



DEPARTMENT OF LABOUR

SAMPLE SURVEY

OF

EARNINGS, HOURS OF WORK

JUNE, 1976

PREFACE

The sample Survey of Establishments employing 5 or more persons is based on the frame of the Employment Survey of the previous year. In 1972 the survey was conducted twice a year (i.e.) in March and September. In 1975 it was restricted to once a year, the month of March being the reference period. This was changed to June from 1976. This Survey was conducted as a part of a UNDP/ILO project for development of Labour Statistics.

In this Survey data are collected on employment, earnings days and hours worked and related topics by major occupational categories from a representative sample of Establishments. The Programming Assistants of the Statistics Branch of the Department of Labour who are attached to the District Labour Offices personally visited the sampled Establishments to collect the required data.

This report is the 5th in the series and gives detailed statistics for June 1976 with a very brief Analytical Review. The index numbers portray trends in average earnings of employees by major divisions of Industry and Occupational Categories. The occupational pattern in Industries in detailed form is also presented.

I wish to thank the Managements of the Sampled Establishments who made available their records, the officers of the Statistics Branch both in the field and in the office and the officers of the Data Processing Division of the Department of Census and Statistics who contributed in no small measure to the successful completion of this report.

Mr. J.K.G.J.Perera, Statistical Officer, was in charge of the Survey under the guidance of the late Mr.R.C.Amarasinghan, former Labour Statistician, Mr. L.D.Mylvaganam presently Labour Statistician and Mr. S.Madurapperuma Additional Labour Statistician.

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SAMPLE SURVEY OF EARNINGS AND HOURS OF
WORK JUNE - 1976

INTRODUCTION

The Department of Labour has been collecting statistics relating to average earnings and hours ^{of} work in pursuance of an UNDP/ILO project for the development of Labour Statistics since 1972. Until 1974, the survey has been regularly conducted for the collection of data on earnings and hours of work and related matters such as number of days and shifts worked by the establishments, occupational distribution of employees, system of wage payments pay periods etc. for March and September of every year from a sample of establishments with 5 or more paid employees. From 1975, the sample survey of earnings and hours of work is being carried out only once a year and the reference period for the 1975 survey was March '75 though this was changed to June from 1976. In 1976, the information for the survey of Labour Cost was collected ^{along the} with earnings survey for the reference month of June, but the report for the survey of Labour Cost will be published separately.

SCOPE AND OBJECT.

The survey covers a sample of larger establishments with five or more paid employees engaged in productive, distributive, construction, transport, storage and other business activities like finance, insurance, business services etc. which come under ^{the} broad definition of "Industries". It covers both public and private sectors. The public sector coverage is limited to Boards, Corporations, Co-operatives and some Government Departments like the Department of Buildings, Marketing, the Government Factory, and the Railway Workshop which are engaged in the types of activities mentioned above. The bulk of the public services i.e. Government Departments other than those mentioned above Offices, Schools, Hospitals etc. are not covered in the survey as they do not come under the definition of "Industries".

The object of the sample survey is to collect detailed labour statistics on a repetitive basis to indicate trends. Statistics of earnings and hours of work are collected including number employed, man days worked and paid for, normal and overtime man hours and the components of the total wage bill. These statistics are collected according to eight broad occupational categories e.g. Administrative & Managerial Workers, Professional, technical and related workers, Clerical and Related Workers etc.

SAMPLE DESIGN

A method of stratified cut-off random sampling is adopted to select the sample of about 1700 establishments for the survey from some 12,000 establishments which furnish returns under the annual employment survey of the previous year. First 22 industry strata have been set up to give the estimates for the sampled data for each industry stratum, with a five percent error at 95 percent confidence level. In each industry stratum all establishments above a particular size (defined to be the cut-off point) were included in the survey and the rest were sampled such that the sample would be optimum in size. It was noticed that in 18 of the 22 industries, the number of employees per establishment was less than 100 and in the other four industries the employment figure per establishment was well over 1000. Thus establishments with less than 100 employees in the 18 industries and establishments with less than 1000 employees in the other four industries were sampled. All establishments employing over 100 and 1000 respectively were automatically included in the survey.

The Programming Assistants of the Statistics Branch are responsible for the collection of the data from the sample establishments. Data was collected from the records and the registers of the establishments. The definitions and concepts used for the collection of data on the various items have been explained in the previous reports of earnings and hours of work March and September 1972, 1973, 1974 and March 1975. In 1976, the same schedule which was modified in 1975 on the experience gained in the past was used to collect the data. A copy of the schedule is attached at the end of the Statistical Appendix for reference.

RESULTS OF THE SURVEY OF EARNINGS AND HOURS OF WORK 1976.

It will be seen from Table I of the Statistical Appendix that 1740 establishments was selected for the 1976 survey and out of those 1544 establishments met the stipulated requirements. The difference between establishments actually selected and those completed are mostly due to duplicates, closure of establishments, rejections at the editing stage and non-response.

The survey commenced in the month of July 1976. While the survey was in progress simultaneous editing and coding was also done and completed during the second quarter of the year 1977. However due to pressure of work in the Computer Division of the Department of Census and Statistics the coded schedules were sent in September 1977. The more important modifications were in the definitions of the occupational categories to ensure uniformity in the classification.

As an example before 1975 managers of small establishments such as bars, restaurants, eating houses etc. were grouped under occupational category "Administrative and Managerial workers", but are now grouped under the "Supervisors and Foremen" category. In regard to the definition of employees, persons sharing profits (eg. proprietors, partners, directors) unpaid family workers home workers, contractors paid on lump-sum basis and security staff not paid directly by the establishment were excluded from the survey.

As in the 1975 survey arrangements were made for the scrutiny and editing of schedules in order to minimize inconsistencies and abnormal variations in the data collected. Supervisory staff in the Branch checked the primary data collected by ^{the} field staff and rectified the data on the spot. The schedules received in the office were rechecked, edited and coded by the editing staff. After the completed schedules were arranged and numbered districtwise by industry they were sent to the Computer Division of the Department of Census and Statistics for processing. The same programme which was modified in 1975 was used for 1976. Final Tables were obtained by Public and Private sectors for all industries as well as for all size strata within each industry. In the Statistical Appendix the tables show the data relating to employment, average earnings, average man days worked paid for but not worked, average man hours worked and percentage of the estimated payments in kind etc.

ANALYSIS OF THE STATISTICS OF EARNINGS AND HOURS OF WORK JUNE 1976

Average earnings per employee, number of days worked, number of hours worked. The statistical appendix Table I gives the sample distribution of establishments and the position of response. Tables 2 to 28 for the public and private sectors separately and tables 29 to 55 for both sectors combined respectively provide statistics of estimated employment, average number of days worked and paid for but not worked, average number of hours worked (normal and overtime) average earnings per employee, and the percentage of payments in kind to total remuneration by industries and within each industry by major occupational categories.

It may be mentioned here that these statistics are subjected to sampling and non-sampling variations, as the size of the sample taken for the survey is relatively small. Therefore computerised data are given in the appendix without considering the errors mentioned above.

A more detailed analysis given in the ensuing section of text was mainly based on the summarised tables numbered I to X which were obtained from the original tables.

INDEX NUMBERS OF EARNINGS BY MAJOR DIVISIONS OF INDUSTRY AND MAJOR OCCUPATIONAL CATEGORIES

The index numbers of earnings calculated for June 1976 (Base period as Sept. 1974) are given by major divisions of industry and major occupational categories respectively in tables I and II. Methods adopted to calculate the index numbers for Sept. '72 March and Sept. '73, '74 and March '75 have been already discussed in detail in the previous reports March and Sept '74 and March '75. For the computation of the index Laspeyre's method was used and Sept '74 was kept as base period

TABLE - 1 - INDEX NUMBER OF EARNINGS BY MAJOR OCCUPATIONAL CATEGORIES

Occupational Category	Index Number of Earnings (Base Sept '74 = 100)							Percentage rise from Sept '72 to June '76
	Sept. 1972	March 1973	Sept. 1973	March 1974	Sept. 1974	March 1975	June 1976	
Administrative & Managerial workers	90.0	91.8	92.7	95.9	100.0	149.8	151.8	68.7
Professional & Technical	85.7	87.3	91.2	93.6	100.0	108.6	117.7	37.3
Clerical workers	83.6	87.0	88.7	92.4	100.0	118.6	123.9	48.2
Sales workers	84.7	79.5	82.2	94.8	100.0	113.8	126.7	49.6
Foremen & Supervisors	82.8	86.6	89.0	94.8	100.0	119.7	116.4	42.3
Skilled & Semi-skilled	68.2	70.9	73.9	89.6	100.0	116.6	124.0	81.8
Unskilled	69.1	75.9	79.8	93.4	100.0	118.0	141.0	104.0
All categories	74.5	78.9	81.9	92.6	100.0	119.4	131.1	76.0

TABLE - II - INDEX NUMBERS OF EARNINGS BY MAJOR DIVISIONS OF INDUSTRY

MAJOR INDUSTRY DIVISION	Index Number of Earnings (Base Sept '74 = 100)							Percentage rise from Sept '72 to June '76
	Sept. 1972	March 1973	Sept. 1973	March 1974	Sept. 1974	March 1975	June 1976	
Agriculture	71.6	76.7	79.1	96.1	100.0	120.9	137.4	92.0
Mining and Quarrying	84.2	84.9	86.5	92.7	100.0	105.7	110.3	31.0
Manufacturing	73.2	77.2	81.1	89.5	100.0	117.0	139.5	90.6
Electricity, Gas & Water	75.7	81.5	86.0	91.0	100.0	108.6	119.6	58.0
Construction	63.9	72.8	82.9	90.6	100.0	115.2	103.8	62.4
Wholesale & Retail trade	74.1	77.8	79.2	94.0	100.0	135.2	132.8	79.2
Restaurants & Hotels	83.8	84.9	82.7	92.2	100.0	120.4	127.8	52.5
Transport	83.8	84.9	82.7	92.2	100.0	120.4	127.8	52.5
Financing, Insurance, Business Services etc.	88.3	90.9	93.2	95.9	100.0	110.7	129.4	46.5

It will be seen from the tables that the overall index for June '76 (for all industries and for all occupational categories) substantially increased to 131.1 in June '76 from 119.4 for March '75. The overall percentage increase in June '76 over March '75 being 9.5 and over Sept 1974 being 31.1. It should be mentioned that all employees in both the private and public sectors were entitled to a salary increase of Rs. 25/- with effect from 1st of February 1976. Generally the index numbers for most major divisions of industry except the industries "construction" and trade" and most major occupational categories except the occupational category "Foremen and Supervisors" have increased in June 1976 as compared to ^{the} index numbers in March '75. The decrease in the index of earnings under the industry "construction" could be attributed to the fact that fewer reporting establishments were selected in the sample. It can be seen that the average earnings for "Foremen and Supervisors" for each major industry in June '76 as appearing in the appendix are almost similar to average earnings in '75.

The overall index of earnings rose from 74.5 in Sept '1972 to 131.1 June '76 an increase about 76.0%. This can be compared with the Colombo Consumer's Price Index (Base 1952 = 100) which increased from 152.5 in Sept ' 1972 to 201.7 for June 1976 which was about 32.3%. The highest index number of earnings according to industry groups was recorded under the industry "Manufacturing" (139.5) and it was lowest under industry "construction" (103.8) may be due to the lower average earnings of casual workers who predominate in this industry.

The percentage rise in those two industries from Sept '72 to June '76 were 90.6% and 62.4%. Index number of earnings by occupational categories was highest in the major occupational category "Administrative and Managerial Workers" (151.8) and was lowest in the major occupational category "Foremen and Supervisors (116.4). The percentage rise in these two occupational categories from Sept. '72 to June '76 were 68.7 and 42.3 respectively. Occupational category "Unskilled workers" recorded the second highest rise in the index number of earnings (141.0) while the second lowest recorded was the occupational category "professional and technical" (117.7). The reason for the index number being highest in the "unskilled workers" category was not clear, but the index number for occupational category "professional and technical" was lowest mainly due to changes in the classification of employees in these categories.

