-	-	-	112.56
10	Core Maker	191.41	-	-	-	191.41
11	Crane Operator	153.69	-	-	-	153.69
12	Cupolaman	119.35	-	-	-	119.35
13	Die Maker	189.70	-	-	-	189.70
14	Driller	146.11	-	-	-	146.11
15	Driver	165.45	-	-	-	165.45
16	Electrician	161.86	-	-	-	161.86
17	Fitter	201.01	-	-	-	201.01
18	Mech./Elec. Foreman	278.32	-	-	-	278.32
19	Furnaceman	156.44	-	-	-	156.44
20	Gas Cutter	140.84	-	-	-	140.84

Table 3.4 contd.....

1	2	3	4	5	6	7
21	Grinder	127.94	-	-	-	127.94
22	Hammerman	181.90	-	-	-	181.90
23	Helper	122.58	88.32	-	-	122.07
24	Mistry/Kangani	207.18	-	-	-	207.18
25	Marker	199.47	-	-	-	199.47
26	Mason	186.87	-	-	-	186.87
27	Mate/Mukaddam	118.27	-	-	-	118.27
28	Mechanic(General)	167.46	-	-	-	167.46
29	Motor Mechanic	147.00	-	-	-	147.00
30	Moulder	110.43	70.00	-	-	110.31
31	Packer	133.70	119.23	-	-	132.77
32	Painter	111.22	-	-	-	111.22
33	Pattern Maker	149.70	-	-	-	149.70
34	Planer	139.90	-	-	-	139.90
35	Plater	175.16	-	-	-	175.16
36	Plumber	230.54	-	-	-	230.54
37	Polisher	141.48	-	-	-	141.48
38	Press Man	156.52	-	-	-	156.52
39	Rigger	156.59	-	-	-	156.59
40	Rollerman/Roller	145.25	-	-	-	145.25
41	Shaper Machine Operator	122.67	-	-	-	122.67
42	Sheetmetal Worker	91.00	-	-	-	91.00
43	Supervisor	227.25	-	-	-	227.25
44	Sweeper	132.04	-	-	-	132.04
45	Tester	170.86	-	-	-	170.86
46	Tongsman	148.11	-	-	-	148.11
47	Trimmer	217.43	-	-	-	217.43
48	Turner	158.75	-	-	-	158.75
49	Watchman	134.51	-	-	-	134.51
50	Welder	149.81	-	-	-	149.81
51	Wireman	148.08	-	-	-	148.08
52	Boring Machine Operator	150.00	-	-	-	150.00
53	Fork Lift Operator	144.80	-	-	-	144.80
54	Mach. Oper/Machinist	166.30	137.56	-	-	165.19
55	Casting Man	123.65	-	-	-	123.65
56	Milling Machine Operator	154.90	-	-	-	154.90
57	Setter	203.66	-	-	-	203.66
58	Tool Maker	173.25	-	-	-	173.25
59	Apprentice/Trainees	76.70	-	-	-	76.70
60	Kundiwala	139.30	-	-	-	139.30
61	Sand Mixer	106.16	-	-	-	106.16
62	Miscellaneous	369.64	-	-	-	369.64
III.	Agricultural Machinery & Parts	208.43	96.23	-	-	206.49
1	Assembler	315.30	109.73	-	-	312.28
2	Blacksmith	126.40	-	-	-	126.40
3	Carpenter	220.41	-	-	-	220.41
4	Chargehand	576.18	-	-	-	576.18
5	Chargeman	206.83	-	-	-	206.83
6	Checker	238.73	120.00	-	-	235.05
7	Chipper	209.86	-	-	-	209.86

Table 3.4 contd.....

1	2	3	4	5	6	7
8	Compressor Operator	127.76	-	-	-	127.76
9	Coolie/Mazdoor	99.09	99.00	-	-	99.07
10	Core Maker	221.15	-	-	-	221.15
11	Crane Operator	218.46	-	-	-	218.46
12	Cupolaman	99.00	-	-	-	99.00
13	Die Maker	198.71	-	-	-	198.71
14	Driller	138.20	-	-	-	138.20
15	Driver	200.03	-	-	-	200.03
16	Electrician	271.26	-	-	-	271.26
17	Fitter	165.46	-	-	-	165.46
18	Mech./Elec. Foreman	243.50	-	-	-	243.50
19	Furnaceman	120.32	-	-	-	120.32
20	Gas Cutter	136.79	-	-	-	136.79
21	Grinder	205.40	-	-	-	205.40
22	Hammerman	280.77	-	-	-	280.77
23	Helper	158.07	104.20	-	-	156.21
24	Mistry/Kangani	134.81	-	-	-	134.81
25	Mate/Mukaddam	134.81	-	-	-	134.81
26	Mechanic(General)	373.92	-	-	-	373.92
27	Millwright	219.79	-	-	-	219.79
28	Moulder	114.93	-	-	-	114.93
29	Packer	99.22	78.64	-	-	90.26
30	Painter	279.25	-	-	-	279.25
31	Pattern Maker	220.48	-	-	-	220.48
32	Planer	108.60	-	-	-	108.60
33	Plater	276.92	-	-	-	276.92
34	Plumber	145.55	-	-	-	145.55
35	Press Man	142.60	-	-	-	142.60
36	Rollerman/Roller	101.58	-	-	-	101.58
37	Shaper Machine Operator	90.62	-	-	-	90.62
38	Sheetmetal Worker	80.13	-	-	-	80.13
39	Supervisor	245.48	-	-	-	245.48
40	Sweeper	152.09	106.61	-	-	148.03
41	Tester	452.68	-	-	-	452.68
42	Turner	134.56	-	-	-	134.56
43	Watchman	183.31	-	-	-	183.31
44	Welder	146.32	-	-	-	146.32
45	Wireman	222.17	-	-	-	222.17
46	Boring Machine Operator	137.31	-	-	-	137.31
47	Fork Lift Operator	348.62	-	-	-	348.62
48	Mach. Oper/Machinist	192.16	-	-	-	192.16
49	Casting Man	214.42	-	-	-	214.42
50	Milling Machine Operator	139.95	-	-	-	139.95
51	Setter	179.69	-	-	-	179.69
52	Tool Maker	167.19	-	-	-	167.19
53	Apprentice/Trainees	122.73	-	-	-	122.73
54	Miscellaneous	149.08	-	-	-	149.08
IV.	Textile and Jute Machinery	220.47	117.39	-	-	218.86
1	Assembler	227.28	-	-	-	227.28
2	Boiler Attendant	132.00	-	-	-	132.00
3	Carpenter	185.19	-	-	-	185.19

Table 3.4 contd.....

1	2	3	4	5	6	7
4	Chargeman	268.05	-	-	-	268.05
5	Checker	223.90	-	-	-	223.90
6	Coolie/Mazdoor	161.54	-	-	-	161.54
7	Die Maker	344.36	-	-	-	344.36
8	Driller	214.93	-	-	-	214.93
9	Driver	204.31	-	-	-	204.31
10	Electrician	234.77	-	-	-	234.77
11	Fitter	251.80	-	-	-	251.80
12	Mech./Elec. Foreman	358.11	-	-	-	358.11
13	Gas Cutter	240.34	-	-	-	240.34
14	Grinder	262.43	-	-	-	262.43
15	Helper	145.78	111.06	-	-	143.78
16	Mechanic(General)	247.07	-	-	-	247.07
17	Millwright	433.77	-	-	-	433.77
18	Moulder	158.14	-	-	-	158.14
19	Packer	188.12	147.81	-	-	181.17
20	Painter	234.19	-	-	-	234.19
21	Pattern Maker	148.00	-	-	-	148.00
22	Planer	309.81	-	-	-	309.81
23	Plater	285.00	-	-	-	285.00
24	Polisher	170.00	-	-	-	170.00
25	Press Man	188.85	-	-	-	188.85
26	Sheetmetal Worker	243.06	-	-	-	243.06
27	Supervisor	266.63	-	-	-	266.63
28	Sweeper	131.44	105.35	-	-	129.66
29	Tester	235.25	-	-	-	235.25
30	Tongsman	141.00	-	-	-	141.00
31	Turner	241.92	-	-	-	241.92
32	Watchman	148.16	-	-	-	148.16
33	Welder	242.41	-	-	-	242.41
34	Winder	158.66	-	-	-	158.66
35	Wireman	142.00	-	-	-	142.00
36	Fork Lift Operator	107.69	-	-	-	107.69
37	Mach. Oper/Machinist	245.18	125.00	-	-	240.60
38	Milling Machine Operator	219.08	-	-	-	219.08
39	Capstan	187.02	-	-	-	187.02
V.	Machine Tools	291.08	124.30	-	-	276.12
1	Assembler	241.52	162.05	-	-	223.30
2	Carpenter	515.36	-	-	-	515.36
3	Chargeman	487.04	-	-	-	487.04
4	Checker	362.94	-	-	-	362.94
5	Chipper	109.00	-	-	-	109.00
6	Coolie/Mazdoor	110.83	-	-	-	110.83
7	Crane Operator	577.04	-	-	-	577.04
8	Die Maker	205.71	-	-	-	205.71
9	Driller	416.21	-	-	-	416.21
10	Driver	155.61	-	-	-	155.61
11	Electrician	402.95	-	-	-	402.95
12	Fitter	350.01	-	-	-	350.01
13	Mech./Elec. Foreman	285.29	-	-	-	285.29
14	Furnaceman	597.71	-	-	-	597.71
15	Gas Cutter	552.60	-	-	-	552.60

Table 3.4 contd.....

1	2	3	4	5	6	7
16	Grinder	342.03	-	-	-	342.03
17	Helper	156.09	106.15	-	-	134.62
18	Marker	512.07	-	-	-	512.07
19	Mechanic(General)	167.03	-	-	-	167.03
20	Moulder	472.45	-	-	-	472.45
21	Packer	169.91	-	-	-	169.91
22	Painter	401.31	-	-	-	401.31
23	Pattern Maker	620.20	-	-	-	620.20
24	Planer	552.03	-	-	-	552.03
25	Polisher	144.00	-	-	-	144.00
26	Press Man	159.60	-	-	-	159.60
27	Shaper Machine Operator	148.65	-	-	-	148.65
28	Supervisor	314.19	201.92	-	-	310.70
29	Sweeper	137.64	-	-	-	137.64
30	Tester	246.92	-	-	-	246.92
31	Turner	264.47	-	-	-	264.47
32	Watchman	233.71	-	-	-	233.71
33	Welder	207.92	-	-	-	207.92
34	Winder	161.79	-	-	-	161.79
35	Wireman	232.58	-	-	-	232.58
36	Boring Machine Operator	474.79	-	-	-	474.79
37	Mach. Oper/Machinist	251.01	-	-	-	251.01
38	Casting Man	404.69	-	-	-	404.69
39	Milling Machine Operator	422.64	-	-	-	422.64
40	Tool Maker	298.64	-	-	-	298.64
41	Apprentice/Trainees	121.70	-	-	-	121.70
42	Miscellaneous	385.17	159.62	-	-	372.78
VI.	Electrical Machinery & Apparatus	165.32	110.65	-	-	163.76
1	Armature Winder	216.38	108.27	-	-	126.29
2	Assembler	223.75	165.70	-	-	223.02
3	Carpenter	251.05	-	-	-	251.05
4	Chargehand	282.27	-	-	-	282.27
5	Checker	139.87	96.15	-	-	139.28
6	Coolie/Mazdoor	102.45	-	-	-	102.45
7	Core Maker	107.18	-	-	-	107.18
8	Crane Operator	150.62	-	-	-	150.62
9	Die Maker	117.72	-	-	-	117.72
10	Driller	141.38	-	-	-	141.38
11	Driver	142.86	-	-	-	142.86
12	Electrician	167.45	-	-	-	167.45
13	Fitter	204.68	-	-	-	204.68
14	Mech./Elec. Foreman	289.44	-	-	-	289.44
15	Furnaceman	97.54	-	-	-	97.54
16	Gas Cutter	142.36	-	-	-	142.36
17	Grinder	127.65	-	-	-	127.65
18	Helper	110.78	-	-	-	110.78
19	Mechanic(General)	296.20	-	-	-	296.20
20	Moulder	159.19	-	-	-	159.19
21	Packer	136.10	-	-	-	136.10
22	Painter	159.57	-	-	-	159.57

Table 3.4 contd.....

1	2	3	4	5	6	7
23	Pattern Maker	218.00	-	-	-	218.00
24	Planer	174.36	-	-	-	174.36
25	Plater	130.38	-	-	-	130.38
26	Press Man	154.47	108.41	-	-	151.30
27	Rollerman/Roller	97.54	-	-	-	97.54
28	Sheetmetal Worker	230.35	-	-	-	230.35
29	Supervisor	259.44	-	-	-	259.44
30	Sweeper	122.89	91.35	-	-	116.51
31	Tester	277.18	-	-	-	277.18
32	Turner	285.84	-	-	-	285.84
33	Watchman	132.88	-	-	-	132.88
34	Welder	170.21	-	-	-	170.21
35	Winder	181.92	-	-	-	181.92
36	Wireman	187.54	-	-	-	187.54
37	Fork Lift Operator	268.46	-	-	-	268.46
38	Mach. Oper/Machinist	167.02	-	-	-	167.02
39	Setter	160.39	114.74	-	-	147.18
40	Tool Maker	400.62	-	-	-	400.62
41	Apprentice/Trainees	125.66	-	-	-	125.66
42	Miscellaneous	198.33	-	-	-	198.33
VII.	Electrical Apparatus	149.97	107.11	-	-	142.22
1	Assembler	190.75	105.40	-	-	178.85
2	Chargehand	497.35	-	-	-	497.35
3	Checker	192.42	124.69	-	-	182.65
4	Compressor Operator	196.15	-	-	-	196.15
5	Coolie/Mazdoor	110.67	-	-	-	110.67
6	Die Maker	136.92	-	-	-	136.92
7	Driller	158.79	-	-	-	158.79
8	Driver	128.17	-	-	-	128.17
9	Electrician	134.79	-	-	-	134.79
10	Fitter	148.01	-	-	-	148.01
11	Mech./Elec. Foreman	223.28	-	-	-	223.28
12	Gas Cutter	137.31	-	-	-	137.31
13	Grinder	128.19	-	-	-	128.19
14	Helper	117.24	109.53	-	-	114.75
15	Mistry/Kangani	323.60	-	-	-	323.60
16	Mechanic(General)	156.85	-	-	-	156.85
17	Moulder	131.18	-	-	-	131.18
18	Packer	135.91	115.17	-	-	132.68
19	Painter	230.47	110.00	-	-	221.86
20	Plater	165.91	-	-	-	165.91
21	Polisher	168.08	-	-	-	168.08
22	Press Man	139.51	-	-	-	139.51
23	Shaper Machine Operator	222.96	-	-	-	222.96
24	Sheetmetal Worker	114.66	-	-	-	114.66
25	Supervisor	194.15	-	-	-	194.15
26	Sweeper	111.54	104.68	-	-	109.90
27	Tester	136.18	-	-	-	136.18
28	Turner	162.26	-	-	-	162.26
29	Watchman	154.17	-	-	-	154.17
30	Welder	136.71	-	-	-	136.71

Table 3.4 contd.....

1	2	3	4	5	6	7
31	Winder	153.13	107.12	-	-	137.14
32	Wireman	119.25	-	-	-	119.25
33	Fork Lift Operator	107.01	-	-	-	107.01
34	Mach. Oper/Machinist	149.70	100.33	-	-	134.65
35	Casting Man	137.31	-	-	-	137.31
36	Milling Machine Operator	128.46	-	-	-	128.46
37	Setter	130.69	-	-	-	130.69
38	Tool Maker	149.32	-	-	-	149.32
39	Apprentice/Trainees	100.08	-	-	-	100.08
40	Miscellaneous	136.47	-	-	-	136.47
VIII. Prime Movers, Boilers & Steam Generation		224.52	96.80	-	-	223.45
1	Assembler	97.07	-	-	-	97.07
2	Blacksmith	191.33	-	-	-	191.33
3	Carpenter	96.15	-	-	-	96.15
4	Checker	370.94	-	-	-	370.94
5	Coolie/Mazdoor	132.98	-	-	-	132.98
6	Core Maker	160.16	-	-	-	160.16
7	Crane Operator	164.09	-	-	-	164.09
8	Die Maker	194.14	-	-	-	194.14
9	Driller	159.65	-	-	-	159.65
10	Driver	122.66	-	-	-	122.66
11	Electrician	251.73	-	-	-	251.73
12	Fitter	320.79	-	-	-	320.79
13	Mech./Elec. Foreman	207.71	-	-	-	207.71
14	Furnaceman	178.08	-	-	-	178.08
15	Gas Cutter	165.30	-	-	-	165.30
16	Grinder	176.73	-	-	-	176.73
17	Helper	108.25	97.55	-	-	107.67
18	Loader/Unloader	119.23	-	-	-	119.23
19	Marker	203.45	-	-	-	203.45
20	Mechanic(General)	208.69	-	-	-	208.69
21	Moulder	126.25	-	-	-	126.25
22	Packer	112.60	-	-	-	112.60
23	Painter	214.43	-	-	-	214.43
24	Pattern Maker	522.54	-	-	-	522.54
25	Planer	197.52	-	-	-	197.52
26	Plater	144.67	-	-	-	144.67
27	Polisher	98.08	-	-	-	98.08
28	Press Man	136.00	-	-	-	136.00
29	Pump Attendant	145.00	-	-	-	145.00
30	Rigger	159.88	-	-	-	159.88
31	Shaper Machine Operator	134.90	-	-	-	134.90
32	Supervisor	289.94	-	-	-	289.94
33	Sweeper	118.01	-	-	-	118.01
34	Tester	153.85	-	-	-	153.85
35	Turner	146.53	-	-	-	146.53
36	Watchman	123.26	84.62	-	-	122.82
37	Welder	370.12	-	-	-	370.12
38	Winder	230.15	-	-	-	230.15

Table 3.4 contd.....

1	2	3	4	5	6	7
39	Boring Machine Operator	229.43	-	-	-	229.43
40	Fork Lift Operator	229.32	-	-	-	229.32
41	Mach. Oper/Machinist	240.79	-	-	-	240.79
42	Casting Man	145.00	-	-	-	145.00
43	Milling Machine Operator	172.76	-	-	-	172.76
44	Setter	117.25	-	-	-	117.25
45	Tool Maker	249.88	-	-	-	249.88
46	Apprentice/Trainees	69.01	-	-	-	69.01
47	Hacksaw Man	98.08	-	-	-	98.08
48	Miscellaneous	95.41	-	-	-	95.41
IX.	Aluminium Industry	423.76	234.82	-	-	423.50
1	Assembler	604.86	-	-	-	604.86
2	Beltman/Mochi	542.43	-	-	-	542.43
3	Blacksmith	463.77	-	-	-	463.77
4	Boiler Attendant	439.11	-	-	-	439.11
5	Carpenter	543.23	-	-	-	543.23
6	Chargehand	304.51	-	-	-	304.51
7	Chargeman	419.40	-	-	-	419.40
8	Checker	341.99	-	-	-	341.99
9	Coolie/Mazdoor	196.85	-	-	-	196.85
10	Core Maker	611.19	-	-	-	611.19
11	Crane Operator	412.95	-	-	-	412.95
12	Cupolaman	112.45	-	-	-	112.45
13	Die Maker	301.85	-	-	-	301.85
14	Driller	195.87	-	-	-	195.87
15	Driver	561.83	-	-	-	561.83
16	Electrician	569.57	-	-	-	569.57
17	Fitter	599.15	-	-	-	599.15
18	Mech./Elec. Foreman	502.45	335.00	-	-	502.04
19	Furnaceman	359.67	-	-	-	359.67
20	Gas Cutter	102.84	-	-	-	102.84
21	Grinder	218.47	-	-	-	218.47
22	Hammerman	232.12	-	-	-	232.12
23	Helper	386.01	222.06	-	-	385.17
24	Mistry/Kangani	93.00	-	-	-	93.00
25	Mason	223.85	-	-	-	223.85
26	Mechanic(General)	521.58	-	-	-	521.58
27	Millwright	255.77	-	-	-	255.77
28	Moulder	188.99	-	-	-	188.99
29	Packer	329.71	-	-	-	329.71
30	Painter	183.51	-	-	-	183.51
31	Plater	150.00	-	-	-	150.00
32	Plumber	103.00	-	-	-	103.00
33	Polisher	276.91	-	-	-	276.91
34	Press Man	107.80	-	-	-	107.80
35	Rigger	590.79	-	-	-	590.79
36	Rollerman/Roller	343.56	-	-	-	343.56
37	Shaper Machine Operator	184.17	-	-	-	184.17
38	Sheetmetal Worker	80.77	-	-	-	80.77
39	Supervisor	480.58	440.96	-	-	480.53
40	Sweeper	449.25	-	-	-	449.25

Table 3.4 contd.....

1	2	3	4	5	6	7
41	Tester	207.47	-	-	-	207.47
42	Trimmer	508.42	-	-	-	508.42
43	Turner	338.09	-	-	-	338.09
44	Watchman	233.41	-	-	-	233.41
45	Welder	458.01	-	-	-	458.01
46	Winder	532.36	-	-	-	532.36
47	Wireman	269.33	-	-	-	269.33
48	Fork Lift Operator	360.29	-	-	-	360.29
49	Mach. Oper/Machinist	587.49	-	-	-	587.49
50	Casting Man	257.93	-	-	-	257.93
51	Milling Machine Operator	200.27	-	-	-	200.27
52	Setter	290.52	-	-	-	290.52
53	Tool Maker	207.60	-	-	-	207.60
54	Apprentice/Trainees	79.57	-	-	-	79.57
55	Capsman	130.81	-	-	-	130.81
56	Miscellaneous	191.71	-	-	-	191.71
All 9	Engineering Industries	211.92	113.83	-	-	210.61

TABLE 3.5

**AVERAGE DAILY WAGE RATES OF TIME-RATED WORKERS IN INDUSTRIES
BY OCCUPATION AND SEX AND AGE**

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Chlidren	Overall
1	2	3	4	5	6	7
I.	Iron and Steel	205.14	110.74	-	-	204.98
	1 Assembler	525.18	-	-	-	525.18
	2 Beltman/Mochi	416.96	-	-	-	416.96
	3 Blacksmith	192.09	-	-	-	192.09
	4 Boiler Attendant	315.50	-	-	-	315.50
	5 Carpenter	192.22	-	-	-	192.22
	6 Chargeman	174.35	-	-	-	174.35
	7 Checker	202.81	109.00	-	-	200.40
	8 Chipper	68.98	-	-	-	68.98
	9 Compressor Operator	141.32	-	-	-	141.32
	10 Coolie/Mazdoor	89.86	-	-	-	89.86
	11 Core Maker	309.83	-	-	-	309.83
	12 Crane Operator	261.87	-	-	-	261.87
	13 Cupolaman	248.70	-	-	-	248.70
	14 Die Maker	194.41	-	-	-	194.41
	15 Driller	159.27	-	-	-	159.27
	16 Driver	359.98	-	-	-	359.98
	17 Electrician	232.53	-	-	-	232.53
	18 Fitter	240.63	-	-	-	240.63
	19 Mech./Elec. Foreman	291.89	-	-	-	291.89
	20 Furnaceman	139.09	-	-	-	139.09
	21 Gas Cutter	307.45	-	-	-	307.45
	22 Grinder	134.00	-	-	-	134.00
	23 Hammerman	100.44	-	-	-	100.44
	24 Helper	120.87	110.00	-	-	120.85
	25 Mistry/Kangani	109.23	-	-	-	109.23
	26 Marker	113.89	-	-	-	113.89
	27 Mason	159.84	-	-	-	159.84
	28 Mechanic(General)	413.51	-	-	-	413.51
	29 Millwright	133.41	-	-	-	133.41
	30 Moulder	186.49	-	-	-	186.49
	31 Packer	148.13	109.00	-	-	145.82
	32 Painter	239.85	-	-	-	239.85
	33 Pattern Maker	168.22	-	-	-	168.22
	34 Planer	159.62	-	-	-	159.62
	35 Plumber	158.05	-	-	-	158.05
	36 Polisher	110.00	-	-	-	110.00
	37 Press Man	158.21	-	-	-	158.21
	38 Pump Attendant	136.58	-	-	-	136.58
	39 Rigger	439.66	-	-	-	439.66
	40 Rollerman/Roller	124.70	-	-	-	124.70
	41 Shaper Machine Operator	136.84	-	-	-	136.84

Table 3.5 contd.....

1	2	3	4	5	6	7
42	Sheetmetal Worker	106.69	-	-	-	106.69
43	Supervisor	264.37	-	-	-	264.37
44	Sweeper	136.22	102.85	-	-	134.96
45	Tester	317.88	-	-	-	317.88
46	Tongsman	131.21	-	-	-	131.21
47	Trimmer	135.95	-	-	-	135.95
48	Turner	231.68	-	-	-	231.68
49	Watchman	132.29	-	-	-	132.29
50	Welder	171.56	-	-	-	171.56
51	Winder	685.42	-	-	-	685.42
52	Wireman	146.82	-	-	-	146.82
53	Fork Lift Operator	115.18	-	-	-	115.18
54	Mach. Oper/Machinist	264.43	138.46	-	-	264.24
55	Casting Man	201.46	-	-	-	201.46
56	Milling Machine Operator	162.82	-	-	-	162.82
57	Setter	220.88	-	-	-	220.88
58	Tool Maker	298.39	-	-	-	298.39
59	Generator Operator	100.60	-	-	-	100.60
60	Apprentice/Trainees	70.61	-	-	-	70.61
61	Heater Incharge	196.11	-	-	-	196.11
62	Kiln Man	166.84	-	-	-	166.84
63	Straightner Mach Oper.	155.16	-	-	-	155.16
64	Valve Man	131.16	-	-	-	131.16
65	Tilting Tab Mach Oper.	132.18	-	-	-	132.18
66	Picker	90.60	-	-	-	90.60
67	Kundiwala	101.69	-	-	-	101.69
68	Miscellaneous	173.16	-	-	-	173.16
II.	Casting & Forgings	152.22	118.14	-	-	151.82
1	Assembler	290.22	-	-	-	290.22
2	Blacksmith	169.03	-	-	-	169.03
3	Boiler Attendant	169.23	-	-	-	169.23
4	Chargehand	152.25	-	-	-	152.25
5	Chargeman	184.49	-	-	-	184.49
6	Checker	182.42	166.25	-	-	181.84
7	Chipper	117.07	-	-	-	117.07
8	Compressor Operator	192.40	-	-	-	192.40
9	Coolie/Mazdoor	112.56	-	-	-	112.56
10	Core Maker	191.41	-	-	-	191.41
11	Crane Operator	153.69	-	-	-	153.69
12	Cupolaman	119.35	-	-	-	119.35
13	Die Maker	189.70	-	-	-	189.70
14	Driller	146.11	-	-	-	146.11
15	Driver	165.45	-	-	-	165.45
16	Electrician	161.86	-	-	-	161.86
17	Fitter	201.01	-	-	-	201.01
18	Mech./Elec. Foreman	278.32	-	-	-	278.32
19	Furnaceman	156.44	-	-	-	156.44
20	Gas Cutter	140.84	-	-	-	140.84
21	Grinder	127.94	-	-	-	127.94
22	Hammerman	181.90	-	-	-	181.90

Table 3.5 contd.....

1	2	3	4	5	6	7
23	Helper	122.64	88.32	-	-	122.12
24	Mistry/Kangani	207.18	-	-	-	207.18
25	Marker	199.47	-	-	-	199.47
26	Mason	186.87	-	-	-	186.87
27	Mate/Mukaddam	118.27	-	-	-	118.27
28	Mechanic(General)	167.46	-	-	-	167.46
29	Motor Mechanic	147.00	-	-	-	147.00
30	Moulder	118.12	70.00	-	-	117.91
31	Packer	133.70	119.23	-	-	132.77
32	Painter	111.22	-	-	-	111.22
33	Pattern Maker	149.70	-	-	-	149.70
34	Planer	139.90	-	-	-	139.90
35	Plater	175.16	-	-	-	175.16
36	Plumber	230.54	-	-	-	230.54
37	Polisher	141.48	-	-	-	141.48
38	Press Man	156.52	-	-	-	156.52
39	Rigger	156.59	-	-	-	156.59
40	Rollerman/Roller	145.25	-	-	-	145.25
41	Shaper Machine Operator	122.67	-	-	-	122.67
42	Sheetmetal Worker	91.00	-	-	-	91.00
43	Supervisor	227.25	-	-	-	227.25
44	Sweeper	132.04	-	-	-	132.04
45	Tester	170.86	-	-	-	170.86
46	Tongsman	148.11	-	-	-	148.11
47	Trimmer	217.43	-	-	-	217.43
48	Turner	158.75	-	-	-	158.75
49	Watchman	134.51	-	-	-	134.51
50	Welder	149.81	-	-	-	149.81
51	Wireman	148.08	-	-	-	148.08
52	Boring Machine Operator	150.00	-	-	-	150.00
53	Fork Lift Operator	144.80	-	-	-	144.80
54	Mach. Oper/Machinist	166.30	137.56	-	-	165.19
55	Casting Man	123.65	-	-	-	123.65
56	Milling Machine Operator	154.90	-	-	-	154.90
57	Setter	203.66	-	-	-	203.66
58	Tool Maker	173.25	-	-	-	173.25
59	Apprentice/Trainees	76.70	-	-	-	76.70
60	Kundiwala	139.30	-	-	-	139.30
61	Sand Mixer	106.16	-	-	-	106.16
62	Miscellaneous	369.64	-	-	-	369.64
III.	Agricultural Machinery & Parts	208.43	96.23	-	-	206.49
1	Assembler	315.30	109.73	-	-	312.28
2	Blacksmith	126.40	-	-	-	126.40
3	Carpenter	220.41	-	-	-	220.41
4	Chargehand	576.18	-	-	-	576.18
5	Chargeman	206.83	-	-	-	206.83
6	Checker	238.73	120.00	-	-	235.05
7	Chipper	209.86	-	-	-	209.86
8	Compressor Operator	127.76	-	-	-	127.76

Table 3.5 contd.....

1	2	3	4	5	6	7
9	Coolie/Mazdoor	99.09	99.00	-	-	99.07
10	Core Maker	221.15	-	-	-	221.15
11	Crane Operator	218.46	-	-	-	218.46
12	Cupolaman	99.00	-	-	-	99.00
13	Die Maker	198.71	-	-	-	198.71
14	Driller	138.20	-	-	-	138.20
15	Driver	200.03	-	-	-	200.03
16	Electrician	271.26	-	-	-	271.26
17	Fitter	165.46	-	-	-	165.46
18	Mech./Elec. Foreman	243.50	-	-	-	243.50
19	Furnaceman	120.32	-	-	-	120.32
20	Gas Cutter	136.79	-	-	-	136.79
21	Grinder	205.40	-	-	-	205.40
22	Hammerman	280.77	-	-	-	280.77
23	Helper	158.07	104.20	-	-	156.21
24	Mistry/Kangani	134.81	-	-	-	134.81
25	Mate/Mukaddam	134.81	-	-	-	134.81
26	Mechanic(General)	373.92	-	-	-	373.92
27	Millwright	219.79	-	-	-	219.79
28	Moulder	114.93	-	-	-	114.93
29	Packer	99.22	78.64	-	-	90.26
30	Painter	279.25	-	-	-	279.25
31	Pattern Maker	220.48	-	-	-	220.48
32	Planer	108.60	-	-	-	108.60
33	Plater	276.92	-	-	-	276.92
34	Plumber	145.55	-	-	-	145.55
35	Press Man	142.60	-	-	-	142.60
36	Rollerman/Roller	101.58	-	-	-	101.58
37	Shaper Machine Operator	90.62	-	-	-	90.62
38	Sheetmetal Worker	80.13	-	-	-	80.13
39	Supervisor	245.48	-	-	-	245.48
40	Sweeper	152.09	106.61	-	-	148.03
41	Tester	452.68	-	-	-	452.68
42	Turner	134.56	-	-	-	134.56
43	Watchman	183.31	-	-	-	183.31
44	Welder	146.32	-	-	-	146.32
45	Wireman	222.17	-	-	-	222.17
46	Boring Machine Operator	137.31	-	-	-	137.31
47	Fork Lift Operator	348.62	-	-	-	348.62
48	Mach. Oper/Machinist	192.16	-	-	-	192.16
49	Casting Man	214.42	-	-	-	214.42
50	Milling Machine Operator	139.95	-	-	-	139.95
51	Setter	179.69	-	-	-	179.69
52	Tool Maker	167.19	-	-	-	167.19
53	Apprentice/Trainees	122.73	-	-	-	122.73
54	Miscellaneous	149.08	-	-	-	149.08
IV.	Textile and Jute Machinery	220.47	117.39	-	-	218.86
	1 Assembler	227.28	-	-	-	227.28
	2 Boiler Attendant	132.00	-	-	-	132.00
	3 Carpenter	185.19	-	-	-	185.19

Table 3.5 contd.....

1	2	3	4	5	6	7
4	Chargeman	268.05	-	-	-	268.05
5	Checker	223.90	-	-	-	223.90
6	Coolie/Mazdoor	161.54	-	-	-	161.54
7	Die Maker	344.36	-	-	-	344.36
8	Driller	214.93	-	-	-	214.93
9	Driver	204.31	-	-	-	204.31
10	Electrician	234.77	-	-	-	234.77
11	Fitter	251.80	-	-	-	251.80
12	Mech./Elec. Foreman	358.11	-	-	-	358.11
13	Gas Cutter	240.34	-	-	-	240.34
14	Grinder	262.43	-	-	-	262.43
15	Helper	145.78	111.06	-	-	143.78
16	Mechanic(General)	247.07	-	-	-	247.07
17	Millwright	433.77	-	-	-	433.77
18	Moulder	158.14	-	-	-	158.14
19	Packer	188.12	147.81	-	-	181.17
20	Painter	234.19	-	-	-	234.19
21	Pattern Maker	148.00	-	-	-	148.00
22	Planer	309.81	-	-	-	309.81
23	Plater	285.00	-	-	-	285.00
24	Polisher	170.00	-	-	-	170.00
25	Press Man	188.85	-	-	-	188.85
26	Sheetmetal Worker	243.06	-	-	-	243.06
27	Supervisor	266.63	-	-	-	266.63
28	Sweeper	131.44	105.35	-	-	129.66
29	Tester	235.25	-	-	-	235.25
30	Tongsman	141.00	-	-	-	141.00
31	Turner	241.92	-	-	-	241.92
32	Watchman	148.16	-	-	-	148.16
33	Welder	242.41	-	-	-	242.41
34	Winder	158.66	-	-	-	158.66
35	Wireman	142.00	-	-	-	142.00
36	Fork Lift Operator	107.69	-	-	-	107.69
37	Mach. Oper/Machinist	245.18	125.00	-	-	240.60
38	Milling Machine Operator	219.08	-	-	-	219.08
39	Capstan	187.02	-	-	-	187.02
V.	Machine Tools	291.08	124.30	-	-	276.12
1	Assembler	241.52	162.05	-	-	223.30
2	Carpenter	515.36	-	-	-	515.36
3	Chargeman	487.04	-	-	-	487.04
4	Checker	362.94	-	-	-	362.94
5	Chipper	109.00	-	-	-	109.00
6	Coolie/Mazdoor	110.83	-	-	-	110.83
7	Crane Operator	577.04	-	-	-	577.04
8	Die Maker	205.71	-	-	-	205.71
9	Driller	416.21	-	-	-	416.21
10	Driver	155.61	-	-	-	155.61
11	Electrician	402.95	-	-	-	402.95
12	Fitter	350.01	-	-	-	350.01
13	Mech./Elec. Foreman	285.29	-	-	-	285.29

Table 3.5 contd.....

1	2	3	4	5	6	7
14	Furnaceman	597.71	-	-	-	597.71
15	Gas Cutter	552.60	-	-	-	552.60
16	Grinder	342.03	-	-	-	342.03
17	Helper	156.09	106.15	-	-	134.62
18	Marker	512.07	-	-	-	512.07
19	Mechanic(General)	167.03	-	-	-	167.03
20	Moulder	472.45	-	-	-	472.45
21	Packer	169.91	-	-	-	169.91
22	Painter	401.31	-	-	-	401.31
23	Pattern Maker	620.20	-	-	-	620.20
24	Planer	552.03	-	-	-	552.03
25	Polisher	144.00	-	-	-	144.00
26	Press Man	159.60	-	-	-	159.60
27	Shaper Machine Operator	148.65	-	-	-	148.65
28	Supervisor	314.19	201.92	-	-	310.70
29	Sweeper	137.64	-	-	-	137.64
30	Tester	246.92	-	-	-	246.92
31	Turner	264.47	-	-	-	264.47
32	Watchman	233.71	-	-	-	233.71
33	Welder	207.92	-	-	-	207.92
34	Winder	161.79	-	-	-	161.79
35	Wireman	232.58	-	-	-	232.58
36	Boring Machine Operator	474.79	-	-	-	474.79
37	Mach. Oper/Machinist	251.01	-	-	-	251.01
38	Casting Man	404.69	-	-	-	404.69
39	Milling Machine Operator	422.64	-	-	-	422.64
40	Tool Maker	298.64	-	-	-	298.64
41	Apprentice/Trainees	121.70	-	-	-	121.70
42	Miscellaneous	385.17	159.62	-	-	372.78
VI.	Electrical Machinery & Apparatus	161.47	110.65	-	-	159.95
1	Armature Winder	216.38	108.27	-	-	126.29
2	Assembler	221.97	165.70	-	-	221.26
3	Carpenter	251.05	-	-	-	251.05
4	Chargehand	282.27	-	-	-	282.27
5	Checker	139.87	96.15	-	-	139.28
6	Coolie/Mazdoor	102.45	-	-	-	102.45
7	Core Maker	107.18	-	-	-	107.18
8	Crane Operator	150.62	-	-	-	150.62
9	Die Maker	117.72	-	-	-	117.72
10	Driller	141.38	-	-	-	141.38
11	Driver	142.86	-	-	-	142.86
12	Electrician	167.45	-	-	-	167.45
13	Fitter	190.47	-	-	-	190.47
14	Mech./Elec. Foreman	289.44	-	-	-	289.44
15	Furnaceman	97.54	-	-	-	97.54
16	Gas Cutter	142.36	-	-	-	142.36
17	Grinder	127.65	-	-	-	127.65
18	Helper	103.05	-	-	-	103.05
19	Mechanic(General)	296.20	-	-	-	296.20

Table 3.5 contd.....

1	2	3	4	5	6	7
20	Moulder	159.19	-	-	-	159.19
21	Packer	136.10	-	-	-	136.10
22	Painter	159.57	-	-	-	159.57
23	Pattern Maker	218.00	-	-	-	218.00
24	Planer	174.36	-	-	-	174.36
25	Plater	130.38	-	-	-	130.38
26	Press Man	154.47	108.41	-	-	151.30
27	Rollerman/Roller	97.54	-	-	-	97.54
28	Sheetmetal Worker	230.35	-	-	-	230.35
29	Supervisor	259.44	-	-	-	259.44
30	Sweeper	122.89	91.35	-	-	116.51
31	Tester	246.28	-	-	-	246.28
32	Turner	285.84	-	-	-	285.84
33	Watchman	132.88	-	-	-	132.88
34	Welder	170.21	-	-	-	170.21
35	Winder	170.95	-	-	-	170.95
36	Wireman	187.54	-	-	-	187.54
37	Fork Lift Operator	268.46	-	-	-	268.46
38	Mach. Oper/Machinist	156.25	-	-	-	156.25
39	Setter	160.39	114.74	-	-	147.18
40	Tool Maker	400.62	-	-	-	400.62
41	Apprentice/Trainees	125.66	-	-	-	125.66
42	Miscellaneous	198.33	-	-	-	198.33
VII.	Electrical Apparatus	148.25	107.11	-	-	140.44
1	Assembler	190.75	105.40	-	-	178.85
2	Chargehand	497.35	-	-	-	497.35
3	Checker	192.42	124.69	-	-	182.65
4	Compressor Operator	196.15	-	-	-	196.15
5	Coolie/Mazdoor	110.67	-	-	-	110.67
6	Die Maker	136.92	-	-	-	136.92
7	Driller	135.06	-	-	-	135.06
8	Driver	128.17	-	-	-	128.17
9	Electrician	134.79	-	-	-	134.79
10	Fitter	138.02	-	-	-	138.02
11	Mech./Elec. Foreman	223.28	-	-	-	223.28
12	Gas Cutter	137.31	-	-	-	137.31
13	Grinder	128.19	-	-	-	128.19
14	Helper	115.45	109.53	-	-	113.49
15	Mechanic(General)	156.85	-	-	-	156.85
16	Moulder	131.18	-	-	-	131.18
17	Packer	134.13	115.17	-	-	131.10
18	Painter	230.47	110.00	-	-	221.86
19	Plater	165.91	-	-	-	165.91
20	Polisher	168.08	-	-	-	168.08
21	Press Man	139.51	-	-	-	139.51
22	Shaper Machine Operator	222.96	-	-	-	222.96
23	Sheetmetal Worker	114.66	-	-	-	114.66
24	Supervisor	194.51	-	-	-	194.51
25	Sweeper	111.54	104.68	-	-	109.90
26	Tester	136.18	-	-	-	136.18

Table 3.5 contd.....

1	2	3	4	5	6	7
27	Turner	134.86	-	-	-	134.86
28	Watchman	154.17	-	-	-	154.17
29	Welder	136.71	-	-	-	136.71
30	Winder	153.13	107.12	-	-	137.14
31	Wireman	119.25	-	-	-	119.25
32	Fork Lift Operator	107.01	-	-	-	107.01
33	Mach. Oper/Machinist	150.11	100.33	-	-	133.57
34	Casting Man	137.31	-	-	-	137.31
35	Milling Machine Operator	128.46	-	-	-	128.46
36	Setter	130.69	-	-	-	130.69
37	Tool Maker	160.65	-	-	-	160.65
38	Apprentice/Trainees	100.08	-	-	-	100.08
39	Miscellaneous	136.47	-	-	-	136.47
VIII. Prime Movers, Boilers & Steam Generation		224.52	96.80	-	-	223.45
1	Assembler	97.07	-	-	-	97.07
2	Blacksmith	191.33	-	-	-	191.33
3	Carpenter	96.15	-	-	-	96.15
4	Checker	370.94	-	-	-	370.94
5	Coolie/Mazdoor	132.98	-	-	-	132.98
6	Core Maker	160.16	-	-	-	160.16
7	Crane Operator	164.09	-	-	-	164.09
8	Die Maker	194.14	-	-	-	194.14
9	Driller	159.65	-	-	-	159.65
10	Driver	122.66	-	-	-	122.66
11	Electrician	251.73	-	-	-	251.73
12	Fitter	320.79	-	-	-	320.79
13	Mech./Elec. Foreman	207.71	-	-	-	207.71
14	Furnaceman	178.08	-	-	-	178.08
15	Gas Cutter	165.30	-	-	-	165.30
16	Grinder	176.73	-	-	-	176.73
17	Helper	108.25	97.55	-	-	107.67
18	Loader/Unloader	119.23	-	-	-	119.23
19	Marker	203.45	-	-	-	203.45
20	Mechanic(General)	208.69	-	-	-	208.69
21	Moulder	126.25	-	-	-	126.25
22	Packer	112.60	-	-	-	112.60
23	Painter	214.43	-	-	-	214.43
24	Pattern Maker	522.54	-	-	-	522.54
25	Planer	197.52	-	-	-	197.52
26	Plater	144.67	-	-	-	144.67
27	Polisher	98.08	-	-	-	98.08
28	Press Man	136.00	-	-	-	136.00
29	Pump Attendant	145.00	-	-	-	145.00
30	Rigger	159.88	-	-	-	159.88
31	Shaper Machine Operator	134.90	-	-	-	134.90
32	Supervisor	289.94	-	-	-	289.94
33	Sweeper	118.01	-	-	-	118.01
34	Tester	153.85	-	-	-	153.85
35	Turner	146.53	-	-	-	146.53

Table 3.5 contd.....

1	2	3	4	5	6	7
36	Watchman	123.26	84.62	-	-	122.82
37	Welder	370.12	-	-	-	370.12
38	Winder	230.15	-	-	-	230.15
39	Boring Machine Operator	229.43	-	-	-	229.43
40	Fork Lift Operator	229.32	-	-	-	229.32
41	Mach. Oper/Machinist	240.79	-	-	-	240.79
42	Casting Man	145.00	-	-	-	145.00
43	Milling Machine Operator	172.76	-	-	-	172.76
44	Setter	117.25	-	-	-	117.25
45	Tool Maker	249.88	-	-	-	249.88
46	Apprentice/Trainees	69.01	-	-	-	69.01
47	Hacksaw Man	98.08	-	-	-	98.08
48	Miscellaneous	95.41	-	-	-	95.41
IX.	Aluminium Industry	424.02	234.82	-	-	423.77
1	Assembler	604.86	-	-	-	604.86
2	Beltman/Mochi	542.43	-	-	-	542.43
3	Blacksmith	463.77	-	-	-	463.77
4	Boiler Attendant	439.11	-	-	-	439.11
5	Carpenter	543.23	-	-	-	543.23
6	Chargehand	304.51	-	-	-	304.51
7	Chargeman	419.40	-	-	-	419.40
8	Checker	341.99	-	-	-	341.99
9	Coolie/Mazdoor	196.85	-	-	-	196.85
10	Core Maker	611.19	-	-	-	611.19
11	Crane Operator	412.95	-	-	-	412.95
12	Cupolaman	112.45	-	-	-	112.45
13	Die Maker	301.85	-	-	-	301.85
14	Driller	195.87	-	-	-	195.87
15	Driver	561.83	-	-	-	561.83
16	Electrician	569.57	-	-	-	569.57
17	Fitter	599.15	-	-	-	599.15
18	Mech./Elec. Foreman	502.45	335.00	-	-	502.04
19	Furnaceman	359.67	-	-	-	359.67
20	Gas Cutter	102.84	-	-	-	102.84
21	Grinder	218.47	-	-	-	218.47
22	Hammerman	232.12	-	-	-	232.12
23	Helper	386.01	222.06	-	-	385.17
24	Mistry/Kangani	93.00	-	-	-	93.00
25	Mason	223.85	-	-	-	223.85
26	Mechanic(General)	521.58	-	-	-	521.58
27	Millwright	255.77	-	-	-	255.77
28	Moulder	229.62	-	-	-	229.62
29	Packer	329.71	-	-	-	329.71
30	Painter	183.51	-	-	-	183.51
31	Plater	150.00	-	-	-	150.00
32	Plumber	103.00	-	-	-	103.00
33	Polisher	276.91	-	-	-	276.91
34	Press Man	107.80	-	-	-	107.80
35	Rigger	590.79	-	-	-	590.79
36	Rollerman/Roller	343.56	-	-	-	343.56

Table 3.5 contd.....

1	2	3	4	5	6	7
37	Shaper Machine Operator	184.17	-	-	-	184.17
38	Sheetmetal Worker	80.77	-	-	-	80.77
39	Supervisor	480.58	440.96	-	-	480.53
40	Sweeper	449.25	-	-	-	449.25
41	Tester	207.47	-	-	-	207.47
42	Trimmer	508.42	-	-	-	508.42
43	Turner	338.09	-	-	-	338.09
44	Watchman	233.41	-	-	-	233.41
45	Welder	458.01	-	-	-	458.01
46	Winder	532.36	-	-	-	532.36
47	Wireman	269.33	-	-	-	269.33
48	Fork Lift Operator	360.29	-	-	-	360.29
49	Mach. Oper/Machinist	587.49	-	-	-	587.49
50	Casting Man	257.93	-	-	-	257.93
51	Milling Machine Operator	200.27	-	-	-	200.27
52	Setter	290.52	-	-	-	290.52
53	Tool Maker	207.60	-	-	-	207.60
54	Apprentice/Trainees	79.57	-	-	-	79.57
55	Capsman	130.81	-	-	-	130.81
56	Miscellaneous	191.71	-	-	-	191.71
All 9	Engineering Industries	212.37	113.83	-	-	211.04

TABLE 3.6

**AVERAGE DAILY WAGE RATES OF PIECE-RATED WORKERS IN INDUSTRIES
BY OCCUPATION AND SEX AND AGE**

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Chlidren	Overall
1	2	3	4	5	6	7
I.	Casting & Forgings	89.61	-	-	-	89.61
	1 Helper	83.00	-	-	-	83.00
	2 Moulder	89.76	-	-	-	89.76
II.	Electrical Machinery & Apparatus	247.16	-	-	-	247.16
	1 Assembler	304.33	-	-	-	304.33
	2 Fitter	260.75	-	-	-	260.75
	3 Helper	184.67	-	-	-	184.67
	4 Tester	481.20	-	-	-	481.20
	5 Winder	589.25	-	-	-	589.25
	6 Mach. Oper/Machinist	450.67	-	-	-	450.67
III.	Electrical Apparatus	178.07	-	-	-	178.07
	1 Driller	161.88	-	-	-	161.88
	2 Fitter	224.25	-	-	-	224.25
	3 Helper	164.33	-	-	-	164.33
	4 Mistry/Kangani	323.60	-	-	-	323.60
	5 Packer	188.00	-	-	-	188.00
	6 Supervisor	177.50	-	-	-	177.50
	7 Turner	239.00	-	-	-	239.00
	8 Mach. Oper/Machinist	146.67	-	-	-	146.67
	9 Tool Maker	138.00	-	-	-	138.00
IV.	Aluminium Industry	109.00	-	-	-	109.00
	1 Moulder	109.00	-	-	-	109.00
All 9 Engineering Industries		167.16	-	-	-	167.16

TABLE 3.7

**TREND IN AVERAGE DAILY WAGE RATES AND REAL WAGE RATES OF WORKERS IN INDUSTRIES
AT FIRST ROUND REFERENCE YEAR PRICE**

Sl. No.	Industry/ OWS Round Number/ Reference Year	Average Daily Wage Rates (Rs.) of Workers							Real Wage Rate (Rs.)	Percentage\$ Change in	
		By Sexage Groups				By System of Wage payment		Overall		Wage Rate at Current Price	Real Wage Rate
		Men	Women	Adole- scents	Child.	Time Rated	Piece Rated				
1	2	3	4	5	6	7	8	9	10	11	12
I. Iron and Steel											
	First Round(1959)	-	-	-	-	-	-	4.83	4.83	-	-
	Second Round(1963)	6.56	2.89	-	-	-	-	6.55	5.17	35.65	7.15
	Third Round(1975)	19.41	15.08	3.00	-	19.34	-	19.34	5.90	195.49	15.13
	Fourth Round(1987)	40.92	20.01	-	-	40.87	38.77	40.86	5.57	111.25	-6.84
	Fifth Round(1996)	135.23	61.03	-	-	135.13	-	135.13	8.04	230.76	51.19
	Sixth Round(2008)	205.14	110.74	-	-	204.98	-	204.98	6.20	51.69	-38.13
II. Casting & Forgings											
	First Round(1959)	-	-	-	-	-	-	3.30	3.30	-	-
	Second Round(1963)	3.73	1.76	-	2.01	-	-	3.72	2.94	12.58	-10.91
	Third Round(1975)	14.06	10.44	-	-	14.03	-	14.03	4.28	277.66	40.61
	Fourth Round(1987)	46.12	48.19	-	-	46.26	41.99	46.17	6.29	229.08	60.91
	Fifth Round(1996)	80.81	41.29	-	-	80.53	-	80.53	4.79	74.42	-45.46
	Sixth Round(2008)	151.03	118.14	-	-	151.82	89.61	150.66	4.56	87.09	-6.97
III. Agricultural Machinery & Parts											
	First Round(1959)	-	-	-	-	-	-	3.09	3.09	-	-
	Second Round(1963)	3.98	2.59	-	1.33	-	-	3.98	3.15	28.80	1.94
	Third Round(1975)	12.18	6.85	-	-	12.24	10.22	12.18	3.72	205.90	18.45
	Fourth Round(1987)	31.55	16.16	-	-	31.53	30.10	31.53	4.30	158.93	18.77
	Fifth Round(1996)	75.72	66.78	-	-	75.99	-	75.67	4.50	140.03	6.47
	Sixth Round(2008)	208.43	96.23	-	-	206.49	-	206.49	6.25	172.88	56.64

Table 3.7 contd.....

1	2	3	4	5	6	7	8	9	10	11	12
IV. Textile and Jute Machinery											
First Round(1959)	-	-	-	-	-	-	-	4.69	4.69	-	-
Second Round(1963)	5.03	4.35	-	-	0.36	-	-	4.93	3.90	5.23	-16.76
Third Round(1975)	15.27	10.02	-	-	-	15.25	-	15.25	4.65	209.23	16.01
Fourth Round(1987)	36.60	21.43	-	-	-	36.36	15.00	36.34	4.95	138.34	6.41
Fifth Round(1996)	86.67	46.05	-	-	-	86.62	-	86.62	5.15	138.38	4.27
Sixth Round(2008)	220.47	117.39	-	-	-	218.86	-	218.86	6.62	152.68	31.37
V. Machine Tools											
First Round(1959)	-	-	-	-	-	-	-	3.92	3.92	-	-
Second Round(1963)	4.58	3.84	-	-	-	-	-	4.57	3.61	16.45	-7.91
Third Round(1975)	18.13	8.80	5.38	-	-	18.10	11.74	18.10	5.52	296.39	48.73
Fourth Round(1987)	48.96	65.73	-	-	-	49.10	57.07	49.11	6.69	171.40	29.84
Fifth Round(1996)	126.25	57.41	-	-	-	126.02	-	126.02	7.50	156.61	20.67
Sixth Round(2008)	291.08	124.30	-	-	-	276.12	-	276.12	8.35	119.11	21.68
VI. Electrical Machinery & Apparatus											
First Round(1959)	-	-	-	-	-	-	-	3.89	3.89	-	-
Second Round(1963)	5.35	3.62	-	-	1.78	-	-	5.30	4.18	36.29	7.59
Third Round(1975)	17.44	15.55	-	-	-	17.41	-	17.41	5.31	228.71	29.09
Fourth Round(1987)	64.71	43.45	-	-	-	64.39	-	64.39	8.78	269.92	89.32
Fifth Round(1996)	92.96	59.89	-	-	-	92.11	-	92.11	5.48	43.06	-84.94
Sixth Round(2008)	165.32	110.65	-	-	-	159.95	247.16	163.76	4.95	77.79	-13.65
VII. Electrical Apparatus											
First Round(1959)	-	-	-	-	-	-	-	3.89	3.89	-	-
Second Round(1963)	5.35	3.62	-	-	1.78	-	-	5.30	4.18	36.29	7.59
Third Round(1975)	19.21	7.89	-	-	-	17.72	24.48	18.81	5.74	255.24	40.16
Fourth Round(1987)	40.57	32.76	-	-	-	38.80	30.76	38.72	5.28	105.85	-11.84
Fifth Round(1996)	81.88	44.48	-	-	-	76.32	44.10	76.04	4.52	96.37	-19.57
Sixth Round(2008)	149.97	107.11	-	-	-	140.44	178.07	142.22	4.30	87.05	-5.66

Table 3.7 contd.....

1	2	3	4	5	6	7	8	9	10	11	12
VIII. Prime Movers, Boilers & Steam Generation											
Third Round(1975)	17.44	15.41	-	-	17.45	9.41	17.44	17.44	17.44	-	-
Fourth Round(1987)	67.22	47.25	-	-	67.22	-	67.22	30.01	285.52	72.13	
Fifth Round(1996)	106.65	-	-	-	106.65	-	106.65	20.79	58.66	-52.89	
Sixth Round(2008)	224.52	96.80	-	-	223.45	-	223.45	22.14	109.53	7.75	
IX. Aluminium Industry											
Fourth Round(1987)	46.35	27.02	-	-	46.16	-	46.16	46.16	-	-	
Fifth Round(1996)	124.02	43.57	-	-	123.17	-	123.17	53.77	166.82	16.49	
Sixth Round(2008)	423.76	234.82	-	-	423.77	109.00	423.50	94.01	243.85	87.17	

Note: Average daily wage rates up to fifth round correspond to mean of the average daily minimum and maximum wage rates.

\$: Percentage increase has been measured with respect to that in the previous round.

*: Indicates non-availability of the wage data.

TABLE 3.8
PERCENTAGE OF UNITS PAYING DEARNESS ALLOWANCE, UTILISATION OF
CONSUMER PRICE INDEX NUMBERS, BASE YEARS AND SCOPE IN INDUSTRIES

Sl. No.	Industry/Stratum	Total No. of Units in the Industry	% of Units Paying D.A.	% of Units Using CPI			% of Units Using Bureau Series with Base Year			% Use of Bureau Index Centres	
				Bureau Series	State Series	None	1982	1960	Others	AICPI	Others
1	2	3	4	5	6	7	8	9	10	11	12
I.	Iron and Steel	2527	17.77	42.54	.	57.46	14.14	72.25	13.61	27.75	72.25
	1 Punjab	183	.	.	.	.	.	.	.	.	.
	2 West Bengal	201	9.95	100.00	.	.	.	100.00	.	.	100.00
	3 Jharkhand	128	31.25	.	.	100.00	.	.	.	.	.
	4 Orissa	115	51.30	50.00	.	50.00	.	100.00	.	.	100.00
	5 Chhattisgarh	150	58.67	100.00	.	.	.	100.00	.	29.55	70.45
	6 Gujarat	597	9.88	.	.	100.00	.	.	.	.	.
	7 Maharashtra	148	16.22	.	.	100.00	.	.	.	.	.
	8 Andhra Pradesh	205	51.22	25.00	.	75.00	.	.	100.00	.	100.00
	9 North East	40	.	.	.	.	.	.	.	.	.
	10 Residual	760	7.11	50.00	.	50.00	100.00	.	.	100.00	.
II.	Casting & Forgings	2142	22.97	4.48	1.22	94.30	.	100.00	.	.	100.00
	1 Punjab	73	8.22	.	100.00	.	.	.	.	.	.
	2 Haryana	87	37.93	.	.	100.00	.	.	.	.	.
	3 Uttar Pradesh	247	17.00	.	.	100.00	.	.	.	.	.
	4 West Bengal	112	.	.	.	.	.	.	.	.	.
	5 Gujarat	140	20.71	.	.	100.00	.	.	.	.	.
	6 Maharashtra	485	25.98	.	.	100.00	.	.	.	.	.
	7 Karnataka	149	70.47	.	.	100.00	.	.	.	.	.
	8 Tamil Nadu	512	29.49	14.67	.	85.33	.	100.00	.	.	100.00
	9 Residual	337	.	.	.	.	.	.	.	.	.

