



**Report
on
Absenteeism, Labour Turnover,
Employment & Labour Cost**

Annual Survey of Industries

(2019-2020)

Volume II



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



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अनुपस्थिति, श्रम कारोबार,
रोजगार और श्रम लागत पर रिपोर्ट

**“Report on Absenteeism,
Labour turnover,
Employment and
Labour Cost”**

भारत सरकार
श्रम एवम रोजगार मंत्रालय
श्रम ब्यूरो

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT
LABOUR BUREAU**

PREFACE

Annual Survey of Industries {ASI} provides information on important characteristics of registered manufacturing sector for objectively evaluating the industrial scenario, including employment part, of India. It covers the factories registered under the Factories Act, 1948 and establishments under Bidi and Cigar Workers {Conditions of Employment} Act, 1966 and all electricity undertakings engaged in generation, transmission and distribution of electricity, not registered with the Central Electrical Authority {CEA}. It is conducted annually through NSO {FOD} under the Collection of Statistics Act, 2008 and the Rules framed there under in 2011. Based upon the data collected through Block E of ASI Part-I and Part-II of ASI Schedule, Labour Bureau publishes two publications namely “Annual Survey of Industries Volume-I – Statistics on Employment and Labour Cost” and “Annual Survey of Industries Volume-II – Report on Absenteeism, Labour turnover, Employment and Labour Cost”. These publications contain information pertaining to Employment, Mandays Worked, Social Security Benefits, Labour Cost and Cost of Production, Absenteeism, Labour Turnover and Earnings data.

The present publication, Annual Survey of Industries 2019-20 Volume-II contains data on Absenteeism Rates, Labour Turnover, Employment and Labour Cost. The data in this report has been compiled and presented at States/UTs Level and 3-Digit Level of NIC-2008 which is based on Block ‘E’ of Part-I and Part-II of Annual Survey of Industries Schedule 2019-20 as received from Industrial Statistics (IS Wing), Kolkata. I hope that the data presented in this Report would be immensely useful to the users and the policy makers.

I take this opportunity to thank the officers of the Industrial Statistics (IS Wing), Kolkata, for providing the Unit Level Data in time as well as cooperating Labour Bureau in further processing of data. The Officers and other officials of the FOD also deserve Labour Bureau’s appreciation for timely canvassing of the ASI Schedules. I also take this opportunity to thank the Officers and staff posted in ASI Section of Labour Bureau, whose names are given in Annexure-IV, for their sincere efforts for processing the data and bringing out the Report in the quickest possible time.

Suggestions for further improvement in ASI publications are welcome.

I. S. NEGI

Director General

Chandigarh

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CHAPTER-I

INTRODUCTION

The Annual Survey of Industries (ASI) is the principal source of industrial statistics in India. The Annual Survey of Industries (ASI) is being conducted since 1959 under the Collection of Statistics Act, 1953. Presently, the Survey is being conducted under the Collection of Statistics Act, 2008, as amended in 2017 and Rules framed there under in 2011. The Survey is designed to obtain comprehensive and detailed data with the objectives of estimating the contribution of registered manufacturing industries as a whole to the national income by type of industry, systematic study of the structure of the industry by type of industry, occasional analysis of the various factors influencing industries in the Country to facilitate the construction of comprehensive, factual and systematic bases for formulation of industrial policies.

1.1 Historical Background

Understanding the importance of collection and compilation of data relating to industrial sector of the country, the Government of India, after 1930, launched a voluntary scheme for collection of detailed data from important industries in India. During the Second World War, in order to cater to the specific requirement of war management, each government department created its own statistical section. In 1942, Industrial Statistics Act was enacted on the recommendation of the Royal Commission on Labour. The Directorate of Industrial Statistics (DIS) under the Ministry of Commerce was setup in 1945 to enforce the Industrial Statistics Act, 1942. The Directorate of Industrial Statistics launched the first Census of Manufacturing Industries (CMI) in 1946 with the objective of studying the structure of the Indian industry and estimating its contribution to the national economy. Because of practical difficulties, the CMI could cover only 29 of the 63 industry groups specified in the Industrial Statistics Act and extended only to 11 States of the Indian Union. It was conducted annually up to 1958. By 1958, the geographical coverage of the CMI extended to 13 States and 2 Union Territories.

Following the recommendation of the National Income Committee (1949), the Directorate of Industrial Statistics conducted the first Sample Survey of Manufacturing Industries (SSMI) in 1949 for collecting data from factories falling under 34 industry groups left out by the CMI and defined under the Factories Act, 1934. The technical work including the survey design, sample selection, and preparation of schedules was undertaken by the Directorate of Industrial Statistics while the tabulation and analysis of data, report writing, etc. was carried out by the Indian Statistical Institute, Calcutta. The SSMI was conducted annually up to 1958 by the then Directorate of National Sample Survey now known as National Sample Survey Office (NSSO).

After independence, the Central Statistical Organization (CSO) was setup under the Cabinet Secretariat by the Government of India in 1951 as an apex statistical body for coordinating the large variety of data collection by various agencies which was necessitated for adoption of planned economy by the government. In 1956, the Industrial Statistics Act, 1942 was repealed by the Collection of Statistics Act, 1953 and Rules framed there under in 1959 regarding the Statistical Authority and procedure for collection of data. Subsequently, the DIS was transferred to the Cabinet Secretariat in 1959 and was attached to the CSO as Industrial Statistics Wing.

The Collection of Statistics (Central) Rules, 1959 framed under the Collection of Statistics Act, 1953 provided a comprehensive Annual Survey of Industries (ASI) in India. The survey replaced both the CMI and SSML. The ASI was launched in 1960 with 1959 as the reference year and is continuing since then annually except for 1972. The labour part of the ASI Schedule (Part-II), which contained statistics on Absenteeism, Labour Turnover, Earnings, Employment and Labour Costs, was launched with effect from the ASI-1961. During that year, the Schedule was canvassed in respect of both the Census and the Sample Sectors. However, due to non-availability of detailed statistics in respect of the units in the Sample Sector, it was decided to canvass Part-II Schedule only for the Census Sector in subsequent years. The ASI in Sample Sector was, however, reintroduced with effect from ASI 1976-77.

The field survey for the ASI is conducted by the Field Operations Division (FOD) of the NSSO through its network of zonal, regional and sub-regional offices located all over the country. The Central Statistics Office (CSO) is responsible for the processing and dissemination of data collected through Part-I of the ASI Schedule. Labour Bureau, likewise, is responsible for processing and dissemination of data on employment, mandays worked, social security benefits, labour cost and cost of production collected through Block-E of Part-I and; absenteeism, labour turnover and earnings collected through Part-II of the ASI schedule. The Standing Committee on Industrial Statistics provides guidance in this regard and suggests improvements from time to time in the sampling design, sample size, and techniques of data collection, processing and tabulation of data. The Committee has been constituted by the Ministry of Statistics & Programme Implementation and is represented by the CSO, NSSO, Labour Bureau, Ministry of Industry, State Governments, Reserve Bank of India, FICCI, CII, ASSOCHAM, research institutions, eminent scholars and other central Ministries.

1.2 Objectives of the ASI

The main objectives of the Annual Survey of Industries (Labour Part) are:

- a. To build a systematic database on Absenteeism; Labour Turnover; Earnings; Employment, and Labour Cost in Manufacturing Industries, and
- b. To analyse various components of Labour Costs such as Wage/Salary; Bonus; Provident Funds; Welfare Expenses, etc. in Manufacturing Industries.

1.3 Scope and Coverage

Coverage of the Annual Survey of Industries extends to the entire Factory Sector comprising industrial units (called factories) registered under the Sections 2(m)(i) and 2(m)(ii) of the Factories Act, 1948, wherein a 'Factory', which is the primary statistical unit of enumeration for the ASI, is defined as:

‘Any premises’ including the precincts thereof:-

- i. Wherein ten or more workers are working or were working on any day of the preceding twelve months, and in any part of which a manufacturing process is being carried on with the aid of power or is ordinarily so carried on, or,

- ii. Wherein twenty or more workers are working or were working on any day of the preceding twelve months, and in any part of which a manufacturing process is being carried on without the aid of power or is ordinarily so carried on, but does not include a mine subject to the operation of the Mines Act, 1952, or a railway running shed.

The 'manufacturing process' referred to above has been defined [vide Section 2(k)] in the Factories Act, 1948 as:

'Any process' for

- i. Making, altering, ornamenting, finishing, packing, oiling, washing, cleaning, breaking up, demolishing or otherwise treating or adapting any article or substance with a view to its use, sale, transport, delivery or disposal; or,
- ii. Pumping oil, water or sewage; or,
- iii. Generating, transforming or transmitting power; or,
- iv. Composing types for printing by letter press, lithography, photogravure or other similar process or book binding; or,
- v. Constructing, reconstructing, repairing, refitting, finishing or breaking up ships or vessels; or,
- vi. Preserving or storing any article in cold storage.

In addition to Section 2(m)(i) & 2(m)(ii) of the Factories Act, 1948, bidi & cigar units, employing 10 or more workers with the aid of power and 20 or more workers without the aid of power and registered under the Bidi & Cigar Workers (Conditions of Employment) Act, 1966 are also covered in ASI. All electricity undertakings engaged in generation, transmission and distribution of electricity, not registered with the Central Electricity Authority (CEA) are also covered under ASI.

Starting from ASI 2014-15, the coverage of ASI has been extended beyond the Section 2m (i) and 2m (ii) of the Factories Act, 1948. To start with, the units with 100 or more employees, not registered under Section 2m (i) and 2m (ii) of the Factories Act, 1948 but registered under any of the seven Acts / Board / Authority viz., Companies Act, 1956, Factories Act, 1948, Shops and Commercial Establishment Act, Societies Registration Act, Cooperative Societies Act, Khadi and Village Industries Board, Directorate of Industries (District Industries Centre) in the Business Register of Establishments (BRE) as prepared by the State Governments and verified by Field Operations Division (FOD) of National Statistical Office (NSO) are also considered for selection.

Although the scope of ASI extends to all registered manufacturing establishments in the country, defence establishments, oil storage and distribution depots, restaurants, hotels, café and computer services, departmental units such as railway workshops, RTC workshops, Govt. Mints, sanitary, water supply, gas storage units etc, are excluded from the purview of the Survey. The Survey is conducted annually under the statutory provisions of the Collection of Statistics Act 2008, as amended in 2017 and the Rules framed there-under in 2011. The geographical coverage of the Annual Survey of Industries 2019-2020 has been extended to the entire country.

1.4 Unit of Enumeration

The primary unit of enumeration in the survey is a factory in the case of manufacturing industries, a workshop in the case of repair services, an undertaking or a licensee in the case of electricity, gas & water supply undertakings and an establishment in the case of bidi & cigar industries. The owner of two or more establishments located in the same State and pertaining to the same industry group and belonging to census scheme is, however, permitted to furnish a single consolidated return. Such consolidated returns are common feature in the case of bidi and cigar establishments, electricity and certain public sector undertakings.

1.5 ASI Frame and its Updation

ASI frame is based on the lists of registered factories/units maintained by the Chief Inspector of Factories (CIF) in respective States and those maintained by registration authorities in respect of bidi and cigar establishments. The frame is being revised and updated annually by the Regional Offices of the Field Operations Division (FOD) of NSO in consultation with the Chief Inspector of Factories in each State. At the time of revision, the names of the de-registered factories are removed from the ASI frame and those of the newly registered factories are added. While updating the frame, only newly registered units are added to the existing frame. In spite of regular updating of the frame, quite a number of factories selected for the survey are getting deleted during the survey owing to various reasons like non-existence, de-registration, out of coverage etc.

1.6 Sample Design and Sample Allocation

As per sampling design adopted in ASI 2019-2020, ASI sample comprises of two parts – Central Sample and State Sample. The Central Sample consists of two schemes: Census and Sample. Under Census scheme, all the units are surveyed.

Census Scheme: Census scheme consists of the following units:

(a) All industrial units belonging to the nine less industrially developed states/ UT's viz. Arunachal Pradesh, Manipur, Meghalaya, Nagaland, Sikkim, Tripura, Mizoram, Andaman & Nicobar Islands and Ladakh.

(b) All industrial units belonging to frame NIC=0893 (salt extraction)

(c) For the States/ UTs other than those mentioned in (a).

(i) Units having 75 or more employees from six States/ UTs, namely, Jammu & Kashmir, Himachal Pradesh, Rajasthan, Bihar, Chhattisgarh and Kerala;

(ii) Units having 50 or more employees from three States/UTs, namely, Chandigarh, Delhi and Puducherry;

(iii) Units having 100 or more employees for rest of the States/UTs, not mentioned in (i) and (ii) above and;

- (iv) All units covered under 'Joint Return' (JR), where JR is allowed when the two or more units located in the same State/UT belonging to the same industry (3-digit level of NIC) under the same management.

(d) After excluding the Census Sector units as defined in paragraphs (a), (b) and (c) above, the strata are formed at State $\times$ District $\times$ Sector $\times$ 3-digit of NIC-2008 level. Here, 'sector' is very broad economic activity group consisting of manufacturing, electricity generation activity and *bidi* producing activity. Thus, in short, sectors are (i) Bidi, (ii) Manufacturing and (iii) Electricity. All units belonging to the strata (i.e., formed on the basis of units in *State by District by Sector by 3-digit of NIC-08*) having less than or equal to 4 units are completely enumerated and are thus considered as 'census sector' units.

(e) Sample scheme:

All the remaining units in the frame are considered under **Sample Scheme**. For all the states, **strata are formed for each State $\times$ District $\times$ Sector $\times$ 3-digit NIC-2008 factories**. The units in each stratum are arranged in descending order of their number of employees. Samples are drawn as per Circular Systematic Sampling technique. An even number of units with a minimum of 4 units are selected and distributed in four subsamples. It may be noted that all the 4 sub-samples from a particular stratum may not have equal number of units.

(f) Out of these 4 sub-samples, two pre-assigned sub-samples are given to NSO (FOD) and the other two-subsamples are given to State/UT for data collection.

(g) The entire census units plus all the units belonging to the two sub-samples given to NSO (FOD) are treated as the **Central Sample**.

(h) The units belonging to the two sub-samples allocated to States/UTs are to be canvassed by the respective States/UTs. Hence, State/UT has to use the data collected by NSO (FOD) and processed by Industrial Statistics (IS) Wing, Data Quality Assurance Division (DQAD), NSO along with the state sample data while deriving the district level estimates for their respective State/UT.

(i) The entire census scheme units plus all the units belonging to the two sub-samples given to NSO (FOD) plus all the units belonging to the two sub-samples given to state/UT are required for pooling of Central and State Samples.

It may be noted that samples have been drawn considering an overall sampling fraction of 10% from all strata. The size of the live frame containing units with status 'open', 'Existing with fixed assets and maintaining staff but not having production' and 'Existing with fixed assets but not maintaining staff and not having production' was 2,48,345. Of these, 54,515 units belonged to the Census Sector, while the remaining 1,93,830 units formed the Sample Sector. Total sample size for ASI 2019-2020 was 77,737 (54,515 Census and 23,222 sample) units.

Estimation Procedure

1. Notations:

i = subscript for i -th state.

s = subscript for s -th stratum in the i -th state.

m = subscript for sub-sample ($m=1, 2, 3, 4$) [$m=1$ and 3 for central and 2 and 4 for state].

k = subscript for k -th sample enterprise under a particular stratum.

E = total number of factories in the sample sector in a stratum.

e = number of factories surveyed out of total number of factories in the sample sector in a stratum.

x, y = observed value of characteristics x, y under estimation.

$\hat{X}, \hat{Y}$ = estimate of population total X, Y for the characteristics x, y .

Under the above symbols,

y_{ismk} = observed value of the characteristic y for the k -th unit belonging to the m -th sub-sample for the s -th stratum in the i -th state.

(a) Formulae for estimation of aggregates for a state based on central sample:

The central sample consists of two parts: i) **Census Sector** where complete enumeration of units was done and ii) **Sample Sector** where units are selected from two sub-samples (sub-sample numbers being '1' and '3') from each stratum. Please note that the sub-samples '2' and '4' in each stratum are to be surveyed by State governments and those are considered as **State Sample**.

The estimation formula for any characteristic of the unit in the sample sector for m -th sub-sample in s -th strata of the i -th state is:

$$s\hat{y}_{ism} = \frac{E_{is}}{e_{ism}} \sum_{k=1}^{e_{ism}} y_{ismk}, \quad m=1,3. \quad (1.1)$$

Now the estimate of the parameter pertaining to sample sector of s -th stratum in the i -th State ($s\hat{y}_{is}^*$)

is the simple average of sub-sample estimates of the s -th stratum in the i -th State, $s\hat{y}_{ism}^*$, $m=1,3$ i.e.,

$$s\hat{y}_{is}^* = \frac{1}{2} \sum_{m=1,3} s\hat{y}_{ism}^*.$$

Thus, the estimator for any characteristic of the unit in the sample sector of the i^{th} state is:

$$s\hat{y}_i^* = \sum_s s\hat{y}_{is}^* \quad (1.2)$$

Now, if $c\hat{y}_i^{**}$ be the corresponding estimator for that characteristic of the unit for the census sector of the i -th state, then the estimate for the census sector, $c\hat{y}_i^*$, will be simple addition of value of the characteristic y under the domain since the multiplier associated with each unit of the census sector is equal to 1. Thus, the estimate for that characteristic of the unit for i^{th} State as a whole based on the central sample is given by:

$$Central \hat{y}_i^* = s\hat{y}_i^* + c\hat{y}_i^{**} \quad (2)$$

The estimate of the characteristic of the unit for all-India will be:

$$Central \hat{Y} = \sum_i Central \hat{y}_i^* \quad (3)$$

1.8 Schedule of Enquiry

The schedule for ASI 2019-20 has two parts. Part-I which is processed at the {IS Wing}, DQAD, NSO aims to collect data on assets and liabilities, employment and labour cost, receipts, expenses, input items – indigenous and imported, products and by-products, distributive expenses etc. Part-II, processed by Labour Bureau, aims to collect data on different aspects of labour statistics namely working days, mandays worked, absenteeism, labour turnover, man-hours worked, earning and social security benefits. A facsimile of Block-A, Block-B, Block-E, Block-F, Block-H and Block-I of Part-I and Block-1 and Block-2 of Part-II of the ASI schedule is enclosed at Annexure-I.

1.9 Reference Period

Reference period for ASI 2019-20 was the accounting year of the factory, ending on any day during the fiscal year 2019-20. Thus in ASI 2019-20, data collected from respective establishments relate to their accounting year ended on any day between 1st April 2019 and 31st March 2020. Survey was conducted during April 2021 to January 2022. The field work of ASI 2019-20 was adversely affected by the pandemic situation prevailing in the country which stretched the survey period beyond its stipulated time.

1.10 Concepts and Definitions

The concepts and definitions followed in the survey and used in the present Report are given below:

- a. **Workers** are defined to include all persons employed directly or through any agency, whether for wages or not, in any manufacturing process or in cleaning any part of machinery or premises used for manufacturing process or in any other kind of work, incidental to, or connected with the manufacturing process or the subject of manufacturing process. Labour engaged in repair and maintenance or production of fixed assets for factory's own use or labour employed for generating electricity, etc. is also included.
- b. **Contract Workers** are defined as all persons who were not employed directly by an employer but through the contractor. These workers may be employed with or without the knowledge of the principal employer.
- c. **Supervisory & Managerial Staff** include persons in supervisory and managerial positions employed by the factory, whether covered by the definition of the term 'workers' under the Factory Act, 1948 or not.
- d. **Other Employees** are the remaining employees employed by the factory not included in the category of 'workers' and 'supervisory & managerial staff'.
- e. **Employees** include all workers and persons receiving wage/salary and holding supervisory or managerial positions engaged in administrative office, store keeping and welfare sections, sales department as also those engaged in purchase of raw materials, etc or purchase of fixed assets for the factory and watch and ward staff.
- f. **Mandays worked** is obtained by summing up the number of mandays worked by persons working in each shift over all the shifts worked on all days.

- g. **Mandays paid for** is arrived at by summing up the number of employees paid each shift during the reference period. This also includes all mandays on weekly off-days and scheduled holidays, if paid for, and other absences with pay, as also mandays lost through lay-off/strike for which compensation is payable.
- h. **Wages/salaries** are defined to include all remuneration in monetary terms and also payable more or less regularly in each pay period to workers as compensation for the work done during the accounting year. It includes:
 - i) Wages and salaries including paid for leave period and holidays;
 - ii) Payment for dearness, overtime, compensatory, house rent and other allowances;
 - iii) Production bonus, good attendance bonus, incentive bonus, etc. which are paid more or less regularly for each pay period; and
 - iv) Lay-off payments and compensation for unemployment except where such payments are made from trust or other social funds set up especially for this purpose.

The amount of wages/salaries payable during the accounting year are expressed in terms of gross value i.e. before deductions for fines, damages, taxes, provident fund, employees' state insurance contribution, etc. For workers employed through contractors, payment made to these workers and not the payment made to the contractors are recorded. Benefits in kind (perquisites) of individual nature are only included. It excludes employer's imputed value of group benefits in kind and travelling and other expenditures incurred for business purposes and reimbursed by the employer.

- i. **Bonus** includes profit sharing bonus, festival bonus, year-end and other bonuses and ex-gratia payments paid at less frequently intervals (i.e. other than bonuses paid more or less regularly for each pay period).
- j. **Provident and other funds** include employers' contribution to old age benefits like provident fund, pension, gratuity etc. and contributions to other social security benefits such as the Employees' State Insurance (ESI), compensation for work injuries and occupational diseases, provident fund linked insurance, retrenchment and lay-off benefits.
- k. **Workmen and Staff welfare expenses** include expenditures incurred by employer on maternity benefits; crèches and other benefits such as supply of food, beverages, tobacco, clothing and group lodging at concessional rates; educational, cultural and recreational facilities and services; and grants to trade unions and co-operative stores meant for the employees. All group benefits were also included.
- l. **Absenteeism** is defined as the failure of a worker to report for work when he is scheduled to work. A worker is considered scheduled to work when the employer has work available for him and the worker is aware of it. Authorised absence is also treated as absence while presence even for a part of the shift is treated as presence

for whole shift. Absence on account of strikes, lockout, layoff, weekly rests or suspension is not taken into account. Thus, it relates to only voluntary absence due to personal reasons of the individual concerned. Absenteeism rates given in the report represent percentage of mandays lost due to absence to the corresponding total mandays scheduled to work. The mandays scheduled to work is arrived at by adding the mandays actually worked and the mandays lost on account of absence of the workers due to some reason or the other.

- m. **Labour Turnover** measures the extent of change in the working force due to accession and separation during the reference period. The term ‘accession’ is defined as the total number of workers added to the employment during the period, whether new or re-employed or transferred from other establishments or units under the same management. Inter-departmental transfers within the same establishment are, however, ignored. The term ‘separation’ implies severance of employment at the instance of workers or employer. It includes termination of service due to death or retirement, retrenchment as a result of rationalization or modernization or other reasons. The annual accession or separation rate is calculated as percentage of total accession or separation during the year to the average of number of workers in employment during the year.
- n. **The Average Number of Workers** in employment during a year has been derived by dividing the total number of workers in employment on the first and the last day of all the twelve months, by twice the total number of months actually worked during the reference period.

1.12 Classification of Industries

The new series of industrial classification (NIC-2008) was introduced with effect from the ASI 2008-09. All the industrial units in the ASI frame were accordingly classified in their appropriate industry groups on the basis of the value of the principle product manufactured by them. The unit, thus, got classified in one and only one industry group even though it might be manufacturing products belonging to different industries. The different aggregates are presented at 3-digit level corresponding to this classification. An extract from this classification showing industry groups along with their descriptions and codes used in this publication is reproduced at Annexure-II.

1.13 Processing and Tabulation of Data

The data on CD, corresponding to the employment, mandays, labour cost and total cost of production under Block-A, Block-B and Block-E of Part-I of the ASI schedule along with Part-II data were received from the IS Wing, DQAD, NSO Kolkata, as per the directive of the Standing Committee on Industrial Statistics {SCIS}. ASI Section of Labour Bureau processed this data and generates two volumes viz. Annual Survey of Industries Volume-I – Statistics on Employment and Labour Cost and Annual Survey of Industries Volume-II – Report on Absenteeism, Labour Turnover, Employment & Labour Cost.

