

AN ANALYSIS OF GROWTH AND ASSOCIATION BETWEEN LABOUR PRODUCTIVITY AND WAGES IN THE INDIAN LEATHER INDUSTRY

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ABSTRACT

The leather industry is one of India's oldest industrial industries and plays a significant role in the Indian economy. It employs over 2.5 million people in the country and generates roughly \$ 5 million in annual revenue. Because of its abundant raw materials, India is one of the best places in the world to invest in the leather business. Therefore, it is essential to follow the development of India's leather industry. This article is It was the first attempt to analyze the growth and composition of the workforce in the Indian leather industry using the annual compound interest growth rate. Second, clarify the relationship between the growth of the Indian leather industry and employment, wages and net value added (NVA). Finally, we used regression analysis to analyze the impact of labor productivity on wage setting. The individual NIC codes (151 and 152) were chosen to draw inferences between these 2 codes to give an overview of the leather industry.

Keywords: *Key Words: Leather, Labour Productivity, Employment Growth, Regression, Wage*

INTRODUCTION

One of the most commonly traded commodities on the planet is leather. Demand for leather is being driven up by the fashion business, notably footwear, as well as the furniture and interior design industries, as well as the vehicle industry (Leather Industry and Exports, 2018). "The Leather Industry occupies an important position in the Indian economy as well; it is one of the country's oldest manufacturing businesses, employing over 2.5 million people and generating an annual turnover of approximately USD 5,000,000." Because it has an abundance of raw materials in the form of a large population of cattle, India is one of the greatest places in the world to invest in the leather business. India has 21% of the world's cow and buffalo population, as well as 11% of the world's goat and sheep population." (2019, Team) The industry has enormous potential for job creation, growth, and exports. Exports of leather and leather products have recently accelerated. India's leather exports are rapidly increasing. This is mostly due to the importance of the leather industry's planned development and optimum utilisation of available raw materials. (group).

India's leather sector benefits from a trained workforce, cutting-edge technology, greater industry compliance with international environmental norms, and industry assistance. The leather industry employs about 55% of the labor force (under 35 years old), and the quality of labor productivity in the industry has been observed to be low (KL Krishna, 2018). The industry employs a significant number of female workers, accounting for about 30% of the total workforce. Female workers in the leather industry come from poor and marginalized communities and are part of a secret production that exploits their vulnerabilities "(Parakni, who defends workers' rights and corporate responsibilities). On the other hand, improving productivity of is widely understood as a means of raising the standard of living. Being productive means that you can increase the number of goods and services that are produced and consumed without the need for more work. In theory, increasing labor productivity benefits from companies hiring more workers as long as there is a market to increase productivity. All else being equal, this increase in labor demand tends to boost wages. If labor demand does not increase due to market declines or technological advances, productivity gains will come to consumers in the form of low prices or to the owners of businesses in the form of high profits. Most reports of income in the mainstream press specifically refer to wages. However, wages are only part of labor income and focusing solely on wages can be misleading. Compensation (wage and salary, employer contributions to insurance and pensions, profit sharing and unemployment allowance) is a broader measure

of labor income. In the long run, wages and salaries are declining in total compensation, Brian W. Kaschel said. (Cashhell, 2004)

LITERATURE REVIEW

Jesim Pais (2006) did a study on When wages are used as a proxy for work quality, a growing business with high growth in output, exports, and employment does not always reflect enhanced job quality, according to primary data collected from two rounds of sample surveys in the leather accessories manufacturing in Dharavi, Mumbai. However, this study does not consider labour productivity as a primary factor of wage rate in the leather sector, and the wage analysis is limited to Mumbai rather than India as a whole. (2006) (Jesim).

Nisa Syeedun (2007) has conducted 'A Study of Export Potential of Indian Leather Industry and Strategies for Growth' to examine and assess the current export trend of Indian leather under numerous headings and industries; nevertheless, this study does not go into detail about wage rate determination methodologies.