Table 3.8 contd.....

1	2	3	4	5	6	7	8	9	10	11	12
III.	Agricultural Machinery & Parts	273	15.02	39.02	.	60.98	25.00	43.75	31.25	.	100.00
1	Punjab	54	.	.	.	.	.	.	.	.	.
2	Haryana	26	15.38	100.00	.	.	.	100.00	.	.	100.00
3	Uttar Pradesh	22	.	.	.	.	.	.	.	.	.
4	Gujarat	15	66.67	.	.	100.00	.	.	.	.	.
5	Maharashtra	17	11.76	.	.	100.00	.	.	.	.	.
6	Karnataka	14	57.14	100.00	.	.	.	37.50	62.50	.	100.00
7	Tamil Nadu	21	14.29	.	.	100.00	.	.	.	.	.
8	Residual	104	13.46	28.57	.	71.43	100.00	.	.	.	100.00
IV.	Textile and Jute Machinery	186	16.67	.	.	100.00	.	.	.	.	.
1	Gujarat	12	16.67	.	.	100.00	.	.	.	.	.
2	Maharashtra	114	15.79	.	.	100.00	.	.	.	.	.
3	Andhra Pradesh	17	5.88	.	.	100.00	.	.	.	.	.
4	Tamil Nadu	12	33.33	.	.	100.00	.	.	.	.	.
5	Residual	31	19.35	.	.	100.00	.	.	.	.	.
V.	Machine Tools	336	34.23	7.83	.	92.17	100.00	.	.	.	100.00
1	Punjab	42	.	.	.	.	.	.	.	.	.
2	Uttar Pradesh	31	51.61	.	.	100.00	.	.	.	.	.
3	Gujarat	26	19.23	.	.	100.00	.	.	.	.	.
4	Maharashtra	26	100.00	.	.	100.00	.	.	.	.	.
5	Karnataka	105	27.62	.	.	100.00	.	.	.	.	.
6	Tamil Nadu	18	50.00	.	.	100.00	.	.	.	.	.
7	Residual	88	34.09	30.00	.	70.00	100.00	.	.	.	100.00

Table 3.8 contd.....

1	2	3	4	5	6	7	8	9	10	11	12
VI.	Electrical Machinery & Apparatus	681	12.63	18.39	14.94	66.67	43.75	31.25	25.00	.	100.00
1	Punjab	79	.	.	.	.	.	.	.	.	.
2	Haryana	33	3.03	.	.	100.00	.	.	.	.	.
3	Uttar Pradesh	36	11.11	.	.	100.00	.	.	.	.	.
4	Madhya Pradesh	11	.	.	.	.	.	.	.	.	.
5	Maharashtra	81	16.05	.	100.00	.	.	.	.	.	.
6	Andhra Pradesh	74	28.38	19.05	.	80.95	.	.	100.00	.	100.00
7	Karnataka	103	27.18	24.14	.	75.86	100.00	.	.	.	100.00
8	Tamil Nadu	46	10.87	100.00	.	.	.	100.00	.	.	100.00
9	Residual	218	6.42	.	.	100.00	.	.	.	.	.
VII.	Electrical Apparatus	122	13.93	5.88	.	94.12	.	.	100.00	.	100.00
1	Himachal Pradesh	10	.	.	.	.	.	.	.	.	.
2	Uttar Pradesh	10	40.00	.	.	100.00	.	.	.	.	.
3	Daman & Diu	10	.	.	.	.	.	.	.	.	.
4	Maharashtra	7	28.57	.	.	100.00	.	.	.	.	.
5	Andhra Pradesh	10	10.00	100.00	.	.	.	.	100.00	.	100.00
6	Tamil Nadu	8	62.50	.	.	100.00	.	.	.	.	.
7	Residual	67	7.46	.	.	100.00	.	.	.	.	.
VIII.	Prime Movers, Boilers & Steam Generation	529	6.81	.	.	100.00	.	.	.	.	.
1	Punjab	247	.	.	.	.	.	.	.	.	.
2	Maharashtra	35	34.29	.	.	100.00	.	.	.	.	.
3	Andhra Pradesh	81	.	.	.	.	.	.	.	.	.
4	Tamil Nadu	74	20.27	.	.	100.00	.	.	.	.	.
5	Residual	92	9.78	.	.	100.00	.	.	.	.	.

Table 3.8 contd.....

1	2	3	4	5	6	7	8	9	10	11	12
IX.	Aluminium Industry	268	15.67	41.86	18.61	39.53	22.22	77.78	.	5.56	94.44
1	Punjab	120	.	.	.	.	.	.	.	.	.
2	Uttar Pradesh	4	25.00	.	.	100.00	.	.	.	.	.
3	Orissa	9	66.67	83.33	.	16.67	.	100.00	.	.	100.00
4	Chhattisgarh	9	55.56	100.00	.	.	80.00	20.00	.	20.00	80.00
5	Maharashtra	16	43.75	.	.	100.00	.	.	.	.	.
6	Residual	110	20.91	33.33	33.34	33.33	.	100.00	.	.	100.00
All 9	Engineering Industries	7064	18.53	20.84	2.06	77.10	18.68	68.13	13.19	19.78	80.22

CPI: Consumer Price Index Numbers, Bureau: Labour Bureau and AICPI: All India Consumer Price Index Numbers.

TABLE 3.9

**PERCENTAGE OF EMPLOYEES (MANUAL & NON-MANUAL)
RECEIVING DEARNESS ALLOWANCE IN INDUSTRIES**

Sl. No.	Industry/Stratum	Estimated No. of Total Employees in the		Percentage of Employees Receiving DA in the	
		Units Paying DA	Industry	Units Paying DA	Industry
1	2	3	4	5	6
I.	Iron and Steel	71564	182854	88.90	34.79
	1 Punjab	-	13408	-	-
	2 West Bengal	7313	17915	57.34	23.40
	3 Jharkhand	4897	10015	84.19	41.17
	4 Orissa	20411	28202	97.53	70.58
	5 Chhattisgarh	15772	18829	100.00	83.76
	6 Gujarat	2146	23738	81.17	7.34
	7 Maharashtra	16732	27317	83.29	51.02
	8 Andhra Pradesh	1725	8737	84.87	16.76
	9 North East	-	554	-	-
	10 Residual	2568	34139	96.81	7.28
II.	Casting & Forgings	58575	112975	73.60	38.16
	1 Punjab	2272	5555	48.68	19.91
	2 Haryana	2325	5103	82.84	37.74
	3 Uttar Pradesh	6063	11054	62.44	34.25
	4 West Bengal	-	6199	-	-
	5 Gujarat	17357	18511	82.37	77.24
	6 Maharashtra	15566	26650	54.76	31.98
	7 Karnataka	9632	10600	91.09	82.77
	8 Tamil Nadu	5360	14114	87.67	33.29
	9 Residual	-	15189	-	-
III.	Agricultural Machinery & Parts	13947	23648	58.25	34.35
	1 Punjab	-	2446	-	-
	2 Haryana	4608	5254	47.05	41.26
	3 Uttar Pradesh	-	919	-	-
	4 Gujarat	2245	2278	62.76	61.85
	5 Maharashtra	2826	3500	46.57	37.60
	6 Karnataka	1806	2217	57.86	47.14
	7 Tamil Nadu	638	1165	80.41	44.03
	8 Residual	1824	5869	91.72	28.51
IV.	Textile and Jute Machinery	5909	9392	75.09	47.24
	1 Gujarat	1066	1212	92.50	81.35
	2 Maharashtra	2152	3469	64.54	40.04
	3 Andhra Pradesh	187	1466	92.51	11.80
	4 Tamil Nadu	738	954	63.69	49.27
	5 Residual	1766	2291	80.35	61.94

Table 3.9 contd.....

1	2	3	4	5	6
V.	Machine Tools	13035	15993	87.96	71.69
1	Punjab	-	478	-	-
2	Uttar Pradesh	1385	1523	62.53	56.86
3	Gujarat	928	1138	47.74	38.93
4	Maharashtra	2117	2117	76.33	76.33
5	Karnataka	4133	5143	100.00	80.36
6	Tamil Nadu	252	639	92.86	36.62
7	Residual	4220	4955	98.89	84.22
VI.	Electrical Machinery & Apparatus	11889	47162	75.07	18.92
1	Punjab	-	3282	-	-
2	Haryana	1092	1492	52.66	38.54
3	Uttar Pradesh	1726	4299	49.88	20.03
4	Madhya Pradesh	-	876	-	-
5	Maharashtra	643	4078	100.00	15.77
6	Andhra Pradesh	4436	5717	96.44	74.83
7	Karnataka	3492	4707	59.22	43.93
8	Tamil Nadu	360	5114	100.00	7.04
9	Residual	140	17597	100.00	0.80
VII.	Electrical Apparatus	1696	8016	58.02	12.28
1	Himachal Pradesh	-	783	-	-
2	Uttar Pradesh	343	781	35.86	15.75
3	Daman & Diu	-	987	-	-
4	Maharashtra	170	1545	100.00	11.00
5	Andhra Pradesh	150	298	66.00	33.22
6	Tamil Nadu	667	1345	73.76	36.58
7	Residual	366	2277	27.32	4.39
VIII.	Prime Movers, Boilers & Steam Generation	23747	41639	47.37	27.02
1	Punjab	-	3852	-	-
2	Maharashtra	12852	14359	62.98	56.37
3	Andhra Pradesh	-	7178	-	-
4	Tamil Nadu	869	2884	100.00	30.13
5	Residual	10026	13366	22.80	17.10
IX.	Aluminium Industry	35649	48592	88.22	64.72
1	Punjab	-	4080	-	-
2	Uttar Pradesh	10021	10042	80.66	80.49
3	Orissa	12639	12821	98.34	96.94
4	Chhattisgarh	5331	5363	91.77	91.22
5	Maharashtra	3203	3379	78.89	74.79
6	Residual	4455	12907	78.97	27.26
All 9	Engineering Industries	236011	490271	77.69	37.40

TABLE 3.10

**PERCENTAGE DISTRIBUTION OF UNITS PAYING DEARNESS ALLOWANCE
BY SYSTEM OF PAYMENT IN INDUSTRIES**

Sl. No.	Industry/Stratum	Total Number of Units Paying DA	Percentage of Units Paying Dearness Allowance on the Basis of				
			CPI Number	Pay Scale/ Slabs	Flat Rate	Other Methods	Combina- tion of these
1	2	3	4	5	6	7	8
I.	Iron and Steel	449	42.54	6.46	51.00	-	-
	1 Punjab	-	-	-	-	-	-
	2 West Bengal	20	100.00	-	-	-	-
	3 Jharkhand	40	-	72.50	27.50	-	-
	4 Orissa	59	49.15	-	50.85	-	-
	5 Chhattisgarh	88	100.00	-	-	-	-
	6 Gujarat	59	-	-	100.00	-	-
	7 Maharashtra	24	-	-	100.00	-	-
	8 Andhra Pradesh	105	25.71	-	74.29	-	-
	9 North East	-	-	-	-	-	-
	10 Residual	54	50.00	-	50.00	-	-
II.	Casting & Forgings	492	5.49	18.09	61.38	15.04	-
	1 Punjab	6	100.00	-	-	-	-
	2 Haryana	33	-	-	-	100.00	-
	3 Uttar Pradesh	42	-	26.19	73.81	-	-
	4 West Bengal	-	-	-	-	-	-
	5 Gujarat	29	-	51.72	51.72	-	-
	6 Maharashtra	126	-	16.67	66.67	16.67	-
	7 Karnataka	105	-	-	81.90	19.05	-
	8 Tamil Nadu	151	15.24	27.81	56.95	-	-
	9 Residual	-	-	-	-	-	-
III.	Agricultural Machinery & Parts	41	39.03	17.07	39.02	4.88	-
	1 Punjab	-	-	-	-	-	-
	2 Haryana	4	100.00	-	-	-	-
	3 Uttar Pradesh	-	-	-	-	-	-
	4 Gujarat	10	-	20.00	80.00	-	-
	5 Maharashtra	2	-	-	-	100.00	-
	6 Karnataka	8	100.00	-	-	-	-
	7 Tamil Nadu	3	-	-	100.00	-	-
	8 Residual	14	28.58	35.71	35.71	-	-
IV.	Textile and Jute Machinery	31	-	-	77.42	16.13	6.45
	1 Gujarat	2	-	-	-	-	100.00
	2 Maharashtra	18	-	-	72.22	27.78	-
	3 Andhra Pradesh	1	-	-	100.00	-	-
	4 Tamil Nadu	4	-	-	100.00	-	-
	5 Residual	6	-	-	100.00	-	-

Table 3.10 contd.....

1	2	3	4	5	6	7	8
V.	Machine Tools	115	6.95	-	66.09	26.96	-
1	Punjab	-	-	-	-	-	-
2	Uttar Pradesh	16	-	-	-	100.00	-
3	Gujarat	5	-	-	100.00	-	-
4	Maharashtra	26	-	-	100.00	-	-
5	Karnataka	29	-	-	51.72	51.72	-
6	Tamil Nadu	9	-	-	100.00	-	-
7	Residual	30	30.00	-	70.00	-	-
VI.	Electrical Machinery & Apparatus	86	27.91	-	54.65	17.44	-
1	Punjab	-	-	-	-	-	-
2	Haryana	1	-	-	100.00	-	-
3	Uttar Pradesh	4	-	-	100.00	-	-
4	Madhya Pradesh	-	-	-	-	-	-
5	Maharashtra	13	100.00	-	-	-	-
6	Andhra Pradesh	21	-	-	100.00	-	-
7	Karnataka	28	21.43	-	25.00	53.57	-
8	Tamil Nadu	5	100.00	-	-	-	-
9	Residual	14	-	-	100.00	-	-
VII.	Electrical Apparatus	17	5.88	52.94	41.18	-	-
1	Himachal Pradesh	-	-	-	-	-	-
2	Uttar Pradesh	4	-	100.00	-	-	-
3	Daman & Diu	-	-	-	-	-	-
4	Maharashtra	2	-	100.00	-	-	-
5	Andhra Pradesh	1	100.00	-	-	-	-
6	Tamil Nadu	5	-	60.00	40.00	-	-
7	Residual	5	-	-	100.00	-	-
VIII.	Prime Movers, Boilers & Steam Generation	36	-	41.67	41.67	16.67	-
1	Punjab	-	-	-	-	-	-
2	Maharashtra	12	-	-	50.00	50.00	-
3	Andhra Pradesh	-	-	-	-	-	-
4	Tamil Nadu	15	-	100.00	-	-	-
5	Residual	9	-	-	100.00	-	-
IX.	Aluminium Industry	42	57.15	9.52	33.33	-	-
1	Punjab	-	-	-	-	-	-
2	Uttar Pradesh	1	-	-	100.00	-	-
3	Orissa	6	83.33	-	16.67	-	-
4	Chhattisgarh	5	100.00	-	-	-	-
5	Maharashtra	7	-	57.14	57.14	-	-
6	Residual	23	65.22	-	34.78	-	-
All 9	Engineering Industries	1309	22.23	11.69	55.77	10.16	0.15

CHAPTER-IV

PAYROLL EARNINGS

4.1 INTRODUCTION

Payroll earnings of workers in different occupations in an industry/region reflect the inter-industry and intra-industry differentials in income and socio-economic conditions of the workers. Data on the earnings from payrolls of establishments refer to cash payments received by the workers from the employers. It includes remuneration paid to workers regularly in every wage period for normal working hours, overtime payment, bonus (production, incentive, attendance, etc.), dearness allowance, remuneration for time not worked (public holidays, sick leave and other paid leave), other cash allowances of a regular nature, and regular payments made in kind. Payments of irregular nature, such as, profit sharing bonus, ex-gratia payment, etc. are excluded from the scope of data on the earnings. Similarly, payments made towards free housing, ex-gratia payments like gratuity, lay-off compensation, etc. are also excluded from the scope of earnings. The requisite information collected during the course of the survey from a sample of workers drawn from each selected occupation in nine selected Engineering Industries is analyzed in the succeeding paragraphs.

The information on average daily earnings, presented in this Chapter and elsewhere in the Report, relates to wages/earnings per manday paid for. For arriving at the figure of average daily earnings, the total payroll earnings in a pay period is divided by the total number of days paid for during the period i.e. the total number of days worked plus the number of days not worked but paid for.

4.2 AVERAGE DAILY EARNINGS BY SEX AND AGE

Table 4.1 gives sex-wise average daily earnings of workers. The overall average daily earnings of men, women and all workers for all the Nine Engineering Industries combined together worked out to be Rs. 258.69, Rs. 154.48 and Rs.257.30 respectively.

The average daily earnings of women workers were more than that of men workers in Electrical Machinery and Apparatus Industries and less than men workers in all the other Engineering Industries. At the stratum level, the average daily earnings of women workers were higher than their men counterparts in Haryana and Tamil Nadu strata of Electrical Machinery and Apparatus Industry.

The average daily earnings of men workers were the highest at Rs.439.25 in Aluminium Industry followed by Rs.330.49 in Prime Movers, Boilers and Steam Generation Industry. The average daily earnings of women workers were the highest at Rs.248.00 in Electrical Machinery and Apparatus Industry followed by Rs.221.58 in Aluminium Industry. The average daily earnings of men workers were the lowest at Rs.181.53 in

Electrical Apparatus whereas, for women workers these were the lowest at Rs.92.95 in Prime Movers, Boilers and Steam Generation Industry.

4.3 AVERAGE DAILY EARNINGS BY SYSTEM OF WAGE PAYMENT

The average daily earnings of workers by system of wage payment are given in Table 4.2. For all the Nine Engineering Industries taken together, the average daily earnings of time-rated workers being Rs.258.18 were higher than that of the piece-rated workers being Rs. 167.64. At the industry level, the average daily earnings of piece-rated workers were more than that of their time-rated workers in Electrical Machinery and Apparatus and Electrical Apparatus Industries, whereas the average daily earnings of time-rated workers were more than that of piece-rated workers in Casting & Forging and Aluminium Industry. The piece-rated workers were not reported in Iron and Steel, Agricultural Machinery and Parts, Textile and Jute Machinery and Machine Tools and Prime Movers, Boilers and Steam Generation Industries. The highest average daily earnings of the time-rated workers was recorded at Rs. 439.23 in Aluminium Industry, followed by Rs. 328.50 in Prime Movers, Boilers and Steam Generation Industry, whereas the lowest average daily earnings of Rs. 169.87 was reported in Electrical Apparatus Industry. The highest average daily earnings of piece-rated workers was Rs.246.36 in Electrical Machinery and Apparatus and the lowest being Rs.91.09 in Casting & Forging Industry.

4.4 AVERAGE DAILY EARNINGS OF TIME-RATED WORKERS

Table 4.3 presents average daily earnings of time-rated workers by sex and age. The average daily earnings of time-rated men, women and all workers were recorded at Rs. 259.60, Rs.154.48 and Rs.258.18 respectively. Further, average daily earnings of time-rated men workers were lower than women workers in Electrical Machinery and Apparatus Industries and higher in the remaining Engineering Industries. The highest average daily earnings of time-rated men workers were reported in Aluminium Industry at Rs. 439.53 and that for women in Electrical Machinery and Apparatus at Rs.248.00. The lowest average daily earnings of time-rated men workers were reported in Electrical Apparatus at the rate of Rs. 181.62 and time-rated women workers in Prime Movers, Boilers and Steam Generation at the rate of Rs.92.95.

4.5 AVERAGE DAILY EARNINGS OF PIECE-RATED WORKERS

Sex-wise information on average daily earnings of piece-rated workers is given in Table 4.4. The average daily earnings of piece-rated men and all workers worked out to be Rs. 167.64 and Rs. 167.64 respectively. No piece-rated women workers were employed. The highest average daily earnings of piece-rated men workers were reported in Electrical Machinery and Apparatus at the rate of Rs. 246.36 whereas the lowest were reported in Casting & Forging at Rs. 91.09.

4.6 AVERAGE DAILY EARNINGS BY COMPONENTS

The average daily earnings by components are presented in Table 4.5. It may be seen from the Table that the Basic Wages and Dearness Allowance were the two main components of worker's earnings. Both these components taken together accounted for about 73.05 per cent of total average daily earnings for all the Nine Engineering Industries taken together. The other components of earnings in order of their percentage share in the total average daily earnings were 'Other Allowances' 18.54 per cent, 'House Rent Allowance' 6.55 per cent, 'Bonus' 1.71 per cent and 'City Compensatory Allowance' 0.15 per cent. Benefits in kind were not paid in any of the Nine Engineering Industries. It could also be seen from the Table that Dearness Allowance, Bonus, House Rent Allowance and Other Allowances were paid across all the Nine Engineering Industries whereas, City Compensatory Allowance was negligible in Agricultural Machinery and Parts Industry.

4.7 DISTRIBUTION OF WORKERS BY LEVEL OF AVERAGE DAILY EARNINGS

The distribution of workers by different groups of average daily earnings is shown in Table 4.6. For all Engineering Industries taken together, the average daily earnings of 33.92 per cent of workers were Rs. 250.01 and above, whereas for 9.73 per cent, 42.57 per cent and 13.78 per cent workers, the range was between Rs.200.01 to Rs.250.00, Rs.100.01 to Rs.200.00 and Rs.25.01 to Rs.100.00 respectively. The average daily earnings of none of the workers were below Rs.25.00.

The highest proportion of workers in Aluminium, Machine Tools, Textile and Jute Machinery, Prime Movers, Boilers and Steam Generation, Agricultural Machinery and Parts, Electrical Machinery and Apparatus, Iron & Steel, Casting & Forging and Electrical Apparatus Industries, i.e. 70.61 per cent, 47.70 per cent, 43.87 per cent, 41.46 per cent, 35.72 per cent, 32.75 per cent, 30.64 per cent, 21.86 per cent and 15.38 per cent of the workers, respectively, had average daily earnings of Rs. 250.01 and above. On the other hand, in Casting & Forging, the highest percentage of workers i.e. 60.48 per cent of the workers earned between Rs.75.01 to Rs.200.00. It may also be seen from the table that 17.61 per cent of the workers in Casting & Forging Industry earned only upto Rs.100.00 per day.

At the stratum level, amongst all the different strata of Nine Engineering Industries, the highest proportion i.e. 99.76 per cent of Uttar Pradesh closely followed by Chhattisgarh stratum with 98.77 per cent of the workers in Aluminium Industry earned Rs. 250.01 and above per day whereas, the lowest proportion i.e. 0.62 per cent workers in Punjab stratum in Machine Tools earned Rs.250.01 and above per day.

4.8 DISTRIBUTION OF WORKERS BY WAGE LEVEL AND OCCUPATION

The percentage of workers in each occupation and the percentage of total wage bill accrued to them have been presented in Table 4.7. It is observed that in each Engineering Industry, there were only few main occupations, which employed bulk of workers in that particular industry.

These main occupations accounted for the major portion of the wage bill in the industry. In Iron & Steel seven occupations viz., 'Helper', 'Machine Operator/Machinist', 'Coolie/Mazdoor', 'Fitter', 'Electrician', 'Supervisor' and 'Watchman' accounted for 59.29 per cent of the employment and 54.58 per cent of the wage bill. In Casting & Forging, six occupations viz., 'Checker', 'Fitter', 'Helper', 'Moulder', 'Supervisor' and 'Machine Operator/Machinist' accounted for 63.28 per cent of the employment and 61.14 per cent of the wage bill in the industry. In Agricultural Machinery and Parts, eight occupations viz., 'Assembler', 'Fitter', 'Helper', 'Mechanic General', 'Supervisor', 'Turner', 'Watchman' and 'Machine Operator/Machinist' accounted for 58.44 per cent of the employment and 62.69 per cent of the wage bill in the industry. In Textile and Jute Machinery, five occupations viz., 'Supervisor', 'Turner', 'Fitter', 'Helper' and 'Machine Operator/Machinist' accounted for 63.74 per cent of the employment and 64.76 per cent of the wage bill in the industry. In Machine Tools, six occupations viz., 'Assembler', 'Fitter', 'Grinder', 'Helper', 'Turner' and 'Machine Operator/Machinist' accounted for 58.32 per cent of the employment and 53.19 per cent of the wage bill in the industry. In Electrical Machinery and Apparatus, five occupations viz., 'Assembler', 'Helper', 'Moulder', 'Winder' and 'Machine Operator/Machinist' accounted for 60.06 per cent of the employment and 57.23 per cent of the wage bill in the industry. In Electrical Apparatus, four occupations viz., 'Assembler', 'Helper', 'Supervisor', and 'Machine Operator/Machinist' accounted for 64.71 per cent of the employment and 63.89 per cent of the wage bill in the industry. In Prime Movers, Boilers and Steam Generation, five occupations viz., 'Fitter', 'Helper', 'Machine Operator/Machinist', 'Welder' and 'Supervisor' accounted for 58.50 per cent of the employment and 71.45 per cent of the wage bill in the industry. In Aluminium Industry, four occupations viz., 'Coolie/Mazdoor', 'Helper', 'Fitter' and 'Machine Operator/Machinist' accounted for 63.28 per cent of the employment and 64.37 per cent of the wage bill in the industry.

4.9 CO-EFFICIENT OF VARIANCE IN AVERAGE EARNINGS BY OCCUPATIONS AND BETWEEN STRATA

The co-efficient of variance is a measure of relative dispersion and defined as:

$$\text{Co-efficient of Variance (CV)} = \frac{\text{Standard Deviation}}{\text{Mean}} \times 100$$

It is generally expressed in terms of percentage. The use of Co-efficient of Variance is important due to the fact that the Mean and Standard Deviation tend to change together in many experiments. Also the Standard Deviation is not a very helpful measure of dispersion when studied alone for any distribution, in general. Hence, knowledge of relative variation i.e. co-efficient of variance is valuable in evaluating the consistency of various parameters estimated by a survey.

For comparing the variations in the average earnings at industry, stratum and occupation level, the co-efficient of variance in average daily earnings for all the strata and occupations in different industries were worked out. These have been presented in the Tables 4.8.1 and 4.8.2, respectively. The co-efficient of variation for average daily earnings for some of the occupations could not be worked out because of the reason that only one worker was found employed in these occupations in an industry. The parameter for such occupations has been indicated by putting a dash (-) against these occupations.

It may be seen from Table 4.8.1 that at Industry level, the maximum co-efficient of variance was observed at 72.28 per cent in Prime Movers, Boilers and Steam Generation and the lowest was reported in Machine Tools at 51.97 per cent. At stratum level, among all the different Engineering Industries, the highest co-efficient of variance at 88.47 per cent was observed in Punjab stratum of Casting & Forging the lowest at 24.60 per cent in Uttar Pradesh stratum of Aluminium Industry.

Table 4.8.2 presents occupation-wise co-efficient of variance in each industry. The highest and the lowest co-efficient of variance in Iron & Steel was reported at 94.51 per cent in 'Driller' and 0.05 per cent in 'Polisher' occupations, respectively. In Casting & Forging, the highest and lowest co-efficient of variance was reported to be 85.24 per cent in 'Moulder' and 0.01 per cent in 'Motor Mechanic' occupations, respectively. The highest and lowest co-efficient of variance in Agricultural Machinery and Parts was reported to be 88.83 per cent in 'Tool Maker' and 0.02 per cent in 'Cupola Man' occupations, respectively. In Textile and Jute Machinery, the highest and lowest co-efficient of variance was reported to be 63.12 per cent in 'Carpenter' and 0.30 per cent in 'Charge Man' occupations, respectively. In Machine Tools, the highest and lowest co-efficient of variance was reported to be 66.50 per cent in 'Gas Cutter' and 0.01 per cent in 'Chipper' Occupations, respectively. In Electrical Machinery and Apparatus, the highest and lowest co-efficient of variance was reported to be 92.94 per cent in 'Gas Cutter' and 0.01 per cent in 'Furnace Man' occupations respectively. In Electrical Apparatus, the highest and lowest co-efficient of variance was reported to be 74.97 per cent in 'Press Man' and 0.12 per cent in 'Charge Hand' occupations respectively. In Prime Movers, Boilers and Steam Generation, the highest and lowest co-efficient of variance was reported to be 88.53 per cent in 'Fitter' and 0.01 per cent in 'Press Man' occupations respectively. In Aluminium Industry, the highest and lowest co-efficient of variance was reported to be 96.69 per cent in 'Grinder' and 0.01 per cent in 'Plumber' occupations respectively.

4.10 EARNINGS OF WORKERS BY OCCUPATION AND SEX AND AGE

Average daily earnings of workers by occupation and Sex and Age have been presented in Table 4.9. The highest average daily earnings in all the different occupations were reported Rs. 608.82 for 'Assembler' in Iron & Steel, Rs.389.36 for 'Core Maker' in Casting & Forging, Rs.740.19 for 'Charge Hand' in Agricultural Machinery and Parts, Rs.750.21 for 'Mill Wright' in Textile and Jute Machinery, Rs.624.50 for 'Pattern Maker' in the Machine Tools, Rs.524.89 for 'Tool Maker' in

Electrical Machinery and Apparatus, Rs.509.16 for 'Charge Hand' in Electrical Apparatus, Rs.643.26 for 'Checker' in Prime Movers, Boilers and Steam Generation and Rs.790.13 for 'Charge Man' in Aluminium Industry. On the other hand, the lowest average daily earnings were reported Rs.94.82 for 'Hammer Man' in Iron & Steel, Rs.91.22 for 'Sheet Metal Workers' in Casting & Forging, Rs.88.04 for 'Roller Man/Roller' in Agricultural Machinery and Parts, Rs.135.20 for 'Fork Lift Operator' in Textile and Jute Machinery, Rs.109.11 for 'Chipper' in Machine Tools, Rs. 96.21 for 'Coolie/Mazdoor' in Electrical Machinery and Apparatus, Rs.95.91 for 'Coolie/Mazdoor' in Electrical Apparatus, Rs. 91.66 for 'Carpenter' in Prime Movers, Boilers and Steam Generation and Rs.70.00 for 'Sheet Metal Workers' in Aluminium Industry.

The women workers were employed in a few occupations in all the different Engineering Industries covered in the survey. Out of 68 occupations in Iron & Steel, women were employed in 5 occupations and their earnings were less than men workers in all these occupations. Out of 62 occupations in Casting & Forging, women were employed in 5 occupations and their earnings were less than men workers in 4 occupations, viz. 'Helper', 'Moulder', 'Packer' and 'Machine Operator/Machinist' except 'Checker' where their earnings were more than men workers. Out of 54 occupations in Agricultural Machinery and Parts, women were employed in 6 occupations and their earnings were less than their men counterparts in all these occupations. Out of 39 occupations in Textile and Jute Machinery, women were employed in 4 occupations and their earnings were significantly less than men in all these occupations. Out of 42 occupations in Machine Tools, women were employed in 4 occupations and their earnings were less than men in all these occupations. Out of 42 Occupations in Electrical Machinery and Apparatus, women were employed in 6 occupations and their earnings were less than men in 5 occupations viz., Armature Winder, Assembler, Checker, Sweeper and Setter except for Pressmen where their earnings were more than men workers. Out of 40 occupations in Electrical Apparatus, women were employed in 8 occupations and their earnings were less than men in all these occupations. Out of 48 occupations in Prime Movers, Boilers and Steam Generation, women workers were employed in two occupation viz., 'Helper' and 'Watchman', and their earnings were less than men in all these occupation. Out of 56 occupations in Aluminium Industry, women were employed in 3 occupations out of which their earnings were less than men in two occupations viz., 'Foreman (Mechanical/Electrical)' and 'Helper' and more than men in 'Supervisor' occupation.

4.11 EARNINGS BY OCCUPATIONS, SEX AND SYSTEM OF PAYMENT

Average daily earnings of workers by occupations, sex and system of payment have been presented in Tables 4.10.1, 4.10.2 and 4.10.3, respectively. Table 4.10.1 shows that the average daily earnings of time-rated workers for all Engineering Industries taken together were higher than the earnings of piece-rated workers. Out of the four Engineering Industries reporting both time-rated and piece-rated workers, the average daily earnings of time-rated workers were less than Piece-rated workers in Electrical Machinery and Apparatus and Electrical

Apparatus Industries and more than piece-rated workers in Casting & Forging and Aluminium Industry.

Table 4.10.2 depicts the average daily earnings of time-rated workers by occupations and Sex and Age.

An analysis of data presented in Table 4.10.2, revealed that at occupation level, the average daily earnings of time-rated women workers were less than men workers in all the occupations in Iron & Steel, in four occupations viz., Helper, Moulder, Packer and Machine Operator/Machinist, the average daily earnings of men workers were more than women workers except in Checker occupation where average daily earnings of women are more than men workers, in Casting & Forging the average daily earnings of time-rated women workers were less than the men workers in all the occupations except in Checker occupation where the average daily earnings of time-rated women workers were more than the men workers. In case of Agricultural Machinery and Parts, Textile and Jute Machinery, Machine Tools, Electrical Apparatus and Prime Movers, Boilers and Steam Generation Industries the average daily earnings of time-rated women workers were less than the men workers in all occupations employing women workers. In Electrical Machinery and Apparatus in five occupations viz., Armature Winder, Assembler, Press Man, Sweeper and Setter the average daily earnings of time-rated women workers were less than the men workers except in Press Man occupation where the average daily earnings of time-rated women workers were more than the men workers. In two occupations of Aluminium Industry viz., Foreman (Mechanical/Electrical) and Helper the average daily earnings of time-rated women workers were less than the men workers except in Supervisor occupation where the average daily earnings of time-rated women workers were more than that of women workers.

Table 4.10.3 shows the average daily earnings of piece-rated workers by occupations and Sex and Age. Of the four Engineering Industries reporting employment of piece-rated workers, the piece-rated women workers were not employed in all the industries.

4.12 EARNINGS BY OCCUPATIONS AND COMPONENTS OF WAGES

The average daily earnings of workers by components in each occupation are depicted in Table 4.11. It is observed that in all the occupations as well as at industry level, the Basic Wages, Dearness Allowance and Other Allowances were the major components of the average daily earnings. Among other components of earnings, Bonus and House Rent Allowance were paid in most of the occupations in all the Nine Engineering Industries. The benefit in kind was not paid to the workers in any of the Nine Engineering Industries.

The percentage distribution of workers as per their average daily earnings by occupations and income groups is given in Table 4.12. It is observed that all the workers in 1 out of 68 occupations in Iron & Steel, in 1 out of 62 occupations in Casting & Forging, in 10 out of 54 occupations in Agricultural Machinery and Parts, in 6 out of 39 occupations in Textile and Jute Machinery, in 8 out of 42 occupations in

Machine Tools, in 5 out of 42 occupations in Electrical Machinery and Apparatus, in 4 out of 40 occupations in Electrical Apparatus, in 1 out of 48 occupations in Prime Movers, Boilers and Steam Generation and 14 out of 56 occupations in Aluminium Industry had their average daily earnings of 250.01 and above.

At industry level for all occupations combined, the average daily earnings of 30.64 per cent of workers in Iron & Steel, 21.86 per cent workers in Casting & Forging, 35.72 per cent workers in Agricultural Machinery and Parts, 43.87 per cent workers in Textile and Jute Machinery, 47.70 per cent workers in Machine Tools, 32.75 per cent workers in Electrical Machinery and Apparatus, 15.38 per cent workers in Electrical Apparatus, 41.46 per cent workers in Prime Movers, Boilers and Steam Generation and 70.61 per cent workers in Aluminium Industry had average daily earnings of Rs.250.01 and above. Further, in Electrical Apparatus Industry more than 42.21 per cent of the workers earned between Rs.50.01 to Rs.125.00.

4.13 TREND IN AVERAGE DAILY EARNINGS AND REAL EARNINGS OF WORKERS

The trend in average daily earnings of workers by Sex-Age and system of wage payment over different rounds has been presented in Table 4.13. It is seen that the average daily earnings in Sixth Round have registered an increase over the Fifth Round in all the Nine Engineering Industries.

In order to assess the improvement in the economic conditions of the workers, it is necessary to examine the data on real earnings. The real earnings for the workers have also been presented in the Table 4.13. The real earnings have been defined on the same line as the real wage rate defined in paragraph 3.9 in Chapter-III.

The Table shows the extent of increase in real earnings of workers in the year 2008 as compared to that in the year 1996. The Table reveals that the real earnings of the workers have increased in all the Nine Engineering Industries except Iron & Steel and Casting & Forging during Sixth Round of Occupational Wage Survey. The highest increase in real earnings has been reported at 95.91 per cent in Agricultural Machinery and Parts, followed by 81.11 per cent in Textile Machinery and Jute Machinery, 64.78 per cent in Machine Tools, 18.69 per cent in Electrical Machinery and Apparatus, 5.05 per cent in Electrical Apparatus, 59.93 per cent in Prime Movers, Boilers and Steam Generation and 79.15 per cent in Aluminium Industry. The real earnings of workers have declined by 35.94 per cent in Iron & Steel and 0.92 per cent in Casting & Forging.

TABLE 4.1

AVERAGE DAILY EARNINGS OF WORKERS IN INDUSTRIES BY SEX AND AGE

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Iron and Steel	248.29	110.95	-	-	248.06
1	Punjab	162.76	-	-	-	162.76
2	West Bengal	157.16	-	-	-	157.16
3	Jharkhand	162.25	-	-	-	162.25
4	Orissa	178.23	114.96	-	-	178.14
5	Chhattisgarh	596.75	-	-	-	596.75
6	Gujarat	160.53	109.29	-	-	160.00
7	Maharashtra	387.60	-	-	-	387.60
8	Andhra Pradesh	207.58	120.00	-	-	207.27
9	North East	65.79	-	-	-	65.79
10	Residual	159.32	-	-	-	159.32
II.	Casting & Forgings	189.85	149.74	-	-	189.39
1	Punjab	261.58	87.33	-	-	260.22
2	Haryana	215.64	-	-	-	215.64
3	Uttar Pradesh	186.50	103.34	-	-	185.73
4	West Bengal	90.61	-	-	-	90.61
5	Gujarat	203.69	-	-	-	203.69
6	Maharashtra	202.87	136.00	-	-	202.81
7	Karnataka	226.93	115.47	-	-	225.41
8	Tamil Nadu	186.60	180.67	-	-	186.25
9	Residual	132.37	79.13	-	-	131.76
III.	Agricultural Machinery & Parts	278.83	120.63	-	-	276.10
1	Punjab	149.59	105.64	-	-	147.80
2	Haryana	435.98	-	-	-	435.98
3	Uttar Pradesh	184.76	-	-	-	184.76
4	Gujarat	174.56	132.95	-	-	170.70
5	Maharashtra	242.36	145.38	-	-	242.17
6	Karnataka	370.50	-	-	-	370.50
7	Tamil Nadu	282.10	-	-	-	282.10
8	Residual	244.73	105.73	-	-	243.07
IV.	Textile and Jute Machinery	297.61	115.95	-	-	294.78
1	Gujarat	415.82	-	-	-	415.82
2	Maharashtra	234.69	133.39	-	-	233.50
3	Andhra Pradesh	220.88	206.35	-	-	220.81
4	Tamil Nadu	251.50	102.62	-	-	236.61
5	Residual	384.37	-	-	-	384.37

Table 4.1 contd.....

1	2	3	4	5	6	7
V.	Machine Tools	321.59	128.87	-	-	304.30
1	Punjab	139.43	-	-	-	139.43
2	Uttar Pradesh	194.37	-	-	-	194.37
3	Gujarat	249.83	-	-	-	249.83
4	Maharashtra	316.00	-	-	-	316.00
5	Karnataka	268.95	128.87	-	-	225.16
6	Tamil Nadu	250.80	-	-	-	250.80
7	Residual	441.43	-	-	-	441.43
VI.	Electrical Machinery & Apparatus	223.19	248.00	-	-	223.90
1	Punjab	120.35	87.33	-	-	120.18
2	Haryana	276.39	481.34	-	-	277.19
3	Uttar Pradesh	320.78	-	-	-	320.78
4	Madhya Pradesh	235.60	-	-	-	235.60
5	Maharashtra	282.76	-	-	-	282.76
6	Andhra Pradesh	268.66	159.36	-	-	267.23
7	Karnataka	325.23	86.71	-	-	323.22
8	Tamil Nadu	192.38	267.39	-	-	207.74
9	Residual	177.59	141.00	-	-	177.43
VII.	Electrical Apparatus	181.53	119.73	-	-	170.35
1	Himachal Pradesh	148.40	-	-	-	148.40
2	Uttar Pradesh	143.84	-	-	-	143.84
3	Daman & Diu	154.14	109.16	-	-	126.40
4	Maharashtra	258.86	206.16	-	-	255.19
5	Andhra Pradesh	135.99	81.98	-	-	129.47
6	Tamil Nadu	197.37	120.58	-	-	167.09
7	Residual	166.10	118.93	-	-	163.06
VIII.	Prime Movers, Boilers & Steam Generation	330.49	92.95	-	-	328.50
1	Punjab	127.77	82.41	-	-	127.23
2	Maharashtra	546.53	-	-	-	546.53
3	Andhra Pradesh	261.62	140.00	-	-	259.70
4	Tamil Nadu	186.17	66.03	-	-	179.96
5	Residual	261.62	-	-	-	261.62
IX.	Aluminium Industry	439.25	221.58	-	-	438.95
1	Punjab	130.10	-	-	-	130.10
2	Uttar Pradesh	488.12	448.72	-	-	488.02
3	Orissa	634.04	-	-	-	634.04
4	Chhattisgarh	536.99	-	-	-	536.99
5	Maharashtra	562.65	-	-	-	562.65
6	Residual	250.70	79.62	-	-	250.14
All 9	Engineering Industries	258.69	154.48	-	-	257.30

TABLE 4.2

AVERAGE DAILY EARNINGS OF WORKERS IN INDUSTRIES BY SYSTEM OF PAYMENT

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
I.	Iron and Steel	248.06	-	248.06
	1 Punjab	162.76	-	162.76
	2 West Bengal	157.16	-	157.16
	3 Jharkhand	162.25	-	162.25
	4 Orissa	178.14	-	178.14
	5 Chhattisgarh	596.75	-	596.75
	6 Gujarat	160.00	-	160.00
	7 Maharashtra	387.60	-	387.60
	8 Andhra Pradesh	207.27	-	207.27
	9 North East	65.79	-	65.79
	10 Residual	159.32	-	159.32
II.	 Casting & Forgings	191.27	91.09	189.39
	1 Punjab	260.22	-	260.22
	2 Haryana	215.64	-	215.64
	3 Uttar Pradesh	185.73	-	185.73
	4 West Bengal	90.61	-	90.61
	5 Gujarat	203.69	-	203.69
	6 Maharashtra	202.81	-	202.81
	7 Karnataka	225.41	-	225.41
	8 Tamil Nadu	186.25	-	186.25
	9 Residual	138.44	91.09	131.76
III.	Agricultural Machinery & Parts	276.10	-	276.10
	1 Punjab	147.80	-	147.80
	2 Haryana	435.98	-	435.98
	3 Uttar Pradesh	184.76	-	184.76
	4 Gujarat	170.70	-	170.70
	5 Maharashtra	242.17	-	242.17
	6 Karnataka	370.50	-	370.50
	7 Tamil Nadu	282.10	-	282.10
	8 Residual	243.07	-	243.07
IV.	Textile and Jute Machinery	294.78	-	294.78
	1 Gujarat	415.82	-	415.82
	2 Maharashtra	233.50	-	233.50
	3 Andhra Pradesh	220.81	-	220.81
	4 Tamil Nadu	236.61	-	236.61
	5 Residual	384.37	-	384.37

Table 4.2 contd.....

1	2	3	4	5
V.	Machine Tools	304.30	-	304.30
	1 Punjab	139.43	-	139.43
	2 Uttar Pradesh	194.37	-	194.37
	3 Gujarat	249.83	-	249.83
	4 Maharashtra	316.00	-	316.00
	5 Karnataka	225.16	-	225.16
	6 Tamil Nadu	250.80	-	250.80
	7 Residual	441.43	-	441.43
VI.	Electrical Machinery & Apparatus	222.87	246.36	223.90
	1 Punjab	120.18	-	120.18
	2 Haryana	277.19	-	277.19
	3 Uttar Pradesh	405.99	246.36	320.78
	4 Madhya Pradesh	235.60	-	235.60
	5 Maharashtra	282.76	-	282.76
	6 Andhra Pradesh	267.23	-	267.23
	7 Karnataka	323.22	-	323.22
	8 Tamil Nadu	207.74	-	207.74
	9 Residual	177.43	-	177.43
VII.	Electrical Apparatus	169.87	180.07	170.35
	1 Himachal Pradesh	148.40	-	148.40
	2 Uttar Pradesh	143.84	-	143.84
	3 Daman & Diu	126.40	-	126.40
	4 Maharashtra	255.19	-	255.19
	5 Andhra Pradesh	129.47	-	129.47
	6 Tamil Nadu	167.09	-	167.09
	7 Residual	159.92	180.07	163.06
VIII.	Prime Movers, Boilers & Steam Generation	328.50	-	328.50
	1 Punjab	127.23	-	127.23
	2 Maharashtra	546.53	-	546.53
	3 Andhra Pradesh	259.70	-	259.70
	4 Tamil Nadu	179.96	-	179.96
	5 Residual	261.62	-	261.62
IX.	Aluminium Industry	439.23	108.71	438.95
	1 Punjab	130.29	108.71	130.10
	2 Uttar Pradesh	488.02	-	488.02
	3 Orissa	634.04	-	634.04
	4 Chhattisgarh	536.99	-	536.99
	5 Maharashtra	562.65	-	562.65
	6 Residual	250.14	-	250.14
All 9	Engineering Industries	258.18	167.64	257.30

TABLE 4.3

AVERAGE DAILY EARNINGS OF TIME-RATED WORKERS IN INDUSTRIES BY SEX AND AGE

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Iron and Steel	248.29	110.95	-	-	248.06
1	Punjab	162.76	-	-	-	162.76
2	West Bengal	157.16	-	-	-	157.16
3	Jharkhand	162.25	-	-	-	162.25
4	Orissa	178.23	114.96	-	-	178.14
5	Chhattisgarh	596.75	-	-	-	596.75
6	Gujarat	160.53	109.29	-	-	160.00
7	Maharashtra	387.60	-	-	-	387.60
8	Andhra Pradesh	207.58	120.00	-	-	207.27
9	North East	65.79	-	-	-	65.79
10	Residual	159.32	-	-	-	159.32
II.	Casting & Forgings	191.76	149.74	-	-	191.27
1	Punjab	261.58	87.33	-	-	260.22
2	Haryana	215.64	-	-	-	215.64
3	Uttar Pradesh	186.50	103.34	-	-	185.73
4	West Bengal	90.61	-	-	-	90.61
5	Gujarat	203.69	-	-	-	203.69
6	Maharashtra	202.87	136.00	-	-	202.81
7	Karnataka	226.93	115.47	-	-	225.41
8	Tamil Nadu	186.60	180.67	-	-	186.25
9	Residual	139.24	79.13	-	-	138.44
III.	Agricultural Machinery & Parts	278.83	120.63	-	-	276.10
1	Punjab	149.59	105.64	-	-	147.80
2	Haryana	435.98	-	-	-	435.98
3	Uttar Pradesh	184.76	-	-	-	184.76
4	Gujarat	174.56	132.95	-	-	170.70
5	Maharashtra	242.36	145.38	-	-	242.17
6	Karnataka	370.50	-	-	-	370.50
7	Tamil Nadu	282.10	-	-	-	282.10
8	Residual	244.73	105.73	-	-	243.07
IV.	Textile and Jute Machinery	297.61	115.95	-	-	294.78
1	Gujarat	415.82	-	-	-	415.82
2	Maharashtra	234.69	133.39	-	-	233.50
3	Andhra Pradesh	220.88	206.35	-	-	220.81
4	Tamil Nadu	251.50	102.62	-	-	236.61
5	Residual	384.37	-	-	-	384.37

Table 4.3 contd.....

1	2	3	4	5	6	7
V.	Machine Tools	321.59	128.87	-	-	304.30
1	Punjab	139.43	-	-	-	139.43
2	Uttar Pradesh	194.37	-	-	-	194.37
3	Gujarat	249.83	-	-	-	249.83
4	Maharashtra	316.00	-	-	-	316.00
5	Karnataka	268.95	128.87	-	-	225.16
6	Tamil Nadu	250.80	-	-	-	250.80
7	Residual	441.43	-	-	-	441.43
VI.	Electrical Machinery & Apparatus	222.09	248.00	-	-	222.87
1	Punjab	120.35	87.33	-	-	120.18
2	Haryana	276.39	481.34	-	-	277.19
3	Uttar Pradesh	405.99	-	-	-	405.99
4	Madhya Pradesh	235.60	-	-	-	235.60
5	Maharashtra	282.76	-	-	-	282.76
6	Andhra Pradesh	268.66	159.36	-	-	267.23
7	Karnataka	325.23	86.71	-	-	323.22
8	Tamil Nadu	192.38	267.39	-	-	207.74
9	Residual	177.59	141.00	-	-	177.43
VII.	Electrical Apparatus	181.62	119.73	-	-	169.87
1	Himachal Pradesh	148.40	-	-	-	148.40
2	Uttar Pradesh	143.84	-	-	-	143.84
3	Daman & Diu	154.14	109.16	-	-	126.40
4	Maharashtra	258.86	206.16	-	-	255.19
5	Andhra Pradesh	135.99	81.98	-	-	129.47
6	Tamil Nadu	197.37	120.58	-	-	167.09
7	Residual	163.31	118.93	-	-	159.92
VIII.	Prime Movers, Boilers & Steam Generation	330.49	92.95	-	-	328.50
1	Punjab	127.77	82.41	-	-	127.23
2	Maharashtra	546.53	-	-	-	546.53
3	Andhra Pradesh	261.62	140.00	-	-	259.70
4	Tamil Nadu	186.17	66.03	-	-	179.96
5	Residual	261.62	-	-	-	261.62
IX.	Aluminium Industry	439.53	221.58	-	-	439.23
1	Punjab	130.29	-	-	-	130.29
2	Uttar Pradesh	488.12	448.72	-	-	488.02
3	Orissa	634.04	-	-	-	634.04
4	Chhattisgarh	536.99	-	-	-	536.99
5	Maharashtra	562.65	-	-	-	562.65
6	Residual	250.70	79.62	-	-	250.14
All 9	Engineering Industries	259.60	154.48	-	-	258.18

TABLE 4.4

AVERAGE DAILY EARNINGS OF PIECE-RATED WORKERS IN INDUSTRIES BY SEX AND AGE

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Casting & Forgings	91.09	-	-	-	91.09
	1 Residual	91.09	-	-	-	91.09
II.	Electrical Machinery & Apparatus	246.36	-	-	-	246.36
	1 Uttar Pradesh	246.36	-	-	-	246.36
III.	Electrical Apparatus	180.07	-	-	-	180.07
	1 Residual	180.07	-	-	-	180.07
IV.	Aluminium Industry	108.71	-	-	-	108.71
	1 Punjab	108.71	-	-	-	108.71
All 9	Engineering Industries	167.64	-	-	-	167.64

TABLE 4.5

AVERAGE DAILY EARNINGS OF WORKERS IN INDUSTRIES BY COMPONENTS

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	CCA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
I.	Iron and Steel	144.92	40.44	0.89	14.92	0.39	46.50	-	248.06
	1 Punjab	128.15	-	9.26	18.79	-	6.56	-	162.76
	2 West Bengal	86.74	41.23	-	13.30	-	15.89	-	157.16
	3 Jharkhand	109.96	41.68	3.66	1.12	-	5.83	-	162.25
	4 Orissa	79.29	19.22	-	20.61	-	59.02	-	178.14
	5 Chhattisgarh	273.74	191.24	-	17.76	3.09	110.92	-	596.75
	6 Gujarat	144.87	5.40	-	4.04	-	5.69	-	160.00
	7 Maharashtra	189.56	48.52	-	30.39	-	119.13	-	387.60
	8 Andhra Pradesh	136.97	5.80	-	21.35	-	43.15	-	207.27
	9 North East	65.79	-	-	-	-	-	-	65.79
	10 Residual	131.21	5.25	-	6.75	0.19	15.92	-	159.32
II.	Casting & Forgings	106.27	29.57	4.53	13.58	0.10	35.34	-	189.39
	1 Punjab	108.23	54.60	46.48	24.35	-	26.56	-	260.22
	2 Haryana	127.23	10.92	-	28.64	-	48.85	-	215.64
	3 Uttar Pradesh	134.55	13.97	10.63	17.49	-	9.09	-	185.73
	4 West Bengal	89.44	-	-	1.15	0.02	-	-	90.61
	5 Gujarat	52.70	94.24	0.57	10.72	-	45.46	-	203.69
	6 Maharashtra	141.99	9.94	0.71	11.56	-	38.61	-	202.81
	7 Karnataka	106.12	30.86	0.53	4.94	-	82.96	-	225.41
	8 Tamil Nadu	92.31	33.70	2.18	23.18	-	34.88	-	186.25
	9 Residual	101.10	-	4.02	11.69	0.74	14.21	-	131.76

Table 4.5 contd.....

1	2	3	4	5	6	7	8	9	10
III.	Agricultural Machinery & Parts	144.27	50.05	8.61	32.96	-	40.21	-	276.10
1	Punjab	107.17	-	-	25.30	-	15.33	-	147.80
2	Haryana	222.93	94.94	-	73.87	-	44.24	-	435.98
3	Uttar Pradesh	72.70	65.82	-	11.70	-	34.54	-	184.76
4	Gujarat	83.28	48.19	3.57	15.75	-	19.91	-	170.70
5	Maharashtra	148.40	19.51	-	15.90	-	58.36	-	242.17
6	Karnataka	97.77	82.15	70.45	51.08	-	69.05	-	370.50
7	Tamil Nadu	103.96	69.55	7.41	18.66	0.08	82.44	-	282.10
8	Residual	148.67	36.24	9.83	18.23	-	30.10	-	243.07
IV.	Textile and Jute Machinery	138.22	53.77	1.23	32.70	0.27	68.59	-	294.78
1	Gujarat	87.85	148.96	-	53.73	1.14	124.14	-	415.82
2	Maharashtra	141.64	30.90	-	10.62	0.38	49.96	-	233.50
3	Andhra Pradesh	148.90	3.15	5.61	36.57	-	26.58	-	220.81
4	Tamil Nadu	86.66	103.77	-	18.65	-	27.53	-	236.61
5	Residual	170.31	50.21	1.26	54.49	-	108.10	-	384.37
V.	Machine Tools	150.13	90.16	5.32	24.52	1.06	33.11	-	304.30
1	Punjab	139.43	-	-	-	-	-	-	139.43
2	Uttar Pradesh	128.54	27.51	-	15.10	-	23.22	-	194.37
3	Gujarat	108.45	72.62	19.08	22.56	-	27.12	-	249.83
4	Maharashtra	165.77	20.27	0.38	38.80	-	90.78	-	316.00
5	Karnataka	129.55	51.21	2.60	23.13	1.39	17.28	-	225.16
6	Tamil Nadu	103.92	35.06	0.77	34.35	11.98	64.72	-	250.80
7	Residual	184.98	202.48	9.55	22.86	0.44	21.12	-	441.43

Table 4.5 contd.....

1	2	3	4	5	6	7	8	9	10
VI.	Electrical Machinery & Apparatus	136.92	9.26	3.68	20.35	1.53	52.16	-	223.90
1	Punjab	103.63	-	-	7.91	-	8.64	-	120.18
2	Haryana	179.50	20.66	2.14	41.23	-	33.66	-	277.19
3	Uttar Pradesh	213.10	33.93	-	3.85	-	69.90	-	320.78
4	Madhya Pradesh	132.60	-	-	25.64	4.25	73.11	-	235.60
5	Maharashtra	158.71	18.95	-	36.47	-	68.63	-	282.76
6	Andhra Pradesh	139.62	16.80	-	37.70	0.13	72.98	-	267.23
7	Karnataka	171.55	12.32	40.30	27.71	1.65	69.69	-	323.22
8	Tamil Nadu	121.64	8.18	2.17	17.56	-	58.19	-	207.74
9	Residual	116.40	0.87	0.16	14.90	3.28	41.82	-	177.43
VII.	Electrical Apparatus	119.34	11.35	1.40	14.21	0.26	23.79	-	170.35
1	Himachal Pradesh	118.61	-	1.02	12.66	-	16.11	-	148.40
2	Uttar Pradesh	123.42	8.36	-	8.85	-	3.21	-	143.84
3	Daman & Diu	116.19	-	-	3.51	0.34	6.36	-	126.40
4	Maharashtra	116.59	43.18	5.93	23.42	-	66.07	-	255.19
5	Andhra Pradesh	83.42	27.81	2.99	2.14	-	13.11	-	129.47
6	Tamil Nadu	117.62	9.69	0.11	14.66	-	25.01	-	167.09
7	Residual	127.11	1.24	0.30	17.27	0.70	16.44	-	163.06
VIII.	Prime Movers, Boilers & Steam Generation	135.27	64.51	18.02	32.77	0.02	77.91	-	328.50
1	Punjab	124.38	-	-	2.85	-	-	-	127.23
2	Maharashtra	166.47	156.68	38.20	47.34	-	137.84	-	546.53
3	Andhra Pradesh	141.64	-	-	42.17	0.12	75.77	-	259.70
4	Tamil Nadu	107.61	6.75	-	28.68	-	36.92	-	179.96
5	Residual	111.50	46.67	19.19	25.33	-	58.93	-	261.62

Table 4.5 contd.....

