



GOVERNMENT OF KERALA

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**REPORT ON
WAGE STRUCTURE SURVEY
1982-1985**

**DEPARTMENT OF
ECONOMICS AND STATISTICS
TRIVANDRUM**

PRINTED BY THE S.G.P. AT THE GOVERNMENT PRESS,
ERNAKULAM—1988

THE UNIVERSITY OF CHICAGO

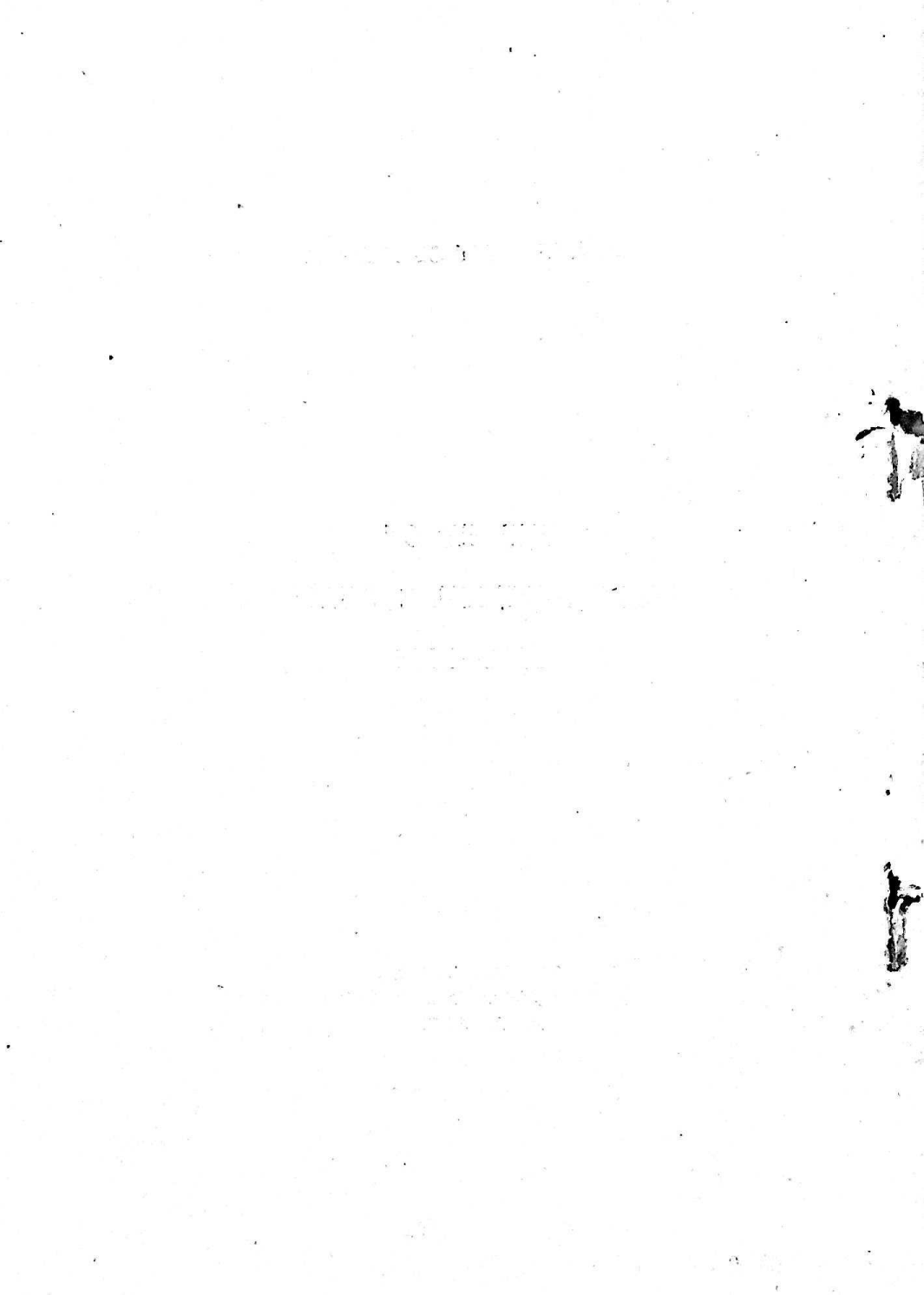
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FOREWORD

The importance of the construction as well as trade and commerce sectors in the economic development of the State need no emphasis. The wage rates of the different categories of workers engaged in the construction and training activities play a vital role in an economy in which labour has a prominent place. The study on the trend in the wage rates of different occupations in the various sectors of economy is useful for the formulation of policies.

The present report is the fifth in the series of the reports on wage structure survey. The report presents in brief the analysis of the trend in the wage rates of the various categories of the workers in the construction and trade and commerce sectors and comparison of the same with those in the previous years. It is hoped that the report will be useful to the administrators and planners.

The report was prepared by Sri C. P. Gopinathan Nair, Assistant Director, with the assistance of Smt. Kumari Valsala, C. M. Research Officer and Sri S. Ramachandran Nair, U. D. Compiler.

K. BALAKRISHNAN NAIR,
Director of Economics and Statistics.

Trivandrum,
20-7-1987.

MEMORANDUM

On the subject of the proposed changes in the organization of the Department of the Interior, the following information is being furnished for your information:

The proposed changes are being considered in view of the fact that the Department of the Interior is now performing a wide range of functions which are not necessarily related to the management of the public lands.

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REPORT ON WAGE STRUCTURE SURVEY IN KERALA (1982-1985)

INTRODUCTION

The wages, being the prices of all types of labour services occupy a prominent place in a labour economy. They form an important factor of labour cost to the employer as well. The wages paid to the workers depend on the factors like the nature of work, the skill required, the efficiency in services, etc. The erosion of the money value resulting from the frequent increase in the prices of goods and services naturally leads to the demand for increase in money wages for adjusting to the raising cost of living. Among the various causes of the industrial disputes affecting the peace and harmony in the labour front, the wages and allowances are the most important.

1.2 The wage structure survey was started in 1963-64 by the Department of Economics and Statistics and is being continued on a regular basis. The survey aims at studying the trend in the wage rates of the workers—both skilled and unskilled—in the construction sector and the paid employees in the trade and commerce sector over the years.

1.3 The Wage Structure Survey during the period 1982-85 was also conducted as a sample survey. It covered the entire State. The stratified sampling technique was followed for the conduct of the survey with the districts as the strata. The Corporations/Municipalities selected in the urban areas and the panchayats in the rural areas were the first stage sampling units. The construction units and the shops chosen from the selected Corporation/Municipal wards and the panchayats formed, the ultimate sampling units for the survey.

1.4 Fresh samples were selected at the beginning of the survey for the collection of the wage details. The urban as well as rural samples selected are proposed to be retained for the 5 year period of the survey from 1982-83. The first stage sampling units were selected at the Directorate of Economics and Statistics by using random sampling technique. In the urban area all the district headquarters and one more Municipality from each district was selected at random. Three panchayats each were selected in the rural area. The wards and the ultimate sampling units were selected in the district offices concerned.

1.5 The construction units for the urban and rural samples were fixed as 5 and 3 respectively. Accordingly from 10 construction units in the urban area and 9 units in the rural area in a district, the daily wages of building labour were collected. In the case of trade and

commerce sector, with an intention to cover the entire trading activities 2 shops each from the Corporation/Municipal wards and the panchayats in the following 10 categories of trading activity according to N.I.C.—1970 were selected.

<i>Group</i>	<i>N.I.C. Code</i>	<i>Description</i>
(a) Wholesale Trade—		
1	60	Food, textiles, live animals, beverages and intoxicant
2	61	Fuel, chemicals, perfumery, Ceramics, glass
3	62	Wood, paper, other fabrics, skins and inedible oils
4	63	All types of machinery equipments including transport and electrical equipments
5	64	Miscellaneous manufacturing like furniture, rubber products, building materials, eye glasses, etc.
(b) Retail Trade—		
6	65	Food articles, beverages, tobacco and intoxicants
7	66	Textiles and readymade garments
8	67	Fuels, household utilities and durables
9	68	Others like medical stores, book, stationery, building materials, transport equipments, petrol, etc.
10	69	Restaurants and hotel, cafe, lodging places, etc.

SECTION II

RESULTS OF THE SURVEY

2.1 An attempt is made in the following paragraphs to analyse the trend in the rural and urban wage rates in respect of the various types of workers engaged in the construction and urban wage rates in trading activities.

Construction sector

2.2 The wage rates of both skilled and unskilled workers relating to this sector are collected for the survey. In certain cases the wage details of skilled workers like painter, plumber, sawyer and electrical wireman could not be collected, from the selected samples since such items of work were not undertaken at the time of the survey. In such cases, the rate prevailing in the centres concerned have been collected. Now-a-days traditional sawyers are only rarely depended upon for construction work and hence it is difficult to collect their wages from some of the selected centres. In such cases the prevailing wage rates of the sawyers in the saw mills in the centres concerned have been collected and analysed. Tables 1 and 2 show the trend in the wage rates of the workers (skilled and unskilled) in the construction sector during the period 1975-76 to 1984-85.

