

Labour dynamics in the registered manufacturing sector - an experience from the last decade

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Abstract

This paper critically analyses employment data of Annual Survey of Industries (ASI) for the period 2000-01 to 2010-11 (latest available ASI data) and attempts to give a comprehensive account of the changing labour dynamics in the manufacturing sector, both in terms of its composition and wage structure, keeping in perspective the issue of labour productivity.

The paper studies the wage gap existing among different categories of worker (male vs. female workers, regular vs. contractual workers, regular workers vs. supervisors etc.) among the major industries and states and also, how the composition of work force, especially in terms of regular and contractual workers and also gender-wise, has changed in the last one decade. The paper shows that the percentage of contractual workers has increased significantly (almost 15 percentage points) in this sector over the last decade, although the wage gap between the regular and contractual workers got reduced at all India level. However, the wage gap between the regular workers and supervisory staff has increased significantly almost in all the states and at all India level over the last decade. Among the different categories of employee working in this sector, growth in wage rate in constant prices has been highest for supervisory and managerial staff (66%) followed by the contractual worker (34%) during the period of the study (i.e. 2000-01 to 2010-11), while the growth in wage rate of regular workers has been marginal (3.3%) during the same period. Over the span of the study, GVA per employee (in constant prices) in the registered manufacturing sector has increased significantly (about 91%) showing an increased labour productivity in the sector.

1. Introduction

“It was the best of times; it was the worst of times. It was the age of wisdom; it was the age of foolishness. It was the epoch of belief; it was the epoch of incredulity. It was the season of light; it was the season of darkness. It was the spring of hope; it was the winter of despair. We had everything before us; we had nothing before us”

1.1 These opening lines from “A Tale of Two Cities”, by Charles Dickens, very aptly capture the economic scenario in India in the last decade. The economy witnessed a steady growth in almost all macro economic parameters in the major part of this decade,

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followed by a slump that saw most of the sheen of the growth fading away rapidly, euphoria giving way to despair. Organised manufacturing sector was no exception.

1.2 Organised (registered) manufacturing sector is one of the most important sectors of the Indian economy both in terms of its spread over the economy and its contribution to the generation of income, employment etc. This sector accounts for more than 10% of the country's total GDP. The employment structure of organised manufacturing industries in India has undergone substantial changes in recent years with the steep rise in the use of contract workers in place of regular workers. This process has led to increased wage inequality, discrimination and consequent labour strife and violence.

1.3 Apart from increase in contractualisation in the registered manufacturing sector, this sector also witnessed changing disparity in wage rate among different categories of employees like regular and contractual workers, male and female workers, regular workers and supervisory & managerial staff etc. This paper critically analyses the employment scenario in the registered manufacturing sector for the period 2000-01 to 2010-11 and attempts to give a comprehensive account of the changing labour dynamics in this sector, in terms of both composition and wage structure, keeping in perspective the issue of labour productivity. The study uses results of Annual Survey of Industries (ASI), which is the largest source of data for this sector. The paper studies the wage gap existing among different categories of staff among the major industries and states and also, how the composition of work force, especially in terms of regular and contractual workers and also gender-wise, has changed in the last one decade. Industry and state-wise analysis of results bring out some very interesting facts, which are presented in the paper. Three states of West Bengal, Tripura and Kerala are studied with special interest as these states were governed by Leftist Governments for a significant time (5 years or more) within the time span of the study.

1.4 The paper proceeds as follows. Section 2 discusses data source, concepts and definitions followed in ASI for different categories of employees for a fair understanding of the terms used in the paper and also the limitation of the study. Methodology followed for the study is discussed in Section 3. Section 4 provides the results of the study. The final Section (5) sums up the major findings of the study and offers some concluding remarks.

2. Data Source and concepts, definitions followed in the paper

2.1 The major data source for this study is the results of Annual Survey of Industries (ASI) of different years. ASI is the principal source of industrial statistics in India. The survey is conducted under the statutory provisions of the Collection of Statistics Act, 2008 (earlier Collection of Statistics Act 1953) and the rules framed there under and covers all the factories registered under Section 2m(i) and 2m(ii) of Factories Act, 1948. i.e. units employing 10 or more workers with power or those employing 20 or more workers without power. The survey also covers Bidi and Cigar manufacturing establishments registered under Bidi and Cigar Workers (Conditions of Employment) Act, 1966. All captive electricity units that are not registered with Central Electricity Authority are also covered in ASI.

2.2 Data on various important economic parameters like Fixed Capital, Working Capital, Output, Input, Gross Value Added (GVA), Depreciation, Profit etc. are collected in ASI along with data on employment and labour cost. The present study is principally based on the data collected in Block E of ASI schedule that give detailed information on Number of persons worked, Number of mandays worked, wages/salaries etc. for various categories of employees. Definition followed in ASI for each such category of staff as also for other related variables is given below:

2.3 **Worker:** Worker includes all persons employed directly or through any agency including a contractor on payment of wages or salaries and engaged in any manufacturing process or its ancillary activities like cleaning any part of the machinery or any premises used for manufacturing or storing materials or any kind of work incidental to or connected with the manufacturing process. It also includes persons engaged in repair and maintenance or in production of fixed assets for factory's own use or labour employed for generating electricity or producing coal gas. Workers thus include *regular workers* (male and female) and *contract workers* who are employed purely on contract basis.

2.4 **Supervisory & managerial staff:** Include all persons holding positions of supervision or management.

2.5 **Other employees:** Include all employees other than workers, viz., clerks in administrative office, storekeeping section and welfare section (hospital, school, etc.) watch and ward staff. Also, include employees in the sales department as also those engaged in the purchase of raw materials, fixed assets, etc. for the factory.

2.6 **Unpaid family members/ proprietor/ coop. members:** Include Working proprietors/ partners/family members/working members of cooperative society, when not paid a wage/ salary.

2.7 **Employees:** Employees relate to all persons engaged by the factory whether for wages or not, in work connected directly or indirectly with the manufacturing process and include all administrative, technical and clerical staff as also labour in production of capital assets for factory's own use. In other words, Employees include Worker (male, female and contract workers), Supervisory and managerial staff, Other employees and Unpaid family workers as defined above.

2.8 **Man-days worked:** The total number of man-days worked during the accounting year by each category of employees is obtained by summing up the number of workers attending in each shift over all shifts worked on all working days during the accounting year.

2.9 **Wages and salary:** Wages and salaries are defined to include remuneration as related to an individual worker, in terms of money, directly or indirectly payable, more or less regularly for each pay period, in respect of his/her employment or work done in such employment. It includes (i) wages & salaries including paid for leave periods and holidays, (ii) payment for overtime, dearness, compensatory, house rent and other allowances, (iii) bonuses such as production bonus, good attendance bonus, incentive bonus etc. which

are paid more or less regularly for each pay period, (iv) lay-off payments and compensation for unemployment except where such payments are made from trust or other social funds set up expressly for this purpose, i.e., payments, which are not made by the employer.

2.10 Total Emoluments: These are defined in the same way as wages plus imputed value of benefits in kind i.e. the net cost to the employers on those goods and services provided to employees free of charge or at markedly reduced cost, which are clearly and primarily of benefit to the employees as consumers. It includes profit sharing, festival and other bonuses and ex-gratia payments paid at less frequent intervals (i.e. other than bonus paid more or less regularly for each period). Benefits in kind include supplies or services rendered such as housing, medical, education and recreation facilities. Personal insurance, income tax, house rent allowance, conveyance etc. for payment by the factory also is included in the emoluments.

2.11 The same definitions, as followed in ASI are also followed in this paper. Apart from the data on employment and salaries/wages, data on GVA as obtained from ASI have also been used to determine GVA per employee figures, which can be taken as measures of labour productivity in the registered manufacturing sector. Suitable series of Wholesale Price Index (WPI) and Consume Price Index (Industrial Worker) have been used to convert the current value figures to constant (2000-01) prices for the purpose of comparison.

2.12 Limitation: A major limitation of the study is that, any comparison made in the study between male and female workers are confined to the category 'Worker' only. No such gender-specific break up is available for workers employed through contractor, supervisory and managerial staff and other employee, which constitute a significant chunk of the total workforce. Also, data on social benefit and welfare measures are available as a whole for all employees combined and not for individual categories of employees for all the years. Both these limitations stem from the inadequacy of suitable information from ASI schedules and as such, are limitations of ASI data itself.

3. Methodology

3.1 In this paper, an attempt has been made to capture the change in the composition of labour force employed in the registered manufacturing sector in terms of participation of different categories of employees in the total number of persons engaged. This is done by expressing each category of employees as a percentage of total employees. Similarly, change in the female workforce participation and level of contractualisation has respectively been measured by expressing total number of female workers as percentage of regular workers (excluding child worker) and total number of contractual workers as percentage of total workers. Wage gap measures the earning differences between categories of employees (male vs. female, regular vs. contractual etc.) in paid employment in the labour market. To determine the wage gap between two categories of workers (say, X and Y) in a particular year, the following formula has been used.

$$\text{Wage Gap} = [(W_x - W_y)/W_x] * 100$$

where W_x and W_y are the average wage rates for categories X and Y respectively in that year.

Average wage rate for any category of employees (say, Z) is calculated as

$$\text{Avg Wage Rate (Z)} = W_z/T_z$$

Where W_z is the Total Wage earned by all employees of category Z and T_z is the Total number of employees belonging to category Z in the year under consideration. Thus all the wage rates used in the study pertain to the particular year and hence are to be considered as per annum.

Labour productivity in this paper has been measured as a ratio of GVA to Employee i.e. by GVA per employee.

All the growth rates in the paper have been compiled on point-to-point basis.

4. Data Analysis and Findings

4.1 The decade of 1990s was the decade of growth for Indian economy, as the economy grew at an average of six to seven percent per annum. The growth story continued in the first half of the next decade and even after that, which happened to be the first decade of the new millenium. There is some evidence that this process of economic change was accompanied by rising inequality among workers in the organised manufacturing sector (Galbraith et al. (2004)). This paper investigates the structure of wage disparity in Indian registered manufacturing sector. Wage gap existing among different categories of employees has been studied for the major industries and states for the time span 2000-01 to 2010-11. The paper also studies the change in female participation rate in the workforce in the organised manufacturing sector, state-wise and industry-wise and also the level of contractualisation in this sector. Apart from these two broad issues, growth in real wage rate among different categories of employees as well as labour productivity in this sector are also studied in this paper. Before presenting the results of these studies, the analysis starts with a table giving a snapshot of the sector in terms of growth rate in different key economic indicators from ASI data for the period 2000-01 to 2010-11.

A. Growth rate observed in ASI data:

4.2 Table 1 gives the growth rate observed at all India level in some key economic parameters as obtained from various rounds of ASI. All the value figures are reported in constant (2000-01) prices.

4.3 It may be seen from this table that the highest growth rates in number of worker and employee are observed in the year 2006-07 (over 2005-06). However, highest growth in output is observed in 2004-05 and that in GVA in 2006-07. Highest growth in Emoluments paid and Fixed capital is observed in 2010-11 and 2009-10 respectively. In general, the years 2004-05, 2005-06 and 2006-07 showed a high growth in almost all the parameters under study. Interestingly, if we compare the growth between 2000-01 and 2010-11, it is

seen that Output (230%), GVA (203%) and Fixed capital (163%) showed a much higher growth rate in comparison to the growth observed in number of factory (61%), employee mandays (61%), worker (61%), employee (59%) and emoluments (93%). That is to say, output and GVA outgrew employment during the last decade in the organised manufacturing sector.