1.14 Presentation of Data

The ASI results presented in this report relate to factory sector i.e. industrial units covered under the Census and sample Sectors of the ASI. The total of any characteristics was obtained by adding the figures of the Census Sector and estimates of the Sample Sector. The report contains data on Absenteeism; Labour Turnover; Employment; Mandays Worked and Paid for; Labour Cost; and total Cost of Production by States, Sectors and Industries at 3-digit level of NIC-2008.

The data relating to Mandays Worked, Mandays Paid for, Labour Cost and Cost of Production are rounded off to thousands separately at different aggregate levels of all India, States, Industries and Sectors. Therefore, these figures at higher level aggregates may not tally with the lower level aggregates due to rounding off errors, if any.

As per the tabulation policy, it has been decided to publish the detailed information corresponding to industry codes 014 to 372 at 3-digit level following NIC-2008. For industry codes equal to and greater than 400 at 3-digit level, the units have been clubbed and shown under a common industry code 400, respectively, in different tables.

The rounded off figures of mandays, labour cost and cost of production to thousands, have been shown by '0', wherever these figures were found to be negligible (less than 500). The figures found to be nil or not applicable have been indicated by a dash (-).

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CHAPTER - II

ABSENTEEISM

TABLE 2.1.1

Absenteeism Rates amongst Directly Employed Regular Workers by States during the Year 2019-20							
S No	State/U.T.	No. of Factories Reporting Directly Employed Regular Workers	Percentage of factories Reporting Absenteeism	Mandays Scheduled to Work {in '000'}	Mandays Lost Due to Absence {in '000'}	Percentage of Absenteeism During the Year	
						2019	2018
1	2	3	4	5	6	7	8
1	Jammu & Kashmir	731	95.97	5943	324	5.17	4.91
2	Himachal Pradesh	1892	97.27	32429	4003	10.99	30.66
3	Punjab	7970	97.09	90191	6286	6.52	7.28
4	Chandigarh	186	98.39	1174	102	7.96	35.99
5	Uttrakhand	2106	97.01	36335	2458	6.34	13.00
6	Haryana	5975	98.51	60432	5358	8.14	9.90
7	Delhi	2113	99.81	11132	1303	10.48	15.39
8	Rajasthan	6623	91.59	83363	11134	11.78	17.22
9	Uttar Pradesh	11688	96.50	189921	7296	3.70	9.55
10	Bihar	1156	94.54	6445	274	4.08	15.13
11	Sikkim	70	98.57	2308	124	5.12	7.62
12	Arunachal Pradesh	57	66.67	311	2	0.71	1.96
13	Nagaland	135	73.33	735	1	0.18	0.48
14	Manipur	64	67.19	374	3	0.80	3.10
15	Mizoram	3	100.00	8	1	10.54	4.10
16	Tripura	153	43.14	1276	4	0.32	1.51
17	Meghalaya	133	100.00	1155	16	1.36	4.35
18	Assam	2823	57.16	23370	327	1.38	3.67
19	West bengal	7188	93.48	99158	9530	8.77	15.41
20	Jharkhand	1328	97.67	21047	1428	6.35	12.83
21	Odisha	1717	93.03	29399	964	3.18	17.73
22	Chhattisgarh	2979	94.57	29072	1139	3.77	8.69
23	Madhya Pradesh	3782	93.73	54386	2103	3.72	6.17
24	Gujarat	19280	97.98	279204	19567	6.55	9.07
25	Daman & Diu	913	99.56	14809	1043	6.58	12.78
26	Dadra & Nagar Havel	791	98.57	15495	1511	8.89	24.06
27	Maharashtra	16250	96.40	246695	18406	6.94	11.65
28	Andhra Pradesh	7523	96.24	79453	3588	4.32	4.81
29	Karnataka	9615	97.42	170072	13090	7.15	9.47
30	Goa	538	97.77	6639	904	11.98	15.16
31	Kerala	5378	96.88	43391	4975	10.29	10.30
32	Tamil Nadu	22100	98.55	329935	14486	4.21	6.40
33	Puducherry	434	99.54	5765	255	4.23	6.32
34	Andam & Nicobar Isl	13	100.00	43	2	4.77	5.80
35	Telangana	7790	94.56	63668	2014	3.07	4.32
36	Ladakh	0	0.00	0	0	0.00	5.32
All India		151498	95.81	2035132	134023	6.18	9.74

TABLE 2.1.2

Absenteeism Rates amongst Directly Employed Regular Workers by Industries {3-digit Level of NIC-2008} during the Year 2019-20							
S No	NIC Code	No. of Factories Reporting Directly Employed Regular Workers	Percentage of factories Reporting Absenteeism	Mandays Scheduled to Work {in '000'}	Mandays Lost Due to Absence {in '000'}	Percentage of Absenteeism During the Year	
						2019	2018
1	2	3	4	5	6	7	8
1	016	1843	92.42	4987	169	3.28	6.78
2	089	80	97.51	373	38	9.22	7.23
3	101	106	98.10	1767	104	5.56	7.16
4	102	498	98.19	13005	738	5.37	6.39
5	103	861	92.92	6547	360	5.22	10.65
6	104	1735	88.00	12619	523	3.98	7.09
7	105	1578	97.51	20353	1159	5.39	9.90
8	106	10810	90.24	29947	1648	5.22	8.83
9	107	7455	92.81	108682	7369	6.35	8.97
10	108	733	98.50	6714	307	4.38	7.75
11	110	1334	94.53	14650	810	5.24	7.74
12	120	1789	94.26	38375	3066	7.40	12.90
13	131	7669	98.11	233228	20089	7.93	12.78
14	139	2960	98.68	47199	3815	7.48	10.32
15	141	4145	98.98	156949	11993	7.10	8.29
16	142	5	100.00	1354	19	1.41	9.72
17	143	3161	97.73	51616	2628	4.84	7.79
18	151	1365	95.98	16197	1426	8.09	9.61
19	152	1674	98.09	44657	3149	6.59	8.48
20	161	667	83.78	983	50	4.82	11.71
21	162	2022	96.36	11226	1065	8.67	11.85
22	170	4956	96.00	41845	2933	6.55	10.07
23	181	2932	97.23	20000	1191	5.62	8.81
24	182	0	-	0	0	-	2.11
25	191	332	90.01	1669	110	6.17	15.35
26	192	575	91.35	7675	482	5.91	9.15
27	201	3665	96.59	36155	2177	5.68	9.20
28	202	4997	96.52	47349	3019	5.99	9.50
29	203	229	99.13	102695	770	0.74	6.60
30	210	4002	97.87	71347	5044	6.60	9.42
31	221	1991	97.73	28012	2033	6.77	10.95
32	222	7753	97.60	71225	4710	6.20	9.91
33	231	708	94.37	9612	548	5.39	9.00
34	239	10630	91.81	68018	4578	6.31	11.20
35	241	4202	96.45	88145	5323	5.70	9.62
36	242	1334	98.03	16906	1376	7.53	9.77
37	243	3063	96.32	27927	2201	7.31	10.82
38	251	2749	98.15	24693	1614	6.13	9.29
39	252	81	98.77	570	47	7.62	12.62
40	259	7506	97.57	54202	4067	6.98	10.13
41	261	694	94.43	10770	698	6.09	9.49

Absenteeism Rates amongst Directly Employed Regular Workers by Industries {3-digit Level of NIC-2008} during the Year 2019-20							
S No	NIC Code	No. of Factories Reporting Directly Employed Regular Workers	Percentage of factories Reporting Absenteeism	Mandays Scheduled to Work {in '000'}	Mandays Lost Due to Absence {in '000'}	Percentage of Absenteeism During the Year	
						2019	2018
1	2	3	4	5	6	7	8
42	262	85	100.00	1611	91	5.36	17.30
43	263	140	96.43	3561	242	6.37	14.61
44	264	145	98.63	1503	105	6.54	12.93
45	265	524	97.52	6175	573	8.50	10.37
46	266	54	98.13	730	49	6.31	10.13
47	267	34	100.00	295	29	9.02	12.60
48	268	5	100.00	195	11	5.29	10.91
49	271	2068	97.16	20769	1293	5.86	10.30
50	272	395	98.99	8934	580	6.09	11.07
51	273	900	98.50	11348	949	7.72	16.20
52	274	463	98.70	5512	405	6.85	9.40
53	275	464	98.71	5556	555	9.08	16.84
54	279	930	94.50	9323	636	6.39	11.21
55	281	4526	97.92	51083	3399	6.24	11.07
56	282	5245	97.73	46509	3235	6.50	9.14
57	291	159	96.85	23284	1741	6.96	9.65
58	292	419	99.04	5630	391	6.50	10.52
59	293	4041	97.79	113798	4238	3.59	9.04
60	301	56	98.20	546	40	6.89	9.56
61	302	428	98.83	4690	339	6.74	9.43
62	303	125	100.00	3277	126	3.69	7.99
63	304	8	100.00	14	1	6.82	24.89
64	309	1056	96.34	22131	1313	5.60	2.86
65	310	1436	93.75	10442	1137	9.82	12.71
66	321	865	97.93	34938	3061	8.05	8.68
67	322	9	100.00	98	5	4.52	8.69
68	323	168	91.67	2435	207	7.84	8.78
69	324	159	99.37	852	98	10.36	9.82
70	325	588	99.66	8142	829	9.24	10.36
71	329	875	98.91	12673	1010	7.38	12.79
72	331	401	92.65	3434	171	4.74	5.77
73	332	22	95.43	458	19	4.03	4.28
74	351	505	95.54	4901	284	5.48	8.66
75	352	139	87.76	597	28	4.54	10.54
76	353	60	98.32	161	7	4.10	5.99
77	360	33	100.00	198	7	3.48	5.03
78	370	43	100.00	162	15	8.45	9.22
79	381	10	100.00	79	4	5.28	15.75
80	382	96	97.91	803	54	6.35	14.44
81	383	183	97.82	1409	86	5.73	6.59
82	390	0	-	0	0	-	-
83	400	8745	95.95	56634	3208	5.36	7.74
All Industries		151498	95.81	2035132	134023	6.18	9.74

CHAPTER - III

LABOUR TURNOVER

TABLE 3.1.1

Labour Turnover amongst Directly Employed Regular Workers by States during the Year 2019-20							
S No	State/U.T.	Percentage of Factories Reporting Labour Turnover	Average Number of Workers During the Period	Percentage of Labour Turnover During the Year			
				2019		2018	
				Accession	Separation	Accession	Separation
1	2	3	4	5	6	7	8
1	Jammu & Kashmir	76.48	21634	8.12	10.34	7.74	7.21
2	Himachal Pradesh	79.24	117226	22.96	20.38	27.88	24.47
3	Punjab	71.09	400403	20.60	29.86	18.66	16.03
4	Chandigarh	83.73	5356	22.49	24.64	34.04	29.07
5	Uttarakhand	57.79	140488	13.94	12.20	14.01	11.23
6	Haryana	73.53	404236	14.80	13.29	16.78	12.87
7	Delhi	79.37	65669	11.34	13.71	13.30	14.10
8	Rajasthan	50.95	312113	19.69	21.05	21.16	18.28
9	Uttar Pradesh	71.07	580997	16.44	17.32	22.35	15.49
10	Bihar	21.64	23732	17.16	16.80	21.26	15.34
11	Sikkim	70.00	7995	14.47	13.35	9.50	9.41
12	Arunachal Pradesh	50.88	1187	10.95	6.99	5.34	10.42
13	Nagaland	0.00	2425	0.00	0.00	0.04	0.04
14	Manipur	1.56	741	0.00	1.08	0.04	0.04
15	Mizoram	0.00	95	0.00	0.00	0.31	0.00
16	Tripura	0.00	2721	0.00	0.00	0.74	1.88
17	Meghalaya	19.55	3885	1.78	1.03	2.34	2.97
18	Assam	16.74	83496	5.36	7.56	8.02	14.34
19	West bengal	40.89	372652	11.66	9.48	10.26	12.08
20	Jharkhand	50.05	79742	7.99	5.33	7.88	9.09
21	Odisha	36.52	94727	5.97	4.42	5.18	3.48
22	Chhattisgarh	33.42	101133	5.29	5.75	4.74	7.26
23	Madhya Pradesh	53.80	211800	12.24	14.05	10.95	10.88
24	Gujarat	61.52	1055411	16.01	16.00	28.73	14.11
25	Daman & Diu	73.95	52583	19.83	24.44	12.79	10.15
26	Dadra & Nagar Haveli	80.60	56869	15.23	12.89	21.05	17.29
27	Maharashtra	46.76	760594	12.16	13.74	13.20	14.21
28	Andhra Pradesh	22.45	282064	10.30	7.23	8.18	6.17
29	Karnataka	65.86	625422	17.84	20.24	18.34	14.78
30	Goa	66.75	25564	11.88	19.68	19.94	16.73
31	Kerala	50.50	198279	9.59	8.53	10.42	10.74
32	Tamil Nadu	48.20	1358677	7.18	6.63	14.30	6.87
33	Puducherry	26.17	20059	3.78	2.25	4.22	3.99
34	Andam & Nicobar Isla	84.62	150	12.00	10.67	23.08	14.69
35	Telangana	15.16	230836	3.37	5.14	23.08	14.69
36	Ladakh	0.00	0	0.00	0.00	5.40	4.18
All India		51.99	7700964	13.01	13.62	16.65	12.11

TABLE 3.1.2

Labour Turnover amongst Directly Employed Regular Workers by Industries {3-digit Level of NIC-2008} during the Year 2019-20							
S No	NIC Code	Percentage of Factories Reporting Labour Turnover	Average Number of Workers During the Period	Percentage of Labour Turnover During the Year			
				2019		2018	
				Accession	Separation	Accession	Separation
1	2	3	4	5	6	7	8
1	016	35.88	17545	44.07	34.02	37.64	28.42
2	089	66.34	1662	35.69	45.62	26.38	27.35
3	101	64.45	8153	10.43	10.78	13.81	11.83
4	102	59.80	46707	19.78	17.84	26.30	19.63
5	103	47.59	26305	11.73	14.97	15.49	13.19
6	104	43.84	47751	11.61	9.87	10.06	9.59
7	105	54.93	74915	7.96	7.32	10.26	7.41
8	106	31.13	113280	16.33	13.45	19.03	14.14
9	107	46.44	451471	17.99	27.66	20.25	17.55
10	108	45.86	26829	9.39	8.64	9.67	7.91
11	110	48.16	57948	9.36	7.41	7.84	7.32
12	120	48.01	167873	2.68	3.67	5.55	4.50
13	131	62.78	926505	13.03	13.41	11.89	12.16
14	139	62.90	201918	16.07	14.20	25.65	20.17
15	141	74.56	658989	14.53	16.41	13.32	12.12
16	142	100.00	4800	0.96	0.75	2.86	1.37
17	143	46.57	225210	6.88	6.76	44.81	6.67
18	151	59.60	80684	12.92	11.17	17.22	15.63
19	152	78.83	193080	14.53	12.76	22.11	17.66
20	161	15.26	3314	6.78	8.42	14.31	13.16
21	162	46.91	48601	14.61	11.27	11.99	9.41
22	170	56.33	167339	16.49	12.04	14.96	12.17
23	181	49.81	81969	8.75	9.77	9.47	8.93
24	182	-	0	-	-	39.80	20.41
25	191	47.96	6949	6.13	10.33	7.42	5.78
26	192	39.82	27001	6.64	7.02	9.24	7.59
27	201	50.28	137288	11.21	10.63	10.42	8.03
28	202	50.93	185399	10.35	10.13	10.25	10.08
29	203	84.35	44258	7.68	8.80	15.40	6.61
30	210	58.45	274947	11.51	9.58	13.51	9.62
31	221	55.47	128713	15.63	9.31	10.92	9.68
32	222	53.82	276793	14.31	12.67	22.06	12.29
33	231	63.90	37660	9.48	11.53	21.17	21.52
34	239	38.25	249196	12.42	15.23	13.08	11.64
35	241	60.06	339913	9.84	9.91	37.21	9.25
36	242	57.02	65579	12.10	11.42	9.95	10.34
37	243	53.64	118241	12.16	12.80	12.57	10.15
38	251	53.69	99812	11.32	10.27	11.32	18.01
39	252	47.96	1714	1.02	11.01	12.76	9.47
40	259	53.00	219523	13.45	13.03	12.60	9.86
41	261	65.40	44435	9.70	9.95	10.71	10.30

**Labour Turnover amongst Directly Employed Regular Workers by Industries
{3-digit Level of NIC-2008} during the Year 2019-20**

S No	NIC Code	Percentage of Factories Reporting Labour Turnover	Average Number of Workers During the Period	Percentage of Labour Turnover During the Year			
				2019		2018	
				Accession	Separation	Accession	Separation
1	2	3	4	5	6	7	8
42	262	81.18	8105	5.34	8.04	36.66	21.75
43	263	73.96	19115	11.93	17.20	19.07	12.81
44	264	61.43	7825	8.13	8.14	22.68	21.11
45	265	64.71	25082	12.57	12.73	11.04	6.73
46	266	63.55	3225	16.11	8.14	33.17	33.63
47	267	44.12	1572	5.98	3.37	6.96	5.34
48	268	60.00	709	4.09	38.65	24.29	11.53
49	271	55.82	86482	10.83	13.02	12.31	10.76
50	272	69.19	34249	21.85	15.08	12.96	16.14
51	273	60.08	46586	11.11	12.13	10.98	8.59
52	274	64.58	26614	12.84	10.82	9.90	9.05
53	275	69.11	24255	14.04	12.51	20.56	18.93
54	279	60.10	37785	20.26	22.83	18.00	15.34
55	281	57.98	204587	10.69	11.99	10.16	8.87
56	282	56.20	195256	12.01	12.88	10.81	9.12
57	291	78.61	90655	16.62	21.24	23.57	25.61
58	292	50.16	22915	10.72	9.84	10.01	9.02
59	293	61.85	278690	15.30	15.04	13.70	12.77
60	301	59.46	2892	5.08	8.35	1.38	10.14
61	302	60.33	21697	13.38	10.86	15.30	11.71
62	303	61.77	12050	12.11	6.69	21.39	11.48
63	304	25.00	52	3.85	25.00	0.00	0.00
64	309	65.56	92994	15.04	15.37	15.32	16.35
65	310	51.43	43514	16.44	17.20	19.76	12.10
66	321	72.33	131902	17.60	22.44	16.91	16.58
67	322	66.67	369	54.74	2.71	2.94	2.21
68	323	77.90	12171	18.44	15.29	16.42	11.13
69	324	69.13	3895	28.84	22.29	30.01	9.95
70	325	66.68	38088	9.70	10.08	17.93	10.67
71	329	66.60	60020	21.95	20.76	49.00	14.20
72	331	46.42	13261	8.94	6.99	12.31	11.80
73	332	22.86	1612	1.05	1.24	2.72	4.58
74	351	35.58	17400	6.79	6.57	14.72	16.99
75	352	29.52	2152	10.87	10.50	9.96	7.48
76	353	14.25	4811	26.25	0.29	40.91	2.63
77	360	18.05	657	2.89	2.74	5.69	3.61
78	370	18.59	625	4.96	6.24	6.77	5.42
79	381	70.00	299	23.08	16.39	49.36	12.77
80	382	54.61	2927	17.12	13.14	8.53	6.93
81	383	49.63	5398	15.21	30.88	13.83	9.16
82	390	-	0	-	-	-	-
83	400	44.39	228198	9.28	13.31	11.54	9.29
All India		51.99	7700964	13.01	13.62	16.65	12.11

CHAPTER - IV

EMPLOYMENT

TABLE 4.1.1

Percentage of Workers Employed in States by Category of Workers During the Year 2019-20						
S No	State/U.T.	Total Number of Workers	Percentage of Workers to Total Workers			
			By Category of Workers			
			Directly Employed			Contract Workers
			Men	Women	Total	
1	2	3	4	5	6	7
1	Jammu & Kashmir	51774	54.10	3.14	57.24	42.76
2	Himachal Pradesh	166950	56.87	8.48	65.36	34.64
3	Punjab	528933	64.25	5.73	69.98	30.02
4	Chandigarh	6293	77.86	5.36	83.20	16.80
5	Uttrakhand	343377	39.35	3.94	43.29	56.71
6	Haryana	806160	44.04	2.78	46.82	53.18
7	Delhi	71352	81.19	3.96	85.15	14.85
8	Rajasthan	475252	55.49	4.64	60.13	39.87
9	Uttar Pradesh	886908	60.97	3.69	64.66	35.34
10	Bihar	108416	27.11	1.94	29.05	70.95
11	Sikkim	17482	35.73	7.81	43.54	56.46
12	Arunachal Pradesh	1975	73.67	14.08	87.75	12.25
13	Nagaland	4591	46.35	15.12	61.47	38.53
14	Manipur	5675	40.04	41.41	81.44	18.56
15	Mizoram	1417	17.22	7.27	24.49	75.51
16	Tripura	20388	11.67	1.04	12.71	87.29
17	Meghalaya	10635	31.74	4.46	36.20	63.80
18	Assam	219176	56.65	7.01	63.66	36.34
19	West bengal	579882	60.26	3.50	63.76	36.24
20	Jharkhand	169248	37.06	5.76	42.82	57.18
21	Odisha	233455	38.19	3.04	41.23	58.77
22	Chhattisgarh	185553	60.17	1.78	61.95	38.05
23	Madhya Pradesh	315540	54.52	5.38	59.90	40.10
24	Gujarat	1589730	59.00	4.31	63.30	36.70
25	Daman & Diu	93792	58.09	18.79	76.88	23.12
26	Dadra & Nagar Haveli	107535	45.71	3.75	49.47	50.53
27	Maharashtra	1454788	45.72	6.25	51.97	48.03
28	Andhra Pradesh	541799	47.60	20.54	68.14	31.86
29	Karnataka	839728	41.23	29.58	70.81	29.19
30	Goa	52017	36.38	6.40	42.79	57.21
31	Kerala	261438	44.49	37.03	81.52	18.48
32	Tamil Nadu	2209217	45.36	30.78	76.13	23.87
33	Puducherry	40902	45.63	14.18	59.81	40.19
34	Andam & Nicobar Islands	216	81.02	18.98	100.00	0.00
35	Telangana	656397	32.08	5.44	37.52	62.48
36	Ladakh	163	0.00	0.00	0.00	100.00
All India		13058156	49.43	12.12	61.55	38.45

TABLE 4.1.2

Percentage of Workers Employed in Industries {3-digit Level of NIC-2008} by Category of Workers During the Year 2019-20						
S No	NIC Code	Total Number of Workers	Percentage of Workers to Total Workers			
			By Category of Workers			
			Directly Employed			Contract Workers
			Men	Women	Total	
1	2	3	4	5	6	7
1	016	52483	45.41	11.13	56.54	43.46
2	089	9310	17.74	6.96	24.70	75.28
3	101	19867	38.05	4.39	42.44	57.56
4	102	84528	26.82	43.55	70.38	29.62
5	103	59011	31.19	16.55	47.74	52.26
6	104	85528	58.14	4.92	63.07	36.93
7	105	158363	43.50	5.55	49.05	50.95
8	106	273812	52.36	5.81	58.17	41.83
9	107	675072	54.62	20.61	75.23	24.77
10	108	56100	56.13	4.31	60.44	39.56
11	110	146101	38.40	6.41	44.81	55.19
12	120	429596	10.45	27.90	38.35	61.65
13	131	1110369	68.22	17.75	85.97	14.03
14	139	273717	61.28	15.25	76.53	23.47
15	141	744525	40.20	46.51	86.70	13.30
16	142	4743	17.94	82.06	100.00	0.00
17	143	341764	53.01	40.65	93.66	6.34
18	151	107097	47.52	27.93	75.45	24.55
19	152	252996	46.80	31.63	78.44	21.56
20	161	4539	85.17	4.23	89.40	10.60
21	162	65748	65.89	8.80	74.69	25.31
22	170	257565	58.79	7.54	66.33	33.67
23	181	100379	75.63	8.26	83.89	16.11
24	182	0	0.00	0.00	0.00	0.00
25	191	17180	40.88	1.92	42.79	57.21
26	192	101932	23.81	0.90	24.71	75.29
27	201	281096	47.34	1.68	49.01	50.99
28	202	345059	42.86	14.44	57.30	42.70
29	203	67711	57.32	3.74	61.07	38.93
30	210	516095	44.60	7.18	51.77	48.23
31	221	204853	52.25	6.27	58.52	41.48
32	222	460060	55.21	6.75	61.97	38.03
33	231	60468	62.17	2.94	65.11	34.89
34	239	800149	35.33	3.73	39.05	60.95
35	241	655913	45.44	0.56	45.99	54.01
36	242	104918	56.70	2.77	59.47	40.53
37	243	206411	56.55	1.89	58.43	41.57
38	251	198593	50.42	1.51	51.93	48.07
39	252	2315	68.73	3.67	72.40	27.60
40	259	345031	59.45	4.34	63.79	36.21
41	261	80965	46.30	10.95	57.25	42.75