TABLE - III A - MONTHLY WAGE AND SALARY BILL OF INDUSTRIES
BOTH SECTORS

MAJOR INDUSTRY	TOTAL SALARIES, WAGE AND CASH ALLOWANCES PAID D JUNE '76 (000 Rs.)			
	ADMIN. MANAGERIAL PROFESSIONAL AND TECHNICAL WORKERS	CLERICAL & SALES WORKERS	ALL OTHER WORKERS	TOT
Agriculture etc.	3,474	1,999	53,606	59,
Mining	237	187	1,449	1,
Manufacturing	8,497	10,219	47,932	66,
Electricity	380	569	2,798	3,
Construction	1,658	1,484	24,679	27,
Trade etc.	3,694	15,561	11,520	30,
Transport	1,952	12,705	25,585	40,
Finance, Insurance & Business Services	7,275	21,453	3,719	32,
Community, Social and Personal Services	4,922	2,550	5,453	12,
All Industries	32,089	66,727	176,641	175,

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TABLE - III B - MONTHLY WAGE AND SALARY BILL OF INDUSTRIES
PUBLIC SECTOR

MAJOR INDUSTRY DIVISION	TOTAL SALARIES, WAGES AND CASH ALLOWANCES PAID JUNE '76 (000 Rs.)			
	ADMIN. MANAGERIAL PROFESSIONAL AND TECHNICAL WORKERS	CLERICAL & SALES WORKERS	ALL OTHER WORKERS	TOT
Agriculture	963	322	15,100	16,
Mining	237	186	1,407	1,
Manufacturing	2629	3438	22,957	29,
Electricity	356	520	2,627	3,
Construction	1322	1156	23,584	26,
Trade etc.	1610	11,450	7,776	20,
Transport	1836	12,219	15,535	39,
Financing, Insurance & Business Services	5899	19,433	3,155	28,
Community, Social and Personal Services	3247	831	1,27	5,
All Industries	18,099	49,855	103,417	171,

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TABLE - III C- MONTHLY WAGE AND SALARY BILL OF INDUSTRIES

PRIVATE SECTOR

TOTAL PAID D	MAJOR INDUSTRY DIVISION	TOTAL SALARIES, WAGES AND CASH ALLOWANCES PAID DURING JUNE '76 (000 Rs.)			TOTAL
		ADMINS. MANAGERIAL PROFESSIONAL AND TECHNICAL WORKERS	CLERICAL & SALES WORKERS	ALL OTHER WORKERS	
59,	Agriculture etc. 4	2,511	1,377	38,506	42,394
1,	Mining	-	1	42	43
66,	Manufacturing	5,868	6,781	24,975	37,624
3,	Electricity	24	49	71	144
27,	Construction	336	328	1,095	1,795
30,	Trade etc.	2,084	4,111	3,744	9,939
40,	Transport	116	486	50	652
32,	Financing, Insurance & Business Services	1,376	2,020	564	3,960
12,	Community, Social and Personal Services	1,675	1,719	4,177	7,571
175,	ALL INDUSTRIES	13,990	16,872	73,224	104,086

The total monthly wage and salary bill of major industries for both sectors combined, private and public sector separately by major occupational categories are presented in the tables III A, B AND C. The total monthly wages and salary bill consisted of basic salaries, special allowances, overtime cash payments, and other cash payments. About 275 million rupees was recorded as wage bill for all categories of employees as against the employment figure of about 1.1 million. It will be seen that total employment and wage bill in June 76, was higher than in March 75. For nearly 5.8 lakhs of employees in the public sector the total wage bill was Rs. 171 million and for nearly 5 lakhs of employees in the private sector the total wage bill was Rs. 104 million. From the monthly wage and salary bill of industries for both sectors the total wage bill for industry "Agriculture" was Rs. 59 million the break down being Rs. 17 million for public sector and Rs. 42 million for the private sector. The major industry "manufacturing" accounted for the highest wage bill among all major industries viz. Rs. 67 million. Of this the public sector's share was Rs. 29 million and the private sector was Rs. 38 million.

TABLE - IV - AVERAGE EARNINGS, DAYS AND HOURS WORKED PER EMPLOYEE
(ALL OCCUPATIONAL CATEGORIES) BY MAJOR DIVISIONS OF
INDUSTRIES
(PUBLIC AND PRIVATE SECTORS COMBINED)

MAJOR INDUSTRY DIVISION	AVERAGE PER CAPITA MONTHLY EARNINGS, AVERAGE NO. OF DAYS WORKED AND AVERAGE NO. OF HOURS WORKED.					
	MARCH - 1975			JUNE - 1976		
	EARNINGS (Rs.)	DAYS	HOURS PER DAY	EARNINGS (Rs.)	DAYS	HOURS PER
Agricultural etc.	114.99	18.5	8.0	115.84	17.6	8.
Mining and Quarrying	293.00	19.3	8.5	319.58	20.8	8.
Manufacturing	274.54	18.5	8.6	356.44	19.2	8.
Electricity & Gas	470.72	16.3	10.1	510.44	19.2	9.
Construction	223.72	16.5	9.0	211.96	19.5	8.
Trade etc.	310.99	21.4	8.2	325.85	21.6	8.
Transport	498.40	19.1	9.3	525.87	19.9	10.
Financing, Insurance & Business Services	563.76	17.0	8.8	681.65	18.7	8.
Community, Social and Personal Services	426.50	19.3	7.9	495.76	21.2	8.
ALL INDUSTRIES	216.79	18.6	8.4	253.90	18.3	8.

TABLE - V - AVERAGE EARNINGS DAYS AND HOURS WORKED PER EMPLOYEE
(ALL OCCUPATIONAL CATEGORIES) BY MAJOR DIVISIONS OF
INDUSTRIES

MAJOR INDUSTRY DIVISION	AVERAGE PER CAPITA MONTHLY EARNINGS, AVERAGE NO. OF DAYS WORKED AND AVERAGE NO. OF HOURS WORKED					
	PUBLIC SECTOR - JUNE - 1976			PRIVATE SECTOR - JUNE -		
	EARNINGS (RS.)	DAYS	HOURS PER DAY	EARNINGS (Rs.)	DAYS	HOURS PER
Agriculture etc.	101.61	15.0	8.1	122.60	17.4	8.
Mining & Quarrying	324.53	21.0	8.5	194.47	16.1	9.
Manufacturing	336.88	19.4	8.9	373.15	19.0	8.
Electricity & Gas	504.90	19.3	9.4	696.86	17.2	9.
Construction	204.90	19.4	8.2	433.27	20.8	8.
Trade etc.	310.79	21.7	8.2	362.71	21.5	8.
Transport	524.58	20.0	10.1	618.43	17.9	10.
Financing, Insurance and Business Services	684.56	18.7	8.8	661.43	19.2	8.
Community, Social and Personal Services	587.88	20.6	8.1	473.51	21.2	8.
ALL INDUSTRIES	293.76	18.5	8.6	207.53	18.1	8.

TABLE - VI - AVERAGE EARNINGS, DAYS AND HOURS WORKED PER EMPLOYEE

(ALL INDUSTRIES) BY MAJOR OCCUPATIONAL CATEGORIES (PUBLIC AND PRIVATE SECTORS COMBINED)

OCCUPATIONAL CATEGORY	AVERAGE PER CAPITA MONTHLY EARNINGS, AVERAGE NO. OF DAYS WORKED AND AVERAGE NO. OF HOURS WORKED.					
	MARCH - 1975			JUNE - 1976		
	Earnings (Rs.)	Days	Hours per day	Earnings (Rs.)	Days	Hours per day
Administrative & Managerial	1142.15	20.7	7.8	1275.47	21.4	8.0
Professional, Technical	703.66	19.5	7.9	805.76	20.7	8.1
Clerical	496.56	19.2	8.8	537.30	20.1	8.7
Sales workers	225.93	23.0	7.7	248.28	23.1	7.7
Foremen & Supervisors	462.64	20.9	8.9	462.61	21.2	8.9
Skilled & Semi-skilled	290.94	18.5	8.9	348.04	19.8	9.1
Unskilled	130.22	18.2	8.3	146.29	17.3	8.2
Young and Child Workers	77.28	17.0	8.1	43.97	12.8	8.0
All employees	216.79	18.6	8.4	253.90	18.3	8.4

TABLE - VII - AVERAGE EARNINGS, DAYS & HOURS WORKED PER EMPLOYEE (ALL INDUSTRIES) BY MAJOR OCCUPATIONAL CATEGORIES

OCCUPATIONAL CATEGORY	AVERAGE PER CAPITA MONTHLY EARNINGS, AVERAGE NO. OF DAYS WORKED AND AVERAGE NO. OF HOURS WORKED					
	PUBLIC SECTOR-1976			PRIVATE SECTOR-1976		
	Earnings (Rs.)	Days	Hours per day	Earnings	Days	Hours per day
Administrative & Managerial	1190.18	20.4	7.9	1260.16	22.5	8.0
Professional, Technical	844.74	20.4	8.0	731.36	21.2	8.3
Clerical	532.81	20.0	8.8	551.31	20.5	8.4
Sales	234.72	23.3	7.7	291.50	22.2	7.8
Foremen & Supervisors	523.74	20.9	9.3	375.43	21.8	8.5
Skilled & Semi-skilled	378.79	20.0	9.5	305.39	19.5	8.6
Unskilled	167.20	17.1	8.3	126.99	17.4	8.2
Young and Child workers	47.33	11.9	8.0	42.00	13.4	8.0
All employees	293.76	18.5	8.6	207.53	18.1	8.3

From table VI it can be seen that for all occupational categories of employees except category "young and child workers" the average earnings in June 76 were higher than in March 75. The level of the average earnings followed the same order as the Occupational scale in the table except the category "sales workers" whose average earnings were less than that of the "skilled and semi-skilled" group. The average earnings in all major occupational categories, except the occupational category "Administrative and managerial workers" were much higher in the public sector than in the private sector. The ratio of average earnings in the public sector of the "Administrative and managerial workers" to those of "Unskilled workers" was 7.1 (all industries together) while in the private sector it was 10.7. Also the average number of mandays worked in the private sector for all major occupational categories were usually higher than in the public sector.

