

Chapter-17

LABOUR STATISTICS

FUNCTIONS & ORGANIZATIONAL SET-UP OF LABOUR BUREAU

17.1 Ever since its inception in 1946, Labour Bureau has been engaged in collection, compilation, analysis and dissemination of labour statistics at All India level on different facets of labour. The statistics help in providing vital inputs for formulation of suitable policies and for suggesting appropriate ameliorative measures to improve the conditions of different segments of labour force. **The main activities of the Bureau include:**

- (i) Compilation and maintenance of Consumer Price Index Numbers for (i) Industrial Workers; (ii) Agricultural and Rural Labourers, (iii) Retail Price Index of Selected Essential Commodities in Urban and Rural Areas and (iv) Wage Rate Indices, etc;
- (ii) Collection, compilation and dissemination of statistical information on various aspects of labour such as employment, wages and earnings, absenteeism, labour turnover, social security, welfare amenities, industrial relations, etc. on the basis of statutory and voluntary returns under different Labour Acts and surveys conducted.
- (iii) Conducting research studies and surveys on labour related matters in organized and unorganized sectors covering, inter alia, SC/ST Workers, Women Labour, Contract Workers in organized sector workers; and occupational wage survey in manufacturing industries, mines, plantation and service sector.
- (iv) Imparting training to State/UT personnel and the trainees

sponsored by various state and central agencies, and

- (v) Bringing out regular and ad-hoc publications in the field of labour.

17.2 The two main wings of the Labour Bureau are at Chandigarh and Shimla and its four Regional offices are at Ahmedabad, Kolkata, Chennai, Kanpur and a Sub-Regional office at Mumbai.

MAJOR ACTIVITIES & ACHIEVEMENTS OF THE LABOUR BUREAU

(I) CONSUMER PRICE INDICES

17.3 The Consumer Price indices compiled and maintained by Labour Bureau on a regular monthly basis are explained as below:

(a) Consumer Price Index Numbers for Industrial Workers (CPI-IW) (Base 2001 = 100)

17.4 Consumer Price Index Numbers for Industrial Workers (CPI-IW) which measure the rate of change in prices of a fixed basket of goods and services consumed by the working class population, are compiled and maintained by the Labour Bureau, an attached office of the Ministry of Labour and Employment, since 1943.

17.5 These Index Numbers are utilized for revision of wages, determination of variable dearness allowances, measuring inflationary trends and policy formulation. The weighting diagrams for new series were derived on the basis of the Working Class Family Income and Expenditure Survey conducted during 1999-2000. The relative weights of different groups in the consumption basket are given in **Box 17.1**. Under the new series on base: 2001=100, indices of 78 centres and all-India are

compiled since Jan., 2006 with a time lag of one month and are published in the Bureau's monthly publication, "The Indian Labour Journal" besides putting them on the Bureau's website -www.labourbureau.gov.in

Box 17.1	
WEIGHTS FOR BROAD GROUPS UNDER CPI-IW 2001=100	
Group	Weight
Food	46.20
Pan, Supari, Tobacco & Intoxicants	2.27
Fuel & Light	6.43
Housing	15.27
Clothing, Bedding & Footwear	6.57
Miscellaneous	23.26
Total	100.00

17.6 Bureau also brings out an annual Report on Consumer Price Index Numbers for Industrial Workers containing useful information on CPI-IW at disaggregated level. Annual Report on Consumer Price Index Numbers (IW) on Base: 1982=100 for the year 2005 was prepared and released. A comparative picture of monthly variation in CPI (IW) is presented in **Table 17.1**

(b) Consumer Price Index Numbers for Rural Labourers and for Agricultural Labourers [CPI (RL/AL)] (Base: 1986-87=100)

17.7 CPI Numbers for Rural labourers and its subset Agricultural Labourers are being compiled for 20 States and All-India on base 1986-87=100 on monthly basis. These index numbers are used for revision and fixation of minimum wages in respect of the employments in agriculture under the Minimum Wages Act, 1948.

17.8 The Monthly indices and annual rate of inflation are presented in **Table 17.2**. The Annual Reports on CPI Numbers for Agricultural and Rural Labourers (Base:1986-87=100) for the year 2004-2005 has been released.

(c) Retail Price Index of 31 Essential Commodities in Urban areas

17.9 Retail Price Indices of 31 selected essential commodities have also been compiled every month on the basis of the results of new Working Class Family Income and Expenditure Survey among Industrial Workers during 1999-2000, with the objective to monitor the movement in prices of selected commodities and to take timely remedial action to check/regulate the prices of these items. These indices are supplied to the Ministry of Consumer Affairs, Food and Public Distribution every month. The index upto October, 2006 has been compiled and released.

