

Wage Patterns in Indian Industry

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THE twenty-nine industries covered by the Census of Manufactures for 1954 present a confusing wage pattern. Average wages differ widely within the same industry as well as from one industry to another. The high wage industries employ only fractional proportions of the labour force. Labour earnings in most States are well below the national average. National effort should, therefore, be devoted to elimination of low-wage pockets in stead of raising wages in sectors that already enjoy high wage levels.

Nearly 7,000 million man-hours comprised the labour input of organised Indian industry in 1954. The entire range of this labour input cannot be directly expressed in terms of earnings per consistent unit of time, say the man-hour. The usual figures of man-year earnings ignore the wide variation of working days in a year from factory to factory within the same industry, and from the average of one industry to that of another. It is, however, possible to present such consistent estimates for the twenty-nine industries covered by the Census of Manufactures, which together account for almost three-fifths of industrial employment in the country.

Patchy Wage Map

3.433 million man-hours were worked in the twenty-nine Census industries in 1954 the latest year for which complete data are available so far. (Man-hour data are available in the Census only for workers directly employed. Workers employed through contractors, about 3.5 per cent of the total employment, are thus not taken into consideration.) These man-hours were paid for, in the aggregate, at the rate of 94 pies per man-hour, and the aggregative man-year averaged 2,321 man-hours. Alternatively, the average man-year was worth in terms of wage-earnings Rs 1,136 per year of 290 working days. (Cf: the All India average for all industries, given by the Labour Ministry, is Rs 1,111 per man-year.)

In Statement A are presented two basic series:

(1) State-wise calculations of earnings in pies per man-hour in each of the twenty-nine industries,

and the share of each State in the man-hours worked in a particular industry,

(2) Industry-wise averages and the minima and maxima of State-wise figures in each industry. It will be seen that the Wage Map of Indian Industry remains a patchy picture—often diffused, and, equally often confusing.

Wide Variations

First of all, there is the tremendous variation in the industrial averages—from the small (in terms of employment) Sewing Machines industry where 149 pies per man-hour is the national average to 35 pies per man-hour in the Rice Milling industry. This range is even wider if one considers the maximum—181 pies per man-hour in the Iron and Steel mills of Bihar—and the minimum—25 pies in the Rice Mills of Mysore—in terms of State-cum-Industry earnings.

Secondly, the ranking of industries according to the level of man-hour earnings (see Table 1) has a number of surprises. Of the highest wage-payers Sewing Machines, Iron and Steel, Soap, Edible Hydrogenated Oils and Cotton Textiles, in that order—three are so small as to account individually for less than one-half per cent of the labour force employed in the Census Industries,

Table 1—Census Industries Ranked According to Level of Man-Hour Earnings

Rank	Industry	Earnings (pies)
(1)	Sewing Machines	149
(2)	Iron and Steel	141
(3)	Soap	112
(4)	Edible Hydrogenated Oils	106
(5)	Cotton Textiles	104
(6)	Paints & Varnishes	99
(7)	Electric Fans	96
(8)	Chemicals	93
(8)	Bicycles	93
(9)	Cement	91
(10)	Electric Lamps	90
(11)	General Engineering	89
(11)	Woollen Textiles	89
(12)	Matches	88
(13)	Aluminium, Copper and Brass	87
(14)	Paper & Paper-Board	80
(15)	Jute Textiles	79
(15)	Wheat Flour	79
(16)	Sugar	76
(17)	Distilleries and Breweries	71
(18)	Ceramics	69
(18)	Starch	69
(19)	Biscuit-Making	67
(20)	Tanning	60
(21)	Glass & Glassware	58
(22)	Fruit & Vegetable Processing	54
(23)	Plywood & Tea-Chests	53
(24)	Vegetable Oils	50
(25)	Rice Milling	35

Table 2—State-wise Labour Earnings Percent of Labour Highest Earnings Range for the Labour Force in the State (pies) Force in Earnings Ranges up to and including 70 pies per man-hour