TABLE - VIII - AVERAGE EARNINGS, DAYS AND HOURS WORKED PER EMPLOYEE (MANUAL WORKERS ONLY) BY INDUSTRIES

INDUSTRY (MAJOR DIVISIONS ARE SHOWN IN CAPITAL LETTERS)	AVERAGE PER CAPITA MONTHLY EARNINGS, AVERAGE NO. OF DAYS WORKED & AVERAGE NO. OF HOURS WORKED FOR (ALL OTHER WORKERS)					
	PUBLIC SECTOR-JUNE-1976			PRIVATE SECTOR-JUNE-1976		
	Earnings (Rs.)	Days	Hours per Day	Earnings (Rs.)	Days	Hours per Day
Agriculture	101.60	15.0	8.1	122.60	17.4	8.0
Tea Cultivation	94.57	14.5	8.1	116.32	17.1	8.0
Rubber Cultivation	168.74	18.8	8.0	170.32	19.2	8.1
Coconut Cultivation	137.84	19.0	7.9	117.45	18.6	8.0
All others	183.12	19.4	8.1	147.10	22.0	8.3
Mining and Quarrying	324.53	21.0	8.9	373.15	19.0	8.8
Manufacturing	336.88	19.4	8.9	373.15	19.0	8.8
Food, Beverage and Tobacco	265.74	18.6	9.0	294.48	18.5	9.0
Textiles	257.71	19.6	8.7	203.05	19.3	8.2
Garments	415.84	19.3	8.8	275.61	19.7	8.1
Printing and Publishing	473.15	19.7	9.3	523.32	19.9	8.6
Chemicals	490.04	19.5	9.7	493.84	18.5	9.2
Rubber products	529.90	18.9	9.7	314.64	18.9	8.4
Engineering	449.60	17.8	9.5	348.65	19.5	8.7
All other	468.19	21.0	8.7	551.23	19.0	9.4
Electricity	504.90	19.3	9.4	696.86	17.2	9.3
Construction	204.90	19.4	8.2	433.27	20.8	8.5
Trade	310.79	21.7	8.2	362.71	21.5	8.2
Wholesale Trade	422.75	19.2	8.6	476.23	21.1	8.4
Retail Trade	262.50	22.8	8.0	381.10	21.7	7.8
Restaurants & Hotels	424.45	20.5	8.8	256.75	21.4	8.4
Transport	524.58	20.0	10.1	618.43	17.9	10.1
Financing, Insurance etc.	684.56	18.7	8.8	661.43	19.2	8.5
Community, and other Services	587.88	20.6	8.1	473.51	21.2	8.2
Repair Services	-	-	-	-	-	-
Others	587.88	20.6	8.1	536.91	22.4	8.1
All Industries	293.76	18.5	8.6	267.53	18.1	8.3

Table VIII gives the statistics of average earnings per employee, average mandays worked, and average number of hours worked per day, for Manual workers which consisted of Foremen and Supervisors, Skilled and Semi-skilled workers and Unskilled workers. Considered all the industries together average earnings for the Manual workers in the public sector was Rs. 293.76 while in the private sector it was Rs. 207.53.

TABLE - IX - AVERAGE MONTHLY EARNINGS BY MAJOR INDUSTRY DIVISIONS AND SIZE OF ESTABLISHMENTS (BOTH SECTORS COMBINED)

MAJOR INDUSTRY AND SIZE	EMPLOYEES BETWEEN 5 TO 25	EMPLOYEES BETWEEN 26-100	EMPLOYEES BETWEEN 101-500	EMPLOYEES BETWEEN 501-1000	EMPLOYEES OVER 1000	AVERAGE EARNINGS
Agriculture	113.78	113.63	133.59	99.99	118.65	113.63
Mining and Quarrying	360.28	187.89	317.79	-	-	317.79
Manufacturing	385.56	209.09	402.50	-	-	402.50
Electricity	490.31	491.82	515.50	-	-	515.50
Construction	309.99	282.81	239.38	172.16	213.03	239.38
Trade etc.	282.43	322.90	340.32	-	-	340.32
Transport	333.49	552.78	512.88	504.75	546.50	512.88
Finance, Insurance and Business Services	702.35	581.86	669.69	-	-	669.69
Community, Social and Personal Services	508.57	404.21	56.44	-	-	56.44

Table IX shows the average earnings by major industry divisions and by size of the establishments (Both sectors combined). The cut point of the major industries "Agriculture" and "Transport" was 1,000 and for all other industry groups the cut off point was 100 as mentioned earlier. Average earnings over 100 employees in the industries where the cut off point was over 100, were taken in size group 101 - 500 in the table in order to maintain uniformity. Generally average earnings per employee in the establishments with over 100 employees for each major industry were higher than in the establishments with less than 100 employees except in a few instances. Average earnings were highest (taking establishments with more than 100 employees) in the industry "Finance Insurance and Business services" (Rs. 669.69) while it was lowest in the major industry "Agriculture" (Rs. 99.99). The highest earnings in the establishments with employees less than 100 also was in the major industry "Finance, Insurance and Business Services (Rs. 702.35) while it was lowest in the major industry "Agriculture (Rs.113.63).

TABLE - X - AVERAGE EARNINGS BY MAJOR INDUSTRY UNDER WHITE COLLAR WORKERS AND OTHER WORKERS

MAJOR INDUSTRY DIVISION	WHITE COLLAR WORKERS (Including, Administrative, Managerial, Professional Clerical and Sales Workers)	OTHER WORKERS (Including Foremen & supervisors, skilled unskilled and young & Child workers)
Agriculture	580.71	107.09
Mining and Quarrying	704.39	275.54
Manufacturing	771.57	294.56
Electricity, Gas and Water	715.30	463.76
Construction	574.23	196.20
Wholesale and Retail Trade	347.41	296.45
Transport, Storage and Communication	558.31	508.94
Financing, Insurance, Real Estate, and Business Services	738.27	428.07
Community, Social and Personal Services	676.15	388.23

Table X gives the average earnings by major industry for white collar workers and other workers. The white collar being administrative & Managerial, Professional and Technical, Clerical and Sales workers while other workers comprised foremen and supervisors, skilled and semi-skilled, unskilled workers & young and child workers. It is seen that average earnings for "white collar workers" has always been higher than the average earnings in the "other workers". For example average earnings for "white collar workers" in the major industry "Agriculture" was Rs. 580.71 while it was only Rs. 107.09 for "other workers". In the major industry "Manufacturing" average earnings for white collar workers was Rs. 771.57 while it was Rs. 294.56 for the "other workers".

OTH SECTORS

TABLE - 53 COMMUNITY, SOCIAL AND PERSONAL SERVICES
AVERAGE EARNINGS AND HOURS WORKED BY OCCUPATIONAL CATEGORY
(JUNE - 1976)

OCCUPATIONAL CATEGORY	NO. OF EMPLOYEES	AVERAGE NO. OF DAYS PAID FOR		AVERAGE NO. OF HOURS WORKED PER DAY		AVERAGE EARNINGS PER EMPLOYEE (RS.)	PERCENTAGE OF PAYMENTS IN KIND TO TOTAL CASH REMUNERATION
		NO. WORKED	NO. OF LEAVE & HOLIDAY DAYS	NORMAL	OVER TIME		
All employees	25,098	21.0	2.5	23.5	7.8	8.1	5
Administrative & Managerial	1,205	22.0	2.0	24.9	7.6	7.6	1
Professional, Technical	4,007	20.8	2.3	23.1	7.7	7.8	2
Clerical	5,342	21.0	2.6	23.6	7.6	7.9	2
Sales	496	22.7	1.7	24.4	7.6	7.8	4
Foremen and Supervisors	770	21.4	2.2	23.6	7.6	7.9	1.5
Skilled and Semi-skilled	8,780	20.9	2.6	23.5	8.1	8.4	8
Unskilled	4,496	20.7	2.6	23.3	7.8	8.3	2.0
Young and Child	-	-	-	-	-	-	-

TABLE - 54 REPAIR SERVICES

All employees	10,708	20.6	2.5	23.1	7.9	8.1	2	3.24	.2
Administrative & Managerial	782	21.7	2.1	23.8	7.4	7.4	-	26.30	-
Professional, Technical	209	21.8	1.8	23.6	7.7	7.4	-	57.57	.1
Clerical	2,854	21.2	2.5	23.7	7.5	7.7	.2	57.84	.2
Sales	62	20.6	2.3	22.9	7.9	7.9	-	20.86	.5
Foremen and Supervisors	443	21.5	2.1	23.6	7.5	7.6	.1	16.63	.2
Skilled and Semi-skilled	5,274	20.2	2.6	22.8	8.3	8.5	.2	20.56	.2
Unskilled	1,084	19.3	3.0	22.3	7.7	8.2	.5	26.01	.4
Young and Child	-	-	-	-	-	-	-	14.44	-

BOTH SECTORS

TABLE - 49

RETAIL TRADE

AVERAGE EARNINGS AND HOURS WORKED BY OCCUPATIONAL CATEGORY

(JUNE - 1976)

OCCUPATIONAL CATEGORY	NO. OF EMPLOYEES	AVERAGE NO. OF DAYS PAID FOR		AVERAGE NO. OF HOURS WORKED PER DAY	AVERAGE EARNINGS PER EMPLOYEE (RS.)	PERCENTAGE OF PAYMENTS IN KIND TO TOTAL CASH REMUNERATION
		NO. OF WORK ED	NO. OF LEAVE & HOLI-DAYS			
All employees	59,167	22.5	2.2	7.6	287.18	1.2
Administrative & Managerial	1,772	22.4	2.2	7.7	856.89	1.1
Professional, Technical	609	21.6	2.5	7.7	581.97	.8
Clerical	11,948	22.0	2.5	7.6	329.73	.9
Sales	27,484	23.3	1.9	7.6	231.07	1.5
Foremen and Supervisors	797	22.4	2.0	7.6	397.66	.1
Skilled and Semi-skilled	5,217	21.3	2.5	7.7	315.78	1.8
Unskilled	11,337	21.8	2.2	7.7	252.60	.8
Young and Child	-	-	-	-	-	-

TABLE - 50

RESTAURANT, HOTELS, CAFES ETC.

All employees	10,206	21.2	3.5	8.1	279.26	13.2
Administrative & Managerial	309	23.0	1.8	8.3	826.48	6.9
Professional, Technical	115	21.6	2.7	8.3	673.57	7.6
Clerical	1,474	21.2	3.4	7.9	400.69	8.8
Sales	351	23.1	3.4	8.4	205.17	21.8
Foremen and Supervisors	361	21.2	5.3	7.1	341.41	8.4
Skilled and Semi-skilled	4,677	21.2	3.6	8.0	246.85	-
Unskilled	2,896	20.8	3.6	8.4	198.95	-
Young and Child	23	26.5	-	9.3	30.57	-

TH SECTORS

TABLE - 45

ELECTRICITY, GAS AND WATER

AVERAGE EARNINGS AND HOURS WORKED BY OCCUPATIONAL CATEGORY

(JUNE - 1976)

OCCUPATIONAL CATEGORY	NO. OF EMPLOYEES	AVERAGE NO. OF DAYS PAID FOR			AVERAGE NO. OF HOURS WORKED PER DAY			AVERAGE EARNINGS PER EMPLOYEE (RS.)			PERCENTAGE OF PAYMENTS IN KIND TO TOTAL CASH REMUNERATION
		NO. OF WORKED	NO. OF LEAVE & HOLI-DAYS	TOTAL	NORMAL	OVER TIME	TOTAL	MONTH	DAY	HOUR	
All employees	7,145	19.2	3.2	22.4	7.8	1.6	9.4	510.44	26.53	2.82	.2
Administrative and Managerial	72	19.7	2.6	22.3	7.6	-	7.6	1391.81	70.57	9.31	.2
Professional, Technical	266	20.3	3.1	23.4	7.4	-	7.4	1051.56	51.90	6.97	.1
Clerical	985	18.5	3.4	21.9	7.4	.8	8.2	576.08	31.09	3.77	.3
Sales	2	21.5	4.0	25.5	7.9	1.0	8.9	558.50	25.98	2.93	3.1
Foremen and Supervisors	453	19.9	2.8	22.7	7.7	1.1	8.8	751.89	37.79	4.26	.2
Skilled and Semi-skilled	1,966	18.6	3.5	22.1	7.9	2.3	10.2	549.54	29.58	2.91	.4
Unskilled	3,402	19.6	3.0	23.6	7.9	1.7	9.6	375.54	19.12	2.00	.2
Young and Child	-	-	-	-	-	-	-	-	-	-	-

TABLE - 46

CONSTRUCTION

All employees	131,260	19.5	1.0	20.5	7.9	.3	8.2	211.96	10.88	1.32	.1
Administrative and Managerial	378	19.3	2.8	22.1	8.1	-	8.1	1249.15	64.59	8.01	.5
Professional, Technical	1,850	20.3	2.9	23.2	7.7	.4	8.1	640.96	31.54	3.91	.4
Clerical	3,242	21.4	3.0	24.4	7.4	.5	7.9	457.98	21.41	2.71	1.4
Sales	-	-	-	-	-	-	-	-	-	-	-
Foremen and Supervisors	3,660	21.2	1.8	23.0	8.3	.3	8.6	391.22	18.46	2.16	-
Skilled and Semi-skilled	17,695	20.0	2.3	22.3	8.2	1.2	9.4	332.82	16.60	1.76	-
Unskilled	104,362	19.3	.7	20.0	7.9	.2	8.3	166.29	8.63	1.07	-
Young and Child	72	8.8	-	8.8	8.5	-	8.5	49.36	5.61	.66	-

