



**REPORT  
ON  
THE WORKING CONDITIONS OF  
CONTRACT LABOUR  
IN  
AIR TRANSPORT SECTOR  
2016-17**



**Government of India  
Ministry of Labour & Employment  
Labour Bureau  
Chandigarh/Shimla**



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## **PREFACE**

**Contract Labour is significant and growing form of employment, which refers to any instance when a person is hired by the principal employer through an intermediary for a set period of time. Unlike regular workers, contract labour has no direct employer-employee relationship with the principal employer.**

**These workers are millions in number and are prevailing both in organized as well as un-organized sector of the Indian Economy. This class of labour force is the most exploited class mainly due to lack of organization, ignorance, etc. on their part.**

**Various Committees and Commissions have pleaded for the abolition of contract labour system, however, a pragmatic approach to the problem was adopted for the first time by the Labour Investigation Committee in 1946, which recommended the abolition of contract labour, wherever possible, and its regulation wherever abolition was not possible. Based on this view, the Contract Labour (Regulation and Abolition) Act, 1970 was passed in the year 1970. Under this Act, Contract Labour has been banned in certain categories of work.**

**In order to formulate effective measures for improving and regulating the working conditions of the contract labour and for ensuring their continuous employment, the Planning Commission, in the second five year plan document, recommended collection of reliable data on their conditions. Accordingly, Labour Bureau has conducted 48 such surveys in 39 industries (including nine repeat surveys).**

**The present 48<sup>th</sup> survey has been conducted in Air Transport Sector and covers major, medium and small Airports in different cities in the country. This report on the working conditions of contract workers in the Air Transport Sector is based on the data collected in the main survey which was conducted from April, 2016 to June, 2016.**

**I am very thankful to various agencies viz. Ministry of Civil Aviation, Government of India, Airport Authority of India and Management of different scheduled and non-scheduled air operators in Public and Private Sectors for the co-operation extended by them in designing and execution of the survey.**

**The team headed by Shri G.C. Saini, Director and comprising of Shri Gaurav Bhatia, Deputy Director, Shri Joginder Pal, Assistant Director, Field Officers and EDP Section have toiled through various stages of survey and in preparing the survey report under the able guidance of Shri Daljeet Singh, Dy. Director General. Credit is due to Shri Balram, Senior consultant for minutely editing this report. They all deserve special mention. Printing of the report is the outcome of the sincere efforts put in by Printing Unit of Labour Bureau, Chandigarh.**

**Views, if any, expressed in the report may not necessarily be those of the Ministry of Labour & Employment.**

**Chandigarh  
Dated: 23.02.2017**

**(RAJAN KUMAR)  
DIRECTOR GENERAL**

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## **Executive Summary**

- **The present survey has been conducted with the objective of studying the working conditions, wages and earnings, welfare facilities, social security and industrial relations in respect of Air Transport Sector workers as prescribed under the Contract Labour (Regulation and Abolition) Act 1970.**
- **Field work was executed during the period from April, 2016 to June, 2016.**
- **The Airports of the country have been divided into four zones and from each zone eight airports were selected for coverage, except North Zone from where nine Airports were selected. Three types of schedules namely Principal Employer Schedule, Contractor Schedule and Worker Schedule were canvassed for collection of data/information.**
- **Total 211 units belonging to Airport Authority of India, Private Airport Managing Companies, Scheduled Operators and Non-Scheduled Operators, (both in Public and Private Sector).**
- **Out of a total of 805 contractors engaged in sample units, 358 contractors were covered, of which maximum contractors were from Southern zone (106).**
- **A total of 43,166 contract workers were found to be engaged by 805 contractors in 163 units which actually engaged contract workers out of total 211 sample units covered.**
- **Study result indicates that 35.07 percent sample units were in the public sector and remaining 64.93 percent were in the private sector.**

- **Maximum Proportion of private sector operators has been observed in the Southern Zone (69.42 percent).**
- **At all India level, the overall percentage of scheduled and non-scheduled operators in Public Sector was 19.43 percent, and Private Sector operators were 64.93 percent. Remaining 15.64 percent units belonged to Airport Authority of India (Public Sector).**
- **As per Contract Labour (Regulation and Abolition) Act 1970, every establishment which proposes to engage contract workers, has to obtain a certificate of Registration. The study revealed that out of 163 units engaging contract workers, 113 units had obtained the registration certificate for engaging them.**
- **As per the Contract Labour (Regulation and Abolition) Act 1970, every contractor has to obtain a license for engaging 20 or more contract workers in an establishment. It was observed that 68.16 percent contractors had obtained the license for engaging the Contract Labour. Remaining contractors did not require the license.**
- **The proportion of contract workers among total employment of sample units at all India level was observed to be 49.57 percent. At the zone level except Northern and Western zone, proportion of direct workers was higher than the contract workers.**
- **The female contract workers engaged were 9.30 percent of total contract workers, of which only 2 workers reported (0.08 percent) to have received the maternity benefits.**

- **The percentage of contract workers having more than 1 year but less than 3 years service constitute 48.74 percent, less than 1 year service 29.40 percent and more than 3 years and upto 5 years (15.70 percent).**
- **The maximum proportion of workers i.e. 30.58 percentage was engaged in loader/un-loader occupation, followed by General Operator 18.11 percent, Sweeper/cleaner 12.10 percent, Driver, 7.54 percent and Safety Inspector 5.11 percent.**
- **As per the provisions of the Contract Labour (Regulation and Abolition) Act 1970 every contractor/principal employer is required to issue job cards to their workers. Study reveals that 87.71 percent of the contractors had issued job cards to their workers.**
- **The payment of Wages Act, 1946 requires that every employer has to make wage payments with pre decided and fixed periodicity called wage/pay period. During the course of survey it was observed that the wage period was fixed in all the cases and preferred wage period was month.**
- **Significantly large proportion (80.17 percent) of the contractors were found to be depositing the wages of their workers directly in their Bank Accounts.**
- **The highest paid occupation among male workers was found to be Technician/Supervisor with maximum wage of Rs. 759.45 per day. The lowest paid occupation among male workers gardener, having wage of Rs. 198.67 per day.**

- **At all India level the maximum wage rate of women workers was found to be 738.49 per day (Technical Supervisor) and minimum of Rs. 182.33- per day.**
- **Dearness allowance (DA) as separate component was paid by 7.26 percent contractors and the contract workers getting separate DA were reported to be 1.01 percent.**
- **About 30.45 percent of the total contractors surveyed were getting work done on overtime basis and of these 55.05 percent were making the payment on normal wage basis, 41.28 percent paid at the rate of double the normal wage and 3.67 percent were paying fixed rate per hour.**
- **About 11.43 percent contractors were found to be paying conveyance allowance, 17.46 percent contractors were paying HRA and 1.36 percent paid medical allowance.**
- **The percentage of contractors and Principal Employers giving benefits in kind to contract workers was observed to be 43.85 percent and 12.01 percent respectively.**
- **About 24.58 percent contractors were found paying annual bonus and 16.48 percent were paying festival bonus to their workers.**
- **The number of workers receiving advances was insignificant as only 3.27 percent of the total contract workers were found to have got this facility.**
- **About 86.31 percent contractors were taking work for 8 hours a day and 8.38 percent contractors were found taking work from 8 to 10 hours a day.**

- **About 55 percent contractors were allowing rest interval of half an hour and 7.54 percent contractors were allowing one hour daily.**
- **It was found that about 52.51 percent contractors were having night shift working. At all India level about 22.87 percent contractors having night shift work reported provided additional facility in the form of tea/coffee. The night shift allowance was paid only in two zones viz. Northern and Western zones.**
- **The percentage of contractors providing weekly off with or without wages was 99.72 percent. Out of total contractors covered, 42.74 percent) contractors were allowing weekly off with wages and 56.98 percent without wages whereas 0.28 percent contractors not allowing weekly off.**
- **First aid Facility was observed to be provided in all cases and crèche facility was provided in about 76 percent cases.**
- **About 5.06 percent of contract workers were found to be provided the living accommodation by the contractors covered.**
- **The percentage of contract workers at all India level getting the benefit of Provident fund was 92.96 percent.**
- **The percentage of contract workers covered under the Employees State Insurance Scheme at all India level was 93.71.**
- **The Trade Union activities were not found to be popular among the contract workers in various zones. Only 9.78 percent**

**contract workers were found to be members of Trade Unions exclusively meant for contract workers.**

- **All the contractors covered had paid down procedures for the redressal of grievances of contract workers. The time limit for redressing grievances was found to be 1-30 days.**
- **About 96.65 percent of contractors were found to be maintaining Muster Roll/Attendance register and 95.53 percent were maintaining the Wage Register.**
- **No female contract worker was observed being discriminated in terms of wage payment i.e. no difference between male and female workers wages in same/similar jobs.**
- **Health facilities in various forms were reported by received contract workers from Principal Employers (2.37 percent) and from contractors (21.51 percent).**
- **The percentage of workers who received transport facility from the Principal Employers and contractors works out to be 3.79 percent and 4.47 percent respectively.**

## **CHAPTER-I**

### **INTRODUCTION**

#### **i) Genesis of the Survey**

**Contract Labour is a significant and growing form of employment. It refers to any instance wherein a person is hired by the principal employer through an intermediary for a set period of time. Once the contract period is over the contract labour employee no longer remains part of the hiring firm/unit/office etc. The practice is observed all over the world and has been in operation since ages. Contract labour generally refers to Workers employed by or through an intermediary for work of any establishment. These workers can be distinguished from the direct workers in terms of employment relationship with the principal employer and the method of wage payment. The workers do not have any direct relationship with the principal employer. It has a distinct way of working not found in any other classes of labour like permanent, temporary, casual badli etc. The contract system is based on triangular relationship between the user enterprises, the contractors including the sub-contractors and the workers. The workers are recruited by an outside agency or person and supplied to an establishment and engaged on its work. Unlike direct labour, they are not on the muster roll of principal employer/establishment nor are paid directly. The establishment has no primary responsibility with regard to the workers hired by/through contractors.**

**The origin of Contract Labour can be traced back to the emergence of the small scale industries which found it economically unviable to undertake all activities of the production process and therefore, got some work done on contract basis. In India the contract labour system emerged primarily due to ignorance of British employers and their representatives about Indian labour conditions. Low status of factory workers, lack of labour mobility, caste and religious taboos and language, etc were the other issues faced by them. They were unable to solve these**

**problems and hence depended on the middlemen who helped them in recruitment and control of labour. These middlemen and contractors were known by different names in different part of the country. The system is prevalent in almost all categories of industries, in agriculture and allied operations, and in service sector.**

**These workers are millions in number and are generally unorganized having very little bargaining power, little or no social security and are often engaged in hazardous occupations endangering their health and safety. They are often denied minimum wages and have little or no security of employment. However, factors like uncertainty of work, difficulty in ensuring closer supervision of regular workers by the employer, higher output by the contract workers, cost effectiveness, flexibility in manpower deployment, concentration in core competencies, etc., justify the existence and continuance of the contract labour system.**

**Contract labour has remained exploited section of the society and their conditions deteriorated due to misuse of few sections of Indian Penal Code by employers to the disadvantages of workers. Acts like the Workmen's Breach of Contract Act, 1859, which held the contract labour criminally responsible in the event of a breach of contract services were also used to their disadvantage. Due to this the Whitely Commission in 1860 recommended the abolition of contract labour by implication.**

**The conditions of contract labour in India have been studied by various commissions and committees before and after independence. All these have found their conditions to be appalling and exploitative in nature. All these, including Whitely Commission, recommended abolition of contract labour system. However, it was Labour Investigation Committee, which took a more pragmatic approach to the problem and recommended for its abolition where it was possible and its regularization where its abolition was not found possible.**

**Further, the Supreme Court of India in the case of Standard Vacuum Refinery Company V/s their Workmen (1960-11-ILJ page 230) observed that contract labour should not be employed where:**

- a) Work is perennial and must go on from day to day;**
- b) Work is incidental and necessary for the work of factory;**
- c) Work is sufficient to employ considerable number of whole time workers and**
- d) Work is being done in most concerns through regular workers.**

**The recommendations of various committees, judgments of the Hon'ble Supreme Court of India and the concerns of policy planners to provide legislative protection to this category of workers led to the enactment of Contract Labour (Regulation and Abolition) Act, 1970.**

**The need for bringing improvement in the working conditions of workers was emphasized during the Second Five Year Plan when Planning Commission recommended special treatment to contract labour so as to ensure their continuous employment where it was not possible to abolish it. In addition to this it was also felt in the plan document to conduct studies to ascertain the nature and extent of problems faced by contract labour in various industries. Accordingly, Labour Bureau was entrusted with the job of conduction surveys on contract labour in selected industries to evaluate their working conditions and facilities/ amenities provided to them. Labour Bureau has so far conducted 48 surveys (including nine repeat surveys) in 39 different industries (including the present Air Transport Sector).**

**In continuation of this Govt. of India, Ministry of Labour and Employment decided to conduct another comprehensive survey in Air Transport Sector to study the working conditions of contract labour.**

## **1.1 Objectives of Survey**

**Objective of the survey is to study the working Conditions, Wages and Earnings, Welfare Facilities, Social Security and Industrial relations of the Contract Labour engaged in Air Transport Sector in India.**

## **1.2 Scope of the Survey**

**The Survey was confined to the national level scheduled and non-scheduled air transport operators and the Airports Managing agencies such as Airports Authority of India (AAI), GAMR and GVK. List of Operators and Airports managing agencies engaging contract workers at different airports was obtained from the office of Director General, Civil Aviation, New Delhi from the offices of air and airport managers. Scheduled operators are those operators which are having their flights on regular basis where as non-scheduled operators have no fixed schedule of the flights operated by them. A total of 211 sample units consisting of 176 scheduled operators, 2 non-scheduled operators and 33 Airports have been covered in the survey. Besides Air Ports Authority of India and other airport managing agencies, all the scheduled operators viz. Air India, Blue Dart, Go Air, Indigo, Jet Airways, Spice jet, Vistara, etc. and two non-scheduled operators engaging contract workers were covered during the survey. To give due representation to most of the States/ UTs, cities and different types of airports located therein (Metro, medium and small) purposive sampling was resorted to. Zone-wise distribution of sample units (Principal Employers) covered in survey is shown in Table 1.1.**

## **1.3 Period of Survey**

**The field work of the survey to collect detailed information on the working conditions of contract labour in Airport Transport Sector was completed in two phases during the period from i.e. April, 2016 to June, 2016.**

## **1.4 Concepts and Definitions**

**The main concepts and definitions used in the study are:**

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

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

**Public Sector and Private Sector Units:** A public sector unit is one which is owned by the central/ State Govt. or local body. The cooperative factories are also treated as public sector undertakings provided Govt. has invested some capital in them. Private sector units are those which are owned by individuals or their groups and/ or by the companies.

**Principal Employer:** Principal employer means:

- i) In relation to any office or department of the Government or local authority, the head of that office or department or such other officer as the Government or the local authority, as the case may be, may specify in this behalf,
- ii) In a factory, the owner or occupier of the factory and where a person has been named as the manager of the factory under the Factories Act, 1948 (63 of the 1948), the person so named;
- iii) In a mine, the owner or agency of mine and where a person has been named as the manager of the mine, the person so named;
- iv) In any other establishment, any person responsible for the supervision and control of the establishment.

**Worker:** A person employed directly or through any agency (including contractor) with or without the knowledge of principal employer whether for remuneration or not in any manufacturing process or in cleaning any part of machinery or premises used for manufacturing process or any other work incidental to or connected with manufacturing process or subject to the manufacturing process.

**Benefits in Kind:** The goods and services provided to workers in terms of cash or kind by the employer/contractor either free of cost or at subsidized rates.

**Establishment:** Establishment means i) any office or department of Govt. or local authority; ii) any place where any industry, trade, business, occupation is carried on.

**Unit:** Each office of the Airport Authority of India as well as all Airline Operators at each station/city has been taken as a separate unit for the purpose of report writing and presenting the data in the subsequent text/tables of the report.

## **1.5 Coverage, Methodology and Sample Size**

**Coverage:** The universe consisting of 133 airports in the country was divided into 4 zones in consonance with the divisions adopted by the Airport Authority of India. The zones are i) Eastern, ii) Northern, iii) Southern and iv) Western. With a view to cover all types of Principal Employers (Airport Authority of India, other Airport Managing Agencies in Pvt. Airports, Scheduled and non-scheduled operators) a total of 33 airports were selected for the survey.

**Methodology:** To ensure due representation to airports in each zone as those located in metro, medium and small cities, purposive sampling method was adopted for selection of airports. A two stage sampling technique was adopted. At the first stage of sampling, airports were selected purposively. All the Principal Employer units

available in the selected airports were covered. In the second stage of sampling, contractors were selected. While selecting the contractors it was ensured that a) only one contractor having maximum employment was selected in a sampling unit engaging up to two contractors, b) two contractors, one having maximum employment and the other having minimum employment were selected in the sample units engaging 3 to 5 contractor and c) four contractors, one having maximum employment, one having minimum employment and 2 having average employment in a sample unit engaging 6 or more contractors were covered.

**Sample size:** Out of the 133 airports, 33 airports were selected comprising of 9 airports having 3 or more operators, 11 airports having 2 operators and 10 airports having only 1 operator. Table 1.1 presents zone wise distribution of airports in terms of frame, sample and actually covered airports.

A total of 211 Principal Employer units operating in 33 airports were covered during survey. It was found that out of 211 units covered 48 units were not engaging any contractor, 112 units were engaging upto 2 contractors, 19 units were engaging 2 to 5 contractor and 32 units were engaging 6 or more contractors (Table 2.2).

## **1.6 Distribution of Units**

Out of the 211 units selected for the survey, 163 units (77.25 percent) were found to be engaging contractors. It was found that a total of 805 contractors were engaged by these units in different zones. However, during the survey, as shown in Table 1.2, 358 (44.47 percent) contractors were actually covered.

Zone-wise percentage of units engaging contractors workers to be: Eastern zone (90.00 percent), Northern zone (89.58 percent), Southern zone (59.49 percent) and Western zone (84.09 percent).

## **1.7 Questionnaire**

**For the purpose of data collection three schedules (Annexure-II) were used: I) Principal Employer schedule II) Contractor schedule and III) Worker Schedule. In the principal employer schedule the information was collected from principal employer about employment of direct and contract workers, details of employment (contractor wise), jobs performed by the contract workers, reasons for employing contract labour on perennial and non perennial job, etc. In this schedule, data regarding working conditions of direct labour was also collected in respect of the jobs/ occupations in which both categories of workers (direct and contract) were found working in the same unit. In schedule II pertaining to Contractor, information was collected from contractors regarding nature of jobs undertaken by them employment of contract workers, method of their recruitment, working conditions, wages and allowances, fines & deductions, payment of bonus and other welfare facilities, social security, industrial relations etc. Schedule III is the Worker Schedule. Information gathered through this schedule was regarding, Identification particulars, working conditions, wages, welfare and other facilities provided by the Principal Employer/ Contractor.**

### **1.8 Method of Data Collection:**

**The information in respect of principal employer and contractors was collected from records maintained by them. But in a situation where neither records were available nor were maintained by the contractor or principal employer, the entire information was obtained through discussions with the principal Employer or the contractors or their authorised representatives. The worker schedule was canvassed by way of interview method with the worker.**

### **1.9 Observation of Field staff:**

**In the course of conduct of Fieldwork, Labour Bureau's Field Officers collected the information from the labour records of the Principal Employers and Contractors. Apart from this, they also had**

**discussions/ interaction with managements, contractors and contract workers of the sample units. Based on this the following observations are made.**

- i) Contractors reportedly made less payment to contract workers by showing number of days worked as less than the actual number worked for. In most cases this was done to restrict the payment to the minimum prescribed.**
- ii) Both the directly employed and contract workers were found to be employed on the similar jobs. However, the job nomenclature/designation of such contract workers is changed to evade obligations under the Contract Labour Act, 1970. In these cases the directly employed workers are paid higher wages and benefits in comparison to the contract workers.**
- iii) In some cases contractors were employing workers for shorter periods to avoid statutory obligations under the Payment of Gratuity Act, 1972 Payment of Bonus Act, 1965 etc.**
- iv) In some units workers were found to be working for more than the normal working hours but in records they were shown to be working for normal hours to avoid the payment for overtime.**
- v) Some workers were working in night shifts and were not getting the night shift allowance. However, the Contract workers normally hesitate to come forward to report such instances for the fear of loss of their job.**
- vi) Employers reported engagement of contract labour is beneficial; as such workers are more disciplined and efficient as compared to their directly employed counterparts. In some cases management feels much satisfied with the work done by the contract labour in comparison to the same work done by their regular employees. The management however, allots the same/similar work to the contract workers after changing their designation.**
- vii) It has been observed that the trend of engaging contract labour is increasing in the public sector.**

**Table1.1: Zone- wise Distribution of selected Airports by number of Operators and number of Principal Employer units covered at selected Air-Ports**

| Sl. No. | Zone/ Airport | Total no. of Airports | No. of Air Ports Selected having Air Operators |                   |                         |           | Number of Units actually surveyed                             |                     |                         |       |
|---------|---------------|-----------------------|------------------------------------------------|-------------------|-------------------------|-----------|---------------------------------------------------------------|---------------------|-------------------------|-------|
|         |               |                       | One Air operator                               | Two Air operators | 3 or more Air operators | Total     | Airports Authority of India/Private Airport Managing Agencies | Scheduled Operators | Non-Scheduled Operators | Total |
| 1       | 2             | 3                     | 4                                              | 5                 | 6                       | 7         | 8                                                             | 9                   | 10                      | 11    |
| 1       | Eastern       | 42                    | 0                                              | 1                 | 7                       | 8         | 8                                                             | 32                  | 0                       | 40    |
| 2       | Northern      | 24                    | 0                                              | 1                 | 8                       | 9         | 9                                                             | 38                  | 1                       | 48    |
| 3       | Southern      | 30                    | 0                                              | 0                 | 8                       | 8         | 8                                                             | 71                  | 0                       | 79    |
| 4       | Western       | 37                    | 0                                              | 0                 | 8                       | 8         | 8                                                             | 35                  | 1                       | 44    |
|         | <b>Total</b>  | <b>133</b>            | <b>0</b>                                       | <b>2</b>          | <b>31</b>               | <b>33</b> | 33                                                            | 176                 | 2                       | 211   |

**Table 1.2: Distribution of Units covered by number of Contractors engaged and Number of Contractors Actually covered**

| <b>Sl. No.</b> | <b>Zone</b> | <b>Total Number of Units covered</b> | <b>No. of Units engaging contractors</b> | <b>Total no. of contractors engaged in sample units</b> | <b>Total no. of contractors actually covered</b> |
|----------------|-------------|--------------------------------------|------------------------------------------|---------------------------------------------------------|--------------------------------------------------|
| <b>1</b>       | <b>2</b>    | <b>3</b>                             | <b>4</b>                                 | <b>5</b>                                                | <b>6</b>                                         |
| 1              | Eastern     | 40                                   | 36<br>(90.00)                            | 86                                                      | 85<br>(98.84)                                    |
| 2              | Northern    | 48                                   | 43<br>(89.58)                            | 229                                                     | 81<br>(35.37)                                    |
| 3              | Southern    | 79                                   | 47<br>(59.49)                            | 320                                                     | 106<br>(33.13)                                   |
| 4              | Western     | 44                                   | 37<br>(84.09)                            | 170                                                     | 86<br>(50.59)                                    |
| <b>Total</b>   |             | 211                                  | 163<br>(77.25)                           | 805                                                     | 358<br>(44.47)                                   |

## **CHAPTER-II**

### **REGISTRATION, LICENCE AND EMPLOYMENT**

#### **2.1 REGISTRATION**

**The main objective of the Contract Labour (Regulation & Abolition) Act, 1970 is twofold:-**

- (i) To regulate the employment of Contract Labour in certain establishment; and**
- (ii) To provide for its abolition in certain others.**

**In order to achieve above objectives, the Act lays down various criteria with regard to hiring of the Contract Labour, their wages and earnings, working conditions etc. The provisions of the Act inter-alia require that the establishment that proposes to hire contract labour for its work has to obtain a certificate of registration for doing so.**

**During the course of the survey it was found that 53.55 percent of the total sample units (211) were registered for engaging contractors, 22.27 percent were not registered and remaining 24.17 percent were not required registration under the Act. (Table 2.1).**

#### **2.2 LICENCE**

**The Act also required that every contractor engaging 20 or more workers on any day of the month has to obtain a licence for engaging contract labour for the work of any establishment. It further stipulates that every application of the contractor to obtain licence has to be accompanied by a certificate from the Principal Employer stating that the applicant has been employed by him as**

**contractor in relation to its establishment and that he undertakes to be bound by all the provisions of the Act and the rules as applicable to him as Principal Employer in respect of the employment of contract labour by the applicant. Grant of licence will be for engaging specific number contract labour and may be subject to the conditions including hours of work, fixation of wages, etc. Licence shall be valid for the period specified therein and it can be revoked/suspended if the licensee fails to comply the conditions subject to which it was granted.**

**The perusal of the data revealed that out of the 358 sample contractors, only 68.16 percent contractors had obtained licence to engage contract workers, as required under the Act. The remaining 31.84 percent contractors did not require obtaining a licence. (Table 2.1( A)).**

## **2.3 EMPLOYMENT**

### **2.3.1 Type of Ownership**

**Table 2.1 (B) presents distribution of sample units by type of ownership. Field study reveals that 74 (35.07 percent) of the total sample units were in the public sector and remaining 137 (64.93 percent) units belonged to the private sector as shown in the table. Zone wise distribution of public sector units works out as Eastern zone: 37.50 percent, Northern zone: 37.50 percent, Southern zone: 30.38 percent and Western zone: 38.63 percent. Similarly, the zone wise distribution of units in the private sector is Eastern zone: 62.50 percent, Northern zone: 62.50 percent, Southern zone: 69.62 percent and Western zone: 61.36 percent.**

**The overall percentage of scheduled and non-scheduled operators in public sector was (19.43 percent). Similarly the overall percentage of scheduled/non-scheduled operators in private sector works out to be 63.98 percent and 0.95percent respectively. Out of total units in public sector, 15.64 percent units (33) belonged to the Airport Authority of India.**

### **2.3.2 Employment of Contractors**

**Table 2.2 is designed for presenting the data on engagement of contractors by the Principal Employers selected for survey. Out of 211 Principal Employers selected for survey at all India level, 163 (77.25 percent) units were engaging contractors. However, the percentage of units employing number of contractors varied. Of the units engaging contractors 112 units (53.08 percent) were engaging upto 2 contractors, 19 units (9.00 percent) were engaging 3 to 5 contractors and 32 units (15.17 percent) were engaging 6 or more contractors. Forty eight sample units (22.75 percent) were not engaging any contractor.**

**At the zone level, number and percentage of units not engaging contractors is observed as Eastern zone: 4 (10.00 percent) Northern zone: 5 (10.42 percent), Southern zone: 31 (39.24 percent) and Western zone: 8 (18.18 percent). The percentage of units engaging number of contractors varied substantially across different zones. It was also observed during the course of survey that few principal employers had assigned the ground handling work directly to the authorised registered agencies/companies without hiring any contractor.**

### **2.3.3 Employment of Contract Workers**

**Data on employment of contract labour in the units as per Principal Employer Schedule is presented in table 2.3. Zone wise employment of contract labour is observed as Eastern zone: 3306 (7.66 percent), Northern zone: 14260 (33.04 percent), Southern zone: 17131 (39.69 percent) and Western zone: 8469 (19.62 percent). Field Investigations reveal that 211 sample units engaged 805 contractors and provided employment to 43166 contract workers. The maximum numbers of workers were employed by the contractors in Southern zone and lowest in Eastern zone.**

**The data further revealed explicit correlation between number of contractors and employment of contract workers. Greater the number of contractors, greater is the number of contract workers. The Western and northern zones taken together accounted for more than 50 percent share in employment of contract workers in Air Transport Sector.**

### **2.3.4 Proportion of Contract Workers in Employment**

**It may be seen from Table 2.4 that proportion of contract workers to the total employment in the sample units at all India level was 49.57 percent.**

### **2.3.5 Contract Workers by Sex and age.**

**Data on distribution of contract workers by sex is presented in Table 2.5. The perusal of table reveals that at the level of all the zones, vast majority of contract workers (90.64 percent) are males. The proportion of women workers on contract basis was found to be**

**just 9.36 percent. Employment of children was not observed in any of the sample units covered. Zone wise percentage of male/female contract workers is observed Eastern zone: 95.64/4.36 percent, Northern zone: 94.52/5.48 percent, Southern zone: 84.88/15.12 percent and Western zone: 92.55/7.45 percent. Proportion of female contract workers was observed to be highest in Southern zone.**

### **2.3.6 Employment by Length of Service**

**Data presented in Table 2.6 indicates that the employment of contract workers in all the four zones combined is for a short period as about 80 percent workers have length of service upto 3 years. At all India level length of service of 29.40 percent contract workers is upto one year, of 48.74 percent is more than one year and upto 3 years, of 15.70 percent is more than 3 years and upto 5 years and of 5.14 percent more than 5 years and upto 10 years. Workers having more than 10 years service is 1.02 percent.**

### **2.3.7 Seasonal Variation in Employment**

**To study the seasonal variation in the employment of contract labour, the data was collected from sample contractors for the period proceeding one year from the specified date. The data presented in Table 2.7 shows an increasing trend in the average employment of contract workers in the Air Transport Industry. The comparison of employment on the specified date with the average employment of preceding three months, six months and one year shows that it has increased by 0.34 percent, 1.75 percent and 7.26 percent respectively at all India level. Increasing trend of**

**employment preceding one year service is highest in Eastern zone – (22.34 percent) and lowest in Southern zone (3.29 percent).**

### **2.3.8 Mode of Recruitment**

**Data presented in Table 2.8 shows that Direct Recruitment was the least popular method of recruitment adopted by contractors in all the zones to recruit contract workers. At all India level 59.78 percent of contractors recruited their workers by adopting more than one method, 36.03 percent through existing workers and 2.79 percent through intermediary or private agencies. The percentage of contractors using employment exchanges to recruit their workers at all India level was only 0.56 percent. The trend at the zone level was the same as at the all India level except Northern and Western zone wherein method of recruitment was predominantly through existing workers.**

### **2.3.9 Employment by Type of Jobs**

**Data on contract workers' employment by type of jobs performed by them is presented in Table 2.9. It emerges from the table that all 27198 contract workers covered during the survey were engaged on regular jobs such as i) Construction of buildings and roads; ii) Loading and unloading; iii) Maintenance of AC plants; iv) Civil and electrical system; v) Sweeping/cleaning of airport premises as well as air craft's; vi) Security services; vii) Transport services; ix) Trolley retrieving; x) Fire fighting service; xi) Attending to customers etc. in all the units. None of the workers were found to be working on irregular jobs.**

### **2.3.10 Employment Cards.**

**Data presented in Table 2.10 shows that out of total 358 contractors, 314 (87.71 percent) had issued Employment Cards to their contract workers, 42 contractors (11.73 percent) had not issued Employed cards and 2 (0.56 percent) contractors' were not aware about the provisions of issuing the Employment Cards.**

### **2.3.11 Employment by system of payment**

**The survey results revealed that all the contractors in all the zones were making payments to their workers on time-rated basis only. None of the contractor reported making payment to their workers on piece-rated basis.**

**Table 2.1 : Registration of Principal Employer to engage Contractors**

| Sl. No. | Zone     | Airport     | Total No. of Principal Employer | Number of Principal Employers |                |                            |
|---------|----------|-------------|---------------------------------|-------------------------------|----------------|----------------------------|
|         |          |             |                                 | Registered                    | Not registered | Not requiring Registration |
| 1       | 2        | 3           | 4                               | 5                             | 6              | 7                          |
| 1       | Eastern  | Bagdogra    | 7                               | 6<br>(85.71)                  | 1<br>(14.29)   | 0<br>(0.00)                |
|         |          | Bhubneshwar | 5                               | 4<br>(80.00)                  | 0<br>(0.00)    | 1<br>(20.00)               |
|         |          | Dibrugarh   | 4                               | 1<br>(25.00)                  | 2<br>(50.00)   | 1<br>(25.00)               |
|         |          | Guwahati    | 8                               | 7<br>(87.50)                  | 1<br>(12.50)   | 0<br>(0.00)                |
|         |          | Imphal      | 5                               | 2<br>(40.00)                  | 3<br>(60.00)   | 0<br>(0.00)                |
|         |          | Jorhat      | 2                               | 0<br>(0.00)                   | 2<br>(100.00)  | 0<br>(0.00)                |
|         |          | Kolkata     | 6                               | 6<br>(100.00)                 | 0<br>(0.00)    | 0<br>(0.00)                |
|         |          | Silchar     | 3                               | 1<br>(33.33)                  | 2<br>(66.67)   | 0<br>(0.00)                |
|         |          | Total       | 40                              | 27<br>(67.50)                 | 11<br>(27.50)  | 2<br>(5.00)                |
| 2       | Northern | Amritsar    | 5                               | 2<br>(40.00)                  | 2<br>(40.00)   | 1<br>(20.00)               |
|         |          | Chandigarh  | 7                               | 6<br>(85.71)                  | 1<br>(14.29)   | 0<br>(0.00)                |
|         |          | Dehradun    | 5                               | 4<br>(80.00)                  | 1<br>(20.00)   | 0<br>(0.00)                |
|         |          | Delhi       | 8                               | 7<br>(87.50)                  | 1<br>(12.50)   | 0<br>(0.00)                |
|         |          | Kangra      | 3                               | 1<br>(33.33)                  | 2<br>(66.67)   | 0<br>(0.00)                |
|         |          | Lucknow     | 6                               | 4<br>(66.67)                  | 1<br>(16.67)   | 1<br>(16.67)               |
|         |          | Safdarjung  | 2                               | 1<br>(50.00)                  | 0<br>(0.00)    | 1<br>(50.00)               |
|         |          | Srinagar    | 6                               | 1<br>(16.67)                  | 3<br>(50.00)   | 2<br>(33.33)               |
|         |          | Varanasi    | 6                               | 4<br>(66.67)                  | 2<br>(33.33)   | 0<br>(0.00)                |
|         |          | Total       | 48                              | 30<br>(62.50)                 | 13<br>(27.08)  | 5<br>(10.42)               |

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**Table 2.1 : Registration of Principal Employer to engage Contractors**

| Sl. No. | Zone     | Airport    | Total No. of Principal Employer | Number of Principal Employers |                |                            |
|---------|----------|------------|---------------------------------|-------------------------------|----------------|----------------------------|
|         |          |            |                                 | Registered                    | Not registered | Not requiring Registration |
| 1       | 2        | 3          | 4                               | 5                             | 6              | 7                          |
| 3       | Southern | Bangluru   | 17                              | 16<br>(94.12)                 | 1<br>(5.88)    | 0<br>(0.00)                |
|         |          | Chennai    | 13                              | 9<br>(69.23)                  | 1<br>(7.69)    | 3<br>(23.08)               |
|         |          | Goa        | 9                               | 6<br>(66.67)                  | 2<br>(22.22)   | 1<br>(11.11)               |
|         |          | Hyderabad  | 12                              | 10<br>(83.33)                 | 1<br>(8.33)    | 1<br>(8.33)                |
|         |          | Kochi      | 9                               | 5<br>(55.56)                  | 4<br>(44.44)   | 0<br>(0.00)                |
|         |          | Mangalore  | 7                               | 5<br>(71.43)                  | 2<br>(28.57)   | 0<br>(0.00)                |
|         |          | Port Blair | 6                               | 3<br>(50.00)                  | 0<br>(0.00)    | 3<br>(50.00)               |
|         |          | Trivandrum | 6                               | 1<br>(16.67)                  | 4<br>(66.67)   | 1<br>(16.67)               |
|         |          | Total      | 79                              | 55<br>(69.62)                 | 15<br>(18.99)  | 9<br>(11.39)               |
| 4       | Western  | Ahmedabad  | 8                               | 0<br>(0.00)                   | 1<br>(12.50)   | 7<br>(87.50)               |
|         |          | Bhopal     | 3                               | 0<br>(0.00)                   | 2<br>(66.67)   | 1<br>(33.33)               |
|         |          | Indore     | 4                               | 0<br>(0.00)                   | 2<br>(50.00)   | 2<br>(50.00)               |
|         |          | Jabalpur   | 3                               | 0<br>(0.00)                   | 1<br>(33.33)   | 2<br>(66.67)               |
|         |          | Mumbai     | 7                               | 0<br>(0.00)                   | 1<br>(14.29)   | 6<br>(85.71)               |
|         |          | Nagpur     | 6                               | 0<br>(0.00)                   | 1<br>(16.67)   | 5<br>(83.33)               |
|         |          | Pune       | 9                               | 1<br>(11.11)                  | 0<br>(0.00)    | 8<br>(88.89)               |
|         |          | Vadodra    | 4                               | 0<br>(0.00)                   | 0<br>(0.00)    | 4<br>(100.00)              |
|         |          | Total      | 44                              | 1<br>(2.27)                   | 8<br>(18.18)   | 35<br>(79.55)              |
| Total   |          |            | 211                             | 113<br>(53.55)                | 47<br>(22.27)  | 51<br>(24.17)              |

Note: Figures in parentheses indicate percentages.