TABLE I

Trend in the average daily wages of skilled workers in construction section

Year	Daily wages of skilled workers											
	Carpenter		Mason		Painter		Sawyer		Plumber		Electric Wireman	
	Urban	Rural	Urban	Rural	Urban	Rural	Urban	Rural	Urban	Rural	Urban	Rural
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1	2	3	4	5	6	7	8	9	10	11	12	13
1975-76	13.78	13.30	13.80	13.25	12.79	12.46	13.23	12.94	13.23	12.90	14.73	14.04
1976-77	14.50	13.93	14.50	13.94	13.61	13.26	13.91	13.59	14.02	13.27	15.05	14.18
1977-78	15.19	14.81	15.15	14.88	14.26	14.20	14.90	14.23	15.12	14.83	15.96	15.20
1978-79	15.70	15.23	15.68	15.37	14.94	14.98	14.40	14.32	15.35	14.41	16.00	15.35
1979-80	17.42	16.66	17.42	16.76	16.20	16.18	15.31	15.03	16.85	15.92	17.06	16.37
1980-81	19.33	18.66	19.36	18.75	17.97	18.08	17.48	16.80	17.96	18.08	18.51	18.06
1981-82	22.87	22.52	23.01	22.66	21.51	21.61	22.12	21.06	22.58	22.15	22.47	22.28
1982-83	30.68	27.99	30.80	28.13	26.10	25.88	25.92	24.22	27.13	25.78	27.67	27.12
1983-84	35.00	33.43	35.12	33.29	31.40	28.64	27.10	26.99	31.32	29.41	32.10	30.99
1984-85	37.97	36.71	38.03	36.65	34.05	32.11	35.70	35.35	35.91	33.28	36.02	33.91

TABLE 2

**Trend in the average daily wages of unskilled workers
in the construction sector**

Year	Wages of unskilled workers			
	Men		Women	
	Urban Rs.	Rural Rs.	Urban Rs.	Rural Rs.
(1)	(2)	(3)	(4)	(5)
1975-76 ..	9.31	8.48	6.54	5.93
1976-77 ..	9.65	8.74	7.15	6.48
1977-78 ...	10.10	9.38	7.61	7.00
1978-79 ..	10.42	9.86	7.91	7.32
1979-80 ..	11.45	10.72	8.85	8.09
1980-81 ..	13.07	12.30	10.22	9.62
1981-82 ..	15.94	15.22	12.22	11.40
1982-83 ..	19.09	17.85	14.44	13.53
1983-84 ..	21.18	20.29	16.10	14.81
1984-85 ..	22.80	21.90	17.38	16.37

The wages of both the skilled and unskilled workers indicate that the rates were increasing steadily and continuously. There was not much difference in the wages of the carpenter and mason both in the urban and the rural areas for the ten years (i.e. from 1975-76 to 1984-85). Their wage rates in the urban area ranged from 14.38 and in the rural area from 13.37. The wages in respect of all categories of workers, both skilled and the unskilled have shown more than a two-fold increase during the above decade. During the period under report, the urban wages of all the skilled and the unskilled workers engaged in the construction activities were relatively higher than their rural wages.

2.3 The percentage increase in the wage rates of the different categories of workers in the construction sector for the period from 1975-76 to 1984-85 is presented in Table 3.

TABLE 3
Percentage increase in the construction sector
1975-76 to 1984-85

Category of workers (1)	Percentage increase in wages during the period from 1975-76 to 1984-85	
	Urban (2)	Rural (3)
SKILLED WORKERS :		
Carpenter—Class I ..	175.54	176.02
Mason —Class I ..	175.58	176.60
Painter —Class I ..	166.22	157.70
Sawyer ..	169.84	173.18
Plumber ..	171.42	157.98
Electrical Wireman ..	144.53	141.52
UNSKILLED WORKERS :		
Men ..	144.90	158.25
Women ..	165.75	176.05

As regards the skilled workers the annual average rate of increase in their wage rates ranged from 14-18 per cent in both the urban as well as rural sectors. In the case of unskilled workers, the rates of increase in wages was faster in rural areas than in urban areas, as is evident from the Table 3.

2.4 Table 4 represents the average daily wage rates of various categories of workers in the construction sector for the first three years of the two successive rounds of the survey.

TABLE 4

Average daily wage rates of workers in the construction sector

Category of workers (1)	Average daily wage rates			
	1977-80		1982-85	
	Urban	Rural	Urban	Rural
	Rs.	Rs.	Rs.	Rs.
	(2)	(3)	(4)	(5)
SKILLED WORKERS :				
Carpenter-Class I ..	16.10	15.57	34.55	32.71
Mason -Class I ..	16.08	15.67	34.65	32.69
Painter -Class I ..	15.13	15.12	30.52	28.88
Sawyer ..	14.87	14.53	29.57	28.85
Plumber ..	15.77	15.05	31.45	29.49
Electrical Wireman ..	16.34	15.64	31.93	30.67
UNSKILLED WORKERS :				
Men ..	10.66	9.99	21.02	20.01
Women ..	8.12	7.47	15.97	14.90

It reveals that both in the early three years of the previous and the present rounds of the survey the average urban wages of all types of labour were higher than the corresponding rural wages. The urban wages of the skilled workers come under the range 30-35 as against 15-16 in the previous corresponding round and the rural wages in the range 29-33 during the period under report. In the case of the previous corresponding round (1977-1980) the rural wages come under the same range (15-16) as in the case of urban. As regards the unskilled workers the wage rates of both men and women became almost double in the period of study when compared to the previous round. This increase is noted both in the urban and rural wage rates.

2.5 Table 5 shows that the period 1977-80 witnessed a moderate rise in the wage rates of both the skilled and unskilled workers in the construction sector. During the period under review the increase in wages took place in respect of all categories of workers.

TABLE 5

Annual average percentage increase in the wage rates of workers
in the construction sector

Category of worker	Annual percentage increase					
	1977-1980		1979-1982		1982-1985	
	U	R	U	R	U	R
1	2	3	4	5	6	7
SKILLED WORKER						
Carpenter—Class I ..	4.89	4.16	10.43	11.72	7.92	10.38
Mason—Class I ..	4.99	4.21	10.70	11.73	7.82	10.10
Painter—Class I ..	4.53	4.65	10.93	11.19	10.15	8.02
Sawyer ..	0.92	1.87	14.83	13.37	12.58	15.32
Plumber ..	3.81	2.45	11.34	13.04	10.79	9.70
Electrical Wireman ..	2.30	2.57	10.57	12.03	10.06	8.35
UNSKILLED WORKERS						
Men ..	4.46	4.76	13.07	14.00	6.48	7.56
Women ..	5.43	5.19	12.69	13.64	6.79	7.00

The Annual increase in the wages of the carpenter in the urban area was 7.92 per cent in 1982-85 as against 4.89 per cent in the period of 1977-1980 and 10.38 per cent as against 4.16 per cent in the rural area. This upward trend is seen prevailing in the rural and urban wages of the remaining categories of the skilled and unskilled workers. Unlike in the period 1977-1980, there was relatively high annual rate of increase in the wages of the carpenter and the mason in the rural areas during the period under report. It is also seen that the percentage increase in the rural wages of the painter and electrical wireman is lower than the percentage increase in the urban wages during the period 1982-85 unlike in the corresponding period of the previous round. It is worth to note that between 1979 and 1982, the period which preceded the period 1982-1985, there was a soaring rise in the wage rates of the workers, 1979-1982 marked faster rate of increase in the wages of the workers both in the rural and urban sectors, when compared to other two periods. The variation in the rate of rise in the wages existed during the period among the different categories of workers may be due to its dependence on the nature of occupation and the skill required for the execution of the work and urban-rural differentials. Though the unskilled workers have not been fairly paid during the period 1979-1982 in the towns and the

Panchayats the rate of increase in their wages was comparatively higher than that of the skilled workers. The pace of wage-rise in respect of the workers during the period may be attributed to many factors in particular to the development in the social status, paucity of the workers especially skilled workers to meet the demands influx of money from foreign countries etc.

2.6 The District-wise figures on the wages of the different categories of the skilled and unskilled workers in the construction sector are shown in the appendices 1.1 to 1.6. For the district-wise analysis, the wage rates of only carpenter and Mason (among the skilled workers) are considered. The analysis reveals that the average wage rates for the carpentry and masonry labour during the period under review were the highest in Kozhikode district and the lowest in Palghat District as in the corresponding period of the previous round.

TABLE 6

Comparison of Average daily wages of Carpenter and Mason in the construction sector—District-wise

(Amount in Rs.)

District	Average daily wages							
	Carpenter				Mason			
	1977-1980		1982-1985		1977-1980		1982-1985	
	U	R	U	R	U	R	U	R
1	2	3	4	5	6	7	8	9
Trivandrum	15.15	15.21	30.22	29.29	15.41	15.94	30.25	28.62
Quilon	16.48	16.26	35.83	33.78	16.48	16.27	35.92	33.78
Alleppey	15.92	15.52	35.09	32.16	15.96	15.53	35.02	32.15
Kottayam	15.63	15.58	34.32	33.47	15.72	15.59	34.09	33.69
Idukki	16.09	15.99	34.72	33.16	16.29	16.09	34.65	33.30
Ernakulam	15.92	15.75	32.94	32.55	15.92	15.75	32.92	32.78
Trichur	16.45	16.10	37.04	36.12	16.44	16.29	37.20	36.39
Palghat	13.74	12.72	29.47	27.74	13.42	12.94	30.09	27.67
Malappuram	16.27	15.39	35.89	34.54	16.42	15.34	35.93	34.43
Kozhikode	17.88	17.19	38.75	36.91	17.89	16.86	38.75	37.00
Cannanore	17.59	15.50	35.78	30.21	16.97	15.78	36.30	29.70

TABLE 7

Comparison of Average daily wages of unskilled workers in the construction sector—District-wise

(Amount in Rs.)

District	Average daily wages of unskilled workers							
	Men				Women			
	1977-1980		1982-1985		1977-1980		1982-1985	
	U	R	U	R	U	R	U	R
1	2	3	4	5	6	7	8	9
Trivandrum ..	9.51	10.12	18.79	16.85	8.47	8.56	12.29	12.19
Quilon ..	9.90	9.77	21.88	20.94	8.41	8.05	19.58	18.61
Alleppey ..	11.09	9.89	21.88	20.62	8.72	7.68	17.88	15.99
Kottayam ..	10.24	9.76	20.12	19.89	8.21	8.00	17.17	18.16
Idukki ..	10.71	9.48	19.47	17.70	8.49	7.70	15.16	13.52
Ernakulam ..	12.14	9.94	18.92	18.92	8.85	7.26	13.52	13.26
Trichur ..	10.67	10.48	23.99	25.65	7.74	6.75	16.15	15.38
Palghat ..	7.97	8.11	14.64	13.92	5.84	5.55	9.99	9.37
Malappuram ..	10.28	9.29	23.66	22.88	8.01	6.92	17.41	16.78
Kozhikode ..	12.61	11.86	26.67	22.58	8.54	8.30	21.63	19.81
Cannanore ..	12.06	11.16	21.25	20.19	8.07	7.44	14.93	13.51

2.7 In the tables (table 8 and table 9) the percentage increases in the urban and rural wages of the skilled and the unskilled workers in the construction sector in the various districts for the period 1977-1980 and 1982-1985 are compared. Both in the case of carpenter and mason the maximum rate of increase in urban wages was recorded in Trivandrum District and in rural wages in Cannanore District during the period under report.

