

## Key indicators from the Wage Survey-2007

### Formal

Code	Industry by occupation	Monthly earning (Tk.)
1	2	3
	Food & drinks	3617
001	Bakery products machine man/foreman	4187
002	Bakery food products technician	3250
003	Fruit juice products machine operator	4514
004	Fruit Juice producer	3648
005	Milk & milk products producing machine operator	4458
006	Milk/Milk products producing technician	3448
007	Sweet meat producer	4188
008	Sweet meat producer's assistant	2765
009	Soft drinks producing machine operator	6176
	Edible oil mills	2933
010	Oil mill machine operator	3379
011	Oil mill labour	2474
	Shrimp processing	3004
012	Shrimp processing labour	3004
	Rice/wheat/spices machine	2712
013	Rice/wheat mill machine operator	3462
014	Rice/wheat mill labour	2237
015	Spices mill machine operator	3012
016	Spices mill labour	2019
	Bidi/tobacco	2215
017	Tobacco leaf crashing man	2427
018	Tobacco leaf mixing worker	2229
019	Bidi/cigarette binding worker	1922
020	Cigarette producing machine operator	4923
	Textile mill	4105
021	Spinning machine mechanic	5461
022	Spinning machine operator	2869
023	Spinning machine helper	2092
024	Weaving machine mechanic	5488
025	Daily labour of similar works	2872
026	Weaving machine operator	3662
027	Weaver/weaving labour	3112
028	Dying machine mechanic	5601
029	Dying machine operator	4532
030	Dyer	4712
031	Knitting machine mechanic	6921
032	Knitting machine operator	4681
033	Knitting man	3758
	Readymade Garments	3888
034	Administrative assistant/computer operator	6391
035	Security guard, office peon etc.	3232
036	Swing operator	3505
037	Iron man	3500
038	Packing & folding labour	3058
039	Cutting man	3997
040	Knitting operator	4760
041	Helper (Cutting knitting etc.	2609

Code	Industry by occupation	Monthly earning (Tk.)
1	2	3
	Jute textile	3640
043	Spinning & winding machine operator	2870
044	Weaving machine operator	3665
045	Tally clerk/ time counter	4091
046	Weaving line Sardar	4852
047	Weaver/weaving labour	3087
	Leather products	3650
048	Raw skin processing machine operator	5557
049	Shoe maker	3902
050	Maker of shoe sole	3264
051	Shoe, sandal etc. swing machine operator	3368
052	Other leather products	3485
	Wood works	3648
053	Saw mill operator	4377
054	Saw mill labour	2918
	Cane/wooden furniture	3432
055	Carpenter	4338
056	Carpenter's assistant	2395
057	Maker of cane & bamboo furniture	3265
058	Wood dye/polish man	3683
	Printing, binding & paper production	2863
059	Printing machine operator	3782
060	Book binding labour	2749
061	Helper	1890
	Pharmaceuticals	3857
062	Medicine production machine operator	5181
063	Medicine production labour	3327
064	Toiletries goods production machine operator	4018
065	Toiletries production labour	2683
	Match	2762
066	Box maker	2420
067	Supervisor of labour of match factory)	3190
	Plastic products	3048
068	Plastic goods production machine operator	3881
069	Plastic goods production labour	2342
	Cement	4844
070	Foreman	6644
071	Machine operator	4770
072	Labour	3283
	Glass and ceramic products	4120
073	Ceramic goods production machine operator	4346
074	Glass production machine operator	4829
075	Glass production worker	3068
	Basic Metal	4277
076	Re-rolling mill operator	5378
077	Metal heating plant operator	4877
078	Labour	3059
	Engineering workshop	3764

Code	Industry by occupation	Monthly earning (Tk.)
1	2	3
042	Electrician	5587
080	Automobile worker	3458
081	Motor mechanic	4010
	Electricity, gas & water supply	6271
082	Electric lineman	7619
083	Electric meter reader	6122
084	Deep tube well operator	5660
085	Water processing & plant operator	5854
086	Water supply lineman	4789
	Construction	4292
087	Construction labour	3466
088	Masson	5102
089	Plumber	5289
090	Helper	3084
091	Mosaic/tiles fitter	6313
092	Rod fitter	5066
093	Dying man	4911
094	Helper	3092
095	Brick breaking labour	3077
	Wholesale & retail trade	2989
096	Salesman of wholesale trade	3363
097	Wholesaler's assistant	3030
098	Salesman of retail trade	2584
	Hotel (residential)	2882
099	Hotel manager	3717
100	Room boy	2032
	Restaurant	3630
101	Manager	4204
102	Cook	4055
103	Waiter	2625
	Chinese restaurant	4452
104	Manager	5222
105	Cook	5274
106	Waiter	2870
	Tea stall	2525
107	Tea/breakfast maker	3207
108	Tea server	1820
	Road transport	4219
109	Driver (bus, minibus)	6752
110	Conductor	3876
111	Supervisor	4413
112	Ticket seller	3647
113	Helper	2899
114	Timekeeper	3237
	Water transport	3909
115	Sareng/master	5229
116	Sukani/engine operator	4163
117	Inspector (supervisor)	4597
118	Cabin crew, cabin boy etc.	2861

Code	Industry by occupation	Monthly earning (Tk.)
1	2	3
079	Welder	3823
119	Clark/ticket seller	3510
120	Port labour	2947
	Railway	6247
121	Railway guard	8294
122	Traveling ticket examiner (TTE)	7742
123	Signal/points man	6265
124	Porter/railway labour	5102
	Air transport	8064
125	Signal man	8400
126	Runway security technician	7728
	Postal communication	3401
127	Postman	2649
128	Post master	4172
	Banking & insurance	7254
129	Cashier (Bank)	11147
130	Insurance representative	4693
131	Money changer's assistant	4639
	Real estate, renting & business activities	2902
132	Apartment security guard	2902
	Private education	2400
133	Primary school teacher	3031
134	Pre-primary school teacher	1964
135	Peon, guard etc.	2170
136	Clerk	2965
137	Aya	1647
	Private health & social works	3474
138	Doctor's assistant	3465
139	Homeopathic doctor	5306
140	Veterinary doctor	5111
141	Veterinary doctor's assistant	3216
142	Physiotherapist	5570
143	Nurse/midwives	3778
144	Pathologist & other laboratory	4620
145	Ward boy	2182
146	Aya	1735
147	Guard	2230
148	Other health professionals (peon) etc.	2037
	Community social & personal services	3943
149	Accountant	5827
150	Auditor	5804
151	Deed writer/lawyer assistant	5096
152	Imam (mosque)	3479
153	Moazzin	2391
154	Supervisor of Community Centre	3319
155	Labour of decorator	2712
156	Computer composer/operator	4012
157	Worker in beauty parlor	3209
158	Mobile Phone repairer	4868