Table 2.1 (A): Principal Employer/Contractors Licensed Contractors and Not Licensed Contractors

| Sl. No. | Zone     | Airports     | No. of Principal Employers covered | No. of Contractors covered | Licensed Contractors | Not Licensed Contractors |
|---------|----------|--------------|------------------------------------|----------------------------|----------------------|--------------------------|
| 1       | 2        | 3            | 4                                  | 5                          | 6                    | 7                        |
| 1       | Eastern  | Bagdogra     | 7                                  | 10                         | 6<br>(60.00)         | 4<br>(40.00)             |
|         |          | Bhubneshwar  | 5                                  | 12                         | 7<br>(58.33)         | 5<br>(41.67)             |
|         |          | Dibrugarh    | 4                                  | 9                          | 1<br>(11.11)         | 8<br>(88.89)             |
|         |          | Guwahati     | 8                                  | 10                         | 8<br>(80.00)         | 2<br>(20.00)             |
|         |          | Imphal       | 5                                  | 11                         | 2<br>(18.18)         | 9<br>(81.82)             |
|         |          | Jorhat       | 2                                  | 4                          | 0<br>(.00)           | 4<br>(100.00)            |
|         |          | Kolkata      | 6                                  | 23                         | 16<br>(69.57)        | 7<br>(30.43)             |
|         |          | Silchar      | 3                                  | 6                          | 2<br>(33.33)         | 4<br>(66.67)             |
|         |          | <b>Total</b> | <b>40</b>                          | <b>85</b>                  | <b>42</b><br>(49.41) | <b>43</b><br>(50.59)     |
| 2       | Northern | Amritsar     | 5                                  | 7                          | 7<br>(100.00)        | 0<br>(.00)               |
|         |          | Chandigarh   | 7                                  | 10                         | 9<br>(90.00)         | 1<br>(10.00)             |
|         |          | Dehradun     | 5                                  | 7                          | 2<br>(28.57)         | 5<br>(71.43)             |
|         |          | Delhi        | 8                                  | 20                         | 17<br>(85.00)        | 3<br>(15.00)             |
|         |          | Kangra       | 3                                  | 4                          | 1<br>(25.00)         | 3<br>(75.00)             |
|         |          | Lucknow      | 6                                  | 10                         | 9<br>(90.00)         | 1<br>(10.00)             |
|         |          | Safdarjung   | 2                                  | 6                          | 3<br>(50.00)         | 3<br>(50.00)             |
|         |          | Srinagar     | 6                                  | 8                          | 7<br>(87.50)         | 1<br>(12.50)             |
|         |          | Varanasi     | 6                                  | 9                          | 4<br>(44.44)         | 5<br>(55.56)             |
|         |          | <b>Total</b> | <b>48</b>                          | <b>81</b>                  | <b>59</b><br>(72.84) | <b>22</b><br>(27.16)     |

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**Table 2.1 (B): Distribution of Units covered by ownership Type**

| Sl. No. | Zone            | Airports     | Total Number of Units covered | Number of Units belonging to |                     |                        |                      |                        |
|---------|-----------------|--------------|-------------------------------|------------------------------|---------------------|------------------------|----------------------|------------------------|
|         |                 |              |                               | Public Sector                |                     |                        | Private Sector       |                        |
|         |                 |              |                               | Airport Authority            | Schedule operators  | Non-Schedule operators | Schedule operators   | Non-Schedule operators |
| 1       | 2               |              | 3                             | 4                            | 5                   | 6                      | 7                    | 8                      |
| 1       | <b>Eastern</b>  | Bagdogra     | 7                             | 1<br>(14.29)                 | 1<br>(14.29)        | 0<br>(0.00)            | 5<br>(71.43)         | 0<br>(0.00)            |
|         |                 | Bhubneshwar  | 5                             | 1<br>(20.00)                 | 1<br>(20.00)        | 0<br>(0.00)            | 3<br>(60.00)         | 0<br>(0.00)            |
|         |                 | Dibrugarh    | 4                             | 1<br>(25.00)                 | 1<br>(25.00)        | 0<br>(0.00)            | 2<br>(50.00)         | 0<br>(0.00)            |
|         |                 | Guwahati     | 8                             | 1<br>(12.50)                 | 1<br>(12.50)        | 0<br>(0.00)            | 6<br>(75.00)         | 0<br>(0.00)            |
|         |                 | Imphal       | 5                             | 1<br>(20.00)                 | 1<br>(20.00)        | 0<br>(0.00)            | 3<br>(60.00)         | 0<br>(0.00)            |
|         |                 | Jorhat       | 2                             | 1<br>(50.00)                 | 0<br>(0.00)         | 0<br>(0.00)            | 1<br>(50.00)         | 0<br>(0.00)            |
|         |                 | Kolkata      | 6                             | 1<br>(16.67)                 | 1<br>(16.67)        | 0<br>(0.00)            | 4<br>(66.67)         | 0<br>(0.00)            |
|         |                 | Silchar      | 3                             | 1<br>(33.33)                 | 1<br>(33.33)        | 0<br>(0.00)            | 1<br>(33.33)         | 0<br>(0.00)            |
|         |                 | <b>Total</b> | <b>40</b>                     | <b>8</b><br>(20.00)          | <b>7</b><br>(17.50) | <b>0</b><br>(0.00)     | <b>25</b><br>(62.50) | <b>0</b><br>(0.00)     |
| 2       | <b>Northern</b> | Amritsar     | 5                             | 1<br>(20.00)                 | 1<br>(20.00)        | 0<br>(0.00)            | 3<br>(60.00)         | 0<br>(0.00)            |
|         |                 | Chandigarh   | 7                             | 1<br>(14.29)                 | 1<br>(14.29)        | 0<br>(0.00)            | 5<br>(71.43)         | 0<br>(0.00)            |
|         |                 | Dehradun     | 5                             | 1<br>(20.00)                 | 1<br>(20.00)        | 0<br>(0.00)            | 3<br>(60.00)         | 0<br>(0.00)            |
|         |                 | Delhi        | 8                             | 1<br>(12.50)                 | 1<br>(12.50)        | 0<br>(0.00)            | 6<br>(75.00)         | 0<br>(0.00)            |
|         |                 | Kangra       | 3                             | 1<br>(33.33)                 | 1<br>(33.33)        | 0<br>(0.00)            | 1<br>(33.33)         | 0<br>(0.00)            |
|         |                 | Lucknow      | 6                             | 1<br>(16.67)                 | 2<br>(33.33)        | 0<br>(0.00)            | 3<br>(50.00)         | 0<br>(0.00)            |
|         |                 | Safdarjung   | 2                             | 1<br>(50.00)                 | 0<br>(0.00)         | 0<br>(0.00)            | 0<br>(0.00)          | 1<br>(50.00)           |
|         |                 | Srinagar     | 6                             | 1<br>(16.67)                 | 1<br>(16.67)        | 0<br>(0.00)            | 4<br>(66.67)         | 0<br>(0.00)            |
|         |                 | Varanasi     | 6                             | 1<br>(16.67)                 | 1<br>(16.67)        | 0<br>(0.00)            | 4<br>(66.67)         | 0<br>(0.00)            |
|         |                 | <b>Total</b> | <b>48</b>                     | <b>9</b><br>(18.75)          | <b>9</b><br>(18.75) | <b>0</b><br>(0.00)     | <b>29</b><br>(60.42) | <b>1</b><br>(2.08)     |

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**Table 2.1(B): Distribution of Units covered by ownership Type**

| Sl. No. | Zone             | Airports     | Total Number of Units covered | Number of Units belonging to |                      |                        |                       |                        |
|---------|------------------|--------------|-------------------------------|------------------------------|----------------------|------------------------|-----------------------|------------------------|
|         |                  |              |                               | Public Sector                |                      |                        | Private Sector        |                        |
|         |                  |              |                               | Airport Authority            | Schedule operators   | Non-Schedule operators | Schedule operators    | Non-Schedule operators |
| 1       | 2                |              | 3                             | 4                            | 5                    | 6                      | 7                     | 8                      |
| 3       | <b>Southern</b>  | Bangluru     | 17                            | 1<br>(5.88)                  | 5<br>(29.41)         | 0<br>(0.00)            | 11<br>(64.71)         | 0<br>(0.00)            |
|         |                  | Chennai      | 13                            | 1<br>(7.69)                  | 2<br>(15.38)         | 0<br>(0.00)            | 10<br>(76.92)         | 0<br>(0.00)            |
|         |                  | Goa          | 9                             | 1<br>(11.11)                 | 1<br>(11.11)         | 0<br>(0.00)            | 7<br>(77.78)          | 0<br>(0.00)            |
|         |                  | Hyderabad    | 12                            | 1<br>(8.33)                  | 4<br>(33.33)         | 0<br>(0.00)            | 7<br>(58.33)          | 0<br>(0.00)            |
|         |                  | Kochi        | 9                             | 1<br>(11.11)                 | 1<br>(11.11)         | 0<br>(0.00)            | 7<br>(77.78)          | 0<br>(0.00)            |
|         |                  | Mangalore    | 7                             | 1<br>(14.29)                 | 2<br>(28.57)         | 0<br>(0.00)            | 4<br>(57.14)          | 0<br>(0.00)            |
|         |                  | Port Blair   | 6                             | 1<br>(16.67)                 | 0<br>(0.00)          | 0<br>(0.00)            | 5<br>(83.33)          | 0<br>(0.00)            |
|         |                  | Trivandrum   | 6                             | 1<br>(16.67)                 | 1<br>(16.67)         | 0<br>(0.00)            | 4<br>(66.67)          | 0<br>(0.00)            |
|         |                  | <b>Total</b> | <b>79</b>                     | <b>8</b><br>(10.13)          | <b>16</b><br>(20.25) | <b>0</b><br>(0.00)     | <b>55</b><br>(69.62)  | <b>0</b><br>(0.00)     |
| 4       | <b>Western</b>   | Ahmedabad    | 8                             | 1<br>(12.50)                 | 1<br>(12.50)         | 0<br>(0.00)            | 6<br>(75.00)          | 0<br>(0.00)            |
|         |                  | Bhopal       | 3                             | 1<br>(33.33)                 | 1<br>(33.33)         | 0<br>(0.00)            | 1<br>(33.33)          | 0<br>(0.00)            |
|         |                  | Indore       | 4                             | 1<br>(25.00)                 | 1<br>(25.00)         | 0<br>(0.00)            | 2<br>(50.00)          | 0<br>(0.00)            |
|         |                  | Jabalpur     | 3                             | 1<br>(33.33)                 | 1<br>(33.33)         | 0<br>(0.00)            | 1<br>(33.33)          | 0<br>(0.00)            |
|         |                  | Mumbai       | 7                             | 1<br>(14.29)                 | 1<br>(14.29)         | 0<br>(0.00)            | 5<br>(71.43)          | 0<br>(0.00)            |
|         |                  | Nagpur       | 6                             | 1<br>(16.67)                 | 2<br>(33.33)         | 0<br>(0.00)            | 3<br>(50.00)          | 0<br>(0.00)            |
|         |                  | Pune         | 9                             | 1<br>(11.11)                 | 1<br>(11.11)         | 0<br>(0.00)            | 6<br>(66.67)          | 1<br>(11.11)           |
|         |                  | Vadodra      | 4                             | 1<br>(25.00)                 | 1<br>(25.00)         | 0<br>(0.00)            | 2<br>(50.00)          | 0<br>(0.00)            |
|         |                  | <b>Total</b> | <b>44</b>                     | <b>8</b><br>(18.18)          | <b>9</b><br>(20.45)  | <b>0</b><br>(0.00)     | <b>26</b><br>(59.09)  | <b>1</b><br>(2.27)     |
|         |                  |              |                               |                              |                      |                        |                       |                        |
|         | <b>All India</b> |              | <b>211</b>                    | <b>33</b><br>(15.64)         | <b>41</b><br>(19.43) | <b>0</b><br>(0.00)     | <b>135</b><br>(63.98) | <b>2</b><br>(0.95)     |

Note: Figures in parentheses indicate percentages.

**Table 2.2: Distribution of Units covered by number of contractors engaged**

| Sl. No. | Zone            | Airport     | Number of Units | Number of Units engaging contractors |                    |                         |              |
|---------|-----------------|-------------|-----------------|--------------------------------------|--------------------|-------------------------|--------------|
|         |                 |             |                 | No Contractors                       | Upto 2 Contractors | Upto 3 to 5 Contractors | 6 & more     |
| 1       | 2               |             | 3               | 4                                    | 5                  | 6                       | 7            |
| 1       | <b>Eastern</b>  | Bagdogra    | 7               | 1<br>(14.29)                         | 5<br>(71.43)       | 1<br>(14.29)            | 0<br>(0.00)  |
|         |                 | Bhubneshwar | 5               | 1<br>(20.00)                         | 3<br>(60.00)       | 0<br>(0.00)             | 1<br>(20.00) |
|         |                 | Dibrugarh   | 4               | 1<br>(25.00)                         | 2<br>(50.00)       | 0<br>(0.00)             | 1<br>(25.00) |
|         |                 | Guwahati    | 8               | 0<br>(0.00)                          | 7<br>(87.50)       | 1<br>(12.50)            | 0<br>(0.00)  |
|         |                 | Imphal      | 5               | 0<br>(0.00)                          | 4<br>(80.00)       | 0<br>(0.00)             | 1<br>(20.00) |
|         |                 | Jorhat      | 2               | 0<br>(0.00)                          | 1<br>(50.00)       | 1<br>(50.00)            | 0<br>(0.00)  |
|         |                 | Kolkata     | 6               | 0<br>(0.00)                          | 4<br>(66.67)       | 1<br>(16.67)            | 1<br>(16.67) |
|         |                 | Silchar     | 3               | 1<br>(33.33)                         | 1<br>(33.33)       | 1<br>(33.33)            | 0<br>(0.00)  |
|         |                 | Total       | 40              | 4<br>(10.00)                         | 27<br>(67.50)      | 5<br>(12.50)            | 4<br>(10.00) |
| 2       | <b>Northern</b> | Amritsar    | 5               | 2<br>(40.00)                         | 2<br>(40.00)       | 0<br>(0.00)             | 1<br>(20.00) |
|         |                 | Chandigarh  | 7               | 0<br>(0.00)                          | 6<br>(85.71)       | 0<br>(0.00)             | 1<br>(14.29) |
|         |                 | Dehradun    | 5               | 1<br>(20.00)                         | 3<br>(60.00)       | 0<br>(0.00)             | 1<br>(20.00) |
|         |                 | Delhi       | 8               | 0<br>(0.00)                          | 4<br>(50.00)       | 2<br>(25.00)            | 2<br>(25.00) |
|         |                 | Kangra      | 3               | 0<br>(0.00)                          | 2<br>(66.67)       | 1<br>(33.33)            | 0<br>(0.00)  |
|         |                 | Lucknow     | 6               | 1<br>(16.67)                         | 4<br>(66.67)       | 0<br>(0.00)             | 1<br>(16.67) |
|         |                 | Safdarjung  | 2               | 0<br>(0.00)                          | 1<br>(50.00)       | 0<br>(0.00)             | 1<br>(50.00) |
|         |                 | Srinagar    | 6               | 1<br>(16.67)                         | 4<br>(66.67)       | 0<br>(0.00)             | 1<br>(16.67) |
|         |                 | Varanasi    | 6               | 0<br>(0.00)                          | 5<br>(83.33)       | 0<br>(0.00)             | 1<br>(16.67) |
|         |                 | Total       | 48              | 5<br>(10.42)                         | 31<br>(64.58)      | 3<br>(6.25)             | 9<br>(18.75) |

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**Table 2.2 :Distribution of Units covered by number of contractors engaged**

| Sl. No.   | Zone     | Airport    | Number of Units | Number of Units engaging contractors |                    |                         |               |
|-----------|----------|------------|-----------------|--------------------------------------|--------------------|-------------------------|---------------|
|           |          |            |                 | No Contractors                       | Upto 2 Contractors | Upto 3 to 5 Contractors | 6 & more      |
| 1         | 2        |            | 3               | 4                                    | 5                  | 6                       | 7             |
| 3         | Southern | Bangluru   | 17              | 8<br>(47.06)                         | 4<br>(23.53)       | 2<br>(11.76)            | 3<br>(17.65)  |
|           |          | Chennai    | 13              | 6<br>(46.15)                         | 4<br>(30.77)       | 2<br>(15.38)            | 1<br>(7.69)   |
|           |          | Goa        | 9               | 1<br>(11.11)                         | 6<br>(66.67)       | 1<br>(11.11)            | 1<br>(11.11)  |
|           |          | Hyderabad  | 12              | 4<br>(33.33)                         | 5<br>(41.67)       | 2<br>(16.67)            | 1<br>(8.33)   |
|           |          | Kochi      | 9               | 5<br>(55.56)                         | 2<br>(22.22)       | 1<br>(11.11)            | 1<br>(11.11)  |
|           |          | Mangalore  | 7               | 4<br>(57.14)                         | 2<br>(28.57)       | 0<br>(0.00)             | 1<br>(14.29)  |
|           |          | Port Blair | 6               | 1<br>(16.67)                         | 4<br>(66.67)       | 0<br>(0.00)             | 1<br>(16.67)  |
|           |          | Trivandrum | 6               | 2<br>(33.33)                         | 3<br>(50.00)       | 0<br>(0.00)             | 1<br>(16.67)  |
|           |          | Total      | 79              | 31<br>(39.24)                        | 30<br>(37.97)      | 8<br>(10.13)            | 10<br>(12.66) |
| 4         | Western  | Ahmedabad  | 8               | 2<br>(25.00)                         | 4<br>(50.00)       | 1<br>(12.50)            | 1<br>(12.50)  |
|           |          | Bhopal     | 3               | 0<br>(0.00)                          | 2<br>(66.67)       | 0<br>(0.00)             | 1<br>(33.33)  |
|           |          | Indore     | 4               | 1<br>(25.00)                         | 2<br>(50.00)       | 0<br>(0.00)             | 1<br>(25.00)  |
|           |          | Jabalpur   | 3               | 1<br>(33.33)                         | 1<br>(33.33)       | 0<br>(0.00)             | 1<br>(33.33)  |
|           |          | Mumbai     | 7               | 2<br>(28.57)                         | 2<br>(28.57)       | 2<br>(28.57)            | 1<br>(14.29)  |
|           |          | Nagpur     | 6               | 0<br>(0.00)                          | 4<br>(66.67)       | 0<br>(0.00)             | 2<br>(33.33)  |
|           |          | Pune       | 9               | 1<br>(11.11)                         | 7<br>(77.78)       | 0<br>(0.00)             | 1<br>(11.11)  |
|           |          | Vadodra    | 4               | 1<br>(25.00)                         | 2<br>(50.00)       | 0<br>(0.00)             | 1<br>(25.00)  |
|           |          | Total      | 44              | 8<br>(18.18)                         | 24<br>(54.55)      | 3<br>(6.82)             | 9<br>(20.45)  |
| All India |          |            | 211             | 48<br>(22.75)                        | 112<br>(53.08)     | 19<br>(9.00)            | 32<br>(15.17) |

Note: Figures in parenthese indicate percentages

**Table 2.3: Employment of Contract Labour**

| Sl. No. | Zone     | Airport     | Total Number of Units | Total number of contractors engaged | Total Number of Contract Workers employed | Total No. of Contractors Covered |
|---------|----------|-------------|-----------------------|-------------------------------------|-------------------------------------------|----------------------------------|
| 1       | 2        | 3           | 4                     | 5                                   | 6                                         | 7                                |
|         | Eastern  | Bagdogra    | 7                     | 10                                  | 256                                       | 10                               |
|         |          | Bhubneshwar | 5                     | 12                                  | 315                                       | 12                               |
|         |          | Dibrugarh   | 4                     | 9                                   | 98                                        | 9                                |
|         |          | Guwahati    | 8                     | 10                                  | 443                                       | 10                               |
|         |          | Imphal      | 5                     | 11                                  | 227                                       | 11                               |
|         |          | Jorhat      | 2                     | 5                                   | 37                                        | 4                                |
|         |          | Kolkata     | 6                     | 23                                  | 1847                                      | 23                               |
|         |          | Silchar     | 3                     | 6                                   | 83                                        | 6                                |
|         |          | Total       | 40                    | 86                                  | 3306 (7.66)                               | 85                               |
|         | Northern | Amritsar    | 5                     | 26                                  | 362                                       | 7                                |
|         |          | Chandigarh  | 7                     | 12                                  | 385                                       | 10                               |
|         |          | Dehradun    | 5                     | 16                                  | 116                                       | 7                                |
|         |          | Delhi       | 8                     | 103                                 | 12143                                     | 20                               |
|         |          | Kangra      | 3                     | 6                                   | 37                                        | 4                                |
|         |          | Lucknow     | 6                     | 15                                  | 238                                       | 10                               |
|         |          | Safdarjung  | 2                     | 16                                  | 297                                       | 6                                |
|         |          | Srinagar    | 6                     | 18                                  | 280                                       | 8                                |
|         |          | Varanasi    | 6                     | 17                                  | 402                                       | 9                                |
|         |          | Total       | 48                    | 229                                 | 14260 (33.03)                             | 81                               |
|         | Southern | Bangluru    | 17                    | 78                                  | 5203                                      | 24                               |
|         |          | Chennai     | 13                    | 50                                  | 3452                                      | 22                               |
|         |          | Goa         | 9                     | 19                                  | 775                                       | 12                               |
|         |          | Hyderabad   | 12                    | 42                                  | 3064                                      | 15                               |
|         |          | Kochi       | 9                     | 81                                  | 2832                                      | 10                               |
|         |          | Mangalore   | 7                     | 14                                  | 283                                       | 7                                |
|         |          | Port Blair  | 6                     | 14                                  | 241                                       | 8                                |
|         |          | Trivandrum  | 6                     | 22                                  | 1281                                      | 8                                |
|         |          | Total       | 79                    | 320                                 | 17131 (39.69)                             | 106                              |
|         | Western  | Ahmedabad   | 8                     | 30                                  | 1035                                      | 9                                |
|         |          | Bhopal      | 3                     | 21                                  | 251                                       | 6                                |
|         |          | Indore      | 4                     | 14                                  | 302                                       | 6                                |
|         |          | Jabalpur    | 3                     | 7                                   | 64                                        | 5                                |
|         |          | Mumbai      | 7                     | 52                                  | 5410                                      | 31                               |
|         |          | Nagpur      | 6                     | 17                                  | 341                                       | 12                               |
|         |          | Pune        | 9                     | 15                                  | 534                                       | 11                               |
|         |          | Vadodra     | 4                     | 14                                  | 532                                       | 6                                |
|         |          | Total       | 44                    | 170                                 | 8469 (19.62)                              | 86                               |
| Total   |          |             | 211                   | 805                                 | 43166 (100.00)                            | 358                              |

**Table 2.4: Employment of Direct and Contract Labour**

| Sl. No. | Zone     | Airport      | Total No. of Units | No. of workers employed as on 29.02.2016 |                         |                         |
|---------|----------|--------------|--------------------|------------------------------------------|-------------------------|-------------------------|
|         |          |              |                    | Direct                                   | Contract                | Total                   |
| 1       | 2        | 3            | 4                  | 5                                        | 6                       | 7                       |
| 1       | Eastern  | Bagdogra     | 7                  | 196<br>(43.36)                           | 256<br>(56.64)          | 452<br>(5.24)           |
|         |          | Bhubneshwar  | 5                  | 310<br>(49.60)                           | 315<br>(50.40)          | 625<br>(7.25)           |
|         |          | Dibrugarh    | 4                  | 160<br>(62.02)                           | 98<br>(37.98)           | 258<br>(2.99)           |
|         |          | Guwahati     | 8                  | 652<br>(59.54)                           | 443<br>(40.46)          | 1095<br>(12.70)         |
|         |          | Imphal       | 5                  | 189<br>(45.43)                           | 227<br>(54.57)          | 416<br>(4.82)           |
|         |          | Jorhat       | 2                  | 31<br>(45.59)                            | 37<br>(54.41)           | 68<br>(0.79)            |
|         |          | Kolkata      | 6                  | 3695<br>(66.67)                          | 1847<br>(33.33)         | 5542<br>(64.28)         |
|         |          | Silchar      | 3                  | 83<br>(50.00)                            | 83<br>(50.00)           | 166<br>(1.93)           |
|         |          | <b>Total</b> | <b>40</b>          | <b>5316</b><br>(61.66)                   | <b>3306</b><br>(38.34)  | <b>8622</b><br>(9.90)   |
| 2       | Northern | Amritsar     | 5                  | 567<br>(61.03)                           | 362<br>(38.97)          | 929<br>(3.79)           |
|         |          | Chandigarh   | 7                  | 286<br>(42.62)                           | 385<br>(57.38)          | 671<br>(2.74)           |
|         |          | Dehradun     | 5                  | 185<br>(61.46)                           | 116<br>(38.54)          | 301<br>(1.23)           |
|         |          | Delhi        | 8                  | 7144<br>(37.04)                          | 12143<br>(62.96)        | 19287<br>(78.70)        |
|         |          | Kangra       | 3                  | 61<br>(62.24)                            | 37<br>(37.76)           | 98<br>(0.40)            |
|         |          | Lucknow      | 6                  | 760<br>(76.15)                           | 238<br>(23.85)          | 998<br>(4.07)           |
|         |          | Safdarjung   | 2                  | 465<br>(61.02)                           | 297<br>(38.98)          | 762<br>(3.11)           |
|         |          | Srinagar     | 6                  | 359<br>(56.18)                           | 280<br>(43.82)          | 639<br>(2.61)           |
|         |          | Varanasi     | 6                  | 421<br>(51.15)                           | 402<br>(48.85)          | 823<br>(3.36)           |
|         |          | <b>Total</b> | <b>48</b>          | <b>10248</b><br>(41.81)                  | <b>14260</b><br>(58.19) | <b>24508</b><br>(28.14) |

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**Table 2.4: Employment of Direct and Contract Labour**

| Sl. No.   | Zone     | Airport    | Total No. of Units | No. of workers employed as on 29.02.2016 |                  |                   |
|-----------|----------|------------|--------------------|------------------------------------------|------------------|-------------------|
|           |          |            |                    | Direct                                   | Contract         | Total             |
| 1         | 2        | 3          | 4                  | 5                                        | 6                | 7                 |
| 3         | Southern | Bangluru   | 17                 | 8652<br>(62.45)                          | 5203<br>(37.55)  | 13855<br>(36.02)  |
|           |          | Chennai    | 13                 | 5187<br>(60.04)                          | 3452<br>(39.96)  | 8639<br>(22.46)   |
|           |          | Goa        | 9                  | 496<br>(39.02)                           | 775<br>(60.98)   | 1271<br>(3.30)    |
|           |          | Hyderabad  | 12                 | 3600<br>(54.02)                          | 3064<br>(45.98)  | 6664<br>(17.33)   |
|           |          | Kochi      | 9                  | 1118<br>(28.30)                          | 2832<br>(71.70)  | 3950<br>(10.27)   |
|           |          | Mangalore  | 7                  | 505<br>(64.09)                           | 283<br>(35.91)   | 788<br>(2.05)     |
|           |          | Port Blair | 6                  | 91<br>(27.41)                            | 241<br>(72.59)   | 332<br>(0.86)     |
|           |          | Trivandrum | 6                  | 1684<br>(56.80)                          | 1281<br>(43.20)  | 2965<br>(7.71)    |
|           |          | Total      | 79                 | 21333<br>(55.46)                         | 17131<br>(44.54) | 38464<br>(44.17)  |
| 4         | Western  | Ahmedabad  | 8                  | 1117<br>(51.91)                          | 1035<br>(48.09)  | 2152<br>(13.89)   |
|           |          | Bhopal     | 3                  | 226<br>(47.38)                           | 251<br>(52.62)   | 477<br>(3.08)     |
|           |          | Indore     | 4                  | 272<br>(47.39)                           | 302<br>(52.61)   | 574<br>(3.70)     |
|           |          | Jabalpur   | 3                  | 69<br>(51.88)                            | 64<br>(48.12)    | 133<br>(0.86)     |
|           |          | Mumbai     | 7                  | 4025<br>(42.66)                          | 5410<br>(57.34)  | 9435<br>(60.89)   |
|           |          | Nagpur     | 6                  | 438<br>(56.23)                           | 341<br>(43.77)   | 779<br>(5.03)     |
|           |          | Pune       | 9                  | 661<br>(55.31)                           | 534<br>(44.69)   | 1195<br>(7.71)    |
|           |          | Vadodra    | 4                  | 218<br>(29.07)                           | 532<br>(70.93)   | 750<br>(4.84)     |
|           |          | Total      | 44                 | 7026<br>(45.34)                          | 8469<br>(54.66)  | 15495<br>(17.79)  |
| ALL INDIA |          |            | 211                | 43923<br>(50.43)                         | 43166<br>(49.57) | 87089<br>(100.00) |

Note: Figures in parentheses indicate percentages.

**Table 2.5: Sex Wise Distribution of Contract Labour Employment on Regular Jobs**

| Sl. No. | Zone     | Airports    | No. of Units employing Contract Labour | Total No. of Contractors covered | Contract Labour Employed by the Contractors covered on Regular Jobs |               |                  |
|---------|----------|-------------|----------------------------------------|----------------------------------|---------------------------------------------------------------------|---------------|------------------|
|         |          |             |                                        |                                  | Male                                                                | Female        | Total            |
| 1       | 2        | 3           | 4                                      | 5                                | 6                                                                   | 7             | 8                |
| 1       | Eastern  | Bagdogra    | 6                                      | 10                               | 242<br>(94.53)                                                      | 14<br>(5.47)  | 256<br>(100.00)  |
|         |          | Bhubneshwar | 4                                      | 12                               | 305<br>(94.72)                                                      | 17<br>(5.28)  | 322<br>(100.00)  |
|         |          | Dibrugarh   | 3                                      | 9                                | 90<br>(91.84)                                                       | 8<br>(8.16)   | 98<br>(100.00)   |
|         |          | Guwahati    | 8                                      | 10                               | 404<br>(92.87)                                                      | 31<br>(7.13)  | 435<br>(100.00)  |
|         |          | Imphal      | 5                                      | 11                               | 214<br>(94.27)                                                      | 13<br>(5.73)  | 227<br>(100.00)  |
|         |          | Jorhat      | 2                                      | 4                                | 36<br>(97.30)                                                       | 1<br>(2.70)   | 37<br>(100.00)   |
|         |          | Kolkata     | 6                                      | 23                               | 1814<br>(97.06)                                                     | 55<br>(2.94)  | 1869<br>(100.00) |
|         |          | Silchar     | 2                                      | 6                                | 76<br>(92.68)                                                       | 6<br>(7.32)   | 82<br>(100.00)   |
|         |          | Total       | 36                                     | 85                               | 3181<br>(95.64)                                                     | 145<br>(4.36) | 3326<br>(100.00) |
| 2       | Northern | Amritsar    | 3                                      | 7                                | 259<br>(100.00)                                                     | 0<br>(.00)    | 259<br>(100.00)  |
|         |          | Chandigarh  | 7                                      | 10                               | 344<br>(92.23)                                                      | 29<br>(7.77)  | 373<br>(100.00)  |
|         |          | Dehradun    | 4                                      | 7                                | 72<br>(94.74)                                                       | 4<br>(5.26)   | 76<br>(100.00)   |
|         |          | Delhi       | 8                                      | 20                               | 5404<br>(94.54)                                                     | 312<br>(5.46) | 5716<br>(100.00) |
|         |          | Kangra      | 3                                      | 4                                | 27<br>(96.43)                                                       | 1<br>(3.57)   | 28<br>(100.00)   |
|         |          | Lucknow     | 5                                      | 10                               | 516<br>(93.82)                                                      | 34<br>(6.18)  | 550<br>(100.00)  |
|         |          | Safdarjung  | 2                                      | 6                                | 176<br>(90.26)                                                      | 19<br>(9.74)  | 195<br>(100.00)  |
|         |          | Srinagar    | 5                                      | 8                                | 224<br>(96.14)                                                      | 9<br>(3.86)   | 233<br>(100.00)  |
|         |          | Varanasi    | 6                                      | 9                                | 293<br>(94.82)                                                      | 16<br>(5.18)  | 309<br>(100.00)  |
|         |          | Total       | 43                                     | 81                               | 7315<br>(94.52)                                                     | 424<br>(5.48) | 7739<br>(100.00) |

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**Table 2.5: Sex Wise Distribution of Contract Labour Employment on Regular Jobs**

| Table 2.15: Sex Wise Distribution of Contract Labour Employment On Regular Jobs |          |            |                                        |                                  |                                                                     |                 |                   |
|---------------------------------------------------------------------------------|----------|------------|----------------------------------------|----------------------------------|---------------------------------------------------------------------|-----------------|-------------------|
| Sl. No.                                                                         | Zone     | Airports   | No. of Units employing Contract Labour | Total No. of Contractors covered | Contract Labour Employed by the Contractors covered on Regular Jobs |                 |                   |
|                                                                                 |          |            |                                        |                                  | Male                                                                | Female          | Total             |
| 1                                                                               | 2        | 3          | 4                                      | 5                                | 6                                                                   | 7               | 8                 |
| 3                                                                               | Southern | Bangluru   | 9                                      | 24                               | 1848<br>(89.62)                                                     | 214<br>(10.38)  | 2062<br>(100.00)  |
|                                                                                 |          | Chennai    | 7                                      | 22                               | 2077<br>(76.53)                                                     | 637<br>(23.47)  | 2714<br>(100.00)  |
|                                                                                 |          | Goa        | 8                                      | 12                               | 629<br>(93.46)                                                      | 44<br>(6.54)    | 673<br>(100.00)   |
|                                                                                 |          | Hyderabad  | 8                                      | 15                               | 1563<br>(90.29)                                                     | 168<br>(9.71)   | 1731<br>(100.00)  |
|                                                                                 |          | Kochi      | 4                                      | 10                               | 1150<br>(81.56)                                                     | 260<br>(18.44)  | 1410<br>(100.00)  |
|                                                                                 |          | Mangalore  | 3                                      | 7                                | 178<br>(87.25)                                                      | 26<br>(12.75)   | 204<br>(100.00)   |
|                                                                                 |          | Port Blair | 5                                      | 8                                | 157<br>(94.01)                                                      | 10<br>(5.99)    | 167<br>(100.00)   |
|                                                                                 |          | Trivandrum | 4                                      | 8                                | 977<br>(85.25)                                                      | 169<br>(14.75)  | 1146<br>(100.00)  |
|                                                                                 |          | Total      | 48                                     | 106                              | 8579<br>(84.88)                                                     | 1528<br>(15.12) | 10107<br>(100.00) |
| 4                                                                               | Western  | Ahmedabad  | 6                                      | 9                                | 687<br>(97.86)                                                      | 15<br>(2.14)    | 702<br>(100.00)   |
|                                                                                 |          | Bhopal     | 3                                      | 6                                | 184<br>(96.34)                                                      | 7<br>(3.66)     | 191<br>(100.00)   |
|                                                                                 |          | Indore     | 3                                      | 6                                | 227<br>(94.58)                                                      | 13<br>(5.42)    | 240<br>(100.00)   |
|                                                                                 |          | Jabalpur   | 2                                      | 5                                | 58<br>(100.00)                                                      | 0<br>(.00)      | 58<br>(100.00)    |
|                                                                                 |          | Mumbai     | 5                                      | 31                               | 3256<br>(90.34)                                                     | 348<br>(9.66)   | 3604<br>(100.00)  |
|                                                                                 |          | Nagpur     | 6                                      | 12                               | 230<br>(90.91)                                                      | 23<br>(9.09)    | 253<br>(100.00)   |
|                                                                                 |          | Pune       | 8                                      | 11                               | 481<br>(97.96)                                                      | 10<br>(2.04)    | 491<br>(100.00)   |
|                                                                                 |          | Vadodra    | 3                                      | 6                                | 454<br>(93.22)                                                      | 33<br>(6.78)    | 487<br>(100.00)   |
|                                                                                 |          | Total      | 36                                     | 86                               | 5577<br>(92.55)                                                     | 449<br>(7.45)   | 6026<br>(100.00)  |
| ALL INDIA                                                                       |          |            | 163                                    | 358                              | 24652<br>(90.64)                                                    | 2546<br>(9.36)  | 27198<br>(100.00) |

Note: Figures in parentheses indicate percentages.