TABLE 8

Percentage increase (District-wise) in the wage rates of carpenter and Mason in the construction sector during the period 1977-1980 and 1982-1985

District	Annual percentage increase in the wages							
	Carpenter				Mason			
	1977-1980		1982-1985		1977-1980		1982-1985	
	U	R	U	R	U	R	U	R
1	2	3	4	5	6	7	8	9
Trivandrum ..	4.38	4.43	10.81	4.03	5.26	5.28	11.00	5.03
Quilon ..	5.50	4.19	10.03	12.41	5.50	4.19	9.68	12.41
Alleppey ..	5.15	3.58	7.51	9.11	4.82	3.77	7.51	9.64
Kottayam ..	5.76	4.09	8.14	11.02	5.80	4.24	8.68	10.41
Idukki ..	5.65	5.22	3.54	12.04	6.38	5.27	4.40	11.24
Ernakulam ..	5.56	4.44	9.52	11.06	5.56	4.44	9.64	9.95
Trichur ..	4.94	4.55	10.36	11.77	4.94	4.81	8.66	10.26
Palghat ..	4.21	4.37	6.20	5.60	3.92	3.91	5.45	4.51
Malappuram ..	4.03	2.94	8.96	11.53	3.74	2.21	8.48	12.95
Kozhikode ..	5.39	4.55	5.95	9.76	5.48	5.21	5.95	9.43
Cannanore ..	3.49	3.33	6.95	15.83	3.60	2.91	7.42	15.13

It is also evident that apart from the districts of Trivandrum and Cannanore, the districts of Quilon, Kottayam, Ernakulam, Trichur and Malappuram marked considerably higher rate of increase in the urban wages of the carpenter during the period 1982-1985 when compared to the corresponding period of the previous round. In the case of mason also a similar pattern of increase in their urban wages was visible in the latter period in the districts of Trivandrum, Quilon, Ernakulam, Trichur, Malappuram and Cannanore. As far as the rural wages of those two categories of the skilled workers are concerned, the rate of increase in the period 1982-1985 in all the districts except Trivandrum and Palghat was comparatively much higher than that in the former period (1977-1980).

2.8 As regards the unskilled worker the annual rate of increase in the wages of men ranged from 2-11 per cent in the urban area and 4-11 per cent in the rural area during the period under review.

TABLE 9

Percentage increase (District-wise) in the wage rate of unskilled workers in the construction sector during the period 1977-1980 and 1980-1985

District	Annual percentage increase in the wages of the unskilled workers							
	Men				Women			
	1977-1980		1982-1985		1977-1980		1982-1985	
	U	R	U	R	U	R	U	R
1	2	3	4	5	6	7	8	9
Trivandrum ..	6.61	7.98	10.18	3.73	7.26	6.46	5.53	1.39
Quilon ..	6.25	3.85	6.73	8.84	5.99	4.40	6.63	7.62
Alleppey ..	6.87	5.87	4.56	5.30	8.10	4.62	1.69	2.87
Kottayam ..	2.75	4.23	5.14	9.41	3.67	3.23	4.75	..
Idukki ..	5.73	6.30	2.29	8.23	5.13	6.23	2.16	8.31
Ernakulam ..	3.38	1.30	10.94	10.94	5.38	2.53	7.14	6.56
Trichur ..	3.03	3.59	6.76	6.61	3.53	6.03	7.72	6.49
Palghat ..	1.58	2.88	4.72	6.33	2.86	6.25	5.05	5.54
Malappuram ..	3.49	2.80	6.98	7.77	3.53	3.56	9.42	8.89
Kozhikode ..	6.64	9.37	7.02	5.22	6.58	8.62	8.89	6.61
Cannanore ..	3.88	3.98	6.27	11.24	7.04	5.55	12.28	11.19

These ranges in the case of women workers were 2-12 per cent and 1-11 per cent in urban and rural sectors respectively. The maximum rate of increase in the wages of men was recorded in Ernakulam district in the urban area and in Cannanore district in the rural area. Cannanore district had the maximum percentage increase in both the urban and rural wages of women during the period. Idukki district in urban wages and Trivandrum district in rural wages showed the lowest rate of increase. The annual percentage increase in the urban and the rural wages of both men and women workers in the early years of the present round was comparatively lower in Alleppey district than that in the corresponding period of the previous round. Similarly, the period 1982-1985 witnessed the lower rate of increase in the urban wages of both men and women in the district of Idukki and in the rural wages of the unskilled workers, in Trivandrum district. The difference in urban-rural wages in the district reflects to some extent the variation in the availability and demand of workers.

Wage Indices

2.9 The comparison of the wage indices of the various categories of workers engaged in the construction sector is useful for the planners

and administrators to ascertain the trend in the wage rates and wage differentials in respect of different types of labour. The wage indices of both the skilled and the unskilled workers in the construction sector, worked out taking 1977-78 as the base year are shown in Table 10-12.

TABLE 10
Wage indices of the skilled workers in the construction sector (urban) during the period 1977-1985

(Base 1977-78=100)

Year	Wage indices					
	Carpenter	Mason	Painter	Sawyer	Plumber	Electrical wireman
1	2	3	4	5	6	7
1978-79	103	103	105	97	102	100
1979-80	115	115	114	103	111	107
1980-81	127	128	126	117	119	116
1981-82	151	152	151	148	149	141
1982-83	202	203	183	174	179	173
1983-84	230	232	220	182	207	201
1984-85	250	251	239	240	238	226

TABLE 11
Wage indices in respect of the skilled workers in the construction sector (rural) during the period 1977-1985

(Base 1977-78=100)

Year	Wage indices					
	Carpenter	Mason	Painter	Sawyer	Plumber	Electrical wireman
1	2	3	4	5	6	7
1978-79	103	103	105	101	97	101
1979-80	112	113	114	106	107	108
1980-81	126	126	127	118	122	119
1981-82	152	152	152	148	149	147
1982-83	189	189	182	170	174	178
1983-84	226	224	202	190	198	204
1984-85	248	246	226	248	224	223

TABLE 12

Wage indices in respect of the unskilled workers in the construction sector during the period 1977—1985

(Base 1977-78=100)

Year	Wage indices of unskilled workers			
	Men		Women	
	Urban	Rural	Urban	Rural
1	2	3	4	5
1978-79	103	105	104	105
1979-80	113	114	116	116
1980-81	129	131	134	137
1981-82	158	162	161	162
1982-83	189	190	190	193
1983-84	210	216	212	212
1984-85	226	233	228	234

A significant rise in the wage indices of the above workers both in the urban and rural areas during the period 1977—1985 was noted. The percentage increase in the wage indices of the skilled workers ranged from 16-28 during the first four years and 58-66 in the latter period of four years in the urban area while this ranged from 18-27 in the former period and 49-68 in the latter period in the rural area. In respect of the unskilled workers, the annual percentage increase in the wage indices during the period 1977—1985 was almost same both in the urban area and rural area. Here, a faster rate of increase in the wage indices of the skilled workers when compared to those of the unskilled workers was noted.

Trade and Commerce Sector

2.10 As an improvement over the earlier rounds, this round of the survey has covered almost all the trading activities as per the N.I.C. 1970. Accordingly the wage details of the paid employees engaged in the ten selected groups of trading activity have been collected.

2.11 The figures shown in Tables 13 and 14 present a picture of the wage rates of the shop Assistants and the shop Attender for the period 1982—85 in the wholesale trade and retail trade in the urban sector. It is seen that both the shop Assistants and shop Attenders employed in the wholesale shops, trading in all types of machinery and equipments including transport and electrical equipments were paid maximum wage rate in all the three years of the present round. The

average wage rate for the period 1982—1985 for the shop Assistant in the urban wholesale shops ranged from Rs. 426—630 while in the case of shop Attender it ranged from Rs. 347—463. As regards the retail shops in the towns, the wage rates of the shop Assistants, were maximum in the textile trade and minimum in the trade of fuel and other household utilities. The shop Attenders employed in the Restaurants and Hotels are seen paid highest wage rate as far as the urban retail shops are concerned. The average wage rates of the shop Assistants and shop Attenders were more in wholesale trade than in retail trade in the urban areas during the period under review.

TABLE 13

Average monthly wages of the employees at the wholesale shops in the trade and commerce sector (urban) during the period 1982—1985

(Amount in rupees)

Type of labour and trade	Average monthly wages			
	1982-83	1983-84	1984-85	For the period 1982—1985
A. SHOP ASSISTANT:				
Food, textile, live-animals, etc. ..	490	553	616	553
Fuel, light, chemicals, perfumery, ceramics, glass ..	388	416	475	426
Wood, paper, other fabrics, skins and inedible oils ..	404	465	523	464
All types of machinery equipment ..	583	627	679	630
Miscellaneous manufacturing ..	524	580	659	588
B. SHOP ATTENDER:				
Food, textiles, live-animals, etc. .	361	394	446	400
Fuel, light, chemicals, glass, perfumery, ceramics. ..	308	341	393	347
Wood, paper, other fabrics, skins and inedible oils ..	355	384	423	387
All types of machinery equipment ..	430	462	497	463
Miscellaneous manufactures ..	357	400	435	397

TABLE 12

Wage indices in respect of the unskilled workers in the construction sector during the period 1977—1985

(Base 1977-78=100)

Year	Wage indices of unskilled workers			
	Men		Women	
	Urban	Rural	Urban	Rural
1	2	3	4	5
1978-79	103	105	104	105
1979-80	113	114	116	116
1980-81	129	131	134	137
1981-82	158	162	161	162
1982-83	189	190	190	193
1983-84	210	216	212	212
1984-85	226	233	228	234

A significant rise in the wage indices of the above workers both in the urban and rural areas during the period 1977—1985 was noted. The percentage increase in the wage indices of the skilled workers ranged from 16-28 during the first four years and 58-66 in the latter period of four years in the urban area while this ranged from 18-27 in the former period and 49-68 in the latter period in the rural area. In respect of the unskilled workers, the annual percentage increase in the wage indices during the period 1977—1985 was almost same both in the urban area and rural area. Here, a faster rate of increase in the wage indices of the skilled workers when compared to those of the unskilled workers was noted.