(d) Repeat House Rent Survey

17.10 As a corollary to the main Working Class Family Income and Expenditure Survey, Repeat House Rent Surveys 78 centres with base: 2001=100 are conducted and 156 Housing Indices for 78 centres @ 2 indices per centre are to be compiled. The House Rent Indices for 9th round (Survey period January 2006 to June, 2006) in respect of 78 centres were also compiled and released on base: 2001=100.

(e) Wage Rate Index Numbers

17.11 Wage Rate Index Numbers are compiled on the basis of data thrown up by the Second Occupational Wage Survey (1963-65). They depict the movement of relative change experienced in wage rates over a period of time with 1963-65=100 as base year. These indices are compiled for twenty one selected industries in three sectors viz., Manufacturing, Plantations and Mining. Sector-wise details of industries covered and percentage of workers covered to total employment in each sector is given below:

DETAILS OF IMPORTANT SURVEYS / STUDIES

(a) Rural Labour Enquiry

Sector	Number of Industries	Percentage of Workers covered to total employment in the sector
Manufacturing	14	67
Plantation	3	100
Mining	4	95

17.12 The indices are compiled using data on basic wage and dearness allowance, which are of regular nature of earnings of the workers in organised sector in India. Wage Rate Index Numbers have been compiled upto the year 2002. Processing of data and compilation of Wage Rate Index Numbers for the year 2003 is in progress. Information of Wage Rate Index Numbers, Absolute Wage Rates and Real Wage Rates (at 1960 price) in selected 21 industries for the year 1999 to 2002 are given in **Table 17.3**.

II Statutory and Voluntary Returns

17.13 Labour Bureau collects, compiles and disseminates labour statistics on different facets of labour based on Annual statutory returns received from various States and UT authorities under the provisions of various Labour Enactments and voluntary statistics relating to industrial disputes, closures, lay-offs and retrenchments furnished every month by the State and Central Labour Departments to the Labour Bureau as given in **Table 17.4**

III Field Surveys and Studies

17.14 As the data compiled from periodic returns do not meet all the requirements for planning and policy formulation in the field of labour. The Bureau conducts periodic/ad-hoc surveys on different aspects of labour such as: (i) Employment, (ii) Wages and Earnings, (iii) Working and Living Conditions of workers engaged in the Organized and Unorganized sectors of the economy to bridge the gap in the availability of labour statistics.

17.15 Rural Labour Enquiries (RLE) have been of great assistance in refining the policies and programmes undertaken with the objective of ameliorating the living and working conditions of rural labour. The data for the purpose is collected by the NSSO as a part of its general Employment and Unemployment Surveys and Consumption Expenditure Survey conducted on quinquennial basis. The responsibility of preparation and publication of reports on the findings of the survey falls on Labour Bureau which brings out reports on different aspects of Rural Labour Households viz., (i) Indebtedness, (ii) Consumption Expenditure, (iii) Wages and Earnings, (iv) Employment and Unemployment and (v) General Characteristics of Rural Labour Households.

17.16 The consumption expenditure data collected through RLE is being utilised for deriving weighting diagrams for construction of series of CPI Numbers for Agricultural and Rural Labourers. The weighting diagrams for the current series of CPI Numbers for Agricultural and Rural Labourers with base 1986-87=100 was derived from the consumption expenditure data collected during 38th Round of NSS (1983). The CPI Numbers for Agricultural and Rural Labourers facilitate fixation and revision of minimum wages in employment in agricultural and rural areas under the Minimum Wages Act, 1948. Consumer Price Index Numbers with base 1986-87=100 separately for Agricultural and Rural Labourers for 20 States and all-India were compiled and published upto the month of November, 2006 .

17.17 Under this scheme, the Labour Bureau also collects wage rate data for 18 agricultural & non-agricultural occupations regularly every month from 600 sample

villages. The data is also used for ascertaining the extent of implementation of the Minimum Wages Act 1948. The data is of immense use for drawing up appropriate policies and programmes for conducting cost studies and also for estimating the national/ state income. Collection of wage rate data for 18 agricultural and non-agricultural occupations from 600 sample villages with effect from July, 1986 is being done regularly on monthly basis. Wage rate statistics were compiled and published upto the month of October, 2006 in the Indian Labour Journal. The base paper for updation of base of CPI AL/RL to more relevant year 61st round of NSS is prepared and sent to TAC of CSO for consideration.

(b) Occupational Wage Surveys (OWS)

17.18 Occupational Wage Surveys are being conducted since 1958-59 with the objective of providing data/information required for (i) studying inter and intra-industry wage differentials; (ii) Revision of base of Wage Rate Index Numbers being compiled by the Bureau; and (iii) evaluation of the implementation of the provisions relating to the equal remuneration under the Equal Remuneration Act, 1976.