## Informal

Code	Industry by occupation	Daily wage (Tk.)
1	2	3
001	Non-agriculture labour	111
002	Rickshaw/Van puller	151
003	Household garbage collector	82
004	Sweeper	124
005	Minti	132
006	Cook/Chef	141
007	Household maid/workers	65
008	Barber	125
009	Night/security guard	90
010	Tailor	122
011	Cobbler/shoe shiner	125
012	Lock/key repairer	129
013	Umbralla repairer	120
014	Transport worker	110
015	Farewalla/hoawker	125
016	Salesman in footpath	138
017	Retail salesman	93
018	Office cleaner	63
019	Typist/Stenographer	149
020	Carpenter	158
021	Blacksmith/Ironsmith	145
022	Rubber stamp maker	146

Code	Industry by occupation	Daily wage (Tk.)
1	2	3
023	Gardener	88
024	Electrician	167
025	Iron man	134
026	Canvasser	155
027	Radio/television repaier	193
028	Singer	152
029	Dancer	161
030	Photographer/cameraman	160
031	Video operator	175
032	Metal worker	136
033	Mason	170
034	Plumber	178
035	Goldsmith	178
036	Poter	104
037	Writer	126
038	Astrologer	154
039	Decorator	131
040	Washer man	118
041	Match maker	145
042	Snake chamer(beday & ojha)	128
043	Traditional physician	137
044	Tantric	122

# Chapter-1

## 1.1 Introduction

Very recently Bangladesh Bureau of Statistics (BBS) has been collecting data on skilled and non-skilled wage rates for specific areas and this information is being published in the Monthly Statistical Bulletin. Since the last financial year 2006-2007 a quarterly data collection process was initiated in six metropolitan cities on the basis of non-farm workers, with particular emphasis on industrial production workers. This wage rate survey covers selected occupation of primarily workers of the non-farm sectors (manufacturing and service sector). In this survey data are collected on daily wages and monthly earning/salary as paid for specific occupations in the various types of industries. The information from the first and second rounds of the survey was published in May, 2007.

For the first time, BBS conducted the pilot wage survey at national level in the months of April-May, 2007. The survey contains information of wages and monthly earning / salary that is paid for specific occupations in the various types of industries with some additional information throughout the country which will be published in this report.

## 1.2 Objectives

The survey was conducted mainly to cover non-farm production workers of the workers in Bangladesh. The main objectives of the pilot survey are given below.

- a) to provide daily wages in informal occupations
- b) to provide monthly earnings of non-farm workers engaged in various formal occupations
- c) to provide information about sex, age, weekly working hours, educational level of wage earners as well as the size of establishment in which workers are engaged and
- d) to determine the method of interview of field works, supervision procedure, quality of enumeration works and the training program.

## 1.3 Scope and coverage of the survey

The survey covers 202 occupations in 37 industry groups, including 44 occupations classified by BBS as informal occupations. The survey is national in scope, covering 150 enumeration areas. Industrial and occupation classifications are stated (BSIC, 2000 and BSOC, 1988) and the selected occupations by various industries as available in the urban area, upazila head quarter and growth centers are considered in this survey. It is mentioned that people are engaged in a variety of occupations, of which 202 occupations will be covered in this survey.

For having representative wage earnings, all industries except agriculture (those are treated in the formal activities) have been categorized into 37 groups based on their activity status and each group of industry has workers employees of different occupation. These are 202 occupations in 37 industry groups. This survey collects data on daily wages/monthly salaries paid for specific occupations in the industry throughout the country. Average daily wage of day-labourers and monthly earnings/salary of the employee are estimated by occupation for the non-farm sector. The number of occupations in each major industry group is shown in the following table. In addition, the wages of 44 occupations in informal activities have also been collected. Thus a total of 202 occupations are covered in the Pilot Wage Survey.

**Table-1.1: Number of occupations by industry group**

Sl. No.	Type of industry	No. of occupations
1.	Food and drinks	9
2.	Edible oil	2
3.	Shrimp processing	1
4.	Rice/wheat/spices milling	4
5.	Bidi/tobacco	4
6.	Cotton textile mill	13
7.	Readymade garments	9
8.	Jute textile	5
9.	Leather	5
10.	Woodworks	2
11.	Cane/wooden furniture	4
12.	Printing, binding & paper production	3
13.	Pharmaceuticals	4
14.	Match	2
15.	Rubber and plastic	2
16.	Cement	3
17.	Glass and ceramic	3
18.	Basic metal	3
19.	Engineering workshop	3

Sl. No.	Type of industry	No. of occupations
20.	Electricity, gas & water supply	5
21.	Construction	9
22.	Wholesale & retail trade	3
23.	Hotel (residential)	2
24.	Restaurant	3
25.	Chinese restaurant	3
26.	Tea-stall	2
27.	Road transport	6
28.	Water transport	6
29.	Railway	4
30.	Air transport	2
31.	Postal communication	2
32.	Banking & insurance	3
33.	Real estate, renting & business activities	1
34.	Private education	5
35.	Private health & social works	11
36.	Community, social & personal services	10
37.	Informal activities	44
	Total	202

## 1.4 Sample selection

In the formal sector, using the information of the latest economic census of 2001 and 2003 a total of 150 primary sampling units (PSUs) were formed on the basis of the numbers of industrial economic establishments in the whole country. On the availability of economic establishments, at least one primary sampling unit (PSU) was formed in a district and 150 (PSUs) were allocated in the sixty-four districts. A PSU may be a district or part of a district. In each PSU, each enumerator was instructed to visit three establishments for three set of questionnaire (204 occupations) to interview one male and one female worker for the respective occupation and establishments. Wage information was collected from the selected workers/employees through interview for the last month salary. A total number of 19069 establishments were enumerated in the whole country.