BOTH SECTORS

TABLE - 43 ENGINEERING INDUSTRIES

AVERAGE EARNINGS AND HOURS WORKED BY OCCUPATIONAL CATEGORY
(JUNE - 1976)

OCCUPATIONAL CATEGORY	NO. OF EMPLOYEES	AVERAGE NO. OF DAYS PAID FOR		AVERAGE NO. OF HOURS WORKED PER DAY		AVERAGE EARNINGS PER EMPLOYEE (RS.)	PERCENTAGE OF PAYMENTS IN KIND TO TOTAL CASH REMUNERATION		
		NO. OF WORKED	NO. OF LEAVE & HOLIDAY DAYS	TOTAL	OVER TIME			MONTH	DAY
All employees	17,932	18.7	3.5	22.2	8.1	395.13	21.11	2.34	1.3
Administrative and Managerial	378	20.7	2.1	22.8	8.0	1268.51	61.17	7.54	.4
Professional, Technical	443	20.0	3.0	23.0	8.0	961.14	48.03	5.70	.6
Clerical	1,603	19.8	3.1	22.9	8.0	494.72	24.97	2.89	1.7
Sales	113	22.2	2.4	24.6	8.0	380.77	17.15	2.11	1.5
Foremen and Supervisors	870	19.8	3.3	23.1	8.1	584.78	29.59	3.16	.8
Skilled and Semi-skilled	10,922	19.2	3.5	22.7	8.1	350.83	18.32	2.03	1.3
Unskilled	3,592	16.2	3.8	20.0	8.1	279.23	17.28	1.86	2.0
Young and Child	10	22.0	-	22.0	8.0	55.00	2.50	.31	-

TABLE - 44

ALL OTHER MANUFACTURING INDUSTRIES

OCCUPATIONAL CATEGORY	NO. OF EMPLOYEES	AVERAGE NO. OF DAYS PAID FOR		AVERAGE NO. OF HOURS WORKED PER DAY		AVERAGE EARNINGS PER EMPLOYEE (RS.)	PERCENTAGE OF PAYMENTS IN KIND TO TOTAL CASH REMUNERATION		
		NO. OF WORKED	NO. OF LEAVE & HOLIDAY DAYS	TOTAL	OVER TIME			MONTH	DAY
All employees	44,491	19.8	3.4	23.2	8.2	518.57	26.25	2.88	1.8
Administrative and Managerial	905	20.4	2.5	22.9	8.3	2501.65	22.84	4.84	.5
Professional, Technical	748	20.9	3.4	24.3	7.8	1005.83	48.03	5.83	.7
Clerical	6,163	19.5	3.4	22.9	8.3	766.35	39.29	4.48	1.6
Sales	237	21.3	1.6	22.9	8.1	411.92	19.33	2.39	.9
Foremen and Supervisors	1,845	19.5	3.9	23.4	8.2	545.81	27.99	3.04	1.8
Skilled and Semi-skilled	23,199	19.8	3.6	23.4	8.1	426.45	21.57	2.37	1.2
Unskilled	11,394	19.7	3.0	22.7	8.2	380.38	19.27	2.04	2.4
Young and Child	4	15.5	-	15.5	8.9	97.75	6.31	.68	10.5

TABLE - 39 MANUFACTURE OF GARMENTS
AVERAGE EARNINGS AND HOURS WORKED BY OCCUPATIONAL CATEGORY
(JUNE - 1976)

OCCUPATIONAL CATEGORY	NO. OF EMPLOYEES	AVERAGE NO. OF DAYS PAID FOR		AVERAGE NO. OF HOURS WORKED PER DAY		AVERAGE EARNINGS PER EMPLOYEE (Rs.)	PERCENTAGE OF PAYMENTS IN KIND TO TOTAL CASH REMUNERATION
		NO. WORKED	NO. OF LEAVE & HOLIDAYS	TOTAL	OVER TIME		
All employees	3,713	19.7	2.9	22.6	7.9	8.2	4.9
Administrative & Managerial	27	21.7	2.2	23.9	8.0	8.0	7.0
Professional, Technical	18	21.2	2.0	23.2	8.1	8.2	4.9
Clerical	218	20.3	2.4	22.7	8.0	8.3	8.4
Sales	62	22.4	3.1	25.5	7.6	7.6	1.8
Women and Supervisors	83	18.7	3.2	21.9	8.0	8.9	11.9
Skilled and Semi-skilled	2,975	19.4	2.9	22.3	7.9	8.1	4.4
Unskilled	328	20.8	3.1	24.1	8.0	9.0	2.8
Young and Child	-	-	-	-	-	-	-

TABLE - 40 PRINTING, PUBLISHING AND ALLIED INDUSTRIES

All employees	5,781	19.9	2.4	22.3	7.7	8.7	.2
Administrative and Managerial	188	21.5	1.6	23.1	7.5	7.6	-
Professional, Technical	686	17.5	2.5	20.0	7.6	8.4	-
Clerical	842	21.7	2.6	24.3	7.4	7.8	.2
Sales	57	17.6	2.6	20.2	7.9	7.9	.1
Women and Supervisors	188	18.8	2.8	21.6	7.5	8.1	.2
Skilled and Semi-skilled	2,915	19.8	2.5	22.3	7.9	8.7	.1
Unskilled	909	20.4	2.1	22.5	7.6	11.0	.6
Young and Child	-	-	-	-	-	-	-

THE SECTORS

TABLE - 37 FOOD BEVERAGE AND TOBACCO
AVERAGE EARNINGS AND HOURS WORKED BY OCCUPATIONAL CATEGORY
(JUNE - 1976)

OCCUPATIONAL CATEGORY	NO. OF EMPLOYEES	AVERAGE NO. OF DAYS PAID FOR		AVERAGE NO. OF HOURS WORKED PER DAY		AVERAGE EARNINGS PER EMPLOYEE (RS.)		PERCENTAGE OF PAYMENTS IN KIND TO TOTAL CASH REMUNERATION			
		NO. OF WORKED	NO. OF TOTAL LEAVE & HOLIDAY DAYS	NORMAL	OVER TIME	MONTH	DAY				
All employees	44,686	18.6	1.3	19.9	7.9	1.1	9.0	281.33	15.15	1.68	3.5
Administrative & Managerial	688	21.3	1.8	23.1	7.7	2.3	10.0	1276.56	59.95	5.96	2.9
Professional, Technical	758	21.5	2.8	24.3	7.7	1.2	8.9	885.28	41.23	4.61	3.3
Clerical	2,699	20.4	3.0	23.4	7.7	1.4	8.1	587.71	28.86	3.17	2.9
Sales	741	21.6	1.3	22.9	7.6	1.3	8.9	360.72	16.70	2.13	10.5
Foremen and Supervisors	1,831	19.4	2.9	22.3	7.9	2.0	9.9	546.51	28.15	2.85	2.4
Skilled and Semi-skilled	11,939	19.0	2.3	21.3	7.8	1.4	11.2	300.75	15.80	1.71	4.7
Unskilled	25,906	17.9	0.6	18.5	8.0	0.8	8.8	176.35	9.87	1.12	2.9
Young and Child	127	15.7	0.2	15.9	6.6	-	6.6	70.25	4.46	0.68	-

TABLE - 38 MANUFACTURE OF TEXTILES

All employees	55,320	19.5	2.3	21.8	7.8	0.7	8.5	237.09	12.17	1.43	0.8
Administrative & Management	792	22.2	2.5	24.7	7.4	-	7.4	708.49	31.94	4.30	0.4
Professional, Technical	966	20.5	2.9	23.4	7.7	0.1	7.8	556.35	27.19	3.46	0.4
Clerical	2,197	20.2	3.0	23.2	7.6	1.7	9.3	464.27	22.96	2.47	0.8
Sales	2,203	21.3	2.6	23.9	7.9	0.2	8.1	325.98	15.32	1.90	0.7
Foremen and Supervisors	2,123	20.6	3.4	24.0	7.9	1.4	9.3	525.72	25.57	2.76	0.2
Skilled and Semi-skilled	38,760	19.2	2.4	21.6	7.8	0.6	8.4	194.44	10.12	1.21	0.8
Unskilled	9,971	19.8	2.0	21.8	8.0	0.8	8.8	227.16	11.45	1.30	1.0
Young and Child	309	16.9	-	16.9	8.2	-	8.2	43.65	2.58	0.32	-

MINE SECTORS

TABLE - 35 MINING AND QUARRYING
AVERAGE EARNINGS AND HOURS WORKED BY OCCUPATIONAL CATEGORY
(JUNE - 1976)

OCCUPATIONAL CATEGORY	NO. OF EMPLOYEES	AVERAGE NO. OF DAYS PAID FOR		AVERAGE NO. OF HOURS WORKED		TOTAL	AVERAGE EARNINGS PER DAY (RS.)	TOTAL	AVERAGE EARNINGS PER EMPLOYEE (RS.)		PERCENTAGE OF PAYMENTS IN KIND TO TOTAL CASH REMUNERATION
		NO. OF WORKED	NO. OF LEAVE & HOLIDAY DAYS	NORMAL	OVER TIME				MONTH	DAY	
All employees	5,862	20.8	2.8	7.8	.8	23.6	8.6	319.58	15.38	1.80	2.0
Administrative & Managerial	73	20.8	3.8	7.3	.1	24.6	7.4	1185.08	56.84	7.69	3.6
Professional, Technical	176	20.3	3.8	7.1	1.2	24.1	8.3	854.40	42.00	5.06	2.0
clerical	339	20.6	3.2	7.4	.9	23.8	8.3	534.49	25.93	3.11	1.8
ales	14	20.6	4.0	8.0	3.8	24.6	11.8	425.93	20.70	1.76	2.0
oremen and Supervisors	344	21.6	3.9	7.7	1.1	25.5	8.8	426.86	19.77	2.23	2.5
killed and Semi-skilled	1,468	21.0	3.6	7.7	1.1	24.6	8.8	354.54	16.89	1.90	2.5
nskilled	3,438	20.7	2.1	7.9	.5	22.8	8.4	227.17	10.99	1.30	1.5
oung and Child	10	14.1	1.3	7.0	-	25.4	7.0	102.40	7.26	1.04	-

TABLE - 36 MANUFACTURING

All employees	186,984	19.2	2.5	8.0	.9	21.7	8.9	356.44	18.55	2.09	1.7
Administrative & Managerial	3,345	21.2	2.2	7.8	.5	23.4	8.3	1526.14	72.09	8.65	.9
Professional, Technical	4,068	20.2	2.9	7.8	.6	23.1	8.4	833.78	41.18	4.93	1.0
clerical	15,245	19.9	3.2	8.0	.8	23.1	8.8	628.78	31.56	3.59	1.6
ales	1,610	20.9	2.1	7.8	.2	23.1	8.0	393.92	18.87	2.38	4.9
oremen and Supervisors	7,681	19.9	3.3	8.0	1.4	23.2	9.4	559.75	28.17	3.00	1.3
killed and Semi-skilled	96,859	19.3	2.9	7.9	.9	22.2	8.8	302.84	15.68	1.78	1.8
nskilled	57,731	18.5	1.7	8.0	1.0	20.2	9.0	247.28	13.34	1.48	2.1
oung and Child	456	16.7	.1	7.8	-	16.8	7.8	52.67	3.15	.41	.2

OTH SECTORS

TABLE - 33 COCONUT CULTIVATION

AVERAGE EARNINGS AND HOURS WORKED BY OCCUPATIONAL CATEGORY

(JUNE - 1976)