Trade and Commerce Sector

2.10 As an improvement over the earlier rounds, this round of the survey has covered almost all the trading activities as per the N.I.C. 1970. Accordingly the wage details of the paid employees engaged in the ten selected groups of trading activity have been collected.

2.11 The figures shown in Tables 13 and 14 present a picture of the wage rates of the shop Assistants and the shop Attender for the period 1982—85 in the wholesale trade and retail trade in the urban sector. It is seen that both the shop Assistants and shop Attenders employed in the wholesale shops, trading in all types of machinery and equipments including transport and electrical equipments were paid maximum wage rate in all the three years of the present round. The

average wage rate for the period 1982—1985 for the shop Assistant in the urban wholesale shops ranged from Rs. 426—630 while in the case of shop Attender it ranged from Rs. 347—463. As regards the retail shops in the towns, the wage rates of the shop Assistants, were maximum in the textile trade and minimum in the trade of fuel and other household utilities. The shop Attenders employed in the Restaurants and Hotels are seen paid highest wage rate as far as the urban retail shops are concerned. The average wage rates of the shop Assistants and shop Attenders were more in wholesale trade than in retail trade in the urban areas during the period under review.

TABLE 13

Average monthly wages of the employees at the wholesale shops in the trade and commerce sector (urban) during the period 1982—1985

(Amount in rupees)

Type of labour and trade	Average monthly wages			
	1982-83	1983-84	1984-85	For the period 1982—1985
A. SHOP ASSISTANT:				
Food, textile, live-animals, etc. ..	490	553	616	553
Fuel, light, chemicals, perfumery, ceramics, glass ..	388	416	475	426
Wood, paper, other fabrics, skins and inedible oils ..	404	465	523	464
All types of machinery equipment ..	583	627	679	630
Miscellaneous manufacturing ..	524	580	659	588
B. SHOP ATTENDER:				
Food, textiles, live-animals, etc. .	361	394	446	400
Fuel, light, chemicals, glass, perfumery, ceramics. ..	308	341	393	347
Wood, paper, other fabrics, skins and inedible oils ..	355	384	423	387
All types of machinery equipment ..	430	462	497	463
Miscellaneous manufactures ..	357	400	435	397

TABLE 14

**Average monthly wages of the employees of the retail shops
in the trade and commerce sector (urban)
during the period 1982—1985**

(Amount in rupees)

Type of labour and trade	Average monthly wages			Average for the period 1982— 1985
	1982-83	1983-84	1984-85	
A. SHOP ASSISTANT:				
Food and food articles, beverage, tobacco and intoxicants ..	420	443	578	480
Textiles ..	636	716	816	723
Fuel and other household utilities and durables ..	418	456	542	472
Others ..	426	455	548	476
Restaurants and hotels ..	518	549	606	558
B. SHOP ATTENDER:				
Food and food articles, beverages, tobacco and intoxicants ..	339	371	420	377
Textiles ..	378	417	486	427
Fuel and other household utilities and durables ..	315	335	377	342
Others ...	317	345	388	350
Restaurants and hotels ..	433	476	534	481

2.12 With respect to the coverage of the data on the wages of the shop Assistants in the retail shops in the panchayat area it may be pointed out that the availability of such category of employees in the majority of the selected trade groups in the districts was inadequate. The shop Assistants had the maximum wage rates in the retail shops trading in textiles and minimum wage rates in the restaurants and hotels in the rural sector during the period under report. The shop attenders employed in the restaurants and hotels in the rural sector are seen paid the maximum wage rates followed by those engaged in the food and food articles trading activities. (vide Table 15).

TABLE 15

**Average monthly wages of the employees of the retail shops
in the trade and commerce sector (rural)
during the period 1982—1985**

(Amount in rupees)

Type of labour and trade	Average monthly wages			Average for the period 1982— 1985
	1982-83	1983-84	1984-85	
A. SHOP ASSISTANT:				
Food and food articles, beverages, tobacco and intoxicants ..	382	456	496	445
Textiles ..	571	644	755	657
Fuel and other household utilities and durables ..	336	371	468	392
Others ..	491	501	570	521
Restaurants and hotels ..	478	330	330	379
B. SHOP ATTENDER:				
Food and food articles, beverages, tobacco and intoxicants ..	341	379	424	381
Textiles ..	345	362	427	378
Fuel and other household utilities and durables ..	269	280	336	295
Others ..	276	319	362	319
Restaurants and hotels ..	411	475	528	471

2.13 Both in the wholesale shops and retail shops in the urban and rural areas the wage rates of the employees have registered an increase during the period 1982—1985. The percentage increase in the wage rates of the employees (viz. shop Assistants and shop Attenders) in the wholesale trade and retail trade is shown in Tables 16, 17 and 18.

TABLE 16

**Percentage increase in the wage rates of the employees in the
wholesale shops (urban) during the period 1982—1985**

Types of wholesale trade	Percentage increase during the period 1982—1985	
	Shop Assistant	Shop Attender
Food, textiles, live animals, etc. ..	25.71	23.55
Food, light, chemicals, perfumery, ceramics, glass ..	22.42	27.60
Wood, paper, other fabrics, skins and inedible oils ..	29.46	19.15
All types of machinery equipments ..	16.47	15.58
Miscellaneous manufactures ..	25.76	21.85

TABLE 17

Percentage increase in the wage rates of the employees in the retail shops (urban) during the period 1982—1985

<i>Type of retail trade</i>	<i>Percentage increase during the period 1982—1985</i>	
	<i>Shop Assistant</i>	<i>Shop Attender</i>
Food and food articles, beverages, tobacco and intoxicants ..	37.62	23.89
Textiles ..	28.30	28.57
Fuel and other household utilities and durables ..	29.67	19.68
Others ..	28.64	22.40
Restaurants and hotels ..	16.99	23.33

TABLE 18

Percentage increase in the wage rates of the employees in the retail shops (rural) during the period 1982—1985

<i>Types of retail trade</i>	<i>Percentage increase/decrease during the period 1982—1985</i>	
	<i>Shop Assistant</i>	<i>Shop Attender</i>
Food and food articles, beverages, tobacco and intoxicants ..	29.84	24.34
Textiles ..	32.22	23.77
Fuel and other household utilities and durables ..	39.29	24.91
Others ..	16.09	31.16

On the whole, the wage rates of both the above employees have increased by an average of 5-13 per cent annually during the period 1982—1985. The rate of rise in the wage rates of shop Assistant was faster than that for the shop Attenders in respect of the majority of the trade groups. The percentage increase in the wage rates of the shop Assistants in the wholesale trade in fuel, light, chemicals, etc.; in the urban area and in the restaurants and hotels under the retail trade both in the urban and rural sector was lower than that in the wage rates of the shop Attenders in the respective trade groups.

2.14 The district-wise data on the wage rates of the employees in the selected trade groups under the trade and commerce sector are given in Appendices 2.1-2.9

SECTION III

INTER-SECTORAL COMPARISON

3.1 The trend in the wage rates in the construction sector and the trade and commerce sector was explained in the foregoing paragraphs. In this context, the inter-sectoral comparison of the wage rates will also be of much use. The workers under the various sectors like industry, Agriculture are paid wages on the basis of the legislations enacted. The payment of Wages Act and the Minimum Wages Act are the two among such legislations which may prevent the exploitation of the wage earners. Though there is no legislation at present to fix the wage rates for the workers in the construction sector, the wages paid to such workers are relatively high.

TABLE 19

Inter-sectoral comparison of the wage rates of the workers 1982-1985

Year	Average daily wage rates (Rs.)									
	Construction sector (R)			Agricultural sector			*Trade and commerce sector-retail trade (R)			
	Carpenter	Mason	Unskilled workers (Men)	Carpenter	Mason	Unskilled workers (Men) (paddy field)	Shop Assistant		Shop Attender	
							I	II	I	II
1	2	3	4	5	6	7	8	9	10	11
1982-83 ..	27.99	28.13	17.85	23.13	23.23	13.29	382	571	341	345
1983-84 ..	33.43	33.29	20.29	24.47	24.55	14.44	456	644	379	362
1984-85 ..	36.71	36.65	21.90	36.25	36.20	22.38	496	755	424	427

I Food and food articles, beverages. etc.

II Textiles and readymade garments.

* Monthly wages

R Rural.

3.2 The wage rates of the workers engaged in the three different sectors for the 3 years beginning from 1982-83 are compared in the above Table. In the first 2 years of the period under review the wage

rates of both the skilled and unskilled workers were higher in the construction sector than in the agricultural sector. But the wage rates paid to both the skilled (carpenter and mason) and unskilled workers (Men) in the construction and agricultural sectors during the year 1984-85 were more or less same. The rate of change in the wages of the workers during the period 1982-1985 in the agricultural sector was faster than that in the other two sectors. The wage rates of the above categories of workers in the agricultural sector have increased annually by an average of more than 18 per cent as against 7 per cent and above in the construction sector. Among these three sectors, comparatively lower wages were seen paid to the employees in the trade and commerce sector.