**Table 2.6: Distribution of Contract Labour by Length of Service**

| Sl. No. | Zone     | Airports    | Total No. of Contract Labour Employed by Contractors Covered | Contract Labour Employed by the contractors covered and having service of |                                   |                              |                               |                    |
|---------|----------|-------------|--------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------|------------------------------|-------------------------------|--------------------|
|         |          |             |                                                              | Upto 1 year                                                               | More than 1 year and upto 3 years | More than 3 and upto 5 years | More than 5 and upto 10 years | More than 10 years |
| 1       | 2        | 3           | 4                                                            | 5                                                                         | 6                                 | 7                            | 8                             | 9                  |
| 1       | Eastern  | Bagdogra    | 256                                                          | 125<br>(48.83)                                                            | 93<br>(36.33)                     | 38<br>(14.84)                | 0<br>(0.00)                   | 0<br>(0.00)        |
|         |          | Bhubneshwar | 322                                                          | 148<br>(45.96)                                                            | 92<br>(28.57)                     | 56<br>(17.39)                | 26<br>(8.07)                  | 0<br>(0.00)        |
|         |          | Dibrugarh   | 98                                                           | 42<br>(42.86)                                                             | 44<br>(44.90)                     | 7<br>(7.14)                  | 5<br>(5.10)                   | 0<br>(0.00)        |
|         |          | Guwahati    | 435                                                          | 149<br>(34.25)                                                            | 116<br>(26.67)                    | 96<br>(22.07)                | 74<br>(17.01)                 | 0<br>(0.00)        |
|         |          | Imphal      | 227                                                          | 73<br>(32.16)                                                             | 111<br>(48.90)                    | 12<br>(5.29)                 | 17<br>(7.49)                  | 14<br>(6.17)       |
|         |          | Jorhat      | 37                                                           | 11<br>(29.73)                                                             | 7<br>(18.92)                      | 9<br>(24.32)                 | 4<br>(10.81)                  | 6<br>(16.22)       |
|         |          | Kolkata     | 1869                                                         | 732<br>(39.17)                                                            | 915<br>(48.96)                    | 175<br>(9.36)                | 47<br>(2.51)                  | 0<br>(0.00)        |
|         |          | Silchar     | 82                                                           | 24<br>(29.27)                                                             | 34<br>(41.46)                     | 24<br>(29.27)                | 0<br>(0.00)                   | 0<br>(0.00)        |
|         |          | Total       | 3326                                                         | 1304<br>(39.21)                                                           | 1412<br>(42.45)                   | 417<br>(12.54)               | 173<br>(5.20)                 | 20<br>(0.60)       |
| 2       | Northern | Amritsar    | 259                                                          | 154<br>(59.46)                                                            | 105<br>(40.54)                    | 0<br>(0.00)                  | 0<br>(0.00)                   | 0<br>(0.00)        |
|         |          | Chandigarh  | 373                                                          | 236<br>(63.27)                                                            | 137<br>(36.73)                    | 0<br>(0.00)                  | 0<br>(0.00)                   | 0<br>(0.00)        |
|         |          | Dehradun    | 76                                                           | 24<br>(31.58)                                                             | 47<br>(61.84)                     | 5<br>(6.58)                  | 0<br>(0.00)                   | 0<br>(0.00)        |
|         |          | Delhi       | 5716                                                         | 2899<br>(50.72)                                                           | 2305<br>(40.33)                   | 512<br>(8.96)                | 0<br>(0.00)                   | 0<br>(0.00)        |
|         |          | Kangra      | 28                                                           | 15<br>(53.57)                                                             | 13<br>(46.43)                     | 0<br>(0.00)                  | 0<br>(0.00)                   | 0<br>(0.00)        |
|         |          | Lucknow     | 550                                                          | 56<br>(10.18)                                                             | 494<br>(89.82)                    | 0<br>(0.00)                  | 0<br>(0.00)                   | 0<br>(0.00)        |
|         |          | Safdarjung  | 195                                                          | 89<br>(45.64)                                                             | 71<br>(36.41)                     | 15<br>(7.69)                 | 20<br>(10.26)                 | 0<br>(0.00)        |
|         |          | Srinagar    | 233                                                          | 93<br>(39.91)                                                             | 140<br>(60.09)                    | 0<br>(0.00)                  | 0<br>(0.00)                   | 0<br>(0.00)        |
|         |          | Varanasi    | 309                                                          | 132<br>(42.72)                                                            | 124<br>(40.13)                    | 47<br>(15.21)                | 3<br>(0.97)                   | 3<br>(0.97)        |
|         |          | Total       | 7739                                                         | 3698<br>(47.78)                                                           | 3436<br>(44.40)                   | 579<br>(7.48)                | 23<br>(0.30)                  | 3<br>(0.04)        |

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**Table 2.6: Distribution of Contract Labour Units by Length of Service**

| Sl. No.   | Zone     | Airports   | Total No. of Contract Labour Employed by Contractors Covered | Contract Labour Employed by the contractors covered and having service of |                                   |                              |                               |                    |
|-----------|----------|------------|--------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------|------------------------------|-------------------------------|--------------------|
|           |          |            |                                                              | Upto 1 year                                                               | More than 1 year and upto 3 years | More than 3 and upto 5 years | More than 5 and upto 10 years | More than 10 years |
| 1         | 2        | 3          | 4                                                            | 5                                                                         | 6                                 | 7                            | 8                             | 9                  |
| 3         | Southern | Bangluru   | 2062                                                         | 380<br>(18.43)                                                            | 733<br>(35.55)                    | 876<br>(42.48)               | 38<br>(1.84)                  | 35<br>(1.70)       |
|           |          | Chennai    | 2714                                                         | 3<br>(0.11)                                                               | 973<br>(35.85)                    | 813<br>(29.96)               | 725<br>(26.71)                | 200<br>(7.37)      |
|           |          | Goa        | 673                                                          | 152<br>(22.59)                                                            | 435<br>(64.64)                    | 86<br>(12.78)                | 0<br>(0.00)                   | 0<br>(0.00)        |
|           |          | Hyderabad  | 1731                                                         | 97<br>(5.60)                                                              | 1276<br>(73.71)                   | 226<br>(13.06)               | 117<br>(6.76)                 | 15<br>(.87)        |
|           |          | Kochi      | 1410                                                         | 447<br>(31.70)                                                            | 731<br>(51.84)                    | 89<br>(6.31)                 | 143<br>(10.14)                | 0<br>(0.00)        |
|           |          | Mangalore  | 204                                                          | 15<br>(7.35)                                                              | 145<br>(71.08)                    | 44<br>(21.57)                | 0<br>(0.00)                   | 0<br>(0.00)        |
|           |          | Port Blair | 167                                                          | 24<br>(14.37)                                                             | 92<br>(55.09)                     | 51<br>(30.54)                | 0<br>(0.00)                   | 0<br>(0.00)        |
|           |          | Trivandrum | 1146                                                         | 42<br>(3.66)                                                              | 937<br>(81.76)                    | 75<br>(6.54)                 | 92<br>(8.03)                  | 0<br>(0.00)        |
|           |          | Total      | 10107                                                        | 1160<br>(11.48)                                                           | 5322<br>(52.66)                   | 2260<br>(22.36)              | 1115<br>(11.03)               | 250<br>(2.47)      |
| 4         | Western  | Ahmedabad  | 702                                                          | 143<br>(20.37)                                                            | 182<br>(25.93)                    | 375<br>(53.42)               | 2<br>(0.28)                   | 0<br>(0.00)        |
|           |          | Bhopal     | 191                                                          | 64<br>(33.51)                                                             | 60<br>(31.41)                     | 39<br>(20.42)                | 23<br>(12.04)                 | 5<br>(2.62)        |
|           |          | Indore     | 240                                                          | 136<br>(56.67)                                                            | 56<br>(23.33)                     | 48<br>(20.00)                | 0<br>(0.00)                   | 0<br>(0.00)        |
|           |          | Jabalpur   | 58                                                           | 44<br>(75.86)                                                             | 14<br>(24.14)                     | 0<br>(0.00)                  | 0<br>(0.00)                   | 0<br>(0.00)        |
|           |          | Mumbai     | 3604                                                         | 731<br>(20.28)                                                            | 2287<br>(63.46)                   | 527<br>(14.62)               | 59<br>(1.64)                  | 0<br>(0.00)        |
|           |          | Nagpur     | 253                                                          | 139<br>(54.94)                                                            | 88<br>(34.78)                     | 24<br>(9.49)                 | 2<br>(0.79)                   | 0<br>(0.00)        |
|           |          | Pune       | 491                                                          | 180<br>(36.66)                                                            | 311<br>(63.34)                    | 0<br>(0.00)                  | 0<br>(0.00)                   | 0<br>(0.00)        |
|           |          | Vadodra    | 487                                                          | 398<br>(81.72)                                                            | 87<br>(17.86)                     | 2<br>(0.41)                  | 0<br>(0.00)                   | 0<br>(0.00)        |
|           |          | Total      | 6026                                                         | 1835<br>(30.45)                                                           | 3085<br>(51.19)                   | 1015<br>(16.84)              | 86<br>(1.43)                  | 5<br>(0.08)        |
| ALL INDIA |          |            | 27198                                                        | 7997<br>(29.40)                                                           | 13255<br>(48.74)                  | 4271<br>(15.70)              | 1397<br>(5.14)                | 278<br>(1.02)      |

Note: Figures in parentheses indicate percentages.

**Table 2.7: Variation in the Employment of Contract Labour During one year preceding the specified date i.e. 29.02.2016**

| Sl. No.   | Zone     | Total No. of Contractors covered | Total No. of Contract Labour Employed on reference date by Contractors covered | Average employment of Contract Labour engaged by the contractors during |                    |                  |
|-----------|----------|----------------------------------|--------------------------------------------------------------------------------|-------------------------------------------------------------------------|--------------------|------------------|
|           |          |                                  |                                                                                | Preceding 3 months                                                      | Preceding 6 months | Preceding 1 year |
| 1         | 2        | 3                                | 4                                                                              | 5                                                                       | 6                  | 7                |
| 1         | Eastern  | 85                               | 3326                                                                           | 3279<br>-(1.42)                                                         | 3123<br>-(6.10)    | 2583<br>-(22.34) |
| 2         | Northern | 81                               | 7739                                                                           | 7706<br>-(0.43)                                                         | 7531<br>-(2.68)    | 7130<br>-(7.88)  |
| 3         | Southern | 106                              | 10107                                                                          | 10095<br>-(0.12)                                                        | 10082<br>-(0.25)   | 9775<br>-(3.29)  |
| 4         | Western  | 86                               | 6026                                                                           | 6025<br>-(0.01)                                                         | 5986<br>-(0.67)    | 5737<br>-(4.80)  |
| ALL INDIA |          | 358                              | 27198                                                                          | 27104<br>-(0.34)                                                        | 26722<br>-(1.75)   | 25224<br>-(7.26) |

Note: Figures in parentheses indicate percentages.

**Table 2.8: Distribution of Contractors by Methods of Recruitment**

| Sl. No. | Zone     | Airports    | Total No. of Contractors covered | No. of contractors adopted method for Recruiting Contract Labour |                          |                                       |                                               |                                |
|---------|----------|-------------|----------------------------------|------------------------------------------------------------------|--------------------------|---------------------------------------|-----------------------------------------------|--------------------------------|
|         |          |             |                                  | Exclusive Direct                                                 | Through Existing Workers | Exclusive through Employment exchange | Through intermediary/private placement Agency | Adopting more than one Methods |
| 1       | 2        | 3           | 4                                | 5                                                                | 6                        | 7                                     | 8                                             | 9                              |
|         | Eastern  | Bagdogra    | 10                               | 0<br>(0.00)                                                      | 0<br>(0.00)              | 0<br>(0.00)                           | 0<br>(0.00)                                   | 10<br>(100.00)                 |
|         |          | Bhubneshwar | 12                               | 0<br>(0.00)                                                      | 0<br>(0.00)              | 0<br>(0.00)                           | 0<br>(0.00)                                   | 12<br>(100.00)                 |
|         |          | Dibrugarh   | 9                                | 0<br>(0.00)                                                      | 0<br>(0.00)              | 0<br>(0.00)                           | 0<br>(0.00)                                   | 9<br>(100.00)                  |
|         |          | Guwahati    | 10                               | 0<br>(0.00)                                                      | 0<br>(0.00)              | 0<br>(0.00)                           | 0<br>(0.00)                                   | 10<br>(100.00)                 |
|         |          | Imphal      | 11                               | 0<br>(0.00)                                                      | 0<br>(0.00)              | 0<br>(0.00)                           | 0<br>(0.00)                                   | 11<br>(100.00)                 |
|         |          | Jorhat      | 4                                | 0<br>(0.00)                                                      | 0<br>(0.00)              | 0<br>(0.00)                           | 0<br>(0.00)                                   | 4<br>(100.00)                  |
|         |          | Kolkata     | 23                               | 0<br>(0.00)                                                      | 0<br>(0.00)              | 0<br>(0.00)                           | 0<br>(0.00)                                   | 23<br>(100.00)                 |
|         |          | Silchar     | 6                                | 0<br>(0.00)                                                      | 0<br>(0.00)              | 0<br>(0.00)                           | 0<br>(0.00)                                   | 6<br>(100.00)                  |
|         |          | Total       | 85                               | 0<br>(0.00)                                                      | 0<br>(0.00)              | 0<br>(0.00)                           | 0<br>(0.00)                                   | 85<br>(100.00)                 |
|         | Northern | Amritsar    | 7                                | 0<br>(0.00)                                                      | 6<br>(85.71)             | 0<br>(0.00)                           | 0<br>(0.00)                                   | 1<br>(14.29)                   |
|         |          | Chandigarh  | 10                               | 0<br>(0.00)                                                      | 9<br>(90.00)             | 1<br>(10.00)                          | 0<br>(0.00)                                   | 0<br>(0.00)                    |
|         |          | Dehradun    | 7                                | 0<br>(0.00)                                                      | 7<br>(100.00)            | 0<br>(0.00)                           | 0<br>(0.00)                                   | 0<br>(0.00)                    |
|         |          | Delhi       | 20                               | 0<br>(0.00)                                                      | 17<br>(85.00)            | 0<br>(0.00)                           | 2<br>(10.00)                                  | 1<br>(5.00)                    |
|         |          | Kangra      | 4                                | 0<br>(0.00)                                                      | 3<br>(75.00)             | 0<br>(0.00)                           | 1<br>(25.00)                                  | 0<br>(0.00)                    |
|         |          | Lucknow     | 10                               | 0<br>(0.00)                                                      | 10<br>(100.00)           | 0<br>(0.00)                           | 0<br>(0.00)                                   | 0<br>(0.00)                    |
|         |          | Safdarjung  | 6                                | 0<br>(0.00)                                                      | 5<br>(83.33)             | 0<br>(0.00)                           | 1<br>(16.67)                                  | 0<br>(0.00)                    |
|         |          | Srinagar    | 8                                | 0<br>(0.00)                                                      | 8<br>(100.00)            | 0<br>(0.00)                           | 0<br>(0.00)                                   | 0<br>(0.00)                    |
|         |          | Varanasi    | 9                                | 0<br>(0.00)                                                      | 9<br>(100.00)            | 0<br>(0.00)                           | 0<br>(0.00)                                   | 0<br>(0.00)                    |
|         |          | Total       | 81                               | 0<br>(0.00)                                                      | 74<br>(91.36)            | 1<br>(1.23)                           | 4<br>(4.94)                                   | 2<br>(2.47)                    |

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**Table 2.8: Distribution of Contractors by Methods of Recruitment**

| Sl. No.   | Zone     | Airports   | Total No. of Contractors covered | No. of contractors adopted method for Recruiting Contract Labour |                          |                                       |                                                |                                |
|-----------|----------|------------|----------------------------------|------------------------------------------------------------------|--------------------------|---------------------------------------|------------------------------------------------|--------------------------------|
|           |          |            |                                  | Exclusive Direct                                                 | Through Existing Workers | Exclusive through Employment exchange | Through intermediary/ private placement Agency | Adopting more than one Methods |
| 1         | 2        | 3          | 4                                | 5                                                                | 6                        | 7                                     | 8                                              | 9                              |
|           | Southern | Bangluru   | 24                               | 0<br>(0.00)                                                      | 1<br>(4.17)              | 0<br>(0.00)                           | 0<br>(0.00)                                    | 23<br>(95.83)                  |
|           |          | Chennai    | 22                               | 0<br>(0.00)                                                      | 0<br>(0.00)              | 0<br>(0.00)                           | 0<br>(0.00)                                    | 22<br>(100.00)                 |
|           |          | Goa        | 12                               | 0<br>(0.00)                                                      | 1<br>(8.33)              | 1<br>(8.33)                           | 0<br>(0.00)                                    | 10<br>(83.33)                  |
|           |          | Hyderabad  | 15                               | 0<br>(0.00)                                                      | 1<br>(6.67)              | 0<br>(0.00)                           | 2<br>(13.33)                                   | 12<br>(80.00)                  |
|           |          | Kochi      | 10                               | 0<br>(0.00)                                                      | 0<br>(0.00)              | 0<br>(0.00)                           | 0<br>(0.00)                                    | 10<br>(100.00)                 |
|           |          | Mangalore  | 7                                | 0<br>(0.00)                                                      | 0<br>(0.00)              | 0<br>(0.00)                           | 0<br>(0.00)                                    | 7<br>(100.00)                  |
|           |          | Port Blair | 8                                | 0<br>(0.00)                                                      | 0<br>(0.00)              | 0<br>(0.00)                           | 0<br>(0.00)                                    | 8<br>(100.00)                  |
|           |          | Trivandrum | 8                                | 0<br>(0.00)                                                      | 0<br>(0.00)              | 0<br>(0.00)                           | 0<br>(0.00)                                    | 8<br>(100.00)                  |
|           |          | Total      | 106                              | 0<br>(0.00)                                                      | 3<br>(2.83)              | 1<br>(0.94)                           | 2<br>(1.89)                                    | 100<br>(94.34)                 |
|           | Western  | Ahmedabad  | 9                                | 1<br>(11.11)                                                     | 7<br>(77.78)             | 0<br>(0.00)                           | 0<br>(0.00)                                    | 1<br>(11.11)                   |
|           |          | Bhopal     | 6                                | 0<br>(0.00)                                                      | 3<br>(50.00)             | 0<br>(0.00)                           | 0<br>(0.00)                                    | 3<br>(50.00)                   |
|           |          | Indore     | 6                                | 0<br>(0.00)                                                      | 0<br>(0.00)              | 0<br>(0.00)                           | 2<br>(33.33)                                   | 4<br>(66.67)                   |
|           |          | Jabalpur   | 5                                | 0<br>(0.00)                                                      | 4<br>(80.00)             | 0<br>(0.00)                           | 0<br>(0.00)                                    | 1<br>(20.00)                   |
|           |          | Mumbai     | 31                               | 1<br>(3.23)                                                      | 17<br>(54.84)            | 0<br>(0.00)                           | 0<br>(0.00)                                    | 13<br>(41.94)                  |
|           |          | Nagpur     | 12                               | 0<br>(0.00)                                                      | 7<br>(58.33)             | 0<br>(0.00)                           | 2<br>(16.67)                                   | 3<br>(25.00)                   |
|           |          | Pune       | 11                               | 1<br>(9.09)                                                      | 10<br>(90.91)            | 0<br>(0.00)                           | 0<br>(0.00)                                    | 0<br>(0.00)                    |
|           |          | Vadodra    | 6                                | 0<br>(0.00)                                                      | 4<br>(66.67)             | 0<br>(0.00)                           | 0<br>(0.00)                                    | 2<br>(33.33)                   |
|           |          | Total      | 86                               | 3<br>(3.49)                                                      | 52<br>(60.47)            | 0<br>(0.00)                           | 4<br>(4.65)                                    | 27<br>(31.40)                  |
| ALL INDIA |          | 358        | 3<br>(0.84)                      | 129<br>(36.03)                                                   | 2<br>(0.56)              | 10<br>(2.79)                          | 214<br>(59.78)                                 |                                |

Note: Figures in parentheses indicate percentages.

**Table 2.9: Occupation Wise Distribution of Contract Workers**

| Sl. No. | Occupation                     | No. of Workers in the Zone |          |          |         | Total           |
|---------|--------------------------------|----------------------------|----------|----------|---------|-----------------|
|         |                                | Eastern                    | Northern | Southern | Western |                 |
| 1       | 2                              | 3                          | 4        | 5        | 6       | 7               |
| 1       | AC Mechanic                    | 0                          | 7        | 6        | 2       | 15<br>(0.06)    |
| 2       | AC Operator/AC Plant Operator  | 6                          | 27       | 0        | 0       | 33<br>(0.12)    |
| 3       | Accountant                     | 0                          | 0        | 5        | 0       | 5<br>(0.02)     |
| 4       | Carpenter                      | 25                         | 0        | 68       | 51      | 144<br>(0.53)   |
| 5       | Cleaner                        | 676                        | 1173     | 608      | 834     | 3291<br>(12.10) |
| 6       | Driver (truck, lorry, tractor) | 349                        | 642      | 549      | 512     | 2052<br>(7.54)  |
| 7       | Electrician                    | 107                        | 152      | 84       | 66      | 409<br>(1.50)   |
| 8       | Engineer                       | 0                          | 14       | 96       | 0       | 110<br>(0.40)   |
| 9       | Executive                      | 0                          | 5        | 20       | 0       | 25<br>(0.09)    |
| 10      | Fitter                         | 6                          | 0        | 41       | 5       | 52<br>(0.19)    |
| 11      | Foremen                        | 2                          | 0        | 0        | 0       | 2<br>(0.01)     |
| 12      | General Mazdoor                | 29                         | 0        | 0        | 9       | 38<br>(0.14)    |
| 13      | Helper                         | 227                        | 594      | 883      | 526     | 2230<br>(8.20)  |
| 14      | loader/ unloaded               | 1353                       | 2689     | 2764     | 1473    | 8279<br>(30.44) |
| 15      | Loader/unloaded                | 0                          | 0        | 0        | 39      | 39<br>(0.14)    |
| 16      | Machine operator               | 33                         | 122      | 28       | 218     | 401<br>(1.47)   |
| 17      | Mali (gardener)                | 27                         | 7        | 0        | 38      | 72<br>(0.26)    |

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**Table 2.9: Occupation Wise Distribution of Contract Workers**

| Sl. No.          | Occupation                  | No. of Workers in the Zone |             |              |             | Total                    |
|------------------|-----------------------------|----------------------------|-------------|--------------|-------------|--------------------------|
|                  |                             | Eastern                    | Northern    | Southern     | Western     |                          |
| 1                | 2                           | 3                          | 4           | 5            | 6           | 7                        |
| 18               | Technical Supervisor        | 0                          | 96          | 102          | 0           | 198<br>(0.73)            |
| 19               | Mason                       | 35                         | 9           | 66           | 71          | 181<br>(0.67)            |
| 20               | Master                      | 0                          | 0           | 0            | 37          | 37<br>(0.14)             |
| 21               | Mechanic/ Technician        | 59                         | 142         | 125          | 344         | 670<br>(2.46)            |
| 22               | Gen. Operator               | 65                         | 1526        | 2985         | 350         | 4926<br>(18.11)          |
| 23               | Others                      | 11                         | 0           | 24           | 62          | 97<br>(0.36)             |
| 24               | Painter                     | 19                         | 1           | 13           | 36          | 69<br>(0.25)             |
| 25               | Plumber                     | 28                         | 7           | 0            | 0           | 35<br>(0.13)             |
| 26               | Pump operator               | 0                          | 0           | 0            | 4           | 4<br>(0.01)              |
| 27               | Safety Inspector            | 32                         | 9           | 1041         | 307         | 1389<br>(5.11)           |
| 28               | Security guard              | 0                          | 1           | 0            | 0           | 1<br>(0.00)              |
| 29               | Supervisor (General labour) | 153                        | 300         | 526          | 326         | 1305<br>(4.80)           |
| 30               | Sweeper                     | 39                         | 195         | 10           | 620         | 864<br>(3.18)            |
| 31               | Un skilled                  | 0                          | 0           | 23           | 0           | 23<br>(0.08)             |
| 32               | Welder                      | 8                          | 2           | 11           | 55          | 76<br>(0.28)             |
| 33               | Wiremen                     | 37                         | 19          | 29           | 41          | 126<br>(0.46)            |
| <b>All India</b> |                             | <b>3326</b>                | <b>7739</b> | <b>10107</b> | <b>6026</b> | <b>27198</b><br>(100.00) |

Note: Figures in parentheses indicate percentages.

**Table 2.10: Percentage Distribution of Contractors issuing Employment Cards to their workers**

| Sl. No.  | Zone     | Airports    | Total No. of Contractors covered | Percentage of Contractors |                              |                         |
|----------|----------|-------------|----------------------------------|---------------------------|------------------------------|-------------------------|
|          |          |             |                                  | Issuing Employment Cards  | Not issuing employment cards | Not aware of provisions |
| 1        | 2        | 3           | 4                                | 5                         | 6                            | 7                       |
| Eastern  | Eastern  | Bagdogra    | 10                               | 10<br>(100.00)            | 0<br>(0.00)                  | 0<br>(0.00)             |
|          |          | Bhubneshwar | 12                               | 9<br>(75.00)              | 3<br>(25.00)                 | 0<br>(0.00)             |
|          |          | Dibrugarh   | 9                                | 9<br>(100.00)             | 0<br>(0.00)                  | 0<br>(0.00)             |
|          |          | Guwahati    | 10                               | 10<br>(100.00)            | 0<br>(0.00)                  | 0<br>(0.00)             |
|          |          | Imphal      | 11                               | 10<br>(90.91)             | 1<br>(9.09)                  | 0<br>(0.00)             |
|          |          | Jorhat      | 4                                | 4<br>(100.00)             | 0<br>(0.00)                  | 0<br>(0.00)             |
|          |          | Kolkata     | 23                               | 23<br>(100.00)            | 0<br>(0.00)                  | 0<br>(0.00)             |
|          |          | Silchar     | 6                                | 6<br>(100.00)             | 0<br>(0.00)                  | 0<br>(0.00)             |
|          |          | Total       | 85                               | 81<br>(95.29)             | 4<br>(4.71)                  | 0<br>(0.00)             |
| Northern | Northern | Amritsar    | 7                                | 7<br>(100.00)             | 0<br>(0.00)                  | 0<br>(0.00)             |
|          |          | Chandigarh  | 10                               | 10<br>(100.00)            | 0<br>(0.00)                  | 0<br>(0.00)             |
|          |          | Dehradun    | 7                                | 7<br>(100.00)             | 0<br>(0.00)                  | 0<br>(0.00)             |
|          |          | Delhi       | 20                               | 20<br>(100.00)            | 0<br>(0.00)                  | 0<br>(0.00)             |
|          |          | Kangra      | 4                                | 1<br>(25.00)              | 3<br>(75.00)                 | 0<br>(0.00)             |
|          |          | Lucknow     | 10                               | 10<br>(100.00)            | 0<br>(0.00)                  | 0<br>(0.00)             |
|          |          | Safdarjung  | 6                                | 6<br>(100.00)             | 0<br>(0.00)                  | 0<br>(0.00)             |
|          |          | Srinagar    | 8                                | 6<br>(75.00)              | 1<br>(12.50)                 | 1<br>(12.50)            |
|          |          | Varanasi    | 9                                | 9<br>(100.00)             | 0<br>(0.00)                  | 0<br>(0.00)             |
|          |          | Total       | 81                               | 76<br>(93.83)             | 4<br>(4.94)                  | 1<br>(1.23)             |

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**Table 2.10: Percentage Distribution of Contractors issuing Employment Cards to their workers**

| Sl. No.   | Zone     | Airports   | Total No. of Contractors covered | Percentage of Contractors |                              |                         |
|-----------|----------|------------|----------------------------------|---------------------------|------------------------------|-------------------------|
|           |          |            |                                  | Issuing Employment Cards  | Not issuing employment cards | Not aware of provisions |
| 1         | 2        | 3          | 4                                |                           | 5                            | 6                       |
|           | Southern | Bangluru   | 24                               | 24<br>(100.00)            | 0<br>(0.00)                  | 0<br>(0.00)             |
|           |          | Chennai    | 22                               | 21<br>(95.45)             | 1<br>(4.55)                  | 0<br>(0.00)             |
|           |          | Goa        | 12                               | 10<br>(83.33)             | 1<br>(8.33)                  | 1<br>(8.33)             |
|           |          | Hyderabad  | 15                               | 15<br>(100.00)            | 0<br>(0.00)                  | 0<br>(0.00)             |
|           |          | Kochi      | 10                               | 10<br>(100.00)            | 0<br>(0.00)                  | 0<br>(0.00)             |
|           |          | Mangalore  | 7                                | 7<br>(100.00)             | 0<br>(0.00)                  | 0<br>(0.00)             |
|           |          | Port Blair | 8                                | 8<br>(100.00)             | 0<br>(0.00)                  | 0<br>(0.00)             |
|           |          | Trivandrum | 8                                | 8<br>(100.00)             | 0<br>(0.00)                  | 0<br>(0.00)             |
|           |          | Total      | 106                              | 103<br>(97.17)            | 2<br>(1.89)                  | 1<br>(0.94)             |
|           | Western  | Ahmedabad  | 9                                | 0<br>(0.00)               | 9<br>(100.00)                | 0<br>(0.00)             |
|           |          | Bhopal     | 6                                | 5<br>(83.33)              | 1<br>(16.67)                 | 0<br>(0.00)             |
|           |          | Indore     | 6                                | 5<br>(83.33)              | 1<br>(16.67)                 | 0<br>(0.00)             |
|           |          | Jabalpur   | 5                                | 3<br>(60.00)              | 2<br>(40.00)                 | 0<br>(0.00)             |
|           |          | Mumbai     | 31                               | 31<br>(100.00)            | 0<br>(0.00)                  | 0<br>(0.00)             |
|           |          | Nagpur     | 12                               | 2<br>(16.67)              | 10<br>(83.33)                | 0<br>(0.00)             |
|           |          | Pune       | 11                               | 7<br>(63.64)              | 4<br>(36.36)                 | 0<br>(0.00)             |
|           |          | Vadodra    | 6                                | 1<br>(16.67)              | 5<br>(83.33)                 | 0<br>(0.00)             |
|           |          | Total      | 86                               | 54<br>(62.79)             | 32<br>(37.21)                | 0<br>(0.00)             |
| ALL INDIA |          |            | 358                              | 314<br>(87.71)            | 42<br>(11.73)                | 2<br>(0.56)             |

Note: Figures in parentheses indicate percentages.

## **CHAPTER-III**

### **WAGES AND EARNINGS**

#### **3.1 Pay/Wage period**

**The payment of Wages Act, 1946 requires that every employer has to make wage payments with pre-decided and fixed periodicity called, “pay/wage period”. The Act also stipulates that wage period should not exceed a month. To ensure the application of provisions of Payment of Wages Act, 1936, the Contract Labour (Regulation and Abolition) Act, 1970 provides that in case the contractor fails to make the payment of wages within the prescribed period or makes short payments, then the Principal Employer shall be liable to make the payment of wages in full or the unpaid balance due, as the case may be.**

**The survey data revealed that wage period was fixed in all cases and in no case it exceeded a month. It further revealed that there were no piece-rated workers and all the workers were paid on time-rated basis. Distribution of time rated contract workers by pay periods is presented in Table 3.1. It may be observed that all India level (99.76 percent) contract workers were paid on monthly basis, (0.01 percent) on fortnightly basis and (0.21 percent) on weekly basis. The percentage of contract workers paid on daily basis was only (0.01 percent). It emerged that the preferred pay period was monthly payment. At the zone level the trend was same as at All India level.**

#### **3.2 Payment of Wages**

**The Contract Labour (Regulation and Abolition) Act, 1970 provides that rates of wages payable to contract workers should not be less than the rates prescribed under the Minimum Wages Act, 1948 for such employment and in case the workmen employed by the contractor**

**performed the same or similar kind of work as the workmen directly employed by the principal employer of the establishment, the wage rates, holidays hours of work and other conditions of work of the workmen of the contractor shall be the same as applicable to the workmen directly employed by the principal employer of establishment on the same or similar kind of work. The study revealed that no sample Principal Employer unit had engaged direct workers on the same/similar jobs on which contract workers were also engaged. Hence comparison of wage rates per day between contract and direct workers was not feasible.**

**Further, the Act makes it obligatory on the principal employer to ensure nomination of a representative duly authorised by him to be present at the time of disbursement of wages by the contractor. It shall be the duty of such representative to certify the amount paid as wages in the wage register. Further, it shall be duty of the contractor to ensure the disbursement of wages in the presence of an authorised representative of principal employer. The survey data revealed that in some airports these provisions of the Act particularly relating to the presence of representative of principal employer at the time of wage payment as well as his liability, in case contractor fails to make the payment were either not known or were being wilfully avoided by the principal employer. During the survey it was observed that most of the contractors have started depositing the wages of their workers directly in their Bank Accounts. From the Table 3.2 reveals that at all India level the lowest wage per day is Rs. 182.33 for occupation 'others' and the highest is Rs. 759.45 for Technical Supervisor.**

### **3.3 Wage Rate per Day by Occupations**

**The data on occupation-wise range of daily wage rates of time rated contract workers are presented in Table 3.3 (Male) and 3.3(A) (Female). It shows that at all India level per day wage in respect of male contract workers was in the range of minimum Rs.198.67 and maximum Rs. 759.45. In Eastern zone these were found to be minimum Rs. 198.67 and maximum Rs. 561.00, in Northern zone minimum Rs. 223.05 and maximum Rs. 675.00, in Southern zone minimum Rs. 304.44 and maximum Rs. 759.45 and in Western zone minimum Rs. 290.52 and maximum Rs. 674.00. Southern zone was ahead in the payment of all the zones. It may be observed that the minimum and maximum daily wage rates paid to contract workers were highest in Southern Zone and lowest in Eastern zone.**

**Occupation wise findings show that cleaners were getting minimum Rs. 317.53 and maximum Rs. 344.19 per day wage in Western zone which was highest among all the four zones. In Eastern zone per day wage of minimum Rs. 242.15 and maximum Rs. 245.24 was in the lower range. The daily wage rate of Loader/un-loader in Eastern, Northern, Southern and Western zones were found in the range of Rs. 228.29 - Rs. 236.55, Rs. 223.05 –Rs. 267.77, Rs. 304.44 –Rs. 315.07 and Rs. 290.52 – Rs. 303.83 respectively.**

**At all India level the average daily wage rate of women contract workers was observed as minimum Rs. 182.33 and maximum RS. 738.49 as presented in Table 3.3 (A). In no case women contract worker were paid less than their male counter-parts. Zone wise data on daily wage rates in sweeper occupation shows it as highest in Western zone (Rs. 318.75) and lowest in Eastern zone (Rs. 227.33). At all occupations level the range of daily wage rates was better in Northern zone where**

minimum and maximum range between as Rs. 312.47 and Rs. 738.49. Eastern zone having minimum and maximum range between RS. 182.33 and Rs. 398.40 lags behind among all zones.

### **3.4 Dearness Allowance**

Dearness allowance (DA) as a separate component was paid only by 26 contractors (7.26 percent) and the number of workers getting DA were reported to be 274 (1.01 percent) of the total contract workers. At the zone level the percentage of contractors paying DA as a separate component was the lowest (15.29 percent) in Eastern zone and the highest (16.05 percent) in Northern zone. Similarly, the highest proportion (4.00 percent) of workers getting DA as a separate component was in Eastern zone and lowest 1.82 percent in Northern zone. No case of paying DA to contract workers as a separate component was observed in Southern & Western zones. (Table 3.4).

### **3.5 Overtime Wage**

As per the provisions of the Minimum Wages Act, 1948, for overtime work the workers are to be paid at double the rate of normal wages. It may be seen (Table 3.5) that only 30.45 percent of total contractors surveyed were getting work done on overtime basis. Of these contractors 55.05 percent were making the payment of normal wage, 41.28 percent were paying double the normal wage and 3.67 percent were paying fixed rate per hour.

### **3.6 Other Cash Allowances**

Table 3.6 presents data on other cash allowances, viz conveyance allowance, house rent allowance, washing allowance, city compensatory allowance, medical allowance, night shift allowance, education allowance etc. paid by the contractors to their workers. It

emerges from the table that 11.43 percent contractors were paying conveyance allowance to the contract workers in the range of Rs. 193.00 to Rs. 7502.00 per month, 17.46 percent contractors were paying house rent allowance in the range of Rs. 70.00 to Rs. 9930.00 per month, 5.01 percent contractors were paying washing allowance in the range of Rs. 200.00 to Rs. 3000.00 per month. Only 0.95 percent contractors were paying Night shift allowance to their workers ranging from Rs. 70.00 to Rs. 500.00 per month. Medical allowance was paid by (1.36 percent) contractors to their workers in the range of Rs. 301.00 to Rs. 1250.00. Northern zone had the highest percentage of contractors giving cash allowances to their workers in comparison to other zones and Southern zone had the lowest.

### **3.7 Benefits in Kind**

It may be seen from (Table 3.7) that contract workers were getting benefits in kind either from the contractor or from the Principal Employer or both. In few cases 3.35 percent these benefits were given by both contractor and the principal employer. The percentage of contractors and principal employers separately giving benefits in kind was 43.85 percent and 12.01 percent respectively. These benefits were given in the form of uniforms per year; food including tea/coffee and snacks per day; shoes, raincoats; helmet; sweater and gloves etc. per year free of cost.

### **3.8 Payment of Bonus/Ex-gratia**

Out of the total contractors surveyed, 24.58 percent contractors were paying annual bonus to their workers and 16.48 percent were paying festival bonus. None of the contractors covered reported to have paid ex-gratia to contract workers. The percentage of contract workers who received annual bonus/festival bonus was 59.09 percent. Annual

**bonus was paid in the range of Rs. 2500.00 to Rs. 10000.00, and the festival bonus was paid in the range of Rs. 500.00 to Rs. 15000.00. The percentage of contractors paying annual bonus to workers was the highest 33.02 percent in Southern zone and the lowest 6.17 percent in Northern zone. In the remaining zones i.e. Eastern and Western zones 25.88 percent and 30.23 percent of contractors were paying annual bonus. The percentage of contractors paying festival bonus was the highest 44.44 percent in Northern zone and the lowest 4.65 percent in Western zone. The percentage of workers getting annual/festival bonus was the highest 76.83 percent in Northern zone and the lowest 41.31 percent in Eastern zone. (Table 3.8).**

### **3.9 Advances**

**Data on advances given by contractors to their workers is presented in Table 3.9. The practice of giving advances to contract workers was found to be prevalent in very few cases (19.27 percent). No contractor in Western zone paid any advance to his workers. The number of workers receiving advances was insignificant as only 3.27 percent of the contract workers got this facility. The amount of advance varied from Rs. 1000.00 to Rs. 55000.00, recoverable in maximum of 20 instalments.**

**Table 3.1: Distribution of Time Rated Contract Workers by pay period**

| Sl. No. | Zone     | Airports    | No. of Contract Workers employed by Contractors covered | No. of Contract Workers Paid |             |              |              |
|---------|----------|-------------|---------------------------------------------------------|------------------------------|-------------|--------------|--------------|
|         |          |             |                                                         | Monthly                      | Fortnightly | Weekly       | Daily        |
| 1       | 2        | 3           | 4                                                       | 5                            | 6           | 7            | 8            |
| 1       | Eastern  | Bagdogra    | 256                                                     | 256<br>(100.00)              | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00)  |
|         |          | Bhubneshwar | 322                                                     | 309<br>(95.96)               | 0<br>(0.00) | 13<br>(4.04) | 0<br>(0.00)  |
|         |          | Dibrugarh   | 98                                                      | 98<br>(100.00)               | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00)  |
|         |          | Guwahati    | 435                                                     | 435<br>(100.00)              | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00)  |
|         |          | Imphal      | 227                                                     | 227<br>(100.00)              | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00)  |
|         |          | Jorhat      | 37                                                      | 33<br>(89.19)                | 0<br>(0.00) | 0<br>(0.00)  | 4<br>(10.81) |
|         |          | Kolkata     | 1869                                                    | 1869<br>(100.00)             | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00)  |
|         |          | Silchar     | 82                                                      | 82<br>(100.00)               | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00)  |
|         |          | Total       | 3326                                                    | 3309<br>(99.49)              | 0<br>(0.00) | 13<br>(0.39) | 4<br>(0.12)  |
| 2       | Northern | Amritsar    | 259                                                     | 259<br>(100.00)              | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00)  |
|         |          | Chandigarh  | 373                                                     | 373<br>(100.00)              | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00)  |
|         |          | Dehradun    | 76                                                      | 76<br>(100.00)               | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00)  |
|         |          | Delhi       | 5716                                                    | 5716<br>(100.00)             | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00)  |
|         |          | Kangra      | 28                                                      | 28<br>(100.00)               | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00)  |
|         |          | Lucknow     | 550                                                     | 550<br>(100.00)              | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00)  |
|         |          | Safdarjung  | 195                                                     | 195<br>(100.00)              | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00)  |
|         |          | Srinagar    | 233                                                     | 233<br>(100.00)              | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00)  |
|         |          | Varanasi    | 309                                                     | 309<br>(100.00)              | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00)  |
|         |          | Total       | 7739                                                    | 7739<br>(100.00)             | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00)  |

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**Table 3.1: Distribution of Time Rated Contract Workers by pay period**

| Sl. No.   | Zone     | Airports   | No. of Contract Workers employed by Contractors covered | No. of Contract Workers Paid |             |              |             |
|-----------|----------|------------|---------------------------------------------------------|------------------------------|-------------|--------------|-------------|
|           |          |            |                                                         | Monthly                      | Fortnightly | Weekly       | Daily       |
| 1         | 2        | 3          | 4                                                       | 5                            | 6           | 7            | 8           |
| 3         | Southern | Bangluru   | 3113                                                    | 3113<br>(100.00)             | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00) |
|           |          | Chennai    | 2714                                                    | 2696<br>(99.34)              | 0<br>(0.00) | 18<br>(0.66) | 0<br>(0.00) |
|           |          | Goa        | 673                                                     | 673<br>(100.00)              | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00) |
|           |          | Hyderabad  | 680                                                     | 680<br>(100.00)              | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00) |
|           |          | Kochi      | 1410                                                    | 1408<br>(99.86)              | 2<br>(0.14) | 0<br>(0.00)  | 0<br>(0.00) |
|           |          | Mangalore  | 204                                                     | 204<br>(100.00)              | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00) |
|           |          | Port Blair | 167                                                     | 167<br>(100.00)              | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00) |
|           |          | Trivandrum | 1146                                                    | 1124<br>(98.08)              | 0<br>(0.00) | 22<br>(1.92) | 0<br>(0.00) |
|           |          | Total      | 10107                                                   | 10065<br>(99.58)             | 2<br>(0.02) | 40<br>(0.40) | 0<br>(0.00) |
| 4         | Western  | Ahmedabad  | 702                                                     | 702<br>(100.00)              | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00) |
|           |          | Bhopal     | 191                                                     | 191<br>(100.00)              | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00) |
|           |          | Indore     | 240                                                     | 240<br>(100.00)              | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00) |
|           |          | Jabalpur   | 58                                                      | 58<br>(100.00)               | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00) |
|           |          | Mumbai     | 3604                                                    | 3604<br>(100.00)             | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00) |
|           |          | Nagpur     | 253                                                     | 246<br>(97.23)               | 2<br>(0.79) | 5<br>(1.98)  | 0<br>(0.00) |
|           |          | Pune       | 491                                                     | 491<br>(100.00)              | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00) |
|           |          | Vadodra    | 487                                                     | 487<br>(100.00)              | 0<br>(0.00) | 0<br>(0.00)  | 0<br>(0.00) |
|           |          | Total      | 6026                                                    | 6019<br>(99.88)              | 2<br>(0.03) | 5<br>(0.08)  | 0<br>(0.00) |
| All India |          |            | 27198                                                   | 27132<br>(99.76)             | 4<br>(0.01) | 58<br>(0.21) | 4<br>(0.01) |

Note: Figures in parentheses indicate percentages.

