

STATUTORY AND RECORDED WAGE & MONETARY INCOME LEVELS

BENCHMARK	CALCULATION NOTES		SOURCE	MONTHLY VALUE (INR)
Legal Minimum Wage	REGION	APPLICABLE LEGAL MINIMUM WAGE	Government of India	
	Haryana (Gurgaon)	<ul style="list-style-type: none"> 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) 		5,812.56–6,462.56
	Tamil Nadu (Zone C)	<ul style="list-style-type: none"> 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 4,694.4–4,824.8 (due to the waiver)
Tamil Nadu (Chennai)	<ul style="list-style-type: none"> Unskilled: 3906 Highly skilled: 4476 	3,906–4,476		

INDIA

STATUTORY AND RECORDED WAGE & MONETARY INCOME LEVELS

BENCHMARK	CALCULATION NOTES		SOURCE	MONTHLY VALUE (INR)
Legal Minimum Wage	REGION	APPLICABLE LEGAL MINIMUM WAGE	Government of India	
	Silvassa	<ul style="list-style-type: none"> Unskilled: 268.2/day; 6994.66 Semi-skilled: 276.20/day; 7203.30/month Highly skilled: 284.20/day; 7411.94/month 		6,994.66–7,411.94
	Karnataka (Bangalore, Zone 1)	<ul style="list-style-type: none"> 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 Average monthly wages in garment sector in three different regions	<p>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).</p> <p>BASIC MONTHLY WAGE FOR WORKERS IN THE FOLLOWING REGIONS:</p> <ul style="list-style-type: none"> 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. <p>ADJUSTED TO INFLATION USING IMF WEO CPI (TO 2015 VALUE):</p> <ul style="list-style-type: none"> 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. 		<p><u>Society for Labour and Development/Asia Floor Wage Alliance-“Wage structures in the Indian garment industry”</u></p>	<p>Gurgaon (Haryana): semi-skilled (e.g., ironer) 5916, unskilled (e.g., helper) 5804 INR/month;</p> <p>Bangalore (Karnataka): semi-skilled (e.g., ironer) 5949.53;</p> <p>Tirupur (Tamil Nadu): semi-skilled (e.g., stitcher) 7545.75</p>