B. Size, Structure and Composition of Workforce:

4.4 The estimated total size of the workforce in the registered manufacturing sector has gone up from 0.8 crores in 2000-01 to 1.27 crores in 2010-11 i.e. a growth of 58.9%. Average size of the workforce has been highest for Food and beverages industry, followed by Textile products, Chemicals and pharmaceuticals, Machinery and equipment and Basic metal industries. Among the states, Tamil Nadu employed highest number of employees during this phase followed by Maharashtra, Andhra Pradesh, Gujarat and Uttar Pradesh in that order. Industry-wise and state-wise growth in total number of employees in the organized manufacturing sector is given in Tables A1.1 and A1.2 respectively, in Annexure-1. The tables viz. Tables 2 and 3 respectively give the major industry and state wise growth in different categories of employee employed in this sector in the year 2010-11 over 2000-01.

4.5 It may be seen from these tables, that at all India level, among all the categories of worker, the highest growth rate is observed in contractual worker (168.2%) where as the growth in male worker has been the lowest (32.8%). In fact, the growth in regular worker itself has been only 34% during 2000-01 to 2010-11 with growth in female worker being 39.4%. Total number of supervisory and managerial staff grew by 61.7%.

4.6 Among the industries, highest growth in contractual worker is observed in Motor vehicles industry, where it grew by a whopping 979.7%. As many as 12 major industries registered a more than 150% growth in contractual worker during this period. Motor Vehicles industry also registered the highest growth in female workers and total number of employees. Only Tobacco industry showed a decline in all categories of employees during this phase which probably points out to the possible shift of workforce from this industry to more remunerating industries.

4.7 Among the states, during 2000-01 to 2010-11, Uttarakhand registered the highest growth in employment (568.3%), while Delhi registered the lowest growth (a meager 1.4% growth). Only five states have registered a three-digit growth in employment during this period. While employment size grew by 272% in Tripura, in West Bengal and Kerala it remained only moderate (11.5% and 21.7% respectively). In 18 states, growth in contractual worker has been more than 100%.

4.8 Apart from the size and growth in absolute number, it would also be interesting to study the composition of the workforce in organised manufacturing sector to understand any structural shift in the employment pattern. Composition of workforce in terms of share of different categories of staff in the total number of employees is given in Table 4 for the period 2000-01 to 2010-11.

4.9 It can be seen from this table that the most significant change in composition of workforce is observed in the proportion of regular and contractual workers. While the share of regular worker has decreased steadily over this period, that of contractual worker has increased, keeping the proportion of worker to the total employment more or less constant over the years. Also, the share of other categories of employees viz. supervisory and managerial staff and other employees remained more or less same during the last decade. All the states exhibit the same kind of a structural change in the workforce, albeit at varying level of contractualisation. Percentage distribution of different category-wise employees for major states are shown in the panel given in Annexure-II. Highest percentage share of worker in the total employment is seen in the states of Tripura (more than 90% of the employment is in this category), Manipur, Kerala, Tamil Nadu, Andhra Pradesh, West Bengal, Assam and Bihar with more than 80% of the total persons engaged in these states being workers. On the other hand, percentage share of supervisory and managerial staff and other employee is highest in Chandigarh (more than 30% of total employees belong to these categories), Haryana, Delhi, Uttarakhand and Rajasthan (all more than 20%).

(i) Level of Contractualisation

4.10 The share of contract worker to the total workforce is used as a measure of the incidence of 'contractualisation' in the labour market. In ASI, data on contract worker is available within the category of worker and hence percentage share of contract worker has been studied with respect to the total worker and not employee. Tables A1.3 and A1.4 given in Annexure-1 show how the level of contractualisation has increased in Indian registered manufacturing sector over the last decade major industry-wise as well as state-wise. The hike in the percentage share of contract worker is usually regarded as an indicator of labour market flexibility because conventional statutory regulation hardly applies to them.

4.11 It can be seen from these tables that at all India level, percentage share of contract worker in total worker (as different from total persons engaged, used in table 2 above) has increased from 20.4% in 2000-01 to 33.9% in 2010-11. Certain industries like Coke and petroleum, Motor vehicles and Other transport equipments have shown a sharp rise in contractualisation, each registering an increase of more than 30 percentage point in the share of contractual worker. Interestingly, in Leather and leather product industry, the percentage share of contract worker has reduced from 18.8% in 2000-01 to 16.01% in 2010-11. At the disaggregate level, the trends in contractualisation are observed for 17 major industries. Consider first the average percentage of contract worker to the total workers for the entire period, where Tobacco industry is leading the group with the share of 65.5% contract workers to the total workforce associated directly with manufacturing. This is followed by manufacturing of Other non metallic mineral (45.7%), Coke and petroleum (42.9%), Fabricated metal (37.2%), Basic metal (32.9%), Other transport equipments (30.5%), Chemicals and pharmaceuticals (30%), Motor vehicles (29.3%), Food and beverage (26.4%) and Paper and paper products (26.3%) comprising top 10 industries using contract workers. Wearing apparel industry ranks at the bottom in using contract worker, only 10.8% of the total workers in this industry being contractual.

4.12 Among the states, highest level of contractualisation is observed in the state of Tripura (67%), followed by Nagaland (53.1%), Bihar (53%), Andhra Pradesh (49%) and Meghalaya (43.7%). On the other hand, states like Delhi (7.5%), Kerala (11.3%), Chandigarh (13.3%) and Tamil Nadu (13.4%) have least share of contract worker. For West Bengal, the percentage share of contract worker has increased from 10.5% in 2000-01 to 30.4% in 2010-11. So it may be said that there has been a general shift in the structure of the employment in the registered manufacturing sector with more and more work being given to contractual workers.

4.13 If we take a closer look at these industries above, we find that there is no uniformity in the structure of these industries, where both capital-intensive as well labour intensive industries use contract labour for their manufacturing process. Similarly, no trend of contractualisation can be seen among the states.

(ii) Female participation in Workforce (level of feminisation)

4.14 Gender discrimination in labour market has been a much talked about issue not only in India, but worldwide. Indian manufacturing industry has been characterised by a low percentage of female participation. Table A1.5 in Annexure-1 gives major industry-wise percentage share of female workers (with respect to regular workers) in Indian registered manufacturing sector over the last decade. It is observed that at all India level, there has not been any marked change in the female participation rate in the workforce with percentage of female worker with respect to the regular worker hovering between 18% and 21%. Highest rate of female participation (20.7%) has been observed in 2006-07, while the lowest rate (18.1%) has been observed in 2000-01. Out of the 17 major industries studied in the paper, 6 industries showed a decrease in percentage share of female worker in the workforce with Wearing apparel industry registering the highest fall (15.6 per centage point) in women participation followed by Wood and wood products (5 percentage points) and Tobacco products (3 percentage points). Out of the eleven industries that showed an increase in share of female worker, Textile products registered the highest increase (8.2 percentage point).

4.15 Among the major industries, if we consider the average percentage of female workers to the regular workers during this period, Tobacco indutry employed the highest (61.4%) percentage of female followed by Wearing aparel industry (57%), Leather and leather products (32.3%), Food and beverages (29.4%), and Chemicals and pharmaceuticals (21.1%). However, Wearing apparel industry, though employing the high percentage of females, showed a steady fall in the female share in the workforce (63.9% in 2000-01 to 48.3% in 2010-11). Industries like Other transport equipment (1.5%), Basic metals (1.6%), Fabricated metal products (3.3%), Coke and petroleum (3.8%) and Motor vehicles (4.1%) had the least share of women in the workforce.

4.16 Among the Indian states (detailed table is with the authors), out of the 15 states that showed a decline in percentage of female workers in the workforce during the period 2000-01 to 2010-11, highest fall has been observed in Goa followed by Andhra Pradesh, whereas Nagaland registered the highest increase in female participation during the same period. (Average) Percentage share of female worker has been highest in Kerala (62.8%),

followed by Tamil Nadu (40.3%), Karnataka (39.8%) and Manipur (37%). On the other hand, the lowest female participation is observed in West Bengal (2%) followed by Tripura (2.6%), Bihar and Punjab (2.8%), Uttar Pradesh (2.9%). In as many as 20 states out of the 32 states studied in the paper, participation of women in workforce has remained less than 10% even in the first decade of the twenty first century, which probably points out to highly skewed, gender insensitive manufacturing industries in India.

C. Wage gap in registered manufacturing sector

4.17 Wage gap measures the earning differences between categories of employees (male vs. female, regular vs. contractual etc.) in paid employment in the labour market. The present paper attempts to analyse the wage gap in the last decade among different categories of employee viz. Contractual vs. Regular worker, Regular vs. Supervisory and managerial staff and Male vs Female workers. Tables A1.6 and A1.7 in Annexure-I respectively give the major industry-wise and state-wise wage gap figures for 2000-01, 2010-11 and the average wage gap during the period 2000-01 to 2010-11 between these categories of employees. Year-wise figures, although not presented here, are also available with the authors. Wage gap between urban and rural workers has also been studied, but at all India level.

(i) Wage gap between Regular and Contractual Workers

4.18 At all India level, the wage gap between regular and contractual worker has reduced from 46.5% in 2000-01 to 30.06% in 2010-11. Among the industries, highest wage gap is observed in Coke and Petroleum industry followed by Basic metals and Motor vehicles. Interestingly, all these industries also have very high percentage of share of contractual workers in the workforce. Tobacco industry, that employs the highest percentage of contractual worker, witnessed a sharp rise in the wage gap between regular and contractual workers. In Tobacco industry, the wage gap has gone up from 32.9% in 2000-01 to 55.4% in 2009-10 and further to 65.2% in 2010-11. In most of the other industries, the wage gap has reduced in the time span of the study. Another interesting fact that comes out from this table is that for industries like Wearing apparel (that has least share of contractual employee), Leather and leather products and Wood and wood products, for most of the years, the wage gap is favourable for the contractual workers in the sense, wage rate of contractual workers has been higher than the wage rate of regular workers.

4.19 On an average, among the major states, wage gap remained more than 50% for the states of Bihar, Uttarakhand, Jharkhand, Odisha, Tripura and Andhra Pradesh. In Tripura (that has highest percentage of contractual worker), the wage gap between the regular and contractual workers has reduced from 72.2% in 2000-01 to 68.3% in 2010-11 with a sharp fall to 1.9% in 2004-05. In West Bengal, the wage gap first increased from 35.4% in 2000-01 to 49.8% in 2001-02 and 48.1% in 2002-03 and then gradually reduced to 30.7% in 2010-11 with an occasional increase in some years. Kerala witnessed a varying wage gap in the period 2000-01 to 2010-11. If we consider the three most industrialised states in India, viz. Maharashtra, Gujarat and Tamil Nadu, wage gap among regular and contractual workers has reduced in all these states. Wage gap has been reduced almost by equal magnitude for Gujarat (37.1% to 23.1%) and Maharashtra (53.2% to 40.6%), where as for

Tamil Nadu, wage gap has become favourable for the contractual worker in the recent years.

