

**THE
OCCUPATIONAL PATTERN & WAGE
STRUCTURE IN POONA INDUSTRIES**

A THESIS

SUBMITTED TO THE AGRA UNIVERSITY, AGRA

FOR

THE PH. D DEGREE IN ECONOMICS

1971

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P R E F A C E

In the whole area of labour policy there is no other question more controversial than wages. Nor is there any other problem more relevant to the basic realities of economic existence than the problem of wage structure. The wage data, at present available from the various sources, however, suffer from various limitations and deficiencies which render them of limited utility. Apart from other deficiencies, the non-availability of data on occupational wage rates and earning constitutes the most important shortcoming of the existing wage statistics in India.

An analysis of labour supply along the lines of skill and occupational technique assumes significant importance in view of definite tendency for the character and severity of unemployment, or the scope and stability of employment, to vary between occupational groups. The present survey throws light not only on the numerical aspect of employment according to representative occupational groups, but also on the employment status, wages and earnings and concentration and dispersion

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of income in each industry. The information shall be of considerable value in the assessment of manpower requirements at different levels and demand and supply of labour according to skill and training.

With emphasis on occupational classification the presentation of data on wage rate and earnings in the survey marks a radical departure from the generalised industry approach adopted in most of the wage statistics available in India. The specific categorisation according to wage levels is possible only from a detailed analysis of the occupational structure. This analysis is of particular value to wage fixing authorities who seek information on wage rates and wage differentials according to specific jobs and nomenclature.

Poona was selected for the study because of its being an industrial centre which has developed like several other centres in the country in recent years. A study of the conditions prevailing in a new industrial centre can be of special significance for the economist.

The study contemplates an enquiry into the wage structure of twenty selected industries in Poona and

around. The wage structure is presented as reflected through the income statistics. The factors which are affecting the wage structure such as incentive schemes, dearness allowance and overtime payments as prevalent in industries are discussed in detail. The dispersal, skewness and concentration of wage incomes of Poona industries and how far it is affected by foreign collaboration has been drawn out fully. The study brings out the wage differentials in between different categories of workers in comparable occupations among different industries. An attempt has also been made to present the occupational pattern of the industries, and to clearly bring out factors which are responsible for the present pattern.

To solve the problem of providing skilled manpower to the industries **an** inter-industry technique has been developed and with its help co-efficients have been presented for various occupations in Poona industries. We have also tried to show the correlation between the manpower planning and the development programmes. We have analysed the technique of measuring productivity and calculated the productivity trends in different industries.

The present study highlights certain irrational elements in the wage structure in the industrial economy of Poona and pin-points the need for the standardisation of the wage structure so that labour resources can be utilised to the maximum extent. It can further help in the industrialisation process of the region. This study can help to improve labour management relations which can be of great importance for better balance in the regional distribution of industrial activity.

The whole study may be divided into two parts. The first part, covering first six chapters, depicts the occupational pattern and wage structure in Poona industries. The second part, covering the next **four** chapters, deals with some aspects of wage theory with particular reference to Poona industries. The conclusions and suggestions are presented in the last chapter.

Acknowledgment

A study of this nature cannot be successful unless full cooperation is extended by those connected with the concerned industries. It is not possible to list the

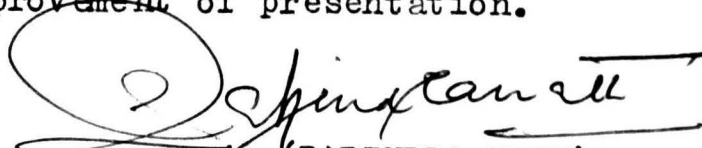
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names of proprietors, managers, department heads, labour officers as well as workers whose cooperation and help made this survey possible single handed. I express my sincere thanks to all of them. I am also thankful to various labour unions functioning in Poona for their assistance in this survey. I am also indebted to the Secretary, Mahratta Chamber of Commerce and Industries, Poona and Town Planning and Valuation Department, Government of Maharashtra, Poona, for furnishing information required for this study.

Gokhale Institute of Politics and Economics, Poona, came forward to help in the collection of data. It was at the initiative of this Institute that industrial units cooperated in furnishing the information required for the study. I am indeed grateful to the Institute for this.

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