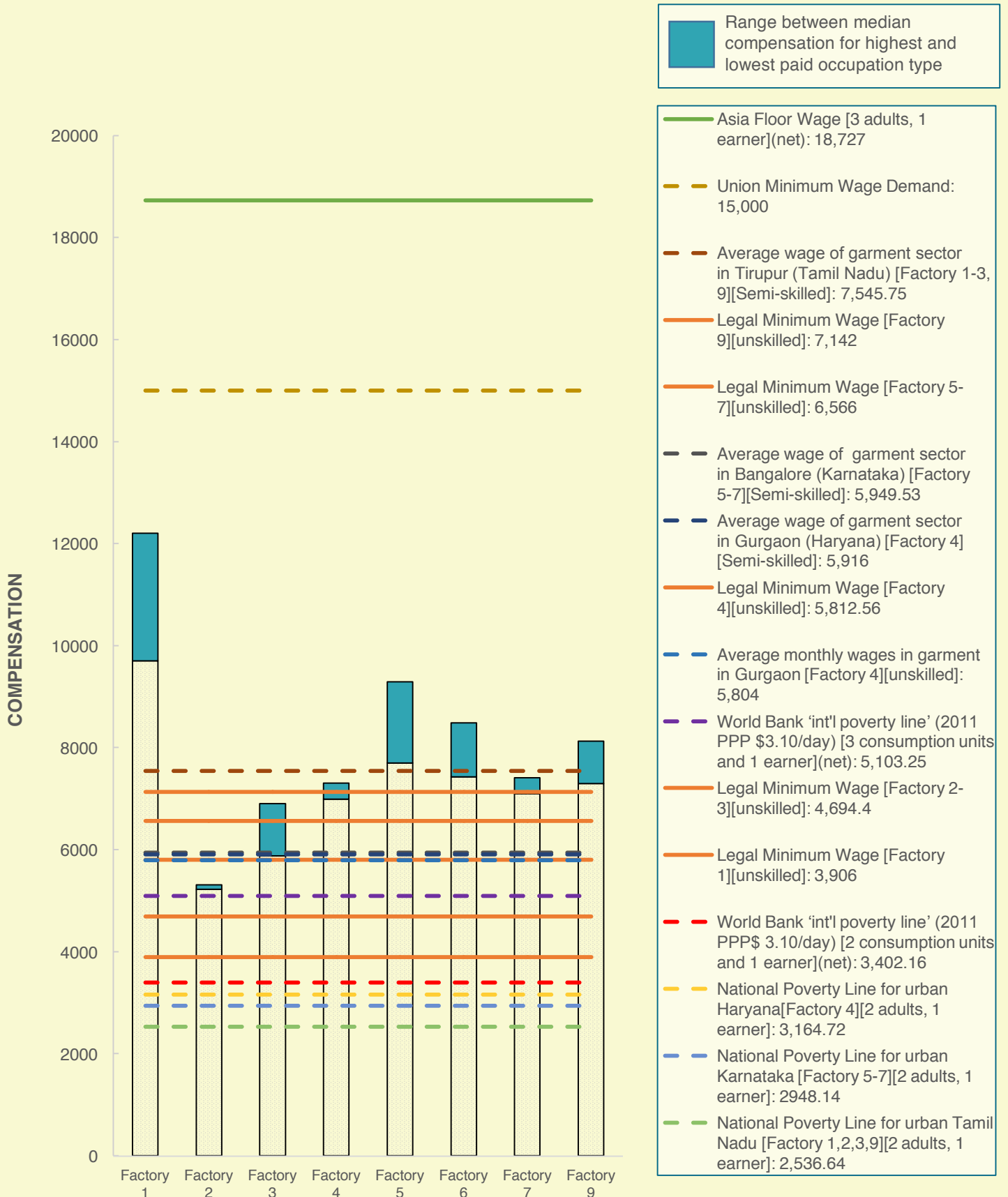
INDIA

INCOME AND POVERTY BENCHMARKS

BENCHMARK	CALCULATION NOTES	SOURCE	MONTHLY VALUE (INR)
World Bank 'international poverty line' (2011 PPP\$ 3.10/day)	<ul style="list-style-type: none"> 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 $(17.12 * 3.1) = \text{INR } 53.07$ On a monthly basis, this is $(\text{INR } 53.07 * (365/12)) = \text{INR } 1,614.27$. Adjusted for inflation using IMF WEO CPI, this amount is $[\text{260.11 (CPI 2015)/246.84 (CPI 2014)} * \text{INR } 1,614.27] \text{ INR } 1,701.08/\text{person/month}$ The household equivalent of INR 1,701.08, assuming two consumption units and one earner is INR 3,402.16/month. 	<u>WB 2011 ICP</u>	3,402.16
	<ul style="list-style-type: none"> The household equivalent of INR 1,701.08, assuming three consumption units and one earner is 5,103.25/month. 		5,103.25
National Poverty Line (2 adults, 1 earner)	<ul style="list-style-type: none"> 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. 	<u>Planning Commission of India 2013</u>	Karnataka (urban): 2948.14 Haryana (urban): 3164.72 Tamil Nadu (urban): 2536.64
Living Wage Estimate Asia Floor Wage (3 adults, 1 earner)	<ul style="list-style-type: none"> 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. 	<u>AFW 2015</u>	18,727
Union Demands Minimum wage demand	<ul style="list-style-type: none"> The trade unions and various other federations that represent 150 million workers demanded Rs.15,000 per month as a national level floor wage. 	<u>10 central trade unions</u>	15,000

COMPENSATION COMPARISON ACROSS FACTORIES

INDIA Currency: Rupee (INR)