3.3 The district-wise comparison of the wage rates of the workers in the agricultural and construction sectors is shown in the Table 20. The highest average wage rates to the carpenter and mason in the agricultural sector during the period 1982-1985 were given in Trichur District, while the wage rates of their counter parts in the construction sector were maximum in Kozhikode District. As regards the unskilled workers (Men), Cannanore District had the maximum wage rates in the agricultural sector and those in Trichur District were paid the highest wage rate in the construction sector during the period under review. Both the skilled and unskilled workers of the Palghat District in the agricultural sector as well as the construction sector were the relatively low paid workers during the period.

TABLE 20.

Inter-sectoral comparison (district-wise) of the wage rates of workers—1982—1985

		Average daily wage rates (in rupees)												
		1982-83					1983-84					1984-85		
District	1	1982-83		1983-84			1983-84			1984-85				
		Carpenter	Mason	Unskilled labour men	Carpenter	Mason	Unskilled labour men	Carpenter	Mason	Unskilled labour men	Carpenter	Mason	Unskilled labour men	
		2	3	4	5	6	7	8	9	10				
Trivandrum	..	27.14	26.43	16.19	30.00	29.00	16.36	30.42	30.42	18.00				
Quilon	..	28.17	28.17	18.22	34.50	34.50	21.56	38.66	38.66	23.05				
Alleppey	..	28.20	28.11	19.00	32.36	32.11	20.83	35.91	36.24	22.02				
Kottayam	..	27.95	28.34	16.83	35.27	35.55	21.25	37.19	37.19	21.58				
Ernakulam	..	27.22	27.92	16.00	34.17	34.17	19.50	36.25	36.25	21.25				
Trichur	..	30.22	31.06	22.94	37.26	37.50	26.53	40.89	40.89	27.49				
Palghat	..	25.64	26.00	12.58	27.64	27.50	14.22	29.95	29.95	21.25				
Malappuram	..	28.91	28.22	20.47	35.79	35.88	22.92	38.91	39.18	25.24				
Kozhikode	..	31.58	31.83	20.75	38.33	38.33	23.00	40.83	40.83	24.00				
Carmanore	..	25.00	25.00	18.00	28.75	27.75	18.50	36.87	36.35	24.07				
Kerala State	..	27.99	28.13	17.85	33.43	33.29	20.29	36.71	36.65	21.90				

TABLE 20—(cont.)

District		Average daily wage rates (in rupees)									
		Agricultural sector									
		1982-83			1983-84			1984-85			Paddy field labour men	19
Carpenter	Mason	Paddy field labour men	Carpenter	Mason	Paddy field labour men	Carpenter	Mason	Paddy field labour men			
11	12	13	14	15	16	17	18	19	20	21	
Trivandrum	23-81	24-33	13-63	24-91	25-36	14-55	32-00	31-90	22-60		
Quilon	23-08	23-08	14-25	24-95	25-00	15-50	37-46	37-46	19-83		
Alleppey	23-63	23-63	13-92	24-64	24-68	15-55	37-25	37-25	19-75		
Kottayam	23-58	23-58	12-56	25-32	25-32	14-09	37-38	37-38	18-67		
Ernakulam	23-79	23-83	12-92	24-95	25-00	14-18	38-13	38-13	25-17		
Trichur	23-50	23-50	14-63	25-32	25-27	15-45	41-29	41-21	25-73		
P. Ighat	21-29	21-29	9-63	23-77	23-73	11-18	28-63	28-63	15-46		
Malappuram	22-67	22-71	13-83	24-00	24-00	15-05	37-40	37-40	23-33		
Kozhikode	23-00	23-42	13-00	23-41	23-73	13-41	36-21	36-17	21-92		
Cannanore	22-94	22-96	14-50	23-41	23-36	15-45	36-71	36-42	31-33		
Kerala State	23-13	23-23	13-29	24-47	24-55	14-44	36-25	36-20	22-38		

SECTION IV

WAGES AND COST OF LIVING INDICES

4.1 The inter-relationship existing between the wages of the workers and the prices of consumer goods is worth mentioning in this context. The rapid rise in the prices of goods and services leads to the demand for the increase in wages by the workers for the purpose of adjusting themselves to the rise in cost of living. The possibility of pushing up the price level again with the payment of higher wages to the workers cannot also be ruled out. It may be noted in this context that there is relationship between the real wages, money wages and cost of living as the real wages represent the satisfaction of the workers in the form of necessities, comforts and luxuries by spending their money wages.

Deflated money wages

4.2 Table 21 and Table 22 represent the money wages and the estimated real wages of both the skilled and the unskilled workers in the construction sector for the period 1977—1985. The real wages are estimated using the formula $R = \frac{M}{C} \times 100$.

Where R=Real wages.

M=Money wages.

C=Cost of living index.

TABLE 21

Real wages and money wages of the skilled workers in the construction sector (urban) 1977—1985

Year	Cost of living index*	Money wages (Rs.)		Real wages (Rs.)	
		Carpenter	Mason	Carpenter	Mason
(1)	(2)	(3)	(4)	(5)	(6)
1977-78	161	15.19	15.15	9.43	9.41
1978-79	167	15.70	15.68	9.40	9.39
1979-80	183	17.42	17.42	9.52	9.52
1980-81	209	19.33	19.36	9.25	9.26
1981-82	232	22.87	23.01	9.86	9.92
1982-83	247	30.68	30.80	12.42	12.47
1983-84	282	35.00	35.12	12.41	12.45
1984-85	308	37.97	38.03	12.33	12.35

* Base 1970-71=100

TABLE 22

**Real wages and money wages of the unskilled workers
in the construction sector (urban) 1977—1985**

Year	Cost of living index*	Money wages (Rs.)		Real wages (Rs.)	
		Men	Women	Men	Women
(1)	(2)	(3)	(4)	(5)	(6)
1977-78	161	10.10	7.61	6.27	4.73
1978-79	167	10.42	7.91	6.24	4.74
1979-80	183	11.45	8.85	6.26	4.84
1980-81	209	13.07	10.22	6.25	4.89
1981-82	232	15.94	12.22	6.87	5.27
1982-83	247	19.09	14.44	7.73	5.85
1983-84	282	21.18	16.10	7.51	5.71
1984-85	308	22.80	17.38	7.40	5.64

* Base 1970-71=100.

From the above tables it is revealed that there were fluctuations in the estimated real wages of the workers during the period 1977—1985. The period (1982—1985) marked a slight decline in the real wages of both the skilled and unskilled workers. In the case of carpenter and mason the real wages during the period 1982—1985 decreased by less than 1 per cent while their money wages increased by about 24 per cent. The fluctuations in the deflated money wages in respect of those workers may perhaps be due to the reason that they might not have received the money wages corresponding to the change in prices of goods and services especially consumer goods. It is also evident that 32 per cent of a 1970-71 rupee could purchase articles for a 1984-85 rupee. This indicates that the purchasing power of a 1984-85 rupee has come down to 32 per cent.

4.3 The deflated money wages of the employees in the trade and commerce sector are also shown in the Table 23 (a) and Table 23 (b).

TABLE 23 (a)

Real wages and money wages of the shop assistants of retail shops in the trade and commerce sector (urban) 1982-1985

Type of trade	Money wages				Real wages				
	1982-83	1983-84	1984-85	(2)	(3)	(4)	(5)	(6)	(7)
(1) Food and food articles, beverages, tobacco and intoxicants	..	420	443	578	170	157	170	157	188
Textiles	..	636	716	816	257	254	257	254	265
Fuel and other household utilities and durables	..	418	456	542	169	162	169	162	176
Others	..	426	455	548	172	161	172	161	178
Restaurants and hotels	..	518	549	606	210	195	210	195	197

TABLE 23 (b)

Real wages and money wages of the shop attenders of the retail shop in the trade and commerce sector (urban) 1982-1985

Type of trade	Money wages				Real wages				
	1982-83	1983-84	1984-85	(2)	(3)	(4)	(5)	(6)	(7)
(1) Food and food articles, beverages, tobacco and intoxicants	..	329	371	420	137	132	137	132	136
Textiles	..	378	417	486	153	148	153	148	158
Fuel and other household utilities and durables	..	315	335	377	128	119	128	119	122
Others	..	317	345	388	128	122	128	122	126
Restaurants and hotels	..	433	476	534	175	169	175	169	173

TABLE 24

Index of wage rates of workers in construction sector (urban) and parity index 1982-1985 (base 1970-71=100)

Type of workers

Type of workers	Index					
	1982-83		1983-84		1984-85	
	Wage (2)	Parity (3)	Wage (4)	Parity (5)	Wage (6)	Parity (7)
A. SKILLED WORKERS						
(1)						
Carpenter	356	144	406	144	440	143
Mason	354	143	403	143	437	142
Painter	333	135	401	142	434	141
Sawyer	340	138	356	126	469	152
Plumber	296	120	342	121	392	127
Electric wiremen	298	121	346	123	388	126
B. UNSKILLED WORKERS						
Men	334	135	371	132	399	130
Women	367	149	410	145	442	144
C. COST OF LIVING INDEX						
	247	100	282	100	308	100

TABLE 25

Index of wage rates of shop assistants in trade and commerce sector (urban) and cost of living index 1982-1985

Type of shop		Index		
		1982-83	1983-84	1984-85
(1)		(2)	(3)	(4)
N.I.C.*	60	100	113	126
N.I.C.	61	100	107	122
N.I.C.	62	100	115	129
N.I.C.	63	100	108	116
N.I.C.	64	100	111	126
N.I.C.	65	100	105	138
N.I.C.	66	100	113	128
N.I.C.	67	100	109	130
N.I.C.	68	100	107	129
N.I.C.	69	100	106	117
Cost of living index †		247	282	308

* See Appendix

† Base 1970-71=100

TABLE 26

Index of wage rates of shop attenders in trade and commerce sector (urban) and cost of living index 1982-1985

Type of shop		Index		
		1982-83	1983-84	1984-85
(1)		(2)	(3)	(4)
N.I.C.*	60	100	109	124
N.I.C.	61	100	111	128
N.I.C.	62	100	108	119
N.I.C.	63	100	107	116
N.I.C.	64	100	112	122
N.I.C.	65	100	109	124
N.I.C.	66	100	110	129
N.I.C.	67	100	106	120
N.I.C.	68	100	109	122
N.I.C.	69	100	110	123
Cost of living index †		247	282	308

* See Appendix-3 N.I.C. codes

† Base 1970-71=100

4.4 Table 24 shows that the wage indices of the workers in the construction sector have maintained parity with the cost of living indices during the period under report. The indices of the wage rates of the shop assistants in respect of the majority of the selected trade groups have increased at a faster rate than the cost of living indices during the period as is evident from the Table 25.

