

Report On Socio-Economic Conditions of Workers In Readymade Garments Industry



(Since 1920)

Government of India
Ministry of Labour & Employment
Labour Bureau

Report
On
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In Readymade Garments Industry
2017



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FOREWORD

Indian economy is a mixture of organised and unorganised sector both in terms of number of workers and enterprises. The unorganized sector constitutes about 90 per cent of the country's working force and has hitherto remained neglected mainly because of their inability to organize themselves to bargain for their rights under various labour enactments. This vast majority of our toiling population has long suffered at the hands of their employers who exploited them to gain maximum benefit from their hard labour. Due to scanty information about the problems of this sector of labour, various government agencies charged with the task of suggesting effective ways and means to ameliorate their conditions felt handicapped in their work.

National Commission on Labour (1969) recommended the conduct of detailed technical surveys on working and living conditions of unorganised workers. Accepting the recommendations, the work was assigned to Labour Bureau to conduct detailed surveys on the working and living conditions of workers engaged in various industries in Unorganised Sector for amelioration of their conditions. Labour Bureau initiated action for conducting these surveys in the year 1977-78. So far 31 such surveys have been conducted under the scheme and reports in respect of all the surveys have been released. Latest survey in two unorganised sectors was conducted in Leather industry including Footwear and other Art works, the report for which has been released.

However, from the 32nd survey i.e. "Socio-Economic Condition of Workers in Readymade Garments Industry", the coverage has been extended to 13 States of India covering 511 units with a view to provide holistic and integrated picture of the conditions of unorganized labour in different industries.

I am thankful to the various departments of the Central Government, and the States Labour Departments for their whole-hearted co-operation in conduct of the study. I also extend my thanks to all the employers and workers of the sampled units who willingly furnished detailed information for the study.

I also appreciate the dedicated efforts put in by the team of officers and staff members of the “Socio Economic Survey of different Segments of Labour” of Labour Bureau for conducting the survey and bringing out this report in a very short period. Views, if any, expressed in this report are not necessarily those of the Labour Bureau, Ministry of Labour and Employment. Suggestions for the improvement of such surveys are welcome.

Place: Chandigarh

(D.P.S. Negi)

Date: March, 2021

Director General

CONTENTS

	Executive Summary	<i>i-iii</i>
Chapter I	Introduction	<i>1-16</i>
Chapter II	Working Conditions	<i>17-27</i>
Chapter III	Wages & Earnings	<i>28-33</i>
Chapter IV	Welfare Activities	<i>34-36</i>
Chapter V	Living Conditions of Worker	<i>37-42</i>
 Annexure:		
Annexure-I	Detailed Tables	<i>43-115</i>
Annexure-II	Employer Level Schedule	<i>116-123</i>
Annexure-III	Worker Level Schedule	<i>124-131</i>

Executive Summary

- ❖ The present survey was designed to collect the working and living conditions of workers employed in the unorganized sector of the Readymade Garment Industry during the period, March-June 2017.
- ❖ The Survey was confined to the 13 states and covered a total sample size of 511 units.
- ❖ Majority of the workers found engaged in the sample units were males (82.8 per cent) and females found to be 17.2 per cent.
- ❖ About thirty five percent of the units were found to be functioning for more than seven years.
- ❖ More than 91 per cent of the surveyed units were found to be sole Proprietorship units only.
- ❖ Amongst the surveyed units, 98.5 per cent of workers were found to be the manual workers only.
- ❖ About 69 per cent of the total workers employed were found to be in the age group of 18-35 years of age.
- ❖ Out of the total workers found engaged in the sampled units, 48.7 per cent of workers were found to be employed on temporary basis, 38.5 per cent on permanent basis and remaining 10.6 per cent as casual workers.
- ❖ Skilled workers accounted for 79.7 percent of the workers whereas semi-skilled workers found employed were 15 per cent of the total workers.
- ❖ Majority of the worker (55.2 per cent) were found to be paid according to piece rate system and remaining 44.8 per cent according to time rated system.
- ❖ The most preferred pay period was found to be Monthly (48.8 per cent) and weekly (37.2 per cent).

- ❖ Majority of workers employed in the industry were found to be recruited directly by the employer (97.5 per cent).
- ❖ Women workers found employed constituted only 17 per cent of the total workers and out of them about 4 per cent were found availing Maternity benefit.
- ❖ About 81 per cent of the units were found to be covered under the Payment of Wage Act, 1936 whereas only 33.7 per cent of the units were found paying different types of Bonus to their workers.
- ❖ The percentage of units imposing fines was found to be about 5.7 per cent.
- ❖ About 74.8 per cent of the surveyed units were found to work for 8-9 hours daily whereas 61.3 per cent of the units were found to provide rest interval for 30 minutes to one hour only.
- ❖ Almost 98.6 per cent of the units were allowing weekly off to its workers. This weekly off was without wages (71.2 per cent) in majority of the surveyed units.
- ❖ Attendance register was found to be maintained by 61.1 per cent of the surveyed units.
- ❖ Average daily earnings of workers were found to be highest for Designer occupation (Rs. 477.43 per day) and lowest for Winder occupation (Rs. 319.5 per day).
- ❖ Drinking water facility was found in all the surveyed units whereas urinals were found in 93.2 per cent of the units, while separate urinals for females were found only in 30.9 per cent units.
- ❖ Only 6.5 per cent of the surveyed units were found providing social security benefits like EPF, Group/ Health Insurance etc.

Living Conditions

- ❖ It was found that average family size was 3.6 among the surveyed workers.
- ❖ About 46.6 percent of the workers surveyed were found living in rented accommodation followed by 44.4 percent in self-owned houses.
- ❖ Most of the dwellings of workers were found to be pucca (76.9 percent) only.
- ❖ About 44.7 percent workers were found to have one room dwelling followed by two room dwellings (37.3 percent).
- ❖ Tap water was found to be source of drinking water in 71.6 percent of the dwellings followed by Hand pump (19 percent).
- ❖ Nearly 88 percent of the surveyed dwellings were using Electricity for lighting while LPG was used for cooking in 86 percent of the dwellings.
- ❖ About 92.6 percent workers were reported to be having Aadhar card, whereas only 36.3 percent workers had Jan Dhan account in the banks.
- ❖ Majority of the workers in R.M.G. industry were either middle pass or up to Matric.

CHAPTER 1

Introduction

The unorganized sector plays a pivotal role in economic development of all countries in terms of growth, efficiency and employment generation. Growing competition combined with increased market opportunities and limited resources have led to the emergence of unorganized sector. The predominance of the informal sector has led to situation of the benefits of economic growth being concentrated among few with a growing proportion of the population living as working poor. Though the Government changed its policy of inclusive and sustainable growth in the last decade, the fundamental issues leading to growing informalisation are yet to be targeted.

ILO defines informal sector as units engaged in the production of goods or services or both with the primary objectives of generating employment and incomes to the persons concerned. The units operate at low level of organization, with little or no division between labour and capital as factors of production and on a small scale. Labour relations – are based mostly on casual employment, kinship or personal and social relations rather than contractual arrangements with formal guarantees.

The unorganized sector accounts for more than 90 per cent of the workforce in the country and almost 50 per cent of the national income educes from this sector. As per the result of labour force survey on employment and unemployment conducted in 2011-12 by National Sample Survey Office (NSSO), Ministry of Statistics and Programme Implementation (MOSPI), the number of estimated employed persons in 2011-12 on usual status basis were 47.41 crore, of which 82.7% of workforce (39.14 crore persons) was in the unorganized sector.

As per the current estimation of a Sub-committee of the National Commission for Enterprises in the Unorganized Sector (NCEUS), the contribution of unorganized sector to GDP is about 50% (NCEUS 2008). This national level pattern of informal

workers occupying around 90% of the workforce is more or less similar in the case of most of the prominent states in the country. Among the unorganized sector workers, a considerable proportion (about 65%) is engaged in agricultural sector, which in turn indicates the prominence of rural segment in the informal economy.

The National Commission for Enterprises in the Unorganized Sector (NCEUS) has defined the **informal/unorganized sector** as all unincorporated private enterprises owned by individuals or households engaged in the sale and production of goods and services operated on a proprietary or partnership basis and with less than ten workers. NCEUS also gave a definition of **informal workers** as, “Informal workers consist of those working in the informal sector or households, excluding regular workers with social security benefits provided by the employers.” According to National Commission for Enterprise in Unorganized Sector (NCEUS), the informal sector and its workers plus the informal workers in the formal sector constitute the **informal economy**.

National commission on labour (1969) recommended the conduct of detailed technical surveys into the working and living conditions of unorganized workers. Accepting the recommendations, the work was assigned to Labour Bureau to conduct detailed surveys on the working and living conditions of workers engaged in the Unorganized Sector of Industries/employments for amelioration of their conditions. Labour Bureau initiated action for conducting these surveys in the year 1977-78. So far 31 such surveys have been conducted under the scheme and reports in respect of all the surveys have been released.

Definition and Identifiable Characteristics

The unorganized sector is very diverse. Many efforts have been made to identify the characteristics of employments or undertakings in the sector. The report of National Commission on Labour has identified the following characteristics.

a) low scale of organization;

- b) operation of labour relations on a casual basis, or on the basis of kinship or personal relations;
- c) small own account (household) or family-owned enterprises or micro enterprises;
- d) ownership of fixed and other assets by self;
- e) risking of finance capital by self;
- f) involvement of family labourers;
- g) production expenditure indistinguishable from household expenditures and use of capital goods;
- h) easy entry and exit;
- i) free mobility within the sector;
- j) use of indigenous resources and technology;
- k) unregulated or unprotected nature;
- l) absence of fixed working hours;
- m) lack of security of employment and other social security benefits;
- n) Use of labour intensive technology;
- o) lack of support from Government;
- p) workers living in slums and squatter areas;
- q) lack of housing and access to urban services;
- r) high percentage of migrant labour;

History & development of Readymade Garments Industry

The history of textiles and garments in India dates back to the use of cynical dyes and printing blocks around 3000 BC. The diversity of fibres found in India, complex weaving on its state-of-art manual looms and its organic dyes has attracted buyers from all over the world for centuries. The British colonization of India and its industrial policies destroyed the innovative eco-system and left it technologically destitute. Independent India saw the building up of textile capabilities, diversification of its product base, and its emergence, once again, as a vital global player (Chandra 2006).

Garment industry developed in India, in real sense, from 1970 onwards. From a modest beginning in the 1970s, it has developed into a colossal industry spread over the entire country. It contributes significantly to employment generation and export earnings; besides meeting the domestic demand for clothing. The Indian Garment Export Industry's competitive strength was restricted by Multi-Fibre Arrangement (MFA) quotas due to which the garment industry is required to fight for its share in International Trade on equal footing (Deshpande 2015).

The textile and garment industry fulfils a vital role in the Indian Economy. India is the world's second largest producer of textiles and garments after China. It is the forerunner of overall development of the economy as it plays a crucial role due to its contribution in the industrial production, employment generation and foreign exchange earnings. The Indian textile industry has inherent linkages with agriculture, culture and traditions of the country having versatile spread of products appropriate for both domestic and the export markets. The textile industry contributes to 2 percent of India's GDP, 7 percent of industry output based on value terms, and 15 percent of the India's export earnings. The textile industry is one of the prominent source of employment generation in India with over 45 million people as employed (GOI Annual Report 2017-18). One of the key issues in the Indian garment industry has been the lack of scale of operation primarily caused by archaic labour laws. Moreover, the productivity levels in the Indian garment industry are lower compared to best Asian competitors.

The textile and garment industry covers a wide range of activities that include the production of natural raw materials such as cotton, jute, silk and wool, as well as synthetic filament and spun yarn. In addition, an extensive range of finished products are made. Amongst the characteristic features of this sector are ease of entry, smaller scale of operation, local ownership, uncertain legal status, labour-intensive and operating using lower technology based methods, flexible pricing, less sophisticated packing, absence of a brand name, unavailability of good storage facilities and an effective distribution network, inadequate access to government schemes, finance and government aid, lower entry barriers for

employees, a higher proportion of migrants with a lower rate of compensation (Raju 1989).

Readymade garments firms are spread all over the country as there are clusters emerging in the National Capital Region (NCR), Mumbai, Bangalore, Triupur/Coimbatore, and Ludhiana employing about 35 million people (Chandra 2006). The garments manufacturing and export activities in India are mainly located in Mumbai, Chennai, Tripura, Bangalore, Ahmedabad, Jaipur, Ludhiana and NCR region (Delhi, Gurgaon, Noida).

Objective of the study: The survey was aimed at studying the working and living conditions of workers engaged in Readymade Garments Industry. Accordingly, only such units which were manufacturing readymade garments in all the centres of concentration were covered in the present survey.

Scope of the Survey: To identity the units, group falling under manufacturing units as per NIC 2008 was used where in the scope of the survey was restricted to Division 14 which covered all types of textile garments and wearing apparels (except purely tailoring establishments other than self-produced material). In these establishments, the raw material was cut and sewed together. The units which were exclusively selling readymade garments were kept out of the purview of the study. Also, the scope of the present survey was restricted to the staff engaged in manufacturing process i.e. the personnel like workers along with their supervisors, managers or any other clerical staff, which were directly associated with the manufacturing process. But, watch and ward staff and office staff (looking after administrative workers only) were not covered.

Geographical coverage: The geographical coverage of the survey was confined to Mumbai (Maharashtra), Ludhiana (Punjab), Panipat (Haryana), Ahmedabad/Vadodra/Surat (Gujarat), Varanasi/Mau (Uttar-Pradesh), Visakhapatnam (Andhra Pradesh), Coimbatore/Tirupur (Tamilnadu), Rangareddy (Telangana), Bengaluru (Karnataka), Patna (Bihar), and Kolkata (West Bengal). The 13 States were selected based on concentration of Readymade garment

industry establishments as per 6th Economic Census. Further, sample units were selected proportionally from the frame list provided by the respective State Governments. The unit wise coverage is given in table 1.1.

Table 1.1 Number of Units Schedules to be Canvassed			
Sl. No.	State	No of Units	In Per cent
1	Punjab	64	12.5
2	Rajasthan	51	10.0
3	Madhya Pradesh	42	8.2
4	Haryana	41	8.0
5	Uttar Pradesh	20	3.9
6	Bihar	15	2.9
7	Gujarat	60	11.7
8	Maharashtra	51	10.0
9	West Bengal	50	9.8
10	Andhra Pradesh	30	5.9
11	Telangana	30	5.9
12	Tamil Nadu	27	5.3
13	Karnataka	30	5.9
Overall		511	100.0

Based on the results, it was found that there were 1979 workers in which 1638 were males, 341 were females and none was reported to be transgender. The State level distribution of workers is given below in Table A.

Table A: State wise as well as gender wise distribution of workers according to Schedule A (Employer Schedule)

S. No.	State	Male	Female
1	Punjab	221 (94.8 %)	12 (5.2 %)
2	Rajasthan	179 (96.2 %)	7 (3.8 %)
3	Madhya Pradesh	134 (77.9 %)	38 (22.1 %)
4	Haryana	140 (91.5 %)	13 (8.5 %)
5	Uttar Pradesh	64 (98.5 %)	1 (1.5 %)
6	Bihar	65 (92.9 %)	5 (7.1 %)
7	Gujarat	206 (88.8 %)	26 (11.2 %)
8	Maharashtra	206 (76.3 %)	64 (23.7 %)
9	West Bengal	149 (70.3 %)	63 (29.7 %)
10	Andhra Pradesh	38 (57.6 %)	28 (42.4 %)
11	Telangana	68 (67.3 %)	33 (32.7 %)
12	Tamil Nadu	84 (82.4 %)	18 (17.6 %)
13	Karnataka	84 (71.8 %)	33 (28.2 %)
Overall		1638 (82.8 %)	341 (17.2 %)

**No transgender was reported during the survey*

The one of the objective of the survey was to assess the living conditions of workers employed in unorganised sector of economy. Further, with a view to analyze the living conditions of workers, a separate worker level schedule i.e. workers schedule was designed to capture the information on various Socio-Economic indicators revealing their living conditions. The list of workers provided by each unit (in Schedule 1, Block-9) has been utilized for selecting the workers to get information under scheduled B. The State level distribution of workers based on workers schedule is given below in Table B.

Table B: State wise as well gender wise distribution of Workers according to Schedule B (Worker Schedule)

S.N.	State	Male	Female
1	Punjab	123 (96.1 %)	5 (3.9 %)
2	Rajasthan	121(96.8 %)	4 (3.2 %)
3	Madhya Pradesh	82 (84.5 %)	15 (15.5 %)
4	Haryana	86 (90.5 %)	9 (9.5 %)
5	Uttar Pradesh	46 (100.0 %)	0 (0.0 %)
6	Bihar	36 (94.7 %)	2 (5.3 %)
7	Gujarat	130 (90.9 %)	13 (9.1 %)
8	Maharashtra	119 (83.2 %)	24 (16.8 %)
9	West Bengal	84 (70.0 %)	36 (30.0 %)
10	Andhra Pradesh	37 (56.9 %)	28 (43.1 %)
11	Telangana	33 (64.7 %)	18 (35.3 %)
12	Tamil Nadu	53 (85.5 %)	9 (14.5 %)
13	Karnataka	56 (80.0 %)	14 (20.0 %)
Overall		1006 (85.0 %)	177 (15.0 %)

**No transgender was reported during the survey*

Concepts, Definitions & Design of Survey

Worker: Paid workers engaged by an employer directly or through an intermediary to do any skilled, semi- skilled work for wages, salary or reward, were covered for the study. As the scope of the present survey was restricted to the staff engaged in manufacturing process therefore the personnel like workers along with their supervisors, managers or any other clerical staff, which were directly associated with the manufacturing process are covered. Watch & ward staff and office staff (looking after administrative workers only) were not covered.

A) **Household:** A group of person's generally living together and taking food from a common kitchen constitutes a household. The workers of this household may or may not be residing in a normal residence and may be living in open space, road side, shelter under a bridge etc. These were also covered for the purpose of the survey.

B) **Members of the household:** Only normal resident members of household were treated as a part of the household. However, the criterion for actual composition of household was left to the judgment and needs of the household.

Reference Date and Reference Period

The reference period used during this survey was taken as February, 2017 for most of the information sought viz. Employment status and length of service, age and marital status of workers, working condition and welfare amenities, Earnings, Industrial Relation, Family Income, Qualitative Standard Housing conditions, Households assets and Indebtedness etc.

Period of Study: The field work for the survey was undertaken by the regular field staff of Labour Bureau from first week of March, 2017 to the mid of June, 2017.

Design of the survey: One of the prerequisites for deciding a sampling design is the availability of an up-to-date frame of units to be covered. However, no such complete

list of units in Readymade Garments Industry was readily available. Preliminary enquiries made from the State Government and Ministry of Textiles, Govt. of India revealed, that the compilation of an up to date list of working units would not be possible in the limited time at our disposal. Under the circumstances, it was decided to first identify the centres of concentration of Readymade Garments units throughout the country.

Based on the Economic Census 2013-14, frame was collected from CSO, New Delhi, and sixteen states were shortlisted having more concentration of readymade garments units in unorganized sector. Based on the above sources and further information supplemented by the various state authorities like chief Inspector of Factories, Labour Commissioners, state industries Departments, Employers, Associations, etc., the dominant centers/states in descending order of concentration of readymade garments units were identified i.e. Uttar Pradesh, Maharashtra, West Bengal, Karnataka, Rajasthan, Madhya Pradesh, Tamil Nadu, Gujarat, Assam, Punjab, Telangana, Bihar and Haryana. It was therefore decided to confine the coverage of the present survey in these 13 States only.

A random sample of 511 units were covered which was proportionately allocated amongst the selected centers. However, for fair appraisal of the industry the minimum number of units to be surveyed at each state/U.T. covered was kept at 15. While selecting the ultimate sampled units, due representation was given to all centers and employment in particular units. Two stage sampling technique was used with manufacturing units and workers forming the two stages of sampling. The first stage sampling units (i.e. the manufacturing units) were selected through a systematic random sampling for studying the working conditions. While making the selection of units, the following factors were kept in mind.

1. Type of ownership;
2. Products manufactured;
3. Whether they were covered or not under any labour legislation.

The second stage sampling units (workers) were selected at random from among those employed in first stage sampling units. Two workers were selected if the employment in the unit was up to 4 workers and four workers were selected if the reported employment was in excess of 4. Accordingly, 511 first stage and 1183 second stage sampling units were covered in the survey.

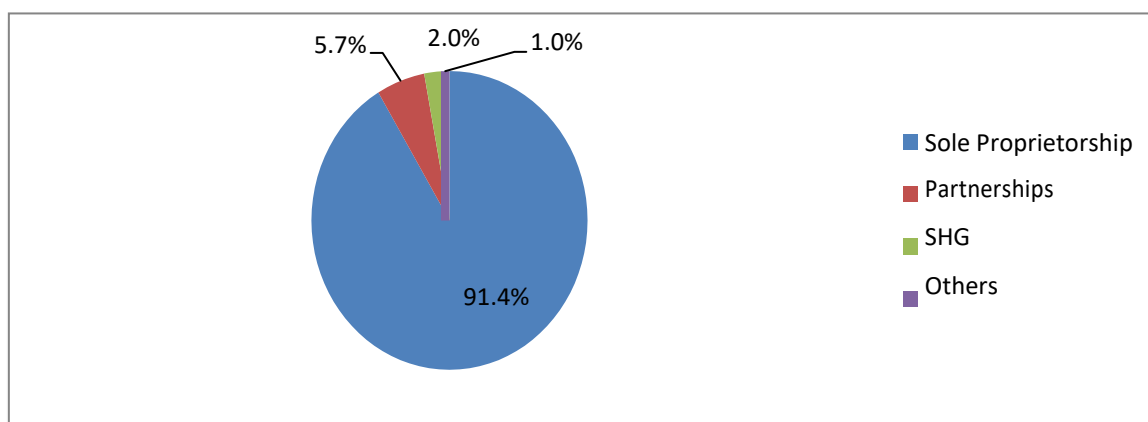
Questionnaires: Two questionnaires were devised for the study. The Schedule pertaining to working conditions covered various facets of labour like employment, wages and earnings, hours of work, leave & holidays with wages, safety measures, medical facilities at work site, social security, welfare facilities & housing etc. The schedule was devised to elicit information on family size, literacy, activity status, economic status, migration, family income, standard of living, dietary habits, sickness and type of treatment, assets and indebtedness. Copies of both the schedules canvassed during the course of this survey are presented in **Annexure III** at the end of this report.

Data Collection: In the present survey, the data was collected by our field staff by visiting the establishments & collecting the information through specially designed questionnaires. The data in respect of employer schedule was collected from the available records at the unit or by interviewing the management. Working and Living condition schedule was canvassed in respect of the selected workers through interview method after visiting their residences. Further, the field scrutiny of these schedules was carried out in the field itself and if necessary, these were got rectified by our supervisory staff in the field itself.

Table 1.2: Distribution of Units by Year of Establishment

Distribution of Units By Year of Establishment								
SI. No	State	Year						
		<=2010	2011	2012	2013	2014	2015	>2016
1	Punjab	25	1	3	2	3	11	19
2	Rajasthan	3	1	5	3	3	15	21
3	Madhya Pradesh	9	0	2	3	5	10	13
4	Haryana	11	1	3	3	2	12	9
5	Uttar Pradesh	12	2	1	0	2	2	1
6	Bihar	1	0	2	3	9	0	0
7	Gujarat	17	3	4	8	8	11	9
8	Maharashtra	33	4	2	3	1	3	5
9	West Bengal	20	1	5	14	7	3	0
10	Andhra Pradesh	26	0	0	0	1	2	1
11	Telangana	9	13	5	2	1	0	0
12	Tamil Nadu	10	3	4	3	2	2	3
13	Karnataka	7	0	3	8	3	3	6
Overall		183	29	39	52	47	74	87

Table 1.2 shows that about 183 units (35 per cent) were reported to be established on or before 2010 out of a total sample of 511 units. The industry has shown gradual increase during 2010-2016 except in the year 2014. But considerable increase was witnessed in the year 2015 & 2016. State-wise data reveals that Punjab, Gujarat and Rajasthan states exhibit dominant share of units under RMG industry. In the year 2015 and 2016 and thereafter, the share of units under RMG was 74 and 87 respectively.

**Figure 1.1 Distribution of units by Type of Ownership**

Since most of the units were in the small scale sector, the ownership type as mentioned in the above figure shows that out of total 511 units, 467 units (91.4 per cent) were owned under Sole Proprietorship. Units owned under Partnership accounts for 29 units (5.7 per cent) and SHG units accounts for 10 units (2.0 per cent) in the survey.

Based on the survey results, it was found that among all the workers none of the transgender was found in the Gender classification. About 1950 workers (98.50 per cent) were employed as manual workers and remaining 29 workers (1.5 per cent) were employed as non-manual workers. In case of manual workers, 17.1 percent were in the female workers categories and rest 82.9 per cent was in the male category. But in case of non-manual workers, (72.4 percent) were under male category and (27.6 percent) are under female category respectively. Majority of non-manual works were being done by male workers in all the thirteen states.

Table 1.3: Distribution of Manual Workers by Occupation

Distribution of Manual Workers by Occupation	Total (In Per cent)
Cutting and fabrication work	27.44
Fabric processing work	16.17
Embroidery work	18.09
Raw material distributor	2.17
Fixing of fittings and Accessories	14.00
Finishing and packing work	8.24
Winder	2.88
Designers	0.76
Others	10.26
Overall (Manual workers)	100.0

Table 1.4: Percentage Distribution of different occupation types of Manual Workers by Gender (In Per cent)

Occupation types	Male	Female
Cutting and fabrication work	86.6	13.4
Fabric processing work	82.8	17.2
Embroidery work	86.6	13.4
Raw material distributor	86.0	14.0
Fixing of fittings and Accessories	74.4	25.6
Finishing and packing work	75.5	24.5
Winder	98.2	1.8
Designers	86.7	13.3
Others	77.8	22.2

Distribution of manual workers by occupation is presented in the Table 1.3. The main manual occupation has been distributed as cutting and fabrication work followed by embroidery work, fabric processing work, fixing of fitting and accessories i.e. buttons or zips etc. Further, it is evident from table 1.4 that most of the male workers were engaged in manual works in the category of winder followed by designers, embroidery work and cutting and fabrication work. In case of female category in manual works, majority of workers were engaged in fixing of fittings and accessories followed by finishing and packing work.

Table 1.5: Distribution of different types of Non-Manual Workers by Gender (In Per cent)

Types of Non-Manual Workers	Male	Female
I. Managerial	33.3	66.7
II. Clerical	76.5	23.5
III. Others	77.8	22.2
Over all (Non-manual workers)	72.4	27.6

Distribution of non-manual workers by gender for Managerial/Clerical/Other type of workers is presented in the table 1.5. It is observed from the table 1.5 that women were dominating in managerial occupation with 66.7 per cent where as in case of males were dominating in others occupation with 77.8 per cent and clerical occupation with 76.5 per cent.

