### STATUTORY AND RECORDED WAGE & MONETARY INCOME LEVELS

<table>
<thead>
<tr>
<th>BENCHMARK</th>
<th>REGION</th>
<th>APPLICABLE LEGAL MINIMUM WAGE</th>
<th>SOURCE</th>
<th>MONTHLY VALUE (INR)</th>
</tr>
</thead>
</table>
| Legal Minimum Wage         | Haryana (Gurgaon)   | • Unskilled (helpers, sweepers, etc.): Indian Rupee (INR) 5812.56 (January and June 2015); 5886.67 (September 2015)  
                             |                      | • Semi-skilled (tailors, checkers, ironers, etc.): 5942.56 (January and June 2015); 6017.67 (September 2015)  
                             |                      | • Skilled (tailors, final checkers, etc.): 6202.56 (January and June 2015); 6276.67 (September 2015)  
                             |                      | • Highly Skilled (master tailors, sample makers, etc.): 6462.56 (January and June 2015); 6536.67 (September 2015)  | Government of India   | 5,812.56–6,462.56 |
|                            | Tamil Nadu (Zone C) | • Unskilled: INR 7142 (February 2015); 7299 (July and November 2015)  
                             |                      | • Semi-skilled: 7248 (February 2015); 7405 (July and November 2015)  
                             |                      | • Skilled: 7525 (February 2015); 7682 (July and November 2015)  
                             |                      | • Highly Skilled: 7653 (February 2015); 7810 (July and November 2015)  
                             |                      | • Two assessed factories received a special waiver from the local government, thus a different set of legal minimum wages for 2015 applies: INR180 per day for unskilled and INR 185 per day for semi-skilled and skilled workers.  
                             |                      | • Monthly figures for the applicable legal minimum wages: The average paid days/month = (365 - 52 * 1)/12 = 26.08 days, so the legal minimum wages were: 4694.4 (unskilled) and 4,824.8 (semi-skilled and skilled)  |                      | 7,142–7,630 |
|                            | Tamil Nadu (Chennai)| • Unskilled: 3906  
                             |                      | • Highly skilled: 4476  |                      | 3,906–4,476 |

Tamil Nadu (Zone C)  

• Unskilled: INR 7142 (February 2015); 7299 (July and November 2015)  
• Semi-skilled: 7248 (February 2015); 7405 (July and November 2015)  
• Skilled: 7525 (February 2015); 7682 (July and November 2015)  
• Highly Skilled: 7653 (February 2015); 7810 (July and November 2015)  
• Two assessed factories received a special waiver from the local government, thus a different set of legal minimum wages for 2015 applies: INR180 per day for unskilled and INR 185 per day for semi-skilled and skilled workers.  
• Monthly figures for the applicable legal minimum wages: The average paid days/month = (365 - 52 * 1)/12 = 26.08 days, so the legal minimum wages were: 4694.4 (unskilled) and 4,824.8 (semi-skilled and skilled)  

Tamil Nadu (Chennai)  

• Unskilled: 3906  
• Highly skilled: 4476
## Statutory and Recorded Wage & Monetary Income Levels

### Legal Minimum Wage

<table>
<thead>
<tr>
<th>Benchmark</th>
<th>Calculation Notes</th>
<th>Source</th>
<th>Monthly Value (INR)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Region</td>
<td>Applicable Legal Minimum Wage</td>
<td>April 2015</td>
<td></td>
</tr>
</tbody>
</table>
| Silvassa  | • Unskilled: 268.2/day; 6994.66  
               • Semi-skilled: 276.20/day; 7203.30/month  
               • Highly skilled: 284.20/day; 7411.94/month | Government of India | 6,994.66–7,411.94 |
| Karnataka (Bangalore, Zone 1) | • Unskilled: INR 6566 (January 2015); 7076 (July and August 2015)  
               • Semi-skilled: 6800 (January 2015); 7310 (July and August 2015)  
               • Skilled: 6878 (January 2015); 7388 (July and August 2015)  
               • Highly Skilled: 7086 (January 2015); 7596 (July and August 2015) |  | 6,566–7,086 |

### Industry/sector Wage Comparator

Figures come from a study on the Indian ready-made garment industry conducted in garment clusters of Gurgaon (Haryana), Bangalore (Karnataka), and Tirupur (Tamil Nadu).