Bombay	161 - 170	2.30
West Bengal	161 - 170	5.64
Madras	81 - 90	25.09
Andhra	61 - 70	100.00
Uttar Pradesh	101 - 110	19.79
Bihar	181 - 190	8.50
Mysore	61 - 70	100.00
Madhya Pradesh	91 - 100	26.00
Punjab	81 - 90	22.65
Delhi	111 - 120	74.50
Orissa	81 - 90	58.20
Rajasthan	71 - 80	29.66
Pepsu	71 - 80	45.98
Saurashtra	81 - 90	32.13
Assam	111 - 120	66.70
Travancore—Cochin	71 - 80	93.47
Ajmer	51 - 60	100.00
Kutch	81 - 90	—

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Statement A—Industrial Wages Per Man-Hour 1954

	Rice Milling		Wheat Flour		Biscuit Making		Fruit & Vegetable Processing		Sugar		Distilleries & Breweries		Starch	
	(1)		(2)		(3)		(4)		(5)		(6)		(7)	
	A	B	A	B	A	B	A	B	A	B	A	B	A	B
Bombay	*	*	134	19.39	80	33.86	103	23.69	78	7.51	73	6.20	77	55.82
West Bengal	33	35.47	92	17.78	64	35.17	53	14.58	76*	5.52*	119	14.36	—	—
Madras	29	13.95	75	3.82	55	6.66	—	—	62	3.87	—	—	29	1.67
Andhra	39	17.82	—	—	47	1.34	37*	16.41*	60	4.26	53*	31.41*	—	—
Uttar Pradesh	39	2.21	50	25.06	51	9.53	47	18.31	76	62.13	72	34.89	59	42.51*
Bihar	41	7.51	63	6.15	64	5.48	*	—	82	15.78	69	7.04	—	—
Mysore	25	0.43	—	—	45	4.30*	—	—	*	*	*	*	—	*
Madhya Pradesh	32	8.67	48	2.91	—	—	28	27.01	—	—	*	*	—	—
Punjab	71	0.19	67	14.63	—	—	*	*	—	*	*	*	—	*
Delhi	—	—	76	4.63	72	3.66	*	*	—	—	—	—	—	—
Orissa	29	10.82	—	—	—	*	—	—	*	*	—	—	—	—
Rajasthan	38	0.31	—	—	—	*	—	—	49	0.93	32	4.24	—	*
Patiala & East Punjab States Union	—	—	52*	5.63*	—	*	—	—	*	*	*	*	—	*
Saurashtra	—	—	—	—	—	*	—	—	—	—	—	—	—	—
Assam	63	2.48	—	—	—	—	—	—	—	—	—	—	—	*
Travancore-Cochin	*	*	*	*	—	*	*	*	—	—	—	—	—	—
Almer	—	—	—	—	—	*	—	—	*	*	—	—	—	—
Himachal Pradesh	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Vindhya Pradesh	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Pradesh	37*	0.14*	—	—	—	—	—	—	—	—	—	—	—	—
Kutch	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Average	35	—	79	—	67	—	54	—	76	—	71	—	69	—
Highest	71	—	134	—	80	—	103	—	82	—	119	—	77	—
Lowest	25	—	48	—	45	—	28	—	49	—	32	—	29	—