(ii) Wage gap between male and female workers

4.20 At all India level, the wage gap between male and female workers narrowed from 61.6% in 2000-01 to 50.7% in 2010-11. Wage disparity between male and female worker has been significant in almost all major industries with the sole exception of Basic Metal industry where the female workers have consistently received higher wage than their male counterpart. It may be worthwhile to note that in Basic metal industries, only 1.6% of the regular workers is female. In Tobacco industry, that employs the highest percentage of female worker among all major Indian industries, the wage gap has increased from 57% to 73.7% during the last decade. Industries like Food and beverages, Tobacco and Chemicals and pharmaceuticals that witnessed highest women participation in workforce also witnessed very high wage gap between male and female workers. Although in Food and beverages and Chemical industry gender wage gap has reduced over time, the gap widened significantly in Tobacco industry.

4.21 Among the states, the highest wage gap is noted for Kerala that employed the highest percentage of female worker. Significantly, states like Tamil Nadu and Karnataka that had a higher female participation in workforce, also witnessed a higher gender discrimination in wage rate. During the tenure of the study, Tripura witnessed an increase in gender wage gap while West Bengal witnessed a decline in the same. Delhi recorded the least wage disparity among male and female workers.

(iii) Wage gap between supervisory and managerial staff and regular workers

4.22 Wage gap between supervisory and managerial staff and regular workers may be considered as an indicator of skill wage gap between the production (blue-collar) and non-manual (white-collar) workers. It may be observed that at all India level, this wage gap has increased from 69.4% in 2000-01 to 80.9% in 2010-11. During the last decade, this wage gap has increased for all the major industries without any exception, with Basic metal, Machinery and equipment, Motor vehicles and Wood and wood products showing the highest increase in the wage gap. As per 2010-11 ASI data, this wage gap has been highest in Tobacco industry (83.6%) followed by Printing (82%), Wearing apparel (80.9%), Machinery and equipment (80.6%) and Other non-metallic mineral products (80.3%).

4.23 Similarly, almost all the major states witnessed an increase in the wage gap between regular workers and managerial staff with Tripura leading the pack followed by Jammu & Kashmir, Jharkhand and West Bengal. The latest ASI data shows that in spite of the highest increase in wage gap during the last decade, Tripura still has the least wage disparity between regular workers and managerial staff. As per ASI 2010-11 data, the disparity has been highest in Himachal Pradesh (87.3%), followed by Assam (85.2%) and Uttar Pradesh (83.2%). In as many as 12 major states, this wage gap is more than 80%, which show a significant increase in the wage gap between the so-called blue-collar and white-collar workers in Indian industry.

(iv) Wage gap between urban and rural workers

4.24 At the all India level, wage gap between urban and rural workers employed in registered manufacturing sector reduced from 25.8% to 18% between 2000-01 and 2010-11. Wage gap between urban and rural workers remained 21.9% in 2001-02, then increased to 27.3% in 2002-03 and subsequently declined steadily over the years to 18% in 2010-11. Thus, so far as organized manufacturing sector is concerned, there has not been any significant difference in wage among workers in rural and urban area.

D. Wage rate in registered manufacturing sector

4.25 Wage gap measures the relative disparity in wage structure between two categories of worker. It is also worthwhile to study the growth in real wage rate among different categories of employees to get a better understanding of the labour market. Table-5 gives the category-wise wage rates and their growth for different categories of employees in registered manufacturing sector at all India level. As per the definitions used in ASI (and given in Section 3), all these wage rates are excluding the bonus (less frequently given), employer's contribution to social security funds and other welfare measures as category-wise break-up of these figures are not available. Total emoluments figure, however, includes all bonus components as this is calculated for all categories of employees taken together.

4.26 It is observed from the table that in absolute term real wage of regular worker has increased only marginally (3.35%) in the last decade. In fact, wage rate of regular workers has declined in 5 occasions from the preceding year during this tenure. With an exception of 2001-02, wage rate to contractual worker has increased steadily over this period, showing a decadal growth of 34.02%. Although, the wage rate of other employee and employee in general (that includes all categories of staff) increased moderately during this decade (24.34% and 22.37% respectively), average salary of supervisory and managerial staff has increased substantially (65.9%). Total emoluments per employee again registered a moderate growth over the time span of the study. The year 2007-08, which incidentally was the last year before the global financial crisis hit the Indian economy as well, witnessed the highest growth rate for almost all categories of worker. Quite interestingly, the wage rate did not show a significant increase in the years 2004-05, 2005-06 and 2007-08 when the industry performed even better in terms of growth in output and GVA. However, the growth in wage rate took a hit in the year 2008-09, which also marked the beginning of the downturn of the economy, and the story continued till 2009-10. In terms of wage rate and employment, 2010-11 gave a hint of a possible turn around in the labour market as wage rate for almost all categories of worker increased handsomely during this year along with a 7.7% increase in employment.

4.27 Growth in wage rate for different categories of employees in the last decade (i.e. 2010-11 over 2000-01) is given in table-6.

4.28 Note that for regular worker, wage rate has increased the most in Tobacco industry (51.2%) in the last decade followed by Wood and wood products and Wearing apparel. However, for as many as 7 industries, the wage rate for regular worker has declined in the same period, with Manufacture of Textile products showing the highest decline. Wage

rate for contractual worker has increased phenomenally for Coke and petroleum industry, which also showed a sharp rise in percentage of contractual worker during this period. Industries like Fabricated metal product, Chemicals and pharmaceuticals etc. that showed a high level of contractualisation, also witnessed a significant rise in the wage rate for contractual labour. Tobacco industry that employed highest percentage of contractual worker, however, registered a decline of over 21% in the wage rate for contractual worker. Wearing apparel industry, that has the lowest level of contractualisation among all industries, showed a meager 1.3% growth in contractual worker wage. While the wages and salary of supervisory and managerial staff has increased across the industry, the most profound growth is observed in Wood and wood products industry (113.8%) followed by Other transport equipment (93.1%). Salary for this category of employees has increased by more than 50% for all major industries except for Textile industry, where it grew by 48.7%. This itself speaks about the high growth in the salary of white collar employees in Indian manufacturing. In terms of growth in total emolument per employee, Wood and wood products (53.7%) tops the list followed by wearing apparel (32%) and Chemical and pharmaceutical (26.4%) where as the lowest growth is witnessed in the Motor vehicles (1.8%) industry, followed by Textile (3.6%).

4.29 Among the states, wage rate for regular worker has gone up by 2.8% in Maharashtra, 2.1% in Gujarat, 12.5% in Tamil Nadu, 4.4% in Kerala and 15% in Tripura during 2000-01 to 2010-11. In West Bengal, however, the wage rate for both regular and contractual worker has taken a dip during the same period with a decline of 10.6% and 4.2% respectively. Contractual worker wage rate has gone up significantly in Tamil Nadu (60.2%), Tripura (31%), Maharashtra (30.4%), Gujarat (24.8%). Kerala witnessed a fall (25%) in the wage rate of contractual workers during this period. Wages and salary of supervisory and managerial staff has gone up significantly for all the states, with Tripura registering a growth of 111%, West Bengal 85%, Gujarat 78%, Maharashtra 78.4%, Kerala 52% and Tamil Nadu 55.7%. During the period of this study, total emolument per employee increased by 28.2% in Tamil Nadu, 24.4% in Gujarat, 22% in Maharashtra, 11% in Kerala and 5% in West Bengal. In Tripura it has gone down by 12.7%.

4.30 Apart from the growth rates, it would also be of interest to see the remuneration offered by different industries to different categories of worker. Table 7 gives the industry-wise average wage rate during 2000-01 to 2010-11 for different categories of worker. All the wage rates have been expressed in constant (2000-01) prices and are given in Rupees.

4.31 Table 7 reveals some very interesting fact about the prevailing wage rate in Indian industries. It may be seen from this table that almost for all categories of employees, the highest wage rate is offered by Coke and petroleum industry, whereas the lowest wage rate is offered by Tobacco industry (Wood industry for managerial staff) and the difference in wage rate among these industries for each category is huge. On an average, the wage rate for regular worker is second highest (next only to coke and petroleum) in Basic metal industry with Motor vehicle and Other transport equipments taking the next 2 positions in ranking. Three industries that rank at the bottom are Tobacco, Wood and wood products and Leather and leather products. For contractual workers, the highest paying industries are Coke and petroleum, Other transport equipments, Basic metals and Motor vehicles. Motor Vehicles industry paid the highest remuneration to the supervisory and managerial

staff after Coke and petroleum followed by Basic metal and Other transport equipments. Bottom three ranks for this category of employees go to Wood, Leather and Textile respectively. Total emoluments per employee is the highest again for Coke and Petroleum industry followed by Motor vehicles and Basic metal. Again the three least remunerating industries are Tobacco, Wood and wood products and Leather and leather products.

4.32 We also studied the ownership-type wise wage rate for worker (including regular and contractual) and supervisory and managerial employees at the all India level and the same is given in Table 8.

4.33 In wages per worker (wage rate for worker), the highest growth in the last decade was observed in Public Joint Sector units (45%) followed by units owned wholly by Central Government. In Private sector, the wage rates for worker and supervisory employees have increased by 10% and 75% respectively. In supervisory wage, highest growth rate is observed in Private Joint Sector units (109.5%), while for the wholly Central Government owned units, it has gone up by 81%. In general, the wage rate has remained higher for units owned wholly by Central Government almost for all the years than any other ownership type. Wage per worker (i.e. wage rate for blue-collar workers) is the least for units in the wholly Private sector. For this category of worker, thus, Government owned units are still better options.

E Gross Value Added per employee

4.34 Gross Value Added per employee can be looked as a measure of labour productivity in the manufacturing sector. Major industry and state-wise GVA per employee figures is given in Tables A1.8 and A1.9 respectively in Annexure-1. It can be seen from these tables that average GVA per employee has been highest in Coke and petroleum industry, which is almost 6 times more than the industry having the second highest GVA per employee value (Basic metal) among Indian manufacturing industries. The next two ranks go to the Chemicals and pharmaceuticals and Motor vehicles industry. In terms of GVA per employee, Wood and wood products, Wearing apparel and Tobacco industry show the lowest labour productivity in that order. During this period (2000-01 to 2010-11), Coke and petroleum industry witnessed highest growth in labour productivity (291%) followed by Other transport equipments (188.7%), Fabricated metal products (116%) and Basic metal (103%). On the other hand, Wearing apparel showed lowest growth (5.4%) in labour productivity during this period closely followed by Paper (16.6%) and Leather industries (17.4%). At all India level during this period, GVA per employee grew by 90.7%.

4.35 Based on the average GVA per employee figure, among the major states, Jharkhand tops the list of highest (average) GVA per employee during the time span of the study followed by Chattisgarh, Maharashtra and Gujarat while Bihar, Kerala and Tripura occupy the bottom 3 rank in the list. During the last decade, 9 major states have registered a more than 100% growth in the labour productivity as measured by GVA per employee figures.

5. Major Findings and Conclusions

5.1 Our study throws light on some of the very important characteristics of the labour market of Indian registered manufacturing industry in terms of its size, composition, wage

structure and wage disparity. The study reveals that the percentage share of contractual worker in the total worker as also the absolute number of contractual workers has gone up significantly in the last decade. Increase in contractualisation over the years has been a universal phenomenon in Indian manufacturing sector, cutting across the border of industries and states. This probably indicates that manufacturing industries in India have already achieved substantial labour market flexibility through increase in the share of non-permanent workers in total employment. With the increase in the percentage share of contractual workers, the wage rate of contractual workers has also increased during the period. With a marginal increase in the wage rate of regular workers, the wage gap between regular and contractual worker has also reduced at all India level. This trend of contractualisation continued through out the decade and marks a major shift in the structure of labour market. Also, this increased level of contractualisation coupled with an ever-increasing wage gap between production workers and managerial workers may have resulted in a growing unrest in the labour market.