**Table 3.2: Range of Occupational Daily Wage Rates of Contract Workers**

| Sl. No.          | Occupation                     | Contract Workers |                               |               |
|------------------|--------------------------------|------------------|-------------------------------|---------------|
|                  |                                | No. of Workers   | Wage Rate of contract Workers |               |
|                  |                                |                  | Min                           | Max.          |
| 1                | 2                              | 3                | 4                             | 5             |
| 1                | AC Mechanic                    | 15               | 362.00                        | 410.00        |
| 2                | AC Operator/AC Plant Operator  | 33               | 390.00                        | 390.00        |
| 3                | Accountant                     | 5                | 400.83                        | 400.83        |
| 4                | Carpenter                      | 144              | 373.37                        | 552.88        |
| 5                | Cleaner                        | 3291             | 239.85                        | 384.00        |
| 6                | Driver (truck, lorry, tractor) | 2052             | 295.86                        | 398.85        |
| 7                | Electrician                    | 409              | 375.20                        | 438.32        |
| 8                | Engineer                       | 110              | 402.37                        | 676.74        |
| 9                | Head staff                     | 25               | 334.73                        | 693.16        |
| 10               | Fitter                         | 52               | 465.00                        | 549.00        |
| 11               | Foremen                        | 2                | 561.00                        | 561.00        |
| 12               | General Mazdoor                | 38               | 272.00                        | 319.00        |
| 13               | Helper                         | 2230             | 236.00                        | 406.50        |
| 14               | Loader/ unloaded               | 8279             | 223.05                        | 315.07        |
| 15               | Mechanic/Technician            | 39               | 337.00                        | 608.23        |
| 16               | Machine operator               | 401              | 224.00                        | 450.00        |
| 17               | Mali (gardener)                | 72               | 198.67                        | 440.00        |
| 18               | Technical Supervisor           | 198              | 498.56                        | 759.45        |
| 19               | Mason                          | 181              | 370.89                        | 618.25        |
| 20               | Master                         | 37               | 409.00                        | 409.00        |
| 21               | Mechanic/ Technician           | 670              | 297.56                        | 478.76        |
| 22               | Gen. Operator                  | 3541             | 255.30                        | 396.49        |
| 23               | Others                         | 1482             | 182.33                        | 528.68        |
| 24               | Painter                        | 69               | 363.86                        | 576.92        |
| 25               | Plumber                        | 35               | 333.00                        | 372.00        |
| 26               | Pump operator                  | 4                | 674.00                        | 674.00        |
| 27               | Safety Inspector               | 1190             | 323.50                        | 534.38        |
| 28               | Security guard                 | 200              | 400.30                        | 675.00        |
| 29               | Supervisor (General labour)    | 1305             | 331.89                        | 576.00        |
| 30               | Sweeper                        | 864              | 227.33                        | 470.27        |
| 31               | Un skilled                     | 23               | 353.00                        | 353.00        |
| 32               | Welder                         | 76               | 368.00                        | 512.00        |
| 33               | Wiremen                        | 126              | 350.25                        | 452.43        |
| <b>ALL INDIA</b> |                                | <b>27198</b>     | <b>182.33</b>                 | <b>759.45</b> |

**Table 3.3: Range of Occupational Daily Wage Rates of Men Contract Workers**

| Sl. No.      | Occupation                     | Eastern Zone   |                       |               | Northern Zone  |                       |               | Southern Zone  |                       |               |
|--------------|--------------------------------|----------------|-----------------------|---------------|----------------|-----------------------|---------------|----------------|-----------------------|---------------|
|              |                                | No. of Workers | Wage Rate Rs. Per day |               | No. of Workers | Wage Rate Rs. Per day |               | No. of Workers | Wage Rate Rs. Per day |               |
|              |                                |                | Min.                  | Max.          |                | Min.                  | Max.          |                | Min.                  | Max.          |
| 1            | 2                              | 3              | 4                     | 5             | 6              | 7                     | 8             | 9              | 10                    | 11            |
| 1            | AC Mechanic                    | 0              | 0.00                  | 0.00          | 7              | 362.00                | 410.00        | 6              | 393.00                | 393.00        |
| 2            | AC Operator/AC Plant Operator  | 6              | 390.00                | 390.00        | 27             | 390.00                | 390.00        | 0              | 0.00                  | 0.00          |
| 3            | Accountant                     | 0              | 0.00                  | 0.00          | 0              | 0.00                  | 0.00          | 5              | 400.83                | 400.83        |
| 4            | Carpenter                      | 25             | 373.37                | 393.37        | 0              | 0.00                  | 0.00          | 68             | 546.63                | 552.88        |
| 5            | Cleaner                        | 579            | 242.15                | 245.24        | 1151           | 239.85                | 252.21        | 437            | 310.40                | 317.80        |
| 6            | Driver (truck, lorry, tractor) | 349            | 295.86                | 307.42        | 642            | 304.58                | 349.25        | 549            | 387.50                | 398.85        |
| 7            | Electrician                    | 107            | 375.20                | 377.05        | 152            | 383.95                | 386.14        | 84             | 438.32                | 438.32        |
| 8            | Engineer                       | 0              | 0.00                  | 0.00          | 14             | 402.37                | 422.44        | 96             | 602.67                | 676.74        |
| 9            | Head Staff                     | 0              | 0.00                  | 0.00          | 5              | 334.73                | 347.69        | 19             | 693.16                | 693.16        |
| 10           | Fitter                         | 6              | 465.00                | 465.00        | 0              | 0.00                  | 0.00          | 41             | 500.00                | 500.00        |
| 11           | Foremen                        | 2              | 561.00                | 561.00        | 0              | 0.00                  | 0.00          | 0              | 0.00                  | 0.00          |
| 12           | General Mazdoor                | 26             | 272.00                | 280.50        | 0              | 0.00                  | 0.00          | 0              | 0.00                  | 0.00          |
| 13           | Helper                         | 226            | 249.35                | 262.14        | 591            | 311.16                | 314.60        | 825            | 327.29                | 329.26        |
| 14           | Loader/ unloaded               | 1353           | 228.29                | 236.55        | 2689           | 223.05                | 267.77        | 2684           | 304.44                | 315.07        |
| 15           | Mechanic/Technician            | 0              | 0.00                  | 0.00          | 0              | 0.00                  | 0.00          | 0              | 0.00                  | 0.00          |
| 16           | Machine operator               | 29             | 312.30                | 315.10        | 122            | 400.00                | 400.00        | 28             | 419.04                | 419.04        |
| 17           | Mali (gardener)                | 27             | 198.67                | 228.67        | 7              | 313.50                | 313.50        | 0              | 0.00                  | 0.00          |
| 18           | Technical Supervisor           | 0              | 0.00                  | 0.00          | 79             | 498.56                | 549.40        | 96             | 759.45                | 759.45        |
| 19           | Mason                          | 35             | 370.89                | 380.09        | 9              | 392.23                | 392.23        | 66             | 612.00                | 618.25        |
| 20           | Master                         | 0              | 0.00                  | 0.00          | 0              | 0.00                  | 0.00          | 0              | 0.00                  | 0.00          |
| 21           | Mechanic/ Technician           | 59             | 297.56                | 297.56        | 142            | 306.15                | 408.74        | 125            | 474.19                | 478.76        |
| 22           | Gen. Operator                  | 51             | 255.30                | 273.50        | 1199           | 289.30                | 344.63        | 1991           | 367.79                | 384.99        |
| 23           | Others                         | 11             | 372.00                | 372.00        | 0              | 0.00                  | 0.00          | 24             | 528.67                | 528.67        |
| 24           | Painter                        | 19             | 363.86                | 371.00        | 1              | 576.92                | 576.92        | 13             | 544.11                | 544.11        |
| 25           | Plumber                        | 28             | 372.00                | 372.00        | 7              | 333.00                | 333.00        | 0              | 0.00                  | 0.00          |
| 26           | Pump operator                  | 0              | 0.00                  | 0.00          | 0              | 0.00                  | 0.00          | 0              | 0.00                  | 0.00          |
| 27           | Safety Inspector               | 32             | 336.50                | 336.50        | 9              | 323.50                | 323.50        | 856            | 504.38                | 534.38        |
| 28           | Security Guard                 | 0              | 0.00                  | 0.00          | 1              | 675.00                | 675.00        | 0              | 0.00                  | 0.00          |
| 29           | Supervisor (General labour)    | 140            | 331.89                | 339.58        | 280            | 355.49                | 365.55        | 508            | 445.43                | 447.97        |
| 30           | Sweeper                        | 26             | 229.67                | 232.67        | 160            | 313.67                | 329.67        | 10             | 470.27                | 470.27        |
| 31           | Un skilled                     | 0              | 0.00                  | 0.00          | 0              | 0.00                  | 0.00          | 8              | 353.00                | 353.00        |
| 32           | Welder                         | 8              | 368.00                | 368.00        | 2              | 468.00                | 468.00        | 11             | 512.00                | 512.00        |
| 33           | Wiremen                        | 37             | 350.25                | 350.25        | 19             | 0.00                  | 0.00          | 29             | 424.00                | 424.00        |
| <b>Total</b> |                                | <b>3181</b>    | <b>198.67</b>         | <b>561.00</b> | <b>7315</b>    | <b>223.05</b>         | <b>675.00</b> | <b>8579</b>    | <b>304.44</b>         | <b>759.45</b> |

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**Table 3.3: Range of Occupational Daily Wage Rates of Men Contract Workers**

| Sl. No.      | Occupation                     | Western Zone   |                       |               | All India      |                       |               |
|--------------|--------------------------------|----------------|-----------------------|---------------|----------------|-----------------------|---------------|
|              |                                | No. of Workers | Wage Rate Rs. Per day |               | No. of Workers | Wage Rate Rs. Per day |               |
|              |                                |                | Min.                  | Max.          |                | Min.                  | Max.          |
| 1            | 2                              | 12             | 13                    | 14            | 15             | 16                    | 17            |
| 1            | AC Mechanic                    | 2              | 390.00                | 390.00        | 15             | 362.00                | 410.00        |
| 2            | AC Operator/AC Plant Operator  | 0              | 0.00                  | 0.00          | 33             | 390.00                | 390.00        |
| 3            | Accountant                     | 0              | 0.00                  | 0.00          | 5              | 400.83                | 400.83        |
| 4            | Carpenter                      | 51             | 444.50                | 444.50        | 144            | 373.37                | 552.88        |
| 5            | Cleaner                        | 771            | 317.53                | 344.19        | 2938           | 239.85                | 344.19        |
| 6            | Driver (truck, lorry, tractor) | 512            | 349.70                | 361.11        | 2052           | 295.86                | 398.85        |
| 7            | Electrician                    | 66             | 406.00                | 406.00        | 409            | 375.20                | 438.32        |
| 8            | Engineer                       | 0              | 0.00                  | 0.00          | 110            | 402.37                | 676.74        |
| 9            | Head Staff                     | 0              | 0.00                  | 0.00          | 24             | 334.73                | 693.16        |
| 10           | Fitter                         | 5              | 549.00                | 549.00        | 52             | 465.00                | 549.00        |
| 11           | Foremen                        | 0              | 0.00                  | 0.00          | 2              | 561.00                | 561.00        |
| 12           | General Mazdoor                | 9              | 319.00                | 319.00        | 35             | 272.00                | 319.00        |
| 13           | Helper                         | 498            | 331.92                | 331.96        | 2140           | 249.35                | 331.96        |
| 14           | Loader/ unloaded               | 1473           | 290.52                | 303.83        | 8199           | 223.05                | 315.07        |
| 15           | Mechanic/Technician            | 39             | 608.23                | 608.23        | 39             | 608.23                | 608.23        |
| 16           | Machine operator               | 201            | 379.47                | 394.27        | 380            | 312.30                | 419.04        |
| 17           | Mali (gardener)                | 36             | 424.33                | 424.33        | 70             | 198.67                | 424.33        |
| 18           | Technical Supervisor           | 0              | 0.00                  | 0.00          | 175            | 498.56                | 759.45        |
| 19           | Mason                          | 71             | 469.50                | 469.50        | 181            | 370.89                | 618.25        |
| 20           | Master                         | 37             | 409.00                | 409.00        | 37             | 409.00                | 409.00        |
| 21           | Mechanic/ Technician           | 344            | 382.23                | 393.05        | 670            | 297.56                | 478.76        |
| 22           | Gen. Operator                  | 300            | 396.49                | 396.49        | 3541           | 255.30                | 396.49        |
| 23           | Others                         | 62             | 483.33                | 483.33        | 97             | 372.00                | 528.68        |
| 24           | Painter                        | 36             | 457.67                | 457.67        | 69             | 363.86                | 576.92        |
| 25           | Plumber                        | 0              | 0.00                  | 0.00          | 35             | 333.00                | 372.00        |
| 26           | Pump operator                  | 4              | 674.00                | 674.00        | 4              | 674.00                | 674.00        |
| 27           | Safety Inspector               | 293            | 442.88                | 442.88        | 1190           | 323.50                | 534.38        |
| 28           | Security guard                 | 0              | 0.00                  | 0.00          | 1              | 675.00                | 675.00        |
| 29           | Supervisor (General labour)    | 317            | 395.99                | 422.95        | 1245           | 331.89                | 447.97        |
| 30           | Sweeper                        | 354            | 310.00                | 313.80        | 550            | 229.67                | 470.27        |
| 31           | Un skilled                     | 0              | 0.00                  | 0.00          | 8              | 353.00                | 353.00        |
| 32           | Welder                         | 55             | 450.00                | 450.00        | 76             | 368.00                | 512.00        |
| 33           | Wiremen                        | 41             | 452.43                | 452.43        | 126            | 350.25                | 452.43        |
| <b>Total</b> |                                | <b>5577</b>    | <b>290.52</b>         | <b>674.00</b> | <b>24652</b>   | <b>198.67</b>         | <b>759.45</b> |

**Table 3.3(A): Range of Occupational Daily Wage Rates of Women Contract Workers**

| Sl. No. | Occupation                  | Easter Zone    |                       |               | Northern Zone  |                       |               | Southern Zone  |                       |               |
|---------|-----------------------------|----------------|-----------------------|---------------|----------------|-----------------------|---------------|----------------|-----------------------|---------------|
|         |                             | No. of Workers | Wage Rate Rs. Per day |               | No. of Workers | Wage Rate Rs. Per day |               | No. of Workers | Wage Rate Rs. Per day |               |
|         |                             |                | Min.                  | Max.          |                | Min.                  | Max.          |                | Min.                  | Max.          |
| 1       | 2                           | 3              | 4                     | 5             | 6              | 7                     | 8             | 9              | 10                    | 11            |
| 1       | Cleaner                     | 97             | 257.86                | 257.86        | 22             | 313.67                | 313.67        | 171            | 282.67                | 282.58        |
| 2       | Head Staff                  | 0              | 0.00                  | 0.00          | 0              | 0.00                  | 0.00          | 1              | 500.00                | 500.00        |
| 3       | General Mazdoor             | 3              | 311.00                | 311.00        | 0              | 0.00                  | 0.00          | 0              | 0.00                  | 0.00          |
| 4       | Helper                      | 1              | 236.00                | 236.00        | 3              | 406.50                | 406.50        | 58             | 364.69                | 376.66        |
| 5       | Loader/unloaded             | 0              | 0.00                  | 0.00          | 0              | 0.00                  | 0.00          | 80             | 297.80                | 297.80        |
| 6       | Machine operator            | 4              | 224.00                | 224.00        | 0              | 0.00                  | 0.00          | 0              | 0.00                  | 0.00          |
| 7       | Mali (gardener)             | 0              | 0.00                  | 0.00          | 0              | 0.00                  | 0.00          | 0              | 0.00                  | 0.00          |
| 8       | Technical Supervisor        | 0              | 0.00                  | 0.00          | 17             | 674.49                | 738.49        | 6              | 736.87                | 736.87        |
| 9       | Others                      | 14             | 182.33                | 199.00        | 327            | 312.47                | 371.62        | 994            | 350.20                | 364.39        |
| 10      | Security Guard              | 0              | 0.00                  | 0.00          | 0              | 0.00                  | 0.00          | 185            | 400.30                | 460.30        |
| 11      | Supervisor (General labour) | 13             | 383.20                | 398.40        | 20             | 356.67                | 363.00        | 18             | 457.56                | 469.40        |
| 12      | Sweeper                     | 13             | 227.33                | 230.33        | 35             | 313.67                | 313.67        | 0              | 0.00                  | 0.00          |
| 13      | Un skilled                  | 0              | 0.00                  | 0.00          | 0              | 0.00                  | 0.00          | 15             | 353.00                | 353.00        |
|         | <b>Total</b>                | <b>145</b>     | <b>182.33</b>         | <b>398.40</b> | <b>424</b>     | <b>312.47</b>         | <b>738.49</b> | <b>1528</b>    | <b>282.67</b>         | <b>736.87</b> |

**Table 3.3(A): Range of Occupational Daily Wage Rates of Men Contract Workers**

| Sl. No. | Occupation                  | Western Zone   |                       |               | All India      |                       |               |
|---------|-----------------------------|----------------|-----------------------|---------------|----------------|-----------------------|---------------|
|         |                             | No. of Workers | Wage Rate Rs. Per day |               | No. of Workers | Wage Rate Rs. Per day |               |
|         |                             |                | Min.                  | Max.          |                | Min.                  | Max.          |
| 1       | 2                           | 12             | 13                    | 14            | 15             | 16                    | 17            |
| 1       | Cleaner                     | 63             | 384.00                | 384.00        | 353            | 257.86                | 384.00        |
| 2       | Head Staff                  | 0              | 0.00                  | 0.00          | 1              | 500.00                | 500.00        |
| 3       | General Mazdoor             | 0              | 0.00                  | 0.00          | 3              | 311.00                | 311.00        |
| 4       | Helper                      | 28             | 310.00                | 310.00        | 90             | 236.00                | 406.50        |
| 5       | Loader/ unloaded            | 0              | 0.00                  | 0.00          | 80             | 297.00                | 297.00        |
| 6       | Machine operator            | 17             | 450.00                | 450.00        | 21             | 224.00                | 450.00        |
| 7       | Mali (gardener)             | 2              | 440.00                | 440.00        | 2              | 440.00                | 440.00        |
| 8       | Technical Supervisor        | 0              | 0.00                  | 0.00          | 23             | 674.49                | 738.49        |
| 9       | Others                      | 50             | 481.50                | 481.50        | 1385           | 182.33                | 481.50        |
| 10      | Security gaurd              | 14             | 513.50                | 513.50        | 199            | 400.30                | 513.50        |
| 11      | Supervisor (General labour) | 9              | 576.00                | 576.00        | 60             | 356.67                | 576.00        |
| 12      | Sweeper                     | 266            | 314.00                | 318.75        | 314            | 227.33                | 318.75        |
| 13      | Un skilled                  | 0              | 0.00                  | 0.00          | 15             | 353.00                | 353.00        |
|         | <b>Total</b>                | <b>449</b>     | <b>310.00</b>         | <b>576.00</b> | <b>2546</b>    | <b>182.33</b>         | <b>738.49</b> |

**Table 3.4: Distribution of Contractors Paying Dearness Allowance to Workers**

| Sl. No. | Zone     | Airports     | Total No. of Contractors covered | Total no. of contractor paying DA as a separate component | Total no. of contract workers | No. of Workers getting DA |
|---------|----------|--------------|----------------------------------|-----------------------------------------------------------|-------------------------------|---------------------------|
| 1       | 2        | 3            | 4                                | 5                                                         | 6                             | 7                         |
|         | Eastern  | Bagdogra     | 10                               | -                                                         | 256                           | -                         |
|         |          | Bhubneshwar  | 12                               | 3<br>(25.00)                                              | 322                           | 40<br>(12.42)             |
|         |          | Dibrugarh    | 9                                | -                                                         | 98                            | -                         |
|         |          | Guwahati     | 10                               | 4<br>(40.00)                                              | 435                           | 48<br>(11.03)             |
|         |          | Imphal       | 11                               | -                                                         | 227                           | -                         |
|         |          | Jorhat       | 4                                | -                                                         | 37                            | -                         |
|         |          | Kolkata      | 23                               | -                                                         | 1869                          | -                         |
|         |          | Silchar      | 6                                | 6<br>(100.00)                                             | 82                            | 45<br>(54.88)             |
|         |          | <b>Total</b> | <b>85</b>                        | <b>13</b><br>(15.29)                                      | <b>3326</b>                   | <b>133</b><br>(4.00)      |
|         | Northern | Amritsar     | 7                                | -                                                         | 259                           | -                         |
|         |          | Chandigarh   | 10                               | -                                                         | 373                           | -                         |
|         |          | Dehradun     | 7                                | -                                                         | 76                            | -                         |
|         |          | Delhi        | 20                               | 6<br>(30.00)                                              | 5716                          | 72<br>(1.26)              |
|         |          | Kangra       | 4                                | -                                                         | 28                            | -                         |
|         |          | Lucknow      | 10                               | -                                                         | 550                           | -                         |
|         |          | Safdarjung   | 6                                | -                                                         | 195                           | -                         |
|         |          | Srinagar     | 8                                | 7<br>(87.50)                                              | 233                           | 69<br>(29.61)             |
|         |          | Varanasi     | 9                                | -                                                         | 309                           | -                         |
|         |          | <b>Total</b> | <b>81</b>                        | <b>13</b><br>(16.05)                                      | <b>7739</b>                   | <b>141</b><br>(1.82)      |
|         | Southern | Bangluru     | 24                               | -                                                         | 2062                          | -                         |
|         |          | Chennai      | 22                               | -                                                         | 2714                          | -                         |
|         |          | Goa          | 12                               | -                                                         | 673                           | -                         |
|         |          | Hyderabad    | 15                               | -                                                         | 1731                          | -                         |
|         |          | Kochi        | 10                               | -                                                         | 1410                          | -                         |
|         |          | Mangalore    | 7                                | -                                                         | 204                           | -                         |
|         |          | Port Blair   | 8                                | -                                                         | 167                           | -                         |
|         |          | Trivandrum   | 8                                | -                                                         | 1146                          | -                         |
|         |          | <b>Total</b> | <b>106</b>                       | <b>-</b>                                                  | <b>10107</b>                  | <b>-</b>                  |

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**Table 3.4: Distribution of Contractors Paying Dearness Allowance to Workers**

| Table 5.11: Distribution of Contractors Paying Dearness Allowance to Workers |         |           |                                  |                                                           |                               |                           |
|------------------------------------------------------------------------------|---------|-----------|----------------------------------|-----------------------------------------------------------|-------------------------------|---------------------------|
| Sl. No.                                                                      | Zone    | Airports  | Total No. of Contractors covered | Total no. of contractor paying DA as a separate component | Total no. of contract workers | No. of Workers getting DA |
| 1                                                                            | 2       | 3         | 4                                | 5                                                         | 6                             | 7                         |
|                                                                              | Western | Ahmedabad | 9                                | -                                                         | 702                           | -                         |
|                                                                              |         | Bhopal    | 6                                | -                                                         | 191                           | -                         |
|                                                                              |         | Indore    | 6                                | -                                                         | 240                           | -                         |
|                                                                              |         | Jabalpur  | 5                                | -                                                         | 58                            | -                         |
|                                                                              |         | Mumbai    | 31                               | -                                                         | 3604                          | -                         |
|                                                                              |         | Nagpur    | 12                               | -                                                         | 253                           | -                         |
|                                                                              |         | Pune      | 11                               | -                                                         | 491                           | -                         |
|                                                                              |         | Vadodra   | 6                                | -                                                         | 487                           | -                         |
|                                                                              |         | Total     | 86                               | -                                                         | 6026                          | -                         |
| ALL INDIA                                                                    |         |           | 358                              | 26<br>(7.26)                                              | 27198                         | 274<br>(1.01)             |

Note: Figures in parentheses indicate percentages.

**Table 3.5: Distribution of Contractors taking work on Overtime and Rate of Payment**

| Sl. No.          | Zone     | Total No. of Contractors covered | No. of Contractors getting work on overtime | Rate of Payment      |           |                      |                      |
|------------------|----------|----------------------------------|---------------------------------------------|----------------------|-----------|----------------------|----------------------|
|                  |          |                                  |                                             | Ordinary             | 1 and 1/2 | Double               | Fixed (Rs. Per hour) |
| 1                | 2        | 3                                | 4                                           | 5                    | 6         | 7                    | 8                    |
| 1                | Eastern  | 85                               | 30<br>(35.29)                               | 7<br>(23.33)         | 0         | 23<br>(76.67)        | 0<br>(.00)           |
| 2                | Northern | 81                               | 20<br>(24.69)                               | 7<br>(35.00)         | 0         | 12<br>(60.00)        | 1<br>(5.00)          |
| 3                | Southern | 106                              | 26<br>(24.53)                               | 14<br>(53.85)        | 0         | 9<br>(34.62)         | 3<br>(11.54)         |
| 4                | Western  | 86                               | 33<br>(38.37)                               | 32<br>(96.97)        | 0         | 1<br>(3.03)          | 0<br>(.00)           |
| <b>ALL INDIA</b> |          | <b>358</b>                       | <b>109</b><br>(30.45)                       | <b>60</b><br>(55.05) | <b>0</b>  | <b>45</b><br>(41.28) | <b>4</b><br>(3.67)   |

**Table 3.6: Distribution of Contractors paying cash allowance to Contract Labour**

| Sl. No. | Zone    | Airports    | Total no. of contractors covered | Percentage of Contractors Giving Cash Allowances |                     |                     |                      |                      |                             |
|---------|---------|-------------|----------------------------------|--------------------------------------------------|---------------------|---------------------|----------------------|----------------------|-----------------------------|
|         |         |             |                                  | House Rent Allowance                             | Conveyance          | Medical Allowance   | Nightshift Allowance | Washing Allowance    | Other (Specify in footnote) |
| 1       | 2       | 3           | 4                                | 5                                                | 6                   | 7                   | 8                    | 9                    | 10                          |
| 1       | Eastern | Bagdogra    | 10                               | 20.00<br>(224-3330)                              | 20.00<br>(521-1854) | 0.00                | 0.00                 | 0.00                 | 10.00<br>(1284-2564)        |
|         |         | Bhubneshwar | 12                               | 8.33<br>(2511-2511)                              | 0.00                | 0.00                | 0.00                 | 16.67<br>(1000-1000) | 16.67<br>(488-2000)         |
|         |         | Dibrugarh   | 9                                | 0.00                                             | 11.11<br>(300-300)  | 0.00                | 0.00                 | 0.00                 | 0.00                        |
|         |         | Guwahati    | 10                               | 20.00<br>(140-1076)                              | 20.00<br>(200-980)  | 0.00                | 0.00                 | 10.00<br>(200-200)   | 10.00<br>(1209-1615)        |
|         |         | Imphal      | 11                               | 18.18<br>(936-1008)                              | 27.27<br>(852-917)  | 0.00                | 0.00                 | 0.00                 | 0.00                        |
|         |         | Jorhat      | 4                                | -                                                | -                   | -                   | -                    | -                    | -                           |
|         |         | Kolkata     | 23                               | 52.17<br>(232-4252)                              | 21.74<br>(800-1600) | 4.35<br>(1250-1250) | 0.00                 | 30.43<br>(600-600)   | 39.13<br>(20-5738)          |
|         |         | Silchar     | 6                                | -                                                | -                   | -                   | -                    | -                    | -                           |
|         |         | Total       | 85                               | 22.35<br>(140-4252)                              | 15.29<br>(200-1854) | 1.18<br>(1250-1250) | 0.00                 | 11.76<br>(200-1000)  | 15.29<br>(20-5738)          |

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**Table 3.6: Distribution of Contractors paying cash allowance to Contract Labour**

| Sl. No. | Zone     | Airports   | Total no. of contractors covered | Percentage of Contractors Giving Cash Allowances |                      |                      |                      |                      |                             |
|---------|----------|------------|----------------------------------|--------------------------------------------------|----------------------|----------------------|----------------------|----------------------|-----------------------------|
|         |          |            |                                  | House Rent Allowance                             | Conveyance           | Medical Allowance    | Nightshift Allowance | Washing Allowance    | Other (Specify in footnote) |
| 1       | 2        | 3          | 4                                | 5                                                | 6                    | 7                    | 8                    | 9                    | 10                          |
| 2       | Northern | Amritsar   | 7                                | 0.00                                             | 0.00                 | 0.00                 | 0.00                 | 0.00                 | 14.29<br>(3000-3000)        |
|         |          | Chandigarh | 10                               | 80.00<br>(102-9930)                              | 50.00<br>(300-3050)  | 0.00                 | 0.00                 | 10.00<br>(1300-1300) | 50.00<br>(74-3050)          |
|         |          | Dehradun   | 7                                | 14.29<br>(935-7062)                              | 14.29<br>(519-3923)  | 0.00                 | 0.00                 | 14.29<br>(3000-3000) | 14.29<br>(2176-2176)        |
|         |          | Delhi      | 20                               | 55.00<br>(500-7000)                              | 30.00<br>(193-3700)  | 5.00<br>(1250-1250)  | 10.00<br>(500-500)   | 0.00                 | 30.00<br>(250-4500)         |
|         |          | Kangra     | 4                                | 50.00<br>(70-1625)                               | 25.00<br>(342-755)   | 25.00<br>(301-1000)  | 0.00                 | 0.00                 | 0.00                        |
|         |          | Lucknow    | 10                               | 20.00<br>(250-5607)                              | 10.00<br>(865-3115)  | 0.00                 | 0.00                 | 0.00                 | 20.00<br>(102-7300)         |
|         |          | Safdarjung | 6                                | -                                                | -                    | -                    | -                    | -                    | -                           |
|         |          | Srinagar   | 8                                | 37.50<br>(400-4338)                              | 25.00<br>(1000-1600) | 12.50<br>(1250-1250) | 0.00                 | 37.50<br>(250-1600)  | 37.50<br>(200-3596)         |
|         |          | Varanasi   | 9                                | 44.44<br>(250-4109)                              | 44.44<br>(448-7502)  | 0.00                 | 0.00                 | 0.00                 | 0.00                        |
|         |          | Total      | 81                               | 38.27<br>(70-9930)                               | 24.69<br>(193-7502)  | 3.70<br>(301-1250)   | 2.47<br>(500-500)    | 6.17<br>(250-3000)   | 22.22<br>(74-7300)          |

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**Table 3.6: Distribution of Contractors paying cash allowance to Contract Labour**

| Sl. No.   | Zone     | Airports   | Total no. of contractors covered | Percentage of Contractors Giving Cash Allowances |                     |                    |                   |                      |                    |
|-----------|----------|------------|----------------------------------|--------------------------------------------------|---------------------|--------------------|-------------------|----------------------|--------------------|
|           |          |            |                                  | House Allowance                                  | Rent                | Conveyance         | Medical Allowance | Nightshift Allowance | Washing Allowance  |
| 1         | 2        | 3          | 4                                | 5                                                | 6                   | 7                  | 8                 | 9                    | 10                 |
| 3         | Southern | Bangluru   | 24                               | -                                                | -                   | -                  | -                 | -                    | -                  |
|           |          | Chennai    | 22                               | -                                                | -                   | -                  | -                 | -                    | -                  |
|           |          | Goa        | 12                               | 8.33<br>(1000-1000)                              | 8.33<br>(1000-1000) | 0.00               | 0.00              | 0.00                 | 0.00               |
|           |          | Hyderabad  | 15                               |                                                  |                     |                    |                   |                      |                    |
|           |          | Kochi      | 10                               | 10.00                                            | 0.00                | 0.00               | 0.00              | 0.00                 | 10.00<br>(150-158) |
|           |          | Mangalore  | 7                                | -                                                | -                   | -                  | -                 | -                    | -                  |
|           |          | Port Blair | 8                                | -                                                | -                   | -                  | -                 | -                    | -                  |
|           |          | Trivandrum | 8                                | 0.00                                             | 0.00                | 0.00               | 12.50<br>(70-70)  | 0.00                 | 0.00               |
|           |          | Total      | 106                              | 1.89<br>(1000-1850)                              | 0.94<br>(1000-1000) | 0.00               | 0.94<br>(70-70)   | 0.00                 | 0.94<br>(150-158)  |
| 4         | Western  | Ahmedabad  | 9                                | -                                                | -                   | -                  | -                 | -                    | -                  |
|           |          | Bhopal     | 6                                | -                                                | -                   | -                  | -                 | -                    | -                  |
|           |          | Indore     | 6                                | -                                                | -                   | -                  | -                 | -                    | -                  |
|           |          | Jabalpur   | 5                                | -                                                | -                   | -                  | -                 | -                    | -                  |
|           |          | Mumbai     | 31                               | -                                                | -                   | -                  | -                 | -                    | -                  |
|           |          | Nagpur     | 12                               | -                                                | -                   | -                  | -                 | -                    | -                  |
|           |          | Pune       | 11                               | -                                                | -                   | -                  | -                 | -                    | -                  |
|           |          | Vadodra    | 6                                | -                                                | -                   | -                  | -                 | -                    | -                  |
|           |          | Total      | 86                               | -                                                | -                   | -                  | -                 | -                    | -                  |
| All India |          |            | 358                              | 17.46<br>(70-9930)                               | 11.43<br>(193-7502) | 1.36<br>(301-1250) | 0.95<br>(70-500)  | 5.01<br>(200-3000)   | 10.74<br>(20-7300) |

Note: Figures in parentheses indicate range of cash allowances paid in rupees per month

**Table 3.7: Percentage Distribution of Contractors Giving Benefits in kind to Contract Labour**

| Sl. No. | Zone    | Airports     | Total No. of Contractors | No. of contractors/Principal Employer giving concession in kind |               |             | Percentage of Contractors whose workers were getting Benefits in kind |                     |                                    |                                               |
|---------|---------|--------------|--------------------------|-----------------------------------------------------------------|---------------|-------------|-----------------------------------------------------------------------|---------------------|------------------------------------|-----------------------------------------------|
|         |         |              |                          | Principal Employer                                              | Contract or   | Both        | Uniform per year (Rs.)                                                | Food per day (Rs.)  | Tea/Coffee or Snacks per day (Rs.) | Others* (Specify in foot-note) per year (Rs.) |
| 1       | 2       | 3            | 4                        | 5                                                               | 6             | 7           | 8                                                                     | 9                   | 10                                 | 11                                            |
| 1       | Eastern | Bagdogra     | 10                       | 1<br>(10.00)                                                    | 5<br>(50.00)  | 0<br>(0.00) | 6<br>(800.00-6000.00)                                                 | 0<br>-              | 0<br>-                             | 0<br>-                                        |
|         |         | Bhubneshwar  | 12                       | 0<br>(0.00)                                                     | 3<br>(25.00)  | 1<br>(8.33) | 4<br>(1300.00-8000.00)                                                | 0<br>-              | 0<br>-                             | 0<br>-                                        |
|         |         | Dibrugarh    | 9                        | 1<br>(11.11)                                                    | 2<br>(22.22)  | 0<br>(0.00) | 3<br>(1000.00-3500.00)                                                | 0<br>-              | 0<br>-                             | 0<br>-                                        |
|         |         | Guwahati     | 10                       | 0<br>(0.00)                                                     | 8<br>(80.00)  | 0<br>(0.00) | 7<br>(2500.00-2500.00)                                                | 1<br>(25.00-100.00) | 0<br>-                             | 0<br>-                                        |
|         |         | Imphal       | 11                       | 2<br>(18.18)                                                    | 3<br>(27.27)  | 0<br>(0.00) | 5<br>(2500.00-10000.00)                                               | 0<br>-              | 0<br>-                             | 0<br>-                                        |
|         |         | Jorhat       | 4                        | 1<br>(25.00)                                                    | 1<br>(25.00)  | 0<br>(0.00) | 2<br>(2500.00-30000.00)                                               | 0<br>-              | 0<br>-                             | 0<br>-                                        |
|         |         | Kolkata      | 23                       | 1<br>(4.35)                                                     | 8<br>(34.78)  | 0<br>(0.00) | 7<br>(200.00-6000.00)                                                 | 0<br>-              | 1<br>(50.00-50.00)                 | 1<br>(500.00-500.00)                          |
|         |         | Silchar      | 6                        | 1<br>(16.67)                                                    | 1<br>(16.67)  | 0<br>(0.00) | 2<br>(2500.00-2500.00)                                                | 0<br>-              | 0<br>-                             | 0<br>-                                        |
|         |         | <b>Total</b> | 85                       | 7<br>(8.24)                                                     | 31<br>(36.47) | 1<br>(1.18) | 36<br>(200.00-10000.00)                                               | 1<br>(25.00-100.00) | 1<br>(50.00-50.00)                 | 1<br>(500.00-500.00)                          |