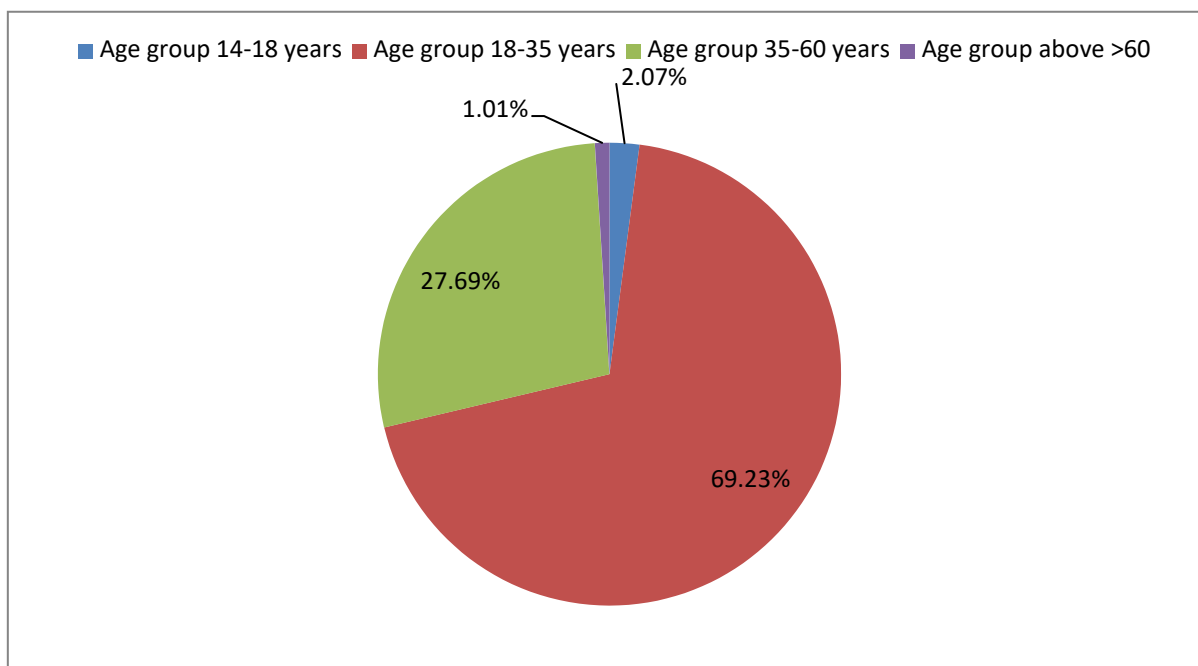


Figure 1.2 Distribution of workers by Age Group

The distribution of workers by age group is presented in the above figure 1.2. All the workers were categorized into four segments according to their age groups. Most of the workers, about 69% fall under age category of 18 to 35 years followed by 28% under 35-60 years age group. It was reported that only 1% were falling over age group 60.

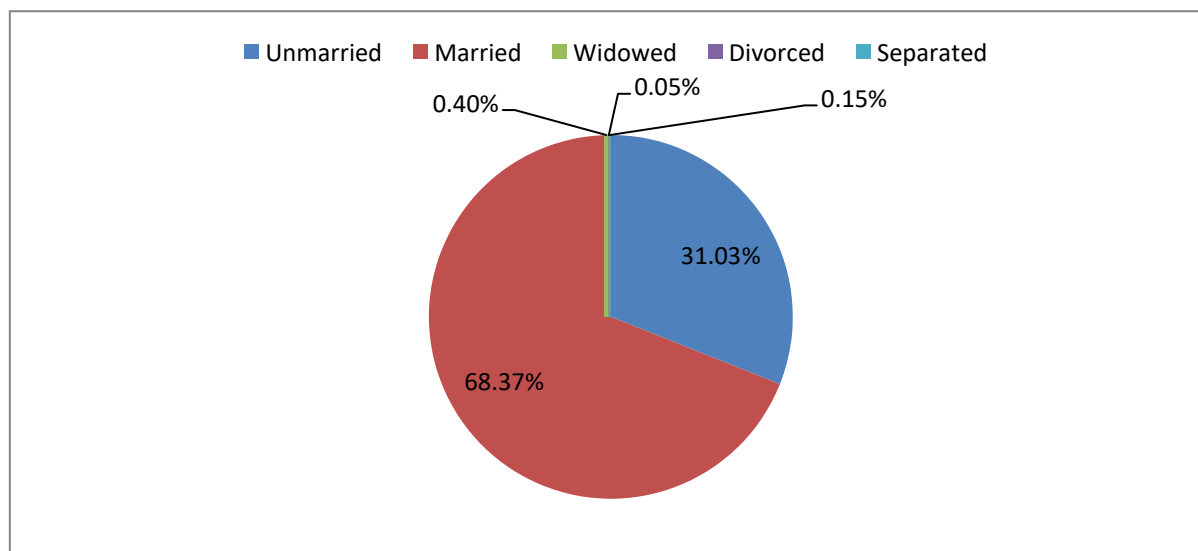


Figure 1.3 Distributions of Workers by Marital Status

The Information related to the marital Status of workers in Readymade Garment Industry is also collected and presented in the above figure 1.3. It is evident from the above figure that about 68% workers engaged in readymade garments were reported to be married. In case of Unmarried segment, only 31% workers were reported to be unmarried in all the sampled units of thirteen States.

Difficulties faced & experience: During the course of the study the field staff faced the following difficulties which are worth mentioning. They are as follows:

1. Some of the employers were found to be reluctant to part with the information. At the same time, some of the units were found not maintaining any records of payments made to workers. In such cases the data was collected by our field staff by interviewing the employer and the information was further supplemented by personal observations of the field staff. This aspect therefore, needs to be kept in mind while drawing inference from the data contained in the report.
2. Lack of recognizable external features e.g. absence of sign-boards of the sampled units was a constant hindrance in the location of the sampled establishments. Many units could be located even after great difficulty and by making enquiries at several places. In some of the units, it was observed that there was high incidence of casual workers which was not reflected in their employment records. This led to the problem of working out the effective employment strength of such units.
3. In respect of small establishment, the field staff had to face great difficulties in eliciting the requisite information from the workers/ employers, many of whom were illiterate. In some cases, the language problem becomes a hindrance in the way of effective communication between the employer and our field staff.

4. The experience of our field staff also revealed that the sampled worker or members of the household did not come out freely with the information especially in respect of some of the items like dietary habits, indebtedness, sickness, etc. Illiteracy of the sampled workers was one of the important hurdles in the way of obtaining reliable information besides recall lapses.

Limitation of the Survey

1. The survey was conducted in 13 States/UTs based on the concentration of Readymade garment industry as per 6th Economic Census, in view of limited resource available for conduct of field work.
2. The Readymade Garment Industry survey was conducted for collecting information on working and living conditions of workers in the industry, it does not provide any information on employment scenario in the readymade garment industry.
3. The tables were generated on the basis of sample figures only, no estimated figures were provided in the report due to limited scope of survey.
4. The survey was based on response of the unit/employer and worker. The verification of records has not been resorted for collection of data under the present survey.

CHAPTER II

WORKING CONDITIONS

2.1 The working conditions provided by the industry are essential factors for any working environment. Better working conditions may go a long way in enhancing the productivity of the workers. In this chapter, the working conditions of the workers employed in the readymade garment industry; like employment status, distribution of workers by skills acquired, mode of payment, pay period, rest interval, weekly off, overtime and other social security benefits etc. provided by the employer are discussed. This chapter also highlights the number of units covered under the Payment of Wages Act 1936 and the types of bonus paid by the units.

2.2 On the basis of data collected, the workers can be classified on the basis of gender i.e. male, female and transgender reported during the survey. Further, workers are also classified on status basis i.e. permanent, temporary, contract and casual/others. However, on the basis of sampled survey, it was reported that there was no transgender worker. It is evident from the table 2.1 that 48.76% of the total workers covered under the survey were on temporary basis out of which 80.3 % were male workers and 19.7 % were women workers. The percentage of permanent workers in readymade industry under survey was 38.55 %, in which 86.9 % were male workers and 13.1 % were female workers. However, 10.66% of the workers were casual or others workers and 2.02% workers were on contract basis.

Table 2.1: Distribution of workers by Employment Status and Gender (In per cent)

Workers by Employment Status	Male	Female	Workers
Permanent	86.9	13.1	38.55
Temporary	80.3	19.7	48.76
Contract	62.5	37.5	2.02
Casual/Others	82.9	17.1	10.66

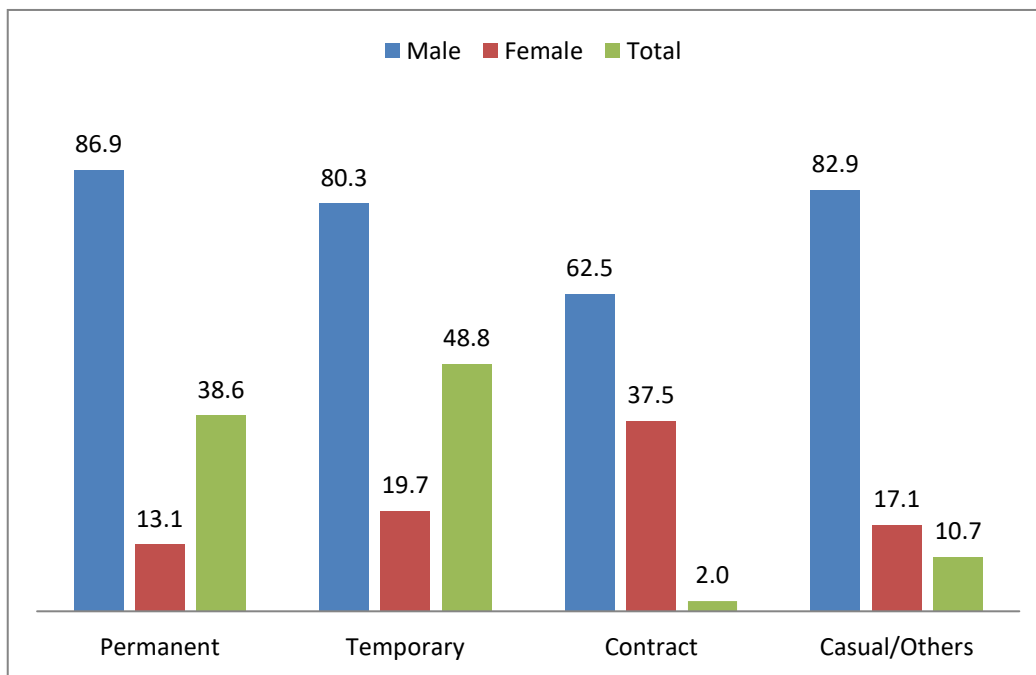


Figure 2.1: Distribution of workers by Employment Status and Gender (In Per cent)

2.3 The workers of any industry can be classified on the basis of skilled, semi-skilled and unskilled workers. The requirement of skilled workers is more in readymade garment industry as the work is related to cutting of fabric, fabric processing and embroidery etc. which requires specific skill. As it is evident from Table 2.2 that about 80% of the workers were skilled in which 84.4% were male workers and 15.6% were female workers. About 15% of the workers were semi-skilled in which male and female workers were 76% and 24% respectively. The Unskilled workers come out to be about 5% in which about 78% were male workers and 22% were female workers.

Table 2.2: Distribution of workers by skill acquired (In per cent)

Workers based on skill acquired	Male	Female	Workers
Skilled	84.4	15.6	80.00
Semi-skilled	75.8	24.2	15.00
Unskilled	77.9	22.1	5.00

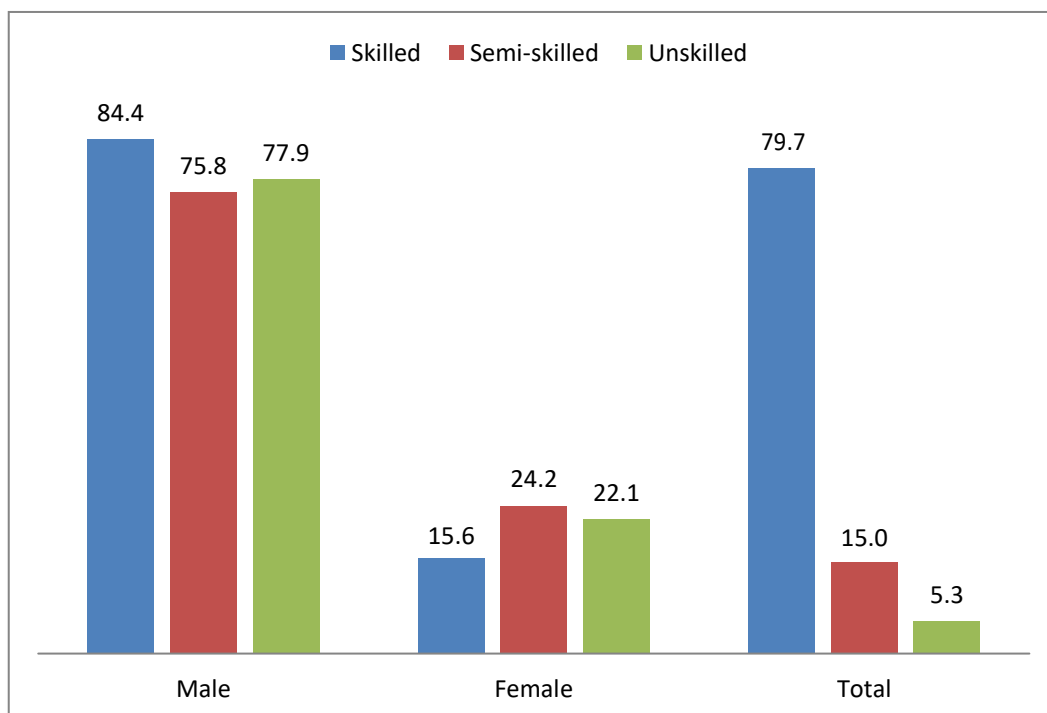


Figure 2.2: Distribution of workers by skill acquired (in Per cent)

2.4 During the survey period, the data was collected on the basis of existing wage structure and the mode of employment in the readymade industry. In Table 2.3, it is clear that about 81.7% of male workers and 18.3 % of female workers were paid on time rated system. About 1092 workers out of 1979 sampled workers were paid on piece rate system which comes out to be 55% of the total workers, out of which 84% of male workers and 16% of female workers were paid on the basis of piece rate. However, among the all states, no unit was found to be paying on the basis of piece rate mode in the State of AP under the R.M.G industry (Refer Table 2.3 annexure).

With regard to mode of recruitment, 97.47% of the total workers were directly recruited and only 2.53% of the workers were recruited through contractor. It was observed that the percentage of female workers recruited through contractor was more than the female workers who were directly recruited.

Table 2.3: Mode of Payment & Employment (In per cent)

Mode of Payment (In Per cent)			
Particulars	Total (In Per cent)	Male (In Per cent)	Female (In Per cent)
Time rated	44.8	81.7	18.3
Piece rated	55.2	83.6	16.4

Mode of Employment (In Per cent)			
Particular	Total (In Per cent)	Male (In Per cent)	Female (In Per cent)
Directly Employed	97.5	82.9	17.1
Through Contractor	2.5	76.0	24.0

2.5 On the basis of pay period, the workers can be divided into different categories i.e. daily, weekly, 10 days, fortnightly and monthly. After analysing the table 2.4, it was found that among all categories, most of the workers were paid on monthly and weekly basis with percentage of 49% and 37% of the workers respectively. About 9% of the workers were paid on the fortnightly basis and very less workers were paid on daily basis, followed by a period of 10 days.

Table 2.4: Distribution of workers by Pay Period and Gender (In per cent)

Particulars	Total	Male	Female
Daily	1.2	75.0	25.0
Weekly	37.2	83.4	16.6
10 days	0.9	58.8	41.2
Fortnightly	8.7	90.1	9.9
Monthly	48.8	81.7	18.3
Not fixed	3.3	81.5	18.5

2.6 Industries usually pay bonus to their workers on the occasion of festivals and increased productivity. The number of units found paying bonus under Ready Garment Industry was 172 units. However, the classification of different types of bonus is shown in table 2.5. From the data derived, it is revealed that out of 172 units, 142 units (82.6 per cent) were paying bonus on festivals, 26 units (15.1 per

cent) were paying bonus annually and only 3 units (1.7 per cent) were considering the productivity as criteria for paying bonus to its workers.

Table 2.5: Distribution of units by type of Bonus paid to workers (in numbers)

Type of Bonus Paid		No. of Units
1	Annual	26 (15.1 %)
2	Festival	142 (82.6 %)
3	Productivity	3 (1.7%)
4	Others	1 (0.6 %)
	Total	172 (100 %)

2.7 The rate of bonus paid by Industrial units to the workers was categorized in different class intervals as per table 2.6. Out of 172 workers who were paid bonus, 36 workers (20.9 per cent) were paid bonus at the rate falling between the range of 5-10%; 28 workers (16.3 per cent) have received bonus at the rate less than 5%; 22 workers (12.8 per cent) were paid at the rate of 10%. However, the rate of bonus for 86 workers (50.0 per cent) was not specified.

Table 2.6: Number of Workers Paid Bonus and Rate of Bonus paid

S. No	Rate of bonus	Total workers paid
1	Less than 5%	28 (16.3 %)
2	>5 and <=10	36 (20.9 %)
3	>10	22 (12.8 %)
4	Not specified	86 (50.0 %)

2.8 The information related to units which were imposing fines and making deductions from the wages of workers are shown in Table 2.7. It shows that only 29 units (5.7 per cent) out of the total units were imposing fines on workers and 39 units (7.6 per cent) were making deductions from the wages of workers. The units were making deductions due to absence from duties by workers, damaging or loss of tools, group insurance, PF Deductions or due to recovery of advances etc. Out of 39 units who were making deductions, 20 units (51.3 per cent) were

deducting the wages due to recovery of advance and 11 units (28.2 per cent) were making deductions due to absence from duty.

Table 2.7: Distribution of Units Imposing fines and making deductions from the wages of workers

S. No.	Particulars	No. of units
1	Units imposing fines on workers	29 (5.7 %)
2	Units making deductions from wages	39 (7.6 %)
Types of Deductions		
1	Absence from duty	11 (28.2 %)
2	Damage or loss of tools	6 (15.4 %)
3	Recovery of advance	20 (51.3 %)
4	Group insurance	0 (0.0 %)
5	PF deduction	1 (2.6 %)
6	ESI	1 (2.6 %)
7	Income Tax	0 (0.0 %)

If we make a glance at Table No. 2.8, we may find that the daily hours of work of 382 units (74.8 per cent) was 8-9 hours a day, while in 98 units (19.2 per cent) out of 511 of total units, the workers were engaged in work for more than 9 hours. In the detailed analysis, it was found that in the State of Haryana, all the readymade units covered in the survey, the daily hours of work was within 8 to 9 hours. (Table Refer 2.8 annexure)

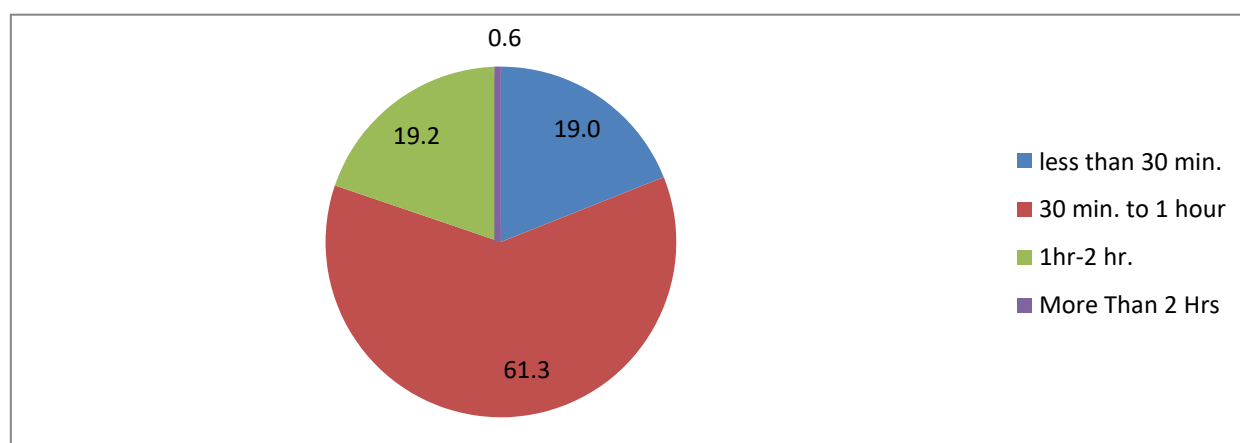
Table 2.8: Distribution of Units by Daily Hours of Work

S. No.	Particulars	No. of units
1	Less than 8 hrs.	31 (6.1 %)
2	8-9 hrs.	382 (74.8 %)
3	More than 9hrs	98 (19.2 %)

On the basis of data collected and complied, it was noticed that 61.3% of the units covered were providing the rest for 30 minutes to 1 hour to its workers and 19% of the units were allowing the rest intervals of 1 hour to 2 hours to its workers. About 19 % of the units were providing less than 30 minutes rest to its workers.

Table 2.9: Distribution of Units allowing “Rest Intervals and their Duration”

S. No	Particulars	Units (In Per cent)
1	Less than 30 min.	19.0
2	30 min to 1 hour	61.3
3	1hr-2 hrs.	19.2
4	More than 2 hrs.	0.6

**Figure 2.3: Distribution of Units allowing “Rest Intervals and their Duration” (In per cent)**

2.11 Table 2.10 depicts that workers in 109 units (21.3 per cent) were working beyond the normal time and out of them, 84 units (77.1 per cent) were paying the overtime on ordinary basis whereas 15 units (13.8 per cent) were paying double payment for overtime work. However, there were 9 units (8.3 per cent) which were not providing any extra payment to its workers for the work done beyond the normal working hours.

Table 2.10: Distribution of units employing workers beyond Normal Hours of Work

S. No	Particulars	Total
1	Units employing workers beyond normal hours of work	109 (21.3 %)
Type of payment for overtime		No. of Units
1	Ordinary	84 (77.1 %)
2	Double	15 (13.8 %)
3	Specials	1 (0.9 %)
4	No extra payment	9 (8.3 %)

2.12 It is highlighted from the Table 2.11 that all the units covered under the survey were allowing leaves to their workers. About 66% of the units were allowing leaves with wages on the basis of medical grounds, 29% of the workers were allowed annual leaves with wages. In case of national/festival leave only 0.2 % of units was allowing leaves to its workers with wages.

Table 2.11: Distribution of units allowing leaves and type of leaves allowed with wages (in per cent)

S. No	Particulars	Total (In Per cent)
1.	No. of units allowing the leaves	100
Type of allowed leaves with wages		Units (In Per cent)
1.	Annual Leave	28.8
2.	Sick Leave	65.6
3.	Casual Leave	5.5
4.	National/Festival Leave	0.2

2.13 Data collected with reference to units surveyed reveals that 504 units were allowing weekly off. In the further study, it was observed that 72% of the units who were allowing the weekly off to its workers without paying any wages while 25% of the units were paying wages to their workers for their weekly off.

Table 2.12: Distribution of Units Allowing Weekly off (In per cent)

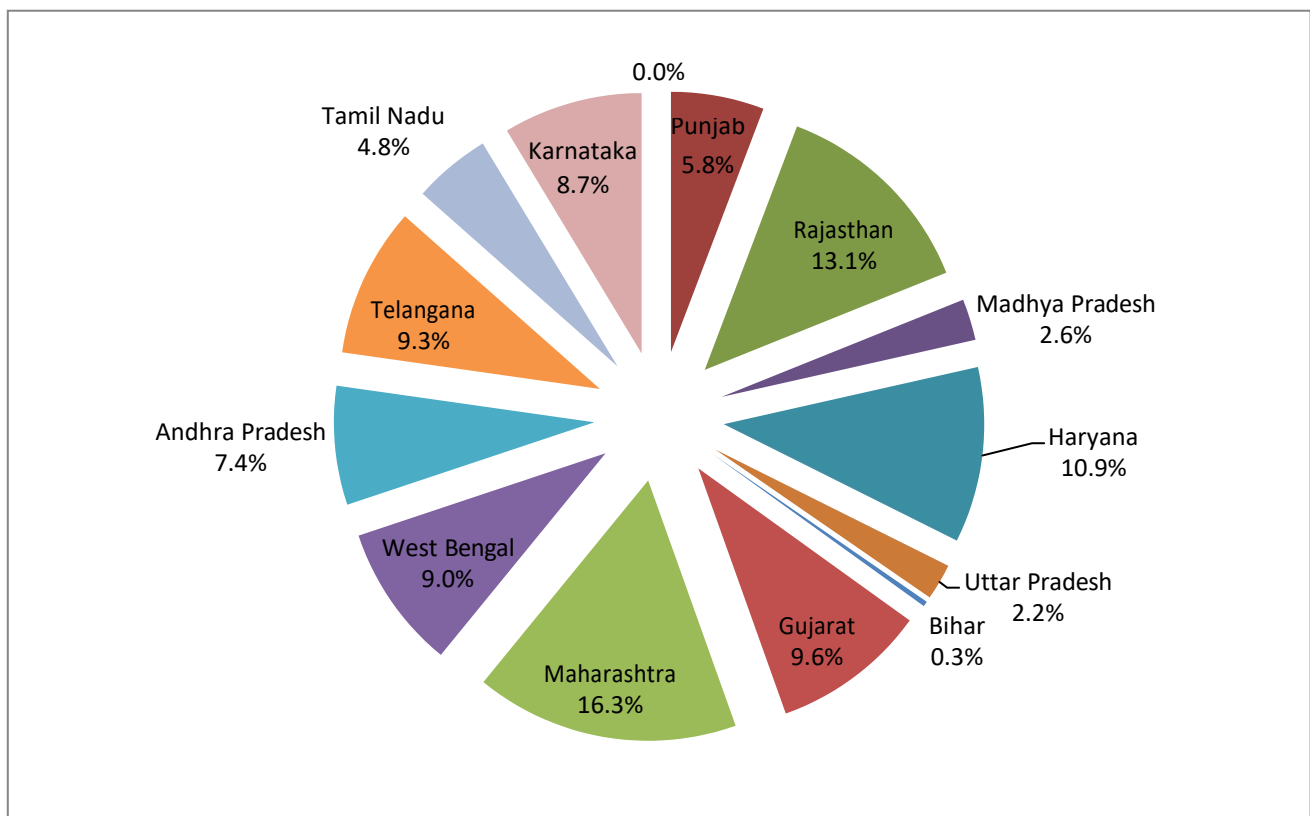
S. No.	Particulars	No. of Units
1.	No. of Units allowing weekly off	504
Type of weekly off given to workers (In Per cent)		
1	With wages	25.0
2	Without wages	71.2
3	With wages to some and without wages to others	3.8

2.14 The information on maintenance of various types of records of workers related to their work and benefits provided to them like attendance, wages, advances, overtime, bonus, fines and deductions was collected and presented in the Table 2.13.

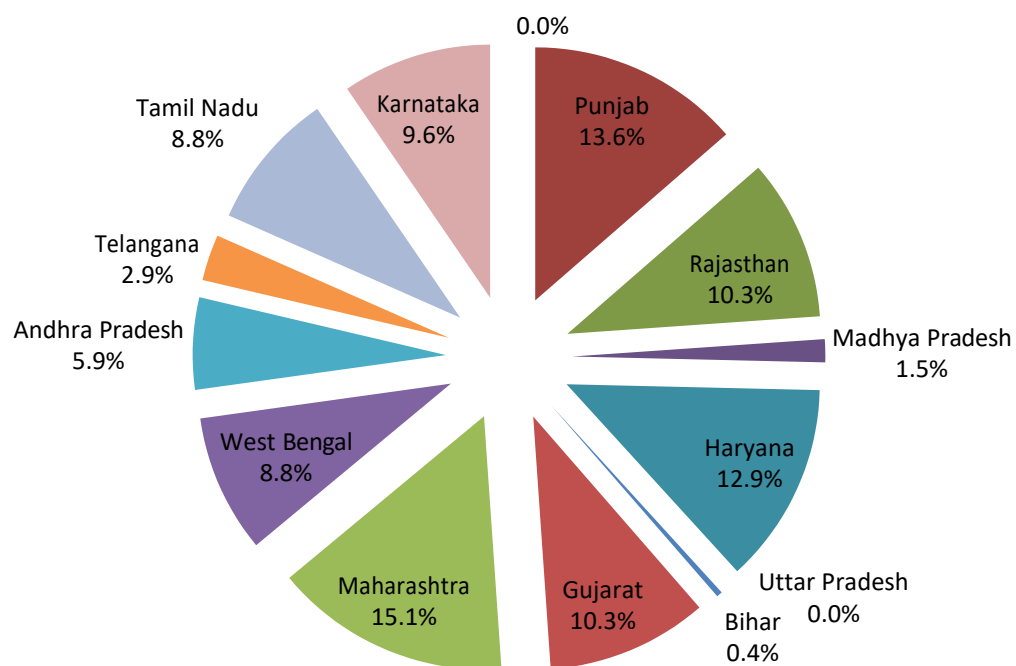
2.15 About 61% of the units under survey were maintaining attendance register and 35% of the units were maintaining register of advance. In case of records related to wage and overtime, 53% and 22% of the units were keeping the Muster roll/Wage register and Register of over time records respectively. About 11% of the total units under survey were keeping the records related to inspection and bonus/ex-gratia payment separately. Only 4.7 % of the units were maintaining the welfare amenities register while only 4.9 % of the units were keeping the records of fines and deductions. The detailed state wise table pertaining to distribution of units maintaining different types of record is given in annexure. (Refer Table 2.13 annexure)

Table 2.13: Distribution of Units Maintaining Different Types of records

S. No	Particulars	No. of Units	Units (In Per cent)
1	Attendance Register	312	61.1
2	Register of Advances	179	35.0
3	Welfare Amenities register	24	4.7
4	Register of Inspection	58	11.4
5	Muster Roll/Wage Register	272	53.2
6	Register of Overtime	112	21.9
7	Bonus/Ex-gratia	55	10.8
8	Register of Fines and Deductions	25	4.9



Pie Chart Representing State wise Attendance Register record maintenance



Pie Chart representing State wise Muster Roll/Wages Register record maintenance

CHAPTER III

WAGES AND EARNINGS

Wages and earnings are one of the most important aspects of job. They may be measured either on the basis of quantity of work done/piece rate or on the basis of hours of work/time rate. Wages allow workers to eke out their living and enable the employer to retain & motivate workers. To assess the Socio-Economic Conditions of workers engaged in Readymade Garment Industry, the information on Average Daily Earnings and Average Daily Basic Wages for the workers from the sampled units has been collected.