Percentage of Workers Employed in Industries {3-digit Level of NIC-2008} by Category of Workers During the Year 2019-20						
S No	NIC Code	Total Number of Workers	Percentage of Workers to Total Workers			
			By Category of Workers			
			Directly Employed			Contract Workers
			Men	Women	Total	
1	2	3	4	5	6	7
42	262	14751	43.73	12.33	56.06	43.94
43	263	48837	35.90	10.48	46.38	53.62
44	264	14461	48.52	11.35	59.88	40.12
45	265	38739	51.71	12.22	63.93	36.07
46	266	5560	50.45	5.20	55.65	44.35
47	267	2312	58.39	10.38	68.77	31.23
48	268	1053	71.04	5.03	76.07	23.93
49	271	158297	52.47	5.29	57.75	42.25
50	272	57934	45.14	11.56	56.70	43.30
51	273	95643	40.54	5.89	46.43	53.57
52	274	59695	39.30	8.92	48.22	51.78
53	275	49994	40.74	7.24	47.98	52.02
54	279	63511	59.21	4.81	64.03	35.97
55	281	357253	57.13	2.56	59.69	40.31
56	282	309207	60.03	2.36	62.39	37.61
57	291	157192	56.08	0.99	57.08	42.92
58	292	54570	39.17	1.04	40.21	59.79
59	293	633503	42.12	2.90	45.02	54.98
60	301	10915	22.24	0.61	22.86	77.14
61	302	107625	19.30	0.73	20.03	79.97
62	303	16990	62.55	5.94	68.49	31.51
63	304	86	58.14	0.00	58.14	41.86
64	309	210865	43.89	1.72	45.61	54.39
65	310	64204	65.99	2.90	68.89	31.11
66	321	160305	70.78	8.32	79.10	20.90
67	322	422	55.69	44.31	100.00	0.00
68	323	11285	73.23	20.93	94.16	5.84
69	324	8525	32.13	11.91	44.02	55.98
70	325	53278	49.97	17.43	67.39	32.61
71	329	114980	38.62	16.80	55.41	44.59
72	331	20846	63.90	1.10	65.00	35.00
73	332	2768	50.65	6.03	56.65	43.35
74	351	70136	24.72	0.89	25.61	74.39
75	352	7872	26.41	0.14	26.54	73.46
76	353	1342	41.65	0.07	41.73	58.27
77	360	1137	56.90	0.44	57.34	42.66
78	370	3435	16.83	0.00	16.83	83.20
79	381	1354	16.32	5.39	21.71	78.29
80	382	7448	41.17	1.18	42.35	57.65
81	383	7685	71.01	2.25	73.26	26.74
82	390	0	0.00	0.00	0.00	0.00
83	400	290181	77.55	3.97	81.52	18.48
All India		13058156	49.43	12.12	61.55	38.45

TABLE 4.2.1

Percentage of Mandays Worked by Workers Employed in States by Category of Workers During the Year 2019-20						
S No	State/U.T.	Total Mandays Worked by Workers {in '000'}	Percentage of Mandays Worked by Workers			
			By Category of Workers			
			Directly Employed			Contract Workers
			Men	Women	Total	
1	2	3	4	5	6	7
1	Jammu & Kashmir	15592	54.05	3.07	57.12	42.88
2	Himachal Pradesh	50903	56.94	8.55	65.50	34.50
3	Punjab	154385	65.90	6.05	71.95	28.05
4	Chandigarh	1882	77.79	5.31	83.10	16.90
5	Uttarakhand	103746	39.69	3.91	43.60	56.40
6	Haryana	235475	44.78	2.85	47.63	52.37
7	Delhi	21352	81.14	3.94	85.08	14.92
8	Rajasthan	146143	56.50	4.67	61.18	38.82
9	Uttar Pradesh	260667	61.47	3.70	65.18	34.82
10	Bihar	24941	32.37	1.99	34.36	65.64
11	Sikkim	5334	35.60	7.72	43.33	56.67
12	Arunachal Pradesh	541	73.57	14.60	88.17	11.83
13	Nagaland	1095	54.16	16.80	71.05	28.95
14	Manipur	1646	39.79	40.64	80.44	19.56
15	Mizoram	400	18.25	7.25	25.50	74.50
16	Tripura	3961	17.57	1.57	19.14	80.86
17	Meghalaya	3233	31.52	4.39	35.91	64.09
18	Assam	54061	61.44	6.54	67.97	32.03
19	West bengal	180421	59.77	3.42	63.19	36.81
20	Jharkhand	53346	37.70	5.23	42.92	57.08
21	Odisha	79992	37.33	2.70	40.03	59.97
22	Chhattisgarh	58323	59.89	1.64	61.53	38.47
23	Madhya Pradesh	97094	54.02	5.40	59.42	40.58
24	Gujarat	486115	58.60	4.27	62.88	37.12
25	Daman & Diu	27537	57.19	18.97	76.16	23.84
26	Dadra & Nagar Haveli	33114	44.72	3.69	48.40	51.59
27	Maharashtra	442711	45.75	6.11	51.87	48.13
28	Andhra Pradesh	172734	47.41	20.25	67.66	32.34
29	Karnataka	252349	41.25	29.41	70.66	29.34
30	Goa	16578	36.22	6.12	42.34	57.66
31	Kerala	73017	47.41	33.74	81.16	18.84
32	Tamil Nadu	662657	45.64	30.44	76.07	23.93
33	Puducherry	12224	45.62	14.03	59.65	40.35
34	Andam & Nicobar Islands	65	81.54	18.46	100.00	0.00
35	Telangana	193809	32.68	5.55	38.23	61.77
36	Ladakh	50	0.00	0.00	0.00	100.00
All India		3927494	49.78	11.93	61.71	38.29

TABLE 4.2.2

Percentage of Mandays Worked by Workers Employed in Industries {3-digit Level of NIC-2008} by Category of Workers During the Year 2019-20						
S No	NIC Code	Total Mandays Worked by Workers {in '000'}	Percentage of Mandays Worked by Workers			
			By Category of Workers			
			Directly Employed			Contract Workers
			Men	Women	Total	
1	2	3	4	5	6	7
1	016	12942	44.44	11.71	56.16	0.00
2	089	2358	17.98	7.63	25.61	74.39
3	101	6220	37.48	4.36	41.83	58.17
4	102	27087	26.14	44.21	70.35	29.65
5	103	16705	32.85	17.04	49.89	50.11
6	104	26225	57.48	4.72	62.20	37.80
7	105	52316	42.99	5.42	48.41	51.59
8	106	75330	54.36	6.03	60.39	39.61
9	107	198144	55.85	18.73	74.59	25.41
10	108	17192	56.19	4.30	60.49	39.51
11	110	44360	38.35	6.38	44.73	55.27
12	120	118685	10.77	26.95	37.72	62.28
13	131	348643	67.99	18.20	86.19	13.81
14	139	83813	60.96	15.26	76.22	23.78
15	141	222324	40.21	46.52	86.72	13.28
16	142	1382	18.02	81.98	100.00	0.00
17	143	102796	52.91	40.76	93.67	6.33
18	151	32068	47.66	28.05	75.70	24.30
19	152	75256	46.69	31.78	78.47	21.53
20	161	1200	84.75	4.00	88.75	11.17
21	162	19779	65.70	8.72	74.42	25.58
22	170	79081	58.40	7.24	65.64	34.36
23	181	30648	75.73	8.02	83.75	16.25
24	182	0	0.00	0.00	0.00	0.00
25	191	4824	44.20	2.11	46.31	53.69
26	192	34277	22.74	0.83	23.56	76.44
27	201	89786	47.13	1.56	48.69	51.31
28	202	104463	42.79	13.88	56.67	43.33
29	203	21712	55.87	3.63	59.50	40.50
30	210	161860	44.59	7.03	51.62	48.38
31	221	63671	52.13	6.12	58.25	41.75
32	222	138104	55.36	6.72	62.08	37.92
33	231	18196	61.60	2.93	64.52	35.47
34	239	211185	38.60	3.53	42.13	57.87
35	241	218693	44.62	0.55	45.17	54.83
36	242	33869	55.15	2.70	57.85	42.15
37	243	62720	56.58	1.85	58.43	41.57
38	251	60123	50.31	1.47	51.78	48.22
39	252	692	68.79	3.61	72.40	27.60
40	259	102666	59.19	4.33	63.52	36.48
41	261	24034	45.98	10.91	56.89	43.11

Percentage of Mandays Worked by Workers Employed in Industries {3-digit Level of NIC-2008} by Category of Workers During the Year 2019-20

S No	NIC Code	Total Mandays Worked by Workers {in '000'}	Percentage of Mandays Worked by Workers			
			By Category of Workers			
			Directly Employed			Contract Workers
			Men	Women	Total	
1	2	3	4	5	6	7
42	262	4299	43.75	12.05	55.80	44.20
43	263	14365	35.00	10.71	45.71	54.29
44	264	4293	48.17	11.46	59.63	40.39
45	265	11535	51.93	12.33	64.26	35.74
46	266	1660	50.06	5.00	55.06	44.94
47	267	674	58.90	10.39	69.29	30.71
48	268	326	70.25	4.91	75.15	25.15
49	271	47219	52.45	5.26	57.71	42.29
50	272	17585	44.94	11.69	56.63	43.37
51	273	28881	40.42	5.83	46.25	53.75
52	274	17864	39.27	8.91	48.18	51.81
53	275	14916	40.72	7.17	47.89	52.11
54	279	18556	58.74	4.87	63.61	36.39
55	281	106187	57.12	2.54	59.66	40.34
56	282	92521	60.31	2.33	62.64	37.36
57	291	44530	56.47	1.01	57.48	42.52
58	292	16105	38.75	1.00	39.75	60.25
59	293	188361	42.23	2.89	45.11	54.89
60	301	3196	23.12	0.63	23.75	76.25
61	302	32401	19.07	0.72	19.79	80.21
62	303	5135	61.95	6.15	68.08	31.90
63	304	24	62.50	0.00	62.50	41.67
64	309	62371	44.06	1.74	45.81	54.19
65	310	19152	66.37	2.89	69.26	30.74
66	321	46960	70.36	8.38	78.74	21.26
67	322	125	56.00	44.80	100.00	0.00
68	323	3384	73.37	20.92	94.33	5.67
69	324	2527	31.14	11.67	42.86	57.14
70	325	16037	49.89	17.59	67.49	32.52
71	329	33805	38.65	17.02	55.68	44.32
72	331	6169	63.17	1.13	64.31	35.69
73	332	835	49.94	5.99	55.93	44.07
74	351	23315	23.74	0.81	24.56	75.44
75	352	2703	23.86	0.11	24.01	75.99
76	353	441	38.10	0.00	38.10	62.13
77	360	370	54.86	0.27	55.14	44.59
78	370	1081	16.93	0.00	16.93	83.07
79	381	406	16.26	5.42	21.67	78.33
80	382	2360	40.00	1.06	41.10	58.90
81	383	2179	71.55	2.34	73.89	26.07
82	390	0	0.00	0.00	0.00	0.00
83	400	87211	78.01	3.50	81.51	18.49
All India		3927494	49.78	11.93	61.71	38.29

TABLE 4.3.1

Percentage of Mandays Paid to Workers Employed in States by Category of Workers During the Year 2019-20						
S No	State/U.T.	Total Mandays Paid to Workers {in '000'}	Percentage of Mandays Paid to Workers			
			By Category of Workers			
			Directly Employed			Contract Workers
			Men	Women	Total	
1	2	3	4	5	6	7
1	Jammu & Kashmir	17158	57.89	3.10	60.99	39.01
2	Himachal Pradesh	62597	57.89	8.82	66.71	33.29
3	Punjab	181480	69.12	6.44	75.56	24.44
4	Chandigarh	2341	78.00	5.21	83.21	16.79
5	Uttrakhand	119864	46.20	4.45	50.65	49.35
6	Haryana	293347	48.69	2.80	51.48	48.52
7	Delhi	223915	10.03	0.45	10.48	89.52
8	Rajasthan	166810	58.38	4.87	63.25	36.75
9	Uttar Pradesh	302539	63.99	3.85	67.85	32.15
10	Bihar	27178	36.75	2.11	38.87	61.13
11	Sikkim	6165	37.29	8.52	45.81	54.19
12	Arunachal Pradesh	617	72.45	14.42	86.87	13.13
13	Nagaland	1217	56.61	16.60	73.21	26.71
14	Manipur	1749	40.71	40.94	81.59	18.41
15	Mizoram	406	18.72	7.64	26.35	73.65
16	Tripura	4108	20.16	1.80	21.96	78.07
17	Meghalaya	3481	34.62	4.74	39.36	60.64
18	Assam	58326	63.38	6.55	69.93	30.07
19	West bengal	201971	62.09	3.51	65.60	34.40
20	Jharkhand	59294	40.04	5.00	45.04	54.96
21	Odisha	86494	40.53	3.05	43.58	56.42
22	Chhattisgarh	70275	66.26	1.48	67.74	32.26
23	Madhya Pradesh	109198	57.67	5.79	63.46	36.54
24	Gujarat	736688	60.44	3.22	63.67	36.33
25	Daman & Diu	29025	58.29	18.97	77.26	22.74
26	Dadra & Nagar Haveli	34730	46.77	3.80	50.57	49.43
27	Maharashtra	1337045	17.91	63.30	81.21	18.79
28	Andhra Pradesh	201614	47.95	19.94	67.90	32.10
29	Karnataka	498504	26.60	18.84	45.44	54.56
30	Goa	18942	41.90	6.61	48.51	51.49
31	Kerala	80977	48.35	34.07	82.43	17.57
32	Tamil Nadu	761222	46.11	32.76	78.88	21.12
33	Puducherry	13628	48.67	14.56	63.22	36.78
34	Andam & Nicobar Islands	74	82.43	17.57	100.00	0.00
35	Telangana	295012	26.42	4.48	30.91	69.09
36	Ladakh	52	0.00	0.00	0.00	100.00
All India		6008045	40.98	23.02	64.00	36.00

TABLE 4.3.2

Percentage of Mandays Paid to Workers Employed in Industries {3-digit Level of NIC-2008} by Category of Workers During the Year 2019-20						
S No	NIC Code	Total Mandays Paid to Workers {in '000'}	Percentage of Mandays Paid to Workers			
			By Category of Workers			Contract Workers
			Directly Employed			
			Men	Women	Total	
1	2	3	6	7	8	9
1	016	14135	47.55	11.91	59.46	40.54
2	089	2452	19.66	8.69	28.34	71.66
3	101	6752	40.60	4.74	45.35	54.65
4	102	29596	26.70	45.68	72.38	27.62
5	103	18254	35.37	17.84	53.21	46.79
6	104	29371	59.28	4.69	63.97	36.03
7	105	58210	45.43	5.49	50.92	49.08
8	106	82706	57.38	6.14	63.52	36.48
9	107	371685	34.97	11.34	46.30	53.70
10	108	18724	58.73	4.54	63.27	36.73
11	110	106030	19.17	3.07	22.23	77.77
12	120	206762	7.01	17.15	24.16	75.84
13	131	511685	76.56	13.92	90.49	9.51
14	139	912922	6.65	91.00	97.65	2.35
15	141	272075	40.89	46.80	87.69	12.31
16	142	1394	18.65	81.35	100.00	0.00
17	143	115787	54.36	39.98	94.34	5.66
18	151	42156	45.18	26.26	71.44	28.56
19	152	106167	39.91	43.73	83.64	16.36
20	161	1368	86.11	3.65	89.77	10.23
21	162	22572	68.49	8.60	77.09	22.91
22	170	90088	61.05	7.39	68.44	31.56
23	181	35521	77.13	8.38	85.52	14.49
24	182	0	0.00	0.00	0.00	0.00
25	191	5315	47.47	2.28	49.76	50.24
26	192	36370	25.53	0.94	26.48	73.52
27	201	98797	50.35	1.66	52.01	47.99
28	202	117886	45.37	15.03	60.40	39.60
29	203	105697	12.75	0.85	13.60	86.40
30	210	183813	47.45	7.73	55.18	44.82
31	221	70700	55.39	6.33	61.72	38.28
32	222	154261	58.14	7.10	65.24	34.76
33	231	20222	64.54	2.98	67.52	32.48
34	239	227189	41.52	3.63	45.16	54.84
35	241	240232	48.28	0.59	48.87	51.13
36	242	44153	64.14	2.50	66.64	33.36
37	243	69306	59.56	1.88	61.45	38.56
38	251	67531	53.22	1.58	54.80	45.20
39	252	807	71.87	3.84	75.71	24.29
40	259	116822	61.64	4.89	66.54	33.46
41	261	27507	49.13	11.73	60.86	39.14

Percentage of Mandays Paid to Workers Employed in Industries {3-digit Level of NIC-2008} by Category of Workers During the Year 2019-20

S No	NIC Code	Total Mandays Paid to Workers {in '000'}	Percentage of Mandays Paid to Workers			
			By Category of Workers			
			Directly Employed			Contract Workers
			Men	Women	Total	
1	2	3	6	7	8	9
42	262	5148	44.79	12.76	57.54	42.44
43	263	17075	40.00	13.09	53.10	46.90
44	264	4851	50.98	12.16	63.14	36.86
45	265	13208	54.60	12.77	67.38	32.62
46	266	1860	53.92	5.59	59.52	40.48
47	267	772	62.18	11.01	73.19	26.81
48	268	368	72.55	5.16	77.72	22.28
49	271	249306	12.03	1.18	13.21	86.79
50	272	20787	49.13	11.68	60.81	39.19
51	273	32500	43.76	6.36	50.12	49.88
52	274	19879	42.12	9.68	51.80	48.20
53	275	17009	43.62	7.63	51.26	48.74
54	279	26706	68.82	3.85	72.67	27.33
55	281	119505	60.57	2.67	63.24	36.76
56	282	105382	63.45	2.38	65.83	34.17
57	291	53296	60.03	1.02	61.05	38.95
58	292	18246	42.33	1.08	43.41	56.59
59	293	226750	48.26	3.32	51.58	48.42
60	301	3383	26.10	0.68	26.78	73.22
61	302	33806	22.07	0.83	22.91	77.09
62	303	5979	65.86	6.39	72.24	27.76
63	304	28	67.86	0.00	67.86	35.71
64	309	71333	47.22	1.92	49.13	50.87
65	310	22868	70.33	2.80	73.14	26.86
66	321	86003	42.68	5.31	47.99	52.01
67	322	152	55.26	45.39	100.00	0.00
68	323	4131	73.52	21.40	94.89	5.11
69	324	2746	34.56	12.35	46.90	53.10
70	325	18692	52.09	18.14	70.23	29.77
71	329	38119	41.92	16.96	58.88	41.12
72	331	7000	66.47	1.19	67.66	32.33
73	332	1019	57.70	6.08	63.89	36.11
74	351	24960	26.53	0.90	27.43	72.57
75	352	2796	25.86	0.14	26.00	74.00
76	353	476	41.18	0.00	41.18	58.82
77	360	401	58.35	0.50	58.60	41.15
78	370	1118	18.87	0.00	18.87	81.13
79	381	427	18.74	6.56	25.29	74.71
80	382	2542	42.41	1.14	43.55	56.45
81	383	2364	72.34	2.37	74.75	25.25
82	390	0	0.00	0.00	0.00	0.00
83	400	102037	79.77	3.58	83.36	16.64
All India		6008045	40.98	23.02	64.00	36.00

TABLE 4.4.1

Percentage of Factories Employing Contract Workers in States During the Year 2019-20				
S No	State/U.T.	Total Number of Reporting Factories	No. of factories Employing Contract Workers	Percentage of Factories Employing Contract Workers
1	2	3	4	5
1	Jammu & Kashmir	930	885	95.16
2	Himachal Pradesh	2071	2054	99.18
3	Punjab	10877	10836	99.62
4	Chandigarh	216	216	100.00
5	Uttrakhand	2450	2450	100.00
6	Haryana	7822	7808	99.82
7	Delhi	2371	2370	99.96
8	Rajasthan	8648	8478	98.03
9	Uttar Pradesh	13078	12993	99.35
10	Bihar	2936	2904	98.91
11	Sikkim	80	80	100.00
12	Arunachal Pradesh	115	107	93.04
13	Nagaland	182	182	100.00
14	Manipur	190	190	100.00
15	Mizoram	208	205	98.56
16	Tripura	645	642	99.53
17	Meghalaya	157	153	97.45
18	Assam	4849	4819	99.38
19	West bengal	8659	8538	98.60
20	Jharkhand	2390	2275	95.19
21	Odisha	2655	2596	97.78
22	Chhattisgarh	3522	3521	99.97
23	Madhya Pradesh	4328	4311	99.61
24	Gujarat	22483	22230	98.87
25	Daman & Diu	1191	1173	98.49
26	Dadra & Nagar Haveli	932	929	99.68
27	Maharashtra	19462	19273	99.03
28	Andhra Pradesh	13504	13338	98.77
29	Karnataka	11042	11021	99.81
30	Goa	643	639	99.38
31	Kerala	7301	7271	99.59
32	Tamil Nadu	31469	31456	99.96
33	Puducherry	572	571	99.83
34	Andam & Nicobar Islands	13	13	100.00
35	Telangana	10635	8825	82.98
36	Ladakh	2	2	100.00
All India		198628	195352	98.35

TABLE 4.4.2

Percentage of Factories Employing Contract Workers in Industries During the Year 2019-20				
S No	NIC Code	Total Number of Reporting Factories	Number of Factories Employing Contract Workers	Percentage of Factories Employing Contract Workers
1	2	3	4	5
1	016	2916	2777	95.23
2	089	139	139	100.00
3	101	144	138	95.83
4	102	627	627	100.00
5	103	1160	1125	96.98
6	104	2351	2259	96.09
7	105	1904	1889	99.21
8	106	16490	15995	97.00
9	107	9561	9479	99.14
10	108	1008	994	98.61
11	110	1893	1877	99.15
12	120	2740	2673	97.55
13	131	9623	9525	98.98
14	139	3915	3877	99.03
15	141	4817	4779	99.21
16	142	5	5	100.00
17	143	3776	3775	99.97
18	151	1791	1771	98.88
19	152	2158	2131	98.75
20	161	1084	1069	98.62
21	162	2842	2827	99.47
22	170	5931	5822	98.16
23	181	3255	3230	99.23
24	182	0	0	0.00
25	191	593	571	96.29
26	192	808	784	97.03
27	201	4464	4361	97.69
28	202	6345	6298	99.26
29	203	264	262	99.24
30	210	4501	4386	97.45
31	221	2289	2250	98.30
32	222	9444	9211	97.53
33	231	773	770	99.61
34	239	23187	22575	97.36
35	241	4917	4846	98.56
36	242	1547	1512	97.74
37	243	3643	3588	98.49
38	251	3621	3577	98.78
39	252	128	126	98.44
40	259	8886	8684	97.73
41	261	782	769	98.34

