CHAPTER-V

Wage Differentials in Manufacturing Sector

5.1. Introduction:

Gender Wage Gap is a significant gender issue identified by the International Labour Organisation (ILO) in different regions of the world. Throughout the world, irrespective of the sectors and occupations, women are paid less than men, and even they are paid differently than men for the same type of work and same working hours (Anker, 2002). As per the Global Wage Report, 2016-17 published by the International Labour Organisation, India has among the worst levels of gender wage disparity. In India, wage differentials are present in different groups and sectors of the economy due to the discrimination in labour market, namely, unequal access to occupations and unequal pay within the occupations (Das, Panchanan, 2012, Chakravarty and Gandhi, 2016).

Women form an integral part of the total workforce in the Indian manufacturing sector. They contribute significant proportion to the Gross Domestic Product (GDP) by participating in different manufacturing industries in the country. But what is worst with women workers is that they are always deprived of getting equal wages with men (Khanna, Shantanu 2012). Patriarchal norms and the capitalist modes of production lead to increasing gender discrimination in employment and wages within the sector (Swaminathan, Padmini, 2012). One of the striking aspects of the persistence of Gender Pay Gap is that when women work full-time, stay in the workforce, and do the same jobs which men do, women’s wages often lag behind men’s (Cacciamali, Maria, R., Gerry, Soundararajan, V. and Fabio, T., 2015), It indicates not only a ‘Capitalist’
exploitation (women are paid less as their wages are viewed as secondary wages), but also a ‘Patriarchal’ explanation. Women are paid less simply because they are ‘Women’ (Das, Panchanan, 2007). But as per Equal Remuneration Act, 1976, the duty of an employer or the factory owner is to pay equal remuneration to men and women workers for the work or the work of similar nature. But in reality, the difference lies in gender (Ministry of Labour and Employment, Government of India, 2014-15). Even in the same industry, wages are different across manufacturing units for the workers with the same level of skills, education, experiences and even for the same working hours (Varkkey, B., Khorde, R., and Parikh, D, 2017). Besides educational qualifications, training, skills and experiences of workers, social norms and stereotypical perceptions about women’s work lead to segregated choice of employment by female workers, as a result of which it has led to increase wage differentials between male and female workers (Chakraborty & Chattopadhyay, 2015). It has been one of the important gender issues for a developing country like India, where women form an integral part of the total workforce of the country, but at the same time gender Wage Gap in various sectors of the economy is widening day by day (Global Gender Gap Index, World Economic Forum, 2017).

So, this chapter examines the extent of wage differentials between male and female workers engaged in manufacturing of food, beverages, tobacco products and textiles within the organised manufacturing sector in the sample area. The first section of this chapter deals with the wage differentials between male and female workers in manufacturing industries as a whole. The second section of this chapter examines the extent of wage differentials with respect to industry divisions as well as manufacturing units. The third or the last section of this chapter investigates into the question if there
is any relation between the female participation and wage differentials with respect to industry and manufacturing units. To find out the extent of wage differentials between male and female workers, a *Wage Differential Ratio (WDR)* formula has been used.

**5.2. Wage Differentials in Manufacturing Industries in the Sample Area:**

In order to assess wage differentials between male and female workers within the registered manufacturing factories, the information on monthly wage, annual wages and the total man-days worked for male and female workers is collected separately from each of the sample units. It is noticed that monthly wage of female workers is found to be significantly lower than that of male workers’ in manufacturing of food products, beverages, tobacco products and textiles within the organised manufacturing sector. The overall monthly wages for female is as low as Rs. 5936960, whereas, the total monthly wages for male is Rs. 13241140 (*Appendix Table-5.A*). So, the total annual wages for female is also found to be lower (Rs. 71243520) than the total annual male workers’ wage of Rs. 158893680. Similarly, wage differentials also vary with respect to the industry divisions within the manufacturing sector. Total annual wages of female in manufacturing of food products, beverages, tobacco products and textiles are found to be comparatively lower compared to male workers’ wages. It is seen that the annual wages for female workers in manufacturing of food products, beverages, tobacco products and textiles are Rs. 34886520, Rs. 10674000, Rs 8110800 and Rs. 17572200, whereas the total annual wages for male workers are Rs. 60631200, Rs. 52241280, Rs. 22704000 and Rs. 23317200 respectively (*Appendix Table-5.A*).

Wage differentials between male and female workers vary with respect to industrial divisions along with the female participation in the manufacturing units. It is evident from the following table that the Gender Wage Gap persists within the
manufacturing sector where on average a female worker gets only Rs. 227 per day, but a male worker gets Rs. 276 per day. So, the overall wage differential ratio is 0.82, indicating that at an aggregate level, female workers are getting on an average 82 percent lower wage than that of male workers within the manufacturing sector (Appendix Table-5.A).

