

## CHAPTER – III

### EMPLOYMENT AND EARNINGS

#### 3.1 INTRODUCTION

This chapter makes an analysis of different aspects of Employment, Wages and Earnings, Mode of Recruitment and Promotion, Training, Social Security etc. of the Scheduled Tribes workers engaged in the sampled units in each stratum of Vapi, Val sad, Navsari and Sachin.

#### BOX-I

<b>Employment of Sample Workers</b>	
• <b>Directly Employed</b>	<b>: 73 per cent.</b>
• <b>Contract Worker</b>	<b>: 27 per cent.</b>
• <b>Total Scheduled Tribe workers</b>	<b>: 18 per cent.</b>
• <b>Directly employed Scheduled Tribe male workers</b>	<b>: 13 per cent.</b>
• <b>Directly employed Scheduled Tribe female workers</b>	<b>: 2 per cent.</b>
• <b>Scheduled Tribe male contract workers</b>	<b>: 24 per cent.</b>
• <b>Scheduled Tribe female contract workers</b>	<b>: 3 per cent.</b>
• <b>Female Scheduled Tribe workers to total Scheduled Tribe workers</b>	<b>: 12 per cent.</b>
• <b>Scheduled Tribe workers representation in Managerial, Executive and Administrative posts</b>	<b>: 0.3 per cent.</b>
• <b>Scheduled Tribe female workers representation in Managerial, Executive and Administrative posts.</b>	<b>: Nil.</b>
• <b>Against 78 per cent of Scheduled Tribe workers having more than one year of service on their credit. Their actual percentage on which permanency status was bestowed</b>	<b>: 53 per cent.</b>
• <b>Recruitment through employment exchanges</b>	<b>: 2 per cent.</b>
• <b>Provision of imparting training.</b>	<b>: NIL.</b>
• <b>Percentage of Scheduled Tribe workers employed in low skill jobs of Helper, Diamond Worker, Packer, Machine Operator</b>	<b>: 77 per cent.</b>

## **BOX-II**

### **Earnings of Scheduled Tribe Workers**

- **The range of minimum wage of Helpers (Who are more than 50 per cent of ST workers) : Rs. 41/- to Rs. 49/-**
  
- **Average daily earnings of male Scheduled Tribe workers : Rs. 147/-**
  
- **Average daily earnings of female Scheduled Tribe workers : Rs. 123/-**
  
- **Average mandays per month worked and paid by male Scheduled Tribe workers : 20 and 23**
  
- **Average mandays per month worked and paid by female Scheduled Tribe workers : 19 and 23**
  
- **Percentage of units paying other allowances (HRA, Transport Allowance, Night Allowance) to 17 eligible occupational categories of workers : 13 per cent.**
  
- **Percentage of unit not paying**
  - a) **Statutory Bonus : 16 per cent.**
  - b) **Paying Ex-Gratia : 91 per cent.**
  - c) **Making EPF deduction : 8 per cent.**
  - d) **Providing ESI Benefits : 16 per cent.**

### **3.2 DISTRIBUTION OF WORK FORCE BY MODE OF EMPLOYMENT, CASTE AND SEX**

Table 3.1 depicts the distribution of the work force sex wise by mode of employment and caste. In the 224 sample units the total work force employed is 16414 workers of which the Scheduled Tribe workers are 17.9 per cent. Scheduled Caste Workers constitute 9.6 per cent of the total work force and the rest of 72.5 per cent are from other castes. Majority of the workers are employed directly (72.7 per cent) and the rest of them are employed through contractors. Of all the Scheduled Tribe workers, 58 per cent are employed directly. Among the directly employed workers Scheduled Tribe male workers constitute 13 per cent whereas Scheduled Tribe female workers were two per cent.

#### **3.2.1 EMPLOYMENT THROUGH CONTRACTORS**

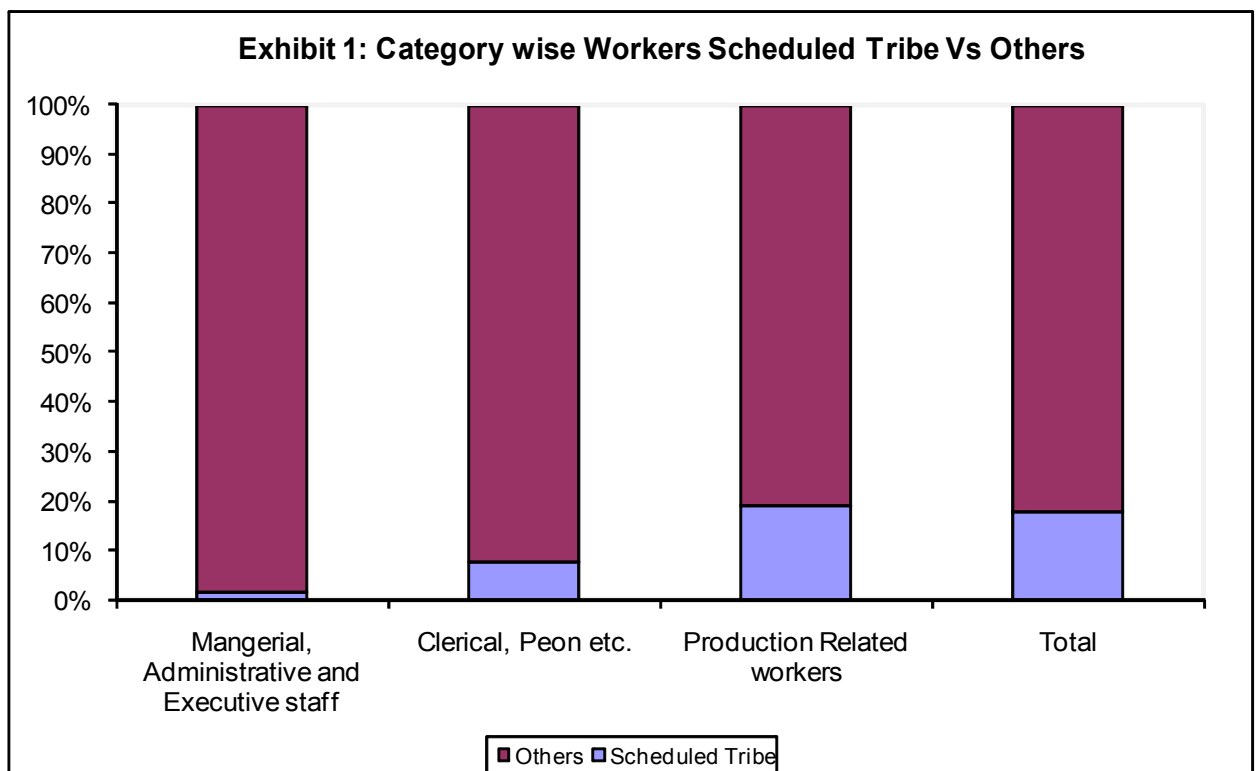
At the aggregate level, about 27.3 per cent of total workers were employed through contractors. In Valsad majority of the Scheduled Tribe workers were found to be employed through contractors. About 42 per cent of the Scheduled Tribe workers were found to be employed through contractors among the total Scheduled Tribe workers. Among the contract workers, Scheduled Tribe male workers are 24 per cent and Scheduled Tribe female workers are 3 per cent. Scheduled Tribe female workers to total Scheduled Tribe workers are 12 per cent. The more degree of contractualisation among Scheduled Tribe workers indicate lesser degree of organization, lower bargaining power, illiteracy and ignorance.

### **3.3 DISTRIBUTION OF SCHEDULED TRIBE WORK FORCE BY CATEGORY OF STAFF/WORKERS AND SEX**

Table 3.2 reveals the distribution of workers by broad categories of employment and sex. It may be seen from the table that Scheduled Tribes workers held only 1.8 per cent posts in Managerial, Administrative and Executive

personnel category. In the clerical and peon staff, 7.9 per cent were the Scheduled Tribes. Taking all the broad categories of employment together in all strata, about 17.9 per cent workers were Scheduled Tribes and the remaining 82.1 per cent workers belonged to categories other than Scheduled Tribes. The share of men and women Scheduled Tribe workers within the total Scheduled Tribes employment in the sample units was 88.5 per cent and 11.5 per cent respectively.

The ratio between Scheduled Tribe Managerial/Executive/Administrative post holders and the workers, clerical staff and peon was 0.3 per cent whereas the ratio between the all Managerial/Administrative and Executive staff and all workers, clerical staff, peon was 4 per cent. If the sole public sector unit is excluded from the sample, then their representation in the Managerial/Executive/Administrative post was lower than zero. In comparison to their share of population in the total population, their employability is low. Their quality of employment is also low.

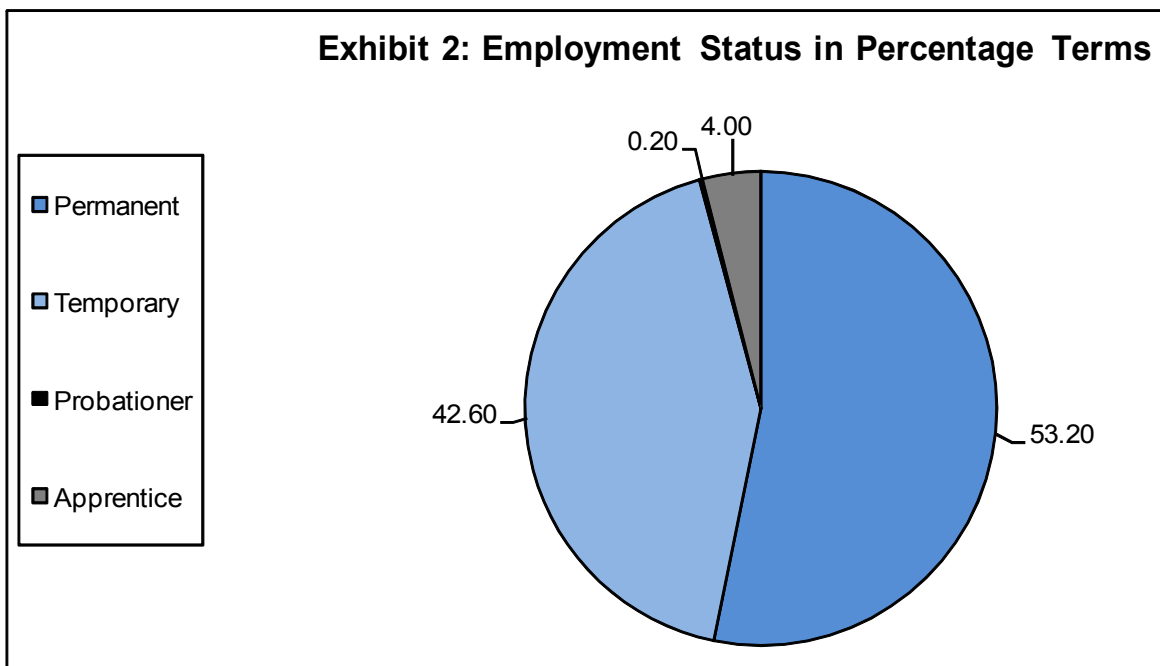


### 3.3.1 EMPLOYMENT OF WOMEN WORKERS

There was no Scheduled Tribe women worker employed in the Managerial, Administrative and Supervisory staff. In clerical, peon staff and production related workers, 12.5 per cent and 11.5 per cent women workers were employed among total Scheduled Tribe workers respectively. In all the category of workers women employment was found substantially low. The total women employment is 5.7 per cent. The employment of Scheduled Tribe women workers is just two per cent of the total workers.

### 3.4 EMPLOYMENT STATUS

The majority of Scheduled Tribe workers were found to be permanent. There were 53.2 per cent and 42.6 per cent workers permanent and temporary respectively. In Vapi and Navsari more than 70 per cent of the workers were employed on permanent basis. At aggregate level only 0.2 per cent and 4 per cent workers were found on probation and apprentice respectively. The majority of the apprentices are in Navsari where one public sector unit is in the sample. The details have been presented in the Table 3.3.



### **3.5 LENGTH OF SERVICE**

Stability of the employment of workers can be judged by the length of service. Majority of the Scheduled Tribe workers were employed for more than one year. At the aggregate level 46.3 per cent workers were having service length between 1 to 5 years, 15.8 per cent between 5 to 10 years and 10.4 per cent workers were employed since more than 15 years. In Vapi and Navsari stratum 22.2 per cent and 18.7 per cent Scheduled Tribe workers were employed respectively for more than 15 years. In all only 22 per cent of Scheduled Tribe workers are having the length of service less than one year. The remaining 78 per cent were required to be bestowed the status of permanency but only 53 per cent are actually given this status. In other words, 25 per cent of Scheduled Tribe workers deserve the status of permanency which has been denied to them. Intensification of inspection is required in tribal industrial belts. The details of the length of service are given in Table 3.4.