**Basic Monthly Wage for Workers in the Following Regions:**

- Gurgaon: semi-skilled, 5300; unskilled, 5200 INR/month
- Bangalore: semi-skilled, 5330; no unskilled wage available for this region.
- Tirupur: semi-skilled, 6760; no unskilled wage available for this region.

**Adjusted to Inflation Using IMF WEO CPI (TO 2015 Value):**

- Gurgaon: semi-skilled, 5916, unskilled, 5804 INR/month
- Bangalore: semi-skilled, 5949.53; no unskilled wage available for this region.
- Tirupur: semi-skilled, 7545.75; no unskilled wage available for this region.

| Gurgaon (Haryana): semi-skilled (e.g., ironer) 5916, unskilled (e.g., helper) 5804 INR/month;  |
| Bangalore (Karnataka): semi-skilled (e.g., ironer) 5949.53;  |
| Tirupur (Tamil Nadu): semi-skilled (e.g., stitcher) 7545.75 | Society for Labour and Development/Asia Floor Wage Alliance-“Wage Structures in the Indian garment industry” |
## INCOME AND POVERTY BENCHMARKS

<table>
<thead>
<tr>
<th>BENCHMARK</th>
<th>CALCULATION NOTES</th>
<th>SOURCE</th>
<th>MONTHLY VALUE (INR)</th>
</tr>
</thead>
</table>
| World Bank ‘international poverty line’ (2011 PPP$ 3.10/day) | - Poverty is measured by the World Bank at Purchasing Power Parity (PPP) $3.10/day.  
- The 2011 PPP conversion factor for India in 2014 is 17.12  
- The $3.10 equivalent is (17.12* 3.1) = INR 53.07  
- On a monthly basis, this is (INR 53.07* (365/12)) = INR 1,614.27.  
- Adjusted for inflation using IMF WEO CPI, this amount is [(260.11 (CPI 2015)/246.84 (CPI 2014)* INR 1,614.27] INR 1,701.08/person/month  
- The household equivalent of INR 1,701.08, assuming two consumption units and one earner is INR 3,402.16/month.  
- The household equivalent of INR 1,701.08, assuming three consumption units and one earner is INR 5,103.25/month. | WB 2011 ICP | 3,402.16 |
| National Poverty Line (2 adults, 1 earner) | - The Planning Commission of Government of India periodically estimates poverty lines and poverty ratios for each of the years for which large sample surveys on household consumer expenditure have been conducted by the National Sample Survey Office of the Ministry of Statistics and Programme Implementation.  
- Poverty Estimates for 2011-12 were published in July 2013. State-specific poverty lines are: 1089 (urban) for Karnataka, 1169 (urban) for Haryana, and 937 (urban) for Tamil Nadu.  
- Adjusted for inflation using IMF WEO CPI (from 2011 to 2015 value): 1474.07 (urban) for Karnataka, 1582.36 (urban) for Haryana, and 1268.32 (urban) for Tamil Nadu.  
- Monthly, household equivalent (assuming two consumption units and one earner): 2948.14 (urban) for Karnataka, 3164.72 (urban) for Haryana, and 2536.64 (urban) for Tamil Nadu. | Planning Commission of India 2013 | Karnataka (urban): 2948.14  
Haryana (urban): 3164.72  
Tamil Nadu (urban): 2536.64 |
| Living Wage Estimate  
Asia Floor Wage (3 adults, 1 earner) | - Asia Floor Wage Alliance (latest revision found from 2015—1021PPP$) provides a standard PPP$-based estimate for East and Southeast Asian countries applicable to manufacturing industries (based on a 3000 kcal diet for a 3 adult-equivalent household with a single earner.)  
- Food basket research was done in Cambodia, India, Indonesia, and Sri Lanka to obtain the country Asia Floor Wage figures. For other Asian countries where food basket research was not conducted, the figures were extrapolated. | AFW 2015 | 18,727 |
| Union Demands Minimum wage demand | - The trade unions and various other federations that represent 150 million workers demanded Rs.15,000 per month as a national level floor wage. | 10 central trade unions | 15,000 |
COMPENSATION COMPARISON ACROSS FACTORIES

INDIA  Currency: Rupee (INR)

[Diagram showing compensation comparison across factories in India.]