4.5 The considerable change in the wage rates of the various categories of workers and employees engaged in the construction and trading activities can be studied from the above analysis.

APPENDIX 1.1

Wage structure survey
Average daily wage rates of workers in the construction sector 1982-83

(Urban)
(Rupees)

Serial number	Type of workers													
	Skilled workers										Unskilled workers			
	District	Carpenter		Mason		Painter		Sawyer	Plumber	Electrical wireman	Men	Women	Children	
I class		II class	I class	II class	I class	II class								
1	2	3	4	5	6	7	8	9	10	11	12	13	14	
1	Trivandrum ..	26.88	22.70	26.88	23.43	22.50	19.00	19.25	26.88	26.75	16.93	11.58	10.28	
2	Quilon ..	30.75	26.45	31.00	26.75	23.78	19.25	29.08	26.50	26.23	19.65	17.45	15.48	
3	Alleppey ..	31.38	27.33	31.40	27.38	26.25	23.25	26.25	26.25	26.25	20.60	16.83	12.75	
4	Kottayam ..	29.93	27.25	29.43	26.42	27.50	22.50	..	29.00	26.67	18.30	15.73	14.00	
5	Idukki ..	32.92	31.13	32.17	29.71	25.50	22.88	..	26.25	26.25	18.64	14.80	12.00	
6	Ernakulam ..	28.20	26.27	28.12	26.22	24.50	..	..	25.00	27.78	16.00	12.00	11.16
7	Trichur ..	31.39	23.00	32.24	28.75	24.50	..	..	..	..	21.59	14.33	..
8	Palghat ..	26.95	23.84	27.78	24.20	20.00	..	..	..	..	13.70	9.38	..
9	Malappuram ..	31.31	..	31.50	..	..	..	..	..	..	20.88	15.00	..
10	Kozhikode ..	35.00	30.25	35.00	30.25	32.38	29.22	30.00	..	..	23.75	18.75	12.25
11	Cannanore ..	32.75	28.75	33.25	29.00	32.50	28.25	25.00	30.00	33.75	20.00	13.00	9.75	
12	Kerala State ..	30.68	26.70	30.80	27.21	26.10	23.48	25.92	27.13	27.67	19.09	14.44	12.21	

APPENDIX 1.2

Wage structure survey
Average daily wage rates of workers in the construction sector 1982-83

(Rural)

(in rupees)

Type of workers

Unskilled workers

Skilled workers

District

Carpenter

Mason

Painter

I class

II class

I class

II class

I class

II class

Sawyer

Plumber

Electrical wireman

Men

Women

Children

Serial number

1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	Trivandrum	27.14	23.72	26.43	23.33	23.50	20.00	19.11	25.25	25.25	26.19	12.00	10.25
2	Quilon	28.17	25.42	28.17	25.33	22.42	17.17	27.25	22.95	22.95	18.22	16.28	11.50
3	Alleppey	28.20	24.78	28.11	25.06	25.00	22.00	25.00	25.00	25.00	19.00	15.31	10.00
4	Kottayam	27.95	..	28.34	..	23.25	20.00	..	25.00	23.79	16.83	..	..
5	Idukki	27.89	..	28.35	..	..	..	..	..	..	15.40	11.99	..
6	Ernakulam	27.22	25.42	27.92	25.42	25.45	22.78	..	29.00	25.78	16.00	12.00	11.11
7	Trichur	30.22	26.00	31.06	27.50	28.00	25.00	..	..	28.38	22.94	14.07	..
8	Palghat	25.64	20.22	26.00	20.43	..	..	..	..	..	12.58	8.67	..
9	Malappuram..	28.91	..	28.22	..	30.00	..	..	..	35.00	20.47	15.00	..
10	Kozhikode	31.58	27.22	31.83	27.22	30.28	28.25	..	..	..	20.75	17.94	15.50
11	Cannanore	25.00	22.00	25.00	22.00	25.00	22.00	25.50	27.50	30.83	18.00	12.00	9.00
12	Kerala State..	27.99	24.13	28.13	24.54	25.88	22.15	24.22	25.78	27.12	17.85	13.53	11.23

APPENDIX 1-3

Wage structure survey
Average daily wage rates of workers in the construction sector 1983-84

(Urban)
(in rupees)

Serial number	District	Type of workers										Children	
		Skilled workers					Unskilled workers						
		Carpenter		Mason		Painter		Sawyer	Plumber	Electrical wireman	Men	Women	
		I class	II class	I class	II class	I class	II class						
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	Trivandrum ..	28-18	23-43	28-13	23-88	23-13	19-35	19-35	28-35	28-35	17-35	11-78	10-25
2	Quilon ..	36-75	32-38	36-75	32-38	26-18	21-00	33-63	31-15	31-20	22-38	20-38	18-20
3	Alleppey ..	35-45	29-58	35-20	29-58	27-50	24-50	27-50	27-50	27-50	21-63	17-60	13-50
4	Kottayam ..	35-79	30-00	35-75	29-28	36-63	32-50	..	36-67	34-06	20-93	17-80	15-00
5	Idukki ..	34-82	33-34	35-36	33-13	..	..	..	..	..	19-86	14-93	12-00
6	Ernakulam ..	34-38	32-18	34-38	32-05	29-75	28-67	30-00	29-75	29-67	19-50	13-98	12-33
7	Trichur ..	38-57	35-00	38-75	33-75	35-00	30-00	..	35-83	36-04	24-40	16-48	..
8	Palghat ..	29-50	29-00	30-18	29-00	28-33	..	..	..	..	14-58	9-80	..
9	Malappuram..	36-56	..	36-79	..	35-00	..	..	..	35-00	24-85	18-00	..
10	Kozhikode ..	40-00	35-00	40-00	35-00	37-50	33-57	..	..	..	27-50	22-38	13-00
11	Cannanore ..	35-00	30-00	35-00	30-00	35-00	30-00	25-00	30-00	35-00	20-00	14-00	10-00
12	Kerala State..	35-00	30-99	35-12	30-81	31-40	27-45	27-10	31-32	32-10	21-18	16-10	13-04

APPENDIX 1.4
 Wage structure survey
 Average daily wage rates of workers in the construction sector, 1983-84
 (Rural)
 (in rupees)

Serial number	District	Type of workers													
		Skilled workers						Unskilled workers							
		Carpenter		Mason		Painter		Sawyer	Plumber	Electrical wireman	Men	Women	Children		
1	2	3	4	5	6	7	8							9	10	11	12	13	14
		I class	II class	I class	II class	I class	II class								
1	Trivandrum ..	30.00	25.00	29.00	24.17	24.50	20.00	19.34	27.17	27.17	16.36	12.08	10.25		
2	Quilon ..	34.50	29.75	34.50	29.75	25.86	20.75	33.09	28.00	26.61	21.56	19.56	15.21		
3	Alleppey ..	32.36	27.17	32.11	27.17	23.00	22.00	25.00	25.00	25.00	20.83	16.03	10.00		
4	Kottayam ..	35.27	25.00	35.55	28.50	26.88	..	..	30.00	35.00	21.25	..	15.00
5	Idukki ..	33.62	..	33.64	..	..	..	..	..	..	18.51	13.58	10.00
6	Ernakulam ..	34.17	31.67	34.17	31.67	29.95	27.86	32.00	30.67	29.50	19.50	13.42	12.00		
7	Trichur ..	37.26	35.00	37.50	35.00	34.72	..	..	35.00	34.67	26.53	15.26	..
8	Palghat ..	27.64	25.00	27.50	26.25	25.00	..	..	..	..	14.22	9.34	..
9	Malappuram..	35.79	22.00	35.88	..	31.11	33.50	..	..	35.00	22.92	16.34	13.50
10	Kozhikode ..	38.33	33.33	38.33	33.33	35.67	24.00	25.50	30.00	35.00	23.00	20.00	17.00		
11	Cannanore ..	28.75	24.75	27.75	24.00	27.75	24.00	26.99	29.41	30.00	18.50	12.50	9.25		
12	Kerala state ..	33.43	27.87	33.29	28.87	28.64	24.69	..	..	30.99	20.29	14.81	12.47

APPENDIX 1.5

Wage structure survey

(Urban)

Average daily wage rates of workers in the construction sector 1984-85

(in rupees)