### **3.6 MODE OF RECRUITMENT**

Table 3.5 shows the distribution of sample units by mode of recruitment of Scheduled Tribes workers. Majority of the units were employing Scheduled Tribe workers directly and a very negligible number of Scheduled Tribe workers were recruited through employment exchange, 46 per cent units employed Scheduled Tribe workers through direct mode, followed by 41.1 per cent through existing workers. Only 1.8 per cent of the units used employment exchange mode for recruitment of the Scheduled Tribe workers. Thus the recruitment of 98 per cent of Scheduled Tribe workers was through informal channels. The employment exchanges have either lost their sheen or they have ventured in to the labour markets of tribes. They are expected to do manpower planning in tribal dominated areas to mitigate exploitation, to promote their human development and skill up gradation.

### 3.6.1 RESERVATION IN RECRUITMENT AND PROMOTION

The reservation for Scheduled Tribes workers in recruitment was reported as 7.5 per cent by one public sector unit in Navsari stratum being the only single public sector unit in the sampled units. This unit has also reported reservation in promotion for Scheduled Tribes workers.

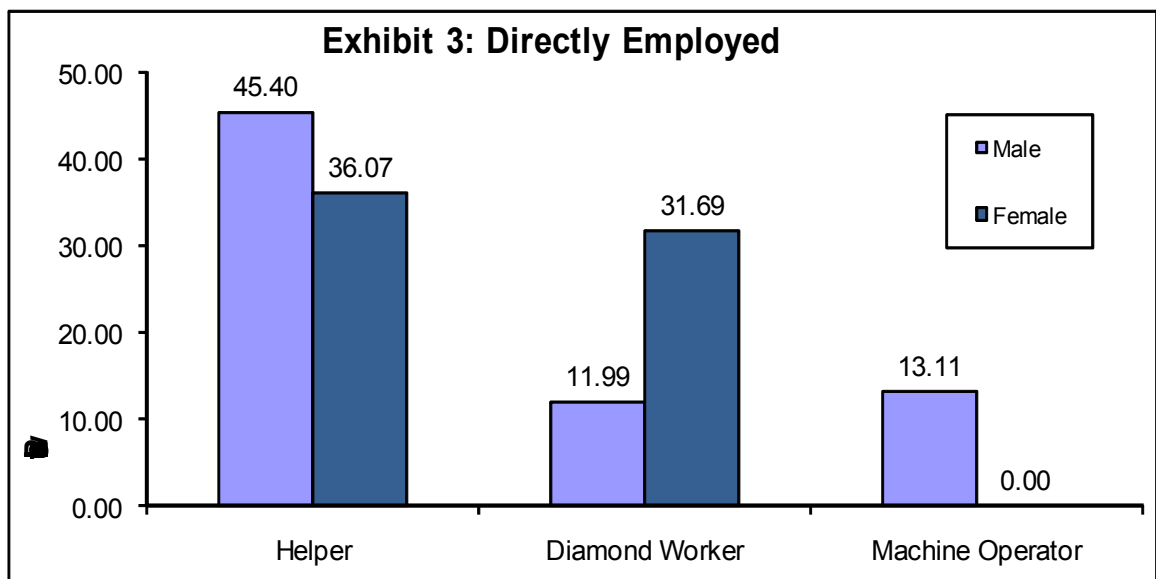
### 3.6.2 TRAINING

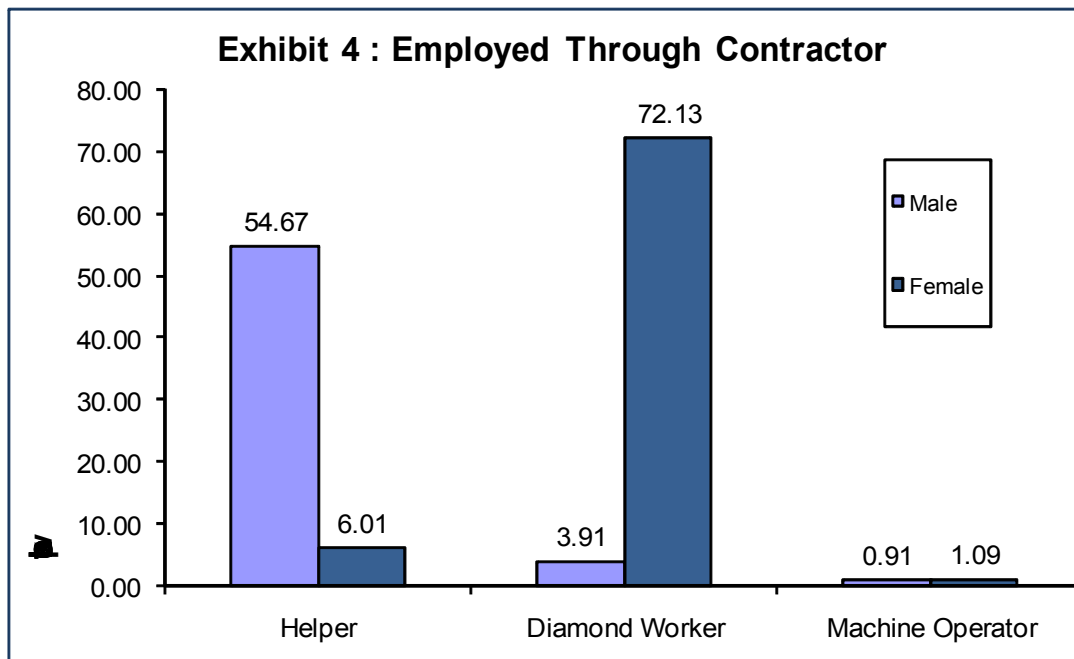
Training plays crucial role for skill development or up gradation and enhances their employability and employment status and earnings. None of the sample units reported provision of imparting training to their workers.

## 3.7 EMPLOYMENT AND EARNINGS BY OCCUPATIONS

### 3.7.1 EMPLOYMENT BY OCCUPATION

Table 3.6 presents the occupation-wise distribution of men and women Scheduled Tribes workers by category of employment and occupations. In all the strata majority of the workers 27 per cent are employed in occupations like helper, machine operator, packer, diamond worker which require low level of education and skills.





### **3.8 EARNINGS BY OCCUPATIONS**

#### **3.8.1 DAILY MINIMUM AND MAXIMUM EARNINGS OF TIME RATED SCHEDULED TRIBE WORKERS.**

Daily minimum and maximum earnings of Time Rated Scheduled Tribe workers by occupation, mode of employment and sex are presented in Table 3.7 (a). At aggregate level in directly employed workers the minimum and maximum earnings are found Rs.40.2 and Rs.837 respectively. The minimum per day earnings are found in the occupation of Welder and the maximum earnings are found in the occupation of Supervisor. Similarly in the case of employed through Contractor, the minimum and maximum per day earnings are Rs.49.4 and Rs.156.3 respectively at aggregate level.

In Vapi stratum the minimum and maximum per day earnings are reported Rs.30.3 and Rs.837 respectively. In case of women workers in Vapi stratum the minimum and maximum per day earnings are reported to be Rs.58 and Rs.183.7 respectively. Majority of the workers in vapi stratum are engaged in

helper occupation and the minimum and maximum per day earnings in this occupation are between Rs.58 to Rs.442.4.

In Valsad stratum the minimum and maximum per day earnings are reported Rs.41.9 and Rs.304.5 respectively. Again, the majority of the workers are engaged in the occupation of Helper where the minimum and maximum earnings are Rs.53.4 and Rs.209 respectively. In case of women workers the minimum and maximum per day earnings are reported for the occupation of Packer and Helper respectively.

In Navsari stratum the minimum and maximum earnings are reported Rs.40.7 and Rs.584.6 in the occupation of Helper and Cutting Master respectively. The majority of the workers are engaged in the occupation of Diamond Worker and Helper. In diamond worker occupation the per day minimum and maximum earnings are in the range of Rs.63.3 to Rs.221.4. In case of women workers the majority of them are employed in the occupations of Diamond Workers, Helpers and Tailors.

In Sachin stratum the minimum and maximum per day earnings are reported Rs.49.4 and Rs.677.6 in Helper and Computer Operator respectively. In all more than 50 per cent of Scheduled Tribe workers are working as helpers and their minimum daily earnings are in the range of Rs.41 to Rs.49 only, i.e. less than Rs.50 whereas the national minimum wage is Rs.66.

### **3.8.2 DAILY MINIMUM AND MAXIMUM EARNINGS BY PIECE RATED SCHEDULED TRIBE WORKERS.**

The daily minimum and maximum earnings in case of piece rated workers is presented in Table 3.7 (b). Only 47 workers are reported in piece rated mode of employment. In this mode of employment, all the workers are directly employed by the employer. At aggregate level the minimum and maximum per day earnings are reported Rs.54.5 and Rs.289.4 respectively. Majority of the

workers are employed in Diamond worker occupation. In this occupation the minimum and maximum per day earnings are in the range of Rs.54.5 to Rs.139.8 respectively.

The number of mandays worked for, paid for and average earnings per day per worker is presented in Table 3.7 (C). The data has been collected for all the category of workers i.e. directly employed, employed through contractors and others. The maximum average per day per worker is Rs.708.6 is reported in fitter occupation in Vapi stratum for male workers. The average per day earning per male Scheduled Tribe workers is calculated is about Rs.147 whereas the same for his female counterpart is Rs.123. Though the former works for 20 days in a month and the later as 19 days in a month but both are paid for 23 days in a month. It shows that male Scheduled Tribe workers were paid for three extra days whereas female Scheduled Tribe workers were paid for four extra days.

### **3.9 CATEGORY-WISE WORKERS BY MODE OF PAYMENT AND PAY PERIOD**

Table 3.8 presents the percentage distribution of Scheduled Tribe workers by mode of payment and pay period. Except in Sachin stratum, all the time rated workers are getting payments on monthly basis. In Sachin stratum 4 per cent of the directly employed are paid fortnightly. In case of piece rated workers all of them are paid on monthly basis except in Sachin stratum.

### **3.10 OTHER CASH ALLOWANCES**

Table 3.9 depicts the other allowance like transport allowance, house rent allowance, medical allowance, night allowance and other allowances to the workers working in the unit. At aggregate level only 28 units (12.5 per cent) are paying other allowances to 17 eligible occupation categories of their workers. In Vapi stratum 14 units have paid these allowances to the selected 12 occupations. In case of transport allowance the maximum amount paid to the worker is

Rs.2040 for men workers in Vapi stratum. In Valsad stratum only 2 units have paid transport allowance, house rent and medical allowances to their workers. Similarly in Navsari and Sachin 9 and 3 units are paying other allowances to the workers.

### **3.11 BONUS AND EX-GRATIA PAYMENTS**

The distribution of sample units paying bonus and ex-gratia to their workers is presented in Table 3.10 and Table 3.10(a) respectively. Out of 224 units surveyed, 198 units are paying bonus to the workers. In Valsad stratum 97.7 per cent of the units have shown paying bonus, 188 units are paying under statutory act and the remaining 10 units under non statutory provision. The minimum and maximum rates of bonus paid to the workers are 8.3 per cent and 20 per cent. However, 84 per cent units are paying statutorily.

In case of ex-gratia, only 19 (9 per cent) units have shown paying to the workers. The total number of Scheduled Tribe workers paid ex-gratia is only 451 (15 per cent). The details are given in the Table.3.10(a).

### **3.12 FINES AND DEDUCTIONS**

The fines and deductions imposing by the units are presented in Table 3.11. The table reveals that only 3 units have imposed fines to their workers and 198 units are imposing deductions. The majority of the units are making deductions for EPF (123 Units), ESI (114 units) and recovery of advances. 76 units have made deductions because of absence of the workers. Only 3 units have shown deductions due to damage or loss of goods.