OCCUPATIONAL CATEGORY	NO. OF EMPLOYEES	AVERAGE NO. OF DAYS PAID FOR		AVERAGE NO. OF HOURS WORKED PER DAY		AVERAGE EARNINGS PER EMPLOYEE (RS.)	TOTAL CASH REMUNERATION	PERCENTAGE OF PAYMENTS IN KIND TO
		NO. OF WORKED DAYS	NO. OF LEAVE & HOLIDAY DAYS	NORMAL	OVER TIME			
All employees	9,267	18.7	.5	19.2	7.9	122.72	6.57	9.3
Administrative & Managerial	577	25.2	1.1	26.3	7.9	335.75	13.32	-
Professional, Technical	4	27.5	1.8	29.3	7.6	383.75	13.95	2.2
Clerical	94	23.8	1.8	25.6	7.7	343.90	14.43	8.0
Sales	2	24.9	1.0	25.0	8.0	258.00	10.75	4.5
Foremen and Supervisors	232	22.1	1.7	23.8	7.8	222.61	10.05	10.6
Skilled and Semi-skilled	299	21.5	1.9	23.4	8.4	162.80	7.56	8.1
Unskilled	7,946	17.9	.3	18.2	7.9	100.60	5.61	7.7
Young and Child	111	20.1	-	20.1	7.8	84.51	4.21	1.5

TABLE - 34 ANY OTHER AGRICULTURE

All employees	5,444	20.3	.8	21.1	8.0	170.43	8.39	1.4
Administrative & Managerial	116	21.9	2.9	23.8	7.6	593.24	27.11	4.5
Professional, Technical	161	20.9	2.2	21.1	7.4	473.58	22.71	.1
Clerical	337	19.7	2.9	21.6	7.3	437.26	22.18	.5
Sales	12	24.2	.6	24.8	8.0	273.25	11.31	-
Foremen and Supervisors	123	21.9	2.7	24.6	8.0	273.80	12.49	4.3
Skilled and Semi-skilled	270	23.0	1.6	24.6	8.0	212.79	9.25	.4
Unskilled	4,419	20.1	.6	20.7	8.1	122.35	6.09	1.4
Young and Child	8	9.1	-	9.1	8.0	41.63	4.56	-

8	9.1	-	9.1	8.0	-	8.0	41.63	4.56	.57
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TABLE - 31 TEA CULTIVATION
AVERAGE EARNINGS AND HOURS WORKED BY OCCUPATIONAL CATEGORY
(JUNE - 1976)

OCCUPATIONAL CATEGORY	NO. OF EMPLOYEES	AVERAGE NO. OF DAYS PAID FOR		AVERAGE NO. OF HOURS WORKED PER DAY		AVERAGE EARNINGS PER EMPLOYEE (Rs.)			PERCENTAGE OF PAYMENTS IN KIND TO TOTAL CASH REMUNERATION	
		NO. OF WORKED	NO. OF HOLIDAYS	TOTAL	NORMAL	OVER TIME	MONTH	DAY		HOUR
All employees	446,365	16.3	.4	16.7	8.0	.1	109.10	6.71	.83	4.6
Administrative & Managerial	1,170	24.9	1.5	26.4	7.9	-	1182.96	47.60	6.02	10.0
Professional, Technical	2,740	23.0	2.2	25.2	7.8	.8	496.70	21.61	2.51	6.9
Literical	2,982	22.9	2.1	25.0	7.7	1.0	509.62	22.29	2.56	7.4
Males	60	22.1	2.3	24.4	8.0	2.8	656.92	29.70	2.75	.8
Women and Supervisors	6,325	22.6	1.9	24.5	8.0	.6	290.50	12.83	1.49	5.2
Skilled and Semi-skilled	1,990	22.9	-	22.9	7.8	.4	290.21	12.70	1.46	6.4
Unskilled	426,269	16.1	-	16.1	8.0	.1	98.01	6.10	.76	4.2
Young and Child	4,825	12.2	-	12.2	8.0	-	40.48	3.31	.41	1.0

TABLE - 32 CULTIVATION

All employees	48,928	19.1	.3	19.4	7.8	.2	170.00	8.90	1.11	1.9
Administrative & Managerial	368	25.2	1.4	26.6	7.2	.1	778.38	30.84	4.24	7.0
Professional, Technical	237	21.9	3.1	25.0	7.6	.3	413.93	18.88	2.37	3.9
Literical	557	23.7	2.8	26.5	7.7	.5	460.95	19.47	2.39	4.2
Males	-	-	-	-	-	-	-	-	-	-
Women and Supervisors	1,091	24.4	2.0	26.4	7.2	.2	306.40	12.56	1.71	2.2
Skilled and Semi-skilled	1,826	18.6	1.8	20.4	5.8	.2	151.66	8.18	1.38	1.0
Unskilled	44,710	18.9	.1	19.0	7.9	.2	157.71	8.35	1.03	1.6
Young and Child	144	14.9	-	14.9	8.0	-	97.67	6.57	.82	-

OTH SECTORS

TABLE - 29 ALL INDUSTRIES
AVERAGE EARNINGS AND HOURS WORKED BY OCCUPATIONAL CATEGORY
(JUNE - 1976)

OCCUPATIONAL CATEGORY	NO. OF EMPLOYEES	AVERAGE NO. OF DAYS PAID FOR		AVERAGE NO. OF HOURS WORKED PER DAY		AVERAGE EARNINGS PER EMPLOYEE (RS.)			PERCENTAGE OF PAYMENTS IN KIND TO TOTAL CASH REMUNERATION	
		NO. OF WORKED DAYS	NO. OF HOLIDAYS	NORMAL	OVER TIME	MONTH	DAY	HOURLY		
All employees	108,4923	18.3	1.4	19.7	7.9	8.4	253.90	13.86	1.64	1.8
Administrative & Managerial	13,980	21.4	2.3	23.7	7.8	8.0	1275.44	59.47	7.48	1.7
Professional, Technical	17,695	20.7	2.7	23.4	7.7	8.1	805.76	38.95	4.78	1.2
Clerical	109,567	20.1	3.1	23.2	7.8	8.7	537.30	26.67	3.06	1.0
Sales	31,649	23.1	1.9	25.0	7.6	7.7	248.28	10.77	1.39	1.9
Foremen and Supervisors	26,447	21.2	2.6	23.8	7.9	8.9	462.61	21.78	2.44	1.7
Skilled and Semi-skilled	175,606	19.8	3.2	23.0	7.9	9.1	348.04	17.58	1.93	1.7
Unskilled	704,349	17.3	.6	17.9	7.9	8.2	146.29	8.47	1.03	2.5
Young and Child	5,649	12.8	-	12.8	8.0	8.0	43.97	3.43	.43	1.6

TABLE - 30 AGRICULTURE

All employees	510,004	16.6	.4	17.0	7.9	8.0	115.84	6.97	.86	4.2
Administrative & Managerial	2,231	24.9	1.5	26.4	7.8	7.8	866.45	34.86	4.48	10.0
Professional, Technical	3,150	22.8	2.3	25.1	7.7	8.5	489.15	21.45	2.52	6.3
Clerical	3,970	22.7	2.3	25.0	7.7	8.5	492.72	21.68	2.55	6.5
Sales	74	22.5	2.0	24.5	8.0	10.2	583.92	25.95	2.53	.8
Foremen and Supervisors	7,771	22.9	1.9	24.8	7.9	8.4	290.44	12.70	1.52	4.9
Skilled and Semi-skilled	4,385	21.0	1.2	22.2	7.1	7.6	219.06	10.44	1.37	4.8
Unskilled	483,344	16.4	-	16.4	8.0	8.1	103.80	6.33	.79	3.8
Young and Child	5,088	12.5	-	12.5	8.0	8.0	43.06	3.46	.43	1.0

TABLE - 23

RESTAURANTS, HOTELS, CAFES ETC.

AVERAGE EARNINGS AND HOURS WORKED BY OCCUPATIONAL CATEGORY

PUBLIC SECTOR

(JUNE - 1976)

OCCUPATIONAL CATEGORY	NO. OF EMPLOYEES	AVERAGE NO. OF DAYS PAID FOR		AVERAGE HOURS WORKED PER DAY		AVERAGE EARNINGS PER EMPLOYEE (RS.)		PERCENTAGE OF PAYMENTS IN KIND TO TOTAL CASH REMUNERATION
		NO. OF WORKED	NO. OF LEAVE & HOLIDAYS	NORMAL	OVER TIME	MONTH	DAY HOUR	
All employees	1,370	20.5	2.2	8.1	.7	424.45	20.73	5.2
Administrative & Managerial	29	20.9	1.7	7.6	.1	1924.41	92.24	2.0
Professional, Technical	56	19.9	2.1	8.0	-	597.04	30.01	5.6
Clerical	209	20.2	2.5	7.8	1.3	502.25	24.90	1.1
Sales	24	22.6	1.4	10.4	1.7	452.67	20.01	4.1
Foremen and Supervisors	19	20.7	1.3	7.8	.2	428.95	20.74	-
Skilled and Semi-skilled	688	20.3	2.3	7.8	.6	396.25	19.48	6.8
Unskilled	346	20.8	1.8	8.9	.8	276.44	13.30	7.5
Young and Child	-	-	-	-	-	-	-	-

(PRIVATE SECTOR)

All employees	8,836	21.4	3.8	8.1	.3	256.75	12.02	-
Administrative & Managerial	280	23.2	1.9	8.4	-	712.77	30.70	8.3
Professional, Technical	59	23.1	3.3	8.6	.3	746.22	32.25	9.2
Clerical	1,265	21.4	3.6	7.9	.5	383.91	17.98	-
Sales	327	23.1	3.6	8.3	.1	187.01	8.09	-
Foremen and Supervisors	342	21.2	5.5	7.0	.1	336.54	15.85	-
Skilled and Semi-skilled	3,989	21.4	3.8	8.0	.3	221.09	10.35	-
Unskilled	2,550	20.9	3.8	8.3	.4	188.44	9.04	-
Young and Child	23	26.5	-	9.3	-	30.57	1.15	-

TABLE - 20 WHOLESALE AND RETAIL TRADE RESTAURANTS AND HOTELS
 AVERAGE EARNINGS AND HOURS WORKED BY OCCUPATIONAL CATEGORY
 (JUNE - 1976)

OCCUPATIONAL CATEGORY	NO. OF EMPLOYEES	AVERAGE NO. OF DAYS PAID FOR		AVERAGE NO. OF HOURS WORKED		TOTAL	AVERAGE EARNINGS PER EMPLOYEE (RS.)	AVERAGE MONTHLY PER DAY	AVERAGE EARNINGS PER EMPLOYEE (RS.)	PERCENTAGE OF PAYMENTS IN KIND TO TOTAL CASH REMUNERATION	
		NO. OF WORKED	NO. OF LEAVE & HOLIDAYS	NORMAL	OVER TIME						
All employees	67,043	21.7	2.3	24.0	7.7	.5	8.2	310.79	14.31	1.75	.3
Administrative & Managerial	1,275	21.2	2.5	23.7	7.7	.2	7.9	789.99	37.28	4.73	.2
Professional, Technical	842	20.6	3.2	23.8	7.7	.3	8.0	715.80	34.81	4.37	.4
Clerical	16,352	20.8	2.9	23.7	7.7	.4	8.1	366.76	17.64	2.19	.2
Sales	23,693	23.4	1.8	25.2	7.6	.1	7.7	230.12	9.85	1.27	.1
Foremen and Supervisors	1,043	21.6	2.4	24.0	7.5	1.3	8.8	502.68	23.31	2.63	.1
Skilled and Semi-skilled	7,338	20.6	2.9	23.5	7.6	1.0	8.6	378.06	18.36	2.12	.8
Unskilled	16,497	20.9	2.2	23.1	7.9	.8	8.7	271.44	12.98	1.49	.4
Young and Child	-	-	-	-	-	-	-	-	-	-	-
(PRIVATE SECTOR)											
All employees	27,402	21.5	3.2	24.7	7.8	.4	8.2	362.71	16.89	2.08	5.7
Administrative & Managerial	1,581	22.7	1.9	24.6	7.8	-	7.8	1121.28	49.40	6.34	2.1
Professional, Technical	345	20.7	2.6	23.3	7.9	.1	8.0	902.86	43.71	5.46	2.2
Clerical	5,875	21.5	2.9	24.4	7.6	.4	8.0	445.47	20.73	2.59	3.4
Sales	5,619	22.6	2.5	25.1	7.6	-	7.6	265.85	11.78	1.54	7.2
Foremen and Supervisors	703	21.5	4.1	25.6	7.4	.6	8.0	387.04	18.00	2.25	4.1
Skilled and Semi-skilled	6,621	21.1	3.8	24.9	7.9	.4	8.3	256.14	12.14	1.46	-
Unskilled	6,635	20.7	3.4	24.1	7.9	.7	8.6	267.55	12.96	1.51	7.9
Young and Child	23	26.5	-	26.5	9.3	-	9.3	30.57	1.15	.12	-