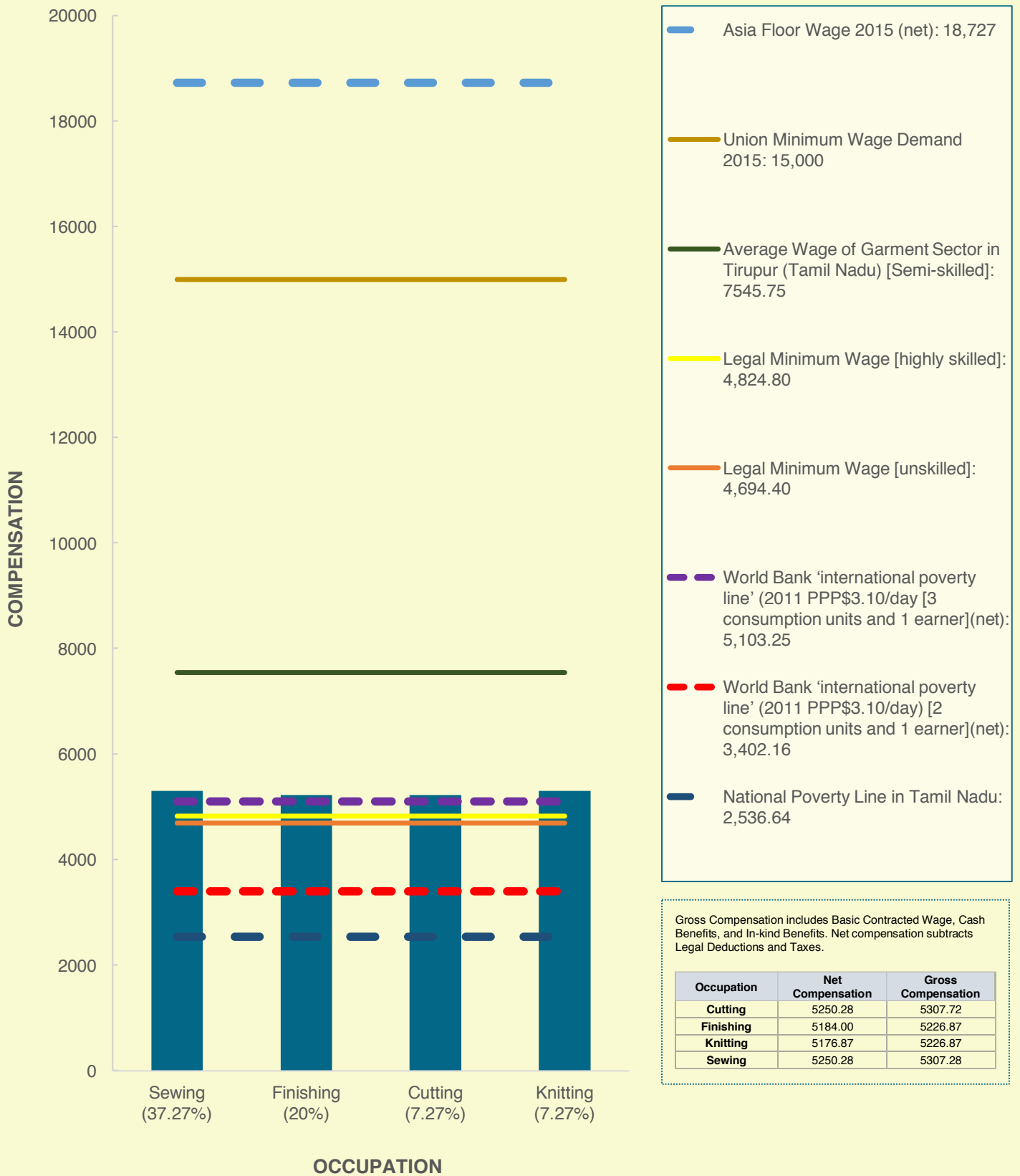
MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