**Table 3.1 : Distribution of Workers by their Number, Mode of Employment, Caste and Sex Wise**

(in absolute figure)

Sl. No.	Name of Stratum	No. of units surveyed	Directly Employed						Employed through Contractor						Total						Total work Force
			Scheduled Tribes		Scheduled Caste		Others		Scheduled Tribes		Scheduled Caste		Others		Scheduled Tribes		Scheduled Caste		Others		
			M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
1	Vapi	83	493	29	109	0	2289	61	160	2	26	0	409	14	653	31	135	0	2698	75	3592
2	Valsad/Pardi	43	310	60	21	0	776	49	904	141	220	0	2260	51	1214	201	241	0	3036	100	4792
3	Navsari	34	552	100	872	231	1722	133	22	0	16	0	45	3	574	100	888	231	1767	136	3696
4	Sachin	64	159	4	70	1	3864	34	7	2	5	0	169	19	166	6	75	1	4033	53	4334
	<b>Total</b>	<b>224</b>	<b>1514</b>	<b>193</b>	<b>1072</b>	<b>232</b>	<b>8651</b>	<b>277</b>	<b>1093</b>	<b>145</b>	<b>267</b>	<b>0</b>	<b>2883</b>	<b>87</b>	<b>2607</b>	<b>338</b>	<b>1339</b>	<b>232</b>	<b>11534</b>	<b>364</b>	<b>16414</b>

(in percentage)

Sl. No.	Name of Stratum	No. of units surveyed	Directly Employed						Employed through Contractor						Total						Total work Force
			Scheduled Tribes		Scheduled Caste		Others		Scheduled Tribes		Scheduled Caste		Others		Scheduled Tribes		Scheduled Caste		Others		
			M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
1	Vapi	83	13.7	0.8	3	0	63.7	1.7	4.5	0.1	0.7	0	11.4	0.4	18.2	0.9	3.8	0	75.1	2.1	100.0
2	Valsad/Pardi	43	6.5	1.3	0.4	0	16.2	1	18.9	2.9	4.6	0	47.2	1.1	25.3	4.2	5	0	63.4	2.1	100.0
3	Navsari	34	14.9	2.7	23.6	6.3	46.6	3.6	0.6	0	0.4	0	1.2	0.1	15.5	2.7	24	6.3	47.8	3.7	100.0
4	Sachin	64	3.7	0.1	1.6	0	89.2	0.8	0.2	0	0.1	0	3.9	0.4	3.8	0.1	1.7	0	93.1	1.2	100.0
	<b>Total</b>	<b>224</b>	<b>9.2</b>	<b>1.2</b>	<b>6.5</b>	<b>1.4</b>	<b>52.7</b>	<b>1.7</b>	<b>6.7</b>	<b>0.9</b>	<b>1.6</b>	<b>0</b>	<b>17.6</b>	<b>0.5</b>	<b>15.9</b>	<b>2.0</b>	<b>8.2</b>	<b>1.4</b>	<b>70.3</b>	<b>2.2</b>	<b>100.0</b>

**Table 3.2 : Distribution of Scheduled Tribe Work Force by Category of Staff/Workers and Sex**

Sl. No.	Name of Stratum	Category of staff/workers	No. of workers						Male ST as %age of Total ST workers	Female ST as %age of Total ST workers	ST workers as %age of Total Work Force
			Men		Women		Total workers				
			ST	Others	ST	Others	ST	Others			
1	2	3	4	5	6	7	8	9	10	11	12
1	Vapi	Managerial, Administrative and Executive staff	9	230		2	9	232	100.0	0.0	3.7
		Clerical, Peon etc.	25	260	4	19	29	279	86.2	13.8	9.4
		<b>Production Related Workers</b>	<b>619</b>	<b>2343</b>	<b>27</b>	<b>54</b>	<b>646</b>	<b>2397</b>	<b>95.8</b>	<b>4.2</b>	<b>21.2</b>
		(a) Directly Employed	459	1908	25	40	484	1948	94.8	5.2	19.9
		(b) Employed Through contractor	160	435	2	14	162	449	98.8	1.2	26.5
		<b>Total</b>	<b>653</b>	<b>2833</b>	<b>31</b>	<b>75</b>	<b>684</b>	<b>2908</b>	<b>95.5</b>	<b>4.5</b>	<b>19.0</b>
2	Valsad	Managerial, Administrative and Executive staff		102		4	0	106			
		Clerical, Peon etc.	22	232		19	22	251	100.0	0.0	8.1
		<b>Production Related Workers</b>	<b>1192</b>	<b>2943</b>	<b>201</b>	<b>77</b>	<b>1393</b>	<b>3020</b>	<b>85.6</b>	<b>14.4</b>	<b>31.6</b>
		(a) Directly Employed	288	463	60	26	348	489	82.8	17.2	41.6
		(b) Employed Through contractor	904	2480	141	51	1045	2531	86.5	13.5	29.2
		<b>Total</b>	<b>1214</b>	<b>3277</b>	<b>201</b>	<b>100</b>	<b>1415</b>	<b>3377</b>	<b>85.8</b>	<b>14.2</b>	<b>29.5</b>
3	Navsari	Managerial, Administrative and Executive staff		77		4	0	81			0.0
		Clerical, Peon etc.	13	144	5	30	18	174	72.2	27.8	9.4
		<b>Production Related Workers</b>	<b>561</b>	<b>2434</b>	<b>95</b>	<b>333</b>	<b>656</b>	<b>2767</b>	<b>85.5</b>	<b>14.5</b>	<b>19.2</b>
		(a) Directly Employed	539	2373	95	330	634	2703	85.0	15.0	19.0
		(b) Employed Through contractor	22	61		3	22	64	100.0	0.0	25.6
		<b>Total</b>	<b>574</b>	<b>2655</b>	<b>100</b>	<b>367</b>	<b>674</b>	<b>3022</b>	<b>85.2</b>	<b>14.8</b>	<b>18.2</b>
4	Sachin	Managerial, Administrative and Executive staff	1	133		2	1	135	100.0	0.0	0.7
		Clerical, Peon etc.	10	229	1	1	11	230	90.9	9.1	4.6
		<b>Production Related Workers</b>	<b>155</b>	<b>3746</b>	<b>5</b>	<b>51</b>	<b>160</b>	<b>3797</b>	<b>96.9</b>	<b>3.1</b>	<b>4.0</b>
		(a) Directly Employed	148	3572	3	32	151	3604	98.0	2.0	4.0
		(b) Employed Through contractor	7	174	2	19	9	193	77.8	22.2	4.5
		<b>Total</b>	<b>166</b>	<b>4108</b>	<b>6</b>	<b>54</b>	<b>172</b>	<b>4162</b>	<b>96.5</b>	<b>3.5</b>	<b>4.0</b>
5	All	Managerial, Administrative and Executive staff	10	542	0	12	10	554	100.0	0.0	1.8
		Clerical, Peon etc.	70	865	10	69	80	934	87.5	12.5	7.9
		<b>Production Related Workers</b>	<b>2527</b>	<b>11466</b>	<b>328</b>	<b>515</b>	<b>2855</b>	<b>11981</b>	<b>88.5</b>	<b>11.5</b>	<b>19.2</b>
		(a) Directly Employed	1434	8316	183	428	1617	8744	88.7	11.3	15.6
		(b) Employed Through contractor	1093	3150	145	87	1238	3237	88.3	11.7	27.7
		<b>Total</b>	<b>2607</b>	<b>12873</b>	<b>338</b>	<b>596</b>	<b>2945</b>	<b>13469</b>	<b>88.5</b>	<b>11.5</b>	<b>17.9</b>

**Table 3.3 : Distribution of Scheduled Tribe Workers by Job Security**

Sl. No.	Name of Stratum	Category of Workers	Job Security					Percentage Distribution by Employment Status			
			Permanent	Temporary	Probationer	Apprentice	Total*	Permanent	Temporary	Probationer	Apprentice
1	Vapi	<b>i) Production Related workers</b>									
		a) Directly Employed	470	13	1	0	484	97.10	2.70	0.20	0.00
		b) Employed through Contractor	0	162	0	0	162	0.00	100.00	0.00	0.00
		<b>ii) Other Workers</b>	29	0	0	0	29	100.00	0.00	0.00	0.00
		<b>Total</b>	<b>499</b>	<b>175</b>	<b>1</b>	<b>0</b>	<b>675</b>	<b>74.00</b>	<b>25.90</b>	<b>0.10</b>	<b>0.00</b>
2	Valsad	<b>i) Production Related workers</b>									
		a) Directly Employed	293	55	0	0	348	84.20	15.80	0.00	0.00
		b) Employed through Contractor	147	898	0	0	1045	14.10	85.90	0.00	0.00
		<b>ii) Other Workers</b>	16	6	0	0	22	72.70	27.30	0.00	0.00
		<b>Total</b>	<b>456</b>	<b>959</b>	<b>0</b>	<b>0</b>	<b>1415</b>	<b>32.20</b>	<b>67.80</b>	<b>0.00</b>	<b>0.00</b>
3	Navsari	<b>i) Production Related workers</b>									
		a) Directly Employed	470	44	5	115	634	74.20	6.90	0.80	18.10
		b) Employed through Contractor	22	0	0	0	22	100.00	0.00	0.00	0.00
		<b>ii) Other Workers</b>	15	0	0	3	18	83.30	0.00	0.00	16.70
		<b>Total</b>	<b>507</b>	<b>44</b>	<b>5</b>	<b>118</b>	<b>674</b>	<b>75.30</b>	<b>6.50</b>	<b>0.70</b>	<b>17.50</b>
4	Sachin	<b>i) Production Related workers</b>									
		a) Directly Employed	81	70	0	0	151	53.60	46.40	0.00	0.00
		b) Employed through Contractor	9	0	0	0	9	100.00	0.00	0.00	0.00
		<b>ii) Other Workers</b>	9	2	0	0	11	81.80	18.20	0.00	0.00
		<b>Total</b>	<b>99</b>	<b>72</b>	<b>0</b>	<b>0</b>	<b>171</b>	<b>57.90</b>	<b>42.10</b>	<b>0.00</b>	<b>0.00</b>
5	All Strata	<b>i) Production Related workers</b>									
		a) Directly Employed	1314	182	6	115	1617	81.20	11.30	0.40	7.10
		b) Employed through Contractor	178	1060	0	0	1238	14.40	85.60	0.00	0.00
		<b>ii) Other Workers</b>	69	8	0	3	80	86.20	10.00	0.00	3.80
		<b>Total</b>	<b>1561</b>	<b>1250</b>	<b>6</b>	<b>118</b>	<b>2935</b>	<b>53.20</b>	<b>42.60</b>	<b>0.20</b>	<b>4.00</b>

\* Excluding Managerial, Administrative and Executive staff

**Table 3.4 : Distribution of Scheduled Tribe Workers by Length of Service**

Sl. No.	Name of Stratum	Category of Workers	Total No. of Workers*	No. of workers having length of service					Percentage of workers having length of service				
				Less than 1 year	1-5 years	5-10 Years	10-15 Years	15 Years & above	Less than 1 year	1-5 years	5-10 Years	10-15 Years	15 Years & above
1	Vapi	a) Directly Employed	484	41	175	65	56	147	8.47	36.16	13.43	11.57	30.37
		b) Employed through Contractor	162	122	36	4	0	0	75.31	22.22	2.47	0.00	0.00
		c) Other Workers	29	2	14	6	4	3	6.90	48.28	20.69	13.79	10.34
		<b>Sub Total</b>	<b>675</b>	<b>165</b>	<b>225</b>	<b>75</b>	<b>60</b>	<b>150</b>	<b>24.44</b>	<b>33.33</b>	<b>11.11</b>	<b>8.89</b>	<b>22.22</b>
2	Valsad	a) Directly Employed	348	83	152	63	28	22	23.85	43.68	18.10	8.05	6.32
		b) Employed through Contractor	1045	189	715	141	0	0	18.09	68.42	13.49	0.00	0.00
		c) Other Workers	22	5	12	3	0	2	22.73	54.55	13.64	0.00	9.09
		<b>Sub Total</b>	<b>1415</b>	<b>277</b>	<b>879</b>	<b>207</b>	<b>28</b>	<b>24</b>	<b>19.58</b>	<b>62.12</b>	<b>14.63</b>	<b>1.98</b>	<b>1.70</b>
3	Navsari	a) Directly Employed	634	137	155	158	66	118	21.61	24.45	24.92	10.41	18.61
		b) Employed through Contractor	22	0	22	0	0	0	0.00		0.00	0.00	0.00
		c) Other Workers	18	4	2	4	0	8	22.22	11.11	22.22	0.00	44.44
		<b>Sub Total</b>	<b>674</b>	<b>141</b>	<b>179</b>	<b>162</b>	<b>66</b>	<b>126</b>	<b>20.92</b>	<b>26.56</b>	<b>24.04</b>	<b>9.79</b>	<b>18.69</b>
4	Sachin	a) Directly Employed	151	45	67	14	20	5	29.80	44.37	9.27	13.25	3.31
		b) Employed through Contractor	9	1	6	2	0	0	11.11	66.67	22.22	0.00	0.00
		c) Other Workers	11	2	4	3	2	0	18.18	36.36	27.27	18.18	0.00
		<b>Sub Total</b>	<b>171</b>	<b>48</b>	<b>77</b>	<b>19</b>	<b>22</b>	<b>5</b>	<b>28.07</b>	<b>45.03</b>	<b>11.11</b>	<b>12.87</b>	<b>2.92</b>
5	All Strata	a) Directly Employed	1617	306	549	300	170	292	18.92	33.95	18.55	10.51	18.06
		b) Employed through Contractor	1238	312	779	147	0	0	25.20	62.92	11.87	0.00	0.00
		c) Other Workers	80	13	32	16	6	13	16.25	40.00	20.00	7.50	16.25
		<b>Total</b>	<b>2935</b>	<b>631</b>	<b>1360</b>	<b>463</b>	<b>176</b>	<b>305</b>	<b>21.50</b>	<b>46.34</b>	<b>15.78</b>	<b>6.00</b>	<b>10.39</b>