TABLE - 17 ALL OTHER MANUFACTURING INDUSTRIES
 AVERAGE EARNINGS AND HOURS WORKED BY OCCUPATIONAL CATEGORY
 (JUNE - 1976)

BLIC SECTOR

OCCUPATIONAL CATEGORY	NO. OF EMPLOYEES	AVERAGE NO. OF DAYS PAID FOR		AVERAGE NO. OF HOURS WORKED PER DAY		AVERAGE EARNINGS PER EMPLOYEE (RS.)	PERCENTAGE OF PAYMENTS IN KIND TO TOTAL CASH REMUNERATION			
		NO. OF WORKED	NO. OF LEAVE & HOLIDAY DAYS	TOTAL	NORMAL			MONTH	DAY	HOUR
All employees	17,499	21.0	3.7	24.7	7.6	8.7	468.19	22.32	2.59	.4
Administrative & Managerial	336	20.7	3.1	23.8	7.7	7.7	242.07	60.06	7.78	.4
Professional, Technical	488	21.5	3.7	25.2	7.4	7.8	959.77	44.71	5.67	.5
Clerical	2,157	20.2	3.8	24.0	7.6	8.7	561.73	27.87	3.21	.4
Sales	9	22.0	3.1	25.1	7.8	7.8	333.00	15.14	1.95	-
Foremen and Supervisors	907	20.5	4.2	24.7	7.7	9.3	632.41	30.78	3.32	.5
Skilled and Semi-skilled	9,403	21.3	4.2	25.5	7.5	8.7	431.70	20.23	2.31	.4
Unskilled	4,200	20.6	2.6	23.2	7.5	8.3	347.52	16.85	2.02	.3
Young and Child	-	-	-	-	-	-	-	-	-	-

(PRIVATE SECTOR)

All employees	26,992	19.0	3.1	22.1	8.6	9.4	551.23	29.07	3.08	2.7
Administrative & Managerial	569	20.2	2.1	22.3	8.6	8.6	245.45	160.83	18.66	.5
Professional, Technical	260	20.0	2.9	22.9	8.6	9.0	1092.30	54.72	6.12	.9
Clerical	4,006	19.2	3.2	22.4	8.7	8.8	876.52	45.76	5.19	2.0
Sales	228	21.3	1.6	22.9	8.1	8.1	415.04	19.50	2.40	.9
Foremen and Supervisors	938	18.5	3.7	22.2	8.8	9.2	462.08	24.99	2.73	3.6
Skilled and Semi-skilled	13,796	18.7	3.2	21.9	8.6	9.3	422.88	22.62	2.42	3.4
Unskilled	7,194	19.2	3.3	22.5	8.6	10.2	399.56	20.79	2.05	3.4
Young and Child	4	15.5	-	15.5	8.9	9.3	97.75	6.31	.68	10.5

4	15.5	-	15.5	8.9	.4	9.3	97.75	6.31	.68	10.5
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TABLE - 16 ENGINEERING INDUSTRIES

AVERAGE EARNINGS AND HOURS WORKED BY OCCUPATIONAL CATEGORY

LIC SECTOR

(JUNE - 1976)

OCCUPATIONAL CATEGORY	NO. OF EMPLOYEES	AVERAGE NO. OF DAYS PAID FOR		AVERAGE NO. OF HOURS WORKED PER DAY		AVERAGE EARNINGS PER EMPLOYEE (RS.)		PERCENTAGE OF PAYMENTS IN KIND TO TOTAL CASH REMUNERATION			
		NO. WORKED	NO. OF LEAVE & HOLIDAYS	TOTAL	OVER TIME	MONTH	DAY HOUR				
1 employees	8,255	17.8	4.0	21.8	8.0	1.5	9.5	449.60	25.22	2.66	.2
Administrative & Managerial	84	20.0	3.8	23.8	7.7	-	7.7	1446.12	72.48	9.43	-
Professional, Technical	169	20.5	3.2	23.7	7.9	.4	8.3	1023.69	50.02	6.03	-
Operatives	597	19.7	3.3	23.0	7.9	.8	8.7	574.30	29.14	3.35	1.2
Unskilled and Supervisors	36	21.3	3.2	24.5	7.6	.5	8.1	516.69	24.28	3.02	2.7
Skilled and Semi-skilled	415	19.6	3.3	22.9	8.0	2.2	10.2	694.77	35.47	3.49	-
Unskilled	5,202	18.8	3.7	22.5	8.0	1.5	9.5	436.02	23.16	2.44	.1
Young and Child	1,751	13.4	5.4	18.8	7.9	1.9	9.8	284.95	21.30	2.17	.2

(PRIVATE SECTOR)

11 employees	9,677	19.5	2.9	22.4	8.2	.5	8.7	348.66	17.90	2.07	2.5
Administrative & Managerial	294	21.0	1.6	22.6	8.1	.1	8.2	1217.77	58.09	7.05	.5
Professional, Technical	274	19.7	2.9	22.6	8.1	.4	8.5	922.56	46.76	5.50	.9
Operatives	1,006	19.9	3.0	24.6	8.1	.5	8.6	447.50	22.52	2.61	2.1
Unskilled and Supervisors	77	22.6	2.0	24.6	8.1	-	8.1	317.22	14.01	1.72	.5
Skilled and Semi-skilled	455	19.9	3.2	23.1	8.1	.5	8.6	484.47	24.31	2.81	1.8
Unskilled	5,720	19.4	3.2	22.6	8.1	.5	8.6	273.35	14.05	1.64	3.0
Young and Child	1,841	18.8	2.4	21.2	8.3	.6	8.9	273.78	14.56	1.62	3.7
	10	22.0	-	22.0	8.0	-	8.0	55.00	2.50	.31	-

TABLE - 14 CHEMICALS, CHEMICAL PRODUCTS PETROLEUM ETC.
AVERAGE EARNINGS AND HOURS WORKED BY OCCUPATIONAL CATEGORY

(JUNE - 1976)

OCCUPATIONAL CATEGORY	NO. OF EMPLOYEES	AVERAGE NO. OF DAYS PAID FOR		AVERAGE NO. OF HOURS WORKED PER DAY		AVERAGE EARNINGS PER EMPLOYEE (RS.)	AVERAGE EARNINGS PER HOUR	PERCENTAGE OF PAYMENTS IN KIND TO TOTAL CASH REMUNERATION			
		NO. OF WORKED	NO. OF LEAVE & HOLIDAYS	TOTAL	NORMAL				OVER TIME	MONTH	DAY
All employees	804	19.5	4.8	24.3	7.6	2.1	9.7	490.04	25.07	2.58	-
Administrative & Managerial	47	16.4	5.9	22.3	7.4	-	7.4	938.70	57.22	7.71	-
Professional, Technical	19	22.7	3.3	26.0	7.5	-	7.5	848.84	37.42	4.99	-
Clerical	218	18.3	4.6	22.9	7.9	.6	8.5	455.44	24.90	2.92	-
Sales	-	-	-	-	-	-	-	-	-	-	-
Foremen and Supervisors	26	21.8	4.5	26.3	7.5	3.0	10.5	1031.23	47.37	4.51	-
Skilled and Semi-skilled	267	19.8	5.6	25.4	7.5	4.4	11.9	518.53	26.20	2.20	-
Unskilled	228	20.5	4.0	24.5	7.6	1.1	8.7	303.52	14.80	1.69	-

(PRIVATE SECTOR)

All employees	5,999	18.5	2.3	20.8	8.1	1.1	9.2	493.84	26.75	2.90	.9
Administrative & Managerial	185	20.9	1.4	22.3	8.0	-	8.0	2587.79	123.83	15.46	.2
Professional, Technical	202	20.7	1.7	22.4	7.9	.7	8.6	1213.74	58.77	6.83	.7
Clerical	758	18.6	3.0	21.6	7.7	.5	8.2	566.51	30.44	3.72	1.6
Sales	162	16.2	4.2	20.4	7.8	-	7.8	590.66	36.45	4.66	.4
Foremen and Supervisors	237	18.9	2.7	21.6	7.6	1.8	9.4	793.95	41.98	4.48	.4
Skilled and Semi-skilled	1,792	19.0	2.1	21.1	8.1	1.0	9.1	314.23	16.53	1.82	.8
Unskilled	2,657	17.8	2.3	20.1	8.3	1.5	9.8	361.92	20.32	2.07	1.2
Young and Child	6	19.5	-	19.5	8.0	-	8.0	111.17	5.70	.72	-

TABLE - 13. PRINTING, PUBLISHING AND ALLIED INDUSTRIES
AVERAGE EARNINGS AND HOURS WORKED BY OCCUPATIONAL CATEGORY

PUBLIC SECTOR

(JUNE - 1976)

OCCUPATIONAL CATEGORY	NO. OF EMPLOYEES	AVERAGE NO. OF DAYS PAID FOR		AVERAGE NO. OF HOURS WORKED PER DAY		AVERAGE EARNINGS PER EMPLOYEE (RS.)			PERCENTAGE OF PAYMENTS IN KIND TO TOTAL CASH REMUNERATION	
		NO. WORKED	NO. OF LEAVE & HOLIDAY DAYS	TOTAL	NORMAL	OVER TIME	MONTH	DAY		HOURLY
All employees	705	19.7	1.8	21.5	8.0	1.3	473.15	24.03	2.60	-
Administrative & Managerial	35	22.6	1.2	23.8	7.7	.3	578.29	25.59	3.20	-
Professional, Technical	4	20.5	1.3	21.8	8.8	1.2	619.00	30.20	3.03	-
Clerical	36	21.1	3.2	24.3	8.5	1.5	623.28	30.95	3.10	-
Sales	-	-	-	-	-	-	-	-	-	-
Foremen and Supervisors	16	17.3	2.9	20.2	8.2	2.6	1111.38	64.19	2.97	-
Skilled and Semi-skilled	412	19.9	1.8	21.7	7.9	.9	451.50	22.70	2.57	-
Unskilled	203	18.8	1.6	20.4	8.0	2.1	416.86	22.20	2.19	-
Young and Child	-	-	-	-	-	-	-	-	-	-
(PRIVATE SECTOR)										
All employees	5,076	19.9	2.5	22.4	7.7	.9	523.32	26.33	3.07	.2
Administrative & Managerial	153	21.2	1.7	22.9	7.5	-	1193.48	56.17	7.47	-
Professional, Technical	682	17.1	2.5	19.6	7.6	.8	737.93	43.27	5.18	-
Clerical	806	21.8	2.5	24.3	7.4	.4	669.50	30.76	3.96	.2
Sales	57	17.6	2.6	20.2	7.9	-	401.23	22.82	2.90	.1
Foremen and Supervisors	172	19.0	2.8	21.8	7.4	.5	644.94	34.01	4.30	.2
Skilled and Semi-skilled	2,503	19.7	2.6	22.3	7.9	.8	403.28	20.42	2.36	.2
Unskilled	706	20.9	2.2	23.1	7.4	2.5	407.51	19.50	1.97	.8
Young and Child	-	-	-	-	-	-	-	-	-	-

drop in the number of employees as compared with the figure for 1975 was due to the fact that the Govt. Printing Dept. was not included in the survey.