In the informal sector, on the availability of the particular occupation in each PSU, workers/employees were selected and enumerated randomly/purposively, A total of 202 particular occupations were covered for enumeration in the whole country. Allocation of district wise primary sampling units (PSUs) is presented below.

**Table-1.2: District wise allocation of PSUs in pilot wage survey**

Sl. No.	Name of Division/District	No of PSU
	<b>Barisal Division</b>	<b>09</b>
1.	Barisal	02
2.	Bhola	02
3.	Jhalokathi	01
4.	Pirojpur	01
5.	Patuakhali	02
6.	Barguna	01
	<b>Khulna Division</b>	<b>22</b>
7.	Khulna	03
8.	<b>Bagerhat</b>	02
9.	Satkhira	03
10.	Jessore	04
11.	Narail	01
12.	Magura	02
13.	Jhenaidha	02
14.	Kushtia	03
15.	Chuadanga	01
16.	Meherpur	01
	<b>Dhaka Division</b>	<b>46</b>
17.	Dhaka	14
18.	Gazipur	03
19.	Narayangonj	03
20.	Norshingdhi	02
21.	Munshigonj	01
22.	Manikgonj	01
23.	Faridpur	02
24.	Gopalganj	01
25.	Sariatpur	01
26.	Rajbari	01
27.	Madaripur	01
28.	Tangail	04
29.	Mymensingh	05
30.	Kishoregonj	02
31.	Netrokona	02
32.	Jamlapur	02
33.	Sherpur	01

Sl. No.	Name of Division/District	No of PSU
	<b>Chittagong Division</b>	<b>30</b>
34.	Chittagong	08
35.	Cox's Bazar	02
36.	Comilla	05
37.	Chandpur	03
38.	Brahmanbaria	02
39.	Noakhali	03
40.	Feni	02
41.	Lakshimpur	02
42.	Bandarban	01
43.	Rangamati	01
44.	Khagrachhari	01
	<b>Sylhet Division</b>	<b>08</b>
45.	Sylhet	03
46.	Sunamgonj	02
47.	Maulvibazar	02
48.	Hobigonj	01
	<b>Rajshahi Division</b>	<b>35</b>
49.	Rajshahi	03
50.	Naogaon	03
51.	Nawabgonj	02
52.	Natore	02
53.	Bogra	03
54.	Joypurhat	01
55.	Pabna	02
56.	Sirajgonj	03
57.	Rangpur	03
58.	Gaibandha	03
59.	Nilphamari	02
60.	Lalmonirhat	01
61.	Kurigram	02
62.	Dinajpur	03
63.	Thakurgaon	01
64.	Panchagaor	01
	<b>Total Bangladesh</b>	<b>150</b>

## 1.5 Enumerators/Supervisors

Efficient and experienced Junior Statistical Assistants/Statistical Assistants/ Statistical Investigators were recruited as enumerators for data collection. Mainly Regional Statistical Officers selected enumerators from among the Junior Statistical Assistants/Statistical Assistants/ Statistical Investigators within the statistical region of BBS. Regional Statistical Officers prepared the above mentioned enumerators list. Regional Statistical Officer of the region and Statistical Officers of the Dhaka Headquarter were engaged as supervisors.

## **1.6 Training of survey personnel**

For proper conduct of an important nationwide survey of this type an arrangement for intensive training was made for the survey personnel. Training was imparted at two stages. In the first stage, twenty-three (23) Regional Statistical Officers /Coordinators or Master Trainers were given a three-day training at Dhaka head office. In the second stage, a master trainer imparted the training to the enumerators in the Regional Statistical Office. In the first day, classroom training was devoted to the questionnaire and data collection procedure. The second day dealt with the methodologies of filling in of questionnaires and data collection through field visits followed by discussion. On the third day, evaluation of field work was carried out by going through the filled in questionnaires. A verbatim type of training manual was prepared for so that enumerators could consult it for any problem faced during the field activities.

## **1.7 Field operation**

In 150 sample areas, 150 enumerators were engaged for data collection. In each sample area each enumerator collected information for 3 (three) sets of questionnaires. Field operation was conducted from 30 April to 19 May 2007 covering a total of 20 days or 3 (three) weeks for this activity. At the time of field operation supervisors verified and edited the data that were collected by the enumerators at the field level.

## **1.8 Data processing**

Preliminary checking of all entries in the questionnaires was done by the supervisors and enumerators at the field level. The manual editing and coding were carried out by the trained editors in Dhaka headquarters. The edited and coded questionnaires were sent for computer processing. Computer editing was done to check internal consistency of errors. The final tables were produced at the BBS Headquarters.

# Chapter-2

## Concepts and definitions

**Establishment:** The basic unit of economic activity is called establishment. It is usually a combination of both activities under a single ownership and location.

**Enterprise:** The enterprise is the administrative and financial decision making unit of an establishment. For a single establishment the enterprise and establishment are the same. There may be more than one establishment under a single enterprise. The enterprise is a legal entity of corporate and quasi- corporate bodies with profit and loss account.

**Manufacturing establishment:** The processing unit which processes any organic or inorganic substance either machines or hands or in a chemical dialysis into a industrial good is called manufacturing establishment.

**Wholesale and retail trade:** Establishments that are engaged in either at the wholesale or retail sale trading level are called the wholesale and retail trade.

**Transport, storage and communication:** Establishment engaged in passenger or cargo transport or service delivery and post and telecommunication are included in transport and communication service and establishment providing storage services are included here

**Hotel and restaurants:** Establishments providing food and lodging and doing business in either one or both are hotel and restaurants

**Education service:** Institutions engaged in education services mainly private education.

**Health services:** Institution engaged in health services such as hospitals, clinics, family welfare centers, pathological laboratories, medical consultancy, etc. are health service institutions.

**Bank, insurance and financial institutions:** Institutions engaged in financial transactions namely banks, insurance, stock exchange, financial leasing companies, money changer and other institutions engaged in the service are included here

**Social, business and personal services institution:** Personal and service institutions are community centers, laundry, haircut, shoe shiner etc. Professional and business service institutions are accounting, auditing, deed writer, other non-profit institutions etc.

**Construction:** Establishments engaged in the construction of houses, buildings, roads, bridges, culverts, etc. are construction services.

**Real estate and renting:** Establishment engaged in the transfer of tangible and intangible assets, real estate developer, sales and renting are included in the category.