In their article 'A study of export potential of leather and leather products from India to the United Kingdom and the United States of America,' Agrawal Kalpana and Gokhar'u Abhishek (2014) emphasise the primary export destinations of Indian leather and leather products. The study's findings revealed that Leather & Leather Products has a significant growth potential in the coming years, which will undoubtedly increase. Looking at world trade and domestic demand, India's leather industry has the potential to grow exponentially in the coming years. The limitation of the study was that statistical data was collected for only

5 years. H. From 200809 to 201213. This may not generalize the results.

“A Study on the Environmental Compliance of the Indian Leather Industry and the Extensive Impact on Leather Exports” (Roy, 2012) showed the widespread impact of environmental regulations on the export sector of the Indian leather industry. Within the limits of the available data, environmental statistics found that there was a positive correlation between environmental quality and leather exports, and the Indian leather industry made the Porter hypothesis rather than the pollution haven hypothesis. I have proved that I support it.

In their work ‘A Study on Financial Analysis of Indian Leather Exports,’ B Saranya and V. Kavitha (2016) attempted to understand the relevance of the leather business in international commerce as well as the export performance of the leather industry in India. They use statistical approaches such as Growth Percentage Analysis, Trend Analysis, and Compound Annual Growth Rate to examine the leather industry’s export performance from 2010 to 2015 and to forecast future growth in India. Economic fundamentals are vital in accelerating exports, according to the levels of study. And numerous concepts for importing leather manufacturers and exporting leather to many nations via various leather products were developed. (2016, B. Saranya)

Sahdev Supriya and Singh Tilottama (2017) conclude from a case study that the Indian leather industry is focused on exporting leather products manufactured in 2016 and 2017. increase. Various countries were also investigated. In addition, they also considered future aspects, analyzed challenges and made recommendations to the leather industry. They

basically surveyed all markets for Indian exports of leather goods. (Supriya Lamba Sahdev, 2017)

Dr. Goel Shilpa (2014) surveyed the Indian leather industry with a particular focus on the export outlook for leather products. She aims to maximize the raw materials available to maximize the profits from exports, especially the Indian leather industry is attracting worldwide attention for its unique performance on the international stage. He said that more and more emphasis is being placed on planned development. Exports have shown remarkable growth in recent years. (Goel, 2014)

Damodaran Sumangala and Mansingh Pallavi (2008), in the working paper “Leather Industry in India”, outlines India’s leather and leather goods industry in different segments of the industry, different production centers and sectors. The main purpose of this study is to understand India’s leather industry and its impact as part of the global production chain, and the Indian government’s liberalization policy and the third major countries, Chennai, Agra and Warangal. Impact on the selected labor market. Then they goes on to give an insight into the structure of the industry, the production process, the government policy and the export policy of the Indian leather industry. The purpose of this study is to have a better understanding of the viewpoints of workers in India’s leather sector. It explains how India’s labour market has been affected by government policies of liberalisation and increasing integration with the global economy.

Mr. Kumar Ashish, Mr. Mazumdar Rahul and Ms. Jahanwi (2015) is their working paper ‘Indian Leather Industry: perspective and strategies` discussed about the whole leather

market of India ranging from the global scenario of international trade and the raw materials (raw hides and skins) availability in the whole world to the export imports of India in this industry. The paper even discusses the major markets for Indian leather goods. According to a paper quote, “The Indian leather industry has undergone a dramatic transformation from the exporters of pure raw materials in the early 1960s and 1970s to the exporters of today’s value-added finished leather products. The Indian leather industry has established itself as an important industry in both the international and domestic markets. The leather industry is a labor-intensive sector that employs approximately 2.5 million people.” (Mr. Ashish Kumar, 2015)

Different authors have done different studies on different aspects of the leather industry and its potential, exports, employment and more. Although some studies were also included in this paper, it was noted that most of the literature reviews could not examine the impact of labor productivity on wage setting in the context of the Indian leather industry. This is because most leather and leather products, i.e. leather, luggage, handbags, saddles and harness tanning and finishing, fur dressing and dyeing, shoe manufacturing are covered by NIC 3 digits, i.e. NIC 151 and NIC 152 categories. The paper will focus. Only with these two NIC codes.