TABLE - 11 MANUFACTURE OF TEXTILES

AVERAGE EARNINGS AND HOURS WORKED BY OCCUPATIONAL CATEGORY

LIC SECTOR

(JUNE - 1976)

OCCUPATIONAL CATEGORY	NO. OF EMPLOYEES	AVERAGE NO. OF DAYS PAID FOR			AVERAGE NO. OF HOURS WORKED PER DAY			AVERAGE EARNINGS PER EMPLOYEE (RS.)			PERCENTAGE OF PAYMENTS IN KIND TO TOTAL CASH REMUNERATION
		NO. WORKED	NO. OF LEAVE & HOLIDAYS	TOTAL	NORMAL	OVER TIME	TOTAL	MONTH	DAY	HOUR	
All employees	34,448	19.6	2.9	22.5	7.9	.8	8.7	257.71	13.17	1.52	.3
Administrative & Managerial	471	22.3	2.1	24.4	7.2	-	7.2	599.53	26.87	3.75	.4
Professional, Technical	681	20.3	3.0	23.3	7.8	.1	7.9	516.71	25.46	3.22	-
Clerical	1,508	20.9	3.3	24.2	7.6	2.1	9.7	495.78	23.74	2.44	.2
Sales	72	23.5	3.2	26.7	8.2	.4	8.6	310.81	13.22	1.55	.3
Foremen and Supervisors	1,564	20.2	3.6	23.8	7.9	1.8	9.7	554.04	27.48	2.82	-
Skilled and Semi-skilled	23,801	19.1	2.9	22.0	7.9	.7	8.3	207.26	10.85	1.27	.3
Unskilled	6,128	20.7	2.6	23.3	8.0	.9	8.9	272.50	13.16	1.48	.4
Young and Child	225	15.6	-	15.6	8.0	-	8.0	17.98	1.15	.14	-
(PRIVATE SECTOR)											
All employees	20,872	19.3	1.5	20.8	7.8	.4	8.2	203.05	10.49	1.28	1.7
Administrative & Managerial	321	22.0	3.3	25.3	7.8	-	7.8	868.35	39.50	5.06	.5
Professional, Technical	285	20.9	2.8	23.7	7.6	.2	7.8	651.08	31.22	4.01	1.0
Clerical	689	18.8	2.4	21.2	7.6	.6	8.2	395.30	21.06	2.55	2.5
Sales	131	20.1	2.8	22.9	7.7	.1	7.8	334.31	16.67	2.15	1.0
Foremen and Supervisors	559	21.7	2.7	24.4	7.7	.4	8.1	446.51	20.60	2.54	.9
Skilled and Semi-skilled	14,959	19.4	1.5	20.9	7.7	.4	8.1	174.04	8.96	1.10	1.8
Unskilled	3,843	18.5	1.2	19.7	8.0	.5	8.5	154.86	8.39	.98	2.6
Young and Child	84	20.5	-	20.5	8.5	-	8.5	112.42	5.47	.64	-

TABLE - 10 FOOD, BEVERAGE AND TOBACCO
AVERAGE EARNINGS AND HOURS WORKED BY OCCUPATIONAL CATEGORY

(JUNE - 1976)

ALIC SECTOR

OCCUPATIONAL CATEGORY	NO. OF EMPLOYEES	AVERAGE NO. OF DAYS PAID FOR		AVERAGE NO. OF HOURS WORKED PER DAY		AVERAGE EARNINGS PER MONTH	AVERAGE EARNINGS PER DAY PER EMPLOYEE	PERCENTAGE OF PAYMENTS IN KIND TO TOTAL CASH REMUNERATION
		NO. OF WORKED	NO. OF LEAVE & HOLI-DAYS	NORMAL	OVER TIME			
all employees	20,446	18.6	1.1	19.7	7.8	265.74	14.29	1.58
Administrative & Managerial	187	20.8	2.0	22.8	7.8	1466.00	70.33	8.74
Professional, Technical	286	21.2	3.2	24.4	7.5	876.72	41.34	4.52
Operatives	1102	20.4	3.2	23.6	7.6	601.25	29.54	3.11
Women and Supervisors	130	21.5	2.1	23.6	7.5	738.25	34.26	3.89
Unskilled and Semi-skilled	869	18.0	3.5	21.5	7.8	615.15	34.16	3.41
Young and Child	2,761	20.2	3.0	23.2	7.7	331.60	16.44	1.58
	15,092	18.1	.5	18.6	7.9	178.86	9.87	1.14
	21	5.2	-	5.2	8.0	23.67	4.52	.56

(PRIVATE SECTOR)

all employees	24,240	18.5	1.5	20.0	8.0	294.48	15.88	1.76
Administrative & Managerial	501	21.5	1.8	23.3	7.7	1205.85	56.18	5.21
Professional, Technical	472	21.6	2.6	24.2	7.8	890.48	41.17	4.68
Operatives	1,597	20.4	2.9	23.3	7.8	578.36	28.40	3.22
Sales	611	21.6	1.1	22.7	7.6	280.39	12.98	1.69
Women and Supervisors	962	20.7	2.4	23.1	8.0	484.51	23.43	2.41
Unskilled and Semi-skilled	9,178	18.7	2.0	20.7	7.9	291.47	15.59	1.76
Young and Child	10,814	17.5	.8	18.3	8.2	172.84	9.86	1.08
	106	17.8	.2	18.0	6.5	79.48	4.46	.68

TABLE - 9 MANUFACTURING
AVERAGE EARNINGS AND HOURS WORKED BY OCCUPATIONAL CATEGORY

IC SECTOR

(JUNE - 1976)

OCCUPATIONAL CATEGORY	NO. OF EMPLOYEES	AVERAGE NO. OF DAYS PAID FOR		AVERAGE NO. OF HOURS WORKED		AVERAGE EARNINGS PER EMPLOYEE (RS.)	AVERAGE EARNINGS PER MONTH	AVERAGE EARNINGS PER DAY	TOTAL	AVERAGE NO. OF HOURS WORKED OVER TIME	PERCENTAGE OF PAYMENTS IN KIND TO TOTAL CASH REMUNERATION	
		NO. OF WORKED	& HOLIDAYS	TOTAL	NORMAL							DAY
All employees	86,155	19.4	2.7	22.1	7.8	1.1	336.88	8.9	8.9	1.1	3	
Administrative & Managerial	1,208	21.3	2.6	23.9	7.5	.1	1004.90	7.6	7.6	.1	4	
Professional, Technical	1,816	21.0	3.2	24.2	7.7	.5	778.96	8.2	8.2	.5	2	
Operatives	5,998	20.4	3.4	23.8	7.6	1.5	549.35	9.1	9.1	1.5	4	
Unskilled	253	22.2	2.3	24.5	7.7	.9	567.05	8.6	8.6	.9	6	
Supervisors	4,105	19.9	3.6	23.5	7.9	1.9	607.69	9.8	9.8	1.9	2	
Semi-skilled	43,918	19.6	3.3	22.9	7.8	1.1	312.63	8.9	8.9	1.1	3	
Unskilled and Child	28,616	18.7	1.5	20.2	7.9	.9	235.12	8.8	8.8	.9	5	
	246	14.7	-	-	8.0	-	18.46	8.0	8.0	-	-	
(PRIVATE SECTOR)												
All employees	100,829	19.0	2.3	21.3	8.1	.7	373.15	8.8	8.8	.7	2.8	
Administrative & Managerial	2,137	21.1	2.0	23.1	8.0	.8	1820.79	8.8	8.8	.8	1.0	
Professional, Technical	2,252	19.6	2.7	22.3	7.9	.6	877.99	8.5	8.5	.6	1.6	
Operatives	9,247	19.6	3.0	22.6	8.2	.4	680.29	8.6	8.6	.4	2.3	
Unskilled	1,357	20.6	1.9	22.5	7.8	-	361.64	7.8	7.8	-	6.1	
Supervisors	3,576	19.9	3.0	22.9	8.1	.9	504.73	9.0	9.0	.9	2.7	
Semi-skilled	52,941	19.0	2.5	11.5	8.1	.6	294.72	8.7	8.7	.6	3.2	
Unskilled and Child	29,115	18.4	1.9	20.3	8.2	1.1	259.23	9.3	9.3	1.1	3.5	
	210	19.1	.1	19.2	7.5	-	92.74	7.5	7.5	-	.2	

TABLE - 7 ALL OTHER AGRICULTURE
 PUBLIC SECTOR AVERAGE EARNINGS AND HOURS WORKED BY OCCUPATIONAL CATEGORY
 (JUNE - 1976)

OCCUPATIONAL CATEGORY	NO. OF EMPLOYEES	AVERAGE NO. OF DAYS PAID FOR		AVERAGE NO. OF HOURS WORKED PER DAY		AVERAGE EARNINGS PER EMPLOYEE (Rs.)	PERCENTAGE OF PAYMENT IN KIND TO TOTAL CASH REMUNERATION	
		NO. OF WORKED	NO. OF HOLIDAYS	NORMAL	TOTAL			
Public Sector	3,526	19.4	.8	8.0	8.1	183.12	1.2	
		22.2	2.8	7.7	7.7	605.37	3.2	
		19.4	2.6	7.2	7.2	540.73	.1	
		19.3	2.9	7.2	7.4	446.01	.3	
		-	-	-	-	-	-	-
		20.9	3.0	8.0	8.0	286.31	5.0	
		21.4	1.7	7.8	8.7	344.94	2.0	
		19.3	.3	8.1	8.2	127.57	1.3	
		9.1	-	8.0	8.0	41.63	-	
		9.1	-	8.0	8.0	41.63	-	
Private Sector	1,918	2.0	.8	8.0	8.3	147.10	1.9	
		21.4	3.0	7.5	7.5	574.78	6.7	
		24.8	1.3	8.0	8.3	289.30	-	
		22.3	2.4	7.9	8.2	374.07	2.8	
		24.2	.6	8.0	8.0	273.25	-	
		23.7	2.1	8.0	8.7	252.85	2.8	
		23.2	1.5	8.0	8.4	193.10	-	
		21.7	.5	8.0	8.2	112.13	1.8	
		-	-	-	-	-	-	-
		-	-	-	-	-	-	-

TABLE - RUBBER CULTIVATION
AVERAGE EARNINGS AND HOURS WORKED BY OCCUPATIONAL CATEGORY

(JUNE - 1976)

LIG SECTOR

OCCUPATIONAL CATEGORY	NO. OF EMPLOYEES	AVERAGE NO. OF DAYS PAID FOR		AVERAGE NO. OF HOURS WORKED PER DAY		AVERAGE EARNINGS PER EMPLOYEE (RS.)			PERCENTAGE OF PAYMENT IN KIND TO TOTAL CASH REMUNERATION			
		NO. OF WORKED DAYS	NO. OF LEAVE & HOLIDAY DAYS	TOTAL	NORMAL	OVER TIME	TOTAL	MONTH		DAY	HOURLY	
employees	9,972	18.8	.2	19.0	7.8	.2	8.0	168.74	8.97	1.13	4.0	
Administrative and Managerial	59	23.9	2.0	25.9	7.9	-	7.9	970.54	40.58	5.12	-	
Professional, Technical	54	21.6	4.1	25.7	7.9	.4	8.1	614.61	28.42	3.39	3.6	
Operatives	176	24.0	2.5	26.5	7.6	.7	8.3	377.40	15.71	1.90	3.8	
Men and Supervisors	-	-	-	-	-	-	-	-	-	-	-	-
Unskilled and Semi-skilled	207	23.5	2.5	26.0	7.9	.4	8.3	306.89	13.08	1.58	4.4	
Unskilled	42	23.7	2.2	25.9	8.0	1.0	9.0	321.55	13.59	1.51	5.5	
Women and Child	9,424	18.6	.1	18.7	7.7	.2	7.9	153.70	8.28	1.05	3.7	
	13	6.5	-	6.5	7.8	-	7.8	22.00	2.36	.43	-	