INDIA (1) *Currency: Rupee (INR)*



FACTORY COMPENSATION OUT ÚÆÛÒÖÁ/U ÁÓÒË ÔPT ÆÛSÙ

INDIA (2) *Currency: Rupee (INR)*



Basic Contracted Wage

Cash Benefit

In-Kind Benefit

Incentives

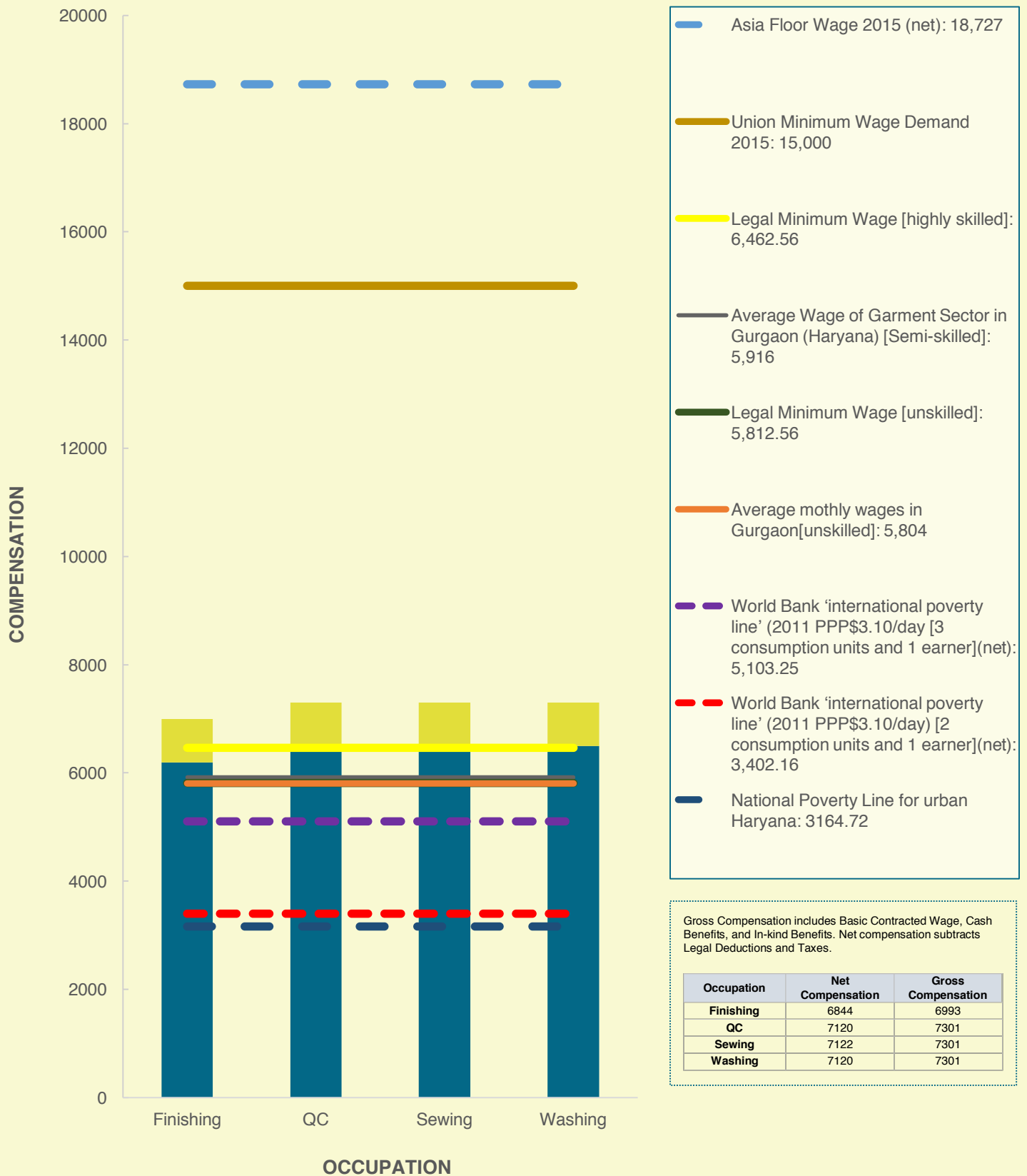
MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