Table 3.1 shows that the average daily earnings of workers were more than Rs.300.00 per day in all the occupations. The average daily earning was highest for Designer occupation which is Rs. 477.43 per day and lowest for Winder occupation at Rs. 319.5 per day. However, amongst the thirteen states surveyed, the highest average daily earnings of workers were in the State of Maharashtra at Rs. 829.37 per day for fabric processing work. (Refer table 3.1 annexure)

Table 3.1: Average Daily Earnings of Workers by Occupation

Sl. No.	Occupation	Average Daily Earnings (in Rs.)
1.	Cutting & Fabrication Work	392.89
2.	Fabric Processing Work	459.86
3.	Embroidery Work	414.96
4.	Raw Material Distributor	453.84
5.	Fixing of Fittings and Accessories	354.34
6.	Finishing and Packing Work	342.96
7.	Winder	319.50
8.	Designer	477.43

In order to compare the average daily earnings of male workers with that of female workers, the information on average daily earnings of both male and female workers have been collected which are presented in Table 3.2 and 3.3 respectively. According to Table 3.2, the highest average daily earning of male worker was reported to be Rs. 493.75 per day for the occupation of Designer Occupation, which was followed by Rs. 463.30 per day for the Fabric Processing Work Occupation.

Table 3.2: Average Daily Earnings of Male Workers by Occupation

SI. No.	Occupation	Average daily Earnings (in Rs.)
1.	Cutting & Fabrication Work	402.56
2.	Fabric Processing Work	463.30
3.	Embroidery Work	382.35
4.	Raw Material Distributor	453.84
5.	Fixing of Fittings and Accessories	378.96
6.	Finishing and Packing Work	350.07
7.	Winder	319.50
8.	Designer	493.75

Table 3.3: Average Daily Earnings of Female Workers by Occupation

SI. No.	Occupation	Average daily Earnings (in Rs.)
1.	Cutting & Fabrication Work	309.32
2.	Fabric Processing Work	398.89
3.	Embroidery Work	455.97
4.	Raw Material Distributor	.*
5.	Fixing of Fittings and Accessories	259.32
6.	Finishing and Packing Work	292.27
7.	Winder	.*
8.	Designer	187.50

** (-) No female worker was reported under sampled units in the category.*

The highest average daily earnings of female workers has been observed in Embroidery Work (Rs. 455.97 per day). The occupations like Raw Material Distribution and Winding appeared to be solely under the domain of males as no women was found engaged in these occupations under the survey. Amongst the 13 states surveyed, the average daily earnings of female workers or different occupations ranged from Rs. 184.7 per day to Rs. 416.67 per day except for the state of Telangana wherein the highest average daily earning was reported for Fabric Processing Work Rs. 833.33 per day followed by Rs. 755.10 per day for Embroidery Work. (Refer Table 3.5 Annexure)

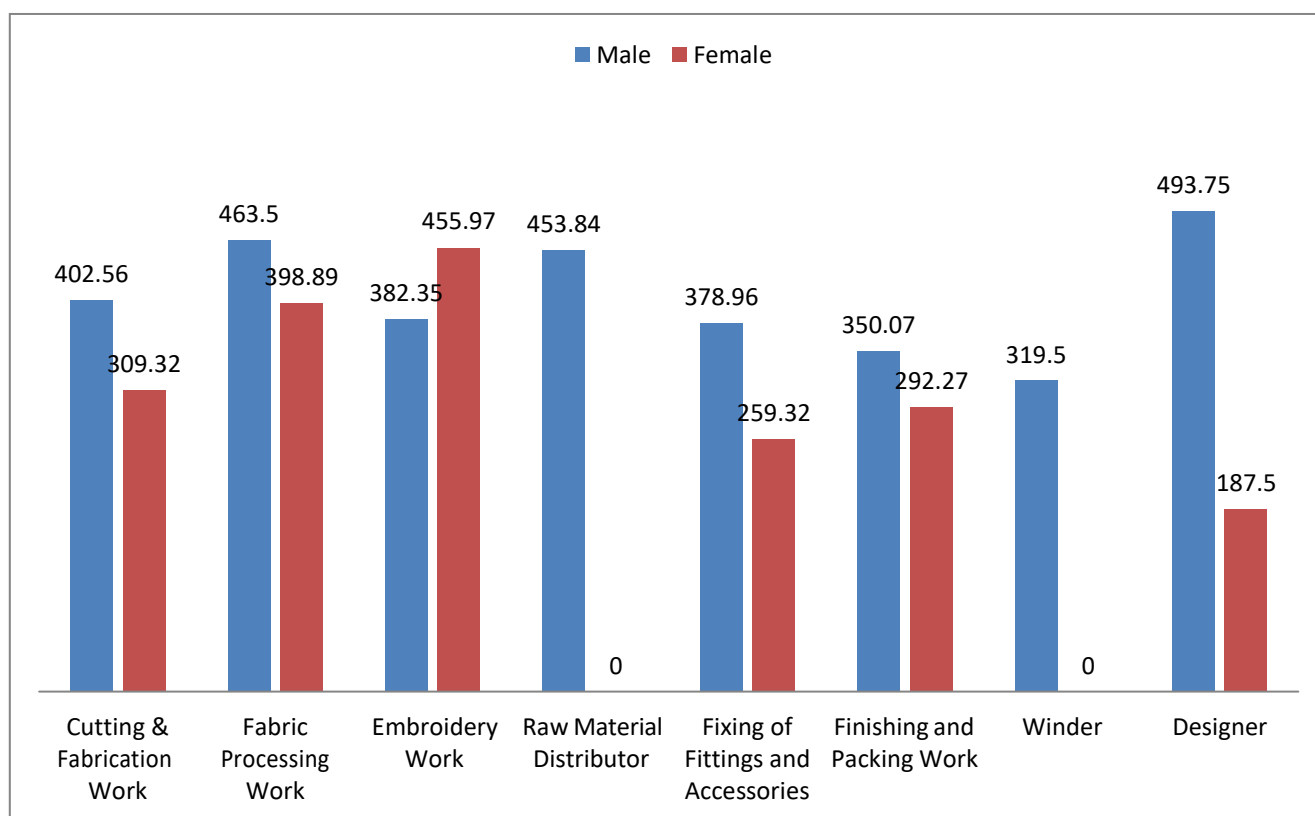


Figure 3.1: Average Daily Earnings of Male and Female Workers by Occupation.

Figure 3.1 above shows the trend of average daily earnings of male and female workers by occupation. The average daily earnings include basic wages, dearness allowance, travelling allowance and another such allowance along with benefits in kind.

Table 3.4 depicts the average daily basic wages of workers by occupation. Basic wages comprise the major part of a worker's earnings. These were highest in Designers occupation (Rs. 477.43 per day) followed by Fabric and Processing work (Rs. 456.83 per day) and Raw material distributor (Rs. 452.86 per day). The average daily basic wages of workers was highest in the state of Maharashtra at Rs. 829.37 per day for Fabric Processing Work and lowest in Uttar Pradesh at Rs. 170.27 per day for Embroidery Work (refer Table 3.7 in Annexure).

Table 3.4: Average Daily Basic Wages of Workers by Occupation

Sl. No.	Occupation	Average Daily wages (in Rs.)
1.	Cutting & Fabrication Work	391.51
2.	Fabric Processing Work	456.83
3.	Embroidery Work	413.35
4.	Raw Material Distributor	452.86
5.	Fixing of Fittings and Accessories	354.27
6.	Finishing and Packing Work	342.20
7.	Winder	319.5
8.	Designer	477.43

Table 3.5 shows the average daily basic wages of male workers by occupation. The highest average daily wages was found in Designer i.e. Rs. 493.75 followed by Fabric processing work (Rs. 459.89). Amongst the states surveyed, these were highest in Maharashtra and ranges from Rs. 407.69 to Rs. 829.37. (Refer table 3.9 annexure)

Table 3.5: Average Daily Basic Wages of Male Workers by Occupation

Sl. No.	Occupation	Average Daily Wages (in Rs.)
1.	Cutting & Fabrication Work	400.93
2.	Fabric Processing Work	459.89
3.	Embroidery Work	380.84
4.	Raw Material Distributor	452.86
5.	Fixing of Fittings and Accessories	378.89
6.	Finishing and Packing Work	349.10
7.	Winder	319.50
8.	Designer	493.75

Table 3.6: Average Daily Basic Wages of Female Workers by Occupation

Sl. No.	Occupation	Average Daily Wages (in Rs.)
1.	Cutting & Fabrication Work	308.96
2.	Fabric Processing Work	398.89
3.	Embroidery Work	452.64
4.	Raw Material Distributor	.*
5.	Fixing of Fittings and Accessories	259.32
6.	Finishing and Packing Work	292.27
7.	Winder	.*
8.	Designer	187.50

** (-) No female worker was reported under sampled units in the category.*

In order to assess the implementation of Equal Remuneration Act, 1976 in the sampled units, information on average daily basic wages of female workers by occupation has also been collected as shown in Table 3.6. The average daily basic wages of female workers ranges from Rs. 187.5 - 452.64 per day.

In order to determine the actual hours of work done by workers in the unit, the data regarding the overtime availed by the workers were collected. It was derived from the sampled units that approximately 18 per cent of the workers did overtime in their respective units out of which 78 per cent were males and 22 per cent were females. Most of the workers who worked overtime got the wages at normal wage rate (77 per cent), while 8 per cent of the workers got wages at half the normal wage rate and 12 per cent got the wages at double the rate.

Table 3.7: Mode of Overtime Payment (in per cent)

Mode of Overtime Payment			
Particulars	In Cash	In Kind	Others
Male	133 (81.6 %)	4 (2.5 %)	26 (16.0 %)
Female	44 (95.7 %)	* 0 (0.0 %)	2 (4.3 %)
Overall	177 (84.7 %)	4 (1.9 %)	28 (13.4 %)

** No female worker was reported under sampled units in the category.*

The study shows that major criterion of payment to the workers for overtime was cash as 84 per cent of the workers who worked overtime received the payment in

cash. Further, Table 3.7 reveals that out of the total male workers who did overtime during the reference period, 81.6 per cent of male workers received the payment in cash followed by 16 per cent in others and 2.5 per cent in kind. Further, it is evident from table that 95.7 per cent females received the payment in cash. It can also be observed from the table that no female was found in the study who received the payment of overtime in kind.

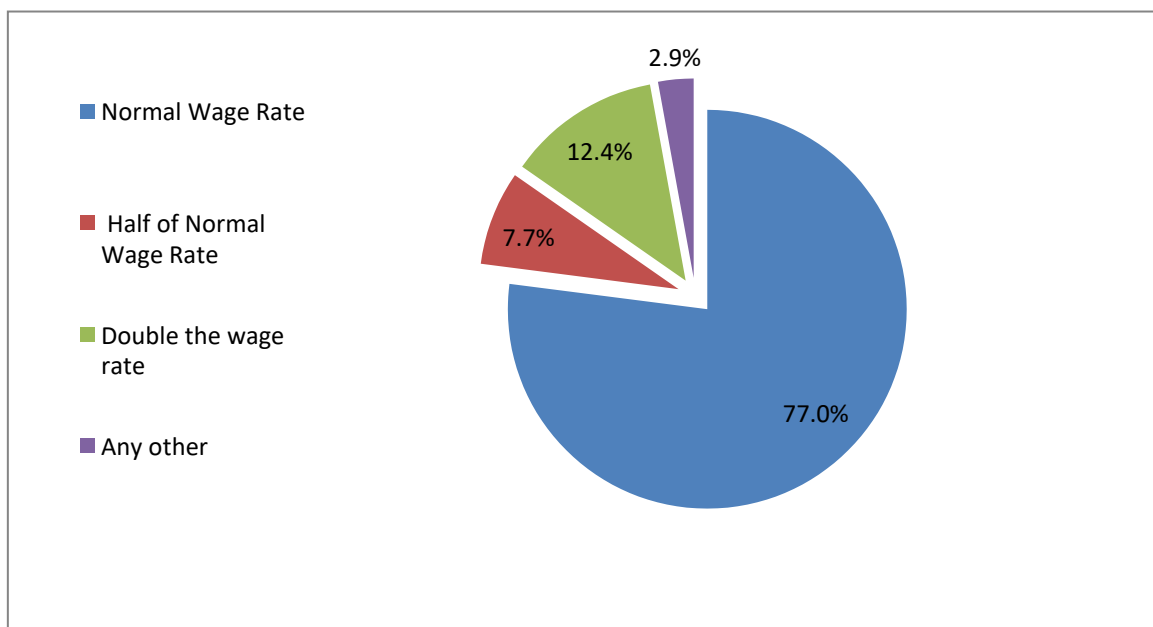


Figure 3.2: Distribution of workers availing different rates of Overtime Payment (in per cent)

CHAPTER IV

WELFARE FACILITIES

4.1 Welfare facilities can go a long way in uplifting the standard of living of workers as they pay more attention towards work and hence increases their productivity. Information on some common Social Security Benefits like Medical Facilities, Crèche, Education and Housing facilities, etc; is also captured and discussed in ensuing paragraphs.

Further, if we make a glance at Table 4.1, we may find that 263 units were providing First Aid Box out of 511 units which come out to be about 51% of the total units surveyed. Only 36 units were covered under ESI Act among which 30 units were implementing ESI Scheme and 6 units were not implementing ESI Scheme.

Table 4.1: Distribution of Units Providing Medical Facilities

S. No	Particulars	Total
1	Units providing First Aid Box	263 (51.5 %)
2	Units Covered under ESI Act	36 (7.0 %)
No. of Units Implementing ESI Act		
1	Implemented	30 (83.3 %)
2	Not Implemented	6 (16.7 %)

4.2 An analysis of the Table 4.2 provides information on women workers getting the maternity benefits. Out of 341 women, 177 women were selected for getting additional information on welfare facilities, out of these 7 women were found getting maternity benefit. Only 4 women were reported to be getting maternity benefits.

Table 4.2: Distribution of workers getting Maternity Benefits (In Per cent)

S. No	Source of Maternity Benefit	Total
1	Employer	57.1 %
2	RMG Welfare Organization	0.0 %
3	Others	42.9 %

Table 4.3: Distribution of Units Providing Different Welfare Facilities at Workplace

S.N.	Type of Welfare Facilities	Units (In Per cent)
1	Drinking Water	100.0
2	Washing Facilities	73.8
3	Urinals	93.2
4	Canteen	10.8
5	Rest Shelter	22.1
6	Recreation Facilities	3.1
7	Other	0.4

Table 4.3 represents the information on different welfare facilities provided by the units at workplace. It can be seen that all the units were providing drinking water to the workers at the workplace, followed by urinals facility (93.2 per cent). Facilities such as canteen and recreation facilities were available only in 10.8 per cent and 3.1 per cent of units respectively.

Table 4.4 Distribution of Units Providing Different Facilities at Workplace Separately for Women Workers (In Per cent)

S.N.	Type of Welfare Facilities	Units
1	Drinking Water	21.3
2	Washing Facilities	22.3
3	Urinals	30.9
4	Canteen	2.2
5	Rest Shelter	6.7
6	Recreation Facilities	1.2
7	Other	0.2

Table 4.4 represents the information on different welfare facilities provided separately for women by the units at workplace. The separate urinals facilities for women workers were spotted in 30.9 per cent of units followed by 22.3 per cent of units providing washing facilities for women workers.

Out of the total 511 units surveyed, only 33 units i.e. 6.5 % provide social security benefits to the workers.

Table 4.5: Distribution of Units Providing Social Security Benefits	
No. Units providing Social Security Benefits	33 (6.5 %)

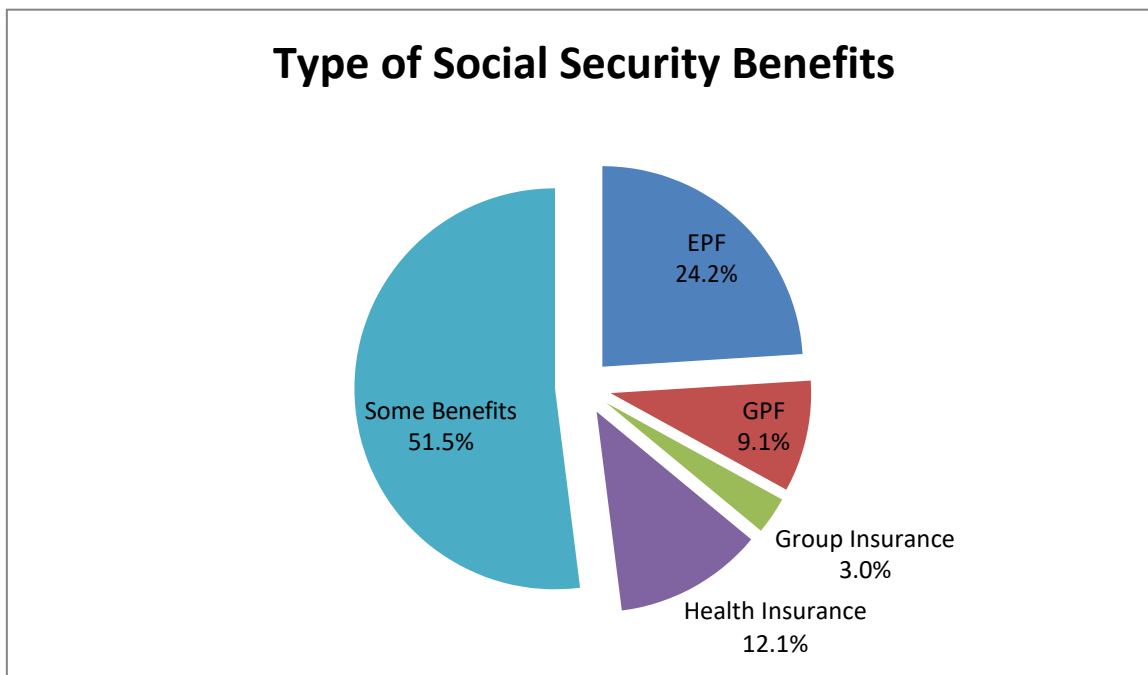


Figure 4.1: Types of Social Security Benefits

Figure 4.1 shows that the majority of the units surveyed who were giving social security benefits, provide multiple benefits viz. EPF, GPF, Group Insurance and Health Insurance to the workers. About 24 % of the units provide EPF as social security followed by 12% units providing Health Insurance benefit. The least being 3% units providing Group Insurance benefits to its workers.

CHAPTER V

LIVING CONDITIONS OF WORKERS

Living conditions are one of the important determinants of well-being or happiness. The important objective of the present survey under the Readymade Garment Industry is to assess the living conditions of workers employed in it. To analyze that, a special worker level schedule was also designed to capture the information on various Socio-Economic conditions as well as demographic particulars like household size, housing facility, household income and saving, demographic details of the women worker household, education levels, social groups etc. The results of various facets of workers employed in garment industry are compiled and presented in the forthcoming paragraphs.

Table 5.1: Distribution of Workers by Family Size (in per cent)

SI. No.	Members in family	Workers
1	Single	11.3
2	Two	12.0
3	Three	21.9
4	Four	23.5
5	Five	15.9
6	Six	7.6
7	Seven and above	7.8
Average family size		3.6

Table 5.1 presents the distribution of workers by family size. It is revealed from the table 5.1 that average family size is 3.6 among sampled workers in Readymade Garment Industry survey. About 24 per cent and 22 per cent of workers have reported their family size as four and three members respectively.

Table 5.2: Distribution of workers by Housing Conditions by type of dwelling and by type of structure (in per cent)

SI. No.	Particulars	Workers
1	Self-Owned	44.4
2	Provided by employer; Rent free	4.6
3	On rent	46.6
4	Provided by Government	0.3
5	Residing in factory premises	2.8
6	Other Specify	1.3
Distribution of workers by Type of Dwelling		
1	Chawl/basti	47.1
2	Independent	40.3
3	Flat	6.3
4	Other Specify	6.3
Distribution of Workers by Type of Structure		
1	Pucca	76.9
2	Semi Pucca	19.9
3	Kuccha	3.1

It is evident from the table 5.2 that majority of workers (46.6 per cent) in garment industry were living on rent basis followed by 44.4 per cent workers who were living in self-owned houses. The accommodation provided by employer as free of rent reported to be 4.6 per cent at overall level. The accommodation provided by government for workers is almost negligible.

Distribution of workers by type of dwelling reveals that workers living in Chawl/Basti type of dwelling were reported to be 47.1 per cent followed by 40.3 per cent of workers living in independent type of dwelling. Distribution of workers by type of structure depicts that about 77 per cent of workers were living in Pucca houses followed by Semi Pucca houses (19.9 per cent) whereas only 3.1 per cent of workers were living in Kuccha houses.

Table 5.3: Distribution of Workers Dwelling by Number of Rooms and other Facilities (in per cent)

SI. No.	Particulars	Workers
1	One Room	44.7
2	Two Rooms	37.3
3	Three Rooms	12.8
4	Others	5.2
Distribution of Workers by Attached Toilet and Bathrooms		
1	With attached toilet & bathroom	32.5
2	Without	67.5

Table 5.3 indicates that 44.7 per cent of workers were reported to reside in one living room followed by 37.3 per cent of workers residing in two room accommodation. Only 12.8 per cent of workers were reported to be residing three rooms. The attached toilet and bathroom facilities were reported in only 32.5 per cent whereas 67.5 per cent of workers were without these facilities.

Table 5.4: Distribution of Workers by Source and by availability of water supply (in per cent)

SI. No.	Particulars	Workers
1	Tap water	71.6
2	Hand Pump	19.0
3	Tubewell	7.9
4	Well	0.5
5	Others Specify	0.9
Distribution of Workers by Availability of water supply		
1	Independent-inside the premises	71.6
2	Outside the premises	19.5
3	Shared inside	6.4
4	Outside	2.5

Information on the workers' dwellings by source of water is presented in table 5.4. It is observed from the table that more than 71 per cent of workers were using tap water as drinking water and same percentage was observed among workers who have independent source of water supply inside their premises. About 20 per cent of the workers have their water source outside the premises, whereas about 8 per cent rely on tube wells.

Table 5.5: Distribution of Workers by Source of Lighting & Cooking (in per cent)

SI. No.	Particulars	Workers
1	Kerosene	5.9
2	Electricity	87.8
3	Both (Kerosene as well as Electricity)	4.7
4	Others Specify	0.1
5	NA	1.4
Distribution of Workers by Source of Cooking		
1	LPG	86.0
2	Coal	1.7
3	Firewood	3.6
4	Kerosene oil	5.1
5	Dung Cake	0.0
6	Others Specify	1.1
9	NA	2.5

It can be noticed from the table 5.5 that about 88 per cent of the sampled workers were reported to be using electricity as source of lighting energy. However, 4.7 per cent workers were reported of using both kerosene as well as electricity. Around 86 per cent of worker's households were reported to be using LPG gas as a source of cooking energy. It was also observed that Kerosene oil is used as the second important cooking energy source (5.1 per cent).

Table 5.6: Percentage Distribution of Workers having access to various schemes/programmes like Aadhar card/ Jan Dhan Account/ ATM Rupay/ Debit card/ Rashtriya Swasthya Bima Yojna

Particulars	Workers
Workers having Aadhar Card	92.6
Workers having Jan Dhan Account	36.3
Workers having ATM/ RuPay/Debit Card	54.6
Workers having Rashtriya Swasthya Bima Yojna	6.9

It is evident from table 5.6 that a little more than 93 per cent of sampled workers in garment industry were reported to be having Aadhar Card. Around 36 per cent of workers have account under Jan Dhan scheme. About 55 per cent of workers in this industry have ATM/Rupay/Debit Card. Only 6.9 per cent of workers reported were having Rashtriya Swasthya Bima Yojna.

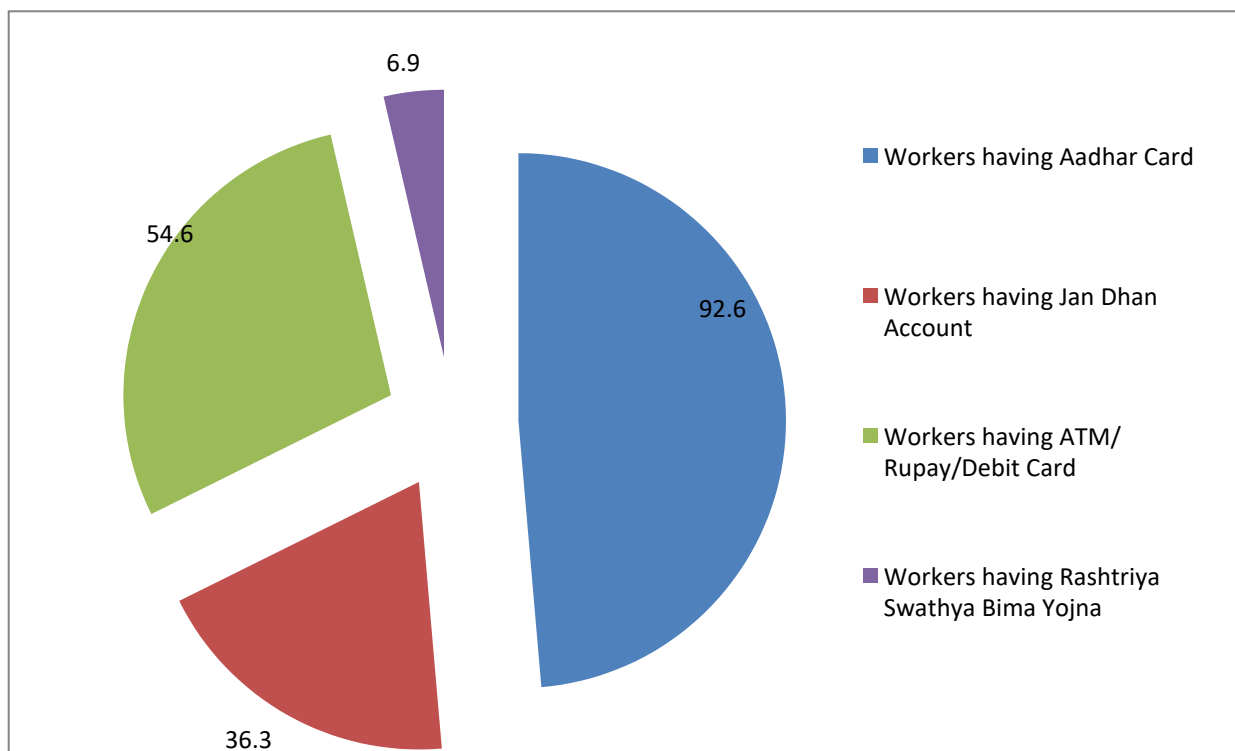


Figure 5.1: Workers having Aadhar Card/Jan Dhan Account/ ATM/Rupay/Debit Card

Table 5.7: Distribution of Workers by Social Groups (In per cent)

Sl. No.	Social Groups	Workers
1	SC	12.0
2	ST	2.1
3	OBC	36.8
4	Others	49.1

Table 5.7 reveals that around 49 per cent and 36.8 per cent of workers belong to others category and other backward class category respectively.