NATURE AND DATA COLLECTION

Data from the leather industry 3-Digit NIC 2008 will be used for analysis that is part of the code classification. Code151: Leather tanning and finishing. Manufacture of baggage, handbags,

harnesses and tableware. Fur and Code 152 Dressing and Dyeing: Manufacture of shoes from 201011 to 201516.

Combined annual growth is taken into account to determine wage and employment growth for Code 151 and Code 152. The CPI of industrial workers has inflated wages and NVA.

RESEARCH METHODOLOGY:

Inter-correlation matrix is used. The relationship between employment, real earnings, man-days worked, and real NVA is shown using Pearson’s correlation coefficient.

REGRESSION

Labor productivity determines the growth of the industry. The following regression equation is used to determine the impact and ratio of labor productivity.

$$\text{LnX1} = \alpha + \beta \cdot \text{LnX2} + \epsilon$$

Where,

LnX1 = Log in the Wage rate of Leather employee;

LnX2 = Log in Labour productivity of the leather employee

α = Intercept

β = Regression coefficient

ϵ = Error term includes all the other factor which impacting wage rate

OBJECTIVES OF THE STUDY

This study will be conducted for the following specific purposes:

Objective 1: To investigate the growth and composition of the Indian leather industry’s

labour force, as well as the combined annual employment growth rate and wage share of the leather industry's NIC3 number code. H. 151 and 152

Objective 2: The purpose of this study is to determine the impact of labour productivity on pay rate determination in the Indian leather sector.

Objective 3: Identify the correlation between real wage growth, working days per worker, real NVA, and total employment in the leather industry.

RESULTS AND DISCUSSION

Objective 1: To study the growth and composition of the workforce in the Indian leather industry and determine the combined annual growth rate of employment and the wage share of the NIC3 number code in the leather industry. H. 151 and 152

Table 1 shows the characteristics of Code 151, that is, the composition of the labor force employed in the leather industry from 2010-11 to 2015-16. The tendency of individuals employed in this industry is the change in corporate law (2013). Regarding the number of men and women employed, the number of men and women directly employed in the industry also surged in 2015-16 compared to 201011, but the number of women was found to be increasing at a much faster pace. rice field. The annual growth rate (percentage) of employed workers is also showing a volatile trend, but the combined annual employment growth rate increased by 0.066% from 2010-11 to 2015-16.

Table 2 shows the composition of employees in the leather industry from 2010-11 to 2015-

16 with characteristic 152. Worker trends in the leather industry are constantly changing. The number of men and women employed directly in the industry in 201-516 also increased sharply compared to 2010-11, but the number of women increased by much faster than men. This can be seen from the total annual growth rate of 0.05% compared to 0.006. man's%. This shows that the number of people working in the leather industry, Code 152, has increased significantly.

Wages and salaries for the three-digit NIC code 151 in Table 3 of the leather industry from 2010-11 to 2015-16. Employee total wages and salaries, including employer contributions, are on the rise. It can be seen that the average wage increase rate is 0.185%. And with a 3-digit NIC code 152. It is increasing at a compound annual growth rate of 0.184%. From the above, it can be seen that the annual compound interest growth rate of wages in both categories is higher than the annual compound interest growth rate of employment in both categories, and purchasing power is increasing. It was also observed that female employment rates were higher than males in both categories, but female wages were lower than males in both categories.

Objective 2: Know the impact of labor productivity on wage determination in the Indian leather industry. It also identifies the correlation between real wage growth, working days per employee, real NVA, and total employment in the leather industry.

To fulfil Objective 2 following hypothesis were Taken into Consideration:

HYPOTHESIS:

The Hypothesis set out in accordance with the aforementioned aims is as follows:

H01: In the tanning and dressing of leather, the manufacture of luggage, purses, saddlery, dressing, and dyeing of fur, labour productivity has a significant impact on wage rate setting.

H02: In the footwear industry, labour productivity has a significant impact on wage rate setting.