\* Excluding Managerial, Administrative and Executive staff

**Table 3.5 : Distribution of Sample Units by Method of Recruitment for Scheduled Tribe Workers**

(in absolute figure)

Sl. No.	Name of Stratum	No. of Units Covered	No. of units employing Scheduled Tribe workers through					
			Directly by Employer	Employment Exchange	Private Placement Agencies	Through Existing Workers	Through Contractor	More than one method
1	2	3	4	5	6	7	8	9
1	Vapi	83	50	1	0	11	3	18
2	Valsad	43	9	1	1	30	2	0
3	Navsari	34	14	2	0	17	1	0
4	Sachin	64	30	0	0	34	0	0
	<b>Total</b>	<b>224</b>	<b>103</b>	<b>4</b>	<b>1</b>	<b>92</b>	<b>6</b>	<b>18</b>

(in Percentage)

Sl. No.	Name of Stratum	No. of Units Covered	Percentage of units employing ST workers through					
			Directly by Employer	Employment Exchange	Private Placement Agencies	Through Existing Workers	Through Contractor	More than one method
1	2	3	4	5	6	7	8	9
1	Vapi	83	60.24	1.20	0.00	13.25	3.61	21.69
2	Valsad	43	20.93	2.33	2.33	69.77	4.65	0.00
3	Navsari	34	41.18	5.88	0.00	50.00	2.94	0.00
4	Sachin	64	46.88	0.00	0.00	53.13	0.00	0.00
	<b>Total</b>	<b>224</b>	<b>45.98</b>	<b>1.79</b>	<b>0.45</b>	<b>41.07</b>	<b>2.68</b>	<b>8.04</b>

**Table 3.6 : Distribution of Scheduled Tribe Workers by Category of Employment and Occupations**

Category of Workers	Name of Occupation	No. of Workers		
		Male	Female	Total*
1	2	3	4	5
<b>I-Vapi</b>				
<b>Directly Employed</b>	Assembler	2	0	2
	Boiler / Opt.	5	0	5
	Checker	0	1	1
	Chemist	2	0	2
	Cutting Master	1	0	1
	Diamond worker	1	2	3
	Driller	1	0	1
	Electrician	5	0	5
	Engineer	1	0	1
	Fabrication	1	0	1
	Fitter	19	0	19
	Foreman	2	0	2
	Helper	275	16	291
	Lab. Assistant	1	0	1
	Machine Opt.	55	0	55
	Moulder /Laminater	21	0	21
	Packer	0	1	1
	Painter	2	0	2
	Setter	2	0	2
	Supervisor	6	0	6
	Tailor	5	3	8
	Turner /shaper	1	0	1
	Welder	11	0	11
Wireman	3	0	3	
Worker	37	2	39	
<b>Total</b>	<b>459</b>	<b>25</b>	<b>484</b>	
<b>Employed Through Contractor</b>	Driver / Conductor	1	0	1
	Fitter	5	0	5
	Helper	49	2	51
	Machine Operator	3	0	3
	Packer	40	0	40
	Painter	1	0	1
	Wireman	1	0	1
	Worker	60	0	60
	<b>Total</b>	<b>160</b>	<b>2</b>	<b>162</b>
<b>Others</b>	Accountant	1	0	1
	Clerk	4	0	4
	Peon	17	0	17
	Receptionist	1	0	1
	Sweeper	0	4	4
	Telephone Operater	1	0	1
	Watchman	1	0	1
<b>Total</b>	<b>25</b>	<b>4</b>	<b>29</b>	
<b>Total</b>		<b>644</b>	<b>31</b>	<b>675</b>

*Continued.*

<b>II-Valsad</b>				
<b>Directly Employed</b>	Anodizing	4	0	4
	Checker	0	5	5
	Designer /Master	1	0	1
	Diamond worker	1	0	1
	Fitter	6	0	6
	Helper	172	38	210
	Jalli Cutter	1	0	1
	Machine Operater	64	0	64
	Mechanic	2	0	2
	Mistry	7	0	7
	Packer	0	16	16
	Quality Checker	2	0	2
	Setter	4	0	4
	Supervisor	5	0	5
	Technician	2	0	2
	Turner /shaper	7	0	7
	Welder	3	0	3
	Worker	7	1	8
<b>Total</b>	<b>288</b>	<b>60</b>	<b>348</b>	
<b>Employed Through Contractor</b>	Diamond worker	56	132	188
	Fitter	76	0	76
	Helper	709	9	718
	Machine Operater	10	0	10
	Packer	6	0	6
	Supervisor	40	0	40
	Welder	3	0	3
	Wireman	4	0	4
	<b>Total</b>	<b>904</b>	<b>141</b>	<b>1045</b>
<b>Others</b>	Clerk	7	0	7
	Driver / Conductor	4	0	4
	Marketing Salesman	1	0	1
	Peon	4	0	4
	Store keeper	3	0	3
	Supervisor	1	0	1
	Watchman	2	0	2
	<b>Total</b>	<b>22</b>	<b>0</b>	<b>22</b>
<b>Total</b>		<b>1214</b>	<b>201</b>	<b>1415</b>
<b>III-Navsari</b>				
<b>Directly Employed</b>	Checker	3	0	3
	Cutting Master	1	0	1
	Diamond worker	170	56	226
	Driller	1	0	1
	Driver / Conductor	93	0	93
	Fitter	2	0	2
	Helper	133	10	143

*Continued.*

<b>Directly Employed</b>	Machine Operater	44	0	44
	Machinic	12	0	12
	Moulder /Laminater	1	0	1
	Packer	0	1	1
	Press man	2	2	4
	Store keeper	1	0	1
	Supervisor	9	0	9
	Sweeper	6	2	8
	Tailor	57	19	76
	Thread Cutter	0	5	5
	Turner /shaper	2	0	2
	Welder	2	0	2
	<b>Total</b>	<b>539</b>	<b>95</b>	<b>634</b>
	<b>Employed Through Contractor</b>	Helper	19	0
Watchman		3	0	3
<b>Total</b>		<b>22</b>	<b>0</b>	<b>22</b>
<b>Others</b>	Clerk	2	2	4
	Peon	7	3	10
	Supervisor	1	0	1
	Sweeper	1	0	1
	Watchman	2	0	2
	<b>Total</b>	<b>13</b>	<b>5</b>	<b>18</b>
<b>Total</b>		<b>574</b>	<b>100</b>	<b>674</b>
<b>IV-Sachin</b>				
<b>Directly Employed</b>	Artist / Trasser	4	0	4
	Bender	2	0	2
	Checker	2	0	2
	Chemist	2	0	2
	Designer /Master	4	0	4
	Driver / Conductor	3	0	3
	Fitter	3	0	3
	Folder	1	0	1
	Helper	72	2	74
	Jobber	1	0	1
	Kundiwala	2	0	2
	Machine Operater	25	0	25
	Mechinic	1	0	1
	Packer	1	0	1
	Painter	5	0	5
	Press man	1	0	1
	Supervisor	5	0	5
	Turner /shaper	3	0	3
	Weaver	3	0	3
	Welder	5	0	5
	Worker	3	1	4
<b>Total</b>	<b>148</b>	<b>3</b>	<b>151</b>	

*Continued.*

<b>Employed Through Contractor</b>	Helper	7	0	7
	Machine Operater	0	2	2
	<b>Total</b>	<b>7</b>	<b>2</b>	<b>9</b>
<b>Others</b>	Clerk	3	0	3
	Computer Operater	1	0	1
	Peon	6	0	6
	Sweeper	0	1	1
	<b>Total</b>	<b>10</b>	<b>1</b>	<b>11</b>
<b>Total</b>		<b>165</b>	<b>6</b>	<b>171</b>
<b>V-All Stratum</b>				
<b>Directly Employed</b>	Anodizing	4	0	4
	Artist / Trasser	4	0	4
	Assembler	2	0	2
	Bender	2	0	2
	Boiler / Opt.	5	0	5
	Checker	5	6	11
	Chemist	4	0	4
	Cutting Master	2	0	2
	Designer /Master	5	0	5
	Diamond worker	172	58	230
	Driller	2	0	2
	Driver / Conductor	96	0	96
	Electrician	5	0	5
	Engineer	1	0	1
	Fabrication	1	0	1
	Fitter	30	0	30
	Folder	1	0	1
	Foreman	2	0	2
	Helper	651	66	717
	Jalli Cutter	1	0	1
	Jobber	1	0	1
	Kundiwala	2	0	2
	Lab. Assistant	1	0	1
	Machine Operater	188	0	188
	Mechinic	15	0	15
	Mistry	7	0	7
	Moulder /Laminater	22	0	22
	Packer	1	18	19
	Painter	7	0	7
	Press man	3	2	5
	Quality Checker	2	0	2
	Setter	6	0	6
	Store keeper	1	0	1
Supervisor	25	0	25	
Sweeper	6	2	8	
Tailor	62	22	84	

*Continued.*

<b>Directly Employed</b>	Technician	2	0	2
	Thread Cutter	0	5	5
	Turner /shaper	13	0	13
	Weaver	3	0	3
	Welder	21	0	21
	Wireman	3	0	3
	Worker	47	4	51
	Warper	1		1
	<b>Total</b>	<b>1434</b>	<b>183</b>	<b>1617</b>
<b>Employed Through Contractor</b>	Diamond worker	56	132	188
	Driver / Conductor	1	0	1
	Fitter	81	0	81
	Helper	784	11	795
	Machine Operater	13	2	15
	Packer	46	0	46
	Painter	1	0	1
	Supervisor	40	0	40
	Watchman	3	0	3
	Welder	3	0	3
	Wireman	5	0	5
	Worker	60	0	60
	<b>Total</b>	<b>1093</b>	<b>145</b>	<b>1238</b>
<b>Others</b>	Accountant	1	0	1
	Clerk	16	2	18
	Computer Operater	1	0	1
	Driver / Conductor	4	0	4
	Marketing Salesman	1	0	1
	Peon	34	3	37
	Receptionist	1	0	1
	Store keeper	3	0	3
	Supervisor	2	0	2
	Sweeper	1	5	6
	Telephone Operater	1	0	1
	Watchman	5	0	5
<b>Total</b>	<b>70</b>	<b>10</b>	<b>80</b>	
<b>All Occupations</b>		<b>2597</b>	<b>338</b>	<b>2935</b>
* Excluding Mangerial, Administrative and Executive staff				