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**Table 3.7: Percentage Distribution of Contractors Giving Benefits in kind to Contract Labour**

| Sl. No. | Zone     | Airports   | Total No. of Contractors | No. of contractors/Principal Employer giving concession in kind |               |              | Percentage of Contractors whose workers were getting Benefits in kind |                    |                                    |                                               |
|---------|----------|------------|--------------------------|-----------------------------------------------------------------|---------------|--------------|-----------------------------------------------------------------------|--------------------|------------------------------------|-----------------------------------------------|
|         |          |            |                          | Principal Employer                                              | Contract or   | Both         | Uniform per year (Rs.)                                                | Food per day (Rs.) | Tea/Coffee or Snacks per day (Rs.) | Others* (Specify in foot-note) per year (Rs.) |
| 1       | 2        | 3          | 4                        | 5                                                               | 6             | 7            | 8                                                                     | 9                  | 10                                 | 11                                            |
| 2       | Northern | Amritsar   | 7                        | 1<br>(14.29)                                                    | 3<br>(42.86)  | 0<br>(0.00)  | 3<br>(2500.00-10000.00)                                               | 0<br>-             | 1<br>(10.00-10.00)                 | 0<br>-                                        |
|         |          | Chandigarh | 10                       | 1<br>(10.00)                                                    | 7<br>(70.00)  | 0<br>(0.00)  | 7<br>(1600.00-6000.00)                                                | 0<br>-             | 1<br>(20.00-20.00)                 | 0<br>-                                        |
|         |          | Dehradun   | 7                        | 0<br>(0.00)                                                     | 4<br>(57.14)  | 0<br>(0.00)  | 4<br>(1500.00-2500.00)                                                | 0<br>-             | 0<br>-                             | 0<br>-                                        |
|         |          | Delhi      | 20                       | 1<br>(5.00)                                                     | 7<br>(35.00)  | 2<br>(10.00) | 10<br>(2000.00-3000.00)                                               | 0<br>-             | 0<br>-                             | 0<br>-                                        |
|         |          | Kangra     | 4                        | 1<br>(25.00)                                                    | 2<br>(50.00)  | 0<br>(0.00)  | 3<br>(1500.00-3000.00)                                                | 0<br>-             | 0<br>-                             | 0<br>-                                        |
|         |          | Lucknow    | 10                       | 1<br>(10.00)                                                    | 4<br>(40.00)  | 0<br>(0.00)  | 5<br>(700.00-3000.00)                                                 | 0<br>-             | 0<br>-                             | 0<br>-                                        |
|         |          | Safdarjung | 6                        | 0<br>(0.00)                                                     | 2<br>(33.33)  | 0<br>(0.00)  | 2<br>(700.00-2500.00)                                                 | 0<br>-             | 0<br>-                             | 0<br>-                                        |
|         |          | Srinagar   | 8                        | 2<br>(25.00)                                                    | 3<br>(37.50)  | 0<br>(0.00)  | 5<br>(2000.00-10000.00)                                               | 0<br>-             | 0<br>-                             | 0<br>-                                        |
|         |          | Varanasi   | 9                        | 0<br>(0.00)                                                     | 6<br>(66.67)  | 0<br>(0.00)  | 6<br>(1000.00-3000.00)                                                | 0<br>-             | 0<br>-                             | 0<br>-                                        |
|         |          | Total      | 81                       | 7<br>(8.64)                                                     | 38<br>(46.91) | 2<br>(2.47)  | 45<br>(700.00-10000.00)                                               | 0<br>-             | 2<br>(10.00-20.00)                 | 0<br>-                                        |

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**Table 3.7: Percentage Distribution of Contractors Giving Benefits in kind to Contract Labour**

| Sl. No. | Zone     | Airports   | Total No. of Contractors | No. of contractors/Principal Employer giving concession in kind |               |              | Percentage of Contractors whose workers were getting Benefits in kind |                      |                                    |                                               |
|---------|----------|------------|--------------------------|-----------------------------------------------------------------|---------------|--------------|-----------------------------------------------------------------------|----------------------|------------------------------------|-----------------------------------------------|
|         |          |            |                          | Principal Employer                                              | Contract or   | Both         | Uniform per year (Rs.)                                                | Food per day (Rs.)   | Tea/Coffee or Snacks per day (Rs.) | Others* (Specify in foot-note) per year (Rs.) |
| 1       | 2        | 3          | 4                        | 5                                                               | 6             | 7            | 8                                                                     | 9                    | 10                                 | 11                                            |
| 3       | Southern | Bangluru   | 24                       | 1<br>(4.17)                                                     | 12<br>(50.00) | 6<br>(25.00) | 9<br>(3000.00-5000.00)                                                | 3<br>(30.00-30.00)   | 6<br>(10.00-30.00)                 | 1<br>(30.00-30.00)                            |
|         |          | Chennai    | 22                       | 8<br>(36.36)                                                    | 6<br>(27.27)  | 0<br>(0.00)  | 7<br>(3000.00-10000.00)                                               | 0<br>-               | 7<br>(15.00-20.00)                 | 0<br>-                                        |
|         |          | Goa        | 12                       | 1<br>(8.33)                                                     | 9<br>(75.00)  | 0<br>(0.00)  | 8<br>(500.00-5000.00)                                                 | 1<br>(100.00-100.00) | 1<br>(20.00-20.00)                 | 0<br>-                                        |
|         |          | Hyderabad  | 15                       | 1<br>(6.67)                                                     | 10<br>(66.67) | 0<br>(0.00)  | 7<br>(2000.00-6000.00)                                                | 2<br>(35.00-35.00)   | 2<br>(10.00-10.00)                 | 0<br>-                                        |
|         |          | Kochi      | 10                       | 0<br>(0.00)                                                     | 5<br>(50.00)  | 0<br>(0.00)  | 4<br>(1500.00-4700.00)                                                | 0<br>-               | 1<br>(20.00-20.00)                 | 0<br>-                                        |
|         |          | Mangalore  | 7                        | 2<br>(28.57)                                                    | 1<br>(14.29)  | 0<br>(0.00)  | 3<br>(200.00-5000.00)                                                 | 0<br>-               | 0<br>-                             | 0<br>-                                        |
|         |          | Port Blair | 8                        | 2<br>(25.00)                                                    | 4<br>(50.00)  | 0<br>(0.00)  | 5<br>(100.00-4000.00)                                                 | 0<br>-               | 1<br>(30.00-30.00)                 | 0<br>-                                        |
|         |          | Trivandrum | 8                        | 2<br>(25.00)                                                    | 3<br>(37.50)  | 0<br>(0.00)  | 4<br>(3500.00-5500.00)                                                | 0<br>-               | 1<br>(20.00-20.00)                 | 0<br>-                                        |
|         |          | Total      | 106                      | 17<br>(16.04)                                                   | 50<br>(47.17) | 6<br>(5.66)  | 47<br>(100.00-1000.00)                                                | 6<br>(30.00-100.00)  | 19<br>(10.00-30.00)                | 1<br>(30.00-30.00)                            |

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**Table 3.7: Percentage Distribution of Contractors Giving Benefits in kind to Contract Labour**

| Sl. No. | Zone    | Airports         | Total No. of Contractors | No. of contractors/Principal Employer giving concession in kind |                |              | Percentage of Contractors whose workers were getting Benefits in kind |                    |                                    |                                               |
|---------|---------|------------------|--------------------------|-----------------------------------------------------------------|----------------|--------------|-----------------------------------------------------------------------|--------------------|------------------------------------|-----------------------------------------------|
|         |         |                  |                          | Principal Employer                                              | Contract or    | Both         | Uniform per year (Rs.)                                                | Food per day (Rs.) | Tea/Coffee or Snacks per day (Rs.) | Others* (Specify in foot-note) per year (Rs.) |
| 1       | 2       | 3                | 4                        | 5                                                               | 6              | 7            | 8                                                                     | 9                  | 10                                 | 11                                            |
| 4       | Western | Ahmedabad        | 9                        | 3<br>(33.33)                                                    | 2<br>(22.22)   | 1<br>(11.11) | 6<br>(2000.00-3000.00)                                                | 0<br>-             | 0<br>-                             | 0<br>-                                        |
|         |         | Bhopal           | 6                        | 2<br>(33.33)                                                    | 4<br>(66.67)   | 0<br>(0.00)  | 3<br>(600.00-1000.00)                                                 | 0<br>-             | 0<br>-                             | 3<br>(130.00-130.00)                          |
|         |         | Indore           | 6                        | 1<br>(16.67)                                                    | 2<br>(33.33)   | 0<br>(0.00)  | 2<br>(700.00-2500.00)                                                 | 0<br>-             | 0<br>-                             | 1<br>(300.00-400.00)                          |
|         |         | Jabalpur         | 5                        | 2<br>(40.00)                                                    | 3<br>(60.00)   | 0<br>(0.00)  | 2<br>(800.00-1000.00)                                                 | 0<br>-             | 1<br>35.00-35.00)                  | 2<br>(100.00-400.00)                          |
|         |         | Mumbai           | 31                       | 0<br>(0.00)                                                     | 5<br>(16.13)   | 0<br>(0.00)  | 5<br>(800.00-4000.00)                                                 | 0<br>-             | 0<br>-                             | 0<br>-                                        |
|         |         | Nagpur           | 12                       | 1<br>(8.33)                                                     | 12<br>(100.00) | 2<br>(16.67) | 8<br>(350.00-1200.00)                                                 | 0<br>-             | 0<br>-                             | 7<br>(90.00-100.00)                           |
|         |         | Pune             | 11                       | 1<br>(9.09)                                                     | 7<br>(63.64)   | 0<br>(0.00)  | 8<br>(1000.00-5500.00)                                                | 0<br>-             | 0<br>-                             | 0<br>-                                        |
|         |         | Vadodra          | 6                        | 2<br>(33.33)                                                    | 3<br>(50.00)   | 0<br>(0.00)  | 3<br>(300.00-2500.00)                                                 | 0                  | 0                                  | 2<br>(600.00-1500.00)                         |
|         |         | Total            | 86                       | 12<br>(13.95)                                                   | 38<br>(44.19)  | 3<br>(3.49)  | 37<br>(300.00-5500.00)                                                | 0                  | 1<br>(35.00-35.00)                 | 15<br>(90.00-1500.00)                         |
|         |         | <b>ALL INDIA</b> | 358                      | 43<br>(12.01)                                                   | 157<br>(43.85) | 12<br>(3.35) | 165<br>(100.00-10000.00)                                              | 7<br>(25.00-100)   | 23<br>(10.00-50.00)                | 17<br>(30.00-1500.00)                         |

Note: Figures in parentheses indicate percentages.

**Table 3.8: Distribution of Contractors Paying Bonus/Ex-gratia, Workers Paid Bonus/Ex-gratia and Range of these benefits**

| Sl. No. | Zone    | Airports    | No. of Contractors |                   |                | Total Workers employed by the Contractors Covered | Total Workers who received annual/festival bonus | Contractors Paid      |                               |
|---------|---------|-------------|--------------------|-------------------|----------------|---------------------------------------------------|--------------------------------------------------|-----------------------|-------------------------------|
|         |         |             | Covered            | Paying to Workers |                |                                                   |                                                  | Annual (Range in Rs.) | Festival Bonus (Range in Rs.) |
|         |         |             |                    | Annual Bonus      | Festival Bonus |                                                   |                                                  |                       |                               |
| 1       | 2       | 3           | 4                  | 5                 | 6              | 7                                                 | 8                                                | 9                     | 10                            |
| 1       | Eastern | Bagdogra    | 10                 | 0<br>(0.00)       | 0<br>(0.00)    | 256                                               | 0<br>(0.00)                                      | 0                     | 0                             |
|         |         | Bhubneshwar | 12                 | 6<br>(50.00)      | 0<br>(0.00)    | 322                                               | 160<br>(49.69)                                   | (3500.00-3500.00)     | 0                             |
|         |         | Dibrugarh   | 9                  | 6<br>(66.67)      | 0<br>(0.00)    | 98                                                | 50<br>(51.02)                                    | (3500.00-3500.00)     | 0                             |
|         |         | Guwahati    | 10                 | 4<br>(40.00)      | 5<br>(50.00)   | 435                                               | 362<br>(83.22)                                   | (3500.00-3500.00)     | (3500.00-3500.00)             |
|         |         | Imphal      | 11                 | 3<br>(27.27)      | 2<br>(18.18)   | 227                                               | 159<br>(70.04)                                   | (3500.00-3500.00)     | (3500.00-3500.00)             |
|         |         | Jorhat      | 4                  | 1<br>(25.00)      | 1<br>(25.00)   | 37                                                | 22<br>(59.46)                                    | (3500.00-3500.00)     | (3500.00-3500.00)             |
|         |         | Kolkata     | 23                 | 1<br>(4.35)       | 3<br>(13.04)   | 1869                                              | 545<br>(29.16)                                   | (3500.00-3500.00)     | (3500.00-3500.00)             |
|         |         | Silchar     | 6                  | 1<br>(16.67)      | 1<br>(16.67)   | 82                                                | 76<br>(92.68)                                    | (3500.00-3500.00)     | (3500.00-3500.00)             |
|         |         | Total       | 85                 | 22<br>(25.88)     | 12<br>(14.12)  | 3326                                              | 1374<br>(41.31)                                  | (3500.00-3500.00)     | (3500.00-3500.00)             |

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**Table 3.8: Distribution of Contractors Paying Bonus/Ex-gratia, Workers Paid Bonus/Ex-gratia and Range of these benefits**

| Sl. No. | Zone     | Airports   | No. of Contractors |                   |                | Total Workers employed by the Contractors Covered | Total Workers who received annual/festival bonus | Contractors Paid            |                               |
|---------|----------|------------|--------------------|-------------------|----------------|---------------------------------------------------|--------------------------------------------------|-----------------------------|-------------------------------|
|         |          |            | Covered            | Paying to Workers |                |                                                   |                                                  | Annual Bonus (Range in Rs.) | Festival Bonus (Range in Rs.) |
|         |          |            |                    | Annual Bonus      | Festival Bonus |                                                   |                                                  |                             |                               |
| 1       | 2        | 3          | 4                  | 5                 | 6              | 7                                                 | 8                                                | 9                           | 10                            |
| 2       | Northern | Amritsar   | 7                  | 3<br>(42.86)      | 3<br>(42.86)   | 259                                               | 200<br>(77.22)                                   | (3500.00-7644.00)           | (500.00-7644.00)              |
|         |          | Chandigarh | 10                 | 0<br>(0.00)       | 8<br>(80.00)   | 373                                               | 193<br>(51.74)                                   | 0                           | (1000.00-15000.00)            |
|         |          | Dehradun   | 7                  | 0<br>(0.00)       | 7<br>(100.00)  | 76                                                | 60<br>(78.95)                                    | 0                           | (1000.00-12000.00)            |
|         |          | Delhi      | 20                 | 2<br>(10.00)      | 7<br>(35.00)   | 5716                                              | 5321<br>(93.09)                                  | (3500.00-10000.00)          | (3500.00-10000.00)            |
|         |          | Kangra     | 4                  | 0<br>(0.00)       | 1<br>(25.00)   | 28                                                | 1<br>(3.57)                                      | 0                           | (2200.00-2200.00)             |
|         |          | Lucknow    | 10                 | 0<br>(0.00)       | 4<br>(40.00)   | 550                                               | 103<br>(18.73)                                   | 0                           | (2000.00-5500.00)             |
|         |          | Safdarjung | 6                  | 0<br>(0.00)       | 0<br>(0.00)    | 195                                               | 0<br>(0.00)                                      | 0                           | 0                             |
|         |          | Srinagar   | 8                  | 0<br>(0.00)       | 1<br>(12.50)   | 233                                               | 22<br>(9.44)                                     | 0                           | (3500.00-3500.00)             |
|         |          | Varanasi   | 9                  | 0<br>(0.00)       | 3<br>(33.33)   | 309                                               | 46<br>(14.89)                                    |                             | (1500.00-5000.00)             |
|         |          | Total      | 81                 | 5<br>(6.17)       | 36<br>(44.44)  | 7739                                              | 5946<br>(76.83)                                  | (3500.00-10000.00)          | (500.00-15000.00)             |

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**Table 3.8: Distribution of Contractors Paying Bonus/Ex-gratia, Workers Paid Bonus/Ex-gratia and Range of these benefits**

| Sl. No. | Zone     | Airports   | No. of Contractors |                   |                | Total Workers employed by the Contractors Covered | Total Workers who received annual/festival bonus | Contractors Paid            |                               |
|---------|----------|------------|--------------------|-------------------|----------------|---------------------------------------------------|--------------------------------------------------|-----------------------------|-------------------------------|
|         |          |            | Covered            | Paying to Workers |                |                                                   |                                                  | Annual Bonus (Range in Rs.) | Festival Bonus (Range in Rs.) |
|         |          |            |                    | Annual Bonus      | Festival Bonus |                                                   |                                                  |                             |                               |
| 1       | 2        | 3          | 4                  | 5                 | 6              | 7                                                 | 8                                                | 9                           | 10                            |
| 3       | Southern | Bangluru   | 24                 | 9<br>(37.50)      | 2<br>(8.33)    | 2062                                              | 1571<br>(76.19)                                  | (7000.00-7000.00)           | (1500.00-3500.00)             |
|         |          | Chennai    | 22                 | 7<br>(31.82)      | 1<br>(4.55)    | 2714                                              | 2572<br>(94.77)                                  | (3500.00-3500.00)           | (3500.00-3500.00)             |
|         |          | Goa        | 12                 | 0<br>(0.00)       | 0<br>(0.00)    | 673                                               | 0<br>(0.00)                                      | 0                           | 0                             |
|         |          | Hyderabad  | 15                 | 7<br>(46.67)      | 0<br>(0.00)    | 1731                                              | 673<br>(38.88)                                   | (3500.00-3500.00)           | 0                             |
|         |          | Kochi      | 10                 | 4<br>(40.00)      | 2<br>(20.00)   | 1410                                              | 854<br>(60.57)                                   | (3500.00-6000.00)           | (2500.00-3500.00)             |
|         |          | Mangalore  | 7                  | 3<br>(42.86)      | 1<br>(14.29)   | 204                                               | 151<br>(74.02)                                   | (2500.00-3500.00)           | (500.00-1000.00)              |
|         |          | Port Blair | 8                  | 5<br>(62.50)      | 1<br>(12.50)   | 167                                               | 125<br>(74.85)                                   | (3500.00-3500.00)           | (3500.00-3500.00)             |
|         |          | Trivandrum | 8                  | 0<br>(0.00)       | 0<br>(0.00)    | 1146                                              | 0<br>(0.00)                                      | 0                           | 0                             |
|         |          | Total      | 106                | 35<br>(33.02)     | 7<br>(6.60)    | 10107                                             | 5946<br>(58.83)                                  | (2500.00-7000.00)           | (500.00-3500.00)              |

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**Table 3.8: Distribution of Contractors Paying Bonus/Ex-gratia, Workers Paid Bonus/Ex-gratia and Range of these benefits**

| Sl. No. | Zone    | Airports  | No. of Contractors |                   |                | Total Workers employed by the Contractors Covered | Total Workers who received annual/festival bonus | Contractors Paid            |                               |
|---------|---------|-----------|--------------------|-------------------|----------------|---------------------------------------------------|--------------------------------------------------|-----------------------------|-------------------------------|
|         |         |           | Covered            | Paying to Workers |                |                                                   |                                                  | Annual Bonus (Range in Rs.) | Festival Bonus (Range in Rs.) |
|         |         |           |                    | Annual Bonus      | Festival Bonus |                                                   |                                                  |                             |                               |
| 1       | 2       | 3         | 4                  | 5                 | 6              | 7                                                 | 8                                                | 9                           | 10                            |
| 4       | Western | Ahmedabad | 9                  | 9<br>(100.00)     | 0<br>(0.00)    | 702                                               | 702<br>(100.00)                                  | (3500.00-3500.00)           |                               |
|         |         | Bhopal    | 6                  | 2<br>(33.33)      | 2<br>(33.33)   | 191                                               | 119<br>(62.30)                                   | (3500.00-3500.00)           | (3500.00-3500.00)             |
|         |         | Indore    | 6                  | 0<br>(0.00)       | 0<br>(0.00)    | 240                                               | 0<br>(0.00)                                      |                             |                               |
|         |         | Jabalpur  | 5                  | 1<br>(20.00)      | 1<br>(20.00)   | 58                                                | 48<br>(82.76)                                    | (3500.00-3500.00)           | (3500.00-3500.00)             |
|         |         | Mumbai    | 31                 | 6<br>(19.35)      | 0<br>(0.00)    | 3604                                              | 1465<br>(40.65)                                  | (3500.00-3500.00)           | (3500.00-3500.00)             |
|         |         | Nagpur    | 12                 | 1<br>(8.33)       | 1<br>(8.33)    | 253                                               | 208<br>(82.21)                                   | (3500.00-3500.00)           | 0                             |
|         |         | Pune      | 11                 | 4<br>(36.36)      | 0<br>(0.00)    | 491                                               | 182<br>(37.07)                                   | (3500.00-3500.00)           | 0                             |
|         |         | Vadodra   | 6                  | 3<br>(50.00)      | 0<br>(0.00)    | 487                                               | 82<br>(16.84)                                    | (3500.00-3500.00)           | 0                             |
|         |         | Total     | 86                 | 26<br>(30.23)     | 4<br>(4.65)    | 6026                                              | 2806<br>(46.56)                                  | (3500.00-3500.00)           | 0                             |
|         |         | ALL INDIA |                    |                   | 358            | 88<br>(24.58)                                     | 59<br>(16.48)                                    | 27198                       | 16072<br>(59.09)              |

Note: Figures in parentheses indicate percentages.

**Table 3.9: Distribution of Contractors Giving Advances to Contract Workers**

| Sl. No. | Zone    | Airports     | No. of Contractors |                      | Total Workers employed by the Contractors covered | Total Workers who received Advances | Range                     |                        |                                     |
|---------|---------|--------------|--------------------|----------------------|---------------------------------------------------|-------------------------------------|---------------------------|------------------------|-------------------------------------|
|         |         |              | Covered            | Giving Advance       |                                                   |                                     | Advances given (Rs.)      | Rate of interest (Rs.) | Instalments for recovery of Advance |
| 1       | 2       | 3            | 4                  | 5                    | 6                                                 | 7                                   | 8                         | 9                      | 10                                  |
| 1       | Eastern | Bagdogra     | 10                 | 1<br>(10.00)         | 256                                               | 1<br>(0.39)                         | (15000.00-15000.00)       | -                      | 15-15                               |
|         |         | Bhubneshwar  | 12                 | 3<br>(25.00)         | 322                                               | 25<br>(7.76)                        | (5000.00-10000.00)        | -                      | 10-12                               |
|         |         | Dibrugarh    | 9                  | 1<br>(11.11)         | 98                                                | 1<br>(1.02)                         | (5000.00-5000.00)         | -                      | 5-5                                 |
|         |         | Guwahati     | 10                 | 4<br>(40.00)         | 435                                               | 9<br>(2.07)                         | (10000.00-30000.00)       | -                      | 10-12                               |
|         |         | Imphal       | 11                 | -                    | 227                                               | -                                   | -                         | -                      | -                                   |
|         |         | Jorhat       | 4                  | -                    | 37                                                | -                                   | -                         | -                      | -                                   |
|         |         | Kolkata      | 23                 | 8<br>(34.78)         | 1869                                              | 339<br>(18.14)                      | (4000.00-30000.00)        | -                      | 5-10                                |
|         |         | Silchar      | 6                  | 1<br>(16.67)         | 82                                                | 2<br>(2.44)                         | (10000.00-10000.00)       | -                      | 10-10                               |
|         |         | <b>Total</b> | <b>85</b>          | <b>18</b><br>(21.18) | <b>3326</b>                                       | <b>377</b><br>(11.33)               | <b>(4000.00-30000.00)</b> | -                      | <b>5-15</b>                         |

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**Table 3.9: Distribution of Contractors Giving Advances to Contract Workers**

| Sl. No. | Zone     | Airports     | No. of Contractors |                     | Total Workers employed by the Contractors covered | Total Workers who received Advances | Range                     |                        |                                     |
|---------|----------|--------------|--------------------|---------------------|---------------------------------------------------|-------------------------------------|---------------------------|------------------------|-------------------------------------|
|         |          |              | Covered            | Giving Advance      |                                                   |                                     | Advances given (Rs.)      | Rate of interest (Rs.) | Instalments for recovery of Advance |
| 1       | 2        | 3            | 4                  | 5                   | 6                                                 | 7                                   | 8                         | 9                      | 10                                  |
| 2       | Northern | Amritsar     | 7                  | 3<br>(42.86)        | 259                                               | 55<br>(21.24)                       | (5000.00-20000.00)        | -                      | 10-20                               |
|         |          | Chandigarh   | 10                 | -                   | 373                                               | -                                   | -                         | -                      | -                                   |
|         |          | Dehradun     | 7                  | -                   | 76                                                | -                                   | -                         | -                      | -                                   |
|         |          | Delhi        | 20                 | -                   | 5716                                              | -                                   | -                         | -                      | -                                   |
|         |          | Kangra       | 4                  | -                   | 28                                                | -                                   | -                         | -                      | -                                   |
|         |          | Lucknow      | 10                 | -                   | 550                                               | -                                   | -                         | -                      | -                                   |
|         |          | Safdarjung   | 6                  | 1<br>(16.67)        | 195                                               | 7<br>(3.59)                         | (5000.00-10000.00)        | -                      | 10-10                               |
|         |          | Srinagar     | 8                  | 1<br>(12.50)        | 233                                               | 5<br>(2.15)                         | (55000.00-55000.00)       | -                      | 10-10                               |
|         |          | Varanasi     | 9                  | -                   | 309                                               | -                                   | -                         | -                      | -                                   |
|         |          | <b>Total</b> | <b>81</b>          | <b>5<br/>(6.17)</b> | <b>7739</b>                                       | <b>67<br/>(0.87)</b>                | <b>(5000.00-55000.00)</b> | <b>-</b>               | <b>10-20</b>                        |

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**Table 3.9: Distribution of Contractors Giving Advances to Contract Workers**

| Sl. No. | Zone     | Airports     | No. of Contractors |                      | Total Workers employed by the Contractors covered | Total Workers who received Advances | Range                     |                        |                                     |
|---------|----------|--------------|--------------------|----------------------|---------------------------------------------------|-------------------------------------|---------------------------|------------------------|-------------------------------------|
|         |          |              | Covered            | Giving Advance       |                                                   |                                     | Advances given (Rs.)      | Rate of interest (Rs.) | Instalments for recovery of Advance |
| 1       | 2        | 3            | 4                  | 5                    | 6                                                 | 7                                   | 8                         | 9                      | 10                                  |
| 3       | Southern | Bangluru     | 24                 | 13<br>(54.17)        | 2062                                              | 57<br>(2.76)                        | (1000.00-50000.00)        | -                      | 3-12                                |
|         |          | Chennai      | 22                 | 9<br>(40.91)         | 2714                                              | 260<br>(9.58)                       | (1000.00-50000.00)        | -                      | 10-20                               |
|         |          | Goa          | 12                 | 4<br>(33.33)         | 673                                               | 7<br>(1.04)                         | (1000.00-10000.00)        | -                      | 1-6                                 |
|         |          | Hyderabad    | 15                 | 8<br>(53.33)         | 1731                                              | 47<br>(2.72)                        | (5000.00-15000.00)        | -                      | 10-15                               |
|         |          | Kochi        | 10                 | 3<br>(30.00)         | 1410                                              | 47<br>(3.33)                        | (5000.00-10000.00)        | -                      | 10-10                               |
|         |          | Mangalore    | 7                  | 3<br>(42.86)         | 204                                               | 10<br>(4.90)                        | (2000.00-3000.00)         | -                      | 2-3                                 |
|         |          | Port Blair   | 8                  | 1<br>(12.50)         | 167                                               | 2<br>(1.20)                         | (10000.00-10000.00)       | -                      | 10-10                               |
|         |          | Trivandrum   | 8                  | 5<br>(62.50)         | 1146                                              | 16<br>(1.40)                        | (1000.00-10000.00)        | -                      | 2-20                                |
|         |          | <b>Total</b> | <b>106</b>         | <b>46</b><br>(43.40) | <b>10107</b>                                      | <b>446</b><br>(4.41)                | <b>(1000.00-50000.00)</b> | -                      | <b>1-20</b>                         |

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**Table 3.9: Distribution of Contractors Giving Advances to Contract Workers**

| Sl. No.   | Zone    | Airports  | No. of Contractors |                | Total Workers employed by the Contractors covered | Total Workers who received Advances | Range                |                        |                                     |
|-----------|---------|-----------|--------------------|----------------|---------------------------------------------------|-------------------------------------|----------------------|------------------------|-------------------------------------|
|           |         |           | Covered            | Giving Advance |                                                   |                                     | Advances given (Rs.) | Rate of interest (Rs.) | Instalments for recovery of Advance |
| 1         | 2       | 3         | 4                  | 5              | 6                                                 | 7                                   | 8                    | 9                      | 10                                  |
| 4         | Western | Ahmedabad | 9                  | -              | 702                                               | -                                   | -                    | -                      | -                                   |
|           |         | Bhopal    | 6                  | -              | 191                                               | -                                   | -                    | -                      | -                                   |
|           |         | Indore    | 6                  | -              | 240                                               | -                                   | -                    | -                      | -                                   |
|           |         | Jabalpur  | 5                  | -              | 58                                                | -                                   | -                    | -                      | -                                   |
|           |         | Mumbai    | 31                 | -              | 3604                                              | -                                   | -                    | -                      | -                                   |
|           |         | Nagpur    | 12                 | -              | 253                                               | -                                   | -                    | -                      | -                                   |
|           |         | Pune      | 11                 | -              | 491                                               | -                                   | -                    | -                      | -                                   |
|           |         | Vadodra   | 6                  | -              | 487                                               | -                                   | -                    | -                      | -                                   |
|           |         | Total     | 86                 | -              | 6026                                              | -                                   | -                    | -                      | -                                   |
| ALL INDIA |         |           | 358                | 69<br>(19.27)  | 27198                                             | 890<br>(3.27)                       | (1000.00-55000.00)   | -                      | 1-20                                |

Note: Figures in parentheses indicate percentages.

## **CHAPTER-IV**

### **WORKING CONDITIONS, WELFARE FACILITIES, SOCIAL SECURITY AND INDUSTRIAL RELATIONS**

#### **4. WORKING CONDITIONS.**

##### **4.1 Hours of Work, Rest Interval and Spread Over**

**The working hours of contract workers are regulated through the provisions of the Factories Act, 1948, Plantation Labour Act, 1951 and Mines Act, 1952, as the case may be. The Factories Act, 1948 provides that normally an adult worker shall not be allowed to work for more than 9 hours in a day and 48 hours in a week. As regards rest interval, the Act stipulates that no worker shall work for more than 5 hours before he has rest interval of at least half an hour.**

**It may be noted from Table 4.1 that at all India level 5.31 percent of the total contractors were taking work from their workers for less than 8 hours a day and 86.31 percent contractors were taking work for 8 hours in a day. The percentage of contractors taking work between 8 to 10 hours a day were 8.38 percent and no contractor was found taking work for more than 10 hours. The percentage of contractors taking work less than 48 hours in a week was 5.31 percent and for exactly 48 hours were 86.31 percent. The percentage of contractors taking work for more than 48 hours a week was as low as (8.38 percent) This was attributed to the nature of work being attended to by the contract workers at the Airports, which is linked with the timing of incoming and outgoing flights. Most of the contractors were working**

**in single shift. The percentage of contractors taking work for more than one shift was 54.19 percent and considering the work requirement, each shift had different working period varying from less than 8 hours to more than 8 hours a day. The trend of working in more than one shift has picked up in comparison to previous such survey conducted.**

**At the zone level, the percentage of contractors taking work between 8 to 10 hours in a day vary between (16.05 percent) in Northern zone, (8.49 percent) in Southern zone and (9.30 percent) Western zone. In Eastern zone no contractor took work for more than 8 hours in a day. The zone wise percentage of contractors taking work for less than 48 hours in a week was highest in Western zone (15.12 percent) and lowest in Eastern zone (2.35 percent).**

**It emerges from Table 4.1 that all the contractors were complying with the provisions of providing rest interval. While 7.54 percent contractors were allowing rest interval of one hour, 54.75 percent were allowing half an hour rest interval and no contractor was allowing rest interval of more than one hour in any zone. The rest interval duration was not fixed in case of 37.71 percent contractors as it was linked with movements of flights.**

**As per the Factories Act, 1948 the daily spread over of the work including rest interval should not be more than 10 and a half hours in a factory. The data reveals that in all cases the spread over was within the prescribed limit. Due to the break shift system adopted by these contractors in view of outgoing and incoming flights. The workers were allowed to do some other work during the**

**break period, if they liked to do so. However, their actual working hours were within the limits prescribed under the Factories Act,1948.**

## **4.2 Night Shift Working**

**Table 4.2 presents data on the percentage of contractors having night shift working in Airport Transport Industry. It was found that 52.51 percent contractors were having night shift working. The percentage of contractors having night shift working were found to be highest in Southern zone (67.92 percent) followed by Western zone (67.44 percent), Northern zone (53.09 percent) and Eastern zone (17.65 percent). At all India level about 22.87 percent contractors having night shift work reportedly provided additional facility in the form of free tea/coffee to night shift workers. The night shift allowance was given by only three contractors (1.60 percent) to their workers at all India level, rates of which varied from contractor to contractor. The zone wise percentage of providing facilities of free tea/coffee to night shift workers was Eastern zone (33.33 percent), Northern zone (2.33 percent), Southern zone (45.83 percent) and Western zone (6.90 percent). Night shift allowance was paid by contractors only in two zones viz. Northern zone (4.65 percent) and Western zone (1.72 percent).**

## **4.3 Weekly Off**

**Table 4.3 present data on the percentage of contractors providing weekly off with or without wages to the contract workers at all India and zone level. At all India level 99.72 percent**

**contractors were allowing weekly off with or without wages to their workers, whereas 0.28 percent i.e. only one contractor was not allowing weekly off. Out of 99.72 percent contractors, 42.74 percent contractors were allowing weekly off with wages, 56.98 percent without wages and 0.28 percent i.e. one contractor was not allowing weekly off.**

#### **4.4 Leave and Holidays**

**At all India level the perusal of data presented in Table 4.4 indicates that only 58.38 percent contractors were allowing earned leave with wages and (41.62 percent) without wages to their workers. The period of earned leave varied between 10 and 20 days. The percentage of contractors allowing casual leave, ranging between 5 and 12 days with wages was 52.79 percent and without wages 47.21 percent. Sick leave between 5-10 days with wages was provided by 31.56 percent contractors and by the remaining contractors (68.44 percent) it was allowed without wage.**

**National and Festival holidays with wages were allowed by 100.00 percent and 58.10 percent contractors respectively. At the zone level National holidays with wages were allowed by all the contractors in the four zones. The number of National holidays allowed was 3 days. As regards Festival holidays with wages, in Eastern zone 77.65 percent contractors allowed it followed by Northern zone 53.09 percent contractors, in Southern zone 66.98 percent contractors, in Western zone 32.56 percent contractors. The festival holidays were allowed in the Range of 1-15 days in a**

**year. All the contractors covered had allowed other holiday of 1<sup>st</sup> May i.e. Labour day to all the contract workers.**

## **Welfare Facilities**

**The provisions contained in the Contract Labour (Regulation and Abolition) Act, 1970 require every Contractor/Principal Employer to provide adequate supply of drinking water, adequate and proper facilities for washing, latrines and urinals, canteen facilities, properly maintained first-aid boxes etc. for the welfare of workers. Table 4.5 presents data on these facilities.**

### **4.5 Drinking Water**

**The drinking water facility was provided to the contract workers in all the sample units covered. Study reveals that in most of the cases (81.56 percent) this facility was provided by the management/principal employer and in the remaining cases, it was provided by contractors or both. The highest percentage of providing drinking water facility to the contract workers by the management was seen in Northern zone i.e. 98.77 percent and lowest in Eastern zone 63.53 percent.**

### **4.6 Washing Facility**

**It was observed that washing facility for contract workers was provided by the management in 51.68 percent cases and by contractors in 1.68 percent cases. In 9.22 percent cases it was provided by both and in 37.43 percent cases it was not provided. Management of Northern zone was found providing washing facility**

**to contract workers (98.77 percent) and lower Western zone (9.30 percent).**

#### **4.7 Latrines and Urinals**

**The facility of latrines and urinals were being provided in all the units surveyed. It was observed that the facility was provided by the Principal Employers in 61.45 percent cases by the Contractors in 1.40 percent cases and by both in 37.15 percent.**

**As per the Act, the facility is to be provided separately for men and women workers. The study shows that all the sample units surveyed engaging women workers had provided separate latrine and urinal facility for women workers.**

#### **4.8 Rest Shelter**

**As per the Contract Labour (Regulation and Abolition) Act, 1970, in every place wherein contract labour is required to halt at night in connection with the work of an establishment, the contractor/principal employer is required to provide and maintain such number of rest rooms as may be prescribed or such other alternative accommodation for the use of contract labour separately for men and women.**

**Considering the night shift working, the facility of rest shelter was required to be provided in all the cases. It may be seen from Table 4.5 that such facility was provided in 26.26 percent cases by the management, in 0.56 percent cases by the contractors and in 25.14 percent cases by both. At the zone level, this facility provided by Management was highest in Southern zone (43.40 percent) and**

**lowest in Western zone (1.16 percent). The percentage of cases in which rest shelter was provided either by contractor or principal employer was as low as (4.94 percent) in Northern zone.**

#### **4.9 Canteen**

**In every establishment to which Contract Labour (Regulation and Abolition) Act, 1970 applies and wherein work regarding employment of contract labour is likely to continue for six months and wherein contract labour numbering 100 or more are ordinarily employed, an adequate canteen facility shall be provided and maintained either by contractor or principal employer.**

**It emerges from Table 4.5 that at all India level in 7.82 percent cases the canteen facility was provided by the principal employers, in 10.34 percent cases by the contractors and in 60.61 percent cases by both. Zone wise percentage of canteen facility provided by management was Eastern zone 1.18 percent, Northern zone 2.47 percent, Southern zone 8.49 percent, Western zone 18.60 percent and by both i.e. Management and Contractor was higher in all the zones.**

#### **4.10 First Aid Box**

**Every establishment that falls under the purview of the Contract Labour (Regulation and Abolition) Act, 1970 has to provide and maintain First Aid Box at the rate of not less than one box for 150 contract workers or part thereof ordinarily employed. This facility was provided in all the cases. In 94.69 percent cases it was provided by both, and in 5.31 percent cases by contractors alone.**

**Cent percent contract workers working in Southern/Eastern zones were provided this facility by both, i.e. the Principal Employer and contractor. (Table 4.5).**

#### **4.11 Housing Facility**

**Shelter is one of the basic needs of human being. The proper living environment contributes to the health of the worker and good health, in turn to enables the worker to give optimum output.**

**The analysis of data collected and presented in Table 4.6 shows that only 5.06 percent of the total contract workers engaged by contractors covered were provided living accommodation by the contractors covered. In Northern zone none of the contract worker was provided such facility. The percentage of contract workers availing this facility was (9.68 percent) in Southern zone followed by (6.47 percent) in Western zone and only (0.24 percent) in Eastern zone.**

### **SOCIAL SECURITY**

#### **4.12 Employees Provident Fund**

**Total number of workers covered under social security benefits were 27198, out of which 90.64 percent were male and 9.36 percent females (Table 4.7). The percentage of workers receiving benefits under provident scheme at all India level was 92.96 percent. Zone wise study reveals that majority of the contract workers were getting benefits of provident fund. The rate of contribution and eligibility conditions were observed as per the Act.**

#### **4.13 Employees State Insurance Scheme**

**The study reveals that 93.71 percent contract workers were covered under this scheme and the remaining 6.38 percent contract workers were not covered. At all India level only 0.02 percent of contract workers received compensation due to accident indicating the safe work environment. Five cases of accident compensation were observed from Southern zone and one from Eastern zone. (Table 4.7).**

#### **4.14 Maternity Benefits**

**Tables reveals that female contract workers engaged under this scheme were 9.36 percent of total contract workers, out of which only 2 workers (0.08 percent) received maternity benefits at all India level as in most cases female workers got such benefits under E.S.I.**

### **INDUSTRIAL RELATIONS**

#### **4.15 Trade Unions**

**The trade union activities were not found to be popular among the contract workers engaged in Air Transport Sector. At all India level only 9.78 percent contract workers were members of total 17 trade unions, exclusively meant for them. Out of these trade unions 88.24 percent trade unions were registered and recognized by the management (Table 4.8). The existence of Trade Unions was observed to be maximum in Southern zone as compared to other zones.**

#### **4.16 Grievance Redressal Procedure**

**As depicted in Table 4.9, at all India level, all the contractors covered had adopted same procedure/practice for redressal of grievances of contract labour. The maximum time limit for redressing grievances of workers was found between 1 and 30 days. No case of non-redressal of grievance was reported during the course of the survey.**

#### **4.17 Maintenance of Registers**

**The Contract Labour (Regulation and Abolition) Act, 1970 and Rules framed there under provide for maintenance of register of attendance, Wages, Fines, Deductions, Overtime and advances. Table 4.9 shows that 96.65 percent contractors were maintaining Muster roll/Attendance Register and 95.53 percent contractors maintained Wages registers. Percentage of contractors maintaining registers of deductions, fines, Advances and Overtime was 37.43 percent, 37.15 percent, 48.04 percent and 51.40 percent respectively.**

**Table 4.1: Working Hours and Rest Interval Allowed to Contract Workers**

| Sl. No.          | Zone     | Total No. of Contractor s covered | No. of Contractors taking work |                        |                               |                     |                                                    |                      |                        |                      | No. of contractors allowing Rest Interval |                      |                     |                        |
|------------------|----------|-----------------------------------|--------------------------------|------------------------|-------------------------------|---------------------|----------------------------------------------------|----------------------|------------------------|----------------------|-------------------------------------------|----------------------|---------------------|------------------------|
|                  |          |                                   | Daily                          |                        |                               |                     |                                                    | Weekly               |                        |                      | 1/2 Hrs.                                  | 1 Hrs.               | More than 1 Hrs.    | Not Fixed              |
|                  |          |                                   | < 8 Hrs.                       | 8 Hrs.                 | More than 8 Hrs. but <10 Hrs. | More than 10 Hrs.   | More than one shift having different working hours | <48 Hrs.             | 48 Hrs.                | More than 48 Hrs.    |                                           |                      |                     |                        |
| 1                | 2        | 3                                 | 4                              | 5                      | 6                             | 7                   | 8                                                  | 9                    | 10                     | 11                   | 12                                        | 13                   | 14                  | 15                     |
| 1                | Eastern  | 85                                | 2<br>(2.35)                    | 83<br>(97.65)          | 0<br>(0.00)                   | 0<br>(0.00)         | 25<br>(29.41)                                      | 2<br>(2.35)          | 83<br>(97.65)          | 0<br>(0.00)          | 83<br>(97.65)                             | 0<br>(0.00)          | 0<br>(0.00)         | 2<br>(2.35)            |
| 2                | Northern | 81                                | 4<br>(4.94)                    | 64<br>(79.01)          | 13<br>(16.05)                 | 0<br>(0.00)         | 42<br>(51.85)                                      | 4<br>(4.94)          | 64<br>(79.01)          | 13<br>(16.05)        | 68<br>(83.95)                             | 10<br>(12.35)        | 0<br>(0.00)         | 3<br>(3.70)            |
| 3                | Southern | 106                               | 0<br>(0.00)                    | 97<br>(91.51)          | 9<br>(8.49)                   | 0<br>(0.00)         | 82<br>(77.36)                                      | 0<br>(0.00)          | 97<br>(91.51)          | 9<br>(8.49)          | 7<br>(6.60)                               | 17<br>(16.04)        | 0<br>(0.00)         | 82<br>(77.36)          |
| 4                | Western  | 86                                | 13<br>(15.12)                  | 65<br>(75.58)          | 8<br>(9.30)                   | 0<br>(0.00)         | 45<br>(52.33)                                      | 13<br>(15.12)        | 65<br>(75.58)          | 8<br>(9.30)          | 38<br>(44.19)                             | 0<br>(0.00)          | 0<br>(0.00)         | 48<br>(55.81)          |
| <b>All India</b> |          | <b>358</b>                        | <b>19<br/>(5.31)</b>           | <b>309<br/>(86.31)</b> | <b>30<br/>(8.38)</b>          | <b>0<br/>(0.00)</b> | <b>194<br/>(54.19)</b>                             | <b>19<br/>(5.31)</b> | <b>309<br/>(86.31)</b> | <b>30<br/>(8.38)</b> | <b>196<br/>(54.75)</b>                    | <b>27<br/>(7.54)</b> | <b>0<br/>(0.00)</b> | <b>135<br/>(37.71)</b> |

Note: Figures in parentheses indicate percentages.