**Industry:** Industry includes all types of establishments or business in which persons are engaged in producing or distributing goods and services during the reference period. The classification of the industry was adopted from Bangladesh Standard Industrial Classification (BSIC, 2000)

**Occupation:** Occupation is defined as a type of economic activity which a person usually pursues to earn income in cash or kind. Classification of occupations is based on Bangladesh Standard Classification of Occupations (BSCO)

**Salary and Wage:** Salary means the amount of taka that paid workers receive in cash or kind (including for food, housing and clothing) before any deduction for pensions, taxes or social security and on the other hand daily wage means the amount of taka that one receives in cash and non-cash remuneration for his one day labour. Payments in kind (ex. food housing and clothing) should be estimated at the value that these goods would have if they were brought in the market. The salary includes any payment for time not worked (due to vacation, sick leave) and any additional payment such as bonuses and allowances.

**Income of self employed/business professional:** Income of self employed/business professionals means the amount of taka available after deducting the intermediate cost incurred to run the establishment.

**Average weekly hours:** Average weekly hours of work means the hours worked in the activity during a typical week. These hours exclude meal breaks, time spent on travel from home to work and hours paid for but not worked (such as paid leave/public holiday/sick leave).

**Mean:** Mean (average monthly income/wage) is the calculated total wage/monthly income for male/female divided by its weighted survey male/female worker. The mean monthly income/wage value for the upper open-ended wage interval is its lower bound (winsorized mean). These interval mean wage values are then attributed to all workers reported in the interval. For each male/female total weighted wages in each interval are summed across all intervals and divided by the male/female weighted survey male/female workers.

**Percentiles Measures:**

**25<sup>th</sup> percentile (low):** A quarter of the workers in the occupation earn an equal or smaller wage.

**50<sup>th</sup> percentile (Median):** 50 percent of workers in an occupation earn wages below and 50 percent earn wages above the median wage.

**75<sup>th</sup> percentile (high):** Three quarters of the workers earn less than or equal to the 75<sup>th</sup> percentile.

# Chapter-3

## Summary findings of the pilot wage survey

Some background information of sample establishments and professional personnel engaged therein are described in the summary findings. It discusses about the total number of establishments, total workers working therein, their age, sex, education, income and the working hour of sample professionals. Monthly and daily wages of formal and informal workers respectively have been discussed here.

**Table-3.1: Distribution of sample number of establishments and workers by employment size**

Employment size	Establishment		Workers		Average number of workers per establishment
	Number	%	Number	%	
Below 5	8674	45.5	23291	3.6	2.7
5 to 9	4430	23.2	28676	4.4	6.5
10 to 49	4393	23.1	86122	13.2	19.6
50 to 99	631	3.31	43031	6.6	68.2
100 & above	941	4.9	471693	72.2	501.3
<b>Total</b>	<b>19069</b>	<b>100.0</b>	<b>652713</b>	<b>100.00</b>	<b>34.2</b>

Table-3.1 presents the number of establishments and workers according to the size of establishment. The table also shows the average number of workers in each establishment size. It is mentionable that the highest percentage of nearly one-half (45.5%) of the establishments belong to the lowest establishment size of below 5 workers. The next highest percentages of 23.2% and 23.1% are contained in the next two establishment sizes of 5-9 and 10-49 workers respectively and the other two establishment sizes have only 3.3% and 4.9% workers respectively. Thus the table indicates an opposite relationship between the size and percentages of establishment that is when the size of establishment increases the percentage of establishment decreases. With regard to the number of workers, the highest percentage of workers (72.3%) belong to the highest establishment size of 100 & above workers and the lowest 3.6 percent of workers belong to the lowest establishment size of below 5 workers.

**Table-3.2: Distribution of sector wise wage-earner by male and female**

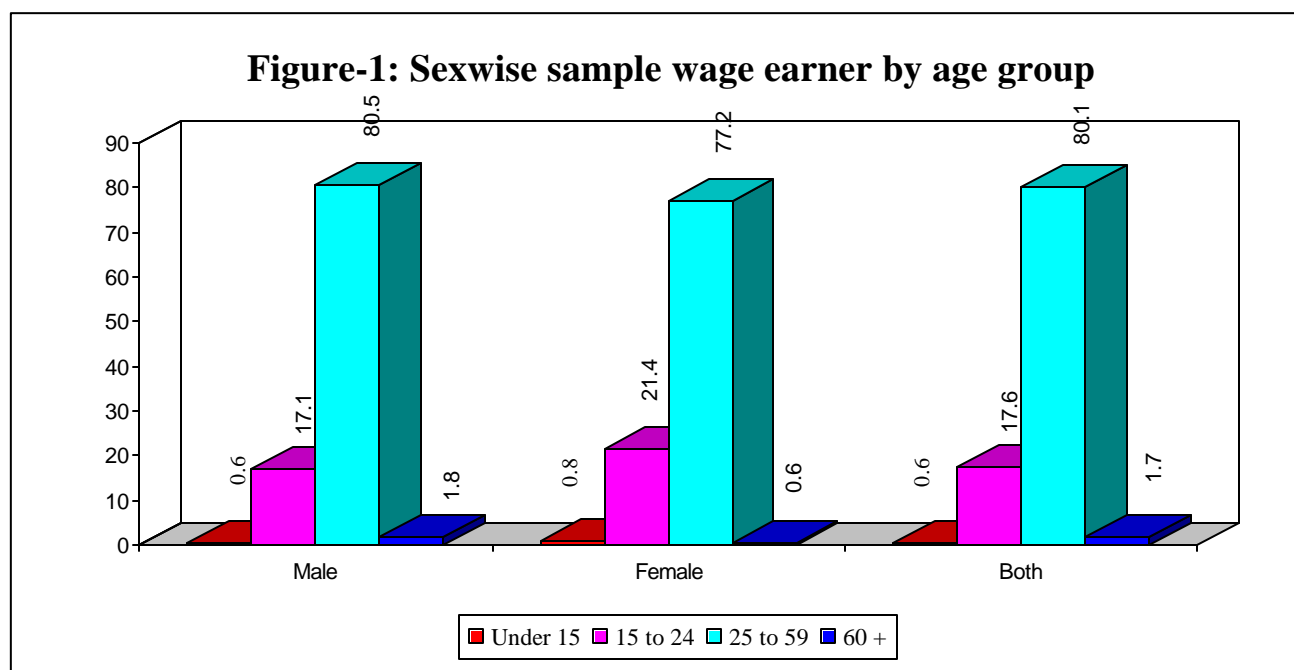
Sex	Sector				Both	
	Formal	%	Informal	%	Total	%
Male	36124	87.6	16561	86.8	52685	87.3
Female	5134	12.4	2528	13.2	7662	12.7
<b>Both</b>	<b>41258</b>	<b>100.0</b>	<b>19089</b>	<b>100.00</b>	<b>60347</b>	<b>100.00</b>