**Table 3.7 (a) : Daily Minimum and Maximum Earnings of Schedule Tribe Workers by Occupation and Sex (Time Rated)**

Category of Workers	Name of Occupation	No. of Workers			Men		Women		Total Workforce	
		Men	Women	Total	Min	Max	Min	Max	Min	Max
1	2	3	4	5	6	7	8	9	10	11
<b>I-Vapi</b>										
<b>Directly Employed</b>	Assembler	2	-	2	134.14	140.77	-	-	134.14	140.77
	Boiler / Operater	5	-	5	49.28	177.39	-	-	49.28	177.39
	Checker	-	1	1	-	-	76.94	76.94	76.94	76.94
	Chemist	2	-	2	121.44	271.93	-	-	121.44	271.93
	Cutting Master	1	-	1	93.38	93.38	-	-	93.38	93.38
	Diamond worker	1	2	3	108.00	108.00	64.19	84.38	64.19	108.00
	Driller	1	-	1	157.00	157.00	-	-	157.00	157.00
	Electrician	5	-	5	88.28	185.39	-	-	88.28	185.39
	Engineer	1	-	1	168.23	168.23	-	-	168.23	168.23
	Fabrication	1	-	1	92.00	92.00	-	-	92.00	92.00
	Fitter	19	-	19	47.31	270.80	-	-	47.31	270.80
	Foreman	2	-	2	122.84	350.26	-	-	122.84	350.26
	Helper	275	16	291	60.00	442.38	58.03	110.63	58.03	442.38
	Lab. Assistant	1	-	1	160.00	160.00	-	-	160.00	160.00
	Machine Operter	55	-	55	58.59	331.02	-	-	58.59	331.02
	Moulder /Laminater	21	-	21	69.46	194.49	-	-	69.46	194.49
	Packer	-	1	1	-	-	127.22	127.22	127.22	127.22
	Painter	2	-	2	120.60	332.16	-	-	120.60	332.16
	Setter	2	-	2	221.41	266.97	-	-	221.41	266.97
	Supervisor	6	-	6	196.94	837.00	-	-	196.94	837.00
	Tailor	5	3	8	68.96	129.38	75.16	183.49	68.96	183.49
	Turner /shaper	1	-	1	160.00	160.00	-	-	160.00	160.00
	Welder	11	-	11	40.24	141.97	-	-	40.24	141.97
	Wireman	3	-	3	73.84	173.73	-	-	73.84	173.73
Worker	37	2	39	75.00	135.20	93.00	93.00	75.00	135.20	
<b>Total</b>	<b>459</b>	<b>25</b>	<b>484</b>	<b>40.24</b>	<b>837.00</b>	<b>58.03</b>	<b>183.49</b>	<b>40.24</b>	<b>837.00</b>	
<b>Employed Through Contractor</b>	Driver	1	-	1	116.13	116.13	-	-	116.13	116.13
	Fitter	5	-	5	92.36	156.26	-	-	92.36	156.26
	Helper	49	2	51	92.80	130.00	93.08	93.08	92.80	130.00
	Machine Operter	3	-	3	79.31	111.97	-	-	79.31	111.97
	Packer	40	-	40	96.00	105.00	-	-	96.00	105.00
	Painter	1	-	1	137.00	137.00	-	-	137.00	137.00
	Wireman	1	-	1	86.50	86.50	-	-	86.50	86.50
	Worker	60	-	60	92.80	96.00	-	-	92.80	96.00
<b>Total</b>	<b>160</b>	<b>2</b>	<b>162</b>	<b>79.31</b>	<b>156.26</b>	<b>93.08</b>	<b>93.08</b>	<b>79.31</b>	<b>156.26</b>	
<b>Staff of clerical Peon, watch &amp; Ward and other services</b>	Accountant	1	-	1	141.94	141.94	-	-	141.94	141.94
	Clerk	4	-	4	112.62	429.59	-	-	112.62	429.59
	Peon	17	-	17	30.32	202.00	-	-	30.32	202.00
	Receptionist	1	-	1	190.32	190.32	-	-	190.32	190.32
	Sweeper	-	4	4	-	-	64.00	102.75	64.00	102.75
	Telephone Operator	1	-	1	141.41	141.41	-	-	141.41	141.41
	Watchman	1	-	1	200.00	200.00	-	-	200.00	200.00
<b>Total</b>	<b>25</b>	<b>4</b>	<b>29</b>	<b>30.32</b>	<b>429.59</b>	<b>64.00</b>	<b>102.75</b>	<b>30.32</b>	<b>429.59</b>	

Continued

<b>II-Valsad</b>										
<b>Directly Employed</b>	Anodizing	4	-	4	66.60	132.12	0.00	0.00	66.60	132.12
	Checker	-	5	5	-	-	94.00	170.67	94.00	170.67
	Designer / Master	1	-	1	222.08	222.08	-	-	222.08	222.08
	Diamond worker	1	-	1	96.73	96.73	-	-	96.73	96.73
	Fitter	6	-	6	97.32	212.35	-	-	97.32	212.35
	Helper	167	37	204	58.00	208.96	53.37	204.18	53.37	208.96
	Jalli Cutter	1	-	1	114.00	114.00	-	-	114.00	114.00
	Machine Operator	58	-	58	63.00	185.42	-	-	63.00	185.42
	Mechanic	2	-	2	71.73	93.33	-	-	71.73	93.33
	Mistry	7	-	7	60.95	127.21	-	-	60.95	127.21
	Packer	-	16	16	-	-	41.87	142.99	41.87	142.99
	Quality Checker	2	-	2	153.85	153.85	-	-	153.85	153.85
	Setter	4	-	4	87.10	304.49	-	-	87.10	304.49
	Supervisor	5	-	5	115.14	285.71	-	-	115.14	285.71
	Technician	2	-	2	180.00	210.00	-	-	180.00	210.00
	Turner /shaper	7	-	7	71.70	234.22	-	-	71.70	234.22
	Welder	3	-	3	77.57	151.88	-	-	77.57	151.88
	Worker	7	1	8	79.65	115.50	83.87	83.87	79.65	115.50
	<b>Total</b>	<b>277</b>	<b>59</b>	<b>336</b>	<b>58.00</b>	<b>304.49</b>	<b>41.90</b>	<b>204.18</b>	<b>41.90</b>	<b>304.49</b>
<b>Employed Through Contractor</b>	Diamond worker	56	132	188	106.67	146.23	83.58	105.59	83.58	146.23
	Fitter	76	-	76	121.67	141.46	-	-	121.67	141.46
	Helper	709	9	718	91.17	126.58	74.82	112.22	74.82	126.58
	Machine Operator	10	-	10	72.08	148.28	-	-	72.08	148.30
	Packer	6	-	6	103.41	121.53	-	-	103.41	121.53
	Supervisor	40	-	40	69.32	139.53	-	-	69.32	139.53
	Welder	3	-	3	101.34	132.18	-	-	101.34	132.18
	Wireman	4	-	4	88.54	121.94	-	-	88.54	121.94
	<b>Total</b>	<b>904</b>	<b>141</b>	<b>1045</b>	<b>69.32</b>	<b>148.28</b>	<b>74.82</b>	<b>112.22</b>	<b>69.32</b>	<b>148.30</b>
<b>Staff of clerical Peon, watch &amp; Ward and other services</b>	Clerk	7	-	7	71.12	228.58	-	-	71.12	228.58
	Driver	4	-	4	125.00	155.18	-	-	125.00	155.18
	Marketing Salesman	1	-	1	180.65	180.65	-	-	180.65	180.65
	Peon	4	-	4	84.92	165.32	-	-	84.92	165.32
	Store keeper	3	-	3	112.91	115.61	-	-	112.91	115.61
	Supervisor	1	-	1	161.29	161.29	-	-	161.29	161.29
	Watchman	2	-	2	96.33	121.13	-	-	96.33	121.13
	<b>Total</b>	<b>22</b>		<b>22</b>	<b>71.12</b>	<b>228.58</b>	<b>-</b>	<b>-</b>	<b>71.12</b>	<b>228.58</b>
<b>III-Navsari</b>										
<b>Directly Employed</b>	Checker	3	-	3	188.96	223.32	-	-	188.96	223.32
	Cutting Master	1	-	1	584.62	584.62	-	-	584.62	584.62
	Diamond worker	145	50	195	95.00	221.38	63.27	121.00	63.27	221.38
	Driller	1	-	1	95.24	95.24	-	-	95.24	95.24
	Driver	93	-	93	141.55	402.90	-	-	141.55	402.90
	Fitter	2	-	2	89.66	172.53	-	-	89.66	172.53
	Helper	133	10	143	65.73	367.87	40.72	201.00	40.72	367.87

Continued

<b>Directly Employed</b>	Machine Operator	44	-	44	91.83	158.61	-	-	91.83	158.61
	Mechanic	12	-	12	233.38	553.36	-	-	233.38	553.36
	Moulder / Laminater	1	-	1	94.09	94.09	-	-	94.09	94.09
	Packer	-	1	1	-	-	116.48	116.48	116.48	116.48
	Press man	2	2	4	226.00	228.00	186.82	215.43	186.82	228.00
	Store keeper	1	-	1	269.23	269.23	-	-	269.23	269.23
	Supervisor	9	-	9	98.00	140.74	-	-	98.00	140.74
	Sweeper	6	2	8	203.68	308.97	186.82	211.18	186.82	308.97
	Tailor	57	19	76	148.71	247.84	138.94	218.71	138.94	247.84
	Thread Cutter	-	5	5	-	-	186.35	204.94	186.35	204.94
	Turner /shaper	2	-	2	106.75	133.81	-	-	106.75	133.81
	Welder	2	-	2	80.00	80.00	-	-	80.00	80.00
	<b>Total</b>	<b>514</b>	<b>89</b>	<b>652</b>	<b>65.73</b>	<b>584.62</b>	<b>40.72</b>	<b>218.71</b>	<b>40.72</b>	<b>584.62</b>
<b>Employed Through Contractor</b>	Helper	19	-	19	64.77	142.06	-	-	64.77	142.06
	Watchman	3	-	3	86.38	97.19	-	-	86.38	97.19
	<b>Total</b>	<b>22</b>	<b>0</b>	<b>22</b>	<b>64.77</b>	<b>142.06</b>	<b>-</b>	<b>-</b>	<b>64.77</b>	<b>142.06</b>
<b>Others</b>	Clerk	2	2	4	351.03	483.00	55.36	352.44	55.36	483.00
	Peon	7	3	10	58.32	204.00	87.25	117.53	58.32	204.00
	Supervisor	1	-	1	483.61	483.61	-	-	483.61	483.61
	Sweeper	1	-	1	65.48	65.48	-	-	65.48	65.48
	Watchman	2	-	2	79.68	327.29	-	-	79.68	327.29
	<b>Total</b>	<b>13</b>	<b>5</b>	<b>18</b>	<b>58.32</b>	<b>483.61</b>	<b>55.36</b>	<b>352.44</b>	<b>55.36</b>	<b>483.61</b>
<b>IV-Sachin</b>										
<b>Directly Employed</b>	Artist / Trasser	4	-	4	268.77	403.85	-	-	268.77	403.85
	Bender	2	-	2	90.00	90.00	-	-	90.00	90.00
	Checker	2	-	2	77.42	80.65	-	-	77.42	80.65
	Chemist	2	-	2	129.03	209.68	-	-	129.03	209.68
	Designer / Master	4	-	4	122.45	306.12	-	-	122.45	306.12
	Driver	3	-	3	112.74	169.35	-	-	112.74	169.35
	Fitter	3	-	3	86.39	138.23	-	-	86.39	138.23
	Folder	1	-	1	98.15	98.15	-	-	98.15	98.15
	Helper	71	2	73	70.44	150.00	80.76	110.00	70.44	150.00
	Jobber	1	-	1	75.79	75.79	-	-	75.79	75.79
	Kundiwala	2	-	2	69.46	69.46	-	-	69.46	69.46
	Machine Operator	24	-	24	84.61	325.81	-	-	84.61	325.81
	Mechanic	1	-	1	423.08	423.08	-	-	423.08	423.08
	Packer	1	-	1	146.05	146.05	-	-	146.05	146.05
	Painter	5	-	5	92.93	101.38	-	-	92.93	101.38
	Press man	1	-	1	296.16	296.16	-	-	296.16	296.16
	Supervisor	5	-	5	125.00	402.34	-	-	125.00	402.34
	Turner /shaper	3	-	3	71.54	204.46	-	-	71.54	204.46
	Weaver	1	-	1	469.09	469.09	-	-	469.09	469.09
	Welder	5	-	5	75.12	331.77	-	-	75.12	331.77
Worker	3	1	4	90.00	92.59	90.00	90.00	90.00	92.59	
<b>Total</b>	<b>144</b>	<b>3</b>	<b>147</b>	<b>69.46</b>	<b>469.09</b>	<b>80.76</b>	<b>110.00</b>	<b>69.46</b>	<b>469.09</b>	