**Table 4.2: Amenities/Facilities Provided to Contract Labour Working During Night Shift**

| Sl. No.          | Zone     | Total no. of Contractors covered | No. of Contractors observing Night Shift | No. of Contractor Providing Facilities to workers working during Night Shift |                       |                       |                       |
|------------------|----------|----------------------------------|------------------------------------------|------------------------------------------------------------------------------|-----------------------|-----------------------|-----------------------|
|                  |          |                                  |                                          | Free Coffee/ Tea                                                             | Reduced hours of work | Night Shift Allowance | No. Facility          |
| 1                | 2        | 3                                | 4                                        | 5                                                                            | 6                     | 7                     | 8                     |
| 1                | Eastern  | 85                               | 15<br>(17.65)                            | 5<br>(33.33)                                                                 | 1<br>(6.67)           | 0<br>(0.00)           | 9<br>(60.00)          |
| 2                | Northern | 81                               | 43<br>(53.09)                            | 1<br>(2.33)                                                                  | 3<br>(6.98)           | 2<br>(4.65)           | 37<br>(86.05)         |
| 3                | Southern | 106                              | 72<br>(67.92)                            | 33<br>(45.83)                                                                | 1<br>(1.39)           | 0<br>(0.00)           | 38<br>(52.78)         |
| 4                | Western  | 86                               | 58<br>(67.44)                            | 4<br>(6.90)                                                                  | 0<br>(0.00)           | 1<br>(1.72)           | 53<br>(91.38)         |
| <b>All India</b> |          | <b>358</b>                       | <b>188</b><br>(52.51)                    | <b>43</b><br>(22.87)                                                         | <b>5</b><br>(2.66)    | <b>3</b><br>(1.60)    | <b>137</b><br>(72.87) |

Note: Figures in parentheses indicate percentages.

**Table 4.3: Distribution of Contractors Allowing Weekly Off With/Without Wages**

| Sl. No.          | Zone     | Total No. of Contractors |                       |                         | Contractors allowing weekly off |                       |
|------------------|----------|--------------------------|-----------------------|-------------------------|---------------------------------|-----------------------|
|                  |          | Covered                  | Allowed weekly off    | Not Allowing weekly off | With Wages                      | Without Wages         |
| 1                | 2        | 3                        | 4                     | 5                       | 6                               | 7                     |
| 1                | Eastern  | 85                       | 84<br>(98.82)         | 1<br>(1.18)             | 17<br>(20.00)                   | 67<br>(78.82)         |
| 2                | Northern | 81                       | 81<br>(100.00)        | 0<br>(0.00)             | 29<br>(35.80)                   | 52<br>(64.20)         |
| 3                | Southern | 106                      | 106<br>(100.00)       | 0<br>(0.00)             | 73<br>(68.87)                   | 33<br>(31.13)         |
| 4                | Western  | 86                       | 86<br>(100.00)        | 0<br>(0.00)             | 34<br>(39.53)                   | 52<br>(60.47)         |
| <b>All India</b> |          | <b>358</b>               | <b>357</b><br>(99.72) | <b>1</b><br>(0.28)      | <b>153</b><br>(42.74)           | <b>204</b><br>(56.98) |

Note: Figures in parentheses indicate percentages.

**Table 4.4: Leave and Holidays (With/Without Wages) Allowed to Contract Labour**

| Sl. No.          | Zone     | Total no. of Contractors covered | Type of Leave Allowed With/Without Wages |                                        |                |                     |                                        |                |                     |                                        |                |
|------------------|----------|----------------------------------|------------------------------------------|----------------------------------------|----------------|---------------------|----------------------------------------|----------------|---------------------|----------------------------------------|----------------|
|                  |          |                                  | Privilege Leave                          |                                        |                | Casual Leave        |                                        |                | Sick Leave          |                                        |                |
|                  |          |                                  | No. of days allowed                      | No. of Contractors Allowing Leave with |                | No. of days allowed | No. of Contractors Allowing Leave with |                | No. of days allowed | No. of Contractors Allowing Leave with |                |
|                  |          |                                  |                                          | Full Wages                             | No Wages       |                     | Full Wages                             | No Wages       |                     | Full Wages                             | No Wages       |
| 1                | 2        | 3                                | 4                                        | 5                                      | 6              | 7                   | 8                                      | 9              | 10                  | 11                                     | 12             |
| 1                | Eastern  | 85                               | 15-20                                    | 53<br>(62.35)                          | 32<br>(37.65)  | 6-12                | 68<br>(80.00)                          | 17<br>(20.00)  | ESI                 | 56<br>(65.88)                          | 29<br>(34.12)  |
| 2                | Northern | 81                               | 15                                       | 37<br>(45.68)                          | 44<br>(54.32)  | 8-12                | 36<br>(44.44)                          | 45<br>(55.56)  | ESI                 | 38<br>(46.91)                          | 43<br>(53.09)  |
| 3                | Southern | 106                              | 10-15                                    | 76<br>(71.70)                          | 30<br>(28.30)  | 12                  | 56<br>(52.83)                          | 50<br>(47.17)  | 5-10                | 15<br>(14.15)                          | 91<br>(85.85)  |
| 4                | Western  | 86                               | 10                                       | 43<br>(50.00)                          | 43<br>(50.00)  | 5-10                | 29<br>(33.72)                          | 57<br>(66.28)  | ESI                 | 4<br>(4.65)                            | 82<br>(95.35)  |
| <b>ALL INDIA</b> |          | <b>358</b>                       | <b>10-20</b>                             | <b>209<br/>(58.38)</b>                 | 149<br>(41.62) | <b>5-12</b>         | <b>189<br/>(52.79)</b>                 | 169<br>(47.21) | <b>5-10</b>         | <b>113<br/>(31.56)</b>                 | 245<br>(68.44) |

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**Table 4.4: Leave and Holidays (With/Without Wages) Allowed to Contract Labour**

| Sl. No.          | Zone     | Total no. of Contractors covered | Type of Holidays Allowed with/Without Wages |                                           |               |             |                     |                                           |                |                     |                                           |             |
|------------------|----------|----------------------------------|---------------------------------------------|-------------------------------------------|---------------|-------------|---------------------|-------------------------------------------|----------------|---------------------|-------------------------------------------|-------------|
|                  |          |                                  | National Holidays                           |                                           |               |             | Festival Holidays   |                                           |                | Other Holidays      |                                           |             |
|                  |          |                                  | No. of days Allowed                         | No. of Contractors Allowing Holidays with |               |             | No. of days Allowed | No. of Contractors Allowing Holidays with |                | No. of days Allowed | No. of Contractors Allowing Holidays with |             |
|                  |          |                                  |                                             | Full Wages                                | Double wages  | No Wages    |                     | Full Wages                                | No Wages       |                     | Full Wages                                | No Wages    |
| <b>1</b>         | <b>2</b> | <b>3</b>                         | <b>13</b>                                   | <b>14</b>                                 | <b>15</b>     | <b>16</b>   | <b>17</b>           | <b>18</b>                                 | <b>19</b>      | <b>20</b>           | <b>21</b>                                 | <b>22</b>   |
| <b>1</b>         | Eastern  | 85                               | 3                                           | 71<br>(83.53)                             | 14<br>(16.47) | 0<br>(0.00) | 4-6                 | 66<br>(77.65)                             | 19<br>(22.35)  | 1                   | 85<br>(100.00)                            | 0<br>(0.00) |
| <b>2</b>         | Northern | 81                               | 3                                           | 55<br>(67.90)                             | 26<br>(32.10) | 0<br>(0.00) | 2-15                | 43<br>(53.09)                             | 38<br>(46.91)  | 1                   | 81<br>(100.00)                            | 0<br>(0.00) |
| <b>3</b>         | Southern | 106                              | 3                                           | 99<br>(93.40)                             | 7<br>(6.60)   | 0<br>(0.00) | 1-15                | 71<br>(66.98)                             | 35<br>(33.02)  | 1                   | 106<br>(100.00)                           | 0<br>(0.00) |
| <b>4</b>         | Western  | 86                               | 3                                           | 59<br>(68.60)                             | 27<br>(31.40) | 0<br>(0.00) | 14                  | 28<br>(32.56)                             | 58<br>(67.44)  | 1                   | 86<br>(100.00)                            | 0<br>(0.00) |
| <b>ALL INDIA</b> |          | <b>358</b>                       | 3-3                                         | <b>284<br/>(79.33)</b>                    | 74<br>(20.67) | 0<br>(0.00) | <b>1-15</b>         | <b>208<br/>(58.10)</b>                    | 150<br>(41.90) | <b>1-1</b>          | 358<br>(100.00)                           | 0<br>(0.00) |

Note: Figures in parentheses indicate percentages.

Other Holidays i.e. 1<sup>st</sup> May Labour Day.

**Table 4.5: Welfare Amenities/Facilities Provided to Contract Labour at Work Site**

| Sl. No.   | Zone     | Total No. of Contractors covered | Drinking Water |            |         |               | Washing Facility |            |         |              | Urinals Facility |            |         |              | Conservancy Facility |            |         |              |
|-----------|----------|----------------------------------|----------------|------------|---------|---------------|------------------|------------|---------|--------------|------------------|------------|---------|--------------|----------------------|------------|---------|--------------|
|           |          |                                  | Contractor     | Management | Both    | Not Provided  | Contractor       | Management | Both    | Not Provided | Contractor       | Management | Both    | Not Provided | Contractor           | Management | Both    | Not Provided |
| 1         | 2        | 3                                | 4              | 5          | 6       | 7             | 8                | 9          | 10      | 11           | 12               | 13         | 14      | 15           | 16                   | 17         | 18      | 19           |
| 1         | Eastern  | 85                               | 0              | 54         | 21      | 10<br>(11.76) | 3                | 52         | 1       | 29           | 0                | 18         | 67      | 0            | 0                    | 17         | 68      | 0            |
|           |          |                                  | (0.00)         | (63.53)    | (24.71) |               | (3.53)           | (61.18)    | (1.18)  | (34.12)      | (0.00)           | (21.18)    | (78.82) | (0.00)       | (0.00)               | (20.00)    | (80.00) | (0.00)       |
| 2         | Northern | 81                               | 0              | 80         | 1       | 0             | 1                | 80         | 0       | 0            | 0                | 80         | 1       | 0            | 0                    | 80         | 1       | 0            |
|           |          |                                  | (0.00)         | (98.77)    | (1.23)  | (0.00)        | (1.23)           | (98.77)    | (0.00)  | (0.00)       | (0.00)           | (98.77)    | (1.23)  | (0.00)       | (0.00)               | (98.77)    | (1.23)  | (0.00)       |
| 3         | Southern | 106                              | 2              | 72         | 32      | 0             | 2                | 45         | 32      | 27           | 3                | 56         | 47      | 0            | 3                    | 55         | 48      | 0            |
|           |          |                                  | (1.89)         | (67.92)    | (30.19) | (0.00)        | (1.89)           | (42.45)    | (30.19) | (25.47)      | (2.83)           | (52.83)    | (44.34) | (0.00)       | (2.83)               | (51.89)    | (45.28) | (0.00)       |
| 4         | Western  | 86                               | 2              | 84         | 0       | 0             | 0                | 8          | 0       | 78           | 2                | 66         | 18      | 0            | 2                    | 63         | 21      | 0            |
|           |          |                                  | (2.33)         | (97.67)    | (0.00)  | (0.00)        | (0.00)           | (9.30)     | (0.00)  | (90.70)      | (2.33)           | (76.74)    | (20.93) | (0.00)       | (2.33)               | (73.26)    | (24.42) | (0.00)       |
| All India |          | 358                              | 4              | 292        | 52      | 10            | 6                | 185        | 33      | 134          | 5                | 220        | 133     | 0            | 5                    | 215        | 138     | 0            |
|           |          |                                  | (1.12)         | (81.56)    | (14.53) | (2.79)        | (1.68)           | (51.68)    | (9.22)  | (37.43)      | (1.40)           | (61.45)    | (37.15) | (0.00)       | (1.40)               | (60.06)    | (38.55) | (0.00)       |

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**Table 4.5: Welfare Amenities/Facilities Provided to Contract Labour at Work Site**

| Sl. No.   | Zone     | Total No. of Contractors covered | Rest Shelter |               |               |                | Canteen       |               |                |               | Crèche Facility |                |               |               | First Aid Box |             |                 |              |
|-----------|----------|----------------------------------|--------------|---------------|---------------|----------------|---------------|---------------|----------------|---------------|-----------------|----------------|---------------|---------------|---------------|-------------|-----------------|--------------|
|           |          |                                  | Contractor   | Management    | Both          | Not Provided   | Contractor    | Management    | Both           | Not Provided  | Contractor      | Management     | Both          | Not Provided  | Contractor    | Management  | Both            | Not Provided |
| 1         | 2        | 3                                | 20           | 21            | 22            | 23             | 24            | 25            | 26             | 27            | 28              | 29             | 30            | 31            | 28            | 29          | 30              | 31           |
| 1         | Eastern  | 85                               | 0<br>(0.00)  | 18<br>(21.18) | 20<br>(23.53) | 47<br>(55.29)  | 0<br>(0.00)   | 1<br>(1.18)   | 37<br>(43.53)  | 47<br>(55.29) | 0<br>(0.00)     | 6<br>(7.06)    | 32<br>(37.65) | 47<br>(55.29) | 0<br>(0.00)   | 0<br>(0.00) | 85<br>(100.00)  | 0<br>(0.00)  |
| 2         | Northern | 81                               | 1<br>(1.23)  | 29<br>(35.80) | 4<br>(4.94)   | 47<br>(58.02)  | 14<br>(17.28) | 2<br>(2.47)   | 65<br>(80.25)  | 0<br>(0.00)   | 2<br>(2.47)     | 69<br>(85.19)  | 6<br>(7.41)   | 4<br>(4.94)   | 1<br>(1.23)   | 0<br>(0.00) | 80<br>(98.77)   | 0<br>(0.00)  |
| 3         | Southern | 106                              | 1<br>(0.94)  | 46<br>(43.40) | 59<br>(55.66) | 0<br>(0.00)    | 2<br>(1.89)   | 9<br>(8.49)   | 69<br>(65.09)  | 26<br>(24.53) | 0<br>(0.00)     | 69<br>(65.09)  | 6<br>(5.66)   | 31<br>(29.25) | 0<br>(0.00)   | 0<br>(0.00) | 106<br>(100.00) | 0<br>(0.00)  |
| 4         | Western  | 86                               | 0<br>(0.00)  | 1<br>(1.16)   | 7<br>(8.14)   | 78<br>(90.70)  | 21<br>(24.42) | 16<br>(18.60) | 46<br>(53.49)  | 3<br>(3.49)   | 1<br>(1.16)     | 81<br>(94.19)  | 0<br>(0.00)   | 4<br>(4.65)   | 18<br>(20.93) | 0<br>(0.00) | 68<br>(79.07)   | 0<br>(0.00)  |
| All India |          | 358                              | 2<br>(0.56)  | 94<br>(26.26) | 90<br>(25.14) | 172<br>(48.04) | 37<br>(10.34) | 28<br>(7.82)  | 217<br>(60.61) | 76<br>(21.23) | 3<br>(0.84)     | 225<br>(62.85) | 44<br>(12.29) | 86<br>(24.02) | 19<br>(5.31)  | 0<br>(0.00) | 339<br>(94.69)  | 0<br>(0.00)  |

Note: Figures in parentheses indicate percentages.

**Table 4.6: Housing Facility Provided to Contract Labour**

| Sl. No. | Zone    | Airports     | Total Contract Workers employed by Contractors covered | No. of Contract Workers Provided living accommodation by Contractors | Total no. of Houses provided to Contract Workers | No. of Houses provided by House Type |            |        | No. of workers Provided rent free accommodation | Rent charged per House per month | Number of Houses having sanitation and water facility provided by contractor |
|---------|---------|--------------|--------------------------------------------------------|----------------------------------------------------------------------|--------------------------------------------------|--------------------------------------|------------|--------|-------------------------------------------------|----------------------------------|------------------------------------------------------------------------------|
|         |         |              |                                                        |                                                                      |                                                  | Pucca                                | Semi Pucca | Kutcha |                                                 |                                  |                                                                              |
| 1       | 2       | 3            | 4                                                      | 5                                                                    | 6                                                | 7                                    | 8          | 9      | 10                                              | 11                               | 12                                                                           |
| 1       | Eastern | Bagdogra     | 256                                                    | -                                                                    | -                                                | -                                    | -          | -      | -                                               | -                                | -                                                                            |
|         |         | Bhubneshwar  | 322                                                    | 7<br>(2.17)                                                          | 1<br>(.31)                                       | 1<br>(0.31)                          | -          | -      | 7<br>(2.17)                                     | -                                | 1<br>(0.31)                                                                  |
|         |         | Dibrugarh    | 98                                                     | -                                                                    | -                                                | -                                    | -          | -      | -                                               | -                                | -                                                                            |
|         |         | Guwahati     | 435                                                    | -                                                                    | -                                                | -                                    | -          | -      | -                                               | -                                | -                                                                            |
|         |         | Imphal       | 227                                                    | -                                                                    | -                                                | -                                    | -          | -      | -                                               | -                                | -                                                                            |
|         |         | Jorhat       | 37                                                     | -                                                                    | -                                                | -                                    | -          | -      | -                                               | -                                | -                                                                            |
|         |         | Kolkata      | 1869                                                   | 1<br>(0.05)                                                          | 1<br>(0.05)                                      | 1<br>(0.05)                          | -          | -      | 1<br>(0.05)                                     | -                                | 1<br>(0.05)                                                                  |
|         |         | Silchar      | 82                                                     | -                                                                    | -                                                | -                                    | -          | -      | -                                               | -                                | -                                                                            |
|         |         | <b>Total</b> | 3326                                                   | 8<br>(0.24)                                                          | 2<br>(0.06)                                      | 2<br>(0.06)                          | -          | -      | 8<br>(0.24)                                     | -                                | 2<br>(0.06)                                                                  |

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**Table 4.6: Housing Facility Provided to Contract Labour**

| Sl. No. | Zone     | Airports   | Total Contract Workers employed by Contractors covered | No. of Contract Workers Provided living accommodation by Contractors | Total no. of Houses provided to Contract Workers | No. of Houses provided by House Type |            |        | No. of workers Provided rent free accommodation | Rent charged per House per month | Number of Houses having sanitation and water facility provided by contractor |
|---------|----------|------------|--------------------------------------------------------|----------------------------------------------------------------------|--------------------------------------------------|--------------------------------------|------------|--------|-------------------------------------------------|----------------------------------|------------------------------------------------------------------------------|
|         |          |            |                                                        |                                                                      |                                                  | Pucca                                | Semi Pucca | Kutcha |                                                 |                                  |                                                                              |
| 1       | 2        | 3          | 13                                                     | 14                                                                   | 15                                               | 7                                    | 8          | 9      | 10                                              | 11                               | 12                                                                           |
| 2       | Northern | Amritsar   | 259                                                    | -                                                                    | -                                                | -                                    | -          | -      | -                                               | -                                | -                                                                            |
|         |          | Chandigarh | 373                                                    | -                                                                    | -                                                | -                                    | -          | -      | -                                               | -                                | -                                                                            |
|         |          | Dehradun   | 76                                                     | -                                                                    | -                                                | -                                    | -          | -      | -                                               | -                                | -                                                                            |
|         |          | Delhi      | 5716                                                   | -                                                                    | -                                                | -                                    | -          | -      | -                                               | -                                | -                                                                            |
|         |          | Kangra     | 28                                                     | -                                                                    | -                                                | -                                    | -          | -      | -                                               | -                                | -                                                                            |
|         |          | Lucknow    | 550                                                    | -                                                                    | -                                                | -                                    | -          | -      | -                                               | -                                | -                                                                            |
|         |          | Safdarjung | 195                                                    | -                                                                    | -                                                | -                                    | -          | -      | -                                               | -                                | -                                                                            |
|         |          | Srinagar   | 233                                                    | -                                                                    | -                                                | -                                    | -          | -      | -                                               | -                                | -                                                                            |
|         |          | Varanasi   | 309                                                    | -                                                                    | -                                                | -                                    | -          | -      | -                                               | -                                | -                                                                            |
|         |          | Total      | 7739                                                   | -                                                                    | -                                                | -                                    | -          | -      | -                                               | -                                | -                                                                            |

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**Table 4.6: Housing Facility Provided to Contract Labour**

| Sl. No. | Zone     | Airports   | Total Contract Workers employed by Contractors covered | No. of Contract Workers Provided living accommodation by Contractors | Total no. of Houses provided to Contract Workers | No. of Houses provided by House Type |                |              | No. of workers Provided rent free accommodation | Rent charged per House per month | Number of Houses having sanitation and water facility provided by contractor |
|---------|----------|------------|--------------------------------------------------------|----------------------------------------------------------------------|--------------------------------------------------|--------------------------------------|----------------|--------------|-------------------------------------------------|----------------------------------|------------------------------------------------------------------------------|
|         |          |            |                                                        |                                                                      |                                                  | Pucca                                | Semi Pucca     | Kutcha       |                                                 |                                  |                                                                              |
| 1       | 2        | 3          | 4                                                      | 5                                                                    | 6                                                | 7                                    | 8              | 9            | 10                                              | 11                               | 12                                                                           |
| 3       | Southern | Bangluru   | 2062                                                   | 139<br>(6.74)                                                        | 36<br>(1.75)                                     | 36<br>(1.75)                         | -              | -            | 139<br>(6.74)                                   | -                                | 36<br>(1.75)                                                                 |
|         |          | Chennai    | 2714                                                   | -                                                                    | -                                                | -                                    | -              | -            | -                                               | -                                | -                                                                            |
|         |          | Goa        | 673                                                    | 84<br>(12.48)                                                        | 41<br>(6.09)                                     | 1<br>(.15)                           | -              | 40<br>(5.94) | 84<br>(12.48)                                   | -                                | 41<br>(6.09)                                                                 |
|         |          | Hyderabad  | 1731                                                   | -                                                                    | -                                                | -                                    | -              | -            | -                                               | -                                | -                                                                            |
|         |          | Kochi      | 1410                                                   | 715<br>(50.71)                                                       | 715<br>(50.71)                                   | 65<br>(4.61)                         | 650<br>(46.10) | -            | 715<br>(50.71)                                  | -                                | 715<br>(50.71)                                                               |
|         |          | Mangalore  | 204                                                    | -                                                                    | -                                                | -                                    | -              | -            | -                                               | -                                | -                                                                            |
|         |          | Port Blair | 167                                                    | 40<br>(23.95)                                                        | 15<br>(8.98)                                     | -                                    | 15<br>(8.98)   |              | 40<br>(23.95)                                   |                                  | 15<br>(8.98)                                                                 |
|         |          | Trivandrum | 1146                                                   | -                                                                    | -                                                | -                                    | -              | -            | -                                               | -                                | -                                                                            |
|         |          | Total      | 10107                                                  | 978<br>(9.68)                                                        | 807<br>(7.98)                                    | 102<br>(1.01)                        | 665<br>(6.58)  | 40<br>(.40)  | 978<br>(9.68)                                   | -                                | 807<br>(7.98)                                                                |

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Table 4.6: Housing Facility Provided to Contract Labour

| Table No. Housing Facility Provided to Contract Labour. |         |           |                                                        |                                                                      |                                                  |                                      |               |                |                                                 |                                  |                                                                              |
|---------------------------------------------------------|---------|-----------|--------------------------------------------------------|----------------------------------------------------------------------|--------------------------------------------------|--------------------------------------|---------------|----------------|-------------------------------------------------|----------------------------------|------------------------------------------------------------------------------|
| Sl. No.                                                 | Zone    | Airports  | Total Contract Workers employed by Contractors covered | No. of Contract Workers Provided living accommodation by Contractors | Total no. of Houses provided to Contract Workers | No. of Houses provided by House Type |               |                | No. of workers Provided rent free accommodation | Rent charged per House per month | Number of Houses having sanitation and water facility provided by contractor |
|                                                         |         |           |                                                        |                                                                      |                                                  | Pucca                                | Semi Pucca    | Kutcha         |                                                 |                                  |                                                                              |
| 1                                                       | 2       | 3         | 4                                                      | 5                                                                    | 6                                                | 7                                    | 8             | 9              | 10                                              | 11                               | 12                                                                           |
| 4                                                       | Western | Ahmedabad | 702                                                    | -                                                                    | -                                                | -                                    | -             | -              | -                                               | -                                | -                                                                            |
|                                                         |         | Bhopal    | 191                                                    | -                                                                    | -                                                | -                                    | -             | -              | -                                               | -                                | -                                                                            |
|                                                         |         | Indore    | 240                                                    | -                                                                    | -                                                | -                                    | -             | -              | -                                               | -                                | -                                                                            |
|                                                         |         | Jabalpur  | 58                                                     | -                                                                    | -                                                | -                                    | -             | -              | -                                               | -                                | -                                                                            |
|                                                         |         | Mumbai    | 3604                                                   | 40<br>(1.11)                                                         | 4<br>(0.11)                                      | 3<br>(0.08)                          | 1<br>(0.03)   |                | 40<br>(1.11)                                    |                                  | 4<br>(0.11)                                                                  |
|                                                         |         | Nagpur    | 253                                                    | -                                                                    | -                                                | -                                    | -             | -              | -                                               | -                                | -                                                                            |
|                                                         |         | Pune      | 491                                                    | -                                                                    | -                                                | -                                    | -             | -              | -                                               | -                                | -                                                                            |
|                                                         |         | Vadodra   | 487                                                    | 350<br>(71.87)                                                       | 200<br>(41.07)                                   | -                                    | -             | 200<br>(41.07) | 350<br>(71.87)                                  | -                                | 200<br>(41.07)                                                               |
|                                                         |         | Total     | 6026                                                   | 390<br>(6.47)                                                        | 204<br>(3.39)                                    | 3<br>(0.05)                          | 1<br>(0.02)   | 200<br>(3.32)  | 390<br>(6.47)                                   | -                                | 204<br>(3.39)                                                                |
| ALL INDIA                                               |         |           | 27198                                                  | 1376<br>(5.06)                                                       | 1013<br>(3.72)                                   | 107<br>(0.39)                        | 666<br>(2.45) | 240<br>(0.88)  | 1376<br>(5.06)                                  | -                                | 1376<br>(5.06)                                                               |

Note: Figures in parentheses indicate percentages.

**Table 4.7: Benefits to Contract Labour as Social Security**

| Sl. No. | Zone    | Airports     | Total Number of Contract Workers covered |            |             | No. of Workers received benefits as Social Security |                     |                         |                     |                    |
|---------|---------|--------------|------------------------------------------|------------|-------------|-----------------------------------------------------|---------------------|-------------------------|---------------------|--------------------|
|         |         |              | Men                                      | Women      | Total       | Provident Fund                                      | Gratuity            | ESI                     | NO. of accidents    | Maternity benefits |
| 1       | 2       | 3            | 4                                        | 5          | 6           | 7                                                   | 8                   | 9                       | 10                  | 11                 |
| 1       | Eastern | Bagdogra     | 242                                      | 14         | 256         | 250<br>(97.66)                                      | 0<br>(0.00)         | 256<br>(100.00)         | -                   | -                  |
|         |         | Bhubneshwar  | 305                                      | 17         | 322         | 322<br>(100.00)                                     | 0<br>(0.00)         | 322<br>(100.00)         | -                   | -                  |
|         |         | Dibrugarh    | 90                                       | 8          | 98          | 98<br>(100.00)                                      | 0<br>(0.00)         | 98<br>(100.00)          | 1<br>(1.02)         | -                  |
|         |         | Guwahati     | 404                                      | 31         | 435         | 435<br>(100.00)                                     | 0<br>(0.00)         | 429<br>(98.62)          | -                   | -                  |
|         |         | Imphal       | 214                                      | 13         | 227         | 184<br>(81.06)                                      | 0<br>(0.00)         | 186<br>(81.94)          | -                   | -                  |
|         |         | Jorhat       | 36                                       | 1          | 37          | 37<br>(100.00)                                      | 0<br>(0.00)         | 37<br>(100.00)          | -                   | -                  |
|         |         | Kolkata      | 1814                                     | 55         | 1869        | 1660<br>(88.82)                                     | 3<br>(0.16)         | 1869<br>(100.00)        | -                   | -                  |
|         |         | Silchar      | 76                                       | 6          | 82          | 82<br>(100.00)                                      | 0<br>(0.00)         | 82<br>(100.00)          | -                   | -                  |
|         |         | <b>Total</b> | <b>3181</b>                              | <b>145</b> | <b>3326</b> | <b>3191<br/>(95.94)</b>                             | <b>3<br/>(0.09)</b> | <b>3279<br/>(98.59)</b> | <b>1<br/>(0.03)</b> | <b>-</b>           |

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**Table 4.7: Benefits to Contract Labour as Social Security**

| Sl. No. | Zone     | Airports     | Total Number of Contract Workers covered |            |             | No. of Workers received benefits as Social Security |                     |                         |                  |                    |
|---------|----------|--------------|------------------------------------------|------------|-------------|-----------------------------------------------------|---------------------|-------------------------|------------------|--------------------|
|         |          |              | Men                                      | Women      | Total       | Provident Fund                                      | Gratuity            | ESI                     | NO. of accidents | Maternity benefits |
| 1       | 2        | 3            | 4                                        | 5          | 6           | 7                                                   | 8                   | 9                       | 10               | 11                 |
| 2       | Northern | Amritsar     | 259                                      | 0          | 259         | 221<br>(85.33)                                      | 0<br>(0.00)         | 243<br>(93.82)          | -                | -                  |
|         |          | Chandigarh   | 344                                      | 29         | 373         | 177<br>(47.45)                                      | 0<br>(0.00)         | 373<br>(100.00)         | -                | -                  |
|         |          | Dehradun     | 72                                       | 4          | 76          | 73<br>(96.05)                                       | 0<br>(0.00)         | 76<br>(100.00)          | -                | -                  |
|         |          | Delhi        | 5404                                     | 312        | 5716        | 5613<br>(98.20)                                     | 3<br>(0.05)         | 5716<br>(100.00)        | -                | -                  |
|         |          | Kangra       | 27                                       | 1          | 28          | 28<br>(100.00)                                      | 0<br>(0.00)         | 1<br>(3.57)             | -                | -                  |
|         |          | Lucknow      | 516                                      | 34         | 550         | 534<br>(97.09)                                      | 0<br>(0.00)         | 550<br>(100.00)         | -                | -                  |
|         |          | Safdarjung   | 176                                      | 19         | 195         | 195<br>(100.00)                                     | 0<br>(0.00)         | 195<br>(100.00)         | -                | -                  |
|         |          | Srinagar     | 224                                      | 9          | 233         | 233<br>(100.00)                                     | 3<br>(1.29)         | 229<br>(98.28)          | -                | -                  |
|         |          | Varanasi     | 293                                      | 16         | 309         | 308<br>(99.68)                                      | 0<br>(0.00)         | 309<br>(100.00)         | -                | -                  |
|         |          | <b>Total</b> | <b>7315</b>                              | <b>424</b> | <b>7739</b> | <b>7382<br/>(95.39)</b>                             | <b>6<br/>(0.08)</b> | <b>7692<br/>(99.39)</b> | -                | -                  |

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**Table 4.7: Benefits to Contract Labour as Social Security**

| Sl. No. | Zone     | Airports     | Total Number of Contract Workers covered |             |              | No. of Workers received benefits as Social Security |                      |                         |                     |                     |
|---------|----------|--------------|------------------------------------------|-------------|--------------|-----------------------------------------------------|----------------------|-------------------------|---------------------|---------------------|
|         |          |              | Men                                      | Women       | Total        | Provident Fund                                      | Gratuity             | ESI                     | NO. of accidents    | Maternity benefits  |
| 1       | 2        | 3            | 4                                        | 5           | 6            | 7                                                   | 8                    | 9                       | 10                  | 11                  |
| 3       | Southern | Bangluru     | 1848                                     | 214         | 2062         | 2062<br>(100.00)                                    | 0<br>(0.00)          | 2062<br>(100.00)        | -                   | -                   |
|         |          | Chennai      | 2077                                     | 637         | 2714         | 2714<br>(100.00)                                    | 5<br>(0.18)          | 2714<br>(100.00)        | -                   | 1<br>(0.16)         |
|         |          | Goa          | 629                                      | 44          | 673          | 547<br>(81.28)                                      | 9<br>(1.34)          | 596<br>(88.56)          | 4<br>(0.59)         | -                   |
|         |          | Hyderabad    | 1563                                     | 168         | 1731         | 680<br>(39.28)                                      | 0<br>(0.00)          | 670<br>(38.71)          | -                   | -                   |
|         |          | Kochi        | 1150                                     | 260         | 1410         | 1357<br>(96.24)                                     | 4<br>(0.28)          | 1410<br>(100.00)        | -                   | 1<br>(0.38)         |
|         |          | Mangalore    | 178                                      | 26          | 204          | 204<br>(100.00)                                     | 0<br>(0.00)          | 204<br>(100.00)         | 1<br>(0.49)         | -                   |
|         |          | Port Blair   | 157                                      | 10          | 167          | 120<br>(71.86)                                      | 0<br>(0.00)          | 0<br>(0.00)             | -                   | -                   |
|         |          | Trivandrum   | 977                                      | 169         | 1146         | 1146<br>(100.00)                                    | 10<br>(0.87)         | 1146<br>(100.00)        | -                   | -                   |
|         |          | <b>Total</b> | <b>8579</b>                              | <b>1528</b> | <b>10107</b> | <b>8830<br/>(87.37)</b>                             | <b>28<br/>(0.28)</b> | <b>8802<br/>(87.09)</b> | <b>5<br/>(0.05)</b> | <b>2<br/>(0.13)</b> |

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**Table 4.7: Benefits to Contract Labour as Social Security**

| Sl. No.   | Zone    | Airports  |       | Total Number of Contract Workers covered |       |                  | No. of Workers received benefits as Social Security |                  |             |                   |                    |
|-----------|---------|-----------|-------|------------------------------------------|-------|------------------|-----------------------------------------------------|------------------|-------------|-------------------|--------------------|
|           |         |           |       | Men                                      | Women | Total            | Provident Fund                                      | Gratuity         | ESI         | No. of accid-ents | Maternity benefits |
| 1         | 2       | 3         |       | 4                                        | 5     | 6                | 7                                                   | 8                | 9           | 10                | 11                 |
| 4         | Western | Ahmedabad | 687   | 15                                       | 702   | 683<br>(97.29)   | 0<br>(0.00)                                         | 702<br>(100.00)  | -           | -                 |                    |
|           |         | Bhopal    | 184   | 7                                        | 191   | 171<br>(89.53)   | 0<br>(0.00)                                         | 170<br>(89.01)   | -           | -                 |                    |
|           |         | Indore    | 227   | 13                                       | 240   | 240<br>(100.00)  | 3<br>(1.25)                                         | 84<br>(35.00)    | -           | -                 |                    |
|           |         | Jabalpur  | 58    | 0                                        | 58    | 58<br>(100.00)   | 0<br>(0.00)                                         | 42<br>(72.41)    | -           | -                 |                    |
|           |         | Mumbai    | 3256  | 348                                      | 3604  | 3590<br>(99.61)  | 0<br>(0.00)                                         | 3604<br>(100.00) | -           | -                 |                    |
|           |         | Nagpur    | 230   | 23                                       | 253   | 250<br>(98.81)   | 0<br>(0.00)                                         | 253<br>(100.00)  | -           | -                 |                    |
|           |         | Pune      | 481   | 10                                       | 491   | 312<br>(63.54)   | 0<br>(0.00)                                         | 373<br>(75.97)   | -           | -                 |                    |
|           |         | Vadodra   | 454   | 33                                       | 487   | 487<br>(100.00)  | 1<br>(0.21)                                         | 487<br>(100.00)  | -           | -                 |                    |
|           |         | Total     | 5577  | 449                                      | 6026  | 5880<br>(97.58)  | 4<br>(0.07)                                         | 5715<br>(94.84)  | -           | -                 |                    |
| ALL INDIA |         |           | 24652 | 2546                                     | 27198 | 25283<br>(92.96) | 41<br>(0.15)                                        | 25488<br>(93.71) | 6<br>(0.02) | 2<br>(0.08)       |                    |

Note: Figures in parentheses indicate percentages.