Table-3.2 shows the sex wise wage earner number and percentage according to the formal and informal sectors. Slightly more than two-thirds (68.4%) of the wage earners are in formal sector and the rest less than one-third (31.6%) are in informal sector. Male wage earners are predominant (87%) while female wage earners are far low (13%) in both formal and informal sectors. In the formal sector we notice 87.6% male and 12.4% female and in the informal sector we see 86.8 % male 13.2% female wage earners. That means in both sectors the percentage of male and female are almost the same.

**Table-3.3: Distribution of sexwise sample wage-earner by age group**

Age group	Male		Female		Both	
	Number	%	Number	%	Number	%
Under 15	302	0.6	60	0.8	362	0.6
15 – 24	8998	17.1	1638	21.4	10636	17.6
25 – 59	42431	80.5	5917	77.2	48348	80.1
60 +	954	1.8	47	0.6	1001	1.7
<b>Total</b>	<b>52685</b>	<b>100.0</b>	<b>7662</b>	<b>100.0</b>	<b>60347</b>	<b>100.0</b>

Table-3.3 shows the number and percentage distribution of male and female wage earners by broad age groups. The table clearly indicates that the dependent population (aged below 15 and above 60) makes up a very small proportion of the sample of wage earners. Those aged under 15 comprise only 0.6% and 0.8% of the male and female wage earners, respectively, while those over 60 comprise 1.8% and 0.6% of the surveyed male and female wage earners, respectively. The percentage of young wage earners (age group 15-24) is slightly higher among female (21.4%) than that among male (17.1%).

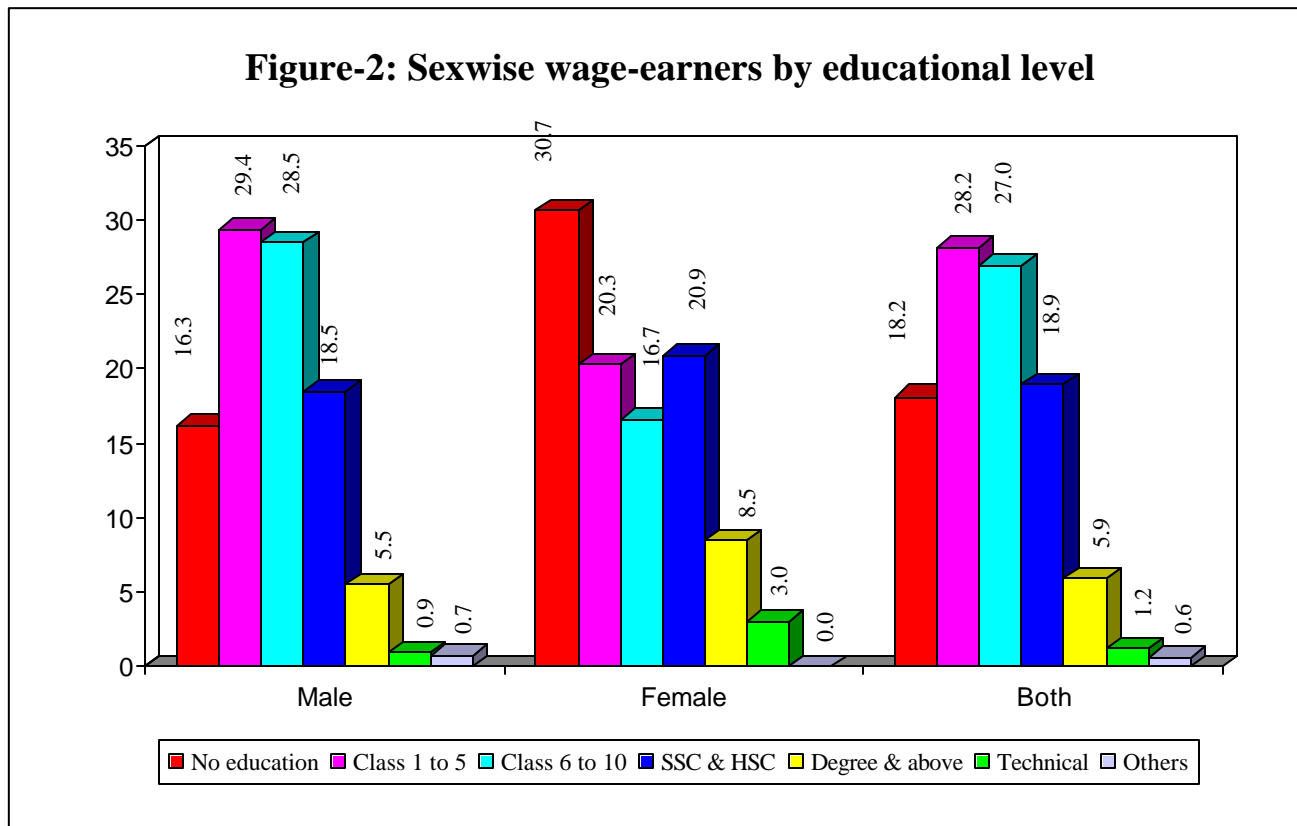


**Table- 3.4: Distribution of sexwise wage-earner by educational level**

Educational level	Male		Female		Both	
	Number	%	Number	%	Number	%
No education	8606	16.3	2352	30.7	10958	18.2
Class 1 to 5	15476	29.4	1556	20.3	17032	28.2
Class 6 to 10	15032	28.5	1277	16.7	16309	27.0
*SSC & HSC	9808	18.5	1598	20.9	11406	18.9
Degree & above	2895	5.5	653	8.5	3548	5.9
Technical	495	0.9	226	3.0	721	1.2
Others	373	0.7	0	0.0	373	0.6
<b>Total</b>	<b>52685</b>	<b>100.0</b>	<b>7662</b>	<b>100.0</b>	<b>60347</b>	<b>100.0</b>

\* Secondary School Certificate (SSC), Higher Secondary Certificate (HSC).

