

# GOVERNMENT OF PAKISTAN PAKISTAN BUREAU OF STATISTICS ISLAMABAD

# ISLAMABAD CENSUS OF MANUFACTURING INDUSTRIES 2015-16



It is obligatory to provide the requisite information collected under General Statistics (Reorganization) Act, 2011. As provided in the Act the information supplied will be treated confidential and be used to provide aggregate statistics and not made available to any individual, government agency/department for tax or any other purpose.

Name of Establishment Address - Factory	:			_		
	1 5 . 1					
n .				1		. 5 " 1
Province:		District:		Tehsil:		11
Address- Headquarter						
Address- Registered (if different from above)						
Ph.:		Mobile:		Fa	x:	
Email:			Web:			
Type of Major Manufacturing Activity				PSIC CODE (to be filled at office)		
Year of Registration			Year of com	mencement of opera	tion	
Establishment export pro	oduction:-	Yes: ☐ No: ☐	Establishment	import input materi	al directly- Yes:	□ No: □
Enterprise/Establishmen	t listed with S	Stock Exchange:		ablishment certificat		
		Yes: ☐ No: ☐	1-□ISO-1400	00 2- □ISO-900	1 3- □HSE system ((	OHSAS-18000
S saggest a		OF ESTABLISHMENT				
		any				
i) Address of parent en						
ii) Phone:		(iv) Email:		(	v) Fax:	
.3 The name, address	and activiti	es of the establishments ass	sociated with p	parent enterprise /	company	
.No Name of Estab	lishment	Address		S PROCEST	Major Manufacturing Activity	PSIC Code (to be filled at office)
						800
			,			0.00
					12	VIIIV DE L
Note: PLEASE INDIC	ATE that the	e questionnaire covers data				
	Only for the				1. 🗆	
		), and producing establishmen and the producing establishmen		•	2. 🗆	
		nterprise with separate question			3. 🗆	

		12	of Sag				-			to the house	A BEALLY AND
State owned /Public Sector	,	e Mile	A 1	1. 🗆	Privately	owned					3.□
Foreign controlled enterprise	11 231	DEFZ I	4.3	2. 🗆	Others (	olease sp	pecif	y)			4.□
			e ghai			No. (C. Tapi)					42 Appropriate A
B: STATUS OF ESTABLIS	HMENT	5,									
Individual proprietorship/Ow	nership			1. 🗆	Partnersl	nip			n - 1		4.□
Private Limited Company				2. 🗆	Public L	Public Limited Company (listed/un-listed)					5.□
Cooperative Society				3. 🗆	Others (p	olease sp	pecif	y)	1.7 1963		6.□
SECTION-4 A: EMPLOYN	1ENT	Employ June 20		30th	Employ	ment Co	ost d	uring 201	Secure of Section Courses		
Type of Employees	Code	Male		emale	Wage: Salar		Othe payr		Payment kind	in	Total Col 5+6+7
1	2	3		4	5		1	6	7		8
Regular Employees	411										
Contract Employees	412										
Casual Paid Employees	413	h				7,10	1,1				
Contributing Family Workers	414			100							en e
Working proprietor & active partners	415				14 700						
Total	400				Dec. 42.0 800, 100 \$ W12000						
*Industries having seasonal e	mployme	nt should	give av	erage en	nployees du	ring 201	15-16	)	1,1111		
											Property of
Employment Skill Level and	1 Total S	alary dur	ing 20								
	. 3			Male				Female			Total
B: Type of Employees	Co	111	o. of loyees	1	& Salaries	No. o		Wages &	Salaries		ges & Salaries in "000" Rs.
1	2		3		4	5			6	-	7
Managers (those who make important decision)	421									\$2.	Arts Trus 18
Skilled/Technical workers (those involved in production accounts, medium level staff)		1.00							portagi e	AB VA	
Unskilled Workers (low level staff)	423				1860						
Total	420	; = <u> </u> = 1.2		// -,-B.							
ana y Died - No. 1								,			
SECTION-5 A: TAXES O	ON OWN	PRODU	CTS		B: SUI	BSIDIE	S, DI	EPRECIA	ATION,	INTE	REST
Item	ΓΙΟΝ-5 A: TAXES ON OWN PRODUCT  Item Code Value in 9					Ite	m		Code	Value	in "000" Rs.