**Table 4.8: Distribution of Contract Labour by Trade Unions**

| Sl. No | Zone    | Airports     | Total Number of Contract Workers employed by contractors covered |                                  |                                                                   | No. of Trade Unions |            |                          | No. of Contract Workers who were member of |                         |
|--------|---------|--------------|------------------------------------------------------------------|----------------------------------|-------------------------------------------------------------------|---------------------|------------|--------------------------|--------------------------------------------|-------------------------|
|        |         |              | Total                                                            | Who were members of Trade Unions | Who were members of Trade Unions exclusively for Contract Workers | Total No. of Unions | Registered | Recognised by Management | Registered Trade Unions                    | Recognised Trade Unions |
| 1      | 2       | 3            | 4                                                                | 5                                | 7                                                                 | 8                   | 9          | 10                       | 11                                         | 12                      |
| 1      | Eastern | Bagdogra     | 256                                                              | -                                | -                                                                 | -                   | -          | -                        | -                                          | -                       |
|        |         | Bhubneshwar  | 322                                                              | -                                | -                                                                 | -                   | -          | -                        | -                                          | -                       |
|        |         | Dibrugarh    | 98                                                               | -                                | -                                                                 | -                   | -          | -                        | -                                          | -                       |
|        |         | Guwahati     | 435                                                              | -                                | -                                                                 | -                   | -          | -                        | -                                          | -                       |
|        |         | Imphal       | 227                                                              | -                                | -                                                                 | -                   | -          | -                        | -                                          | -                       |
|        |         | Jorhat       | 37                                                               | -                                | -                                                                 | -                   | -          | -                        | -                                          | -                       |
|        |         | Kolkata      | 1869                                                             | -                                | -                                                                 | -                   | -          | -                        | -                                          | -                       |
|        |         | Silchar      | 82                                                               | -                                | -                                                                 | -                   | -          | -                        | -                                          | -                       |
|        |         | <b>Total</b> | 3326                                                             | -                                | -                                                                 | -                   | -          | -                        | -                                          | -                       |

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**Table 4.8: Distribution of Contract Labour by Trade Unions**

| Sl. No | Zone     | Airports   | Total Number of Contract Workers employed by contractors covered |                                  |                                                                   | No. of Trade Unions |               |                          | No. of Contract Workers who were member of |                         |
|--------|----------|------------|------------------------------------------------------------------|----------------------------------|-------------------------------------------------------------------|---------------------|---------------|--------------------------|--------------------------------------------|-------------------------|
|        |          |            | Total                                                            | Who were members of Trade Unions | Who were members of Trade Unions exclusively for Contract Workers | Total No. of Unions | Registered    | Recognised by Management | Registered Trade Unions                    | Recognised Trade Unions |
| 1      | 2        | 3          | 4                                                                | 5                                | 7                                                                 | 8                   | 9             | 10                       | 11                                         | 12                      |
| 2      | Northern | Amritsar   | 259                                                              | -                                | -                                                                 | -                   | -             | -                        | -                                          | -                       |
|        |          | Chandigarh | 373                                                              | -                                | -                                                                 | -                   | -             | -                        | -                                          | -                       |
|        |          | Dehradun   | 76                                                               | -                                | -                                                                 | -                   | -             | -                        | -                                          | -                       |
|        |          | Delhi      | 5716                                                             | 900<br>(15.75)                   | 900                                                               | 2                   | 2<br>(100.00) | 2<br>(100.00)            | 900                                        | 900                     |
|        |          | Kangra     | 28                                                               | -                                | -                                                                 | -                   | -             | -                        | -                                          | -                       |
|        |          | Lucknow    | 550                                                              | -                                | -                                                                 | -                   | -             | -                        | -                                          | -                       |
|        |          | Safdarjung | 195                                                              | -                                | -                                                                 | -                   | -             | -                        | -                                          | -                       |
|        |          | Srinagar   | 233                                                              | -                                | -                                                                 | -                   | -             | -                        | -                                          | -                       |
|        |          | Varanasi   | 309                                                              | -                                | -                                                                 | -                   | -             | -                        | -                                          | -                       |
|        |          | Total      | 7739                                                             | 900<br>(11.63)                   | 900                                                               | 2                   | 2<br>(100.00) | 2<br>(100.00)            | 900                                        | 900                     |

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**Table 4.8: Distribution of Contract Labour by Trade Unions**

| Sl. No | Zone     | Airports   | Total Number of Contract Workers employed by contractors covered |                                  |                                                                   | No. of Trade Unions |               |                          | No. of Contract Workers who were member of |                         |
|--------|----------|------------|------------------------------------------------------------------|----------------------------------|-------------------------------------------------------------------|---------------------|---------------|--------------------------|--------------------------------------------|-------------------------|
|        |          |            | Total                                                            | Who were members of Trade Unions | Who were members of Trade Unions exclusively for Contract Workers | Total No. of Unions | Registered    | Recognised by Management | Registered Trade Unions                    | Recognised Trade Unions |
| 1      | 2        | 3          | 4                                                                | 5                                | 7                                                                 | 8                   | 9             | 10                       | 11                                         | 12                      |
| 3      | Southern | Bangluru   | 2062                                                             | -                                |                                                                   | -                   | -             | -                        | -                                          | -                       |
|        |          | Chennai    | 2714                                                             | -                                |                                                                   | -                   | -             | -                        | -                                          | -                       |
|        |          | Goa        | 673                                                              | 74<br>(11.00)                    | 74                                                                | 2                   | 1<br>(50.00)  | 1<br>(50.00)             | 74                                         | 74                      |
|        |          | Hyderabad  | 1731                                                             | 145<br>(8.38)                    | 145                                                               | 1                   | 1<br>(100.00) | 1<br>(100.00)            | 145                                        | 145                     |
|        |          | Kochi      | 1410                                                             | 473<br>(33.55)                   | 473                                                               | 3                   | 3<br>(100.00) | 3<br>(100.00)            | 473                                        | 473                     |
|        |          | Mangalore  | 204                                                              | -                                |                                                                   | -                   | -             | -                        | -                                          | -                       |
|        |          | Port Blair | 167                                                              | 2<br>(1.20)                      | 2                                                                 | 1                   | 1<br>(100.00) | 1<br>(100.00)            | 2                                          | 2                       |
|        |          | Trivandrum | 1146                                                             | 164<br>(14.31)                   | 164                                                               | 4                   | 4<br>(100.00) | 4<br>(100.00)            | 164                                        | 164                     |
|        |          | Total      | 10107                                                            | 858<br>(8.49)                    | 858                                                               | 11                  | 10<br>(90.91) | 10<br>(90.91)            | 858                                        | 858                     |

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**Table 4.8: Distribution of Contract Labour by Trade Unions**

| Sl. No .  | Zone    | Airports  | Total Number of Contract Workers employed by contractors covered |                                  |                                                                   | No. of Trade Unions |               |                          | No. of Contract Workers who were member of |                         |   |
|-----------|---------|-----------|------------------------------------------------------------------|----------------------------------|-------------------------------------------------------------------|---------------------|---------------|--------------------------|--------------------------------------------|-------------------------|---|
|           |         |           | Total                                                            | Who were members of Trade Unions | Who were members of Trade Unions exclusively for Contract Workers | Total No. of Unions | Registered    | Recognised by Management | Registered Trade Unions                    | Recognised Trade Unions |   |
| 1         | 2       | 3         | 4                                                                | 5                                | 7                                                                 | 8                   | 9             | 10                       | 11                                         | 12                      |   |
| 4         | Western | Ahmedabad | 702                                                              | -                                | -                                                                 | -                   | -             | -                        | -                                          | -                       | - |
|           |         | Bhopal    | 191                                                              | -                                | -                                                                 | -                   | -             | -                        | -                                          | -                       | - |
|           |         | Indore    | 240                                                              | -                                | -                                                                 | -                   | -             | -                        | -                                          | -                       | - |
|           |         | Jabalpur  | 58                                                               | -                                | -                                                                 | -                   | -             | -                        | -                                          | -                       | - |
|           |         | Mumbai    | 3604                                                             | 901<br>(25.00)                   | 901                                                               | 4                   | 3<br>(75.00)  | 3<br>(75.00)             | 901                                        | 901                     |   |
|           |         | Nagpur    | 253                                                              | -                                | -                                                                 | -                   | -             | -                        | -                                          | -                       | - |
|           |         | Pune      | 491                                                              | -                                | -                                                                 | -                   | -             | -                        | -                                          | -                       | - |
|           |         | Vadodra   | 487                                                              | -                                | -                                                                 | -                   | -             | -                        | -                                          | -                       | - |
|           |         | Total     | 6026                                                             | 901<br>(14.95)                   | 901                                                               | 4                   | 3<br>(75.00)  | 3<br>(75.00)             | 901                                        | 901                     |   |
| ALL INDIA |         |           | 27198                                                            | 2659<br>(9.78)                   | 2659                                                              | 17                  | 15<br>(88.24) | 15<br>(88.24)            | 2659                                       | 2659                    |   |

Note: Figures in parentheses indicate percentages.

**Table 4.9: Distribution of Contractors Following Grievance Redressal Procedure and Maintaining Records**

| Sl. No. | Zone    | Airports     | Total Number of Contractors |                                      | Time Limit for Redressing of Grievance (in days) | Contractors Maintaining |                |                                        |                    |               |                      |                   |
|---------|---------|--------------|-----------------------------|--------------------------------------|--------------------------------------------------|-------------------------|----------------|----------------------------------------|--------------------|---------------|----------------------|-------------------|
|         |         |              | Covered                     | Having Grievance Redressal Procedure |                                                  | Muster Roll             | Wages Register | Combine Register Muster Roll cum wages | Deduction Register | Fine Register | Register of Advances | Overtime Register |
| 1       | 2       | 3            | 4                           | 5                                    | 6                                                | 7                       | 8              | 9                                      | 10                 | 11            | 12                   | 13                |
| 1       | Eastern | Bagdogra     | 10                          | 10                                   | 1-7                                              | 10<br>(100.00)          | 10<br>(100.00) | 0<br>(0.00)                            | 0<br>(0.00)        | 0<br>(0.00)   | 4<br>(40.00)         | 4<br>(40.00)      |
|         |         | Bhubneshwar  | 12                          | 12                                   | 1-7                                              | 12<br>(100.00)          | 12<br>(100.00) | 0<br>(0.00)                            | 0<br>(0.00)        | 0<br>(0.00)   | 6<br>(50.00)         | 6<br>(50.00)      |
|         |         | Dibrugarh    | 9                           | 9                                    | 1-7                                              | 9<br>(100.00)           | 9<br>(100.00)  | 0<br>(0.00)                            | 2<br>(22.22)       | 2<br>(22.22)  | 3<br>(33.33)         | 0<br>(0.00)       |
|         |         | Guwahati     | 10                          | 10                                   | 1-7                                              | 10<br>(100.00)          | 10<br>(100.00) | 1<br>(10.00)                           | 4<br>(40.00)       | 4<br>(40.00)  | 9<br>(90.00)         | 7<br>(70.00)      |
|         |         | Imphal       | 11                          | 11                                   | 1-7                                              | 11<br>(100.00)          | 11<br>(100.00) | 0<br>(0.00)                            | 1<br>(9.09)        | 3<br>(27.27)  | 6<br>(54.55)         | 5<br>(45.45)      |
|         |         | Jorhat       | 4                           | 4                                    | 1-7                                              | 4<br>(100.00)           | 4<br>(100.00)  | 0<br>(0.00)                            | 0<br>(0.00)        | 0<br>(0.00)   | 1<br>(25.00)         | 0<br>(0.00)       |
|         |         | Kolkata      | 23                          | 23                                   | 1-7                                              | 23<br>(100.00)          | 23<br>(100.00) | 0<br>(0.00)                            | 4<br>(17.39)       | 4<br>(17.39)  | 15<br>(65.22)        | 14<br>(60.87)     |
|         |         | Silchar      | 6                           | 6                                    | 1-7                                              | 5<br>(83.33)            | 5<br>(83.33)   | 0<br>(0.00)                            | 0<br>(0.00)        | 0<br>(0.00)   | 4<br>(66.67)         | 0<br>(0.00)       |
|         |         | <b>Total</b> | 85                          | 85                                   | 1-7                                              | 84<br>(98.82)           | 84<br>(98.82)  | 1<br>(1.18)                            | 11<br>(12.94)      | 13<br>(15.29) | 48<br>(56.47)        | 36<br>(42.35)     |

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**Table 4.9: Distribution of Contractors Following Grievance Redressal Procedure and Maintaining Records**

| Sl. No | Zone     | Airports   | Total Number of Contractors |                                      | Time Limit for Redressing of Grievance (in days) | Contractors Maintaining |                |                                        |                    |               |                      |                   |
|--------|----------|------------|-----------------------------|--------------------------------------|--------------------------------------------------|-------------------------|----------------|----------------------------------------|--------------------|---------------|----------------------|-------------------|
|        |          |            | Covered                     | Having Grievance Redressal Procedure |                                                  | Muster Roll             | Wages Register | Combine Register Muster Roll cum wages | Deduction Register | Fine Register | Register of Advances | Overtime Register |
| 1      | 2        | 3          | 4                           | 5                                    | 6                                                | 7                       | 8              | 9                                      | 10                 | 11            | 12                   | 13                |
| 2      | Northern | Amritsar   | 7                           | 7                                    | 7-30                                             | 7<br>(100.00)           | 7<br>(100.00)  | 5<br>(71.43)                           | 5<br>(71.43)       | 4<br>(57.14)  | 5<br>(71.43)         | 6<br>(85.71)      |
|        |          | Chandigarh | 10                          | 10                                   | 7-21                                             | 10<br>(100.00)          | 10<br>(100.00) | 0<br>(0.00)                            | 1<br>(10.00)       | 0<br>(0.00)   | 0<br>(0.00)          | 1<br>(10.00)      |
|        |          | Dehradun   | 7                           | 7                                    | 7-21                                             | 7<br>(100.00)           | 5<br>(71.43)   | 0<br>(0.00)                            | 0<br>(0.00)        | 0<br>(0.00)   | 0<br>(0.00)          | 1<br>(14.29)      |
|        |          | Delhi      | 20                          | 20                                   | 7-21                                             | 20<br>(100.00)          | 20<br>(100.00) | 0<br>(0.00)                            | 0<br>(0.00)        | 0<br>(0.00)   | 0<br>(0.00)          | 6<br>(30.00)      |
|        |          | Kangra     | 4                           | 4                                    | 15-30                                            | 4<br>(100.00)           | 4<br>(100.00)  | 0<br>(0.00)                            | 0<br>(0.00)        | 0<br>(0.00)   | 0<br>(0.00)          | 0<br>(0.00)       |
|        |          | Lucknow    | 10                          | 10                                   | 7-15                                             | 10<br>(100.00)          | 10<br>(100.00) | 0<br>(0.00)                            | 0<br>(0.00)        | 0<br>(0.00)   | 0<br>(0.00)          | 1<br>(10.00)      |
|        |          | Safdarjung | 6                           | 6                                    | 1-7                                              | 6<br>(100.00)           | 6<br>(100.00)  | 1<br>(16.67)                           | 0<br>(0.00)        | 0<br>(0.00)   | 0<br>(0.00)          | 1<br>(16.67)      |
|        |          | Srinagar   | 8                           | 8                                    | 7-21                                             | 8<br>(100.00)           | 8<br>(100.00)  | 2<br>(25.00)                           | 0<br>(0.00)        | 0<br>(0.00)   | 2<br>(25.00)         | 0<br>(0.00)       |
|        |          | Varanasi   | 9                           | 9                                    | 7-21                                             | 9<br>(100.00)           | 7<br>(77.78)   | 0<br>(0.00)                            | 0<br>(0.00)        | 0<br>(0.00)   | 0<br>(0.00)          | 2<br>(22.22)      |
|        |          | Total      | 81                          | 81                                   | 7-30                                             | 81<br>(100.00)          | 77<br>(95.06)  | 8<br>(9.88)                            | 6<br>(7.41)        | 4<br>(4.94)   | 7<br>(8.64)          | 18<br>(22.22)     |

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**Table 4.9: Distribution of Contractors Following Grievance Redressal Procedure and Maintaining Records**

| Sl. No | Zone     | Airports   | Total Number of Contractors |                                      | Time Limit for Redressing of Grievance (in days) | Contractors Maintaining |                 |                                        |                    |                |                      |                   |
|--------|----------|------------|-----------------------------|--------------------------------------|--------------------------------------------------|-------------------------|-----------------|----------------------------------------|--------------------|----------------|----------------------|-------------------|
|        |          |            | Covered                     | Having Grievance Redressal Procedure |                                                  | Muster Roll             | Wages Register  | Combine Register Muster Roll cum wages | Deduction Register | Fine Register  | Register of Advances | Overtime Register |
| 1      | 2        | 3          | 4                           | 5                                    | 6                                                | 7                       | 8               | 9                                      | 10                 | 11             | 12                   | 13                |
| 3      | Southern | Bangluru   | 24                          | 24                                   | 1-7                                              | 24<br>(100.00)          | 24<br>(100.00)  | 24<br>(100.00)                         | 24<br>(100.00)     | 24<br>(100.00) | 24<br>(100.00)       | 24<br>(100.00)    |
|        |          | Chennai    | 22                          | 22                                   | 1-7                                              | 22<br>(100.00)          | 22<br>(100.00)  | 22<br>(100.00)                         | 22<br>(100.00)     | 22<br>(100.00) | 22<br>(100.00)       | 22<br>(100.00)    |
|        |          | Goa        | 12                          | 12                                   | 1-7                                              | 12<br>(100.00)          | 12<br>(100.00)  | 12<br>(100.00)                         | 12<br>(100.00)     | 10<br>(83.33)  | 10<br>(83.33)        | 11<br>(91.67)     |
|        |          | Hyderabad  | 15                          | 15                                   | 1-7                                              | 15<br>(100.00)          | 15<br>(100.00)  | 15<br>(100.00)                         | 15<br>(100.00)     | 15<br>(100.00) | 15<br>(100.00)       | 15<br>(100.00)    |
|        |          | Kochi      | 10                          | 10                                   | 1-7                                              | 10<br>(100.00)          | 10<br>(100.00)  | 10<br>(100.00)                         | 10<br>(100.00)     | 10<br>(100.00) | 10<br>(100.00)       | 10<br>(100.00)    |
|        |          | Mangalore  | 7                           | 7                                    | 1-7                                              | 7<br>(100.00)           | 7<br>(100.00)   | 7<br>(100.00)                          | 7<br>(100.00)      | 7<br>(100.00)  | 7<br>(100.00)        | 7<br>(100.00)     |
|        |          | Port Blair | 8                           | 8                                    | 1-7                                              | 8<br>(100.00)           | 8<br>(100.00)   | 8<br>(100.00)                          | 8<br>(100.00)      | 8<br>(100.00)  | 8<br>(100.00)        | 8<br>(100.00)     |
|        |          | Trivandrum | 8                           | 8                                    | 1-7                                              | 8<br>(100.00)           | 8<br>(100.00)   | 8<br>(100.00)                          | 8<br>(100.00)      | 8<br>(100.00)  | 8<br>(100.00)        | 8<br>(100.00)     |
|        |          | Total      | 106                         | 106                                  | 1-7                                              | 106<br>(100.00)         | 106<br>(100.00) | 106<br>(100.00)                        | 106<br>(100.00)    | 104<br>(98.11) | 104<br>(98.11)       | 105<br>(99.06)    |

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**Table 4.9: Distribution of Contractors Following Grievance Redressal Procedure and Maintaining Records**

| Sl. No.   | Zone    | Airports  | Total Number of Contractors |                                      | Time Limit for Redressing of Grievance (in days) | Contractors Maintaining |                |                                        |                    |                |                      |                   |
|-----------|---------|-----------|-----------------------------|--------------------------------------|--------------------------------------------------|-------------------------|----------------|----------------------------------------|--------------------|----------------|----------------------|-------------------|
|           |         |           | Covered                     | Having Grievance Redressal Procedure |                                                  | Muster Roll             | Wages Register | Combine Register Muster Roll cum wages | Deduction Register | Fine Register  | Register of Advances | Overtime Register |
| 1         | 2       | 3         | 4                           | 5                                    | 6                                                | 7                       | 8              | 9                                      | 10                 | 11             | 12                   | 13                |
| 4         | Western | Ahmedabad | 9                           | 9                                    | 1-7                                              | 9<br>(100.00)           | 7<br>(77.78)   | 0<br>(0.00)                            | 0<br>(0.00)        | 0<br>(0.00)    | 0<br>(0.00)          | 1<br>(11.11)      |
|           |         | Bhopal    | 6                           | 6                                    | 1-7                                              | 6<br>(100.00)           | 6<br>(100.00)  | 1<br>(16.67)                           | 3<br>(50.00)       | 2<br>(33.33)   | 2<br>(33.33)         | 1<br>(16.67)      |
|           |         | Indore    | 6                           | 6                                    | 1-7                                              | 4<br>(66.67)            | 4<br>(66.67)   | 2<br>(33.33)                           | 0<br>(0.00)        | 0<br>(0.00)    | 0<br>(0.00)          | 2<br>(33.33)      |
|           |         | Jabalpur  | 5                           | 5                                    | 1-7                                              | 2<br>(40.00)            | 4<br>(80.00)   | 1<br>(20.00)                           | 0<br>(0.00)        | 0<br>(0.00)    | 0<br>(0.00)          | 1<br>(20.00)      |
|           |         | Mumbai    | 31                          | 31                                   | 1-7                                              | 31<br>(100.00)          | 31<br>(100.00) | 1<br>(3.23)                            | 8<br>(25.81)       | 10<br>(32.26)  | 9<br>(29.03)         | 13<br>(41.94)     |
|           |         | Nagpur    | 12                          | 12                                   | 1-7                                              | 7<br>(58.33)            | 6<br>(50.00)   | 4<br>(33.33)                           | 0<br>(0.00)        | 0<br>(0.00)    | 0<br>(0.00)          | 1<br>(8.33)       |
|           |         | Pune      | 11                          | 11                                   | 1-7                                              | 10<br>(90.91)           | 11<br>(100.00) | 0<br>(0.00)                            | 0<br>(0.00)        | 0<br>(0.00)    | 2<br>(18.18)         | 5<br>(45.45)      |
|           |         | Vadodra   | 6                           | 6                                    | 1-7                                              | 6<br>(100.00)           | 6<br>(100.00)  | 0<br>(0.00)                            | 0<br>(0.00)        | 0<br>(0.00)    | 0<br>(0.00)          | 1<br>(16.67)      |
|           |         | Total     | 86                          | 86                                   | 1-7                                              | 75<br>(87.21)           | 75<br>(87.21)  | 9<br>(10.47)                           | 11<br>(12.79)      | 12<br>(13.95)  | 13<br>(15.12)        | 25<br>(29.07)     |
| ALL INDIA |         |           | 358                         | 358                                  | 1-30                                             | 346<br>(96.65)          | 342<br>(95.53) | 124<br>(34.64)                         | 134<br>(37.43)     | 133<br>(37.15) | 172<br>(48.04)       | 184<br>(51.40)    |

Note: Figures in parentheses indicate percentages



**ANNEXURE-I****INDUSTRIES COVERED UNDER CONTRACT LABOUR SURVEYS****As on 31.12.2016 (Report released)**

| Sl. No. | Name of Industry                                                                                                                | Period of Survey        |
|---------|---------------------------------------------------------------------------------------------------------------------------------|-------------------------|
| 1.      | Iron Ore Mines                                                                                                                  | 1956-57                 |
| 2.      | Petroleum Refineries and Oil fields*                                                                                            | 1958-59, 1993, 2009-11  |
| 3.      | Ports, Sea-Ports & Shipyards*                                                                                                   | 1959, 2014              |
| 4.      | Railways<br>(i) Loading and unloading of goods<br>(ii) Construction of Railways Lines, Bridges, Buildings etc.                  | 1957-59<br>1959<br>1959 |
| 5.      | Building and Constructions*                                                                                                     | 1959-60, 1996           |
| 6.      | Distribution and Marketing side of the Petroleum                                                                                | 1960-61                 |
| 7.      | Manganese Mines                                                                                                                 | 1961                    |
| 8.      | Iron and Steel*                                                                                                                 | 1961-62, 1999           |
| 9.      | Lime Stone Quarries                                                                                                             | 1962-63                 |
| 10.     | Cotton Ginning and Bailing                                                                                                      | 1963                    |
| 11.     | Mica Mines*                                                                                                                     | 1963-64, 1981           |
| 12.     | Hydrogenated Oil                                                                                                                | 1963                    |
| 13.     | General and Electrical Engineering (Excluding Generation and Transformation of Electrical Energy)                               | 1964-65                 |
| 14.     | Rice Milling                                                                                                                    | 1967-68, 1986           |
| 15.     | Edible Oils (Other than Hydrogenated oils)                                                                                      | 1968-69                 |
| 16.     | Sugar                                                                                                                           | 1968-69                 |
| 17.     | Manufacture of Structural Clay Products (Fire Bricks, Tiles, Refractories' and Furnace Lining Bricks/Acidic, Basic and natural) | 1970                    |
| 18.     | Manufacture of Metal Products (Except Machinery and Transport equipmental)                                                      | 1971                    |
| 19.     | Manufacture of Motor Vehicles                                                                                                   | 1971                    |
| 20.     | Salt                                                                                                                            | 1972-73                 |
| 21.     | Paper and Paper Products                                                                                                        | 1972-73                 |
| 22.     | Manufacture of Glass products( Except Optical Lenses)                                                                           | 1974                    |

|     |                                                |         |
|-----|------------------------------------------------|---------|
| 23. | Electric Light and Power                       | 1974    |
| 24. | Manufacture of Pottery, Chines and Earthenware | 1974    |
| 25. | Flour Milling                                  | 1977    |
| 26. | Non-Ferrous Basic Metals                       | 1977    |
| 27. | Coal Mines                                     | 1979-80 |
| 28. | Fire Clay Mines                                | 1979-80 |
| 29. | Magnesite Mines                                | 1979-80 |
| 30. | Gypsum Mines                                   | 1979-80 |
| 31. | Chromite Mines                                 | 1981    |
| 32. | Dolomite Mines                                 | 1981    |
| 33. | Bauxite Mines                                  | 1981    |
| 34. | Irrigation and Power Projects in India         | 1983-84 |
| 35. | F.C.I.                                         | 2000    |
| 36. | N.T.P.C.                                       | 2000    |
| 37. | Cement Mfg. Industry                           | 2000    |
| 38. | Cement Related Mines                           | 2000    |
| 39. | Air Transport Sector                           | 2005    |

\*Repeat Surveys have been conducted in these industries.

BHARAT SARKAR  
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SHRAM BUREAU  
CHANDIGARH

WORKING CONDITIONS OF CONTRACT LABOUR  
IN AIR TRANSPORT SECTOR  
SCHEDULE I: PRINCIPAL EMPLOYER SCHEDULE

Reference Period: 1<sup>st</sup> March, 2015 to 29<sup>th</sup> February, 2016  
BLOCK I: IDENTIFICATION PARTICULARS

1. i) Name and address of Air Transport operator whether Schedule or Non- schedule (Schedule-1 Non-schedule-2 Airport-3) \_\_\_\_\_  
\_\_\_\_\_
2. Serial No. as per sample list \_\_\_\_\_
3. Running Sl. No. (To be recorded at H.Q.) \_\_\_\_\_
4. Ownership of the unit  
Private=1, Public=2, Joint=3,  
Others(Specify)=4
5. Whether National or Multinational Operator  
(National-1 International-2)
6. i) Whether registration No. is obtained to engage contractor (s)  
Yes=1, No=2, N.A.=3   
ii) If yes, Registration No. and date of registration \_\_\_\_\_  
iii) If No, reasons thereof \_\_\_\_\_
7. Working hours of the unit in a year \_\_\_\_\_
8. Number of contractors engaged on the date of survey \_\_\_\_\_
- 8.1 No. of Inspections made by the Competent authority during the reference period \_\_\_\_\_

BLOCK II: EMPLOYMENT

| Manual workers | Non Manual workers | Total workers |
|----------------|--------------------|---------------|
|                |                    |               |

**Total Direct Employment of the Unit****10. Details of Direct Labour and Contract Labour employed  
(Excluding Managerial, Administrative, Supervisory and Office Staff, etc.)**

| Workers | Total Direct Labour Employed | Total Contract Labour Employed |
|---------|------------------------------|--------------------------------|
| 1       | 2                            | 3                              |
| MEN     |                              |                                |
| WOMEN   |                              |                                |
| TOTAL   |                              |                                |

**Details of employment Contractor wise (in descending order of employment)**

| Sl. No. | Contractor's Name | Total Contract Labour employed on any day during one year | Whether license required (Yes=1, No=2) | Whether Contractor is Licensed (Yes=1, No=2) |
|---------|-------------------|-----------------------------------------------------------|----------------------------------------|----------------------------------------------|
| 1       | 2                 | 3                                                         | 4                                      | 5                                            |
| 1       |                   |                                                           |                                        |                                              |
| 2       |                   |                                                           |                                        |                                              |
| 3       |                   |                                                           |                                        |                                              |
| 4       |                   |                                                           |                                        |                                              |
| 5       |                   |                                                           |                                        |                                              |
| 6       |                   |                                                           |                                        |                                              |
| Total   |                   |                                                           | Yes=<br>No=                            | Yes=<br>No=                                  |

**12. Details of jobs performed by Contract Labour**

| Sl. No | Perennial Jobs<br>Occupation of contract labour* | Reasons for employing contract labour | Whether direct labour is also working on the same or similar occupation in the unit (Yes=1, No=2) |
|--------|--------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------------------------------|
| 1      | 2                                                | 3                                     | 4                                                                                                 |
| 1.     |                                                  |                                       |                                                                                                   |
| 2.     |                                                  |                                       |                                                                                                   |
| 3.     |                                                  |                                       |                                                                                                   |
| 4.     |                                                  |                                       |                                                                                                   |
| 5.     |                                                  |                                       |                                                                                                   |
| 6.     |                                                  |                                       |                                                                                                   |

| 7.     |                                |                                       |                                                                                       |
|--------|--------------------------------|---------------------------------------|---------------------------------------------------------------------------------------|
| 8.     |                                |                                       |                                                                                       |
| Sl. No | Non-Perennial Jobs             | Reasons for employing contract labour | Whether direct labour is also working on the same or similar occupation (Yes=1, No=2) |
|        | Occupation of contract labour* |                                       |                                                                                       |
| 1.     |                                |                                       |                                                                                       |
| 2.     |                                |                                       |                                                                                       |
| 3.     |                                |                                       |                                                                                       |
| 4.     |                                |                                       |                                                                                       |
| 5.     |                                |                                       |                                                                                       |
| 6.     |                                |                                       |                                                                                       |
| 7.     |                                |                                       |                                                                                       |
| 8.     |                                |                                       |                                                                                       |

\*For example: Foremen, Supervisor (General Labour), Loader/Unloaded, Driver (Truck, Lorry or Tractor), Cleaner, Sweeper, Electrician, Fitter, Wiremen, Helper, Mason, General Mazdoor, Welder, Carpenter, Blacksmith, Painter, , Machine Operator, Mechanic /Technician, Gas Cutter, Plumber, Pump Operator, AC Operator/ AC Plant Operator, AC Mechanic, Mali(Gardener), Security Guard, Gunmen, etc.

### BLOCK III: WORKING CONDITIONS, WAGES AND EARNINGS

13. If direct labour is also working on the same/similar jobs for which contract labour is engaged then give the following details regarding direct labour

#### Working Hours and Rest Interval

| Shift timings |    | Daily Hours of Work |                     | Duration of Rest-Interval (Hours) |                     | Spread Over (Hours) |                     | Weekly Hours of Work |                     |
|---------------|----|---------------------|---------------------|-----------------------------------|---------------------|---------------------|---------------------|----------------------|---------------------|
| From          | To | Time Rated workers  | Piece Rated workers | Time Rated workers                | Piece Rated workers | Time Rated workers  | Piece Rated workers | Time Rated workers   | Piece Rated workers |
| 1             | 2  | 3                   | 4                   | 5                                 | 6                   | 7                   | 8                   | 9                    | 10                  |
| 1.            |    |                     |                     |                                   |                     |                     |                     |                      |                     |
| 2.            |    |                     |                     |                                   |                     |                     |                     |                      |                     |
| 3.            |    |                     |                     |                                   |                     |                     |                     |                      |                     |
| General Shift |    |                     |                     |                                   |                     |                     |                     |                      |                     |

**B. Leave and Holidays allowed with Pay**

| Type of Leave/Holidays      | Categories of workers entitled (code) * | No. of days allowed in a year | Qualifying conditions, if any | Rate of Payment (code)** |
|-----------------------------|-----------------------------------------|-------------------------------|-------------------------------|--------------------------|
| 1                           | 2                                       | 3                             | 4                             | 5                        |
| Privilege Leave             |                                         |                               |                               |                          |
| 2. Casual Leave             |                                         |                               |                               |                          |
| 3. Sick Leave               |                                         |                               |                               |                          |
| 4. National Holidays        |                                         |                               |                               |                          |
| 5. Festival Holidays        |                                         |                               |                               |                          |
| 6. Any other leave(specify) |                                         |                               |                               |                          |

\* Code: Regular=1, Temporary=2, Casual=3, Badli =4, All workers=5

\*\* Rate of payment: Full wages=1, Half wages=2, Others (specify) =3, No wages=4

**C. Weekly Off**

- i) Whether weekly off is allowed to workers  
Yes=1, No=2
- ii) If yes, weekly off is allowed with Pay or without Pay  
With Pay=1, Without Pay=2

**Wages and Earnings**

**i) Time Rated Workers**

| Occupation of workers | No. of Workers | Pay Period * | Basic Wage Rate/ Consolidated Wages, per day ** (Rs.) |      | Dearness Allowance on Basic Wage Rate, per day (Rs.) |      | Total Wages per day (Rs.) |                 | Total Earnings per day (Rs.) |      |
|-----------------------|----------------|--------------|-------------------------------------------------------|------|------------------------------------------------------|------|---------------------------|-----------------|------------------------------|------|
|                       |                |              | Min.                                                  | Max. | Min.                                                 | Max. | Min. (Col. 4+6)           | Max. (Col. 5+7) | Min.                         | Max. |
|                       |                |              |                                                       |      |                                                      |      |                           |                 |                              |      |
| 1                     | 2              | 3            | 4                                                     | 5    | 6                                                    | 7    | 8                         | 9               | 10                           | 11   |
| <b>Men</b>            |                |              |                                                       |      |                                                      |      |                           |                 |                              |      |
| 1                     |                |              |                                                       |      |                                                      |      |                           |                 |                              |      |
| 2                     |                |              |                                                       |      |                                                      |      |                           |                 |                              |      |
| 3                     |                |              |                                                       |      |                                                      |      |                           |                 |                              |      |
| 4                     |                |              |                                                       |      |                                                      |      |                           |                 |                              |      |
| 5                     |                |              |                                                       |      |                                                      |      |                           |                 |                              |      |
| 6                     |                |              |                                                       |      |                                                      |      |                           |                 |                              |      |
| <b>Women</b>          |                |              |                                                       |      |                                                      |      |                           |                 |                              |      |
| 1                     |                |              |                                                       |      |                                                      |      |                           |                 |                              |      |
| 2                     |                |              |                                                       |      |                                                      |      |                           |                 |                              |      |
| 3                     |                |              |                                                       |      |                                                      |      |                           |                 |                              |      |
| 4                     |                |              |                                                       |      |                                                      |      |                           |                 |                              |      |

\* Monthly =1, Fortnightly=2, Weekly=3, Daily=4

**\*\* i) If Pay Scale (s), then write Min. & Max. basic pay of the Pay Scale (s) . Also write pay scales in the footnote separately.**

**ii) If consolidated wages are paid, then write Min. & Max. of actual wages paid.**

**Piece Rated Workers**

| Occupation of workers | No. of workers | Pay period* | Min. Wages per day prescribed under the Min. Wages Act | Total Wages/Earnings per day (Rs.) |          | Rate of payment per unit of output, if any |
|-----------------------|----------------|-------------|--------------------------------------------------------|------------------------------------|----------|--------------------------------------------|
|                       |                |             |                                                        | Min.                               | Max.     |                                            |
| <b>1</b>              | <b>2</b>       | <b>3</b>    | <b>4</b>                                               | <b>5</b>                           | <b>6</b> | <b>7</b>                                   |
| <b>Men</b>            |                |             |                                                        |                                    |          |                                            |
| <b>1</b>              |                |             |                                                        |                                    |          |                                            |
| <b>2</b>              |                |             |                                                        |                                    |          |                                            |
| <b>3</b>              |                |             |                                                        |                                    |          |                                            |
| <b>4</b>              |                |             |                                                        |                                    |          |                                            |
| <b>5</b>              |                |             |                                                        |                                    |          |                                            |
| <b>6</b>              |                |             |                                                        |                                    |          |                                            |
| <b>Women</b>          |                |             |                                                        |                                    |          |                                            |
| <b>1</b>              |                |             |                                                        |                                    |          |                                            |
| <b>2</b>              |                |             |                                                        |                                    |          |                                            |
| <b>3</b>              |                |             |                                                        |                                    |          |                                            |
| <b>4</b>              |                |             |                                                        |                                    |          |                                            |

\* Monthly=1, Fortnightly=2, Weekly=3, Daily=4.