5.2 The existence of a differential payment for labour market services between men and women is taken as a universal phenomenon in almost all countries regardless of nature and structure of the economic system. Indian organized manufacturing sector is no exception. Although at all India level the wage gap between male and female workers narrowed during the time span of the study, the wage gap is still glaring (more than 50% at all India level). Female participation in workforce has marginally increased at all India level during this time with a majority of states and industries having less than 10% female workers in their workforce. This abysmally low rate of female participation in the workforce coupled with a striking disparity in wage rate point out to a high level of gender insensitivity of this sector.

5.3 Among the manufacturing industries, Tobacco industry showed some interesting results. This industry employed a very high percentage of contractual workers and also female workers in the workforce, in comparison to other industries, yet this industry showed a very high level of wage disparity between regular and contractual worker and between male and female workers. For almost all the categories of worker, this industry remained the least remunerating industry in terms of wages and salary. This is probably the reason for steady decline in workforce in this industry. Coke and petroleum industry, on the other hand, had remained the most sought after industry in terms of wage for all categories of employees. Growth in workforce in highly paid industries coupled with decline (or relatively less growth) in less remunerating industries show a possible shift in the workforce for better compensation.

5.4 The study reveals that while Tripura had a very high level of contractualisation, it remained moderate for the states of West Bengal and Kerala. Wage gap between regular and contractual workers remained quite high in Tripura and West Bengal and moderate in Kerala. In spite of a higher female participation rate in the workforce, Kerala recorded a very high level of gender wage disparity. During 2000-01 to 2010-11, size of the workforce increased significantly in Tripura, while it remained only moderate in West Bengal and Kerala. Thus three states that were ruled by a Leftist Government for a major period in the last decade, showed diverse labour market outcomes. Infact, the scenario did not change considerably, even when other Governments were at helm in the states of Kerala and West Bengal.

5.5 In general, the Central Government owned factories and Public Joint Sector units paid higher wages to its employees in comparison to the private sector. The study also reveals a phenomenal hike in the salary/wage of supervisory and managerial staff in this sector and the increasingly widening wage gap between this category of staff and the (production) workers.

5.6 Our analysis shows that during this decade, the total value of output (in constant prices) grew by a whopping 230%, GVA grew by more than 203%, but the total emoluments to the employees grew only by 93%. During the same period, the number of employees grew only by 59%, number of units grew by 61%, total number of person-days worked per year grew by 61%; employee per unit has even gone down from 61 in 2000-01 to 60 in 2010-11. GVA per employee has increased by about 91% in this phase. This clearly means that the growth has largely been achieved through adoption of labour displacing technologies. As far as the composition of the output is concerned, the wage bill (sum total of total emoluments, employer's contribution to Provident and other social security funds etc.) as a proportion of total value of output has declined from 6.7% in 2000-01 to 4.5% in 2010-11, whereas the share of profits in total value of output has increased from 3.8 percent to 8.3 percent during this phase. Thus, along with the compression of the wage share, the serious inability of even high rates of output growth to create sufficient employment expansion pose a major challenge to the policy makers.

Table 1: Growth rate observed in ASI data – performance of some selected parameters

Parameters	Growth (%) over previous year										10-11 over 00-01
	01-02	02-03	03-04	04-05	05-06	06-07	07-08	08-09	09-10	10-11	
No. of factory	-2.07	-0.46	0.87	5.64	2.79	3.25	1.16	6.10	2.29	33.22	61.24
Mandays Employee	-3.28	2.77	-1.21	7.43	7.67	10.75	3.64	7.69	5.55	8.68	61.07
Emoluments	-3.49	3.90	1.83	6.33	10.05	12.36	11.93	12.51	1.06	12.88	92.86
Worker	-2.89	3.42	-1.21	8.42	8.13	10.43	4.03	7.06	4.34	8.13	61.40
Employee	-2.97	2.39	-0.83	7.41	7.78	13.35	1.20	8.37	4.10	7.66	58.93
Output	1.96	14.45	7.76	22.26	11.40	19.45	9.99	11.06	11.59	18.50	230.49
Input	2.22	14.56	7.38	23.37	10.58	19.45	8.89	12.78	11.59	20.01	237.02
GVA	0.88	14.00	9.37	17.61	15.01	19.42	14.64	4.17	11.57	11.96	203.07
Fixed Capital	6.15	0.32	0.71	2.01	15.50	11.51	12.79	17.69	25.27	12.43	163.44

Table 2: Industry-wise Growth in 2010-11 over 2000-01 for different categories of employees

Industry	Growth in 2010-11 over 2000-01 for different categories of employees							
	worker	male worker	female worker	regular worker	contrac- tual worker	super visor	other em- plo- yee	total em- plo- yee
Food and beverages	27.4	8.7	18.6	11.3	89.8	40.7	8.7	24.7
Tobacco	-13.5	-17.3	-27.2	-23.4	-7.8	-2.3	-46.3	-14.6
Textile products	13.0	-3.9	91.9	5.8	84.0	19.3	7.0	12.6
Wearing apparel	163.6	242.6	80.9	139.3	558.7	171.9	166.8	163.8
Leather and leather products	119.6	124.1	133.9	127.3	86.5	83.5	72.8	111.7
Wood and wood products	66.2	42.6	-15.1	34.8	368.4	60.5	71.3	62.9
Paper and paper products	40.5	27.6	38.1	28.5	83.0	38.2	29.6	38.6
Printing and reproduction of recorded media	50.1	25.5	79.3	28.9	399.6	58.2	47.4	49.0
Coke, petroleum	81.5	11.9	33.6	12.7	369.8	84.5	1.6	68.5
Chemicals and pharmaceuticals	38.9	9.5	-0.7	7.4	163.9	45.4	28.6	37.6
Rubber and plastic products	113.7	67.9	107.8	71.0	393.1	86.6	65.4	102.9
Other non-metallic mineral products	113.1	41.0	31.3	39.9	261.1	86.1	61.8	108.5
Basic metal	82.5	39.6	65.5	40.0	220.7	87.1	60.1	79.5
Fabricated metal products	139.1	74.1	183.7	76.9	301.6	79.4	102.8	126.2

Table 2 (Cntd.) : Industry-wise Growth in 2010-11 over 2000-01 for different categories of employees

Industry	Growth in 2010-11 over 2000-01 for different categories of employees							
	worker	male worker	female worker	regular worker	contractual worker	supervisor	other employee	total employee
Machinery and equipment incl. electrical equipment	91.8	38.6	100.8	41.4	481.7	55.2	63.5	80.0
Motor vehicles	199.3	93.9	211.5	97.5	979.7	106.6	143.9	177.4
Other transport equipments	53.0	-4.1	-9.3	-4.2	451.0	18.0	3.2	42.0
All Industries	61.4	32.8	39.4	34.0	168.2	61.7	45.3	58.9

Table 3: State-wise Growth in 2010-11 over 2000-01 for different categories of employees

State Name	Growth in 2010-11 over 2000-01 for different categories of employees							
	worker	male worker	female worker	regular worker	contractual worker	supervisor	other employee	total employee
Jammu & Kashmir	139.5	66.1	50.2	65.0	362.9	92.5	163.2	138.1
Himachal Pradesh	302.2	251.8	249.7	251.6	573.3	237.5	332.2	297.3
Punjab	74.3	45.5	204.1	49.2	201.9	47.7	64.3	71.2
Uttarakhand	715.5	383.3	1746.6	416.6	1828.1	248.7	315.8	568.3
Haryana	96.5	52.9	8.1	50.3	202.8	67.9	23.8	81.6
Delhi	-3.8	-9.0	-25.9	-10.2	91.5	31.3	11.1	1.4
Rajasthan	92.4	58.6	62.5	58.7	207.3	58.0	77.6	86.0
Uttar Pradesh	56.0	32.5	34.6	32.5	125.4	53.6	22.6	49.8
Bihar	85.0	7.8	-8.2	7.0	210.9	47.4	1.5	68.8
Tripura	288.5	3.9	-7.3	3.4	460.3	134.4	167.5	272.2
Assam	52.8	26.3	239.0	32.5	317.6	70.4	12.6	48.1
West Bengal	12.8	-12.3	-13.1	-12.3	226.5	10.9	6.1	11.5
Jharkhand	-4.4	-18.0	21.9	-16.2	79.1	34.0	77.4	8.4
Odisha	131.4	58.3	177.9	69.0	286.3	117.8	55.8	119.8
Chattisgarh	104.6	57.3	3.2	55.2	254.5	83.0	11.5	85.3
Madhya Pradesh	21.5	10.1	-35.0	6.3	70.5	39.3	19.2	22.7
Gujarat	79.2	56.6	59.7	56.7	140.1	70.3	47.5	72.2
Maharashtra	47.2	9.2	-1.6	7.9	216.6	41.9	42.8	44.8
Andhra Pradesh	36.2	34.8	9.7	28.3	45.9	100.3	49.2	43.4
Karnataka	69.5	49.2	53.4	50.8	217.1	62.1	43.0	64.9
Kerala	24.6	-5.5	19.5	8.8	388.6	9.0	3.9	21.7
Tamil Nadu	72.1	45.9	56.3	49.8	327.7	75.4	66.7	71.0
All India	61.4	32.8	39.4	34.0	168.2	61.7	45.3	58.9

Table 4: Percentage distribution of different category-wise employees at all India level

Year	Male	female	regular worker =(2)+(3)	contractual worker	Worker (4)+(5)	super visor*	other employee	unpaid family worker
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
2000-01	50.1	11.0	61.1	15.7	76.8	9.6	12.7	0.9
2001-02	48.7	11.5	60.1	16.7	76.9	9.7	12.6	0.8
2002-03	48.0	11.7	59.7	17.9	77.6	9.4	12.2	0.8
2003-04	47.0	11.4	58.3	19.0	77.3	9.6	12.2	0.8
2004-05	45.7	11.7	57.4	20.7	78.1	9.4	11.7	0.8
2005-06	44.9	11.1	56.0	22.3	78.3	9.2	11.7	0.8
2006-07	42.4	11.0	53.4	22.9	76.3	9.1	13.9	0.7
2007-08	43.4	10.7	54.1	24.3	78.4	9.4	11.5	0.7
2008-09	42.2	10.6	52.8	24.7	77.5	9.6	12.3	0.7
2009-10	41.9	10.3	52.2	25.5	77.7	10.5	11.2	0.6
2010-11	41.9	9.7	51.5	26.5	78.0	9.8	11.6	0.6

* Includes supervisory and managerial staff

Table 5: Table showing wage rates and growth in wage rates at all India level in constant (2000-01) prices for different categories of worker

