## WAGE RATE INDEX - 2000

### Introduction

This is the eighth issue of the wage rate index published annually by the Central Statistical Office since 1993. This index, having the year 1992 as base, is computed from wage data collected through the Survey of Employment, Earnings and Hours of work, carried out each year in September among a sample of establishments employing 10 or more persons.

The hourly wage/salary rates of specific occupations, used in the calculation of the index, are the rates paid for normal time work, comprising basic wages and salaries, cost of living allowances and other guaranteed and regular allowances paid at the end of each pay period. Overtime payments are therefore excluded.

Current estimates are subject to revision in later issues, as additional information becomes available.

#### 2. Changes in the index

Between September 1999 and September 2000, the wage index has risen by 8.4 points, from 191.0 to 199.4. The corresponding rise between September 1998 and September 1999 was 13.5 points. Table 1 gives the subindices for all major industry groups for years 1999 and 2000. A general upward movement of the index is noted for all industry groups. The values of the subindices range between 174.3 in 'Wholesale, retail trade, restaurants and hotels' and 270.2 in 'Transport, storage & communication'. Subindices for 'Manufacturing, mining & quarrying' and 'Community, social and personal services', which have a strong effect on the overall index because of their important weights, were 180.0 and 202.3 respectively.

### 3. Contribution of the industry groups to the index

The contribution of each industry group to the overall index is shown in Table 2. Industry groups which contribute most to the increase of 8.4 points in the overall index were (i) 'Community, social and personal services', 2.1 points (ii) 'Agriculture & fishing', 1.9 points and (iii) 'Manufacturing, mining & quarrying', 1.5 points. 'Electricity & water' and 'Transport, storage & communication' brought small contributions of 0.1 and 0.2 point respectively to the change in the index. The contributions of the remaining sectors range between 0.7 and 1.1 points.

### 4. Change in wage rates by industry

For the period September 1999 to September 2000, the overall wage rate index increased by 4.4%. The increase between September 1998 and September 1999 was 7.6%.

Table 3 shows the changes in the wage rates by industry group. The highest increase, of the order of 10.5%, was noted in the 'Agricultural & fishing' sector.

Increases of 7% to 8% were registered in the three following sectors : 'Construction', 'Wholesale, retail trade, restaurants and hotels' and 'Financing, insurance, real estate and business services'. The 'Manufacturing, mining & quarrying' and 'Electricity and water' sectors showed changes of 2.7% each. The smallest change, 1.1%, was observed in 'Transport, storage & communication'

### 5. Limitations

Ideally to show genuine changes in the price of labour, it would be necessary for wages of specific individual workers at specific establishments to be measured over time. Since this is practically impossible, the next best approach has been adopted, that is, to follow changes in the wages of groups of employees performing the same jobs. This gives a measure of changes in wage rates of specific occupations. However, the following limitations have to be noted even with this approach:

- (i) any changes in the mix of employees within the selected occupations is bound to affect the calculated rates and hence the corresponding sectoral indices. Such changes can occur, for example, with a new intake of employees in a specific group when the wages of the new recruits pull down the average wages for the whole group from one period to the next.
- (ii) wage adjustments resulting from changes in the tasks associated with a particular occupation, which cannot be separated from pure price changes.
- (iii) it is difficult to separate the effects of productivity from the overall change.

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## Table 1 - Wage index by industry group, 1999 - 2000 (Base:September 1992 = 100)

Industry group	Weights	Index 1999	Index 2000
Agriculture and fishing	93	189.0	208.8
Manufacturing, mining & quarrying	313	175.3	180.0
Electricity and water	23	181.7	186.6
Construction	54	208.4	223.0
Wholesale, retail trade, restaurants and hotels	88	161.7	174.3
Transport, storage & communication	68	267.3	270.2
Financing, insurance, real estate and business service	48	198.5	212.4
Community, social and personal services	313	195.5	202.3
of which Government services	(257)	(192.7)	(199.4)
Other services	(56)	(208.4)	(215.6)
All sectors	1,000	191.0	199.4