	Veg oils, excl H oils		Edible Hydrogenated Oils (8B)		Paints & Varnish (9)		Soap (10)		Tanning (11)		Cement (12)		Glass & Glassware (13)	
	(8A)		(8B)		(9)		(10)		(11)		(12)		(13)	
	A	B	A	B	A	B	A	B	A	B	A	B	A	B
Bombay	65	16.00	146	42.11	116	28.51	139	50.35	96	7.12	92	57.01*	61	26.03
West Bengal	60	7.23	92	11.62	101	56.87	109	23.67	62	3.27	—	—	69	24.72
Madras	43	8.00	71*	31.18*	58*	8.30*	44	7.14	55	54.31	88	22.27	33	2.92
Andhra	37	11.75	*	*	*	*	96	8.90*	38	1.77	—	*	—	—
Uttar Pradesh	52	19.84	75	15.09	51	3.77	48	3.97	59	28.72	—	—	51	22.18
Bihar	55	4.65	*	*	—	—	—	—	77	4.81*	92	20.72	65	6.26
Mysore	33	3.99	—	—	—	—	41	5.97	—	*	—	—	50	12.91*
Madhya Pradesh	38	9.75	*	*	*	*	—	*	—	—	—	*	53	4.98
Punjab	61	1.11	*	*	*	*	—	—	—	—	—	—	—	*
Delhi	56	0.82	*	*	53	1.87	—	*	—	—	—	*	—	*
Orissa	39	0.09	*	*	*	*	—	*	—	—	—	*	—	*
Rajasthan	40	3.48	—	—	*	*	—	—	—	—	—	—	—	*

Statement A--(Contd)

	(8A)		(8B)		(9)		(10)		(11)		(12)		(13)	
	A	B	A	B	A	B	A	B	A	B	A	B	A	B
Patiala & East Punjab State Union	59	0.73												
Saurashtra	53	7.63	*	*										
Assam	66	2.54			46	0.68								
Travancore-Cochin	53	2.01												
Ajmer														
Himachal Pradesh														
Vindhya Pradesh														
Pradesh	35*	0.38*												
Kutch	*	*												
Average	50		106		99		112							
Highest	66		146		116		139		60		91		58	
Lowest	33		71		46		41		38		88		69	33
Ceramics														
	(14)		(15)		(16)		(17)		(18)		(19)		(20)	
	A	B	A	B	A	B	A	B	A	B	A	B	A	B
Bombay West	48	5.65	47	14.46*	79	12.20	161	16.51	119	58.99	110	31.67		
Bengal	75	25.32	58	29.02	90	37.36	109	11.33	74	5.17	59	6.19	80	93.58
Madras	45	7.07*	49	10.97	73	40.64*	53	50.75	86	13.59	34	1.12		
Andhra									47	0.34			68	2.49
Uttar Pradesh			48	9.91	74	9.80	108	20.35*	92	7.16	106	18.75	63	2.44
Bihar	86	36.07		*		*			76	0.47*	51	10.30*	69	1.49*
Mysore									70	2.88				
Madhya Pradesh	54	14.28		*		*			79	4.24				
Punjab									87	0.51	79	31.97		
Delhi	51	4.87							120	2.20				
Orissa									81	0.57				
Rajasthan									76	0.99				
Patiala & East Punjab States Union	48	6.74												
Saurashtra									84	1.47		*		
Assam			55	30.24		*	30	1.06		*				
Travancore-Cochin			49	5.40		*		*	53	0.66				
Ajmer									60	0.76				
Himachal Pradesh														
Vindhya Pradesh														
Kutch														
Average	69		53		80		88		104		89		79	
Highest	86		58		90		161		120		110		80	
Lowest	45		47		73		30		47		34		63	