In the following Table-5.1, it is noticed that the wage differentials vary across industry divisions. There are manufacturing industries such as food and tobacco products where the wage differentials between male and female workers are found to be comparatively higher. In manufacturing of food products, the average daily wage of female is Rs. 214, whereas male workers are getting Rs. 271 per day. So, the wage differential ratio between male and female in manufacturing of food product is 0.79, indicating the female workers are getting on an average 79 percent lesser wages than that of male. Similarly, in manufacturing of tobacco products, the female workers are getting only Rs. 237 per day, whereas average male workers are getting Rs. 292 per day. The wage differential ratio in manufacturing of tobacco products is 0.81, which indicates that on average a female worker’s wage is 81 percent of a male worker’s wage. Wage differentials between male and female workers are found to be comparatively lower in manufacturing of beverages and textiles. In manufacturing of beverages, on average a female worker is getting Rs. 230 per day and on average a male worker is getting Rs. 273 per day. The wage differential ratio in beverage industry is 0.84 which indicates that a female worker is getting 84 percent of a male worker’s wage. In the case of manufacturing of textiles, on average a female worker gets Rs. 251 per day against a male worker’s wage of Rs. 280 per day. So, the wage differential ratio is found to be 0.90, indicating that a female worker gets 90 percent of the male worker’s
wage (Table-5.1). It has also been noticed that in the manufacturing industry such as food products, the female participation is comparatively higher (42.12 percent), but the wage differential ratio is significantly as high as 0.79. Again, in manufacturing of beverages, female participation is significantly low (19.54 percent) and the wage differential ratio is comparatively high (0.84). Similarly, in tobacco product industry where female participation is moderate (30.57 percent), but the wage differential ratio is high (0.81 percent). On the other hand, it is also observed that female participation in manufacturing of textiles is comparatively higher (45.64 percent) than in other industries, but the wage differential ratio is comparatively lower (0.90). Thus, it is evident from the following Table-5.1 that, except for the manufacturing of textiles, the average daily wages of female workers are much lower than that of the minimum wage rate fixed by the Government of Assam (minimum Rs. 240/- per day), and wage differentials between male and female workers are found to be very high.

Table-5.1. Average Daily Wages of Workers, Wage Differentials and Percentage of Female workers in Manufacturing Industries:

<table>
<thead>
<tr>
<th>NIC Code (2008)</th>
<th>Manufacturing units</th>
<th>Percentage Share of Female (%) (%)</th>
<th>Average Daily Wage of Male Workers(Rs.)</th>
<th>Average Daily Wage of Female Workers(Rs.)</th>
<th>Wage Differential Ratio(F/M)</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>Food Products</td>
<td>42.12</td>
<td>271</td>
<td>214</td>
<td>0.79</td>
</tr>
<tr>
<td>11</td>
<td>Beverages</td>
<td>19.54</td>
<td>273</td>
<td>230</td>
<td>0.84</td>
</tr>
<tr>
<td>12</td>
<td>Tobacco Products</td>
<td>30.57</td>
<td>292</td>
<td>237</td>
<td>0.81</td>
</tr>
<tr>
<td>13</td>
<td>Textiles</td>
<td>45.64</td>
<td>280</td>
<td>251</td>
<td>0.90</td>
</tr>
<tr>
<td>All</td>
<td></td>
<td>35.24</td>
<td>276</td>
<td>227</td>
<td>0.82</td>
</tr>
</tbody>
</table>

Source: Calculated from Field Survey data depicted in the Appendix Table-5.A.
5.3. Wage Differentials with Respect to Industry Divisions:

Apart from wage differentials in the organised manufacturing sector as a whole, it is also observed that wage differentials vary across different manufacturing units.
within the same industry. There are some manufacturing units where female workers are getting much lower wages than male workers and wage differentials between male and female workers are found to be significantly high. Again, it is noticed that the manufacturing units where female participation is comparatively higher, wage differentials are also comparatively higher and the manufacturing units where female participation is comparatively lower, wage differentials are also found to be comparatively lower.

5.3.1. Wage Differentials in Manufacturing of Food Product Units:

In manufacturing of food product units, the information regarding monthly wages, annual wages and man-days worked for male and female workers are collected from the manufacturing of food products units such as fruit juice, dairy products, grain mill products, bakery products, manufacturing chocolate and chewing gum products as well as manufacturing of other food products like chips, ice-cream, grinding and processing of spices, etc. Table-5.2 shows that female workers are getting much lower wages than male workers. There are manufacturing of food product units where the male- female wage differentials are very high and in the case of some units, wage differentials between male and female workers are found to be comparatively lower.

At an aggregate level, on an average, female workers are getting Rs. 214 per day but male workers are getting Rs. 271 per day in manufacturing of food product industry. The aggregate wage differential ratio is found to be 0.79, which means that the female workers are getting only 79 percent of the average male workers wage. In the case of manufacturing of fruit-juice, average female workers are getting Rs. 228 per day, whereas male workers are getting only Rs. 228 per day. So, wage differential ratio is 0.84. In dairy and bakery products, female workers are getting Rs. 219 to Rs. 223 per
day on an average whereas the male workers are getting Rs. 271 per-day on an average which indicates that the female workers are getting only 81 to 82 percent of a male worker’s wage. In manufacturing of grain mill products, chocolate and other food products like chips, ice-cream, grinding and processing of spices etc, the average daily wages for female workers are found to be very low at Rs. 206, Rs. 210 and Rs. 207 per-day, while the male workers are getting higher wages of Rs. 271 to Rs. 272 per-day on an average.