Industry group	1998 - 99	1999 - 00
Agriculture and fishing	0.0	1.9
Manufacturing, mining & quarrying	3.2	1.5
Electricity and water	0.4	0.1
Construction	1.4	0.8
Wholesale, retail trade, restaurants and hotels	1.2	1.1
Transport, storage & communication	3.1	0.2
Financing, insurance, real estate and business services	0.8	0.7
Community, social and personal services	3.4	2.1
of which Government services	(2.9)	(1.7)
Other services	(0.5)	(0.4)
Total absolute change (points)	13.5	8.4

# Table 3 - Annual percentage change in wage rates by industry group, 1998 - 1999 and 1999 - 2000

			Percentage change		
	Industry group		1999 to		
			2000		
I	Agriculture and fishing	0.3	10.5		
П	Manufacturing, mining & quarrying	6.2	2.7		
Ш	Electricity and water	9.4	2.7		
IV	Construction	14.0	7.0		
V	Wholesale, retail trade, restaurants and hotels	9.1	7.8		
VI	Transport, storage & communication	20.6	1.1		
VII	Financing, insurance, real estate and business services	8.6	7.0		
VIII	Community, social and personal services	6.0	3.5		
	of which Government services	(6.2)	(3.5)		
	Other services	(5.1)	(3.5)		
	Overall percentage change	7.6	4.4		

## Table 4 - Wage index, 1993 - 2000

## (Base:September 1992 = 100)

Year	Wage Rate Index	Annual percentage change
1993	115.5	15.5
1994	127.6	10.5
1995	136.6	7.1
1996	144.0	5.4
1997	160.7	11.6
1998	177.5	10.5
1999	191.0	7.6
2000	199.4	4.4

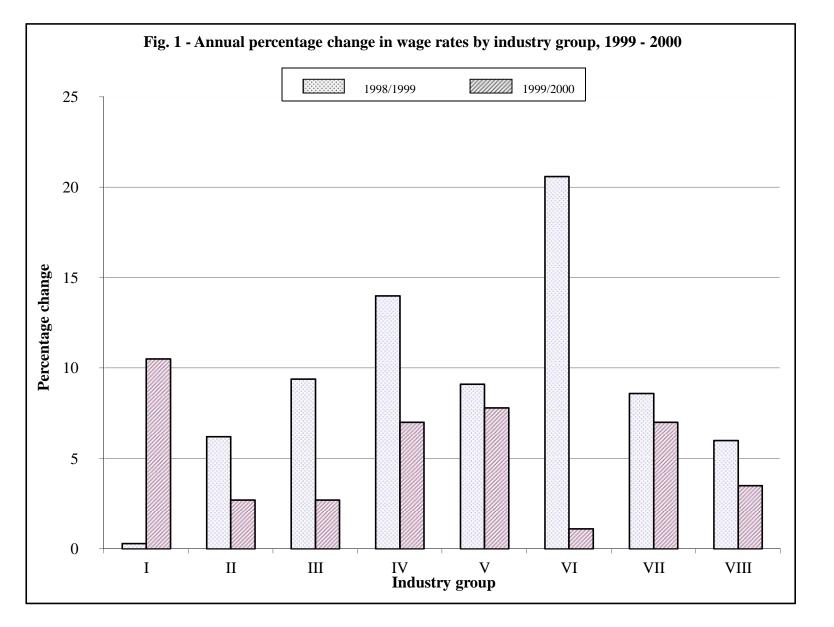


Table 5 - Average wages per hour	of selected occupations by industry group
(excluding government),	September 1999 - September 2000