Wage rates in constant (2000-01) price						
Year	regular worker	Contractual worker	supervisory and managerial staff	other employee	employee	total emoluments per employee
2000-01	49,840	26,666	1,62,913	76,628	60,054	63,495
2001-02	49,243	25,861	1,66,983	77,238	59,870	63,155
2002-03	49,809	26,505	1,78,541	78,906	60,809	64,082
2003-04	50,176	26,887	1,89,743	80,494	62,443	65,804
2004-05	49,208	27,950	1,94,894	80,417	61,743	65,139
2005-06	49,157	28,348	2,09,815	84,407	63,043	66,511
2006-07	48,889	29,665	2,20,966	69,189	62,532	65,928
2007-08	50,673	32,328	2,49,400	90,565	69,044	72,916
2008-09	50,640	33,315	2,64,823	92,511	71,710	75,698
2009-10	49,175	34,545	2,33,336	95,183	69,713	73,487
2010-11	51,509	35,738	2,70,274	95,278	73,489	77,050
Growth in Wage rates in constant (2000-01) price						
2001-02	-1.20	-3.02	2.50	0.80	-0.31	-0.54
2002-03	1.15	2.49	6.92	2.16	1.57	1.47
2003-04	0.74	1.44	6.27	2.01	2.69	2.69
2004-05	-1.93	3.96	2.71	-0.10	-1.12	-1.01
2005-06	-0.10	1.42	7.66	4.96	2.11	2.11
2006-07	-0.55	4.65	5.31	-18.03	-0.81	-0.88
2007-08	3.65	8.97	12.87	30.89	10.41	10.60
2008-09	-0.07	3.06	6.18	2.15	3.86	3.82
2009-10	-2.89	3.69	-11.89	2.89	-2.79	-2.92
2010-11	4.75	3.45	15.83	0.10	5.42	4.85
2010-11 over 2000-01	3.35	34.02	65.90	24.34	22.37	21.35

Table 6: Industry-wise growth rate (point-to-point) observed in wage rate for different categories of employees for the period 2000-01 to 2010-11

Industry	regular worker	contractual worker	supervisory and managerial staff	other employee	employee	Total emoluments per employee
Food and beverages	9.4	32.6	58.1	14.0	22.5	20.4
Tobacco	51.2	-21.4	55.4	26.3	12.5	12.8
Textile products	-8.8	2.3	48.7	15.0	3.6	2.7
Wearing apparel	28.2	1.3	59.4	30.0	34.4	32.0
Leather and leather products	7.9	24.0	54.8	26.3	17.1	13.1
Wood and wood products	28.4	34.7	113.8	70.0	56.3	53.7
Paper and paper products	-4.9	17.3	54.0	24.5	13.8	13.0
Printing and reproduction of recorded media	-2.1	30.2	66.7	19.0	24.6	21.8
Coke, petroleum	20.9	70.3	52.4	-2.2	11.3	13.5
Chemicals and pharmaceuticals	4.4	32.9	66.0	28.6	29.1	26.4
Rubber and plastic products	6.7	18.6	59.3	37.6	20.0	18.0
Other non-metallic mineral products	-0.3	2.6	60.3	14.8	4.2	3.2
Basic metal	-7.8	-9.1	63.0	4.0	5.0	5.9
Fabricated metal products	6.2	61.7	61.5	18.1	19.5	19.3
Machinery and equipment incl. electrical equipment	-6.1	26.9	68.2	32.3	16.0	15.4
Motor vehicles	-3.1	21.5	60.4	31.3	2.2	1.8
Other transport equipments	21.0	16.4	93.1	13.5	19.6	17.6
All Industries	3.3	34.0	65.9	24.3	22.4	21.3

**Table 7: Industry-wise average wage rate observed for different categories of employees for the period 2000-01 to 2010-11 (expressed in constant (2000-01) prices).
(All figures are in Rs.)**

Industry	regular worker	contractual worker	supervisory and managerial staff	other employee	employee	Total emoluments per employee
Food and beverages	32,584	25,861	1,38,643	60,006	42,021	44,588
Tobacco	22,307	11,779	1,42,720	41,423	17,918	18,990
Textile products	38,740	33,630	1,35,433	59,134	45,827	48,501
Wearing apparel	31,144	33,922	1,46,245	61,157	40,849	43,481
Leather and leather products	30,540	31,633	1,21,721	52,181	38,456	41,633
Wood and wood products	26,508	28,711	92,512	47,521	34,790	36,567
Paper and paper products	49,958	33,617	1,69,178	75,299	60,399	63,863
Printing and reproduction of recorded media	55,369	35,760	2,39,550	1,09,011	88,755	93,264
Coke, petroleum	1,77,391	53,048	4,36,085	1,80,636	1,67,910	1,78,430
Chemicals and pharmaceuticals	64,120	36,025	2,64,950	1,11,216	94,776	1,00,192
Rubber and plastic products	45,996	31,721	1,76,052	72,877	60,347	64,035
Other non-metallic mineral products	41,447	23,897	1,71,931	71,466	47,120	49,409
Basic metal	92,111	39,181	2,73,561	1,19,245	1,03,865	1,07,583
Fabricated metal products	52,878	33,737	2,00,216	83,988	65,962	69,393
Machinery and equipment incl. electrical equipment	70,230	37,577	2,60,028	98,986	96,839	1,02,403
Motor vehicles	85,571	38,442	2,95,722	1,09,415	1,04,790	1,10,230
Other transport equipments	71,749	43,050	2,71,067	1,07,815	89,071	92,943
All Industries	49,847	29,801	2,12,881	83,711	64,950	68,479

Table 8: Ownership type-wise wage per worker and wage per supervisory and managerial staff

Type of ownership	00-01	01-02	02-03	03-04	04-05	05-06	06-07	07-08	08-09	09-10	10-11
Ownership type-wise wage per worker (constant 00-01 prices) in ₹ per annum											
Central Govt.	124353	120369	125166	133773	126853	125356	107929	127116	120125	143828	162150
State/Local Govt	51552	54377	62055	60456	65088	65840	70202	77731	61999	63351	66138
Central + State/ Local Govt	77843	83210	95564	77352	103620	94534	96107	86723	91357	79306	85638
JS Public	86768	91311	89247	92950	121709	69027	117562	158297	142092	139176	125725
JS Private	72599	72567	83085	81215	76715	66669	62380	57326	71643	69245	66523
Private	38508	38067	38684	38956	40227	40254	42168	43716	40921	40166	42393
Ownership type-wise wage per supervisory/managerial staff (constant 00-01 prices) in ₹ per annum											
Central Govt.	278943	269771	286934	388648	311515	342304	312591	405864	497027	516740	504337
State/Local Govt	153786	150238	141849	176641	172553	182710	185772	220316	217417	229204	235764
Central + State/ Local Govt	207553	187094	263374	220253	278492	240487	266796	222858	459045	415524	391826
JS Public	281570	248010	244780	255179	294079	234315	315450	352092	482314	435039	434507
JS Private	154710	201106	230370	204217	271140	264848	255459	286775	323561	294812	324137
Private	146175	154996	167040	174912	187104	204289	218452	244766	245743	215081	255493

Table A1.1: Table showing major industry-wise growth in total number of employees

Industry	Growth in employee over previous year										
	01-02	02-03	03-04	04-05	05-06	06-07	07-08	08-09	09-10	10-11	10-11 over 00-01
Food and beverages	-1.9	0.1	-0.9	3.5	3.6	6.1	2.0	3.9	2.7	3.5	24.7
Tobacco	2.1	-0.8	-2.1	-1.2	0.1	-6.2	-6.4	8.8	-7.1	-1.7	-14.6
Textile products	-8.3	-0.3	2.7	4.5	5.7	35.7	-19.5	-4.1	-1.1	4.8	12.6
Wearing apparel	-4.2	5.8	13.0	18.7	20.4	5.6	10.1	26.6	8.4	0.9	163.8
Leather and leather products	5.8	0.1	-0.3	2.7	16.0	0.1	27.3	13.2	1.6	14.7	111.7
Wood and wood products	6.5	-5.4	0.4	0.8	11.4	6.8	12.9	0.5	10.6	6.9	62.9
Paper and paper products	-6.3	3.4	0.5	1.8	-0.2	7.0	32.2	-7.9	-1.3	9.0	38.6
Printing and reproduction of recorded media	-4.9	7.6	-6.3	2.2	16.8	7.2	0.3	3.2	7.1	9.6	49.0
Coke, petroleum	1.1	1.9	5.9	7.3	7.3	5.6	21.0	3.8	8.2	-6.6	68.5
Chemicals and pharmaceuticals	-4.8	-0.8	-1.9	6.0	5.2	6.3	1.8	7.5	4.5	9.6	37.6
Rubber and plastic products	6.7	-2.8	6.5	9.3	4.2	8.1	5.0	19.6	10.8	7.2	102.9
Other non-metallic mineral products	5.2	28.0	-23.8	15.2	10.4	14.8	1.5	15.5	2.5	15.7	108.5
Basic metal	-3.8	-1.4	0.9	7.0	11.5	19.5	5.3	11.0	-0.5	13.1	79.5
Fabricated metal products	-9.4	6.3	-0.5	13.2	16.6	20.1	16.5	-2.6	10.1	19.1	126.2
Machinery and equipment incl. electrical equipment	-3.8	-0.2	-2.5	9.6	9.7	11.3	9.2	21.7	-8.2	17.8	80.0
Motor vehicles	-2.7	6.7	6.6	17.9	6.9	13.5	14.3	9.2	21.5	15.5	177.4
Other transport equipments	-9.0	2.3	1.9	6.2	7.7	21.1	-14.9	6.8	1.4	17.4	42.0
All Industries	-3.0	2.4	-0.8	7.4	7.8	13.4	1.2	8.4	4.1	7.7	58.9

Table A1.2: Table showing state-wise growth in total number of employees

State Name	Growth in employee over previous year										
	01-02	02-03	03-04	04-05	05-06	06-07	07-08	08-09	09-10	10-11	10-11 over 00-01
Jammu & Kashmir	5.4	1.7	8.3	15.4	30.6	17.5	10.4	3.6	-2.9	4.3	138.1
Himachal Pradesh	-7.9	-6.2	8.0	20.5	28.3	19.2	41.1	15.3	16.7	21.6	297.3
Punjab	-2.8	0.7	-4.2	16.3	12.3	15.5	8.5	-1.0	4.3	8.0	71.2
Chandigarh (UT)	-4.0	-13.4	8.4	11.6	7.8	25.0	-4.6	-13.1	-4.2	20.4	29.7
Uttarakhand	-5.2	1.5	0.2	24.5	37.4	33.7	36.3	77.3	3.9	20.7	568.3
Haryana	-4.5	4.4	6.2	11.5	11.6	7.7	19.4	19.2	-3.7	-6.6	81.6
Delhi	-1.8	8.1	-9.7	4.9	5.7	1.5	-1.5	-0.9	-4.5	0.9	1.4
Rajasthan	-0.1	5.3	0.4	9.4	8.4	5.0	21.3	-5.1	11.7	10.0	86.0
Uttar Pradesh	-4.9	5.6	5.1	3.2	10.3	7.2	8.1	-1.7	3.2	6.0	49.8
Bihar	-0.5	-13.5	5.9	7.6	9.2	-0.7	10.0	0.0	17.6	22.6	68.8
Nagaland	-7.3	-4.0	0.6	0.7	1.5	26.7	-18.0	-3.3	4.4	-26.5	-29.5
Manipur	38.5	8.7	0.5	49.1	7.4	9.5	26.1	-2.5	31.0	31.2	460.6
Tripura	16.0	16.9	19.4	6.1	24.9	9.7	8.6	13.9	8.9	17.3	272.2
Meghalaya	37.3	59.9	-9.5	36.3	42.6	32.2	-2.4	-0.4	11.7	23.4	584.3
Assam	-1.4	-0.1	2.8	4.9	7.6	6.1	-1.7	11.1	-0.4	12.1	48.1
West Bengal	-4.3	-1.2	-4.4	0.5	-0.4	-1.0	1.0	6.6	4.0	11.1	11.5
Jharkhand	-9.8	0.1	-7.6	5.5	-2.8	-1.0	4.0	7.2	-13.6	33.0	8.4
Odisha	-10.1	2.2	5.8	16.6	-0.8	12.5	13.7	15.3	6.7	24.3	119.8
Chattisgarh	-2.7	0.0	6.4	6.7	5.5	23.8	12.2	10.4	-10.2	15.6	85.3
Madhya Pradesh	-17.5	-0.1	2.5	1.1	0.6	8.9	7.6	7.1	2.4	11.1	22.7