1	2	3	4	5	6	7	8	9	10
IX.	Aluminium Industry	258.28	102.64	7.85	5.01	0.12	65.05	-	438.95
1	Punjab	119.09	-	-	8.49	-	2.52	-	130.10
2	Uttar Pradesh	293.61	140.05	-	-	-	54.36	-	488.02
3	Orissa	413.77	137.60	-	3.22	-	79.45	-	634.04
4	Chhattisgarh	340.25	76.72	69.98	2.10	-	47.94	-	536.99
5	Maharashtra	93.77	215.34	7.96	28.07	-	217.51	-	562.65
6	Residual	147.74	50.47	1.91	4.21	0.46	45.35	-	250.14
All 9	Engineering Industries	144.21	43.75	4.39	16.86	0.38	47.71	-	257.30

TABLE 4.6

PERCENTAGE DISTRIBUTION OF WORKERS RECEIVING EARNINGS PER DAY BY INCOME GROUPS IN INDUSTRIES

Sl. No.	Industry/Stratum	Percentage of Workers Receiving Average Daily Earnings (in Rs.)										
		Upto 25.00	25.01 to 50.00	50.01 to 75.00	75.01 to 100.00	100.01 to 125.00	125.01 to 150.00	150.01 to 175.00	175.01 to 200.00	200.01 to 225.00	225.01 to 250.00	250.01 and above
1	2	3	4	5	6	7	8	9	10	11	12	13
I.	Iron and Steel	-	0.36	1.83	10.77	21.72	9.84	8.68	6.41	4.91	4.84	30.64
	1 Punjab	-	-	0.49	14.17	25.23	19.42	7.56	8.80	6.46	7.56	10.31
	2 West Bengal	-	-	4.08	14.70	54.13	2.49	0.33	0.16	0.40	-	23.71
	3 Jharkhand	-	3.91	5.94	30.90	11.58	6.20	1.48	2.81	-	7.61	29.57
	4 Orissa	-	-	-	1.32	19.41	29.69	22.50	6.65	3.25	5.35	11.83
	5 Chhattisgarh	-	-	-	1.07	9.76	-	1.05	0.67	0.75	-	86.70
	6 Gujarat	-	1.03	-	9.15	47.56	8.07	6.47	5.65	5.07	2.52	14.48
	7 Maharashtra	-	-	-	0.26	0.69	1.31	6.17	7.74	8.89	12.85	62.09
	8 Andhra Pradesh	-	-	-	1.57	9.00	24.17	9.17	11.26	6.66	13.23	24.94
	9 North East	-	-	90.91	4.79	-	0.39	3.91	-	-	-	-
	10 Residual	-	-	3.99	25.89	16.15	7.43	14.13	11.85	8.51	1.61	10.44
II.	Casting & Forgings	-	1.26	4.04	12.31	14.95	12.67	10.98	9.57	5.75	6.61	21.86
	1 Punjab	-	-	-	39.03	22.13	3.27	0.74	1.19	-	-	33.64
	2 Haryana	-	-	1.90	-	21.59	15.92	18.11	3.57	0.88	0.95	37.08
	3 Uttar Pradesh	-	-	-	0.46	43.89	9.14	2.99	5.27	9.29	10.94	18.02
	4 West Bengal	-	2.72	19.64	62.45	9.17	2.72	1.01	0.64	0.34	0.68	0.63
	5 Gujarat	-	4.73	-	1.36	9.21	4.57	9.71	20.18	12.65	15.19	22.40
	6 Maharashtra	-	-	0.39	2.13	7.34	20.84	20.94	12.60	4.22	5.50	26.04
	7 Karnataka	-	-	-	1.83	10.93	18.76	9.79	10.47	9.02	8.32	30.88
	8 Tamil Nadu	-	2.55	9.45	8.91	11.95	15.62	9.66	8.56	5.33	5.94	22.03
	9 Residual	-	0.16	12.00	34.95	19.23	10.05	8.03	3.41	1.80	1.51	8.86

Table 4.6 contd.....

1	2	3	4	5	6	7	8	9	10	11	12	13
III. Agricultural Machinery & Parts		-	0.21	1.82	8.41	12.87	15.58	6.97	8.91	7.51	2.00	35.72
1 Punjab		-	-	-	32.17	33.61	10.04	4.07	1.94	1.10	2.44	14.63
2 Haryana		-	0.35	2.44	-	2.99	12.74	10.15	4.86	2.23	0.35	63.89
3 Uttar Pradesh		-	-	-	-	22.81	5.48	10.87	27.03	20.90	4.03	8.88
4 Gujarat		-	-	6.04	1.91	6.49	45.74	4.22	4.10	2.52	6.85	22.13
5 Maharashtra		-	-	-	-	-	19.06	7.16	14.64	33.03	2.00	24.11
6 Karnataka		-	-	-	19.03	0.18	2.37	5.62	8.77	1.15	-	62.88
7 Tamil Nadu		-	-	1.09	1.92	1.09	7.69	7.59	3.38	5.20	2.16	69.88
8 Residual		-	0.51	2.50	11.11	25.65	14.36	6.20	12.55	3.21	1.58	22.33
IV. Textile and Jute Machinery		-	-	0.28	1.89	4.99	13.11	16.49	3.66	12.46	3.25	43.87
1 Gujarat		-	-	-	1.34	13.64	1.27	2.32	2.77	1.49	1.05	76.12
2 Maharashtra		-	-	0.41	3.10	5.81	15.31	27.14	5.53	6.31	4.66	31.73
3 Andhra Pradesh		-	-	-	-	-	17.82	14.73	0.47	34.77	9.64	22.57
4 Tamil Nadu		-	-	1.25	6.25	8.25	5.86	9.83	4.22	5.42	-	58.92
5 Residual		-	-	-	-	1.75	15.71	12.99	3.32	14.83	-	51.40
V. Machine Tools		-	0.10	0.81	2.18	13.31	8.89	7.42	7.09	8.04	4.46	47.70
1 Punjab		-	-	-	3.65	17.77	62.24	10.39	2.61	1.36	1.36	0.62
2 Uttar Pradesh		-	-	-	3.24	12.72	19.17	26.80	8.09	5.54	4.82	19.62
3 Gujarat		-	-	-	-	35.79	1.47	0.49	1.90	3.53	3.85	52.97
4 Maharashtra		-	0.61	-	-	2.10	5.92	2.81	4.58	10.69	14.15	59.14
5 Karnataka		-	-	-	2.05	27.34	6.30	10.26	11.94	5.70	1.37	35.04
6 Tamil Nadu		-	-	-	1.86	1.24	11.97	13.60	11.39	17.87	5.76	36.31
7 Residual		-	-	2.62	3.60	1.73	5.03	2.88	4.94	10.05	2.50	66.65

Table 4.6 contd.....

1	2	3	4	5	6	7	8	9	10	11	12	13
VI. Electrical Machinery & Apparatus	-	0.88	4.62	11.10	20.89	11.40	7.25	3.22	4.34	3.55	32.75	
1 Punjab	-	-	-	54.45	26.67	6.90	1.78	1.01	2.30	0.78	6.11	
2 Haryana	-	-	-	-	8.32	44.54	4.54	-	-	0.16	42.44	
3 Uttar Pradesh	-	-	5.23	-	6.97	7.67	8.02	8.46	8.67	7.63	47.35	
4 Madhya Pradesh	-	6.55	-	6.55	11.27	12.32	4.50	0.88	0.88	5.42	51.63	
5 Maharashtra	-	3.24	0.66	7.60	14.94	7.10	4.15	3.13	1.05	5.41	52.72	
6 Andhra Pradesh	-	0.31	5.18	10.65	5.71	7.31	12.22	7.07	1.79	3.35	46.41	
7 Karnataka	-	-	1.89	1.40	15.13	6.53	9.59	4.65	5.25	9.51	46.05	
8 Tamil Nadu	-	-	-	5.74	3.12	31.91	15.38	1.33	15.75	1.83	24.94	
9 Residual	-	1.17	8.49	10.91	36.62	7.29	4.59	2.00	2.17	2.38	24.38	
VII. Electrical Apparatus	-	1.23	1.71	14.68	25.82	16.80	6.22	7.66	6.49	4.01	15.38	
1 Himachal Pradesh	-	-	-	17.84	32.75	27.07	3.99	3.04	5.73	3.77	5.81	
2 Uttar Pradesh	-	5.67	-	6.93	21.26	25.66	24.34	9.75	2.90	1.79	1.70	
3 Daman & Diu	-	-	-	35.41	25.41	16.86	7.08	6.50	4.94	0.55	3.25	
4 Maharashtra	-	1.83	-	-	-	24.00	4.87	6.54	5.54	11.40	45.82	
5 Andhra Pradesh	-	7.61	31.32	3.35	13.49	24.07	-	-	-	-	20.16	
6 Tamil Nadu	-	-	0.61	1.27	68.32	5.10	2.41	4.02	1.44	2.08	14.75	
7 Residual	-	0.31	1.21	22.58	21.97	10.88	4.72	12.57	12.32	3.42	10.02	
VIII. Prime Movers, Boilers & Steam Generation	-	2.04	0.65	9.46	10.51	4.75	11.22	11.34	4.47	4.10	41.46	
1 Punjab	-	-	0.40	56.01	21.92	5.26	4.96	1.67	2.01	0.97	6.80	
2 Maharashtra	-	3.94	-	1.32	2.02	1.75	1.95	10.08	2.42	1.97	74.55	
3 Andhra Pradesh	-	-	-	-	4.87	9.09	12.32	11.30	8.62	11.45	42.35	
4 Tamil Nadu	-	2.53	7.35	5.18	7.98	15.09	10.54	25.40	5.59	5.97	14.37	
5 Residual	-	1.89	-	6.22	18.55	2.49	22.63	12.67	4.91	2.88	27.76	

Table 4.6 contd.....

1	2	3	4	5	6	7	8	9	10	11	12	13
IX.	Aluminium Industry	-	0.24	1.26	10.32	7.05	2.87	2.16	1.78	0.88	2.83	70.61
	1 Punjab	-	-	7.32	49.02	20.10	7.94	1.93	1.46	0.34	0.22	11.67
	2 Uttar Pradesh	-	-	-	-	0.12	0.10	-	0.02	-	-	99.76
	3 Orissa	-	-	0.52	17.10	6.51	0.24	1.95	0.24	0.16	-	73.28
	4 Chhattisgarh	-	-	0.22	-	-	0.22	0.39	0.20	0.20	-	98.77
	5 Maharashtra	-	3.15	-	0.16	2.37	-	4.83	0.97	0.16	-	88.36
	6 Residual	-	-	1.63	5.66	12.93	7.82	4.24	5.75	3.01	10.87	48.09
All 9	Engineering Industries	-	0.73	2.45	10.60	16.97	10.07	8.66	6.87	5.01	4.72	33.92

TABLE 4.7

DISTRIBUTION OF WORKERS IN INDUSTRIES BY WAGE LEVEL AND OCCUPATION

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
I.	Iron and Steel	100.00	100.00
	1 Assembler	0.73	1.80
	2 Beltman/Mochi	0.01	0.01
	3 Blacksmith	0.16	0.13
	4 Boiler Attendant	0.30	0.44
	5 Carpenter	0.11	0.12
	6 Chargeman	0.44	0.43
	7 Checker	1.97	2.47
	8 Chipper	0.70	0.31
	9 Compressor Operator	0.03	0.02
	10 Coolie/Mazdoor	9.19	4.69
	11 Core Maker	0.43	0.47
	12 Crane Operator	3.01	3.88
	13 Cupolaman	0.53	0.41
	14 Die Maker	0.12	0.11
	15 Driller	0.20	0.13
	16 Driver	2.61	3.96
	17 Electrician	4.80	5.71
	18 Fitter	7.56	9.01
	19 Mech./Elec. Foreman	2.19	2.83
	20 Furnaceman	2.74	1.79
	21 Gas Cutter	1.15	1.53
	22 Grinder	0.67	0.50
	23 Hammerman	0.06	0.02
	24 Helper	17.79	10.40
	25 Mistry/Kangani	0.18	0.08
	26 Marker	0.10	0.04
	27 Mason	0.07	0.05
	28 Mechanic(General)	2.54	4.86
	29 Millwright	0.02	0.02
	30 Moulder	1.42	1.06
	31 Packer	0.57	0.33
	32 Painter	0.09	0.10
	33 Pattern Maker	0.11	0.07
	34 Planer	0.01	0.01
	35 Plumber	0.01	0.01
	36 Polisher	0.05	0.02
	37 Press Man	0.47	0.36
	38 Pump Attendant	0.01	0.01
	39 Rigger	0.51	1.01
	40 Rollerman/Roller	0.74	0.39

Table 4.7 contd.....

1	2	3	4
41	Shaper Machine Operator	0.33	0.19
42	Sheetmetal Worker	0.03	0.01
43	Supervisor	4.76	5.94
44	Sweeper	0.95	0.69
45	Tester	0.40	0.60
46	Tongsman	2.82	1.52
47	Trimmer	0.09	0.04
48	Turner	3.29	3.49
49	Watchman	4.12	2.31
50	Welder	2.16	1.96
51	Winder	1.31	4.15
52	Wireman	0.09	0.07
53	Fork Lift Operator	0.12	0.07
54	Mach. Oper./Machinist	11.07	16.52
55	Casting Man	0.96	0.86
56	Milling Machine Operator	0.05	0.03
57	Setter	0.30	0.32
58	Tool Maker	0.12	0.16
59	Generator Operator	0.08	0.04
60	Apprentice/Trainees	0.57	0.16
61	Heater Incharge	0.31	0.24
62	Kiln Man	0.45	0.33
63	Straightner Mach Operator	0.48	0.34
64	Valve Man	0.10	0.05
65	Tilting Tab Mach Operator	0.22	0.12
66	Picker	0.15	0.06
67	Kundiwala	0.14	0.06
68	Miscellaneous	0.14	0.09
II.	Casting & Forgings	100.00	100.00
1	Assembler	0.16	0.33
2	Blacksmith	0.28	0.29
3	Boiler Attendant	0.04	0.03
4	Chargehand	0.06	0.06
5	Chargeman	0.10	0.11
6	Checker	3.07	3.91
7	Chipper	0.52	0.50
8	Compressor Operator	0.07	0.09
9	Coolie/Mazdoor	1.71	1.05
10	Core Maker	0.74	1.52
11	Crane Operator	0.37	0.39
12	Cupolaman	0.08	0.10
13	Die Maker	1.05	1.43
14	Driller	1.50	1.68
15	Driver	0.78	0.72
16	Electrician	1.77	1.95
17	Fitter	4.39	5.21
18	Mech./Elec. Foreman	0.72	1.10

Table 4.7 contd.....

1	2	3	4
19	Furnaceman	2.57	2.67
20	Gas Cutter	0.41	0.41
21	Grinder	1.83	1.69
22	Hammerman	0.68	0.78
23	Helper	30.10	23.79
24	Mistry/Kangani	0.08	0.08
25	Marker	0.99	1.76
26	Mason	0.04	0.05
27	Mate/Mukaddam	0.02	0.01
28	Mechanic(General)	1.09	1.39
29	Motor Mechanic	0.08	0.07
30	Moulder	6.78	4.63
31	Packer	1.28	1.28
32	Painter	0.50	0.32
33	Pattern Maker	0.29	0.28
34	Planer	0.08	0.07
35	Plater	0.09	0.08
36	Plumber	0.03	0.04
37	Polisher	0.15	0.14
38	Press Man	2.11	2.77
39	Rigger	0.08	0.10
40	Rollerman/Roller	0.09	0.12
41	Shaper Machine Operator	0.13	0.09
42	Sheetmetal Worker	0.05	0.03
43	Supervisor	6.59	10.02
44	Sweeper	0.53	0.41
45	Tester	0.76	0.87
46	Tongsman	0.10	0.08
47	Trimmer	0.23	0.38
48	Turner	3.04	3.12
49	Watchman	2.97	2.20
50	Welder	1.93	1.99
51	Wireman	0.02	0.02
52	Boring Machine Operator	0.04	0.03
53	Fork Lift Operator	0.24	0.28
54	Mach. Oper./Machinist	12.35	13.58
55	Casting Man	0.30	0.21
56	Milling Machine Operator	0.83	0.86
57	Setter	0.35	0.50
58	Tool Maker	0.24	0.32
59	Apprentice/Trainees	1.62	0.79
60	Kundiwala	0.13	0.10
61	Sand Mixer	0.33	0.28
62	Miscellaneous	0.41	0.82
III.	Agricultural	100.00	100.00
	Machinery & Parts		
1	Assembler	13.75	21.58
2	Blacksmith	0.08	0.03
3	Carpenter	0.05	0.09

Table 4.7 contd.....

1	2	3	4
4	Chargehand	0.61	1.64
5	Chargeman	0.13	0.10
6	Checker	1.94	2.56
7	Chipper	0.03	0.03
8	Compressor Operator	0.04	0.03
9	Coolie/Mazdoor	1.83	0.95
10	Core Maker	0.01	0.01
11	Crane Operator	0.01	0.01
12	Cupolaman	0.18	0.09
13	Die Maker	0.19	0.16
14	Driller	2.09	1.19
15	Driver	0.75	0.84
16	Electrician	2.29	2.97
17	Fitter	3.72	2.88
18	Mech./Elec. Foreman	0.74	0.74
19	Furnaceman	0.25	0.13
20	Gas Cutter	0.19	0.10
21	Grinder	1.56	1.33
22	Hammerman	0.03	0.04
23	Helper	11.08	7.00
24	Mistry/Kangani	0.02	0.01
25	Mate/Mukaddam	0.02	0.01
26	Mechanic(General)	3.41	6.96
27	Millwright	0.22	0.37
28	Moulder	1.21	0.66
29	Packer	1.30	0.51
30	Painter	3.41	4.58
31	Pattern Maker	0.02	0.02
32	Planer	0.06	0.04
33	Plater	0.03	0.04
34	Plumber	0.04	0.03
35	Press Man	1.37	0.96
36	Rollerman/Roller	0.17	0.05
37	Shaper Machine Operator	0.07	0.02
38	Sheetmetal Worker	0.17	0.08
39	Supervisor	3.72	4.72
40	Sweeper	2.02	1.13
41	Tester	1.38	3.11
42	Turner	3.77	2.24
43	Watchman	4.19	3.26
44	Welder	2.61	1.85
45	Wireman	0.25	0.42
46	Boring Machine Operator	0.37	0.28
47	Fork Lift Operator	1.34	2.46
48	Mach. Oper./Machinist	14.80	14.05
49	Casting Man	0.01	0.01
50	Milling Machine Operator	1.22	0.83
51	Setter	0.03	0.04
52	Tool Maker	0.21	0.21
53	Apprentice/Trainees	10.84	6.40
54	Miscellaneous	0.17	0.17

Table 4.7 contd.....

1	2	3	4
IV.	Textile and Jute Machinery	100.00	100.00
1	Assembler	4.99	5.05
2	Boiler Attendant	0.08	0.04
3	Carpenter	0.35	0.26
4	Chargeman	0.11	0.16
5	Checker	1.38	1.42
6	Coolie/Mazdoor	0.34	0.16
7	Die Maker	0.12	0.13
8	Driller	1.70	1.56
9	Driver	0.43	0.34
10	Electrician	3.00	3.74
11	Fitter	20.51	24.87
12	Mech./Elec. Foreman	0.38	0.65
13	Gas Cutter	0.72	0.86
14	Grinder	2.15	2.96
15	Helper	15.61	8.36
16	Mechanic(General)	1.50	2.04
17	Millwright	0.15	0.38
18	Moulder	0.47	0.28
19	Packer	0.78	0.56
20	Painter	1.66	1.99
21	Pattern Maker	0.08	0.04
22	Planer	0.03	0.04
23	Plater	0.08	0.14
24	Polisher	0.05	0.03
25	Press Man	0.05	0.08
26	Sheetmetal Worker	0.70	0.92
27	Supervisor	6.91	7.82
28	Sweeper	1.77	0.85
29	Tester	0.17	0.17
30	Tongsman	0.15	0.07
31	Turner	10.15	11.73
32	Watchman	4.00	2.25
33	Welder	3.80	4.51
34	Winder	2.76	1.79
35	Wireman	0.13	0.06
36	Fork Lift Operator	0.05	0.02
37	Mach. Oper./Machinist	10.56	11.98
38	Milling Machine Operator	0.91	0.81
39	Capstan	1.21	0.88
V.	Machine Tools	100.00	100.00
1	Assembler	11.13	10.06
2	Carpenter	0.20	0.33
3	Chargeman	0.23	0.39
4	Checker	2.84	3.97
5	Chipper	0.19	0.07

Table 4.7 contd.....

1	2	3	4
6	Coolie/Mazdoor	0.41	0.15
7	Crane Operator	0.08	0.15
8	Die Maker	0.68	0.75
9	Driller	2.38	3.37
10	Driver	0.70	0.42
11	Electrician	3.89	5.76
12	Fitter	9.73	10.85
13	Mech./Elec. Foreman	0.30	0.34
14	Furnaceman	0.16	0.32
15	Gas Cutter	0.17	0.31
16	Grinder	6.69	8.48
17	Helper	14.30	7.40
18	Marker	0.11	0.19
19	Mechanic(General)	0.21	0.16
20	Moulder	1.24	1.94
21	Packer	1.36	1.22
22	Painter	1.02	1.45
23	Pattern Maker	0.27	0.56
24	Planer	0.69	1.24
25	Polisher	0.17	0.13
26	Press Man	2.81	2.22
27	Shaper Machine Operator	0.56	0.25
28	Supervisor	4.36	5.32
29	Sweeper	0.82	0.35
30	Tester	0.08	0.06
31	Turner	8.37	7.64
32	Watchman	2.84	2.13
33	Welder	1.10	0.83
34	Winder	1.31	0.70
35	Wireman	0.04	0.03
36	Boring Machine Operator	0.88	1.46
37	Mach. Oper./Machinist	8.10	8.76
38	Casting Man	0.08	0.11
39	Milling Machine Operator	5.03	5.97
40	Tool Maker	0.34	0.38
41	Apprentice/Trainees	1.67	0.91
42	Miscellaneous	2.46	2.90
VI.	Electrical Machinery & Apparatus	100.00	100.00
1	Armature Winder	2.63	3.25
2	Assembler	15.10	21.87
3	Carpenter	0.10	0.17
4	Chargehand	0.13	0.28
5	Checker	2.37	2.67
6	Coolie/Mazdoor	0.14	0.06
7	Core Maker	0.35	0.19
8	Crane Operator	0.17	0.13

Table 4.7 contd.....

1	2	3	4
9	Die Maker	0.14	0.08
10	Driller	0.21	0.15
11	Driver	1.08	0.98
12	Electrician	2.65	2.85
13	Fitter	4.40	4.56
14	Mech./Elec. Foreman	0.63	0.89
15	Furnaceman	0.07	0.04
16	Gas Cutter	0.15	0.13
17	Grinder	0.36	0.23
18	Helper	27.75	14.68
19	Mechanic(General)	0.18	0.31
20	Moulder	5.96	8.77
21	Packer	0.83	0.57
22	Painter	1.46	1.35
23	Pattern Maker	0.02	0.02
24	Planer	0.10	0.08
25	Plater	0.06	0.08
26	Press Man	0.71	0.71
27	Rollerman/Roller	0.04	0.02
28	Sheetmetal Worker	0.00	0.01
29	Supervisor	3.77	6.26
30	Sweeper	1.32	0.85
31	Tester	1.36	2.47
32	Turner	2.31	3.99
33	Watchman	1.72	1.46
34	Welder	2.42	2.68
35	Winder	5.42	6.13
36	Wireman	0.32	0.39
37	Fork Lift Operator	0.11	0.23
38	Mach. Oper/Machinist	5.83	5.78
39	Setter	0.47	0.70
40	Tool Maker	0.03	0.07
41	Apprentice/Trainees	7.05	3.77
42	Miscellaneous	0.09	0.09
VII.	Electrical Apparatus	100.00	100.00
1	Assembler	11.77	15.05
2	Chargehand	0.16	0.47
3	Checker	3.14	4.19
4	Compressor Operator	0.08	0.13
5	Coolie/Mazdoor	0.25	0.14
6	Die Maker	0.03	0.02
7	Driller	1.77	1.65
8	Driver	1.13	0.97
9	Electrician	2.06	2.61
10	Fitter	2.56	2.62
11	Mech./Elec. Foreman	1.42	1.94
12	Gas Cutter	0.08	0.05

Table 4.7 contd.....

1	2	3	4
13	Grinder	0.27	0.18
14	Helper	30.37	22.69
15	Mistry/Kangani	0.38	0.71
16	Mechanic(General)	0.55	0.59
17	Moulder	1.06	1.60
18	Packer	2.81	2.29
19	Painter	0.88	1.35
20	Plater	0.09	0.13
21	Polisher	0.06	0.05
22	Press Man	0.81	0.72
23	Shaper Machine Operator	0.09	0.17
24	Sheetmetal Worker	0.58	0.70
25	Supervisor	7.19	11.35
26	Sweeper	1.44	1.21
27	Tester	0.39	0.37
28	Turner	0.59	0.56
29	Watchman	2.72	2.50
30	Welder	1.55	1.82
31	Winder	1.84	1.59
32	Wireman	0.69	0.88
33	Fork Lift Operator	0.08	0.16
34	Mach. Oper/Machinist	15.38	14.80
35	Casting Man	0.08	0.05
36	Milling Machine Operator	0.08	0.05
37	Setter	0.03	0.02
38	Tool Maker	0.16	0.20
39	Apprentice/Trainees	5.08	3.13
40	Miscellaneous	0.30	0.31
VIII.	Prime Movers, Boilers & Steam Generation	100.00	100.00
1	Assembler	2.04	1.24
2	Blacksmith	0.07	0.04
3	Carpenter	0.05	0.01
4	Checker	1.42	2.79
5	Coolie/Mazdoor	2.05	0.84
6	Core Maker	0.92	0.61
7	Crane Operator	0.84	0.68
8	Die Maker	0.11	0.07
9	Driller	0.56	0.40
10	Driver	0.74	0.50
11	Electrician	1.75	2.19
12	Fitter	16.56	22.85
13	Mech./Elec. Foreman	2.64	3.10
14	Furnaceman	0.98	0.78
15	Gas Cutter	1.06	0.75
16	Grinder	2.20	1.56
17	Helper	14.42	6.87

Table 4.7 contd.....

1	2	3	4
18	Loader/Unloader	0.10	0.03
19	Marker	0.09	0.05
20	Mechanic(General)	1.04	1.20
21	Moulder	1.40	0.71
22	Packer	1.26	0.42
23	Painter	0.39	0.26
24	Pattern Maker	0.09	0.13
25	Planer	0.48	0.25
26	Plater	0.15	0.07
27	Polisher	0.05	0.01
28	Press Man	0.10	0.04
29	Pump Attendant	0.02	0.01
30	Rigger	2.88	1.42
31	Shaper Machine Operator	0.25	0.09
32	Supervisor	5.52	7.36
33	Sweeper	2.62	1.00
34	Tester	0.04	0.02
35	Turner	2.44	1.52
36	Watchman	4.22	1.82
37	Welder	14.74	26.31
38	Winder	0.64	1.03
39	Boring Machine Operator	1.00	0.61
40	Fork Lift Operator	0.48	0.67
41	Mach. Oper./Machinist	7.26	8.06
42	Casting Man	0.73	0.40
43	Milling Machine Operator	0.45	0.32
44	Setter	0.34	0.13
45	Tool Maker	0.03	0.02
46	Apprentice/Trainees	2.28	0.49
47	Hacksaw Man	0.05	0.01
48	Miscellaneous	0.42	0.23
IX.	Aluminium Industry	100.00	100.00
1	Assembler	0.03	0.05
2	Beltman/Mochi	0.03	0.04
3	Blacksmith	0.06	0.06
4	Boiler Attendant	0.09	0.12
5	Carpenter	0.05	0.07
6	Chargehand	0.54	0.45
7	Chargeman	0.43	0.78
8	Checker	0.66	0.55
9	Coolie/Mazdoor	9.86	4.68
10	Core Maker	0.01	0.01
11	Crane Operator	0.36	0.34
12	Cupolaman	0.10	0.02
13	Die Maker	0.38	0.29
14	Driller	0.04	0.02
15	Driver	1.36	1.65

Table 4.7 contd.....

1	2	3	4
16	Electrician	4.50	6.04
17	Fitter	9.26	12.47
18	Mech./Elec. Foreman	2.14	2.79
19	Furnaceman	2.48	2.25
20	Gas Cutter	0.23	0.05
21	Grinder	0.22	0.15
22	Hammerman	0.29	0.15
23	Helper	24.67	21.67
24	Mistry/Kangani	0.26	0.06
25	Mason	0.43	0.34
26	Mechanic(General)	1.33	1.48
27	Millwright	0.04	0.02
28	Moulder	0.25	0.10
29	Packer	1.52	1.49
30	Painter	0.06	0.02
31	Plater	0.02	0.01
32	Plumber	0.13	0.03
33	Polisher	0.29	0.19
34	Press Man	0.55	0.13
35	Rigger	0.12	0.15
36	Rollerman/Roller	0.90	1.37
37	Shaper Machine Operator	0.34	0.20
38	Sheetmetal Worker	0.02	0.00
39	Supervisor	4.53	5.45
40	Sweeper	1.45	1.75
41	Tester	0.30	0.21
42	Trimmer	0.02	0.02
43	Turner	0.83	0.73
44	Watchman	2.99	1.77
45	Welder	1.59	1.78
46	Winder	0.02	0.02
47	Wireman	0.03	0.04
48	Fork Lift Operator	0.05	0.04
49	Mach. Oper/Machinist	19.49	25.55
50	Casting Man	0.87	0.52
51	Milling Machine Operator	0.53	0.29
52	Setter	0.52	0.34
53	Tool Maker	0.18	0.12
54	Apprentice/Trainees	1.23	0.24
55	Capsman	0.17	0.04
56	Miscellaneous	1.14	0.78

TABLE 4.8.1

COEFFICIENT OF VARIANCE IN AVERAGE DAILY EARNINGS BY STRATUM

Sl. No.	Industry/Stratum	Percentage Coefficient of Variance
1	2	3
I.	Iron and Steel	54.00
1	Punjab	49.88
2	West Bengal	62.72
3	Jharkhand	49.83
4	Orissa	50.47
5	Chhattisgarh	46.67
6	Gujarat	53.03
7	Maharashtra	49.19
8	Andhra Pradesh	35.68
9	North East	27.05
10	Residual	50.32
II.	Casting & Forgings	53.17
1	Punjab	88.47
2	Haryana	47.66
3	Uttar Pradesh	49.14
4	West Bengal	40.42
5	Gujarat	36.56
6	Maharashtra	40.46
7	Karnataka	49.97
8	Tamil Nadu	56.55
9	Residual	59.80
III.	Agricultural Machinery & Parts	68.51
1	Punjab	60.63
2	Haryana	61.44
3	Uttar Pradesh	45.72
4	Gujarat	37.49
5	Maharashtra	50.50
6	Karnataka	57.07
7	Tamil Nadu	44.79
8	Residual	87.27
IV.	Textile and Jute Machinery	53.25
1	Gujarat	44.80
2	Maharashtra	49.80
3	Andhra Pradesh	35.97
4	Tamil Nadu	37.41
5	Residual	67.63

Table 4.8.1 contd.....

1	2	3
V.	Machine Tools	51.97
1	Punjab	34.73
2	Uttar Pradesh	55.23
3	Gujarat	43.57
4	Maharashtra	44.50
5	Karnataka	45.17
6	Tamil Nadu	44.14
7	Residual	52.66
VI.	Electrical Machinery & Apparatus	61.27
1	Punjab	53.23
2	Haryana	46.69
3	Uttar Pradesh	53.64
4	Madhya Pradesh	46.15
5	Maharashtra	66.54
6	Andhra Pradesh	58.29
7	Karnataka	69.59
8	Tamil Nadu	45.79
9	Residual	59.22
VII.	Electrical Apparatus	54.28
1	Himachal Pradesh	48.36
2	Uttar Pradesh	37.30
3	Daman & Diu	35.89
4	Maharashtra	46.68
5	Andhra Pradesh	71.68
6	Tamil Nadu	66.11
7	Residual	56.06
VIII.	Prime Movers, Boilers & Steam Generation	72.28
1	Punjab	58.61
2	Maharashtra	79.22
3	Andhra Pradesh	49.08
4	Tamil Nadu	48.15
5	Residual	78.95
IX.	Aluminium Industry	63.13
1	Punjab	59.74
2	Uttar Pradesh	24.60
3	Orissa	71.29
4	Chhattisgarh	27.58
5	Maharashtra	53.51
6	Residual	62.15
All 9 Engineering Industries		57.59

TABLE 4.8.2

COEFFICIENT OF VARIANCE IN AVERAGE DAILY EARNINGS BY OCCUPATION

Sl. No.	Industry/Occupation	Percentage Coefficient of Variance
1	2	3
I.	Iron and Steel	54.00
1	Assembler	75.02
2	Beltman/Mochi	-
3	Blacksmith	78.85
4	Boiler Attendant	58.25
5	Carpenter	71.62
6	Chargeman	78.03
7	Checker	52.58
8	Chipper	18.62
9	Compressor Operator	30.43
10	Coolie/Mazdoor	38.49
11	Core Maker	43.16
12	Crane Operator	76.88
13	Cupolaman	59.19
14	Die Maker	35.54
15	Driller	94.51
16	Driver	84.44
17	Electrician	66.71
18	Fitter	67.03
19	Mech./Elec. Foreman	63.88
20	Furnaceman	64.57
21	Gas Cutter	77.41
22	Grinder	46.04
23	Hammerman	30.49
24	Helper	52.01
25	Mistry/Kangani	44.33
26	Marker	33.10
27	Mason	31.34
28	Mechanic(General)	53.06
29	Millwright	27.06
30	Moulder	57.90
31	Packer	19.74
32	Painter	82.95
33	Pattern Maker	25.37
34	Planer	1.82
35	Plumber	1.65
36	Polisher	0.05
37	Press Man	42.19
38	Pump Attendant	-
39	Rigger	43.43
40	Rollerman/Roller	30.29
41	Shaper Machine Operator	44.91
42	Sheetmetal Worker	1.43

Table 4.8.2 contd.....

1	2	3
43	Supervisor	62.28
44	Sweeper	55.40
45	Tester	56.48
46	Tongsman	44.44
47	Trimmer	55.01
48	Turner	59.59
49	Watchman	34.93
50	Welder	51.20
51	Winder	44.96
52	Wireman	14.53
53	Fork Lift Operator	32.57
54	Mach. Oper/Machinist	72.59
55	Casting Man	52.17
56	Milling Machine Operator	11.89
57	Setter	47.68
58	Tool Maker	77.51
59	Generator Operator	10.51
60	Apprentice/Trainees	42.89
61	Heater Incharge	37.86
62	Kiln Man	40.27
63	Straightner Mach Operator	44.60
64	Valve Man	52.72
65	Tilting Tab Mach Operator	46.60
66	Picker	44.95
67	Kundiwala	31.45
68	Miscellaneous	26.60
II.	Casting & Forgings	53.17
1	Assembler	40.56
2	Blacksmith	25.90
3	Boiler Attendant	10.64
4	Chargehand	82.81
5	Chargeman	11.86
6	Checker	62.56
7	Chipper	44.86
8	Compressor Operator	12.58
9	Coolie/Mazdoor	37.68
10	Core Maker	58.56
11	Crane Operator	49.17
12	Cupolaman	63.45
13	Die Maker	29.11
14	Driller	38.43
15	Driver	37.16
16	Electrician	61.86
17	Fitter	65.10
18	Mech./Elec. Foreman	37.25
19	Furnaceman	50.66
20	Gas Cutter	49.42

Table 4.8.2 contd.....

1	2	3
21	Grinder	44.73
22	Hammerman	44.58
23	Helper	55.96
24	Mistry/Kangani	36.46
25	Marker	26.90
26	Mason	22.11
27	Mate/Mukaddam	-
28	Mechanic(General)	42.87
29	Motor Mechanic	0.01
30	Moulder	85.24
31	Packer	37.22
32	Painter	46.62
33	Pattern Maker	41.48
34	Planer	13.98
35	Plater	31.32
36	Plumber	10.29
37	Polisher	16.31
38	Press Man	48.16
39	Rigger	7.88
40	Rollerman/Roller	57.41
41	Shaper Machine Operator	35.29
42	Sheetmetal Worker	2.11
43	Supervisor	45.91
44	Sweeper	31.60
45	Tester	22.13
46	Tongsman	24.97
47	Trimmer	3.37
48	Turner	40.81
49	Watchman	51.54
50	Welder	52.56
51	Wireman	-
52	Boring Machine Operator	-
53	Fork Lift Operator	37.43
54	Mach. Oper/Machinist	51.95
55	Casting Man	29.08
56	Milling Machine Operator	41.87
57	Setter	20.77
58	Tool Maker	19.05
59	Apprentice/Trainees	50.34
60	Kundiwala	18.54
61	Sand Mixer	35.20
62	Miscellaneous	42.07
III. Agricultural Machinery & Parts		68.51
1	Assembler	68.55
2	Blacksmith	9.35
3	Carpenter	62.42

Table 4.8.2 contd.....

1	2	3
4	Chargehand	4.44
5	Chargeman	62.02
6	Checker	52.92
7	Chipper	1.88
8	Compressor Operator	76.77
9	Coolie/Mazdoor	21.49
10	Core Maker	-
11	Crane Operator	-
12	Cupolaman	0.02
13	Die Maker	41.68
14	Driller	41.91
15	Driver	54.96
16	Electrician	62.76
17	Fitter	43.86
18	Mech./Elec. Foreman	58.56
19	Furnaceman	62.85
20	Gas Cutter	32.73
21	Grinder	50.89
22	Hammerman	-
23	Helper	76.21
24	Mistry/Kangani	-
25	Mate/Mukaddam	-
26	Mechanic(General)	50.89
27	Millwright	2.44
28	Moulder	69.83
29	Packer	16.23
30	Painter	61.03
31	Pattern Maker	2.17
32	Planer	67.66
33	Plater	-
34	Plumber	19.66
35	Press Man	43.31
36	Rollerman/Roller	-
37	Shaper Machine Operator	20.18
38	Sheetmetal Worker	12.25
39	Supervisor	53.52
40	Sweeper	65.55
41	Tester	24.66
42	Turner	51.47
43	Watchman	71.34
44	Welder	62.27
45	Wireman	4.09
46	Boring Machine Operator	38.91
47	Fork Lift Operator	33.70
48	Mach. Oper/Machinist	69.01
49	Casting Man	-
50	Milling Machine Operator	32.72
51	Setter	12.46
52	Tool Maker	88.83
53	Apprentice/Trainees	59.22
54	Miscellaneous	9.80

Table 4.8.2 contd.....

1	2	3
IV.	Textile and Jute Machinery	53.25
1	Assembler	51.62
2	Boiler Attendant	-
3	Carpenter	63.12
4	Chargeman	0.30
5	Checker	54.88
6	Coolie/Mazdoor	-
7	Die Maker	18.25
8	Driller	57.11
9	Driver	46.25
10	Electrician	40.67
11	Fitter	55.43
12	Mech./Elec. Foreman	39.03
13	Gas Cutter	32.96
14	Grinder	34.28
15	Helper	30.72
16	Mechanic(General)	26.51
17	Millwright	1.41
18	Moulder	58.14
19	Packer	55.72
20	Painter	52.71
21	Pattern Maker	-
22	Planer	-
23	Plater	-
24	Polisher	-
25	Press Man	-
26	Sheetmetal Worker	36.10
27	Supervisor	47.74
28	Sweeper	37.94
29	Tester	17.43
30	Tongsman	1.99
31	Turner	46.85
32	Watchman	61.30
33	Welder	50.64
34	Winder	25.78
35	Wireman	16.93
36	Fork Lift Operator	3.27
37	Mach. Oper/Machinist	55.73
38	Milling Machine Operator	34.59
39	Capstan	27.46
V.	Machine Tools	51.97
1	Assembler	34.29
2	Carpenter	50.46
3	Chargeman	32.40
4	Checker	36.96

Table 4.8.2 contd.....

1	2	3
5	Chipper	0.01
6	Coolie/Mazdoor	6.15
7	Crane Operator	-
8	Die Maker	21.02
9	Driller	57.96
10	Driver	27.88
11	Electrician	34.38
12	Fitter	61.85
13	Mech./Elec. Foreman	55.50
14	Furnaceman	11.43
15	Gas Cutter	66.50
16	Grinder	54.80
17	Helper	58.08
18	Marker	40.44
19	Mechanic(General)	57.19
20	Moulder	64.15
21	Packer	64.15
22	Painter	45.91
23	Pattern Maker	11.69
24	Planer	35.77
25	Polisher	-
26	Press Man	18.27
27	Shaper Machine Operator	8.94
28	Supervisor	46.73
29	Sweeper	23.79
30	Tester	-
31	Turner	58.83
32	Watchman	64.33
33	Welder	61.91
34	Winder	19.54
35	Wireman	-
36	Boring Machine Operator	34.47
37	Mach. Oper/Machinist	57.29
38	Casting Man	-
39	Milling Machine Operator	48.06
40	Tool Maker	14.37
41	Apprentice/Trainees	51.85
42	Miscellaneous	71.75
VI.	Electrical Machinery & Apparatus	61.27
1	Armature Winder	34.80
2	Assembler	58.28
3	Carpenter	33.96
4	Chargehand	21.52
5	Checker	58.17
6	Coolie/Mazdoor	22.48
7	Core Maker	28.46

Table 4.8.2 contd.....

1	2	3
8	Crane Operator	39.84
9	Die Maker	81.33
10	Driller	85.21
11	Driver	37.13
12	Electrician	53.25
13	Fitter	55.63
14	Mech./Elec. Foreman	44.42
15	Furnaceman	0.01
16	Gas Cutter	92.94
17	Grinder	64.60
18	Helper	64.02
19	Mechanic(General)	26.79
20	Moulder	54.87
21	Packer	69.75
22	Painter	56.90
23	Pattern Maker	-
24	Planer	18.27
25	Plater	26.22
26	Press Man	56.34
27	Rollerman/Roller	-
28	Sheetmetal Worker	-
29	Supervisor	43.28
30	Sweeper	37.38
31	Tester	52.37
32	Turner	62.16
33	Watchman	69.35
34	Welder	64.38
35	Winder	62.16
36	Wireman	34.73
37	Fork Lift Operator	36.26
38	Mach. Oper/Machinist	68.47
39	Setter	22.23
40	Tool Maker	4.93
41	Apprentice/Trainees	47.36
42	Miscellaneous	8.39
VII. Electrical Apparatus		54.28
1	Assembler	52.87
2	Chargehand	0.12
3	Checker	57.30
4	Compressor Operator	-
5	Coolie/Mazdoor	6.61
6	Die Maker	-
7	Driller	27.50
8	Driver	39.49
9	Electrician	38.26
10	Fitter	39.25
11	Mech./Elec. Foreman	28.71

Table 4.8.2 contd.....

1	2	3
12	Gas Cutter	-
13	Grinder	9.76
14	Helper	33.45
15	Mistry/Kangani	40.97
16	Mechanic(General)	33.24
17	Moulder	19.40
18	Packer	22.73
19	Painter	61.88
20	Plater	11.30
21	Polisher	-
22	Press Man	74.97
23	Shaper Machine Operator	7.03
24	Sheetmetal Worker	25.46
25	Supervisor	64.61
26	Sweeper	42.91
27	Tester	50.29
28	Turner	36.72
29	Watchman	39.86
30	Welder	29.23
31	Winder	52.11
32	Wireman	42.67
33	Fork Lift Operator	7.57
34	Mach. Oper/Machinist	62.31
35	Casting Man	-
36	Milling Machine Operator	-
37	Setter	-
38	Tool Maker	30.62
39	Apprentice/Trainees	77.92
40	Miscellaneous	36.16
VIII. Prime Movers, Boilers & Steam Generation		72.28
1	Assembler	21.67
2	Blacksmith	21.50
3	Carpenter	-
4	Checker	57.87
5	Coolie/Mazdoor	25.80
6	Core Maker	27.27
7	Crane Operator	69.13
8	Die Maker	17.60
9	Driller	46.21
10	Driver	41.95
11	Electrician	76.21
12	Fitter	88.53
13	Mech./Elec. Foreman	46.01
14	Furnaceman	25.37
15	Gas Cutter	58.91
16	Grinder	73.42

Table 4.8.2 contd.....

1	2	3
17	Helper	46.63
18	Loader/Unloader	0.24
19	Marker	11.57
20	Mechanic(General)	71.91
21	Moulder	40.91
22	Packer	7.38
23	Painter	88.32
24	Pattern Maker	86.84
25	Planer	17.64
26	Plater	14.48
27	Polisher	-
28	Press Man	0.01
29	Pump Attendant	-
30	Rigger	6.74
31	Shaper Machine Operator	33.55
32	Supervisor	64.64
33	Sweeper	44.61
34	Tester	-
35	Turner	85.48
36	Watchman	39.90
37	Welder	78.25
38	Winder	54.02
39	Boring Machine Operator	21.39
40	Fork Lift Operator	62.46
41	Mach. Oper/Machinist	76.34
42	Casting Man	0.01
43	Milling Machine Operator	58.10
44	Setter	63.49
45	Tool Maker	-
46	Apprentice/Trainees	72.09
47	Hacksaw Man	-
48	Miscellaneous	24.69
IX.	Aluminium Industry	63.13
1	Assembler	29.47
2	Beltman/Mochi	8.76
3	Blacksmith	21.55
4	Boiler Attendant	18.79
5	Carpenter	20.55
6	Chargehand	30.60
7	Chargeman	14.92
8	Checker	62.24
9	Coolie/Mazdoor	65.10
10	Core Maker	2.19
11	Crane Operator	57.46
12	Cupolaman	20.50
13	Die Maker	51.05

Table 4.8.2 contd.....

1	2	3
14	Driller	68.67
15	Driver	52.42
16	Electrician	66.56
17	Fitter	65.25
18	Mech./Elec. Foreman	44.49
19	Furnaceman	48.87
20	Gas Cutter	18.19
21	Grinder	96.69
22	Hammerman	52.36
23	Helper	91.65
24	Mistry/Kangani	0.03
25	Mason	91.05
26	Mechanic(General)	41.70
27	Millwright	20.20
28	Moulder	72.20
29	Packer	53.11
30	Painter	72.82
31	Plater	-
32	Plumber	0.01
33	Polisher	39.57
34	Press Man	16.92
35	Rigger	38.42
36	Rollerman/Roller	44.20
37	Shaper Machine Operator	53.43
38	Sheetmetal Worker	-
39	Supervisor	70.83
40	Sweeper	64.30
41	Tester	10.62
42	Trimmer	2.90
43	Turner	73.85
44	Watchman	67.43
45	Welder	59.34
46	Winder	7.66
47	Wireman	1.14
48	Fork Lift Operator	14.72
49	Mach. Oper/Machinist	67.94
50	Casting Man	41.05
51	Milling Machine Operator	66.11
52	Setter	62.16
53	Tool Maker	4.36
54	Apprentice/Trainees	51.79
55	Capsman	3.71
56	Miscellaneous	8.59
All 9	Engineering Industries	57.59

TABLE 4.9

AVERAGE DAILY EARNINGS OF WORKERS IN INDUSTRIES BY OCCUPATION AND SEX AND AGE

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Iron and Steel	248.29	110.95	-	-	248.06
	1 Assembler	608.82	-	-	-	608.82
	2 Beltman/Mochi	460.76	-	-	-	460.76
	3 Blacksmith	204.11	-	-	-	204.11
	4 Boiler Attendant	371.21	-	-	-	371.21
	5 Carpenter	261.77	-	-	-	261.77
	6 Chargeman	243.33	-	-	-	243.33
	7 Checker	316.74	109.00	-	-	311.40
	8 Chipper	111.46	-	-	-	111.46
	9 Compressor Operator	157.78	-	-	-	157.78
	10 Coolie/Mazdoor	126.55	-	-	-	126.55
	11 Core Maker	270.49	-	-	-	270.49
	12 Crane Operator	319.58	-	-	-	319.58
	13 Cupolaman	191.68	-	-	-	191.68
	14 Die Maker	225.08	-	-	-	225.08
	15 Driller	165.08	-	-	-	165.08
	16 Driver	376.01	-	-	-	376.01
	17 Electrician	294.70	-	-	-	294.70
	18 Fitter	295.51	-	-	-	295.51
	19 Mech./Elec. Foreman	321.02	-	-	-	321.02
	20 Furnaceman	161.93	-	-	-	161.93
	21 Gas Cutter	330.20	-	-	-	330.20
	22 Grinder	184.58	-	-	-	184.58
	23 Hammerman	94.82	-	-	-	94.82
	24 Helper	145.01	110.00	-	-	144.94
	25 Mistry/Kangani	105.30	-	-	-	105.30
	26 Marker	109.12	-	-	-	109.12
	27 Mason	183.40	-	-	-	183.40
	28 Mechanic (General)	474.15	-	-	-	474.15
	29 Millwright	209.58	-	-	-	209.58
	30 Moulder	185.41	-	-	-	185.41
	31 Packer	148.13	109.09	-	-	145.82
	32 Painter	268.20	-	-	-	268.20
	33 Pattern Maker	164.32	-	-	-	164.32
	34 Planer	196.15	-	-	-	196.15
	35 Plumber	242.23	-	-	-	242.23
	36 Polisher	109.97	-	-	-	109.97
	37 Press Man	189.65	-	-	-	189.65
	38 Pump Attendant	179.14	-	-	-	179.14
	39 Rigger	489.33	-	-	-	489.33
	40 Rollerman/Roller	131.45	-	-	-	131.45

Table 4.9 contd.....

1	2	3	4	5	6	7
41	Shaper Machine Operator	141.30	-	-	-	141.30
42	Sheetmetal Worker	99.00	-	-	-	99.00
43	Supervisor	309.77	-	-	-	309.77
44	Sweeper	183.14	112.19	-	-	180.46
45	Tester	378.27	-	-	-	378.27
46	Tongsman	133.64	-	-	-	133.64
47	Trimmer	127.81	-	-	-	127.81
48	Turner	263.77	-	-	-	263.77
49	Watchman	138.66	-	-	-	138.66
50	Welder	225.29	-	-	-	225.29
51	Winder	785.56	-	-	-	785.56
52	Wireman	181.84	-	-	-	181.84
53	Fork Lift Operator	141.66	-	-	-	141.66
54	Mach. Oper/Machinist	370.55	120.00	-	-	370.18
55	Casting Man	221.37	-	-	-	221.37
56	Milling Machine Operator	141.11	-	-	-	141.11
57	Setter	264.84	-	-	-	264.84
58	Tool Maker	333.62	-	-	-	333.62
59	Generator Operator	146.48	-	-	-	146.48
60	Apprentice/Trainees	67.73	-	-	-	67.73
61	Heater Incharge	192.09	-	-	-	192.09
62	Kiln Man	182.44	-	-	-	182.44
63	Straightner Mach Oper.	173.71	-	-	-	173.71
64	Valve Man	124.42	-	-	-	124.42
65	Tilting Tab Mach Oper.	134.89	-	-	-	134.89
66	Picker	99.14	-	-	-	99.14
67	Kundiwala	101.29	-	-	-	101.29
68	Miscellaneous	156.18	-	-	-	156.18
II.	Casting & Forgings	189.85	149.74	-	-	189.39
1	Assembler	387.99	-	-	-	387.99
2	Blacksmith	201.46	-	-	-	201.46
3	Boiler Attendant	147.71	-	-	-	147.71
4	Chargehand	209.48	-	-	-	209.48
5	Chargeman	215.25	-	-	-	215.25
6	Checker	238.86	296.20	-	-	240.91
7	Chipper	180.37	-	-	-	180.37
8	Compressor Operator	220.12	-	-	-	220.12
9	Coolie/Mazdoor	116.00	-	-	-	116.00
10	Core Maker	389.36	-	-	-	389.36
11	Crane Operator	199.84	-	-	-	199.84
12	Cupolaman	229.87	-	-	-	229.87
13	Die Maker	259.64	-	-	-	259.64
14	Driller	211.64	-	-	-	211.64
15	Driver	174.73	-	-	-	174.73
16	Electrician	208.13	-	-	-	208.13
17	Fitter	224.97	-	-	-	224.97
18	Mech./Elec. Foreman	287.77	-	-	-	287.77

Table 4.9 contd.....

1	2	3	4	5	6	7
19	Furnaceman	196.30	-	-	-	196.30
20	Gas Cutter	191.76	-	-	-	191.76
21	Grinder	175.55	-	-	-	175.55
22	Hammerman	216.63	-	-	-	216.63
23	Helper	150.45	99.76	-	-	149.69
24	Mistry/Kangani	208.05	-	-	-	208.05
25	Marker	337.98	-	-	-	337.98
26	Mason	208.32	-	-	-	208.32
27	Mate/Mukaddam	102.50	-	-	-	102.50
28	Mechanic(General)	241.42	-	-	-	241.42
29	Motor Mechanic	147.38	-	-	-	147.38
30	Moulder	129.54	70.00	-	-	129.35
31	Packer	195.06	103.34	-	-	189.16
32	Painter	119.57	-	-	-	119.57
33	Pattern Maker	183.35	-	-	-	183.35
34	Planer	175.39	-	-	-	175.39
35	Plater	187.53	-	-	-	187.53
36	Plumber	258.52	-	-	-	258.52
37	Polisher	172.90	-	-	-	172.90
38	Press Man	248.21	-	-	-	248.21
39	Rigger	216.51	-	-	-	216.51
40	Rollerman/Roller	262.56	-	-	-	262.56
41	Shaper Machine Operator	125.74	-	-	-	125.74
42	Sheetmetal Worker	91.22	-	-	-	91.22
43	Supervisor	287.88	-	-	-	287.88
44	Sweeper	146.42	-	-	-	146.42
45	Tester	217.73	-	-	-	217.73
46	Tongsman	158.85	-	-	-	158.85
47	Trimmer	306.20	-	-	-	306.20
48	Turner	194.38	-	-	-	194.38
49	Watchman	140.41	-	-	-	140.41
50	Welder	195.00	-	-	-	195.00
51	Wireman	163.10	-	-	-	163.10
52	Boring Machine Operator	150.00	-	-	-	150.00
53	Fork Lift Operator	218.84	-	-	-	218.84
54	Mach. Oper/Machinist	209.65	175.39	-	-	208.33
55	Casting Man	133.52	-	-	-	133.52
56	Milling Machine Operator	196.35	-	-	-	196.35
57	Setter	272.02	-	-	-	272.02
58	Tool Maker	252.24	-	-	-	252.24
59	Apprentice/Trainees	92.04	-	-	-	92.04
60	Kundiwala	155.76	-	-	-	155.76
61	Sand Mixer	159.93	-	-	-	159.93
62	Miscellaneous	376.00	-	-	-	376.00
III.	Agricultural Machinery & Parts	278.83	120.63	-	-	276.10
1	Assembler	438.07	104.74	-	-	433.18
2	Blacksmith	114.44	-	-	-	114.44

Table 4.9 contd.....

1	2	3	4	5	6	7
3	Carpenter	430.23	-	-	-	430.23
4	Chargehand	740.19	-	-	-	740.19
5	Chargeman	214.88	-	-	-	214.88
6	Checker	372.18	120.00	-	-	364.37
7	Chipper	250.18	-	-	-	250.18
8	Compressor Operator	199.14	-	-	-	199.14
9	Coolie/Mazdoor	144.34	135.70	-	-	142.77
10	Core Maker	264.50	-	-	-	264.50
11	Crane Operator	261.40	-	-	-	261.40
12	Cupolaman	135.68	-	-	-	135.68
13	Die Maker	235.20	-	-	-	235.20
14	Driller	156.89	-	-	-	156.89
15	Driver	307.81	-	-	-	307.81
16	Electrician	358.04	-	-	-	358.04
17	Fitter	213.23	-	-	-	213.23
18	Mech./Elec. Foreman	274.04	-	-	-	274.04
19	Furnaceman	141.40	-	-	-	141.40
20	Gas Cutter	145.41	-	-	-	145.41
21	Grinder	234.95	-	-	-	234.95
22	Hammerman	343.00	-	-	-	343.00
23	Helper	176.06	131.63	-	-	174.53
24	Mistry/Kangani	116.83	-	-	-	116.83
25	Mate/Mukaddam	116.83	-	-	-	116.83
26	Mechanic(General)	564.06	-	-	-	564.06
27	Millwright	453.65	-	-	-	453.65
28	Moulder	151.54	-	-	-	151.54
29	Packer	109.86	104.87	-	-	107.69
30	Painter	370.84	-	-	-	370.84
31	Pattern Maker	263.14	-	-	-	263.14
32	Planer	195.87	-	-	-	195.87
33	Plater	338.67	-	-	-	338.67
34	Plumber	218.46	-	-	-	218.46
35	Press Man	192.93	-	-	-	192.93
36	Rollerman/Roller	88.04	-	-	-	88.04
37	Shaper Machine Operator	101.81	-	-	-	101.81
38	Sheetmetal Worker	127.81	-	-	-	127.81
39	Supervisor	350.82	-	-	-	350.82
40	Sweeper	156.31	137.17	-	-	154.60
41	Tester	625.09	-	-	-	625.09
42	Turner	163.94	-	-	-	163.94
43	Watchman	214.61	-	-	-	214.61
44	Welder	195.78	-	-	-	195.78
45	Wireman	471.82	-	-	-	471.82
46	Boring Machine Operator	205.33	-	-	-	205.33
47	Fork Lift Operator	506.86	-	-	-	506.86
48	Mach. Oper/Machinist	262.24	-	-	-	262.24
49	Casting Man	256.74	-	-	-	256.74
50	Milling Machine Operator	188.22	-	-	-	188.22
51	Setter	329.05	-	-	-	329.05
52	Tool Maker	274.24	-	-	-	274.24
53	Apprentice/Trainees	163.06	-	-	-	163.06
54	Miscellaneous	276.28	-	-	-	276.28

Table 4.9 contd.....

