

## **CHAPTER - IX**

# **EMPLOYMENT AND INDUSTRIAL RELATIONS**



**TABLE 9.1**  
**EMPLOYMENT IN THE PUBLIC SECTOR BY INDUSTRY**  
**(As on March, 31)**

<i>(Lakh Persons)</i>									
Item 1	1981 2	1991 3	1995 4	2000 5	2002 7	2003 8	2004 9	2005 10	2006 11
<b>A By Branch</b>									
1 Central Govt.	32.0	34.1	34.0	32.7	32.0	31.3	30.3	29.4	28.6
2 State Govt.	56.8	71.1	73.6	74.6	73.8	73.7	72.2	72.0	73.0
3 Quasi Govt.	45.8	62.2	65.2	63.3	60.2	59.0	58.2	57.5	59.1
4 Local bodies	20.4	23.1	22.0	22.6	21.8	21.8	21.3	21.2	21.2
<b>TOTAL</b>	<b>154.8</b>	<b>190.6</b>	<b>194.7</b>	<b>193.1</b>	<b>187.7</b>	<b>185.8</b>	<b>181.9</b>	<b>180.1</b>	<b>181.9</b>
<b>B By Industry:</b>									
0 Agriculture Hunting etc.	4.6	5.6	5.4	5.1	4.8	5.1	4.9	5.0	4.5
1 Mining and Quarrying	8.2	10.0	10.2	9.2	8.6	8.5	10.3	10.1	11.5
2&3 Manufacturing	15.0	18.5	17.6	15.3	13.5	12.6	11.9	11.3	10.9
4 Electricity, Gas and Water	6.8	9.1	9.4	9.5	9.2	9.1	8.7	8.6	8.5
5 Construction	10.9	11.5	11.6	10.9	10.3	9.5	9.3	9.1	8.9
6 Wholesale & Retail Trade	1.2	1.5	1.6	1.6	1.6	1.8	1.8	1.8	1.7
7 Transport, Storage & Comm.	27.1	30.3	31.1	30.8	30.1	29.4	28.2	27.5	26.8
8 Finance, Insurance, Real Estate etc.	7.5	11.9	12.8	13.0	12.3	13.8	14.1	14.1	11.3
9 Community Social & Personal Services	73.6	92.3	95.0	97.7	97.4	96.1	92.8	92.5	92.6
<b>TOTAL</b>	<b>154.8</b>	<b>190.6</b>	<b>194.7</b>	<b>193.1</b>	<b>187.7</b>	<b>185.8</b>	<b>181.9</b>	<b>180.1</b>	<b>178.7</b>

Source : Ministry of Labour (DGE&T)

**TABLE 9.2**  
**EMPLOYMENT IN THE PRIVATE SECTOR BY INDUSTRY**  
**(As on March 31)**

		<i>(Lakh Persons)</i>								
Industry, Division Brief Description 1	1981 2	1991 3	1995 4	2000 5	2002 6	2003 7	2004 8	2005 9	2006 10	
0 Agriculture, Hunting etc.	8.6	8.9	8.9	9.0	8.6	9.0	9.2	9.8	10.3	
1 Mining and Quarrying	1.3	1.0	1.0	0.8	0.7	0.7	0.7	0.8	0.9	
2&3 Manufacturing	45.5	44.8	47.1	50.9	48.7	47.4	44.9	44.9	45.5	
4 Electricity Gas and Water	0.4	0.4	0.4	0.4	0.4	0.5	0.5	0.5	0.4	
5 Construction	0.7	0.7	0.5	0.6	0.6	0.4	0.5	0.5	0.5	
6 Wholesale and Retail Trade	2.8	3.0	3.2	3.3	3.4	3.6	3.5	3.8	2.3	
7 Transport, Storage & Communications	0.6	0.5	0.6	0.7	0.8	0.8	0.8	0.9	0.9	
8 Finance, Insurance & Real Estate etc.	2.0	2.5	2.9	3.6	3.9	4.3	4.6	5.2	2.8	
9 Community, Social & Personal Services	12.2	14.9	16.0	17.2	17.4	17.6	17.9	18.2	1.1	
<b>TOTAL</b>	<b>74.0</b>	<b>76.8</b>	<b>80.6</b>	<b>86.5</b>	<b>84.3</b>	<b>84.2</b>	<b>82.5</b>	<b>84.5</b>	<b>87.7</b>	
Note : Coverage in construction, particularly on private account, is know to be inadequate.										