Annexure-1

Table A1.2 (Cntd.): Table showing state-wise growth in total number of employees

State Name	Growth in employee over previous year										
	01-02	02-03	03-04	04-05	05-06	06-07	07-08	08-09	09-10	10-11	10-11 over 00-01
Gujarat	-5.2	0.6	1.7	10.9	9.8	10.9	6.3	7.7	3.0	11.7	72.2
Daman & Diu	17.5	14.4	11.3	14.9	15.4	9.6	-0.7	2.3	22.8	3.4	180.9
Dadra & N Haveli	33.3	-0.4	-3.5	12.4	11.2	19.5	10.6	8.0	23.4	-4.0	171.1
Maharashtra	-0.9	0.7	-4.8	4.3	7.1	12.7	-3.4	10.1	1.5	12.2	44.8
Andhra Pradesh	-1.0	12.2	-14.2	8.0	4.2	3.6	3.4	5.0	3.4	15.0	43.4
Karnataka	2.9	-0.4	4.4	9.1	16.0	11.0	1.7	6.4	15.1	-11.8	64.9
Goa	-7.6	22.0	-1.7	9.1	3.9	6.6	22.2	4.4	-2.7	2.8	71.0
Kerala	-2.6	-11.3	17.0	0.4	6.0	2.3	3.3	7.1	-4.1	4.3	21.7
Tamil Nadu	-3.5	2.7	3.3	9.1	6.9	40.1	-18.4	14.5	6.5	2.8	71.0
Puducherry	-4.1	12.1	-6.7	3.2	4.7	17.2	1.6	-2.9	4.0	15.7	50.7
A&N Islands	-69.6	-47.7	-31.0	-7.4	34.7	-13.3	19.8	3.1	9.9	-7.0	-85.1
All India	-3.0	2.4	-0.8	7.4	7.8	13.4	1.2	8.4	4.1	7.7	58.9

Annexure-1

Table A1.3: Table showing major industry-wise percentage of contractual workers with respect to total workers

Industry	Contractual worker as % of Total worker											
	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	Average
Food and beverages	20.5	22.1	24.7	24.3	26.2	26.2	28.1	29.2	29.0	29.4	30.6	26.4
Tobacco	63.4	59.7	59.9	61.2	61.9	68.3	68.5	72.0	70.5	67.8	67.6	65.5
Textile products	9.2	8.9	10.3	11.6	11.7	12.5	12.8	13.5	15.2	14.8	14.9	12.3
Wearing apparel	5.8	7.1	6.8	8.2	11.4	13.3	11.6	12.4	13.0	14.8	14.5	10.8
Leather and leather products	18.8	12.4	17.6	17.1	13.9	19.9	17.9	13.4	13.9	18.2	16.0	16.3
Wood and wood products	9.4	11.9	14.1	15.3	16.2	24.4	25.9	27.7	24.4	24.8	26.5	20.1
Paper and paper products	21.9	23.4	27.2	25.9	25.0	27.3	29.9	22.1	29.0	28.9	28.6	26.3
Printing and reproduction of recorded media	5.7	7.5	11.9	9.0	9.1	10.5	12.1	11.4	14.3	15.5	19.0	11.5
Coke, petroleum	19.2	29.6	35.0	34.7	37.7	43.8	47.2	57.8	56.3	60.4	49.8	42.9
Chemicals and pharmaceuticals	20.1	21.9	24.7	26.2	29.3	31.2	31.2	34.0	34.8	37.9	38.2	30.0
Rubber and plastic products	13.3	14.7	14.0	20.4	22.2	24.1	24.5	22.5	28.1	28.9	30.6	22.1
Other non-metallic mineral products	33.1	37.7	28.2	39.9	42.6	49.3	53.7	54.0	53.1	54.9	56.0	45.7
Basic metal	23.6	24.9	25.0	28.1	30.4	33.7	37.7	37.9	39.5	40.0	41.4	32.9
Fabricated metal products	27.7	26.9	31.7	34.1	36.9	39.7	40.6	42.4	40.6	41.6	46.5	37.2
Machinery and equipment incl. electrical equipment	11.5	14.6	17.1	17.6	22.2	24.8	28.6	29.0	32.0	31.0	34.7	23.9
Motor vehicles	11.5	17.1	20.7	23.4	28.1	30.8	34.7	39.8	38.0	37.0	41.7	29.3
Other transport equipments	12.6	12.9	17.6	22.8	27.2	31.9	41.6	38.3	41.6	43.7	45.2	30.5
All Industries	20.4	21.8	23.1	24.6	26.5	28.5	30.0	31.0	31.9	32.8	33.9	27.7

Table A1.4: Table showing state-wise percentage of contractual workers with respect to total workers

State Name	Contractual worker as % of Total worker											
	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	Average
Jammu & Kashmir	25.0	23.8	25.3	23.7	28.7	31.1	38.6	41.2	45.0	45.2	48.3	34.2
Himachal Pradesh	15.7	11.6	14.0	16.9	18.8	20.2	23.5	24.2	23.0	27.5	26.4	20.1
Punjab	16.5	21.3	23.7	20.8	27.1	27.9	31.2	27.6	29.3	29.1	28.5	25.7
Chandigarh (UT)	2.1	16.2	1.0	5.4	12.8	16.1	19.2	22.2	19.8	16.7	15.0	13.3
Uttarakhand	21.2	19.2	23.9	22.3	29.4	43.0	42.7	41.7	45.6	47.5	50.2	35.2
Haryana	30.3	30.6	33.0	36.5	41.5	44.7	45.7	48.2	48.9	52.7	46.6	41.7
Delhi	6.3	5.0	5.4	4.9	5.4	9.2	5.5	5.8	10.7	12.0	12.6	7.5
Rajasthan	22.7	25.5	30.5	32.0	33.1	33.5	33.9	31.6	35.3	34.5	36.3	31.7
Uttar Pradesh	25.2	24.9	27.9	28.8	28.7	30.4	34.9	37.0	36.0	36.9	36.4	31.6
Bihar	38.2	43.4	41.4	48.5	50.7	55.2	55.9	60.5	60.6	64.2	64.3	53.0
Nagaland	44.1	46.8	53.8	57.8	53.9	62.0	74.8	62.6	58.9	48.4	21.4	53.1
Manipur	5.3	0.3	0.6	0.7	11.1	5.8	5.7	19.3	10.9	24.8	65.0	13.6
Tripura	62.4	67.7	74.4	49.0	18.8	53.2	67.2	83.2	84.1	87.3	90.0	67.0
Meghalaya	36.1	50.5	49.6	38.7	30.4	46.0	50.1	44.6	41.5	46.5	46.3	43.7
Assam	7.2	14.3	12.0	13.6	14.1	16.3	20.9	20.1	18.2	17.8	19.7	15.8
West Bengal	10.5	13.4	13.7	14.5	15.2	18.9	22.3	20.7	23.2	26.0	30.4	19.0
Jharkhand	12.4	12.5	15.0	12.7	13.3	12.3	17.9	17.2	16.8	16.4	23.2	15.4
Odisha	28.7	30.5	33.2	38.3	37.4	42.0	36.2	38.1	45.1	49.7	48.0	38.8
Chattisgarh	24.8	23.5	26.0	30.6	35.3	36.1	34.6	37.7	35.4	35.7	42.9	33.0
Madhya Pradesh	23.6	19.7	21.7	21.1	26.1	27.5	27.5	28.4	31.8	32.3	33.1	26.6

Annexure-1
Table A1.4 (Cntd.) : Table showing state-wise percentage of contractual workers with respect to total workers

State Name	Contractual worker as % of Total worker											
	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	Average
Gujarat	26.9	30.8	31.4	33.7	33.7	34.1	34.9	37.2	39.9	38.2	36.1	34.3
Daman & Diu	18.4	18.9	18.3	19.4	23.4	19.6	24.0	21.8	18.0	19.7	22.5	20.4
Dadra & N Haveli	18.7	26.4	39.8	36.6	36.0	37.4	41.9	44.9	37.8	46.0	42.4	37.1
Maharashtra	18.8	18.4	21.7	24.2	28.0	31.1	34.1	36.1	36.4	38.5	40.5	29.8
Andhra Pradesh	44.9	45.4	41.0	49.8	49.9	53.4	53.6	52.2	52.1	49.0	48.1	49.0
Karnataka	11.3	10.3	11.0	11.7	13.0	13.5	16.0	16.5	18.6	17.3	21.1	14.6
Goa	18.6	22.2	27.4	30.4	38.8	38.7	42.2	45.7	49.9	41.3	47.3	36.6
Kerala	4.2	9.8	9.5	5.8	7.6	9.2	14.5	13.0	18.1	15.9	16.3	11.3
Tamil Nadu	8.0	9.2	9.7	11.4	13.4	14.6	14.2	15.2	14.9	17.2	19.9	13.4
Puducherry	21.3	24.4	28.6	22.5	22.3	24.3	25.6	28.6	29.1	31.9	39.7	27.1
A&N Islands	0.0	0.0	0.0	13.4	17.3	50.7	24.5	20.5	11.4	10.0	11.3	14.5
All India	20.4	21.8	23.1	24.6	26.5	28.5	30.0	31.0	31.9	32.8	33.9	27.7

Annexure-1

Table A1.5: Table showing major industry-wise percentage of female workers with respect to regular workers