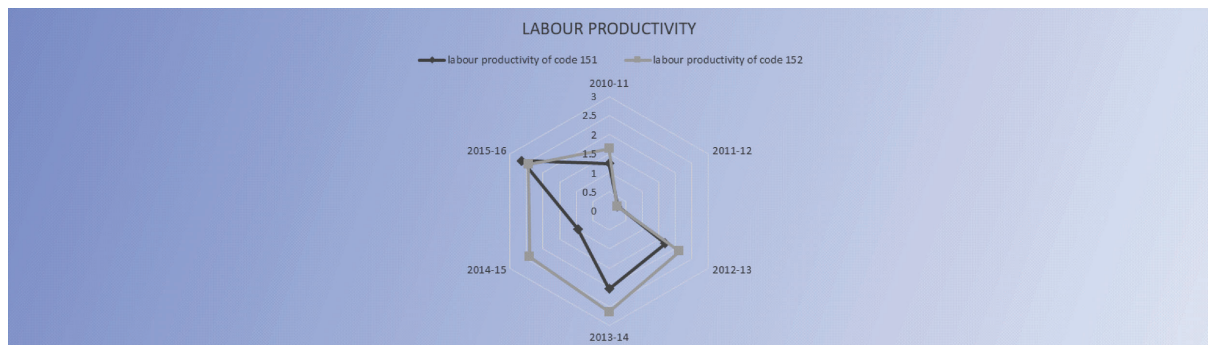
H03: In the leather industry, there is a strong link between the growth of real salaries, man-days worked per employee, real NVA, and total employment.

To get a clear picture of the growth of workers employed in the industry, how the wage rate trends for the three-digit codes 151 and 152 from 2010-11 to 2015-16 increased and decreased over time. It is very important to find out. (As shown in the appendix).

Wage rates are an important component of economics, as average worker wages are an important factor in both microeconomics and

macroeconomics. Wage rates have been on an upward trend from 2012 to 2012-13, reaching a maximum of 1.726716 at code 151 (shown in Table 5) and at code 152 (shown in Table 6) in 2015. The wage rate is 1.7239, which is almost the same.

The labor productivity of those employed by the three-digit NIC151 shown in Tables 7 and 8 indicates the labor productivity of those employed by the three-digit NIC152. Manufacture of baggage, handbags, harnesses and tableware. Fur dressing and dyeing declined from 201011 to 2011-12, then fluctuated considerably, but eventually peaked in 2015-16, reaching 2.64. The productivity of people engaged in shoe manufacturing dropped from 2010-11 to 2011-12, which is very stable compared to 3Digit NIC 151 and finally reached 2.4416 in 2015.



Impact of Labour Productivity on Wage Rate in India

The growth of the industry is determined by labour productivity. The goal of this study is to determine the magnitude of worker productivity's impact on wage rate determination in the Indian leather sector. The impact and ratio of labour productivity are calculated using the regression equation below.

$$\text{Ln}X_1 = \alpha + \beta. \text{Ln}X_2 + \epsilon$$

Where,

$\ln X_1$ = Wage rate of Leather employee;

$\ln X_2$ = Labour productivity of a leather employee

α = Intercept

β = Regression coefficient

ϵ = Error term includes all the other factor which impacting wage rate

Table 1: This table shows Simple Linear Regression between Labour Productivity and Wage Rate in India.

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%	R square
X NIC 151	0.131	0.110	1.190	0.299	-0.175	0.43	-0.175	0.439	0.261
X NIC 152	0.133	0.107	1.24	0.281	-0.164	0.43	-0.164	0.431	0.278

Source: calculated by the researcher

The empirical results in Table 1 show that the impact of labor productivity on wage rate determination is significant for both the leather industry categories NIC code 151 (leather spinning, weaving, finishing) and NIC code 152 (leather shoe manufacturing). It shows that it is not important to sex. 5 percent level. Therefore, the null hypothesis is rejected. In the former branch (Code 151), 26.16% of the wage rate determination is explained by labor productivity, and the coefficient (X NIC 151) shows that a 1% change in labor productivity increases the wage rate by 13%. increase.