Continued

<b>Employed Through Contractor</b>	Helper	7	-	7	49.39	123.48	-	-	49.39	123.48
	Machine Operator	-	2	2	-	-	76.92	76.92	76.92	76.92
	<b>Total</b>	<b>7</b>	<b>2</b>	<b>9</b>	<b>49.39</b>	<b>123.48</b>	<b>76.92</b>	<b>76.92</b>	<b>49.39</b>	<b>123.48</b>
<b>Others</b>	Clerk	3	-	3	193.55	290.32	-	-	193.55	290.32
	Computer Operater.	1	-	1	677.64	677.64	-	-	677.64	677.64
	Peon	6	-	6	69.23	160.00	-	-	69.23	160.00
	Sweeper	-	1	1	-	-	85.00	85.00	85.00	85.00
	<b>Total</b>	<b>10</b>	<b>1</b>	<b>11</b>	<b>69.23</b>	<b>677.64</b>	<b>85.00</b>	<b>85.00</b>	<b>69.23</b>	<b>677.64</b>
<b>V-All Stratum</b>										
<b>Directly Employed</b>	Anodizing	4	-	4	66.60	132.12	-	-	66.60	132.12
	Artist / Trasser	4	-	4	268.77	403.85	-	-	268.77	403.85
	Assembler	2	-	2	134.14	140.77	-	-	134.14	140.77
	Bender	2	-	2	90.00	90.00	-	-	90.00	90.00
	Boiler / Operator	5	-	5	49.28	177.39	-	-	49.28	177.39
	Checker	5	6	11	77.42	223.32	76.04	170.67	76.00	223.32
	Chemist	4	-	4	121.44	271.93	-	-	121.44	271.93
	Cutting Master	2	-	2	93.38	584.62	-	-	93.38	584.62
	Designer / Master	5	-	5	122.45	306.12	-	-	122.45	306.12
	Diamond worker	147	52	199	95.00	221.38	63.27	121.00	63.27	221.38
	Driller	2	-	2	95.24	157.00	-	-	95.24	157.00
	Driver	96	-	96	112.74	402.99	-	-	112.74	402.99
	Electrician	5	-	5	88.28	185.39	-	-	88.28	185.39
	Engineer	1	-	1	168.23	168.23	-	-	168.23	168.23
	Fabrication	1	-	1	92.00	92.00	-	-	92.00	92.00
	Fitter	30	-	30	47.31	270.80	-	-	47.31	270.80
	Folder	1	-	1	98.15	98.15	-	-	98.15	98.15
	Foreman	2	-	2	122.84	350.26	-	-	122.84	350.26
	Helper	646	65	711	58.00	442.38	40.72	204.18	40.72	442.38
	Jalli Cutter	1	-	1	114.00	114.00	-	-	114.00	114.00
	Jobber	1	-	1	75.79	75.79	-	-	75.79	75.79
	Kundiwala	2	-	2	69.46	69.46	-	-	69.46	69.46
	Lab. Assistant	1	-	1	160.00	160.00	-	-	160.00	160.00
	Machine Operater	181	-	181	58.59		-	-	58.59	58.60
	Mechanic	15	-	15	71.73	553.36	-	-	71.73	553.36
	Mistry	7	-	7	60.95	127.21	-	-	60.95	127.21
	Moulder / Laminater	22	-	22	69.46	194.49	-	-	69.46	194.49
	Packer	1	18	19	146.05	146.05	41.87	142.99	41.87	146.05
	Painter	7	-	7	92.93	332.16	-	-	92.93	332.16
	Press man	3	2	5	226.00	296.16	186.82	215.43	186.81	296.16
	Quality Checker	2	-	2	153.85	153.85	-	-	153.85	153.85
	Setter	6	-	6	87.10	304.49	-	-	87.10	304.49
	Store keeper	1	-	1	269.23	269.23	-	-	269.23	269.23
	Supervisor	25	-	25	98.00	837.00	-	-	98.00	837.00
Sweeper	6	2	8	203.68	308.97	186.82	211.18	186.82	308.97	
Tailor	62	22	84	68.96	247.84	75.16	218.71	68.96	247.84	

Continued

<b>Directly Employed</b>	Technician	2	-	2	180.00	210.00	-	-	180.00	210.00
	Thread Cutter	0	5	5	-	-	186.35	204.94	186.35	204.94
	Turner /shaper	13	-	13	71.54	234.22	-	-	71.54	234.22
	Weaver	1	-	1	469.09	469.09	-	-	469.09	469.09
	Welder	21	-	21	40.24	331.77	-	-	40.24	331.77
	Wireman	3	-	3	73.84	173.73	-	-	73.84	173.73
	Worker	47	4	51	75.00	135.20	83.37	93.00	75.00	135.20
	<b>Total</b>	<b>1394</b>	<b>176</b>	<b>1621</b>	<b>40.24</b>	<b>837.00</b>	<b>40.72</b>	<b>218.71</b>	<b>40.24</b>	<b>837.00</b>
<b>Employed Through Contractor</b>	Diamond worker	56	132	188	106.67	146.23	83.58	105.59	83.58	146.23
	Driver	1	-	1	116.13	116.13	-	-	116.13	116.13
	Fitter	81	-	81	92.36	156.26	-	-	92.36	156.26
	Helper	784	11	795	49.39	142.06	74.82	112.22	49.39	142.06
	Machine Operator	13	2	15	72.08	148.28	76.92	76.92	72.08	148.28
	Packer	46	-	46	96.00	121.53	-	-	96.00	121.53
	Painter	1	-	1	137.00	137.00	-	-	137.00	137.00
	Supervisor	40	-	40	69.32	139.53	-	-	69.32	139.53
	Watchman	3	-	3	86.38	97.19	-	-	86.38	97.19
	Welder	3	-	3	101.34	132.18	-	-	101.34	132.18
	Wireman	5	-	5	86.50	121.94	-	-	86.50	121.94
	Worker	60	-	60	92.80	96.00	-	-	92.80	96.00
	<b>Total</b>	<b>1093</b>	<b>145</b>	<b>1238</b>	<b>49.39</b>	<b>156.26</b>	<b>74.82</b>	<b>112.22</b>	<b>49.39</b>	<b>156.26</b>
<b>Staff of clerical Peon, Watch &amp; Ward other Services</b>	Accountant	1	-	1	141.94	141.94	-	-	141.94	141.94
	Clerk	16	2	18	71.12	483.00	55.36	352.44	55.36	483.00
	Computer Operater.	1	-	1	677.64	677.64	-	-	677.64	677.64
	Driver / Conductor	4	-	4	125.00	155.18	-	-	125.00	155.18
	Marketing Salesman	1	-	1	180.65	180.65	-	-	180.65	180.65
	Peon	34	3	37	58.32	204.00	87.25	117.53	58.32	204.00
	Receptionist	1	-	1	190.32	190.32	-	-	190.32	190.32
	Store keeper	3	-	3	112.91	115.61	-	-	112.91	115.61
	Supervisor	2	-	2	161.29	483.61	-	-	161.29	483.61
	Sweeper	1	5	6	65.48	65.48	64.00	102.75	64.00	102.75
	Telephone Operater	1	-	1	141.41	141.41	-	-	141.41	141.41
	Watchman	5	-	5	79.68	327.29	-	-	79.68	327.29
	<b>Total</b>	<b>70</b>	<b>10</b>	<b>80</b>	<b>58.32</b>	<b>677.64</b>	<b>55.36</b>	<b>352.44</b>	<b>55.36</b>	<b>677.64</b>

**Table 3.7 (b) : Daily Earnings of Scheduled Tribe Piece-rated Workers Occupation and Sex**

Sl. No.	Name of Stratum	Category of workers	Name of Occupation	No. of Workers			Men		Women		Total ST workers.	
				Men	Women	Total	Min	Max	Min	Max	Min	Max
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Valsad	Directly Employed	Helper	5	1	6	64.76	176.00	174.87	174.87	64.80	176.00
			Machine Operator	6	0	6	182.12	285.47	-	-	182.12	285.47
			<b>Total</b>	<b>11</b>	<b>1</b>	<b>12</b>	<b>64.80</b>	<b>285.50</b>	<b>174.87</b>	<b>174.87</b>	<b>64.80</b>	<b>285.50</b>
2	Navsari	Directly Employed	Diamond worker	25	6	31	54.48	130.78	118.52	139.81	54.50	139.80
			<b>Total</b>	<b>25</b>	<b>6</b>	<b>31</b>	<b>54.48</b>	<b>130.78</b>	<b>118.52</b>	<b>139.81</b>	<b>54.50</b>	<b>139.80</b>
3	Sachin	Directly Employed	Machine Operator	1	0	1	110.00	110.00	-	0.00	110.00	110.00
			Warper	1	0	1	216.00	216.00	-	0.00	216.00	216.00
			Weaver	2	0	2	131.37	193.07	-	0.00	131.40	193.07
			<b>Total</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>103.36</b>	<b>212.51</b>	<b>-</b>	<b>0.00</b>	<b>103.36</b>	<b>212.51</b>
4	All Strata	Directly Employed	Diamond worker	25	6	31	54.48	130.78	0.00	139.81	54.50	139.80
			Helper	5	1	6	64.76	176.00	118.52	174.87	64.80	176.00
			Machine Operator	7	0	7	100.94	289.39	174.87	0.00	100.94	289.39
			Warper	1	0	1	216.00	216.00	-	0.00	216.00	216.00
			Weaver	2	0	2	131.71	193.07	-	0.00	131.71	193.07
			<b>Total</b>	<b>40</b>	<b>7</b>	<b>47</b>	<b>54.48</b>	<b>289.39</b>	<b>118.52</b>	<b>174.87</b>	<b>54.50</b>	<b>289.39</b>

53

**Table 3.7(c) : Occupation and Sex Wise Average Daily Earnings of Scheduled Tribe Workers**

Category of Workers	Name of Occupation	No. of Workers			No. of Mandays Worked		No. of Mandays paid for		Earnings per Day per Worker	
		Men	Women	Total	Men	Women	Men	Women	Men	Women
1	2	3	4	5	6	7	8	9	10	11
<b>I-Vapi</b>										
<b>Directly Employed</b>	Assembler	2	-	2	44.0		44	-	137.45	-
	Boiler / Opt.	5	-	5	126.0		127	-	132.40	-
	Checker	-	1	1		15.0	-	18		76.94
	Chemist	2	-	2	47.0		57	-	196.68	-
	Cutting Master	1	-	1	21.0		21	-	93.38	-
	Diamond worker	1	2	3	18.5	53.0	23	53	106.75	74.28
	Driller	1	-	1	22.0		26	-	157.00	-
	Electrician	5	-	5	117.5		134	-	132.05	-
	Engineer	1	-	1	31.0		31	-	168.23	-
	Fabrication	1	-	1	19.0		23	-	92.00	-
	Fitter	19	-	19	343.0		400	-	151.28	-
	Foreman	2	-	2	44.0		29	-	246.53	-
	Helper	275	16	291	4883.0	264.3	6133	324	57.54	93.36
	Lab. Assistant	1	-	1	26.0		26	-	160.00	-
	Machine Opt.	55	-	55	1167.5		1408	-	145.53	-
	Moulder /Laminater	21	-	21	453.3		454	-	113.28	-
	Packer	-	1	1		19.5	-	21		127.22
	Painter	2	-	2	50.0		50	-	226.38	-
	Setter	2	-	2	44.0		58	-	244.19	-
	Supervisor	6	-	6	81.0		108	-	256.93	-
	Tailor	5	3	8	97.5	55.0	106	55	104.77	133.62
	Turner /shaper	1	-	1	27.0		27	-	160.00	-
	Welder	11	-	11	221.0		246	-	106.11	-
Wireman	3	-	3	61.0		67	-	119.84	-	
Worker	37	2	39	1540.0		1918	-	119.31	-	
<b>Total</b>	<b>459</b>	<b>25</b>	<b>484</b>	<b>9484</b>	<b>407</b>	<b>11513</b>	<b>471</b>	<b>94.17</b>	<b>96.76</b>	
<b>Employed Through Contractor</b>	Driver	1	-	1	28.0	-	31	-	116.13	-
	Fitter	5	-	5	122.0	-	127	-	708.61	-
	Helper	49	2	51	985.5	50.0	1097	50	100.25	93.08
	Machine Opt.	3	-	3	64.0	-	71	-	98.13	-
	Packer	40	-	40	760.5	-	837	-	89.47	-
	Painter	1	-	1	22.0	-	25	-	137.00	-
	Wireman	1	-	1	22.0	-	24	-	86.50	-
	Worker	60	-	60	1115.0	-	1115	-	93.05	-
	<b>Total</b>	<b>160</b>	<b>2</b>	<b>162</b>	<b>3119</b>	<b>50</b>	<b>3326</b>		<b>118.64</b>	<b>93.10</b>
<b>Staff of clerical Peon, watch &amp; Ward and other services</b>	Accountant	1	-	1	22.0	-	31	-	141.94	-
	Clerk	4	-	4	93.0	-	103	-	212.87	-
	Peon	17	-	17	425.0	-	518	-	115.14	-
	Receptionist	1	-	1	22.0	-	31	-	190.32	-
	Sweeper	-	4	4		93.0	-	102		87.47
	Telephone Opt.	1	-	1	17.0	-	30	-	141.41	-
	Watchman	1	-	1	23.0	-	26	-	200.00	-
<b>Total</b>	<b>25</b>	<b>4</b>	<b>29</b>	<b>602</b>	<b>93</b>	<b>739</b>	<b>102</b>	<b>137.09</b>	<b>87.47</b>	