Industry	Female worker as % of regular worker											
	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	Average
Food and beverages	26.9	27.7	26.5	29.7	30.5	30.4	30.5	31.2	31.4	30.2	28.7	29.4
Tobacco	61.7	72.9	71.3	59.9	67.9	59.9	62.0	51.4	50.7	58.8	58.7	61.4
Textile products	10.1	10.9	12.2	13.9	15.8	16.5	20.8	17.7	19.5	19.3	18.3	15.9
Wearing apparel	63.9	61.8	60.6	60.4	58.2	56.5	58.6	55.7	52.6	50.4	48.3	57.0
Leather and leather products	33.4	38.3	29.3	29.3	30.4	31.0	32.0	32.3	33.1	31.6	34.4	32.3
Wood and wood products	13.5	12.0	12.2	10.4	10.4	11.7	9.2	11.2	10.4	11.7	8.5	11.0
Paper and paper products	8.7	8.1	7.3	10.2	8.5	9.2	12.2	20.5	11.0	10.5	9.4	10.5
Printing and reproduction of recorded media	6.2	6.8	6.6	7.2	6.6	7.4	7.9	7.6	8.0	9.8	8.6	7.5
Coke, petroleum	3.6	3.7	3.2	4.2	3.0	3.1	3.0	2.9	4.4	6.0	4.3	3.8
Chemicals and pharmaceuticals	21.0	20.8	22.1	21.5	22.6	20.4	21.0	22.2	20.5	20.2	19.4	21.1
Rubber and plastic products	8.0	7.4	8.8	7.1	8.9	8.3	8.4	8.1	9.2	9.9	9.7	8.5
Other non-metallic mineral products	10.7	9.4	23.3	9.9	9.9	9.4	9.1	9.3	8.9	9.9	10.1	10.9
Basic metal	1.5	1.7	1.4	1.4	1.2	1.3	1.6	2.1	1.9	1.7	1.8	1.6
Fabricated metal products	2.5	3.5	3.4	3.1	3.1	3.2	2.9	4.5	3.1	3.3	4.1	3.3
Machinery and equipment incl. electrical equipment	4.6	4.1	4.2	4.6	5.3	6.1	5.6	5.3	5.4	4.9	6.5	5.1
Motor vehicles	3.0	3.6	3.7	3.3	3.4	3.7	4.1	3.4	5.3	7.1	4.8	4.1
Other transport equipments	1.6	1.5	1.3	1.7	2.2	1.5	1.4	1.3	1.6	1.1	1.5	1.5
All Industries	18.1	19.1	19.6	19.5	20.4	19.8	20.7	19.8	20.0	19.8	18.8	19.6

Annexure-1

Table A1.6: Table showing major industry-wise wage gap between different categories of employees

Industry	regular and contractual workers			male and female workers			supervisory and regular workers		
	2000-01	2010-11	Average	2000-01	2010-11	Average	2000-01	2010-11	Average
Food and beverages	27.7	12.4	20.7	62.9	54.3	61.2	70.8	79.8	75.9
Tobacco	32.9	65.2	43.3	57.0	73.7	61.9	83.1	83.6	84.3
Textile products	19.0	9.1	12.9	45.1	33.1	40.5	62.2	76.9	70.7
Wearing apparel	-24.4	1.7	-7.3	26.9	20.1	23.1	76.2	80.9	78.4
Leather and leather products	-0.6	-15.6	-1.8	32.4	26.6	32.6	68.2	77.9	73.8
Wood and wood products	-2.6	-7.6	-6.1	49.1	41.4	42.8	61.6	76.9	70.0
Paper and paper products	37.7	23.2	30.6	63.9	48.1	55.0	62.1	76.6	69.9
Printing and reproduction of recorded media	45.6	27.6	35.3	52.4	38.3	48.7	69.3	82.0	76.0
Coke, petroleum	75.1	65.0	65.9	43.4	37.2	35.8	49.2	59.7	58.4
Chemicals and pharmaceuticals	50.8	37.5	43.8	71.8	64.3	70.7	68.1	79.9	75.0
Rubber and plastic products	30.7	22.9	30.2	35.3	42.7	43.7	66.7	77.7	73.0
Other non-metallic mineral products	40.7	39.0	40.5	55.9	50.9	56.8	68.4	80.3	75.2
Basic metal	49.0	49.7	54.4	-27.1	-27.0	-16.0	51.7	72.7	64.8
Fabricated metal products	45.2	16.6	35.3	43.0	20.3	37.1	67.2	78.4	72.2
Machinery and equipment incl. electrical equipment	53.7	37.5	46.5	41.5	21.0	39.9	65.2	80.6	71.7
Motor vehicles	59.1	48.8	52.7	31.4	44.8	43.4	61.1	76.5	70.2
Other transport equipments	37.1	39.6	39.1	41.5	23.6	33.1	63.9	77.4	72.8
All Industries	46.5	30.6	40.3	61.6	50.7	58.4	69.4	80.9	75.9

Table A1.7: Table showing major state-wise wage gap between different categories of employees

State Name	regular and contractual workers			male and female workers			supervisory and regular workers		
	2000-01	2010-11	Average	2000-01	2010-11	Average	2000-01	2010-11	Average
Jammu & Kashmir	35.8	21.3	29.0	9.1	38.8	26.3	54.0	77.0	71.8
Himachal Pradesh	34.4	9.7	21.2	3.0	25.4	17.5	71.5	87.3	81.4
Punjab	36.1	40.6	42.5	7.7	7.6	14.0	69.2	79.2	73.2
Uttarakhand	69.7	34.3	55.7	4.2	40.5	24.3	63.7	77.3	62.9
Haryana	54.4	29.3	38.5	32.7	15.8	30.8	70.9	81.9	77.2
Delhi	10.0	8.3	10.4	5.9	6.7	9.6	69.7	81.4	77.4
Rajasthan	26.6	28.6	32.5	36.1	34.6	40.6	68.9	80.5	75.2
Uttar Pradesh	40.0	37.5	38.6	13.2	19.6	15.7	71.7	83.2	77.1
Bihar	80.2	78.4	74.9	-7.0	54.2	56.6	60.2	59.7	66.0
Tripura	72.2	68.3	57.1	55.9	79.2	30.6	13.5	52.9	54.3
Assam	37.0	48.9	32.9	9.5	56.5	29.2	84.5	85.2	84.9
West Bengal	35.4	30.7	40.7	34.7	-1.3	26.8	59.8	80.5	68.9
Jharkhand	5.1	60.4	64.1	12.6	26.2	31.1	38.6	66.0	53.5
Odisha	65.1	44.6	62.6	53.0	62.8	58.9	53.8	68.2	62.0
Chattisgarh	39.5	48.7	41.0	76.4	47.7	49.0	66.9	81.7	80.1
Madhya Pradesh	29.1	33.3	38.8	58.3	35.5	51.5	69.7	77.0	73.2
Gujarat	37.1	23.1	30.6	48.4	36.2	45.5	68.1	81.7	74.5
Maharashtra	53.2	40.6	48.5	64.6	54.9	65.7	62.3	78.3	72.0
Andhra Pradesh	64.9	47.7	57.0	68.4	57.1	60.2	74.8	76.4	75.2
Karnataka	32.0	20.9	24.1	54.4	47.2	50.3	72.2	82.1	75.5
Kerala	-15.0	17.9	18.2	71.9	73.2	75.3	71.1	81.4	76.6
Tamil Nadu	25.1	-6.6	7.1	62.1	49.4	56.8	74.9	81.9	79.1
All India	46.5	30.6	40.3	61.6	50.7	58.4	69.4	80.9	75.9

Annexure-1

Table A1.8: Table showing major industry-wise GVA per employee figures in constant prices (2000-01)

Industry	GVA (in Rs.) per employee in constant (2000-01) prices												Average
	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11		
Food and beverages	140982	147923	146173	137514	140529	165589	211836	202641	215098	223582	255510	180671	
Tobacco	87949	81256	98176	95320	94375	98257	112937	114538	145971	123537	147988	109119	
Textile products	132920	123479	134930	131722	131944	148354	130622	153879	140062	175612	216892	147311	
Wearing apparel	109852	101600	111725	90173	95178	91126	105499	100565	108803	107941	115816	103480	
Leather and leather products	100247	105061	96638	101118	93596	110325	121194	109750	111888	144028	117719	110142	
Wood and wood products	76460	83413	95501	93771	83926	129667	86783	119734	104729	140673	123130	103435	
Paper and paper products	255356	214579	240940	222180	212751	252617	249451	225769	261470	230049	297722	242080	
Printing and reproduction of recorded media	234366	227900	257503	281993	259105	318508	308046	364581	279880	322119	404990	296272	
Coke, petroleum	1287774	1612259	2986353	3486379	3707550	4665650	4974659	4905191	4782759	3978943	5038132	3765968	
Chemicals and pharmaceuticals	469963	471157	512860	533460	545905	582127	584292	613696	669963	708890	689087	580127	
Rubber and plastic products	234094	256008	271623	261645	252922	233127	226590	291351	343703	360300	429440	287346	
Other non-metallic mineral products	223167	216854	159462	213207	245690	227925	297359	403895	375409	399308	300560	278440	
Basic metal	324014	312606	448514	578514	846300	660055	747840	925064	668676	699940	658248	624525	
Fabricated metal products	161506	171913	170911	188832	184411	226531	267135	275216	275604	316578	348844	235225	
Machinery and equipment incl. electrical equipment	261787	277844	269266	295341	307161	376760	427449	453673	441361	520925	482596	374015	
Motor vehicles	303603	331897	364340	471485	516855	623091	516937	478463	386602	481983	446099	447396	
Other transport equipments	211087	314692	346001	376561	410094	445469	462884	427627	456877	590299	609478	422825	
All Industries	223279	232154	258459	285037	312078	332986	350803	397388	381990	409405	425784	328124	

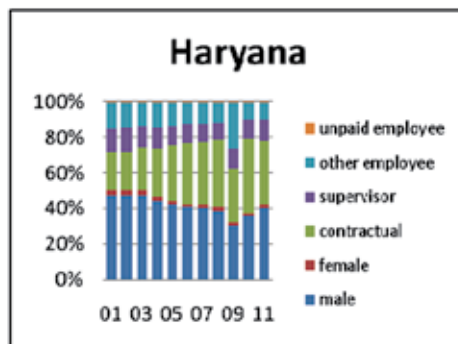
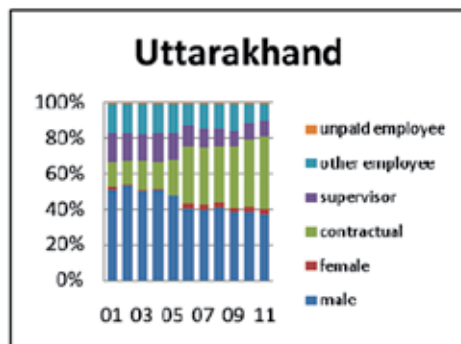
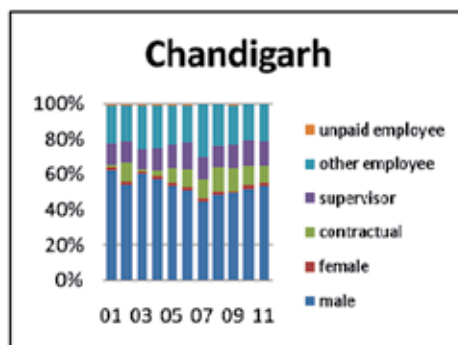
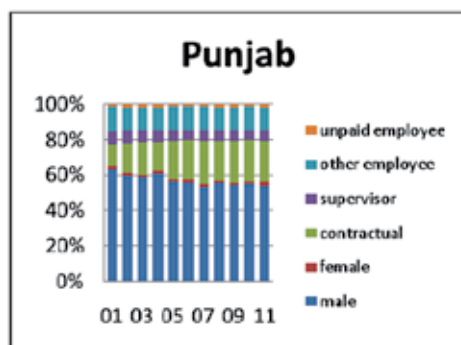
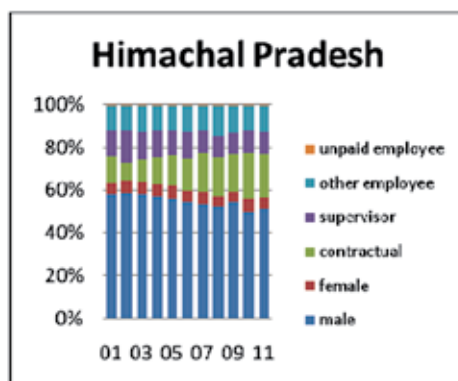
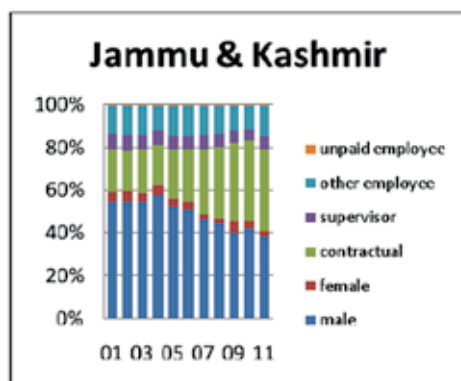
Table A1.9: Table showing state-wise GVA per employee figures in constant prices (2000-01)