Industry group         Deccupation         pps 100 (13)         199 2000           Agriculture         1999         2000         2000           Agriculture         Sugarcane plantations         Overseer - Grade I Field worker(other than special catego         36.70         39.05         10.9           Tea plantations         Fieldworker         21.35         22.24         4.2           Manufacturing         Fieldworker         21.35         22.24         4.2           Poultry breeding & processing         Farm worker         26.33         29.47         11.9           Factory worker         23.57         26.24         11.3         1.9           Biscuits and confectionery         Machine operator         24.11         24.58         1.9           Factory worker         14.62         15.64         7.0         30.02         32.04         6.7           Sugar factories         Fitter - Grade I         34.29         39.34         14.7         14.52         15.64         7.0           Sugar factories         Fitter - Grade I         30.02         32.04         6.7         30.02         32.04         6.7           Tea factories         Factory operator -Grade I         30.02         32.04         6.7         35.5	Industry group	Occupation	Average wages <sup>1</sup> per hour (Rs)		Change(%) 1999 to	
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Overseer - Grade I Field worker(other than special catego 35.20         52.59 38.05         12.4 10.9           Tea plantations         Fieldworker Sirdar/Gangman         21.35 31.02         22.24 32.00         42.2 32.00           Manufacturing Poultry breeding & processing         Farm worker Factory worker         26.33 23.57         29.47 26.24         11.9           Biscuits and confectionery         Machine operator Factory worker         24.11 24.58         24.58         1.9           Sugar factories         Fitter - Grade I Weder Grade I Driver (heavy mechanical unit) - Grade Factory operator -Grade I         30.02         39.34         14.7           Featory worker         Pactory worker         20.80 30.02         32.04         6.7           Tea factories         Factory worker Factory operator -Grade I         30.02         30.32         10.5           Soft drinks         Beverage machine operator Factory operator         24.41         22.50         22.51           Wearing apparel (excluding wearing apparel) (except footwear)         Factory worker Unskilled worker         38.22         41.72         9.2           Machine operator         22.52         22.527         12.2         34.40         35.20           Machine operator         19.50         18.58         -2.2         34.24         -36.22           Mach	-					
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Fitter - Grade I       34.29       39.34       14.7         Welder Grade I       33.77       37.64       11.5         Driver (heavy mechanical unit) -Grade       36.43       39.95       9.7         Factory operator -Grade I       30.02       32.04       6.7         Tea factories       Factory worker       20.80       22.98       10.5         Factory operator       24.41       25.03       2.5         Soft drinks       Beverage machine operator       31.91       31.10       -2.5         Driver/Salesman       38.22       41.72       9.2         Lorry helper       28.81       32.35       12.3         Textiles       Factory worker       22.89       23.67       3.4         Unskilled worker       16.84       16.24       -3.6         Machine operator       22.52       25.27       12.2         Wearing apparel (except footwear)       Machine operator       19.00       18.58       -2.2         Weaver/Knitter       19.51       21.81       11.8	Sugar factories					
Welder Grade I         33.77         37.64         11.5           Driver (heavy mechanical unit) -Grade I         36.43         39.95         37.7           Tea factories         Factory operator -Grade I         30.02         32.04         6.7           Factory operator -Grade I         20.80         22.98         10.5           Soft drinks         Factory operator         20.80         22.98         10.5           Soft drinks         Beverage machine operator         31.91         31.10         -2.5           Driver/Salesman         38.22         41.72         9.2         9.2           Lorry helper         28.81         32.35         12.3           Factory worker         22.89         23.67         3.4           Unskilled worker         16.84         16.24         -3.6           Machine operator         22.52         25.27         12.2           Wearing apparel (except footwear)         Machine operator         19.00         18.58         -2.2           Machine operator         19.51         21.81         11.8         11.8	Sugar lactories	Fitter - Grade I	34 29	39 34	14 7	
Driver (heavy mechanical unit) -Grade36.43 30.0239.95 32.049.7 6.7Tea factoriesFactory operator -Grade I30.0232.046.7Factory worker Factory operator20.80 24.4122.98 25.0310.5 25.3Soft drinksBeverage machine operator Driver/Salesman Lorry helper31.91 38.2231.10 41.72-2.5 9.22Textiles (excluding wearing apparel (except footwear)Factory worker Lorry helper22.89 28.8123.67 32.353.4 34.41Wearing apparel (except footwear)Machine operator Machine operator19.00 19.5118.58 21.81-2.2 21.81						
Factory operator -Grade I       30.02       32.04       6.7         Tea factories       Factory worker       20.80       22.98       10.5         Soft drinks       24.41       25.03       2.5         Soft drinks       Beverage machine operator       31.91       31.10       -2.5         Driver/Salesman       38.22       41.72       9.2         Lorry helper       28.81       32.35       12.3         Textiles       Factory worker       22.89       23.67       3.4         Unskilled worker       16.84       16.24       -3.6         Machine operator       22.52       25.27       12.2         Wearing apparel       Machine operator       19.00       18.58       -2.2         Weaver/Knitter       19.51       21.81       11.8						