- **Asia Floor Wage [3 adults, 1 earner](net):** 18,727
- **Union Minimum Wage Demand:** 15,000
- **Average wage of garment sector in Tirupur (Tamil Nadu) [Factory 1-3, 9][Semi-skilled]:** 7,545.75
- **Legal Minimum Wage [Factory 9][unskilled]:** 7,142
- **Legal Minimum Wage [Factory 5-7][unskilled]:** 6,566
- **Average wage of garment sector in Bangalore (Karnataka) [Factory 5-7][Semi-skilled]:** 5,949.53
- **Average wage of garment sector in Gurgaon (Haryana) [Factory 4][Semi-skilled]:** 5,916
- **Legal Minimum Wage [Factory 4][unskilled]:** 5,812.56
- **Average monthly wages in garment in Gurgaon [Factory 4][unskilled]:** 5,804
- **World Bank 'int'l poverty line' (2011 PPP $3.10/day) [3 consumption units and 1 earner](net):** 5,103.25
- **Legal Minimum Wage [Factory 2-3][unskilled]:** 4,694.4
- **Legal Minimum Wage [Factory 1][unskilled]:** 3,906
- **World Bank 'int'l poverty line' (2011 PPP$ 3.10/day) [2 consumption units and 1 earner](net):** 3,402.16
- **National Poverty Line for urban Haryana[Factory 4][2 adults, 1 earner]:** 3,164.72
- **National Poverty Line for urban Karnataka [Factory 5-7][2 adults, 1 earner]:** 2,948.14
- **National Poverty Line for urban Tamil Nadu [Factory 1,2,3,9][2 adults, 1 earner]:** 2,536.64
- Range between median compensation for highest and lowest paid occupation type.
India (1)  
Currency: Rupee (INR)

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Net Compensation</th>
<th>Gross Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assembly</td>
<td>866.78</td>
<td>9858.93</td>
</tr>
<tr>
<td>Bottom</td>
<td>1084.29</td>
<td>12200.19</td>
</tr>
<tr>
<td>Cutting</td>
<td>8553.95</td>
<td>9705.38</td>
</tr>
<tr>
<td>Stitching</td>
<td>8696.56</td>
<td>9850.02</td>
</tr>
</tbody>
</table>

Gross Compensation includes Basic Contracted Wage, Cash Benefits, and In-kind Benefits. Net compensation subtracts Legal Deductions and Taxes.

Asia Floor Wage 2015 (net): 18,727
Union Minimum Wage Demand 2015: 15,000
Average Wage of Garment Sector in Tirupur (Tamil Nadu) [Semi-skilled]: 7545.75
World Bank 'international poverty line' (2011 PPP$3.10/day [3 consumption units and 1 earner] (net): 5,103.25
Legal Minimum Wage [highly skilled]: 4,476
Legal Minimum Wage [unskilled]: 3,906
World Bank 'international poverty line' (2011 PPP$3.10/day) [2 consumption units and 1 earner] (net): 3,402.16
National Poverty Line for urban Tamil Nadu: 2,536.64
FACTORY COMPENSATION

INDIA (2)  Currency: Rupee (INR)

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Net Compensation</th>
<th>Gross Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sewing</td>
<td>5250.28</td>
<td>5307.72</td>
</tr>
<tr>
<td>Finishing</td>
<td>5184.00</td>
<td>5236.87</td>
</tr>
<tr>
<td>Cutting</td>
<td>5176.87</td>
<td>5226.87</td>
</tr>
<tr>
<td>Knitting</td>
<td>5176.87</td>
<td>5226.87</td>
</tr>
<tr>
<td>Sewing</td>
<td>5250.28</td>
<td>5307.28</td>
</tr>
</tbody>
</table>

Gross Compensation includes Basic Contracted Wage, Cash Benefits, and In-kind Benefits. Net compensation subtracts Legal Deductions and Taxes.