Continued

<b>II-Valsad</b>										
<b>Directly Employed</b>	Anodizing	4	-	4	87.0		103.0		97.83	
	Checker	-	5	5		84.0		98.0		138.19
	Designer /Master	1	-	1	21.0		26.0		222.08	
	Diamond worker	1	-	1	17.0		20.0		96.73	
	Fitter	6	-	6	132.5		154.5		133.24	
	Helper	172	38	210	3224.5	662.5	3865.0	747.5	111.18	107.01
	Jalli Cutter	1	-	1	18.0		22.0		114.00	
	Machine Opt.	64	-	64	1365.0		1612.0		123.33	
	Machinic	2	-	2	52.0		60.0		83.33	
	Mistry	7	-	7	115.0		121.5		94.40	
	Packer	-	16	16		319.0		363.0		99.95
	Quality Checker	2	-	2	42.0		52.0		153.85	
	Setter	4	-	4	77.0		89.0		155.93	
	Supervisor	5	-	5	113.0		140.0		162.84	
	Technician	2	-	2	44.0		60.0		195.00	
	Turner /shaper	7	-	7	153.0		189.0		151.75	
	Welder	3	-	3	47.0		56.0		109.07	
	Worker	7	1	8	144.5	20.5	190.0	31.0	95.23	83.87
	<b>Total</b>	<b>288</b>	<b>60</b>	<b>348</b>	<b>5653</b>	<b>1086</b>	<b>6760</b>	<b>1240</b>	<b>117.62</b>	<b>106.83</b>
<b>Employed Through Contractor</b>	Diamond worker	56	132	188	914	-	1078	3288	100.81	101.38
	Fitter	76	-	76	1521	-	1805	-	105.15	-
	Helper	709	9	718	12617	161	15005	179	100.32	93.00
	Machine Opt.	10	-	10	196	-	219	-	116.92	-
	Packer	6	-	6	133	-	157	-	111.45	-
	Supervisor	40	-	40	828	-	981	-	116.92	-
	Welder	3	-	3	57	-	68	-	111.81	-
	Wireman	4	-	4	87	-	103	-	107.90	-
	<b>Total</b>	<b>904</b>	<b>141</b>	<b>1045</b>	<b>16353</b>	<b>161</b>	<b>19416</b>	<b>3467</b>	<b>101.99</b>	<b>100.95</b>
<b>Staff of clerical Peon, watch &amp; Ward and other services</b>	Clerk	7	-	7	147	-	194	-	135.03	-
	Driver	4	-	4	93	-	112	-	142.00	-
	Marketing Salesman	1	-	1	27	-	31	-	180.65	-
	Peon	4	-	4	79	-	109	-	122.88	-
	Store keeper	3	-	3	91	-	107	-	108.74	-
	Supervisor	1	-	1	27	-	31	-	161.29	-
	Watchman	2	-	2	43	-	48	-	108.73	-
<b>Total</b>	<b>22</b>		<b>22</b>	<b>507</b>	<b>0</b>	<b>632</b>	<b>0</b>	<b>131.27</b>	<b>-</b>	
<b>III-Navsari</b>										
<b>Directly Employed</b>	Checker	3	-	3	73	-	73	-	207.92	-
	Cutting Master	1	-	1	26	-	26	-	584.62	-
	Diamond worker	170	56	226	2939	950	4361	1467	100.33	77.40
	Driller	1	-	1	21	-	23	-	95.24	-
	Driver	93	-	93	2360	-	2732	-	243.47	-
	Fitter	2	-	2	42	-	53	-	131.09	-

Continued

	Helper	133	10	143	2360	187	2889	187	130.43	137.12
	Machine Opt.	44	-	44	777	-	1003	-	116.08	-
	Machinic	12	-	12	298	-	370	-	378.45	-
	Moulder /Laminater	1	-	1	20	-	22	-	94.09	-
	Packer	-	1	1	-	27	-	31		116.48
	Press man	2	2	4	52	49	52	49	227.00	201.12
	Store keeper	1	-	1	26	-	26	-	269.23	-
	Supervisor	9	-	9	178	-	229	-	121.87	-
	Sweeper	6	2	8	100	49	103	49	187.93	199.00
	Tailor	57	19	76	1465	454	1465	454	228.57	187.63
	Thread Cutter	-	5	5	-	128	-	128		198.62
	Turner /shaper	2	-	2	42	-	53	-	120.28	-
	Welder	2	-	2	38	-	38	-	80.00	-
	<b>Total</b>	<b>539</b>	<b>95</b>	<b>689</b>	<b>10816</b>	<b>1844</b>	<b>13517</b>	<b>2365</b>	<b>161.85</b>	<b>115.42</b>
<b>Employed Through Contractor</b>	Helper	19	-	19	413	-	428	-	92.70	-
	Watchman	3	-	3	78	-	78	-	93.59	-
	<b>Total</b>	<b>22</b>	<b>0</b>	<b>22</b>	<b>491</b>	<b>0</b>	<b>506</b>	<b>0</b>	<b>92.84</b>	<b>-</b>
<b>Others</b>	Clerk	2	2	4	54	43	62	59	416.05	203.90
	Peon	7	3	10	160	28	191	28	124.71	112.82
	Supervisor	1	-	1	27	-	31	-	483.61	-
	Sweeper	1	-	1	28	-	31	-	65.48	-
	Watchman	2	-	2	54	-	62	-	203.48	-
	<b>Total</b>	<b>13</b>	<b>5</b>	<b>18</b>	<b>323</b>	<b>71</b>	<b>377</b>	<b>87</b>	<b>210.33</b>	<b>174.59</b>
<b>IV-Sachin</b>										
<b>Directly Employed</b>	Artist / Trasser	4	-	4	88	-	104	-	466.83	-
	Bender	2	-	2	46	-	52	-	90.00	-
	Checker	2	-	2	46	-	62	-	79.03	-
	Chemist	2	-	2	52	-	62	-	169.35	-
	Designer /Master	4	-	4	98	-	98	-	232.45	-
	Driver	3	-	3	62	-	62	-	135.32	-
	Fitter	3	-	3	54	-	79	-	119.43	-
	Folder	1	-	1	24	-	27	-	98.15	-
	Helper	71	2	73	1141	23	1191	26	103.83	80.77
	Jobber	1	-	1	19	-	19	-	392.32	-
	Kundiwala	2	-	2	26	-	26	-	69.46	-
	Machine Opt.	25	-	25	514	-	563	-	167.61	-
	Machinic	1	-	1	26	-	26	-	423.08	-
	Packer	1	-	1	20	-	20	-	146.05	-
	Painter	5	-	5	58	-	58	-	98.00	-
	Press man	1	-	1	25	-	25	-	296.16	-
	Supervisor	5	-	5	108	-	128	-	242.27	-
	Turner /shaper	3	-	3	50	-	59	-	121.70	-
	Warper	1	-	1	16	-	16	-	216.00	-
	Weaver	3	-	3	61	-	64	-	278.81	-
Welder	5	-	5	113	-	130	-	141.38	-	

Continued

	Worker	3	1	4	176	-	215	-	88.14	-
	<b>Total</b>	<b>148</b>	<b>3</b>	<b>207</b>	<b>2823</b>	<b>23</b>	<b>3086</b>	<b>26</b>	<b>150.03</b>	<b>80.77</b>
<b>Employed Through Contractor</b>	Helper	7	-	7	109	-	125	-	95.44	
	Machine Opt.	-	2	2	-	40	-	52		76.92
	<b>Total</b>	<b>7</b>	<b>2</b>	<b>9</b>	<b>109</b>	<b>40</b>	<b>125</b>	<b>52</b>	<b>95.44</b>	<b>76.92</b>
<b>Others</b>	Clerk	3	-	3	42	-	62	-	161.29	-
	Computer Opt.	1	-	1	11	-	11	-	120.00	-
	Peon	6	-	6	141	-	159	-	98.47	-
	Sweeper	-	1	1	-	21	-	21		85.00
	<b>Total</b>	<b>10</b>	<b>1</b>	<b>11</b>	<b>194</b>	<b>21</b>	<b>232</b>	<b>21</b>	<b>116.28</b>	<b>85.00</b>
<b>V-All Stratum</b>										
<b>Directly Employed</b>	Anodizing	4	-	4	87	-	103	-	97.83	-
	Artist / Trasser	4	-	4	88	-	104	-	466.83	-
	Assembler	2	-	2	44	-	44	-	137.45	-
	Bender	2	-	2	46	-	52	-	90.00	-
	Boiler / Opt.	5	-	5	148	-	153	-	130.78	-
	Checker	5	6	11	119	99	135	116	148.39	128.69
	Chemist	4	-	4	99	-	119	-	182.45	-
	Cutting Master	2	-	2	47	-	47	-	365.13	-
	Designer /Master	5	-	5	119	-	124	-	230.27	-
	Diamond worker	172	58	230	2985	1003	4418	1520	100.33	77.29
	Driller	2	-	2	43	-	49	-	128.35	-
	Driver	96	-	96	2422	-	2794	-	241.07	-
	Electrician	5	-	5	118	-	134	-	132.05	-
	Engineer	1	-	1	31	-	31	-	168.23	-
	Fabrication	1	-	1	19	-	23	-	92.00	-
	Fitter	30	-	30	572	-	687	-	141.99	-
	Folder	1	-	1	24	-	27	-	98.15	-
	Foreman	2	-	2	22	-	31	-	350.26	-
	Helper	651	66	717	11808	1137	14077	1285	91.14	107.42
	Jalli Cutter	1	-	1	18	-	22	-	114.00	-
	Jobber	1	-	1	19	-	19	-	392.32	-
	Kundiwala	2	-	2	26	-	26	-	69.46	-
	Lab. Assistant	1	-	1	26	-	26	-	160.00	-
	Machine Opt.	188	-	188	3823	-	4586	-	133.99	-
	Machinic	15	-	15	376	-	456	-	342.16	-
	Mistry	7	-	7	116	-	122	-	94.40	-
	Moulder /Laminater	22	-	22	474	-	476	-	112.39	-
	Packer	1	18	19	20	366	20	415	146.05	102.53
	Painter	7	-	7	108	-	108	-	157.44	-
	Press man	3	2	5	77	49	77	49	249.45	201.12
	Quality Checker	2	-	2	42	-	52	-	153.85	-
Setter	6	-	6	121	-	147	-	190.76	-	
Store keeper	1	-	1	26	-	26	-	269.23	-	
Supervisor	25	-	25	480	-	605	-	180.93	-	

Continued

<b>Directly Employed</b>	Sweeper	6	2	8	100	49	103	49	187.93	199.00
	Tailor	62	22	84	1563	509	1571	509	220.25	181.80
	Technician	2	-	2	44	-	60	-	195.00	-
	Thread Cutter	0	5	5	-	128	-	128	-	198.62
	Turner /shaper	13	-	13	272	-	328	-	141.92	-
	Warper	1	-	1	16	-	16	-	216.00	-
	Weaver	3	-	3	61	-	64	-	278.81	-
	Welder	21	-	21	419	-	470	-	114.11	-
	Wireman	3	-	3	61	-	67	-	119.84	-
	Worker	47	4	51	1861	21	2323	31	114.46	83.87
	<b>Total</b>	<b>1434</b>	<b>183</b>	<b>1674</b>	<b>28986</b>	<b>3359</b>	<b>34919</b>	<b>4101</b>	<b>129.85</b>	<b>110.46</b>
<b>Employed Through Contractor</b>	Diamond worker	56	132	188	914	2768	1078	3288	100.81	101.38
	Driver	1	-	1	28	-	31	-	116.13	-
	Fitter	81	-	81	1643	-	1932	-	144.81	-
	Helper	784	11	795	14125	211	16655	229	100.08	93.02
	Machine Opt.	13	2	15	260	40	290	52	112.31	76.92
	Packer	46	-	46	894	-	994	-	92.94	-
	Painter	1	-	1	22	-	25	-	137.00	-
	Supervisor	40	-	40	828	-	981	-	116.92	-
	Watchman	3	-	3	78	-	78	-	93.59	-
	Welder	3	-	3	57	-	68	-	111.81	-
	Wireman	5	-	5	109	-	127	-	103.86	-
	Worker	60	-	60	1115	-	1115	-	93.05	-
	<b>Total</b>	<b>1093</b>	<b>145</b>	<b>1238</b>	<b>20072</b>	<b>3019</b>	<b>23373</b>	<b>3569</b>	<b>104.13</b>	<b>100.49</b>
<b>Staff of clerical Peon, Watch &amp; other Services</b>	Accountant	1	-	1	22	-	31	-	141.94	-
	Clerk	16	2	18	336	43	421	59	199.33	203.90
	Computer Opt.	1	-	1	11	-	11	-	120.00	-
	Driver / Conductor	4	-	4	93	-	112	-	142.00	-
	Marketing Salesman	1	-	1	27	-	31	-	180.65	-
	Peon	34	3	37	805	28	977	28	115.16	112.82
	Receptionist	1	-	1	22	-	31	-	190.32	-
	Store keeper	3	-	3	91	-	107	-	108.74	-
	Supervisor	2	-	2	54	-	62	-	322.45	-
	Sweeper	1	5	6	28	114	31	123	65.48	87.05
	Telephone Opt.	1	-	1	17	-	30	-	141.41	-
	Watchman	5	-	5	120	-	136	-	169.38	-
	<b>Total</b>	<b>70</b>	<b>10</b>	<b>80</b>	<b>1625</b>	<b>185</b>	<b>1979</b>	<b>210</b>	<b>146.73</b>	<b>123.31</b>