Soft drinks         Eactory worker Factory operator         20.80 24.41         22.98 25.03         10.5 2.5           Soft drinks         Beverage machine operator Driver/Salesman         31.91 38.22         31.10 41.72         -2.5 9.2           Textiles (excluding wearing apparel (excluding apparel (except footwear)         Factory worker Hachine operator         22.89         23.67         3.4           Machine operator         22.52         25.27         12.2           Machine operator         19.00         18.58         -2.2           Weaver/Knitter         19.01         18.58         -2.2				32.04	6.7	
Factory worker         20.80         22.98         10.5           Soft drinks         Factory operator         24.41         25.03         2.5           Soft drinks         Beverage machine operator         31.91         31.10         -2.5           Driver/Salesman         38.22         41.72         9.2           Lorry helper         28.81         32.35         12.3           Textiles         Factory worker         22.89         23.67         3.4           Unskilled worker         16.84         16.24         -3.6           Machine operator         22.52         25.27         12.2           Wearing apparel         Machine operator         19.00         18.58         -2.2           Weaver/Knitter         19.51         21.81         11.8						
Factory operator         24.41         25.03         2.5           Soft drinks         Beverage machine operator Driver/Salesman         31.91         31.10         -2.5           Lorry helper         28.81         32.35         12.3           Textiles (excluding wearing apparel)         Factory worker         22.89         23.67         3.4           Machine operator         16.84         16.24         -3.6         -3.6           Wearing apparel (except footwear)         Machine operator         19.00         18.58         -2.2           Machine operator         19.51         21.81         11.8         11.8	Tea factories					
Soft drinksBeverage machine operator Driver/Salesman Lorry helper31.91 38.2231.10 41.72-2.5 9.2 28.81Textiles (excluding wearing apparel)Factory worker Unskilled worker Machine operator22.89 16.8423.67 16.843.4 16.24Wearing apparel (except footwear)Machine operator19.00 19.5118.58 21.81-2.2 25.27		-				
Beverage machine operator31.9131.10-2.5Driver/Salesman38.2241.729.2Lorry helper28.8132.3512.3Factory worker22.8923.673.4Unskilled worker16.8416.24-3.6Machine operator22.5225.2712.2Machine operator19.0018.58-2.2Weaver/Knitter19.5121.8111.8		Factory operator	24.41	25.03	2.5	
Beverage machine operator31.9131.10-2.5Driver/Salesman38.2241.729.2Lorry helper28.8132.3512.3Factory worker22.8923.673.4Unskilled worker16.8416.24-3.6Machine operator22.5225.2712.2Machine operator19.0018.58-2.2Weaver/Knitter19.5121.8111.8	Soft drinks					
Driver/Salesman Lorry helper         38.22         41.72         9.2           Textiles (excluding wearing apparel)         Lorry helper         28.81         32.35         12.3           Factory worker Unskilled worker         22.89         23.67         3.4           Wearing apparel (except footwear)         Machine operator         22.52         25.27         12.2           Machine operator         19.00         18.58         -2.2           Weaver/Knitter         19.51         21.81         11.8	Soft units	Beverage machine operator	31 91	31 10	-25	
Textiles (excluding wearing apparel)         Lorry helper         28.81         32.35         12.3           Factory worker (except footwear)         Factory worker         22.89         23.67         3.4           Machine operator         22.52         25.27         12.2           Machine operator         19.00         18.58         -2.2           Weaver/Knitter         19.51         21.81         11.8						
Textiles (excluding wearing apparel)Factory worker22.8923.673.4Factory worker Unskilled worker16.8416.24-3.6Machine operator22.5225.2712.2Machine operator19.0018.58-2.2Weaver/Knitter19.5121.8111.8		Lorry helper	28.81	32.35	12.3	
(excluding wearing apparel)         Factory worker         22.89         23.67         3.4           Factory worker         16.84         16.24         -3.6           Unskilled worker         16.84         16.24         -3.6           Machine operator         22.52         25.27         12.2           Machine operator         19.00         18.58         -2.2           Weaver/Knitter         19.51         21.81         11.8						
Factory worker         22.89         23.67         3.4           Unskilled worker         16.84         16.24         -3.6           Machine operator         22.52         25.27         12.2           Machine operator         19.00         18.58         -2.2           Weaver/Knitter         19.51         21.81         11.8	Textiles					
Unskilled worker         16.84         16.24         -3.6           Machine operator         22.52         25.27         12.2           Wearing apparel (except footwear)         Machine operator         19.00         18.58         -2.2           Machine operator         19.51         21.81         11.8	(excluding wearing apparel)					
Wearing apparel (except footwear)Machine operator22.5225.2712.2Machine operator Weaver/Knitter19.0018.58-2.2Weaver/Knitter19.5121.8111.8		-				
Wearing apparel (except footwear)Machine operator19.0018.58-2.2Weaver/Knitter19.5121.8111.8						
(except footwear)         Machine operator         19.00         18.58         -2.2           Weaver/Knitter         19.51         21.81         11.8		iviachine operator	22.52	25.27	12.2	
Machine operator         19.00         18.58         -2.2           Weaver/Knitter         19.51         21.81         11.8						
Weaver/Knitter         19.51         21.81         11.8	()	Machine operator	19.00	18.58	-2.2	
		Unskilled worker				