On the other hand, the latter branch (code 152) accounts for 27.8% of labor productivity. Therefore, the higher the labor productivity of an industry, the lower the wages of that industry, and the coefficient (X NIC 152) indicates that a 1% change in labor productivity will change the wage rate by 13%. Real wages continued to fluctuate from 201011 to 201314, after which they rose to 201516, as shown in Table 9 of the Appendix of the 3-digit Code 151. Man-hour growth per employee has shown a stable trend except in 201213 and 201415. These years have shown negative growth. NVA is increasing except for 2013-14 and 2014-2015.

Leather tanning and dressing, luggage, handbags, saddle and harness manufacturing, fur dressing and dyeing employment growth shows an inconsistent trend. The growth of the Indian leather industry in the shoe manufacturing industry in Table 10 from 2010-2011 to 2015-2016 is that real wages continue to fluctuate up and down from 201011 to 201314 and then continue to increase, reaching 51932.54 to 201516. Is clearly shown. Growth in working days per employee has shown a stable trend except in 201213 and 201415. This year showed negative growth. NVA is increasing except for 2013-14 and 2014-2015. Employment growth in the shoe manufacturing industry is showing a volatile trend.

Real Wages, Man-Days Employment per Employee, Real NVA, and Employment in India's Leather Manufacturing Inter-correlation Matrix

The inter-correlation matrix is used to determine the relationship between real pay growth, man-days-worked-per-employee growth, real NVA growth, and total employment growth in the leather industry (in both categories, i.e., Code-151 and Code-152).

H0: $p = 0$, that is, the correlation coefficient of the population is zero (null hypothesis)

H1: $p \neq 0$ (alternate hypothesis)

Table 2: Inter-correlation Matrix of Tanning and dressing of leather; manufacture of luggage, handbags, saddlery, and harness; dressing and dyeing of fur in India NIC-152

	Real WAGE	Real MAN DAY PER EMPLOYEE	Real NVA	EMPLOYMENT GROWTH
REAL WAGE	1			
MANDAYA PER EMPLOYEE	0.610817939	1		
Real NVA	-0.37713918	-0.544693249	1	
Real Employment	0.6789179	0.912052666	-0.52034	1

Source: Calculated by the researchers

Empirical Result of Table 2 (Code-151) indicates that Real wage has a positive and significant correlation with real Man days and real employment growth and real Man days employed are positively highly correlated with employment growth in NIC 151.

Table 3: Inter-correlation Matrix of Manufacture of footwear in India NIC-152

	Real WAGE	REAL MAN DAYS PER EMPLOYEE	Real NVA	Real Employment
Real WAGE	1			
Real Man days Per Employee	0.76570409	1		
Real NVA	-0.65683128	-0.932245116	1	
Employment Growth	0.922935704	0.466259874	-0.3387292	1

Source: Calculated by the researchers

Empirical Result of Table 3 (Code-152) indicates that the real wage rate has a positive correlation with man-days per employee and employment growth and real Man days are also positively correlated with

employment growth. For that null hypothesis accepted and for others, it is rejected.

CONCLUSION ABOUT STATED OBJECTIVE

Objective 1

India's leather industry is one of the largest employment sectors. The number of workers (both manual and non-workers) increased during this period, but the number of female workers is still very small compared to male workers, and there is still a large disparity in the Indian leather industry. It shows that it exists, but at the same time suggests that the industry has tremendous growth potential. Code 151 has an average annual employment growth rate of 0.066 and Code 152 has an average annual employment growth rate of 0.047, suggesting the employment growth rate of workers employed in leather tanning and finishing. Manufacture of baggage, handbags, harnesses and tableware. The fur dressing and dyeing was the same as the shoe making. On the other hand, the combined annual growth rates of wages for Code 151 and Code 152 were 0.185 and 0.184, respectively. Combined annual wage growth is higher than employment, and real wage growth for workers indicates an increase in the overall purchasing power of workers in the leather industry.

Objective 2

In all categories, labour productivity was determined to be an unimportant effect in determining wages. It suggests that as labour productivity rises, wage rates for leather workers do not rise as quickly. As a result, it may be deduced that the wage rate is influenced by a variety of external factors in the economy, and

that there is no link between output per worker and earnings per worker.