SECTION-3 A: OWNERSHIP OF ESTABLISHMENT

SECTION-5 A: TAXES	ON OWN	PRODUCTS	B: SUBSIDIES, DEPRECIATION, INTEREST					
Item	Code	Value in "000" Rs.	Item	Code	Value in "000" Rs.			
Sales tax subtracting refund (net)	511		Subsidies received	521				
Import Duty	512		Depreciation for fixed assets	522				
Excise Duty	513		Interest paid	523				
Land tax/Vehicle tax	514		Interest Received	524	4 1 W/21 1 1			
District/Provincial taxes	515	e glask tation of the con-	The second secon					
Other taxes on production (Please specify)	516	The second second	etroring allered got stage ( 100 tem ).					
Total	510		Total	520	-			

: Main Production Activities			gar, e		Code	Value in "000"Rs
Value of sales from finished/semi	i-finished goo	ods from own pro	duction		611	
Out of Which						
- Value of sales throug	gh website, ii	nternet or online	business.		6111	
Value of fixed assets produced fo	or own use				612	
Value of sale of electricity general	ated .			Towns of the State	613	
otal					610	
	us v			all story (	Server.	W. W
: Other Activities			*	1.12 19(195)	Code	Value in "000"Rs
eceipt of work done for others (	contract, con	nmission, repair, i	naintenance	/installation e	tc.) 621	
Receipt from industrial waste (sci	rap and refus	e etc.)		el Swi yedi.	622	against program of the s
Goods purchased for re-sale					623	
Receipts from transport services	rendered to o	thers			624	and the second
Receipt from rental, lease of build			house and st	orage of good	is 625	
n cold storage, godown etc.	<i>G</i>	14.1	Grant.	NgO objection	ent effe th.	
Receipts from agency commission	ons etc.		Contraction	Friday set	626	
Other Receipts from output (Pl. s	:()				(0.7	
omer receipts from output (Pl. 8	specify)				627	
Fotal	specify)				627	
Fotal						
Fotal C: PRODUCTS MANUFACT	URED DUR		Unit Code	Installed	620	Value in "AM
Fotal  C: PRODUCTS MANUFACT		ING 2015-16  Unit of Measurement	Unit Code (See below)			
C: PRODUCTS MANUFACT Products/By product	URED DUR	Unit of			620 Quantity	
C: PRODUCTS MANUFACT Products/By product	URED DUR CPC Code	Unit of Measurement	(See below)	Capacity	Quantity Manufactur	ed Rs 🏗
C: PRODUCTS MANUFACT Products/By product  1	URED DUR CPC Code	Unit of Measurement	(See below)	Capacity	Quantity Manufactur	
C: PRODUCTS MANUFACT Products/By product	URED DUR CPC Code	Unit of Measurement	(See below)	Capacity	Quantity Manufactur	ed Rs 🏗
C: PRODUCTS MANUFACT Products/By product  1	URED DUR CPC Code	Unit of Measurement	(See below)	Capacity	Quantity Manufactur	ed Rs 🏗
C: PRODUCTS MANUFACT Products/By product  1 1.	URED DUR CPC Code	Unit of Measurement	(See below)	Capacity	Quantity Manufactur	ed Rs 🏗
C: PRODUCTS MANUFACT Products/By product  1 1. 2. 3. 4.	URED DUR CPC Code	Unit of Measurement	(See below)	Capacity	Quantity Manufactur	ed Rs 🏗
C: PRODUCTS MANUFACT Products/By product  1 1 2 3 4 5	URED DUR CPC Code	Unit of Measurement  3	(See below)	Capacity	Quantity Manufactur	ed Rs 🏗
C: PRODUCTS MANUFACT Products/By product  1 1. 2. 3. 4. 5.	URED DUR CPC Code	Unit of Measurement  3	(See below)	Capacity	Quantity Manufactur	ed Rs 🏗
Fotal  C: PRODUCTS MANUFACT  Products/By product	URED DUR CPC Code	Unit of Measurement  3	(See below)	Capacity	Quantity Manufactur	ed Rs 🏗
C: PRODUCTS MANUFACT Products/By product  1 1. 2. 3. 4. 5.	URED DUR CPC Code 2	Unit of Measurement  3	(See below)	Capacity 5	Quantity Manufactur 6	ed Rs 🏗