Percentage of Factories Employing Contract Workers in Industries During the Year 2019-20				
S No	NIC Code	Total Number of Reporting Factories	Number of Factories Employing Contract Workers	Percentage of Factories Employing Contract Workers
1	2	3	4	5
42	262	102	101	99.02
43	263	167	157	94.01
44	264	170	169	99.41
45	265	586	586	100.00
46	266	58	57	98.28
47	267	39	39	100.00
48	268	5	5	100.00
49	271	2385	2366	99.20
50	272	485	483	99.59
51	273	1074	1044	97.21
52	274	528	528	100.00
53	275	575	553	96.17
54	279	1030	1017	98.74
55	281	5191	5155	99.31
56	282	5758	5718	99.31
57	291	179	179	100.00
58	292	547	524	95.80
59	293	4628	4620	99.83
60	301	86	85	98.84
61	302	462	462	100.00
62	303	129	129	100.00
63	304	9	9	100.00
64	309	1169	1168	99.91
65	310	1711	1699	99.30
66	321	1052	1049	99.71
67	322	10	10	100.00
68	323	173	172	99.42
69	324	170	170	100.00
70	325	640	638	99.69
71	329	987	986	99.90
72	331	507	503	99.21
73	332	28	28	100.00
74	351	886	870	98.19
75	352	242	241	99.59
76	353	65	65	100.00
77	360	53	52	98.11
78	370	63	63	100.00
79	381	17	16	94.12
80	382	143	143	100.00
81	383	271	269	99.26
82	390	0	0	0.00
83	400	9928	9872	99.44
All India		198628	195352	98.35

CHAPTER - V
Labour Cost

TABLE 5.1.1

Average Daily Earnings {in Rupees} of Directly Employed, Contract, Supervisory and Other Employees in States during the Year 2019-20							
S No	State/U.T.	Average Daily Earnings By					
		Directly Employed Workers	Contract Workers	All Workers	Supervisory and Managerial Staff	Other Employees	All Employees
1	2	3	4	5	6	7	8
1	Jammu & Kashmir	414.28	443.07	425.51	2350.31	897.71	671.63
2	Himachal Pradesh	504.41	391.51	466.83	2552.13	1114.08	806.62
3	Punjab	420.20	388.81	412.53	1860.76	720.84	571.45
4	Chandigarh	657.18	546.53	638.62	2279.50	702.95	872.36
5	Uttarakhand	499.86	427.62	464.21	2824.85	764.37	699.87
6	Haryana	493.56	423.02	459.33	3696.09	1184.20	883.95
7	Delhi	528.10	9.98	64.28	2345.86	1032.58	146.79
8	Rajasthan	525.93	460.62	501.93	2880.42	922.99	812.75
9	Uttar Pradesh	455.93	397.75	437.22	3145.41	927.99	774.28
10	Bihar	490.13	360.76	411.04	1963.46	662.51	560.75
11	Sikkim	863.50	475.29	653.12	2769.41	909.67	1089.31
12	Arunachal Pradesh	253.65	227.47	250.22	1343.37	425.49	356.69
13	Nagaland	231.44	190.59	220.52	665.59	360.29	260.84
14	Manipur	232.98	216.76	229.99	651.22	283.41	257.07
15	Mizoram	354.38	325.53	333.15	983.19	243.00	342.13
16	Tripura	248.56	228.00	232.51	573.24	248.34	261.03
17	Meghalaya	406.07	540.19	487.40	3946.67	610.68	898.23
18	Assam	316.18	405.64	343.08	2132.69	638.69	499.59
19	West bengal	490.89	407.52	462.21	2204.52	790.25	662.76
20	Jharkhand	969.46	489.51	705.66	339.18	21.45	180.46
21	Odisha	783.53	526.85	638.70	3083.92	983.84	924.88
22	Chhattisgarh	619.79	474.62	572.96	3025.94	923.47	841.89
23	Madhya Pradesh	487.21	430.05	466.32	2522.07	832.56	777.99
24	Gujarat	415.21	331.36	384.74	2345.08	706.89	642.55
25	Daman & Diu	455.64	457.91	456.15	3129.19	953.14	801.36
26	Dadra & Nagar Haveli	504.85	451.35	478.41	2728.98	1031.38	768.78
27	Maharashtra	184.69	485.37	241.19	3142.79	1190.19	505.49
28	Andhra Pradesh	549.14	421.17	508.06	2367.39	729.17	699.49
29	Karnataka	584.79	167.41	357.05	2356.24	1070.03	593.99
30	Goa	776.59	604.53	688.00	5256.32	1132.13	1134.15
31	Kerala	620.92	554.60	609.27	1762.76	885.51	783.57
32	Tamil Nadu	435.36	548.62	459.29	3112.59	870.21	697.57
33	Puducherry	604.93	515.05	571.88	2931.66	920.12	832.97
34	Andam & Nicobar Islands	524.33	-	524.33	1332.21	483.98	640.43
35	Telangana	643.10	197.50	335.22	2589.34	808.65	519.86
36	Ladakh	-	644.51	644.51	7717.92	-	2512.67
All India		403.71	340.62	381.00	2460.79	678.62	610.90

TABLE 5.1.2

Average Daily Earnings {in Rupees} of Directly Employed, Contract, Supervisory and Other Employees in Industries {3-digit Level of NIC-2008} during the Year 2019-20							
S No	NIC Code	Average Daily Earnings By					
		Directly Employed Workers	Contract Workers	All Workers	Supervisory and Managerial	Other Staff	All Employees
1	2	3	4	5	6	7	8
1	016	369.58	414.52	387.80	1494.80	803.35	565.25
2	089	351.03	406.94	391.10	1972.57	537.25	473.28
3	101	463.34	460.55	461.82	1908.13	682.41	654.19
4	102	408.79	475.41	427.19	1839.59	676.20	561.68
5	103	447.67	392.91	422.05	2177.87	897.76	684.96
6	104	429.57	446.65	435.73	2303.99	631.57	668.39
7	105	596.02	426.96	513.04	2254.61	324.87	590.02
8	106	370.46	369.09	369.96	1311.42	532.71	493.51
9	107	421.41	113.91	256.29	2523.79	721.23	427.18
10	108	488.50	467.35	480.73	2364.63	849.97	762.04
11	110	553.29	148.71	238.65	2500.82	962.53	412.90
12	120	227.73	59.48	100.14	2681.21	626.54	133.24
13	131	306.09	425.46	317.45	1248.40	581.44	412.49
14	139	35.99	412.91	44.84	2169.39	757.93	75.82
15	141	383.45	394.93	384.86	1355.78	821.98	512.44
16	142	231.40	-	231.40	1852.96	442.77	246.85
17	143	387.40	410.02	388.68	1632.49	708.57	479.68
18	151	374.47	281.89	348.03	1826.79	677.17	485.83
19	152	308.88	405.26	324.64	2030.34	826.31	468.45
20	161	342.45	347.30	342.95	602.90	333.22	375.55
21	162	389.96	461.95	406.46	1514.20	834.09	615.47
22	170	476.50	447.93	467.49	2502.24	34.87	211.67
23	181	535.75	483.10	528.13	244.97	1047.84	400.11
24	182	-	-	-	-	-	-
25	191	647.05	444.81	545.44	2224.01	877.61	809.33
26	192	2271.06	621.23	1058.03	5733.50	2468.41	2011.84
27	201	884.22	496.90	698.34	3159.11	1137.08	1202.58
28	202	532.61	462.70	504.93	3740.82	1325.37	1002.61
29	203	591.19	46.10	120.24	2708.90	1157.71	198.30
30	210	735.01	521.75	639.43	3269.55	1117.42	1138.35
31	221	679.11	518.42	617.60	2509.62	1167.06	868.12
32	222	452.67	452.21	452.51	2459.31	869.30	729.99
33	231	526.90	494.90	516.51	2686.03	965.47	798.16
34	239	514.29	405.78	454.78	2246.07	789.55	671.78
35	241	897.65	561.46	725.75	3291.99	1053.10	1035.63
36	242	815.42	484.47	705.01	3218.98	1307.69	1091.29
37	243	529.16	481.58	510.82	2092.27	768.75	731.08
38	251	659.84	520.68	596.94	3122.91	966.51	936.42
39	252	515.14	431.18	494.77	1919.92	1033.52	831.88
40	259	497.40	510.54	501.79	2370.20	885.36	743.74
41	261	640.34	450.00	565.84	2834.65	986.17	868.51

Average Daily Earnings {in Rupees} of Directly Employed, Contract, Supervisory and Other Employees in Industries {3-digit Level of NIC- 2008} during the Year 2019-20

S No	NIC Code	Average Daily Earnings By					
		Directly Employed Workers	Contract Workers	All Workers	Supervisory and Managerial	Other Staff	All Employees
1	2	3	4	5	6	7	8
42	262	644.34	475.90	572.84	35685.73	1406.28	4197.28
43	263	676.62	485.53	586.98	10756.76	1480.63	1387.50
44	264	512.39	478.95	500.07	4563.81	1142.63	1088.50
45	265	679.51	475.93	613.10	3884.49	1698.58	1411.51
46	266	1656.98	497.37	1187.59	5753.44	948.17	1730.49
47	267	726.39	593.71	690.85	3075.54	740.50	893.29
48	268	856.05	499.21	776.64	5898.82	1374.97	1331.45
49	271	751.20	53.79	145.94	3537.84	1295.26	325.10
50	272	538.97	481.16	516.31	3203.46	1041.02	829.47
51	273	522.71	516.47	519.60	3230.72	1226.66	910.40
52	274	463.32	426.03	445.35	3314.02	950.92	790.87
53	275	508.72	448.44	479.33	3681.58	1018.84	813.48
54	279	426.89	481.94	441.94	3853.15	1273.12	891.43
55	281	715.26	560.25	658.28	3640.76	1250.91	1172.59
56	282	648.46	568.84	621.25	3262.53	1102.84	1064.02
57	291	1271.40	597.05	1008.72	6675.47	2063.09	1982.44
58	292	780.66	561.28	656.51	3660.55	1847.11	1172.60
59	293	565.10	492.42	529.91	3099.81	1027.92	850.31
60	301	1791.54	939.42	1167.68	2833.49	3723.91	1572.04
61	302	608.29	619.57	616.99	3996.43	1201.28	847.57
62	303	833.96	711.62	799.99	3376.07	1700.76	1348.89
63	304	703.06	667.97	691.26	2215.41	1332.68	996.30
64	309	707.13	502.83	603.21	4143.57	1248.67	1022.45
65	310	487.18	498.11	490.12	3340.84	1089.46	899.72
66	321	701.13	151.70	415.38	941.79	325.95	457.34
67	322	483.00	-	483.00	9075.18	499.83	1679.44
68	323	355.85	338.26	354.95	2297.32	636.61	551.76
69	324	416.18	457.39	438.07	2111.82	634.95	624.65
70	325	507.17	454.70	491.55	2108.41	936.62	801.03
71	329	384.07	362.65	375.26	2502.17	910.94	552.57
72	331	1119.50	691.71	981.17	2928.03	1429.59	1354.15
73	332	1319.06	508.28	1026.26	3493.63	905.62	1179.62
74	351	1066.74	634.93	753.39	3752.30	1775.38	1216.19
75	352	1160.57	623.73	763.33	4939.94	1622.50	1438.30
76	353	641.31	519.95	570.01	2494.97	1339.46	1019.23
77	360	455.96	620.43	523.83	1627.83	438.87	705.78
78	370	566.19	542.16	546.69	2709.33	759.95	791.22
79	381	385.13	453.40	436.11	3458.55	605.73	597.25
80	382	512.34	584.22	552.92	1473.90	642.21	691.37
81	383	390.04	493.95	416.29	1403.97	550.73	539.37
82	390	-	-	-	-	-	-
83	400	497.69	552.19	506.76	1698.51	713.03	695.49
All Indi		403.71	340.62	381.00	2460.79	678.62	610.90

TABLE 5.2.1

Percentage of Factories Paying/Incurring Expenses on Bonus, Provident Funds and Welfare Funds in States during the Year 2019-20								
S No	State/U.T.	Total Number of Reporting Factories	Number of Factories Incurring Expenses on			Percentage of Factories Incurring Expenses on		
			Bonus	PF & Others	Welfare Funds	Bonus	PF & Others	Welfare Funds
1	2	3	4	5	6	7	8	9
1	Jammu & Kashmir	930	384	607	679	41.29	65.27	73.01
2	Himachal Pradesh	2071	1464	1888	1756	70.69	91.16	84.79
3	Punjab	10877	4914	8667	6970	45.18	79.68	64.08
4	Chandigarh	216	103	188	173	47.69	87.04	80.09
5	Uttrakhand	2450	1435	2033	1990	58.57	82.98	81.22
6	Haryana	7822	4427	6481	6623	56.60	82.86	84.67
7	Delhi	2371	1638	2131	2075	69.08	89.88	87.52
8	Rajasthan	8648	3769	6484	5195	43.58	74.98	60.07
9	Uttar Pradesh	13078	8177	10319	9998	62.52	78.90	76.45
10	Bihar	2936	474	634	1445	16.14	21.59	49.22
11	Sikkim	80	54	68	63	67.50	85.00	78.75
12	Arunachal Pradesh	115	47	15	69	40.87	13.04	60.00
13	Nagaland	182	62	18	139	34.07	9.89	76.37
14	Manipur	190	26	22	159	13.68	11.58	83.68
15	Mizoram	208	4	4	102	1.92	1.92	49.04
16	Tripura	645	302	147	298	46.82	22.79	46.20
17	Meghalaya	157	27	88	89	17.20	56.05	56.69
18	Assam	4849	1932	1668	2951	39.84	34.40	60.86
19	West bengal	8659	6300	7059	6004	72.76	81.52	69.34
20	Jharkhand	2390	760	1240	1333	31.80	51.88	55.77
21	Odisha	2655	800	1512	1425	30.13	56.95	53.67
22	Chhattisgarh	3522	804	1715	1008	22.83	48.69	28.62
23	Madhya Pradesh	4328	2588	3329	2903	59.80	76.92	67.07
24	Gujarat	22483	14388	15751	15677	64.00	70.06	69.73
25	Daman & Diu	1191	893	818	1045	74.98	68.68	87.74
26	Dadra & Nagar Haveli	932	760	796	802	81.55	85.41	86.05
27	Maharashtra	19462	13198	16008	15583	67.81	82.25	80.07
28	Andhra Pradesh	13504	2875	4046	5189	21.29	29.96	38.43
29	Karnataka	11042	6525	8622	8708	59.09	78.08	78.86
30	Goa	643	414	535	545	64.39	83.20	84.76
31	Kerala	7301	4347	4933	4716	59.54	67.57	64.59
32	Tamil Nadu	31469	22617	21283	23737	71.87	67.63	75.43
33	Puducherry	572	343	371	461	59.97	64.86	80.59
34	Andam & Nicobar Islands	13	9	13	12	69.23	100.00	92.31
35	Telangana	10635	2774	5050	6196	26.08	47.48	58.26
36	Ladakh	2	1	2	1	50.00	100.00	50.00
All India		198628	109635	134546	136119	55.20	67.74	68.53

TABLE 5.2.2

Percentage of Factories Paying/Incurring Expenses on Bonus, Provident Funds and Welfare Funds in Industries {3-digit Level of NIC-2008} during the Year 2019-20								
S No	NIC Code	Total Number of Reporting Factories	Number of Factories Incurring Expenses on			Percentage of Factories Incurring Expenses on		
			Bonus	PF & Others	Welfare Funds	Bonus	PF & Others	Welfare Funds
1	2	3	4	5	6	7	8	9
1	016	2916	620	1415	1094	21.26	48.53	37.52
2	089	139	77	94	101	55.40	67.63	72.66
3	101	144	83	108	112	57.64	75.00	77.78
4	102	627	390	471	543	62.20	75.12	86.60
5	103	1160	498	665	664	42.93	57.33	57.24
6	104	2351	1016	1380	1149	43.22	58.70	48.87
7	105	1904	1163	1403	1415	61.08	73.69	74.32
8	106	16490	4682	7190	6207	28.39	43.60	37.64
9	107	9561	5431	6615	6358	56.80	69.19	66.50
10	108	1008	520	661	763	51.59	65.58	75.69
11	110	1893	911	1043	1253	48.12	55.10	66.19
12	120	2740	1703	1849	1202	62.15	67.48	43.87
13	131	9623	6368	7175	6896	66.17	74.56	71.66
14	139	3915	2368	2848	2884	60.49	72.75	73.67
15	141	4817	3420	4065	4261	71.00	84.39	88.46
16	142	5	4	5	5	80.00	100.00	100.00
17	143	3776	3181	3275	3139	84.24	86.73	83.13
18	151	1791	1206	1377	1349	67.34	76.88	75.32
19	152	2158	1432	1798	1755	66.36	83.32	81.33
20	161	1084	237	191	406	21.86	17.62	37.45
21	162	2842	1121	1836	1520	39.44	64.60	53.48
22	170	5931	3658	4340	4346	61.68	73.17	73.28
23	181	3255	2278	2627	2596	69.98	80.71	79.75
24	182	0	0	0	0	0.00	0.00	0.00
25	191	593	206	289	254	34.74	48.74	42.83
26	192	808	382	447	514	47.28	55.32	63.61
27	201	4464	3036	3144	3460	68.01	70.43	77.51
28	202	6345	4045	4313	4541	63.75	67.97	71.57
29	203	264	167	222	226	63.26	84.09	85.61
30	210	4501	3141	3781	3809	69.78	84.00	84.63
31	221	2289	1480	1834	1765	64.66	80.12	77.11
32	222	9444	5513	6750	6951	58.38	71.47	73.60
33	231	773	524	643	538	67.79	83.18	69.60
34	239	23187	5984	8158	11486	25.81	35.18	49.54
35	241	4917	2642	4147	3158	53.73	84.34	64.23
36	242	1547	953	1116	1176	61.60	72.14	76.02
37	243	3643	2447	2916	2694	67.17	80.04	73.95
38	251	3621	2136	2665	2923	58.99	73.60	80.72
39	252	128	70	98	70	54.69	76.56	54.69
40	259	8886	5492	6803	6575	61.81	76.56	73.99
41	261	782	597	694	725	76.34	88.75	92.71

Percentage of Factories Paying/Incurring Expenses on Bonus, Provident Funds and Welfare Funds in Industries {3-digit Level of NIC-2008} during the Year 2019-20								
S No	NIC Code	Total Number of Reporting Factories	Number of Factories Incurring Expenses on			Percentage of Factories Incurring Expenses on		
			Bonus	PF & Others	Welfare Funds	Bonus	PF & Others	Welfare Funds
1	2	3	4	5	6	7	8	9
42	262	102	74	81	97	72.55	79.41	95.10
43	263	167	115	145	147	68.86	86.83	88.02
44	264	170	120	158	153	70.59	92.94	90.00
45	265	586	408	493	528	69.62	84.13	90.10
46	266	58	53	55	51	91.38	94.83	87.93
47	267	39	31	34	35	79.49	87.18	89.74
48	268	5	5	5	5	100.00	100.00	100.00
49	271	2385	1620	2055	2123	67.92	86.16	89.01
50	272	485	298	375	367	61.44	77.32	75.67
51	273	1074	750	932	883	69.83	86.78	82.22
52	274	528	391	485	486	74.05	91.86	92.05
53	275	575	362	441	480	62.96	76.70	83.48
54	279	1030	807	887	895	78.35	86.12	86.89
55	281	5191	3802	4313	4472	73.24	83.09	86.15
56	282	5758	4102	4753	4779	71.24	82.55	83.00
57	291	179	138	165	171	77.09	92.18	95.53
58	292	547	320	417	438	58.50	76.23	80.07
59	293	4628	3545	4208	4223	76.60	90.92	91.25
60	301	86	57	52	60	66.28	60.47	69.77
61	302	462	386	418	385	83.55	90.48	83.33
62	303	129	93	126	127	72.09	97.67	98.45
63	304	9	4	9	7	44.44	100.00	77.78
64	309	1169	887	1069	1050	75.88	91.45	89.82
65	310	1711	893	1164	1182	52.19	68.03	69.08
66	321	1052	624	834	887	59.32	79.28	84.32
67	322	10	9	9	7	90.00	90.00	70.00
68	323	173	146	152	158	84.39	87.86	91.33
69	324	170	123	140	138	72.35	82.35	81.18
70	325	640	522	585	601	81.56	91.41	93.91
71	329	987	691	768	773	70.01	77.81	78.32
72	331	507	278	384	384	54.83	75.74	75.74
73	332	28	19	22	25	67.86	78.57	89.29
74	351	886	372	627	584	41.99	70.77	65.91
75	352	242	136	199	225	56.20	82.23	92.98
76	353	65	19	12	31	29.23	18.46	47.69
77	360	53	26	25	38	49.06	47.17	71.70
78	370	63	48	53	53	76.19	84.13	84.13
79	381	17	9	10	13	52.94	58.82	76.47
80	382	143	92	114	133	64.34	79.72	93.01
81	383	271	105	147	127	38.75	54.24	46.86
82	390	0	0	0	0	0.00	0.00	0.00
83	400	9928	5974	7172	7913	60.17	72.24	79.70
All India		198628	109635	134546	136119	55.20	67.74	68.53

CHAPTER VI
TREND TABLES

TABLE 6.1

Trend in Average Daily Employment in States by Category of Workers						
S No	State/U.T./Year	Average Daily Employment				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	6	7	8
1	Jammu & Kashmir					
	2015-16	26695	1261	24371	52327	68612
	2016-17	31627	823	26577	59028	75307
	2017-18	32235	1416	24354	58005	73498
	2018-19	32590	1193	25140	58923	74661
	2019-20	28009	1624	22141	51774	66759
2	Himachal Pradesh					
	2015-16	83928	11206	39987	135122	187568
	2016-17	88447	11832	41493	141772	197826
	2017-18	92603	11203	42827	146633	205781
	2018-19	93170	12364	49727	155261	218196
	2019-20	94949	14163	57839	166950	227975
3	Punjab					
	2015-16	309906	23288	158415	491609	609675
	2016-17	319047	26538	185780	531365	656255
	2017-18	341669	29077	198520	569266	708232
	2018-19	348379	28717	187006	564103	704770
	2019-20	339821	30300	158812	528933	661932
4	Chandigarh					
	2015-16	4746	448	1243	6436	11014
	2016-17	4253	324	1410	5987	10348
	2017-18	3960	298	1156	5414	9424
	2018-19	4662	320	1239	6221	9604
	2019-20	4900	337	1057	6293	10167
5	Uttarakhand					
	2015-16	134468	15210	159149	308828	388389
	2016-17	137682	16326	190367	344376	425616
	2017-18	133841	14956	190897	339694	426587
	2018-19	131612	13947	187937	333496	411486
	2019-20	135122	13538	194717	343377	437816

Trend in Average Daily Employment in States by Category of Workers							
S No	State/U.T./Year	Average Daily Employment					
		Directly Employed Workers		Contract Workers	All Workers	All Employees	
		Men	Women				
1	2	3	4	6	7	8	
6	Haryana						
	2015-16	253561	17009	288856	559426	717193	
	2016-17	298552	19054	332444	650051	826994	
	2017-18	300611	20930	352832	674373	858313	
	2018-19	367936	22266	412012	802213	1016463	
	2019-20	355019	22404	428737	806160	1023667	
7	Delhi						
	2015-16	63309	3349	8871	75529	114341	
	2016-17	61097	3210	10951	75257	111370	
	2017-18	56760	2500	9370	68630	102248	
	2018-19	62657	2694	9138	74488	110483	
	2019-20	57929	2829	10594	71352	108232	
8	Rajasthan						
	2015-16	224291	12736	155695	392721	508574	
	2016-17	223497	13797	175481	412774	533019	
	2017-18	235868	17496	179070	432434	556103	
	2018-19	255416	19631	189470	464518	591685	
	2019-20	263708	22049	189496	475252	598791	
9	Uttar Pradesh						
	2015-16	447069	18276	265286	730630	941293	
	2016-17	487368	21947	274226	783541	1012882	
	2017-18	520082	26053	292987	839121	1070841	
	2018-19	528251	28561	302220	859032	1101163	
	2019-20	540732	32749	313427	886908	1130778	
10	Bihar						
	2015-16	29232	1899	72136	103267	119496	
	2016-17	28708	1551	68712	98971	116232	
	2017-18	27752	1494	74811	104057	121772	
	2018-19	26597	2111	82473	111181	130004	
	2019-20	29391	2099	76925	108416	128203	
11	Sikkim						
	2015-16	3764	944	4450	9158	12674	
	2016-17	5801	1223	6348	13372	17232	
	2017-18	6097	1460	7512	15069	19659	
	2018-19	6171	1456	9614	17241	22624	
	2019-20	6246	1365	9871	17482	23039	