<sup>1</sup> Wages include remuneration for normal time work inclusive of cost of living allowances and other guaranteed and regularly paid allowances

		Average	e wages <sup>1</sup>	Change(%)
Industry group	Occupation	per hour (Rs)		1999 to
		1999	2000	2000
Manufacture of leather products (except footwear)				
	Factory worker	16.05	17.11	6.6
Footwear	Shoemaking machine operator	23.85	24.00	0.6
Furniture				
	Furniture upholsterer - Grade I	33.11	27.80	-16.0
	Varnisher/Cabinet maker -Grade I	30.17	29.33	-2.8
Manufacture of paper products				
	Machine operator	27.07	30.63	13.2
	Unskilled worker	18.71	21.99	17.5
Printing & publishing				
	Reporter/Journalist	96.92	107.96	11.4
	Typist/Stenographer	56.11	56.32	0.4
	Printing machine operator Binder/Cutter	36.14 29.75	39.94 31.44	10.5 5.7
Chemical products (excluding fertilisers)	Mixing/Blending machine operator Unskilled worker	29.25 22.13	32.06 23.18	9.6 4.7
Manufacture of rubber products	Machine operator	23.30	26.23	12.6
Plastic products				
	Factory operator	25.18	25.42	1.0
	Other factory worker	24.41	25.38	4.0
Iron & steel basic industries	Factory worker	29.30	29.25	-0.2
		20.00	20.20	-0.Z
Manufacture of metal products (except machinery)	Factory worker	28.80	29.04	0.8
		20.00	23.04	0.0
Non-electrical machinery			00.05	
	Fitter Mechanic	33.82 35.94	33.82 36.67	0.0 2.0

## (excluding government), September 1999 - September 2000

<sup>1</sup> Wages include remuneration for normal time work inclusive of cost of living allowances and other guaranteed and regularly paid allowances

## Table 5 (cont'd) - Average wage per hour of selected occupations by industry group (excluding government), September 1999 - September 2000