17.22 The Sixth Round of Occupational Wage Survey launched in 2003 covering 56 industries has been taken up. In this Round of OWS, 4 service sector industries are being covered for the first time. Field survey for collecting data on four-service sector industries viz., Railways, Public Sector Motor Transport, Electricity Generation & Distribution and Ports & Docks has been completed and report writing work is in progress. The field survey in respect of three plantations and one tea processing industries is in progress.

17.23 The report on four Service Sector industries has been released under 6th round of O.W.S., the report on the three Plantations viz. Coffee, Rubber and Tea Plantation and One Tea Processing industry under 6th round of OWS is under

printing and will be released shortly, the field survey in respect of four Mining Industries viz., Coal, Manganese, Oil and Iron Ore and five Textile industries viz., Silk, Cotton, Jute, Woollen and Synthetic industries under 6th round of O.W.S remained in progress.

Future Plans

17.24 The report in respect of three Plantations viz., Coffee, Rubber and Tea Plantation and One Tea Processing Industry is under printing and will be released.

(c) Contract Labour Surveys

17.25 Contract Labour Surveys are conducted to study the extent and nature of problems and working conditions of Contract Labour employed in different industries having a high percentage of such labour. Under these surveys information is collected on employment, wages and earnings, working conditions, welfare, social security and industrial relations.

17.26 Labour Bureau has so far conducted 45 surveys in 40 industries (including repeat surveys in 5 industries viz., Rice Milling, Iron Ore Mines, Petroleum Refineries and Oil Fields, Building and Construction and Iron and Steel. Reports on the 39 industries have been released. The data collected during the 45th Survey in Air transport Sector (i.e. 40th industry) has been processed and the report is under finalisation.

(d) Socio Economic Surveys of different Segments of Labour

17.27 The scheme aims at conducting surveys on Working and Living Conditions of Unorganised sector workers, SC/ST workers and Women Workers as well as the studies on Evaluation of Implementation of the Minimum Wages Act, 1948. Labour Bureau has so far conducted 9 Scheduled Caste and 7 Scheduled Tribes Surveys, 29 Unorganised sector surveys, 19 Surveys of Women Workers and 25 studies on Evaluation of

Implementation of the Minimum Wages Act, 1948. The report relating to study on Evaluation of Implementation of the Minimum Wages Act, 1948 in Stone Breaking and Stone Crushing industry in Rajasthan (25th survey) has been released. The report relating to Socio-economic Condition of Women Workers working in Food Processing Industries is under preparation. The fieldwork of Survey on ST workers in ST belt of Gujarat comprising Vapi, Valsad, Navsari & Sachin is nearing completion.

(e) Annual Survey of Industries(ASI)

17.28 Labour Bureau is responsible for processing and dissemination of data on absenteeism, labour turnover, employment, mandays worked, social security benefits, earnings, labour cost and cost of production collected through the Annual Survey of Industries (ASI) under the Collection of Statistics Act, 1953. The main objectives of the ASI is to build a systematic database on Absenteeism; Labour Turnover; Earnings; Employment, Labour Cost and Cost of Production, and to analyse various components of Labour Cost in Manufacturing Industries.

17.29 The scope of the ASI extends to the entire country except the States of Arunachal Pradesh, Mizoram, Sikkim and the Union Territory of Lakshadweep. The coverage of ASI is extended to all factories registered under sections 2m(i) and 2m(ii) of the Factories Act, 1948 and beedi and cigar manufacturing establishments registered under the Beedi and Cigar Workers (Condition of Employment) Act, 1966. For collection of data under ASI, factories in the frame are classified into two sectors, viz. the Census Sector and the Sample Sector. For ASI 2003-04, the Census Sector consists of all factories in five less industrially developed States / Union Territories; viz. Manipur, Meghalaya, Nagaland, Tripura and Andaman & Nicobar Islands, all factories employing 100 or more workers for rest of the States/ Union Territories and

factories declared as submitting Joint Returns. The units not covered under the Census Sector are covered under Sample Sector.

17.30 The comparative labour statistics for the years 2001-2002, 2002-2003 and 2003-2004, combined for both Census as well as Sample Sector industries is given in **Box 17.2**.

(f) Research

17.31 On the recommendations of the Estimates Committee of the Lok Sabha in its 88th Report, a small cell was set up in the Labour Bureau in June, 1963 with a view to undertake research on selected problems. Two publications; i) Statistical Profile on Women Labour; and ii) Digest of Indian Labour Research are brought out by this cell. The main objective of bringing out the Statistical Profile is to make available all-important data relating to women labour at one place. The 2006 edition is prepared. The Digest of Indian labour Research is brought out with the main objective of making available the annotated bibliography relating to research work done in India in the field of Labour during a specified time. The eighth edition covering the period 1998-2003 has been printed.