**Table 3.8 : Percentage Distribution of Scheduled Tribes Workers in the Sample Units by Category of Workers, Mode of Payment and Pay Period.**

Sl. No.	Name of Stratum	Category of workers	Time-Rated			Piece-Rated		
			No. of workers*	Fortnightly	Monthly	No. of workers	Fortnightly	Monthly
1	2	3	4	5	6	7	8	9
1	Vapi	Directly Employed	484	0	100	0	0	0
		Employed Through Contractor	162	0	100	0	0	0
		Others	29	0	100	0	0	0
		<b>Total</b>	<b>675</b>	<b>0</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>
2	Valsad	Directly Employed	336	0	100	12	0	100
		Employed Through Contractor	1045	0	100	0	0	0
		Others	22	0	100	0	0	0
		<b>Total</b>	<b>1403</b>	<b>0</b>	<b>100</b>	<b>12</b>	<b>0</b>	<b>100</b>
3	Navsari	Directly Employed	603	0	100	31	0	100
		Employed Through Contractor	22	0	100	0	0	0
		Others	18	0	100	0	0	0
		<b>Total</b>	<b>643</b>	<b>0</b>	<b>100</b>	<b>31</b>	<b>0</b>	<b>100</b>
4	Sachin	Directly Employed	147	4	96	4	25	75
		Employed Through Contractor	9	0	100	0	0	0
		Others	11	0	100	0	0	0
		<b>Total</b>	<b>167</b>	<b>4</b>	<b>96</b>	<b>4</b>	<b>25</b>	<b>75</b>
5	All Strata	Directly Employed	1570	0	100	47	2	98
		Employed Through Contractor	1238	0	100	0	0	0
		Others	80	0	100	0	0	0
		<b>Total</b>	<b>2888</b>	<b>0</b>	<b>100</b>	<b>47</b>	<b>2</b>	<b>98</b>

\* Excluding Managerial, Administrative and Executive staff

**Table 3.9 : Distribution of Occupation Wise Other Allowances**

**Stratum** **Vapi**  
**Total No. of Units Surveyed** **83**  
**No. of Units Paying Allowances** **14**

Sl. No.	Eligible Occupation	Transport Allowance				House Rent Allowance				Medical Allowance				Night Allowance				Other allowance (Washing / Production)			
		Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
		Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
1	Chemist	2020	2020	0	0	2960	2960	0	0	0	0	0	0	0	0	0	0	1200	1200	0	0
2	Clerk	300	425	0	0	585	1000	0	0	560	1000	0	0	0	0	0	0	450	450	0	0
3	Designer /Master	1000	1000	0	0	1000	1000	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4	Driller	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1300	1300	0	0
5	Driver / Conductor	300	425	0	0	585	1000	0	0	560	1000	0	0	0	0	0	0	450	450	0	0
6	Fitter	212	425	0	0	150	1000	0	0	560	1000	0	0	0	0	0	0	50	450	0	0
7	Helper	125	300	125	150	150	1000	150	250	75	1000	75	150	0	0	0	0	50	450	0	0
8	Machine Opt.	176	2040	767	938	200	1100	728	1161	560	1000	0	0	0	0	0	0	50	450	50	50
9	Peon	176	425	0	0	238	1000	0	0	560	1000	0	0	0	0	0	0	450	450	0	0
10	Setter	351	351	0	0	1735	1735	0	0	0	0	0	0	0	0	0	0	50	50	0	0
11	Supervisor	500	500	0	0	200	650	0	0	0	0	0	0	0	0	0	0	100	100	0	0
12	Worker	125	150	125	150	150	250	150	250	75	150	75	150	0	0	0	0	0	0	0	0
<b>Total</b>		125	2040	125	938	150	2960	150	1161	75	1000	75	150	0	0	0	0	50	1300	50	50

**Stratum** **Valsad**  
**Total No. of Units Surveyed** **43**  
**No. of Units Paying Allowances** **2**

1	Checker	323	323	323	323	358	358	358	358	258	258	258	258	0	0	0	0	0	0	0	0
2	Helper	150	323	150	323	358	358	358	358	258	258	258	258	0	0	0	0	0	0	0	0
3	Machine Opt.	150	323	150	323	358	358	358	358	258	258	258	258	0	0	0	0	0	0	0	0
<b>Total</b>		150	323	150	323	358	358	358	358	258	258	258	258	0	0	0	0	0	0	0	0

*Continued.*

Stratum

Navsari

Total No. of Units Surveyed

34

No. of Units Paying Allowances

9

Sl. No.	Eligible Occupation	Transport Allowance				House Rent Allowance				Medical Allowance				Night Allowance				Other allowance (Washing / Production)			
		Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
		Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
1	Chemist	0	0	0	0	330	330	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	Clerk	0	0	0	0	330	1500	330	330	0	0	0	0	0	0	0	0	0	0	0	0
3	Diamond worker	0	0	0	0	543	1500	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4	Fitter	0	0	0	0	550	550	0	0	250	250	0	0	0	0	0	0	0	0	0	0
5	Helper	0	0	0	0	550	550	0	0	250	250	0	0	0	0	0	0	50	50	0	0
6	Machine Opt.	350	350	0	0	330	330	0	0	0	0	0	0	40	40	0	0	0	0	0	0
7	Supervisor	400	400	400	400	543	1500	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8	Turner /shaper	0	0	0	0	550	550	0	0	250	250	0	0	0	0	0	0	0	0	0	0
9	Worker	75	75	0	0	0	0	0	0	0	0	0	0	40	40	0	0	0	0	0	0
<b>Total</b>		75	400	400	400	330	1500	330	330	250	250	0	0	40	40	0	0	50	50	0	0

61

Stratum

Sachin

Total No. of Units Surveyed

64

No. of Units Paying Allowances

3

1	Chemist	0	0	0	0	250	1900	0	0	0	0	0	0	0	0	0	0	175	2000	0	0
2	Clerk	500	500	0	0	1300	1300	0	0	0	0	0	0	0	0	0	0	175	250	0	0
3	Driver / Conductor	300	300	0	0	800	800	0	0	0	0	0	0	0	0	0	0	175	250	0	0
4	Engineer	500	500	0	0	1500	1500	0	0	0	0	0	0	0	0	0	0	175	250	0	0
5	Helper	500	500	0	0	1200	1200	0	0	0	0	0	0	0	0	0	0	175	250	0	0
6	Lab. Assistant	500	500	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7	Supervisor	500	500	0	0	1300	1300	0	0	0	0	0	0	0	0	0	0	175	250	0	0
<b>Total</b>		300	500	0	0	250	1900	0	0	0	0	0	0	0	0	0	0	175	2000	0	0

Continued.

Stratum

All

Total No. of Units Surveyed

224

No. of Units Paying Allowances

28

28

Sl. No.	Eligible Occupation	Transport Allowance				House Rent Allowance				Medical Allowance				Night Allowance				Other allowance (Washing / Production)			
		Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
		Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
1	Checker	323	323	323	323	358	358	358	358	258	258	258	258	0	0	0	0	0	0	0	0
2	Chemist	2020	2020	0	0	250	2960	0	0	0	0	0	0	0	0	0	0	175	2000	0	0
3	Clerk	300	500	0	0	330	1500	330	330	560	1000	0	0	0	0	0	0	175	450	0	0
4	Designer /Master	1000	1000	0	0	1000	1000	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5	Diamond worker	0	0	0	0	543	1500	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6	Driller	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1300	1300	0	0
7	Driver / Conductor	300	425	0	0	585	1000	0	0	560	1000	0	0	0	0	0	0	175	450	0	0
8	Engineer	500	500	0	0	1500	1500	0	0	0	0	0	0	0	0	0	0	175	250	0	0
9	Fitter	212	425	0	0	150	1000	0	0	250	1000	0	0	0	0	0	0	50	450	0	0
10	Helper	125	500	125	323	150	1200	150	358	75	1000	75	258	0	0	0	0	50	450	0	0
11	Lab. Assistant	500	500	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12	Machine Opt.	150	2040	150	938	200	1100	358	1161	258	1000	258	258	40	40	0	0	50	450	50	50
13	Peon	176	425	0	0	238	1000	0	0	560	1000	0	0	0	0	0	0	450	450	0	0
14	Setter	351	351	0	0	1735	1735	0	0	0	0	0	0	0	0	0	0	50	50	0	0
15	Supervisor	400	500	400	400	200	1500	0	0	0	0	0	0	0	0	0	0	100	250	0	0
16	Turner /shaper	0	0	0	0	550	550	0	0	250	250	0	0	0	0	0	0	0	0	0	0
17	Worker	75	150	125	150	150	250	150	250	75	150	75	150	40	40	0	0	0	0	0	0
<b>Total</b>		75	2040	125	938	150	2960	150	1161	75	1000	75	258	40	40	0	0	50	2000	50	50

**Table 3.10 : Distribution of Sample Units Paying Bonus and Rate (in Percentage) Amount of Payment**

Sl. No.	Name of Stratum	Total No. of Units Surveyed	No. of Units Paying Bonus	%age of Units Paying Bonus	No. of units Paying Bonus as		No. of Units Paying Bonus to		Rate of Payment of Bonus (%age)			
					Statutory Requirement (Payment of Bonus Act, 1965)	Goodwill Gesture (Festival)	All Workers	Some Specified Category of Workers	Men		Women	
									Min	Max	Min	Max
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Vapi	83	74	89.16	74	1	64	10	8.33	20.00	8.33	20.00
2	Valsad	43	42	97.67	32	10	40	2	8.33	20.00	8.33	20.00
3	Navsari	34	32	94.12	32	-	29	3	8.33	20.00	8.33	20.00
4	Sachin	64	49	76.56	49	-	34	15	8.33	20.00	8.33	12.50
All		224	198	88.39	188	10	167	31	8.33	20.00	8.33	20.00

63

**Table 3.10(a) : Distribution of Sample Units Paying Ex-Gratia and its Rate of Payment**

Sl. No.	Name of Stratum	No. of Units Surveyed	No. of Units Paying Bonus		No. of Units Paying Ex-Gratia to Workers		No. of ST Workers Paid Ex-Gratia	Rate/ Amount Paid of Ex-Gratia	
			in Absolute	in percentage	All	Some		Minimum	Maximum
1	2	3	4		5	6	7	8	9
1	Vapi	83	4	4.82	2	2	38	3.66%	20%
2	Valsad/Pardi	43	11	25.58	10	1	284	100	1736
3	Navsari	34	1	2.94	0	1	123	22.50%	22.50%
4	Sachin	64	3	4.69	2	1	6		6000
<b>Total</b>		<b>224</b>	<b>19</b>	<b>8.48</b>	<b>14</b>	<b>5</b>	<b>451</b>	<b>3.66%</b>	<b>22.50%</b>

Note: Rate of ex-gratia is based on basic wages of the worker.

**Table 3.11 : Percentage Distribution of Sample Units Making Deduction and Reasons Thereof**

Sl. No.	Name of Stratum	No. of Units Surveyed	Total No. of Units Reported		No. of Units Reported Making Deductions on Account of							
			Making Deductions	Imposing Fines	Absence	Damage or Loss of Goods	House Accomodation	Recovery of Advance	Group Insurance	EPF	ESI	Professional Tax
1	2	3	5	4	6	7	8	9	10	11	12	13
1	Vapi	83	79		27			31		51	58	58
2	Valsad	43	42		42		1	15	1	16	2	8
3	Navsari	34	27	3	3	3		14	1	20	15	13
4	Sachin	64	50		4			14		36	39	27
<b>All</b>		<b>224</b>	<b>198</b>	<b>3</b>	<b>76</b>	<b>3</b>	<b>1</b>	<b>74</b>	<b>2</b>	<b>123</b>	<b>114</b>	<b>106</b>