Trend in Average Daily Employment in States by Category of Workers						
S No	State/U.T./Year	Average Daily Employment				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	6	7	8
12	Arunachal Pradesh					
	2015-16	1831	262	567	2660	3420
	2016-17	1776	312	481	2569	3347
	2017-18	1685	355	631	2671	3298
	2018-19	1647	261	562	2470	3103
	2019-20	1455	278	242	1975	2581
13	Nagaland					
	2015-16	2282	558	2027	4867	5626
	2016-17	2342	619	2148	5109	5895
	2017-18	2429	625	2173	5227	6004
	2018-19	2518	659	1896	5073	5936
	2019-20	2128	694	1769	4591	5361
14	Manipur					
	2015-16	2158	2414	2410	6982	8096
	2016-17	2170	2472	2300	6942	8133
	2017-18	2274	2763	2297	7334	8532
	2018-19	2297	2784	2477	7558	8760
	2019-20	2272	2350	1053	5675	6898
15	Mizoram					
	2019-20	244	103	1070	1417	1664
16	Tripura					
	2015-16	3066	234	20377	23677	26719
	2016-17	2254	158	21544	23956	27258
	2017-18	2598	173	20622	23393	26632
	2018-19	2448	154	19129	21731	25050
	2019-20	2379	213	17796	20388	24266
17	Meghalaya					
	2015-16	2936	331	7545	10812	13094
	2016-17	2905	354	7258	10517	12367
	2017-18	3424	378	6956	10758	12689
	2018-19	3551	428	6823	10802	12848
	2019-20	3376	474	6785	10635	12904
18	Assam					
	2015-16	117259	16859	39210	173328	208520
	2016-17	115343	18565	47189	181098	218002
	2017-18	111917	20951	47620	180489	217155
	2018-19	119512	18576	62345	200433	237953
	2019-20	124161	15365	79650	219176	263106

Trend in Average Daily Employment in States by Category of Workers							
S No	State/U.T./Year	Average Daily Employment					
		Directly Employed Workers		Contract Workers	All Workers	All Employees	
		Men	Women				
1	2	3	4	6	7	8	
19	West Bengal						
	2015-16	331795	12393	152961	497149	634835	
	2016-17	324470	16737	156769	497977	640678	
	2017-18	336646	18507	161587	516740	663751	
	2018-19	330497	16141	205232	551871	701692	
	2019-20	349436	20300	210145	579882	736165	
20	Jharkhand						
	2015-16	77226	5077	59460	141763	179639	
	2016-17	72421	4231	67968	144620	189116	
	2017-18	78863	4351	69812	153026	192282	
	2018-19	71676	5350	98967	175993	238472	
	2019-20	62724	9751	96772	169248	205976	
21	Odisha						
	2015-16	82885	4670	121597	209153	257842	
	2016-17	87236	6117	129436	222789	272508	
	2017-18	91446	6941	130648	229036	279496	
	2018-19	91265	8533	133266	233064	281520	
	2019-20	89150	7098	137207	233455	281911	
22	Chhattisgarh						
	2015-16	75026	3379	59509	137914	171906	
	2016-17	85863	2434	58253	146551	187374	
	2017-18	84824	2351	60134	147310	185805	
	2018-19	96545	3805	70473	170823	213167	
	2019-20	111638	3307	70609	185553	228927	
23	Madhya Pradesh						
	2015-16	162149	13110	92745	268004	358323	
	2016-17	168576	14560	97237	280373	372587	
	2017-18	162376	16511	102176	281063	378022	
	2018-19	177012	18392	119324	314728	411134	
	2019-20	172029	16991	126520	315540	413475	
24	Gujarat						
	2015-16	712066	42448	436892	1191406	1563868	
	2016-17	753086	44287	449276	1246650	1634566	
	2017-18	847580	51814	503809	1403204	1826748	
	2018-19	910464	55276	523641	1489381	1944548	
	2019-20	937879	68492	583359	1589730	2068743	

Trend in Average Daily Employment in States by Category of Workers						
S No	State/U.T./Year	Average Daily Employment				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	6	7	8
25	Daman & Diu					
	2014-16	45819	11954	20040	77813	95971
	2016-17	54707	14020	21973	90700	113925
	2017-18	53386	16897	19572	89854	115040
	2018-19	54212	15471	20672	90356	114583
	2019-20	54484	17625	21683	93792	122078
26	Dadra & Nagar Haveli					
	2015-16	44016	2845	47271	94133	117132
	2016-17	44285	2896	47772	94953	123227
	2017-18	44087	3781	46060	93928	119591
	2018-19	46098	3544	53499	103140	128024
	2019-20	49159	4036	54340	107535	132695
27	Maharashtra					
	2015-16	676117	82895	612233	1371245	1970456
	2016-17	653287	98736	613339	1365361	1926154
	2017-18	684973	78332	651260	1414565	2007794
	2018-19	686583	80028	707182	1473792	2035306
	2019-20	665192	90884	698712	1454788	2038255
28	Andhra Pradesh					
	2015-16	212322	87724	117944	417989	520056
	2016-17	228554	94518	133873	456946	564017
	2017-18	234101	106317	146428	486846	597292
	2018-19	240648	112893	159153	512694	633142
	2019-20	257914	111262	172623	541799	663574
29	Karnataka					
	2015-16	326247	255411	187078	768736	1005074
	2016-17	357617	261195	208853	827665	1065021
	2017-18	355211	261700	211778	828689	1065346
	2018-19	348674	255333	238361	842367	1076026
	2019-20	346243	248382	245103	839728	1081116
30	Goa					
	2015-16	19082	5469	24807	49358	71193
	2016-17	17892	3055	23629	44576	64324
	2017-18	19378	4031	27967	51377	76214
	2018-19	20695	3456	30120	54271	76522
	2019-20	18926	3330	29761	52017	74197

Trend in Average Daily Employment in States by Category of Workers							
S No	State/U.T./Year	Average Daily Employment					
		Directly Employed Workers		Contract Workers	All Workers	All Employees	
		Men	Women				
1	2	3	4	6	7	8	
31	Kerala						
	2015-16	111823	117363	43852	273038	338920	
	2016-17	112087	96441	41406	249935	319568	
	2017-18	107237	96935	37616	241789	310326	
	2018-19	126635	101449	47039	275123	349971	
	2019-20	116304	96818	48316	261438	341411	
32	Tamil Nadu						
	2015-16	893857	694198	342377	1930431	2326458	
	2016-17	958318	679180	366261	2003759	2408282	
	2017-18	982659	708026	404538	2095223	2523483	
	2018-19	1003827	693148	415747	2112722	2554345	
	2019-20	1002037	679949	527230	2209217	2663069	
33	Puducherry						
	2015-16	19911	4936	18002	42849	53716	
	2016-17	18775	5892	12415	37082	46728	
	2017-18	18702	6047	14988	39738	51816	
	2018-19	19953	6909	17193	44054	56477	
	2019-20	18663	5800	16439	40902	50958	
34	A & N Islands						
	2015-16	291	33	61	385	481	
	2016-17	247	36	51	334	421	
	2017-18	161	32	56	249	324	
	2018-19	163	43	7	213	289	
	2019-20	175	41	0	216	286	
35	Telangana						
	2015-16	175725	30661	371000	577386	689537	
	2016-17	187255	42511	376228	605994	724612	
	2017-18	206076	58982	404161	669220	794520	
	2018-19	199970	33612	425669	659251	780204	
	2019-20	210569	35701	410127	656397	787105	
36	Ladakh						
	2019-20	0	0	163	163	214	
All India							
	2015-16	5676858	1500850	3958425	11136133	14299710	
	2016-17	5937545	1525953	4199449	11662947	14911189	
	2017-18	6183512	1593685	4447225	12224422	15614619	
	2018-19	6414332	1569506	4814751	12798588	16280211	
	2019-20	6454363	1582701	5021091	13058156	16624291	

TABLE 6.2

Trend in Average Labour Cost {in Rs.} Per Manday Worked by All Employees in States by Components of Labour Cost						
S No	State/U.T./Year	Average Labour Costs {in Rupees} Per Manday Worked on				
		Wages/ Salaries	Bonus	Provident Funds	Welfare Expenses	Overall
1	2	3	4	5	6	7
1	Jammu & Kashmir					
	2015-16	556.08	26.11	37.87	25.62	645.68
	2016-17	578.88	22.81	42.22	28.46	672.37
	2017-18	601.17	19.38	52.48	22.58	695.61
	2018-19	675.55	21.93	53.40	20.38	771.26
	2019-20	762.70	21.73	55.86	22.74	863.02
2	Himachal Pradesh					
	2015-16	852.82	32.60	62.73	53.36	1001.51
	2016-17	881.51	32.85	63.37	57.55	1035.28
	2017-18	949.78	33.92	68.10	54.96	1106.76
	2018-19	997.40	30.74	67.99	49.56	1145.70
	2019-20	995.65	31.59	72.89	44.44	1144.58
3	Punjab					
	2015-16	546.20	26.18	46.58	20.55	639.52
	2016-17	568.85	23.41	49.71	21.54	663.50
	2017-18	610.95	23.12	52.74	21.78	708.59
	2018-19	633.02	27.04	49.63	21.04	730.74
	2019-20	677.77	25.95	51.52	21.52	776.77
4	Chandigarh					
	2015-16	1010.12	19.18	79.18	32.55	1141.03
	2016-17	1091.04	40.82	138.54	58.02	1328.43
	2017-18	1201.27	31.60	115.65	83.99	1432.51
	2018-19	1244.28	39.34	114.96	46.94	1445.52
	2019-20	1196.32	32.30	140.32	61.80	1430.74
5	Uttrakhand					
	2015-16	646.81	16.44	41.02	43.43	747.70
	2016-17	689.58	17.55	42.99	44.04	794.16
	2017-18	704.32	26.53	51.02	44.08	825.96
	2018-19	783.85	22.89	55.62	46.28	908.64
	2019-20	854.57	21.61	54.60	38.37	969.15

Trend in Average Labour Cost {in Rs.} Per Manday Worked by All Employees in States by Components of Labour Cost						
S No	State/U.T./Year	Average Labour Costs {in Rupees} Per Manday Worked on				
		Wages/ Salaries	Bonus	Provident Funds	Welfare Expenses	Overall
1	2	3	4	5	6	7
6	Haryana					
	2015-16	837.40	26.56	66.72	51.02	981.71
	2016-17	896.30	29.15	85.22	52.97	1063.63
	2017-18	964.15	30.44	69.23	55.63	1119.45
	2018-19	1021.29	29.86	64.96	56.52	1172.62
	2019-20	1104.14	30.45	68.68	57.18	1260.45
7	Delhi					
	2015-16	769.72	35.75	70.76	30.10	906.32
	2016-17	805.35	35.99	73.62	28.27	943.22
	2017-18	909.60	40.75	78.17	32.60	1061.11
	2018-19	982.15	45.60	86.21	37.07	1151.04
	2019-20	1084.75	48.10	80.29	33.21	1246.36
8	Rajasthan					
	2015-16	710.09	25.75	49.35	38.43	823.62
	2016-17	774.45	23.16	58.67	38.01	894.29
	2017-18	837.36	24.98	59.10	36.75	958.19
	2018-19	878.70	23.68	60.38	38.40	1001.16
	2019-20	939.93	25.16	66.01	39.26	1070.36
9	Uttar Pradesh					
	2015-16	700.18	24.67	57.47	38.62	820.94
	2016-17	766.32	37.89	84.88	143.81	1032.90
	2017-18	795.07	26.89	63.23	39.41	924.60
	2018-19	853.97	32.38	62.01	41.67	990.04
	2019-20	912.07	32.75	63.83	40.07	1048.72
10	Bihar					
	2015-16	518.27	8.48	34.71	22.16	583.62
	2016-17	554.24	23.69	75.47	28.45	681.84
	2017-18	576.51	27.01	40.48	28.69	672.69
	2018-19	625.55	16.06	40.44	31.55	713.60
	2019-20	624.84	18.26	42.64	43.05	728.80
11	Sikkim					
	2015-16	1359.41	38.96	76.93	54.47	1529.77
	2016-17	1405.85	35.44	76.39	55.87	1573.55
	2017-18	1116.08	33.17	63.00	42.01	1254.26
	2018-19	1168.68	35.08	72.37	54.93	1331.06
	2019-20	1285.24	28.74	79.07	50.59	1443.65

Trend in Average Labour Cost {in Rs.} Per Manday Worked by All Employees in States by Components of Labour Cost						
S No	State/U.T./Year	Average Labour Costs {in Rupees} Per Manday Worked on				
		Wages/ Salaries	Bonus	Provident Funds	Welfare Expenses	Overall
1	2	3	4	5	6	7
12	Arunachal Pradesh					
	2015-16	371.21	10.42	5.22	14.27	401.12
	2016-17	396.25	22.47	8.55	24.02	451.30
	2017-18	435.70	9.69	6.11	15.89	467.38
	2018-19	452.75	12.82	8.99	19.80	494.36
	2019-20	439.51	12.70	11.38	14.48	478.07
13	Nagaland					
	2015-16	244.92	4.58	2.99	13.39	265.88
	2016-17	250.64	4.66	3.07	8.14	266.51
	2017-18	271.07	5.03	3.30	11.58	290.99
	2018-19	279.11	6.04	3.56	9.25	297.96
	2019-20	294.26	4.64	4.49	9.99	313.38
14	Manipur					
	2015-16	225.70	1.65	1.81	3.49	232.65
	2016-17	240.30	1.71	1.45	3.80	247.26
	2017-18	249.10	2.53	2.04	4.49	258.15
	2018-19	255.20	2.14	2.43	4.38	264.15
	2019-20	280.82	1.87	2.53	6.75	291.97
15	Mizoram					
	2019-20	348.82	2.44	3.32	6.11	360.70
16	Tripura					
	2015-16	235.53	11.09	16.26	10.89	273.77
	2016-17	235.21	12.73	8.11	13.93	269.98
	2017-18	253.51	12.02	7.71	14.56	287.80
	2018-19	283.12	13.09	8.05	17.80	322.06
	2019-20	297.30	14.63	9.90	18.48	340.31
17	Meghalaya					
	2015-16	557.24	4.02	18.13	27.13	606.52
	2016-17	627.76	9.48	21.88	31.64	690.76
	2017-18	720.51	6.66	47.96	35.18	810.30
	2018-19	850.07	2.82	33.28	38.38	924.55
	2019-20	981.85	6.36	36.35	38.44	1062.99
18	Assam					
	2015-16	481.03	23.57	46.86	54.47	605.94
	2016-17	469.95	23.83	71.25	55.17	620.19
	2017-18	492.89	40.18	38.26	49.41	620.74
	2018-19	585.56	41.19	38.27	40.98	706.00
	2019-20	555.78	25.17	40.21	48.05	669.22

Trend in Average Labour Cost {in Rs.} Per Manday Worked by All Employees in States by Components of Labour Cost						
S No	State/U.T./Year	Average Labour Costs {in Rupees} Per Manday Worked on				
		Wages/ Salaries	Bonus	Provident Funds	Welfare Expenses	Overall
1	2	3	4	5	6	7
19	West Bengal					
	2015-16	611.87	29.82	71.26	33.53	746.49
	2016-17	665.36	28.39	71.88	31.84	797.46
	2017-18	708.89	31.11	69.26	32.48	841.75
	2018-19	732.12	33.48	70.58	33.08	869.26
	2019-20	755.61	32.47	67.83	36.15	892.06
20	Jharkhand					
	2015-16	1100.66	95.81	155.59	102.76	1454.82
	2016-17	1072.16	106.29	138.33	89.20	1405.98
	2017-18	1158.42	113.09	190.12	104.97	1566.60
	2018-19	1082.23	92.88	113.51	87.93	1376.55
	2019-20	1176.89	77.57	104.06	53.98	1412.51
21	Odisha					
	2015-16	787.36	14.00	93.31	42.77	937.43
	2016-17	832.94	23.30	88.5	40.56	985.30
	2017-18	947.04	22.74	127.35	46.87	1144.00
	2018-19	1016.38	22.36	91.57	48.10	1178.40
	2019-20	1025.46	27.87	96.11	60.72	1210.16
22	Chhattisgarh					
	2015-16	940.59	12.98	113.12	60.24	1126.93
	2016-17	939.17	14.17	97.83	38.40	1089.57
	2017-18	962.68	25.00	126.04	37.14	1150.85
	2018-19	990.37	22.44	95.50	45.50	1153.81
	2019-20	1027.79	16.44	94.40	43.40	1182.04
23	Madhya Pradesh					
	2015-16	725.96	23.92	62.30	45.39	857.57
	2016-17	757.00	26.46	62.52	43.32	889.31
	2017-18	825.52	32.41	65.78	49.63	973.34
	2018-19	843.82	31.01	67.86	41.78	984.47
	2019-20	891.86	29.55	72.47	43.14	1037.02
24	Gujarat					
	2015-16	772.56	33.67	51.06	41.52	898.81
	2016-17	815.21	34.05	54.34	43.05	946.65
	2017-18	863.25	34.12	51.43	45.30	994.10
	2018-19	918.36	33.54	55.01	44.33	1051.24
	2019-20	973.56	34.79	58.91	46.04	1113.30

Trend in Average Labour Cost {in Rs.} Per Manday Worked by All Employees in States by Components of Labour Cost						
S No	State/U.T./Year	Average Labour Costs {in Rupees} Per Manday Worked on				
		Wages/ Salaries	Bonus	Provident Funds	Welfare Expenses	Overall
1	2	3	4	5	6	7
25	Daman & Diu					
	2015-16	1017.51	58.52	62.87	47.31	1186.20
	2016-17	727.50	37.59	48.67	33.57	847.33
	2017-18	768.84	37.29	47.22	32.45	885.81
	2018-19	817.12	50.19	44.21	27.58	939.10
	2019-20	856.32	37.85	48.91	27.02	970.10
26	Dadra & Nagar Haveli					
	2015-16	646.22	23.31	29.29	27.07	725.88
	2016-17	737.17	27.23	38.33	30.56	833.29
	2017-18	741.01	28.26	33.72	30.92	833.91
	2018-19	793.64	29.20	32.84	28.99	884.66
	2019-20	821.31	34.71	41.38	31.31	928.71
27	Maharashtra					
	2015-16	1041.69	48.54	77.36	83.61	1251.21
	2016-17	1065.36	48.85	89.88	87.97	1292.06
	2017-18	1168.12	53.19	86.58	72.94	1380.84
	2018-19	1215.21	55.30	96.77	72.09	1439.37
	2019-20	1284.47	54.51	94.57	74.24	1507.79
28	Andhra Pradesh					
	2015-16	658.05	17.20	44.62	50.04	769.91
	2016-17	687.90	18.87	48.53	48.39	803.68
	2017-18	733.08	20.02	48.01	40.38	841.49
	2018-19	763.71	19.80	54.59	52.53	890.63
	2019-20	825.34	27.32	61.78	57.42	971.85
29	Karnataka					
	2015-16	813.52	38.55	72.57	58.97	983.62
	2016-17	919.57	44.14	79.13	64.79	1107.63
	2017-18	978.69	44.48	81.06	64.89	1169.12
	2018-19	1028.24	47.76	81.79	68.88	1226.68
	2019-20	1101.3	48.54	91.86	73.40	1315.09
30	Goa					
	2015-16	1030.46	40.19	75.24	63.85	1209.73
	2016-17	1136.55	34.52	88.37	73.38	1332.83
	2017-18	1168.48	41.94	86.54	70.70	1367.66
	2018-19	1228.62	44.65	101.48	81.75	1456.50
	2019-20	1354.92	47.89	108.99	83.29	1595.09

Trend in Average Labour Cost {in Rs.} Per Manday Worked by All Employees in States by Components of Labour Cost						
S No	State/U.T./Year	Average Labour Costs {in Rupees} Per Manday Worked on				
		Wages/ Salaries	Bonus	Provident Funds	Welfare Expenses	Overall
1	2	3	4	5	6	7
31	Kerala					
	2015-16	672.68	41.75	74.57	46.37	835.36
	2016-17	715.03	39.99	75.57	49.96	880.56
	2017-18	787.96	45.38	92.88	60.63	986.85
	2018-19	821.87	45.16	81.11	59.14	1007.28
	2019-20	884.44	47.12	87.03	63.13	1081.71
32	Tamil Nadu					
	2015-16	627.11	37.37	51.48	58.12	774.09
	2016-17	681.31	39.08	53.27	62.89	836.56
	2017-18	709.46	42.63	57.07	63.41	872.57
	2018-19	777.78	46.31	60.11	68.13	952.32
	2019-20	809.66	45.80	60.26	68.23	983.95
33	Puducherry					
	2015-16	622.92	27.62	51.07	70.05	771.66
	2016-17	763.17	35.80	59.28	72.37	930.62
	2017-18	855.08	35.07	70.03	88.94	1049.13
	2018-19	918.01	39.51	70.99	99.80	1128.31
	2019-20	949.75	36.79	70.49	89.08	1146.11
34	A & N Islands					
	2015-16	417.93	13.03	25.28	23.24	479.47
	2016-17	539.87	28.49	55.90	26.02	650.27
	2017-18	641.66	27.34	30.46	21.21	720.67
	2018-19	794.78	28.70	45.19	23.33	892.00
	2019-20	744.93	30.17	46.66	26.18	847.94
35	Telangana					
	2015-16	561.63	19.54	37.40	28.94	647.51
	2016-17	594.27	19.85	40.16	35.39	689.67
	2017-18	645.28	18.71	46.84	31.34	742.17
	2018-19	721.66	21.08	46.62	34.77	824.13
	2019-20	766.26	22.88	48.05	34.40	871.59
36	Ladakh					
	2019-20	2694.97	10.22	480.70	280.34	3466.23
All India						
	2015-16	750.37	33.00	60.86	51.45	895.68
	2016-17	792.76	34.73	67.28	59.98	954.76
	2017-18	845.54	36.27	66.97	51.47	1000.25
	2018-19	897.49	37.55	67.20	52.80	1055.04
	2019-20	948.73	37.50	69.19	53.62	1109.05

TABLE 6.3

Trend in Wages/Salaries Per Manday Worked in States by Category of Workers						
S No	State/U.T./Year	Wages/Salaries Per Manday Worked {in Rupees}				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	6	7	8
1	Jammu & Kashmir					
	2015-16	385.65	295.29	288.41	338.12	556.08
	2016-17	417.73	346.48	312.43	369.00	578.88
	2017-18	415.68	322.89	330.35	377.65	601.17
	2018-19	439.18	353.55	344.90	397.42	675.55
	2019-20	491.15	409.88	443.53	468.23	762.70
2	Himachal Pradesh					
	2015-16	502.01	374.47	403.17	462.30	852.82
	2016-17	529.92	409.96	397.40	481.24	881.51
	2017-18	575.18	441.63	433.37	523.77	949.78
	2018-19	625.91	447.17	464.51	560.19	997.40
	2019-20	656.19	469.58	464.48	574.09	995.65
3	Punjab					
	2015-16	432.31	370.16	336.39	402.84	546.20
	2016-17	446.24	386.89	351.15	414.29	568.85
	2017-18	468.62	406.83	356.59	431.34	610.95
	2018-19	487.40	428.72	381.63	452.73	633.02
	2019-20	524.02	461.43	398.18	484.93	677.77
4	Chandigarh					
	2015-16	707.36	540.18	363.85	629.63	1010.12
	2016-17	788.91	524.25	504.14	708.47	1091.04
	2017-18	817.86	551.14	512.97	737.89	1201.27
	2018-19	819.83	555.45	610.06	764.85	1244.28
	2019-20	834.52	586.36	675.41	794.47	1196.32
5	Uttarakhand					
	2015-16	495.92	334.68	357.56	416.84	646.81
	2016-17	514.40	360.18	361.07	422.51	689.58
	2017-18	550.99	396.45	376.28	446.26	704.32
	2018-19	614.81	423.19	400.49	486.18	783.85
	2019-20	691.75	458.36	432.34	536.33	854.57