Serial number	District	Type of workers													
		Skilled workers							Unskilled workers						
		Carpenter		Mason		Painter		Sawyer	Plumber	Electrical wireman	Men	Women	Children		
		I class	II class	I class	II class	I class	II class								
1	2	3	4	5	6	7	8	9	10	11	12	13	14		
1	Trivandrum	35.60	28.62	35.75	29.22	30.87	23.70	30.77	35.25	35.25	22.10	13.50	11.27		
2	Quilon	40.00	35.00	40.00	35.00	28.12	23.35	35.25	35.22	34.87	23.62	20.92	18.55		
3	Alleppey	38.45	32.00	38.47	32.00	30.00	27.07	30.00	30.00	30.00	23.42	19.20	15.00		
4	Kottayam	37.24	32.75	37.09	32.44	40.25	35.00	50.00	40.83	40.25	21.12	17.97	15.00		
5	Idukki	36.42	33.33	36.42	33.33	..	..	..	..	..	19.92	15.76	..
6	Ernakulam	36.25	33.05	36.25	33.06	31.25	29.39	..	31.45	31.25	21.25	14.57	12.77		
7	Trichur	41.15	36.42	40.62	35.78	37.62	34.16	..	35.00	36.09	25.97	17.65	..		
8	Palghat	31.96	30.12	32.32	31.12	28.42	17.00	..	..	..	15.64	10.80	..
9	Malappuram	39.73	33.00	39.51	35.00	37.50	34.28	..	40.00	37.50	25.25	19.24	..		
10	Kozhikode	39.58	36.25	41.25	36.25	38.75	33.43	32.50	40.00	40.00	28.75	23.75	15.50		
11	Cannanore	39.58	34.66	40.65	35.34	37.68	33.43	32.50	35.45	39.00	23.76	17.79	12.00		
12	Kerala State	37.97	33.40	38.03	33.51	34.05	28.60	35.70	35.91	36.02	22.80	17.38	14.30		

APPENDIX 1-6

Wage structure survey
Average daily wage rates of workers in the construction sector 1984-85

(Rural)

(in rupees)

Type of workers

Unskilled workers

Skilled workers

District

Carpenter:

Painter

Mason

Sawyer

Plumber

Electrical wireman

Children

Women

Men

Serial number	District	Carpenter:		Painter		Mason		Sawyer	Plumber	Electrical wireman	Men	Women	Children
		I class	II class	I class	II class	I class	II class						
1	Trivandrum	30-42	25-00	25-00	20-00	30-00	30-28	30-28	30-28	30-28	18-00	12-50	10-33
2	Quilon	38-66	33-75	33-75	23-50	35-14	32-08	32-08	32-08	32-00	23-05	20-00	16-44
3	Alleppey	35-91	28-67	28-67	23-67	26-61	26-67	26-67	26-67	26-67	22-02	16-63	11-67
4	Kottayam	37-19	29-66	29-66	23-00	50-00	38-33	38-33	38-33	36-77	21-58	18-16	..
5	Idukki	37-96	34-30	34-30	..	..	..	..	..	..	19-20	14-98	..
6	Ernakulam	36-25	32-69	32-69	28-84	..	31-35	31-35	31-35	31-30	21-25	14-36	12-50
7	Trichur	40-89	36-87	36-87	30-00	..	35-00	35-00	35-00	35-83	27-49	16-81	..
8	Palghat	29-95	26-25	26-25	..	..	..	..	..	..	14-97	10-11	..
9	Malappuram..	38-91	35-00	35-00	35-50	..	37-50	37-50	37-50	36-67	25-24	19-00	..
10	Kozhikode	40-83	35-83	35-83	29-66	35-00	38-67	38-67	38-67	38-33	24-00	21-50	17-00
11	Cannanore	36-87	31-81	31-81	34-27	35-00	34-27	34-27	34-27	37-33	24-07	16-03	10-00
12	Kerala State..	36-71	31-80	31-76	26-77	35-35	32-11	32-11	32-11	33-91	21-90	16-37	12-99

APPENDIX 2.1

Wage structure survey
Average monthly wage rates of shop assistants in the trade and commerce sector 1982-83
(Urban)
(Rupees)

Serial number	District	Type of shops											
		Wholesale trade in						Retail trade in					
		NIC	NIC	NIC	NIC	NIC	NIC	NIC	NIC	NIC	NIC	NIC	NIC
1	2	3	4	5	6	7	8	9	10	11	12		
1	Trivandrum	325	352	150	686	376	737	360	542				
2	Quilon	431	288	405	771	313	463	150	290				
3	Alleppey	760	384	295	344	233	586	271	507	484			
4	Kottayam	384	404	714	750	579	525	411	805	341			
5	Idukki	560	454	280	450	332	627	787	583	494			
6	Ernakulam	414	529	..	554	420	908	395	585	344			
7	Trichur	484	501	384	610	420	579	386	482	322			
8	Palghat	620	305	506	459	160	540	428	447	487			
9	Malappuram	..	297	..	..	651	705	480	..	..	
10	Kozhikode	518	414	508	290	738	591	511	447	512			
11	Cannanore	403	335	404	446	..	591	418	..	..	
12	Kerala State	490	388	404	583	420	636	418	..	426			

APPENDIX 2.2

Wage structure survey

Average monthly wage rates of shop attenders in the trade and commerce sector 1982-83

(Urban)
(Rupees)

Serial number	District	Type of shops											
		Wholesale trade in						Retail trade in					
		NIC	NIC	NIC	NIC	NIC	NIC	NIC	NIC	NIC	NIC	NIC	NIC
1		3	4	5	6	7	8	9	10	11	12		
1	Trivandrum	350	301	294	376	341	345	349	276	359	506		
2	Quilon	363	271	327	373	286	352	350	262	280	440		
3	Alleppey	407	267	392	350	299	383	348	285	405	449		
4	Kottayam	289	294	521	829	555	421	408	330	557	575		
5	Idukki	361	350	330	422	467	407	375	319	382	575		
6	Ernakulam	363	428	288	333	406	330	365	353	333	291		
7	Trichur	372	268	465	450	281	263	468	224	224	444		
8	Palghat	479	272	208	323	358	249	399	308	259	309		
9	Malappuram	272	295	..	..	..	314	312	274	282	338		
10	Kozhikode	378	369	405	485	293	356	460	358	312	408		
11	Cannanore	336	275	323	354	300	311	310	337	424	443		
12	Kerala State	361	308	355	430	357	339	378	315	317	433		

APPENDIX 2.3

Average monthly wage rates of workers in (Retail) trade and commerce sector, 1982-83
(Rural)

Serial number	District	Type of workers															
		Shop Assistants						Shop Attenders									
		N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.				
1	2	3	4	5	6	7	8	9	10	11	12	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1	Trivandrum	..	..	..	..	..	..	..	..	..	..	346	341	228	219	473	Rs.
2	Quilon	240	464	..	402	..	251	351	242	285	536	260	351	242	220	383	Rs.
3	Alleppey	350	652	..	400	..	439	414	..	204	230	303	358	292	297	611	Rs.
4	Kottayam	644	..	..	..	..	388	251	251	326	438	334	227	247	417	Rs.	
5	Idukki	381	..	354	..	478	334	227	382	268	294	388	251	247	279	417	Rs.
6	Ernakulam	417	..	..	414	..	267	382	151	268	294	334	227	247	279	417	Rs.
7	Trichur	..	..	..	547	..	334	227	382	268	294	334	227	247	279	417	Rs.
8	Palghat	267	..	..	..	..	334	227	382	268	294	334	227	247	279	417	Rs.
9	Malappuram	..	486	..	..	..	424	433	307	291	507	334	227	247	279	417	Rs.
10	Kozhikode	375	682	317	595	..	406	270	268	294	507	334	227	247	279	417	Rs.
11	Cannanore	..	..	..	586	..	341	345	269	276	411	406	270	268	294	507	Rs.
12	Kerala State	382	571	336	491	478	341	345	269	276	411	406	270	268	294	507	Rs.

APPENDIX 2.4

Average monthly wage rates of shop assistants in the trade and commerce sector, 1983-84
(Urban)

Serial number	District	Type of shops											
		Wholesale trade in						Retail trade in					
		N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.
1	2	Rs. 60	Rs. 61	Rs. 62	Rs. 63	Rs. 64	Rs. 65	Rs. 66	Rs. 67	Rs. 68	Rs. 69	Rs. 69	Rs.
		3	4	5	6	7	8	9	10	11	12		
1	Trivandrum	372	407	371	505	959	408	737	375	..	..	..	..
2	Quilon	494	300	409	722	803	374	512	320	..	..	..	..
3	Alleppey	859	418	306	464	365	326	729	287	510	547	547	547
4	Kottayam	432	495	783	1,037	816	579	582	425	395	955	955	955
5	Idukki	652	563	374	635	513	375	809	776	542	616	616	616
6	Ernakulam	420	544	..	559	610	467	923	425	364	585	585	585
7	Trichur	571	328	449	561	450	852	675	412	378	559	559	559
8	Palghat	735	325	506	368	533	160	618	457	499	466	466	466
9	Malappuram	..	418	..	..	..	..	824	570	..	475	475	475
10	Kozhikode	558	362	540	915	290	..	819	..	398	447	447	447
11	Cannanore	439	416	450	505	460	..	650	511	555	292	292	292
12	Kerala State	553	..	465	627	580	443	716	456	455	549	549	549

APPENDIX 2-5

Wage structure survey
Average monthly wage rates of shop attenders in the trade and commerce sector, 1983-84
(Urban)

Serial number	District	Type of shops															
		Wholesale trade in						Retail trade in									
		N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.				
1	2	3	4	5	6	7	8	9	10	11	12	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1	Trivandrum	400	330	311	400	364	377	364	293	398	512	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
2	Quilon	397	292	341	373	328	420	377	282	306	489	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
3	Alleppey	460	304	411	366	316	440	396	308	424	479	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
4	Kottayam	327	321	521	876	601	402	480	444	353	684	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
5	Idukki	358	364	347	455	498	431	400	327	287	575	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
6	Ernakulam	395	460	362	365	447	353	365	377	339	402	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
7	Trichur	400	298	493	483	324	337	527	292	286	473	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
8	Palghat	479	322	250	360	448	272	455	323	287	347	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
9	Malappuram	272	303	..	..	..	323	351	286	298	377	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
10	Kozhikode	413	427	438	514	299	368	498	370	366	418	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
11	Cannanore	429	328	367	432	374	358	378	384	451	478	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
12	Kerala State	394	341	384	462	400	371	417	335	345	476	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.