Table 5.8: Distribution of workers by Educational level (In per cent)

Sl. No.	Education level	Workers
1	Illiterate	5.3
2	Literate but below primary	10.5
3	Primary	14.5
4	Middle	32.9
5	Matric or Higher secondary	30.0
6	Graduate & above	6.2
7	NA	0.7

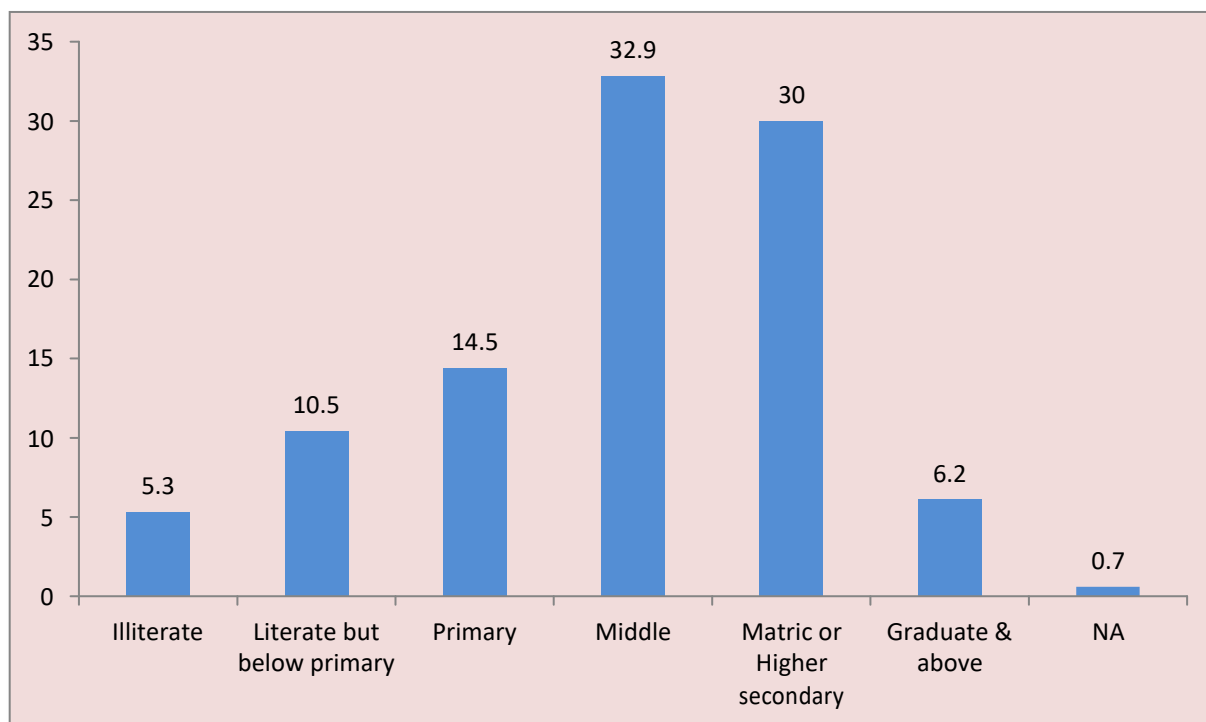


Figure 5.4: Distribution of workers by educational level

Table 5.8 reveals that about 33 per cent of workers in garment industry have middle level educational qualification and 30 per cent of workers have matric or higher secondary educational level. Gender level estimates shows that more than 30 per cent of men and women workers have middle level educational level. Only 6.2 per cent of men and women workers in this industry were reported with graduation and above level qualification (Table 5.7, Annexure).

Detailed Tables

Based on Information collected from Employers schedule

Table 1.1 Distribution of number of workers covered as per Employer Schedule			
Sl. no.	State	Male	Female
1	Punjab	221	12
2	Rajasthan	179	7
3	Madhya Pradesh	134	38
4	Haryana	140	13
5	Uttar Pradesh	64	1
6	Bihar	65	5
7	Gujarat	206	26
8	Maharashtra	206	64
9	West Bengal	149	63
10	Andhra Pradesh	38	28
11	Telangana	68	33
12	Tamil Nadu	84	18
13	Karnataka	84	33
Overall		1638	341
In Percent		82.8%	17.2%

Table 1.2 State wise Number of Units - Employer Schedule			
Sl. no.	State	No of Units	In Percent
1	Punjab	64	12.5%
2	Rajasthan	51	10.0%
3	Madhya Pradesh	42	8.2%
4	Haryana	41	8.0%
5	Uttar Pradesh	20	3.9%
6	Bihar	15	2.9%
7	Gujarat	60	11.7%
8	Maharashtra	51	10.0%
9	West Bengal	50	9.8%
10	Andhra Pradesh	30	5.9%
11	Telangana	30	5.9%
12	Tamil Nadu	27	5.3%
13	Karnataka	30	5.9%
Total		511	100.0%

Table 1.3: Distribution of Units by Year of Establishment

Sl. No.	Year	<=2010	2011	2012	2013	2014	2015	>=2016
1	Punjab	25	1	3	2	3	11	19
2	Rajasthan	3	1	5	3	3	15	21
3	Madhya Pradesh	9	0	2	3	5	10	13
4	Haryana	11	1	3	3	2	12	9
5	Uttar Pradesh	12	2	1	0	2	2	1
6	Bihar	1	0	2	3	9	0	0
7	Gujarat	17	3	4	8	8	11	9
8	Maharashtra	33	4	2	3	1	3	5
9	West Bengal	20	1	5	14	7	3	0
10	Andhra Pradesh	26	0	0	0	1	2	1
11	Telangana	9	13	5	2	1	0	0
12	Tamil Nadu	10	3	4	3	2	2	3
13	Karnataka	7	0	3	8	3	3	6
Overall		183	29	39	52	47	74	87
In Percent		35.8%	5.7%	7.6%	10.2%	9.2%	14.5%	17.0%

Table 1.4: Sample Distribution of Units by Type of Ownership

Sl. No.	States/UT	Type of ownership			
		Sole Proprietor	Partnership	SHG	Others
1	Punjab	60	2	0	2
2	Rajasthan	46	5	0	0
3	Madhya Pradesh	40	2	0	0
4	Haryana	40	1	0	0
5	Uttar Pradesh	10	0	10	0
6	Bihar	14	0	0	1
7	Gujarat	55	5	0	0
8	Maharashtra	39	11	0	1
9	West Bengal	50	0	0	0
10	Andhra Pradesh	30	0	0	0
11	Telangana	30	0	0	0
12	Tamil Nadu	24	2	0	1
13	Karnataka	29	1	0	0
Overall		467	29	10	5
In Percent		91.4%	5.7%	2.0%	1.0%

Table 1.5: Distribution of Workers (listed in employer schedule) by Gender and Category					
		Manual		Non- Manual	
Sl. No.	State	Male	Female	Male	Female
1	Punjab	221	10	2	0
2	Rajasthan	175	8	2	1
3	Madhya Pradesh	135	36	1	0
4	Haryana	140	11	1	1
5	Uttar Pradesh	65	0	0	0
6	Bihar	63	6	0	1
7	Gujarat	204	26	2	0
8	Maharashtra	199	58	8	5
9	West Bengal	145	65	2	0
10	Andhra Pradesh	39	27	0	0
11	Telangana	67	34	0	0
12	Tamil Nadu	81	18	3	0
13	Karnataka	83	34	0	0
Overall		1617	333	21	8
In Percent		82.9%	17.1%	72.4%	27.6%

Table 1.6: Distribution of Workers (listed in employer schedule) by occupation, Gender and Category

		Non- Manual						Manual					
		Managerial		Clerical		Other Staff		Skilled		Semi-Skilled		Unskilled	
Sl. No.	State	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1	Punjab	1	0	0	0	1	0	170	7	24	3	27	0
2	Rajasthan	0	0	2	0	0	1	164	3	6	0	5	5
3	Madhya Pradesh	0	0	0	0	1	0	126	31	0	4	9	1
4	Haryana	0	0	1	0	0	1	137	2	0	4	3	5
5	Uttar Pradesh	0	0	0	0	0	0	65	0	0	0	0	0
6	Bihar	0	1	0	0	0	0	7	0	52	6	4	0
7	Gujarat	0	0	2	0	0	0	173	21	28	4	3	1
8	Maharashtra	0	1	5	4	3	0	163	43	26	8	10	7
9	West Bengal	0	0	2	0	0	0	108	49	31	10	6	6
10	Andhra Pradesh	0	0	0	0	0	0	27	18	12	9	0	0
11	Telangana	0	0	0	0	0	0	65	27	1	6	1	1
12	Tamil Nadu	0	0	1	0	2	0	59	11	20	5	2	2
13	Karnataka	0	0	0	0	0	0	78	27	4	7	1	0
Overall		1	2	13	4	7	2	1342	239	204	66	71	28
In Percent		33.3%	66.7%	76.5%	23.5%	77.8%	22.2%	84.9%	15.1%	75.6%	24.4%	71.7%	28.3%

Table 1.7: Distribution of Manual Workers (listed in employer schedule) by Occupation and Gender

		Cutting & Fabrication		Fabric Processing		Embroidery work		Raw Material Distributor		Fixing of fitting and accessories		Finishing & packing work		Winder		Designers		Others	
Sl. No.	State	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1	Punjab	52	0	17	5	22	0	10	0	41	0	32	0	0	0	0	0	52	0
2	Rajasthan	34	0	41	0	71	0	3	0	21	0	4	3	0	0	0	0	3	3
3	Madhya Pradesh	26	0	66	8	20	0	0	0	28	8	0	0	0	0	0	0	15	0
4	Haryana	130	0	7	0	0	0	0	0	4	0	8	0	0	0	0	0	2	0
5	Uttar Pradesh	0	0	0	0	12	0	0	0	0	0	0	0	53	0	0	0	0	0
6	Bihar	59	0	4	0	0	0	0	0	3	0	0	0	0	0	0	0	3	0
7	Gujarat	45	0	38	8	66	4	3	0	37	4	9	1	5	0	0	0	10	0
8	Maharashtra	60	8	30	0	23	0	0	0	5	0	31	0	0	0	0	0	83	17
9	West Bengal	72	25	0	0	23	10	10	0	6	2	18	4	0	0	26	6	8	0
10	Andhra Pradesh	22	2	2	5	9	22	2	0	2	0	0	0	0	0	0	0	0	0
11	Telangana	41	14	13	4	0	7	0	0	10	4	8	0	0	0	0	0	0	0
12	Tamil Nadu	8	0	6	0	28	0	3	0	10	15	9	3	0	0	6	0	11	0
13	Karnataka	21	3	9	0	45	0	0	0	15	7	13	4	0	0	0	0	0	0
Overall		570	52	233	30	319	43	31	0	182	40	132	15	58	0	32	6	187	20
In Percent		91.6%	8.4%	88.6%	11.4%	88.1%	11.9%	100.0 %	0.0%	82.0%	18.0%	89.8%	10.2%	100.0 %	0.0%	84.2%	15.8%	90.3%	9.7%

Table 1.8: Distribution of Workers (listed in employer schedule) by age Group and Gender									
		Age group 14-18 years		Age group 18-35 years		Age group 35-60 years		Above 60 years	
Sl. No.	State	Male	Female	Male	Female	Male	Female	Male	Female
1	Punjab	5	0	173	8	42	4	1	0
2	Rajasthan	7	0	142	3	30	4	0	0
3	Madhya Pradesh	5	0	89	20	37	17	3	1
4	Haryana	0	0	97	12	41	1	2	0
5	Uttar Pradesh	3	0	47	1	14	0	0	0
6	Bihar	0	0	36	3	29	2	0	0
7	Gujarat	7	0	160	14	35	12	4	0
8	Maharashtra	2	0	105	39	92	24	7	1
9	West Bengal	5	1	88	39	55	23	1	0
10	Andhra Pradesh	1	0	20	27	17	1	0	0
11	Telangana	1	2	50	21	17	10	0	0
12	Tamil Nadu	1	0	77	13	6	5	0	0
13	Karnataka	1	0	60	26	23	7	0	0
Overall		38	3	1144	226	438	110	18	2
In Percent		92.7%	7.3%	83.5%	16.5%	79.9%	20.1%	90.0%	10.0%

Table 1.9: Distribution of Workers (listed in employer schedule) by Marital Status and Gender											
		Unmarried		Married		Widowed		Divorced		Separated	
Sl. No.	State	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1	Punjab	81	2	140	10	0	0	0	0	0	0
2	Rajasthan	79	0	100	6	0	1	0	0	0	0
3	MP	46	4	88	33	0	1	0	0	0	0
4	Haryana	51	3	89	10	0	0	0	0	0	0
5	UP	30	1	34	0	0	0	0	0	0	0
6	Bihar	7	0	58	5	0	0	0	0	0	0
7	Gujarat	86	4	120	20	0	1	0	1	0	0
8	Maharashtra	33	11	173	53	0	0	0	0	0	0
9	West Bengal	46	6	100	53	0	4	0	0	3	0
10	AP	10	8	28	20	0	0	0	0	0	0
11	Telangana	11	0	57	32	0	1	0	0	0	0
12	Tamil Nadu	45	4	39	14	0	0	0	0	0	0
13	Karnataka	38	8	46	25	0	0	0	0	0	0
Overall		563	51	1072	281	0	8	0	1	3	0
In Percent		91.7%	8.3%	79.2%	20.8%	0.0%	100.0%	0.0%	100.0%	100.0%	0.0%

Table 2.1: Distribution of Workers (listed in employer schedule) by Employment Status and Gender

		Permanent		Temporary		Contract		Casual / Others	
Sl. No.	State	Male	Female	Male	Female	Male	Female	Male	Female
1	Punjab	102	1	109	8	2	0	8	3
2	Rajasthan	56	2	116	5	0	0	7	0
3	Madhya Pradesh	20	4	114	33	0	1	0	0
4	Haryana	25	3	114	10	0	0	1	0
5	Uttar Pradesh	42	1	18	0	4	0	0	0
6	Bihar	15	3	25	2	6	0	19	0
7	Gujarat	98	8	37	9	0	4	71	5
8	Maharashtra	148	37	44	14	8	10	6	3
9	West Bengal	45	20	72	26	0	0	32	17
10	Andhra Pradesh	2	1	33	25	2	0	1	2
11	Telangana	18	7	20	23	0	0	30	3
12	Tamil Nadu	59	11	22	4	3	0	0	3
13	Karnataka	33	2	51	31	0	0	0	0
Overall		663	100	775	190	25	15	175	36
In Percent		86.9%	13.1%	80.3%	19.7%	62.5%	37.5%	82.9%	17.1%

Table 2.2: Distribution of Workers (listed in employer schedule) by Skills Acquired

		Skilled		Semi-Skilled		Unskilled	
Sl. No.	State	Male	Female	Male	Female	Male	Female
1	Punjab	164	8	22	4	35	0
2	Rajasthan	162	3	13	2	4	2
3	Madhya Pradesh	121	35	10	1	3	2
4	Haryana	136	6	0	4	4	3
5	Uttar Pradesh	64	1	0	0	0	0
6	Bihar	7	0	54	5	4	0
7	Gujarat	171	23	27	3	8	0
8	Maharashtra	170	43	28	13	8	8
9	West Bengal	110	49	29	11	10	3
10	Andhra Pradesh	24	18	14	10	0	0
11	Telangana	61	24	4	6	3	3
12	Tamil Nadu	60	11	22	5	2	2
13	Karnataka	82	25	2	8	0	0
Overall		1332	246	225	72	81	23
In Percent		84.4%	15.6%	75.8%	24.2%	77.9%	22.1%

Table 2.3: Distribution of Workers (listed in employer schedule) by Mode of Payment and Employment									
		Mode of Payment				Mode of Employment			
		Time rated		Piece rated		Directly Employed		Through Contractor	
Sl. No.	State	Male	Female	Male	Female	Male	Female	Male	Female
1	Punjab	72	5	149	7	219	12	2	0
2	Rajasthan	95	4	84	3	179	7	0	0
3	Madhya Pradesh	40	7	94	31	134	38	0	0
4	Haryana	2	0	138	13	140	13	0	0
5	Uttar Pradesh	4	0	60	1	54	1	10	0
6	Bihar	9	2	56	3	65	5	0	0
7	Gujarat	115	14	91	12	206	26	0	0
8	Maharashtra	179	63	27	1	197	63	9	1
9	West Bengal	77	20	72	43	149	63	0	0
10	Andhra Pradesh	38	28	0	0	38	28	0	0
11	Telangana	4	1	64	32	51	22	17	11
12	Tamil Nadu	46	9	38	9	84	18	0	0
13	Karnataka	44	9	40	24	84	33	0	0
Overall		725	162	913	179	1600	329	38	12
In Percent		81.7%	18.3%	83.6%	16.4%	82.9%	17.1%	76.0%	24.0%

Table 2.4: Distribution of Workers (listed in employer schedule) by Pay Period

		I. Daily		2 - Weekly		III-10 Days		IV-Fortnightly		V-Monthly		VI-Not Fixed	
Sl. No.	State	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1	Punjab	0	0	15	0	6	0	95	9	79	3	26	0
2	Rajasthan	3	1	41	1	0	0	8	0	127	5	0	0
3	Madhya Pradesh	4	0	79	18	3	5	16	5	32	10	0	0
4	Haryana	0	0	87	6	0	0	6	0	47	7	0	0
5	Uttar Pradesh	0	0	64	1	0	0	0	0	0	0	0	0
6	Bihar	0	0	55	3	0	0	0	0	10	2	0	0
7	Gujarat	0	1	47	4	0	0	1	0	155	18	3	3
8	Maharashtra	7	4	18	5	0	0	17	2	149	53	15	0
9	West Bengal	4	0	134	51	0	0	0	0	9	7	2	5
10	Andhra Pradesh	0	0	3	0	0	0	1	1	34	27	0	0
11	Telangana	0	0	40	23	1	2	0	0	24	7	3	1
12	Tamil Nadu	0	0	23	7	0	0	2	0	55	11	4	0
13	Karnataka	0	0	8	3	0	0	9	0	67	27	0	3
Overall		18	6	614	122	10	7	155	17	788	177	53	12
In Percent		75.0%	25.0%	83.4%	16.6%	58.8%	41.2%	90.1%	9.9%	81.7%	18.3%	81.5%	18.5%

Table 2.5: Distribution of Units Paying Bonus to Workers (listed in employer schedule) (Absolute)					Distribution of Type of Bonus Paid				
Sl. No.	State	No of units covered under the Payment of Wages Act 1936	No of units Paying any type of bonus	No of units not Paying any type of bonus	Annual	Festival	Productivity	Others	NA
1	Punjab	24	24	40	2	21	1	0	0
2	Rajasthan	8	8	43	1	7	0	0	0
3	Madhya Pradesh	42	7	35	0	7	0	0	0
4	Haryana	40	24	17	0	24	0	0	0
5	Uttar Pradesh	20	0	20	0	0	0	0	0
6	Bihar	13	2	13	1	1	0	0	0
7	Gujarat	60	28	32	3	24	1	0	0
8	Maharashtra	51	43	8	14	28	0	1	0
9	West Bengal	49	25	25	0	24	1	0	0
10	Andhra Pradesh	27	6	24	0	6	0	0	0
11	Telangana	30	0	30	0	0	0	0	0
12	Tamil Nadu	23	5	22	5	0	0	0	0
13	Karnataka	29	0	30	0	0	0	0	0
Overall		416	172	339	26	142	3	1	0
In Percent		81.4%	33.7%	66.3%	15.1%	82.6%	1.7%	0.6%	0.0%

Table 2.6: Number of Workers (listed in employer schedule) Paid Bonus				Distribution of Rate of Bonus			
Sl. No.	State	Number of Workers Paid Bonus		<=5%	>5 and <=10	>10	NOT SPECIFIED
		Total Workers in Units (Nos.)	No. of Workers Paid Bonus				
1	Punjab	233	96	4	5	0	15
2	Rajasthan	186	32	1	2	4	1
3	Madhya Pradesh	172	27	4	1	2	0
4	Haryana	153	106	0	0	0	24
5	Uttar Pradesh	65	0	0	0	0	0
6	Bihar	70	14	1	1	0	0
7	Gujarat	232	100	17	1	0	10
8	Maharashtra	270	243	0	17	5	21
9	West Bengal	212	102	1	8	7	9
10	Andhra Pradesh	66	12	0	0	0	6
11	Telangana	101	0	0	0	0	0
12	Tamil Nadu	102	21	0	1	4	0
13	Karnataka	117	0	0	0	0	0
Overall		1979	753	28	36	22	86
In Percent		---	38.0%	16.3%	20.9%	12.8%	50.0%

Table 2.7: Units Imposing fines & making Deductions (State wise)				Distribution of Type of deductions							
Sl. No.	State	No of Units imposing Fines on workers	No of Units making deductions from the wages of workers	Absence from duty	Damage or loss of tools	Recovery of advance	Group insurance	PF deduction	ESI	Income tax	others
1	Punjab	5	21	2	5	14	0	0	0	0	0
2	Rajasthan	0	0	0	0	0	0	0	0	0	0
3	Madhya Pradesh	0	8	3	0	5	0	0	0	0	0
4	Haryana	1	0	0	0	0	0	0	0	0	0
5	Uttar Pradesh	1	1	0	1	0	0	0	0	0	0
6	Bihar	0	0	0	0	0	0	0	0	0	0
7	Gujarat	0	5	4	0	1	0	0	0	0	0
8	Maharashtra	0	3	1	0	0	0	1	1	0	0
9	West Bengal	0	0	0	0	0	0	0	0	0	0
10	Andhra Pradesh	4	1	1	0	0	0	0	0	0	0
11	Telangana	0	0	0	0	0	0	0	0	0	0
12	Tamil Nadu	0	0	0	0	0	0	0	0	0	0
13	Karnataka	18	0	0	0	0	0	0	0	0	0
Overall		29	39	11	6	20	0	1	1	0	0
In Percent		5.7%	7.6%	28.2%	15.4%	51.3%	0.0%	2.6%	2.6%	0.0%	0.0%

Table 2.8: Distribution of Units by Daily Hours of Work (absolute)					
Sl. No.	State	Daily Hours of Work			
		Less than 8 hrs	8-9 hrs	More than 9 hrs	NA
1	Punjab	5	44	15	0
2	Rajasthan	5	29	17	0
3	Madhya Pradesh	0	41	1	0
4	Haryana	0	41	0	0
5	Uttar Pradesh	0	15	5	0
6	Bihar	0	15	0	0
7	Gujarat	4	29	27	0
8	Maharashtra	3	45	3	0
9	West Bengal	2	31	17	0
10	Andhra Pradesh	0	28	2	0
11	Telangana	0	29	1	0
12	Tamil Nadu	2	21	4	0
13	Karnataka	10	14	6	0
Overall		31	382	98	0
In Percent		6.1%	74.8%	19.2%	0.0%

Table 2.9: Distribution of Units allowing "Rest Intervals and their Duration"						
Sl. No.	State	Units having duration of Rest Intervals				
		Less than 30 minutes	30 minutes to 1 hr	1 hr- 2hr	More than 2 hrs	NA
1	Punjab	1	27	36	0	0
2	Rajasthan	14	32	5	0	0
3	Madhya Pradesh	7	21	14	0	0
4	Haryana	1	38	2	0	0
5	Uttar Pradesh	4	14	2	0	0
6	Bihar	4	11	0	0	0
7	Gujarat	3	34	21	2	0
8	Maharashtra	16	28	7	0	0
9	West Bengal	9	32	8	1	0
10	Andhra Pradesh	12	17	1	0	0
11	Telangana	14	16	0	0	0
12	Tamil Nadu	0	25	2	0	0
13	Karnataka	12	18	0	0	0
Overall		97	313	98	3	0
In Percent		19.0%	61.3%	19.2%	0.6%	0.0%

Table 2.10: Units Employing Workers beyond Normal Hours of Work (State wise)			Distribution of Type of payment for overtime				
Sl. No.	State	No of Units where workers work beyond the normal working hrs.	Ordinary	Double	Specials	No Extra Payment	NA
1	Punjab	8	8	0	0	0	0
2	Rajasthan	3	3	0	0	0	0
3	Madhya Pradesh	0	0	0	0	0	0
4	Haryana	4	4	0	0	0	0
5	Uttar Pradesh	2	2	0	0	0	0
6	Bihar	0	0	0	0	0	0
7	Gujarat	8	6	1	0	1	0
8	Maharashtra	8	7	0	0	1	0
9	West Bengal	7	3	0	1	3	0
10	Andhra Pradesh	25	12	13	0	0	0
11	Telangana	12	11	1	0	0	0
12	Tamil Nadu	8	8	0	0	0	0
13	Karnataka	24	20	0	0	4	0
Overall		109	84	15	1	9	0
In Percent		21.3%	77.1%	13.8%	0.9%	8.3%	0.0%

Table 2.11: Sample distribution of Units allowing leaves and by type of leaves with wages (State wise)						
Sl. No.	State	No of Units allowing leaves	Distribution of Type of allowed leaves with wages			
			Annual Leave	Sick Leave	Casual Leave	National /Festival Leave
1	Punjab	64	22	25	17	0
2	Rajasthan	51	21	29	0	1
3	Madhya Pradesh	42	18	16	8	0
4	Haryana	41	0	41	0	0
5	Uttar Pradesh	20	0	20	0	0
6	Bihar	15	9	5	1	0
7	Gujarat	60	15	43	2	0
8	Maharashtra	51	37	14	0	0
9	West Bengal	50	4	46	0	0
10	Andhra Pradesh	30	0	30	0	0
11	Telangana	30	1	29	0	0
12	Tamil Nadu	27	4	23	0	0
13	Karnataka	30	16	14	0	0
Overall		511	147	335	28	1
In Percent		100.0%	28.8%	65.6%	5.5%	0.2%

Table 2.12: Sample distribution of Units allowing weekly off and by type of wages payment for weekly off (State wise)

Sl. No.	State	Units allowing weekly off	Type of Wages payment for Weekly off				
			With wages	Without wages	With wages to some and without wages to others	Weekly off with less wages	NA
1	Punjab	64	26	28	10	0	0
2	Rajasthan	44	17	27	0	0	0
3	Madhya Pradesh	42	18	17	7	0	0
4	Haryana	41	1	40	0	0	0
5	Uttar Pradesh	20	0	20	0	0	0
6	Bihar	15	2	13	0	0	0
7	Gujarat	60	13	46	1	0	0
8	Maharashtra	51	33	17	1	0	0
9	West Bengal	50	6	44	0	0	0
10	Andhra Pradesh	30	0	30	0	0	0
11	Telangana	30	1	29	0	0	0
12	Tamil Nadu	27	3	24	0	0	0
13	Karnataka	30	6	24	0	0	0
Overall		504	126	359	19	0	0
In Percent		98.6%	25.0%	71.2%	3.8%	0.0%	0.0%

Table 2.13: Units Maintaining Different Types of Records (In %age) - State wise

SI. No.	State	Attendance Register	Register of Advances	Welfare amenities register	Register of Inspection	Muster Roll / Wage Register	Register of Overtime	Bonus / Ex-gratia Payment Register	Register of fines and Deductions
1	Punjab	28.1	46.9	0.0	0.0	57.8	23.4	1.6	10.9
2	Rajasthan	80.4	43.1	7.8	21.6	54.9	9.8	5.9	0.0
3	Madhya Pradesh	19.0	14.3	0.0	0.0	9.5	0.0	4.8	2.4
4	Haryana	82.9	19.5	0.0	0.0	85.4	7.3	0.0	0.0
5	Uttar Pradesh	35.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
6	Bihar	6.7	0.0	0.0	6.7	6.7	0.0	6.7	0.0
7	Gujarat	50.0	25.0	5.0	5.0	46.7	10.0	13.3	3.3
8	Maharashtra	100.0	47.1	25.5	49.0	80.4	27.5	51.0	2.0
9	West Bengal	56.0	42.0	0.0	2.0	48.0	10.0	26.0	2.0
10	Andhra Pradesh	76.7	36.7	6.7	20.0	53.3	43.3	3.3	10.0
11	Telangana	96.7	60.0	3.3	23.3	26.7	60.0	0.0	0.0
12	Tamil Nadu	55.6	3.7	0.0	7.4	88.9	44.4	0.0	0.0
13	Karnataka	90.0	76.7	3.3	6.7	86.7	70.0	0.0	33.3
Overall		312	179	24	58	272	112	55	25
In Percentage		61.1	35.0	4.7	11.4	53.2	21.9	10.8	4.9

Table 3.1: Average Daily Earnings of Workers by Occupation (Rs.)