Trend in Wages/Salaries Per Manday Worked in States by Category of Workers						
S No	State/U.T./Year	Wages/Salaries Per Manday Worked {in Rupees}				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	6	7	8
6	Haryana					
	2015-16	560.32	439.45	391.64	471.44	837.40
	2016-17	567.83	461.85	424.36	493.12	896.30
	2017-18	607.01	493.58	463.05	529.82	964.15
	2017-18	627.39	529.75	477.98	549.55	1021.29
	2019-20	672.37	542.80	488.19	572.22	1104.14
7	Delhi					
	2015-16	489.50	426.50	488.63	486.63	769.72
	2016-17	506.59	452.42	388.98	486.59	805.35
	2017-18	551.84	470.97	551.23	548.85	909.60
	2018-19	630.27	552.06	627.76	627.15	982.15
	2019-20	685.45	613.81	628.28	674.10	1084.75
8	Rajasthan					
	2015-16	498.39	362.42	395.52	455.34	710.09
	2016-17	516.60	366.57	403.15	465.48	774.45
	2017-18	563.48	401.7	437.93	506.90	837.36
	2018-19	604.05	406.91	474.82	544.22	878.70
	2019-20	637.42	418.44	497.63	572.91	939.93
9	Uttar Pradesh					
	2015-16	453.27	355.18	325.45	405.48	700.18
	2016-17	474.31	378.24	377.53	438.20	766.32
	2017-18	490.67	406.56	388.06	452.42	795.07
	2018-19	529.32	425.06	402.49	481.61	853.97
	2019-20	557.12	446.94	426.22	507.45	912.07
10	Bihar					
	2015-16	504.30	262.89	254.63	343.00	518.27
	2016-17	565.62	248.81	262.43	371.22	554.24
	2017-18	611.82	245.89	304.89	402.57	576.51
	2018-19	634.44	348.86	366.79	440.24	625.55
	2019-20	622.68	302.84	366.11	447.90	624.84
11	Sikkim					
	2015-16	647.86	430.56	396.19	503.27	1359.41
	2016-17	919.65	572.55	403.49	640.97	1405.85
	2017-18	883.29	635.76	449.34	642.09	1116.08
	2018-19	1055.52	685.99	470.25	697.31	1168.68
	2019-20	1102.09	839.1	525.29	754.88	1285.24

Trend in Wages/Salaries Per Manday Worked in States by Category of Workers						
S No	State/U.T./Year	Wages/Salaries Per Manday Worked {in Rupees}				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	6	7	8
12	Arunachal Pradesh					
	2015-16	238.95	192.64	414.00	267.02	371.21
	2016-17	261.01	239.96	403.91	283.55	396.25
	2017-18	280.19	257.18	454.38	315.55	435.70
	2018-19	283.84	265.21	484.00	326.4	452.75
	2019-20	284.03	290.37	286.21	285.21	439.51
13	Nagaland					
	2015-16	261.18	174.57	154.30	218.51	244.92
	2016-17	261.46	174.85	169.26	221.30	250.64
	2017-18	274.87	186.25	199.81	239.18	271.07
	2018-19	279.74	190.43	213.19	248.86	279.11
	2019-20	283.68	205.63	195.78	245.09	294.26
14	Manipur					
	2015-16	234.90	194.77	197.97	208.04	225.70
	2016-17	246.32	200.35	217.22	220.41	240.30
	2017-18	246.78	200.92	234.98	226.39	249.10
	2018-19	256.54	209.67	229.87	230.74	255.20
	2019-20	278.70	224.08	216.76	244.39	280.82
15	Mizoram					
	2019-20	407.32	287.83	326.87	338.6	348.82
16	Tripura					
	2015-16	313.58	231.95	181.18	206.48	235.53
	2016-17	247.01	227.29	194.56	202.30	235.21
	2017-18	247.46	257.26	204.70	212.42	253.51
	2018-19	267.89	267.44	218.37	227.33	283.12
	2019-20	292.08	336.97	228.24	241.15	297.30
17	Meghalaya					
	2015-16	413.68	372.68	397.98	401.45	557.24
	2016-17	409.99	366.27	378.40	386.69	627.76
	2017-18	425.54	367.15	408.28	412.31	720.51
	2018-19	453.56	425.17	492.67	477.24	850.07
	2019-20	477.07	494.21	550.30	524.76	981.85
18	Assam					
	2015-16	327.21	241.21	344.17	323.20	481.03
	2016-17	332.12	205.43	296.07	313.11	469.95
	2017-18	337.01	249.04	305.75	321.04	492.89
	2018-19	412.24	273.68	393.55	395.26	585.56
	2019-20	357.83	286.19	410.93	370.15	555.78

Trend in Wages/Salaries Per Manday Worked in States by Category of Workers						
S No	State/U.T./Year	Wages/Salaries Per Manday Worked {in Rupees}				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	6	7	8
19	West Bengal					
	2015-16	487.70	359.78	368.79	447.22	611.87
	2016-17	512.12	347.69	381.58	465.26	665.36
	2017-18	529.99	319.94	400.68	482.15	708.89
	2018-19	561.19	401.55	435.1	509.53	732.12
	2019-20	580.43	396.45	426.32	517.42	755.61
20	Jharkhand					
	2015-16	1106.84	807.29	395.33	811.75	1100.66
	2016-17	1144.33	902.84	417.66	808.96	1072.16
	2017-18	1191.12	1002.93	413.26	852.72	1158.42
	2018-19	1157.49	870.04	452.34	757.7	1082.23
	2019-20	1222.11	470.29	523.95	784.34	1176.89
21	Odisha					
	2015-16	730.55	505.03	382.53	523.94	787.36
	2016-17	773.42	739.68	454.22	582.86	832.94
	2017-18	889.24	597.22	485.63	645.19	947.04
	2018-19	918.13	540.33	515.28	669.34	1016.38
	2019-20	943.35	631.49	535.97	690.62	1025.46
22	Chhattisgarh					
	2015-16	859.82	349.57	359.26	629.60	940.59
	2016-17	797.20	354.85	356.54	616.91	939.17
	2017-18	809.54	361.31	403.31	635.36	962.68
	2018-19	803.75	372.84	445.79	642.78	990.37
	2019-20	832.61	444.86	479.47	690.38	1027.79
23	Madhya Pradesh					
	2015-16	520.68	363.37	345.29	451.91	725.96
	2016-17	521.46	412.68	376.40	464.76	757.00
	2017-18	563.52	395.93	401.44	493.55	825.52
	2018-19	563.92	386.58	425.18	500.13	843.82
	2019-20	600.81	428.63	435.55	524.45	891.86
24	Gujarat					
	2015-16	509.23	361.66	406.62	465.79	772.56
	2016-17	536.91	375.98	401.01	481.49	815.21
	2017-18	569.09	401.36	430.02	512.27	863.25
	2018-19	609.68	434.77	467.87	552.37	918.36
	2019-20	650.31	456.73	491.46	583.06	973.56

Trend in Wages/Salaries Per Manday Worked in States by Category of Workers						
S No	State/U.T./Year	Wages/Salaries Per Manday Worked {in Rupees}				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	6	7	8
25	Daman & Diu					
	2015-16	424.53	326.72	364.07	394.03	1017.51
	2016-17	451.94	341.32	353.47	411.01	727.50
	2017-18	482.8	364.13	428.24	448.78	768.84
	2018-19	507.11	420.12	428.95	474.30	817.12
	2019-20	516.72	398.19	460.38	480.80	856.32
26	Dadra & Nagar Haveli					
	2015-16	430.16	317.62	375.04	398.95	646.22
	2016-17	482.04	342.73	401.52	437.44	737.17
	2017-18	488.94	317.15	422.83	449.49	741.01
	2018-19	578.08	366.06	406.29	480.47	793.64
	2019-20	562.27	443.63	453.46	501.76	821.31
27	Maharashtra					
	2015-16	717.29	333.54	444.43	572.84	1041.69
	2016-17	777.02	345.68	476.15	611.59	1065.36
	2017-18	813.20	421.56	506.63	650.18	1168.12
	2018-19	883.37	475.34	539.28	694.80	1215.21
	2019-20	930.80	442.95	572.29	728.41	1284.47
28	Andhra Pradesh					
	2015-16	576.01	284.57	414.00	469.69	658.05
	2016-17	617.57	312.91	429.23	500.41	687.90
	2017-18	651.55	345.53	452.28	526.05	733.08
	2018-19	679.99	367.95	461.21	544.34	763.71
	2019-20	746.47	401.30	488.03	593.00	825.34
29	Karnataka					
	2015-16	683.43	353.84	453.25	518.31	813.52
	2016-17	758.43	398.13	495.20	578.52	919.57
	2017-18	786.06	433.67	565.76	619.06	978.69
	2018-19	838.61	482.9	591.6	661.49	1028.24
	2019-20	904.18	516.63	614.94	705.33	1101.30
30	Goa					
	2015-16	766.51	433.65	433.99	562.43	1030.46
	2016-17	852.84	548.79	484.78	636.58	1136.55
	2017-18	941.6	577.87	502.69	672.17	1168.48
	2018-19	1004.35	624.73	549.14	726.04	1228.62
	2019-20	1067.77	714.13	616.74	786.07	1354.92

Trend in Wages/Salaries Per Manday Worked in States by Category of Workers						
S No	State/U.T./Year	Wages/Salaries Per Manday Worked {in Rupees}				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	6	7	8
31	Kerala					
	2015-16	731.72	291.54	440.74	510.47	672.68
	2016-17	747.53	323.53	433.44	543.74	715.03
	2017-18	804.98	354.51	469.07	588.30	787.96
	2018-19	814.14	387.22	499.30	611.18	821.87
	2019-20	892.22	428.46	573.57	675.69	884.44
32	Tamil Nadu					
	2015-16	495.86	260.69	387.74	392.57	627.11
	2016-17	528.86	288.53	426.82	429.80	681.31
	2017-18	556.90	312.41	453.39	455.17	709.46
	2018-19	591.20	343.96	517.21	496.52	777.78
	2019-20	619.82	366.71	556.40	527.61	809.66
33	Puducherry					
	2015-16	576.41	354.09	291.16	432.21	622.92
	2016-17	602.97	362.37	383.19	491.99	763.17
	2017-18	629.31	359.69	368.80	490.45	855.08
	2018-19	647.25	380.29	455.05	530.50	918.01
	2019-20	782.29	495.43	523.42	637.59	949.75
34	A & N Islands					
	2015-16	371.86	387.96	417.01	381.32	417.93
	2016-17	481.94	375.62	423.31	460.07	539.87
	2017-18	585.60	470.75	425.59	530.27	641.66
	2018-19	634.12	555.47	663.10	618.93	794.78
	2019-20	616.49	505.95	-	595.49	744.93
35	Telangana					
	2015-16	654.64	370.22	214.25	356.26	561.63
	2016-17	673.58	349.85	246.69	385.89	594.27
	2017-18	717.61	327.01	288.75	425.88	645.28
	2018-19	816.66	582.95	296.69	473.35	721.66
	2019-20	820.59	619.64	336.26	510.26	766.26
36	Ladakh					
	2019-20	-	-	670.09	670.09	2694.97
All India						
	2015-16	557.92	303.64	375.22	459.95	750.37
	2016-17	586.68	333.43	399.96	487.63	792.76
	2017-18	618.24	359.97	429.98	517.35	845.54
	2018-19	656.64	399.73	460.76	552.29	897.49
	2019-20	692.32	423.93	489.98	582.83	948.73

TABLE 6.4

Trend in Percentage of Labour Cost on Employees to Total Cost of Production in States				
S No	State/U.T./Year	Average Labour Cost Per Manday Worked {Rs.}	Wages/Salaries Per Manday Worked {Rs.}	Percentage of Labour Cost to Total Cost of Production
1	2	3	4	5
1	Jammu & Kashmir			
	2015-16	645.68	556.08	6.76
	2016-17	672.37	578.88	6.40
	2017-18	695.61	601.17	6.25
	2018-19	771.26	675.55	6.73
	2019-20	863.02	762.70	7.36
2	Himachal Pradesh			
	2015-16	1001.51	852.82	6.98
	2016-17	1035.28	881.51	7.60
	2017-18	1106.76	949.78	8.17
	2018-19	1145.70	997.40	8.29
	2019-20	1144.58	995.65	8.55
3	Punjab			
	2015-16	639.52	546.20	7.46
	2016-17	663.50	568.85	8.19
	2017-18	708.59	610.95	8.16
	2018-19	730.74	633.02	7.49
	2019-20	776.77	677.77	8.18
4	Chandigarh			
	2015-16	1141.03	1010.12	11.60
	2016-17	1328.43	1091.04	17.68
	2017-18	1432.51	1201.27	16.47
	2018-19	1445.52	1244.28	13.32
	2019-20	1430.74	1196.32	14.06
5	Uttarakhand			
	2015-16	747.70	646.81	4.65
	2016-17	794.16	689.58	6.53
	2017-18	825.96	704.32	5.58
	2018-19	908.64	783.85	5.46
	2019-20	969.15	854.57	6.47

Trend in Percentage of Labour Cost on Employees to Total Cost of Production in States				
S No	State/U.T./Year	Average Labour Cost Per Manday Worked {Rs.}	Wages/Salaries Per Manday Worked {Rs.}	Percentage of Labour Cost to Total Cost of Production
1	2	3	4	5
6	Haryana			
	2015-16	981.71	837.40	6.15
	2016-17	1063.63	896.30	6.49
	2017-18	1119.45	964.15	6.69
	2018-19	1172.62	1021.29	6.59
	2019-20	1260.45	1104.14	7.39
7	Delhi			
	2015-16	906.32	769.72	6.26
	2016-17	943.22	805.35	6.64
	2017-18	1061.11	909.60	10.09
	2018-19	1151.04	982.15	7.51
	2019-20	1246.36	1084.75	12.51
8	Rajasthan			
	2015-16	823.62	710.09	6.87
	2016-17	894.29	774.45	6.68
	2017-18	958.19	837.36	6.62
	2018-19	1001.16	878.70	6.74
	2019-20	1070.36	939.93	7.28
9	Uttar Pradesh			
	2015-16	820.94	700.18	6.50
	2016-17	1032.90	766.32	7.95
	2017-18	924.60	795.07	6.91
	2018-19	990.04	853.97	6.52
	2019-20	1048.72	912.07	7.15
10	Bihar			
	2015-16	583.62	518.27	3.68
	2016-17	681.84	554.24	4.07
	2017-18	672.69	576.51	3.39
	2018-19	713.60	625.55	3.60
	2019-20	728.80	624.84	3.14
11	Sikkim			
	2015-16	1529.77	1359.41	12.66
	2016-17	1573.55	1405.85	12.72
	2017-18	1254.26	1116.08	9.50
	2018-19	1331.06	1168.68	10.61
	2019-20	1443.65	1285.24	9.74

Trend in Percentage of Labour Cost on Employees to Total Cost of Production in States				
S No	State/U.T./Year	Average Labour Cost Per Manday Worked {Rs.}	Wages/Salaries Per Manday Worked {Rs.}	Percentage of Labour Cost to Total Cost of Production
1	2	3	4	5
12	Arunachal Pradesh			
	2015-16	401.12	371.21	3.86
	2016-17	451.30	396.25	4.25
	2017-18	467.38	435.70	4.75
	2018-19	494.36	452.75	4.44
	2019-20	478.07	439.51	6.26
13	Nagaland			
	2015-16	265.88	244.92	11.43
	2016-17	266.51	250.64	11.66
	2017-18	290.99	271.07	11.87
	2018-19	297.96	279.11	11.90
	2019-20	313.38	294.26	12.59
14	Manipur			
	2015-16	232.65	225.70	13.75
	2016-17	247.26	240.30	17.00
	2017-18	258.15	249.10	15.98
	2018-19	264.15	255.20	15.48
	2019-20	291.97	280.82	12.32
15	Mizoram			
	2019-20	360.70	348.82	32.88
16	Tripura			
	2015-16	273.77	235.53	13.25
	2016-17	269.98	235.21	12.86
	2017-18	287.80	253.51	12.60
	2018-19	322.06	283.12	12.49
	2019-20	340.31	297.30	12.58
17	Meghalaya			
	2015-16	606.52	557.24	6.16
	2016-17	690.76	627.76	7.02
	2017-18	810.30	720.51	6.91
	2018-19	924.55	850.07	6.06
	2019-20	1062.99	981.85	6.73
18	Assam			
	2015-16	605.94	481.03	6.41
	2016-17	620.19	469.95	6.67
	2017-18	620.74	492.89	6.14
	2018-19	706.00	585.56	6.23
	2019-20	669.22	555.78	6.77

Trend in Percentage of Labour Cost on Employees to Total Cost of Production in States				
S No	State/U.T./Year	Average Labour Cost Per Manday Worked {Rs.}	Wages/Salaries Per Manday Worked {Rs.}	Percentage of Labour Cost to Total Cost of Production
1	2	3	4	5
19	West Bengal			
	2015-16	746.49	611.87	6.40
	2016-17	797.46	665.36	6.39
	2017-18	841.75	708.89	6.29
	2018-19	869.26	732.12	6.02
	2019-20	892.06	755.61	6.42
20	Jharkhand			
	2015-16	1454.82	1100.66	7.74
	2016-17	1405.98	1072.16	7.79
	2017-18	1566.60	1158.42	7.54
	2018-19	1376.55	1082.23	6.37
	2019-20	1412.51	1176.89	7.82
21	Odisha			
	2015-16	937.43	787.36	6.03
	2016-17	985.30	832.94	6.64
	2017-18	1144.00	947.04	5.21
	2018-19	1178.40	1016.38	4.23
	2019-20	1210.16	1025.46	4.59
22	Chhattisgarh			
	2015-16	1126.93	940.59	7.34
	2016-17	1089.57	939.17	6.65
	2017-18	1150.85	962.68	6.08
	2018-19	1153.81	990.37	5.19
	2019-20	1182.04	1027.79	5.87
23	Madhya Pradesh			
	2015-16	857.57	725.96	5.78
	2016-17	889.31	757.00	6.22
	2017-18	973.34	825.52	5.85
	2018-19	984.47	843.82	5.56
	2019-20	1037.02	891.86	5.46
24	Gujarat			
	2015-16	898.81	772.56	4.55
	2016-17	946.65	815.21	4.64
	2017-18	994.10	863.25	4.82
	2018-19	1051.24	918.36	4.39
	2019-20	1113.30	973.56	4.91

Trend in Percentage of Labour Cost on Employees to Total Cost of Production in States				
S No	State/U.T./Year	Average Labour Cost Per Manday Worked {Rs.}	Wages/Salaries Per Manday Worked {Rs.}	Percentage of Labour Cost to Total Cost of Production
1	2	3	4	5
25	Daman & Diu			
	2015-16	1186.20	1017.51	8.60
	2016-17	847.33	727.50	7.43
	2017-18	885.81	768.84	8.15
	2018-19	939.10	817.12	7.26
	2019-20	970.10	856.32	9.12
26	Dadra & Nagar Haveli			
	2015-16	725.88	646.22	3.42
	2016-17	833.29	737.17	4.03
	2017-18	833.91	741.01	3.34
	2018-19	884.66	793.64	4.08
	2019-20	928.71	821.31	4.58
27	Maharashtra			
	2015-16	1251.21	1041.69	8.24
	2016-17	1292.06	1065.36	8.94
	2017-18	1380.84	1168.12	8.66
	2018-19	1439.37	1215.21	7.92
	2019-20	1507.79	1284.47	8.66
28	Andhra Pradesh			
	2015-16	769.91	658.05	6.61
	2016-17	803.68	687.90	6.07
	2017-18	841.49	733.08	5.85
	2018-19	890.63	763.71	5.28
	2019-20	971.85	825.34	5.75
29	Karnataka			
	2015-16	983.62	813.52	8.03
	2016-17	1107.63	919.57	8.48
	2017-18	1169.12	978.69	8.65
	2018-19	1226.68	1028.24	8.09
	2019-20	1315.09	1101.30	9.03
30	Goa			
	2015-16	1209.73	1030.46	8.07
	2016-17	1332.83	1136.55	9.38
	2017-18	1367.66	1168.48	9.85
	2018-19	1456.50	1228.62	9.63
	2019-20	1595.09	1354.92	11.23

Trend in Percentage of Labour Cost on Employees to Total Cost of Production in States				
S No	State/U.T./Year	Average Labour Cost Per Manday Worked {Rs.}	Wages/Salaries Per Manday Worked {Rs.}	Percentage of Labour Cost to Total Cost of Production
1	2	3	4	5
31	Kerala			
	2015-16	835.36	672.68	7.27
	2016-17	880.56	715.03	6.54
	2017-18	986.85	787.96	6.04
	2018-19	1007.28	821.87	5.05
	2019-20	1081.71	884.44	5.19
32	Tamil Nadu			
	2015-16	774.09	627.11	9.07
	2016-17	836.56	681.31	9.17
	2017-18	872.57	709.46	9.01
	2018-19	952.32	777.78	9.04
	2019-20	983.95	809.66	9.61
33	Puducherry			
	2015-16	771.66	622.92	7.49
	2016-17	930.62	763.17	8.07
	2017-18	1049.13	855.08	8.47
	2018-19	1128.31	918.01	7.66
	2019-20	1146.11	949.75	8.41
34	A & N Islands			
	2015-16	479.47	417.93	5.47
	2016-17	650.27	539.87	6.29
	2017-18	720.67	641.66	5.33
	2018-19	892.00	794.78	19.34
	2019-20	847.94	744.93	20.42
35	Telangana			
	2015-16	647.51	561.63	9.21
	2016-17	689.67	594.27	9.32
	2017-18	742.17	645.28	9.44
	2018-19	824.13	721.66	8.66
	2019-20	871.59	766.26	10.13
36	Ladakh			
	2019-20	3466.23	2694.97	16.36
All India				
	2015-16	895.68	750.37	6.85
	2016-17	954.76	792.76	7.19
	2017-18	1000.25	845.54	6.99
	2018-19	1055.04	897.49	6.52
	2019-20	1109.05	948.73	7.14

TABLE 6.5

Trend in Number of Reporting Factories in States						
S No	State/U.T./Year	Number of Reporting Factories	Percentage of Factories Employing Contract Workers	Percentage of Factories Paying or Incurring Expenses on		
				Bonus	Provident Funds	Welfare Expenses
1	2	3	4	6	7	8
1	Jammu & Kashmir					
	2015-16	945	26.08	54.18	71.32	70.37
	2016-17	838	85.07	53.58	81.50	87.71
	2017-18	933	91.85	48.87	69.56	73.85
	2018-19	1043	85.14	38.79	63.32	64.38
	2019-20	930	95.16	41.29	65.27	73.01
2	Himachal Pradesh					
	2015-16	2767	24.97	54.35	71.96	72.86
	2016-17	2395	71.85	66.10	90.27	91.02
	2017-18	2255	99.78	64.35	89.89	92.68
	2018-19	3022	70.55	63.13	85.46	85.51
	2019-20	2071	99.18	70.69	91.16	84.79
3	Punjab					
	2015-16	12521	37.77	42.03	66.07	55.73
	2016-17	10064	79.96	55.17	83.41	73.05
	2017-18	10767	99.17	48.78	79.39	68.83
	2018-19	14634	73.75	5016.00	77.07	68.53
	2019-20	10877	99.62	45.18	79.68	64.08
4	Chandigarh					
	2015-16	262	4.93	38.55	82.82	69.08
	2016-17	280	79.52	63.21	91.07	91.07
	2017-18	203	99.01	50.25	76.35	80.79
	2018-19	260	69.23	70.00	90.00	91.67
	2019-20	216	100.00	47.69	87.04	80.09
5	Uttrakhand					
	2015-16	2978	47.29	52.08	71.96	73.77
	2016-17	2468	79.77	46.03	74.23	82.58
	2017-18	2561	99.65	59.31	82.08	85.94
	2018-19	3333	72.91	59.01	82.22	82.10
	2019-20	2450	100.00	58.57	82.98	81.22