Asia Floor Wage 2015 (net): 18,727
Union Minimum Wage Demand 2015: 15,000
Average Wage of Garment Sector in Tirupur (Tamil Nadu) [Semi-skilled]: 7545.75
Legal Minimum Wage [highly skilled]: 4,824.80
Legal Minimum Wage [unskilled]: 4,694.40
World Bank ‘international poverty line’ (2011 PPP$3.10/day [3 consumption units and 1 earner](net): 5,103.25
World Bank ‘international poverty line’ (2011 PPP$3.10/day) [2 consumption units and 1 earner](net): 3,402.16
National Poverty Line in Tamil Nadu: 2,536.64
MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

INDIA (3) Currency: Rupee (INR)

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Net Compensation</th>
<th>Gross Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Helper</td>
<td>5226</td>
<td>5875</td>
</tr>
<tr>
<td>Master</td>
<td>5818</td>
<td>6670</td>
</tr>
<tr>
<td>Semiskilled</td>
<td>6014.5</td>
<td>6899</td>
</tr>
</tbody>
</table>

Gross Compensation includes Basic Contracted Wage, Cash Benefits, and In-Kind Benefits. Net compensation subtracts Legal Deductions and Taxes.

- Asia Floor Wage 2015 (net): 18,727
- Union Minimum Wage Demand 2015: 15,000
- Average Wage of Garment Sector in Tirupur (Tamil Nadu) [Semi-skilled]: 7,545.75
- Legal Minimum Wage [highly skilled]: 4,824.80
- Legal Minimum Wage [unskilled]: 4,694.4
- World Bank ‘international poverty line’ (2011 PPP$3.10/day [3 consumption units and 1 earner](net): 5,103.25
- World Bank ‘international poverty line’ (2011 PPP$3.10/day [2 consumption units and 1 earner](net): 3,402.16
MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS
INDIA (4) Currency: Rupee (INR)

Gross Compensation includes Basic Contracted Wage, Cash Benefits, and In-kind Benefits. Net compensation subtracts Legal Deductions and Taxes.

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Net Compensation</th>
<th>Gross Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Finishing</td>
<td>6844</td>
<td>6993</td>
</tr>
<tr>
<td>QC</td>
<td>7120</td>
<td>7301</td>
</tr>
<tr>
<td>Sewing</td>
<td>7122</td>
<td>7301</td>
</tr>
<tr>
<td>Washing</td>
<td>7120</td>
<td>7301</td>
</tr>
</tbody>
</table>
MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

INDIA (5)  
Currency: Rupee (INR)

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Net Compensation</th>
<th>Gross Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cutting</td>
<td>6766</td>
<td>7820</td>
</tr>
<tr>
<td>Finishing</td>
<td>7084.5</td>
<td>8173</td>
</tr>
<tr>
<td>Sewing</td>
<td>6700</td>
<td>7700</td>
</tr>
<tr>
<td>Washing</td>
<td>8130.50</td>
<td>9288</td>
</tr>
</tbody>
</table>

Gross Compensation includes Basic Contracted Wage, Cash Benefits, and In-kind Benefits. Net compensation subtracts Legal Deductions and Taxes.
MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

INDIA (6)  

Currency: Rupee (INR)

<table>
<thead>
<tr>
<th>Compensation</th>
<th>Occupation 1</th>
<th>Occupation 2</th>
<th>Occupation 3</th>
<th>Occupation 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gross</td>
<td>7427.5</td>
<td>7638.94</td>
<td>8482.00</td>
<td>7810.00</td>
</tr>
<tr>
<td>Net</td>
<td>6647.00</td>
<td>3054.52</td>
<td>8482.00</td>
<td>6946.62</td>
</tr>
</tbody>
</table>

Gross Compensation includes Basic Contracted Wage, Cash Benefits, and In-kind Benefits. Net compensation subtracts Legal Deductions and Taxes.