(PRIVATE SECTOR)

employees	38,956	19.2	.4	19.6	7.9	.2	8.1	170.32	8.88	1.11	1.4
Administrative & Managerial	309	25.5	1.2	26.7	7.1	.1	7.2	741.68	29.10	4.06	6.2
Professional, Technical	183	22.0	2.9	24.9	7.5	.3	7.8	354.72	16.11	2.05	4.1
Operatives	381	23.5	2.9	26.4	7.7	.4	8.1	499.55	11.24	2.63	4.4
Men and Supervisors	884	24.6	1.9	26.5	7.0	.2	7.2	306.28	12.44	1.74	1.7
Unskilled and Semi-skilled	1,784	18.4	3.3	21.7	5.7	.1	5.8	147.66	8.01	1.37	1.7
Unskilled	35,286	19.0	.1	19.1	8.0	.2	9.0	158.78	8.37	1.03	1.0
Women and Child	131	15.7	-	15.7	8.0	-	8.0	105.18	6.70	.84	-

ng and Child

1.0

1.03

1.84

8.0

15.7

157

131

8.0

105.18

6.70

8.37

84

TABLE - 4 TEA CULTIVATION
AVERAGE EARNINGS AND HOURS WORKED BY OCCUPATIONAL CATEGORY
(JUNE - 1976)

PUBLIC SECTOR

OCCUPATIONAL CATEGORY	NO. OF EMPLOYEES	AVERAGE NO. OF DAYS PAID FOR		AVERAGE NO. OF HOURS WORKED PER DAY		AVERAGE EARNINGS PER EMPLOYEE (RS.)	PERCENTAGE OF PAYMENTS IN KIND TO TOTAL CASH REMUNERATION		
		NO. OF WORKED	NO. OF LEAVE & HOLIDAYS	NORMAL	OVER TIME			MONTH	DAY
All employees	148,317	14.5	-	8.0	.1	94.57	6.50	.80	4.8
Administrative & Managerial	366	24.7	1.8	7.9	-	918.00	37.19	4.72	10.0
Professional, Technical	810	22.8	2.3	7.9	.8	488.55	21.41	2.45	7.5
Clerical	894	22.3	2.8	7.7	.8	458.71	20.57	2.42	6.9
Sales	-	-	-	-	-	-	-	-	-
Foremen and Supervisors	1,568	22.4	2.2	8.0	.6	320.16	14.30	1.65	6.9
Skilled and Semi-skilled	489	23.4	.9	7.8	1.0	327.72	14.01	1.59	6.0
Unskilled	142,488	14.3	-	8.0	.1	85.18	5.94	.74	4.4
Young and Child	1,705	11.5	-	8.0	-	50.30	4.39	.55	1.7

(PRIVATE SECTOR)

All employees	298,048	17.1	.5	7.9	.1	116.32	6.79	.84	4.5
Administrative & Managerial	804	24.9	1.3	7.9	-	1303.57	52.30	6.60	-
Professional, Technical	1,938	23.1	2.1	7.7	.8	500.11	21.69	2.53	6.6
Clerical	2,088	23.1	1.9	7.7	1.0	531.41	23.00	2.62	7.6
Sales	60	22.1	2.3	8.0	2.8	656.92	29.70	2.75	.8
Foremen and Supervisors	4,757	22.7	1.8	8.0	.6	280.73	12.35	1.44	4.6
Skilled and Semi-skilled	1,501	22.7	.7	7.8	.8	277.98	12.26	1.42	6.5
Unskilled	283,781	16.9	-	7.9	.1	104.45	6.16	.77	4.1
Young and Child	3,120	12.6	17.1	8.0	-	35.12	2.78	.35	.5

TABLE - 3 AGRICULTURE
 AVERAGE EARNINGS AND HOURS WORKED BY OCCUPATIONAL CATEGORY
 (JUNE - 1976)

OCCUPATIONAL CATEGORY	NO. OF EMPLOYEES	AVERAGE NO. OF DAYS PAID FOR		TOTAL	AVERAGE NO. OF HOURS WORKED		TOTAL	AVERAGE EARNINGS PER EMPLOYEE (RS.)			PERCENTAGE OF PAYMENTS IN KIND TO TOTAL CASH REMUNERATION	
		No. OF WORKED	& HOLIDAYS		NORMAL	OVER TIME		MONTH	DAY	HOURLY		
All employees	164,209	15.0	.2	15.2	8.0	.1	8.1	101.61	6.79	.84	4.6	
Administrative & Managerial	578	24.0	2.0	26.0	7.8	-	7.8	813.34	33.92	4.33	-	
Professional, Technical	984	22.3	2.5	24.8	7.8	.7	8.5	501.20	22.43	2.63	-	
Clerical	1,403	21.9	2.7	24.6	7.6	.7	8.3	443.21	20.25	2.46	-	
Sales	-	-	-	-	-	-	-	-	-	-	-	
Foremen and Supervisors	1,924	22.4	2.4	24.8	8.0	.6	8.6	315.77	14.07	1.65	-	
Skilled and Semi-skilled	597	23.2	1.8	25.0	7.8	1.0	8.8	325.39	14.05	1.60	-	
Unskilled	156,965	14.7	-	14.7	8.0	.1	8.1	90.52	6.14	.76	4.3	
Young and Child	1,765	11.6	-	11.6	8.0	-	8.0	50.96	4.39	.55	1.6	
PRIVATE SECTOR												
All employees	345,795	17.4	.4	17.8	7.9	.1	8.1	122.60	7.04	.87	5.1	
Administrative & Managerial	1,653	25.2	1.2	26.4	7.8	-	7.8	885.02	35.18	4.52	-	
Professional, Technical	2,166	23.0	2.2	25.2	7.7	.8	8.5	483.68	21.02	2.47	6.4	
Clerical	2,567	23.2	2.1	25.3	7.7	.9	8.7	519.78	22.41	2.59	7.1	
Sales	74	22.5	2.0	24.5	8.0	.2	10.2	583.92	25.95	2.53	.8	
Foremen and Supervisors	5,847	23.0	1.8	24.8	7.8	.5	8.3	282.11	12.26	1.47	4.2	
Skilled and SMI-skilled	3,788	20.6	15.3	35.9	7.0	.5	7.4	202.30	9.80	1.32	4.6	
Unskilled	326,369	17.2	.1	17.3	7.9	.1	8.1	110.18	6.41	.79	3.6	
Young and Child	3,323	12.9	16.1	39.0	8.0	-	8.0	38.87	3.01	.38	.6	

TABLE 1 : DISTRIBUTION ON SAMPLE AND THE
POSITION OF RESPONSE
JUNE - 1976

Industry Stratum	Optimum out-off point (No. of Employees)	Sample-size (No. of Establishments)			No. of Establishments actually surveyed, excluding closed, duplicates, rejected non-response
		Above cut-off point	Below cut-off point	Total	
1. Tea Estates	1000	130	44	174	158
2. Rubber Estates	1000	2	80	82	79
3. Coconut Estates	100	109	130	139	117
4. Other Agricultural, Forestry, Hunting and Fishing (Residual of Major Division - 1)	"	10	21	31	26
5. Mining Quarrying (Major Division - 2)	"	10	12	22	19
6. Food, Beverages and Tobacco Manufacture (311-314)	"	63	42	105	97
7. Manufacture of Textiles (321)	"	57	72	129	115
8. Manufacture of Garments (322)	"	8	41	49	46
9. Printing, Publishing and allied Industries (342)	"	8	10	18	17
10. Chemical, Chemical Products Petroleum etc. (351-354)	"	20	12	32	27
11. Manufacture of Rubber Products (355)	"	9	29	38	34
12. Engineering Industries (381-385)	"	36	32	68	61
13. Other Manufacturing (Residual of Major division-3)	"	56	18	74	65
14. Electricity, Gas & Water (Major Division - 4)	"	23	9	32	26
15. Construction (Major Division 5)	1000	13	49	62	58
16. Wholesale Trade (610)	100	69	9	78	67
17. Retail Trade (620)	"	185	114	299	271
18. Restaurants and Hotels etc. (631-632)	"	15	132	147	138
19. Transport & Transport Services (Major Division -7)	1000	13	8	21	16
20. Bank, Insurance and Business Services (Major Divison -8)	100	33	28	61	54
21. Repair Services (951)	"	11	9	20	20
22. Other Community, Social and Personal Services (Residual of	"	18	41	59	53

PUBLIC SECTOR

**TABLE - 2 ALL INDUSTRIES
AVERAGE EARNINGS AND HOURS WORKED BY OCCUPATIONAL CATEGORY
(JUNE - 1976)**

OCCUPATIONAL CATEGORY	NO. OF EMPLOYEES	AVERAGE NO. OF DAYS PAID FOR WORK	NO. OF HOLIDAYS & LEAVE	TOTAL DAYS	AVERAGE NO. OF HOURS WORKED PER DAY			AVERAGE EARNINGS PER EMPLOYEE (RS.)			PERCENTAGE OF PAYMENTS IN KIND TOTAL CASH REMUNERATION
					NORMAL	OVER TIME	TOTAL	MONTH	DAY	HOURLY	
All employees	583,377	18.5	1.7	20.2	7.9	0.7	8.6	293.76	15.89	1.85	1.0
Administrative & Managerial	6,965	20.4	2.7	23.1	7.8	0.1	7.9	1190.18	58.33	7.43	0.8
Professional, Technical	11,612	20.4	2.9	23.3	7.7	0.3	8.0	844.74	41.39	5.13	0.5
Clerical	82,957	20.0	3.2	23.2	7.7	1.1	8.8	532.81	26.61	3.01	0.6
Sales	24,093	23.3	1.8	25.1	7.6	0.1	7.7	234.72	10.07	1.30	0.2
Foremen and Supervisors	15,547	20.9	2.9	23.8	7.2	1.4	9.3	523.74	25.11	2.72	1.0
Skilled and Semi-skilled	102,027	20.0	3.3	23.3	7.9	1.6	9.5	373.79	18.95	2.00	0.8
Unskilled	108,095	17.1	0.9	18.0	7.9	1.4	8.3	167.20	9.75	1.17	1.6
Young and Child	2,093	11.9	-	11.9	8.0	-	8.0	47.33	3.98	1.50	1.4

(PRIVATE SECTOR)

All employees	501,546	18.1	1.1	19.2	8.0	0.5	8.3	207.53	11.45	1.39	3.3
Administrative and Managerial	7,015	22.5	1.8	24.3	7.8	0.2	8.0	1360.16	60.50	7.52	2.4
Professional, Technical	6,083	21.2	2.3	23.5	7.7	0.6	8.3	731.36	34.47	4.17	2.6
Clerical	25,610	20.5	2.9	23.4	7.9	0.5	8.4	551.31	26.84	3.21	2.4
Sales	7,556	22.2	2.4	24.6	7.7	1.1	7.8	291.50	13.13	1.70	6.3
Foremen and Supervisors	10,900	21.8	2.4	24.2	7.9	0.6	8.5	325.43	17.24	2.03	3.2
Skilled and Semi-skilled	73,579	19.5	3.3	22.8	8.0	0.6	8.6	305.39	15.63	1.82	3.2
Unskilled	366,254	17.4	0.3	17.7	8.0	0.2	8.2	126.99	0.30	0.89	3.7
Young and Child	3,556	13.4	15.0	28.4	8.0	-	8.0	42.00	3.14	0.39	1.7