Source : Ministry of Labour (DGE&T).

**TABLE 9.3**  
**EMPLOYMENT GENERATED BY KHADI AND VILLAGE INDUSTRIES**

		<i>Lakh (Persons)</i>								
		1990-91	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08
<b>Sl. No.</b>	<b>Industry</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
I.	Khadi	14.2	9.6	8.5	8.6	8.6	8.6	8.7	8.8	9.2
II.	Village Industries	34.4	50.5	54.5	57.9	62.6	68.1	74.1	80.0	90.1
<b>TOTAL</b>		<b>48.6</b>	<b>60.1</b>	<b>62.9</b>	<b>66.5</b>	<b>71.2</b>	<b>76.8</b>	<b>82.8</b>	<b>88.9</b>	<b>99.3</b>
<i>Source : KVIC Annual Report 2007-08</i>										

**TABLE 9.4**  
**SECTOR-WISE SHARE OF EMPLOYMENT BY CURRENT DAILY STATU**

*(CDS basis) (%)*

Sl. No.	Industry	1983	1993-94	1999-2000	2004-05	2006-07
1	2	3	4	5	6	7
1	Agriculture	65.42	61.03	56.54	52.06	50.19
2	Mining & Quarrying	0.66	0.78	0.67	0.63	0.61
3	Manufacturing	11.27	11.10	12.13	12.90	13.33
4	Electricity, Water, etc.	0.34	0.41	0.34	0.35	0.33
5	Construction	2.56	3.63	4.44	5.57	6.10
6	Trade, Hotels and Restaurant	6.98	8.26	11.20	12.62	13.18
7	Transport & Storage & Communication	2.88	3.22	4.06	4.61	5.06
8	Financing, Insurance, Real Estate and business services	0.78	1.08	1.36	2.00	2.22
9	Community, Social and personal services	9.10	10.50	9.16	9.24	8.97

*Source : Planning Commission - Eleventh Plan Document*

**TABLE 9.5**  
**NUMBER OF MANDAYS LOST IN DISPUTES RESULTING IN WORK STOPPAGES BY**  
**SELECTED INDUSTRIES**  
**(As per Revised National Industrial Classification-1998)**

('000 Nos.)

Ind.Code	Description	2003	2004	2005	2006
1	2	3	4	5	6
<b>A</b>	<b>Agriculture, Hunting &amp; Forestry</b>	<b>2926</b>	<b>2414</b>	<b>5478</b>	<b>3001</b>
01	Agriculture, Hunting and Related Service Activities	2926	2406	5478	2999
02	Forestry, Logging and Related Services Activities	-	7	-	1
<b>B</b>	<b>Fishing</b>	-	-	-	-
05	Fishing, Operation of Fish Hatcheries & Fish Farms; Services Activities incidental to Fishing	-	-	-	-
<b>C</b>	<b>Mining and Quarrying</b>	<b>7633</b>	<b>2180</b>	<b>2361</b>	<b>223</b>
10	Mining of Coal & Lignite; Extraction of Peat	6382	317	498	161
11	Extraction of Crude Petroleum & Natural Gas, Service Activities incidental to Oil and Gas Extraction, excluding Surveying	2	19	1	5
12	Mining of Uranium and Thorium Ores	-	-	-	-
13	Mining of Metal Ores	8	4	19	37
14	Other Mining and Quarrying	1241	1840	1842	19
<b>D</b>	<b>Manufacturing</b>	<b>17638</b>	<b>17262</b>	<b>19327</b>	<b>14171</b>
15	Manufacture of Food Products and Beverages	362	331	412	150
16	Manufacture of Tobacco Products	94	139	138	7
17	Manufacture of Textiles	12606	12129	13536	9624
18	Manufacture of Wearing Apparel; Dressing & Dyeing of Fur	2	-	@	29
19	Tanning & Dressing of Leather; Manufacture of Luggage, Hand Bags, Saddlery, Harness and Footwear	23	23	155	520
20	Manufacture of Wood ; and of Products of Wood and Cork, except Furniture; Manufacture of Articles of Straw and Plaiting Materials	113	100	114	66
21	Manufacture of Paper and Paper Products	79	119	161	150
22	Publishing, Printing and Reproduction of Recorded Media	15	20	15	15
23	Manufacture of Coke, Refined Petroleum Products and Nuclear Fuel	144	122	139	40
24	Manufacture of Chemicals and Chemical Products	398	470	495	451
25	Manufacture of Rubber & Plastic Products	535	674	943	268
26	Manufacture of Other Non-Metallic Mineral Products	309	298	377	68
27	Manufacture of Basic metals	669	623	851	568
28	Manufacture of Fabricated metal Products, except Machinery & Equipment	836	236	343	161
29	Manufacture of Machinery & Equipment Not Elsewhere Classified	83	450	360	584