1	2	3	4	5	6	7
IV.	Textile and Jute Machinery	297.61	115.95	-	-	294.78
1	Assembler	298.37	-	-	-	298.37
2	Boiler Attendant	137.12	-	-	-	137.12
3	Carpenter	216.27	-	-	-	216.27
4	Chargeman	437.97	-	-	-	437.97
5	Checker	303.32	-	-	-	303.32
6	Coolie/Mazdoor	140.00	-	-	-	140.00
7	Die Maker	314.44	-	-	-	314.44
8	Driller	270.02	-	-	-	270.02
9	Driver	231.33	-	-	-	231.33
10	Electrician	367.02	-	-	-	367.02
11	Fitter	357.50	-	-	-	357.50
12	Mech./Elec. Foreman	512.82	-	-	-	512.82
13	Gas Cutter	350.84	-	-	-	350.84
14	Grinder	405.90	-	-	-	405.90
15	Helper	160.37	117.40	-	-	157.90
16	Mechanic(General)	399.34	-	-	-	399.34
17	Millwright	750.21	-	-	-	750.21
18	Moulder	176.25	-	-	-	176.25
19	Packer	225.96	138.84	-	-	210.94
20	Painter	353.14	-	-	-	353.14
21	Pattern Maker	147.84	-	-	-	147.84
22	Planer	477.40	-	-	-	477.40
23	Plater	500.66	-	-	-	500.66
24	Polisher	170.00	-	-	-	170.00
25	Press Man	435.12	-	-	-	435.12
26	Sheetmetal Worker	388.54	-	-	-	388.54
27	Supervisor	333.66	-	-	-	333.66
28	Sweeper	143.44	105.08	-	-	140.83
29	Tester	286.92	-	-	-	286.92
30	Tongsman	148.72	-	-	-	148.72
31	Turner	340.54	-	-	-	340.54
32	Watchman	165.97	-	-	-	165.97
33	Welder	350.27	-	-	-	350.27
34	Winder	191.14	-	-	-	191.14
35	Wireman	142.00	-	-	-	142.00
36	Fork Lift Operator	135.20	-	-	-	135.20
37	Mach. Oper/Machinist	343.57	108.33	-	-	334.60
38	Milling Machine Operator	261.53	-	-	-	261.53
39	Capstan	213.88	-	-	-	213.88
V.	Machine Tools	321.59	128.87	-	-	304.30
1	Assembler	307.16	167.11	-	-	275.04
2	Carpenter	502.79	-	-	-	502.79
3	Chargeman	505.30	-	-	-	505.30
4	Checker	425.51	-	-	-	425.51
5	Chipper	109.11	-	-	-	109.11

Table 4.9 contd.....

1	2	3	4	5	6	7
6	Coolie/Mazdoor	110.40	-	-	-	110.40
7	Crane Operator	564.14	-	-	-	564.14
8	Die Maker	335.63	-	-	-	335.63
9	Driller	430.31	-	-	-	430.31
10	Driver	181.89	-	-	-	181.89
11	Electrician	450.90	-	-	-	450.90
12	Fitter	339.30	-	-	-	339.30
13	Mech./Elec. Foreman	346.98	-	-	-	346.98
14	Furnaceman	590.81	-	-	-	590.81
15	Gas Cutter	547.18	-	-	-	547.18
16	Grinder	385.68	-	-	-	385.68
17	Helper	192.94	110.40	-	-	157.45
18	Marker	529.97	-	-	-	529.97
19	Mechanic(General)	241.70	-	-	-	241.70
20	Moulder	476.82	-	-	-	476.82
21	Packer	273.29	-	-	-	273.29
22	Painter	431.93	-	-	-	431.93
23	Pattern Maker	624.50	-	-	-	624.50
24	Planer	548.96	-	-	-	548.96
25	Polisher	235.96	-	-	-	235.96
26	Press Man	239.85	-	-	-	239.85
27	Shaper Machine Operator	134.03	-	-	-	134.03
28	Supervisor	376.95	210.00	-	-	371.76
29	Sweeper	130.51	-	-	-	130.51
30	Tester	216.57	-	-	-	216.57
31	Turner	277.82	-	-	-	277.82
32	Watchman	228.62	-	-	-	228.62
33	Welder	228.48	-	-	-	228.48
34	Winder	163.22	-	-	-	163.22
35	Wireman	250.47	-	-	-	250.47
36	Boring Machine Operator	501.90	-	-	-	501.90
37	Mach. Oper/Machinist	329.25	-	-	-	329.25
38	Casting Man	410.27	-	-	-	410.27
39	Milling Machine Operator	361.01	-	-	-	361.01
40	Tool Maker	334.67	-	-	-	334.67
41	Apprentice/Trainees	166.27	-	-	-	166.27
42	Miscellaneous	369.70	166.00	-	-	358.51
VI.	Electrical Machinery & Apparatus	223.19	248.00	-	-	223.90
1	Armature Winder	342.28	263.50	-	-	276.63
2	Assembler	325.82	196.63	-	-	324.21
3	Carpenter	386.30	-	-	-	386.30
4	Chargehand	463.80	-	-	-	463.80
5	Checker	252.98	177.76	-	-	251.98
6	Coolie/Mazdoor	96.21	-	-	-	96.21
7	Core Maker	125.01	-	-	-	125.01
8	Crane Operator	174.97	-	-	-	174.97

Table 4. contd.....

1	2	3	4	5	6	7
9	Die Maker	124.97	-	-	-	124.97
10	Driller	152.60	-	-	-	152.60
11	Driver	204.92	-	-	-	204.92
12	Electrician	240.67	-	-	-	240.67
13	Fitter	232.33	-	-	-	232.33
14	Mech./Elec. Foreman	317.39	-	-	-	317.39
15	Furnaceman	118.33	-	-	-	118.33
16	Gas Cutter	198.79	-	-	-	198.79
17	Grinder	144.55	-	-	-	144.55
18	Helper	118.44	-	-	-	118.44
19	Mechanic(General)	387.52	-	-	-	387.52
20	Moulder	329.75	-	-	-	329.75
21	Packer	154.53	-	-	-	154.53
22	Painter	206.88	-	-	-	206.88
23	Pattern Maker	217.85	-	-	-	217.85
24	Planer	169.84	-	-	-	169.84
25	Plater	299.95	-	-	-	299.95
26	Press Man	217.53	277.79	-	-	221.68
27	Rollerman/Roller	118.38	-	-	-	118.38
28	Sheetmetal Worker	405.60	-	-	-	405.60
29	Supervisor	371.84	-	-	-	371.84
30	Sweeper	148.04	128.40	-	-	144.06
31	Tester	407.26	-	-	-	407.26
32	Turner	385.59	-	-	-	385.59
33	Watchman	189.73	-	-	-	189.73
34	Welder	248.20	-	-	-	248.20
35	Winder	253.13	-	-	-	253.13
36	Wireman	276.89	-	-	-	276.89
37	Fork Lift Operator	492.86	-	-	-	492.86
38	Mach. Oper/Machinist	222.06	-	-	-	222.06
39	Setter	347.36	310.43	-	-	336.67
40	Tool Maker	524.89	-	-	-	524.89
41	Apprentice/Trainees	119.80	-	-	-	119.80
42	Miscellaneous	218.31	-	-	-	218.31
VII.	Electrical Apparatus	181.53	119.73	-	-	170.35
1	Assembler	225.13	172.60	-	-	217.80
2	Chargehand	509.16	-	-	-	509.16
3	Checker	233.03	192.72	-	-	227.21
4	Compressor Operator	282.76	-	-	-	282.76
5	Coolie/Mazdoor	95.91	-	-	-	95.91
6	Die Maker	118.67	-	-	-	118.67
7	Driller	158.66	-	-	-	158.66
8	Driver	146.51	-	-	-	146.51
9	Electrician	215.26	-	-	-	215.26
10	Fitter	173.82	-	-	-	173.82
11	Mech./Elec. Foreman	231.94	-	-	-	231.94
12	Gas Cutter	119.02	-	-	-	119.02

Table 4.9 contd.....

1	2	3	4	5	6	7
13	Grinder	117.05	-	-	-	117.05
14	Helper	132.86	115.45	-	-	127.23
15	Mistry/Kangani	322.34	-	-	-	322.34
16	Mechanic(General)	184.19	-	-	-	184.19
17	Moulder	256.54	-	-	-	256.54
18	Packer	140.73	125.90	-	-	138.43
19	Painter	272.99	133.71	-	-	263.04
20	Plater	229.83	-	-	-	229.83
21	Polisher	145.68	-	-	-	145.68
22	Press Man	151.40	-	-	-	151.40
23	Shaper Machine Operator	306.48	-	-	-	306.48
24	Sheetmetal Worker	206.26	-	-	-	206.26
25	Supervisor	268.99	-	-	-	268.99
26	Sweeper	147.21	131.36	-	-	143.42
27	Tester	162.56	-	-	-	162.56
28	Turner	159.44	-	-	-	159.44
29	Watchman	156.28	-	-	-	156.28
30	Welder	200.48	-	-	-	200.48
31	Winder	155.84	128.85	-	-	146.46
32	Wireman	217.45	-	-	-	217.45
33	Fork Lift Operator	341.15	-	-	-	341.15
34	Mach. Oper/Machinist	191.83	100.27	-	-	163.92
35	Casting Man	119.02	-	-	-	119.02
36	Milling Machine Operator	111.34	-	-	-	111.34
37	Setter	113.27	-	-	-	113.27
38	Tool Maker	214.06	-	-	-	214.06
39	Apprentice/Trainees	104.79	-	-	-	104.79
40	Miscellaneous	178.75	-	-	-	178.75
VIII. Prime Movers, Boilers & Steam Generation		330.49	92.95	-	-	328.50
1	Assembler	199.88	-	-	-	199.88
2	Blacksmith	206.66	-	-	-	206.66
3	Carpenter	91.66	-	-	-	91.66
4	Checker	643.26	-	-	-	643.26
5	Coolie/Mazdoor	134.26	-	-	-	134.26
6	Core Maker	218.13	-	-	-	218.13
7	Crane Operator	264.93	-	-	-	264.93
8	Die Maker	196.51	-	-	-	196.51
9	Driller	234.33	-	-	-	234.33
10	Driver	221.26	-	-	-	221.26
11	Electrician	410.92	-	-	-	410.92
12	Fitter	453.26	-	-	-	453.26
13	Mech./Elec. Foreman	385.82	-	-	-	385.82
14	Furnaceman	262.38	-	-	-	262.38
15	Gas Cutter	233.96	-	-	-	233.96
16	Grinder	233.71	-	-	-	233.71
17	Helper	159.96	94.30	-	-	156.37

Table 4.9 contd.....

1	2	3	4	5	6	7
18	Loader/Unloader	103.53	-	-	-	103.53
19	Marker	175.94	-	-	-	175.94
20	Mechanic(General)	378.52	-	-	-	378.52
21	Moulder	165.99	-	-	-	165.99
22	Packer	109.49	-	-	-	109.49
23	Painter	222.59	-	-	-	222.59
24	Pattern Maker	479.13	-	-	-	479.13
25	Planer	171.24	-	-	-	171.24
26	Plater	144.41	-	-	-	144.41
27	Polisher	93.50	-	-	-	93.50
28	Press Man	135.51	-	-	-	135.51
29	Pump Attendant	182.57	-	-	-	182.57
30	Rigger	162.06	-	-	-	162.06
31	Shaper Machine Operator	120.23	-	-	-	120.23
32	Supervisor	438.02	-	-	-	438.02
33	Sweeper	125.69	-	-	-	125.69
34	Tester	128.23	-	-	-	128.23
35	Turner	204.30	-	-	-	204.30
36	Watchman	142.19	70.97	-	-	141.37
37	Welder	586.42	-	-	-	586.42
38	Winder	530.32	-	-	-	530.32
39	Boring Machine Operator	202.03	-	-	-	202.03
40	Fork Lift Operator	460.80	-	-	-	460.80
41	Mach. Oper/Machinist	364.50	-	-	-	364.50
42	CASTING Man	182.56	-	-	-	182.56
43	Milling Machine Operator	229.35	-	-	-	229.35
44	Setter	127.80	-	-	-	127.80
45	Tool Maker	216.57	-	-	-	216.57
46	Apprentice/Trainees	70.83	-	-	-	70.83
47	Hacksaw Man	93.50	-	-	-	93.50
48	Miscellaneous	176.22	-	-	-	176.22
IX.	Aluminium Industry	439.25	221.58	-	-	438.95
1	Assembler	763.50	-	-	-	763.50
2	Beltman/Mochi	506.32	-	-	-	506.32
3	Blacksmith	488.12	-	-	-	488.12
4	Boiler Attendant	547.35	-	-	-	547.35
5	Carpenter	620.31	-	-	-	620.31
6	Chargehand	365.84	-	-	-	365.84
7	Chargeman	790.13	-	-	-	790.13
8	Checker	364.04	-	-	-	364.04
9	Coolie/Mazdoor	208.59	-	-	-	208.59
10	Core Maker	545.50	-	-	-	545.50
11	Crane Operator	403.79	-	-	-	403.79
12	Cupolaman	102.18	-	-	-	102.18
13	Die Maker	332.22	-	-	-	332.22
14	Driller	169.75	-	-	-	169.75
15	Driver	530.14	-	-	-	530.14

Table 4.9 contd.....

1	2	3	4	5	6	7
16	Electrician	588.57	-	-	-	588.57
17	Fitter	591.10	-	-	-	591.10
18	Mech./Elec. Foreman	573.50	326.50	-	-	572.90
19	Furnaceman	397.84	-	-	-	397.84
20	Gas Cutter	101.23	-	-	-	101.23
21	Grinder	316.01	-	-	-	316.01
22	Hammerman	224.32	-	-	-	224.32
23	Helper	386.57	202.74	-	-	385.63
24	Mistry/Kangani	98.44	-	-	-	98.44
25	Mason	346.15	-	-	-	346.15
26	Mechanic(General)	490.36	-	-	-	490.36
27	Millwright	221.66	-	-	-	221.66
28	Moulder	180.11	-	-	-	180.11
29	Packer	428.16	-	-	-	428.16
30	Painter	179.36	-	-	-	179.36
31	Plater	130.00	-	-	-	130.00
32	Plumber	108.39	-	-	-	108.39
33	Polisher	283.27	-	-	-	283.27
34	Press Man	106.70	-	-	-	106.70
35	Rigger	547.05	-	-	-	547.05
36	Rollerman/Roller	665.90	-	-	-	665.90
37	Shaper Machine Operator	262.96	-	-	-	262.96
38	Sheetmetal Worker	70.00	-	-	-	70.00
39	Supervisor	528.15	568.96	-	-	528.19
40	Sweeper	528.89	-	-	-	528.89
41	Tester	306.81	-	-	-	306.81
42	Trimmer	471.99	-	-	-	471.99
43	Turner	387.75	-	-	-	387.75
44	Watchman	260.01	-	-	-	260.01
45	Welder	492.53	-	-	-	492.53
46	Winder	502.15	-	-	-	502.15
47	Wireman	618.72	-	-	-	618.72
48	Fork Lift Operator	414.32	-	-	-	414.32
49	Mach. Oper/Machinist	575.44	-	-	-	575.44
50	Casting Man	262.05	-	-	-	262.05
51	Milling Machine Operator	242.81	-	-	-	242.81
52	Setter	285.28	-	-	-	285.28
53	Tool Maker	290.03	-	-	-	290.03
54	Apprentice/Trainees	85.17	-	-	-	85.17
55	Capsman	115.09	-	-	-	115.09
56	Miscellaneous	300.76	-	-	-	300.76
All 9 Engineering Industries		258.69	154.48	-	-	257.30

TABLE 4.10.1

**AVERAGE DAILY EARNINGS OF WORKERS IN INDUSTRIES
BY OCCUPATION AND SYSTEM OF PAYMENT**

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
I.	Casting & Forgings	191.27	91.09	189.39
	1 Helper	149.78	83.00	149.69
	2 Moulder	143.45	91.28	129.35
II.	Electrical Machinery & Apparatus	222.87	246.36	223.90
	1 Assembler	324.67	302.59	324.21
	2 Fitter	225.13	260.71	232.33
	3 Helper	111.72	182.72	118.44
	4 Tester	395.63	484.08	407.26
	5 Winder	243.74	601.49	253.13
	6 Mach. Oper/Machinist	213.38	450.53	222.06
III.	Electrical Apparatus	169.87	180.07	170.35
	1 Driller	117.05	164.07	158.66
	2 Fitter	166.69	228.23	173.82
	3 Helper	126.27	165.32	127.23
	4 Mistry/Kangani	-	322.34	322.34
	5 Packer	137.00	188.50	138.43
	6 Supervisor	271.02	177.51	268.99
	7 Turner	130.94	239.25	159.44
	8 Mach. Oper/Machinist	165.15	150.20	163.92
	9 Tool Maker	290.39	137.73	214.06
IV.	Aluminium Industry	439.23	108.71	438.95
	1 Moulder	216.38	108.71	180.11
All 9 Engineering Industries		258.18	167.64	257.30

TABLE 4.10.2
AVERAGE DAILY EARNINGS OF TIME-RATED WORKERS
IN INDUSTRIES BY OCCUPATION AND SEX AND AGE

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Iron and Steel	248.29	110.95	-	-	248.06
	1 Assembler	608.82	-	-	-	608.82
	2 Beltman/Mochi	460.76	-	-	-	460.76
	3 Blacksmith	204.11	-	-	-	204.11
	4 Boiler Attendant	371.21	-	-	-	371.21
	5 Carpenter	261.77	-	-	-	261.77
	6 Chargeman	243.33	-	-	-	243.33
	7 Checker	316.74	109.00	-	-	311.40
	8 Chipper	111.46	-	-	-	111.46
	9 Compressor Operator	157.78	-	-	-	157.78
	10 Coolie/Mazdoor	126.55	-	-	-	126.55
	11 Core Maker	270.49	-	-	-	270.49
	12 Crane Operator	319.58	-	-	-	319.58
	13 Cupolaman	191.68	-	-	-	191.68
	14 Die Maker	225.08	-	-	-	225.08
	15 Driller	165.08	-	-	-	165.08
	16 Driver	376.01	-	-	-	376.01
	17 Electrician	294.70	-	-	-	294.70
	18 Fitter	295.51	-	-	-	295.51
	19 Mech./Elec. Foreman	321.02	-	-	-	321.02
	20 Furnaceman	161.93	-	-	-	161.93
	21 Gas Cutter	330.20	-	-	-	330.20
	22 Grinder	184.58	-	-	-	184.58
	23 Hammerman	94.82	-	-	-	94.82
	24 Helper	145.01	110.00	-	-	144.94
	25 Mistry/Kangani	105.30	-	-	-	105.30
	26 Marker	109.12	-	-	-	109.12
	27 Mason	183.40	-	-	-	183.40
	28 Mechanic(General)	474.15	-	-	-	474.15
	29 Millwright	209.58	-	-	-	209.58
	30 Moulder	185.41	-	-	-	185.41
	31 Packer	148.13	109.09	-	-	145.82
	32 Painter	268.20	-	-	-	268.20
	33 Pattern Maker	164.32	-	-	-	164.32
	34 Planer	196.15	-	-	-	196.15
	35 Plumber	242.23	-	-	-	242.23
	36 Polisher	109.97	-	-	-	109.97
	37 Press Man	189.65	-	-	-	189.65
	38 Pump Attendant	179.14	-	-	-	179.14
	39 Rigger	489.33	-	-	-	489.33
	40 Rollerman/Roller	131.45	-	-	-	131.45

Table 4.10.2 contd.....

1	2	3	4	5	6	7
41	Shaper Machine Operator	141.30	-	-	-	141.30
42	Sheetmetal Worker	99.00	-	-	-	99.00
43	Supervisor	309.77	-	-	-	309.77
44	Sweeper	183.14	112.19	-	-	180.46
45	Tester	378.27	-	-	-	378.27
46	Tongsman	133.64	-	-	-	133.64
47	Trimmer	127.81	-	-	-	127.81
48	Turner	263.77	-	-	-	263.77
49	Watchman	138.66	-	-	-	138.66
50	Welder	225.29	-	-	-	225.29
51	Winder	785.56	-	-	-	785.56
52	Wireman	181.84	-	-	-	181.84
53	Fork Lift Operator	141.66	-	-	-	141.66
54	Mach. Oper/Machinist	370.55	120.00	-	-	370.18
55	Casting Man	221.37	-	-	-	221.37
56	Milling Machine Operator	141.11	-	-	-	141.11
57	Setter	264.84	-	-	-	264.84
58	Tool Maker	333.62	-	-	-	333.62
59	Generator Operator	146.48	-	-	-	146.48
60	Apprentice/Trainees	67.73	-	-	-	67.73
61	Heater Incharge	192.09	-	-	-	192.09
62	Kiln Man	182.44	-	-	-	182.44
63	Straightner Mach Oper.	173.71	-	-	-	173.71
64	Valve Man	124.42	-	-	-	124.42
65	Tilting Tab Mach Oper.	134.89	-	-	-	134.89
66	Picker	99.14	-	-	-	99.14
67	Kundiwala	101.29	-	-	-	101.29
68	Miscellaneous	156.18	-	-	-	156.18
II.	Casting & Forgings	191.76	149.74	-	-	191.27
1	Assembler	387.99	-	-	-	387.99
2	Blacksmith	201.46	-	-	-	201.46
3	Boiler Attendant	147.71	-	-	-	147.71
4	Chargehand	209.48	-	-	-	209.48
5	Chargeman	215.25	-	-	-	215.25
6	Checker	238.86	296.20	-	-	240.91
7	Chipper	180.37	-	-	-	180.37
8	Compressor Operator	220.12	-	-	-	220.12
9	Coolie/Mazdoor	116.00	-	-	-	116.00
10	Core Maker	389.36	-	-	-	389.36
11	Crane Operator	199.84	-	-	-	199.84
12	Cupolaman	229.87	-	-	-	229.87
13	Die Maker	259.64	-	-	-	259.64
14	Driller	211.64	-	-	-	211.64
15	Driver	174.73	-	-	-	174.73
16	Electrician	208.13	-	-	-	208.13
17	Fitter	224.97	-	-	-	224.97
18	Mech./Elec. Foreman	287.77	-	-	-	287.77

Table 4.10.2 contd.....

1	2	3	4	5	6	7
19	Furnaceman	196.30	-	-	-	196.30
20	Gas Cutter	191.76	-	-	-	191.76
21	Grinder	175.55	-	-	-	175.55
22	Hammerman	216.63	-	-	-	216.63
23	Helper	150.55	99.76	-	-	149.78
24	Mistry/Kangani	208.05	-	-	-	208.05
25	Marker	337.98	-	-	-	337.98
26	Mason	208.32	-	-	-	208.32
27	Mate/Mukaddam	102.50	-	-	-	102.50
28	Mechanic(General)	241.42	-	-	-	241.42
29	Motor Mechanic	147.38	-	-	-	147.38
30	Moulder	143.77	70.00	-	-	143.45
31	Packer	195.06	103.34	-	-	189.16
32	Painter	119.57	-	-	-	119.57
33	Pattern Maker	183.35	-	-	-	183.35
34	Planer	175.39	-	-	-	175.39
35	Plater	187.53	-	-	-	187.53
36	Plumber	258.52	-	-	-	258.52
37	Polisher	172.90	-	-	-	172.90
38	Press Man	248.21	-	-	-	248.21
39	Rigger	216.51	-	-	-	216.51
40	Rollerman/Roller	262.56	-	-	-	262.56
41	Shaper Machine Operator	125.74	-	-	-	125.74
42	Sheetmetal Worker	91.22	-	-	-	91.22
43	Supervisor	287.88	-	-	-	287.88
44	Sweeper	146.42	-	-	-	146.42
45	Tester	217.73	-	-	-	217.73
46	Tongsman	158.85	-	-	-	158.85
47	Trimmer	306.20	-	-	-	306.20
48	Turner	194.38	-	-	-	194.38
49	Watchman	140.41	-	-	-	140.41
50	Welder	195.00	-	-	-	195.00
51	Wireman	163.10	-	-	-	163.10
52	Boring Machine Operator	150.00	-	-	-	150.00
53	Fork Lift Operator	218.84	-	-	-	218.84
54	Mach. Oper/Machinist	209.65	175.39	-	-	208.33
55	Casting Man	133.52	-	-	-	133.52
56	Milling Machine Operator	196.35	-	-	-	196.35
57	Setter	272.02	-	-	-	272.02
58	Tool Maker	252.24	-	-	-	252.24
59	Apprentice/Trainees	92.04	-	-	-	92.04
60	Kundiwala	155.76	-	-	-	155.76
61	Sand Mixer	159.93	-	-	-	159.93
62	Miscellaneous	376.00	-	-	-	376.00
III.	Agricultural Machinery & Parts	278.83	120.63	-	-	276.10
1	Assembler	438.07	104.74	-	-	433.18
2	Blacksmith	114.44	-	-	-	114.44

Table 4.10.2 contd.....

1	2	3	4	5	6	7
3	Carpenter	430.23	-	-	-	430.23
4	Chargehand	740.19	-	-	-	740.19
5	Chargeman	214.88	-	-	-	214.88
6	Checker	372.18	120.00	-	-	364.37
7	Chipper	250.18	-	-	-	250.18
8	Compressor Operator	199.14	-	-	-	199.14
9	Coolie/Mazdoor	144.34	135.70	-	-	142.77
10	Core Maker	264.50	-	-	-	264.50
11	Crane Operator	261.40	-	-	-	261.40
12	Cupolaman	135.68	-	-	-	135.68
13	Die Maker	235.20	-	-	-	235.20
14	Driller	156.89	-	-	-	156.89
15	Driver	307.81	-	-	-	307.81
16	Electrician	358.04	-	-	-	358.04
17	Fitter	213.23	-	-	-	213.23
18	Mech./Elec. Foreman	274.04	-	-	-	274.04
19	Furnaceman	141.40	-	-	-	141.40
20	Gas Cutter	145.41	-	-	-	145.41
21	Grinder	234.95	-	-	-	234.95
22	Hammerman	343.00	-	-	-	343.00
23	Helper	176.06	131.63	-	-	174.53
24	Mistry/Kangani	116.83	-	-	-	116.83
25	Mate/Mukaddam	116.83	-	-	-	116.83
26	Mechanic(General)	564.06	-	-	-	564.06
27	Millwright	453.65	-	-	-	453.65
28	Moulder	151.54	-	-	-	151.54
29	Packer	109.86	104.87	-	-	107.69
30	Painter	370.84	-	-	-	370.84
31	Pattern Maker	263.14	-	-	-	263.14
32	Planer	195.87	-	-	-	195.87
33	Plater	338.67	-	-	-	338.67
34	Plumber	218.46	-	-	-	218.46
35	Press Man	192.93	-	-	-	192.93
36	Rollerman/Roller	88.04	-	-	-	88.04
37	Shaper Machine Operator	101.81	-	-	-	101.81
38	Sheetmetal Worker	127.81	-	-	-	127.81
39	Supervisor	350.82	-	-	-	350.82
40	Sweeper	156.31	137.17	-	-	154.60
41	Tester	625.09	-	-	-	625.09
42	Turner	163.94	-	-	-	163.94
43	Watchman	214.61	-	-	-	214.61
44	Welder	195.78	-	-	-	195.78
45	Wireman	471.82	-	-	-	471.82
46	Boring Machine Operator	205.33	-	-	-	205.33
47	Fork Lift Operator	506.86	-	-	-	506.86
48	Mach. Oper/Machinist	262.24	-	-	-	262.24
49	Casting Man	256.74	-	-	-	256.74
50	Milling Machine Operator	188.22	-	-	-	188.22
51	Setter	329.05	-	-	-	329.05
52	Tool Maker	274.24	-	-	-	274.24
53	Apprentice/Trainees	163.06	-	-	-	163.06
54	Miscellaneous	276.28	-	-	-	276.28

Table 4.10.2 contd.....

1	2	3	4	5	6	7
IV.	Textile and Jute Machinery	297.61	115.95	-	-	294.78
1	Assembler	298.37	-	-	-	298.37
2	Boiler Attendant	137.12	-	-	-	137.12
3	Carpenter	216.27	-	-	-	216.27
4	Chargeman	437.97	-	-	-	437.97
5	Checker	303.32	-	-	-	303.32
6	Coolie/Mazdoor	140.00	-	-	-	140.00
7	Die Maker	314.44	-	-	-	314.44
8	Driller	270.02	-	-	-	270.02
9	Driver	231.33	-	-	-	231.33
10	Electrician	367.02	-	-	-	367.02
11	Fitter	357.50	-	-	-	357.50
12	Mech./Elec. Foreman	512.82	-	-	-	512.82
13	Gas Cutter	350.84	-	-	-	350.84
14	Grinder	405.90	-	-	-	405.90
15	Helper	160.37	117.40	-	-	157.90
16	Mechanic(General)	399.34	-	-	-	399.34
17	Millwright	750.21	-	-	-	750.21
18	Moulder	176.25	-	-	-	176.25
19	Packer	225.96	138.84	-	-	210.94
20	Painter	353.14	-	-	-	353.14
21	Pattern Maker	147.84	-	-	-	147.84
22	Planer	477.40	-	-	-	477.40
23	Plater	500.66	-	-	-	500.66
24	Polisher	170.00	-	-	-	170.00
25	Press Man	435.12	-	-	-	435.12
26	Sheetmetal Worker	388.54	-	-	-	388.54
27	Supervisor	333.66	-	-	-	333.66
28	Sweeper	143.44	105.08	-	-	140.83
29	Tester	286.92	-	-	-	286.92
30	Tongsman	148.72	-	-	-	148.72
31	Turner	340.54	-	-	-	340.54
32	Watchman	165.97	-	-	-	165.97
33	Welder	350.27	-	-	-	350.27
34	Winder	191.14	-	-	-	191.14
35	Wireman	142.00	-	-	-	142.00
36	Fork Lift Operator	135.20	-	-	-	135.20
37	Mach. Oper/Machinist	343.57	108.33	-	-	334.60
38	Milling Machine Operator	261.53	-	-	-	261.53
39	Capstan	213.88	-	-	-	213.88
V.	Machine Tools	321.59	128.87	-	-	304.30
1	Assembler	307.16	167.11	-	-	275.04
2	Carpenter	502.79	-	-	-	502.79
3	Chargeman	505.30	-	-	-	505.30
4	Checker	425.51	-	-	-	425.51

Table 4.10.2 contd.....

1	2	3	4	5	6	7
5	Chipper	109.11	-	-	-	109.11
6	Coolie/Mazdoor	110.40	-	-	-	110.40
7	Crane Operator	564.14	-	-	-	564.14
8	Die Maker	335.63	-	-	-	335.63
9	Driller	430.31	-	-	-	430.31
10	Driver	181.89	-	-	-	181.89
11	Electrician	450.90	-	-	-	450.90
12	Fitter	339.30	-	-	-	339.30
13	Mech./Elec. Foreman	346.98	-	-	-	346.98
14	Furnaceman	590.81	-	-	-	590.81
15	Gas Cutter	547.18	-	-	-	547.18
16	Grinder	385.68	-	-	-	385.68
17	Helper	192.94	110.40	-	-	157.45
18	Marker	529.97	-	-	-	529.97
19	Mechanic(General)	241.70	-	-	-	241.70
20	Moulder	476.82	-	-	-	476.82
21	Packer	273.29	-	-	-	273.29
22	Painter	431.93	-	-	-	431.93
23	Pattern Maker	624.50	-	-	-	624.50
24	Planer	548.96	-	-	-	548.96
25	Polisher	235.96	-	-	-	235.96
26	Press Man	239.85	-	-	-	239.85
27	Shaper Machine Operator	134.03	-	-	-	134.03
28	Supervisor	376.95	210.00	-	-	371.76
29	Sweeper	130.51	-	-	-	130.51
30	Tester	216.57	-	-	-	216.57
31	Turner	277.82	-	-	-	277.82
32	Watchman	228.62	-	-	-	228.62
33	Welder	228.48	-	-	-	228.48
34	Winder	163.22	-	-	-	163.22
35	Wireman	250.47	-	-	-	250.47
36	Boring Machine Operator	501.90	-	-	-	501.90
37	Mach. Oper/Machinist	329.25	-	-	-	329.25
38	Casting Man	410.27	-	-	-	410.27
39	Milling Machine Operator	361.01	-	-	-	361.01
40	Tool Maker	334.67	-	-	-	334.67
41	Apprentice/Trainees	166.27	-	-	-	166.27
42	Miscellaneous	369.70	166.00	-	-	358.51
VI.	Electrical Machinery & Apparatus	222.09	248.00	-	-	222.87
1	Armature Winder	342.28	263.50	-	-	276.63
2	Assembler	326.33	196.63	-	-	324.67
3	Carpenter	386.30	-	-	-	386.30
4	Chargehand	463.80	-	-	-	463.80
5	Checker	252.98	177.76	-	-	251.98
6	Coolie/Mazdoor	96.21	-	-	-	96.21
7	Core Maker	125.01	-	-	-	125.01

Table 4.10.2 contd.....

1	2	3	4	5	6	7
8	Crane Operator	174.97	-	-	-	174.97
9	Die Maker	124.97	-	-	-	124.97
10	Driller	152.60	-	-	-	152.60
11	Driver	204.92	-	-	-	204.92
12	Electrician	240.67	-	-	-	240.67
13	Fitter	225.13	-	-	-	225.13
14	Mech./Elec. Foreman	317.39	-	-	-	317.39
15	Furnaceman	118.33	-	-	-	118.33
16	Gas Cutter	198.79	-	-	-	198.79
17	Grinder	144.55	-	-	-	144.55
18	Helper	111.72	-	-	-	111.72
19	Mechanic(General)	387.52	-	-	-	387.52
20	Moulder	329.75	-	-	-	329.75
21	Packer	154.53	-	-	-	154.53
22	Painter	206.88	-	-	-	206.88
23	Pattern Maker	217.85	-	-	-	217.85
24	Planer	169.84	-	-	-	169.84
25	Plater	299.95	-	-	-	299.95
26	Press Man	217.53	277.79	-	-	221.68
27	Rollerman/Roller	118.38	-	-	-	118.38
28	Sheetmetal Worker	405.60	-	-	-	405.60
29	Supervisor	371.84	-	-	-	371.84
30	Sweeper	148.04	128.40	-	-	144.06
31	Tester	395.63	-	-	-	395.63
32	Turner	385.59	-	-	-	385.59
33	Watchman	189.73	-	-	-	189.73
34	Welder	248.20	-	-	-	248.20
35	Winder	243.74	-	-	-	243.74
36	Wireman	276.89	-	-	-	276.89
37	Fork Lift Operator	492.86	-	-	-	492.86
38	Mach. Oper/Machinist	213.38	-	-	-	213.38
39	Setter	347.36	310.43	-	-	336.67
40	Tool Maker	524.89	-	-	-	524.89
41	Apprentice/Trainees	119.80	-	-	-	119.80
42	Miscellaneous	218.31	-	-	-	218.31
VII.	Electrical Apparatus	181.62	119.73	-	-	169.87
1	Assembler	225.13	172.60	-	-	217.80
2	Chargehand	509.16	-	-	-	509.16
3	Checker	233.03	192.72	-	-	227.21
4	Compressor Operator	282.76	-	-	-	282.76
5	Coolie/Mazdoor	95.91	-	-	-	95.91
6	Die Maker	118.67	-	-	-	118.67
7	Driller	117.05	-	-	-	117.05
8	Driver	146.51	-	-	-	146.51
9	Electrician	215.26	-	-	-	215.26
10	Fitter	166.69	-	-	-	166.69
11	Mech./Elec. Foreman	231.94	-	-	-	231.94

Table 4.10.2 contd.....

1	2	3	4	5	6	7
12	Gas Cutter	119.02	-	-	-	119.02
13	Grinder	117.05	-	-	-	117.05
14	Helper	131.63	115.45	-	-	126.27
15	Mechanic(General)	184.19	-	-	-	184.19
16	Moulder	256.54	-	-	-	256.54
17	Packer	139.11	125.90	-	-	137.00
18	Painter	272.99	133.71	-	-	263.04
19	Plater	229.83	-	-	-	229.83
20	Polisher	145.68	-	-	-	145.68
21	Press Man	151.40	-	-	-	151.40
22	Shaper Machine Operator	306.48	-	-	-	306.48
23	Sheetmetal Worker	206.26	-	-	-	206.26
24	Supervisor	271.02	-	-	-	271.02
25	Sweeper	147.21	131.36	-	-	143.42
26	Tester	162.56	-	-	-	162.56
27	Turner	130.94	-	-	-	130.94
28	Watchman	156.28	-	-	-	156.28
29	Welder	200.48	-	-	-	200.48
30	Winder	155.84	128.85	-	-	146.46
31	Wireman	217.45	-	-	-	217.45
32	Fork Lift Operator	341.15	-	-	-	341.15
33	Mach. Oper/Machinist	197.42	100.27	-	-	165.15
34	Casting Man	119.02	-	-	-	119.02
35	Milling Machine Operator	111.34	-	-	-	111.34
36	Setter	113.27	-	-	-	113.27
37	Tool Maker	290.39	-	-	-	290.39
38	Apprentice/Trainees	104.79	-	-	-	104.79
39	Miscellaneous	178.75	-	-	-	178.75
VIII. Prime Movers, Boilers & Steam Generation		330.49	92.95	-	-	328.50
1	Assembler	199.88	-	-	-	199.88
2	Blacksmith	206.66	-	-	-	206.66
3	Carpenter	91.66	-	-	-	91.66
4	Checker	643.26	-	-	-	643.26
5	Coolie/Mazdoor	134.26	-	-	-	134.26
6	Core Maker	218.13	-	-	-	218.13
7	Crane Operator	264.93	-	-	-	264.93
8	Die Maker	196.51	-	-	-	196.51
9	Driller	234.33	-	-	-	234.33
10	Driver	221.26	-	-	-	221.26
11	Electrician	410.92	-	-	-	410.92
12	Fitter	453.26	-	-	-	453.26
13	Mech./Elec. Foreman	385.82	-	-	-	385.82
14	Furnaceman	262.38	-	-	-	262.38
15	Gas Cutter	233.96	-	-	-	233.96
16	Grinder	233.71	-	-	-	233.71
17	Helper	159.96	94.30	-	-	156.37

Table 4.10.2 contd.....

1	2	3	4	5	6	7
18	Loader/Unloader	103.53	-	-	-	103.53
19	Marker	175.94	-	-	-	175.94
20	Mechanic(General)	378.52	-	-	-	378.52
21	Moulder	165.99	-	-	-	165.99
22	Packer	109.49	-	-	-	109.49
23	Painter	222.59	-	-	-	222.59
24	Pattern Maker	479.13	-	-	-	479.13
25	Planer	171.24	-	-	-	171.24
26	Plater	144.41	-	-	-	144.41
27	Polisher	93.50	-	-	-	93.50
28	Press Man	135.51	-	-	-	135.51
29	Pump Attendant	182.57	-	-	-	182.57
30	Rigger	162.06	-	-	-	162.06
31	Shaper Machine Operator	120.23	-	-	-	120.23
32	Supervisor	438.02	-	-	-	438.02
33	Sweeper	125.69	-	-	-	125.69
34	Tester	128.23	-	-	-	128.23
35	Turner	204.30	-	-	-	204.30
36	Watchman	142.19	70.97	-	-	141.37
37	Welder	586.42	-	-	-	586.42
38	Winder	530.32	-	-	-	530.32
39	Boring Machine Operator	202.03	-	-	-	202.03
40	Fork Lift Operator	460.80	-	-	-	460.80
41	Mach. Oper./Machinist	364.50	-	-	-	364.50
42	Casting Man	182.56	-	-	-	182.56
43	Milling Machine Operator	229.35	-	-	-	229.35
44	Setter	127.80	-	-	-	127.80
45	Tool Maker	216.57	-	-	-	216.57
46	Apprentice/Trainees	70.83	-	-	-	70.83
47	Hacksaw Man	93.50	-	-	-	93.50
48	Miscellaneous	176.22	-	-	-	176.22
IX.	Aluminium Industry	439.53	221.58	-	-	439.23
1	Assembler	763.50	-	-	-	763.50
2	Beltman/Mochi	506.32	-	-	-	506.32
3	Blacksmith	488.12	-	-	-	488.12
4	Boiler Attendant	547.35	-	-	-	547.35
5	Carpenter	620.31	-	-	-	620.31
6	Chargehand	365.84	-	-	-	365.84
7	Chargeman	790.13	-	-	-	790.13
8	Checker	364.04	-	-	-	364.04
9	Coolie/Mazdoor	208.59	-	-	-	208.59
10	Core Maker	545.50	-	-	-	545.50
11	Crane Operator	403.79	-	-	-	403.79
12	Cupolaman	102.18	-	-	-	102.18
13	Die Maker	332.22	-	-	-	332.22
14	Driller	169.75	-	-	-	169.75
15	Driver	530.14	-	-	-	530.14

Table 4.10.2 contd.....

1	2	3	4	5	6	7
16	Electrician	588.57	-	-	-	588.57
17	Fitter	591.10	-	-	-	591.10
18	Mech./Elec. Foreman	573.50	326.50	-	-	572.90
19	Furnaceman	397.84	-	-	-	397.84
20	Gas Cutter	101.23	-	-	-	101.23
21	Grinder	316.01	-	-	-	316.01
22	Hammerman	224.32	-	-	-	224.32
23	Helper	386.57	202.74	-	-	385.63
24	Mistry/Kangani	98.44	-	-	-	98.44
25	Mason	346.15	-	-	-	346.15
26	Mechanic(General)	490.36	-	-	-	490.36
27	Millwright	221.66	-	-	-	221.66
28	Moulder	216.38	-	-	-	216.38
29	Packer	428.16	-	-	-	428.16
30	Painter	179.36	-	-	-	179.36
31	Plater	130.00	-	-	-	130.00
32	Plumber	108.39	-	-	-	108.39
33	Polisher	283.27	-	-	-	283.27
34	Press Man	106.70	-	-	-	106.70
35	Rigger	547.05	-	-	-	547.05
36	Rollerman/Roller	665.90	-	-	-	665.90
37	Shaper Machine Operator	262.96	-	-	-	262.96
38	Sheetmetal Worker	70.00	-	-	-	70.00
39	Supervisor	528.15	568.96	-	-	528.19
40	Sweeper	528.89	-	-	-	528.89
41	Tester	306.81	-	-	-	306.81
42	Trimmer	471.99	-	-	-	471.99
43	Turner	387.75	-	-	-	387.75
44	Watchman	260.01	-	-	-	260.01
45	Welder	492.53	-	-	-	492.53
46	Winder	502.15	-	-	-	502.15
47	Wireman	618.72	-	-	-	618.72
48	Fork Lift Operator	414.32	-	-	-	414.32
49	Mach. Oper./Machinist	575.44	-	-	-	575.44
50	Casting Man	262.05	-	-	-	262.05
51	Milling Machine Operator	242.81	-	-	-	242.81
52	Setter	285.28	-	-	-	285.28
53	Tool Maker	290.03	-	-	-	290.03
54	Apprentice/Trainees	85.17	-	-	-	85.17
55	Capsman	115.09	-	-	-	115.09
56	Miscellaneous	300.76	-	-	-	300.76
All 9	Engineering Industries	259.60	154.48	-	-	258.18

TABLE 4.10.3

**AVERAGE DAILY EARNINGS OF PIECE-RATED WORKERS
IN INDUSTRIES BY OCCUPATION AND SEX AND AGE**

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	 Casting & Forgings	91.09	-	-	-	91.09
	1 Helper	83.00	-	-	-	83.00
	2 Moulder	91.28	-	-	-	91.28
II.	 Electrical Machinery & Apparatus	246.36	-	-	-	246.36
	1 Assembler	302.59	-	-	-	302.59
	2 Fitter	260.71	-	-	-	260.71
	3 Helper	182.72	-	-	-	182.72
	4 Tester	484.08	-	-	-	484.08
	5 Winder	601.49	-	-	-	601.49
	6 Mach. Oper/Machinist	450.53	-	-	-	450.53
III.	 Electrical Apparatus	180.07	-	-	-	180.07
	1 Driller	164.07	-	-	-	164.07
	2 Fitter	228.23	-	-	-	228.23
	3 Helper	165.32	-	-	-	165.32
	4 Mistry/Kangani	322.34	-	-	-	322.34
	5 Packer	188.50	-	-	-	188.50
	6 Supervisor	177.51	-	-	-	177.51
	7 Turner	239.25	-	-	-	239.25
	8 Mach. Oper/Machinist	150.20	-	-	-	150.20
	9 Tool Maker	137.73	-	-	-	137.73
IV.	 Aluminium Industry	108.71	-	-	-	108.71
	1 Moulder	108.71	-	-	-	108.71
All 9 Engineering Industries		167.64	-	-	-	167.64

TABLE 4.11

AVERAGE DAILY EARNINGS OF WORKERS IN INDUSTRIES AND OCCUPATIONS BY COMPONENTS

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	CCA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
I.	Iron and Steel	144.92	40.44	0.89	14.92	0.39	46.50	-	248.06
	1 Assembler	259.95	192.30	-	16.70	3.55	136.32	-	608.82
	2 Beltman/Mochi	201.43	159.93	-	-	2.17	97.23	-	460.76
	3 Blacksmith	139.06	31.78	1.37	13.20	0.51	18.19	-	204.11
	4 Boiler Attendant	176.78	99.98	-	9.14	1.44	83.87	-	371.21
	5 Carpenter	132.07	37.52	3.18	10.46	0.26	78.28	-	261.77
	6 Chargeman	98.42	89.34	0.78	21.63	0.31	32.85	-	243.33
	7 Checker	164.90	33.08	4.47	27.46	-	81.49	-	311.40
	8 Chipper	67.48	-	0.16	25.78	-	18.04	-	111.46
	9 Compressor Operator	141.58	-	-	8.10	-	8.10	-	157.78
	10 Coolie/Mazdoor	63.44	22.36	0.27	11.38	-	29.10	-	126.55
	11 Core Maker	270.49	-	-	-	-	-	-	270.49
	12 Crane Operator	168.39	61.77	1.24	17.59	0.54	70.05	-	319.58
	13 Cupolaman	179.07	2.76	-	6.14	-	3.71	-	191.68
	14 Die Maker	125.88	55.03	-	11.76	0.93	31.48	-	225.08
	15 Driller	133.42	19.75	-	5.50	0.14	6.27	-	165.08
	16 Driver	200.73	97.10	0.36	18.39	1.55	57.88	-	376.01
	17 Electrician	149.48	53.09	0.54	21.65	0.45	69.49	-	294.70
	18 Fitter	171.73	48.55	0.61	18.57	0.67	55.38	-	295.51
	19 Mech./Elec. Foreman	226.91	27.40	1.07	30.74	0.49	34.41	-	321.02
	20 Furnaceman	117.73	13.56	1.49	9.91	-	19.24	-	161.93
	21 Gas Cutter	183.44	85.82	0.33	13.08	1.66	45.87	-	330.20
	22 Grinder	108.84	12.36	3.49	11.58	-	48.31	-	184.58
	23 Hammerman	94.82	-	-	-	-	-	-	94.82
	24 Helper	101.88	13.33	0.45	9.38	0.04	19.86	-	144.94
	25 Mistry/Kangani	97.96	-	0.92	3.46	-	2.96	-	105.30

Table 4.11 contd.....

1	2	3	4	5	6	7	8	9	10
26	Marker	104.48	-	-	2.32	-	2.32	-	109.12
27	Mason	137.51	-	2.19	13.76	-	29.94	-	183.40
28	Mechanic(General)	211.59	158.22	-	15.02	2.35	86.97	-	474.15
29	Millwright	115.27	-	-	31.43	-	62.88	-	209.58
30	Moulder	157.51	16.25	1.83	4.65	-	5.17	-	185.41
31	Packer	145.82	-	-	-	-	-	-	145.82
32	Painter	157.82	57.72	-	7.23	1.01	44.42	-	268.20
33	Pattern Maker	154.41	8.05	-	1.86	-	-	-	164.32
34	Planer	138.33	-	-	45.65	-	12.17	-	196.15
35	Plumber	136.98	-	5.61	40.46	-	59.18	-	242.23
36	Polisher	109.97	-	-	-	-	-	-	109.97
37	Press Man	151.31	-	0.78	2.23	-	35.33	-	189.65
38	Pump Attendant	118.37	-	-	35.50	-	25.27	-	179.14
39	Rigger	219.89	163.74	-	15.67	2.85	87.18	-	489.33
40	Rollerman/Roller	121.90	3.25	-	3.90	-	2.40	-	131.45
41	Shaper Machine Operator	117.89	10.23	1.55	6.58	-	5.05	-	141.30
42	Sheetmetal Worker	99.00	-	-	-	-	-	-	99.00
43	Supervisor	197.45	38.12	1.68	18.54	0.39	53.59	-	309.77
44	Sweeper	119.00	7.24	0.52	17.91	0.23	35.56	-	180.46
45	Tester	185.91	94.10	3.22	23.72	1.96	69.36	-	378.27
46	Tongsman	109.28	11.36	2.93	6.45	0.03	3.59	-	133.64
47	Trimmer	127.81	-	-	-	-	-	-	127.81
48	Turner	156.82	50.58	3.08	12.96	0.37	39.96	-	263.77
49	Watchman	119.92	2.44	1.63	6.00	-	8.67	-	138.66
50	Welder	140.38	15.95	0.44	16.68	0.08	51.76	-	225.29
51	Winder	335.88	259.87	-	25.88	3.65	160.28	-	785.56
52	Wireman	128.61	12.41	-	17.86	-	22.96	-	181.84
53	Fork Lift Operator	101.07	6.85	-	14.64	-	19.10	-	141.66
54	Mach. Oper/Machinist	177.60	57.24	0.09	26.42	0.22	108.61	-	370.18
55	Casting Man	210.20	-	1.24	5.50	0.12	4.31	-	221.37
56	Milling Machine Operator	141.11	-	-	-	-	-	-	141.11
57	Setter	105.90	121.02	-	8.94	-	28.98	-	264.84
58	Tool Maker	198.66	74.29	-	15.21	1.03	44.43	-	333.62
59	Generator Operator	83.48	3.70	-	15.00	-	44.30	-	146.48
60	Apprentice/Trainees	60.91	-	6.82	-	-	-	-	67.73

Table 4.11 contd.....

1	2	3	4	5	6	7	8	9	10
61 Heater Incharge		153.28	22.04	-	1.64	-	15.13	-	192.09
62 Kiln Man		136.70	15.22	-	3.34	-	27.18	-	182.44
63 Straightner Mach Oper.		120.28	27.89	2.27	13.73	-	9.54	-	173.71
64 Valve Man		121.49	-	-	2.93	-	-	-	124.42
65 Tilting Tab Mach Oper.		119.85	-	2.20	8.16	-	4.68	-	134.89
66 Picker		78.52	-	-	7.41	-	13.21	-	99.14
67 Kundiwala		88.02	10.69	-	1.88	-	0.70	-	101.29
68 Miscellaneous		156.18	-	-	-	-	-	-	156.18
II. Casting & Forgings		106.27	29.57	4.53	13.58	0.10	35.34	-	189.39
1 Assembler		258.60	3.16	2.92	45.18	-	78.13	-	387.99
2 Blacksmith		142.18	-	-	18.42	-	40.86	-	201.46
3 Boiler Attendant		146.67	-	-	-	-	1.04	-	147.71
4 Chargehand		136.92	15.44	-	-	-	57.12	-	209.48
5 Chargeman		88.86	71.03	13.53	13.41	-	28.42	-	215.25
6 Checker		116.66	37.86	3.22	20.69	-	62.48	-	240.91
7 Chipper		63.22	50.16	1.26	8.49	-	57.24	-	180.37
8 Compressor Operator		37.03	129.71	-	9.33	-	44.05	-	220.12
9 Coolie/Mazdoor		70.03	28.62	0.71	4.58	-	12.06	-	116.00
10 Core Maker		105.40	70.96	37.98	15.28	-	159.74	-	389.36
11 Crane Operator		113.99	29.74	3.88	19.89	-	32.34	-	199.84
12 Cupolaman		97.65	17.01	0.94	-	-	114.27	-	229.87
13 Die Maker		112.55	60.06	8.07	18.74	-	60.22	-	259.64
14 Driller		68.74	50.58	3.30	8.92	0.06	80.04	-	211.64
15 Driver		123.32	19.88	3.05	12.61	-	15.87	-	174.73
16 Electrician		112.51	31.27	3.98	19.41	-	40.96	-	208.13
17 Fitter		154.93	24.25	3.97	13.60	-	28.22	-	224.97
18 Mech./Elec. Foreman		238.99	3.13	-	28.05	1.54	16.06	-	287.77
19 Furnaceman		118.62	26.08	2.34	12.86	0.79	35.61	-	196.30
20 Gas Cutter		90.67	34.39	1.84	19.86	-	45.00	-	191.76
21 Grinder		95.27	28.28	1.61	9.44	-	40.95	-	175.55
22 Hammerman		111.40	50.28	-	12.43	-	42.52	-	216.63
23 Helper		96.43	17.91	5.84	7.37	0.06	22.08	-	149.69

Table 4.11 contd.....

1	2	3	4	5	6	7	8	9	10
24	Mistry/Kangani	208.05	-	-	-	-	-	-	208.05
25	Marker	75.53	97.79	6.54	64.55	-	93.57	-	337.98
26	Mason	35.67	128.51	-	10.00	-	34.14	-	208.32
27	Mate/Mukaddam	102.50	-	-	-	-	-	-	102.50
28	Mechanic(General)	63.43	83.91	3.63	29.00	-	61.45	-	241.42
29	Motor Mechanic	147.38	-	-	-	-	-	-	147.38
30	Moulder	96.37	9.46	4.77	4.10	-	14.65	-	129.35
31	Packer	95.73	25.08	3.27	7.31	-	57.77	-	189.16
32	Painter	101.50	5.33	-	2.68	-	10.06	-	119.57
33	Pattern Maker	120.01	10.54	1.00	18.18	-	33.62	-	183.35
34	Planer	98.22	23.13	0.21	-	-	53.83	-	175.39
35	Plater	114.74	37.06	-	31.20	-	4.53	-	187.53
36	Plumber	61.83	137.97	-	9.17	-	49.55	-	258.52
37	Polisher	115.80	6.86	-	39.16	-	11.08	-	172.90
38	Press Man	109.96	35.74	2.42	30.25	-	69.84	-	248.21
39	Rigger	135.87	-	-	20.39	-	60.25	-	216.51
40	Rollerman/Roller	76.87	56.14	1.68	25.44	-	102.43	-	262.56
41	Shaper Machine Operator	68.62	44.72	-	5.35	-	7.05	-	125.74
42	Sheetmetal Worker	91.22	-	-	-	-	-	-	91.22
43	Supervisor	160.16	31.49	0.51	31.35	0.49	63.88	-	287.88
44	Sweeper	102.25	20.32	2.98	9.39	-	11.48	-	146.42
45	Tester	110.00	38.75	27.25	28.84	-	12.89	-	217.73
46	Tongsman	55.00	73.36	-	4.53	-	25.96	-	158.85
47	Trimmer	181.54	32.84	-	22.01	-	69.81	-	306.20
48	Turner	104.41	34.05	2.52	17.43	0.29	35.68	-	194.38
49	Watchman	97.42	19.87	0.78	6.90	-	15.44	-	140.41
50	Welder	111.92	24.17	9.76	17.75	-	31.40	-	195.00
51	Wireman	128.34	-	-	17.38	-	17.38	-	163.10
52	Boring Machine Operator	150.00	-	-	-	-	-	-	150.00
53	Fork Lift Operator	67.08	59.77	17.89	30.79	-	43.31	-	218.84
54	Mach. Oper/Machinist	93.11	54.75	4.90	14.81	-	40.76	-	208.33
55	Casting Man	102.53	12.77	3.55	4.09	-	10.58	-	133.52
56	Milling Machine Operator	91.36	50.68	8.95	10.32	-	35.04	-	196.35
57	Setter	85.32	96.39	1.44	14.21	-	74.66	-	272.02
58	Tool Maker	91.05	70.32	14.12	20.81	2.94	53.00	-	252.24

Table 4.11 contd.....

1	2	3	4	5	6	7	8	9	10
59	Apprentice/Trainees	66.16	-	-	7.71	-	18.17	-	92.04
60	Kundiwala	116.01	11.21	0.16	-	-	28.38	-	155.76
61	Sand Mixer	83.03	17.10	0.57	6.28	-	52.95	-	159.93
62	Miscellaneous	320.35	-	-	33.27	-	22.38	-	376.00
III.	Agricultural Machinery & Parts	144.27	50.05	8.61	32.96	-	40.21	-	276.10
1	Assembler	211.96	102.03	0.51	76.55	-	42.13	-	433.18
2	Blacksmith	114.44	-	-	-	-	-	-	114.44
3	Carpenter	91.20	99.93	121.12	71.49	-	46.49	-	430.23
4	Chargehand	392.74	184.46	61.23	11.55	-	90.21	-	740.19
5	Chargeman	81.63	103.68	0.59	17.82	-	11.16	-	214.88
6	Checker	145.58	63.53	27.31	58.69	-	69.26	-	364.37
7	Chipper	44.71	137.17	7.10	12.94	-	48.26	-	250.18
8	Compressor Operator	110.73	-	-	22.14	-	66.27	-	199.14
9	Coolie/Mazdoor	67.05	29.18	-	22.14	-	24.40	-	142.77
10	Core Maker	54.50	137.17	7.10	14.90	-	50.83	-	264.50
11	Crane Operator	52.17	137.17	7.10	14.43	-	50.53	-	261.40
12	Cupolaman	62.00	37.00	-	24.80	-	11.88	-	135.68
13	Die Maker	173.02	8.07	0.42	36.99	-	16.70	-	235.20
14	Driller	112.64	9.68	3.84	14.46	-	16.27	-	156.89
15	Driver	124.38	61.81	17.65	36.08	-	67.89	-	307.81
16	Electrician	177.31	67.42	6.82	49.16	-	57.33	-	358.04
17	Fitter	120.86	31.11	0.64	16.24	-	44.38	-	213.23
18	Mech./Elec. Foreman	196.85	13.89	0.56	35.63	-	27.11	-	274.04
19	Furnaceman	101.65	3.08	-	19.63	-	17.04	-	141.40
20	Gas Cutter	122.61	6.53	-	9.28	-	6.99	-	145.41
21	Grinder	153.66	24.36	1.59	14.63	-	40.71	-	234.95
22	Hammerman	243.33	-	-	73.00	-	26.67	-	343.00
23	Helper	114.97	26.72	5.23	9.00	0.04	18.57	-	174.53
24	Mistry/Kangani	116.83	-	-	-	-	-	-	116.83
25	Mate/Mukaddam	116.83	-	-	-	-	-	-	116.83
26	Mechanic(General)	201.52	155.72	81.68	44.24	-	80.90	-	564.06

Table 4.11 contd.....