There are manufacturing of food product units such as fruit juice, grain mill and bakery products where proportions of female workers are found to be quite high, but wage differentials are found to be low in manufacturing of fruit juice (0.84) and bakery products (0.81), and it is found to be significantly high in grain mill products (0.76). From the Table-5.2, it is evident that proportions of female workers are moderate in manufacturing of dairy (30.05 percent) and other food products (36.16 percent), but wage differentials between male and female workers are comparatively lower in dairy products (0.82) and notably higher in other food products like chips, ice-cream, grinding and processing of spices, etc (0.76). On the contrary, proportions of female workers are found to be quite low in manufacturing of chocolate (26.92 percent) and other food products (30.91 percent), but wage differentials are found to be as high as 0.77 and 0.76 respectively.
Table: 5.2. Average Daily Wages and Wage Differentials in Manufacturing of Food Product Units:

<table>
<thead>
<tr>
<th>SL. No</th>
<th>Manufacturing of Food Product units</th>
<th>Percentage of Share of Female (%)</th>
<th>ADW of Male (Rs.)</th>
<th>ADW of Female (Rs.)</th>
<th>Wage Differential Ratio(F/M)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Mfg. of fruit juice, powder, jam, jelly, pickles etc.</td>
<td>52.30</td>
<td>268</td>
<td>230</td>
<td>0.84</td>
</tr>
<tr>
<td>2</td>
<td>Dairy Products</td>
<td>36.05</td>
<td>271</td>
<td>223</td>
<td>0.82</td>
</tr>
<tr>
<td>3</td>
<td>Grain Mill products</td>
<td>60.53</td>
<td>271</td>
<td>206</td>
<td>0.76</td>
</tr>
<tr>
<td>4</td>
<td>Bakery Products</td>
<td>51.24</td>
<td>271</td>
<td>219</td>
<td>0.81</td>
</tr>
<tr>
<td>5</td>
<td>Chocolate/Chewing Gum Products</td>
<td>26.92</td>
<td>271</td>
<td>210</td>
<td>0.77</td>
</tr>
<tr>
<td>6</td>
<td>Other food products (Chips, ice-cream, grinding and processing of spices, etc.)</td>
<td>30.91</td>
<td>272</td>
<td>207</td>
<td>0.76</td>
</tr>
<tr>
<td>All</td>
<td>All</td>
<td>42.12</td>
<td>271</td>
<td>214</td>
<td>0.79</td>
</tr>
</tbody>
</table>

Source: Calculated from Field Survey data, and Appendix Table-5.B

Figure-5.3: Average Daily Wages and Female participation in Food Products
5.3.2. Wage Differentials in Manufacturing of Beverages:

It has been noticed earlier in Chapter-III of the study that there is a significant difference in workforce participation between male and female workers in manufacturing of beverages within the organised manufacturing sector. In this chapter, an attempt has also been made to find out wage differentials between male and female workers in manufacturing of beverages in the sample area. So, the information on the monthly wages, annual wages and the total man-days worked for male and female workers is collected from each of the manufacturing of beverage units. It has been found that the female workers are getting comparatively lower wages than male workers and hence wage differential ratios are found to be quite high in manufacturing of beverages.

Table-5.3 shows the average daily wages of male and female workers and the ratio of wage differentials in manufacturing of beverage units. In this table, it is seen that at an aggregate level, the female workers are getting on an average Rs. 230 per day,
whereas male workers are getting significantly higher wages of Rs. 273 per-day. Hence, the overall wage differential ratio is 0.84 which indicates that the female workers are getting only 84 percent of the average male worker’s wage in manufacturing of beverages.

Wage differentials also vary with respect to different manufacturing units. In manufacturing of distilled and alcoholic beverages like wine and whisky, the average female workers are getting Rs. 256 per day, whereas the average male workers are getting higher wages of Rs. 273 per day. So, wage differential ratio is found to be 0.94, indicating that the female workers are getting only 94 percent of the average male worker’s wages in manufacturing of alcoholic beverages like wine and whisky. Similarly, it is also noticed that in manufacturing of beer and malt liquor, the average daily wages of a female worker is Rs. 257, but the average daily earnings of a male worker is Rs. 274. Wage differential ratio, in this manufacturing of beverage units, is found to be 0.94 which means that a female worker is getting only 94 percent of the average male worker’s wage.

In the case of manufacturing of non-alcoholic beverages like bottled mineral water, Pepsi, Coca-cola, Thumps up, etc, the average daily wages of a female worker is as low as Rs. 219, whereas the average daily wages of a male worker is Rs. 273. So, the wage differential ratio is found to be 0.80 which implies that on an average a female worker is getting only 80 percent of the average male worker’s wages in manufacturing of non-alcoholic beverages within the organised manufacturing sector.

It is also observed that there are some manufacturing units like beer and malt liquor products where the female participation is as low as 2.50 percent and at the same
time, the male-female wage differential ratio is also found to be comparatively lower (0.94). In the case of manufacturing of alcoholic beverages like wine and whisky, the female participation is found to be moderate (20 percent), but the male-female wage differential ratio is comparatively lower (0.94).

On the contrary, the female participation is comparatively higher in manufacturing of soft drinks (23.59 percent), and the male-female wage differential ratio is as high as 0.80, indicating that the a female worker is getting only 80 percent of the average male worker’s wage (Table-5.3).