Industry group	Occupation	per hour (Rs)		1999 to	
		1999	2000	2000	
Electrical machinery					
& appliances					
	Factory worker	24.40	26.94	10.4	
Jewellery & related articles					
	Diamond cutter/Polisher	23.08	22.46	-2.7	
Flootricity					
Electricity	Lineman	54.83	56.23	2.6	
	Power generating machine operator	55.30	57.61	4.2	
		00.00	07.01	1.2	
Water					
	Meter reader	54.96	56.91	3.5	
	Tradesmen Labourer/Unskilled worker	43.52	44.87	3.1	
	Labourer/Unskilled worker	32.63	33.25	1.9	
Construction					
	Mason -Grade 1	54.30	58.00	6.8	
	Carpenter - Grade 1	51.00	55.00	7.8	
	Labourer/Helper	33.27	35.90	7.9	
Wholesale, retail trade,					
restaurants and hotels					
Wholesale & retail trade					
Wholesale & retail trade	Salesperson	33.87	36.75	8.5	
	Sales representative	98.27	112.00	14.0	
				_	
Hotels					
	Receptionist	31.52	35.53	12.7	
	Waiter Cook	22.93 33.77	24.93 35.02	8.7 3.7	
	Cleaner	21.59	23.56	9.1	
		21.00	20.00	5.1	
Transport, storage					
& communication					
Bus transport					
	Bus driver	33.60	38.69	15.1	
	Bus conductor	30.35	34.87	14.9	
Docks & stevedoring					
	Dock worker	93.39	90.00	-3.6	
Communication					
-	Telephone installer/Servicer	55.80	57.39	2.8	
	Telephone operator	80.04	84.58	5.7	
	Telecommunication technician	88.48	94.96	7.3	

<sup>1</sup> Wages include remuneration for normal time work inclusive of cost of living allowances and other guaranteed and regularly paid allowances

### Table 5 (cont'd) - Average wage per hour of selected occupations by industry group

## (excluding government), September 1999 - September 2000

		1999	2000	2000
Financing, insurance, real				
estate and business services				
Banks & other financial institutions	8			
	Bank teller	66.59	72.06	8.2
	Clerk/Senior clerk	82.68	88.20	6.7
Insurance				
incuration	Insurance clerk	62.59	57.58	-8.0
	Clerk / Senior clerk - General	68.41	68.36	-0.1
Engineering and architectural services				
Services	Draughtsman	67.38	77.00	14.3
	Engineer	132.13	152.39	15.3
Community, social and personal services				
Sanitary services				
	Office/Building cleaner	18.16	18.12	-0.2
	Scavenger/Street sweeper	18.17	18.69	2.9
Private education services	Education Officer	127.40	127.87	0.4
Thrule education services	Lecturer (full-time)	160.36	160.17	-0.1
Private health services				
	Professional Nurse	48.49 26.76	56.59 27.65	16.7 3.3
	Nursing Aid	20.70	27.00	3.3
Repair of motor vehicles				
	Garage mechanic - Grade I	35.22	39.01	10.8
	Panel beater - Grade I	45.15	47.40	5.0
Laundry services	Machine operator	24.08	26.00	8.0
	Driver	28.19	29.60	5.0

<sup>1</sup> Wages include remuneration for normal time work inclusive of cost of living allowances and other guaranteed and regularly paid allowances

Table 6 - Average wages/salaries per month of selected occupations in government services,September 1999 - September 2000

Occupation	1999 (Rs)	2000 (Rs)	Change (%) 1999 to 2000
Central government			
Medical and Health officer	24,949	25,395	1.8
Education officer	17,312	17,347	0.2
Nursing officer	9,946	10,374	4.3
Teacher/Senior teacher	10,505	10,868	3.5
Clerical officer/Higher clerical officer	8,150	8,368	2.7
Police constable	9,385	9,561	1.9
Mason	7,266	7,481	3.0
Carpenter	7,606	8,096	6.4
Driver	6,954	7,283	4.7
Hospital servant	6,476	6,793	4.9
Labourer	5,765	6,060	5.1
Local government			
Inspector of health	10,740	11,509	7.2
Clerical officer	7,067	7,216	2.1
Gardener	5,689	5,997	5.4
Mason	7,093	7,463	5.2
Carpenter	7,080	7,314	3.3
Driver	6,523	6,937	6.3
Refuse collector	5,653	5,927	4.8
Labourer	5,113	5,479	7.2