State Name	GVA (in Rs.) per employee in constant (2000-01) prices												Average
	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11		
Jammu & Kashmir	86079	86028	89714	77673	178012	228700	319543	416954	440228	376761	363595	242117	
Himachal Pradesh	393068	433837	501807	528320	506492	911399	903645	972985	940478	836222	864439	708427	
Punjab	146650	180792	182186	172525	152315	150485	186886	218788	193032	209812	248620	185645	
Chandigarh (UT)	181403	160969	201258	203514	218205	210608	217722	249389	314441	373753	402931	248563	
Uttarakhand	256712	244501	359280	377819	364114	445543	456229	532323	923556	571611	662055	472158	
Haryana	236162	280810	300557	318370	334012	330236	327108	314635	281531	383447	359043	315083	
Delhi	191095	202321	218126	183523	196635	199101	210348	233598	213427	238368	339235	220525	
Rajasthan	278432	260207	238604	245413	255896	274601	363792	296034	392389	417500	331193	304914	
Uttar Pradesh	229794	242980	250669	248712	256494	254201	303860	307254	282643	337196	415780	284508	
Bihar	142516	121381	187036	127674	159193	82570	68256	146265	334539	214068	298687	171108	
Nagaland	33706	92002	61036	64983	66148	107118	86856	100059	72923	315826	165787	106040	
Manipur	29238	29538	39365	29200	32086	45525	26817	33183	36164	36913	62651	36425	
Tripura	149291	75725	39242	46133	131841	50775	52422	53612	56267	61729	77852	72263	
Meghalaya	100981	100942	195167	263908	303403	503793	690107	813971	755907	638221	708041	461313	
Assam	142585	108209	294037	334667	301497	265704	252480	223301	179736	268661	301165	242913	
West Bengal	124855	144736	162230	175187	208759	188970	213606	244743	250091	276575	259018	204434	
Jharkhand	291061	287418	495175	592358	1003124	787780	666338	1103220	713329	846093	787014	688446	
Odisha	239343	237067	277614	320193	432318	445820	518147	630356	637290	546290	496616	434641	
Chattisgarh	313725	310747	419061	546852	759838	595126	769623	797865	769972	693874	567261	594904	
Madhya Pradesh	292663	346021	303257	279098	272787	327556	422774	468923	440179	438224	427245	365339	
Gujarat	305740	338783	415441	458386	470222	540764	484776	540697	470167	646741	554384	475100	

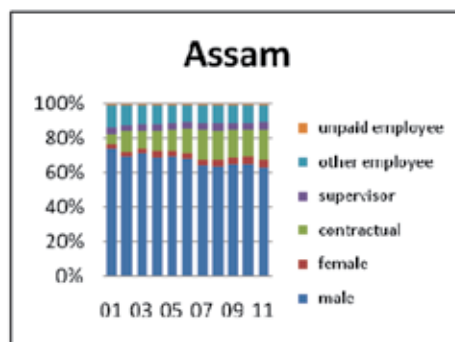
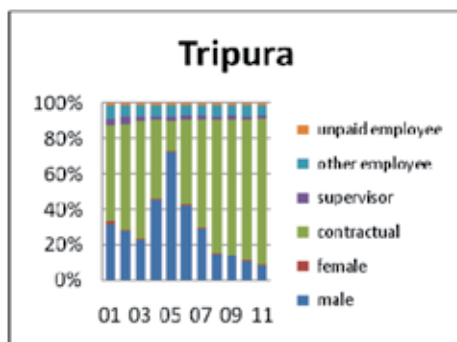
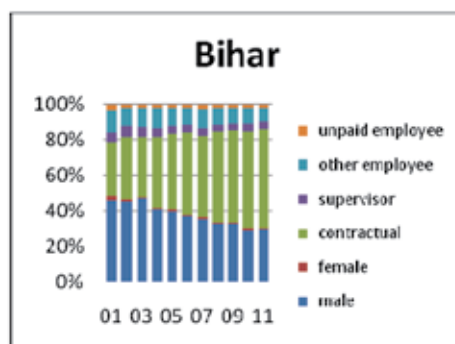
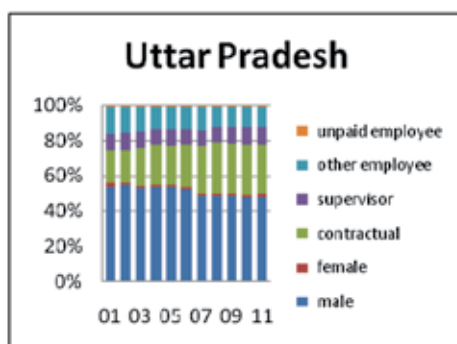
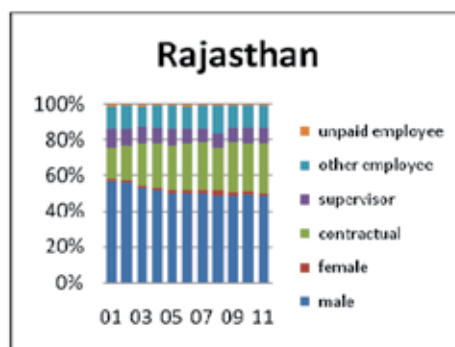
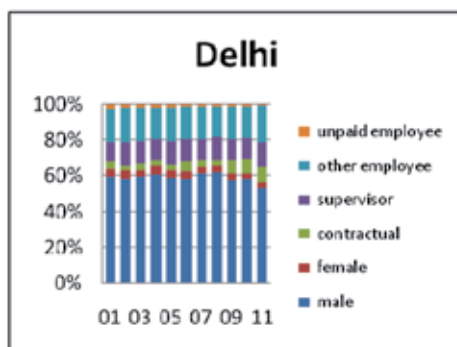
Table A1.9 (Cnld.) : Table showing state-wise GVA per employee figures in constant prices (2000-01)

State Name	GVA (in Rs.) per employee in constant (2000-01) prices											
	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	Average
Daman & Diu	397237	414583	426333	397832	378899	511581	440534	624764	386690	402309	410121	435535
Dadra & N Haveli	553886	496658	540832	577911	805183	490656	589597	532593	682051	485406	517853	570239
Maharashtra	321339	305044	344192	402330	442709	561681	599460	679961	605401	617347	649891	502669
Andhra Pradesh	122123	140915	135605	173985	179550	179019	243547	261115	263772	304660	344887	213562
Karnataka	215374	247475	286754	304220	370490	316681	396648	410325	448232	339957	410057	340565
Goa	555690	643106	586346	693191	767389	782781	754288	638386	723419	831774	807820	707654
Kerala	133447	129847	151715	136525	129473	129188	99752	143950	163638	156851	172472	140623
Tamil Nadu	178410	163140	164420	185800	180974	207297	187435	227231	194848	263430	288109	203736
Puducherry	368678	452454	459274	515874	358864	640396	436584	433489	473856	559893	428282	466150
A&N Islands	31422	67511	71576	531231	395824	336469	426192	553636	301508	291426	346483	304843
All India	223279	232154	258459	285037	312078	332986	350803	397388	381990	409405	425784	328124

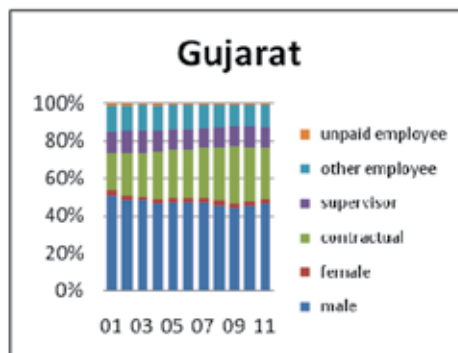
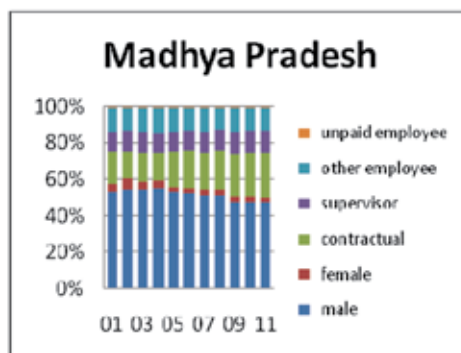
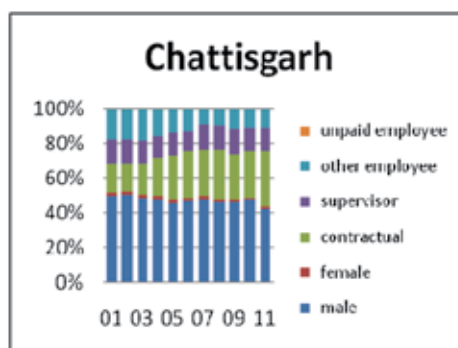
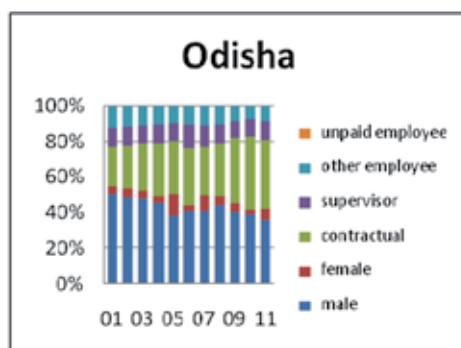
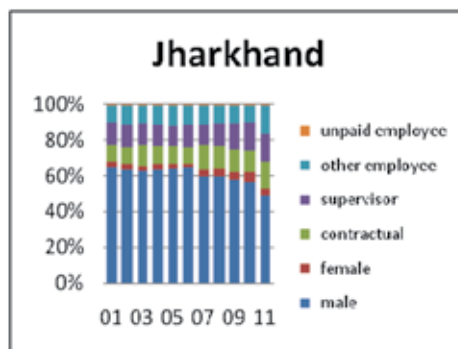
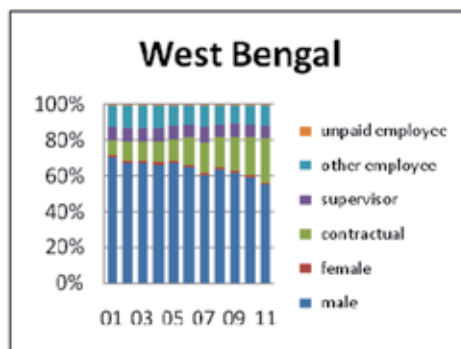
Annexure-2



Annexure-2



Annexure-2



Annexure-2