**TABLE 9.5 (CONTD.)**  
**NUMBER OF MANDAYS LOST IN DISPUTES RESULTING IN WORK STOPPAGES**  
**BY SELECTED INDUSTRIES**  
**(As per Revised National Industrial Classification-1998)**

('000 Nos.)

Ind.Code	Description	2003	2004	2005	2006
1	2	3	4	5	6
30	Manufacture of Electrical Machinery & Computing Machinery	41	-	-	-
31	Manufacture of Electrical Machinery & Apparatus (Not elsewhere classified)	31	26	58	42
32	Manufacture of Radio, Television & Communication Equipment and Apparatus	22	22	3	10
33	Manufacture of Medical, Precision & Optical Instruments, Watches & Clocks	129	-	6	22
34	Manufacture of Motor Vehicles, Trailers and Semi-Trailers	15	159	159	24
35	Manufacture of Other Transport Equipment	847	1093	817	1135
36	Manufacture of Furniture; Manufacturing Not Elsewhere Classified	282	228	246	238
37	Recycling	-	-	-	-
<b>E</b>	<b>Electricity, Gas &amp; Water Supply</b>	33	2	52	26
<b>F</b>	<b>Construction</b>	6	70	13	..
<b>G</b>	<b>Wholesale &amp; Retail Trade, Repair of Motor Vehicles, Motorcycles and Personal &amp; Household Goods</b>	@	6	22	22
<b>H</b>	<b>Hotels and Restaurants</b>	55	85	67	49
<b>I</b>	<b>Transport, Storage &amp; Communications</b>	53	57	98	59
<b>J</b>	<b>Financial Intermediation</b>	246	1252	1557	2367
<b>K</b>	<b>Real Estate, Renting &amp; Business Activities</b>	31	10	17	@
<b>L</b>	<b>Public Administration and Defence</b>	25	4	64	40
<b>M</b>	<b>Education</b>	-	-	-	-
<b>N</b>	<b>Health and Social Work</b>	4	11	19	-
<b>O</b>	<b>Other Community Social &amp; Personal Services</b>	1605	514	592	360
<b>P</b>	<b>Private Households with Employed Persons</b>	-	-	-	8
<b>Q</b>	<b>Extra Territorial Organizations and Bodies</b>	-	-	-	-
<b>TOTAL : (Industry Division)</b>		<b>30256</b>	<b>23866</b>	<b>29665</b>	<b>20324</b>
@ : Less than 500      (-)= Nil      ..= Not available Note: Totals may not tally due to rounding of Figures					

Source: Labour Bureau, Shimla

**TABLE 9.6**  
**MANDAYS LOST IN DISUTES RESULTING IN WORK STOPPAGES BY STATES**

('000)