INDIA (3) *Currency: Rupee (INR)*



MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

INDIA (4) *Currency: Rupee (INR)*



Basic Contracted Wage

Cash Benefit

In-Kind Benefit

Incentives

MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

INDIA (5) *Currency: Rupee (INR)*



Basic Contracted Wage

Cash Benefit

In-Kind Benefit

Incentives

MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

INDIA (6) *Currency: Rupee (INR)*



Basic Contracted Wage

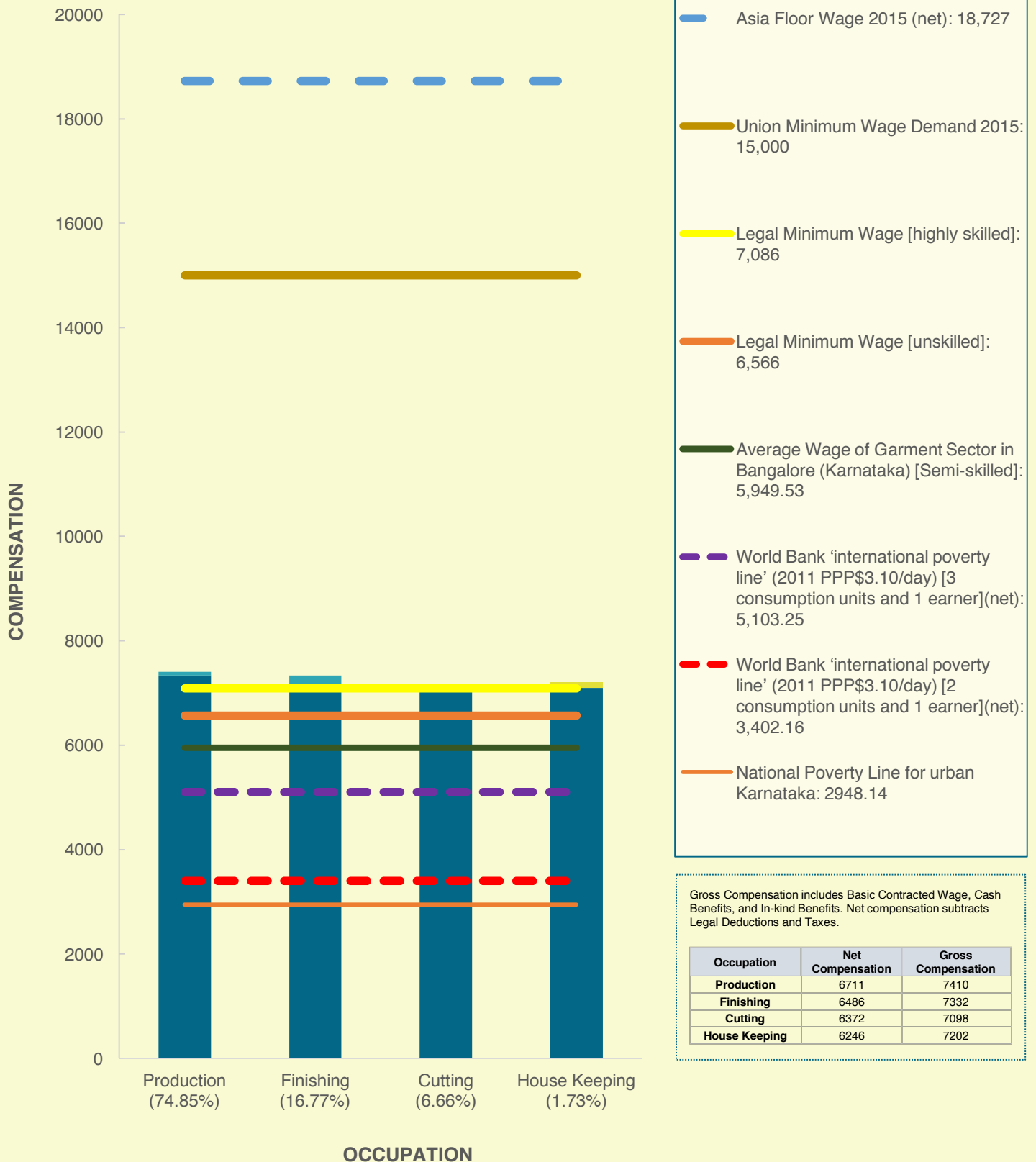
Cash Benefit

In-Kind Benefit

Incentives

MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

INDIA (7) *Currency: Rupee (INR)*



Basic Contracted Wage

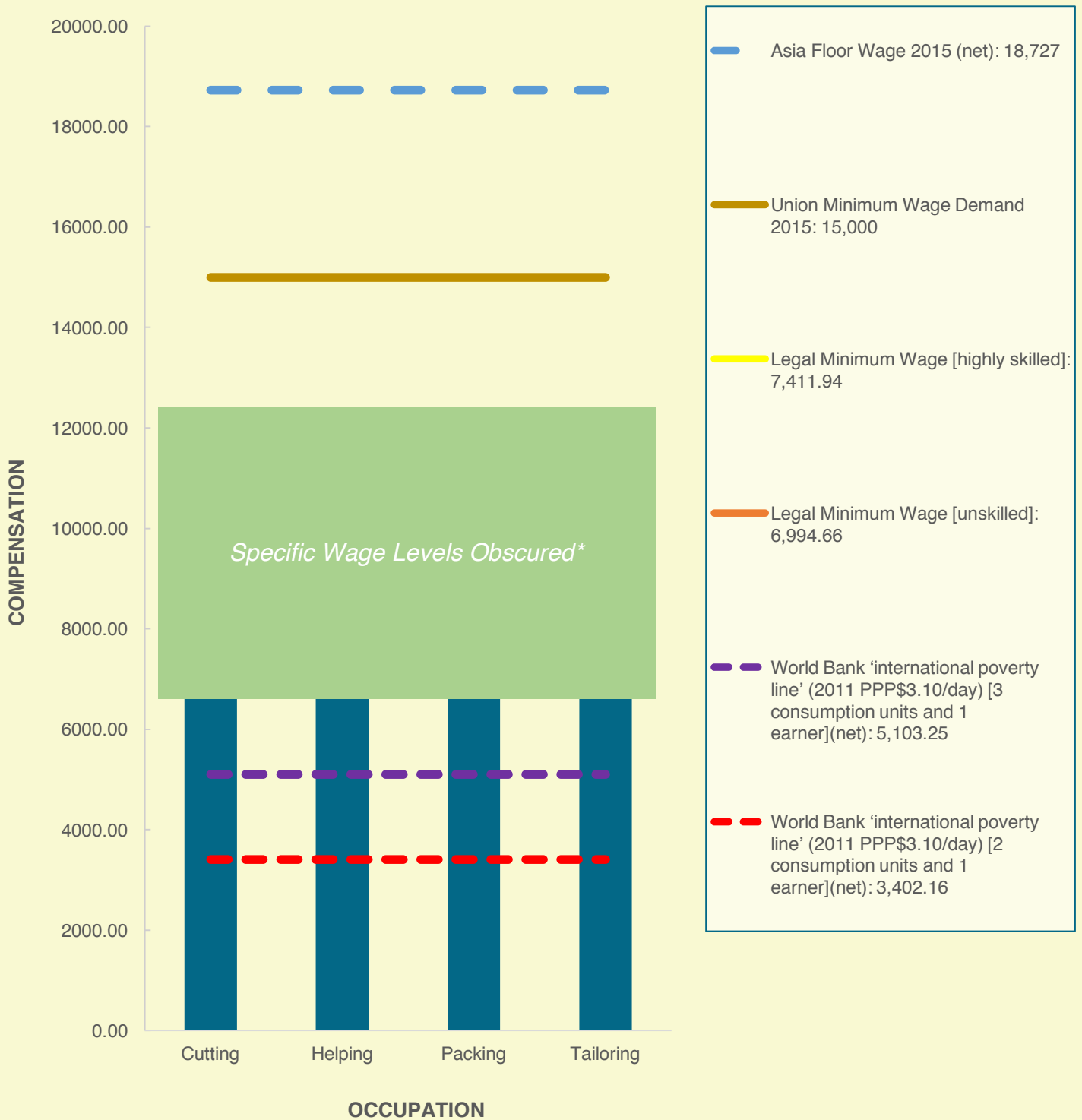
Cash Benefit

In-Kind Benefit

Incentives

MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

INDIA (8) Currency: Rupee (INR)



* 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)*