Trend in Number of Reporting Factories in States						
S No	State/U.T./Year	Number of Reporting Factories	Percentage of Factories Employing Contract Workers	Percentage of Factories Paying or Incurring Expenses on		
				Bonus	Provident Funds	Welfare Expenses
1	2	3	4	6	7	8
6	Haryana					
	2015-16	7953	39.32	47.58	65.42	67.79
	2016-17	4889	76.88	62.38	88.53	81.45
	2017-18	7136	99.71	53.13	82.37	87.14
	2018-19	12647	65.39	56.33	81.39	84.94
	2019-20	7822	99.82	56.60	82.86	84.67
7	Delhi					
	2015-16	3776	6.39	57.44	70.63	67.45
	2016-17	2863	73.44	80.58	95.28	93.57
	2017-18	2480	99.80	74.35	90.69	88.99
	2018-19	3646	69.28	74.67	92.16	89.59
	2019-20	2371	99.96	69.08	89.88	87.52
8	Rajasthan					
	2015-16	9049	24.63	41.23	65.63	56.89
	2016-17	7935	84.82	44.90	73.03	56.41
	2017-18	8375	97.23	45.65	73.18	61.87
	2018-19	10045	83.50	42.07	73.00	61.95
	2019-20	8648	98.03	43.58	74.98	60.07
9	Uttar Pradesh					
	2015-16	15291	24.36	50.45	62.38	60.72
	2016-17	11641	79.47	62.98	74.20	73.40
	2017-18	12824	99.47	62.83	78.29	76.35
	2018-19	17241	74.17	64.12	77.87	78.68
	2019-20	13078	99.35	62.52	78.90	76.45
10	Bihar					
	2015-16	3623	41.16	10.35	15.65	40.27
	2016-17	2944	75.35	12.19	15.56	51.26
	2017-18	2881	98.47	11.00	17.56	48.00
	2018-19	3662	79.93	14.13	21.73	46.03
	2019-20	2936	98.91	16.14	21.59	49.22
11	Sikkim					
	2015-16	68	40.00	51.47	66.18	72.06
	2016-17	62	89.04	51.61	62.90	75.81
	2017-18	78	98.72	65.38	76.92	67.95
	2018-19	88	90.91	65.00	81.25	80.00
	2019-20	80	100.00	67.50	85.00	78.75

Trend in Number of Reporting Factories in States						
S No	State/U.T./Year	Number of Reporting Factories	Percentage of Factories Employing Contract Workers	Percentage of Factories Paying or Incurring Expenses on		
				Bonus	Provident Funds	Welfare Expenses
1	2	3	4	6	7	8
12	Arunachal Pradesh					
	2015-16	120	10.00	40.00	8.33	70.00
	2016-17	118	100.00	35.59	12.71	58.47
	2017-18	117	99.14	33.33	11.97	59.83
	2018-19	119	90.76	37.50	14.29	59.82
	2019-20	115	93.04	40.87	13.04	60.00
13	Nagaland					
	2015-16	185	23.26	43.24	6.49	76.22
	2016-17	104	93.75	43.27	6.73	72.12
	2017-18	184	99.46	46.74	9.24	76.63
	2018-19	187	97.33	42.93	7.61	77.17
	2019-20	182	100.00	34.07	9.89	76.37
14	Manipur					
	2015-16	173	10.98	24.86	9.83	84.39
	2016-17	121	87.80	25.62	5.79	83.47
	2017-18	189	97.35	17.99	10.05	82.54
	2018-19	213	90.14	16.84	10.20	78.57
	2019-20	190	100.00	13.68	11.58	83.68
15	Mizoram					
	2019-20	208	98.56	1.92	1.92	49.04
16	Tripura					
	2015-16	558	45.22	51.97	33.15	50.00
	2016-17	530	96.79	61.13	42.45	58.30
	2017-18	602	98.01	49.83	29.57	51.33
	2018-19	642	95.64	50.65	26.62	53.90
	2019-20	645	99.53	46.82	22.79	46.20
17	Meghalaya					
	2015-16	102	27.55	26.47	66.67	66.67
	2016-17	102	87.02	38.24	56.86	57.84
	2017-18	130	96.92	21.54	61.54	62.31
	2018-19	168	82.74	15.38	60.14	61.54
	2019-20	157	97.45	17.20	56.05	56.69
18	Assam					
	2015-16	3890	15.65	38.95	34.22	60.82
	2016-17	2902	80.04	40.25	41.59	71.09
	2017-18	4299	97.91	37.75	32.19	60.62
	2018-19	6732	61.87	39.89	35.21	67.52
	2019-20	4849	99.38	39.84	34.40	60.86

Trend in Number of Reporting Factories in States						
S No	State/U.T./Year	Number of Reporting Factories	Percentage of Factories Employing Contract Workers	Percentage of Factories Paying or Incurring Expenses on		
				Bonus	Provident Funds	Welfare Expenses
1	2	3	4	6	7	8
19	West Bengal					
	2015-16	9300	21.53	64.88	72.56	63.69
	2016-17	7387	78.76	73.58	78.27	68.59
	2017-18	8340	98.49	73.05	81.77	71.18
	2018-19	10728	75.60	73.08	82.48	69.46
	2019-20	8659	98.60	72.76	81.52	69.34
20	Jharkhand					
	2015-16	2831	37.25	32.50	41.50	48.75
	2016-17	2127	72.43	36.11	48.80	53.55
	2017-18	2366	96.87	33.52	50.42	56.89
	2018-19	3154	76.44	39.49	51.24	54.62
	2019-20	2390	95.19	31.80	51.88	55.77
21	Odisha					
	2015-16	2948	21.45	23.41	48.03	43.32
	2016-17	2434	70.46	29.54	54.03	42.60
	2017-18	2670	95.81	28.58	53.93	48.76
	2018-19	3396	74.94	27.56	55.00	52.67
	2019-20	2655	97.78	30.13	56.95	53.67
22	Chhattisgarh					
	2015-16	3037	29.42	26.93	46.82	31.54
	2016-17	2143	91.33	35.00	54.64	39.15
	2017-18	2976	99.60	26.44	52.76	33.43
	2018-19	3792	85.02	23.98	49.44	32.50
	2019-20	3522	99.97	22.83	48.69	28.62
23	Madhya Pradesh					
	2015-16	4426	20.76	47.83	65.63	60.82
	2016-17	3412	81.72	58.73	80.69	63.63
	2017-18	4099	98.85	55.77	76.51	67.94
	2018-19	5021	81.12	55.14	75.43	67.60
	2019-20	4328	99.61	59.80	76.92	67.07
24	Gujarat					
	2015-16	24426	23.81	51.56	53.06	53.17
	2016-17	18175	70.60	65.70	67.17	68.56
	2017-18	20577	99.33	65.10	69.33	69.40
	2018-19	28124	74.40	65.98	71.87	72.94
	2019-20	22483	98.87	64.00	70.06	69.73

Trend in Number of Reporting Factories in States						
S No	State/U.T./Year	Number of Reporting Factories	Percentage of Factories Employing Contract Workers	Percentage of Factories Paying or Incurring Expenses on		
				Bonus	Provident Funds	Welfare Expenses
1	2	3	4	6	7	8
25	Daman & Diu					
	2015-16	1832	18.20	41.65	36.30	54.37
	2016-17	1303	61.09	78.97	67.08	88.72
	2017-18	1236	99.27	71.84	65.37	83.98
	2018-19	1796	63.53	69.79	62.61	83.89
	2019-20	1191	98.49	74.98	68.68	87.74
26	Dadra & Nagar Haveli					
	2015-16	1392	40.16	47.92	50.50	56.68
	2016-17	1012	69.96	82.11	75.49	88.93
	2017-18	944	98.94	76.17	85.06	87.50
	2018-19	1482	64.64	74.90	84.58	88.02
	2019-20	932	99.68	81.55	85.41	86.05
27	Maharashtra					
	2015-16	28210	36.25	55.92	61.98	63.69
	2016-17	23068	73.11	67.89	75.16	76.01
	2017-18	20151	99.66	69.69	80.59	82.32
	2018-19	31909	59.42	66.70	80.96	82.41
	2019-20	19462	99.03	67.81	82.25	80.07
28	Andhra Pradesh					
	2015-16	16340	24.60	17.31	23.54	31.14
	2016-17	12503	75.69	25.45	32.28	39.01
	2017-18	13308	96.89	21.53	28.91	40.02
	2018-19	17748	71.70	22.79	30.13	42.44
	2019-20	13504	98.77	21.29	29.96	38.43
29	Karnataka					
	2015-16	12973	22.30	50.90	62.25	62.83
	2016-17	9730	76.55	65.17	79.99	79.89
	2017-18	10787	99.21	64.20	79.50	79.29
	2018-19	15079	72.43	62.45	76.98	78.72
	2019-20	11042	99.81	59.09	78.08	78.86
30	Goa					
	2015-16	654	47.78	63.15	85.02	82.57
	2016-17	538	91.86	62.64	88.29	89.59
	2017-18	666	100.00	60.96	79.28	82.28
	2018-19	749	92.39	65.71	66.02	87.75
	2019-20	643	99.38	64.39	83.20	84.76

Trend in Number of Reporting Factories in States						
S No	State/U.T./Year	Number of Reporting Factories	Percentage of Factories Employing Contract Workers	Percentage of Factories Paying or Incurring Expenses on		
				Bonus	Provident Funds	Welfare Expenses
1	2	3	4	6	7	8
31	Kerala					
	2015-16	7580	10.87	59.17	63.55	57.94
	2016-17	6333	83.42	76.74	79.35	69.49
	2017-18	6848	98.86	65.35	70.68	65.70
	2018-19	8284	86.00	63.00	71.12	62.48
	2019-20	7301	99.59	59.54	67.57	64.59
32	Tamil Nadu					
	2015-16	37331	15.65	62.44	56.56	65.11
	2016-17	26739	80.57	81.02	72.96	82.92
	2017-18	32014	99.48	73.35	68.37	79.11
	2018-19	42275	75.93	72.26	66.23	75.67
	2019-20	31469	99.96	71.87	67.63	75.43
33	Puducherry					
	2015-16	682	32.15	61.44	65.25	79.77
	2016-17	671	78.39	63.79	75.86	80.48
	2017-18	587	100.00	64.40	76.15	81.77
	2018-19	836	72.85	61.99	82.87	88.58
	2019-20	572	99.83	59.97	64.86	80.59
34	A & N Islands					
	2015-16	19	5.56	57.89	73.68	94.74
	2016-17	19	76.19	73.68	68.42	94.74
	2017-18	15	100.00	73.33	93.33	93.33
	2018-19	17	76.47	69.23	92.31	100.00
	2019-20	13	100.00	69.23	100.00	92.31
35	Telangana					
	2015-16	14874	17.73	16.24	27.13	31.17
	2016-17	11371	56.51	21.60	38.81	40.04
	2017-18	11987	70.71	18.83	34.55	46.68
	2018-19	17132	48.92	19.45	36.51	44.22
	2019-20	10635	82.98	26.08	47.48	58.26
36	Ladakh					
	2019-20	2	100.00	50.00	100.00	50.00
All India						
	2015-16	233116	24.84	47.01	54.59	56.47
	2016-17	179102	76.04	58.94	68.02	68.97
	2017-18	195584	97.18	55.90	66.77	69.63
	2018-19	269203	71.21	55.50	66.66	69.27
	2019-20	198628	98.35	55.20	67.74	68.53

TABLE 6.6				
Trend in Percentage of Absenteeism and Labour Turnover in States				
S No	State/U.T./Year	Percentage of Absenteeism	Percentage of Labour Turnover	
			Accession	Separation
1	2	3	4	5
1	Jammu & Kashmir			
	2015-16	5.04	12.31	12.49
	2016-17	5.04	13.09	12.13
	2017-18	4.88	7.44	6.87
	2018-19	4.91	7.74	7.21
	2019-20	5.17	8.12	10.34
2	Himachal Pradesh			
	2015-16	19.15	26.41	24.56
	2016-17	26.47	32.97	25.15
	2017-18	30.16	28.81	27.57
	2018-19	30.66	27.88	24.47
	2019-20	10.99	22.96	20.38
3	Punjab			
	2015-16	8.55	24.45	22.45
	2016-17	8.45	22.79	19.43
	2017-18	7.69	22.45	19.95
	2018-19	7.28	18.66	16.03
	2019-20	6.52	20.60	29.86
4	Chandigarh			
	2015-16	18.79	24.55	28.15
	2016-17	21.19	28.45	28.66
	2017-18	47.25	34.59	39.08
	2018-19	35.99	34.04	29.07
	2019-20	7.96	22.49	24.64
5	Uttarakhand			
	2015-16	11.10	14.42	11.12
	2016-17	11.27	15.08	10.63
	2017-18	12.74	12.67	10.79
	2018-19	13.00	14.01	11.23
	2019-20	6.34	13.94	12.20
6	Haryana			
	2015-16	11.49	16.81	13.86
	2016-17	10.59	20.31	13.84
	2017-18	10.30	16.58	14.53
	2018-19	9.90	16.78	12.87
	2019-20	8.14	14.80	13.29

Trend in Percentage of Absenteeism and Labour Turnover in States				
S No	State/U.T./Year	Percentage of Absenteeism	Percentage of Labour Turnover	
			Accession	Separation
1	2	3	4	5
7	Delhi			
	2015-16	20.64	16.63	17.14
	2016-17	21.37	21.31	21.32
	2017-18	3.69	18.76	18.66
	2018-19	15.39	13.30	14.10
	2019-20	10.48	11.34	13.71
8	Rajasthan			
	2015-16	17.72	17.58	15.09
	2016-17	20.03	21.96	19.58
	2017-18	19.01	24.78	19.57
	2018-19	17.22	21.16	18.28
	2019-20	11.78	19.69	21.05
9	Uttar Pradesh			
	2015-16	9.87	6.57	5.75
	2016-17	90.49	23.39	17.39
	2017-18	9.95	19.07	15.81
	2018-19	9.55	22.35	15.49
	2019-20	3.70	16.44	17.32
10	Bihar			
	2015-16	9.54	24.84	20.44
	2016-17	11.72	18.11	18.37
	2017-18	13.35	18.38	16.98
	2018-19	15.13	21.26	15.34
	2019-20	4.08	17.16	16.80
11	Sikkim			
	2015-16	3.29	10.62	7.52
	2016-17	3.17	25.05	10.80
	2017-18	5.57	13.06	12.29
	2018-19	7.62	9.50	9.41
	2019-20	5.12	14.47	13.35
12	Arunachal Pradesh			
	2015-16	4.66	10.87	10.43
	2016-17	1.00	8.85	7.77
	2017-18	1.81	6.85	8.32
	2018-19	1.96	5.34	10.42
	2019-20	0.71	10.95	6.99

Trend in Percentage of Absenteeism and Labour Turnover in States				
S No	State/U.T./Year	Percentage of Absenteeism	Percentage of Labour Turnover	
			Accession	Separation
1	2	3	4	5
13	Nagaland			
	2015-16	0.53	0.00	0.00
	2016-17	0.46	0.04	0.04
	2017-18	0.49	0.40	0.33
	2018-19	0.48	0.04	0.04
	2019-20	0.18	0.00	0.00
14	Manipur			
	2015-16	4.33	0.46	0.00
	2016-17	3.24	0.00	0.00
	2017-18	3.19	0.00	0.00
	2018-19	3.10	0.31	0.00
	2019-20	0.80	0.00	1.08
15	Mizoram			
	2019-20	10.54	0.00	0.00
16	Tripura			
	2015-16	31.68	0.98	0.43
	2016-17	41.47	1.27	0.55
	2017-18	2.65	0.65	0.61
	2018-19	1.51	0.74	1.88
	2019-20	0.32	0.00	0.00
17	Meghalaya			
	2015-16	19.31	2.37	2.59
	2016-17	5.53	3.55	3.46
	2017-18	3.43	5.19	3.68
	2018-19	4.35	2.34	2.97
	2019-20	1.36	1.78	1.03
18	Assam			
	2015-16	3.22	2.67	1.95
	2016-17	4.24	1.35	0.65
	2017-18	3.25	1.88	1.70
	2018-19	3.67	8.02	14.34
	2019-20	1.38	5.36	7.56
19	West Bengal			
	2015-16	14.88	9.10	12.28
	2016-17	13.28	13.29	12.97
	2017-18	13.71	14.47	10.87
	2018-19	15.41	10.26	12.08
	2019-20	8.77	11.66	9.48

Trend in Percentage of Absenteeism and Labour Turnover in States				
S No	State/U.T./Year	Percentage of Absenteeism	Percentage of Labour Turnover	
			Accession	Separation
1	2	3	4	5
20	Jharkhand			
	2015-16	10.24	14.47	12.84
	2016-17	10.96	13.97	18.61
	2017-18	11.08	11.86	10.92
	2018-19	12.83	7.88	9.09
	2019-20	6.35	7.99	5.33
21	Odisha			
	2015-16	12.66	4.16	3.99
	2016-17	8.80	5.98	3.64
	2017-18	10.53	5.01	4.10
	2018-19	17.73	5.18	3.48
	2019-20	3.18	5.97	4.42
22	Chhattisgarh			
	2015-16	9.27	4.40	5.45
	2016-17	8.43	7.84	5.67
	2017-18	9.15	6.56	5.68
	2018-19	8.69	4.74	7.26
	2019-20	3.77	5.29	5.75
23	Madhya Pradesh			
	2015-16	7.40	11.28	8.50
	2016-17	8.79	12.21	10.90
	2017-18	5.92	9.68	9.79
	2018-19	6.17	10.95	10.88
	2019-20	3.72	12.24	14.05
24	Gujarat			
	2015-16	9.43	13.30	11.61
	2016-17	8.63	17.51	12.40
	2017-18	22.19	70.22	11.65
	2018-19	9.07	28.73	14.11
	2019-20	6.55	16.01	16.00
25	Daman & Diu			
	2015-16	9.24	19.37	18.64
	2016-17	10.78	18.86	13.46
	2017-18	13.50	21.23	17.99
	2018-19	12.78	12.79	10.15
	2019-20	6.58	19.83	24.44

Trend in Percentage of Absenteeism and Labour Turnover in States				
S No	State/U.T./Year	Percentage of Absenteeism	Percentage of Labour Turnover	
			Accession	Separation
1	2	3	4	5
26	Dadra & Nagar Haveli			
	2015-16	15.27	15.26	14.80
	2016-17	15.97	21.51	16.95
	2017-18	14.18	23.13	20.18
	2018-19	24.06	21.05	17.29
	2019-20	8.89	15.23	12.89
27	Maharashtra			
	2015-16	10.71	15.40	14.17
	2016-17	12.67	19.72	13.75
	2017-18	12.42	18.64	13.00
	2018-19	11.65	13.20	14.21
	2019-20	6.94	12.16	13.74
28	Andhra Pradesh			
	2015-16	4.18	13.22	8.59
	2016-17	5.73	10.07	8.05
	2017-18	5.94	11.46	7.41
	2018-19	4.81	8.18	6.17
	2019-20	4.32	10.30	7.23
29	Karnataka			
	2015-16	8.75	15.32	14.99
	2016-17	8.60	18.66	17.70
	2017-18	8.65	15.98	14.44
	2018-19	9.47	18.34	14.78
	2019-20	7.15	17.84	20.24
30	Goa			
	2015-16	10.66	136.53	22.29
	2016-17	10.59	17.84	18.16
	2017-18	12.19	17.22	18.05
	2018-19	15.16	19.94	16.73
	2019-20	11.98	11.88	19.68
31	Kerala			
	2015-16	11.11	10.25	9.17
	2016-17	10.62	9.84	9.75
	2017-18	12.27	11.80	10.31
	2018-19	10.30	10.42	10.74
	2019-20	10.29	9.59	8.53

Trend in Percentage of Absenteeism and Labour Turnover in States				
S No	State/U.T./Year	Percentage of Absenteeism	Percentage of Labour Turnover	
			Accession	Separation
1	2	3	4	5
32	Tamil Nadu			
	2015-16	6.52	8.42	6.69
	2016-17	6.35	8.26	6.59
	2017-18	6.62	8.60	6.97
	2018-19	6.40	14.30	6.87
	2019-20	4.21	7.18	6.63
33	Puducherry			
	2015-16	5.75	7.54	6.70
	2016-17	7.13	12.35	8.70
	2017-18	5.32	7.03	3.49
	2018-19	6.32	4.22	3.99
	2019-20	4.23	3.78	2.25
34	A & N Islands			
	2015-16	10.69	14.24	20.20
	2016-17	3.52	22.90	15.65
	2017-18	4.41	23.03	24.34
	2018-19	5.80	23.08	14.69
	2019-20	4.77	12.00	10.67
35	Telangana			
	2015-16	4.72	10.26	2.95
	2016-17	3.58	22.16	3.40
	2017-18	3.78	4.04	2.45
	2018-19	4.32	5.40	4.18
	2019-20	3.07	3.37	5.14
36	Ladakh			
	2019-20	0.00	0.00	0.00
	All India			
	2015-16	9.50	12.39	10.63
	2016-17	9.55	16.00	12.40
	2017-18	11.64	21.56	11.93
	2018-19	9.74	16.65	12.11
	2019-20	6.18	13.01	13.62

CONFIDENTIAL

Government of India
Ministry of Statistics and Programme Implementation
Return under Collection of Statistics Act, 2008 and rules framed there under in 2011
Annual Survey of Industries 2019-2020 (Part –I)
(Please read the instructions before filling the return)

Block A: Identification particulars (for official use)						
1. Schedule Despatch (DSL) No.						
2. PSL No.						
3. Scheme code (<i>Census-1, Sample-2</i>)						
4. Industry code as per frame (4-digit level of NIC-2008)						
5. Industry code as per return (5-digit level of NIC-2008)						
6. Description of Industry:						
7. State Code						
8. District Code						
9. Sector (<i>Rural-1, Urban-2</i>)						
10. RO /SRO code						
11. No. of Units						
12. Status of Unit (<i>Code</i>)						

Block B: Particulars of the factory (to be filled by owner of the factory)									
1. Name and address of the Industrial undertaking:					1.1 Vill./Town:				
					1.2 District name:				
					1.3 State name:				
					1.4 PIN Code				
2. Type of organisation (<i>code</i>)									
3. Company Identification Number (CIN)									
4. Whether the unit has ISO Certification, 14000 Series (<i>yes-1, no-2</i>)									
5. Year of initial production									
6. Accounting year (..... to.....)									
7. Number of months of operation									
8. Whether the share capital of the company includes share of foreign entities (<i>yes-1, no-2</i>)									
9. Any R&D unit in your factory? (<i>yes & registered with DST/DBT-1, yes & registered with other-2 no-3</i>)									
10. Details of contact person		i) Name & designation:							
		ii) Tele (with STD code)							
		iii) FAX no.							
		iv) E-mail							

DECLARATION

I hereby declare that information furnished in this return is correct and complete to the best of my knowledge and belief.

Date :

Place :

(Name and Signature of owner with stamp)

Summary Results for Factory Sector: 2019-20

DSL No PSL No

Block E: EMPLOYMENT AND LABOUR COST							
Sl. No.	Category of staff	Man-days worked			Average number of persons worked	No. of mandays paid for	Wages/ salaries (in Rs.)
		Manu- facturing	Non Manufacturing	Total			
1	2	3	4	5	6	7	8
Part A: Details for each category of staff							
1.	Male workers employed directly						
2.	Female workers employed directly						
3.	Sub-total (items 1 + 2)						
4.	Workers employed through contractors						
5.	Total workers (items 3 + 4)						
6.	Supervisory & managerial staff						
7.	Other employees						
8.	Unpaid family members/ proprietor/ coop. members						
9.	Total employees (items 5+6+7+8)						
Part B: Some details for all categories of staff combined							
10.	Bonus (in Rs.)						
11.	Contribution to provident & other funds (in Rs.)						
12.	Workmen & staff welfare expenses (in Rs.)						
13.	Number of working days	(i) Manufacturing days					
		(ii) Non-manufacturing days					
		(iii) Total (i+ ii)					
14.	Total cost of production (in Rs.) [entry in col. 8 of item 9, 10, 11, and 12, block E + entry in col. 3 of item 7, 8, 9 & 10, block F + entry in col. 6 of item 23 of block H + entry in col. 6 of item 7, block I]						

CONFIDENTIAL

ANNUAL SURVEY OF INDUSTRIES 2019-2020
PART II MANDAYS WORKED, ABSENTEEISM & LABOUR TURNOVER

Block 1. Identification and other Particulars

1. Schedule Dispatch No.			10. Type of Organisation (code)			16. Signature		
2. PSL No.			11. Company Identification Number (CIN)			17. Name of Scrutinizing Officer		
3. Scheme Code (census - 1, sample - 2)			12. Accounting Year			18. Personnel code		
4. Industry code as per Frame (4-digit level of NIC - 08)			13. Name of Superintending Officer			19. Head Quarter		
5. Industry code as per return (5- digit level of NIC - 08)			14. Personnel code			20. Signature.		
6. Description of Industry			15. Head Quarter					
7. State code								
8. District code								
9. RO/SRO code								
Name and address of the Industrial Undertaking								
City/ Town/ Village		Tehsil/ Taluk		District		State		

Block 2- Mandays worked, absenteeism, labour turnover for regular workers directly employed for each month of the year.