	Chemicals (21)		Alm, Copper & Brass (22)		Iron & Steel (23)		Bicycles (24)		Sewing Machines (25)		Elec Lamps (26)		Elec Fans (27)		Genl Enge (28)	
	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B
Bombay West	102	34.61	87	27.58	111	4.05	162	28.25	—	—	80	47.32*	77	14.38	109	28.14
Bengal	89	29.23	109	21.87	117	34.08	78	17.56	161	87.71	100	52.68	98	73.67	89	33.68
Madras	66	7.18	77	6.64	84	0.79	76	11.46	—	—	—	—	—	—	68	6.66
Andhra	58	0.38	45	3.13	—	—	—	—	—	—	—	—	—	—	42	1.17
Uttar Pradesh	79	4.60	57	3.79	66	2.43	51	12.12	—	—	—	*	—	—	62	4.33
Bihar	111	15.22	93	18.43	181	48.75	58	10.34*	—	—	—	*	—	—	85	7.24
Mysore	54	1.71	98	2.95*	53	7.84*	—	—	—	—	—	*	—	—	67	4.13
Madhya Pradesh	45	0.36*	47	0.70	—	—	—	—	—	—	—	—	—	—	93	1.46
Punjab	53	0.84	63	9.16	64	0.51	62	20.27	63	5.02	—	—	85	3.77	81	5.15
Delhi	78	3.06	64	1.79	68	0.24	—	*	60	7.27*	—	—	118	8.18	76	3.28
Orissa	—	—	—	—	—	*	—	—	—	—	—	—	—	—	63	1.03
Rajasthan	—	*	75	2.52	—	—	—	*	—	—	—	—	—	—	58	0.73
Patiala & East Punjab States	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Union	—	—	—	*	76	1.23	—	—	—	*	—	—	—	—	66	0.49
Saurashtra	75	1.65	56	1.44	65	0.08	—	—	—	—	—	—	—	—	58	0.78
Assam	—	—	—	*	—	—	—	—	—	—	—	—	—	—	116	0.98
Travancore-Cochin	69	1.16	—	*	—	—	—	—	—	—	—	—	—	—	73	0.32
Ajmer	—	—	—	—	—	*	—	—	—	—	—	—	—	—	65	0.28*
Himachal Pradesh	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	*
Vindhya Pradesh	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Kutch	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Average	93	—	87	—	141	—	93	—	149	—	90	—	96	—	89	—
Highest	111	—	109	—	181	—	162	—	161	—	100	—	118	—	116	—
Lowest	45	—	45	—	53	—	51	—	60	—	80	—	77	—	42	—

* Only a composite figure is available for the States marked with an asterisk and is given in the statement against only one State.
 Note: A=Earnings in pies per man-hour; B=Proportion of man-hours worked.

Statement B—State-wise Distribution of Labour-force According to Man-Hour Earnings

Earnings per man-hour (Pies)	Bombay				West Bengal				Madras			
	A	B	C	D	A	B	C	D	A	B	C	D
Upto 20	—	—	0.00	—	—	—	—	—	—	—	—	—
21-30	—	—	0.00	—	—	—	—	—	4467	3.41	3.41	2
31-40	—	—	0.00	—	12068	3.00	3.00	1	986	0.75	4.16	2
41-50	927	0.20	0.20	1	—	—	3.00	—	3029	2.32	6.48	3
51-60	—	—	0.20	—	4047	1.00	4.00	4	11037	8.44	14.92	3
61-70	10169	2.10	2.30	2	6616	1.64	5.64	3	13300	10.17	25.09	3
71-80	11975	2.47	4.77	6	279781	69.46	75.10	4	2058	1.57	26.06	3
81-90	4788	0.99	5.76	1	59292	14.72	89.82	3	95962	73.34	100.00	3
91-100	549	0.10	5.86	1	5152	1.28	91.10	4	—	—	—	—
101-110	51469	10.61	16.47	4	9336	2.32	93.42	4	—	—	—	—
111-120	395747	81.59	98.06	3	23737	5.89	99.31	2	—	—	—	—
121-130	—	—	98.06	—	—	—	99.31	—	—	—	—	—
131-140	3277	0.68	98.74	2	—	—	99.31	—	—	—	—	—
141-150	2539	0.52	99.26	1	—	—	99.31	—	—	—	—	—
151-160	—	—	99.26	—	—	—	99.31	—	—	—	—	—
161-170	3608	0.74	100.00	2	2739	0.68	99.99	1	—	—	—	—
171-180	—	—	—	—	—	—	—	—	—	—	—	—
181-190	—	—	—	—	—	—	—	—	—	—	—	—
Total	485048	100.00	—	23	402768	99.99	—	26	130841	100.00	—	19