The leather industry is separated into two areas or components: tanning and dressing of leather; manufacturing of luggage, handbags, saddlery, and harness; and dressing and dyeing of fur. The second sector or component is footwear manufacturing. It can be seen from the study that wage rate and productivity are unrelated in both components, thus both provide an equal opportunity for framing and implementing policies to maximise production potential. The regulations appear to have improved things because there has been significant growth, but the government still needs to take action and implement policies to minimise gender disparity and ensure that people are paid according to their ability and production.

Finally, the aforementioned paper indicated that in the leather business, real pay has a positive and substantial relationship with real man-days and real employment growth, and real Man days employed are favourably significantly connected with employment growth (for both categories). It shows that as the actual wage rate rises, employment in the leather industry rises as well.

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APPENDIX

Table 1: Composition of Employees Engaged in Tanning and dressing of leather; manufacture of luggage, handbags, saddlery, and harness; dressing and dyeing of fur.

Code	Characteristic	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	The compound annual growth rate
	A. Number of Person Engaged	90587	103712	91406	104532	97766	124752	0.066
151	1. Workers	74766	87214	76439	88941	80595	103872	
151	1.1 Directly Employed	56174	57265	52759	58776	57400	77532	
151	Men	43771	43083	40227	44711	42411	50349	
151	Women	12403	14182	12532	14065	14989	27183	
151	1.2 Employed through Contractors	18592	29950	23680	30164	23195	26339	
151	2. Employees other than Workers	15310	15872	14321	14983	16539	20218	
151	2.1 Supervisory and Managerial	7138	6823	5707	5991	7253	9493	
151	2.2 Other Employees	8172	9049	8614	8992	9286	10725	
151	3. Unpaid Family Members/ Proprietors	510	626	645	608	633	661	
151	Annual Growth Rate (percentage)		14.49	-11.87	14.36	-6.47	27.60	

Source: India stat 2010-11 to 2015-16: Calculated by Researcher

Table 2: Composition of Employees Engaged in Manufacturing of footwear.

Code	Characteristic	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	The compound annual growth rate
	Number of Person Engaged	202070	201099	193987	207062	229376	255015	0.047

152	1. Workers	176658	174150	167803	177213	197982	220340	
152	1.1 Directly Employed	155005	153086	143477	150845	162658	183766	
152	Men	94848	92794	86292	91437	88073	98870	
152	Women	60157	60292	57185	59408	74585	84896	
152	1.2 Employed through Contractors	21653	21064	24326	26367	35323	36574	
152	2. Employees other than Workers	24982	26659	25806	29318	30724	34177	
152	2.1 Supervisory and Managerial	11794	11751	11832	12759	14396	15448	
152	2.2 Other Employees	13188	14908	13974	16559	16328	18729	
152	3. Unpaid Family Members/ Proprietors	431	290	378	531	670	498	
152	Annual Growth Rate (percentage)		-0.48	-3.54	6.74	10.78	11.18	

Table 3: Composition of wages and salaries of people engaged in Tanning and dressing of leather; manufacture of luggage, handbags, saddlery, and harness; dressing and dyeing of fur.

Characteristic		2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	Compound annual growth rate of wages
	Wages and salaries including employer's contribution	91767	110822	110241	139505	157179	215063	0.185703
151	1. Wages and Salary Including Bonus	80527	174150	167803	177213	197982	220340	

151	1.1 Wages and Salary		75086	143477	150845	162658	183766	
151	1.1.1 Workers	47606	61954	86292	91437	88073	98870	
151	1.1.2 Supervisory and Managerial	19676	60292	57185	59408	74585	84896	
151	1.1.3 Other Employees	7804	21064	24326	26367	35323	36574	
151	1.2 Bonus to all Staff	5440	26659	25806	29318	30724	34177	
151	2. Employers' Contribution	11240	11751	11832	12759	14396	15448	
	Annual growth rate of wages (percentage)		20.76	13974	16559	16328	18729	

Source: India stat 2010-11 to 2015-16, Compound annual growth rate is Calculated by Researcher.

Table 4: Composition of wages and salaries of people engaged in Manufacturing of footwear.