1	2	3	4	5	6	7	8	9	10
27	Millwright	93.20	126.69	-	64.88	-	168.88	-	453.65
28	Moulder	80.89	32.34	0.13	18.73	-	19.45	-	151.54
29	Packer	73.55	5.11	0.13	17.51	-	11.39	-	107.69
30	Painter	195.85	79.46	6.99	45.27	-	43.27	-	370.84
31	Pattern Maker	53.92	137.17	7.10	14.77	-	50.18	-	263.14
32	Planer	67.41	26.70	1.51	34.95	-	65.30	-	195.87
33	Plater	240.00	-	-	72.00	-	26.67	-	338.67
34	Plumber	86.95	39.19	2.03	47.11	-	43.18	-	218.46
35	Press Man	72.22	52.50	0.06	24.34	-	43.81	-	192.93
36	Rollerman/Roller	74.17	13.87	-	-	-	-	-	88.04
37	Shaper Machine Operator	78.32	-	-	23.49	-	-	-	101.81
38	Sheetmetal Worker	70.43	-	-	33.71	-	23.67	-	127.81
39	Supervisor	190.60	23.96	17.94	50.15	-	68.17	-	350.82
40	Sweeper	127.37	16.14	1.29	5.04	-	4.76	-	154.60
41	Tester	291.04	162.70	2.35	115.60	-	53.40	-	625.09
42	Turner	106.56	17.86	0.74	14.73	-	24.05	-	163.94
43	Watchman	143.74	27.77	0.83	28.39	-	13.88	-	214.61
44	Welder	112.21	30.32	1.11	16.97	-	35.17	-	195.78
45	Wireman	95.49	126.69	-	65.58	-	184.06	-	471.82
46	Boring Machine Operator	87.28	38.13	1.04	26.98	-	51.90	-	205.33
47	Fork Lift Operator	223.27	122.63	9.59	87.50	-	63.87	-	506.86
48	Mach. Oper/Machinist	113.06	54.16	17.09	29.87	-	48.06	-	262.24
49	Casting Man	48.67	137.17	7.10	13.73	-	50.07	-	256.74
50	Milling Machine Operator	111.38	11.02	0.57	28.14	-	37.11	-	188.22
51	Setter	110.01	45.72	2.37	26.81	-	144.14	-	329.05
52	Tool Maker	127.69	17.61	16.65	53.28	-	59.01	-	274.24
53	Apprentice/Trainees	119.19	-	0.17	4.85	-	38.85	-	163.06
54	Miscellaneous	129.20	-	-	20.42	-	126.66	-	276.28
IV.	Textile and Jute Machinery	138.22	53.77	1.23	32.70	0.27	68.59	-	294.78
1	Assembler	115.25	68.57	0.09	24.49	1.70	88.27	-	298.37
2	Boiler Attendant	131.84	-	5.28	-	-	-	-	137.12
3	Carpenter	147.96	30.51	5.34	10.36	-	22.10	-	216.27

Table 4.11 contd.....

1	2	3	4	5	6	7	8	9	10
4	Chargeman	33.98	198.33	-	64.37	-	141.29	-	437.97
5	Checker	102.52	86.09	-	27.14	1.02	86.55	-	303.32
6	Coolie/Mazdoor	140.00	-	-	-	-	-	-	140.00
7	Die Maker	314.44	-	-	-	-	-	-	314.44
8	Driller	103.10	91.06	0.74	26.92	-	48.20	-	270.02
9	Driver	156.93	30.56	0.16	11.50	-	32.18	-	231.33
10	Electrician	129.63	81.14	3.73	54.28	-	98.24	-	367.02
11	Fitter	156.24	57.64	1.30	48.76	-	93.56	-	357.50
12	Mech./Elec. Foreman	278.95	29.76	12.50	108.41	-	83.20	-	512.82
13	Gas Cutter	116.95	95.49	-	55.86	-	82.54	-	350.84
14	Grinder	107.17	138.22	-	39.84	-	120.67	-	405.90
15	Helper	133.00	2.65	1.82	11.55	0.04	8.84	-	157.90
16	Mechanic(General)	104.81	122.33	1.88	46.89	-	123.43	-	399.34
17	Millwright	274.27	101.67	-	130.00	-	244.27	-	750.21
18	Moulder	147.57	11.33	5.50	3.73	-	8.12	-	176.25
19	Packer	122.66	46.54	-	13.31	-	28.43	-	210.94
20	Painter	131.57	75.40	0.48	45.97	-	99.72	-	353.14
21	Pattern Maker	147.84	-	-	-	-	-	-	147.84
22	Planer	70.17	198.33	-	66.17	-	142.73	-	477.40
23	Plater	145.33	101.67	-	123.33	-	130.33	-	500.66
24	Polisher	170.00	-	-	-	-	-	-	170.00
25	Press Man	79.81	109.04	-	28.27	5.38	212.62	-	435.12
26	Sheetmetal Worker	141.04	96.73	-	36.41	-	114.36	-	388.54
27	Supervisor	191.06	35.38	2.10	34.57	0.81	69.74	-	333.66
28	Sweeper	125.58	1.13	0.08	3.31	0.43	10.30	-	140.83
29	Tester	144.62	59.27	-	42.29	2.92	37.82	-	286.92
30	Tongsman	141.08	-	-	-	-	7.64	-	148.72
31	Turner	141.13	69.12	1.90	42.02	-	86.37	-	340.54
32	Watchman	107.53	22.71	0.04	4.69	-	31.00	-	165.97
33	Welder	145.89	71.86	0.77	42.95	-	88.80	-	350.27
34	Winder	144.84	9.45	0.06	3.80	0.27	32.72	-	191.14
35	Wireman	142.00	-	-	-	-	-	-	142.00
36	Fork Lift Operator	93.33	-	-	26.67	-	15.20	-	135.20
37	Mach. Oper/Machinist	119.09	84.73	0.42	39.78	0.73	89.85	-	334.60
38	Milling Machine Operator	76.98	120.36	-	27.52	0.69	35.98	-	261.53
39	Capstan	121.53	55.19	-	3.63	-	33.53	-	213.88

Table 4.11 contd.....

1	2	3	4	5	6	7	8	9	10
V.	Machine Tools	150.13	90.16	5.32	24.52	1.06	33.11	-	304.30
1	Assembler	123.25	78.42	2.06	36.54	3.55	31.22	-	275.04
2	Carpenter	206.49	240.15	3.74	27.38	0.55	24.48	-	502.79
3	Chargeman	180.32	250.57	14.49	22.70	0.46	36.76	-	505.30
4	Checker	189.37	128.05	5.01	41.66	2.27	59.15	-	425.51
5	Chipper	109.11	-	-	-	-	-	-	109.11
6	Coolie/Mazdoor	110.40	-	-	-	-	-	-	110.40
7	Crane Operator	212.77	287.33	4.57	31.93	0.67	26.87	-	564.14
8	Die Maker	155.50	44.76	1.60	56.74	-	77.03	-	335.63
9	Driller	196.05	168.43	3.04	26.50	0.95	35.34	-	430.31
10	Driver	128.57	17.45	-	23.64	2.52	9.71	-	181.89
11	Electrician	177.06	174.58	3.79	48.46	0.27	46.74	-	450.90
12	Fitter	156.21	122.16	2.46	26.60	0.51	31.36	-	339.30
13	Mech./Elec. Foreman	204.97	42.28	-	21.61	-	78.12	-	346.98
14	Furnaceman	235.15	282.87	4.57	35.18	0.67	32.37	-	590.81
15	Gas Cutter	220.42	258.54	5.87	32.32	0.63	29.40	-	547.18
16	Grinder	182.65	122.27	5.24	29.29	1.54	44.69	-	385.68
17	Helper	98.97	29.42	6.68	6.10	0.17	16.11	-	157.45
18	Marker	192.70	258.46	6.06	35.10	0.50	37.15	-	529.97
19	Mechanic(General)	116.31	32.76	0.80	27.59	-	64.24	-	241.70
20	Moulder	201.48	213.75	12.37	25.64	0.48	23.10	-	476.82
21	Packer	134.22	37.74	2.32	21.79	0.04	77.18	-	273.29
22	Painter	164.41	188.13	7.69	36.05	0.32	35.33	-	431.93
23	Pattern Maker	269.58	267.93	4.11	42.90	0.60	39.38	-	624.50
24	Planer	232.05	248.83	4.99	32.89	0.56	29.64	-	548.96
25	Polisher	122.23	24.92	-	53.23	-	35.58	-	235.96
26	Press Man	137.22	15.96	26.65	38.03	-	21.99	-	239.85
27	Shaper Machine Operator	134.03	-	-	-	-	-	-	134.03
28	Supervisor	229.25	45.61	8.25	45.72	1.94	40.99	-	371.76
29	Sweeper	110.84	16.19	-	1.09	-	2.39	-	130.51
30	Tester	74.21	132.90	-	5.16	-	4.30	-	216.57
31	Turner	152.50	72.77	3.21	15.31	0.87	33.16	-	277.82
32	Watchman	134.57	67.91	5.37	8.12	0.13	12.52	-	228.62
33	Welder	154.93	31.94	0.49	7.56	0.05	33.51	-	228.48

Table 4.11 contd.....

1	2	3	4	5	6	7	8	9	10
34 Winder		110.80	49.42	-	0.50	-	2.50	-	163.22
35 Wireman		180.00	21.57	-	12.23	-	36.67	-	250.47
36 Boring Machine Opera		193.67	227.96	12.64	32.61	0.43	34.59	-	501.90
37 Mach. Oper/Machinist		155.38	71.18	7.17	26.19	1.98	67.35	-	329.25
38 Casting Man		140.20	210.53	13.97	21.03	0.67	23.87	-	410.27
39 Milling Machine Operator		140.56	176.43	6.28	18.23	0.29	19.22	-	361.01
40 Tool Maker		220.60	42.23	49.14	8.33	-	14.37	-	334.67
41 Apprentice/Trainees		105.63	-	-	30.32	-	30.32	-	166.27
42 Miscellaneous		186.01	138.50	2.74	16.63	0.31	14.32	-	358.51
VI. Electrical Machinery & Apparatus		136.92	9.26	3.68	20.35	1.53	52.16	-	223.90
1 Armature Winder		108.37	3.55	4.18	37.02	-	123.51	-	276.63
2 Assembler		176.10	15.42	18.81	31.54	0.46	81.88	-	324.21
3 Carpenter		190.19	49.13	1.50	36.36	6.89	102.23	-	386.30
4 Chargehand		212.14	67.15	1.13	154.41	25.41	3.56	-	463.80
5 Checker		118.20	3.52	5.31	31.22	3.25	90.48	-	251.98
6 Coolie/Mazdoor		96.21	-	-	-	-	-	-	96.21
7 Core Maker		92.47	-	-	16.58	-	15.96	-	125.01
8 Crane Operator		130.59	-	-	18.12	2.87	23.39	-	174.97
9 Die Maker		114.39	1.76	0.23	6.56	-	2.03	-	124.97
10 Driller		127.34	1.17	0.15	11.58	-	12.36	-	152.60
11 Driver		117.94	6.18	-	23.86	2.33	54.61	-	204.92
12 Electrician		145.08	6.46	0.52	23.79	3.56	61.26	-	240.67
13 Fitter		160.21	21.79	0.01	11.17	0.70	38.45	-	232.33
14 Mech./Elec. Foreman		244.49	6.38	1.23	39.31	-	25.98	-	317.39
15 Furnaceman		84.53	-	-	16.90	-	16.90	-	118.33
16 Gas Cutter		125.92	3.37	-	8.11	-	61.39	-	198.79
17 Grinder		111.90	2.44	0.06	15.15	0.97	14.03	-	144.55
18 Helper		100.54	3.24	0.19	5.06	-	9.41	-	118.44
19 Mechanic(General)		241.68	24.59	0.46	49.04	1.95	69.80	-	387.52
20 Moulder		137.18	0.08	0.01	32.72	15.97	143.79	-	329.75
21 Packer		115.17	2.26	0.64	17.47	-	18.99	-	154.53
22 Painter		136.70	5.92	0.06	21.78	1.53	40.89	-	206.88

Table 4.11 contd.....

1	2	3	4	5	6	7	8	9	10
23	Pattern Maker	217.85	-	-	-	-	-	-	217.85
24	Planer	151.11	-	-	15.67	-	3.06	-	169.84
25	Plater	114.27	-	2.86	17.14	-	165.68	-	299.95
26	Press Man	136.29	7.40	2.93	30.33	-	44.73	-	221.68
27	Rollerman/Roller	84.54	-	-	16.92	-	16.92	-	118.38
28	Sheetmetal Worker	199.63	-	-	35.00	-	170.97	-	405.60
29	Supervisor	226.50	0.72	0.36	59.93	0.40	83.93	-	371.84
30	Sweeper	105.06	2.57	0.53	9.84	1.83	24.23	-	144.06
31	Tester	248.99	1.06	0.02	53.29	0.39	103.51	-	407.26
32	Turner	171.76	77.69	0.20	3.64	0.01	132.29	-	385.59
33	Watchman	114.00	5.71	0.20	23.52	-	46.30	-	189.73
34	Welder	148.52	10.19	0.08	25.95	0.23	63.23	-	248.20
35	Winder	146.61	20.29	3.37	23.38	2.57	56.91	-	253.13
36	Wireman	140.21	28.93	0.91	29.32	1.67	75.85	-	276.89
37	Fork Lift Operator	225.01	7.65	67.20	43.59	6.67	142.74	-	492.86
38	Mach. Oper/Machinist	138.11	13.81	1.62	30.19	-	38.33	-	222.06
39	Setter	123.58	4.03	4.13	44.89	-	160.04	-	336.67
40	Tool Maker	296.15	51.00	2.80	100.87	-	74.07	-	524.89
41	Apprentice/Trainees	109.00	-	1.25	-	-	9.55	-	119.80
42	Miscellaneous	171.31	-	-	15.89	-	31.11	-	218.31
VII.	Electrical Apparatus	119.34	11.35	1.40	14.21	0.26	23.79	-	170.35
1	Assembler	93.76	60.24	3.52	17.76	0.80	41.72	-	217.80
2	Chargehand	23.03	408.00	-	38.13	-	40.00	-	509.16
3	Checker	153.03	8.66	0.56	27.80	-	37.16	-	227.21
4	Compressor Operator	170.00	-	-	51.00	-	61.76	-	282.76
5	Coolie/Mazdoor	95.91	-	-	-	-	-	-	95.91
6	Die Maker	118.67	-	-	-	-	-	-	118.67
7	Driller	158.66	-	-	-	-	-	-	158.66
8	Driver	110.89	4.07	-	12.16	-	19.39	-	146.51
9	Electrician	124.77	0.98	5.52	22.39	0.52	61.08	-	215.26
10	Fitter	134.32	1.21	1.01	15.27	-	22.01	-	173.82
11	Mech./Elec. Foreman	194.73	2.79	-	20.01	1.48	12.93	-	231.94
12	Gas Cutter	119.02	-	-	-	-	-	-	119.02

Table 4.11 contd.....

1	2	3	4	5	6	7	8	9	10
13	Grinder	117.05	-	-	-	-	-	-	117.05
14	Helper	106.58	1.58	1.05	8.85	-	9.17	-	127.23
15	Mistry/Kangani	322.34	-	-	-	-	-	-	322.34
16	Mechanic(General)	149.45	-	2.01	14.56	-	18.17	-	184.19
17	Moulder	132.43	-	18.33	21.81	-	83.97	-	256.54
18	Packer	122.01	0.76	-	6.77	-	8.89	-	138.43
19	Painter	190.53	5.78	-	34.02	-	32.71	-	263.04
20	Plater	75.46	68.33	1.25	31.55	-	53.24	-	229.83
21	Polisher	145.68	-	-	-	-	-	-	145.68
22	Press Man	93.34	28.81	-	4.04	-	25.21	-	151.40
23	Shaper Machine Operator	124.90	68.33	1.25	40.13	-	71.87	-	306.48
24	Sheetmetal Worker	102.88	-	-	41.25	-	62.13	-	206.26
25	Supervisor	164.94	3.17	1.71	36.01	0.26	62.90	-	268.99
26	Sweeper	105.86	-	5.02	7.36	-	25.18	-	143.42
27	Tester	101.63	16.40	0.45	15.35	-	28.73	-	162.56
28	Turner	157.30	-	-	2.14	-	-	-	159.44
29	Watchman	123.80	13.18	-	9.32	1.08	8.90	-	156.28
30	Welder	117.51	6.35	0.59	28.67	3.45	43.91	-	200.48
31	Winder	110.19	19.34	-	4.93	-	12.00	-	146.46
32	Wireman	113.16	-	11.98	19.20	-	73.11	-	217.45
33	Fork Lift Operator	107.05	-	-	56.53	-	177.57	-	341.15
34	Mach. Oper./Machinist	123.01	7.64	-	14.62	0.22	18.43	-	163.92
35	Casting Man	119.02	-	-	-	-	-	-	119.02
36	Milling Machine Operator	111.34	-	-	-	-	-	-	111.34
37	Setter	113.27	-	-	-	-	-	-	113.27
38	Tool Maker	129.97	13.67	7.18	13.97	-	49.27	-	214.06
39	Apprentice/Trainees	94.06	-	-	-	-	10.73	-	104.79
40	Miscellaneous	118.27	-	-	13.03	-	47.45	-	178.75
VIII. Prime Movers, Boilers & Steam Generation		135.27	64.51	18.02	32.77	0.02	77.91	-	328.50
1	Assembler	66.93	21.02	-	22.96	-	88.97	-	199.88
2	Blacksmith	189.03	-	-	-	-	17.63	-	206.66
3	Carpenter	83.32	-	-	8.34	-	-	-	91.66

Table 4.11 contd.....

1	2	3	4	5	6	7	8	9	10
4	Checker	296.01	11.47	0.65	98.84	-	236.29	-	643.26
5	Coolie/Mazdoor	95.32	38.75	-	0.19	-	-	-	134.26
6	Core Maker	105.18	53.89	-	14.03	-	45.03	-	218.13
7	Crane Operator	97.68	46.47	21.78	50.11	-	48.89	-	264.93
8	Die Maker	184.82	-	-	-	-	11.69	-	196.51
9	Driller	130.85	10.41	-	34.30	-	58.77	-	234.33
10	Driver	94.10	11.38	-	34.54	-	81.24	-	221.26
11	Electrician	136.13	93.70	32.44	60.33	-	88.32	-	410.92
12	Fitter	150.68	117.57	34.29	41.65	-	109.07	-	453.26
13	Mech./Elec. Foreman	178.41	9.19	7.70	81.25	-	109.27	-	385.82
14	Furnaceman	91.89	85.68	-	21.59	-	63.22	-	262.38
15	Gas Cutter	103.71	41.31	10.29	21.01	-	57.64	-	233.96
16	Grinder	125.12	28.60	12.64	19.34	-	48.01	-	233.71
17	Helper	88.16	13.30	-	14.19	0.13	40.59	-	156.37
18	Loader/Unloader	103.53	-	-	-	-	-	-	103.53
19	Marker	82.28	93.66	-	-	-	-	-	175.94
20	Mechanic(General)	132.61	53.68	45.07	49.92	-	97.24	-	378.52
21	Moulder	101.22	21.62	-	11.61	-	31.54	-	165.99
22	Packer	108.46	-	-	1.03	-	-	-	109.49
23	Painter	149.88	46.38	4.12	3.69	0.54	17.98	-	222.59
24	Pattern Maker	450.42	11.50	-	3.36	-	13.85	-	479.13
25	Planer	105.00	66.24	-	-	-	-	-	171.24
26	Plater	144.41	-	-	-	-	-	-	144.41
27	Polisher	85.00	-	-	8.50	-	-	-	93.50
28	Press Man	135.51	-	-	-	-	-	-	135.51
29	Pump Attendant	120.38	24.92	-	7.27	-	30.00	-	182.57
30	Rigger	159.13	-	-	0.73	-	2.20	-	162.06
31	Shaper Machine Operator	93.87	23.10	-	3.26	-	-	-	120.23
32	Supervisor	227.48	16.83	4.12	78.08	-	111.51	-	438.02
33	Sweeper	117.71	-	0.26	3.14	-	4.58	-	125.69
34	Tester	128.23	-	-	-	-	-	-	128.23
35	Turner	115.68	17.48	7.53	27.31	-	36.30	-	204.30
36	Watchman	106.65	11.19	-	6.22	-	17.31	-	141.37
37	Welder	167.12	162.55	49.10	47.69	-	159.96	-	586.42
38	Winder	108.61	93.86	78.26	86.75	-	162.84	-	530.32

Table 4.11 contd.....

1	2	3	4	5	6	7	8	9	10
39 Boring Machine Operator	117.14	84.89	-	-	-	-	-	-	202.03
40 Fork Lift Operator	138.54	163.90	22.78	40.99	-	94.59	-	460.80	
41 Mach. Oper/Machinist	134.06	93.46	29.14	38.08	-	69.76	-	364.50	
42 Casting Man	120.38	24.92	-	7.26	-	30.00	-	182.56	
43 Milling Machine Operator	78.08	71.67	27.48	26.20	-	25.92	-	229.35	
44 Setter	107.27	-	0.37	7.32	-	12.84	-	127.80	
45 Tool Maker	122.90	93.67	-	-	-	-	-	216.57	
46 Apprentice/Trainees	70.61	-	-	0.13	-	0.09	-	70.83	
47 Hacksaw Man	85.00	-	-	8.50	-	-	-	93.50	
48 Miscellaneous	79.50	11.32	-	14.95	-	70.45	-	176.22	
IX. Aluminium Industry	258.28	102.64	7.85	5.01	0.12	65.05	-	438.95	
1 Assembler	365.05	149.46	-	-	-	248.99	-	763.50	
2 Beltman/Mochi	313.71	150.03	-	-	-	42.58	-	506.32	
3 Blacksmith	246.71	154.69	25.65	3.49	2.22	55.36	-	488.12	
4 Boiler Attendant	277.05	112.99	48.32	3.43	-	105.56	-	547.35	
5 Carpenter	325.83	142.90	12.69	1.67	-	137.22	-	620.31	
6 Chargehand	92.56	171.25	24.61	5.70	5.80	65.92	-	365.84	
7 Chargeman	184.50	223.33	12.55	2.56	-	367.19	-	790.13	
8 Checker	227.96	72.49	3.97	3.61	0.19	55.82	-	364.04	
9 Coolie/Mazdoor	131.82	41.55	5.77	1.46	0.04	27.95	-	208.59	
10 Core Maker	372.00	150.74	-	-	-	22.76	-	545.50	
11 Crane Operator	261.28	96.25	11.71	1.04	-	33.51	-	403.79	
12 Cupolaman	102.18	-	-	-	-	-	-	102.18	
13 Die Maker	238.74	26.11	-	7.46	-	59.91	-	332.22	
14 Driller	169.75	-	-	-	-	-	-	169.75	
15 Driver	334.72	128.23	3.87	2.05	0.53	60.74	-	530.14	
16 Electrician	329.14	127.22	1.66	2.65	-	127.90	-	588.57	
17 Fitter	364.14	134.83	18.92	2.43	0.03	70.75	-	591.10	
18 Mech./Elec. Foreman	420.70	15.17	11.20	3.16	-	122.67	-	572.90	
19 Furnaceman	246.58	55.15	18.09	2.95	0.49	74.58	-	397.84	
20 Gas Cutter	95.92	1.87	-	0.63	-	2.81	-	101.23	
21 Grinder	130.55	66.43	-	15.59	-	103.44	-	316.01	
22 Hammerman	195.34	-	-	28.98	-	-	-	224.32	

Table 4.11 contd.....

1	2	3	4	5	6	7	8	9	10
23	Helper	225.63	98.18	8.02	4.39	0.02	49.39	-	385.63
24	Mistry/Kangani	90.00	2.96	-	1.02	-	4.46	-	98.44
25	Mason	246.72	75.59	2.32	1.05	0.28	20.19	-	346.15
26	Mechanic(General)	317.63	119.44	1.18	1.08	-	51.03	-	490.36
27	Millwright	221.66	-	-	-	-	-	-	221.66
28	Moulder	150.85	24.20	-	-	-	5.06	-	180.11
29	Packer	170.36	122.14	3.62	7.72	-	124.32	-	428.16
30	Painter	132.12	35.00	-	0.79	-	11.45	-	179.36
31	Plater	130.00	-	-	-	-	-	-	130.00
32	Plumber	100.00	2.95	-	1.00	-	4.44	-	108.39
33	Polisher	232.45	-	-	39.59	-	11.23	-	283.27
34	Press Man	97.65	-	-	6.76	-	2.29	-	106.70
35	Rigger	351.92	152.50	6.85	0.98	-	34.80	-	547.05
36	Rollerman/Roller	125.34	213.91	2.46	18.36	-	305.83	-	665.90
37	Shaper Machine Operator	110.61	66.45	-	10.10	-	75.80	-	262.96
38	Sheetmetal Worker	70.00	-	-	-	-	-	-	70.00
39	Supervisor	370.97	50.69	1.71	19.37	-	85.45	-	528.19
40	Sweeper	280.24	103.36	0.46	10.42	0.08	134.33	-	528.89
41	Tester	110.89	94.04	-	10.84	-	91.04	-	306.81
42	Trimmer	287.57	152.17	-	-	-	32.25	-	471.99
43	Turner	213.59	87.24	7.41	4.63	-	74.88	-	387.75
44	Watchman	151.76	53.56	2.02	7.57	0.34	44.76	-	260.01
45	Welder	296.49	117.86	1.30	2.16	-	74.72	-	492.53
46	Winder	306.23	151.52	-	-	-	44.40	-	502.15
47	Wireman	26.61	242.65	-	13.47	-	335.99	-	618.72
48	Fork Lift Operator	250.90	59.71	63.16	5.04	-	35.51	-	414.32
49	Mach. Oper./Machinist	331.06	169.41	4.85	4.59	0.06	65.47	-	575.44
50	Casting Man	105.63	97.93	14.37	5.24	3.33	35.55	-	262.05
51	Milling Machine Operator	128.82	67.16	2.99	11.14	-	32.70	-	242.81
52	Setter	192.73	59.36	-	11.31	-	21.88	-	285.28
53	Tool Maker	113.64	94.04	-	11.16	-	71.19	-	290.03
54	Apprentice/Trainees	68.94	-	-	8.47	-	7.76	-	85.17
55	Capsman	115.09	-	-	-	-	-	-	115.09
56	Miscellaneous	166.35	-	83.67	0.69	-	50.05	-	300.76
All 9	Engineering Industries	144.21	43.75	4.39	16.86	0.38	47.71	-	257.30

TABLE 4.12

**PERCENTAGE DISTRIBUTION OF WORKERS RECEIVING EARNINGS PER DAY
IN INDUSTRIES AND OCCUPATIONS BY INCOME GROUPS**

Sl. No.	Industry/Occupation	Percentage of Workers Receiving Average Daily Earnings (Rs.)										
		Upto 25.00	25.01 to 50.00	50.01 to 75.00	75.01 to 100.00	100.01 to 125.00	125.01 to 150.00	150.01 to 175.00	175.01 to 200.00	200.01 to 225.00	225.01 to 250.00	250.01 and above
1	2	3	4	5	6	7	8	9	10	11	12	13
I.	Iron and Steel	-	0.36	1.83	10.77	21.72	9.84	8.68	6.41	4.91	4.84	30.64
	1 Assembler	-	-	-	-	13.89	2.30	-	-	-	-	83.81
	2 Beltman/Mochi	-	-	-	-	-	-	-	-	-	-	100.00
	3 Blacksmith	-	-	0.39	20.74	31.57	-	10.47	8.84	2.95	-	25.04
	4 Boiler Attendant	-	-	-	-	11.49	6.33	1.56	14.22	7.89	1.56	56.95
	5 Carpenter	-	-	-	-	-	31.82	15.34	-	-	-	52.84
	6 Chargeman	-	-	-	-	50.10	-	2.22	0.80	1.11	-	45.77
	7 Checker	-	-	-	0.94	11.34	11.24	4.23	7.89	3.44	11.88	49.04
	8 Chipper	-	-	-	-	77.09	20.16	2.06	0.69	-	-	-
	9 Compressor Operator	-	-	-	-	55.11	-	11.22	-	11.22	22.45	-
	10 Coolie/Mazdoor	-	-	5.29	6.38	49.72	17.69	17.69	0.66	-	2.25	0.32
	11 Core Maker	-	-	-	-	-	30.33	3.92	-	-	-	65.75
	12 Crane Operator	-	-	0.02	10.73	8.93	7.64	9.20	8.11	8.11	3.40	43.86
	13 Cupolaman	-	-	-	-	61.69	-	-	-	-	-	38.31
	14 Die Maker	-	-	-	-	-	-	55.67	-	-	-	44.33
	15 Driller	-	-	-	-	51.82	-	23.66	8.39	12.58	-	3.55
	16 Driver	-	-	-	10.55	5.95	10.00	19.71	2.24	4.21	5.75	41.59
	17 Electrician	-	-	-	3.76	9.62	7.30	10.14	7.87	6.43	12.20	42.68
	18 Fitter	-	-	0.49	3.64	13.99	4.50	6.48	13.80	6.69	4.58	45.83
	19 Mech./Elec. Foreman	-	-	0.58	1.65	15.37	7.80	1.59	4.36	4.76	7.66	56.23
	20 Furnaceman	-	-	7.37	19.04	31.81	8.48	10.19	2.74	1.89	1.12	17.36
	21 Gas Cutter	-	-	2.58	10.85	8.12	9.03	11.35	9.55	2.27	3.90	42.35
	22 Grinder	-	-	-	-	47.64	8.46	1.07	3.20	10.61	2.79	26.23
	23 Hammerman	-	-	20.00	26.67	53.33	-	-	-	-	-	-
	24 Helper	-	-	2.77	25.59	30.84	13.27	5.02	6.38	4.98	2.93	8.22
	25 Mistry/Kangani	-	-	37.12	-	37.11	23.02	-	-	-	2.75	-

Table 4.12 contd.....

1	2	3	4	5	6	7	8	9	10	11	12	13
26	Marker	-	-	-	50.00	32.72	6.91	6.91	-	-	3.46	-
27	Mason	-	-	-	-	26.68	7.30	14.60	-	25.71	-	25.71
28	Mechanic(General)	-	-	-	-	0.86	4.71	4.95	4.05	1.52	2.48	81.43
29	Millwright	-	-	-	-	-	33.33	-	-	-	66.67	-
30	Moulder	-	-	8.66	-	29.14	22.66	1.52	2.04	4.34	4.85	26.79
31	Packer	-	-	-	-	29.65	-	70.35	-	-	-	-
32	Painter	-	-	-	-	57.14	-	-	19.29	-	-	23.57
33	Pattern Maker	-	-	-	-	31.94	26.04	26.04	-	-	-	15.98
34	Planer	-	-	-	-	-	-	-	100.00	-	-	-
35	Plumber	-	-	-	-	-	-	-	-	-	100.00	-
36	Polisher	-	-	-	-	100.00	-	-	-	-	-	-
37	Press Man	-	-	-	26.17	7.14	-	4.60	16.99	8.43	9.41	27.26
38	Pump Attendant	-	-	-	-	-	-	-	100.00	-	-	-
39	Rigger	-	-	-	-	-	-	-	2.96	1.48	6.17	89.39
40	Rollerman/Roller	-	-	-	9.14	51.90	2.29	28.06	-	7.53	1.08	-
41	Shaper Machine Operator	-	-	20.53	5.01	38.96	-	-	12.87	12.93	6.03	3.67
42	Sheetmetal Worker	-	-	-	100.00	-	-	-	-	-	-	-
43	Supervisor	-	-	0.04	6.38	6.52	9.18	7.53	7.20	7.89	2.92	52.34
44	Sweeper	-	-	0.73	9.93	23.03	12.22	4.31	2.30	2.17	39.72	5.59
45	Tester	-	-	-	-	18.63	2.04	4.09	-	2.04	4.03	69.17
46	Tongsman	-	-	3.51	21.19	34.31	9.14	11.95	10.26	4.05	2.97	2.62
47	Trimmer	-	-	-	78.83	-	-	-	-	-	21.17	-
48	Turner	-	-	0.52	5.65	13.59	5.83	10.30	6.45	7.04	4.46	46.16
49	Watchman	-	-	-	30.08	31.32	13.02	5.09	5.94	2.66	9.09	2.80
50	Welder	-	-	-	7.16	13.50	7.89	22.65	11.83	7.20	5.23	24.54
51	Winder	-	-	-	-	-	-	-	2.50	-	1.30	96.20
52	Wireman	-	-	-	-	-	18.94	-	45.27	35.79	-	-
53	Fork Lift Operator	-	-	-	42.64	-	13.68	13.16	16.84	13.68	-	-
54	Mach. Oper/Machinist	-	-	0.67	0.80	8.82	7.03	4.40	8.42	8.96	7.15	53.75
55	Casting Man	-	-	-	-	27.59	23.29	3.83	2.47	2.94	2.94	36.94
56	Milling Machine Operator	-	-	-	-	33.34	33.33	33.33	-	-	-	-
57	Setter	-	-	-	22.93	-	-	-	5.41	-	-	71.66
58	Tool Maker	-	-	-	-	-	35.75	17.88	8.94	-	-	37.43
59	Generator Operator	-	-	-	-	25.00	25.00	50.00	-	-	-	-
60	Apprentice/Trainees	-	62.65	-	18.67	14.01	4.67	-	-	-	-	-

Table 4.12 contd.....

1	2	3	4	5	6	7	8	9	10	11	12	13
61 Heater Incharge	-	-	-	16.62	-	2.65	33.02	19.28	-	2.65	25.78	
62 Kiln Man	-	-	-	3.84	10.23	8.25	52.52	3.84	3.34	4.16	13.82	
63 Straightner Mach Oper.	-	-	-	34.56	-	10.38	7.73	12.44	14.04	-	20.85	
64 Valve Man	-	-	-	69.88	-	-	15.06	-	-	-	15.06	
65 Tilting Tab Mach Oper.	-	-	-	61.49	2.12	2.12	12.98	-	4.25	8.73	8.31	
66 Picker	-	-	66.67	11.11	-	-	11.11	11.11	-	-	-	
67 Kundiwala	-	-	-	87.50	-	-	-	12.50	-	-	-	
68 Miscellaneous	-	-	-	-	33.33	25.57	-	20.55	20.55	-	-	
II. Casting & Forgings	-	1.26	4.04	12.31	14.95	12.67	10.98	9.57	5.75	6.61	21.86	
1 Assembler	-	-	-	-	-	-	-	-	-	6.83	93.17	
2 Blacksmith	-	-	-	-	-	15.69	-	28.11	14.05	14.05	28.10	
3 Boiler Attendant	-	-	-	-	-	58.33	41.67	-	-	-	-	
4 Chargehand	-	-	-	30.70	30.70	-	-	-	-	-	38.60	
5 Chargeman	-	-	-	-	-	-	-	14.97	51.36	22.45	11.22	
6 Checker	-	-	0.69	3.57	4.98	8.01	31.04	6.34	6.29	2.57	36.51	
7 Chipper	-	-	-	26.91	12.55	-	8.22	8.37	12.55	8.37	23.03	
8 Compressor Operator	-	-	-	-	-	-	-	40.00	-	40.00	20.00	
9 Coolie/Mazdoor	-	-	11.93	29.32	34.33	1.80	5.97	11.89	2.38	2.38	-	
10 Core Maker	-	-	-	4.76	5.99	2.86	5.71	2.86	-	8.84	68.98	
11 Crane Operator	-	-	-	16.76	11.95	18.41	-	9.80	8.06	-	35.02	
12 Cupolaman	-	-	-	-	53.01	-	-	-	-	-	46.99	
13 Die Maker	-	-	-	-	1.98	5.98	7.27	6.08	5.24	23.00	50.45	
14 Driller	-	-	-	4.11	10.22	2.82	16.22	10.25	18.27	11.18	26.93	
15 Driver	-	-	-	5.46	7.93	32.94	15.96	8.19	14.26	2.86	12.40	
16 Electrician	-	1.21	1.09	4.91	8.09	15.69	22.01	6.74	11.71	5.51	23.04	
17 Fitter	-	-	3.16	3.70	8.17	14.41	8.23	15.27	4.74	9.72	32.60	
18 Mech./Elec. Foreman	-	-	-	2.96	6.13	5.99	-	-	8.91	5.99	70.02	
19 Furnaceman	-	-	-	21.61	11.05	6.09	4.37	9.45	10.40	9.12	27.91	
20 Gas Cutter	-	-	5.19	-	5.19	48.01	5.19	-	5.19	-	31.23	
21 Grinder	-	-	3.56	11.91	8.21	18.90	16.68	14.50	5.97	4.10	16.17	
22 Hammerman	-	-	-	6.11	22.11	6.35	6.06	9.60	5.71	3.10	40.96	
23 Helper	-	0.84	6.70	15.54	28.16	15.64	12.97	7.00	3.58	1.70	7.87	
24 Mistry/Kangani	-	-	-	23.68	-	-	-	-	25.44	50.88	-	

Table 4.12 contd.....

1	2	3	4	5	6	7	8	9	10	11	12	13
25	Marker	-	-	-	-	-	-	1.94	-	-	24.51	73.55
26	Mason	-	-	-	-	-	-	33.34	33.33	-	-	33.33
27	Mate/Mukaddam	-	-	-	-	100.00	-	-	-	-	-	-
28	Mechanic(General)	-	-	1.81	3.27	5.39	3.89	1.95	20.16	20.63	6.99	35.91
29	Motor Mechanic	-	-	-	-	-	100.00	-	-	-	-	-
30	Moulder	-	1.43	14.14	46.67	12.54	8.14	3.78	3.61	-	0.47	9.22
31	Packer	-	-	-	-	9.90	25.46	30.47	6.11	5.84	-	22.22
32	Painter	-	-	-	59.92	6.41	19.24	2.20	-	3.91	-	8.32
33	Pattern Maker	-	-	-	-	20.78	21.23	28.77	7.19	-	-	22.03
34	Planer	-	-	-	-	-	26.26	24.58	24.58	24.58	-	-
35	Plater	-	-	-	-	25.87	-	24.71	-	24.71	24.71	-
36	Plumber	-	-	-	-	-	-	-	-	-	50.00	50.00
37	Polisher	-	-	-	-	-	28.76	14.38	56.86	-	-	-
38	Press Man	-	-	1.01	3.84	13.61	7.08	2.85	7.59	9.71	8.01	46.30
39	Rigger	-	-	-	-	-	-	-	25.00	50.00	25.00	-
40	Rollerman/Roller	-	-	-	-	-	49.44	-	-	-	-	50.56
41	Shaper Machine Operator	-	-	29.97	4.26	19.25	-	34.89	11.63	-	-	-
42	Sheetmetal Worker	-	-	-	100.00	-	-	-	-	-	-	-
43	Supervisor	-	0.29	0.91	2.43	4.01	8.09	4.56	6.66	5.05	4.40	63.60
44	Sweeper	-	-	3.59	8.13	30.53	14.65	16.16	14.65	6.05	4.16	2.08
45	Tester	-	-	-	-	-	-	24.00	2.80	17.60	44.00	11.60
46	Tongsman	-	-	-	23.16	-	15.37	15.37	46.10	-	-	-
47	Trimmer	-	-	-	-	-	-	-	-	-	-	100.00
48	Turner	-	-	1.29	2.32	15.12	17.29	10.24	11.29	10.30	15.99	16.16
49	Watchman	-	1.31	6.52	21.47	18.56	25.24	7.15	4.92	8.38	3.35	3.10
50	Welder	-	-	2.22	8.52	7.04	10.77	13.13	17.31	10.37	14.87	15.77
51	Wireman	-	-	-	-	-	-	100.00	-	-	-	-
52	Boring Machine Operator	-	-	-	-	-	100.00	-	-	-	-	-
53	Fork Lift Operator	-	-	-	6.88	2.29	8.75	-	15.42	16.81	27.77	22.08
54	Mach. Oper/Machinist	-	0.29	0.58	4.22	6.12	10.16	11.83	21.97	5.22	15.57	24.04
55	Casting Man	-	-	-	9.61	55.06	-	21.33	7.00	7.00	-	-
56	Milling Machine Operator	-	2.55	-	19.22	-	2.55	3.24	12.77	16.10	22.77	20.80
57	Setter	-	-	-	-	-	-	6.03	-	11.83	-	82.14
58	Tool Maker	-	-	-	-	-	-	-	-	32.64	24.66	42.70
59	Apprentice/Trainees	-	47.79	5.22	-	5.87	29.37	11.75	-	-	-	-

Table 4.12 contd.....

1	2	3	4	5	6	7	8	9	10	11	12	13
60	Kundiwala	-	-	-	-	17.46	17.20	34.39	30.95	-	-	-
61	Sand Mixer	-	-	-	26.20	6.63	12.65	20.13	-	13.76	20.63	-
62	Miscellaneous	-	-	-	-	-	15.37	5.20	-	-	-	79.43
III.	Agricultural Machinery & Parts	-	0.21	1.82	8.41	12.87	15.58	6.97	8.91	7.51	2.00	35.72
1	Assembler	-	-	-	2.85	6.30	11.15	11.33	7.18	0.32	0.44	60.43
2	Blacksmith	-	-	-	-	66.67	33.33	-	-	-	-	-
3	Carpenter	-	-	-	-	-	50.00	-	-	-	-	50.00
4	Chargehand	-	-	-	-	-	-	-	-	-	-	100.00
5	Chargeman	-	-	-	-	-	70.83	-	-	-	-	29.17
6	Checker	-	-	-	1.41	6.04	11.58	1.69	1.58	3.38	2.99	71.33
7	Chipper	-	-	-	-	-	-	-	-	-	66.67	33.33
8	Compressor Operator	-	-	-	-	62.50	-	-	-	-	-	37.50
9	Coolie/Mazdoor	-	-	-	-	3.27	78.88	11.16	4.46	-	2.23	-
10	Core Maker	-	-	-	-	-	-	-	-	-	-	100.00
11	Crane Operator	-	-	-	-	-	-	-	-	-	-	100.00
12	Cupolaman	-	-	-	-	-	100.00	-	-	-	-	-
13	Die Maker	-	-	-	-	14.71	-	17.65	-	14.71	29.40	23.53
14	Driller	-	-	-	8.49	32.14	16.33	11.91	15.93	3.53	2.12	9.55
15	Driver	-	-	-	4.11	4.35	20.65	4.11	16.30	4.11	-	46.37
16	Electrician	-	-	-	2.45	4.09	11.86	17.19	7.49	3.85	-	53.07
17	Fitter	-	-	-	0.78	10.41	21.35	10.23	17.84	5.67	4.04	29.68
18	Mech./Elec. Foreman	-	-	-	7.65	3.73	14.88	3.73	8.14	12.56	7.47	41.84
19	Furnaceman	-	-	-	48.90	13.33	13.33	-	11.11	-	-	13.33
20	Gas Cutter	-	-	-	14.71	-	47.06	29.41	-	-	8.82	-
21	Grinder	-	-	-	3.53	16.68	1.78	1.05	12.39	9.56	19.23	35.78
22	Hammerman	-	-	-	-	-	-	-	-	-	-	100.00
23	Helper	-	-	1.94	20.07	27.75	20.15	6.31	6.88	1.55	2.17	13.18
24	Mistry/Kangani	-	-	-	-	100.00	-	-	-	-	-	-
25	Mate/Mukaddam	-	-	-	-	100.00	-	-	-	-	-	-
26	Mechanic(General)	-	-	-	1.28	2.56	6.09	3.04	0.37	0.40	0.48	85.78
27	Millwright	-	-	-	-	-	-	-	-	-	-	100.00
28	Moulder	-	-	-	2.62	26.33	62.45	-	-	-	-	8.60

Table 4.12 contd.....

1	2	3	4	5	6	7	8	9	10	11	12	13
29	Packer	-	-	-	41.00	40.17	18.83	-	-	-	-	-
30	Painter	-	-	-	0.85	3.67	9.39	3.49	32.17	1.71	-	48.72
31	Pattern Maker	-	-	-	-	-	-	-	-	-	-	100.00
32	Planer	-	-	-	-	54.55	-	-	-	-	-	45.45
33	Plater	-	-	-	-	-	-	-	-	-	-	100.00
34	Plumber	-	-	-	-	-	-	-	71.43	-	-	28.57
35	Press Man	-	-	-	1.99	25.10	23.77	9.16	3.05	3.05	-	33.88
36	Rollerman/Roller	-	-	-	100.00	-	-	-	-	-	-	-
37	Shaper Machine Operator	-	-	-	50.00	50.00	-	-	-	-	-	-
38	Sheetmetal Worker	-	-	-	-	66.67	33.33	-	-	-	-	-
39	Supervisor	-	-	-	2.11	5.79	12.04	5.24	2.22	3.94	3.83	64.83
40	Sweeper	-	-	-	-	14.86	77.03	-	0.81	-	-	7.30
41	Tester	-	-	-	1.98	-	-	-	-	-	-	98.02
42	Turner	-	-	0.93	17.44	25.49	17.98	5.27	5.18	9.35	1.83	16.53
43	Watchman	-	-	-	10.76	17.66	25.89	21.07	0.72	2.65	-	21.25
44	Welder	-	-	2.47	11.77	25.55	17.08	-	7.40	5.35	4.17	26.21
45	Wireman	-	-	-	-	-	-	-	-	-	-	100.00
46	Boring Machine Operator	-	-	-	-	3.68	52.20	-	-	-	-	44.12
47	Fork Lift Operator	-	-	-	-	-	2.04	-	-	20.41	-	77.55
48	Mach. Oper/Machinist	-	-	0.38	4.77	16.53	10.74	6.30	10.28	6.39	3.48	41.13
49	Casting Man	-	-	-	-	-	-	-	-	-	-	100.00
50	Milling Machine Operator	-	-	-	-	12.24	4.21	21.02	39.87	2.08	4.21	16.37
51	Setter	-	-	-	-	-	-	-	-	-	-	100.00
52	Tool Maker	-	-	-	15.38	15.38	-	17.95	-	12.82	10.26	28.21
53	Apprentice/Trainees	-	1.90	13.37	19.29	-	0.15	4.08	16.32	40.81	-	4.08
54	Miscellaneous	-	-	-	-	-	-	-	-	-	16.67	83.33
IV.	Textile and Jute Machinery	-	-	0.28	1.89	4.99	13.11	16.49	3.66	12.46	3.25	43.87
1	Assembler	-	-	-	2.90	10.09	2.53	10.85	6.87	8.69	14.71	43.36
2	Boiler Attendant	-	-	-	-	-	100.00	-	-	-	-	-
3	Carpenter	-	-	-	-	-	-	84.62	-	-	-	15.38
4	Chargeman	-	-	-	-	-	-	-	-	-	-	100.00
5	Checker	-	-	-	4.85	7.93	4.85	-	14.08	9.71	-	58.58

Table 4.12 contd.....

1	2	3	4	5	6	7	8	9	10	11	12	13
6	Coolie/Mazdoor	-	-	-	-	-	100.00	-	-	-	-	-
7	Die Maker	-	-	-	-	-	-	-	-	-	-	100.00
8	Driller	-	-	-	3.94	6.30	23.10	15.49	3.94	-	-	47.23
9	Driver	-	-	-	-	-	15.63	28.13	31.24	-	-	25.00
10	Electrician	-	-	-	-	-	6.70	2.23	-	18.62	7.65	64.80
11	Fitter	-	-	0.33	0.59	1.64	11.84	12.07	0.66	18.51	3.09	51.27
12	Mech./Elec. Foreman	-	-	-	-	14.29	-	-	-	-	-	85.71
13	Gas Cutter	-	-	-	-	-	-	-	-	24.07	9.26	66.67
14	Grinder	-	-	-	3.13	3.13	-	-	-	-	-	93.74
15	Helper	-	-	0.99	5.42	4.90	35.17	29.98	0.90	20.71	-	1.93
16	Mechanic(General)	-	-	-	-	-	-	-	-	18.45	-	81.55
17	Millwright	-	-	-	-	-	-	-	-	-	-	100.00
18	Moulder	-	-	-	-	-	15.71	78.58	-	-	-	5.71
19	Packer	-	-	-	-	25.86	17.24	24.14	-	-	-	32.76
20	Painter	-	-	-	-	-	12.10	11.64	19.24	4.03	-	52.99
21	Pattern Maker	-	-	-	-	-	100.00	-	-	-	-	-
22	Planer	-	-	-	-	-	-	-	-	-	-	100.00
23	Plater	-	-	-	-	-	-	-	-	-	-	100.00
24	Polisher	-	-	-	-	-	-	100.00	-	-	-	-
25	Press Man	-	-	-	-	-	-	-	-	-	-	100.00
26	Sheetmetal Worker	-	-	-	-	-	19.23	-	-	-	-	80.77
27	Supervisor	-	-	-	0.98	-	2.54	16.44	6.75	6.56	3.92	62.81
28	Sweeper	-	-	-	12.12	29.62	25.76	21.46	8.00	0.76	0.76	1.52
29	Tester	-	-	-	-	-	-	-	-	-	30.77	69.23
30	Tongsman	-	-	-	-	-	83.33	16.67	-	-	-	-
31	Turner	-	-	-	0.67	1.87	4.39	8.78	5.34	19.94	0.67	58.34
32	Watchman	-	-	1.34	4.03	34.70	7.12	27.68	11.07	5.54	-	8.52
33	Welder	-	-	-	-	1.79	5.37	14.18	3.53	7.14	3.56	64.43
34	Winder	-	-	-	-	4.91	14.72	34.34	4.91	7.36	15.10	18.66
35	Wireman	-	-	-	-	50.00	-	50.00	-	-	-	-
36	Fork Lift Operator	-	-	-	-	-	100.00	-	-	-	-	-
37	Mach. Oper/Machinist	-	-	-	0.64	4.49	9.50	15.78	1.71	4.22	5.90	57.76
38	Milling Machine Operator-	-	-	-	-	-	-	20.59	14.71	-	-	64.70
39	Capstan	-	-	-	-	-	12.22	24.44	12.22	12.22	-	38.90

Table 4.12 contd.....

1	2	3	4	5	6	7	8	9	10	11	12	13
V.	Machine Tools	-	0.10	0.81	2.18	13.31	8.89	7.42	7.09	8.04	4.46	47.70
1	Assembler	-	-	-	-	0.89	5.59	17.97	19.53	4.74	3.55	47.73
2	Carpenter	-	-	-	-	-	-	-	18.18	-	-	81.82
3	Chargeman	-	-	-	-	-	-	-	-	-	-	100.00
4	Checker	-	-	-	-	-	0.79	-	-	10.95	2.22	86.04
5	Chipper	-	-	-	-	100.00	-	-	-	-	-	-
6	Coolie/Mazdoor	-	-	-	-	97.83	2.17	-	-	-	-	-
7	Crane Operator	-	-	-	-	-	-	-	-	-	-	100.00
8	Die Maker	-	-	-	-	-	-	-	-	-	-	100.00
9	Driller	-	-	-	-	7.95	4.17	-	-	16.94	3.25	67.69
10	Driver	-	-	-	-	-	43.59	14.10	17.95	-	-	24.36
11	Electrician	-	-	-	-	-	-	0.70	2.55	0.70	-	96.05
12	Fitter	-	-	-	2.02	6.73	10.25	9.58	9.35	4.65	1.98	55.44
13	Mech./Elec. Foreman	-	-	-	-	-	9.09	-	-	-	-	90.91
14	Furnaceman	-	-	-	-	-	-	-	-	-	-	100.00
15	Gas Cutter	-	-	-	-	5.26	-	-	-	-	-	94.74
16	Grinder	-	-	-	0.66	5.61	3.17	3.29	7.54	12.34	3.64	63.75
17	Helper	-	-	1.66	5.58	57.68	5.78	4.44	5.27	6.36	0.44	12.79
18	Marker	-	-	-	-	-	-	-	-	-	-	100.00
19	Mechanic(General)	-	-	-	-	13.04	-	13.04	44.93	-	-	28.99
20	Moulder	-	-	-	-	14.96	2.19	-	-	10.58	-	72.27
21	Packer	-	-	-	0.66	32.45	-	-	-	25.17	-	41.72
22	Painter	-	-	-	5.31	5.31	-	-	-	-	-	89.38
23	Pattern Maker	-	-	-	-	-	-	-	-	-	-	100.00
24	Planer	-	-	-	-	-	13.16	-	-	-	-	86.84
25	Polisher	-	-	-	-	-	-	-	-	-	100.00	-
26	Press Man	-	-	-	-	-	3.21	4.97	-	4.97	53.36	33.49
27	Shaper Machine Operator	-	-	-	-	17.74	82.26	-	-	-	-	-
28	Supervisor	-	-	-	0.21	2.62	3.40	3.79	2.75	11.54	2.84	72.85
29	Sweeper	-	-	-	-	69.78	12.09	-	8.24	9.89	-	-
30	Tester	-	-	-	-	-	-	-	-	100.00	-	-
31	Turner	-	-	-	-	6.69	23.51	14.33	1.11	12.44	6.65	35.27
32	Watchman	-	-	-	11.51	7.94	27.13	10.48	2.72	11.75	8.23	20.24
33	Welder	-	-	-	-	-	29.92	38.11	11.07	-	2.05	18.85

Table 4.12 contd.....

1	2	3	4	5	6	7	8	9	10	11	12	13
34 Winder	-	-	-	-	-	26.67	-	26.67	44.25	-	2.41	-
35 Wireman	-	-	-	-	-	-	-	-	-	-	-	100.00
36 Boring Machine Operator	-	-	-	-	-	-	-	10.20	-	-	-	89.80
37 Mach. Oper/Machinist	-	-	7.09	3.51	3.51	9.31	3.39	5.29	4.81	3.82	59.27	
38 Casting Man	-	-	-	-	-	-	-	-	-	-	-	100.00
39 Milling Machine Operator	-	-	-	-	1.97	4.54	2.27	5.53	27.65	6.09	51.95	
40 Tool Maker	-	-	-	-	-	-	-	-	-	6.58	93.42	
41 Apprentice/Trainees	-	5.95	-	15.14	7.57	8.92	17.82	17.84	8.92	8.92	8.92	
42 Miscellaneous	-	-	-	8.42	-	26.62	5.49	13.31	-	-	46.16	
VI. Electrical Machinery & Apparatus	-	0.88	4.62	11.10	20.89	11.40	7.25	3.22	4.34	3.55	32.75	
1 Armature Winder	-	-	-	-	-	-	-	-	-	52.96	1.09	45.95
2 Assembler	-	-	0.40	4.18	17.13	7.06	2.54	2.26	1.32	3.48	61.63	
3 Carpenter	-	-	-	-	-	15.85	-	-	-	-	84.15	
4 Chargehand	-	-	-	-	-	-	-	-	-	-	-	100.00
5 Checker	-	-	-	21.16	11.15	6.19	-	12.90	2.99	0.21	45.40	
6 Coolie/Mazdoor	-	-	25.86	25.86	48.28	-	-	-	-	-	-	
7 Core Maker	-	-	-	29.57	28.35	29.58	4.93	6.16	-	1.41	-	
8 Crane Operator	-	-	-	-	-	80.00	-	-	-	-	-	20.00
9 Die Maker	-	-	-	-	96.55	-	-	-	-	-	-	3.45
10 Driller	-	-	-	42.53	15.52	31.61	-	-	-	-	-	10.34
11 Driver	-	-	-	13.76	0.91	23.00	4.04	9.34	10.28	5.39	33.28	
12 Electrician	-	-	-	6.56	12.32	19.69	5.40	3.74	3.37	4.04	44.88	
13 Fitter	-	-	-	3.33	13.54	11.99	7.54	5.57	3.18	15.62	39.23	
14 Mech./Elec. Foreman	-	-	-	5.86	-	6.25	-	6.25	6.25	6.25	69.14	
15 Furnaceman	-	-	-	-	100.00	-	-	-	-	-	-	
16 Gas Cutter	-	-	-	44.27	-	-	42.62	-	-	-	-	13.11
17 Grinder	-	-	-	21.32	64.39	-	-	-	-	-	-	14.29
18 Helper	-	-	12.13	22.70	37.42	7.55	8.26	4.25	2.88	3.15	1.66	
19 Mechanic(General)	-	-	-	-	-	-	5.48	-	-	2.74	91.78	
20 Moulder	-	-	-	-	26.41	3.17	1.06	-	-	-	69.36	
21 Packer	-	-	-	31.90	24.08	9.76	19.52	2.06	-	4.13	8.55	
22 Painter	-	-	-	15.78	16.55	5.79	26.26	1.43	5.46	1.09	27.64	

Table 4.12 contd.....