Earnings per man-hour (Pies)	Amdhra				Uttar Pradesh				Bihar			
	A	B	C	D	A	B	C	D	A	B	C	D
Upto 20	—	—	—	—	—	—	—	—	—	—	—	—
21-30	—	—	—	—	—	—	—	—	—	—	—	—
31-40	13820	49.38	49.38	3	673	0.46	0.46	1	—	—	—	—
41-50	4558	16.29	65.67	4	1765	1.21	1.67	4	3381	4.32	4.32	1
51-60	3977	14.21	79.88	2	13298	9.11	10.78	7	1335	1.71	6.03	1
61-70	5630	20.12	100.00	1	13147	9.01	19.79	3	1932	2.47	8.50	4
71-80	—	—	—	—	63784	43.70	63.49	5	—	—	—	—
81-90	—	—	—	—	—	—	63.49	—	34467	44.07	8.50	—
91-100	—	—	—	—	50338	34.49	97.98	1	5281	6.75	52.57	3
101-110	—	—	—	—	2944	2.02	100.00	1	—	—	59.32	2
111-120	—	—	—	—	—	—	—	—	4380	5.60	64.92	1
121-130	—	—	—	—	—	—	—	—	—	—	64.92	—
131-140	—	—	—	—	—	—	—	—	—	—	64.92	—
141-150	—	—	—	—	—	—	—	—	—	—	64.92	—
151-160	—	—	—	—	—	—	—	—	—	—	64.92	—
161-170	—	—	—	—	—	—	—	—	—	—	64.92	—
171-180	—	—	—	—	—	—	—	—	—	—	64.92	—
181-190	—	—	—	—	—	—	—	—	—	—	64.92	—
Total	27985	100.00	—	10	145949	100.00	—	22	27442	35.08	100.00	1
									78218	100.00	—	13

Earnings per man-hour (Pies)	Mysore				Madhya Pradesh				Punjab			
	A	B	C	D	A	B	C	D	A	B	C	D
Upto 20	114	0.41	0.41	1	299	0.74	0.74	1	---	---	---	---
21-30	947	3.41	3.82	1	6711	16.59	17.33	2	---	---	---	---
31-40	308	1.11	4.93	1	251	0.63	17.96	2	---	---	---	---
41-50	617	2.22	7.15	1	3251	8.04	26.00	2	300	1.54	---	1
51-60	25820	92.86	100.01	2	27959	69.11	26.00	1	4105	21.11	22.65	6
61-70	---	---	---	---	---	---	95.11	1	4681	24.07	46.72	2
71-80	---	---	---	---	1982	4.90	95.11	---	10359	53.27	99.99	3
81-90	---	---	---	---	---	---	100.01	---	---	---	---	---
91-100	---	---	---	---	---	---	---	---	---	---	---	---
101-110	---	---	---	---	---	---	---	---	---	---	---	---
111-120	---	---	---	---	---	---	---	---	---	---	---	---
121-130	---	---	---	---	---	---	---	---	---	---	---	---
131-140	---	---	---	---	---	---	---	---	---	---	---	---
141-150	---	---	---	---	---	---	---	---	---	---	---	---
151-160	---	---	---	---	---	---	---	---	---	---	---	---
161-170	---	---	---	---	---	---	---	---	---	---	---	---
171-180	---	---	---	---	---	---	---	---	---	---	---	---
181-190	---	---	---	---	---	---	---	---	---	---	---	---
Total	27806	100.01	---	6	40453	100.01	---	8	19445	99.99	---	12