APPENDIX 2.6

Wage structure survey
Average monthly wage rates of workers in (Retail) trade and commerce sector, 1983-84
(Rural)

Serial number	District	Type of workers											
		Shop Assistants						Shop Attenders					
		N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.
1	2	3	4	5	6	7	8	9	10	11	12		
1	Trivandrum	..	..	..	..	..	..	..	..	..	..	..
2	Quilon	359	600	..	519	..	415	377	264	261	498		
3	Alleppey	375	718	..	..	330	337	371	258	328	625	
4	Kottayam	671	..	..	325	..	285	476	..	250	426	
5	Idukki	423	..	413	..	..	470	341	..	240	..	
6	Ernakulam	450	530	365	535	..	315	386	293	350	599		
7	Trichur	..	..	..	477	..	414	250	269	386	478	
8	Palghat	..	..	..	623	..	344	249	229	332	438	
9	Malappuram	..	593	..	..	..	314	400	154	318	316	
10	Kozhikode	..	780	334	562	..	412	486	445	451	393		
11	Cannanore	..	..	..	466	..	384	368	330	358	530	
12	Kerala State	456	644	371	501	330	484	280	..	232	443		
							379	362	280	319	475		

APPENDIX 2.7

Wage structure survey
Average monthly wage rates of shop assistants in the trade and commerce sector, 1984-85
(Urban)

Serial number	District	Type of shops											
		Wholesale trade in						Retail trade in					
		N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.	N.I.C.
1	2	3	4	5	6	7	8	9	10	11	12		
		Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1	Trivandrum	440	..	450	538	1,050	431	683	397	..	..	..	..
2	Quilon	540	406	405	725	765	422	614	545	533	480	..	..
3	Alleppey	946	300	353	466	418	402	950	342	579	563	..	..
4	Kottayam	..	495	884	1,097	870	581	667	431	437	1,094	..	..
5	Idukki	..	441	440	899	706	389	929	910	818	664	..	..
6	Ernakulam	..	735	454	600	842	536	1,158	501	465	664	..	..
7	Trichur	..	607	526	577	488	860	750	422	493	639	..	..
8	Palghat	..	790	368	369	609	..	614	642	472	472	..	..
9	Malappuram	..	514	..	..	..	1,000	1,063	571	..	525	..	..
10	Kozhikode	..	498	571	997	358	..	893	..	409	447	..	..
11	Canmanore	..	386	484	525	486	..	652	655	651	512	..	..
12	Kerala State	..	475	523	679	659	578	816	542	548	606	..	..

APPENDIX 2.8

Wage structure survey
Average monthly wage rates of shop attenders in the trade and commerce sector, 1984-85
(Urban)

Serial number	District	Type of shop										
		Wholesale trade in					Retail trade in					
		N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.
1	2	3	4	5	6	7	8	9	10	11	12	
1	Trivandrum	465	440	355	458	397	416	429	309	447	550	
2	Quilon	400	345	368	384	398	448	430	324	386	539	
3	Alleppey	514	325	426	408	349	434	472	331	436	529	
4	Kottayam	351	361	561	797	615	390	553	447	386	792	
5	Idukki	409	367	365	521	537	516	478	384	317	617	
6	Ernakulam	436	514	393	441	515	384	399	465	416	463	
7	Trichur	432	361	499	482	356	382	583	371	329	555	
8	Palghat	519	362	366	407	449	277	497	376	333	393	
9	Malappuram	420	375	422	..	..	561	498	306	348	467
10	Kozhikode	448	455	474	592	330	379	587	383	402	452	
11	Cannanore	516	414	423	476	402	438	417	453	472	512	
12	Kerala State	446	393	423	497	435	420	486	377	388	534	

APPENDIX 2.9
Wage structure survey
Average monthly wage rates of workers in (Retail) trade and commerce sector, 1984-85
(Rural)

Serial number	District	Type of workers											
		Shop Assistants						Shop Attenders					
		N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.	N.I.C. Rs.
1	2	3	4	5	6	7	8	9	10	11	12		
1	Trivandrum	..	..	..	..	..	467	431	289	299	501		
2	Quilon	441	708	..	548	..	450	542	273	352	693		
3	Alleppey	600	884	..	526	330	371	532	..	261	434		
4	Kottayam	539	..	..	328	..	449	350	..	270	..		
5	Idukki	447	..	516	..	..	399	447	..	383	628		
6	Ernakulam	619	..	466	..	..	483	276	339	502	530		
7	Trichur	..	..	..	467	..	382	255	239	354	536		
8	Palghat	335	..	..	730	..	334	452	215	380	393		
9	Malappuram	..	654	..	..	..	428	555	444	501	484		
10	Kozhikode	491	774	421	705	..	423	462	350	384	569		
11	Cannanore	..	..	..	683	..	477	395	510	294	461		
12	Kerala State	496	755	468	570	330	424	427	336	362	528		

APPENDIX 3

N.I.C. Codes

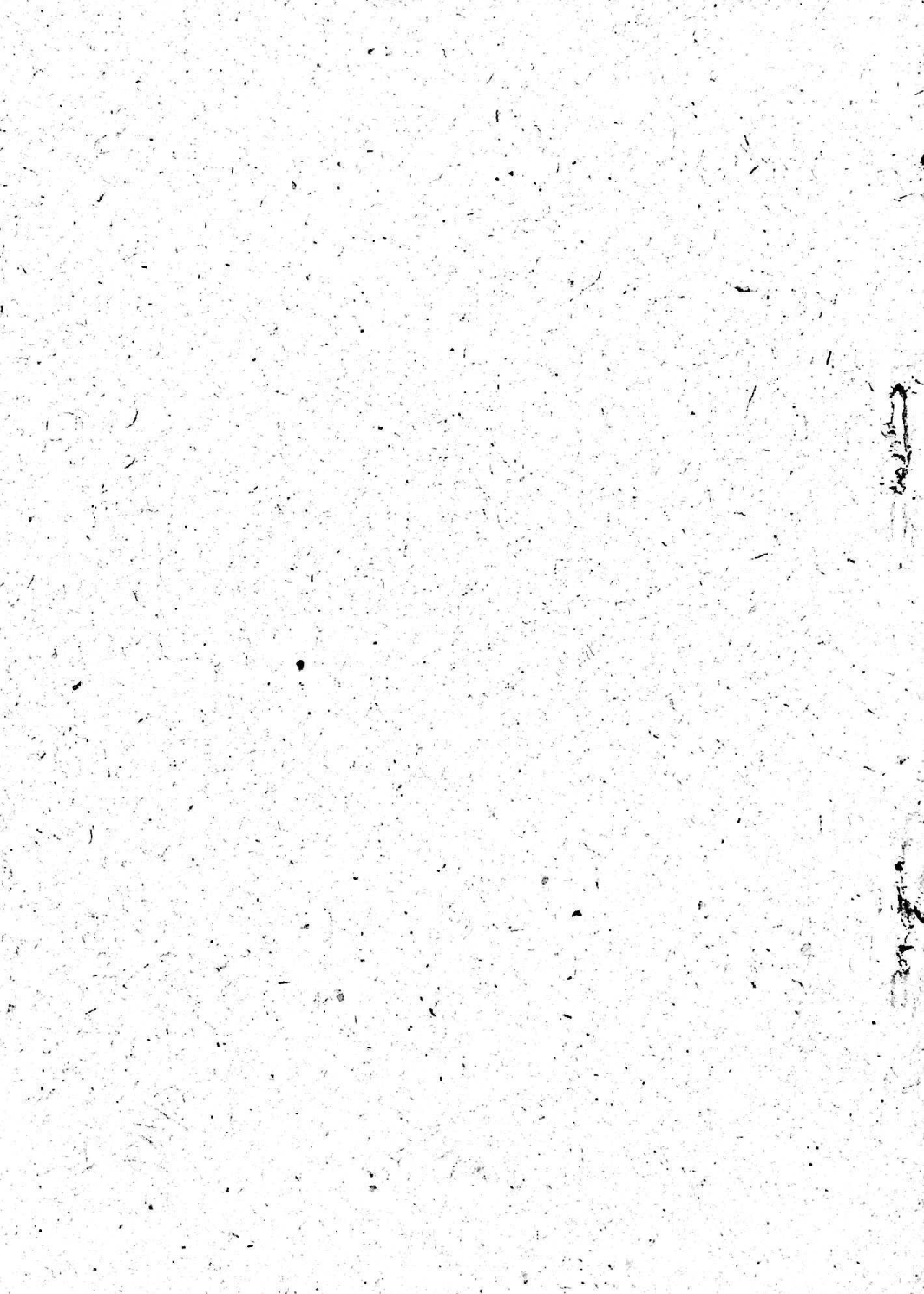
**Division 6—Wholesale and Retail trade and
Restaurants and Hotels**

60. Wholesale trade in food, textiles, live animals, beverage and intoxicants.
 61. Wholesale trade in fuel, light, chemicals, perfumery, ceramic and glass.
 62. Wholesale trade in wood, paper, other fabrics, skins and inedible oils.
 63. Wholesale trade in all types of machinery, equipments including transport and electrical equipments.
 64. Wholesale trade in miscellaneous manufacture like furniture, rubber products, building materials, clock, eye glasses, hardware and sanitary equipments, jewellery precious metals, etc.
 65. Retail trade in food articles, beverage, tobacco and intoxicants.
 66. Retail trade in textiles and readymade garments.
 67. Retail trade in fuel and other household utilities and durables like fire wood, kerosene, utensils, fancy stores, furniture, jewellery, footwear, electrical goods, etc.
 68. Retail trade in others like medical shops, books, stationery, building materials, transport equipments and petrol, etc.
 69. Retail trade in restaurants and hotels, cafe, lodging places, etc.
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E R R A T A

Page No.	Para No.	Line No.	Table/Appendix No.	Col.No.	Line No.	Text.	Read as
1	1.1	8	-	-	-	raising	raising
5	1	5	-	-	-	14.38	14-38
5	1	6	-	-	-	13.37	13-37
8	1	13	-	-	-	Proceded	Preceded
14	2.11	2	-	-	-	Attender	Attendders
33	-	-	1.5	13	10	28.75	23.75
35	-	-	2.1	12	6	585	556
36	-	-	2.2	3	11	336	332