1	2	3	4	5	6	7	8	9	10	11	12	13
23	Pattern Maker	-	-	-	-	-	-	-	-	100.00	-	-
24	Planer	-	-	-	-	-	33.34	33.33	-	33.33	-	-
25	Plater	-	-	-	-	-	-	-	-	-	60.00	40.00
26	Press Man	-	-	-	17.32	28.93	11.55	-	-	1.72	-	40.48
27	Rollerman/Roller	-	-	-	-	100.00	-	-	-	-	-	-
28	Sheetmetal Worker	-	-	-	-	-	-	-	-	-	-	100.00
29	Supervisor	-	-	-	-	1.08	7.57	2.71	1.00	1.39	3.51	82.74
30	Sweeper	-	-	2.78	7.64	50.15	12.31	7.67	2.44	-	2.72	14.29
31	Tester	-	-	-	-	3.57	3.59	2.40	-	15.02	12.61	62.81
32	Turner	-	-	-	7.50	12.13	10.78	1.36	2.63	1.48	1.38	62.74
33	Watchman	-	2.23	4.46	11.50	26.11	9.77	17.61	-	1.02	2.23	25.07
34	Welder	-	-	-	10.70	9.50	23.98	6.35	2.84	4.42	4.83	37.38
35	Winder	-	-	-	7.34	15.69	7.75	7.28	7.79	6.34	8.14	39.67
36	Wireman	-	-	-	-	43.41	-	-	-	-	-	56.59
37	Fork Lift Operator	-	-	-	-	-	-	-	-	-	-	100.00
38	Mach. Oper/Machinist	-	-	-	12.97	18.58	15.91	12.90	3.97	4.53	2.35	28.79
39	Setter	-	-	-	-	-	-	-	-	-	-	100.00
40	Tool Maker	-	-	-	-	-	-	-	-	-	-	100.00
41	Apprentice/Trainees	-	11.92	14.84	4.03	0.49	44.25	20.64	-	3.83	-	-
42	Miscellaneous	-	-	-	-	-	-	-	-	66.67	33.33	-
VII.	Electrical Apparatus	-	1.23	1.71	14.68	25.82	16.80	6.22	7.66	6.49	4.01	15.38
1	Assembler	-	-	2.40	3.17	16.31	20.99	4.61	9.40	8.14	7.01	27.97
2	Chargehand	-	-	-	-	-	-	-	-	-	-	100.00
3	Checker	-	-	-	1.24	24.91	11.28	16.71	3.23	2.82	7.32	32.49
4	Compressor Operator	-	-	-	-	-	-	-	-	-	-	100.00
5	Coolie/Mazdoor	-	-	-	100.00	-	-	-	-	-	-	-
6	Die Maker	-	-	-	-	100.00	-	-	-	-	-	-
7	Driller	-	-	-	-	31.87	29.20	-	9.73	29.20	-	-
8	Driver	-	-	9.72	13.43	29.03	12.70	-	14.09	7.14	-	13.89
9	Electrician	-	-	-	5.56	23.61	1.89	-	6.94	12.25	5.86	43.89
10	Fitter	-	-	-	9.93	20.71	18.07	4.14	17.73	10.27	5.83	13.32
11	Mech./Elec. Foreman	-	-	-	-	-	3.30	7.14	44.23	-	20.44	24.89
12	Gas Cutter	-	-	-	-	100.00	-	-	-	-	-	-

Table 4.12 contd.....

1	2	3	4	5	6	7	8	9	10	11	12	13
13 Grinder	-	-	-	-	72.55	27.45	-	-	-	-	-	-
14 Helper	-	1.31	1.65	15.47	48.37	22.25	4.03	2.43	-	-	-	4.49
15 Mistry/Kangani	-	-	-	-	-	-	-	-	40.00	-	-	60.00
16 Mechanic(General)	-	-	-	11.43	13.33	13.33	13.33	-	20.96	14.29	13.33	-
17 Moulder	-	-	-	-	-	-	3.68	11.03	3.68	23.16	58.45	-
18 Packer	-	-	-	3.40	35.86	40.93	4.81	11.11	2.78	-	1.11	-
19 Painter	-	-	7.14	-	-	30.36	12.50	4.46	11.31	-	34.23	-
20 Plater	-	-	-	-	-	-	-	25.00	-	50.00	25.00	-
21 Polisher	-	-	-	-	-	100.00	-	-	-	-	-	-
22 Press Man	-	-	-	27.20	27.75	23.90	-	-	2.88	-	18.27	-
23 Shaper Machine Operator	-	-	-	-	-	-	-	-	-	-	100.00	-
24 Sheetmetal Worker	-	-	-	-	-	27.03	13.51	-	32.43	16.22	10.81	-
25 Supervisor	-	-	1.41	0.58	9.59	7.60	11.94	10.74	13.66	8.64	35.84	-
26 Sweeper	-	-	10.87	19.02	11.41	33.70	4.35	-	-	-	20.65	-
27 Tester	-	-	4.00	-	48.00	24.00	-	-	-	-	24.00	-
28 Turner	-	-	-	-	55.26	-	-	18.42	13.16	-	13.16	-
29 Watchman	-	-	-	23.42	8.29	29.92	18.51	0.86	10.57	3.83	4.60	-
30 Welder	-	-	-	-	9.52	6.26	22.53	14.29	11.78	17.94	17.68	-
31 Winder	-	-	-	7.34	50.01	20.90	6.50	5.08	-	3.39	6.78	-
32 Wireman	-	-	-	20.45	-	-	27.27	-	-	8.71	43.57	-
33 Fork Lift Operator	-	-	-	-	-	-	-	-	-	-	100.00	-
34 Mach. Oper/Machinist	-	-	3.14	24.51	12.92	9.17	7.03	14.94	13.70	4.45	10.14	-
35 Casting Man	-	-	-	-	100.00	-	-	-	-	-	-	-
36 Milling Machine Operator	-	-	-	-	100.00	-	-	-	-	-	-	-
37 Setter	-	-	-	-	100.00	-	-	-	-	-	-	-
38 Tool Maker	-	-	-	-	-	50.00	-	-	-	-	50.00	-
39 Apprentice/Trainees	-	16.31	-	67.38	-	0.49	1.97	2.31	-	2.31	9.23	-
40 Miscellaneous	-	-	-	-	26.32	31.58	7.89	7.89	-	-	26.32	-
VIII. Prime Movers, Boilers & Steam Generation	-	2.04	0.65	9.46	10.51	4.75	11.22	11.34	4.47	4.10	41.46	-
1 Assembler	-	-	-	2.29	2.29	-	2.20	58.23	12.99	12.30	9.70	-
2 Blacksmith	-	-	-	-	-	-	33.34	33.33	-	-	33.33	-
3 Carpenter	-	-	-	100.00	-	-	-	-	-	-	-	-

Table 4.12 contd.....

1	2	3	4	5	6	7	8	9	10	11	12	13
4	Checker	-	-	-	3.28	3.28	-	2.79	-	6.31	-	84.34
5	Coolie/Mazdoor	-	-	-	4.55	54.54	-	27.27	13.64	-	-	-
6	Core Maker	-	-	-	-	5.26	-	-	47.37	-	-	47.37
7	Crane Operator	-	-	-	-	10.17	17.49	24.69	14.52	0.41	5.46	27.26
8	Die Maker	-	-	-	-	-	-	39.39	-	20.20	40.41	-
9	Driller	-	-	-	16.67	-	7.82	18.31	0.62	-	7.20	49.38
10	Driver	-	-	-	7.28	6.34	3.29	10.86	13.32	14.79	12.32	31.80
11	Electrician	-	-	-	8.44	7.81	2.68	10.86	5.65	0.46	2.60	61.50
12	Fitter	-	-	0.32	6.82	2.65	5.54	4.16	9.13	5.65	5.80	59.93
13	Mech./Elec. Foreman	-	-	-	5.38	1.79	3.07	1.79	3.93	1.79	3.24	79.01
14	Furnaceman	-	-	-	4.93	-	-	-	-	-	-	95.07
15	Gas Cutter	-	-	-	-	-	14.11	24.24	30.09	5.47	8.99	17.10
16	Grinder	-	-	4.78	4.32	15.14	4.78	9.64	20.12	11.03	11.48	18.71
17	Helper	-	1.06	1.60	26.50	16.87	7.60	16.52	4.08	6.83	1.92	17.02
18	Loader/Unloader	-	-	-	-	100.00	-	-	-	-	-	-
19	Marker	-	-	-	-	-	-	33.33	66.67	-	-	-
20	Mechanic(General)	-	-	-	4.54	4.54	25.00	2.88	5.76	3.65	3.88	49.75
21	Moulder	-	-	-	20.34	20.34	3.39	2.85	33.53	-	-	19.55
22	Packer	-	-	-	11.21	85.22	3.57	-	-	-	-	-
23	Painter	-	-	-	-	25.22	-	25.22	30.53	-	1.77	17.26
24	Pattern Maker	-	-	-	-	-	-	-	46.15	-	-	53.85
25	Planer	-	-	-	9.76	-	9.76	9.76	70.72	-	-	-
26	Plater	-	-	-	-	-	66.67	33.33	-	-	-	-
27	Polisher	-	-	-	100.00	-	-	-	-	-	-	-
28	Press Man	-	-	-	-	-	100.00	-	-	-	-	-
29	Pump Attendant	-	-	-	-	-	-	-	100.00	-	-	-
30	Rigger	-	-	-	-	-	3.21	95.19	1.60	-	-	-
31	Shaper Machine Operator	-	-	-	56.50	18.84	-	-	24.66	-	-	-
32	Supervisor	-	-	-	-	0.86	4.52	6.53	2.80	6.55	7.24	71.50
33	Sweeper	-	-	-	-	87.98	-	1.72	-	-	-	10.30
34	Tester	-	-	-	-	-	100.00	-	-	-	-	-
35	Turner	-	-	-	31.29	6.26	7.77	16.25	11.27	8.10	3.22	15.84
36	Watchman	-	-	3.61	37.12	16.03	3.06	1.26	25.68	2.95	3.03	7.26
37	Welder	-	0.36	-	0.32	1.14	2.25	7.31	7.35	2.21	3.50	75.56
38	Winder	-	-	-	-	7.61	-	14.13	-	-	-	78.26

Table 4.12 contd.....

1	2	3	4	5	6	7	8	9	10	11	12	13
39 Boring Machine Operator	-	-	-	4.69	-	-	4.69	33.98	11.33	45.31	-	-
40 Fork Lift Operator	-	-	-	-	-	-	-	-	-	-	-	100.00
41 Mach. Oper/Machinist	-	-	1.46	2.53	7.21	3.64	16.01	10.88	4.28	3.35	50.64	-
42 Casting Man	-	-	-	-	-	-	-	100.00	-	-	-	-
43 Milling Machine Operator	-	-	-	31.30	-	-	-	34.35	6.87	-	27.48	-
44 Setter	-	-	-	56.36	28.18	-	-	-	-	-	15.46	-
45 Tool Maker	-	-	-	-	-	-	-	-	100.00	-	-	-
46 Apprentice/Trainees	-	80.38	-	-	0.15	3.37	3.22	12.88	-	-	-	-
47 Hacksaw Man	-	-	-	100.00	-	-	-	-	-	-	-	-
48 Miscellaneous	-	-	-	-	12.46	37.38	-	-	40.73	9.43	-	-
IX. Aluminium Industry	-	0.24	1.26	10.32	7.05	2.87	2.16	1.78	0.88	2.83	70.61	-
1 Assembler	-	-	-	-	-	-	-	-	-	-	-	100.00
2 Beltman/Mochi	-	-	-	-	-	-	-	-	-	-	-	100.00
3 Blacksmith	-	-	-	-	-	-	-	-	-	-	-	100.00
4 Boiler Attendant	-	-	-	-	-	-	-	-	-	-	-	100.00
5 Carpenter	-	-	-	-	-	-	-	-	-	-	-	100.00
6 Chargehand	-	-	-	-	-	-	-	-	-	-	-	100.00
7 Chargeman	-	-	-	-	-	-	-	-	-	-	-	100.00
8 Checker	-	-	-	12.75	22.31	3.19	-	-	-	-	-	61.75
9 Coolie/Mazdoor	-	-	0.81	34.05	0.21	-	2.27	9.09	4.54	15.90	33.13	-
10 Core Maker	-	-	-	-	-	-	-	-	-	-	-	100.00
11 Crane Operator	-	-	-	28.78	-	-	-	-	-	-	-	71.22
12 Cupolaman	-	-	-	47.30	31.08	21.62	-	-	-	-	-	-
13 Die Maker	-	-	-	5.56	11.11	5.56	8.68	-	3.13	11.11	54.85	-
14 Driller	-	-	-	50.00	-	-	-	-	-	-	-	50.00
15 Driver	-	-	-	1.54	5.16	8.03	-	1.54	-	-	-	83.73
16 Electrician	-	-	-	3.63	13.57	2.79	2.06	-	0.46	2.39	75.10	-
17 Fitter	-	-	-	0.48	7.25	2.85	0.48	-	0.45	1.26	87.23	-
18 Mech./Elec. Foreman	-	-	1.92	-	-	0.96	2.88	-	-	-	94.24	-
19 Furnaceman	-	-	-	7.41	3.86	1.40	-	-	-	6.49	80.84	-
20 Gas Cutter	-	-	18.39	-	81.61	-	-	-	-	-	-	-
21 Grinder	-	-	-	29.27	19.51	-	-	-	-	-	51.22	-
22 Hammerman	-	-	-	30.77	-	15.38	-	-	-	-	53.85	-

Table 4.12 contd.....

1	2	3	4	5	6	7	8	9	10	11	12	13
23	Helper	-	-	0.93	17.18	7.61	3.40	0.49	0.49	-	1.47	68.43
24	Mistry/Kangani	-	-	-	100.00	-	-	-	-	-	-	-
25	Mason	-	-	-	-	60.00	-	-	-	-	-	40.00
26	Mechanic(General)	-	-	-	3.05	1.58	6.34	-	1.58	3.05	-	84.40
27	Millwright	-	-	-	-	-	-	-	50.00	-	-	50.00
28	Moulder	-	-	8.25	-	66.66	-	-	8.25	-	-	16.84
29	Packer	-	-	2.48	3.38	4.14	-	-	-	-	4.63	85.37
30	Painter	-	-	-	78.26	-	-	-	-	-	-	21.74
31	Plater	-	-	-	-	-	100.00	-	-	-	-	-
32	Plumber	-	-	-	-	100.00	-	-	-	-	-	-
33	Polisher	-	-	-	12.24	-	14.29	-	-	-	-	73.47
34	Press Man	-	-	-	53.59	35.06	7.52	3.83	-	-	-	-
35	Rigger	-	-	-	-	-	-	-	-	-	-	100.00
36	Rollerman/Roller	-	-	-	-	-	-	2.33	6.69	-	-	90.98
37	Shaper Machine Operator	-	-	-	6.25	25.00	-	-	-	-	-	68.75
38	Sheetmetal Worker	-	-	100.00	-	-	-	-	-	-	-	-
39	Supervisor	-	-	0.55	-	3.01	7.74	16.00	5.23	3.51	1.20	62.76
40	Sweeper	-	-	-	11.34	4.33	-	7.76	-	-	-	76.57
41	Tester	-	-	-	-	-	-	-	-	-	16.67	83.33
42	Trimmer	-	-	-	-	-	-	-	-	-	-	100.00
43	Turner	-	-	-	10.13	25.16	12.50	2.53	-	-	-	49.68
44	Watchman	-	-	1.27	12.16	27.95	3.97	-	9.29	2.09	4.17	39.10
45	Welder	-	-	-	2.64	8.76	2.64	3.97	1.61	1.32	1.61	77.45
46	Winder	-	-	-	-	-	-	-	-	-	-	100.00
47	Wireman	-	-	-	-	-	-	-	-	-	-	100.00
48	Fork Lift Operator	-	-	-	-	-	-	-	-	-	-	100.00
49	Mach. Oper/Machinist	-	-	0.17	1.67	2.86	1.40	1.20	0.10	0.26	0.75	91.59
50	Casting Man	-	-	-	-	-	28.57	14.29	-	-	-	57.14
51	Milling Machine Operator	-	-	-	18.07	2.23	3.96	-	3.96	-	-	71.78
52	Setter	-	-	-	10.83	30.96	4.65	4.65	4.65	4.65	-	39.61
53	Tool Maker	-	-	-	-	-	-	-	-	-	-	100.00
54	Apprentice/Trainees	-	19.40	56.30	-	4.90	-	19.40	-	-	-	-
55	Capsman	-	-	-	-	100.00	-	-	-	-	-	-
56	Miscellaneous	-	-	-	-	-	-	-	1.15	-	-	98.85
All 9	Engineering Industries	-	0.73	2.45	10.60	16.97	10.07	8.66	6.87	5.01	4.72	33.92

TABLE 4.13

**TREND IN AVERAGE DAILY REAL EARNINGS AND REAL EARNINGS OF WORKERS
IN INDUSTRIES AT FIRST ROUND REFERENCE YEAR PRICE**

Sl. No.	Industry/ OWS Round Number/ Reference Year	Average Daily Earnings (Rs.) of Workers							Real Earnings (Rs.)	Percentage\$ Change in	
		By Sexage Groups				By System of Wage payment		Overall		Earnings at Current Price	Real Earnings
		Men	Women	Adole- scents	Child.	Time Rated	Piece Rated				
1	2	3	4	5	6	7	8	9	10	11	12
I. Iron and Steel											
	First Round(1959)	6.44	3.10	-	2.03	6.16	2.16	6.15	6.15	-	-
	Second Round(1963)	6.92	3.76	-	-	6.72	16.62	6.91	5.46	12.36	-11.22
	Third Round(1975)	20.14	11.52	3.00	-	14.28	-	14.28	4.36	106.66	-17.89
	Fourth Round(1987)	42.53	19.63	-	-	42.46	40.58	42.46	5.79	197.34	23.26
	Fifth Round(1996)	163.56	62.78	-	-	163.42	-	163.42	9.72	284.88	63.90
	Sixth Round(2008)	248.29	110.95	-	-	248.06	-	248.06	7.51	51.79	-35.94
II. Casting & Forgings											
	First Round(1959)	3.27	1.81	-	1.38	3.15	5.26	3.26	3.26	-	-
	Second Round(1963)	3.80	1.66	-	1.88	3.20	5.12	3.79	3.00	16.26	-7.98
	Third Round(1975)	18.28	14.89	-	-	18.22	7.27	18.25	5.57	381.53	78.84
	Fourth Round(1987)	45.38	49.48	-	-	45.72	35.10	45.49	6.20	149.26	19.32
	Fifth Round(1996)	97.15	44.74	-	-	96.79	-	96.79	5.76	112.77	-13.49
	Sixth Round(2008)	189.85	149.74	-	-	191.27	91.09	189.39	5.73	95.67	-0.92
III. Agricultural Machinery & Parts											
	First Round(1959)	2.94	-	-	-	2.91	3.52	2.94	2.94	-	-
	Second Round(1963)	3.75	2.21	-	1.14	3.65	4.52	3.74	2.96	27.21	0.68
	Third Round(1975)	17.48	7.55	-	-	17.64	16.21	9.93	3.03	165.51	2.38
	Fourth Round(1987)	34.33	14.00	-	-	34.33	29.81	34.30	4.68	245.42	56.12
	Fifth Round(1996)	93.02	76.24	-	-	93.59	59.79	92.93	5.53	170.93	28.92
	Sixth Round(2008)	278.83	120.63	-	-	276.10	-	276.10	8.35	197.11	95.91

Table 4.13 contd.....

1	2	3	4	5	6	7	8	9	10	11	12
III. Textile and Jute Machinery											
First Round(1959)	4.50	3.75	-	-	4.51	4.37	4.50	4.50	-	-	
Second Round(1963)	5.28	5.06	-	0.41	5.17	9.57	5.24	4.14	16.44	-8.00	
Third Round(1975)	17.50	8.08	-	-	17.47	25.69	10.40	3.18	98.47	-21.33	
Fourth Round(1987)	42.34	22.96	-	-	42.04	14.89	42.01	5.73	303.94	56.66	
Fifth Round(1996)	88.71	46.05	-	-	88.65	-	88.65	5.27	111.02	-10.22	
Sixth Round(2008)	297.61	115.95	-	-	294.78	-	294.78	8.92	232.52	81.11	
V. Machine Tools											
First Round(1959)	3.90	1.97	-	-	3.64	7.88	3.89	3.89	-	-	
Second Round(1963)	4.04	2.53	-	-	3.91	5.66	4.02	3.18	3.34	-18.25	
Third Round(1975)	16.67	11.17	4.60	-	17.08	11.18	10.40	3.18	158.71	-	
Fourth Round(1987)	48.53	67.00	-	-	48.68	57.06	48.69	6.64	368.17	88.94	
Fifth Round(1996)	112.59	61.15	-	-	112.41	-	112.41	6.69	130.87	1.29	
Sixth Round(2008)	321.59	128.87	-	-	304.30	-	304.30	9.21	170.71	64.78	
VI. Electrical Machinery & Apparatus											
First Round(1959)	4.02	2.65	-	-	3.96	4.24	3.96	3.96	-	-	
Second Round(1963)	6.54	3.37	-	1.50	6.17	8.56	6.44	5.09	62.63	28.54	
Third Round(1975)	20.00	16.09	-	-	16.55	-	16.55	5.05	156.99	-1.01	
Fourth Round(1987)	89.15	60.52	-	-	88.71	-	88.71	12.09	436.01	177.77	
Fifth Round(1996)	102.53	59.13	-	-	101.41	-	101.41	6.03	14.32	-153.03	
Sixth Round(2008)	223.19	248.00	-	-	222.87	246.36	223.90	6.77	120.79	18.69	
VII. Electrical Apparatus											
First Round(1959)	4.02	2.65	-	-	3.96	4.24	3.96	3.96	-	-	
Second Round(1963)	6.54	3.37	-	1.50	6.17	8.56	6.44	5.09	62.63	28.54	
Third Round(1975)	17.62	9.85	-	-	17.25	24.51	12.92	3.94	100.62	-29.05	
Fourth Round(1987)	43.44	34.81	-	-	41.52	28.91	41.40	5.64	220.43	42.93	
Fifth Round(1996)	90.10	45.36	-	-	83.52	44.08	83.18	4.95	100.92	-17.42	
Sixth Round(2008)	181.53	119.73	-	-	169.87	180.07	170.35	5.15	104.80	5.05	

Table 4.13 contd.....

1	2	3	4	5	6	7	8	9	10	11	12
VIII. Prime Movers, Boilers & Steam Generation											
Third Round(1975)	16.62	16.90	-	-	16.62	10.27	16.62	16.62	16.62	-	-
Fourth Round(1987)	59.65	61.45	-	-	59.65	-	59.65	26.63	258.90	60.23	
Fifth Round(1996)	115.96	-	-	-	115.96	-	115.96	22.60	94.40	-24.25	
Sixth Round(2008)	330.49	92.95	-	-	328.50	-	328.50	32.56	183.29	59.93	
IX. Aluminium Industry											
Fourth Round(1987)	47.12	23.20	-	-	46.89	-	46.89	46.89	-	-	
Fifth Round(1996)	139.16	44.70	-	-	138.19	-	138.19	60.33	194.71	28.66	
Sixth Round(2008)	439.25	221.58	-	-	439.23	108.71	438.95	97.44	217.64	79.15	

§: Percentage increase has been measured with respect to that in the previous round.

CHAPTER-V

SPECIAL TABLES

5.1 COEFFICIENT OF VARIANCE FOR WAGE RATES

The procedure and formulae used for determining the first stage sample size, have been given at Para 1.2 in Annexure-IV. For calculating the sample size, co-efficient of variance of the average daily maximum wage rates are required for different industries. As the co-efficient of variance normally does not change over a period of time, the same is calculated on the basis of the past data available. The co-efficient of variance of average daily maximum wage rates, average daily minimum wage rates and average daily mean wage rates have been presented in Table 5.1 for calculating the sample size for the next round of Occupational Wage Surveys for the Nine Engineering Industries. Based on the co-efficient of variance of average daily maximum wage rates, first stage sample size for the given industries have been worked out and presented in Table 5.2. The sample sizes have been calculated for the margin of error fraction of 0.05 and the level of significance at 90 percent, 95 percent as well as 99 percent.

The general formulae used for calculating the first stage sample size in terms of Co-efficient of Variance may be summed up as follows:

$$n_0 = (CV)^2 \cdot [t(\alpha/2, \infty) / \epsilon]^2 \quad \text{and} \quad n = \frac{n_0}{1 + n_0/N}$$

where,

n_0 = First approximation for the Sample Size

n = Required Sample Size

N = Number of Units in the Frame

CV = Co-efficient of Variance of Average Daily Maximum Wage Rates

$t(\alpha/2, \infty)$ = Value of Normal Variable corresponding to value $1 - \alpha/2$ of Normal Probability, viz. 1.645, 1.96 and 2.576 for $1 - \alpha$ equal to 0.90, 0.95 and 0.99, respectively

ϵ = Permissible Fraction of Error of True Value, viz. 0.05

5.2 WEIGHTING DIAGRAM FOR WAGE RATE INDEX NUMBERS

One of the main objective of the Occupational Wage Survey is to provide the bench mark data for constructing weighting diagram for the new series of the Wage Rate Index Numbers compiled by Labour Bureau. For the purpose, occupation-wise data on average daily employment and average daily mean wage rates within each stratum of an industry has been presented in Table 5.3. Average daily mean wage has been calculated as the mean of the average daily minimum and maximum wage rates.

CHAPTER-V

SPECIAL TABLES

TABLE 5.1

COEFFICIENT OF VARIANCE IN AVERAGE WAGE RATES BY STRATUM

Sl. No.	Industry/Stratum	Percentage Coefficient of Variance on Average		
		Minimum Wage	Maximum Wage	Mean Wage
1	2	3	4	5
I.	Iron and Steel	47.1249	50.0763	47.6168
1	Punjab	11.5902	22.1414	16.1022
2	West Bengal	51.3697	48.8250	49.9819
3	Jharkhand	41.4495	39.1559	40.0871
4	Orissa	94.8128	64.2812	76.8553
5	Chhattisgarh	57.4454	57.9761	56.8202
6	Gujarat	38.8506	40.8734	38.9706
7	Maharashtra	26.8601	21.0362	22.2867
8	Andhra Pradesh	10.7699	13.5904	7.9277
9	North East	11.8258	22.8412	17.3089
10	Residual	26.1965	29.0019	27.2525
II.	Casting & Forgings	28.5787	42.5400	33.8017
1	Punjab	30.6163	68.4777	51.8750
2	Haryana	20.0161	22.0603	20.3951
3	Uttar Pradesh	11.1546	27.1492	18.8512
4	West Bengal	39.3849	34.2222	36.3566
5	Gujarat	17.1327	46.2850	28.1553
6	Maharashtra	19.2581	17.3626	17.1790
7	Karnataka	40.8465	83.9440	65.4419
8	Tamil Nadu	31.8433	37.8070	32.7622
9	Residual	40.9732	34.7011	35.2313
III.	Agricultural Machinery & Parts	44.0946	47.7027	44.2277
1	Punjab	17.2735	38.0073	23.6911
2	Haryana	8.3993	52.2232	33.4931
3	Uttar Pradesh	14.7249	18.8723	16.0261
4	Gujarat	19.5328	20.9052	19.6936
5	Maharashtra	14.2768	29.1152	22.2821
6	Karnataka	65.6490	51.3034	57.7549
7	Tamil Nadu	24.9209	29.0711	25.7633
8	Residual	58.0972	59.0715	58.3736
IV.	Textile and Jute Machinery	28.5157	35.0449	28.6040
1	Gujarat	61.9572	66.0901	63.8571
2	Maharashtra	25.3788	26.9209	24.8939
3	Andhra Pradesh	13.7202	18.1835	12.5947
4	Tamil Nadu	36.3981	28.0588	31.2940
5	Residual	24.1222	45.9062	28.2833

Table 5.1 contd.....

1	2	3	4	5
V.	Machine Tools	43.4306	49.6735	45.8903
1	Punjab	16.8824	23.9111	10.9728
2	Uttar Pradesh	12.4005	27.5395	17.1083
3	Gujarat	35.3523	36.6145	35.8073
4	Maharashtra	3.9577	2.8353	1.2787
5	Karnataka	25.8315	34.7116	29.1396
6	Tamil Nadu	37.1424	27.0189	30.9134
7	Residual	67.2929	78.3407	73.2149
VI.	Electrical Machinery & Apparatus	38.1186	38.7278	36.4316
1	Punjab	39.4035	35.2308	36.5013
2	Haryana	17.7460	42.6979	29.6540
3	Uttar Pradesh	32.6064	46.7233	39.5422
4	Madhya Pradesh	10.7339	17.4825	12.7076
5	Maharashtra	30.7108	45.1246	35.1661
6	Andhra Pradesh	35.2232	30.3655	32.1058
7	Karnataka	56.9570	44.4453	47.6533
8	Tamil Nadu	59.4334	39.5787	46.7079
9	Residual	29.6099	29.4918	28.5029
VII.	Electrical Apparatus	30.3530	35.9196	32.2198
1	Himachal Pradesh	6.3522	28.7559	15.7580
2	Uttar Pradesh	6.9254	12.2748	9.1706
3	Daman & Diu	16.0442	7.0097	8.8863
4	Maharashtra	62.9019	62.6963	62.6740
5	Andhra Pradesh	53.0974	48.7688	50.8649
6	Tamil Nadu	25.2353	33.8946	29.1211
7	Residual	18.5448	29.6563	22.9784
VIII.	Prime Movers, Boilers & Steam Generation	44.0176	42.0384	41.8987
1	Punjab	35.6414	34.8638	34.6096
2	Maharashtra	85.8436	79.7206	82.4862
3	Andhra Pradesh	27.9572	26.4803	20.7485
4	Tamil Nadu	38.9827	32.0273	33.7646
5	Residual	8.8066	23.5729	16.1406
IX.	Aluminium Industry	44.2549	67.6885	55.9124
1	Punjab	13.3091	19.9189	15.0187
2	Uttar Pradesh	71.8306	75.5545	73.7405
3	Orissa	70.6238	86.5284	81.4920
4	Chhattisgarh	37.3009	43.0912	40.4932
5	Maharashtra	62.5578	67.0925	64.5566
6	Residual	38.0649	48.2809	41.6429
All 9	Engineering Industries	40.9961	47.1132	42.6407

TABLE 5.2

ESTIMATED SAMPLE SIZE BASED ON COEFFICIENT OF VARIANCE OF AVERAGE MAXIMUM WAGE FOR DIFFERENT INDUSTRIES FOR THE NEXT ROUND OF THE OCCUPATIONAL WAGE SURVEYS

Sl. No.	Industry	Estimated Sample Size for Error Fraction=0.05 and Level of Significance at		
		90 Percent	95 Percent	99 Percent
1	2	3	4	5
I.	Iron and Steel	245	334	527
II.	Casting & Forgings	180	246	392
III.	Agricultural Machinery & Parts	129	153	188
IV.	Textile and Jute Machinery	78	94	118
V.	Machine Tools	149	178	222
VI.	Electrical Machinery & Apparatus	131	172	251
VII.	Electrical Apparatus	65	75	90
VIII.	Prime Movers, Boilers & Steam Generation	140	180	249
IX.	Aluminium Industry	174	194	220
All 9 Engineering Industries		1291	1626	2257

TABLE 5.3

OCCUPATIONAL EMPLOYMENT AND MEAN WAGE RATES OF WORKERS BY INDUSTRY/STRATUM

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment	Average Daily Wage Rate(Rs.)		
			Minimum	Maximum	Mean
1	2	3	4	5	6
I.	Iron and Steel	158561	179.35	233.33	206.34
	1 Punjab	11626	123.87	161.21	142.54
	1 Blacksmith	66	130.73	170.92	150.83
	2 Carpenter	64	148.94	148.94	148.94
	3 Chargeman	23	126.92	153.46	140.19
	4 Checker	799	126.04	195.00	160.52
	5 Chipper	38	99.42	155.77	127.60
	6 Coolie/Mazdoor	112	103.85	103.85	103.85
	7 Crane Operator	345	133.28	159.83	146.56
	8 Driver	75	125.58	168.95	147.27
	9 Electrician	270	153.86	216.72	185.29
	10 Fitter	697	143.29	200.44	171.87
	11 Mech./Elec. Foreman	225	234.60	322.42	278.51
	12 Furnaceman	522	129.64	179.41	154.53
	13 Gas Cutter	213	109.40	123.17	116.29
	14 Grinder	96	111.33	140.21	125.77
	15 Helper	3308	105.58	122.71	114.15
	16 Mistry/Kangani	8	184.23	184.23	184.23
	17 Mason	51	117.61	125.68	121.65
	18 Moulder	150	143.79	229.19	186.49
	19 Planer	15	153.85	165.38	159.62
	20 Plumber	8	161.92	161.92	161.92
	21 Press Man	219	102.73	105.66	104.20
	22 Shaper Machine Operator	53	143.08	175.38	159.23
	23 Supervisor	414	189.61	306.70	248.16
	24 Sweeper	75	84.43	119.38	101.91
	25 Tester	75	185.00	348.08	266.54
	26 Tongsman	1104	127.18	136.13	131.66
	27 Turner	503	146.01	188.61	167.31
	28 Watchman	516	99.89	139.86	119.88
	29 Welder	291	111.56	173.50	142.53
	30 Mach. Oper/Machinist	426	105.55	134.30	119.93
	31 Casting Man	113	125.19	187.23	156.21
	32 Apprentice/Trainees	338	96.15	96.15	96.15
	33 Straightner Mach Operator	150	117.69	186.54	152.12
	34 Tilting Tab Mach Operator	45	90.38	137.50	113.94
	35 Miscellaneous	219	136.03	206.74	171.39
	2 West Bengal	16559	125.40	130.88	128.14
	1 Assembler	81	115.38	134.62	125.00
	2 Blacksmith	27	98.00	98.00	98.00
	3 Boiler Attendant	54	115.38	115.38	115.38
	4 Carpenter	20	261.54	261.54	261.54

Table 5.3 contd.....

1	2	3	4	5	6	
	5	Chargeman	605	128.04	128.04	128.04
	6	Checker	113	186.97	188.48	187.73
	7	Chipper	1068	67.01	67.01	67.01
	8	Coolie/Mazdoor	3390	109.03	109.03	109.03
	9	Crane Operator	378	185.97	193.09	189.53
	10	Cupolaman	195	63.00	63.00	63.00
	11	Die Maker	59	254.27	265.85	260.06
	12	Driller	66	143.52	143.52	143.52
	13	Driver	78	63.00	63.00	63.00
	14	Electrician	962	220.01	229.91	224.96
	15	Fitter	1088	123.78	126.89	125.34
	16	Mech./Elec. Foreman	501	92.46	113.19	102.83
	17	Furnaceman	396	111.59	111.59	111.59
	18	Gas Cutter	132	127.36	128.23	127.80
	19	Grinder	261	68.17	68.17	68.17
	20	Helper	2414	108.66	110.60	109.63
	21	Mistry/Kangani	216	87.69	104.81	96.25
	22	Mechanic(General)	527	250.35	265.24	257.80
	23	Moulder	135	55.00	55.00	55.00
	24	Pattern Maker	54	134.62	134.62	134.62
	25	Rigger	59	245.35	265.85	255.60
	26	Rollerman/Roller	162	96.00	133.00	114.50
	27	Shaper Machine Operator	201	97.14	98.75	97.95
	28	Sheetmetal Worker	27	98.00	98.00	98.00
	29	Supervisor	167	186.79	283.78	235.29
	30	Sweeper	47	93.09	93.09	93.09
	31	Tester	117	63.00	63.00	63.00
	32	Tongsman	792	105.31	110.70	108.01
	33	Turner	183	144.51	147.58	146.05
	34	Watchman	954	114.05	124.80	119.43
	35	Welder	105	141.59	143.47	142.53
	36	Fork Lift Operator	81	93.00	93.00	93.00
	37	Setter	420	213.08	221.40	217.24
	38	Heater Incharge	59	262.34	262.92	262.63
	39	Kiln Man	59	249.27	264.84	257.06
	40	Straightner Mach Operator	117	251.42	260.61	256.02
	41	Kundiwala	189	88.00	96.00	92.00
3		Jharkhand	9010	164.77	187.16	175.97
	1	Checker	143	178.55	211.26	194.91
	2	Coolie/Mazdoor	374	241.47	253.20	247.34
	3	Crane Operator	695	177.85	204.74	191.30
	4	Driver	315	126.67	145.45	136.06
	5	Electrician	396	196.92	233.12	215.02
	6	Fitter	337	118.54	204.75	161.65
	7	Mech./Elec. Foreman	234	170.70	219.05	194.88
	8	Furnaceman	706	169.65	187.48	178.57
	9	Gas Cutter	88	115.95	128.77	122.36
	10	Grinder	110	259.54	289.73	274.64
	11	Helper	1815	148.43	157.44	152.94
	12	Mechanic(General)	29	153.85	153.85	153.85

Table 5.3 contd.....

1	2	3	4	5	6
	13 Moulder	279	221.65	247.57	234.61
	14 Supervisor	494	193.39	238.15	215.77
	15 Sweeper	11	242.81	242.81	242.81
	16 Trimmer	29	288.46	288.46	288.46
	17 Turner	909	251.71	284.29	268.00
	18 Watchman	1094	125.63	136.63	131.13
	19 Welder	161	160.55	176.96	168.76
	20 Mach. Oper/Machinist	176	79.23	115.38	97.31
	21 Apprentice/Trainees	352	55.38	55.38	55.38
	22 Straightner Mach Operator	263	80.00	80.00	80.00
4	Orissa	21635	96.16	131.05	113.61
	1 Boiler Attendant	119	104.46	114.96	109.71
	2 Checker	425	103.69	191.01	147.35
	3 Coolie/Mazdoor	8247	70.00	80.00	75.00
	4 Crane Operator	128	138.79	142.81	140.80
	5 Driver	326	87.69	117.69	102.69
	6 Electrician	1827	99.06	144.73	121.90
	7 Fitter	2031	96.50	163.53	130.02
	8 Mech./Elec. Foreman	599	170.85	376.21	273.53
	9 Helper	3356	83.37	99.86	91.62
	10 Mistry/Kangani	13	84.38	84.38	84.38
	11 Mechanic(General)	365	120.69	216.06	168.38
	12 Pump Attendant	13	136.58	136.58	136.58
	13 Rigger	13	307.15	307.15	307.15
	14 Supervisor	1133	105.36	157.32	131.34
	15 Sweeper	112	188.70	188.70	188.70
	16 Turner	134	105.50	161.07	133.29
	17 Watchman	546	98.11	145.42	121.77
	18 Welder	545	93.30	133.18	113.24
	19 Mach. Oper/Machinist	1252	227.87	262.53	245.20
	20 Generator Operator	119	90.00	104.54	97.27
	21 Heater Incharge	78	120.14	214.76	167.45
	22 Kiln Man	254	101.82	198.23	150.03
5	Chhattisgarh	18299	430.36	656.56	543.46
	1 Assembler	973	450.31	744.92	597.62
	2 Beltman/Mochi	11	416.96	416.96	416.96
	3 Blacksmith	33	498.53	580.50	539.52
	4 Boiler Attendant	253	432.61	652.04	542.33
	5 Carpenter	11	704.50	704.50	704.50
	6 Chargeman	51	718.23	757.20	737.72
	7 Coolie/Mazdoor	256	110.00	110.00	110.00
	8 Crane Operator	751	469.23	784.73	626.98
	9 Driller	11	718.23	718.23	718.23
	10 Driver	1638	619.75	722.03	670.89
	11 Electrician	1113	327.07	645.08	486.08
	12 Fitter	2246	420.89	717.10	569.00
	13 Mech./Elec. Foreman	421	589.56	631.77	610.67
	14 Furnaceman	77	153.61	153.61	153.61

Table 5.3 contd.....

1	2	3	4	5	6
	15 Gas Cutter	725	430.56	659.56	545.06
	16 Helper	345	119.44	208.35	163.90
	17 Mechanic(General)	2569	438.57	664.93	551.75
	18 Moulder	44	411.54	423.08	417.31
	19 Painter	33	614.12	663.93	639.03
	20 Rigger	640	416.96	580.50	498.73
	21 Supervisor	900	401.46	592.02	496.74
	22 Tester	333	393.85	493.23	443.54
	23 Tongsman	589	107.00	107.00	107.00
	24 Turner	512	402.19	744.92	573.56
	25 Watchman	190	114.35	114.35	114.35
	26 Welder	37	109.98	109.98	109.98
	27 Winder	1946	397.23	852.39	624.81
	28 Mach. Oper./Machinist	1481	606.78	724.90	665.84
	29 Casting Man	55	423.08	423.08	423.08
	30 Tool Maker	55	396.16	852.39	624.28
6	Gujarat	20907	146.61	179.81	163.21
	1 Assembler	107	114.19	119.96	117.08
	2 Blacksmith	53	108.43	108.43	108.43
	3 Boiler Attendant	44	131.00	228.00	179.50
	4 Chargeman	11	190.10	190.10	190.10
	5 Checker	332	139.90	174.50	157.20
	6 Compressor Operator	49	120.78	154.00	137.39
	7 Coolie/Mazdoor	1072	110.18	122.60	116.39
	8 Core Maker	453	392.31	400.00	396.16
	9 Crane Operator	311	124.19	275.20	199.70
	10 Cupolaman	639	303.87	307.72	305.80
	11 Die Maker	27	184.62	184.62	184.62
	12 Driller	160	129.50	129.50	129.50
	13 Driver	129	119.42	129.27	124.35
	14 Electrician	284	142.54	225.75	184.15
	15 Fitter	1051	191.88	268.41	230.15
	16 Mech./Elec. Foreman	426	224.20	293.56	258.88
	17 Furnaceman	904	112.92	141.69	127.31
	18 Gas Cutter	207	114.98	209.67	162.33
	19 Grinder	296	128.24	134.51	131.38
	20 Hammerman	80	109.55	111.55	110.55
	21 Helper	5172	110.71	128.83	119.77
	22 Marker	81	112.42	138.00	125.21
	23 Mechanic(General)	174	126.17	303.50	214.84
	24 Moulder	1136	191.27	203.95	197.61
	25 Packer	266	109.80	109.80	109.80
	26 Painter	80	111.00	111.00	111.00
	27 Pattern Maker	27	260.00	260.00	260.00
	28 Polisher	80	110.00	110.00	110.00
	29 Press Man	151	136.25	174.66	155.46
	30 Rigger	72	147.00	209.00	178.00
	31 Rollerman/Roller	713	119.10	123.53	121.32
	32 Shaper Machine Operator	144	117.25	117.71	117.48
	33 Supervisor	793	194.99	283.80	239.40

Table 5.3 contd.....

1	2	3	4	5	6
	34 Sweeper	204	113.36	116.44	114.90
	35 Tester	77	117.00	286.00	201.50
	36 Tongsman	392	118.25	136.16	127.21
	37 Turner	964	126.25	159.16	142.71
	38 Watchman	1089	135.31	158.26	146.79
	39 Welder	387	154.93	184.24	169.59
	40 Wireman	127	118.51	175.46	146.99
	41 Fork Lift Operator	6	158.26	158.26	158.26
	42 Mach. Oper/Machinist	620	132.69	230.38	181.54
	43 Casting Man	964	188.52	196.24	192.38
	44 Tool Maker	138	119.00	268.00	193.50
	45 Apprentice/Trainees	215	55.38	55.38	55.38
	46 Kiln Man	53	110.00	110.00	110.00
	47 Straightner Mach Operator	103	163.96	268.95	216.46
	48 Tilting Tab Mach Operator	44	135.00	300.00	217.50
7	Maharashtra	23266	221.10	271.49	246.30
	1 Blacksmith	24	288.46	288.46	288.46
	2 Checker	1065	274.77	282.19	278.48
	3 Crane Operator	870	245.95	279.62	262.79
	4 Driver	24	219.20	219.20	219.20
	5 Electrician	972	259.52	282.17	270.85
	6 Fitter	522	261.85	422.94	342.40
	7 Mech./Elec. Foreman	100	454.72	520.00	487.36
	8 Furnaceman	588	171.99	188.98	180.49
	9 Gas Cutter	248	126.07	142.63	134.35
	10 Helper	2181	192.00	220.91	206.46
	11 Mechanic(General)	47	317.31	326.92	322.12
	12 Packer	631	161.00	161.00	161.00
	13 Press Man	379	104.00	296.92	200.46
	14 Rollerman/Roller	306	145.00	145.00	145.00
	15 Shaper Machine Operator	51	257.69	257.69	257.69
	16 Supervisor	1670	241.00	367.29	304.15
	17 Sweeper	588	147.00	147.00	147.00
	18 Turner	766	253.64	285.32	269.48
	19 Watchman	1238	151.44	177.69	164.57
	20 Welder	517	259.29	278.83	269.06
	21 Fork Lift Operator	25	161.00	161.00	161.00
	22 Mach. Oper/Machinist	10191	233.28	289.31	261.30
	23 Setter	51	188.00	310.00	249.00
	24 Kiln Man	71	145.00	204.00	174.50
	25 Straightner Mach Operator	47	145.00	209.00	177.00
	26 Valve Man	47	145.00	244.00	194.50
	27 Tilting Tab Mach Operator	47	145.00	250.00	197.50
8	Andhra Pradesh	7304	135.51	193.98	164.75
	1 Checker	132	150.00	155.00	152.50
	2 Core Maker	209	140.00	140.00	140.00
	3 Crane Operator	105	139.73	161.65	150.69
	4 Driller	26	180.88	180.88	180.88

Table 5.3 contd.....

1	2	3	4	5	6
	5 Driver	142	155.53	169.15	162.34
	6 Electrician	382	132.21	195.11	163.66
	7 Fitter	1145	182.42	285.50	233.96
	8 Mech./Elec. Foreman	105	181.49	259.37	220.43
	9 Helper	2412	109.05	177.18	143.12
	10 Mechanic(General)	209	70.73	157.35	114.04
	11 Millwright	33	91.88	157.35	124.62
	12 Moulder	426	144.86	144.86	144.86
	13 Pattern Maker	88	145.00	173.00	159.00
	14 Plumber	11	155.23	155.23	155.23
	15 Rigger	26	168.57	168.57	168.57
	16 Supervisor	450	169.65	207.90	188.78
	17 Tester	26	157.69	157.69	157.69
	18 Turner	154	137.61	281.64	209.63
	19 Watchman	99	140.00	240.00	190.00
	20 Welder	263	113.82	180.28	147.05
	21 Winder	52	180.88	180.88	180.88
	22 Wireman	22	113.04	133.23	123.14
	23 Fork Lift Operator	78	91.53	139.73	115.63
	24 Mach. Oper./Machinist	426	128.58	159.82	144.20
	25 Casting Man	283	141.84	143.96	142.90
9	North East	511	66.51	67.85	67.18
	1 Blacksmith	1	76.35	76.35	76.35
	2 Coolie/Mazdoor	83	64.31	65.59	64.95
	3 Crane Operator	2	63.00	89.04	76.02
	4 Driller	20	163.00	163.00	163.00
	5 Electrician	2	148.42	148.42	148.42
	6 Fitter	78	66.00	66.00	66.00
	7 Mech./Elec. Foreman	21	62.19	62.19	62.19
	8 Furnaceman	40	60.62	60.62	60.62
	9 Gas Cutter	20	63.00	63.00	63.00
	10 Hammerman	20	60.00	60.00	60.00
	11 Helper	49	63.00	65.72	64.36
	12 Moulder	1	76.35	76.35	76.35
	13 Shaper Machine Operator	1	84.81	84.81	84.81
	14 Supervisor	4	80.58	106.00	93.29
	15 Sweeper	11	63.00	84.81	73.91
	16 Tongsman	158	58.78	59.10	58.94
10	Residual	29444	144.27	166.17	155.22
	1 Blacksmith	54	129.35	129.35	129.35
	2 Carpenter	81	134.62	142.31	138.47
	3 Checker	108	148.99	158.60	153.80
	4 Coolie/Mazdoor	1032	86.16	86.16	86.16
	5 Core Maker	27	192.31	192.31	192.31
	6 Crane Operator	1192	141.71	169.71	155.71
	7 Die Maker	108	158.46	161.54	160.00
	8 Driller	27	122.88	122.88	122.88
	9 Driver	1411	183.57	195.35	189.46

Table 5.3 contd.....

1	2	3	4	5	6
10	Electrician	1409	156.18	215.20	185.69
11	Fitter	2792	167.73	208.16	187.95
12	Mech./Elec. Foreman	841	254.52	356.46	305.49
13	Furnaceman	1108	103.60	116.87	110.24
14	Gas Cutter	189	159.04	196.15	177.60
15	Grinder	299	141.17	160.05	150.61
16	Helper	7158	99.67	107.73	103.70
17	Mistry/Kangani	54	156.04	156.04	156.04
18	Marker	81	107.69	107.69	107.69
19	Mason	54	195.20	195.20	195.20
20	Mechanic(General)	108	157.31	186.15	171.73
21	Moulder	81	161.54	180.77	171.16
22	Painter	27	134.62	134.62	134.62
23	Shaper Machine Operator	81	175.90	178.46	177.18
24	Sheetmetal Worker	27	115.38	115.38	115.38
25	Supervisor	1519	232.76	284.75	258.76
26	Sweeper	460	116.81	130.14	123.48
27	Tongsman	1438	149.72	167.10	158.41
28	Trimmer	108	95.00	95.00	95.00
29	Turner	1085	158.33	179.87	169.10
30	Watchman	814	130.03	135.85	132.94
31	Welder	1113	163.70	190.08	176.89
32	Winder	81	142.31	159.62	150.97
33	Mach. Oper/Machinist	2985	150.88	162.80	156.84
34	Casting Man	108	288.46	406.31	347.39
35	Milling Machine Operator	81	157.69	167.95	162.82
36	Heater Incharge	353	192.81	194.68	193.75
37	Kiln Man	272	182.08	189.46	185.77
38	Straightner Mach Operator	81	161.54	161.54	161.54
39	Valve Man	109	103.85	103.85	103.85
40	Tilting Tab Mach Operator	217	103.85	103.85	103.85
41	Picker	244	89.75	91.46	90.61
42	Kundiwala	27	178.84	178.84	178.84
II.	 Casting & Forgings	99213	122.62	178.26	150.44
1	 Punjab	5254	131.22	210.42	170.82
1	Checker	99	220.28	240.14	230.21
2	Coolie/Mazdoor	338	101.58	101.58	101.58
3	Core Maker	182	370.34	418.89	394.62
4	Crane Operator	6	126.92	126.92	126.92
5	Die Maker	52	190.17	203.10	196.64
6	Electrician	44	314.17	378.82	346.50
7	Fitter	121	238.80	298.92	268.86
8	Mech./Elec. Foreman	21	119.23	119.23	119.23
9	Furnaceman	82	111.71	111.84	111.78
10	Grinder	6	84.04	84.04	84.04
11	Hammerman	238	101.16	153.36	127.26
12	Helper	2904	93.35	208.95	151.15
13	Moulder	198	391.96	441.00	416.48
14	Press Man	151	88.72	157.41	123.07

Table 5.3 contd.....

1	2	3	4	5	6	
	15	Shaper Machine Opera	11	84.23	84.23	84.23
	16	Supervisor	33	134.62	304.42	219.52
	17	Sweeper	22	84.04	84.04	84.04
	18	Turner	198	95.00	123.08	109.04
	19	Watchman	96	121.23	143.27	132.25
	20	Welder	28	312.56	353.37	332.97
	21	Fork Lift Operator	22	84.04	84.23	84.14
	22	Mach. Oper/Machinist	385	164.46	187.61	176.04
	23	Milling Machine Operator	17	153.85	326.92	240.39
	2	Haryana	4410	143.78	169.96	156.87
	1	Checker	279	118.72	173.68	146.20
	2	Die Maker	69	187.56	200.77	194.17
	3	Driver	21	139.42	139.42	139.42
	4	Electrician	45	129.91	129.91	129.91
	5	Fitter	108	150.21	169.70	159.96
	6	Mech./Elec. Foreman	42	365.87	365.87	365.87
	7	Furnaceman	42	142.31	142.31	142.31
	8	Grinder	36	178.00	206.00	192.00
	9	Helper	1182	115.63	147.77	131.70
	10	Mechanic(General)	90	161.93	182.19	172.06
	11	Moulder	63	136.54	136.54	136.54
	12	Packer	12	127.42	127.42	127.42
	13	Planer	21	153.85	153.85	153.85
	14	Plater	63	165.38	219.23	192.31
	15	Polisher	21	184.61	184.61	184.61
	16	Press Man	630	174.94	181.06	178.00
	17	Supervisor	399	181.78	246.72	214.25
	18	Sweeper	84	131.19	131.19	131.19
	19	Tester	180	127.34	135.46	131.40
	20	Turner	57	158.03	163.93	160.98
	21	Watchman	264	130.12	175.94	153.03
	22	Welder	12	134.62	134.62	134.62
	23	Mach. Oper/Machinist	492	139.67	157.67	148.67
	24	Milling Machine Operator	21	184.62	184.62	184.62
	25	Setter	69	182.32	187.89	185.11
	26	Apprentice/Trainees	84	76.92	76.92	76.92
	27	Sand Mixer	24	127.34	127.34	127.34
	3	Uttar Pradesh	8931	148.06	193.29	170.68
	1	Assembler	11	175.38	175.38	175.38
	2	Chargeman	33	180.92	183.84	182.38
	3	Checker	85	120.45	130.40	125.43
	4	Die Maker	82	134.77	384.62	259.70
	5	Driver	96	156.47	200.35	178.41
	6	Electrician	96	175.74	241.91	208.83
	7	Fitter	351	147.46	276.82	212.14
	8	Mech./Elec. Foreman	167	321.45	445.92	383.69
	9	Furnaceman	225	129.26	213.12	171.19
	10	Gas Cutter	41	150.38	150.38	150.38

Table 5.3 contd.....

1	2	3	4	5	6	
	11	Hammerman	41	134.77	134.77	134.77
	12	Helper	3477	131.92	136.10	134.01
	13	Mate/Mukaddam	20	118.27	118.27	118.27
	14	Moulder	286	129.15	135.50	132.33
	15	Packer	203	144.99	157.55	151.27
	16	Painter	55	107.69	138.46	123.08
	17	Plater	22	107.69	107.69	107.69
	18	Polisher	132	126.92	138.46	132.69
	19	Press Man	20	118.23	118.23	118.23
	20	Supervisor	857	213.56	368.19	290.88
	21	Sweeper	44	167.80	189.38	178.59
	22	Tester	528	158.31	192.73	175.52
	23	Turner	31	189.13	189.13	189.13
	24	Watchman	212	163.61	203.52	183.57
	25	Welder	350	129.00	190.96	159.98
	26	Fork Lift Operator	44	167.92	212.69	190.31
	27	Mach. Oper/Machinist	1391	134.74	192.95	163.85
	28	Setter	11	210.69	210.69	210.69
	29	Sand Mixer	20	170.00	170.00	170.00
4	West Bengal		5661	80.77	99.67	90.22
	1	Chargehand	35	99.00	104.00	101.50
	2	Checker	18	307.69	307.69	307.69
	3	Chipper	140	84.38	95.75	90.07
	4	Coolie/Mazdoor	477	78.30	87.93	83.12
	5	Core Maker	35	80.00	80.00	80.00
	6	Crane Operator	37	110.81	110.81	110.81
	7	Driller	19	93.00	93.00	93.00
	8	Electrician	130	107.53	120.85	114.19
	9	Fitter	124	96.70	102.63	99.67
	10	Furnaceman	319	85.50	91.26	88.38
	11	Grinder	123	92.00	96.00	94.00
	12	Hammerman	19	170.00	170.00	170.00
	13	Helper	401	88.84	109.93	99.39
	14	Mistry/Kangani	76	197.01	216.09	206.55
	15	Marker	19	170.00	170.00	170.00
	16	Mechanic(General)	92	92.76	102.55	97.66
	17	Moulder	2503	66.56	82.33	74.45
	18	Painter	105	92.00	94.00	93.00
	19	Pattern Maker	18	122.00	122.00	122.00
	20	Shaper Machine Operator	58	86.67	86.67	86.67
	21	Sheetmetal Worker	53	89.00	92.00	90.50
	22	Supervisor	271	80.80	227.68	154.24
	23	Sweeper	19	60.00	60.00	60.00
	24	Turner	39	70.00	71.00	70.50
	25	Watchman	182	86.85	97.66	92.26
	26	Welder	18	98.00	98.00	98.00
	27	Casting Man	173	93.00	106.00	99.50
	28	Milling Machine Operator	158	80.00	87.00	83.50

Table 5.3 contd.....

1	2	3	4	5	6
5	Gujarat	16260	101.67	244.31	172.99
1	Boiler Attendant	15	182.69	182.69	182.69
2	Chargeman	44	156.96	170.81	163.89
3	Checker	1175	28.03	329.23	178.63
4	Chipper	261	105.78	154.97	130.38
5	Compressor Operator	73	170.81	224.93	197.87
6	Coolie/Mazdoor	610	112.80	183.35	148.08
7	Core Maker	44	110.00	114.00	112.00
8	Crane Operator	44	169.26	184.16	176.71
9	Cupolaman	44	122.31	122.31	122.31
10	Die Maker	435	162.61	243.12	202.87
11	Driller	580	139.07	191.75	165.41
12	Driver	44	179.77	286.69	233.23
13	Electrician	145	151.08	194.38	172.73
14	Fitter	392	127.61	280.06	203.84
15	Mech./Elec. Foreman	22	173.08	173.08	173.08
16	Furnaceman	357	153.65	226.35	190.00
17	Gas Cutter	15	248.24	248.24	248.24
18	Grinder	341	116.59	145.97	131.28
19	Hammerman	232	184.16	317.15	250.66
20	Helper	1370	132.82	152.36	142.59
21	Mason	44	151.08	233.61	192.35
22	Mechanic(General)	435	151.08	220.54	185.81
23	Moulder	111	110.60	119.60	115.10
24	Packer	261	20.38	261.68	141.03
25	Plumber	29	212.85	248.24	230.55
26	Press Man	293	120.77	155.95	138.36
27	Rollerman/Roller	44	108.00	108.00	108.00
28	Shaper Machine Operator	15	107.00	107.00	107.00
29	Supervisor	1654	198.42	349.34	273.88
30	Sweeper	87	117.92	154.08	136.00
31	Tongsman	95	35.59	254.83	145.21
32	Turner	863	171.69	213.12	192.41
33	Watchman	515	159.59	192.41	176.00
34	Welder	58	141.60	209.96	175.78
35	Fork Lift Operator	44	151.08	206.20	178.64
36	Mach. Oper/Machinist	4003	12.68	303.42	158.05
37	Milling Machine Operator	290	182.08	238.00	210.04
38	Setter	247	180.04	248.24	214.14
39	Tool Maker	116	33.46	339.73	186.60
40	Apprentice/Trainees	769	57.56	57.56	57.56
41	Kundiwala	22	109.00	109.00	109.00
42	Sand Mixer	22	109.00	109.00	109.00
6	Maharashtra	23783	143.10	176.62	159.86
1	Assembler	84	148.00	149.00	148.50
2	Blacksmith	231	144.23	202.92	173.58
3	Checker	821	159.54	236.17	197.86
4	Core Maker	84	96.96	136.54	116.75
5	Crane Operator	105	217.60	233.60	225.60

Table 5.3 contd.....