Earnings per man-hour (Pies)	Delhi				Orissa				Rajasthan			
	A	B	C	D	A	B	C	D	A	B	C	D
Upto 20	---	---	---	---	3645	41.78	41.78	1	---	---	---	---
21-30	---	---	---	---	56	0.64	42.42	1	1106	10.67	10.67	3
31-40	---	---	---	---	71	0.81	43.23	1	1145	11.05	21.72	1
41-50	1096	5.16	5.16	3	---	---	43.23	---	823	7.94	29.66	1
51-60	496	2.34	7.50	2	1306	14.97	58.20	1	7291	70.34	29.66	2
61-70	5648	26.60	34.10	4	3647	41.80	58.20	1	---	---	100.00	---
71-80	---	---	34.10	---	---	---	100.00	---	---	---	---	---
81-90	---	---	34.10	---	---	---	---	---	---	---	---	---
91-100	---	---	34.10	---	---	---	---	---	---	---	---	---
101-110	---	---	100.01	2	---	---	---	---	---	---	---	---
111-120	13995	65.91	---	---	---	---	---	---	---	---	---	---
121-130	---	---	---	---	---	---	---	---	---	---	---	---
131-140	---	---	---	---	---	---	---	---	---	---	---	---
141-150	---	---	---	---	---	---	---	---	---	---	---	---
151-160	---	---	---	---	---	---	---	---	---	---	---	---
161-170	---	---	---	---	---	---	---	---	---	---	---	---
171-180	---	---	---	---	---	---	---	---	---	---	---	---
181-190	---	---	---	---	---	---	---	---	---	---	---	---
Total	21235	100.01	---	11	8725	100.00	---	5	10365	100.00	---	7

Note: A = Number of Workers; B = Percentage of Total; C = Cumulative Percentage; and D = Number of Industries.

Statement B (Contd)

Earnings per man-hour (Pies)	Pepsu				Saurashtra				Assam			
	A	B	C	D	A	B	C	D	A	B	C	D
Upto 20					245	1.44	1.44	1				
21-30							1.44					
31-40							7.89	2				
41-50					1098	6.45	31.77	3	1095	29.98	29.98	1
51-60	204	11.47	11.47	1	4065	23.88	32.13	1	1341	36.72	66.70	2
61-70	614	34.51	45.98	1	62	0.36	37.46	1			66.70	
71-80	961	54.02	100.00	1	907	5.33	99.99	1			66.70	
81-90					10643	62.53					66.70	
91-100											66.70	
101-110									1216	33.30	100.00	1
111-120												
121-130												
131-140												
141-150												
151-160												
161-170												
171-180												
181-190												
Total	1779	100.00		3	17020	99.99		9	3652	100.00		4

Travancore-Cochin

Ajmer

Kutch

Earnings per man-hour (Pies)	Travancore-Cochin				Ajmer				Kutch			
	A	B	C	D	A	B	C	D	A	B	C	D
Upto 20												
21-30												
31-40												
41-50	201	3.42	3.42	1								
51-60	4899	83.29	86.71	2	5434	100.00	100.00	1				
61-70	398	6.76	93.47	1								
71-80	384	6.53	100.00	1					168	100.00	100.00	1
81-90												
91-100												
101-110												
111-120												
121-130												
131-140												
141-150												
151-160												
161-170												
171-180												
181-190												
Total	5882	100.00		5	5434	100.00		1	168	100.00		1

Note : A = Number of Workers; B = Percentage of Total; C = Cumulative Percentage; and D = Number of Industries.

Statement C—Number of Workers Employed Industry-wise According to Earnings in Pies per Man Hour—1954

Earnings per Hour (Pies)	Wheat Flour	Rice Milling	Biscuit Making	Fruit & Vegetable Processing	Sugar	Distilleries & Breweries	Starch	Crushing	Vegetable Oil	Edible Hydrogenated	Paints & Varnishes	Soap
Upto 20												
21-30		8178		299			48					
31-40		24628		257		156		10613				
41-50	1153	3381	255	185	1145	71		2259			26	880
51-60	240		747	143	3830	1172	682	12034			555	
61-70	902	755	1723		2423	269		6183				