Table: 5.3. Average Daily Wages of Workers and Wage Differentials in Beverages:

<table>
<thead>
<tr>
<th>SL. No.</th>
<th>Manufacturing Units</th>
<th>Percentage Share of Female (%)</th>
<th>Average Daily Wage of Male Workers(Rs.)</th>
<th>Average Daily Wage of Female Workers(Rs.)</th>
<th>Wage Differential Ratio(F/M)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Distilled &amp; Alcoholic beverages(Wine &amp; whisky)</td>
<td>20.0</td>
<td>273</td>
<td>256</td>
<td>0.94</td>
</tr>
<tr>
<td>2</td>
<td>Beer &amp; Malt Liquor</td>
<td>2.5</td>
<td>274</td>
<td>257</td>
<td>0.94</td>
</tr>
<tr>
<td>3</td>
<td>Soft Drinks</td>
<td>23.59</td>
<td>273</td>
<td>219</td>
<td>0.80</td>
</tr>
<tr>
<td>All</td>
<td></td>
<td>19.54</td>
<td>273</td>
<td>230</td>
<td>0.84</td>
</tr>
</tbody>
</table>

Source: Calculation based on Field Survey data depicted in the Appendix Table-5.C.

Figure-5.5: Average Daily Wages and Share of Female Workers in Beverages (%):
5.3.3. Wage Differentials in Manufacturing of Tobacco Product Units: To assess the wage differentials between male and female workers in manufacturing of beverages, the information on monthly wage, annual wages and the total man-days worked for male and female workers, is collected from each of the manufacturing of tobacco product units. It is observed that the female workers are getting significantly lower wages than male workers in manufacturing of beverages.

In the following Table-5.4, it is evident that on an average the female workers are getting significantly lower wages of Rs. 237 per day, whereas the male workers are getting significantly higher wages of Rs. 292 per day. The overall wage differential ratio between male and female workers is 0.81, which mean that the female workers are getting only 81 percent of average male workers wages in manufacturing of tobacco products. Wage differentials also vary with respect to different manufacturing units. In the case of manufacturing of tobacco products like panmasala and other related tobacco products, the average daily wages of female workers is Rs. 258, while the average daily wages of male workers is Rs. 295 respectively. The wage differential ratio in
manufacturing of panmasala is 0.87, which means that the female workers are getting only 87 percent of the average male workers wage. On the other hand, the average daily wages of female workers are found to be quite low in manufacturing of rajanigandha (Rs. 236) and other chewing tobacco products (Rs. 228), against the higher rate of average daily wages for male workers of Rs. 291 and Rs. 292 respectively. The Wage differentials between male and female workers are found to be quite high in manufacturing of rajanigandha (0.81) and other chewing tobacco products (0.78). It is clear that the female workers are getting only 81 percent of the average male worker’s wage in manufacturing of rajanigandha. In the case of manufacturing of other chewing tobacco products, the female workers are getting only 78 percent of the average male workers wage.

In the following Table-5.4, it is also noticed that there are manufacturing units such as panmasala, both the female participation (27.78 percent) and wage differentials (0.87) are comparatively lower. In manufacturing of Rajanigandha, the female participation is comparatively lower, but the wage differentials between male and female are comparatively higher. On the other hand, the female participation is comparatively higher in manufacturing of other chewing tobacco products (32.08 percent), but the male-female wage differentials are found to be significantly higher (0.78), indicating that the female workers are getting only 78 percent of the average male workers wage.
Table: 5.4. Average Daily Wages and Wage Differentials in Tobacco Product Units:

<table>
<thead>
<tr>
<th>SL. No.</th>
<th>Manufacturing Units</th>
<th>Percentage Share of Female (%)</th>
<th>Average Daily Wage of Male Workers(Rs.)</th>
<th>Average Daily Wage of Female Workers(Rs.)</th>
<th>Wage Differential Ratio(F/M)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Panmasala and other related Products</td>
<td>27.78</td>
<td>295</td>
<td>258</td>
<td>0.87</td>
</tr>
<tr>
<td>2</td>
<td>Rajani Gandha</td>
<td>30.66</td>
<td>291</td>
<td>236</td>
<td>0.81</td>
</tr>
<tr>
<td>3</td>
<td>Chewing Tobacco Products</td>
<td>32.08</td>
<td>292</td>
<td>228</td>
<td>0.78</td>
</tr>
<tr>
<td>All</td>
<td></td>
<td>30.57</td>
<td>292</td>
<td>237</td>
<td>0.81</td>
</tr>
</tbody>
</table>

**Source:** Calculation based on the Field Survey data presented in the Appendix Table-5.D.

**Figure-5.7: Average Daily Wages and Share of Female Workers in Tobacco Products (%):**
5.3.4. Wage Differentials in Manufacturing of Textiles:

To look into the wage differentials in manufacturing of textiles within the organized manufacturing sector, the information on monthly wages, annual wages and the total man-days worked for male and female workers is collected from the sample units. It is noticed that the female workers are getting significantly lower wages compared to male workers in manufacturing of different textile units.

It is observed that there is a significant wage differential between male and female workers in manufacturing of textiles. Table-5.5 shows that at an average, female workers are getting only 90 percent of the average male worker’s wage. The average daily wages of female worker’s at an aggregate level is Rs. 251, while the average daily wages of male is as high as Rs. 280. It is noticed that the average daily female worker’s wages in spinning of textiles is Rs. 243 but the average daily wages of male worker’s is Rs. 252 with the wage differential ratio of 0.96. It indicates that the female workers are getting 96 percent of the average male worker’s wage in spinning of textiles. But in the
case of weaving of textiles, the average daily wages of female workers is comparatively higher than the male workers’.