SI. No.	State	Cutting & Fabrication	Fabric Processing	Embroidery work	Raw Material Distributor	Fixing of fitting and accessories	Finishing & packing work	Winder	Designers	Others
1	Punjab	407.49	481.18	535.42	388.24	301.97	343.79	0	0	0
2	Rajasthan	361.11	424.17	461.27	500	344.39	211.54	0	0	0
3	Madhya Pradesh	396.79	376.3	315.65	0	382.21	0	0	0	0
4	Haryana	391.46	437.5	0	0	305.56	208.33	0	0	0
5	Uttar Pradesh	0	0	170.27	0	0	0	177.45	0	0
6	Bihar	323.79	232	0	0	358.33	0	0	0	0
7	Gujarat	406.9	381.31	371.49	520.83	407.36	288.46	461.54	0	0
8	Maharashtra	510.32	829.37	525.98	0	407.69	420.53	0	0	0
9	West Bengal	316.43	0	325.27	478.26	312.5	246.99	0	350.69	0
10	Andhra Pradesh	356.74	376.81	335.25	300	380	0	0	0	0
11	Telangana	579.8	669.84	755.1	0	471.38	518.52	0	0	0
12	Tamil Nadu	416.67	333.33	392.86	535.71	347.22	515.15	0	604.17	0
13	Karnataka	247.22	516.67	376.05	0	233.44	333.33	0	0	0
Overall		392.89	459.86	414.96	453.84	354.34	342.96	319.50	477.43	0.00

Table 3.2: Total Earnings of Workers by Occupation (Rs)

SI. No.	State	Cutting & Fabrication	Fabric Processing	Embroidery work	Raw Material Distributor	Fixing of fitting and accessories	Finishing & packing work	Winder	Designers	Others
1	Punjab	407.49	481.18	535.42	388.24	301.97	343.79	0	0	0
2	Rajasthan	361.11	424.17	461.27	500	344.39	211.54	0	0	0
3	Madhya Pradesh	396.79	376.3	315.65	0	382.21	0	0	0	0
4	Haryana	391.46	437.5	0	0	305.56	208.33	0	0	0
5	Uttar Pradesh	0	0	170.27	0	0	0	177.45	0	0
6	Bihar	323.79	232	0	0	358.33	0	0	0	0
7	Gujarat	406.9	381.31	371.49	520.83	407.36	288.46	461.54	0	0
8	Maharashtra	510.32	829.37	525.98	0	407.69	420.53	0	0	0
9	West Bengal	316.43	0	325.27	478.26	312.5	246.99	0	350.69	0
10	Andhra Pradesh	356.74	376.81	335.25	300	380	0	0	0	0
11	Telangana	579.8	669.84	755.1	0	471.38	518.52	0	0	0
12	Tamil Nadu	416.67	333.33	392.86	535.71	347.22	515.15	0	604.17	0
13	Karnataka	247.22	516.67	376.05	0	233.44	333.33	0	0	0
Overall		50,45,796	30,65,436	32,64,588	4,98,215	23,64,165	13,69,321	2,69,140	1,83,100	0.00

Table 3.3: Average Daily Earnings of Male Workers by Occupation (Rs)										
SI. No.	State	Cutting & Fabrication	Fabric Processing	Embroidery work	Raw Material Distributor	Fixing of fitting and accessories	Finishing & packing work	Winder	Designers	Others
1	Punjab	407.49	506.02	535.42	388.24	301.97	343.79	0	0	0
2	Rajasthan	361.11	424.17	461.27	500	344.39	125	0	0	0
3	Madhya Pradesh	396.79	398.81	315.65	0	438.27	0	0	0	0
4	Haryana	391.46	437.5	0	0	305.56	208.33	0	0	0
5	Uttar Pradesh	0	0	170.27	0	0	0	177.45	0	0
6	Bihar	323.79	232	0	0	358.33	0	0	0	0
7	Gujarat	406.9	388.68	369.02	520.83	418.38	384.62	461.54	0	0
8	Maharashtra	545.63	829.37	525.98	0	407.69	420.53	0	0	0
9	West Bengal	315.54	0	325	478.26	368.42	220.76	0	383.33	0
10	Andhra Pradesh	365.21	400	351.93	300	380	0	0	0	0
11	Telangana	660.21	629.8	0	0	574.67	518.52	0	0	0
12	Tamil Nadu	416.67	333.33	392.86	535.71	402.78	554.05	0	604.17	0
13	Karnataka	239.86	516.67	376.05	0	247.03	375	0	0	0
Overall		402.56	463.30	382.35	453.84	378.96	350.07	319.50	493.75	0.00

Table 3.4: Total Earnings of Male Workers by Occupation (Rs)

SI. No.	State	Cutting & Fabrication	Fabric Processing	Embroidery work	Raw Material Distributor	Fixing of fitting and accessories	Finishing & packing work	Winder	Designers	Others
1	Punjab	407.49	506.02	535.42	388.24	301.97	343.79	0	0	0
2	Rajasthan	361.11	424.17	461.27	500	344.39	125	0	0	0
3	Madhya Pradesh	396.79	398.81	315.65	0	438.27	0	0	0	0
4	Haryana	391.46	437.5	0	0	305.56	208.33	0	0	0
5	Uttar Pradesh	0	0	170.27	0	0	0	177.45	0	0
6	Bihar	323.79	232	0	0	358.33	0	0	0	0
7	Gujarat	406.9	388.68	369.02	520.83	418.38	384.62	461.54	0	0
8	Maharashtra	545.63	829.37	525.98	0	407.69	420.53	0	0	0
9	West Bengal	315.54	0	325	478.26	368.42	220.76	0	383.33	0
10	Andhra Pradesh	365.21	400	351.93	300	380	0	0	0	0
11	Telangana	660.21	629.8	0	0	574.67	518.52	0	0	0
12	Tamil Nadu	416.67	333.33	392.86	535.71	402.78	554.05	0	604.17	0
13	Karnataka	239.86	516.67	376.05	0	247.03	375	0	0	0
Overall		5,05,801	6,21,306	29,07,138	4,32,660	18,93,755	10,72,151	2,65,140	1,52,600	0.00

Table 3.5: Average Daily Earnings of Female Workers by Occupation (Rs)										
SI. No.	State	Cutting & Fabrication	Fabric Processing	Embroidery work	Raw Material Distributor	Fixing of fitting and accessories	Finishing & packing work	Winder	Designers	Others
1	Punjab	0	275	0	0	0	0	0	0	0
2	Rajasthan	0	0	0	0	0	285.71	0	0	0
3	Madhya Pradesh	0	218.75	0	0	184.78	0	0	0	0
4	Haryana	0	0	0	0	0	0	0	0	0
5	Uttar Pradesh	0	0	0	0	0	0	0	0	0
6	Bihar	0	0	0	0	0	0	0	0	0
7	Gujarat	0	300	416.67	0	300	192.31	0	0	0
8	Maharashtra	269.23	0	0	0	0	0	0	0	0
9	West Bengal	318.39	0	325.83	0	261.9	333.33	0	187.5	0
10	Andhra Pradesh	320	367.35	326.27	0	0	0	0	0	0
11	Telangana	347.33	833.33	755.1	0	310	0	0	0	0
12	Tamil Nadu	0	0	0	0	291.67	400	0	0	0
13	Karnataka	291.67	0	0	0	207.55	250	0	0	0
Overall		309.32	398.89	455.97	0.00	259.32	292.27	0.00	187.50	0.00

Table 3.6: Total Earnings of Female Workers by Occupation (Rs)

SI. No.	State	Cutting & Fabrication	Fabric Processing	Embroidery work	Raw Material Distributor	Fixing of fitting and accessories	Finishing & packing work	Winder	Designers	Others
1	Punjab	0	275	0	0	0	0	0	0	0
2	Rajasthan	0	0	0	0	0	285.71	0	0	0
3	Madhya Pradesh	0	218.75	0	0	184.78	0	0	0	0
4	Haryana	0	0	0	0	0	0	0	0	0
5	Uttar Pradesh	0	0	0	0	0	0	0	0	0
6	Bihar	0	0	0	0	0	0	0	0	0
7	Gujarat	0	300	416.67	0	300	192.31	0	0	0
8	Maharashtra	269.23	0	0	0	0	0	0	0	0
9	West Bengal	318.39	0	325.83	0	261.9	333.33	0	187.5	0
10	Andhra Pradesh	320	367.35	326.27	0	0	0	0	0	0
11	Telangana	347.33	833.33	755.1	0	310	0	0	0	0
12	Tamil Nadu	0	0	0	0	291.67	400	0	0	0
13	Karnataka	291.67	0	0	0	207.55	250	0	0	0
Overall		5,39,995	4,44,130	3,57,450	65,555	4,70,410	2,97,170	4,000	30,500	0.00

Table 3.7: Average Daily Basic Wages of Workers by Occupation (Rs)

SI. No.	State	Cutting & Fabrication	Fabric Processing	Embroidery work	Raw Material Distributor	Fixing of fitting and accessories	Finishing & packing work	Winder	Designers	Others
1	Punjab	407.19	454.3	535.42	382.35	301.15	343.2	0	0	0
2	Rajasthan	361.11	424.17	452.67	500	344.39	211.54	0	0	0
3	Madhya Pradesh	396.79	369.79	315.65	0	382.21	0	0	0	0
4	Haryana	391.46	437.5	0	0	305.56	208.33	0	0	0
5	Uttar Pradesh	0	0	170.27	0	0	0	177.45	0	0
6	Bihar	323.79	232	0	0	358.33	0	0	0	0
7	Gujarat	406.9	381.31	371.49	520.83	407.36	288.46	461.54	0	0
8	Maharashtra	498.03	829.37	524.51	0	407.69	420.53	0	0	0
9	West Bengal	312.36	0	317.57	478.26	312.5	240.78	0	350.69	0
10	Andhra Pradesh	356.74	376.81	335.25	300	380	0	0	0	0
11	Telangana	579.8	669.84	755.1	0	471.38	518.52	0	0	0
12	Tamil Nadu	416.67	333.33	392.86	535.71	347.22	515.15	0	604.17	0
13	Karnataka	247.22	516.67	376.05	0	233.44	333.33	0	0	0
Overall		391.51	456.83	413.35	452.86	354.27	342.20	319.50	477.43	0.00

Table 3.8: Total Basic Wages of Workers by Occupation (Rs)

SI. No.	State	Cutting & Fabrication	Fabric Processing	Embroidery work	Raw Material Distributor	Fixing of fitting and accessories	Finishing & packing work	Winder	Designers	Others
1	Punjab	407.19	454.3	535.42	382.35	301.15	343.2	0	0	0
2	Rajasthan	361.11	424.17	452.67	500	344.39	211.54	0	0	0
3	Madhya Pradesh	396.79	369.79	315.65	0	382.21	0	0	0	0
4	Haryana	391.46	437.5	0	0	305.56	208.33	0	0	0
5	Uttar Pradesh	0	0	170.27	0	0	0	177.45	0	0
6	Bihar	323.79	232	0	0	358.33	0	0	0	0
7	Gujarat	406.9	381.31	371.49	520.83	407.36	288.46	461.54	0	0
8	Maharashtra	498.03	829.37	524.51	0	407.69	420.53	0	0	0
9	West Bengal	312.36	0	317.57	478.26	312.5	240.78	0	350.69	0
10	Andhra Pradesh	356.74	376.81	335.25	300	380	0	0	0	0
11	Telangana	579.8	669.84	755.1	0	471.38	518.52	0	0	0
12	Tamil Nadu	416.67	333.33	392.86	535.71	347.22	515.15	0	604.17	0
13	Karnataka	247.22	516.67	376.05	0	233.44	333.33	0	0	0
Overall		50,55,936	31,32,186	32,49,848	4,97,115	22,96,745	13,61,061	2,69,140	1,83,100	0.00

Table 3.9: Average Daily Basic Wages of male Workers by Occupation (Rs)										
SI. No.	State	Cutting & Fabrication	Fabric Processing	Embroidery work	Raw Material Distributor	Fixing of fitting and accessories	Finishing & packing work	Winder	Designers	Others
1	Punjab	407.19	475.9	535.42	382.35	301.15	343.2	0	0	0
2	Rajasthan	361.11	424.17	452.67	500	344.39	125	0	0	0
3	Madhya Pradesh	396.79	391.37	315.65	0	438.27	0	0	0	0
4	Haryana	391.46	437.5	0	0	305.56	208.33	0	0	0
5	Uttar Pradesh	0	0	170.27	0	0	0	177.45	0	0
6	Bihar	323.79	232	0	0	358.33	0	0	0	0
7	Gujarat	406.9	388.68	369.02	520.83	418.38	384.62	461.54	0	0
8	Maharashtra	531.55	829.37	524.51	0	407.69	420.53	0	0	0
9	West Bengal	310.45	0	320	478.26	368.42	212.66	0	383.33	0
10	Andhra Pradesh	365.21	400	351.93	300	380	0	0	0	0
11	Telangana	660.21	629.8	0	0	574.67	518.52	0	0	0
12	Tamil Nadu	416.67	333.33	392.86	535.71	402.78	554.05	0	604.17	0
13	Karnataka	239.86	516.67	376.05	0	247.03	375	0	0	0
Overall		400.93	459.89	380.84	452.86	378.89	349.10	319.50	493.75	0.00

Table 3.10: Total Basic Wages of male Workers by Occupation (Rs)

SI. No.	State	Cutting & Fabrication	Fabric Processing	Embroidery work	Raw Material Distributor	Fixing of fitting and accessories	Finishing & packing work	Winder	Designers	Others
1	Punjab	407.19	475.9	535.42	382.35	301.15	343.2	0	0	0
2	Rajasthan	361.11	424.17	452.67	500	344.39	125	0	0	0
3	Madhya Pradesh	396.79	391.37	315.65	0	438.27	0	0	0	0
4	Haryana	391.46	437.5	0	0	305.56	208.33	0	0	0
5	Uttar Pradesh	0	0	170.27	0	0	0	177.45	0	0
6	Bihar	323.79	232	0	0	358.33	0	0	0	0
7	Gujarat	406.9	388.68	369.02	520.83	418.38	384.62	461.54	0	0
8	Maharashtra	531.55	829.37	524.51	0	407.69	420.53	0	0	0
9	West Bengal	310.45	0	320	478.26	368.42	212.66	0	383.33	0
10	Andhra Pradesh	365.21	400	351.93	300	380	0	0	0	0
11	Telangana	660.21	629.8	0	0	574.67	518.52	0	0	0
12	Tamil Nadu	416.67	333.33	392.86	535.71	402.78	554.05	0	604.17	0
13	Karnataka	239.86	516.67	376.05	0	247.03	375	0	0	0
Overall		45,16,291	26,88,056	28,95,238	4,31,860	18,28,835	10,64,041	2,65,140	1,52,600	0.00

Table 3.11: Average Daily Basic Wages of Female Workers by Occupation (Rs)										
SI. No.	State	Cutting & Fabrication	Fabric Processing	Embroidery work	Raw Material Distributor	Fixing of fitting and accessories	Finishing & packing work	Winder	Designers	Others
1	Punjab	0	275	0	0	0	0	0	0	0
2	Rajasthan	0	0	0	0	0	285.71	0	0	0
3	Madhya Pradesh	0	218.75	0	0	184.78	0	0	0	0
4	Haryana	0	0	0	0	0	0	0	0	0
5	Uttar Pradesh	0	0	0	0	0	0	0	0	0
6	Bihar	0	0	0	0	0	0	0	0	0
7	Gujarat	0	300	416.67	0	300	192.31	0	0	0
8	Maharashtra	269.23	0	0	0	0	0	0	0	0
9	West Bengal	316.58	0	312.5	0	261.9	333.33	0	187.5	0
10	Andhra Pradesh	320	367.35	326.27	0	0	0	0	0	0
11	Telangana	347.33	833.33	755.1	0	310	0	0	0	0
12	Tamil Nadu	0	0	0	0	291.67	400	0	0	0
13	Karnataka	291.67	0	0	0	207.55	250	0	0	0
Overall		308.96	398.89	452.64	0.00	259.32	292.27	0.00	187.50	0.00

Table 3.12: Total Basic Wages of Female Workers by Occupation (Rs)										
SI. No.	State	Cutting & Fabrication	Fabric Processing	Embroidery work	Raw Material Distributor	Fixing of fitting and accessories	Finishing & packing work	Winder	Designers	Others
1	Punjab	0	275	0	0	0	0	0	0	0
2	Rajasthan	0	0	0	0	0	285.71	0	0	0
3	Madhya Pradesh	0	218.75	0	0	184.78	0	0	0	0
4	Haryana	0	0	0	0	0	0	0	0	0
5	Uttar Pradesh	0	0	0	0	0	0	0	0	0
6	Bihar	0	0	0	0	0	0	0	0	0
7	Gujarat	0	300	416.67	0	300	192.31	0	0	0
8	Maharashtra	269.23	0	0	0	0	0	0	0	0
9	West Bengal	316.58	0	312.5	0	261.9	333.33	0	187.5	0
10	Andhra Pradesh	320	367.35	326.27	0	0	0	0	0	0
11	Telangana	347.33	833.33	755.1	0	310	0	0	0	0
12	Tamil Nadu	0	0	0	0	291.67	400	0	0	0
13	Karnataka	291.67	0	0	0	207.55	250	0	0	0
Overall		5,39,645	4,44,130	3,54,610	65,255	4,67,910	2,97,020	4,000	30,500	0.00

Table 4.1: Units Providing Medical Facilities and covered under ESI Act				Distribution of ESI Scheme implementation		
Sl. No.	State	No. Units providing First aid box	No. of Units Covered ESI Act	Implemented	Not Implemented	Unit Exempted
1	Punjab	46	2	2	0	0
2	Rajasthan	14	0	0	0	0
3	Madhya Pradesh	25	1	0	1	0
4	Haryana	30	1	0	1	0
5	Uttar Pradesh	14	0	0	0	0
6	Bihar	1	1	0	1	0
7	Gujarat	17	1	1	0	0
8	Maharashtra	46	29	27	2	0
9	West Bengal	15	0	0	0	0
10	Andhra Pradesh	7	0	0	0	0
11	Telangana	20	1	0	1	0
12	Tamil Nadu	23	0	0	0	0
13	Karnataka	5	0	0	0	0
Overall		263	36	30	6	0
% age		51.5%	7.0%	83.3%	16.7%	0.0%

Table 4.2: Units Providing Maternity Benefits - State wise			Distribution of Source of Maternity benefits		
Sl. No.	State	No. of workers getting Maternity Benefits	Employer	RMG welfare Association	Others
1	Punjab	1	1	0	0
2	Rajasthan	0	0	0	0
3	Madhya Pradesh	0	0	0	0
4	Haryana	0	0	0	0
5	Uttar Pradesh	0	0	0	0
6	Bihar	0	0	0	0
7	Gujarat	0	0	0	0
8	Maharashtra	3	2	0	1
9	West Bengal	2	0	0	2
10	Andhra Pradesh	0	0	0	0
11	Telangana	0	0	0	0
12	Tamil Nadu	1	1	0	0
13	Karnataka	0	0	0	0
Overall		7	4	0	3
% age		4.0%	57.1%	0.0%	42.9%

Table 4.3: Units Providing Different Facilities at Workplace (%) - State wise								
Sl. No.	State	Types of Welfare facilities						
		Drinking water	Washing facilities	Urinals	Canteen	Rest shelter	Recreation facilities	Others
1	Punjab	100	96.9	100.0	42.2	7.8	1.6	0.0
2	Rajasthan	100	52.9	82.4	0.0	11.8	2.0	0.0
3	Madhya Pradesh	100	42.9	100.0	0.0	0.0	0.0	0.0
4	Haryana	100	97.6	97.6	0.0	80.5	2.4	2.4
5	Uttar Pradesh	100	100.0	95.0	0.0	0.0	0.0	0.0
6	Bihar	100	46.7	100.0	0.0	0.0	0.0	0.0
7	Gujarat	100	76.7	95.0	3.3	11.7	0.0	0.0
8	Maharashtra	100	74.5	94.1	15.7	21.6	2.0	2.0
9	West Bengal	100	64.0	96.0	16.0	46.0	22.0	0.0
10	Andhra Pradesh	100	96.7	60.0	0.0	0.0	0.0	0.0
11	Telangana	100	90.0	100.0	26.7	60.0	3.3	0.0
12	Tamil Nadu	100	96.3	92.6	3.7	33.3	0.0	0.0
13	Karnataka	100	16.7	93.3	3.3	3.3	0.0	0.0
Overall		511	377.0	476.0	55.0	113.0	16.0	2.0
In Percentage		100	73.8	93.2	10.8	22.1	3.1	0.4

Table 4.4: Units Providing Workplace Facilities Separately by Women Workers (%) - State wise								
Sl. No.	State	No of units Providing Drinking Water	No of units Providing Washing Facilities	No of units Providing Urinals	No of units Providing Canteen	No of units Providing Rest Shelter	No of units Providing Recreation Facilities	Others
1	Punjab	28.1	28.1	28.1	1.6	0.0	0.0	0.0
2	Rajasthan	3.9	3.9	13.7	0.0	2.0	0.0	0.0
3	Madhya Pradesh	28.6	16.7	31.0	0.0	0.0	0.0	0.0
4	Haryana	7.3	12.2	12.2	0.0	7.3	0.0	0.0
5	Uttar Pradesh	0.0	0.0	0.0	0.0	0.0	0.0	0.0
6	Bihar	100.0	46.7	100.0	0.0	0.0	0.0	0.0
7	Gujarat	3.3	6.7	6.7	0.0	1.7	0.0	0.0
8	Maharashtra	33.3	31.4	64.7	7.8	9.8	2.0	2.0
9	West Bengal	28.0	20.0	32.0	0.0	14.0	8.0	0.0
10	Andhra Pradesh	30.0	36.7	30.0	0.0	0.0	0.0	0.0
11	Telangana	53.3	66.7	73.3	20.0	50.0	3.3	0.0
12	Tamil Nadu	0.0	51.9	55.6	0.0	7.4	0.0	0.0
13	Karnataka	3.3	0.0	3.3	0.0	0.0	0.0	0.0
Overall		109	114	158	11	34	6	1
In Percentage		21.3%	22.3%	30.9%	2.2%	6.7%	1.2%	0.2%

Table 4.5: Units Providing Social Security Benefits - State wise			Distribution of Category of workers eligible for benefits			Distribution of Type of Social Security Benefits						
Sl. No.	State	No. Units providing Social Security Benefits	All	Some	NA	EPF	GPF	Group Insurance	Health Insurance	All	Some benefits	NA
1	Punjab	2	0	2	0	0	0	0	0	0	2	0
2	Rajasthan	3	0	3	0	0	3	0	0	0	0	0
3	Madhya Pradesh	0	0	0	0	0	0	0	0	0	0	0
4	Haryana	0	0	0	0	0	0	0	0	0	0	0
5	Uttar Pradesh	0	0	0	0	0	0	0	0	0	0	0
6	Bihar	1	1	0	0	0	0	0	0	0	1	0
7	Gujarat	1	1	0	0	0	0	0	1	0	0	0
8	Maharashtra	26	13	13	0	8	0	1	3	0	14	0
9	West Bengal	0	0	0	0	0	0	0	0	0	0	0
10	Andhra Pradesh	0	0	0	0	0	0	0	0	0	0	0
11	Telangana	0	0	0	0	0	0	0	0	0	0	0
12	Tamil Nadu	0	0	0	0	0	0	0	0	0	0	0
13	Karnataka	0	0	0	0	0	0	0	0	0	0	0
Overall		33	15	18	0	8	3	1	4	0	17	0
% age		6.5%	45.5%	54.5%	0.0%	24.2%	9.1%	3.0%	12.1%	0.0%	51.5%	0.0%

Table 4.6: State wise number of workers benefitted and their distribution

Sl. No.	State	No of workers benefitted - State wise	Distribution of Number of workers benefitted by various schemes				
			EPF	ESI	Group Insurance	Health Insurance Others	Others
1	Punjab	19	0	19	0	0	0
2	Rajasthan	0	0	0	0	0	0
3	Madhya Pradesh	0	0	0	0	0	0
4	Haryana	0	0	0	0	0	0
5	Uttar Pradesh	0	0	0	0	0	0
6	Bihar	0	0	0	0	0	0
7	Gujarat	4	0	4	0	0	0
8	Maharashtra	168	42	93	4	29	0
9	West Bengal	0	0	0	0	0	0
10	Andhra Pradesh	0	0	0	0	0	0
11	Telangana	0	0	0	0	0	0
12	Tamil Nadu	0	0	0	0	0	0
13	Karnataka	0	0	0	0	0	0
Overall		191	42	116	4	29	0
% age		9.7%	22.0%	60.7%	2.1%	15.2%	0.0%

Detailed Tables

Based on Information collected from Workers schedule

Table 5.1. Distribution of Number of Schedules Canvassed - Worker Schedule by Gender			
Sl. No.	State	Male	Female
1	Punjab	123	5
2	Rajasthan	121	4
3	Madhya Pradesh	82	15
4	Haryana	86	9
5	Uttar Pradesh	46	0
6	Bihar	36	2
7	Gujarat	130	13
8	Maharashtra	119	24
9	West Bengal	84	36
10	Andhra Pradesh	37	28
11	Telangana	33	18
12	Tamil Nadu	53	9
13	Karnataka	56	14
Overall		1006	177
In Percent		85.0%	15.0%

Table 5.2.1 Distribution of Women Workers by type of Occupational activities

Sl. No.	State	Cutting & Fabrication	Fabric Processing	Embroidery work	Raw Material Distributor	Fixing of fitting and accessories	Finishing & packing work	Winder	Designers	Others
1	Punjab	0	3	0	0	1	0	0	0	1
2	Rajasthan	1	1	0	0	1	1	0	0	0
3	Madhya Pradesh	2	7	0	0	4	0	0	0	2
4	Haryana	2	0	0	0	0	7	0	0	0
5	Uttar Pradesh	0	0	0	0	0	0	0	0	0
6	Bihar	1	0	0	0	0	0	0	0	1
7	Gujarat	2	3	2	0	5	1	0	0	0
8	Maharashtra	5	2	2	0	0	1	0	0	14
9	West Bengal	13	2	8	0	6	4	0	0	3
10	Andhra Pradesh	5	7	13	0	2	1	0	0	0
11	Telangana	5	5	2	1	4	1	0	0	0
12	Tamil Nadu	0	0	0	0	5	3	0	0	1
13	Karnataka	4	1	1	0	5	3	0	0	0
Overall		40	31	28	1	33	22	0	0	22
Percentage		22.6	17.5	15.8	0.6	18.6	12.4	0.00	0.00	12.4

Table 5.2.2 Distribution of Men Workers by type of Occupational activities

Sl. No.	State	Cutting & Fabrication	Fabric Processing	Embroidery work	Raw Material Distributor	Fixing of fitting and accessories	Finishing & packing work	Winder	Designers	Others
1	Punjab	29	13	14	2	24	14	0	0	27
2	Rajasthan	16	25	56	4	16	4	0	0	0
3	Madhya Pradesh	12	32	10	0	16	1	0	0	11
4	Haryana	65	3	0	0	10	3	0	0	5
5	Uttar Pradesh	0	9	36	0	0	1	0	0	0
6	Bihar	22	10	1	0	2	0	0	0	1
7	Gujarat	24	38	41	1	17	6	0	0	3
8	Maharashtra	35	21	1	4	12	10	0	0	36
9	West Bengal	30	4	27	1	4	7	0	0	11
10	Andhra Pradesh	15	5	6	2	6	2	0	0	1
11	Telangana	19	3	3	0	6	2	0	0	0
12	Tamil Nadu	4	2	18	0	14	5	0	0	10
13	Karnataka	15	4	26	0	6	5	0	0	0
Overall		286	169	239	14	133	60	0	0	105
Percentage		28.4	16.8	23.8	1.4	13.2	6.0	0.00	0.00	10.4

Table 5.2.3 Distribution of Total Workers by type of Occupational activities

Sl. No.	State	Cutting & Fabrication	Fabric Processing	Embroidery work	Raw Material Distributor	Fixing of fitting and accessories	Finishing & packing work	Winder	Designers	Others
1	Punjab	29	16	14	2	25	14	0	0	28
2	Rajasthan	17	26	56	4	17	5	0	0	0
3	Madhya Pradesh	14	39	10	0	20	1	0	0	13
4	Haryana	67	3	0	0	10	10	0	0	5
5	Uttar Pradesh	0	9	36	0	0	1	0	0	0
6	Bihar	23	10	1	0	2	0	0	0	2
7	Gujarat	26	41	43	1	22	7	0	0	3
8	Maharashtra	40	23	3	4	12	11	0	0	50
9	West Bengal	43	6	35	1	10	11	0	0	14
10	Andhra Pradesh	20	12	19	2	8	3	0	0	1
11	Telangana	24	8	5	1	10	3	0	0	0
12	Tamil Nadu	4	2	18	0	19	8	0	0	11
13	Karnataka	19	5	27	0	11	8	0	0	0
Overall		326	200	267	15	166	82	0	0	127
Percentage		27.6	16.9	22.6	1.3	14.0	6.9	0.0	0.0	10.7

Table 5.3: Distribution of Workers by Mode of Employment status													
Sl. No.	State	Distribution of Women Workers by Mode of Employment status				Distribution of Men Workers by Mode of Employment status				Distribution of Workers by Mode of Employment status - Total			
		1	2	3	4	1	2	3	4	1	2	3	4
1	Punjab	1	3	0	1	44	76	0	3	45	79	0	4
2	Rajasthan	1	3	0	0	51	66	1	3	52	69	1	3
3	Madhya Pradesh	0	15	0	0	8	74	0	0	8	89	0	0
4	Haryana	3	6	0	0	22	63	1	0	25	69	1	0
5	Uttar Pradesh	0	0	0	0	37	6	3	0	37	6	3	0
6	Bihar	1	0	0	1	9	17	2	8	10	17	2	9
7	Gujarat	4	3	0	6	64	23	0	43	68	26	0	49
8	Maharashtra	12	5	6	1	79	30	7	3	91	35	13	4
9	West Bengal	12	15	0	9	21	41	0	22	33	56	0	31
10	Andhra Pradesh	0	26	2	0	0	33	1	3	0	59	3	3
11	Telangana	5	13	0	0	7	9	0	17	12	22	0	17
12	Tamil Nadu	7	2	0	0	35	16	2	0	42	18	2	0
13	Karnataka	3	11	0	0	14	42	0	0	17	53	0	0
Overall		49	102	8	18	391	496	17	102	440	598	25	120
Percentage		27.7%	57.6%	4.5%	10.2%	38.9%	49.3%	1.7%	10.1%	37.2%	50.5%	2.1%	10.1%

Permanent-1, Temporary-2, Contract-3, Casual/others-4.