Earnings per Hour (Pies)	Tanning	Cement	Glass & Glass-ware	Ceramics	Plywood & Teachests	Paper & Paper Board	Matches	Cotton textiles	Woollen textiles	Jute textiles	Chemicals	All Industries	
												Total No. of workers	Proportion in each category %
71-80	671	405	1387	—	68848	1487	718	—	2845	—	—	—	—
81-90	—	—	—	—	20273	—	—	—	—	—	—	—	—
91-100	—	—	—	—	—	—	—	—	886	—	443	—	—
101-110	—	—	—	342	—	—	—	—	—	2402	1166	—	—
111-120	—	—	—	—	—	579	—	—	—	1091	—	—	—
121-130	—	—	—	—	—	—	—	—	—	—	—	—	—
131-140	—	—	—	—	—	—	—	—	—	—	—	—	—
141-150	770	—	—	—	—	—	—	—	2539	—	—	—	—
151-160	—	—	—	—	—	—	—	—	—	—	—	—	—
161-170	—	—	—	—	—	—	—	—	—	—	—	—	—
171-180	—	—	—	—	—	—	—	—	—	—	—	—	—
181-190	—	—	—	—	—	—	—	—	—	—	—	—	—
Total	4357	37050	4412	1226	96519	3734	1448	31089	6270	4074	4996	—	—
Upto 20	—	—	—	—	—	—	—	—	—	—	—	—	—
21-30	—	—	—	—	—	—	245	—	—	—	—	—	—
31-40	127	—	729	—	—	—	—	—	259	—	—	—	—
41-50	—	—	2382	—	1458	—	—	2442	—	—	—	—	—
51-60	6346	—	5118	3193	2193	—	6696	9733	2205	—	127	—	—
61-70	263	—	10910	3140	—	—	—	20399	—	—	1064	—	—
71-80	395	—	—	5574	—	11213	—	71680	4573	15137	2819	—	—
81-90	—	2844	—	5048	—	8335	—	110387	—	239602	3591	—	—
91-100	549	9610	—	—	—	—	4862	50338	7436	—	10503	—	—
101-110	—	—	—	—	—	—	—	—	—	—	—	—	—
111-120	—	—	—	—	—	—	—	405672	—	—	11699	—	—
121-130	—	—	—	—	—	—	—	—	—	—	4380	—	—
131-140	—	—	—	—	—	—	—	—	—	—	—	—	—
141-150	—	—	—	—	—	—	—	—	—	—	—	—	—
151-160	—	—	—	—	—	—	—	—	—	—	—	—	—
161-170	—	—	—	—	—	—	—	—	—	—	—	—	—
171-180	—	—	—	—	—	—	2069	—	—	—	—	—	—
181-190	—	—	—	—	—	—	—	—	—	—	—	—	—
Total	7680	12154	19139	16955	3651	19548	13872	670651	14473	254739	34183	—	—
Earnings per Hour (Pies)	Aluminium, Copper & Brass	Iron & Steel	Bicycles	Sewing Machines	Electric Lamps	Electric Fans	General Engineering	Total No. of workers	Proportion in each category %	Cumulative Total %			
Upto 20	—	—	—	—	—	—	—	—	—	—	—	—	
21-30	—	—	—	—	—	—	—	8770	0.59	0.51	—	—	
31-40	—	—	—	—	—	—	—	36769	2.48	2.99	—	—	
41-50	—	—	—	—	—	—	—	21135	1.43	4.42	—	—	
51-60	725	—	—	—	—	—	1453	64614	4.37	8.79	—	—	
61-70	927	4713	1233	—	—	—	1843	88860	6.01	14.80	—	—	
71-80	1570	2257	1053	364	—	—	21833	423352	28.62	43.42	—	—	
81-90	1972	961	1753	—	913	417	4544	219326	14.83	58.25	—	—	
91-100	4788	512	—	—	1027	128	56508	71358	4.82	63.07	—	—	
101-110	3284	—	—	—	—	2418	1982	66553	4.50	67.57	—	—	
111-120	3710	25871	—	—	—	266	34936	439075	29.68	97.25	—	—	
121-130	—	—	—	—	—	—	1216	—	—	97.25	—	—	
131-140	—	—	—	—	—	—	—	2507	0.17	97.42	—	—	
141-150	—	—	—	—	—	—	—	3309	0.22	97.64	—	—	
151-160	—	—	—	—	—	—	—	—	—	97.64	—	—	
161-170	—	—	1539	2739	—	—	—	6347	0.43	98.07	—	—	
171-180	—	—	—	—	—	—	—	—	—	98.07	—	—	
181-190	—	27442	—	—	—	—	—	—	—	98.07	—	—	
Total	16976	61756	5578	3103	1940	3229	124315	1479417	99.92	99.92	—	—	