From the Table-5.5, it is evident that in the case of weaving of textiles, the average female workers are getting Rs. 253 per day, whereas the average male workers are getting only Rs. 233 per day. In the case of finishing of textiles, the average daily wages of female workers is Rs. 257, while the average daily wages of male workers is Rs. 276. So, the wage differential ratio is found to be 0.85, indicating that the female workers are getting only 95 percent of the average male workers’ wage. Similarly, the average daily wages of female workers is significantly low (Rs. 267) in comparison to their male counterparts (Rs. 314) in knitting and tailoring activities. So, the female-male wage differential ratio is 0.85, which implies that the female workers are getting only 85 percent of the average male workers’ wages in the case of tailoring and knitting.

It is also observed that there are some textile units like tailoring and knitting, where female participation is significantly as low as 17.52 percent but wage differential ratio is found to be significantly high (0.85). Similarly, percentage share of female workers in case of spinning of textiles is comparatively higher (56.46 percent), but the wage differential ratio is comparatively lower (0.96). In the case finishing of textiles, female participation is moderate (32.43 percent) but the wage differential ratio is comparatively higher (0.93). On the other hand, female participation in weaving is significantly as high as 73.68 percent but the wage differential ratio is comparatively low (1.09) where female workers are getting higher wages than male workers.
Table: 5.5. Average Daily Wages of Workers and Wage Differentials in Textiles:

<table>
<thead>
<tr>
<th>SL. No.</th>
<th>Manufacturing of Textile Units</th>
<th>Share of Female (%)</th>
<th>Average Daily Wage of Male Workers(Rs.)</th>
<th>Average Daily Wage of Female Workers(Rs.)</th>
<th>Wage Differential Ratio(F/M)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Preparation/Spinning of Textile Fibres (Cotton/Silk)</td>
<td>56.46</td>
<td>252</td>
<td>243</td>
<td>0.96</td>
</tr>
<tr>
<td>2</td>
<td>Weaving of textiles</td>
<td>73.68</td>
<td>233</td>
<td>253</td>
<td>1.09</td>
</tr>
<tr>
<td>3</td>
<td>Finishing of textiles</td>
<td>32.43</td>
<td>276</td>
<td>257</td>
<td>0.93</td>
</tr>
<tr>
<td>4</td>
<td>Knitting/Tailoring</td>
<td>17.52</td>
<td>314</td>
<td>267</td>
<td>0.85</td>
</tr>
<tr>
<td>5</td>
<td>All</td>
<td>45.64</td>
<td>280</td>
<td>251</td>
<td>0.90</td>
</tr>
</tbody>
</table>

**Source:** Calculation based on Field Survey data Presented in the Appendix Table-5.E.

From the above Table-5.5, it is evident that except for weaving, female workers are getting much lower wages than male workers in manufacturing of textiles. It is also noticed that the female-male wage differentials are found to be the highest in tailoring and knitting activities (0.85), followed by finishing of textiles (0.93) and spinning of textiles (0.96) respectively.

**Figure-5.9: Average Daily Wages and Share of Female Workers in Textiles:**
5.4. Wage Differentials in Manufacturing Units by Occupation:

5.4.1. Wage Differentials in Manufacturing of Food Products by Occupation:

Apart from finding out the extent of wage differentials between male and female workers with respect to different manufacturing units within the food product industry, it is also noticed that the wage differentials are significantly high across different occupations in manufacturing of food product units. To estimate wage differentials between male and females, the information on the monthly wages, annual wages and the total man-days worked is collected separately both from male and female workers working in different occupations in manufacturing of food product factories. In the field survey, the main occupations in manufacturing of food product units are found as managerial, supervisory, clerical, machine operation, packaging, labelling, room cleaning or housekeeping, store keeping and other manual activities. It is found that female workers are getting lower wages than their male counterparts in different occupations within the food product factories. It is also noticed that in the same
occupation, female workers are found to be getting significantly lower wages than males.

It is observed that there are some occupations such as packaging and labelling where female participation is significantly high but at the same time wage differentials are also as high as 0.82 and 0.83 respectively (Appendix Table-5.6). It means that the average female workers are getting Rs. 213 and Rs. 217 in the occupations like packaging and labelling; whereas male workers are getting significantly higher wages of Rs. 259 and Rs. 260 in such occupations. Wage differential ratio in packaging is 0.82 and 0.83 in labelling indicating that the female workers are getting only 82 percent of the average male worker’s wage in the occupation like packaging and 83 percent in the occupation like labelling activities within the manufacturing of beverage industry. On the other hand, there are some occupations such as manager-supervisor, clerical, machine operator, store keeper, where female participation is significantly as low as (11.54 percent, 14.71 percent, 1.23 percent and 7.69 percent), but the wage differentials are found to be comparatively lower (0.93 in managerial and supervisory, 0.99 in clerical, 0.96 in machine operator and 0.88 in store keeper). It is also found that the female participation in the occupation like room cleaning /house-keeping is significantly high (48.28 percent), but wage differential ratio is comparatively low. The overall wage differential ratio in different occupations in manufacturing of food products is 0.79 indicating that the female workers are getting only 79 percent of the average male worker’s wages. The average female workers are getting only Rs. 214 per day, whereas the average male workers are getting higher wages of Rs. 271 per day under the manufacturing of food products. Wage differentials between male and female workers are found to be the highest in the occupations like packaging (0.82) and found
to be the lowest in occupation like clerical jobs (0.99), where it is indicated that the female workers are getting only 82 percent of the average male worker’s wage in packaging and getting almost equal wages with male workers in the occupation like clerical jobs.