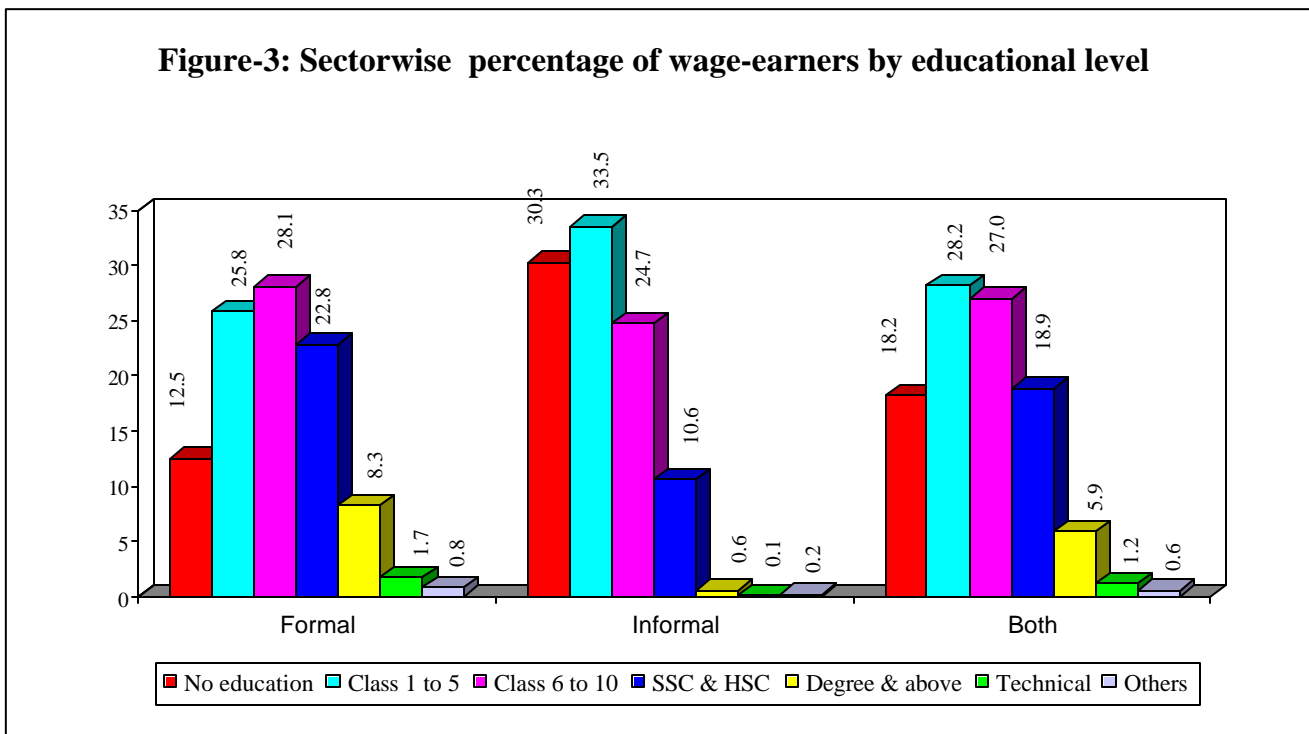
Table-3.4 presents the number and percentage of male and female wage earners by their education level. The percentage of no education is almost the double among female (30.7%) compared to that among male (16.3%) in the survey. The male wage earners have the highest 29.4% education at primary level followed by 28.5% education at secondary level. The female wage earners have far less percentages of education at primary (20.3%) and secondary (16.7%) levels compared to those of males. The table reveals that in the sample the percentages of female having no education, SSC & HSC, Degree & above and Technical educations are slightly higher than those of the male.



**Table- 3.5: Distribution of sectorwise wage-earner by educational level**

Educational level	Formal		Informal		Both	
	Number	%	Number	%	Number	%
No education	5167	12.5	5791	30.3	10958	18.2
Class 1 to 5	10642	25.8	6390	33.5	17032	28.2
Class 6 to 10	11584	28.1	4725	24.7	16309	27.0
SSC & HSC	9388	22.8	2018	10.6	11406	18.9
Degree & above	3438	8.3	110	0.6	3548	5.9
Technical	704	1.7	17	0.1	721	1.2
Others	335	0.8	38	0.2	373	0.6
<b>Total</b>	<b>41258</b>	<b>100.0</b>	<b>19089</b>	<b>100.0</b>	<b>60347</b>	<b>100.0</b>