(IV) Training in Labour Statistics

17.32 Labour Bureau has been conducting training in Labour Statistics for the officer of different State Governments / Union territories and Central Organisations with the objective of improving the quality and timeliness in the flow of statistical information. In this series Bureau conducted 44th Central Training Course in Labour Statistics from 1st to 6th September 2006. Twenty-eight officers from different States / Union Territories / Central Organisation participated in this programme. Training programme was organised for Price Collectors/ Price Supervisors from 8.09.06 to 12.09.06. A total of 45 participants attended the

training programme. A training programme was organised from 25.09.2006 to 29.09.2006 for the Indian Economic Service (IES) Officer Trainees (XXXVII batch) deputed by the Ministry of Finance. In an endeavor to widen the scope of training, Labour Bureau for the first time conducted a paid training programme for Senior Level Officers of Indian Statistical Service (ISS) from 09.10.2006 to 13.10.2006. Training programme is also held every year for the participants of International Statistical Education Centre (ISEC), Kolkata. These participants are deputed by Central Statistical Organisation New Delhi. This year the programme was held at Shimla

from 13th November to 15th November 2006 and 16 participants attended the programme. A group of trainees from Maharashtra Labour Institute, Mumbai were also imparted training on the 20th November 2006 at Labour Bureau Shimla and 16 participants attended the meeting.

(V) Publications:

17.30 The Bureau brings out a number of publications based on the statistical research work, studies and surveys. The List of Publications brought out during 2005 is given in the **Table-17.5**.

BOX 17.2					
Sl. No.	Parameters	Years			% Increase in 2003-2004 over 2002-2003
		2001-2002	2002-2003	2003-04	
1.	Absenteeism Rate (%)	9.44	9.61	10.01	4.16
2.	Labour Turnover Rates (%)				
	a. Accession	15.26	15.44	16.79	8.74
	b. Separation	17.43	16.57	18.11	9.29
3.	Employment				
	a. All Employees (No.)	7751095	7935948	7870081	-0.83
	b. All Workers (%)	76.87	77.64	77.34	-0.39
	c. Contract Workers (%)	16.74	17.92	19.00	6.03
4.	Wages/Salaries per Manday Worked (Rs.)				
	a. All Employees	207.47	218.31	233.71	7.05
	b. All Workers	152.38	158.75	165.55	4.28
	c. Contract Workers	90.95	96.68	100.96	4.43
5.	Labour Cost per Manday worked on Employees (Rs.)	271.96	285.05	305.89	7.31

Table 17.4		
Sl. No	Statutory Returns	Latest Year for which Review released/data published
1.	The Factories Act, 1948	2001
2.	The Payment of Wages Act, 1936	2003
3.	The Minimum Wages Act, 1948	2003
4.	The Plantations Labour Act, 1951	2004
5.	The Motor Transport Worker's Act, 1961	2004
6.	The Shops and Commercial Establishments Act	2004
7.	The Industrial Employment (Standing Orders) Act, 1946	2004
8.	The Workmen's Compensation Act, 1923	2004
9.	The Maternity Benefit Act, 1961	2004
10.	The Trade Unions Act, 1926	2002
11.	The Collection of Statistics Act, 1953 (Under this Act, the Annual Survey of Industries is conducted)	2002-03
Voluntary Returns		
1.	Statistics relating to (a) Closures, (b) Retrenchments and (c) Lay-offs	2005
2.	Industrial Disputes in India.	2005
Note	Reviews for the succeeding years are at different stages of completion.	

Table 17.5	
LIST OF PUBLICATION DURING THE YEAR 2006-2007	
Sl.No.	Publications
1.	Indian Labour Journal (Monthly)
2.	Wage Rates in Rural India for the Agriculture year 2004-05.
3.	Annual Review for the year 2003 pertaining to: - Legislation Governing Conditions of Employment in Shops, Commercial Establishment, Cinemas, Theaters, Hotels and Restaurants
4.	Review of Industrial Disputes in India during 2004
5.	Annual Survey of Industries 2003-04 (Vol.I) - Report on Statistics on Employment and Labour Cost
6.	Occupational Wage Surveys - Report on Plantation Industries.
7.	The Report on Evaluation of Minimum Wages Act, 1948 in respect of Stone Breaking and Stone Crushing Industry in Rajasthan.
8.	Annual Report on Consumer Price Index Numbers for Agricultural and Rural Labourers (Base 1986-87=100) for the year 2004-05.
9.	WCFIES 1999-2000 Report for Delhi, Bangalore, Ahmedabad, Kolkata, Chennai and Mumbai Centres.
10.	Annual Report on Consumer Price Index Numbers for Industrial Workers on base 1982=100 for the year 2004.
11.	RLE (1999-2000) Report on Employment & Unemployment among Rural Labour Households.
12.	Report on Working Conditions of Contract Workers in Air Transport Sector.