CODE		2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	Compound annual growth rate of wages
152	Wages and salaries including employer's contribution	188614	217887	233415	306612	352113	440338	0.185703
152	1. Wages and Salary Including Bonus	165099	180291	167803	177213	197982	220340	
152	1.1 Wages and Salary		75086	143477	150845	162658	183766	
152	1.1.1 Workers	118962	193504	255425	91437	88073	98870	
152	1.1.2 Supervisory and Managerial	31920	41562	44851	67634	72598	94227	
152	1.1.3 Other Employee	15896	19767	24326	26367	35323	36574	
152	1.2 Bonus to all Staff	5440	26659	25806	29318	30724	34177	

152	2. Employers' Contribution	11240	11751	11832	12759	14396	15448	
	The annual growth rate of wages (percentage)		15.52	13974	16559	16328	18729	

Source: India stat 2010-11 to 2015-16, Compound annual growth rate is Calculated by Researcher

Table 5: Calculation of wage rate of people engaged in Tanning and dressing of leather; manufacture of luggage, handbags, saddlery and harness; dressing and dyeing of fur.

CODE	Categories	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
151	Wages and salaries including employers contribution	91767	110822	110241	139505	157179	215063
151	Number of People Engaged	90587	103712	91406	104532	97766	124752
151	WAGE RATE	1.0130	1.0685	1.2060	1.3345	1.6077	1.7239

Source: Estimated by Researcher

Table 6: calculation of wage rate in Manufacturing of Footwear

	Categories	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
151	Wages and salaries including employer's contribution	188614	217887	233415	306612	352113	440338
151	Number of Person Engaged	202070	201099	193987	207062	229376	255015
151	WAGE RATE	0.9334	1.0834	1.2032	1.4807	1.5350	1.7267

Source: Estimated by Researcher

Table 7: labour productivity of people engaged in tanning and dressing of leather; manufacture of luggage, handbags, saddlery, and harness; dressing and dyeing of fur.

Code		2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
151	Net value-added	129407	217887	233415	306612	352113	440338
151	Number of people engaged	90587	26447	193987	207062	229376	255015
151	Labour productivity	1.247753394	0.255004	1.7044395	2.0454789	0.9510259	2.6430198

Source: calculated by a researcher

Table 8:labour productivity of people engaged in the manufacturing of footwear.

Code		2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
151	Net value-added	330279	217887	233415	306612	352113	440338
151	Number of people engaged	202070	26447	193987	207062	229376	255015
151	Labour productivity	1.6344	0.2490	2.1205	2.6558	2.4132	2.4436

Source: calculated by a researcher

Table 9: the relation between employments, man-days employed, wages and net value added (NVA) Code 151.

Year	2011-11	2011-12	2012-13	2013-14	2014-15	2015-16
Real NVA		-0.77711	5.54019	0.552121	-0.55077	2.703459
Employment growth		0.146	-0.126	0.153	-0.068	0.107
Man days per employee		0.0018	-0.0099	0.0101	-0.0040	0.0020
Real Wage		0.107	-0.104	0.118	0.905	0.310
Man days per employee	298.4	298.96	296	299	297.8	298.4
Real Wage	15987.2	17703.1	15862	17749	19357	25361.2

Total Employed	27123587	31109712	27172406	31349535	29211766	37348752
Real NVA	74279618	16555822	108278220	168060948	75498136	279604256

Source: calculated by Researcher

Table 10: Relation between employments, man-days employed, wages and net value added (NVA) Code 152.

Year	2011-11	2011-12	2012-13	2013-14	2014-15	2015-16
Mandays per employee		0.001764	-0.00645	0.006689	-0.00601	0.007387
Employment		-0.00304	-0.0403	0.073482	0.100731	0.119967
Real Wage		0.059241	-0.03509	0.161501	0.111632	0.197605
Real NVA		-0.83461	11.30759	0.120089	9.409663	-0.88255
Mandays per employee	300.41	300.94	299	301	299.19	301.4
Real Wage	32859.58	34806.23	33585	39009	43363.66	51932.54
Total Employed	60906070	60721099	58273987	62556062	68857376	77118015
Real NVA	189580146	31354462	385897980	432240264	4499475292	528443072

Source: calculated by Researcher