Table 5.4: Sample Distribution of Workers by Caste by Gender													
Sl. No.	State	Female workers				Male Worker				Total Workers			
		SC	ST	OBC	Others	SC	ST	OBC	Others	SC	ST	OBC	Others
1	Punjab	2	0	2	1	44	3	19	57	46	3	21	58
2	Rajasthan	2	0	0	2	16	1	40	64	18	1	40	66
3	Madhya Pradesh	4	0	2	9	16	1	34	31	20	1	36	40
4	Haryana	1	0	3	5	9	0	53	24	10	0	56	29
5	Uttar Pradesh	0	0	0	0	0	3	43	0	0	3	43	0
6	Bihar	1	0	1	0	2	1	28	5	3	1	29	5
7	Gujarat	2	0	6	5	14	3	65	48	16	3	71	53
8	Maharashtra	1	1	6	16	9	1	23	86	10	2	29	102
9	West Bengal	4	0	4	28	7	2	9	66	11	2	13	94
10	Andhra Pradesh	1	0	21	6	0	1	26	10	1	1	47	16
11	Telangana	2	3	8	5	3	5	21	4	5	8	29	9
12	Tamil Nadu	0	0	3	6	0	0	0	53	0	0	3	59
13	Karnataka	0	0	3	11	2	0	15	39	2	0	18	50
Overall		20	4	59	94	122	21	376	487	142	25	435	581
Percentage		11.3%	2.3%	33.3%	53.1%	12.1%	2.1%	37.4%	48.4%	12.0%	2.1%	36.8%	49.1%

Table 5.5: Distribution of Workers by number of members in family by Gender

Sl. No.	State	Women Workers by number of member in family							Men Workers by number of member in family							Total Workers by number of member in family						
		1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
1	Punjab	0	0	1	2	0	0	2	21	13	21	26	22	10	10	21	13	22	28	22	10	12
2	Rajasthan	0	0	0	2	2	0	0	11	5	12	22	29	14	28	11	5	12	24	31	14	28
3	MP	0	2	1	7	4	1	0	5	4	15	28	13	13	4	5	6	16	35	17	14	4
4	Haryana	0	0	1	5	2	1	0	37	5	9	14	11	4	6	37	5	10	19	13	5	6
5	Uttar Pradesh	0	0	0	0	0	0	0	2	7	26	8	3	0	0	2	7	26	8	3	0	0
6	Bihar	0	0	0	0	2	0	0	3	12	9	4	3	3	2	3	12	9	4	5	3	2
7	Gujarat	0	1	3	3	3	3	0	6	15	15	27	23	17	27	6	16	18	30	26	20	27
8	Maharashtra	0	7	9	3	4	0	1	10	17	28	29	20	10	5	10	24	37	32	24	10	6
9	West Bengal	4	5	9	9	7	0	2	5	10	26	12	20	6	5	9	15	35	21	27	6	7
10	AP	1	7	10	10	0	0	0	5	7	11	9	3	2	0	6	14	21	19	3	2	0
11	Telangana	0	1	4	13	0	0	0	1	6	11	13	2	0	0	1	7	15	26	2	0	0
12	Tamil Nadu	0	1	4	4	0	0	0	11	8	20	10	4	0	0	11	9	24	14	4	0	0
13	Karnataka	0	2	4	5	3	0	0	12	7	10	13	8	6	0	12	9	14	18	11	6	0
Overall		5	26	46	63	27	5	5	129	116	213	215	161	85	87	134	142	259	278	188	90	92
Percentage		2.8%	14.7%	26.0%	35.6%	15.3%	2.8%	2.8%	12.8%	11.5%	21.2%	21.4%	16.0%	8.4%	8.6%	11.3%	12.0%	21.9%	23.5%	15.9%	7.6%	7.8%

1- less than or equal to 1, 2 - Greater than 1 but less than or equal to 2, 3-Greater than 2 but less than or equal to 3, 4 -Greater than 3 but less than or equal to 4, 5-Greater than 4 but less than or equal to 5,6-Greater than 5 but less than or equal to 6, 7-Greater than 6.

Table 5.6: Distribution of Workers by Age categories & Gender													
Sl. No.	State	Women Workers by Age				Men workers By Age				Total Workers by Age			
		15-18	19-34	35-59	60 & Above	15-18	19-34	35-59	60 & Above	15-18	19-34	35-59	60 & Above
1	Punjab	0	3	2	0	3	85	34	1	3	88	36	1
2	Rajasthan	0	0	4	0	5	95	21	0	5	95	25	0
3	Madhya Pradesh	0	7	8	0	4	43	33	2	4	50	41	2
4	Haryana	0	7	2	0	0	50	35	1	0	57	37	1
5	Uttar Pradesh	0	0	0	0	2	33	11	0	2	33	11	0
6	Bihar	0	0	2	0	0	22	13	1	0	22	15	1
7	Gujarat	0	6	7	0	2	103	24	1	2	109	31	1
8	Maharashtra	0	16	8	0	0	50	64	5	0	66	72	5
9	West Bengal	1	20	14	1	3	43	37	1	4	63	51	2
10	Andhra Pradesh	0	25	3	0	1	17	19	0	1	42	22	0
11	Telangana	0	6	11	1	0	23	10	0	0	29	21	1
12	Tamil Nadu	0	6	3	0	1	42	10	0	1	48	13	0
13	Karnataka	0	10	3	1	1	35	20	0	1	45	23	1
Overall		1	106	67	3	22	641	331	12	23	747	398	15
Percentage		0.6%	59.9%	37.9%	1.7%	2.2%	63.7%	32.9%	1.2%	1.9%	63.1%	33.6%	1.3%

Table 5.7: Members of Worker's Family - State wise							
Sl. No.	State	Total number of family members - woman	Average no of family members - woman	Total number of family members - Men	Average no of family members - Men	Total number of family members - Total	Average no of family members - Total
1	Punjab	25	5	464	4	489	4
2	Rajasthan	18	5	608	5	626	5
3	Madhya Pradesh	61	4	351	4	412	4
4	Haryana	39	4	256	3	295	3
5	Uttar Pradesh	0	0	141	3	141	3
6	Bihar	10	5	117	3	127	3
7	Gujarat	56	4	622	5	678	5
8	Maharashtra	80	3	440	4	520	4
9	West Bengal	126	4	323	4	449	4
10	Andhra Pradesh	85	3	115	3	200	3
11	Telangana	66	4	108	3	174	3
12	Tamil Nadu	30	3	146	3	176	3
13	Karnataka	51	4	184	3	235	3
Overall		647	4.0	3875	3.6	4522	3.6

Table 5.8: Distribution of Workers by education level

Sl. No.	State	Women Workers By education level							Men Workers By education level							Workers By education level - Total						
		1	2	3	4	5	6	9	1	2	3	4	5	6	9	1	2	3	4	5	6	9
1	Punjab	1	0	0	1	2	1	0	4	8	29	34	41	6	1	5	8	29	35	43	7	1
2	Rajasthan	2	0	2	0	0	0	0	14	15	17	41	28	5	1	16	15	19	41	28	5	1
3	Madhya Pradesh	1	1	3	8	1	1	0	3	2	6	29	31	8	3	4	3	9	37	32	9	3
4	Haryana	3	2	2	0	2	0	0	7	17	16	23	20	2	1	10	19	18	23	22	2	1
5	Uttar Pradesh	0	0	0	0	0	0	0	2	23	5	3	12	1	0	2	23	5	3	12	1	0
6	Bihar	0	0	0	2	0	0	0	1	3	0	7	25	0	0	1	3	0	9	25	0	0
7	Gujarat	2	2	2	4	2	1	0	9	21	25	44	29	2	0	11	23	27	48	31	3	0
8	Maharashtra	1	0	2	9	11	1	0	8	9	8	45	34	15	0	9	9	10	54	45	16	0
9	West Bengal	1	1	4	13	12	5	0	0	6	14	45	16	3	0	1	7	18	58	28	8	0
10	Andhra Pradesh	0	1	4	13	9	1	0	0	0	5	19	11	2	0	0	1	9	32	20	3	0
11	Telangana	1	5	2	4	4	0	2	0	3	1	18	10	1	0	1	8	3	22	14	1	2
12	Tamil Nadu	0	0	5	2	2	0	0	0	1	5	10	22	15	0	0	1	10	12	24	15	0
13	Karnataka	0	0	2	2	9	1	0	3	4	12	13	22	2	0	3	4	14	15	31	3	0
Overall		12	12	28	58	54	11	2	51	112	143	331	301	62	6	63	124	171	389	355	73	8
Percentage		6.8	6.8	15.8	32.8	30.5	6.2	1.1	5.1	11.1	14.2	32.9	29.9	6.2	0.6	5.3	10.5	14.5	32.9	30.0	6.2	0.7

Illiterate-1, Literate but below primary-2, Primary-3, Middle-4, Matric or HSC-5, Graduate & above-6, NA-9

Table 5.9: Distribution of Workers by pay period

Sl. No.	State	Women Workers By pay period					Men Workers By pay period					Total Workers By pay period				
		1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
1	Punjab	2	3	0	0	0	62	54	6	0	1	64	57	6	0	1
2	Rajasthan	4	0	0	0	0	89	4	28	0	0	93	4	28	0	0
3	Madhya Pradesh	4	3	8	0	0	29	16	36	0	1	33	19	44	0	1
4	Haryana	4	0	5	0	0	37	6	43	0	0	41	6	48	0	0
5	Uttar Pradesh	0	0	0	0	0	0	0	46	0	0	0	0	46	0	0
6	Bihar	0	0	2	0	0	6	0	28	0	2	6	0	30	0	2
7	Gujarat	8	0	4	0	1	103	1	25	0	1	111	1	29	0	2
8	Maharashtra	22	0	1	0	1	95	11	8	0	5	117	11	9	0	6
9	West Bengal	8	0	28	0	0	6	0	73	2	3	14	0	101	2	3
10	Andhra Pradesh	28	0	0	0	0	37	0	0	0	0	65	0	0	0	0
11	Telangana	5	0	11	0	2	3	2	26	0	2	8	2	37	0	4
12	Tamil Nadu	8	0	1	0	0	33	2	16	0	2	41	2	17	0	2
13	Karnataka	13	0	1	0	0	46	0	10	0	0	59	0	11	0	0
Overall		106	6	61	0	4	546	96	345	2	17	652	102	406	2	21
Percentage		59.9	3.4	34.5	0.0	2.3	54.3	9.5	34.3	0.2	1.7	55.1	8.6	34.3	0.2	1.8

Monthly-1, Fortnightly-2, Weekly-3, Daily-4, Others-5.

Table 5.10 Distribution of Workers receiving wages on time

Sl. No.	State	Men Workers receiving wages on time		Women Workers receiving wages on time		Total Workers receiving wages on time	
		Yes	No	Yes	No	Yes	No
1	Punjab	120	3	5	0	125	3
2	Rajasthan	118	3	4	0	122	3
3	Madhya Pradesh	78	4	15	0	93	4
4	Haryana	78	8	9	0	87	8
5	Uttar Pradesh	39	7	0	0	39	7
6	Bihar	29	7	2	0	31	7
7	Gujarat	122	8	13	0	135	8
8	Maharashtra	104	15	21	3	125	18
9	West Bengal	84	0	36	0	120	0
10	Andhra Pradesh	37	0	28	0	65	0
11	Telangana	21	12	9	9	30	21
12	Tamil Nadu	30	23	5	4	35	27
13	Karnataka	56	0	14	0	70	0
Overall		916	90	161	16	1077	106
Percentage		91.1	0.1	91.0	0.1	91.0	0.1

Table 5.11: Distribution of Workers by mode of Wage Payment

Sl. No.	State	Men Workers mode of wage payment		Women Workers mode of wage payment		Total Workers mode of wage payment	
		Time Rated	Piece Rated	Time Rated	Piece Rated	Time Rated	Piece Rated
1	Punjab	44	79	3	2	47	81
2	Rajasthan	69	52	2	2	71	54
3	Madhya Pradesh	24	58	3	12	27	70
4	Haryana	6	80	2	7	8	87
5	Uttar Pradesh	0	46	0	0	0	46
6	Bihar	4	32	0	2	4	34
7	Gujarat	82	48	7	6	89	54
8	Maharashtra	104	15	23	1	127	16
9	West Bengal	43	41	13	23	56	64
10	Andhra Pradesh	37	0	28	0	65	0
11	Telangana	2	31	0	18	2	49
12	Tamil Nadu	27	26	4	5	31	31
13	Karnataka	16	40	2	12	18	52
Overall		458	548	87	90	545	638
Percentage		45.5%	54.5%	49.2%	50.8%	46.1%	53.9%

Table 5.12 Distribution of Workers by mode of Wages Paid							
Sl. No.	State	Men Workers mode of wage paid		Women Workers mode of wages paid		Total Workers mode of wages paid	
		Hand	Electronic Mode	Hand	Electronic Mode	Hand	Electronic Mode
1	Punjab	120	3	5	0	125	3
2	Rajasthan	116	5	4	0	120	5
3	Madhya Pradesh	78	4	15	0	93	4
4	Haryana	86	0	9	0	95	0
5	Uttar Pradesh	46	0	0	0	46	0
6	Bihar	35	1	2	0	37	1
7	Gujarat	127	3	13	0	140	3
8	Maharashtra	71	48	18	6	89	54
9	West Bengal	84	0	36	0	120	0
10	Andhra Pradesh	37	0	28	0	65	0
11	Telangana	33	0	16	2	49	2
12	Tamil Nadu	53	0	9	0	62	0
13	Karnataka	55	1	14	0	69	1
Overall		941	65	169	8	1110	73
Percentage		93.5%	6.5%	95.5%	4.5%	93.8%	6.2%

Table 5.13 Distribution of Workers by Maintenance of accounts if employed on piece rate basis																
Sl. No.	State	Women Workers					Men Workers					Total Workers				
		1	2	3	4	9	1	2	3	4	9	1	2	3	4	9
1	Punjab	2	0	0	0	0	30	0	0	47	2	32	0	0	47	2
2	Rajasthan	0	0	0	2	0	20	1	6	24	1	20	1	6	26	1
3	Madhya Pradesh	4	0	1	7	0	25	0	5	26	2	29	0	6	33	2
4	Haryana	4	0	3	0	0	71	3	3	2	1	75	3	6	2	1
5	Uttar Pradesh	0	0	0	0	0	16	27	0	3	0	16	27	0	3	0
6	Bihar	2	0	0	0	0	31	0	1	0	0	33	0	1	0	0
7	Gujarat	5	0	1	0	0	35	2	7	3	1	40	2	8	3	1
8	Maharashtra	0	0	0	0	1	8	1	2	4	0	8	1	2	4	1
9	West Bengal	11	0	4	7	1	22	0	0	19	0	33	0	4	26	1
10	Andhra Pradesh	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11	Telangana	11	0	5	1	1	13	15	3	0	0	24	15	8	1	1
12	Tamil Nadu	0	0	0	5	0	0	2	1	21	2	0	2	1	26	2
13	Karnataka	11	0	0	1	0	30	0	0	7	3	41	0	0	8	3
Overall		50	0	14	23	3	301	51	28	156	12	351	51	42	179	15
Percentage		55.6%	0.0%	15.6%	25.6%	3.3%	54.9%	9.3%	5.1%	28.5%	2.2%	55.0%	8.0%	6.6%	28.1%	2.4%

Management-1, Middleman-2, Worker3, Both 2 and 3-4, NA-9.

Table 5.14: Distribution of workers getting leave with wages							
Sl. No.	State	Men workers getting leave with wages		Woman workers getting leave with wages		Total workers getting leave with wages	
		Yes	No	Yes	No	Yes	No
1	Punjab	30	93	1	4	31	97
2	Rajasthan	32	89	1	3	33	92
3	Madhya Pradesh	22	60	3	12	25	72
4	Haryana	7	79	2	7	9	86
5	Uttar Pradesh	0	46	0	0	0	46
6	Bihar	28	8	1	1	29	9
7	Gujarat	34	96	1	12	35	108
8	Maharashtra	99	20	23	1	122	21
9	West Bengal	0	84	2	34	2	118
10	Andhra Pradesh	0	37	0	28	0	65
11	Telangana	0	33	0	18	0	51
12	Tamil Nadu	8	45	2	7	10	52
13	Karnataka	6	50	1	13	7	63
Overall		266	740	37	140	303	880
Percentage		26.4%	73.6%	20.9%	79.1%	25.6%	74.4%

Table 5.15 Distribution of workers getting weekly day of rest

Sl. No.	State	Men workers getting weekly day of rest			Woman workers getting weekly day of rest			Total workers getting weekly day of rest		
		Yes, with pay	Without pay	No	Yes, with pay	Without pay	No	Yes, with pay	Without pay	No
1	Punjab	39	62	22	3	2	0	42	64	22
2	Rajasthan	33	58	30	0	4	0	33	62	30
3	Madhya Pradesh	23	54	5	3	12	0	26	66	5
4	Haryana	0	86	0	0	9	0	0	95	0
5	Uttar Pradesh	0	46	0	0	0	0	0	46	0
6	Bihar	32	4	0	2	0	0	34	4	0
7	Gujarat	42	81	7	2	10	1	44	91	8
8	Maharashtra	87	32	0	18	6	0	105	38	0
9	West Bengal	9	74	1	5	28	3	14	102	4
10	Andhra Pradesh	0	37	0	0	28	0	0	65	0
11	Telangana	0	26	7	0	11	7	0	37	14
12	Tamil Nadu	12	41	0	2	7	0	14	48	0
13	Karnataka	0	47	9	0	14	0	0	61	9
Overall		277	648	81	35	131	11	312	779	92
Percentage		27.5%	64.4%	8.1%	19.8%	74.0%	6.2%	26.4%	65.8%	7.8%

Table 5.16: Distribution of Workers Availing Educational benefits

Sl. No.	State	Men Workers Availing Educational benefits		Women Workers Availing Educational benefits		Total Workers Availing Educational benefits	
		Yes	No	Yes	No	Yes	No
1	Punjab	1	122	0	5	1	127
2	Rajasthan	0	121	0	4	0	125
3	Madhya Pradesh	0	82	0	15	0	97
4	Haryana	0	86	0	9	0	95
5	Uttar Pradesh	0	46	0	0	0	46
6	Bihar	1	35	0	2	1	37
7	Gujarat	4	126	0	13	4	139
8	Maharashtra	5	114	2	22	7	136
9	West Bengal	1	83	0	36	1	119
10	Andhra Pradesh	0	37	2	26	2	63
11	Telangana	0	33	0	18	0	51
12	Tamil Nadu	1	52	1	8	2	60
13	Karnataka	0	56	0	14	0	70
Overall		13	993	5	172	18	1165
Percentage		1.3%	98.7%	2.8%	97.2%	1.5%	98.5%

Table 5.17: Distribution of Workers Receiving Educational benefits and their source

Sl. No.	State	Men workers receiving educational benefits and their source			Woman workers receiving educational benefits and their source			Total workers receiving educational benefits and their source		
		Employer	RMG Welfare Organisation	Other Group	Employer	RMG Welfare Organisation	Other Group	Employer	RMG Welfare Organisation	Other Group
1	Punjab	1	0	0	0	0	0	1	0	0
2	Rajasthan	0	0	0	0	0	0	0	0	0
3	Madhya Pradesh	0	0	0	0	0	0	0	0	0
4	Haryana	0	0	0	0	0	0	0	0	0
5	Uttar Pradesh	0	0	0	0	0	0	0	0	0
6	Bihar	0	0	1	0	0	0	0	0	1
7	Gujarat	4	0	0	0	0	0	4	0	0
8	Maharashtra	1	3	1	0	2	0	1	5	1
9	West Bengal	0	0	1	0	0	0	0	0	1
10	Andhra Pradesh	0	0	0	0	0	2	0	0	2
11	Telangana	0	0	0	0	0	0	0	0	0
12	Tamil Nadu	1	0	0	1	0	0	2	0	0
13	Karnataka	0	0	0	0	0	0	0	0	0
Overall		7	3	3	1	2	2	8	5	5
Percentage		53.8%	23.1%	23.1%	20.0%	40.0%	40.0%	44.4%	27.8%	27.8%

Table 5.18: Distribution of Workers Availing Social Security benefits

Sl. No.	State	Men Workers Availing Social Security benefits		Woman Workers Availing Social Security benefits		Total Workers Availing Social Security benefits	
		yes	no	yes	no	yes	no
1	Punjab	0	123	0	5	0	128
2	Rajasthan	0	121	0	4	0	125
3	Madhya Pradesh	0	82	0	15	0	97
4	Haryana	1	85	0	9	1	94
5	Uttar Pradesh	0	46	0	0	0	46
6	Bihar	0	36	0	2	0	38
7	Gujarat	0	130	0	13	0	143
8	Maharashtra	36	83	6	18	42	101
9	West Bengal	0	84	0	36	0	120
10	Andhra Pradesh	0	37	0	28	0	65
11	Telangana	0	33	0	18	0	51
12	Tamil Nadu	0	53	0	9	0	62
13	Karnataka	0	56	0	14	0	70
Overall		37	969	6	171	43	1140
% age		3.7%	96.3%	3.4%	96.6%	3.6%	96.4%

Table 5.19 Distribution of Workers receiving Social Security benefits and their source

Sl. No.	State	Woman workers receiving Social Security benefits and their source							Men workers receiving Social Security benefits and their source							Total workers receiving Social Security benefits and their source						
		1	2	3	4	5	6	9	1	2	3	4	5	6	9	1	2	3	4	5	6	9
1	Punjab	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	Rajasthan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3	MP	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4	Haryana	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
5	Uttar Pradesh	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6	Bihar	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7	Gujarat	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8	Maharashtra	0	0	0	4	0	2	0	16	0	0	8	0	12	0	16	0	0	12	0	14	0
9	West Bengal	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10	AP	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11	Telangana	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12	Tamil Nadu	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13	Karnataka	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overall		0	0	0	4	0	2	0	16	0	0	8	0	12	1	16	0	0	12	0	14	1
% age		0.0%	0.0%	0.0%	66.7%	0.0%	33.3%	0.0%	43.2%	0.0%	0.0%	21.6%	0.0%	32.4%	2.7%	37.2%	0.0%	0.0%	27.9%	0.0%	32.6%	2.3%

EPF-1, GPF-2, Group Insurance-3, Health Insurance-4, All-5, Some benefits-6, NA-9

Table 5.20 Distribution of Workers having Atal pension yojana, NPS, Aadhar card.