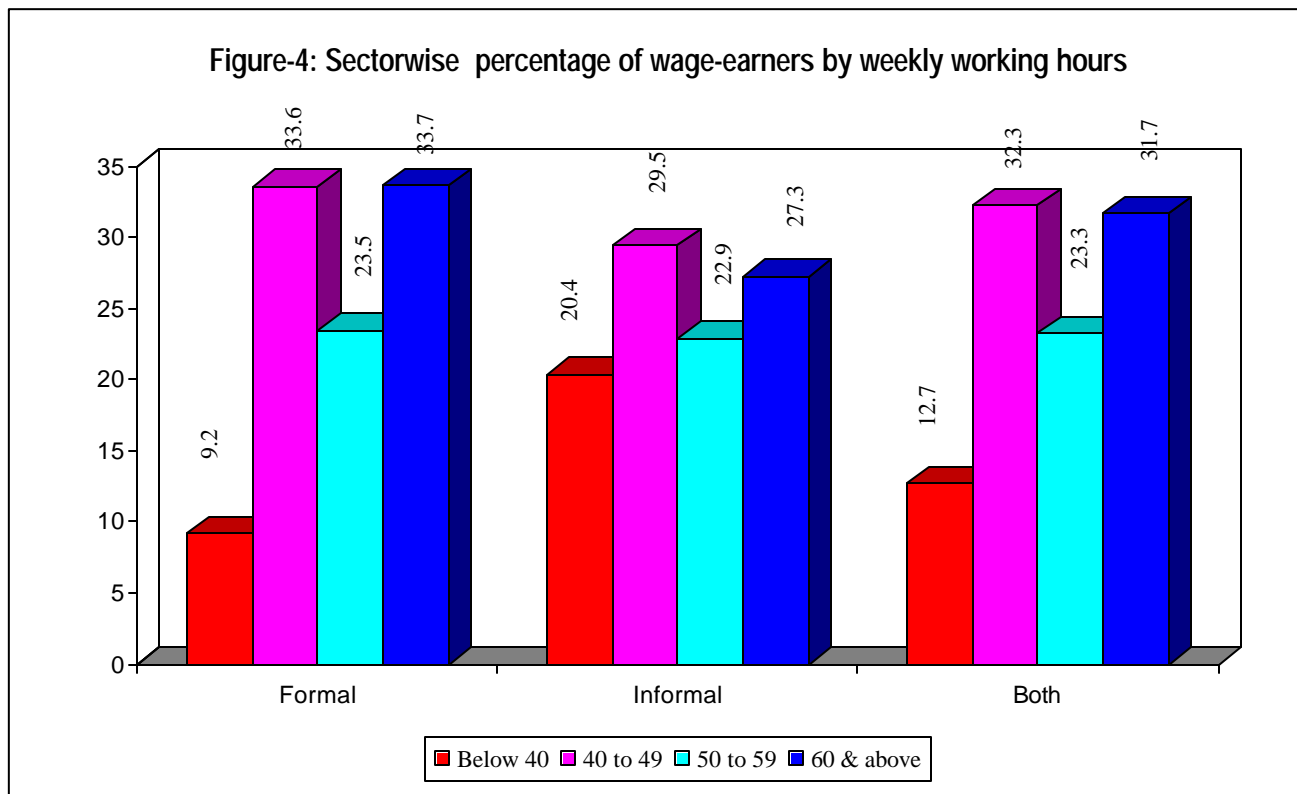
It is apparent from table 3.5 that no education and lower level of education are much higher among wage-earners of informal sector compared to those among wage-earners of formal sector as the percentages of no education and primary education (Class 1 to 5) are 30.3% and 33.5% respectively in informal sector compared to 12.5% and 25.8% respectively in formal sector. On the other hand, levels of education are much higher among workers in the formal sector. For instance, the percentage of wage-earners having SSC & HSC education in the formal sector is 22.8% compared to 10.6% in the informal sector.



**Table-3.6: Distribution of sector wise number & percentage of wage-earners by weekly working hours**

Weekly hours of work	Sector					
	Formal		Informal		Both	
	Number	%	Number	%	Number	%
Below 40	3795	9.2	3892	20.4	7687	12.7
40 to 49	13882	33.6	5628	29.5	19510	32.3
50 to 59	8680	23.5	4362	22.9	14042	23.3
60 & above	13901	33.7	5207	27.3	19108	31.7
<b>Total</b>	<b>41258</b>	<b>100.0</b>	<b>19089</b>	<b>100.0</b>	<b>60347</b>	<b>100.0</b>

Table 3.6 presents the wage-earners numerically and in percentage by weekly hours of work for formal and informal sectors. The table shows that the wage-earners are almost equally distributed in the given four weekly hours of work in the informal sector but much higher percentage of workers (about 57%) work for longer weekly hours of 50 and above in formal sector and about one-third (33.6%) of formal sector workers work for 40-49 hours per week. While less than one-tenth (9.2%) of formal sector workers work for fewer than 40 hours, one-fifth (20.4%) of the informal sector workers work for the less than 40 hours per week.



**Table-3.7: Distribution of sector and sex wise daily income (Taka) by educational level**

Educational level	Formal		Informal		Both	
	Male	Female	Male	Female	Male	Female
No education	102	66	119	78	110	73
Class 1 to 5	112	71	131	87	119	78
Class 6 to 10	127	79	147	113	133	85
SSC & HSC	147	105	169	170	151	112
Degree & above	194	140	198	171	194	141
Technical	198	145	125	103	195	144
Others	106		166		112	
<b>Total</b>	<b>130</b>	<b>93</b>	<b>137</b>	<b>91</b>	<b>132</b>	<b>92</b>

Table 3.7 presents the most important information of daily income of wage-earners by sex, sector and educational level as obtained in the survey. Combining both sectors a male worker earns Tk. 132 and a female worker Tk. 92 per day. Strikingly, a male worker earns slightly more (Tk. 137) in the informal sector than in the formal sector (Tk. 130). A female worker, on average, earns almost the same amount of money in both sectors (Tk. 91 in the informal sector and Tk. 93 in the formal sector). Gender difference in daily wage is the highest of 50.5% in the informal sector compared to a lower 40% in the formal sector.

By educational level, the highest daily wage of Tk. 198 is earned by males with technical education in the formal sector and with degree and above education in informal sector. Among females the highest daily wage of Tk. 171 is earned for degree and above level of education in the informal sector and Tk. 145 for technical education in the formal sector. The gender difference in daily wage is much higher for no education and for primary and secondary level wage earners in both sectors.

**Table-3.8: Distribution of average monthly income/daily wage of wage-earner, mean and their standard deviation by working hours**

Working hours	Number of wage earners	Mean (Taka)	Standard deviation	Minimum	Maximum
<b>Formal (Monthly)</b>					
Below 40	3795	2811.5	2148.8	350	18000
40 to 49	13882	3905.8	2391.3	450	19800
50 to 59	9680	3896.3	2154.1	600	19950
60 & above	13901	3798.1	2044.6	690	19483
<b>Total</b>	<b>41258</b>	<b>3766.7</b>	<b>2222.7</b>	<b>350</b>	<b>19950</b>
<b>Informal (Daily)</b>					
Below 40	3892	115.9	73.9	23	600
40 to 49	5628	130.4	59.4	25	600
50 to 59	4362	135.4	59.3	35	600
60 & above	5207	138.7	65.1	40	600
<b>Total</b>	<b>19,089</b>	<b>130.8</b>	<b>64.7</b>	<b>23</b>	<b>600</b>

The table 3.8 shows the number of total wage earners, mean earnings and standard deviation of both formal and informal sectors based on working hours. It is observed from the table that the highest total earnings of Tk. 3906 per month in the 40-49 working hours group has the highest standard deviation with a minimum of Tk. 450 and a maximum of Tk. 19800. The next highest total monthly earnings of Tk. 3896 also has a higher standard deviation with a minimum of Tk. 600 and a maximum of Tk. 19950. Although the mean earnings in the given four working hours groups do not vary remarkably (from Tk. 2812 to Tk. 3906), the individual earnings vary from a minimum of Tk. 350 to a maximum of Tk. 19950 in the formal sector.