**11. i) Whether any efforts are made to regularise the Contract workers who are employed in perennial Jobs by abolishing the perennial job's contract**  
Yes=1, No=2

**If yes, number of contract workers**

**Field Officer's Observations**

-----  
-----  
-----  
-----  
-----

**Particulars of Investigation**

**Field Officer**

**Economic Officer**

Name \_\_\_\_\_

Name \_\_\_\_\_

Date of Survey \_\_\_\_\_

Date of Scrutiny \_\_\_\_\_

Date of submission of  
Schedule \_\_\_\_\_

Date of dispatch of  
Schedule to H. Qtrs. \_\_\_\_\_

Signature \_\_\_\_\_

Signature \_\_\_\_\_

**For Head Quarters use only**

Date of receipt of Schedule \_\_\_\_\_

Schedule scrutinised by (Name) \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

\*\*\*

**BHARAT SARKAR**  
**SHRAM AUR ROZGAR MANTRALAYA**  
**SHRAM BUREAU**  
**CHANDIGARH**  
**WORKING CONDITIONS OF CONTRACT LABOUR**  
**IN AIR TRANSPORT SECTOR**

**SCHEDULE II: CONTRACTOR SCHEDULE**

**Reference Period : 1<sup>st</sup> March, 2015 to 29<sup>th</sup> February, 2016**

**BLOCK I: IDENTIFICATION PARTICULARS**

i) Name and address of Air Transport Operator \_\_\_\_\_

ii) Whether Schedule or Non-Schedule  
(Schedule-1 Non-Schedule-2 Air port-3) \_\_\_\_\_

Name and address of the  
Contractor/Sub-Contractor \_\_\_\_\_  
\_\_\_\_\_

Serial No. of the Contactor  
(as in the Principal Employer Schedule) \_\_\_\_\_

Running Sl. No. (To be recorded at H.Q)

i) Whether Contractor is licensed (Y=1, N=2)

ii) If yes, License No. with date \_\_\_\_\_

iii) Validity period of the License  
(as indicated in the License) \_\_\_\_\_

iv) If no, reasons for not obtaining license \_\_\_\_\_

**Details of jobs undertaken by the contract labour**

| Sl. No. | Perennial Jobs                  | Nature of jobs undertaken ** | Period of Contract |
|---------|---------------------------------|------------------------------|--------------------|
|         | Occupations of contract labour* |                              |                    |
| 1       | 2                               | 3                            | 4                  |
| 1       |                                 |                              |                    |
| 2       |                                 |                              |                    |

| 3       |                                                        |                              |                    |
|---------|--------------------------------------------------------|------------------------------|--------------------|
| 4       |                                                        |                              |                    |
| 5       |                                                        |                              |                    |
| 6       |                                                        |                              |                    |
| 7       |                                                        |                              |                    |
| 8       |                                                        |                              |                    |
| Sl. No. | Non-Perennial Jobs<br>Occupations of contract labour * | Nature of jobs undertaken ** | Period of Contract |
| 1       |                                                        |                              |                    |
| 2       |                                                        |                              |                    |
| 3       |                                                        |                              |                    |
| 4       |                                                        |                              |                    |
| 5       |                                                        |                              |                    |
| 6       |                                                        |                              |                    |
| 7       |                                                        |                              |                    |
| 8       |                                                        |                              |                    |

\* For example: Foreman, Supervisor (General Labour), Loader/Unloaded, Driver (Truck, Lorry or Tractor), Cleaner, Sweeper, Electrician, Fitter, Wiremen, Helper, Mason, General Mazdoor, Welder, Carpenter, Blacksmith, Painter, Machine Operator, Mechanic/Technician, Gas Cutter, Plumber, Pump Operator, AC Operator/AC Plant Operator, AC Mechanic, Mali (Gardener), Security Guard, Gunmen, etc.

\*\* For Example: Civil Maintenance, Electrical Maintenance, Civil works (Erection, Demolition), Loading/Unloading, Cleaning, Housekeeping, Running of Canteen, Parking, etc.

#### BLOCK II: EMPLOYMENT

#### 7. Number of workers employed by the contractor as on the reference date

| Perennial Jobs                  | No. of time rated workers |       |       | No. of piece rated workers |       |       | Total Number of workers |     |       |
|---------------------------------|---------------------------|-------|-------|----------------------------|-------|-------|-------------------------|-----|-------|
| Occupations of workers employed | Men                       | Women | Total | Men                        | Women | Total | Women                   | Men | Total |
| 1                               | 2                         | 3     | 4     | 5                          | 6     | 7     | 8                       | 9   | 10    |
| 1.                              |                           |       |       |                            |       |       |                         |     |       |
| 2.                              |                           |       |       |                            |       |       |                         |     |       |
| 3.                              |                           |       |       |                            |       |       |                         |     |       |
| 4.                              |                           |       |       |                            |       |       |                         |     |       |
| 5.                              |                           |       |       |                            |       |       |                         |     |       |
| 6.                              |                           |       |       |                            |       |       |                         |     |       |
| 7.                              |                           |       |       |                            |       |       |                         |     |       |
| 8.                              |                           |       |       |                            |       |       |                         |     |       |

|                                        |                                  |              |              |                                   |              |              |                                |            |              |
|----------------------------------------|----------------------------------|--------------|--------------|-----------------------------------|--------------|--------------|--------------------------------|------------|--------------|
| 9.                                     |                                  |              |              |                                   |              |              |                                |            |              |
| 10.                                    |                                  |              |              |                                   |              |              |                                |            |              |
| <b>Non-Perennial Jobs</b>              | <b>No. of time rated workers</b> |              |              | <b>No. of piece rated workers</b> |              |              | <b>Total Number of workers</b> |            |              |
| <b>Occupations of workers employed</b> | <b>Men</b>                       | <b>Women</b> | <b>Total</b> | <b>Men</b>                        | <b>Women</b> | <b>Total</b> | <b>Women</b>                   | <b>Men</b> | <b>Total</b> |
| <b>1</b>                               | <b>2</b>                         | <b>3</b>     | <b>4</b>     | <b>5</b>                          | <b>6</b>     | <b>7</b>     | <b>8</b>                       | <b>9</b>   | <b>10</b>    |
| 1.                                     |                                  |              |              |                                   |              |              |                                |            |              |
| 2.                                     |                                  |              |              |                                   |              |              |                                |            |              |
| 3.                                     |                                  |              |              |                                   |              |              |                                |            |              |
| 4.                                     |                                  |              |              |                                   |              |              |                                |            |              |
| 5.                                     |                                  |              |              |                                   |              |              |                                |            |              |
| 6.                                     |                                  |              |              |                                   |              |              |                                |            |              |
| 7.                                     |                                  |              |              |                                   |              |              |                                |            |              |
| 8.                                     |                                  |              |              |                                   |              |              |                                |            |              |

**Length of service of workers employed by the contractor**

| Period of service                        | Number of workers |
|------------------------------------------|-------------------|
| <b>1</b>                                 | <b>2</b>          |
| i) Up to 1 Year                          |                   |
| ii) More than one year and up to 3 years |                   |
| iii) More than 3 years and up to 5 years |                   |
| iv) More than 5 years and up to 10 years |                   |
| v) More than 10 years                    |                   |
| <b>TOTAL</b>                             |                   |

**Total number of workers employed by the contractor in the unit on the last working day of each of the 12 months (Excluding Managerial, Administrative, Supervisory and Office Staff, etc.)**

| Month /Year | Number of workers employed |          |          | If there are considerable changes in the number of workers employed from month to month, give brief reasons for the same |
|-------------|----------------------------|----------|----------|--------------------------------------------------------------------------------------------------------------------------|
|             | Men                        | Women    | Total    |                                                                                                                          |
| <b>1</b>    | <b>2</b>                   | <b>3</b> | <b>4</b> | <b>5</b>                                                                                                                 |
| Feb, 2016   |                            |          |          |                                                                                                                          |
| Jan, 2016   |                            |          |          |                                                                                                                          |
| Dec, 2015   |                            |          |          |                                                                                                                          |
| Nov, 2015   |                            |          |          |                                                                                                                          |
| Oct, 2015   |                            |          |          |                                                                                                                          |
| Sep, 2015   |                            |          |          |                                                                                                                          |
| Aug, 2015   |                            |          |          |                                                                                                                          |
| July, 2015  |                            |          |          |                                                                                                                          |
| June, 2015  |                            |          |          | `                                                                                                                        |
| may, 2015   |                            |          |          | `                                                                                                                        |

|            |  |  |  |  |
|------------|--|--|--|--|
| April,2015 |  |  |  |  |
| March,2015 |  |  |  |  |

## RECRUITMENT

### A. Methods adopted by the contractor for recruitment of labour

Direct=1, Through Employment Exchange=2,  
Through existing workers=3,  
Through private placement agency=4,  
Others (specify) =5

### B. i) Whether any preference is given for male/female workers in the recruitment for any job

Yes=1, No=2

### ii) If yes, preference is for male or female worker

Male=1, Female=2

### iii) Reasons for preference

\_\_\_\_\_

\_\_\_\_\_

Whether employment cards have been issued by the contractor to the contract workers engaged by him

Yes=1, No=2, Not aware about the employment cards =3

(see rule 76 under section 29 & 25 (2) (m) of Contract Labour Act 1970)

## BLOCK III: WORKING CONDITIONS

### Details of Working Hours and Rest Interval

| Shifts timings |    | Daily Hours of work |                     | Duration of Rest Interval (Hours) |                     | Spread Over (Hours) |                     | Weekly Hours of work |                     |
|----------------|----|---------------------|---------------------|-----------------------------------|---------------------|---------------------|---------------------|----------------------|---------------------|
|                |    | Time Rated workers  | Piece Rated workers | Time Rated workers                | Piece Rated workers | Time Rated workers  | Piece Rated workers | Time Rated workers   | Piece Rated workers |
| From           | To | 3                   | 4                   | 5                                 | 6                   | 7                   | 8                   | 9                    | 10                  |
| 1.             |    |                     |                     |                                   |                     |                     |                     |                      |                     |
| 2.             |    |                     |                     |                                   |                     |                     |                     |                      |                     |
| 3.             |    |                     |                     |                                   |                     |                     |                     |                      |                     |
| General Shift  |    |                     |                     |                                   |                     |                     |                     |                      |                     |

i) Whether there is any system for changeover of workers from one shift to another

Yes=1, No=2, N.A. =9

ii) If yes, periodicity of changeover of shift

Daily=1, Weekly=2, Fortnightly=3,  
Monthly=4, Not fixed=5, N.A. =9

Whether women workers are employed during night shift

Yes=1, No=2, N.A. =9

Additional amenities/facilities provided to night shift workers

Free /subsidized Tea/Coffee=1, Reduced hours of work=2,  
Night shift allowance=3, Others (specify) =4,  
No facility=5, N.A. =9

i) Whether work is also got done on overtime

Yes=1, No=2

ii) If yes, the rate of overtime payment

Normal Wages=1, Double of wages=2, other=3 (specify)

Leave and Holidays allowed with pay to contract workers

| Type of Leave/<br>Holidays | Job<br>categories of<br>workers<br>entitled | No. of days<br>allowed in a<br>year | Qualifying conditions, if<br>any | Rate of<br>payment<br>(Code)* |
|----------------------------|---------------------------------------------|-------------------------------------|----------------------------------|-------------------------------|
| 1                          | 2                                           | 3                                   | 4                                | 5                             |
| 1.Privilage Leave          |                                             |                                     |                                  |                               |
| 2.Casual Leave             |                                             |                                     |                                  |                               |
| 3.Sick Leave               |                                             |                                     |                                  |                               |
| 4.National<br>Holidays     |                                             |                                     |                                  |                               |
| 5. Festival<br>Holidays    |                                             |                                     |                                  |                               |

|                                |  |  |  |  |
|--------------------------------|--|--|--|--|
| 6.Any other leave<br>(Specify) |  |  |  |  |
|--------------------------------|--|--|--|--|

\* Rate of Payment: Full wages=1, Half wages=2, Others (specify) =3, No Wages=4

i) Whether weekly off is allowed to workers  
Yes=1, No=2

(ii) If yes, weekly off is allowed with pay or without pay  
With pay =1, Without Pay=2

#### BLOCK IV: WAGES AND EARNINGS

##### Time Rated contract workers

| Occupation of<br>workers | No. of<br>workers | Pay<br>period* | Basic Wage<br>Rate/Consolida-<br>ted Wages, per<br>day ** (Rs.) |      | Dearness<br>Allowance on<br>Basic Wage<br>Rate, per day<br>(Rs.) |      | Total Wages<br>per day<br>(Rs.) |                       | Total<br>Earnings per<br>day<br>(Rs.) |      |
|--------------------------|-------------------|----------------|-----------------------------------------------------------------|------|------------------------------------------------------------------|------|---------------------------------|-----------------------|---------------------------------------|------|
|                          |                   |                | Min.                                                            | Max. | Min.                                                             | Max. | Min.<br>(col.4<br>+6)           | Max.<br>(col.5<br>+7) | Min.                                  | Max. |
| 1                        | 2                 | 3              | 4                                                               | 5    | 6                                                                | 7    | 8                               | 9                     | 10                                    | 11   |
| Men                      |                   |                |                                                                 |      |                                                                  |      |                                 |                       |                                       |      |
| 1                        |                   |                |                                                                 |      |                                                                  |      |                                 |                       |                                       |      |
| 2                        |                   |                |                                                                 |      |                                                                  |      |                                 |                       |                                       |      |
| 3                        |                   |                |                                                                 |      |                                                                  |      |                                 |                       |                                       |      |
| 4                        |                   |                |                                                                 |      |                                                                  |      |                                 |                       |                                       |      |
| 5                        |                   |                |                                                                 |      |                                                                  |      |                                 |                       |                                       |      |
| 6                        |                   |                |                                                                 |      |                                                                  |      |                                 |                       |                                       |      |
| 7                        |                   |                |                                                                 |      |                                                                  |      |                                 |                       |                                       |      |
| 8                        |                   |                |                                                                 |      |                                                                  |      |                                 |                       |                                       |      |
| Women                    |                   |                |                                                                 |      |                                                                  |      |                                 |                       |                                       |      |
| 1                        |                   |                |                                                                 |      |                                                                  |      |                                 |                       |                                       |      |

|   |  |  |  |  |  |  |  |  |  |  |
|---|--|--|--|--|--|--|--|--|--|--|
| 2 |  |  |  |  |  |  |  |  |  |  |
| 3 |  |  |  |  |  |  |  |  |  |  |
| 4 |  |  |  |  |  |  |  |  |  |  |
| 5 |  |  |  |  |  |  |  |  |  |  |
| 6 |  |  |  |  |  |  |  |  |  |  |

\* Monthly=1, Fortnightly=2, Weekly=3, Daily=4, Not Fixed=5

\*\* i) If pay scale(s), then write Min. & Max. basic pay of the Pay Scales(s). Also write pay scales in foot note separately.

ii) If consolidated wages are paid, then write Min. & Max. of actual wages paid.

**20. Piece Rated contract workers**

| Occupation of workers | No. of workers | Pay period* | Min. Wages per day under the Min. Wages Act (Rs.) | Total Wages/Earnings per day (Rs.) |      | Rate of payment per unit of output, if any |
|-----------------------|----------------|-------------|---------------------------------------------------|------------------------------------|------|--------------------------------------------|
|                       |                |             |                                                   | Min.                               | Max. |                                            |
| 1                     | 2              | 3           | 4                                                 | 5                                  | 6    | 7                                          |
| <b>Men</b>            |                |             |                                                   |                                    |      |                                            |
| 1                     |                |             |                                                   |                                    |      |                                            |
| 2                     |                |             |                                                   |                                    |      |                                            |
| 3                     |                |             |                                                   |                                    |      |                                            |
| 5                     |                |             |                                                   |                                    |      |                                            |
| 6                     |                |             |                                                   |                                    |      |                                            |
| 7                     |                |             |                                                   |                                    |      |                                            |
| 8                     |                |             |                                                   |                                    |      |                                            |
| <b>Women</b>          |                |             |                                                   |                                    |      |                                            |
| 1                     |                |             |                                                   |                                    |      |                                            |
| 2                     |                |             |                                                   |                                    |      |                                            |
| 3                     |                |             |                                                   |                                    |      |                                            |
| 4                     |                |             |                                                   |                                    |      |                                            |
| 5                     |                |             |                                                   |                                    |      |                                            |

\* Monthly=1, Fortnightly=2, Weekly=3, Daily=4, Not fixed=5

21.. i) Whether any disparity is observed in the

wage rates of men and women contract  
workers for the same/Similar jobs

Yes=1, No=2, Men & women worker not employed in similar job=3

ii) If yes, which gender is paid higher wage and  
reasons thereof \_\_\_\_\_

iii) Whether any disparity is observed in the  
wage rates of direct and contract

workers for the same/Similar jobs

Yes=1, No=2, Direct & contract workers not employed in similar job=3

iv) If yes, which category is paid higher wage and  
reasons thereof \_\_\_\_\_

## 22. Other allowances paid to contract workers

| Allowances                              | Job Categories of<br>workers entitled<br>(special occupation) | Rate of<br>payment | Qualifying conditions, if any |
|-----------------------------------------|---------------------------------------------------------------|--------------------|-------------------------------|
| 1                                       | 2                                                             | 3                  | 4                             |
| House Rent<br>Allowance                 |                                                               |                    |                               |
| 2. Conveyance<br>Allowance              |                                                               |                    |                               |
| Medical Allowance                       |                                                               |                    |                               |
| Washing Allowance                       |                                                               |                    |                               |
| Night Shift Allowance                   |                                                               |                    |                               |
| Others (Specify) *<br>i)<br>ii)<br>iii) |                                                               |                    |                               |

\* Other Allowance: Like LTC, Education Allowance, Dust Allowance, Site Allowance, etc.

23\*. i) Whether any authorized representative of the  
Principal Employer remains present at the time of  
disbursing wages to contract workers

Yes=1, No=2

ii) If yes, whether certificate to this effect is

recorded in the pay register

Yes=1, No=2

Rule 73 under section 21 (2) and 35 (2) of the Contract Labour Act 1971

**24. Benefits given in kind to contract workers by Principal Employer/Contractor**

| Benefits in kind                      | Workers entitled (specify occupation) | Market price (Rs.) | Amount contributed by the worker, if any (Rs.) | Approx. money value of concession (col.3-4) (Rs.) | Qualifying conditions, if any | Benefit provided by the Principal Employer or Contractor or Both |
|---------------------------------------|---------------------------------------|--------------------|------------------------------------------------|---------------------------------------------------|-------------------------------|------------------------------------------------------------------|
| 1                                     | 2                                     | 3                  | 4                                              | 5                                                 | 6                             | 7                                                                |
| Uniform                               |                                       |                    |                                                |                                                   |                               |                                                                  |
| Food                                  |                                       |                    |                                                |                                                   |                               |                                                                  |
| Tea/Coffee Snacks                     |                                       |                    |                                                |                                                   |                               |                                                                  |
| Others (Specify)<br>i)<br>ii)<br>iii) |                                       |                    |                                                |                                                   |                               |                                                                  |

**BLOCK V: FINES & DEDUCTIONS**

25. i) Whether deductions are made from the wages of contract workers

Yes=1, No=2

If yes, events in respect of which deductions are made

Fine=1, Absence from duty=2,  
Damage or loss of goods=3, Others (specify)=4

26. In case fine is imposed on contract workers by the contractor

i) Whether there is any fine fund

Yes=1, No=2

If there is fine fund, please state how the fine fund is utilized.

**BLOCK VI: ADVANCES**

Furnish the information in respect of advance(s) given to contract workers

| Purpose for which advance is given * | Amount of advance (Rs.) | Number of workers given advance in reference period | Rate of interest, if any | No. of instalments in which advance is to be recovered | Conditions, if any, attached to the grant of advance |
|--------------------------------------|-------------------------|-----------------------------------------------------|--------------------------|--------------------------------------------------------|------------------------------------------------------|
| 1                                    | 2                       | 3                                                   | 4                        | 5                                                      | 6                                                    |
|                                      |                         |                                                     |                          |                                                        |                                                      |
|                                      |                         |                                                     |                          |                                                        |                                                      |
|                                      |                         |                                                     |                          |                                                        |                                                      |

\* For example: Marriage, Housing, Social obligations, etc.

**BLOCK VII: BONUS**

28. Whether bonus is paid to contract workers

Yes=1, No=2

ii) If yes, furnish the details of bonus paid during the preceding year

| Type of bonus paid                       | Categories of workers entitled (specify occupations) | Rate of payment | No. of workers paid bonus during the preceding year | Amount of bonus paid(Rs.) |      |
|------------------------------------------|------------------------------------------------------|-----------------|-----------------------------------------------------|---------------------------|------|
|                                          |                                                      |                 |                                                     | Min.                      | Max. |
| 1                                        | 2                                                    | 3               | 4                                                   | 5                         | 6    |
| Annual Bonus                             |                                                      |                 |                                                     |                           |      |
| Festival Bonus                           |                                                      |                 |                                                     |                           |      |
| Any other (specify)<br>i)<br>ii)<br>iii) |                                                      |                 |                                                     |                           |      |

**BLOCK VIII: WELFARE AND OTHER FACILITIES**

29. Welfare facilities/amenities provided to contract workers

| Welfare facilities/amenities | Whether obligatory (Yes=1 No=2) | Facility provided at work site by (Contractor=1, Principal Employer=2, Both=3, Not Provided=4) | Qualitative standard of the facility (Good=1, Satisfactory=2, Not Satisfactory=3) |
|------------------------------|---------------------------------|------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
| 1                            | 2                               | 3                                                                                              | 4                                                                                 |
| (a) Drinking Water           | <input type="text"/>            | Water (taps) <input type="text"/>                                                              | <input type="text"/>                                                              |
|                              |                                 | ii) Water (Cooler) <input type="text"/>                                                        | <input type="text"/>                                                              |

|                         |                      |                             |                      |                      |
|-------------------------|----------------------|-----------------------------|----------------------|----------------------|
|                         |                      | iii) Other (specify)        |                      |                      |
| (b) Urinals             | <input type="text"/> | i) Separate for men & women | <input type="text"/> | <input type="text"/> |
|                         |                      | ii) Combined for both       | <input type="text"/> | <input type="text"/> |
| (c) Latrines            | <input type="text"/> | i) Separate for men & women | <input type="text"/> | <input type="text"/> |
|                         |                      | ii) Combined for both       | <input type="text"/> | <input type="text"/> |
| (d) Washing facilities  | <input type="text"/> | i) Separate for men & women | <input type="text"/> | <input type="text"/> |
|                         |                      | ii) Combined for both       | <input type="text"/> | <input type="text"/> |
| (e) Rest Shelter        | <input type="text"/> | i) Separate for men         | <input type="text"/> | <input type="text"/> |
|                         |                      | ii) Separate for Women      | <input type="text"/> | <input type="text"/> |
| (f) Canteen             | <input type="text"/> | Canteen                     | <input type="text"/> | <input type="text"/> |
| (g) Creche              | <input type="text"/> | Creche                      | <input type="text"/> | <input type="text"/> |
| (h) First-aid Box       | <input type="text"/> | First-aid Box               | <input type="text"/> | <input type="text"/> |
| (i) Any other (Specify) | <input type="text"/> | Any other (Specify)         | <input type="text"/> | <input type="text"/> |

### 30. Housing

i) Whether any housing accommodation is  
Provided to contract workers

Yes=1, No=2

If yes, details of accommodation provided

| Type of House  | No. of houses provided to contract labour by |                    | No. of workers provided accommodation by |                    | Total Rent charged (Rs. per month) by |                    | Whether arrangements for sanitation and water exist in the houses provided by (Yes=1, No=2) |                    |
|----------------|----------------------------------------------|--------------------|------------------------------------------|--------------------|---------------------------------------|--------------------|---------------------------------------------------------------------------------------------|--------------------|
|                | Contractor                                   | Principal Employer | Contractor                               | Principal Employer | Contractor                            | Principal Employer | Contractor                                                                                  | Principal Employer |
| 1              | 2                                            | 3                  | 4                                        | 5                  | 6                                     | 7                  | 8                                                                                           | 9                  |
| i) Pucca       |                                              |                    |                                          |                    |                                       |                    |                                                                                             |                    |
| ii) Semi-Pucca |                                              |                    |                                          |                    |                                       |                    |                                                                                             |                    |
| iii) Kutcha    |                                              |                    |                                          |                    |                                       |                    |                                                                                             |                    |
| iv) Thatched   |                                              |                    |                                          |                    |                                       |                    |                                                                                             |                    |

**BLOCK IX: SOCIAL SECURITY****31. Provident Fund**

Whether contract workers are covered  
under the Provident Fund Scheme

Yes=1, No=2

☐

If yes, furnish the following details about Provident Fund

| Name of the scheme  | Date of introduction | Job Categories of workers covered* | Rate of contribution of |            |        | Eligibility conditions, if any | No. of contract workers covered as in the reference period |
|---------------------|----------------------|------------------------------------|-------------------------|------------|--------|--------------------------------|------------------------------------------------------------|
|                     |                      |                                    | Principal Employer      | Contractor | Worker |                                |                                                            |
| 1                   | 2                    | 3                                  | 4                       | 5          | 6      | 7                              | 8                                                          |
| a) E.P.F.           |                      |                                    |                         |            |        |                                |                                                            |
| b) Others (Specify) |                      |                                    |                         |            |        |                                |                                                            |

\* Contract Worker=1, Regular Worker=2 and Both=3

**32. Gratuity**

Whether contract worker are covered  
under the Gratuity Scheme

Yes=1, No=2

☐

ii) If yes, furnish the following details about the Gratuity

| Gratuity Scheme        | Rate of payment by |            | Job Categories of workers covered* | Eligibility conditions, if any | No of contract workers paid the gratuity during the preceding year |
|------------------------|--------------------|------------|------------------------------------|--------------------------------|--------------------------------------------------------------------|
|                        | Principal Employer | Contractor |                                    |                                |                                                                    |
| 1                      | 3                  | 4          | 5                                  | 6                              | 7                                                                  |
| Regular/ Discretionary |                    |            |                                    |                                |                                                                    |

\* Contract Worker=1, Regular Worker=2 and Both=3

**Employees' State Insurance Scheme and Compensation for Accidents**

Whether contract workers are covered under  
the Employees State Insurance Scheme

Yes=1, No=2

☐

If not, whether any compensation  
is paid to them in case of accidents

Yes=1, No=2

☐

Number of accidents and compensation paid to workers during the

preceding year (who are not covered under the E.S.I. Scheme)

| Kind of accident      | No. of accidents | No. of cases in which compensation was paid by |                    |                  | Total amount of compensation paid by (Rs.) |                    |                  |
|-----------------------|------------------|------------------------------------------------|--------------------|------------------|--------------------------------------------|--------------------|------------------|
|                       |                  | Contr-actor                                    | Principal Employer | Others (specify) | Contractor                                 | Principal Employer | Others (Specify) |
| 1                     | 2                | 4                                              | 5                  | 6                | 7                                          | 8                  | 9                |
| Fatal                 |                  |                                                |                    |                  |                                            |                    |                  |
| Permanent disablement |                  |                                                |                    |                  |                                            |                    |                  |
| Temporary disablement |                  |                                                |                    |                  |                                            |                    |                  |

#### MATERNITY BENEFITS

i) Whether maternity benefit is given to women workers

Yes=1, No=2, No woman worker is employed=3

If yes, give the details of maternity benefits given to the women workers during the preceding year (who are not covered under the E.S.I.Scheme)

| Number of claims |         | Amount paid by   |                          |
|------------------|---------|------------------|--------------------------|
| Made             | Settled | Contractor (Rs.) | Principal Employer (Rs.) |
| 1                | 2       | 3                | 4                        |
|                  |         |                  |                          |
|                  |         |                  |                          |

#### BLOCK X: INDUSTRIAL RELATIONS

35. a) Whether the contract workers are member of any Trade Union

Yes=1, No=2

b) If yes, give the following details

Name of the Trade Union

\_\_\_\_\_

No. of contract workers who are members of the union (as on the reference date)

Whether the union is exclusively for the contract workers

Yes=1, No=2

Whether the union is registered

Yes=1, No=2

Whether the union is recognised

by the contractor/principle employer  
Yes=1, No=2

### 36. GRIEVANCE REDRESSAL MACHINERY

Whether there is any machinery for redressal of  
grievances of contract workers

Yes=1, No=2

b) if yes,

i) Who initially receives the complaints? \_\_\_\_\_

ii) Who redresses the grievances? \_\_\_\_\_

iii) Who hears the appeals? \_\_\_\_\_

iv) Time limit for disposal of the  
Complaints at various stages \_\_\_\_\_

### BLOCK XI: MAINTENANCE OF RECORDS

Whether following records are maintained by the contractor

i) Muster Roll /Attendance Register (Form XVI)  
Yes=1, No=2

ii) Register of wages(Form XVII)  
Yes=1, No=2

iii) Combined Resister of Wages-Cum-  
Muster Roll (Form XVIII)  
Yes=1, No=2

iv) Register of deductions for  
damage or loss (Form XX)  
Yes=1, No=2

v) Register of fines (Form XXI)  
Yes=1, No=2

vi) Register of advances (Form XXII)  
Yes=1, No=2

vii) Register of overtime (Form XXIII)  
Yes=1, No=2

Wage Slip (Form XIX)  
Yes=1, No=2

Source of information

From the records=1, Given verbally by contractor=2  
Partly from records and partly verbally=3.

**Field Officer's Observations**

-----  
-----  
-----  
-----  
-----  
-----  
-----

**Particulars of Investigation**

**Field Officer**

**Economic Officer**

Name \_\_\_\_\_

Name \_\_\_\_\_

Date of Survey \_\_\_\_\_

Date of Scrutiny \_\_\_\_\_

Date of submission of  
Schedule \_\_\_\_\_

Date of dispatch of  
Schedule to H. Qtrs. \_\_\_\_\_

Signature \_\_\_\_\_

Signature \_\_\_\_\_

**For Head Quarters use only**

Date of receipt of Schedule \_\_\_\_\_

Schedule Scrutinised by (Name) \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

\*\*\*

BHARAT SARKAR  
SHRAM AUR ROZGAR MANTRALAYA  
SHRAM BUREAU  
CHANDIGARH

**WORKING CONDITIONS OF CONTRACT LABOUR  
IN AIR TRANSPORT SECTOR**

**SCHEDULE III: WORKER SCHEDULE**

Reference Period : 1<sup>st</sup> March, 2015 to 29<sup>th</sup> February, 2016

**BLOCK I: IDENTIFICATION PARTICULARS**

Name and address of Air Transport

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Name and address of the  
Contractor/Sub-Contractor

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---

---

Name of the Worker

---

Gender (Tick)

|      |        |
|------|--------|
| Male | Female |
|------|--------|

**BLOCK II : WORKING CONDITIONS**

5. Occupation of the Worker\*
6. Length of service of worker employed by the contractor (in years)
7. (i) Do you get weekly off?  
Yes=1, No=2  
(ii) If yes, weekly off with pay or without pay  
With pay=1, Without pay=2

---

|  |
|--|
|  |
|  |
|  |

**BLOCK III: WAGES****8. Actual wages paid to worker**

| Pay period # | If daily rated, consolidated wages per day (Rs.) | If monthly rated consolidated wages per month (Rs.) | If piece rated, rate on payment per unit of output, if any |
|--------------|--------------------------------------------------|-----------------------------------------------------|------------------------------------------------------------|
| 1            | 2                                                | 3                                                   | 4                                                          |
|              |                                                  |                                                     |                                                            |

# Monthly=1, Fortnightly=2, Weekly=3, Daily=4, Not Fixed=5

\*For example: Foremen, Supervisor (General Labour), Loader/Unloader, Driver (Truck, Lorry or Tractor), Cleaner, Sweeper, Electrician, Fitter, Wiremen, Helper, Mason, General Mazdoor, Welder, Carpenter, Blacksmith, Painter, Machine Operator, Mechanic/Technician, Gas Cutter, Plumber, Pump Operator, AC Operator/AC Plant, AC Mechanic, Mali (Gardner), Security Guard, Gunmen, etc.9.

**9. Mode of payment of wages to the worker**

Cash Payment=1, Through Bank=2,

Through Post Office =3

Others (Specify)=4

**10. (i) Do you feel any disparity in your wages vis-a-vis your counterparts in the direct category doing same/similar job**  
Yes=1, No=2, N.A.=3

(ii) In case of female worker, whether she feels discrimination in wages vis-a-vis male workers for same/similar job.

Yes=1, No=2, N.A.=3

**11. i) Whether any authorised representative of the Principal Employer remains present at the time of disbursing wages.**

Yes=1, No=2

ii) If yes, whether certificate to this effect is recorded in the wages register

Yes=1, No=2, Cannot say=3

**BLOCK IV: WELFARE AND OTHER FACILITIES****12. Facilities provided to contract workers**

| Facility                                    | Facility Provided by Contractor=1, Principal Employer=2, Not Provided=3 |
|---------------------------------------------|-------------------------------------------------------------------------|
| 1                                           | 2                                                                       |
| 1. Education to the Children of worker      |                                                                         |
| 2. Health facilities to the worker's family |                                                                         |
| 3. Transport facility to worker             |                                                                         |

**13. Benefits given in kind by Principal Employer/Contractor**

| Benefits in kind     | Benefits given Yes=1, No=2 | Benefits in kind    | Benefits given Yes=1, No=2 |
|----------------------|----------------------------|---------------------|----------------------------|
| 1                    | 2                          | 3                   | 4                          |
| 1. Uniform           |                            | 4. Others (Specify) |                            |
| 2. Food              |                            | i)                  |                            |
| 3. Tea/Coffee/Snacks |                            | ii)                 |                            |
|                      |                            | iii)                |                            |

**14. Housing facilities**

i) Whether any housing accommodation is provided  
Yes=1, No=2

ii) If yes, details of accommodation provided

| Type of House  | House Provided by<br>(Contractor=1, Principal<br>Employer=2) | Whether arrangements for sanitation<br>and water exist in the house provided<br>Yes=1, No=2 |
|----------------|--------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| 1              | 2                                                            | 3                                                                                           |
| i) Pucca       |                                                              |                                                                                             |
| ii) Semi-Pucca |                                                              |                                                                                             |
| iii) Kutcha    |                                                              |                                                                                             |
| iv) Thatched   |                                                              |                                                                                             |

**15. Welfare facilities/amenities available at the place of work**

| Welfare facilities/amenities | Facility provided at work site by (Contractor =1, Principal<br>Employer=2, Both=3, Not Provided=4, Not Required=5) |  |  |
|------------------------------|--------------------------------------------------------------------------------------------------------------------|--|--|
| 1                            | 2                                                                                                                  |  |  |
| (a) Drinking Water           | i) Water (taps)<br>ii) Water (Cooler)<br>iii) Other (Specify)                                                      |  |  |
| (b) Urinals                  | i) Separate for men<br>ii) Separate for<br>wo men                                                                  |  |  |
| (c) Latrines                 | i) Separate for men<br>ii) Separate for<br>wo men                                                                  |  |  |
| (d) Washing facilities       | i) Separate for men<br>ii) Separate for<br>wo men                                                                  |  |  |
| (e) Rest Shelter             | i) Separate for men<br>ii) Separate for<br>wo men                                                                  |  |  |
| (f) Canteen                  | Canteen                                                                                                            |  |  |
| (g) Creche                   | Creche                                                                                                             |  |  |
| (h) First-aid Box            | First-aid Box                                                                                                      |  |  |
| (i) Any other<br>(Specify)   | Any other<br>(Specify)                                                                                             |  |  |

**16. GRIEVANCE REDRESSAL MACHINERY**

(a) Whether there is any machinery to redress  
your grievance  
Yes=1, No=2

(b) If yes,

i) Who initially receives your complaints?

ii) Who redress your grievances?

iii) Who hears your appeals?

iv) Time limit for disposal of the complaints at  
various stages.

v) Are you satisfied with the system of  
grievance redressal?

Yes=1, No=2

**Field Officer's Observations**

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**Particulars of Investigation**

**Field Officer**

**Economic Officer/Other Officer**

Name \_\_\_\_\_

Name \_\_\_\_\_

Date of Survey \_\_\_\_\_

Date of Scrutiny \_\_\_\_\_

Date of submission of  
Schedule \_\_\_\_\_

Date of dispatch of  
Schedule to H. Qtrs. \_\_\_\_\_

Signature \_\_\_\_\_

Signature \_\_\_\_\_

**For Head Quarters use only**

Date of receipt of Schedule \_\_\_\_\_

Schedule Scrutinised by (Name) \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

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.....about the Labour Bureau

An apex organization for providing data base at the national level for policy formulation, evaluation and research, the Labour Bureau in the Union Ministry of Labour and Employment is the epicenter of all activities involving planning, collection and dissemination of data on various facets of Labour which forms a sound basis for decision making in the Government, industry and by various other user organizations/individuals. Labour Bureau is a store house of important economic indicators like the Consumer Price Index Numbers for industrial and agricultural workers, wage rates, industrial relations, socio-economic conditions in unorganized sector, evaluation and review of working of labour legislations in the country and the like. Labour Bureau has been providing an uninterrupted service to the national and international fora like the ILO for the last fifty years. Today, it has assumed an important role in the labour matters and has acquired an undisputed and indispensable status in the field of labour statistics. Equipped with the expertise of conducting surveys at the national/regional level in diverse fields and in providing in-depth analysis, the organization continues in its pursuit of excellence.

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