Sl no.	Month	Scheduled Working days for Workers	No of Mandays Worked	No of Mandays lost due to absence	No of Workers in employment on		Accessions during the Month	Separations during the month due to	
					First day of month	Last day of month		Death or retirement	Other causes
0	1	2	3	4	5	6	7	8	9
1.	Apr, 2019								
2.	May, 2019								
3	June, 2019								
4	July, 2019								
5	Aug, 2019								
6	Sep, 2019								
7	Oct, 2019								
8	Nov, 2019								
9	Dec, 2019								
10	Jan, 2020								
11	Feb, 2020								
12	Mar, 2020								

NATIONAL INDUSTRIAL CLASSIFICATION-2008

GROUP	CODE	DESCRIPTIONS
SECTION A:		AGRICULTURE, HUNTING AND FORESTRY
DIVISION 01		AGRICULTURE, HUNTING AND RELATED SERVICE ACTIVITIES
	016	Support activities to Agriculture and Post Harvest Crop Activities
SECTION C:		MINING AND QUARRYING
DIVISION 14		OTHER MINING AND QUARRYING
	089	Mining and quarrying n.e.c.
	099	Support activities for other mining and quarrying
SECTION D:		MANUFACTURING
DIVISION 15		MANUFACTURE OF FOOD PRODUCTS AND BEVERAGES
	101	Processing and preservation of meat
	102	Processing and preserving of fish, crustaceans and mollusks and products thereof
	103	Processing and preserving of fruit and vegetables
	104	Manufacture of vegetable and animal oils and fats
	105	Manufacture of dairy products
	106	Manufacture of grain mill products, starches and starch products
	107	Manufacture of other food products
	108	Manufacture of prepared animal feeds
	110	Manufacture of beverages
	120	Manufacture of tobacco products
	131	Spinning, weaving and finishing of textiles
	139	Manufacture of other textiles
	141	Manufacture of wearing apparel, except fur apparel
	142	Manufacture of articles of fur
	143	Manufacture of knitted and crocheted apparel
	151	Tanning and dressing of leather; Manufacture of luggage, handbags, saddlery and harness; dressing and dyeing of fur
	152	Manufacture of footwear
	161	Saw milling and planing of wood
	162	Manufacture of products of wood, cork, straw and plaiting materials
	170	Manufacture of paper and paper products
	181	Printing and service activities relating to printing
	182	Reproduction of recorded media
	191	Manufacture of coke oven products

GROUP	CODE	DESCRIPTIONS
	192	Manufacture of refined petroleum products
	201	Manufacture of basic chemicals, fertilizer and nitrogen compounds, plastics and synthetic rubber in primary forms
	202	Manufacture of other chemical products
	203	Manufacture of man-made fibres
	210	Manufacture of pharmaceuticals, medicinal chemical and botanical products
	221	Manufacture of rubber products
	222	Manufacture of plastic products
	231	Manufacture of glass and glass products
	239	Manufacture of non-metallic mineral products n.e.c.
	241	Manufacture of basic iron and steel
	242	Manufacture of basic precious and other non-ferrous metals
	243	Casting of metals
	251	Manufacture of structural metal products, tanks, reservoirs and steam generators
	252	Manufacture of weapons and ammunition
	259	Manufacture of other fabricated metal products; metalworking service/ activities
	261	Manufacture of electronic components
	262	Manufacture of computers and peripheral equipment
	263	Manufacture of communication equipment
	264	Manufacture of consumer electronics
	265	Manufacture of measuring, testing, navigating and control equipment; watches & clocks
	266	Manufacture of irradiation, electro medical and electrotherapeutic equipment
	267	Manufacture of optical instruments and equipment
	268	Manufacture of magnetic and optical media
	271	Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus
	272	Manufacture of batteries and accumulators
	273	Manufacture of wiring and wiring devices
	274	Manufacture of electric lighting equipment
	275	Manufacture of domestic appliances
	279	Manufacture of other electrical equipment
	281	Manufacture of general purpose machinery
	282	Manufacture of special-purpose machinery
	291	Manufacture of motor vehicles
	292	Manufacture of bodies (coach-work) for motor vehicles

GROUP	CODE	DESCRIPTIONS
	293	Manufacture of parts and accessories for motor vehicles
	301	Building of ships and boats
	302	Manufacture of railway locomotives and rolling stock
	303	Manufacture of air and spacecraft and related machinery
	304	Manufacture of weapons and ammunition
	309	Manufacture of transport equipment n.e.c.
	310	Manufacture of furniture
	321	Manufacture of jewellery, bijouterie and related articles
	322	Manufacture of musical instruments
	323	Manufacture of sports goods
	324	Manufacture of games and toys
	325	Manufacture of medical and dental instruments and supplies
	329	Other manufacturing n.e.c.
	331	Repair of fabricated metal products, machinery and equipment
	332	Installation of industrial machinery and equipment
SECTION D.		ELECTRICITY, GAS, STEAM AND AIRCONDITION SUPPLY
	351	Electric power generation, transmission and distribution
	352	Manufacture of gas, distribution of gaseous fuels through mains
	353	Steam and air conditions supply
SECTION E.		WATER SUPPLY, SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES
	360	Water Collection, treatment and supply
	370	Sewerage
	381	Waste treatment
	382	Waste Treatment & disposal
	383	Materials recovery
	390	Remediation activities and other waste management services
	400	All others Manufacturing activities not described above

n.e.c. stands for 'Not Elsewhere Classified'

List of Publications brought out by Labour Bureau on Annual Survey of Industries {ASI}			
Year of Publication	Symbol Number	Title of Publication	Price {inRs.}
1	2	3	4
1981	PDLB-212-III(NIC)	Detailed State-wise Report on Food, Beverage and Tobacco Industries, 1971, Vol. II (NIC)	156.00
	PDLB-215-VI(NIC)	Detailed State-wise Report on Rubber, Petroleum, Coal, Chemicals and Non-Metallic Mineral Products Industries, 1971, Vol. V (NIC)	206.00
1982	<u>PDLB-227-1(I)</u> <u>750-1982(DSK-II)</u>	Labour Statistics under ASI, 1973-74, Summary Report, Vol.I, Part-I	14.00
1983	PDLB-213-III (NIC)	Detailed State-wise Report on Textiles, Footwear, Wearing Apparel and made-up Textile Goods Industries, 1971, Vol.III(NIC)	136.00
	PDLB-214-IV (NIC)	Detailed State-wise Report on Wood, Cork, Furniture, Paper, Printing and Leather Industries, 1971, Vol.IV(NIC)	114.00
	PDLB-215-VI (NIC)	Detailed State-wise Report on Basic Metal and Machinery Manufacturing Industries, 1971, Vol.VI(NIC)	169.00
	PDLB-217-VII (NIC)	Detailed State-wise Report on Transport Equipment Manufacturing Industries, 1971, Vol.VII(NIC)	69.00
	PDLB-218-VIII (NIC)	Detailed State-wise Report on Miscellaneous Industries, 1971, Vol. VIII(NIC)	157.00
	PDLB-238(H)	Preliminary Summary Report (1978-79) (Hindi Version)	36.50
1985	PDLB-251-VII	Detailed State-wise Report on Transport Equipment Manufacturing Industries, 1963, 1964, 1966, 1971, 1973-74 and 1977-78, Vol.VII	102.00
1986	PDLB-258-I(H)	Summary Report 1973-74, 1977-78, Vol.I, Part-I (Hindi Version)	30.50
1987	PDLB-245-I	Detailed State-wise Report, 1963, 1964, 1966, 1971, 1973-74 and 1977-78, Vol.I(Part-II)	120.50
	<u>PDLB-262(N)</u> <u>650-1987(DSK-III)</u>	ASI, 1980-81, Preliminary Summary Report- Census Sector	60.00
	<u>PDLB-264(N)</u> <u>650-1987(DSK-II)</u>	Report on Labour Statistics under the ASI, 1979-80 (Sample)	15.00

Year of Publication	Symbol Number	Title of Publication	Price {inRs.}
1	2	3	4
1988	<u>PDLB-260(N)</u> <u>650-1986(DSK-II)</u>	Report on Labour Statistics under the ASI, 1977-78 (Sample Sector)	17.00
1989	<u>PDLB-352</u> <u>600-1989(DSK-III)</u>	ASI, 1985-86, Summary Report on Employment and Labour Cost in Census Sector	22.00
	PDLB-355(N)	ASI, 1985-86, Summary Report on Employment and Labour Cost in Sample Sector	24.00
	<u>PDLB-359(N)</u> <u>650-1989(DSK-II)</u>	ASI, 1985-86, Summary Report on Absenteeism and Labour Turnover in Sample Sector	14.50
1990	PDLB-367(N)	ASI, 1985-86, Summary Report on Absenteeism and Labour Turnover in Census Sector	23.00
	<u>PDLB-374(N)</u> <u>500-1990(DSK-II)</u>	ASI, 1981-82, Summary Report on Absenteeism, Labour Turnover and Labour Cost in Census Sector	19.00
1991	<u>PDLB-381</u> <u>500-1991(DSK-II)</u>	ASI, 1985-86, Summary Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Factory Sector	50.00
1992	PDLB-396(I)	Summary Report 1963, 1964, 1966, 1971, 1973-74, 1977-78 and 1980-81, Vol.I (Part-I)	45.00
	PDLB-385(II)	Detailed Industry-wise Report on Food, Beverages and Tobacco Industries, 1963, 1964, 1966, 1971, 1973-74, 1977-78 and 1980-81, Vol.II	536.50
	PDLB-385-IV	Detailed Industry-wise Report on Wood, Cork, Furniture, Paper, Printing and Leather Industries, 1963-64, 1966, 1971, 1973-74, 1977-78 and 1980-81, Vol.IV	143.00
	<u>PDLB-388</u> <u>500-1991(DSK-II)</u>	ASI, 1984-85, Summary Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	112.00
	<u>PDLB-380</u> <u>500-1992(DSK-II)</u>	ASI, 1986-87, Summary Report on Employment and Labour Cost in Census Sector	97.00

Year of Publication	Symbol Number	Title of Publication	Price {inRs.}
1	2	3	4
1992	PDLB-395-VIII	Detailed State-wise Report on Miscellaneous Industries, 1963, 1964, 1966, 1971, 1973-74, 1977-78 and 1980-81, Vol.VIII	480.00
1993	PDLB-389-VI	Detailed State-wise Report on Basic Metal and Machinery Manufacturing Industries, 1963, 1964, 1966, 1971, 1973-74, 1977-78 and 1980-81, Vol.VIII	754.00
	PDLB-385-V	Detailed State-wise Report, 1963, 1964, 1966, 1971, 1973-74, 1977-78 and 1980-81, Vol.V	1115.00
	<u>PDLB-383</u> <u>500-1991(DSK-II)</u>	ASI, 1984-85, Labour Statistics on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	49.00
1994	<u>PDLB-522(N)</u> <u>500-1993(DSK-II)</u>	ASI, 1987-88, Summary Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	131.00
	<u>PDLB-406</u> <u>500-1993(DSK-II)</u>	ASI, 1989-90, Summary Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	199.00
	PDLB-411-I(II)	ASI, 1980-81, Detailed Summary Report by Major Groups of Industries, Vol.I (Part-II)	178.00
	PDLB-390-VII	Detailed Industry-wise Report on Earnings and Labour Cost in Transport Equipment Mfg. Industries, 1980-81, Vol.VII	225.00
	<u>PDLB-407</u> <u>500-1993(DSK-II)</u>	ASI, 1986-87, Summary Report on Employment and Labour Cost in Sample Sector	61.00
1995	<u>PDLB-426</u> <u>500-1995(DSK-II)</u>	ASI, 1990-91, Report on Employment and Labour Cost in Sample Sector	68.67
1996	<u>PDLB-430</u> <u>500-1995(DSK-II)</u>	ASI, 1991-92, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	50.00
	<u>PDLB-429</u> <u>500-1996(DSK-II)</u>	ASI, 1988-89, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	76.00
	<u>PDLB-427</u> <u>500-1995(DSK-II)</u>	ASI, 1988-89, Summary Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	68.00

Year of Publication	Symbol Number	Title of Publication	Price {inRs.}
1	2	3	4
1996	<u>PDLB-433</u> <u>500-1995(DSK-II)</u>	ASI, 1990-91, Summary Report on Employment and Labour Cost in Census Sector	61.00
	<u>PDLB-432</u> <u>500-1996(DSK-II)</u>	ASI, 1991-92, Summary Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	70.00
1997	<u>PDLB-439</u> <u>300-1996(DSK-II)</u>	ASI, 1989-90, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	71.00
1998	<u>PDLB-438</u> <u>300-1998(DSK-II)</u>	ASI, 1987-88, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	67.00
	<u>PDLB-448</u> <u>500-1997(DSK-II)</u>	ASI, 1992-93, Summary Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	58.75
1998	<u>PDLB-449</u> <u>300-1997(DSK-II)</u>	ASI, 1993-94, Summary Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	58.55
	<u>PDLB-455</u> <u>300-1998(DSK-II)</u>	ASI, 1992-93, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	68.00
	<u>PDLB-456</u> <u>300-1998(DSK-II)</u>	ASI, 1993-94, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in sample Sector	68.00
1999	<u>PDLB-470</u> <u>300-1999(DSK-II)</u>	ASI, 1994-95, Report on Earnings in Census Sector	NS
	<u>PDLB-471</u> <u>300-1999(DSK-II)</u>	ASI, 1994-95, Report on Employment and labour Cost in Census Sector	60.00
	<u>PDLB-464</u> <u>300-1999(DSK-II)</u>	ASI, 1994-95, Report on Employment and labour Cost in Sample Sector	57.00
	<u>PDLB-466</u> <u>300-1999(DSK-II)</u>	ASI, 1995-96, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	70.00
	<u>PDLB-472</u> <u>300-1999(DSK-II)</u>	ASI, 1995-96, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	60.00
2000	<u>PDLB-453</u> <u>300-1998(DSK-II)</u>	ASI, 1986-87, Report on Earnings in Sample Sector	NS

Year of Publication	Symbol Number	Title of Publication	Price {inRs.}
1	2	3	4
2000	<u>PDLB-454</u> <u>300-1998(DSK-II)</u>	ASI, 1990-91, Report on Earnings in Sample Sector	NS
	<u>PDLB-465</u> <u>300-1999(DSK-II)</u>	ASI, 1994-95, Report on Earnings in Sample Sector	57.00
	<u>PDLB-467</u> <u>300-1999(DSK-II)</u>	ASI, 1996-97, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	75.00
2001	<u>PDLB-473</u> <u>300-1999(DSK-II)</u>	ASI, 1996-97, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	70.00
	<u>PDLB-482</u> <u>300-2001(DSK-II)</u>	ASI, 1997-98, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	80.00
2002	<u>PDLB-486</u> <u>300-2001(DSK-II)</u>	ASI, 1997-98, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	75.00
2003	<u>PDLB-491</u> <u>300-2002(DSK-II)</u>	ASI, 1998-99, Report on Employment and Labour Cost in Census Sector	55.00
	<u>PDLB-492</u> <u>300-2002(DSK-II)</u>	ASI, 1998-99, Report on Employment and Labour Cost in Sample Sector	NS
	<u>PDLB-495</u> <u>300-2002(DSK-II)</u>	ASI, 1999-2000, Vol.I, Statistics on Employment and Labour Cost in Census Sector	135.00
	<u>PDLB-496</u> <u>300-2002(DSK-II)</u>	ASI, 1999-2000, Vol.I, Statistics on Employment and Labour Cost in Sample Sector	210.00
	<u>PDLB-497</u> <u>300-2002(DSK-II)</u>	ASI, 1999-2000, Vol.II, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	70.00
	<u>PDLB-498</u> <u>300-2002(DSK-II)</u>	ASI, 1999-2000, Vol.II, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	70.00
	<u>PDLB-503(E)</u> <u>190-2003(DSK-II)</u>	ASI, 2000-01, Vol.I, Statistics on Employment and Labour Cost in Census Sector	120.00
	<u>PDLB-504(E)</u> <u>190-2003(DSK-II)</u>	ASI, 2000-01, Vol.I, Statistics on Employment and Labour Cost in Sample Sector	120.00
2004	<u>PDLB-493</u> <u>300-2002(DSK-II)</u>	ASI, 1998-99, Report on Earnings in Census Sector	NS

Year of Publication	Symbol Number	Title of Publication	Price {inRs.}
1	2	3	4
2004	<u>PDLB-494</u> <u>300-2002(DSK-II)</u>	ASI, 1998-99, Report on Earnings in Sample Sector	NS
	<u>PDLB-505(E)</u> <u>190-2003(DSK-II)</u>	ASI, 2000-01, Vol.II, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	74.00
	<u>PDLB-506(E)</u> <u>190-2003(DSK-II)</u>	ASI, 2000-01, Vol.II, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	75.00
	<u>PDLB-512(E)I</u> <u>85-2004(DSK-II)</u>	ASI, 2001-02, Vol.I, Statistics on Employment and Labour Cost in Census Sector	130.00
	<u>PDLB-513(E)I</u> <u>85-2004(DSK-II)</u>	ASI, 2001-02, Vol.I, Statistics on Employment and Labour Cost in Sample Sector	121.00
	<u>PDLB-514(E)(II)</u> <u>85-2004(DSK-II)</u>	ASI, 2001-02, Vol.II, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	75.00
	<u>PDLB-515(E)(II)</u> <u>85-2004(DSK-II)</u>	ASI, 2001-02, Vol.II, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	75.00
2005	<u>PDLB-522</u> <u>85-2005(DSK-II)</u>	ASI, 2002-03, Vol.I, Statistics on Employment and Labour Cost in Census Sector	140.00
	<u>PDLB-523</u> <u>85-2005(DSK-II)</u>	ASI, 2002-03, Vol.I, Statistics on Employment and Labour Cost in Sample Sector	140.00
	<u>PDLB-524</u> <u>85-2005(DSK-II)</u>	ASI, 2002-03, Vol.II, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Census Sector	80.00
	<u>PDLB-525</u> <u>85-2005(DSK-II)</u>	ASI, 2002-03, Vol.II, Report on Absenteeism, Labour Turnover, Employment and Labour Cost in Sample Sector	80.00
2006	<u>PDLB-532(Vol.I)</u> <u>120-2006(DSK-II)</u>	ASI, 2003-04, Vol.I, Statistics on Employment and Labour Cost	210.00
	<u>PDLB-533(Vol.II)</u> <u>120-2006(DSK-II)</u>	ASI, 2003-04, Vol.II, Report on Absenteeism, Labour Turnover, Employment and Labour Cost	140.00
2007	<u>PCSO.33-2004-</u> <u>2005(Detail)Vol.I</u> <u>120-2007(DSK-III)</u>	ASI, 2004-05, Vol.I, Statistics on Employment and Labour Cost	160.00

Year of Publication	Symbol Number	Title of Publication	Price {inRs.}
1	2	3	4
2007	<u>PCSO.33.2004-2005(Detail)Vol.II</u> <u>120-2007(DSK-III)</u>	ASI, 2004-05, Vol.II, Report on Absenteeism, Labour Turnover, Employment and Labour Cost	150.00
2008	<u>PDLB-633 (Vol.I)</u> <u>120-2008(DSK-II)</u>	ASI, 2005-06, Vol.I, Statistics on Employment and Labour Cost	160.00
	<u>PDLB-634 (Vol.II)</u> <u>120-2008(DSK-II)</u>	ASI, 2005-06, Vol.II, Statistics on Employment and Labour Cost	160.00
2009	<u>PDLB-636 (Vol.I)</u> <u>120-2010(DSK-II)</u>	ASI, 2006-07, Vol.I, Statistics on Employment and Labour Cost	180.00
	<u>PDLB-636 (Vol.II)</u> <u>120-2010(DSK-II)</u>	ASI, 2006-07, Vol.II, Statistics on Employment and Labour Cost	180.00
2010	<u>PDLB-641 (Vol.I)</u> <u>120-2010(DSK-II)</u>	ASI, 2007-08, Vol.I, Statistics on Employment and Labour Cost	190.00
	<u>PDLB-641 (Vol.II)</u> <u>120-2010(DSK-II)</u>	ASI 2007-08, Vol.II, Report on Absenteeism, Labour Turnover, Employment and Labour Cost	190.00
2012	<u>PDLB-649 (Vol.I)</u> <u>120-2011(DSK-II)</u>	ASI, 2008-09, Vol.I, Statistics on Employment and Labour Cost	210.00
	<u>PDLB-649 (Vol.II)</u> <u>120-2011(DSK-II)</u>	ASI 2008-09, Vol.II, Report on Absenteeism, Labour Turnover, Employment and Labour Cost	100.00
	<u>PDLB-653 (Vol.I)</u> <u>120-2011(DSK-II)</u>	ASI 2009-10, Vol.I, Statistics on Employment and Labour Cost	275.00
2013	<u>PDLB-653 (Vol.I)</u> <u>120-2011(DSK-II)</u>	ASI 2009-10, Vol.II, Report on Absenteeism, Labour Turnover, Employment and Labour Cost	105.00
2014	<u>PCSO 33 2010-11 (Vol.I)</u> <u>120-2012(DSK-III)</u>	ASI 2010-11, Vol.I, Statistics on Employment and Labour Cost	245.00
	<u>PCSO 33 2010-11 (Vol.II)</u> <u>120-2012(DSK-III)</u>	ASI 2010-11, Vol.II, Report on Absenteeism, Labour Turnover, Employment & Labour Cost	139.00
	<u>PCSO 33 2011-12 (Vol.II)</u> <u>120-2013(DSK-III)</u>	ASI 2011-12, Vol.-II, Report on Absenteeism, Labour Turnover, Employment & Labour Cost	156.00
	<u>PCSO 33 2011-12 (Vol.I)</u> <u>120-2013(DSK-III)</u>	ASI 2011-12, Vol.-I, Statistics on Employment and Labour Cost	245.00

Year of Publication	Symbol Number	Title of Publication	Price {in Rs.}
1	2	3	4
2016	PCSO 33 2012-13 (Vol.I) 120-2014(DSK-III)	ASI 2012-13, Vol.-I, Statistics on Employment and Labour Cost	275.00
		ASI 2012-13, Vol.-II, Report on Absenteeism, Labour Turnover, Employment & Labour Cost	165.00
2017	PDLB-675 120-2016(DSK-II)	ASI 2013-14, Vol.-I, Statistics on Employment and Labour Cost	275.00
2019	PDLB-676 120-2016(DSK-II)	ASI 2013-14, Vol.-II, Report on Absenteeism, Labour Turnover, Employment & Labour Cost	156.00
	--	ASI 2014-15, Vol.-I, Statistics on Employment and Labour Cost	--
	--	ASI 2014-15, Vol.-II, Report on Absenteeism, Labour Turnover, Employment & Labour Cost	--
	--	ASI 2015-16, Vol.-I, Statistics on Employment and Labour Cost	--
	--	ASI 2015-16, Vol.-II, Report on Absenteeism, Labour Turnover, Employment & Labour Cost	--
2020	--	ASI 2016-17, Vol.-I, Statistics on Employment and Labour Cost	--
	--	ASI 2016-17, Vol.-II, Report on Absenteeism, Labour Turnover, Employment & Labour Cost	--
	--	ASI 2017-18, Vol.-I, Statistics on Employment and Labour Cost	--
2021	--	ASI 2017-18, Vol.-II, Report on Absenteeism, Labour Turnover, Employment & Labour Cost	--
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