Figure 5.11: Average Daily Wages and Female Participation in Food Products by Occupation

Figure 5.12: Wage Differential Ratio (F/M) in Food Products by Occupation
5.4.2. Wage Differentials in Manufacturing of Beverages by Occupations:

The information regarding monthly wages, annual wages and the total man-days is also collected separately for male and female workers engaged in different occupations in manufacturing of beverage units. During the field survey, the occupations in manufacturing of beverage units are found to be managerial, supervisory, clerical, machine operation, packaging, labeling, housekeeping, store keeping and other manual activities. It is observed that male-female wage differentials are high in different occupations within the manufacturing of beverages industry.

At an aggregate level, the average female workers are getting significantly lower wages of Rs. 225 per day which is much lower than the minimum wage rate fixed by the Government of Assam (Appendix Table-5.7). As per the minimum wage rate fixed by the Government of Assam, a worker should get at least Rs. 240 per day, but the women workers are getting below the minimum wage rate, whereas male workers are getting above the minimum wages of Rs. 263 per day. The overall wage differential ratio in manufacturing of beverages is found to be 0.86, which indicates that the female workers are getting only 86 percent of the average male worker’s wage in manufacturing of beverages.

In managerial or supervisory positions, the average female worker gets Rs. 317 per day but the male worker gets higher wages of Rs. 346 per day. The male-female wage differential ratio is 0.92, indicating that a female gets 92 percent of the average male worker’s wage in occupations such as manager or supervisor. In the case of clerical jobs, the average daily wages of female workers is Rs. 248, while the average daily wages of male workers is Rs. 271. It has been found that except for the managerial-supervisory and clerical jobs, the female workers are getting significantly
lower wages than male workers and the minimum wage rate fixed by the Government of Assam. Again, it is seen that the average daily wages of female workers in the occupations like packaging, labeling, room cleaning, store keeper and other activities are Rs. 228, Rs. 236, Rs. 168, Rs. 225 and Rs. 207, while the average daily wages of male workers are Rs. 265, Rs. 269, Rs. 185, Rs. 263 and Rs. 219. The male-female wage differentials in the occupations like packaging, labelling, room cleaning, store keeping and other jobs are 0.86, 0.88, 0.91, 0.86 and 0.95. It means that the female workers are getting only 86 percent in packaging, 88 percent in labelling, 91 percent in room cleaning, 86 percent in store keeping and 95 percent in other jobs of the average male worker’s wage in such occupations in manufacturing of beverage units. It is to be noted that except for occupations like room cleaning and other manual activities, male workers are getting above the minimum wage rate determined by the Government of Assam. On the other hand, except for occupations like manager, supervisor and clerical jobs, the female workers are getting much lower than the minimum wage rate of Rs. 240 per day.

It is also observed that there are some occupations in manufacturing of beverages where female participation is significantly low (11.29 percent) but wage differential ratio is high particularly in the occupation like store keeping (0.86). Again, there are some occupations like supervisors and clerical jobs where both proportion of female workers and the male-female wage differentials are found to be low. On the other hand, proportions of female workers in the occupations like packaging and labelling are comparatively higher (21.17 percent and 26.15 percent) and wage differentials are also comparatively higher. Thus it has been noticed that the proportion
of female workers in the occupation like room cleaning is significantly high but the wage differential ratio is comparatively low (Appendix Table-5.7).

![Figure-5.13: Average Daily Wages and Female Participation in Beverages by Occupation](image1)

![Figure-5.14: Wage Differential Ratio (F/M) in Beverages by Occupation](image2)
5.4.3: Wage Differentials in Manufacturing of Tobacco Products by Occupation:

The main occupations in manufacturing of tobacco product factories are found to be managerial, supervisory, clerical, machine operation, packaging, labelling, housekeeping and other manual works. To assess wage differentials between male and female workers engaged in different occupations, the information regarding the monthly wages, annual wages and the total man-days worked is collected separately for male and female workers from the sample units. It is observed that on an average, female workers are getting lower wages than male workers. Again, in the case of same occupations women are found to be getting significantly lower wages in comparison to men.

The overall wage differential ratio is 0.81 which indicates that the female workers are getting only 81 percent of the average male worker’s wage (Appendix Table-5.8). There are some occupations in manufacturing of tobacco products where wage differentials are found to be significantly high and for some cases, the male-female wage differentials are comparatively low. In the occupations like managerial and supervisory positions, the average female workers are getting Rs. 314 per day but the male workers are getting higher wages of Rs. 332 per day. Similarly, the average daily wages of female workers is found to be comparatively lower (Rs. 264) than that of male workers (Rs. 297). It has been noticed that except for the managerial and clerical jobs, female workers are getting much lower wages than male and the minimum wage rate fixed by the Government of Assam. It is also found that the average daily wages of female workers in the occupations like packaging and labelling activities varies from Rs. 235 to Rs. 241, while the average daily wages of male workers varies from Rs. 285 to Rs. 287 respectively. In the case of housekeeping activities, the average daily wages of female workers is Rs. 186, but the average daily wages for male workers is
significantly as high as Rs. 210. Of course, it is to be noted that in housekeeping activities both male and female workers are getting lower wages than the minimum wages fixed for the state of Assam (Rs. 240 per day). Similarly, in the case of other manual works also, female workers are getting much lower wages (Rs. 207 than male workers (Rs. 248) in manufacturing of tobacco product units.