- Asia Floor Wage 2015 (net): 18,727
- Union Minimum Wage Demand 2015: 15,000
- Legal Minimum Wage [highly skilled]: 7,086
- Legal Minimum Wage [unskilled]: 6,566
- Average Wage of Garment Sector in Bangalore (Karnataka) [Semi-skilled]: 5,949.53
- World Bank ‘international poverty line’ (2011 PPP$3.10/day) [3 consumption units and 1 earner] (net): 5,103.25
- World Bank ‘international poverty line’ (2011 PPP$3.10/day) [2 consumption units and 1 earner] (net): 3,402.16
- National Poverty Line for urban Karnataka: 2948.14

Basic Contracted Wage  
Cash Benefit  
In-Kind Benefit  
Incentives
MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

INDIA (7)  Currency: Rupee (INR)

Currency: Rupee (INR)

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Net Compensation</th>
<th>Gross Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Production</td>
<td>6711</td>
<td>7410</td>
</tr>
<tr>
<td>Finishing</td>
<td>6496</td>
<td>7332</td>
</tr>
<tr>
<td>Cutting</td>
<td>6372</td>
<td>7098</td>
</tr>
<tr>
<td>House Keeping</td>
<td>6246</td>
<td>7202</td>
</tr>
</tbody>
</table>

Gross Compensation includes Basic Contracted Wage, Cash Benefits, and In-kind Benefits. Net compensation subtracts Legal Deductions and Taxes.
MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

INDIA (8)  *Currency: Rupee (INR)*

- **Asia Floor Wage 2015 (net):** 18,727
- **Union Minimum Wage Demand 2015:** 15,000
- **Legal Minimum Wage [highly skilled]:** 7,411.94
- **Legal Minimum Wage [unskilled]:** 6,994.66
- **World Bank ‘international poverty line’ (2011 PPP$3.10/day) [3 consumption units and 1 earner](net):** 5,103.25
- **World Bank ‘international poverty line’ (2011 PPP$3.10/day) [2 consumption units and 1 earner](net):** 3,402.16

*Specific wage levels have been obscured in an abundance of caution to avoid the potential disclosure of information that may be competitively sensitive.*
### Median Factory Compensation Compared to Benchmarks

**India (9)**  
*Currency: Rupee (INR)*

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Net Compensation</th>
<th>Gross Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Checking</td>
<td>7128</td>
<td>8125</td>
</tr>
<tr>
<td>Cutting</td>
<td>6343</td>
<td>7295</td>
</tr>
<tr>
<td>Finishing</td>
<td>6431.5</td>
<td>7442</td>
</tr>
<tr>
<td>Sewing</td>
<td>7024</td>
<td>8025</td>
</tr>
</tbody>
</table>

Gross Compensation includes Basic Contracted Wage, Cash Benefits, and In-kind Benefits. Net compensation subtracts Legal Deductions and Taxes.

- **Asia Floor Wage 2015 (net):** 18,727
- **Union Minimum Wage Demand 2015:** 15,000
- **Legal Minimum Wage [highly skilled]:** 7,630
- **Average Wage of Garment Sector in Tirupur (Tamil Nadu) [Semi-skilled]:** 7,545.75
- **Legal Minimum Wage [unskilled]:** 7,142
- **World Bank ‘international poverty line’ (2011 PPP$3.10/day) [3 consumption units and 1 earner](net):** 5,103.25
- **World Bank ‘international poverty line’ (2011 PPP$3.10/day) [2 consumption units and 1 earner](net):** 3,402.16
- **National Poverty Line for urban Tamil Nadu:** 2,536.64

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![Graph showing compensation across different occupations in India](graph.png)