Startling Disparities

Thirdly, there is nothing like a nationally operative wage level in any industry, except in the cement industry. In fact, some of the disparities are truly startling, even if one leaves out of consideration industries characterised by marked product heterogeneity. Thus, in the Wheat Flour industry of Uttar Pradesh, which accounts for a quarter of the industry's total man-hours, the earning is 50 pies; in West Bengal, with 18 per cent of the industry's man-hours, the rate is 92 pies; in Bombay, with 19 per cent of the man-hours, the rate rises to 134 pies.

The Edible Hydrogenated Oils industry, the product of which is presumably homogenous, is another amazing case, in a sense similar to the Wheat Flour industry in the range of variation it shows, for the contrast it presents with the level of wages in the allied Vegetable Oils Industry.

This wide variability in labour earnings within industries is seen in almost twenty-four out of the twenty-nine industries covered in Statement B. where the industry-wise earnings data of Statement A have been translated back in terms of actual employment. In view of the limitations of the basic data (see note to Statement A), Statement B has, however, to be somewhat less comprehensive than Statement A.

Lower than Average Earnings

It can be broadly stated that the national average of 94 pies per man-hour coincides with the range 91 to 100 pies per man-hour. On the basis of this national average, it will be seen from Statement B that only one State, Bombay, can be regarded as approaching and exceeding it. In fact, in 11 out of 15 States, for which the relevant figures could be worked out, even the highest range of earnings was below the national average. Even if a more conservative standard were adopted earnings upto and including 70 pies per man-hour, as has been done in Table 2 it is found that six out of seventeen States employ more than half their industrial labour force upto and in these ranges. Given this lower criteria, in four States Bombay, West Bengal, Bihar and Delhi the wage-floor will be found to have shifted upwards in a decisive manner.

We now move on to the synoptic view of labour-employment in Indian Industry in the consistent terms of earnings in pies per man-hour presented in Statement C.

Starvation Wages

The details and aggregates of Statement C focus attention on one of the blurred issues in the Indian wage situation today: the presence of pockets where wages are excessive in relation to per capita income or the quality of industrial skills required, side by side with areas of the wage-economy, where a man may earn only to starve. It is a tragedy that so much of our effort as a nation is dedicated to the justification, maintenance and further extension of the former, and so little of it to the elimination of the latter.

Madhya Pradesh Water Rates Committee


THE MP Water Rates Committee has issued a questionnaire for the examination of prevailing water rates for various crops in the

different integrated units of the new Madhya Pradesh. The questionnaire also covers the administration and management of irrigation works in the State.

Among the questions asked are ; water requirements of crops, produce of various crops, expenditure in raising crops, water rates structure, water rates for various irrigation practices, revision of water irrigation, uniformity of water rates, expansion of crops due to rates, compulsory irrigation cess, necessity of water courses and their maintenance, penalty for wastage of water, coordination in supply of fertilizers and irrigation water constitution of District Irrigation Committee, irrigation on agreement basis, agency for collection of Irrigation Revenues, duties of Irrigation Panchayats, and Administration and management of irrigation works in the State.

The last date for receiving replies to the questionnaire is April 30, 1959.

YOUR



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