1	2	3	4	5	6
	6 Die Maker	294	175.80	192.59	184.20
	7 Driller	126	138.04	157.58	147.81
	8 Driver	231	160.83	172.82	166.83
	9 Electrician	505	129.70	171.99	150.85
	10 Fitter	1704	154.08	203.30	178.69
	11 Mech./Elec. Foreman	63	160.00	160.00	160.00
	12 Furnaceman	925	179.92	198.31	189.12
	13 Gas Cutter	63	135.00	154.00	144.50
	14 Grinder	738	131.39	145.33	138.36
	15 Hammerman	105	168.75	168.75	168.75
	16 Helper	7854	139.09	146.65	142.87
	17 Mechanic(General)	63	156.04	156.04	156.04
	18 Motor Mechanic	84	147.00	147.00	147.00
	19 Moulder	865	152.35	183.46	167.91
	20 Packer	463	135.78	153.16	144.47
	21 Painter	84	127.75	127.75	127.75
	22 Pattern Maker	105	112.31	115.46	113.89
	23 Press Man	253	137.24	173.15	155.20
	24 Rigger	84	134.62	170.77	152.70
	25 Supervisor	1411	176.44	264.74	220.59
	26 Sweeper	210	147.02	170.35	158.69
	27 Trimmer	210	195.00	206.00	200.50
	28 Turner	715	183.40	220.22	201.81
	29 Watchman	675	143.41	146.89	145.15
	30 Welder	527	138.29	208.90	173.60
	31 Wireman	21	148.08	148.08	148.08
	32 Boring Machine Operator	42	150.00	150.00	150.00
	33 Fork Lift Operator	21	161.00	161.00	161.00
	34 Mach. Oper/Machinist	2925	119.03	173.50	146.27
	35 Casting Man	63	114.43	147.08	130.76
	36 Milling Machine Operator	168	159.88	218.38	189.13
	37 Setter	21	166.00	166.00	166.00
	38 Tool Maker	84	141.00	200.00	170.50
	39 Apprentice/Trainees	756	68.65	189.23	128.94
7	Karnataka	9708	121.71	178.98	150.35
	1 Assembler	66	288.46	642.31	465.39
	2 Chargehand	22	233.00	233.00	233.00
	3 Checker	164	182.11	382.28	282.20
	4 Chipper	98	101.00	125.00	113.00
	5 Core Maker	390	118.00	135.00	126.50
	6 Cupolaman	39	105.00	127.00	116.00
	7 Driller	488	98.07	130.57	114.32
	8 Driver	122	169.44	263.12	216.28
	9 Electrician	61	268.72	298.23	283.48
	10 Fitter	528	175.00	615.86	395.43
	11 Furnaceman	61	142.46	159.08	150.77
	12 Grinder	120	118.00	145.76	131.88
	13 Helper	4758	97.40	110.88	104.14
	14 Moulder	254	114.00	136.00	125.00
	15 Packer	293	94.23	118.07	106.15

Table 5.3 contd.....

1	2	3	4	5	6
	16 Painter	61	190.91	199.22	195.07
	17 Pattern Maker	20	145.19	145.19	145.19
	18 Planer	59	127.69	140.00	133.85
	19 Supervisor	452	212.49	298.95	255.72
	20 Turner	120	115.30	138.16	126.73
	21 Watchman	178	98.08	122.02	110.05
	22 Welder	198	156.58	172.54	164.56
	23 Mach. Oper/Machinist	760	97.65	166.90	132.28
	24 Kundiwala	39	94.00	94.00	94.00
	25 Sand Mixer	137	94.00	106.00	100.00
	26 Miscellaneous	220	346.15	538.46	442.31
8	Tamil Nadu	12024	123.12	166.85	144.99
	1 Chargeman	21	231.92	231.92	231.92
	2 Checker	281	119.52	154.15	136.84
	3 Chipper	21	194.04	194.04	194.04
	4 Coolie/Mazdoor	275	100.60	102.81	101.71
	5 Crane Operator	87	147.12	147.12	147.12
	6 Driller	193	118.42	274.59	196.51
	7 Driver	128	119.65	132.13	125.89
	8 Electrician	374	139.28	161.63	150.46
	9 Fitter	684	129.48	200.55	165.02
	10 Mech./Elec. Foreman	130	227.84	294.74	261.29
	11 Furnaceman	176	137.98	157.52	147.75
	12 Gas Cutter	265	122.64	152.09	137.37
	13 Grinder	254	128.08	179.14	153.61
	14 Helper	2740	83.19	115.45	99.32
	15 Marker	960	155.46	228.93	192.20
	16 Mechanic(General)	378	154.30	220.41	187.36
	17 Moulder	212	102.11	124.13	113.12
	18 Packer	21	133.46	133.46	133.46
	19 Press Man	729	138.79	203.08	170.94
	20 Rollerman/Roller	45	155.43	207.93	181.68
	21 Shaper Machine Operator	45	183.70	183.70	183.70
	22 Supervisor	728	123.35	191.28	157.32
	23 Sweeper	42	80.77	80.77	80.77
	24 Tester	42	237.50	237.50	237.50
	25 Turner	405	134.79	154.39	144.59
	26 Watchman	526	105.95	119.27	112.61
	27 Welder	257	130.13	148.43	139.28
	28 Fork Lift Operator	67	144.70	155.46	150.08
	29 Mach. Oper/Machinist	1832	138.37	182.21	160.29
	30 Milling Machine Operator	42	179.00	196.00	187.50
	31 Miscellaneous	64	88.46	169.23	128.85
9	Residual	13182	101.93	123.12	112.53
	1 Blacksmith	43	147.12	147.12	147.12
	2 Boiler Attendant	21	159.62	159.62	159.62
	3 Checker	127	146.87	146.87	146.87
	4 Crane Operator	85	79.09	82.36	80.73

Table 5.3 contd.....

1	2	3	4	5	6
	5 Die Maker	105	30.77	96.92	63.85
	6 Driller	84	63.24	118.05	90.65
	7 Driver	127	119.51	122.04	120.78
	8 Electrician	359	154.06	162.34	158.20
	9 Fitter	339	160.82	189.77	175.30
	10 Mech./Elec. Foreman	273	277.04	277.49	277.27
	11 Furnaceman	364	100.13	102.92	101.53
	12 Gas Cutter	21	136.35	136.35	136.35
	13 Grinder	193	55.94	65.19	60.57
	14 Hammerman	42	157.70	157.70	157.70
	15 Helper	5176	78.44	96.21	87.33
	16 Mechanic(General)	21	100.00	100.00	100.00
	17 Moulder	2236	93.12	95.00	94.06
	18 Packer	21	30.77	30.77	30.77
	19 Painter	194	83.83	83.83	83.83
	20 Pattern Maker	149	155.73	207.90	181.82
	21 Press Man	21	155.77	155.77	155.77
	22 Supervisor	738	173.94	239.37	206.66
	23 Sweeper	21	46.15	46.15	46.15
	24 Trimmer	21	385.00	385.00	385.00
	25 Turner	586	80.73	102.55	91.64
	26 Watchman	295	81.65	82.90	82.28
	27 Welder	466	90.73	115.97	103.35
	28 Fork Lift Operator	42	42.31	105.77	74.04
	29 Mach. Oper/Machinist	460	168.25	175.60	171.93
	30 Casting Man	64	174.01	180.47	177.24
	31 Milling Machine Operator	126	38.46	57.69	48.08
	32 Tool Maker	42	104.52	104.52	104.52
	33 Kundiwala	65	167.31	183.65	175.48
	34 Sand Mixer	129	95.38	101.61	98.50
	35 Miscellaneous	126	73.08	576.92	325.00
III.	Agricultural Machinery & Parts	18316	160.97	241.90	201.44
	1 Punjab	2187	96.88	191.10	143.99
	1 Assembler	11	100.77	100.77	100.77
	2 Checker	17	157.36	192.87	175.12
	3 Die Maker	12	251.46	251.46	251.46
	4 Driller	49	90.48	102.11	96.30
	5 Driver	23	118.15	118.15	118.15
	6 Electrician	30	84.61	163.08	123.85
	7 Fitter	74	105.59	174.04	139.82
	8 Mech./Elec. Foreman	46	200.58	311.25	255.92
	9 Furnaceman	24	73.75	177.31	125.53
	10 Grinder	11	94.05	94.05	94.05
	11 Hammerman	6	280.77	280.77	280.77
	12 Helper	402	77.75	89.28	83.52
	13 Moulder	58	107.08	107.08	107.08
	14 Packer	160	79.33	83.07	81.20
	15 Painter	16	114.23	114.23	114.23

Table 5.3 contd.....

1	2	3	4	5	6
	16 Planer	6	71.15	71.15	71.15
	17 Plater	6	276.92	276.92	276.92
	18 Press Man	11	94.23	94.23	94.23
	19 Shaper Machine Operator	12	77.69	103.54	90.62
	20 Supervisor	134	241.51	437.45	339.48
	21 Sweeper	12	199.56	199.56	199.56
	22 Tester	5	101.92	101.92	101.92
	23 Turner	164	96.64	135.64	116.14
	24 Watchman	53	76.31	193.86	135.09
	25 Welder	89	90.42	113.79	102.11
	26 Mach. Oper/Machinist	720	72.21	268.77	170.49
	27 Milling Machine Operator	24	69.81	138.46	104.14
	28 Tool Maker	12	77.69	96.15	86.92
2	Haryana	4016	166.08	397.78	281.93
	1 Assembler	1900	138.00	463.93	300.97
	2 Chargeman	6	138.46	138.46	138.46
	3 Checker	96	266.18	318.95	292.57
	4 Driller	52	142.75	144.07	143.41
	5 Electrician	212	162.94	439.99	301.47
	6 Mech./Elec. Foreman	6	384.62	384.62	384.62
	7 Furnaceman	6	161.54	161.54	161.54
	8 Grinder	54	151.25	200.01	175.63
	9 Helper	6	134.62	134.62	134.62
	10 Mechanic(General)	12	165.23	262.46	213.85
	11 Moulder	12	137.92	161.54	149.73
	12 Painter	352	191.00	449.08	320.04
	13 Press Man	6	160.00	160.00	160.00
	14 Supervisor	52	145.41	315.56	230.49
	15 Sweeper	208	138.00	138.00	138.00
	16 Tester	244	435.85	474.08	454.97
	17 Turner	52	138.91	138.91	138.91
	18 Watchman	274	144.51	395.60	270.06
	19 Boring Machine Operator	20	145.23	187.62	166.43
	20 Fork Lift Operator	200	167.00	450.66	308.83
	21 Mach. Oper/Machinist	58	166.25	191.59	178.92
	22 Milling Machine Operator	28	141.38	152.92	147.15
	23 Setter	4	147.00	147.00	147.00
	24 Tool Maker	12	145.23	488.96	317.10
	25 Apprentice/Trainees	112	53.85	69.23	61.54
	26 Miscellaneous	32	145.23	152.92	149.08
3	Uttar Pradesh	760	151.29	181.31	166.30
	1 Checker	3	160.19	160.19	160.19
	2 Coolie/Mazdoor	11	118.19	118.19	118.19
	3 Driller	5	180.77	180.77	180.77
	4 Electrician	3	165.69	165.69	165.69
	5 Fitter	69	159.34	178.77	169.06
	6 Mech./Elec. Foreman	8	237.98	237.98	237.98
	7 Gas Cutter	5	184.62	184.62	184.62

Table 5.3 contd.....

1	2	3	4	5	6
	8 Grinder	18	158.00	176.84	167.42
	9 Helper	96	126.70	128.91	127.81
	10 Mistry/Kangani	3	134.81	134.81	134.81
	11 Mate/Mukaddam	3	134.81	134.81	134.81
	12 Mechanic(General)	6	172.42	187.61	180.02
	13 Painter	11	139.66	139.66	139.66
	14 Supervisor	32	166.03	210.89	188.46
	15 Sweeper	3	158.57	158.57	158.57
	16 Turner	76	154.01	161.02	157.52
	17 Watchman	16	131.41	131.41	131.41
	18 Welder	11	134.81	134.81	134.81
	19 Mach. Oper/Machinist	381	153.57	203.08	178.33
4	Gujarat	1789	136.71	153.39	145.05
	1 Assembler	55	164.30	179.06	171.68
	2 Chargeman	13	116.42	116.42	116.42
	3 Checker	62	208.36	240.17	224.27
	4 Chipper	6	206.50	213.85	210.18
	5 Coolie/Mazdoor	325	89.60	104.65	97.13
	6 Core Maker	2	221.15	221.15	221.15
	7 Crane Operator	2	218.46	218.46	218.46
	8 Cupolaman	33	99.00	99.00	99.00
	9 Die Maker	2	234.58	234.58	234.58
	10 Driller	35	180.13	185.80	182.97
	11 Driver	6	213.85	213.85	213.85
	12 Electrician	12	158.16	159.50	158.83
	13 Fitter	52	216.16	235.03	225.60
	14 Mech./Elec. Foreman	6	250.00	250.00	250.00
	15 Gas Cutter	6	99.00	99.00	99.00
	16 Grinder	152	226.10	281.39	253.75
	17 Helper	246	147.36	155.28	151.32
	18 Mechanic(General)	36	133.42	147.85	140.64
	19 Moulder	131	102.51	102.65	102.58
	20 Packer	37	99.97	100.51	100.24
	21 Painter	19	112.03	112.03	112.03
	22 Pattern Maker	4	217.31	223.65	220.48
	23 Plumber	2	220.96	220.96	220.96
	24 Press Man	2	223.46	223.46	223.46
	25 Supervisor	84	127.65	199.94	163.80
	26 Sweeper	52	103.62	103.62	103.62
	27 Turner	92	129.57	133.80	131.69
	28 Watchman	74	113.97	147.97	130.97
	29 Welder	12	136.02	138.02	137.02
	30 Boring Machine Operator	43	126.60	131.91	129.26
	31 Fork Lift Operator	8	127.71	127.71	127.71
	32 Mach. Oper/Machinist	46	194.59	204.30	199.45
	33 Casting Man	2	214.42	214.42	214.42
	34 Milling Machine Operator	18	219.81	236.92	228.37
	35 Setter	2	245.08	245.08	245.08
	36 Tool Maker	2	88.84	88.84	88.84
	37 Apprentice/Trainees	108	76.92	76.92	76.92

Table 5.3 contd.....

1	2	3	4	5	6
5	Maharashtra	2553	160.14	174.92	167.53
1	Assembler	84	217.99	222.41	220.20
2	Checker	34	172.52	176.34	174.43
3	Driller	6	233.00	260.00	246.50
4	Driver	20	213.42	214.77	214.10
5	Electrician	65	198.38	201.13	199.76
6	Fitter	84	187.94	235.23	211.59
7	Gas Cutter	3	225.00	245.00	235.00
8	Helper	223	146.26	183.81	165.04
9	Mechanic(General)	30	213.42	213.42	213.42
10	Millwright	41	218.61	219.96	219.29
11	Moulder	15	206.12	213.42	209.77
12	Painter	24	218.84	222.98	220.91
13	Supervisor	93	225.42	269.38	247.40
14	Sweeper	43	145.76	145.76	145.76
15	Turner	60	198.36	205.63	202.00
16	Watchman	115	122.43	154.12	138.28
17	Welder	89	211.75	221.66	216.71
18	Wireman	45	219.96	224.38	222.17
19	Fork Lift Operator	15	219.96	219.96	219.96
20	Mach. Oper/Machinist	168	147.17	147.17	147.17
21	Apprentice/Trainees	1296	141.46	153.00	147.23
6	Karnataka	1398	199.61	222.10	210.86
1	Carpenter	5	349.54	362.85	356.20
2	Checker	75	256.06	287.61	271.84
3	Driller	108	128.77	191.23	160.00
4	Driver	10	313.31	347.77	330.54
5	Electrician	20	221.44	237.37	229.41
6	Fitter	40	127.44	182.93	155.19
7	Helper	15	243.24	270.72	256.98
8	Mechanic(General)	178	355.20	369.66	362.43
9	Painter	8	351.16	356.27	353.72
10	Planer	5	153.54	153.54	153.54
11	Supervisor	48	337.69	351.48	344.59
12	Tester	3	356.66	356.66	356.66
13	Watchman	3	348.04	348.04	348.04
14	Boring Machine Operator	5	118.42	129.50	123.96
15	Fork Lift Operator	10	347.58	365.35	356.47
16	Mach. Oper/Machinist	505	212.95	236.18	224.57
17	Milling Machine Operator	88	133.77	176.00	154.89
18	Tool Maker	3	364.54	364.54	364.54
19	Apprentice/Trainees	269	68.00	68.00	68.00
7	Tamil Nadu	936	186.12	223.56	204.84
1	Checker	13	190.93	249.52	220.23
2	Compressor Operator	3	193.27	193.27	193.27
3	Driller	11	51.27	102.31	76.79
4	Driver	10	182.69	382.69	282.69

Table 5.3 contd.....

1	2	3	4	5	6
	5 Electrician	8	288.46	288.46	288.46
	6 Fitter	118	169.29	291.80	230.55
	7 Helper	130	151.27	156.48	153.88
	8 Mechanic(General)	15	223.84	291.38	257.61
	9 Painter	40	197.37	208.47	202.92
	10 Press Man	83	211.96	215.88	213.92
	11 Supervisor	64	235.60	327.22	281.41
	12 Sweeper	3	204.57	204.57	204.57
	13 Turner	48	160.26	199.12	179.69
	14 Watchman	31	253.78	253.78	253.78
	15 Welder	43	212.80	225.38	219.09
	16 Fork Lift Operator	3	187.50	187.50	187.50
	17 Mach. Oper/Machinist	295	187.33	209.48	198.41
	18 Apprentice/Trainees	18	96.15	96.15	96.15
8	Residual	4677	181.27	221.66	201.47
	1 Assembler	469	70.01	114.59	92.30
	2 Blacksmith	15	126.40	126.40	126.40
	3 Carpenter	5	84.62	84.62	84.62
	4 Chargehand	112	545.66	605.27	575.47
	5 Chargeman	5	523.92	523.92	523.92
	6 Checker	55	162.22	180.64	171.43
	7 Compressor Operator	5	88.46	88.46	88.46
	8 Die Maker	20	163.48	163.48	163.48
	9 Driller	116	111.76	120.33	116.05
	10 Driver	69	158.47	244.33	201.40
	11 Electrician	69	242.47	271.00	256.74
	12 Fitter	245	112.64	160.28	136.46
	13 Mech./Elec. Foreman	70	225.18	229.88	227.53
	14 Furnaceman	15	92.51	98.49	95.50
	15 Gas Cutter	20	121.44	121.44	121.44
	16 Grinder	51	132.98	135.24	134.11
	17 Helper	911	181.91	214.64	198.28
	18 Mechanic(General)	347	406.76	464.81	435.79
	19 Moulder	5	156.04	156.04	156.04
	20 Packer	42	117.86	117.86	117.86
	21 Painter	154	243.36	321.56	282.46
	22 Plumber	5	115.38	115.38	115.38
	23 Press Man	149	98.20	115.62	106.91
	24 Rollerman/Roller	31	101.58	101.58	101.58
	25 Sheetmetal Worker	31	74.04	85.58	79.81
	26 Supervisor	174	191.50	325.39	258.45
	27 Sweeper	49	201.40	241.90	221.65
	28 Turner	199	107.28	125.48	116.38
	29 Watchman	201	127.29	151.89	139.59
	30 Welder	234	113.42	140.43	126.93
	31 Fork Lift Operator	9	294.61	294.61	294.61
	32 Mach. Oper/Machinist	537	245.52	293.46	269.49
	33 Milling Machine Operator	66	90.39	138.31	114.35
	34 Tool Maker	10	94.23	117.31	105.77
	35 Apprentice/Trainees	182	70.85	98.16	84.51

Table 5.3 contd.....

1	2	3	4	5	6
IV.	Textile and Jute Machinery	7455	172.55	263.00	217.78
1	Gujarat	896	261.52	321.75	291.64
1	Assembler	176	279.88	314.98	297.43
2	Carpenter	4	323.31	348.89	336.10
3	Chargeman	8	267.35	270.16	268.76
4	Checker	36	238.16	414.96	326.56
5	Driller	42	273.52	312.09	292.81
6	Driver	2	254.81	254.81	254.81
7	Electrician	32	270.16	338.20	304.18
8	Fitter	34	264.12	270.16	267.14
9	Mech./Elec. Foreman	8	292.31	301.93	297.12
10	Gas Cutter	26	266.16	314.08	290.12
11	Grinder	30	265.77	312.00	288.89
12	Helper	16	80.62	84.70	82.66
13	Mechanic(General)	36	289.73	323.31	306.52
14	Moulder	2	289.62	289.62	289.62
15	Packer	8	264.12	333.23	298.68
16	Painter	28	263.35	328.27	295.81
17	Planer	2	309.81	309.81	309.81
18	Supervisor	70	363.85	490.50	427.18
19	Sweeper	44	108.15	122.47	115.31
20	Turner	18	211.18	232.33	221.76
21	Watchman	58	81.74	302.39	192.07
22	Welder	36	309.20	343.54	326.37
23	Mach. Oper/Machinist	174	305.16	345.54	325.35
24	Milling Machine Operator	6	133.38	133.38	133.38
2	Maharashtra	2552	169.44	188.55	179.00
1	Assembler	183	140.44	175.77	158.11
2	Checker	40	117.50	141.00	129.25
3	Die Maker	5	403.85	403.85	403.85
4	Driller	10	104.50	104.50	104.50
5	Driver	14	235.45	240.94	238.20
6	Electrician	40	195.83	206.83	201.33
7	Fitter	338	203.92	228.84	216.38
8	Grinder	97	245.55	258.82	252.19
9	Helper	596	138.49	146.66	142.58
10	Mechanic(General)	44	235.00	258.00	246.50
11	Packer	35	154.17	157.03	155.60
12	Painter	30	154.83	157.17	156.00
13	Press Man	4	188.85	188.85	188.85
14	Sheetmetal Worker	46	231.39	233.74	232.57
15	Supervisor	166	215.33	272.20	243.77
16	Sweeper	68	145.94	147.82	146.88
17	Tester	8	187.89	192.08	189.99
18	Turner	140	209.80	214.81	212.31
19	Watchman	198	140.62	140.62	140.62
20	Welder	92	185.85	208.20	197.03

Table 5.3 contd.....

1	2	3	4	5	6
	21 Winder	199	144.06	172.88	158.47
	22 Wireman	5	125.00	125.00	125.00
	23 Mach. Oper/Machinist	128	176.43	182.19	179.31
	24 Capstan	66	112.00	205.00	158.50
3	Andhra Pradesh	1179	160.05	198.81	179.43
	1 Assembler	13	194.65	201.34	198.00
	2 Coolie/Mazdoor	25	161.54	161.54	161.54
	3 Driller	5	180.77	180.77	180.77
	4 Driver	7	181.50	182.97	182.24
	5 Electrician	63	147.55	212.74	180.15
	6 Fitter	190	148.69	234.37	191.53
	7 Mech./Elec. Foreman	20	336.52	428.48	382.50
	8 Gas Cutter	20	142.73	239.50	191.12
	9 Helper	402	142.47	166.48	154.48
	10 Mechanic(General)	15	138.46	138.46	138.46
	11 Supervisor	138	185.28	217.88	201.58
	12 Sweeper	4	183.60	184.32	183.96
	13 Tongsman	11	140.00	143.00	141.50
	14 Turner	94	148.67	197.75	173.21
	15 Watchman	8	221.47	268.54	245.01
	16 Welder	45	171.79	191.09	181.44
	17 Winder	7	193.65	201.53	197.59
	18 Mach. Oper/Machinist	112	185.71	197.65	191.68
4	Tamil Nadu	800	196.84	230.97	213.91
	1 Checker	22	32.08	338.96	185.52
	2 Die Maker	4	270.00	270.00	270.00
	3 Driller	26	243.77	252.04	247.91
	4 Driver	4	162.00	162.00	162.00
	5 Electrician	18	266.23	275.28	270.76
	6 Fitter	74	255.11	260.21	257.66
	7 Gas Cutter	8	210.00	210.00	210.00
	8 Grinder	22	255.89	265.40	260.65
	9 Helper	82	130.24	154.42	142.33
	10 Packer	10	207.99	208.10	208.05
	11 Polisher	4	170.00	170.00	170.00
	12 Supervisor	84	212.50	329.54	271.02
	13 Sweeper	16	99.75	99.75	99.75
	14 Turner	136	244.18	255.98	250.08
	15 Watchman	34	113.90	158.13	136.02
	16 Welder	6	257.88	257.88	257.88
	17 Fork Lift Operator	4	107.69	107.69	107.69
	18 Mach. Oper/Machinist	160	156.77	178.90	167.84
	19 Milling Machine Operator	62	219.84	235.18	227.51
	20 Capstan	24	294.19	301.50	297.85

Table 5.3 contd.....

1	2	3	4	5	6
5	Residual	2028	134.86	380.70	257.78
1	Boiler Attendant	6	132.00	132.00	132.00
2	Carpenter	22	148.00	165.00	156.50
3	Checker	5	307.69	307.69	307.69
4	Driller	44	123.00	168.00	145.50
5	Driver	5	154.00	154.00	154.00
6	Electrician	71	90.85	413.73	252.29
7	Fitter	893	145.62	407.59	276.61
8	Grinder	11	292.53	292.53	292.53
9	Helper	68	125.24	144.56	134.90
10	Mechanic(General)	17	84.62	263.46	174.04
11	Millwright	11	429.46	438.08	433.77
12	Moulder	33	126.00	162.00	144.00
13	Packer	5	106.00	106.00	106.00
14	Painter	66	133.21	408.77	270.99
15	Pattern Maker	6	148.00	148.00	148.00
16	Plater	6	285.00	285.00	285.00
17	Sheetmetal Worker	6	322.50	322.50	322.50
18	Supervisor	57	252.56	334.32	293.44
19	Tester	5	307.69	307.69	307.69
20	Turner	369	88.17	421.94	255.06
21	Welder	104	199.92	412.09	306.01
22	Wireman	5	159.00	159.00	159.00
23	Mach. Oper/Machinist	213	90.45	398.60	244.53
V.	Machine Tools	11089	236.44	308.64	272.54
1	Punjab	432	137.84	182.84	160.34
1	Coolie/Mazdoor	1	148.08	148.08	148.08
2	Driver	1	157.69	157.69	157.69
3	Fitter	115	131.47	170.00	150.74
4	Gas Cutter	1	125.77	125.77	125.77
5	Grinder	39	107.12	271.92	189.52
6	Helper	21	124.23	124.23	124.23
7	Packer	2	102.69	116.92	109.81
8	Planer	10	140.00	140.00	140.00
9	Press Man	10	153.85	153.85	153.85
10	Shaper Machine Operator	51	154.15	157.23	155.69
11	Supervisor	15	144.87	211.28	178.08
12	Turner	123	147.73	197.40	172.57
13	Watchman	2	114.81	122.31	118.56
14	Welder	10	192.31	192.31	192.31
15	Boring Machine Operator	10	155.00	155.00	155.00
16	Mach. Oper/Machinist	21	102.69	163.46	133.08
2	Uttar Pradesh	865	148.57	218.47	183.52
1	Assembler	201	141.23	221.77	181.50
2	Checker	65	177.94	375.43	276.69
3	Electrician	12	97.50	341.77	219.64

Table 5.3 contd.....

1	2	3	4	5	6
	4 Fitter	78	158.25	171.61	164.93
	5 Mech./Elec. Foreman	22	236.66	311.52	274.09
	6 Grinder	27	97.50	209.08	153.29
	7 Helper	72	118.46	131.06	124.76
	8 Mechanic(General)	3	192.31	192.31	192.31
	9 Moulder	9	135.58	150.96	143.27
	10 Painter	6	136.15	136.15	136.15
	11 Pattern Maker	3	400.43	400.43	400.43
	12 Supervisor	49	203.26	339.90	271.58
	13 Turner	112	150.84	173.38	162.11
	14 Watchman	12	95.27	457.16	276.22
	15 Welder	50	155.95	174.88	165.42
	16 Mach. Oper/Machinist	58	135.26	215.79	175.53
	17 Milling Machine Operator	44	163.24	195.32	179.28
	18 Apprentice/Trainees	42	96.15	124.04	110.10
3	Gujarat	882	175.40	194.31	184.86
	1 Assembler	88	215.18	234.16	224.67
	2 Chargeman	8	205.39	221.04	213.22
	3 Checker	20	212.60	251.88	232.24
	4 Chipper	21	109.00	109.00	109.00
	5 Coolie/Mazdoor	45	110.00	110.00	110.00
	6 Driller	21	112.00	112.00	112.00
	7 Electrician	20	225.70	242.76	234.23
	8 Fitter	36	204.76	215.68	210.22
	9 Mech./Elec. Foreman	11	307.69	307.69	307.69
	10 Grinder	56	177.38	189.84	183.61
	11 Helper	121	132.40	134.74	133.57
	12 Marker	3	220.16	220.16	220.16
	13 Packer	60	122.35	122.36	122.36
	14 Painter	18	213.62	228.98	221.30
	15 Planer	3	253.70	253.70	253.70
	16 Shaper Machine Operator	11	116.00	116.00	116.00
	17 Supervisor	54	199.76	335.96	267.86
	18 Sweeper	41	121.64	123.47	122.56
	19 Turner	94	198.01	211.37	204.69
	20 Watchman	5	110.00	110.00	110.00
	21 Welder	5	170.00	206.00	188.00
	22 Boring Machine Operator	25	214.35	254.73	234.54
	23 Mach. Oper/Machinist	50	216.49	235.16	225.83
	24 Milling Machine Operator	51	192.11	212.93	202.52
	25 Tool Maker	15	226.80	242.41	234.61
4	Maharashtra	1810	176.39	219.36	197.88
	1 Carpenter	4	207.76	207.76	207.76
	2 Checker	71	125.28	219.20	172.24
	3 Die Maker	57	172.00	228.00	200.00
	4 Driller	79	183.57	226.74	205.16
	5 Driver	19	184.00	184.00	184.00
	6 Electrician	14	162.84	209.61	186.23

Table 5.3 contd.....

1	2	3	4	5	6
	7 Fitter	95	185.65	197.69	191.67
	8 Grinder	231	173.90	190.74	182.32
	9 Helper	172	161.26	181.75	171.51
	10 Mechanic(General)	11	182.66	182.66	182.66
	11 Packer	80	164.88	188.20	176.54
	12 Polisher	19	144.00	144.00	144.00
	13 Press Man	209	144.00	210.00	177.00
	14 Supervisor	187	282.44	410.70	346.57
	15 Sweeper	30	138.54	138.54	138.54
	16 Turner	185	172.70	217.75	195.23
	17 Watchman	124	147.65	172.74	160.20
	18 Welder	14	188.04	209.23	198.64
	19 Winder	7	172.00	214.50	193.25
	20 Wireman	4	232.57	232.57	232.57
	21 Mach. Oper/Machinist	168	178.91	200.48	189.70
	22 Milling Machine Operator	19	169.00	169.00	169.00
	23 Apprentice/Trainees	11	55.38	55.38	55.38
5	Karnataka	3183	176.45	228.44	202.45
	1 Assembler	867	213.09	287.38	250.24
	2 Checker	48	215.03	239.19	227.11
	3 Driller	11	104.23	104.23	104.23
	4 Driver	37	151.08	151.08	151.08
	5 Electrician	214	254.84	316.86	285.85
	6 Fitter	305	231.69	275.03	253.36
	7 Grinder	98	153.50	244.69	199.10
	8 Helper	882	111.92	116.53	114.23
	9 Moulder	29	113.46	201.92	157.69
	10 Painter	29	257.12	286.54	271.83
	11 Supervisor	77	226.33	332.39	279.36
	12 Sweeper	11	121.15	121.15	121.15
	13 Turner	76	201.29	204.26	202.78
	14 Watchman	26	161.31	161.31	161.31
	15 Welder	11	213.46	213.46	213.46
	16 Winder	138	129.45	187.69	158.57
	17 Mach. Oper/Machinist	200	164.60	331.82	248.21
	18 Miscellaneous	124	151.16	208.63	179.90
6	Tamil Nadu	483	138.40	185.71	162.06
	1 Assembler	78	156.92	212.69	184.81
	2 Checker	3	226.54	226.54	226.54
	3 Die Maker	18	206.00	243.89	224.95
	4 Driver	9	116.41	116.41	116.41
	5 Fitter	6	136.15	198.85	167.50
	6 Helper	48	80.17	133.44	106.81
	7 Mechanic(General)	9	118.47	150.00	134.24
	8 Painter	6	57.69	57.69	57.69
	9 Supervisor	21	217.11	226.68	221.90
	10 Watchman	18	184.62	200.00	192.31
	11 Mach. Oper/Machinist	135	170.56	207.49	189.03
	12 Apprentice/Trainees	132	92.31	161.54	126.93

Table 5.3 contd.....

1	2	3	4	5	6
7	Residual	3434	387.72	515.24	451.48
1	Carpenter	18	572.07	595.35	583.71
2	Chargeman	18	607.85	609.08	608.47
3	Checker	108	587.70	666.00	626.85
4	Crane Operator	9	577.04	577.04	577.04
5	Driller	153	408.23	649.23	528.73
6	Driver	12	153.85	153.85	153.85
7	Electrician	171	601.50	644.62	623.06
8	Fitter	444	390.72	627.83	509.28
9	Furnaceman	18	550.81	644.62	597.72
10	Gas Cutter	18	508.38	644.23	576.31
11	Grinder	291	398.38	645.52	521.95
12	Helper	270	185.73	194.21	189.97
13	Marker	9	609.39	609.39	609.39
14	Moulder	99	410.15	644.62	527.39
15	Packer	9	408.23	408.23	408.23
16	Painter	54	568.39	644.62	606.51
17	Pattern Maker	27	644.62	644.62	644.62
18	Planer	63	608.62	666.00	637.31
19	Press Man	93	142.58	188.62	165.60
20	Supervisor	80	291.46	400.28	345.87
21	Sweeper	9	223.46	223.46	223.46
22	Tester	9	246.92	246.92	246.92
23	Turner	338	344.25	440.20	392.23
24	Watchman	128	292.05	369.54	330.80
25	Welder	32	284.26	289.79	287.03
26	Boring Machine Operator	63	574.89	666.00	620.45
27	Mach. Oper/Machinist	266	344.51	382.01	363.26
28	Casting Man	9	404.69	404.69	404.69
29	Milling Machine Operator	444	368.23	560.29	464.26
30	Tool Maker	23	331.04	349.31	340.18
31	Miscellaneous	149	491.82	581.00	536.41
VI.	Electrical Machinery & Apparatus	40824	136.09	201.68	168.89
1	Punjab	2981	106.88	129.77	118.33
1	Assembler	118	106.59	138.96	122.78
2	Core Maker	70	100.00	168.46	134.23
3	Driller	30	102.31	102.31	102.31
4	Driver	12	131.15	176.92	154.04
5	Electrician	117	225.53	246.68	236.11
6	Fitter	190	132.78	192.57	162.68
7	Mech./Elec. Foreman	53	248.91	260.52	254.72
8	Furnaceman	30	97.54	97.54	97.54
9	Grinder	15	100.77	100.77	100.77
10	Helper	1533	77.47	89.94	83.71
11	Packer	90	88.05	96.01	92.03
12	Painter	27	95.21	141.88	118.55
13	Press Man	4	90.77	96.92	93.85

Table 5.3 contd.....

1	2	3	4	5	6	
	14	Rollerman/Roller	15	97.54	97.54	97.54
	15	Supervisor	100	235.48	360.58	298.03
	16	Sweeper	8	80.77	98.85	89.81
	17	Turner	79	216.54	220.96	218.75
	18	Watchman	52	119.41	137.39	128.40
	19	Welder	70	94.53	115.52	105.03
	20	Winder	83	168.35	229.96	199.16
	21	Mach. Oper/Machinist	285	91.04	101.57	96.31
2	Haryana		1287	188.00	289.79	238.90
	1	Assembler	42	357.98	386.95	372.47
	2	Carpenter	2	290.00	396.62	343.31
	3	Chargehand	3	366.04	407.39	386.72
	4	Checker	36	269.11	294.53	281.82
	5	Die Maker	2	337.39	386.27	361.83
	6	Driller	2	386.43	425.08	405.76
	7	Driver	3	276.92	323.69	300.31
	8	Electrician	19	148.22	175.11	161.67
	9	Fitter	53	178.09	179.90	179.00
	10	Mech./Elec. Foreman	48	311.72	437.46	374.59
	11	Grinder	3	363.16	392.77	377.97
	12	Helper	80	139.77	143.77	141.77
	13	Mechanic(General)	28	400.91	415.58	408.25
	14	Moulder	4	389.70	407.58	398.64
	15	Packer	15	289.12	368.93	329.03
	16	Painter	16	138.85	138.85	138.85
	17	Press Man	8	349.89	383.93	366.91
	18	Supervisor	20	402.95	405.25	404.10
	19	Sweeper	31	137.92	137.92	137.92
	20	Tester	3	221.54	369.50	295.52
	21	Turner	72	238.96	256.63	247.80
	22	Watchman	46	140.75	140.75	140.75
	23	Welder	4	362.39	398.16	380.28
	24	Winder	39	288.05	301.79	294.92
	25	Wireman	25	225.20	238.27	231.74
	26	Fork Lift Operator	3	377.39	397.00	387.20
	27	Mach. Oper/Machinist	426	143.08	395.53	269.31
	28	Setter	15	232.12	305.08	268.60
	29	Tool Maker	13	385.85	416.43	401.14
	30	Apprentice/Trainees	226	115.38	147.92	131.65
3	Uttar Pradesh		3344	219.45	322.31	270.88
	1	Assembler	201	265.64	366.62	316.13
	2	Checker	29	140.19	576.92	358.56
	3	Driver	29	153.85	230.77	192.31
	4	Electrician	15	423.08	423.08	423.08
	5	Fitter	451	255.54	307.60	281.57
	6	Mech./Elec. Foreman	15	490.50	490.50	490.50
	7	Helper	1129	138.39	252.47	195.43
	8	Painter	15	138.46	138.46	138.46

Table 5.3 contd.....

1	2	3	4	5	6
	9 Supervisor	187	197.82	504.51	351.17
	10 Sweeper	191	130.69	152.84	141.77
	11 Tester	73	409.00	621.00	515.00
	12 Turner	529	338.92	407.34	373.13
	13 Welder	4	365.08	365.08	365.08
	14 Winder	164	306.37	514.16	410.27
	15 Wireman	18	348.61	371.34	359.98
	16 Mach. Oper/Machinist	119	385.41	459.09	422.25
	17 Apprentice/Trainees	175	55.38	55.38	55.38
4	Madhya Pradesh	809	131.11	176.40	153.76
	1 Assembler	42	145.72	174.04	159.88
	2 Checker	10	143.52	203.40	173.46
	3 Core Maker	16	117.77	134.60	126.19
	4 Crane Operator	14	160.00	221.35	190.68
	5 Electrician	104	133.76	224.24	179.00
	6 Fitter	98	134.22	228.20	181.21
	7 Grinder	10	160.00	163.46	161.73
	8 Helper	54	108.42	110.66	109.54
	9 Mechanic(General)	16	150.94	189.29	170.12
	10 Packer	4	126.92	126.92	126.92
	11 Painter	14	140.94	190.80	165.87
	12 Sheetmetal Worker	2	230.35	230.35	230.35
	13 Supervisor	19	190.27	195.61	192.94
	14 Sweeper	8	108.00	108.00	108.00
	15 Watchman	107	129.60	161.96	145.78
	16 Welder	12	195.19	217.12	206.16
	17 Winder	123	148.46	213.04	180.75
	18 Wireman	30	149.29	211.60	180.45
	19 Fork Lift Operator	20	160.00	160.00	160.00
	20 Apprentice/Trainees	106	74.38	74.38	74.38
5	Maharashtra	3118	148.09	267.16	207.63
	1 Assembler	528	163.31	241.76	202.54
	2 Checker	35	146.54	227.70	187.12
	3 Driller	41	148.22	154.80	151.51
	4 Driver	14	100.00	101.92	100.96
	5 Electrician	69	99.06	217.35	158.21
	6 Fitter	508	176.81	246.06	211.44
	7 Grinder	13	123.00	123.00	123.00
	8 Helper	390	124.19	151.95	138.07
	9 Packer	48	78.19	287.12	182.66
	10 Painter	27	131.84	131.84	131.84
	11 Pattern Maker	7	218.00	218.00	218.00
	12 Press Man	13	123.00	123.00	123.00
	13 Supervisor	341	194.04	369.89	281.97
	14 Tester	196	176.92	601.92	389.42
	15 Turner	90	96.20	179.19	137.70
	16 Watchman	70	107.08	168.07	137.58

Table 5.3 contd.....

1	2	3	4	5	6
	17 Winder	216	173.46	247.18	210.32
	18 Mach. Oper/Machinist	411	113.00	334.07	223.54
	19 Apprentice/Trainees	101	48.22	55.38	51.80
6	Andhra Pradesh	5045	147.53	178.71	163.12
	1 Armature Winder	164	208.81	227.39	218.10
	2 Assembler	1542	205.97	219.63	212.80
	3 Checker	26	96.15	96.15	96.15
	4 Driver	53	91.35	141.16	116.26
	5 Electrician	81	140.42	170.74	155.58
	6 Fitter	53	129.81	173.56	151.69
	7 Gas Cutter	21	157.95	159.05	158.50
	8 Grinder	8	240.04	250.23	245.14
	9 Helper	1109	84.64	107.69	96.17
	10 Mechanic(General)	24	231.57	253.23	242.40
	11 Painter	134	162.02	232.13	197.08
	12 Press Man	68	172.00	307.46	239.73
	13 Supervisor	79	171.80	200.00	185.90
	14 Sweeper	79	89.31	105.27	97.29
	15 Tester	40	183.98	209.62	196.80
	16 Turner	13	250.00	250.00	250.00
	17 Watchman	224	119.39	150.19	134.79
	18 Welder	306	156.88	237.67	197.28
	19 Winder	559	147.20	196.35	171.78
	20 Mach. Oper/Machinist	462	87.64	125.26	106.45
7	Karnataka	3330	187.04	245.27	216.16
	1 Assembler	1324	282.89	335.10	309.00
	2 Carpenter	13	125.31	287.12	206.22
	3 Chargehand	52	189.70	344.62	267.16
	4 Checker	138	177.21	242.35	209.78
	5 Coolie/Mazdoor	30	84.62	96.15	90.39
	6 Driver	50	128.67	144.68	136.68
	7 Electrician	69	58.13	285.70	171.92
	8 Fitter	30	133.70	148.70	141.20
	9 Helper	828	105.11	164.17	134.64
	10 Moulder	30	131.15	139.08	135.12
	11 Painter	56	129.62	171.27	150.45
	12 Supervisor	15	138.46	138.46	138.46
	13 Sweeper	89	100.16	100.59	100.38
	14 Tester	33	91.15	194.62	142.89
	15 Watchman	15	132.00	132.00	132.00
	16 Welder	95	123.71	167.37	145.54
	17 Winder	218	163.34	201.38	182.36
	18 Fork Lift Operator	20	349.77	370.23	360.00
	19 Mach. Oper/Machinist	225	119.03	210.52	164.78

Table 5.3 contd.....

1	2	3	4	5	6
8	Tamil Nadu	4810	126.56	222.56	174.56
1	Armature Winder	910	81.43	290.42	185.93
2	Assembler	219	237.64	278.65	258.15
3	Carpenter	15	282.54	290.85	286.70
4	Checker	257	117.18	199.68	158.43
5	Electrician	95	146.93	239.62	193.28
6	Gas Cutter	12	180.77	180.77	180.77
7	Helper	840	83.17	154.71	118.94
8	Mechanic(General)	5	279.12	279.12	279.12
9	Painter	24	192.31	200.00	196.16
10	Plater	25	109.62	177.88	143.75
11	Press Man	30	106.09	178.21	142.15
12	Supervisor	48	176.92	476.92	326.92
13	Turner	22	178.93	212.59	195.76
14	Watchman	12	119.23	119.23	119.23
15	Welder	178	161.33	234.15	197.74
16	Winder	94	205.91	257.04	231.48
17	Mach. Oper/Machinist	48	107.50	150.27	128.89
18	Setter	175	104.06	206.04	155.05
19	Apprentice/Trainees	1765	146.15	211.54	178.85
20	Miscellaneous	36	197.05	199.62	198.34
9	Residual	16100	106.70	163.42	135.06
1	Assembler	2150	147.35	205.74	176.55
2	Carpenter	11	236.77	236.77	236.77
3	Checker	438	59.82	152.83	106.33
4	Coolie/Mazdoor	28	115.38	115.38	115.38
5	Core Maker	56	73.08	86.54	79.81
6	Crane Operator	56	136.92	151.92	144.42
7	Die Maker	56	109.00	109.00	109.00
8	Driller	14	157.69	157.69	157.69
9	Driver	278	112.52	185.24	148.88
10	Electrician	513	138.65	160.43	149.54
11	Fitter	412	126.40	169.87	148.14
12	Mech./Elec. Foreman	140	240.27	285.61	262.94
13	Gas Cutter	28	113.79	113.79	113.79
14	Grinder	98	107.69	115.38	111.54
15	Helper	5367	99.78	102.04	100.91
16	Moulder	2398	54.47	219.89	137.18
17	Packer	182	132.79	148.18	140.49
18	Painter	282	134.19	158.97	146.58
19	Planer	42	142.31	207.69	175.00
20	Press Man	168	100.86	153.93	127.40
21	Supervisor	729	181.40	341.35	261.38
22	Sweeper	133	102.58	107.42	105.00
23	Tester	210	141.35	256.73	199.04
24	Turner	140	140.42	143.89	142.16
25	Watchman	175	120.88	141.95	131.42
26	Welder	318	132.99	158.36	145.68
27	Winder	716	87.55	172.32	129.94

Table 5.3 contd.....

1	2	3	4	5	6
	28 Wireman	56	109.00	109.00	109.00
	29 Mach. Oper/Machinist	402	122.91	155.25	139.08
	30 Apprentice/Trainees	504	37.96	100.00	68.98
VII.	Electrical Apparatus	6397	125.28	161.75	143.52
	1 Himachal Pradesh	670	121.87	166.38	144.13
	1 Assembler	203	122.40	139.03	130.72
	2 Checker	40	109.38	183.30	146.34
	3 Coolie/Mazdoor	10	115.38	115.38	115.38
	4 Driller	3	136.54	136.54	136.54
	5 Electrician	13	129.93	169.38	149.66
	6 Fitter	3	173.08	173.08	173.08
	7 Mech./Elec. Foreman	3	128.85	128.85	128.85
	8 Grinder	3	144.23	144.23	144.23
	9 Helper	128	117.75	125.63	121.69
	10 Packer	73	133.76	144.83	139.30
	11 Painter	5	203.85	238.46	221.16
	12 Supervisor	96	98.04	303.31	200.68
	13 Sweeper	10	118.56	128.18	123.37
	14 Tester	18	115.38	115.38	115.38
	15 Turner	5	123.08	144.23	133.66
	16 Watchman	31	176.26	181.23	178.75
	17 Welder	3	173.08	173.08	173.08
	18 Mach. Oper/Machinist	23	117.89	158.03	137.96
	2 Uttar Pradesh	564	131.74	148.91	140.33
	1 Assembler	34	160.29	165.08	162.69
	2 Checker	13	133.51	205.38	169.45
	3 Coolie/Mazdoor	6	99.08	108.15	103.62
	4 Die Maker	2	136.92	136.92	136.92
	5 Electrician	6	150.43	150.43	150.43
	6 Mech./Elec. Foreman	12	197.74	253.15	225.45
	7 Helper	217	130.70	143.66	137.18
	8 Mechanic(General)	9	136.11	164.83	150.47
	9 Moulder	15	132.46	185.12	158.79
	10 Packer	30	123.92	152.62	138.27
	11 Painter	7	174.92	190.69	182.81
	12 Press Man	5	116.65	120.12	118.39
	13 Supervisor	31	163.49	173.73	168.61
	14 Sweeper	10	128.61	128.61	128.61
	15 Turner	6	127.35	133.08	130.22
	16 Watchman	21	173.08	173.08	173.08
	17 Welder	8	127.00	132.46	129.73
	18 Winder	5	136.27	136.77	136.52
	19 Wireman	6	120.18	120.18	120.18
	20 Mach. Oper/Machinist	72	131.12	167.50	149.31
	21 Setter	2	130.69	130.69	130.69
	22 Apprentice/Trainees	47	63.83	63.83	63.83

Table 5.3 contd.....

1	2	3	4	5	6
3	Daman & Diu	913	100.27	136.46	118.37
1	Assembler	79	112.81	148.63	130.72
2	Checker	21	145.35	227.41	186.38
3	Driver	2	72.65	72.65	72.65
4	Electrician	12	109.14	205.25	157.20
5	Fitter	5	110.00	137.00	123.50
6	Helper	235	99.81	132.81	116.31
7	Packer	33	105.03	112.93	108.98
8	Painter	4	110.00	110.00	110.00
9	Supervisor	38	93.24	156.72	124.98
10	Sweeper	2	105.00	105.00	105.00
11	Turner	7	173.00	173.00	173.00
12	Watchman	7	40.00	40.00	40.00
13	Winder	46	99.55	109.74	104.65
14	Mach. Oper/Machinist	422	95.71	134.36	115.04
4	Maharashtra	1148	153.37	194.13	173.75
1	Assembler	274	215.67	266.44	241.06
2	Chargehand	10	496.54	497.89	497.22
3	Checker	16	190.98	351.47	271.23
4	Driver	4	200.96	241.15	221.06
5	Electrician	57	115.49	134.89	125.19
6	Fitter	28	123.02	162.69	142.86
7	Mech./Elec. Foreman	52	186.92	292.31	239.62
8	Helper	328	103.14	104.60	103.87
9	Mechanic(General)	7	180.63	186.63	183.63
10	Moulder	53	123.00	137.00	130.00
11	Packer	17	108.60	108.60	108.60
12	Painter	23	91.00	372.50	231.75
13	Sheetmetal Worker	12	92.00	117.00	104.50
14	Supervisor	57	192.00	365.17	278.59
15	Sweeper	38	109.38	113.25	111.32
16	Watchman	49	173.62	178.79	176.21
17	Welder	20	110.77	120.31	115.54
18	Winder	18	248.41	319.13	283.77
19	Wireman	23	123.00	137.00	130.00
20	Fork Lift Operator	5	101.00	115.69	108.35
21	Mach. Oper/Machinist	33	199.50	267.12	233.31
22	Tool Maker	3	123.00	137.00	130.00
23	Apprentice/Trainees	21	55.38	55.38	55.38
5	Andhra Pradesh	257	129.77	135.27	132.52
1	Assembler	50	208.92	213.57	211.25
2	Checker	7	221.07	228.34	224.71
3	Driver	8	113.46	113.46	113.46
4	Helper	96	96.76	100.98	98.87
5	Painter	12	124.62	135.13	129.88
6	Polisher	4	168.08	168.08	168.08
7	Press Man	8	221.11	229.81	225.46

Table 5.3 contd.....

1	2	3	4	5	6
	8 Supervisor	16	127.65	145.39	136.52
	9 Sweeper	7	134.00	134.00	134.00
	10 Tester	1	76.92	76.92	76.92
	11 Watchman	4	109.23	109.23	109.23
	12 Winder	8	142.79	142.79	142.79
	13 Mach. Oper/Machinist	36	71.84	78.67	75.26
6	Tamil Nadu	908	126.37	160.57	143.47
	1 Assembler	27	193.12	224.62	208.87
	2 Checker	21	84.62	116.15	100.39
	3 Driver	14	99.37	127.87	113.62
	4 Fitter	26	115.82	132.93	124.38
	5 Helper	617	114.87	132.27	123.57
	6 Packer	2	199.77	199.77	199.77
	7 Plater	6	137.12	181.93	159.53
	8 Press Man	6	119.23	193.12	156.18
	9 Shaper Machine Operator	6	204.00	234.27	219.14
	10 Supervisor	53	158.10	306.67	232.39
	11 Tester	6	202.77	213.35	208.06
	12 Watchman	3	150.00	155.96	152.98
	13 Winder	3	119.23	119.23	119.23
	14 Mach. Oper/Machinist	54	145.87	245.62	195.75
	15 Tool Maker	2	206.62	206.62	206.62
	16 Apprentice/Trainees	53	185.38	244.70	215.04
	17 Miscellaneous	9	87.69	152.69	120.19
7	Residual	1937	118.63	160.70	139.67
	1 Assembler	86	123.54	124.70	124.12
	2 Checker	83	168.18	284.61	226.40
	3 Compressor Operator	5	196.15	196.15	196.15
	4 Driller	110	113.01	200.56	156.79
	5 Driver	44	107.54	146.65	127.10
	6 Electrician	44	130.17	148.36	139.27
	7 Fitter	102	131.11	184.26	157.69
	8 Mech./Elec. Foreman	24	216.11	217.25	216.68
	9 Gas Cutter	5	137.31	137.31	137.31
	10 Grinder	14	123.72	125.77	124.75
	11 Helper	322	88.97	108.98	98.98
	12 Mistry/Kangani	24	206.00	512.00	359.00
	13 Mechanic(General)	19	148.26	153.93	151.10
	14 Packer	25	131.14	163.45	147.30
	15 Painter	5	173.08	173.08	173.08
	16 Press Man	33	114.61	126.04	120.33
	17 Sheetmetal Worker	25	103.85	156.73	130.29
	18 Supervisor	169	164.84	219.85	192.35
	19 Sweeper	25	89.23	90.77	90.00
	20 Turner	20	156.00	194.00	175.00
	21 Watchman	59	121.95	166.67	144.31
	22 Welder	68	126.38	163.09	144.74
	23 Winder	38	96.15	125.00	110.58

Table 5.3 contd.....

1	2	3	4	5	6
	24 Wireman	15	98.85	120.26	109.56
	25 Mach. Oper/Machinist	344	114.41	175.65	145.03
	26 Casting Man	5	137.31	137.31	137.31
	27 Milling Machine Operator	5	128.46	128.46	128.46
	28 Tool Maker	5	138.00	138.00	138.00
	29 Apprentice/Trainees	204	80.00	80.00	80.00
	30 Miscellaneous	10	158.27	158.27	158.27
VIII.	Prime Movers, Boilers & Steam Generation	28913	197.45	255.54	226.50
1	Punjab	3454	130.06	149.78	139.92
	1 Assembler	27	111.54	119.23	115.39
	2 Carpenter	14	96.15	96.15	96.15
	3 Checker	27	108.46	108.46	108.46
	4 Coolie/Mazdoor	27	101.15	101.15	101.15
	5 Core Maker	14	109.00	109.00	109.00
	6 Driller	27	96.15	98.08	97.12
	7 Driver	30	113.73	138.27	126.00
	8 Electrician	70	103.33	119.62	111.48
	9 Fitter	423	125.70	164.12	144.91
	10 Mech./Elec. Foreman	137	208.08	236.54	222.31
	11 Furnaceman	14	100.00	100.00	100.00
	12 Grinder	55	116.35	145.20	130.78
	13 Helper	985	101.79	106.64	104.22
	14 Mechanic(General)	55	148.74	174.59	161.67
	15 Moulder	178	108.13	114.90	111.52
	16 Packer	68	110.07	116.54	113.31
	17 Painter	29	255.65	255.65	255.65
	18 Pattern Maker	14	846.15	846.15	846.15
	19 Planer	41	148.71	166.67	157.69
	20 Polisher	14	98.08	98.08	98.08
	21 Shaper Machine Operator	55	103.37	117.60	110.49
	22 Supervisor	181	259.80	380.31	320.06
	23 Turner	388	120.37	134.32	127.35
	24 Watchman	83	106.11	106.11	106.11
	25 Welder	74	128.33	177.03	152.68
	26 Winder	14	134.62	134.62	134.62
	27 Boring Machine Operator	27	149.52	149.52	149.52
	28 Mach. Oper/Machinist	246	146.17	158.14	152.16
	29 Milling Machine Operator	41	102.25	106.09	104.17
	30 Setter	82	96.15	107.69	101.92
	31 Hacksaw Man	14	98.08	98.08	98.08
2	Maharashtra	9126	339.32	396.93	368.13
	1 Assembler	92	161.54	161.54	161.54
	2 Checker	220	332.70	441.85	387.28
	3 Core Maker	252	110.00	210.00	160.00
	4 Driller	35	96.79	101.79	99.29
	5 Electrician	198	343.27	413.45	378.36

Table 5.3 contd.....