It is also observed that the female participation and wage differentials vary with respect to different occupations in manufacturing of tobacco product units. There are some occupations such as clerical, packaging, labelling and room cleaning where proportions of female workers are high; the wage differentials between male and female workers are also found to be high. Field survey data reveal that the female workers are getting only 89 percent of the average male workers wage in clerical jobs, 82 percent in packaging, 84 percent in labelling and 89 percent in housekeeping activities (Appendix Table-5.8). The female participation in the occupation like supervisor is significantly as low as 11.76 percent and wage differential ratio between male and female workers is found to be comparatively low (0.95). It means that female workers are getting almost 95 percent of the average male worker’s wage in the higher category of jobs like managerial and supervisory positions. In the case other manual works, female participation is moderate, but wage differential ratio is high (0.83), which indicates that female workers are getting only 83 percent of the average male worker’s wage. Thus, it is found that the male-female wage differentials are very high in the case of some occupations and comparatively low for some occupations in manufacturing of tobacco product units within the organized manufacturing sector.
5.4.4. Wage Differential in Manufacturing of Textiles by occupation:

It is observed that wage differentials in different occupations in manufacturing of textiles are comparatively high and average daily female workers’ wages in various occupations are found to be comparatively low compared to average daily male workers’ wages. Female workers, at an average, are getting Rs. 251 per day where as average daily male workers’ wage is Rs. 280 which indicates that female workers are getting only 90 percent of the average male workers’ wage (Appendix Table-5.9). The
average daily female workers’ wages in the occupations like managerial/supervisory, clerical, machine operator, packaging, labeling, room cleaning, spinning, weaving, tailoring and others are Rs. 323, Rs. 238, Rs. 283, Rs. 238, Rs. 237, Rs. 205, Rs. 249, Rs. 258, Rs. 255 and Rs. 202 against the average daily male workers’ wages of Rs. 331, Rs. 284, Rs. 310, Rs. 267, Rs. 276, Rs. 207, Rs. 248, Rs. 283 and Rs. 207 respectively. It is observed that female workers are getting 98 percent of the average male worker’s wage in managerial/supervisory position, 84 percent in clerical, 91 percent in machine operation, 89 percent in packaging, 86 percent in labeling, 99 percent in room cleaning, almost 100 percent in spinning, higher than male workers in weaving, 90 percent in tailoring and knitting and 98 percent in other occupations. It is seen that except for spinning and weaving occupations, female workers are getting comparatively lower wages than male workers in manufacturing textiles within the organized manufacturing sector.

Again, it is also observed that there are some occupations such as spinning and weaving, where proportions of female workers are significantly as high as 80.58 percent and 83.05 percent but wage differential is almost nil in spinning. But the wage differential is noticed in favour of female workers particularly in case of weaving occupation. Similarly, the female participation in the occupations like managerial/supervisory is significantly low and wage differential ratio is found to be comparatively low. In the case of clerical jobs, female participation is very low (10.26 percent) but wage differential ratio is found to be quite high (0.84). Again, female participation in machine operation is significantly low (9.09 percent), but wage differential ratio is comparatively higher (0.91). In the case of packaging and labelling, proportions of female workers are comparatively low (13.33 percent and 12.5 percent),
but wage differentials are comparatively higher (0.89 and 0.86). Similarly, female participation in the case of room cleaning is comparatively higher (31.82 percent) but wage differential ratio is found to be significantly low (0.99), which indicates that female workers are getting almost equal wages with the male workers. In the case of knitting/tailoring activities, female participation is comparatively high (35.29 percent), but wage differential ratio between male and female workers is also high (0.90). Again, female participation in other manual activities inside the manufacturing units is significantly high (65.5 percent) but wage differential ratio is found to be as low as 0.98 (Appendix Table-5.9).

Figure-5.17: Average Daily Wages in Mfg. of Textiles by Occupation and Female Participation

![Bar chart showing average daily wages for different occupations with female participation and wage differentials]
5.5. Wage Differentials for Female Workers by Mode of Employment:

In order to assess the wage differentials between the directly employed female workers and contractual as well as temporary workers, the information on the monthly wages, annual wages and the total man-days worked for female workers is collected from the manufacturing of food products, beverages, tobacco products and textiles. It is found that the directly employed female workers are getting significantly higher wages than the contractual as well as temporary female workers. It is noticed that at an aggregate level, the average daily wages of directly employed female workers is Rs 262, while the average daily wages of contractual or casual workers is only Rs. 231 (Appendix Table-5.10). The overall wage differentials between directly employed female workers and contractual female workers is 0.88, which indicates that the informal female workers are getting only 88 percent of the average directly employed female worker’s wage. Again, wage differentials vary with respect to industry divisions (Appendix Table-5.11). In the case of manufacturing of food product, the average daily wages of directly employed female workers is Rs. 245, but the informal female workers are getting only Rs. 221 per day. So, the wage differentials between directly employed