As the earnings are mostly paid on a daily basis in the informal sector daily wages have been given in the informal sector in the four working hours group. The highest amount of daily earnings is Tk. 139 in the 60 and above working hours group with a very high standard deviation and a minimum earning of Tk. 40 and a maximum earning of Tk. 600. The daily earnings in other three working hours groups are not very different from this except in the below 40 working hours group where it is Tk. 116. But the individual daily earnings vary highly from a minimum of Tk. 23 to a maximum of Tk. 600 in the informal sector.

**Table-3.9: Distribution of average monthly wages for formal sector by division**

Industry	Name of the division						Bangladesh
	Barisal	Chittagong	Dhaka	Khulna	Rajshai	Sylhet	
Food & drinks	3402	3766	3954	3471	3206	3978	3617
Edible oil	3234	3249	3203	2848	2421	3525	2933
Shrimp processing	2789	3335	1300	2939	-	-	3004
Rice/wheat/spices machine	2761	2647	2898	2555	2580	2890	2712
Bidi/tobacco	2244	2223	2269	2449	2040	-	2215
Textile mill	1950	4670	4211	3570	3239	2965	4105
Readymade garment	1750	3329	4141	-	3550	2500	3888
Jute textile	2508	3579	3463	4382	3596	-	3640
Leather product	4016	3722	4099	3181	2909	3845	3650
Wood works	4411	3912	3536	3313	3457	4196	3648
Cane/wooden furniture	3677	3647	3685	3200	2982	3534	3432
Printing, binding & paper production	2693	2973	3083	2591	2504	3687	2863
Pharmaceuticals	3771	4116	4312	3650	2793	4533	3857
Match	-	2109	3590	2930	2275	-	2762
Plastic products	2920	3483	3162	2997	2641	-	3048
Cement	4133	5705	5335	3809	4044	6795	4844
Glass and ceramic product	-	7250	3936	2900	5000	7500	4120
Basic metal	1750	4690	4680	2815	3051	-	4277
Engineering workshop	3817	3766	3858	3635	3526	4576	3764
Electricity, gas & water supply	6288	5641	6538	6720	6049	6138	6271
Construction	4186	4787	4543	4150	3604	4773	4292
Wholesale & trade	3134	3088	3190	2685	2806	2937	2989
Hotel (residential)	2618	2944	3324	2511	2485	3241	2882
Restaurant	3582	3731	4127	3106	3213	3853	3630
Chinese restaurant	4701	4571	4921	3256	3628	5013	4452
Tea stall	2577	2425	2682	2363	2490	2551	2525
Road/transport	4007	4605	4354	3650	4083	4348	4219
Water transport	3628	4578	3794	2698	4641	3007	3909
Railway	-	6249	6424	6259	6052	7161	6247
Air transport	-	9275	8500	10623	5675	6500	8064
Postal communication	2739	3158	3497	4260	3141	3509	3401
Banking & insurance	7113	7534	7523	6546	7066	7410	7254
Real estate, renting & business activities	2600	3019	3070	2732	2414	3875	2902
Private education	2272	2319	2597	2419	2138	2859	2400
Private health & social works	3317	3485	4073	3078	2922	3725	3474
Community & social works	3863	3925	4390	3563	3639	3978	3943

Table 3.9 presents average monthly wages of both sexes in different industrial occupations for six divisions as obtained in the survey. The highest amount of monthly wages earned by a wage earner (both sexes) is Tk. 10,623 in an occupation in the air transport industry in the Khulna division. The lowest amount of monthly wage earning is Tk. 1300 in shrimp processing in the Dhaka division. The minimum monthly wages in other divisions are Tk. 1750 in the occupation of readymade garments and basic metal in the Barisal division Tk. 2109 in match industries in the Chittagong division, Tk. 2138 in private education in the Rajshahi division, Tk. 2363 in occupation of tea stall in the Khulna division and Tk. 2500 in the occupation of readymade garments in the Sylhet division. Thus there exists a wide variability in the minimum monthly wages of workers from Tk. 1300 in the Dhaka division to Tk. 2500 in the Sylhet division in the formal sector. The highest amounts of monthly wages also vary widely from Tk. 7113 in the occupation of banking and insurance in the Barisal division to Tk. 10,623 in the occupation of air transport in the Khulna division. The highest monthly wages of workers in Chittagong (Tk. 9275) and Dhaka (Tk. 8500) divisions are also in the occupation of air transport.

Monthly wages of formal and informal production workers by sex and by division are shown in tables 6(a) and 6(b) respectively.

**Table – 3.10: Percentile of monthly wages for formal sector and daily wages for informal sector by sector and sex.**

Sector and sex		Monthly earning/daily wages						
		Number of workers	10 <sup>th</sup> percentile	25 <sup>th</sup> percentile	50 <sup>th</sup> percentile	75 <sup>th</sup> percentile	90 <sup>th</sup> percentile	Mean wage
Formal	Male	36124	1800	2500	3500	4800	6500	3906
	Female	5134	1000	1500	2400	3260	5000	2781
	Both	41258	1500	2400	3200	4500	6500	3766
Informal	Male	16561	70	100	130	170	200	137
	Female	2528	40	50	70	100	160	91
	Both	19089	60	80	120	160	200	131

Table 3.10 shows the monthly earning by percentile for formal sector and daily wages by percentile for the informal sector, both by sex. A percentile wage shows the percentage of workers who earn less than a given wage and the percentage who earn more. The 50<sup>th</sup> percentile wages or median wage is the pay level at which 50 percent earn less. Likewise, 10 percent of workers earn the 10<sup>th</sup>-percentile wage or less, and 90 percent of workers earn the 90<sup>th</sup>-percentile wage or less.

In the formal sector, ten percent of the workers earn less than Tk 1500 per month, while 90 percent of the workers earn less than Tk 6500 per month, a difference of Tk 5000 per month. In addition to having the highest wage male earners have the highest wages in all percentile wage categories. Similarly in informal sector ten percent of the workers earn less than 60 Tk. per day while 90 percent of the workers earn less than 200 Tk. per day a difference of only 140 Tk. per day.

This table also shows that the mean wage in each sex is higher than the 50<sup>th</sup> percentile or median wage for that sex. This suggests that workers comprising the top half of the wages have a wider wage distribution than those in the lower half.