1	2	3	4	5	6
	6 Fitter	2098	502.25	539.85	521.05
	7 Mech./Elec. Foreman	12	66.65	66.65	66.65
	8 Furnaceman	270	175.00	188.00	181.50
	9 Gas Cutter	35	62.50	72.88	67.69
	10 Grinder	6	502.00	502.00	502.00
	11 Helper	682	79.03	139.18	109.11
	12 Moulder	226	98.74	180.69	139.72
	13 Painter	6	545.00	545.00	545.00
	14 Pattern Maker	12	145.00	145.00	145.00
	15 Pump Attendant	6	145.00	145.00	145.00
	16 Supervisor	589	268.72	400.82	334.77
	17 Sweeper	78	187.00	187.00	187.00
	18 Watchman	333	149.54	165.25	157.40
	19 Welder	2479	474.27	559.28	516.78
	20 Fork Lift Operator	138	226.57	234.43	230.50
	21 Mach. Oper/Machinist	743	317.32	347.57	332.45
	22 Casting Man	210	145.00	145.00	145.00
	23 Apprentice/Trainees	360	47.69	55.38	51.54
	24 Miscellaneous	46	161.54	161.54	161.54
3	Andhra Pradesh	4993	117.47	234.04	175.76
	1 Assembler	13	160.00	160.00	160.00
	2 Crane Operator	42	104.12	243.53	173.83
	3 Die Maker	13	176.92	176.92	176.92
	4 Driller	56	211.25	254.37	232.81
	5 Driver	106	85.02	197.31	141.17
	6 Electrician	73	94.77	134.09	114.43
	7 Fitter	1287	114.04	194.92	154.48
	8 Mech./Elec. Foreman	453	145.27	253.82	199.55
	9 Gas Cutter	125	87.00	235.76	161.38
	10 Grinder	320	144.18	256.00	200.09
	11 Helper	531	117.96	145.02	131.49
	12 Packer	26	134.62	146.15	140.39
	13 Painter	1	110.38	110.38	110.38
	14 Rigger	40	105.00	143.85	124.43
	15 Supervisor	423	115.51	291.71	203.61
	16 Sweeper	13	165.38	165.38	165.38
	17 Tester	13	153.85	153.85	153.85
	18 Turner	79	61.54	95.38	78.46
	19 Watchman	93	57.22	99.83	78.53
	20 Welder	1146	112.73	326.69	219.71
	21 Winder	26	160.00	160.00	160.00
	22 Mach. Oper/Machinist	112	119.14	196.71	157.93
	23 Apprentice/Trainees	2	52.31	69.23	60.77
4	Tamil Nadu	2358	107.01	148.08	127.55
	1 Assembler	458	76.93	96.15	86.54
	2 Blacksmith	20	164.00	236.00	200.00
	3 Crane Operator	85	86.54	86.54	86.54
	4 Die Maker	20	196.00	214.00	205.00

Table 5.3 contd.....

1	2	3	4	5	6
	5 Driller	26	128.85	165.96	147.41
	6 Driver	68	67.59	98.65	83.12
	7 Electrician	67	124.57	170.09	147.33
	8 Fitter	96	119.68	199.93	159.81
	9 Mech./Elec. Foreman	15	211.54	211.54	211.54
	10 Gas Cutter	20	166.00	208.00	187.00
	11 Grinder	102	125.26	137.85	131.56
	12 Helper	465	89.63	117.10	103.37
	13 Mechanic(General)	52	120.00	200.00	160.00
	14 Painter	26	154.00	164.00	159.00
	15 Supervisor	183	189.18	306.31	247.75
	16 Turner	122	119.92	164.73	142.33
	17 Watchman	96	75.43	123.36	99.40
	18 Welder	100	125.62	162.97	144.30
	19 Mach. Oper/Machinist	261	118.78	180.49	149.64
	20 Miscellaneous	76	46.16	69.23	57.70
5	Residual	8982	147.42	192.71	170.07
	1 Checker	165	267.84	501.40	384.62
	2 Coolie/Mazdoor	567	132.30	136.34	134.32
	3 Crane Operator	117	128.95	255.15	192.05
	4 Driller	18	176.89	178.85	177.87
	5 Driver	9	193.08	193.08	193.08
	6 Electrician	99	198.09	276.53	237.31
	7 Fitter	885	136.85	241.40	189.13
	8 Mech./Elec. Foreman	147	181.73	324.15	252.94
	9 Gas Cutter	126	205.27	232.84	219.06
	10 Grinder	153	184.22	238.14	211.18
	11 Helper	1507	79.60	123.00	101.30
	12 Loader/Unloader	30	119.23	119.23	119.23
	13 Marker	27	176.81	221.43	199.12
	14 Mechanic(General)	194	206.03	251.43	228.73
	15 Packer	270	109.00	110.00	109.50
	16 Painter	51	174.70	190.01	182.36
	17 Planer	99	206.89	219.50	213.20
	18 Plater	44	131.00	169.00	150.00
	19 Press Man	30	136.00	136.00	136.00
	20 Rigger	792	162.00	162.00	162.00
	21 Shaper Machine Operator	18	209.50	209.50	209.50
	22 Supervisor	221	281.61	386.49	334.05
	23 Sweeper	666	109.00	109.00	109.00
	24 Turner	117	238.97	350.72	294.85
	25 Watchman	615	117.35	121.07	119.21
	26 Welder	462	169.47	234.15	201.81
	27 Winder	144	213.92	282.77	248.35
	28 Boring Machine Operator	261	209.23	263.23	236.23
	29 Mach. Oper/Machinist	737	204.06	256.93	230.50
	30 Milling Machine Operator	90	190.33	221.05	205.69
	31 Setter	15	211.54	211.54	211.54
	32 Tool Maker	9	249.89	249.89	249.89
	33 Apprentice/Trainees	297	76.64	92.38	84.51

Table 5.3 contd.....

1	2	3	4	5	6
IX.	Aluminium Industry	38091	318.63	508.28	413.46
	1 Punjab	3608	127.47	151.25	139.36
	1 Checker	120	193.69	201.54	197.62
	2 Coolie/Mazdoor	32	103.67	103.67	103.67
	3 Crane Operator	40	111.54	115.38	113.46
	4 Cupolaman	16	133.85	133.85	133.85
	5 Die Maker	40	126.15	129.08	127.62
	6 Driller	16	195.87	195.87	195.87
	7 Driver	40	135.38	140.00	137.69
	8 Electrician	56	130.22	133.52	131.87
	9 Fitter	128	119.10	152.27	135.69
	10 Mech./Elec. Foreman	56	332.28	366.90	349.59
	11 Furnaceman	80	113.68	115.21	114.45
	12 Grinder	56	168.41	168.41	168.41
	13 Hammerman	112	222.89	241.35	232.12
	14 Helper	1408	94.54	116.75	105.65
	15 Mechanic(General)	8	217.31	217.31	217.31
	16 Millwright	16	255.77	255.77	255.77
	17 Moulder	32	109.00	109.00	109.00
	18 Packer	16	63.08	69.23	66.16
	19 Plater	8	150.00	150.00	150.00
	20 Polisher	96	290.70	299.52	295.11
	21 Press Man	152	101.05	106.21	103.63
	22 Shaper Machine Operator	40	106.92	111.54	109.23
	23 Supervisor	152	236.34	331.98	284.16
	24 Sweeper	8	63.08	63.08	63.08
	25 Turner	112	119.07	133.35	126.21
	26 Watchman	120	102.50	110.96	106.73
	27 Welder	40	120.19	120.19	120.19
	28 Mach. Oper/Machinist	248	167.37	269.73	218.55
	29 Milling Machine Operator	32	108.03	108.03	108.03
	30 Setter	64	65.38	67.31	66.35
	31 Apprentice/Trainees	264	76.92	76.92	76.92
	2 Uttar Pradesh	8716	489.58	527.52	508.55
	1 Assembler	10	569.21	618.94	594.08
	2 Beltman/Mochi	12	515.33	584.56	549.95
	3 Blacksmith	9	493.10	575.90	534.50
	4 Carpenter	15	493.06	597.52	545.29
	5 Chargehand	1	664.52	664.52	664.52
	6 Coolie/Mazdoor	24	504.13	562.98	533.56
	7 Core Maker	3	611.06	611.25	611.16
	8 Crane Operator	17	531.33	585.29	558.31
	9 Die Maker	25	490.27	559.33	524.80
	10 Driver	167	510.09	570.38	540.24
	11 Electrician	300	500.29	544.98	522.64
	12 Fitter	806	501.06	585.67	543.37
	13 Mech./Elec. Foreman	591	479.70	583.20	531.45
	14 Furnaceman	27	510.02	532.94	521.48

Table 5.3 contd.....

1	2	3	4	5	6
	15 Helper	3214	484.22	506.26	495.24
	16 Mason	31	512.83	546.29	529.56
	17 Mechanic(General)	216	491.81	576.29	534.05
	18 Moulder	12	507.17	528.94	518.06
	19 Packer	114	507.56	539.48	523.52
	20 Painter	5	485.29	532.02	508.66
	21 Press Man	2	134.62	134.62	134.62
	22 Rigger	38	511.44	571.83	541.64
	23 Shaper Machine Operator	4	518.87	518.87	518.87
	24 Supervisor	25	448.76	598.57	523.67
	25 Sweeper	215	497.63	512.44	505.04
	26 Trimmer	8	498.37	523.10	510.74
	27 Turner	49	528.94	588.37	558.66
	28 Watchman	190	507.17	535.60	521.39
	29 Welder	175	489.52	519.79	504.66
	30 Winder	6	502.83	611.25	557.04
	31 Mach. Oper/Machinist	2327	485.48	506.20	495.84
	32 Setter	78	535.10	578.40	556.75
3	Orissa	9362	354.40	877.62	616.01
	1 Chargeman	145	351.00	423.00	387.00
	2 Checker	88	375.22	983.19	679.21
	3 Coolie/Mazdoor	1142	83.11	83.66	83.39
	4 Crane Operator	5	1185.61	1314.46	1250.04
	5 Cupolaman	21	96.15	96.15	96.15
	6 Driver	146	833.80	1126.67	980.24
	7 Electrician	993	278.23	1093.29	685.76
	8 Fitter	1202	357.23	1148.35	752.79
	9 Gas Cutter	55	103.00	103.00	103.00
	10 Helper	1298	341.49	905.98	623.74
	11 Mistry/Kangani	100	93.00	93.00	93.00
	12 Mason	123	134.56	142.40	138.48
	13 Mechanic(General)	154	425.98	1070.22	748.10
	14 Packer	18	73.08	84.62	78.85
	15 Painter	18	93.00	93.00	93.00
	16 Plumber	50	103.00	103.00	103.00
	17 Rigger	5	909.88	1314.46	1112.17
	18 Supervisor	722	349.99	870.69	610.34
	19 Sweeper	247	310.51	642.33	476.42
	20 Turner	20	393.81	1270.00	831.91
	21 Watchman	28	216.44	250.74	233.59
	22 Welder	183	485.47	819.93	652.70
	23 Mach. Oper/Machinist	2599	507.30	1145.02	826.16
4	Chhattisgarh	3676	376.21	547.71	461.96
	1 Blacksmith	4	519.00	762.43	640.72
	2 Boiler Attendant	25	511.88	561.85	536.87
	3 Carpenter	3	526.15	676.19	601.17
	4 Chargeman	20	686.62	755.19	720.91
	5 Checker	8	298.31	598.27	448.29

Table 5.3 contd.....

1	2	3	4	5	6
	6 Coolie/Mazdoor	343	276.16	396.65	336.41
	7 Crane Operator	54	497.43	569.91	533.67
	8 Driver	33	532.75	609.00	570.88
	9 Electrician	43	516.79	645.41	581.10
	10 Fitter	772	319.00	730.25	524.63
	11 Mech./Elec. Foreman	103	534.03	788.96	661.50
	12 Furnaceman	167	485.69	709.46	597.58
	13 Helper	1094	415.78	530.95	473.37
	14 Mason	2	504.73	533.31	519.02
	15 Mechanic(General)	50	457.31	748.51	602.91
	16 Moulder	4	651.42	651.42	651.42
	17 Rigger	4	519.00	533.31	526.16
	18 Rollerman/Roller	15	453.08	533.31	493.20
	19 Supervisor	34	646.56	737.31	691.94
	20 Sweeper	1	554.00	554.00	554.00
	21 Turner	35	491.62	545.43	518.53
	22 Welder	49	628.70	674.31	651.51
	23 Fork Lift Operator	18	276.16	433.31	354.74
	24 Mach. Oper/Machinist	357	432.67	538.22	485.45
	25 Milling Machine Operator	7	504.73	504.73	504.73
	26 Miscellaneous	431	192.31	192.31	192.31
5	Maharashtra	2890	294.36	410.15	352.26
	1 Boiler Attendant	11	5.00	416.00	210.50
	2 Checker	11	356.84	430.77	393.81
	3 Die Maker	9	100.00	161.54	130.77
	4 Electrician	121	249.60	442.18	345.89
	5 Fitter	142	330.65	371.15	350.90
	6 Mech./Elec. Foreman	18	376.88	551.69	464.29
	7 Grinder	11	349.00	350.00	349.50
	8 Helper	385	271.70	389.10	330.40
	9 Mechanic(General)	14	272.00	463.00	367.50
	10 Packer	193	321.96	389.48	355.72
	11 Rollerman/Roller	321	307.10	445.43	376.27
	12 Supervisor	202	435.10	640.96	538.03
	13 Sweeper	35	195.85	195.85	195.85
	14 Turner	53	251.00	450.00	350.50
	15 Watchman	81	332.95	371.21	352.08
	16 Welder	11	333.89	341.89	337.89
	17 Wireman	11	266.00	274.00	270.00
	18 Mach. Oper/Machinist	1042	315.94	445.98	380.96
	19 Milling Machine Operator	9	50.00	61.54	55.77
	20 Apprentice/Trainees	205	82.65	83.73	83.19
	21 Miscellaneous	5	140.00	140.00	140.00
6	Residual	9839	188.86	284.83	236.85
	1 Blacksmith	8	302.23	302.23	302.23
	2 Chargehand	206	297.11	308.42	302.77
	3 Checker	24	178.08	178.08	178.08
	4 Coolie/Mazdoor	2213	191.13	383.60	287.37

Table 5.3 contd.....

1	2	3	4	5	6
	5 Crane Operator	23	316.01	358.42	337.22
	6 Die Maker	70	260.55	391.23	325.89
	7 Driver	133	193.90	309.14	251.52
	8 Electrician	202	162.31	238.09	200.20
	9 Fitter	478	237.67	296.00	266.84
	10 Mech./Elec. Foreman	47	140.39	151.92	146.16
	11 Furnaceman	671	242.03	382.41	312.22
	12 Gas Cutter	32	100.64	104.48	102.56
	13 Grinder	15	309.24	309.55	309.40
	14 Helper	1998	154.66	194.25	174.46
	15 Mason	8	276.38	276.38	276.38
	16 Mechanic(General)	63	215.17	226.59	220.88
	17 Moulder	47	120.13	120.13	120.13
	18 Packer	239	196.15	402.19	299.17
	19 Polisher	16	150.00	150.00	150.00
	20 Press Man	55	120.29	121.43	120.86
	21 Rollerman/Roller	8	155.00	155.00	155.00
	22 Shaper Machine Operator	84	196.77	209.92	203.35
	23 Sheetmetal Worker	8	80.77	80.77	80.77
	24 Supervisor	590	232.31	354.44	293.38
	25 Sweeper	48	146.26	159.09	152.68
	26 Tester	115	196.77	214.54	205.66
	27 Turner	47	123.46	161.77	142.62
	28 Watchman	721	146.47	198.43	172.45
	29 Welder	147	201.06	321.05	261.06
	30 Mach. Oper./Machinist	850	166.28	245.14	205.71
	31 Casting Man	332	239.57	274.73	257.15
	32 Milling Machine Operator	154	201.72	236.45	219.09
	33 Setter	55	122.00	205.00	163.50
	34 Tool Maker	69	199.50	219.12	209.31
	35 Capsman	63	126.49	137.26	131.88
All 9 Engineering Industries		408859	175.27	245.84	210.56

LIST OF 56 INDUSTRIES SELECTED FOR COVERAGE UNDER THE
OCCUPATIONAL WAGE SURVEY (SIXTH ROUND)

Sl. No.	Name of Industry
1	2
A.	Industries Covered Under I, II, III & IV Round of OWS
I	Manufacturing Industries (The Factories Act, 1948)
1	Manufacture and Refining of Sugar (Vacuum Pan Sugar Factories)
2	Manufacture of Hydrogenated Oils, Vanaspati Ghee, etc.
3	Cashewnut Shelling, Processing and Packing
4	Manufacture of Cigarette and Cigarette Tobacco
5	Cotton Spinning, Weaving, Finishing and Shrinking, Sanforizing, Mercerizing and Finishing of Cotton Textiles in Mills
6	Wool Spinning, Weaving and Finishing in Mills
7	Spinning, Weaving and Finishing of Silk Textiles
8	Spinning, Weaving and Finishing of Other Textiles viz. Synthetic Fibers, Rayon, Nylon, etc.
9	Jute and Mesta Spinning and Weaving
10	Manufacture of all types of Textile Garments including Wearing Apparel
11	Manufacture of Paper, Newsprint and Packing Paper (Machine Made)
12	Printing and Publishing of Newspapers, Periodicals, Books, Journals, Atlases, Maps and Sheet Music Directories, etc.
13	Manufacture of Footwear (excluding repair) except Vulcanized or Moulded Rubber or Plastic Footwear
14	Petroleum Refineries
15	Manufacture of Basic Industrial Organic, Inorganic Chemicals and Gases
16	Manufacture of Fertilizers (Organic, Inorganic and Mixed)
17	Manufacture of Drugs and Medicines
18	Manufacture of Toilet Soap, Washing Soap and Soap Powder
19	Manufacture of Matches
20	Manufacture of Glass and Glass Products
21	Manufacture of Cement
22	Iron and Steel Industries
23	Manufacture of Casting and Forging (Ferrous)
24	Manufacture of Agricultural Machinery and Equipment and Parts
25	Manufacture of Textile Machinery and Jute Machinery
26	Manufacture of Machine Tools, their Parts and Accessories
27	Manufacture of Electrical Industrial Machinery, Apparatus and Parts
28	Manufacture of Electrical Apparatus, Appliances and other Parts excluding Repair
29	Ship Building and Repairing
30	Manufacture of Locomotives, Railway Wagons & Coaches and Parts
31	Manufacture of Motor Vehicles and Parts
32	Manufacture of Motorcycles, Scooters and Parts
33	Manufacture of Bicycles, Cycle Rickshaws and Parts
34	Manufacture of Aircraft and its Parts
35	Electricity Generation & Distribution (except in Fourth Round)

1	2
II	Mining Industries (The Mines Act, 1952)
36	Coal Mines
37	Iron Ore Mines
38	Manganese Mines
39	Mica Mines (Deleted)
III	Plantation Industries (The Plantation Labour Act, 1951)
40	Coffee Plantations
41	Rubber Plantations
42	Tea Plantations
B.	Industries Covered only during the III & IV Round of OWS
I	Manufacturing Industries
43	Tea Processing
44	Manufacture of Tyre and Tubes
45	Manufacture of Prime Movers, Boilers and Steam Generating Plants and Parts
II	Mining Industries
46	Oil Mines
C.	New Industries Covered only during the IV Round of OWS
47	Manufacture of Milk Powder, Ice Cream Powder, Condensed Milk, Baby Milk Foods and Pasteurized Milk in Bottles (Plain and Flavoured)
48	Soft Drinks and Corborated Water Industries
49	Aluminium Manufacturing Industries
50	Manufacture of Refrigerators and Air Conditioners
51	Manufacture of Television Sets and Tele Printers
52	Manufacture of Electronic Computers, Components and Control Equipment and Accessories
53	Manufacture of Watches and Clocks
D.	New Industry Covered only during the V Round of OWS
54	Manufacture of Plastic Articles
E.	New Important Industries to be covered during VI Round of OWS
55	Railways
56	Public Motor Transport Undertakings
57	Ports and Docks

N.B. Electricity Generation and Distribution Industry, which was covered during first three rounds of the survey, was not covered during the fourth and fifth round.

**BHARAT SARKAR
SHRAM MANTRALAYA
SHRAM BUREAU
CHANDIGARH**

OCCUPATIONAL WAGE SURVEY (SIXTH ROUND)

BLOCK-I	IDENTIFICATION PARTICULARS						
1. Industry Code	<input style="width: 80px; height: 20px;" type="text"/>						
2. Stratum Code	<input style="width: 80px; height: 20px;" type="text"/>						
3. Size Group Code @	<input style="width: 80px; height: 20px;" type="text"/>						
4. Sl. No. of the Unit in the Frame	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%; text-align: center;">Manual</td> <td style="width: 33%; text-align: center;">Non-Manual</td> <td style="width: 33%; text-align: center;">Total</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> </tr> </table>	Manual	Non-Manual	Total			
Manual	Non-Manual	Total					
a. Sample List	<input style="width: 80px; height: 20px;" type="text"/>						
b. Substitute List	<input style="width: 80px; height: 20px;" type="text"/>						
5. Sl. No. of the Unit in	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%; text-align: center;">Manual</td> <td style="width: 33%; text-align: center;">Non-Manual</td> <td style="width: 33%; text-align: center;">Total</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> </tr> </table>	Manual	Non-Manual	Total			
Manual	Non-Manual	Total					
a. Sample List	<input style="width: 80px; height: 20px;" type="text"/>						
b. Substitute List	<input style="width: 80px; height: 20px;" type="text"/>						
6. Sector Code \$	<input style="width: 80px; height: 20px;" type="text"/>						
7. Reference Date	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%; height: 20px;"></td> <td style="width: 33%;"></td> <td style="width: 33%;"></td> </tr> </table>						
8. Number of Persons employed on the Reference date	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%; text-align: center;">Manual</td> <td style="width: 33%; text-align: center;">Non-Manual</td> <td style="width: 33%; text-align: center;">Total</td> </tr> <tr> <td style="height: 20px;"></td> <td></td> <td></td> </tr> </table>	Manual	Non-Manual	Total			
Manual	Non-Manual	Total					
9. Name of the Industry	<hr style="border: 0; border-top: 1px solid black; margin-bottom: 5px;"/>						
10. Name of the Establishment	<hr style="border: 0; border-top: 1px solid black; margin-bottom: 5px;"/>						
11. Complete Postal Address	<hr style="border: 0; border-top: 1px solid black; margin-bottom: 5px;"/> <hr style="border: 0; border-top: 1px solid black; margin-bottom: 5px;"/>						
12. Name and Address of the Employer's Association of which the Employer is a Member.	<hr style="border: 0; border-top: 1px solid black; margin-bottom: 5px;"/> <hr style="border: 0; border-top: 1px solid black; margin-bottom: 5px;"/> <hr style="border: 0; border-top: 1px solid black; margin-bottom: 5px;"/>						
13. Is the Unit covered by any Wage Agreement? If yes, attach a copy.	<hr style="border: 0; border-top: 1px solid black; margin-bottom: 5px;"/>						

@ Upper-1, Lower-2.

\$ Public-1, Private-2, Joint-3.

BLOCK-III	DEARNESS ALLOWANCES
-----------	---------------------

1. Whether separate DA is paid in the unit? *

2. If Yes, indicate the number of persons receiving DA according to **

- | | | | |
|------------------------------------|----------------------|---------------------------------------|----------------------|
| (a) Consumer Price Index | <input type="text"/> | (e) Other Methods (Specify) | <input type="text"/> |
| (b) CPI in combination with others | <input type="text"/> | (f) No. of Persons not getting any DA | <input type="text"/> |
| (c) Flat Rate | <input type="text"/> | (g) Total Number of Persons *** | <input type="text"/> |
| (d) Pay Scales/Slabs | <input type="text"/> | | |

3. If DA (part or whole) is paid according to Consumer Price Index, please give the following information about the index used:

- (i) Labour Bureau Series/State Series \$
- (ii) Base Year (ccYY)
- (iii) Centre Name (AICPI/Specify)
- (iv) Mention the rates at which DA is being paid and the number of persons covered by each rate:

Rate of Dearness Allowance	Number of Persons Covered

* Yes-1, No-2 ** Record the Number of Persons.

*** Record the Total Number of Persons given against (a) to (f).

\$ Labour Bureau Series-1, State Series-2.

FOR OFFICE USE ONLY

A. FOR FIELD OFFICER ONLY

1. Name of the Field Officer _____

2. Date of Investigation

From _____ To _____

3. Date of Despatch of the
Schedule to the Supervising
Officer _____

4. Signature of the Field Officer _____

B. FOR SUPERVISING OFFICER ONLY

5. Name of the Supervising Officer _____

6. Date of receipt of the Schedule _____

7. Date of Despatch of the
Schedule to the
Headquarters after scrutiny/
rectification _____8. Signature of the Supervising
Officer _____

C. FOR HEAD QUARTERS ONLY

9. Date of receipt and Diary No.
of the Schedule _____10. Name of the official
Scrutinising the Schedule _____

11. Date of rectification _____

12. Signature of the official
scrutinising the schedule _____

13. Passed for tabulation on _____

14. Signature of the Assistant
Director _____

ANNEXURE-III

LIST OF COMMON OCCUPATIONS WITH BRIEF JOB DESCRIPTION
FOR NINE ENGINEERING INDUSTRIES

Occupation		Job Description
Code	Name	
1	2	3
0001	Armature Winder	Winds and repairs armatures, field coils, etc. of motor and dynamos. Dismantles motor and removes armature to examine and test for continuity. Locates and rectifies faults. May wind coils by hand or on machines into slots of armature cores. Impregnates armature and coils in the impregnation plant to insulate them.
0002	Assembler	Assembles various types of machines and mechanical equipments.
0004	Beltman/Stitcher/ Mochi	Makes and repairs leather, canvas, rubber and other types of conveyer and mounting and dismounting of these belts on to the wheels of various machines. May also oil the machine.
0005	Blacksmith	Forges metal to required shapes and size by processes of heating, bending, hammering, etc. Heats metal in furnace to the required degree of temperature. Sharpens the various tools used in the factories and performs other jobs connected with the smithy shop.
0006	Boiler Attendant	Operates boilers to generate steam of required pressure by controlling and adjusting water feed, draught, evaporation, fire, etc., for heat or power. Operates supply valves and ensures that steam is supplied to engine room at prescribed pressure. Maintains water level and steam pressure as prescribed.
0010	Carpenter	Makes, assembles, alters and repairs wooden structures and articles using hand or power tools or both.
0011	Charge Hand	Instructs and directs operators in assembling and erecting different kinds of selector, racks, relay set sacks, etc.
0012	Charge Man	Operates motor generator and other electrical equipment.

0013	Checker	Verify quantity, quality, condition, value and types of goods produced or material purchased and sold with reference to records and reports of specifications. Checks proper markings and labels according to instructions.
0014	Chipper	Operates machine to cut logs, wooden blocks, bamboo etc. into small chips for making paper pulp and for other purposes. m Selects cutting blade according to material to be chipped and mounts it on cutting head of chipping machine. Also cuts and chips the edges of various items in a neat and uniform way.
0015	Compressor Operator	Operates and services power driven air compressor which generates and supplies compressed air to drive pneumatic tools, hoists and other mechanical equipment.
0016	Coolie/ Mazdoor	Performs various unskilled jobs such as lifting and carrying loads, cleaning and sweeping loom sheds, machine rooms, etc.
0017	Core Maker	Prepares with hand or machine, cores with core sand for casting cavities in metal parts.
0018	Crane Driver	Operates stationary or mobile overhead crane to transport material.
0019	Cupolaman	Melts metals in copula (furnace) for making metal castings. Ensures proper melting of metals.
0020	Die Maker	Makes metal dies of prescribed dimensions for punching, cutting, forging and forming of metal or synthetic components for mass production. May repair used dies and grind them to desired finish.
0022	Driller	Drills holes in metals according to specifications by means of twist drill or other drilling machines, or by hand
0023	Driver	Drives trucks, lorry, car or tractor for transporting goods or men. Attends to minor repairs.
0024	Electrician	Installs, maintains and repairs electrical machinery, equipment and fittings. Repairs or replaces defective wiring, burnt out fuses, defectives parts and keeps fittings in working orders.

0027	Fitter	Sizes metal parts accurately according to drawings by sawing, chipping, filing, scrapping, drilling etc. Fits and assembles them as required and does necessary repairs himself.
0028	Foreman (Mechanical/ Electrical)	In-charge of group of workers in his department. Supervises & guides workers engaged in various processes and controls operations of respective departments.
0029	Furnace Man	Operates various types of furnaces for smelting, converting and refining of metals and performs a variety of related tasks such as, tending stove to heat blast for blast furnace. Operates bell gear for charging raw materials, transferring molten metal from mixer furnace, ladle, converter, charging hearth furnace for making steel from blown metal, etc.
0030	Gas Cutter/Flame Cutter	Cuts metal to required shape and size by flame either manually or mechanically.
0031	Grinder	Grinds and smoothens metal surfaces to specified accuracy using one or more types of grinding machines. Maya also balance, dress or charge wheel, operate crank shaft and the machines for finishing the crank shaft. Also cleans and oils the machine.
0032	Hammer Man	Hammers iron and steel to required dimension with sledges according to the direction of Blacksmith. Selects sledges according to the nature of forging and strikes hot metal hard or light as per direction of the Blacksmith.
0033	Helper	Helps the skilled workers in their jobs. Performs various types of semi-skilled and unskilled jobs.
0037	Mistry/Kangani	Guides & supervises the kangani workers under his charge and does intricate jobs himself.
0038	Marker	Marks metal according to drawing or sample for filing, machining, grinding, drilling, forming, erecting etc.
0039	Mason	Lays bricks, mortars and other construction material to construct and repair walls, floors and other structures. May do plastering also.

0040	Mate/Mukaddam	Supervises and directs a group of mazdoors or unskilled/semi-skilled workers doing such jobs as carrying material/finished products, bottling, packing, and operating different types of machines, engines, etc.
0041	Mechanic (General)	Attends to installation, repair, maintenance and examination of various types of machinery.
0042	Mill Wright	Repairs and overhauls workshop machines and equipment periodically.
0044	Moulder	Prepares, moulds and cores from foundry sand using pattern for casting metal parts and helps in casting the same.
0046	Packer	Attends to the job of packing finished tea products. May also operate automatic packing machines.
0047	Painter	Applies decorative or protective coats of paint, varnish, shellac, anamel, lacquer or other materials on exterior or interior surface, fixtures of glass, metals, wood, plaster, concrete bricks, building boards or other objects.
0048	Pattern Maker	Makes metal and wooden patterns for preparing moulds for the purpose of casting. May also repair broken or damaged patterns.
0050	Planer	sets and operates single or double column planing machine to shape metal objects to required dimensions. May specialise in any particular type of planing and be e3signated accordingly. May also oil and clean the machines used by him.
0051	Plater/Electro Plater	Gives coating of gold, silver, nickel, chromium, copper etc., of required thickness to metal parts by electrolytic process.
0053	Polisher	Polishes metal articles and components such as house hold utensils, vases etc., to high finish on polishing spindle with abrasives and polishing tools.
0054	Press Man	Operates heavy/light and hydraulic presses for forming various components of different types of machinery.
0055	Pump Attendant	Operates power driven pumps for pumping, storing and supplying liquids. May also repairs and clean, oil and grease the pump.

0056	Rigger	Erects lifting and hauling pulleys, wire ropes, etc. to lift, move or lower heavy articles.
0058	Roller Man/Roller Sheet Mill	feeds and tends the rolling machine to roll and mix various types of ingredients and articles. Rolls pack (metal plates or sheets) between mechanically or electrically driven rolls for making metal sheets of specific size and thickness.
0059	Shaper Machine Operator	Shapes metal objects to required specifications using shaping machine and cutting tools. May also oil and clean the machine used by him.
0060	Sheet Metal Worker	Operates sheet metal machine for sizing, blending and forming sheet metal for further operations.
0065	Supervisor	In-charge of a group of workers in his unit. Guides and supervises the workers under his charge. Also handles intricate jobs himself.
0066	Sweeper	Cleans and sweeps factory premises, toilets and removes garbage.
0069	Tester	Tests the leakage in the empty tins with the help of air and water. Checks the leakage of valves and tightens them to test the hydraulic pressure. May also test other goods and items depending on the manufacturing process carried on.
0072	Tongs Man	Holds billets as they come out of rolls with the help of tongs and swiftly returns the same to the roller for re-rolling.
0073	Trimmer	Operates the trimming machine to trim various articles used in the production process.
0075	Turner	Makes metal articles to required specifications using lathe and cutting tools, cleans and oils machine.
0077	Watchman	Guards buildings, premises, industrial plants, ware houses, etc. against fire, theft, illegal entry and other such contingencies.
0079	Welder	Weld, cuts or fuses metal parts with electric arc or gas flame by hand or machine. May strengthen the joints with molten metal.

0081	Winder	Attends to the refunding of burnt out motors, generators, transformers, railways, etc., and other electrical appliances.
0082	Wire Man	Installs various kinds of electrical wiring, such as conduit casting, concealed etc. for light and power supply. May repair simple electrical appliances.
0083	Boring Machine Operator/Jig Borer/Line Borer	Sets and operates precision jig boring machine for making highly accurate holes in kits, fixtures, casting, etc. May grind tools, oils and cleans the machine.
0084	Fork Lift Operator	Operates power driven truck fitted with lifting fork to transport the material from one place to another.
0085	Machine Operator/Machinist	Operates one or more types of machines such as grinding boring, milling, moulding, shaping, drilling, computer numerical control etc. used for various operations. May clean and oil machine.
0086	Metal Pourer/Pourer/Casting Man/D.C. Caster/Molten Metal Carrier/Ladle carrier/Pot Carrier	Receives molten metal from furnace into dry ladle. Pours molten metal into hopper or mould for casting ingots. Receives sufficient molten metal in ladle and brings ladle close to moulds and pours into moulds or hopper. Adds necessary additives to molten metals as instructed.
0087	Milling Machine Operator/Miller/Milling Man	Cuts metal blocks, gears, tools, cutters, jigs, components, etc., accurately according to drawings or samples by means of multitoothed rotary cutters on milling machine. May grind and make form cutters and also clean and oil machine.
0088	Setter	Sets various types of precision metal cutting and grinding, forming, forging and other automatic machines for specific repetitive operations for mass production of metal articles or components.
0089	Tool Maker	Makes cuttings and press tools, gauges, simple jigs, fixtures etc. mainly for use in machines. May repair and reconviction tools for further use, design tools, jigs and fixtures and braze and weld metal parts.
0094	Apprentices/Trainees	Workers trained in different trades engaged for on the job training in the factories. These workers are also paid for the work done by them.

INDUSTRY : IRON AND STEEL INDUSTRIES

- 2201 HEATER INCHARGE Supervises the overall heating and drawing of ingots to ensure continuous supply of hot ingots to blooming mills.
- 2202 KILN MAN Operates oil fired burner, attends to kilns of various types and performs related tasks.
- 2203 STRAIGHTNER OPERATOR MACHINE Operates hydraulic, mechanical or pneumatic straighten girders bars, tubes, joints, plates, angle irons, rails, etc. to required accuracy.
- 2204 VALVEMEN Operates ascension pipe cap lever and isolation valve level to predetermined sequence of position or as directed. Cleans the ascension pipe, A.P. Caps goose necks and isolation valves of the oven to the charge.
- 2205 TILTING TABLE MACHINE OPERATOR / MANUPLATOR Watches light signals and operates lifting and tilting tables by electric switches at the time of rolling mill in progress.

INDUSTRY : MANUFACTURE OF CASTING AND FORGINGS (FERROUS)

- 2301 KUNDIWALA Heats billets in the furnance. Removes them after heating and hands these quickly to tongsman.
- 2302 SAND MIXER Operates the sand mixer for the preparation of sand for moulding.

INDUSTRY : MANUFACTURE OF TEXTILE MACHINERY AND JUTE MACHINERY

- 2501 CAPSTAN OPERATOR Operates capstan lathe for turning or steel / metal components for large production. Sets tools by turning process. May oil and grease the machine May shape and sharpen lathe tools.

INDUSTRY : MANUFACTURE OF PRIME MOVERS, BOILERS, STEAM GENERATION PLANTS AND PARTS.

- 4501 HACKSAWMAN Operates the hacksaw machine to cut the material into desired sizes.

INDUSTRY : ALUMINIUM MANUFACTURING INDUSTRIES

- 4901 CAPSMAN Puts caps on the finished products i.e. tubes etc.

SAMPLING DESIGN AND ESTIMATION PROCEDURE

1.0 SAMPLING DESIGN

1.1 INTRODUCTION

The sampling design for the Sixth Round of Occupational Wage Survey (OWS) consisted of two stages. The first stage sampling units were the registered factories, while the second stage sampling units were the workers employed in different occupations in the first stage units. The sampling design also stipulated that the estimates should not differ from the true values by more than 5 percent with 95 percent probability.

1.2 SELECTION OF ESTABLISHMENTS (FIRST STAGE)

The first step in the selection of sample establishment was the determination of sample size. It was found desirable to determine the sample size in such a way that the permissible error in the average maximum wage rate would be 5 percent with 95 percent confidence coefficient. For the purpose of statistical exercise, average maximum wage rate was derived as weighted average of maximum wage rate of all the occupations in each of the sample units covered during the Fifth Round. The weights were the number of workers employed in the different occupations in the sample units. The formula used for the determination of the sample size is given below.

$$n_0 = \frac{\sum W_i \cdot S_i^2}{[0.05 \cdot \bar{Y} / 1.96]^2} \quad \text{and} \quad n = \frac{n_0}{1 + n_0/N}$$

where,

N = Number of units in the frame

n_0 = First approximation for the sample size

n = Required sample size

W_i = $(N_i - 1)/(N - 1)$ = Weight for the i^{th} stratum

N_i = Number of units in the i^{th} stratum in the frame

S_i^2 = $\frac{1}{N_i - 1} \sum_{j=1}^{N_i} (Y_{ij} - \bar{Y}_i)^2$ = Variance of the i^{th} stratum

Y_{ij} = Average maximum wage rate in the j^{th} unit of the i^{th} stratum

\bar{Y}_i = Mean of the average maximum wage rate in the i^{th} stratum

As the sample size yielded by the above formula related to stratified random sampling with proportional allocation, the share of each stratum was allocated in proportion to its share in the frame at all India level.

For this purpose, the frame in each stratum was divided into two size classes, viz. Upper Size Class and Lower Size Class. The average daily employment at the national level for an industry was used as the cut-off point for classifying the units in an industry into these classes. All the units with employment above the cut-off point were taken in the upper size class while the remaining were taken in the lower size class in each stratum. While allocating the sample size in the both the size classes in proportion of its frame size within a stratum, it was taken care that at least two units were selected in each size class.

In order to draw the required number of sample units determined in accordance with the procedure described above, the frame units in each size class within a stratum were arranged in the alphabetical order of states and within each state in the descending order of employment.

The required number of sample units in each of the two size classes of a stratum was then drawn on the basis of simple random sampling without replacement. Provision for the selection of substitute units was also made so that the required sample size in each industry was obtained.

1.3 SELECTION OF WORKERS (SECOND STAGE)

For the purpose of obtaining reliable estimates in respect of the pay roll earnings of workers in each occupation, it was decided to draw a sample of workers belonging to each category of sex/age and system of payment in proportion to the number of workers in each such categories in the total work force in an occupation. For this purpose, the following sample size was adopted.

Sl. No.	Occupations Employing Workers	Maximum Sample Size
1	Up to 20	6
2	21 - 50	8
3	51 - 100	12
4	Above 100	16

The number of workers required for the study was drawn from each occupation in each establishment on the basis of random sampling in such a way as to ensure that each category (by sex/age and system of payment) was represented in the sample in proportion to the respective strength in the total workforce of the occupation.

2.0 ESTIMATION PROCEDURE

The estimation procedure for the Survey was, designed to obtain estimates for all the three important characteristics, namely, employment, wage rates and earnings by occupations. The estimation procedure adopted for each of these characteristics is given below.

2.1 EMPLOYMENT

Estimation of the number of workers was done for each sex/age group and each category of workers by system of payment of wages in each occupation in a stratum of an industry. The corresponding multiplicative inverse of the sampling fraction in each employment size class of a stratum was used as the multiplier for the estimation. For instance, the number of time-rated male workers in an occupation in a stratum was estimated by using the following formula:

$$\hat{E} = \frac{N_u}{n_u} \cdot E_u + \frac{N_1}{n_1} \cdot E_1$$

where,

- \hat{E} = Estimated number of time rated men in an occupation in a stratum
- N_u = Total number of units in frame in the upper size class
- N_1 = Total number of units in frame in the lower size class
- n_u = Total number of units in sample in the upper size class
- n_1 = Total number of units in sample in the lower size class
- E_u = Total number of time rated men in sample in an occupation in the upper size class
- E_1 = Total number of time rated men in sample in an occupation in the lower size class

The estimated total number of time-rated male workers for the industry as a whole was obtained by adding the corresponding estimates for all the occupations in each of the two employment size classes. Addition of the estimates at the employment size class level, gives the stratum levels estimate, while addition of stratum level estimates gives all India estimates.

2.2 WAGE RATES

The formula for the estimation of wage rate of time rated male workers in an occupation in a stratum is as under:

$$\hat{W} = \frac{W_u \cdot \hat{E}_u + W_1 \cdot \hat{E}_1}{\hat{E}_u + \hat{E}_1}$$

where,

- \hat{W} = Estimated wage rate per day of time rated men in an occupation in a stratum
- W_u = Weighted average of wage rates per day of time rated men in the sample units in an occupations in the upper size class
- W_l = Weighted average of wage rates per day of time rated men in the sample units in an occupations in the lower size class
- \hat{E}_u = Estimated number of time rated men in an occupation in the upper size class
- \hat{E}_l = Estimated number of time rated men in an occupation in the upper size class

The formula for deriving W_u and W_l are as under:

$$W_u = \frac{\sum_{j=1}^n W_j^u \cdot E_j^u}{\sum_{j=1}^n E_j^u} \quad \text{and} \quad W_l = \frac{\sum_{j=1}^n W_j^l \cdot E_j^l}{\sum_{j=1}^n E_j^l}$$

where,

- W_j^u = Wage rate per day of time rated men in the given occupation in the j^{th} sample unit in the upper size class
- W_j^l = Wage rate per day of time rated men in the given occupation in the j^{th} sample unit in the lower size class
- E_j^u = Total number of time rated men in the given occupation in the j^{th} sample unit in the upper size class
- E_j^l = Total number of time rated men in the given occupation in the j^{th} sample unit in the lower size class

The estimated wage rate of workers at the stratum level combined for all the occupations was obtained as the weighted average of the estimated wage rates in different occupations in a stratum, the weights being the estimated employment of workers in each occupation in the stratum. In symbols:

$$W = \frac{\sum_{o=1}^k \hat{W}_o \cdot \hat{E}_o}{\sum_{o=1}^k \hat{E}_o}$$

where,

- W = Estimated wage rate of workers in a stratum
 \hat{W}_o = Estimated wage rate of workers for oth occupation in a stratum
 \hat{E}_o = Estimated number of workers for oth occupation in a stratum

All-India estimates of the wage rates of workers were obtained as the weighted average of the corresponding stratum level estimates, weights being the estimated number of workers in each stratum.

2.3 PAYROLL EARNINGS

On the basis of the data on pay roll earnings collected for the sample workers in each occupation in each sample unit, average daily earnings per day paid for were estimated for men, women, adolescents and children. The formula for estimation of average daily earnings of workers in an occupation in a stratum is given below:

$$\hat{Y} = \frac{Y_u \cdot \hat{E}_u + Y_l \cdot \hat{E}_l}{\hat{E}_u + \hat{E}_l}$$

where,

- \hat{Y} = Estimated average daily earnings of workers in an occupation in a stratum
 Y_u = Weighted average of average daily earnings of workers in the sample units having the given occupation in upper size class
 Y_l = Weighted average of average daily earnings of workers in the sample units having the given occupation in lower size class
 \hat{E}_u = Estimated number of workers in the given occupation in the upper size class
 \hat{E}_l = Estimated number of workers in the given occupation in the lower size class

The formula for deriving Y_u and Y_l are as under:

$$Y_u = \frac{\sum_{j=1}^n Y_j^u \cdot E_j^u}{\sum_{j=1}^n E_j^u} \quad \text{and} \quad Y_l = \frac{\sum_{j=1}^n Y_j^l \cdot E_j^l}{\sum_{j=1}^n E_j^l}$$

where,

- Y_j^u = Average daily earnings of workers in the given occupation in j^{th} sample unit obtained by dividing the total earnings of all worker in the occupation in the units by the corresponding number of days paid for in upper size class
 Y_j^l = Average daily earnings of workers in the given occupation in j^{th} sample unit obtained by dividing the total earnings of all worker in the occupation in the units by the corresponding number of days paid for in lower size class
 E_j^u = Total number of workers in the given occupation in j^{th} sample unit in the upper size class
 E_j^l = Total number of workers in the given occupation in j^{th} sample unit in the lower size class

The stratum level estimates of average daily earnings of workers in each occupation is combined in proportion to their estimated employment in the occupation in each stratum so as to obtain the corresponding All India estimates for each occupation.

The estimated average daily earnings of workers in a stratum combined for all the occupations is obtained as a weighted average of the estimated average daily earnings in all the occupations, the weights being the estimated employment of workers in each occupation.

In symbol:

$$Y = \frac{\sum_{o=1}^k \hat{Y}_o \cdot \hat{E}_o}{\sum_{o=1}^k \hat{E}_o}$$

where,

- Y = Estimated average daily earnings of workers in a stratum
 \hat{Y}_o = Estimated average daily earnings of workers for o^{th} occupation in a stratum
 \hat{E}_o = Estimated number of workers for o^{th} occupation in a stratum

All-India estimates of average daily earnings of workers are obtained as the weighted average of the corresponding stratum level estimates, weights being the estimated number of workers in each stratum.

Average daily earnings of workers were separately estimated for basic wage, dearness allowance, house rent allowance, etc. These figures were estimated without any reference to either sexage or the system of payment. The procedure involved in the estimation of these figures was the same as that described earlier.

The distribution of workers by different groups of earnings, are also estimated without reference to either agesex or the system of payment of wages. For this, in the first instance, the average daily earnings for each sample worker in each of the sample units, having the

given occupation in an employment size class, in a stratum, in an industry, is calculated. This is turn is obtained by dividing the total earnings of sample workers in each unit having the given occupation by the corresponding number of days paid for. On the basis of these figures, the sample workers of a given occupation in each sample unit are distributed among the different (predetermined) size classes of earnings. The number of sample workers in each earnings size classes is then expressed as a percentage of the total number of sample workers in the unit. The percentage for each earnings size class is thus multiplied by the total number of sample workers in the occupation in the unit. The products obtained thus for all the units in a size class of a stratum are then added and the sum divided by the total number of sample workers in the size class. The quotient gives the estimated percentage of workers in the given occupation in each earnings size class at employment size class level. In symbol:

$$\hat{Y}_k = \frac{\sum_{j=1}^n E_{kj} \cdot Y_{kj}}{\sum_{j=1}^n E_{kj}}$$

where,

- \hat{Y}_k = Estimated percentage of workers in k^{th} earnings size class in a given occupation at size class level
- E_{kj} = Total number of workers in the given occupation in k^{th} earnings size class in j^{th} sample unit in a size class
- Y_{kj} = Percentage of sample workers in the given occupation who belong to k^{th} earnings size class in the given occupation in the j^{th} sample unit

The stratum level estimates for a given earnings size class in a given occupation is obtained by taking the weighted average of the percentage of workers for the given earnings class in the upper and lower employment size group, weights being the estimated employment in the two size classes. In order to obtain all India estimates for the given earnings size class in the given occupation, the stratum level estimates are combined in proportion to the estimated employment in each stratum in an industry.

The estimated percentage of the workers, combined for all the occupations, in a given earnings class at size class level is obtained by combining the percentage of the workers in the given earnings class in all the occupations in proportion to the total employment in each occupation. The stratum level estimate, combined for all the occupations, is obtained by adding the estimated percentage of workers at upper and lower employment size classes in proportion to the estimated employment in each size class. All India estimates are obtained by further adding the stratum level estimates in proportion to the estimated employment in different strata.

2.4 COEFFICIENT OF VARIANCE OF AVERAGE DAILY EARNINGS

The coefficient of variance was calculated for each stratum in an industry after obtaining the estimates of mean square for the population S^2 and mean per unit of the population \bar{Y} separately for the stratum. The mean square for the population of a stratum in an industry was estimated by the sample mean square of the stratum, whereas, the mean per unit of the population of a stratum in an industry was estimated by the sample mean of the stratum. In symbol, the sample mean square and sample mean of average daily earnings in j^{th} stratum in the i^{th} industry are defined, respectively, by:

$$\hat{S}^2_{ij} = \frac{1}{(n_{ij} - 1)} \cdot \sum_{k=1}^{n_{ij}} (y_{ijk} - \hat{Y}_{ij})^2$$

and

$$\hat{Y}_{ij} = \frac{1}{n_{ij}} \cdot \sum_{k=1}^{n_{ij}} y_{ijk}$$

where,

- \hat{S}^2_{ij} = Sample mean square of average daily earnings in j^{th} stratum in the i^{th} industry
- \hat{Y}_{ij} = Sample mean of average daily earnings in j^{th} stratum in the i^{th} industry
- y_{ijk} = Average daily earnings of the k^{th} sample worker in j^{th} stratum in the i^{th} industry
- n_{ij} = Total number of sample worker in j^{th} stratum in i^{th} industry

Sample mean square and sample mean of average daily earnings for an industry were calculated as the weighted average of sample mean squares and sample means respectively, of different strata in an industry, weights being the proportion of number of units in the frame in different strata in an industry. In symbol,

$$\hat{S}^2_i = \frac{1}{(N_i - 1)} \cdot \sum_{j=1}^{j=1} (N_{ij} - 1) \cdot \hat{S}^2_{ij}$$

and

$$\hat{Y}_i = \frac{1}{N_i} \cdot \sum_{j=1}^{j=1} N_{ij} \cdot \hat{Y}_{ij}$$

where,

\hat{S}^2_i = Sample mean of average daily earnings in the i^{th} industry

\hat{Y}_i = Sample mean of average daily earnings in the i^{th} industry

$N_{i j}$ = Number of units in the frame in j^{th} stratum in the i^{th} industry

N_i = Number of units in the frame in the i^{th} industry

Sample mean square and sample mean of average daily earnings combined for all the Plantations and Tea Processing Industries were also calculated as the weighted average of sample mean squares and sample means respectively, of different industries, weights being the proportion of number of units in the frame in different industries.

The coefficient of variance was calculated for each occupation in an industry using the same method described above.

**LIST OF THE REPORTS BROUGHT OUT BY THE LABOUR BUREAU ON
OCCUPATIONAL WAGE SURVEYS (OWS)**

Year of Publication	Symbol No.	Title of Report	Price (Rs.)
1963	DLB-37	Occupational Wage Survey 1958-59 (General Report)	14.00
1966	DLB-82	Vol.I, OWS Report on Plantation and Mines	6.75
	DLB-81	Vol.II, OWS Report on Paper and Paper Products, Printing Presses, Electric Lights and Power Station Stations, Tanneries, Footwear and Clothing Manufacturing Industries	7.50
1967	DLB-99	Vol.IV, OWS Report on Sugar, Hydrogenated Oil, Cigarette, Bidi, Tobacco Curing and Cashewnut Industries	9.00
	DLB-101	Vol.V, OWS Report on Engineering Group of Industries	13.00
1968	DLB-95	Vol.III, OWS Report on Cement, Heavy & Fine Chemicals, Match, Glass, Petroleum, Soap and Artificial Manure Industries	14.50
	DLB-116	Vol.VI, OWS Report on Textile Group of Industries	16.50
1975	PDLB-175	Report on II OWS (1963-65), Vol.I	14.00
	PDLB-(I)	Report on II OWS (1963-65), Vol.II, Part-I	12.00
1977	PDLB-196(II)	Report on II OWS (1963-65), Vol.II, Part-II	11.00
	BP.2/77	Brochure on Dearness Allowance in Textile Industries-III OWS	NS
	BP.3/77	Brochure on Dearness Allowance in Mines & Plantation Industries-III OWS	NS
	BP.5/77	Brochure on Dearness Allowance in Tea factories-III OWS	NS
1978	PDLB-196(III)	Report on II OWS (1963-65), Vol.II, Part-III	14.00
	PDLB-201	Brochure on Bonus in Mines and Plantation, Mica and Tea Factories and Textiles Industries	3.80
	BP.1/78	Brochure on Bonus in Engineering Industries-III OWS	NS
1979	PDLB-208	Report on III OWS (1974-75)- Plantation Industries	8.75
1981	PB.1/80	Brochure on Dearness Allowance in Engineering Industries-III OWS (1974-75)	NS
	PDLB-223	Report on Mining Industries-III OWS (1974-75)	23.00

Year of Publication	Symbol No.	Title of Report	Price (Rs.)
	PDLB-224	Report on Tea Factories-III OWS (1974-75)	34.00
	PDLB-225	Report on Mica Factories-III OWS (1974-75)	8.50
1982	PDLB-237	Report on Textile Industries-III OWS, 1975	22.00
1983	BP.1/83	Brochure on Dearness Allowance in Selected Manufacturing Industries (1977-79)	NS
	BP.2/83	Brochure on Bonus in Selected Manufacturing Industries (1977-79)	NS
1984	PDLB-242-I	Report on Selected Manufacturing Industries, Vol.I (1977-79), III OWS	21.50
	PDLB-240	Report on Engineering Industries (1976)-III OWS	67.50
	PDLB-242-II	Report on Selected Manufacturing Industries, Vol.II (1977-79), III OWS	21.50
1985	PDLB-242-III	Report on Selected Manufacturing Industries, Vol.III (1977-79), III OWS	17.50
	PDLB-242-IV	Report on Selected Manufacturing Industries, Vol.IV (1977-79), III OWS	21.50
	PDLB-242-V	Report on Selected Manufacturing Industries, Vol.V (1977-79), III OWS	19.50
	PDLB-243	Report on Bidi Industries (1978), III OWS	7.00
1987	PDLB-280(N)	Report on Plantation Industries (1985-86)-IV OWS	17.50
1988	PDLB-346(N)	Report on Tea Processing Industry (1985-86)-IV OWS	15.00
1989	PDLB-353(N)	Report on Mining Industry (1986-87)-IV OWS	33.00
1990	PDLB-354(N)	Report on Textile Garments Industry (1987-88)-IV Occupational Wage Survey	17.00
	PDLB-355(N)	Report on Textile Industry (1986-87)-IV OWS	40.00
1991	PDLB-377	Report on Selected Engineering Industries (1987-88), Vol.I, IV OWS	86.00
	PDLB-392	Report on Four Engineering Industries (1987-88), Vol.IV, IV OWS	27.00
1992	PDLB-377	Report on Selected Engineering Industries (1987-88), Vol.II, IV OWS	112.00
	PDLB-377(Vol.III)	IV OWS-Report on Six Engineering Industries (1987-88), Vol.III	118.00

Year of Publication	Symbol No.	Title of Report	Price (Rs.)
1993	PDLB-402(II)	IV OWS-Report on Selected Manufacturing Industries (1990-91), Vol.II	81.00
1994	<u>PDLB-41(I)</u> <u>300-1993(DSK-II)</u>	IV OWS-Report on Selected Manufacturing Industries (1990-91), Vol.I	351.04
	<u>PDLB-41(III)</u> <u>300-1993(DSK-II)</u>	IV OWS-Report on Selected Manufacturing Industries (1991-92), Vol.III	305.66
	<u>PDLB-41(IV)</u> <u>300-1993(DSK-II)</u>	IV OWS-Report on Selected Manufacturing Industries (1993), Vol.IV	329.17
1995	<u>PDL-419(I)</u> <u>150-1995(DSK-II)</u>	V OWS-Report on Tea Processing Industries (1993)	106.00
	<u>PDL-419(II)</u> <u>150-1995(DSK-II)</u>	V OWS-Report on Plantation Industries (1993)	128.00
	<u>PDL-419(III)</u> <u>150-1995(DSK-II)</u>	V OWS-Report on Mining Industries (1994)	127.00
1996	<u>PDL-419(IV)</u> <u>160-1995(DSK-II)</u>	V OWS-Report on Textile Garments Industries (1995-96)	75.00
	<u>PDL-419(V)</u> <u>160-1995(DSK-II)</u>	V OWS-Report on Textile Industries (1995-96)	160.00
1997	<u>PDLB-436(Vol.I)</u> <u>200-1996(DSK-II)</u>	V OWS-Report on Ten Engineering Industries (1995-96)	160.00
1999	<u>PDLB-436(Vol.II)</u> <u>200-1996(DSK-II)</u>	V OWS-Report on Nine Engineering Industries (1996-97)	160.00
2001	<u>PDLB-485</u> <u>300-2001(DSK-II)</u>	V OWS-Report on Ten Manufacturing Industries (1997-98)	150.00
	<u>PDLB-484</u> <u>300-2001(DSK-II)</u>	V OWS-Report on Nine Manufacturing Industries (1997-98)	140.00
2005	<u>PDLB-527</u> <u>100-2005(DSK-II)</u>	VI OWS-Report on Four Service Sector Industries	115.00
2006	<u>PDLB-534</u> <u>170-2006(DSK-II)</u>	VI OWS-Report on Plantation Industries	50.00
2006	<u>PDLB-535</u> <u>170-2006(DSK-II)</u>	VI OWS-Report on Tea Processing Industry	45.00
2007	<u>PDLB-536</u> <u>170-2006(DSK-II)</u>	VI OWS-Report on Mining Industries	80.00
2008	<u>PDLB-621</u> <u>180-2007(DSK)</u>	VI OWS-Report on Textiles Industries	134.00
2008	<u>PDLB-622</u> <u>180-2007(DSK-II)</u>	VI OWS-Report on Textile Garments Industry	57.00
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