Sl. No.	State	Men Workers Availing Atal Pension Yojana		Women Workers Availing Atal Pension Yojana		Total Workers Availing Atal Pension Yojana		Men Workers Availing NPS		Women Workers Availing NPS		Total Workers Availing NPS		Men Workers having Aadhar Card		Women Workers having Aadhar Card		Total Workers having Aadhar Card	
		Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
1	Punjab	6	117	1	4	7	121	0	123	0	5	0	128	113	10	5	0	118	10
2	Rajasthan	0	121	0	4	0	125	0	121	0	4	0	125	113	8	4	0	117	8
3	MP	0	82	0	15	0	97	0	82	0	15	0	97	81	1	14	1	95	2
4	Haryana	0	86	0	9	0	95	0	86	0	9	0	95	83	3	7	2	90	5
5	Uttar Pradesh	0	46	0	0	0	46	0	46	0	0	0	46	42	4	0	0	42	4
6	Bihar	0	36	0	2	0	38	0	36	0	2	0	38	34	2	2	0	36	2
7	Gujarat	0	130	0	13	0	143	0	130	0	13	0	143	124	6	13	0	137	6
8	Maharashtra	0	119	0	24	0	143	0	119	0	24	0	143	108	11	21	3	129	14
9	West Bengal	0	84	0	36	0	120	0	84	0	36	0	120	81	3	34	2	115	5
10	AP	2	35	3	25	5	60	0	37	0	28	0	65	35	2	24	4	59	6
11	Telangana	0	33	0	18	0	51	0	33	0	18	0	51	33	0	18	0	51	0
12	Tamil Nadu	0	53	0	9	0	62	0	53	0	9	0	62	39	14	8	1	47	15
13	Karnataka	0	56	0	14	0	70	0	56	0	14	0	70	45	11	14	0	59	11
Overall		8	998	4	173	12	1171	0	1006	0	177	0	1183	931	75	164	13	1095	88
% age		0.8	99.2	2.3	97.7	1.0	99.0	0.0	100.0	0.0	100.0	0.0	100.0	92.5	7.5	92.7	7.3	92.6	7.4

Table 5.21 Distribution of Workers having Jan dhan account, ATM Card, Swasthya bima yojana																			
Sl. No	State	Men Workers having Jan Dhan Account		Women Workers having Jan Dhan Account		Total Workers having Jan Dhan Account		Men Workers having ATM/Rupay /Debit card		Women Workers having ATM/Rupay /Debit card		Total Workers having ATM/Rupay /Debit card		Men Workers having Rashtriya Swasthya Bima Yojna		Women Workers having Rashtriya Swasthya Bima Yojna		Total Workers having Rashtriya Swasthya Bima Yojna	
		Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
1	Punjab	44	79	2	3	46	82	67	56	5	0	72	56	11	112	0	5	11	117
2	Rajasthan	47	74	3	1	50	75	55	66	3	1	58	67	2	119	0	4	2	123
3	MP	24	58	6	9	30	67	52	30	9	6	61	36	1	81	3	12	4	93
4	Haryana	55	31	5	4	60	35	31	55	2	7	33	62	20	66	1	8	21	74
5	UP	6	40	0	0	6	40	8	38	0	0	8	38	4	42	0	0	4	42
6	Bihar	19	17	1	1	20	18	27	9	0	2	27	11	1	35	0	2	1	37
7	Gujarat	49	81	1	12	50	93	72	58	3	10	75	68	7	123	0	13	7	136
8	Maharashtra	28	91	10	14	38	105	79	40	15	9	94	49	13	106	3	21	16	127
9	West Bengal	20	64	5	31	25	95	57	27	15	21	72	48	8	76	0	36	8	112
10	AP	6	31	9	19	15	50	3	34	7	21	10	55	1	36	2	26	3	62
11	Telangana	25	8	17	1	42	9	25	8	10	8	35	16	2	31	2	16	4	47
12	Tamil Nadu	3	50	0	9	3	59	31	22	7	2	38	24	0	53	0	9	0	62
13	Karnataka	33	23	11	3	44	26	49	7	14	0	63	7	1	55	0	14	1	69
Overall		359	647	70	107	429	754	556	450	90	87	646	537	71	935	11	166	82	1101
% age		35.7	64.3	39.5	60.5	36.3	63.7	55.3	44.7	50.8	49.2	54.6	45.4	7.1	92.9	6.2	93.8	6.9	93.1

Table 5.22: Distribution of Workers having awareness about Relevant Welfare Acts

Sl. No.	State	Men Workers aware of Minimum wages act		Women Workers aware of Minimum wages act		Total workers aware of Minimum wages act		Men Workers aware of authority for Wages Inspection		Women Workers aware of authority for Wages Inspection		Total workers aware of authority for Wages Inspection	
		Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
1	Punjab	60	63	1	4	61	67	41	82	2	3	43	85
2	Rajasthan	0	121	0	4	0	125	1	120	0	4	1	124
3	Madhya Pradesh	27	55	6	9	33	64	27	55	6	9	33	64
4	Haryana	0	86	0	9	0	95	0	86	0	9	0	95
5	Uttar Pradesh	0	46	0	0	0	46	0	46	0	0	0	46
6	Bihar	0	36	0	2	0	38	0	36	0	2	0	38
7	Gujarat	3	127	0	13	3	140	0	130	0	13	0	143
8	Maharashtra	26	93	4	20	30	113	8	111	0	24	8	135
9	West Bengal	0	84	0	36	0	120	2	82	0	36	2	118
10	Andhra Pradesh	0	37	0	28	0	65	1	36	0	28	1	64
11	Telangana	0	33	0	18	0	51	0	33	0	18	0	51
12	Tamil Nadu	20	33	3	6	23	39	1	52	0	9	1	61
13	Karnataka	0	56	0	14	0	70	0	56	0	14	0	70
Overall		136	870	14	163	150	1033	81	925	8	169	89	1094
% age		3.7%	96.3%	3.4%	96.6%	3.6%	96.4%	3.7%	96.3%	3.4%	96.6%	3.6%	96.4%

Table 5.23: Distribution of Workers having awareness about Equal Remuneration Act

Sl. No.	State	Men Workers aware of Equal Remuneration act			Women Workers aware of Equal Remuneration act			Total workers aware of Equal Remuneration act		
		Yes	No	NA	Yes	No	NA	Yes	No	NA
1	Punjab	0	0	123	1	4	0	1	4	123
2	Rajasthan	0	1	120	0	4	0	0	5	120
3	Madhya Pradesh	0	0	82	2	13	0	2	13	82
4	Haryana	0	0	86	0	9	0	0	9	86
5	Uttar Pradesh	0	0	46	0	0	0	0	0	46
6	Bihar	0	0	36	0	2	0	0	2	36
7	Gujarat	0	0	130	0	13	0	0	13	130
8	Maharashtra	0	2	117	3	21	0	3	23	117
9	West Bengal	0	1	83	0	35	1	0	36	84
10	Andhra Pradesh	0	0	37	0	28	0	0	28	37
11	Telangana	0	0	33	0	18	0	0	18	33
12	Tamil Nadu	0	0	53	3	6	0	3	6	53
13	Karnataka	0	2	54	0	14	0	0	16	54
Overall		0	6	1000	9	167	1	9	173	1001
% age		0.0%	0.6%	99.4%	5.1%	94.4%	0.6%	0.8%	14.6%	84.6%

Table 5.24: Distribution of Workers who have reported savings

Sl. No.	State	Savings per month by Men workers	Savings per month by women workers	Average Savings per month by men	Average Savings per month by women
1	Punjab	2,76,650.00	21,500.00	2,249.00	4,300.00
2	Rajasthan	1,68,350.00	7,000.00	1,391.00	1,750.00
3	Madhya Pradesh	1,65,300.00	33,500.00	2,016.00	2,233.00
4	Haryana	1,91,250.00	38,500.00	2,224.00	4,278.00
5	Uttar Pradesh	8,300.00	-	180.00	-
6	Bihar	51,100.00	2,000.00	1,419.00	1,000.00
7	Gujarat	2,73,230.00	18,400.00	2,102.00	1,415.00
8	Maharashtra	2,99,251.00	60,070.00	2,515.00	2,503.00
9	West Bengal	1,48,050.00	63,400.00	1,763.00	1,761.00
10	Andhra Pradesh	7,000.00	-	189.00	-
11	Telangana	1,23,280.00	41,000.00	3,736.00	2,278.00
12	Tamil Nadu	1,59,250.00	27,680.00	3,005.00	3,076.00
13	Karnataka	1,25,925.00	17,600.00	2,249.00	1,257.00
Overall		19,96,936.00	3,30,650.00	1,926.00	2,350.09

Table 5.25: Distribution of Workers by who did overtime by gender							
Sl. No.	State	Male Workers		Female Workers		Total Workers	
		Yes	No	Yes	No	Yes	No
1	Punjab	17	106	2	3	19	109
2	Rajasthan	2	119	0	4	2	123
3	Madhya Pradesh	0	82	0	15	0	97
4	Haryana	4	82	1	8	5	90
5	Uttar Pradesh	4	42	0	0	4	42
6	Bihar	0	36	0	2	0	38
7	Gujarat	18	112	0	13	18	125
8	Maharashtra	24	95	0	24	24	119
9	West Bengal	11	73	3	33	14	106
10	Andhra Pradesh	37	0	24	4	61	4
11	Telangana	0	33	1	17	1	50
12	Tamil Nadu	16	37	2	7	18	44
13	Karnataka	30	26	13	1	43	27
Overall		163	843	46	131	209	974
% age		3.7%	96.3%	3.4%	96.6%	3.6%	96.4%

Table 5.26 Distribution of Workers by Rate of Overtime Payment													
Sl. No.	State	Rate of Overtime Payment -Men				Rate of Overtime Payment - Women				Rate of Overtime Payment - Total			
		1	2	3	4	1	2	3	4	1	2	3	4
1	Punjab	17	0	0	0	2	0	0	0	19	0	0	0
2	Rajasthan	2	0	0	0	0	0	0	0	2	0	0	0
3	MP	0	0	0	0	0	0	0	0	0	0	0	0
4	Haryana	4	0	0	0	1	0	0	0	5	0	0	0
5	Uttar Pradesh	3	0	0	1	0	0	0	0	3	0	0	1
6	Bihar	0	0	0	0	0	0	0	0	0	0	0	0
7	Gujarat	17	0	0	1	0	0	0	0	17	0	0	1
8	Maharashtra	14	8	1	1	0	0	0	0	14	8	1	1
9	West Bengal	10	0	0	1	1	0	0	2	11	0	0	3
10	AP	16	6	15	0	12	2	10	0	28	8	25	0
11	Telangana	0	0	0	0	1	0	0	0	1	0	0	0
12	Tamil Nadu	16	0	0	0	2	0	0	0	18	0	0	0
13	Karnataka	30	0	0	0	13	0	0	0	43	0	0	0
Overall		129	14	16	4	32	2	10	2	161	16	26	6
% age		79.1%	8.6%	9.8%	2.5%	69.6%	4.3%	21.7%	4.3%	77.0%	7.7%	12.4%	2.9%

Normal wage rate-1, 1/2 times of normal wage rate-2, Double the normal wage rate-3, any other-4.

Table 5.27 Distribution of Workers by Mode of Overtime Payment

Sl. No.	State	Mode of Overtime Payment -Men				Mode of Overtime Payment - Women				Mode of Overtime Payment - Total			
		In cash	In kind	Putting Manual Labour	Other	In cash	In kind	Putting Manual Labour	Other	In cash	In kind	Putting Manual Labour	Other
1	Punjab	15	2	0	0	2	0	0	0	17	2	0	0
2	Rajasthan	2	0	0	0	0	0	0	0	2	0	0	0
3	Madhya Pradesh	0	0	0	0	0	0	0	0	0	0	0	0
4	Haryana	4	0	0	0	1	0	0	0	5	0	0	0
5	Uttar Pradesh	4	0	0	0	0	0	0	0	4	0	0	0
6	Bihar	0	0	0	0	0	0	0	0	0	0	0	0
7	Gujarat	18	0	0	0	0	0	0	0	18	0	0	0
8	Maharashtra	12	2	0	10	0	0	0	0	12	2	0	10
9	West Bengal	11	0	0	0	3	0	0	0	14	0	0	0
10	Andhra Pradesh	37	0	0	0	24	0	0	0	61	0	0	0
11	Telangana	0	0	0	0	1	0	0	0	1	0	0	0
12	Tamil Nadu	0	0	0	16	0	0	0	2	0	0	0	18
13	Karnataka	30	0	0	0	13	0	0	0	43	0	0	0
Overall		133	4	0	26	44	0	0	2	177	4	0	28
% age		81.6%	2.5%	0.0%	16.0%	95.7%	0.0%	0.0%	4.3%	84.7%	1.9%	0.0%	13.4%

Table 5.28 Distribution of Workers by Housing Conditions

Sl. No.	State	Distribution of Men Workers by Housing Conditions						Distribution of Women Workers by Housing Conditions						Distribution of Total Workers by Housing Conditions					
		1	2	3	4	5	6	1	2	3	4	5	6	1	2	3	4	5	6
1	Punjab	48	2	73	0	0	0	4	1	0	0	0	0	52	3	73	0	0	0
2	Rajasthan	46	2	71	0	2	0	3	0	1	0	0	0	49	2	72	0	2	0
3	MP	45	0	36	0	0	1	7	0	8	0	0	0	52	0	44	0	0	1
4	Haryana	36	3	37	0	10	0	3	0	5	0	1	0	39	3	42	0	11	0
5	Uttar Pradesh	41	3	2	0	0	0	0	0	0	0	0	0	41	3	2	0	0	0
6	Bihar	19	0	16	0	0	1	2	0	0	0	0	0	21	0	16	0	0	1
7	Gujarat	23	18	63	2	16	8	5	1	6	0	0	1	28	19	69	2	16	9
8	Maharashtra	34	14	67	0	2	2	6	7	11	0	0	0	40	21	78	0	2	2
9	West Bengal	76	0	6	2	0	0	27	3	5	0	0	1	103	3	11	2	0	1
10	AP	23	0	14	0	0	0	12	0	16	0	0	0	35	0	30	0	0	0
11	Telangana	11	0	22	0	0	0	8	0	10	0	0	0	19	0	32	0	0	0
12	Tamil Nadu	15	1	36	0	0	1	3	0	6	0	0	0	18	1	42	0	0	1
13	Karnataka	17	0	37	0	2	0	11	0	3	0	0	0	28	0	40	0	2	0
Overall		434	43	480	4	32	13	91	12	71	0	1	2	525	55	551	4	33	15
%age		43.1%	4.3%	47.7%	0.4%	3.2%	1.3%	51.4%	6.8%	40.1%	0.0%	0.6%	1.1%	44.4%	4.6%	46.6%	0.3%	2.8%	1.3%

1-Self owned, 2-Provide by employer, 3-Rent free, 4- On rent, 5- Provide by Government, 5-Residing in factory Premises, 6-Others.

Table 5.29 Distribution of Workers by Type of dwelling													
Sl. No.	State	Distribution of Men Workers by Type of dwelling				Distribution of Women Workers by Type of dwelling				Distribution of Total Workers by Type of dwelling			
		1	2	3	4	1	2	3	4	1	2	3	4
1	Punjab	45	52	3	23	1	4	0	0	46	56	3	23
2	Rajasthan	55	56	5	5	0	4	0	0	55	60	5	5
3	Madhya Pradesh	22	54	6	0	4	9	2	0	26	63	8	0
4	Haryana	27	55	0	4	3	6	0	0	30	61	0	4
5	Uttar Pradesh	6	38	2	0	0	0	0	0	6	38	2	0
6	Bihar	5	26	0	5	1	0	0	1	6	26	0	6
7	Gujarat	68	28	7	27	9	4	0	0	77	32	7	27
8	Maharashtra	80	21	12	6	22	1	1	0	102	22	13	6
9	West Bengal	21	61	1	1	10	24	2	0	31	85	3	1
10	Andhra Pradesh	31	2	4	0	25	2	1	0	56	4	5	0
11	Telangana	23	3	7	0	9	6	3	0	32	9	10	0
12	Tamil Nadu	35	10	7	1	8	1	0	0	43	11	7	1
13	Karnataka	34	9	11	2	13	1	0	0	47	10	11	2
Overall		452	415	65	74	105	62	9	1	557	477	74	75
%age		44.9%	41.3%	6.5%	7.4%	59.3	35.0	5.1	0.6	47.1%	40.3%	6.3%	6.3%

1-Chawl,2-Independent, 3-Flat, 4-Others

Table 5.30 Distribution of Workers by Type of Structure											
Sl. No.	State	Distribution of Men Workers by Type of Structure			Distribution of Women Workers by Type of Structure			Distribution of Total Workers by Type of Structure			
		1	2	3	1	2	3	1	2	3	
1	Punjab	118	3	2	5	0	0	123	3	2	
2	Rajasthan	98	11	12	3	0	1	101	11	13	
3	Madhya Pradesh	75	4	3	13	1	1	88	5	4	
4	Haryana	75	8	3	9	0	0	84	8	3	
5	Uttar Pradesh	31	15	0	0	0	0	31	15	0	
6	Bihar	21	15	0	0	2	0	21	17	0	
7	Gujarat	109	20	1	11	2	0	120	22	1	
8	Maharashtra	97	17	5	21	3	0	118	20	5	
9	West Bengal	51	28	5	26	9	1	77	37	6	
10	Andhra Pradesh	17	20	0	17	10	1	34	30	1	
11	Telangana	26	7	0	12	6	0	38	13	0	
12	Tamil Nadu	35	16	2	6	3	0	41	19	2	
13	Karnataka	31	25	0	3	11	0	34	36	0	
Overall		784	189	33	126	47	4	910	236	37	
%age		77.9	18.8	3.3	71.2	26.6	2.3	76.9	19.9	3.1	

1-Pucca,2-Semi pucca, 3-Kuccha.

Table 5.31: Distribution of Workers Dwellings by Number of Rooms and other Facilities

Sl. No.	State	Distribution of Total Workers by No. of living rooms				Distribution of Men Workers by No. of living rooms				Distribution of Woman Workers by No. of living rooms			
		1	2	3	4	1	2	3	4	1	2	3	4
1	Punjab	55	40	18	15	55	36	17	15	0	4	1	0
2	Rajasthan	63	30	18	14	62	29	16	14	1	1	2	0
3	Madhya Pradesh	43	35	12	7	35	31	11	5	8	4	1	2
4	Haryana	55	30	9	1	51	25	9	1	4	5	0	0
5	Uttar Pradesh	17	12	14	3	17	12	14	3	0	0	0	0
6	Bihar	16	18	1	3	16	18	1	1	0	0	0	2
7	Gujarat	62	50	23	8	55	45	22	8	7	5	1	0
8	Maharashtra	113	25	5	0	96	19	4	0	17	6	1	0
9	West Bengal	17	70	24	9	9	56	15	4	8	14	9	5
10	Andhra Pradesh	7	52	6	0	3	31	3	0	4	21	3	0
11	Telangana	36	7	8	0	26	5	2	0	10	2	6	0
12	Tamil Nadu	27	21	13	1	24	18	10	1	3	3	3	0
13	Karnataka	18	51	1	0	17	39	0	0	1	12	1	0
Overall		529	441	152	61	466	364	124	52	63	77	28	9
% age		44.7	37.3	12.8	5.2	46.3	36.2	12.3	5.2	35.6	43.5	15.8	5.1

1-One room, 2-Two rooms, 3-Three rooms, 4-others.

Table 5.32 Distribution of Workers by Attached Toilet and bathroom							
Sl. No.	State	Total Workers by Attached Toilet and bathroom		Men Workers by Attached Toilet and bathroom		Woman Workers by Attached Toilet and bathroom	
		1	2	1	2	1	2
1	Punjab	25	103	25	98	0	5
2	Rajasthan	50	75	48	73	2	2
3	Madhya Pradesh	47	50	40	42	7	8
4	Haryana	31	64	27	59	4	5
5	Uttar Pradesh	18	28	18	28	0	0
6	Bihar	0	38	0	36	0	2
7	Gujarat	37	106	35	95	2	11
8	Maharashtra	26	117	24	95	2	22
9	West Bengal	65	55	43	41	22	14
10	Andhra Pradesh	2	63	2	35	0	28
11	Telangana	19	32	14	19	5	13
12	Tamil Nadu	41	21	34	19	7	2
13	Karnataka	24	46	22	34	2	12
Overall		385	798	332	674	53	124
% age		32.5	67.5	33.0	67.0	29.9	70.1

1- With attached toilet and bathroom, 2- Without attached toilet & bathroom

Table 5.33: Distribution of Workers Dwellings, by Source of Water supply

Sl. No.	State	Distribution of total Workers by Source of water supply					Distribution of man Workers by Source of water supply					Distribution of woman Workers by Source of water supply				
		1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
1	Punjab	123	3	2	0	0	118	3	2	0	0	5	0	0	0	0
2	Rajasthan	84	30	10	0	1	80	30	10	0	1	4	0	0	0	0
3	Madhya Pradesh	82	8	5	2	0	68	7	5	2	0	14	1	0	0	0
4	Haryana	71	16	7	1	0	65	14	6	1	0	6	2	1	0	0
5	Uttar Pradesh	35	11	0	0	0	35	11	0	0	0	0	0	0	0	0
6	Bihar	2	36	0	0	0	2	34	0	0	0	0	2	0	0	0
7	Gujarat	122	9	9	0	3	109	9	9	0	3	13	0	0	0	0
8	Maharashtra	133	7	2	1	0	110	6	2	1	0	23	1	0	0	0
9	West Bengal	17	53	47	0	3	9	39	34	0	2	8	14	13	0	1
10	Andhra Pradesh	59	5	1	0	0	35	2	0	0	0	24	3	1	0	0
11	Telangana	32	5	11	2	1	20	5	7	0	1	12	0	4	2	0
12	Tamil Nadu	61	0	0	0	1	52	0	0	0	1	9	0	0	0	0
13	Karnataka	26	42	0	0	2	25	30	0	0	1	1	12	0	0	1
Overall		847	225	94	6	11	728	190	75	4	9	119	35	19	2	2
% age		71.6	19.0	7.9	0.5	0.9	72.4	18.9	7.5	0.4	0.9	67.2	19.8	10.7	1.1	1.1

1-Tap water, 2-hand pump, 3-Tube well, 4-Well, 5- Others.

Table 5.34: Distribution of Workers by Availability of water supply													
Sl. No.	State	Distribution of Total Workers by Availability of water supply				Distribution of Men Workers by Availability of water supply				Distribution of Woman Workers by Availability of water supply			
		1	2	3	4	1	2	3	4	1	2	3	4
1	Punjab	96	13	18	1	92	13	17	1	4	0	1	0
2	Rajasthan	105	9	9	2	101	9	9	2	4	0	0	0
3	Madhya Pradesh	82	15	0	0	70	12	0	0	12	3	0	0
4	Haryana	88	5	2	0	80	4	2	0	8	1	0	0
5	Uttar Pradesh	27	18	0	1	27	18	0	1	0	0	0	0
6	Bihar	35	1	1	1	33	1	1	1	2	0	0	0
7	Gujarat	121	5	4	13	108	5	4	13	13	0	0	0
8	Maharashtra	85	45	12	1	69	37	12	1	16	8	0	0
9	West Bengal	52	65	1	2	30	51	1	2	22	14	0	0
10	Andhra Pradesh	33	5	26	1	19	4	13	1	14	1	13	0
11	Telangana	42	4	3	2	26	3	3	1	16	1	0	1
12	Tamil Nadu	61	0	0	1	52	0	0	1	9	0	0	0
13	Karnataka	20	46	0	4	17	35	0	4	3	11	0	0
Overall		847	231	76	29	724	192	62	28	123	39	14	1
% age		71.6	19.5	6.4	2.5	72.0	19.1	6.2	2.8	69.5	22.0	7.9	0.6

1-Independent inside the premise, 2-Outside, 3-Shared, 4-Outside.

Table 5.35 Distribution of Workers by Source of Lighting																
Sl. No.	State	Distribution of Total Workers by Source of Lighting					Distribution of Men Workers by Source of Lighting					Distribution of Women Workers by Source of Lighting				
		1	2	3	4	9	1	2	3	4	9	1	2	3	4	9
1	Punjab	0	123	4	0	1	0	118	4	0	1	0	5	0	0	0
2	Rajasthan	7	112	3	0	3	7	109	2	0	3	0	3	1	0	0
3	Madhya Pradesh	25	69	0	0	3	20	60	0	0	2	5	9	0	0	1
4	Haryana	2	91	0	1	1	2	82	0	1	1	0	9	0	0	0
5	Uttar Pradesh	2	38	6	0	0	2	38	6	0	0	0	0	0	0	0
6	Bihar	1	31	3	0	3	1	30	3	0	2	0	1	0	0	1
7	Gujarat	5	125	8	0	5	5	112	8	0	5	0	13	0	0	0
8	Maharashtra	23	118	2	0	0	20	98	1	0	0	3	20	1	0	0
9	West Bengal	1	89	30	0	0	1	64	19	0	0	0	25	11	0	0
10	Andhra Pradesh	2	63	0	0	0	2	35	0	0	0	0	28	0	0	0
11	Telangana	2	49	0	0	0	0	33	0	0	0	2	16	0	0	0
12	Tamil Nadu	0	61	0	0	1	0	52	0	0	1	0	9	0	0	0
13	Karnataka	0	70	0	0	0	0	56	0	0	0	0	14	0	0	0
Overall		70	1039	56	1	17	60	887	43	1	15	10	152	13	0	2
% age		5.9	87.8	4.7	0.1	1.4	6.0	88.2	4.3	0.1	1.5	5.6	85.9	7.3	0.0	1.1

Kerosene-1, Electricity-2, Both-3, Others-4, NA-9.

Table 5.36 Distribution of Workers by Source of Cooking																						
Sl. No.	State	Distribution of Total Workers by Source of Cooking							Distribution of men Workers by Source of Cooking							Distribution of women Workers by Source of Cooking						
		1	2	3	4	5	6	9	1	2	3	4	5	6	9	1	2	3	4	5	6	9
1	Punjab	106	1	1	20	0	0	0	101	1	1	20	0	0	0	5	0	0	0	0	0	0
2	Rajasthan	90	6	22	1	0	4	2	87	6	21	1	0	4	2	3	0	1	0	0	0	0
3	Madhya Pradesh	88	0	6	0	0	2	1	73	0	6	0	0	2	1	15	0	0	0	0	0	0
4	Haryana	87	2	0	3	0	2	1	78	2	0	3	0	2	1	9	0	0	0	0	0	0
5	Uttar Pradesh	39	5	2	0	0	0	0	39	5	2	0	0	0	0	0	0	0	0	0	0	0
6	Bihar	31	2	0	0	0	1	4	31	1	0	0	0	1	3	0	1	0	0	0	0	1
7	Gujarat	105	2	4	17	0	2	13	94	2	4	15	0	2	13	11	0	0	2	0	0	0
8	Maharashtra	123	0	0	10	0	2	8	100	0	0	9	0	2	8	23	0	0	1	0	0	0
9	West Bengal	109	0	8	3	0	0	0	78	0	4	2	0	0	0	31	0	4	1	0	0	0
10	Andhra Pradesh	61	0	0	4	0	0	0	34	0	0	3	0	0	0	27	0	0	1	0	0	0
11	Telangana	50	1	0	0	0	0	0	33	0	0	0	0	0	0	17	1	0	0	0	0	0
12	Tamil Nadu	58	1	0	2	0	0	1	49	1	0	2	0	0	1	9	0	0	0	0	0	0
13	Karnataka	70	0	0	0	0	0	0	56	0	0	0	0	0	0	14	0	0	0	0	0	0
Overall		1017	20	43	60	0	13	30	853	18	38	55	0	13	29	164	2	5	5	0	0	1
% age		86.0	1.7	3.6	5.1	0.0	1.1	2.5	84.8	1.8	3.8	5.5	0.0	1.3	2.9	92.7	1.1	2.8	2.8	0.0	0.0	0.6

LPG-1, Coal-2, Firewood-3, Kerosene Oil-4, Dung cake-5, Others-6, NA-9.

Table 5.37 Distribution of Workers by Nature of Loan

Sl. No.	State	Distribution of total Workers by Nature of Loan					Distribution of men Workers by Nature of Loan					Distribution of woman Workers by Nature of Loan				
		1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
1	Punjab	0	2	0	0	0	0	2	0	0	0	0	0	0	0	0
2	Rajasthan	0	3	0	0	3	0	3	0	0	2	0	0	0	0	1
3	Madhya Pradesh	1	4	0	0	0	1	2	0	0	0	0	2	0	0	0
4	Haryana	0	6	0	0	0	0	6	0	0	0	0	0	0	0	0
5	Uttar Pradesh	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6	Bihar	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7	Gujarat	1	7	1	0	1	1	6	1	0	1	0	1	0	0	0
8	Maharashtra	0	2	0	1	1	0	1	0	0	1	0	1	0	1	0
9	West Bengal	0	8	0	2	0	0	6	0	2	0	0	2	0	0	0
10	Andhra Pradesh	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1
11	Telangana	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12	Tamil Nadu	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13	Karnataka	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overall		2	32	1	3	6	2	26	1	2	4	0	6	0	1	2
% age		0.2	2.7	0.1	0.3	0.5	0.2	2.6	0.1	0.2	0.4	0.0	3.4	0.0	0.6	1.1

1-Hereditary, 2-Loan taken in cash, 3-In kind, 4-Partly in cash and partly in kind, 5-Others.