State / Union Territory	2001	2002	2003	2004	2005	2006
1	2	3	4	5	6	7
<b>States</b>						
Andhra Pradesh	1498	1718	7129	957	1012	2405
Arunachal Pradesh	-	-	-	-	-	-
Assam	13	20	9	68	112	100
Bihar	310	61	60	146	23	124
Chhatisgarh	-	-	13	29	10	27
Goa	97	17	2	-	-	-
Gujarat	225	102	147	163	187	201
Haryana	-	571	136	158	494	418
Himachal Pradesh	69	20	33	25	23	15
Jammu & Kashmir	-	-	-	-	@	9
Jharkhand	-	@	-	-	-	56
Karnataka	1005	322	140	217	458	286
Kerala	945	6961	568	469	3619	463
Madhya Pradesh	172	5	113	55	85	119
Maharashtra	742	633	547	1347	1433	449
Manipur	80	6	10	52	19	-
Meghalaya	7	-	-	-	-	-
Mizoram	-	-	-	-	-	-
Nagaland	-	-	-	-	-	-
Orissa	33	5	237	72	122	159
Punjab	228	220	314	310	33	110
Rajasthan	1259	1308	1308	1333	1927	1335
Sikkim	-	-	-	-	-	-
Tamil Nadu	1842	1563	939	638	661	720
Trippura	5	-	-	-	-	-
Uttarakhand	10	10	21	33	39	46
Uttar Pradesh	367	110	98	185	133	503
West Bengal	14847	12911	18412	17565	19216	12521
<b>Union Territories</b>						
A & N Islands	2	-	-	-	-	-
Chandigarh	9	21	19	12	47	105
Dadra & Nagar Haveli	-	-	-	-	-	-
Delhi	4	-	2	32	10	154
Daman & Diu	-	-	-	-	-	-
Lakshadweep	-	-	-	-	-	-
Puducherry	-	-	-	-	-	-
<b>Total</b>	<b>23767</b>	<b>26586</b>	<b>30256</b>	<b>23866</b>	<b>29665</b>	<b>20324</b>
@ = less than 500 (-) = Nil N.A. -= Not available						

Source: Labour Bureau, Shimla

**TABLE 9.7**  
**PER CAPITA EMOLUMENTS OF PUBLIC SECTOR EMPLOYEES AND IN RELATOION TO**  
**INCREASE IN AVERAGE ALL-INDIA CONSUMER PRICE INDEX (1960=100)**

Year	Employment (excl. Casual & daily wage workers) (Lakhs)	Emolument (Rs. Cr.)	Per capita Emolument (Rupees)	% Increase over 1971-72 (Per capita)	Average Index over 1971-72 in average index	Percentage increase
1971-72	7.0	415	5920	-	192	-
1972-73	9.3	541	5805	1.9	207	7.8
1973-74	13.4	749	5573	5.9	250	30.2
1974-75	14.3	1060	7402	25.0	317	65.1
1975-76	15.0	1352	8983	51.7	313	63.0
1976-77	15.8	1408	8940	51.0	301	56.8
1977-78	16.4	1646	10048	69.7	324	68.8
1978-79	17.0	1908	11210	89.4	331	72.4
1979-80	17.8	2213	12468	110.6	360	87.5
1980-81	18.4	2619	14239	140.5	401	108.9
1981-82	19.4	3133	16158	172.9	451	134.9
1982-83	20.2	3649	18029	204.5	486	153.1
1983-84	20.7	4485	21549	264.0	547	184.9
1984-85	21.1	5126	24328	311.0	582	203.1
1985-86	21.5	5576	25887	337.3	620	222.9
1986-87	22.1	6371	28820	386.8	674	251.0
1987-88	22.1	7193	32537	449.6	736	283.3
1988-89	22.1	8683	39415	565.8	803	318.2
1989-90	22.4	9742	43665	637.6	855	345.3
1990-91	22.2	10912	49179	730.7	951	395.3
1991-92	21.8	12311	56508	854.5	1079	462.0
1992-93	21.5	13983	64983	997.7	1185	517.2
1993-94	20.7	14913	72043	1116.9	1272	562.5
1994-95	20.6	17015	82517	1293.9	1402	630.2
1995-96	20.5	21931	106876	1705.3	1542	703.1
1996-97	20.1	22219	110662	1769.3	1687	778.7
1997-98	19.6	25385	129582	2088.9	1803	839.1
1998-99	19.0	26254	138179	2234.1	2039	961.9
1999-00	18.1	30402	168339	2743.6	2109	998.4
2000-01	17.4	38223	219672	3610.7	2190	1440.6
2001-02	19.9	38556	193554	3169.5	2284	1089.6
2002-03	18.7	42169	225986	3717.3	2375	1137.0
2003-04	17.6	43919	248481	4097.3	2467	1184.9
2004-05	17.0	48629	286053	4732.0	2561	1237.0
2005-06	16.5	46841	284057	4698.3	2674	1292.7
2006-07	16.1	52580	325774	5402.9	2853	1385.9

Source: Deptt. of Public Enterprises.