![Figure-5. 18: Wage Differential Ratio(F/M) in Textiles by Occupation](image-url)
female workers and contractually employed female workers is found to be 0.90, which means that the contractual or temporary workers are getting only 90 percent of the average wages of directly employed female workers. In the case of manufacturing of beverages, directly employed female workers are getting comparatively higher wages of Rs. 258 per day, but the temporary female workers are getting only Rs. 234 per day. In other words, the contractual female workers are getting only 91 percent of the average directly employed female worker’s wage. Similarly, it is noticed that the directly employed female workers in manufacturing of tobacco products are getting Rs. 276 per day, whereas the contractual female workers are found to be getting considerably lower wages of Rs. 241 per day. Hence, wage differentials ratio between the directly employed female workers and the contractual female workers in tobacco products is as high as 0.87, where the contractual female workers are getting only 87 percent of the wage of the average female workers who are employed through the contractors. As far as the wage differentials in manufacturing of textiles is concerned, it is noticed that the average daily wages of the contractual female workers is significantly low (Rs. 525) in comparison to the average daily wages of directly employed female workers (Rs. 287). The wage differential ratio in manufacturing of textiles is found to be as high as 0.88 where the informal female workers in manufacturing of textiles are getting only 88 percent of the wage of the average female worker who has been employed directly into the industry.

Thus, it is evident that wage differentials between directly employed female workers and the contractual as well as temporary workers are found to be comparatively higher in manufacturing of tobacco products (0.87) and textiles (0.88) in comparison to the manufacturing of food products (0.90) and beverages (0.91) respectively (Appendix
Table-5.10). It is also observed that except for the manufacturing of textiles, the contractual as well as casual female worker are getting below the minimum wage rate fixed by the Labour and Employment Department of the Government of Assam (the Minimum Wage Rate of Rs. 240 per day).

5.6. Conclusion:

From the above analysis, it is found that female workers are getting much lower wages compared to male workers in the registered manufacturing sector. It is observed that at an aggregate level the female workers are getting only 82 percent of the average
male worker’s wage, which indicates higher wage differentials between male and female workers in the registered manufacturing sector in Kamrup District of Assam. Again, significant variations have been observed in wage differentials with respect to different manufacturing units within the manufacturing sector. It is noticed that wage differentials are significantly as high as 0.79, 0.84 and 0.81 in manufacturing of food products, beverages and tobacco products, where it indicates female workers are getting only 79 percent, 84 percent and 81 percent of the average male worker’s wage in respective manufacturing units. Similarly, it is also found that the wage differential ratio is comparatively lower in the case of manufacturing of textiles within the registered manufacturing factories. It has also been observed that there are some manufacturing units such as food products and textiles, where both the female participation and wage differentials are found to be low. It is seen that the manufacturing units with a comparatively higher proportion of female workers are found to be paid significantly lower wages than the average male worker’s within the organised manufacturing sector. Again, it is found that there are some occupations such as manager, supervisor, machine operator and clerical jobs where the female participation and wage differentials are found to be comparatively low. On the other hand, the occupations like packaging, labelling and room cleaning, the female participation and wage differentials between male and female workers are found to be comparatively higher. Thus, wage differentials may be one of the main reasons for lower level of participation of women workers in the organised manufacturing sector. This findings is also well exhibited in the Annual Survey of Industries (ASI) reports of the registered manufacturing units (Factory Sector) published during 2010-11, 2011-12, 2012-13, 2013-14 and 2014-15. Thus, it has been noticed that although the Government of India has been implementing
Notes and References:

1. In Assam, the minimum wage rate for workers in registered manufacturing factories has been revised and fixed at Rs. 240 per day with effect from November, 2015 (Labour and Employment Department, the Government of Assam dated on 3rd November, 2015, Assam). Since the field survey was carried out during January-November, 2016, the minimum wage rate of Rs. 240 per day is taken into account to examine the level of wages of workers employed in the registered manufacturing units in Kamrup district of Assam.


3. The formula for wage differential between male and female workers is defined as ‘Wage Differential Ratio’ (WDR) = Average Female Workers Wage / Average Male Workers Wage.

4. The average wages of male and female workers is calculated on the basis of the total annual wages to the total man-days worked. Hence, the average female workers wage is calculated on the basis of the total female annual wage to the total man-days worked for female workers engaged in manufacturing units. On the other hand, the average male workers wage is calculated on the basis of the total annual wage to the total man-days worked for male workers.

5. The Wage differential between directly employed female workers and contractual or casual female workers has been calculated on the basis of the average directly employed female workers wage to the average contractual female workers wage.
The average directly employed female workers wage has been calculated on the basis of the total annual wages to the total man-days worked for directly employed female workers. Again, the average contractual or informal workers wage has been calculated on the basis of the total annual wages to the total man-days worked for the contractual and temporary female workers.

6. Man-days = No. of workers engaged in manufacturing unit multiplied by the No. of working days, excluding the workers who are paid but remain on leave.

7. Total Man-days Worked for Male Workers = Total Man-days Worked for male workers are obtained by summing up the number of man-days worked by male workers working on all days in organised manufacturing sector.

8. Total Man-days Worked for Female Workers = Total Man-days Worked for Female workers are obtained by summing up the number of man-days worked by female workers working on all days in organised manufacturing sector.