Table 5.38 Distribution of Workers by Purpose of Loan

Sl. No.	State	Distribution of total Workers by Purpose of Loan									Distribution of man Workers by Purpose of Loan									Distribution of woman Workers by Purpose of Loan								
		1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
1	Punjab	0	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	Rajasthan	1	1	2	0	0	1	1	0	0	1	1	2	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
3	MP	2	1	0	0	1	0	0	0	1	2	0	0	0	0	0	0	0	1	0	1	0	0	1	0	0	0	0
4	Haryana	2	2	2	0	0	0	0	0	0	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5	Uttar Pradesh	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6	Bihar	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7	Gujarat	2	1	1	0	0	0	0	0	6	2	1	1	0	0	0	0	0	5	0	0	0	0	0	0	0	0	1
8	Maharashtra	1	0	2	1	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	2	0	0	0	0	0	0
9	West Bengal	8	0	0	0	0	0	0	0	2	6	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0
10	AP	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
11	Telangana	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12	Tamil Nadu	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13	Karnataka	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overall		16	7	8	1	1	1	1	0	9	14	6	5	1	0	1	0	0	8	2	1	3	0	1	0	1	0	1
% age		1.4	0.6	0.7	0.1	0.1	0.1	0.1	0.0	0.8	1.4	0.6	0.5	0.1	0.0	0.1	0.0	0.0	0.8	1.1	0.6	1.7	0.0	0.6	0.0	0.6	0.0	0.6

1-House hold, 2-Sickness,3-Marriage and other family functions, 4-Funeral, 5- Education, 6- Purchase of raw material, 7-Land purchase, 8-Repayment of debt, 9-Others

Table 5.39 Distribution of Workers by Source of Loan																						
Sl. No.	State	Distribution of total Workers by Source of Loan							Distribution of man Workers by Source of Loan							Distribution of woman Workers by Source of Loan						
		1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7
1	Punjab	1	0	1	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
2	Rajasthan	1	0	1	2	0	2	0	1	0	0	2	0	2	0	0	0	1	0	0	0	0
3	Madhya Pradesh	1	0	2	2	0	0	0	1	0	1	1	0	0	0	0	0	1	1	0	0	0
4	Haryana	2	0	4	0	0	0	0	2	0	4	0	0	0	0	0	0	0	0	0	0	0
5	Uttar Pradesh	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6	Bihar	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7	Gujarat	1	1	5	1	0	2	0	1	1	5	1	0	1	0	0	0	0	0	0	1	0
8	Maharashtra	0	1	0	0	0	3	0	0	0	0	0	0	2	0	0	1	0	0	0	1	0
9	West Bengal	5	0	4	0	0	1	0	4	0	3	0	0	1	0	1	0	1	0	0	0	0
10	Andhra Pradesh	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
11	Telangana	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12	Tamil Nadu	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13	Karnataka	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overall		11	2	17	5	0	9	0	10	1	14	4	0	6	0	1	1	3	1	0	3	0
% age		0.9	0.2	1.4	0.4	0.0	0.8	0.0	1.0	0.1	1.4	0.4	0.0	0.6	0.0	0.6	0.6	1.7	0.6	0.0	1.7	0.0

1-Coperarative society, 2-Employer, 3-Bank/Govt, 4-Money lender, 5-Employer, 6-Friends and relatives, 7-Others.

Table 5.40 Distribution of Workers by Type of Security for Loan

Sl. No.	State	Distribution of total Workers by Type of Security for Loan						Distribution of man Workers by Type of Security for Loan						Distribution of woman Workers by Type of Security for Loan					
		1	2	3	4	5	6	1	2	3	4	5	6	1	2	3	4	5	6
1	Punjab	0	0	0	0	0	2	0	0	0	0	0	2	0	0	0	0	0	0
2	Rajasthan	1	1	1	1	0	2	1	1	0	1	0	2	0	0	1	0	0	0
3	Madhya Pradesh	2	0	0	0	1	2	2	0	0	0	0	1	0	0	0	0	1	1
4	Haryana	0	1	0	0	0	5	0	1	0	0	0	5	0	0	0	0	0	0
5	Uttar Pradesh	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6	Bihar	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7	Gujarat	2	3	2	2	0	1	1	3	2	2	0	1	1	0	0	0	0	0
8	Maharashtra	0	0	0	0	0	4	0	0	0	0	0	2	0	0	0	0	0	2
9	West Bengal	8	0	0	0	0	2	6	0	0	0	0	2	2	0	0	0	0	0
10	Andhra Pradesh	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
11	Telangana	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12	Tamil Nadu	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13	Karnataka	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overall		14	5	3	3	1	18	10	5	2	3	0	15	4	0	1	0	1	3
% age		1.2	0.4	0.3	0.3	0.1	1.5	1.0	0.5	0.2	0.3	0.0	1.5	2.3	0.0	0.6	0.0	0.6	1.7

Nonsecurity-1, land-2, House-3, Jewellery-4, Surety of Cooperative member, -5, Others-6.

Table 5.41 Distribution of Workers by Mode of Repayment of Loan																
Sl. No.	State	Distribution of total Workers by Mode of Repayment of Loan					Distribution of man Workers by Mode of Repayment of Loan					Distribution of woman Workers by Mode of Repayment of Loan				
		1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
1	Punjab	2	0	0	0	0	2	0	0	0	0	0	0	0	0	0
2	Rajasthan	3	0	2	0	1	2	0	2	0	1	1	0	0	0	0
3	Madhya Pradesh	5	0	0	0	0	3	0	0	0	0	2	0	0	0	0
4	Haryana	1	0	0	0	5	1	0	0	0	5	0	0	0	0	0
5	Uttar Pradesh	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6	Bihar	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7	Gujarat	8	1	1	0	0	7	1	1	0	0	1	0	0	0	0
8	Maharashtra	3	1	0	0	0	1	1	0	0	0	2	0	0	0	0
9	West Bengal	10	0	0	0	0	8	0	0	0	0	2	0	0	0	0
10	Andhra Pradesh	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
11	Telangana	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12	Tamil Nadu	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13	Karnataka	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Overall		33	2	3	0	6	24	2	3	0	6	9	0	0	0	0
% age		2.8	0.2	0.3	0.0	0.5	2.4	0.2	0.3	0.0	0.6	5.1	0.0	0.0	0.0	0.0

In cash-1, In kind-2, Partly in cash and partly in kind-3, By doing manual labour-4, Others-5

Government of India
Ministry of Labour & Employment
Labour Bureau
Chandigarh

**Evaluation Study on Working and Living Conditions of Workers engaged in
Unorganised Sector of Readymade Garment Industry**

Schedule-I Employer

1. Identification Particulars

State			
District			
Centre			
Unit ID (As per frame)			
Original/Substitute			
Name of the Unit with Complete Address:			
Establishment Year			
N.I.C. Code			
Ownership (Sole Proprietor-1, Partnership-2, SHG-3, Others-8)			
Employment Size (1 to 4 - 1, 5 to 9 - 2)			
Nature of the Unit (Working independently-1, Job basis-2, Others Specify-3)			
Number of Machines		Installed	Working
	(i) Sewing		
	(ii) Embroidery		
	(iii) Interlocking		
	(iv) Other (Please specify)		
Total Employment (As on 28 February, 2017)			
a) No. of workers working in factory premises			
b) No. of home based workers			
Registered under the Act (Factories Act-1 Shops cum Commercial Establishment Act-2 Any other Act-3 Not covered under any Act-4)			

Type of Premises (Pucca Owned-1, Pucca Rented-2, Kutcha Owned-3, Kutcha Rented-4, Semi Pucca Owned-5, Semi Pucca Rented-6)			
Name of contact person			
Telephone No. with STD Code			
Total production (value & quantity) during.			
Period		2014-15	2015-16
		(Apr, 2016 to Feb, 2017)	
Readymade Garment	No. of Items		
	Value(Rs.)		

2. Employment : Number of Persons Employed as on 28 February,2017

	Male	Female	Transgender	Total
Manual				
Skilled				
Semi-skilled				
Unskilled				
Non-Manual				
Managerial				
Clerical				
Other Staff				
Total				

3. Entrepreneurship Facility	
Whether any loan facility availed under any entrepreneurship scheme (Yes - 1 , No -2)	
If Yes, mention the scheme	
4. Bonus & Ex Gratia:	
Whether the Unit is covered under the payment of Wages Act,1936 (Yes-1, No-2)	
Whether the Unit paid any type of bonus to its workers during the last accounting year (Yes-1, No-2)	
If Yes, type of Bonus Paid: (Annual-1, Festival-2, Productivity-3, Others-4, NA-9)	
Basis of Payment of Bonus (As per Bonus Act-1, At the discretion of Management-2, Agreement between the workers and management-3, Others-4, NA-9)	
No. of Workers paid	
Rate of Bonus paid (%)	

5. Fines and Deductions	
Is the unit imposing fines on workers (Yes-1, No-2)	
Does the management maintain proper register of fines as per the Payment of Wages Act,1936 (Yes-1, No-2)	
How the Funds are utilized? (For the Welfare of Workers-1, Other Purposes-2, NA-9)	
Whether any deductions are made from the wages of workers (Yes-1, No-2)	
If Yes, the basis of deductions (Absence from duty-1, Damage or loss of tools-2, Recovery of advance-3, Group insurance-4, PF deduction-5, ESI-6, Income Tax-7, Others-9)	

6. Hours of Work	
Total No. of Working Days in February, 2017	
Daily Hours of Work (Less than 8 hrs-1, 8-9 hrs-2, More than 9 hrs-3, NA-4)	
Duration of rest intervals (less than 30 mins.-1, 30 mins to 1 hr-2, 1 hr-2hrs-3, more than 2 hrs-4, NA-5)	
Whether the workers work beyond the normal working hours? (Yes-1, No-2)	
If Yes, mention rate of payment for overtime: (Ordinary-1, Double-2, Specials-3, No extra Payment-4, NA-9)	

7. Shifts:- (1) Number of shifts in the unit _____ (i) Timing of shifts _____ (ii) Daily Hours of work _____
(2) Number of shifts put by:- (i) Men _____ (ii) Women _____ (iii) Children _____

8. Leaves and Holidays (Annual)					
Whether the unit is allowing leave/ Holidays? (Yes-1, No-2)					
If Yes, With Wages-1, Without Wages-2, With Wages to some and Without Wages to Others-3, NA-9					
No. of holidays allowed with wages to manual workers (in a year)					
Types of leave allowed					
Sl. No	Type of Leave/Holiday	No. of leaves allowed during 2016 to different categories of workers			
		Permanent	Temporary	Contractual	Casual
1.	Annual/Earned Leave				
2.	Sick Leave				
3.	Casual Leave				
4.	National/Festival Leave				

9. Wages and Earnings of Manual Workers

SI. No	Name of Worker/ Token Number/ SI. No. in Attendance Register	Occupation (Code)	Residence of worker Rural-1, Urban-2	Gender (Male-1, Female-2, Transgender- 3)	Age as on last date of Birth (Years)	Length of Service	Marital Status (Code)	Employment Status (Code)	Skill (Code)	Mode of Payment Time Rated-1, Piece Rated-2)	Mode of Employment (Direct-1 Through Contractor-2)
1	2	3	4	5	6	7	8	9	10	11	12
1											
2											
3											
4											
5											
6											
7											
8											
9											
10											
11											
12											
13											
14											
15											
16											
17											
18											
19											
20											

Occupation (Col 3): (Cutting and Fabrication work-1, Fabric processing work-2, Embroidery work-3, Raw material distributor-4, Fixing of fittings and Accessories i.e. buttons or Zips etc-5, Finishing and packing work-6, Winder-7, Designers-8, Others-9)

Marital Status (Col 8):
Unmarried-1, Married-2, Widowed-3, Divorced-4, Separated-5, NA-9

Employment Status (Col 9):
Permanent-1, Temporary-2, Contract-3, Casual/Others-4

Skill Code (Col 10):
Skilled-1, Semi-Skilled-2, Unskilled-3

10. Wages and Earnings of Manual Workers

Sl. No	Name of Worker/Token Number/Sl.No. in Attendance Register	Occupation (code)	Pay Period (Code)	No of Days (February, 2017)		Basic Wages	Dearness Allowance	Travelling Allowance	Other Allowances	Benefits in Kind (In Rs.)	Total Earnings col (16+17+18+19+20)
				Worked for	Paid For						
1	2	3	13	14	15	16	17	18	19	20	21
1											
2											
3											
4											
5											
6											
7											
8											
9											
10											
11											
12											
13											
14											
15											
16											
17											
18											
19											
20											

Pay Period (Col 12): Daily-1, Weekly-2, 10 days-3, Fortnightly-4, Monthly-5, Not Fixed-6,

11. Weekly Off	
Is weekly off given to the workers? (Yes-1, No-2)	
If Yes, With Wages – 1, Without Wages – 2, With Wages to some and Without Wages to Others – 3, Weekly Off with less Wages-4, NA-9	

12. Trade Union / Employer's Association	
Whether the Unit is member of any Employer's Association?(Yes-1, No-2)	
If Yes, Name of Association _____	
Whether the workers are members of any Trade union?(Yes-1, No-2)	
If Yes, mention the number of workers.	

13. Equal Remuneration Act, 1976 and Payments of Wages to Women		
13.a	Is the employer aware of Equal Remuneration Act 1976 (Yes - 1, No - 2)	
13.b	Whether maintaining prescribed register for ERA, 1976? (Yes - 1, No - 2)	
13.c	Whether paying equal wages to male and female workers for similar work? (Yes - 1, No - 2)	
13.d	If No then mention reason (Ignorance about the Law-1, Difference in output-2, Difference in occupation-3, Difference in skill-4, Employment Status i.e. Temporary, Casual-5, Difference in educational qualification-6, Difference in experience-7, Others-9)	
14-19. Awareness of the Minimum Wages Act and Related Issues		
14.a	Is the employer aware that there is an enactment called the Minimum Wages Act, 1948? (Yes - 1, No - 2)	
14.b	If yes, is he aware of the prescribed wages in force? (Yes - 1, No - 2)	
14.c	Source of awareness: (Friends & relatives-1, Newspapers-2, Govt. Notifications based on Labour Office-3, Contact with Govt. officials-4, More than one source-5, Others-9)	
14.d	Does he feel that the wages prescribed in the Act are high, normal or low? (High - 1, Normal - 2, Low - 3)	
14.e	Wages paid to workers are as per (Minimum Wages fixed -1, Higher than the Minimum Wages fixed-2, Lower than the Minimum Wages fixed -3)	
15.a	Whether employer finds it easy to employ Workers at wages which are below the Statutory wages? (Yes - 1, No - 2)	
15.b	If yes, then what are the major reasons for employing workers at wages which are lower than the Statutory wages? (Ignorance about the Law-1, Availability of workers at wages lower than Minimum Wages Fixed-2, Employer not being capable of paying Minimum wages-3, Others specify-4)	
16.a	Does the employer hire migrant laborers? (Yes - 1, No - 2)	
16.b	If yes, does he pay to them wages which are higher than the statutory wages? (Yes - 1, No - 2)	
17.	No of times Labour Inspector inspected the unit during 2016?	
18.	Has any claim application been filed against unit during 2016? (Yes - 1, No-2)	
19.	Has the unit been prosecuted any time during 2016 (Yes - 1, No - 2)	
20. Medical Facilities		

Whether first-aid box is provided (Yes - 1, No - 2)						
Is the unit covered under ESI Act (Yes - 1, No - 2)						
Whether the ESI Scheme is (Implemented-1, Not implemented-2, Unit exempted-3, NA-9)						
21. Social Security						
Whether the Unit is providing Social Security Benefits? (Yes - 1, No - 2)						
If Yes, which of the benefit? (EPF-1, GPF-2, Group Insurance-3, Health Insurance-4, All-5, Some benefits-6, NA-9)						
If Yes, category of workers eligible (All-1, Some-2, NA-9)						
Number of workers have benefitted during 2016?						
Name of Scheme	EPF	ESI	Group Insurance	Health Insurance	Others	
No. of workers benefitted in 2016						
22. Welfare Facilities						
Sl. No.	Facilities	Whether exists (Yes-1, No-2)			If Yes, whether separately provided for woman worker (Yes-1, No-2, NA-9)	
1.	Drinking Water					
2.	Washing Facilities					
3.	Urinals					
4.	Canteen					
5.	Rest Shelter					
6.	Recreation Facilities					
7.	Others Specify					

23. Maintenance of Records			
Is the Unit Maintaining the following Records? (Yes- 1, No-2)			
Attendance Register		Muster Roll / Wage Register	
Register of Advances		Register of Overtime	
Welfare amenities register		Bonus / Ex-gratia Payment Register	
Register of Inspection		Register of fines and Deductions	

24. Compliance to Statutory Requirements	
Whether all notices and extracts prescribed under the Labour Act are displayed at appropriate place in the unit(Yes- 1, No-2)	
Whether annual returns were submitted by the unit. (Yes- 1, No-2)	
Whether the employer has issued Identity Cards to the workers. (Yes- 1, No-2)	

For Piece Rated Workers

System of payment/others_____

Other Information relevant to the study e.g. employment of children, difficulties etc.?

Source of Information (From Records-1, Partly from records and partly on the basis of verbal information-2, Solely on the basis of verbal information-3)	
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Field Officer

Name : _____

Date of Survey : _____

Date of Submission & Signature: _____

Government of India
Ministry of Labour & Employment
Labour Bureau
Chandigarh

**Evaluation Study on Working and Living Conditions of Workers engaged in
Unorganised Sector of Readymade Garment Industry**

Schedule-II Worker

1. Identification Particulars			
State			
District			
Centre			
Unit ID (As per frame)			
Original/Substitute			
Name of the Unit with Complete Address:			
2. Personal Details			
Name of the Worker			
Address of the Worker			
Contact number			
Sex of the sample worker (Male-1, Female-2, Transgender-3)			
Type of worker: (Home based worker-1, Factory worker-2)			
Occupation (Cutting and Fabrication work-1, Fabric processing work-2, Embroidery work-3, Raw material distributor-4, Fixing of fittings and Accessories i.e. buttons or Zips etc-5, Finishing and packing work-6, Others-9)			
Caste (SC-1, ST-2, OBC-3, Others-4)		Age (in completed years)	
Employment Status : (Permanent – 1 , Temporary – 2 , Contract – 3 , Casual/others – 4)		Since how long working in Readymade Garments Industry	
I D / Token No of the Sample worker			
No. of members in the family			
No. of members having Adhaar Card			
Whether the worker has Adhaar Card (Yes – 1 , No -2)			
Whether the worker has a Jan Dhan account (Yes – 1 , No -2)			
Whether the worker has ATM/RuPay/debit card (Yes – 1 , No -2)			
Whether the worker is beneficiary of Rashtriya Swasthya Bima Yojana (Yes – 1, No -2)			

Whether the worker received any subsidy in the last year (Yes - 1 , No -2)		
If Yes, mention the type of subsidy received		
3. Details of Migration		
Whether migrated from other state? (Yes - 1 , No -2)		
If Yes, Mention Year of Migration		Migrated from which state
Migrated from which district (In case of Intra State migration)		
Reason for migration : Non-availability of work - 1, Drought and poverty-2, Low wages-3 Motivated by friends and relatives-4, To set up business or Change of occupation-5, Family Quarrels-6, Others-7, NA-9		
4. Wages & Earnings		
How are the wages paid? (By Hand-1, Electronic Mode-2)		
Mode of wage Payment : (Time Rated-1, Piece Rated-2)		
Rate per day if time rated and rate per unit of work if piece rated		
Total Earnings of the worker in December, 2016 (Rs.) for Total No. of days: _____		
Pay Period : (Monthly-1, Fortnightly-2, Weekly-3, Daily-4, Others-5)		
Whether the wages are paid on time or not?(Yes-1, No-2)		
If employed on piece rate basis, who keeps the account of production? (Management-1, Middleman-2, Worker-3, Both 2 & 3-4, NA-9)		

5. Details of average monthly expenditure incurred by the family during the month preceding the date of visit (Rs.)			
(i) Food items		(ix) Recreation and amusement	
(ii) Pan, tobacco, intoxicants etc.		(x) Religious and other ceremony	
(iii) Fuel and light		(xi) Miscellaneous items	
(iv) Housing		(xii) Remittances to family	
(v) Clothing, bedding, footwear etc.		(xiii) Repayment of debt	
(vi) Education		(xiv) Saving per month	
(vii) Medical and personal care		(xv) Investment per month (if any)	
(viii) Transport and communication		Total	
6. Fines and Deductions			
Is the employer making deductions on account of defective work (Yes-1, No-2)			
If Yes, Deduction made (1) Arbitrarily (2) According to mutually agreed formula (3) Others			

7. Actual Hours of Work:- Is he/she required to work over time (Yes-1, No-2)	
If Yes, rate of over time payment/wages (Normal wage rate-1, ½ times of normal wage rate-2, Double the normal wage rate-3, any other-4)	
Mode of Payment (in cash-1, in kind-2, putting manual labour-3, other-4)	
8. Night Shift	
Whether getting any concession for night shift (Shift allowance-1, Free/concessional tea or coffee-2, Shorter hours-3)	
Timing from _____ to _____	

9. Leave and Holidays with Wages			
Whether getting any leave or holidays with wages (Yes-1, No-2)			
If Yes:- Type of leave/holidays	No. of days entitled	Rate of Payment	Qualifying Conditions
Does the worker enjoy weekly day of rest (Yes with Pay-1, Without Pay-2, No-3)			
10. Facilities	Available or Not (Yes adequate-1, Inadequate-2, Not available-3)	Separate for Men and Women-1, Common-2, NA-3	
1. Drinking Water			
2. Washing			
3. Urinals			
4. Crèche			
5. Canteen			
6. Others			

11. Demographic and other particulars of family members

Sl. No.	Name of Members	Relation with the Worker (A)	Gender (Male-1, Female-2, Transgender-3)	Age (in completed years)	Marital Status code(B)	Educational Qualification code (C)	Economic status code (D)	Working in RMG Industry (Yes-1, No-2)	Income Dec, 16 (In Rs)		Total Income per month (in Rs.)
									From RMG Unit	Other source	
1	2	3	4	5	6	7	8		10	11	12
1											
2											
3											
4											
5											
6											
7											
8											
9											
10											
11											
12											
13											
14											

Code (A) : Self-1, spouse -2, married child-3, spouse of married child-4, unmarried child-5, Grandchild-6, father/mother/father-in-law/mother-in-law-7, brother/sister/brother-in-law/sister-in-law/other relatives-8

Code (B): Unmarried-1, Married-2, Widowed-3, Separated-4, Divorced-5, NA-9

Code (C): Illiterate-1, Literate but below primary-2, Primary-3, Middle-4, Matric or Higher secondary-5, Graduate & Above-6, NA-9

Code (D): Earner-1, Earning dependent-2, Non-earner-3

12. Property			
Type of Property	Source of acquisition	Area	Value (Rs.) approx.
(1)	(2)	(3)	(4)
(i) Agricultural land (acres)			
(ii) House (Sq. mtrs)			
(iii) Others (Specify)			
Code: Col 2 – Ancestral-1, Purchased/constructed-2, Hire purchase-3, Lease-4, Allotted by the Govt. at concessional rate-5, Other (Specify)-6			
13. Particulars of Housing			
Whether the house where the worker is residing is :- (Self owned-1 provided by employer; Rent free-2, On rent-3, Provided by Government-4, Residing in factory premises-5, Others Specify-6)			
Type of dwelling/building (Chawl/basti-1, Independent-2, Flat-3, Others Specify-4)			
Type of building – (Pucca-1, Semi Pucca-2, Kuccha-3)			
Particular of House:- (i) One Room-1, Two Rooms-2, Three Rooms-3, Others-4 (ii) With attached toilet & bathroom-1, Without-2			
Other Provisions in the House:- (Provided-1, Not Provided-2, NA-3)			
(i) Store		(v) Cattle Shed	
(ii) Kitchen		(vi) Drains	
(iii) Bathroom		(vii) Window	
(iv) Verandah		(viii) Ventilation	

14. Drinking Water	
Source (Tap Water-1, Hand Pump-2 Tubewell-3, Well-4, Others Specify-5)	
Availability (Independent-inside the premises-1, Outside the premises-2, Shared inside-3, Outside-4)	
If outside, distance (Less than half Km-1, Half to < One Km-2, One Km to < Two Km-3, More than Two Km-4, Others-5)	
15. Source of Energy	

Lighting (<i>Kerosene-1, Electricity-2, Both-3, Others Specify-4, NA-9</i>)		
Cooking (<i>LPG-1, Coal-2, Firewood-3, Kerosene oil-4, Dung Cake-5, Others Specify-6, NA-9</i>)		
16. Household Indebtedness		
Month and Year of Borrowing		
Amount borrowed initially		
Outstanding on the date of visit		
Nature of Loan (<i>Hereditary-1, Loan taken by the worker in cash-2, In kind-3, Partly in cash and partly in kind-4, Others Specify-5</i>)		
Purpose of Loan (<i>Household consumption-1, Sickness-2, Marriage and Other family functions-3, Funeral-4, Education-5, Purchase of raw material for production purpose and live stock-6, Purchase of land-7, Repayment of debt-8, Other Specify-9</i>)		
Source (<i>Co-operative Society-1, employer-2, Bank/Govt.-3, Money lender-4, Employer-5, Friends and relatives-6, Others Specify-7</i>)		
Type of security(<i>Nosecurity-1, Land-2, House-3, Jewellery-4, Surety of cooperative member-5, Others Specify-6</i>)		
Mode of Repayment(<i>In cash-1, In kind-2, Partly in cash and partly in kind-3, By doing manual labour-4, Others Specify-5</i>)		
17. Opinion about wages and bonus		
Opinion About Wages: <i>Highly Satisfied-1, Satisfied-2, Not Satisfied-3</i>		Opinion About Bonus: <i>Highly Satisfied-1, Satisfied-2, Not Satisfied-3, Not aware-4</i>

18. Maternity Benefits		19. Disease and Treatment related benefits	
Did you get Maternity benefits? (<i>Yes-1, No-2, NA-3</i>)		Whether availed benefit for treatment for any of specified diseases. (<i>Yes-1, No-2</i>)	
If Yes, source? (<i>Employer-1, RMG welfare organisation-2, Others Specify-3</i>) _____		If yes, total expenditure incurred by the member in 2016 (in Rs.)	
		Amount of reimbursement in last one year (Rs.)	
20. Educational Benefits			
Do you get educational facility for your children? (<i>Yes-1, No-2</i>)			
If yes, source? (<i>Employer-1, RMG welfare organisation-2, other agency-3</i>)			

21. Social Security Benefits	
Whether the Unit is providing Social Security Benefits? (Yes-1, No-2)	
If yes, which of the benefit? <i>EPF-1, GPF-2, Group Insurance-3, Health Insurance-4, All-5, Some benefits-6, NA-9</i>	
If availed assistance for specified Scheme then mention name of Scheme <i>(Natural Death-1, Accidental Death-2, Minor Handicap-3, Major Handicap-4, Widow/Widower remarriage scheme -5, financial assistance for funerals-6, NA-9)</i>	
Whether the worker has been enrolled for National Pension Scheme (NPS) <i>(Yes - 1, No -2)</i>	
Whether the worker has been enrolled for Atal Pension Yojana <i>(Yes-1, No-2)</i>	
22. Trade Unionism and Awareness	
Are you member of any Trade Union: <i>(Yes-1, No-2)</i>	

23. Awareness of Minimum Wages and related issues	
Are you aware of Minimum Wages Act, 1948: <i>(Yes-1, No-2)</i>	
If yes, source? <i>(Through local body-1, NGO-2, Govt. Agency-3, Relatives and friends- 4, Other specify -5)</i>	
If the worker is aware & paid lower than prescribed Minimum Wages then what are the circumstances which compelled him/her to work for lower wages. <i>(Ignorance about the Minimum Wages-1, Availability of work at low wages-2, Unemployment-3, Employer not being capable of paying prescribed minimum wages-4, Other specify-5, NA-9)</i>	
Is the worker aware of existence of any authority for inspection of wages? <i>(Yes-1, Not Aware-2)</i>	
Does the worker think that the prevailing wages are low? <i>(Yes-1, No-2)</i>	
If the sample worker is female, is the worker aware of Equal Remuneration Act, 1976? <i>(Yes-1, No-2, NA-9)</i>	
Are the wages paid to her lower than her male counterpart for similar work? <i>(Yes-1, No-2)</i>	
If yes, what are the reasons <i>(Ignorance about the Act-1, difference in occupation-2, difference in skill-3, difference in length of the service-4, Employment status i.e. permanent, temporary, casual-5, difference in educational qualifications-6, others-7, NA-9)</i>	

24. PARTICULARS OF FIELD WORK												
Field Officer				Supervising Officer				For Headquarters Use				
Name				Name				Receipt				
additional sheets attached						Date		Date				
		Date		Receipt					Scrutinized			
Investigation					Scrutiny					Name		
Submission to SO					Dispatch to Hq					Date		
Date					Signature							
Signature												

About the Labour Bureau.....

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