	ON-7 A-I: INPUTS DUR	2013-10 (	including sales 18	ia, excise D	uty, Imp		SAME SERVICE SERVICES
Items Payment	ts for raw materials, chemic	als & dues name	Components most	ing mot	lo ot-	Code	Value in "000" Rs
Cost of	goods purchased for re-sale	ais & uyes parts	s, components, pack	ing materia	is etc.	711	,
	for printing and stationary		500 mg 100	5.87°s		712	
		0.1				713	And the state of t
	s for storage, lease and hire					714	
Payment	s for work done by others (	repairs, mainten	ance, contract and	commission	etc.)	715	
	e payments(non-life)					721	
Bank cha	_					722	1
	d professional fee ement cost					731	
						732	
Packing o		~1	1000			733	
	tation charges on finished g					741	
	s for postage, telephone, fax	, internet etc.				751	
	g expenses ·		7.77	d Award. S.		752	
	ment charges					753	
	educational expenditures (e		y)	1 87		754	
Payments	s for copy rights, royalties, p	patents				791	3.4
Commiss	ion paid to agents					792	
Others (P	l. Specify)			6 1975		793	
Total						700	
A II. DE	IEDCV (I. I. W. C. I.		College College			700	
A-II : EN Item	ERGY (Including Sales T	CPC CPC			h .		1 1 1
		Code	Measurement	Unit Code	Quantity	Consume	ed Value in "000" Rs
Placta! !	1	2	3	4	7.2	5	6
Electricity Gas		17100					
Jas	System Based Gas LNG	12021					
Diesel	DITO	12022 33350				a ve	
		33330			and the second		
Petrol	A STATE OF THE STA	33310			A KET K2 162		
		33310	21. A 41. E 1		111.3	3791	***************************************
Coal	il	11010			21.3	3791	* 111943
Coal Furnace of	il	11010 33380			21.3		
Coal Furnace of	il	11010 33380 03130					
Coal Furnace of	il	11010 33380					
Petrol Coal Furnace of Firewood Water Other (Sne		11010 33380 03130					
Coal Furnace of Firewood Water Other (Spe	il cify)	11010 33380 03130					
Coal Furnace of Firewood Vater Other (Spe	cify)	11010 33380 03130 18000					
Coal Furnace of Firewood Water Other (Spe		11010 33380 03130 18000	y)				
Coal Furnace of Firewood Water Other (Spe 2.Total B: Raw M	cify)	11010 33380 03130 18000	y)				
Coal Furnace of Firewood Vater Other (Spe 2.Total B: Raw M	cify)	11010 33380 03130 18000	y)				
Coal Furnace of Firewood Water Other (Spe 2. Total B: Raw M	cify)	11010 33380 03130 18000	y)				
Coal Furnace of Firewood Water Other (Spe 2.Total B: Raw M	cify)	11010 33380 03130 18000	y)				
Coal Furnace of Firewood Water Other (Spe 2.Total	cify)	11010 33380 03130 18000	y)				
Coal Curnace of Cirewood Vater Other (Spe 2.Total C: Raw M	cify)	11010 33380 03130 18000	y)				
Coal Curnace of Cirewood Vater Other (Spe 2.Total C: Raw M	cify)	11010 33380 03130 18000	у)				
Coal Furnace of Firewood Water Other (Spe 2. Total	cify)	11010 33380 03130 18000	y)				
Coal Furnace of Firewood Water Other (Spe 2. Total	cify)	11010 33380 03130 18000	y)				
Coal Furnace of Firewood Water Other (Spe 2. Total	cify)	11010 33380 03130 18000	y)				
Coal Furnace of Firewood Water Other (Spe 2. Total	cify)	11010 33380 03130 18000	y)				
Coal Furnace of Firewood Water Other (Spe 2. Total	cify)	11010 33380 03130 18000	y)				

SECTION-8: CHANGES IN INVENTORIES DURING 2015-16										
Item	Code	Opening Stock Value in "000" Rs.	Code	Closing Stock Value in "000" Rs						
Raw Materials	811		821							
Goods explicitly purchased for re-sale	812		822							
Work in progress	813		823							
Finished products	814		824							
Total Stocks	810		820							

	N-9: FIXE	D ASSETS	20.00	The season was to be	The second built has see		eri an minera	airdh ada ba	a history I had
Type of As	ssets		Code	Fixed Assets on 1 <sup>st</sup> July 2015	Acquisition of fixed assets (new /existing) during the year	alteration & improvements during year	disposed off during year	*Capital formation on own account	Gross Fixed Capital Formation Col (4+5-6+7)
					alue in "000" R			n "000" Rs.	
	1	L Supris	2	3	4	5	6	7	8
Land Purch	nased		911	Tarita i	2			Alexandra	
Dwellings	Dwellings (Residential Buildings)		921						
Other buildings & Structures	Buildings of dwellings	ther than	931						
	Other Struc	tures	932						
	Land improvements & cost of land transfer		933			2 2 7 7 2			ene (W
Machinery and Equipment	Transport E (Vehicles e		941					i iti omna	mich in outer 8
	ICT (Comp hardware & telecommun equipment*	nication	942	193,4			- 62		emografi.
	Furniture &	Fixture	943		, youngmon a	o derevolam	o selt to go		
	Other machinery and	Electrical	951			er instales	estisz <sup>el</sup> 1. A		7,372
	equipment	Non- Electrical	952			N 11			70.4
Intellectual Property Products	Research ar Developme		961	ente de la syst	$E_{\infty}$				Special A
	Computer s and databas		962				calda i po		
	Other inteller property pro		963	1 (941)					
Total	100000		900						V 100,000 7

<sup>\*</sup>Fixed assets produced for own use \*\*Information Communication and Telecommunication Note: Assets acquired on financial lease, should be included in the respective category.

HTRKA	STRU	CTUR	E AND	EN	/IR	ONMEN	T				
Establish	ıment			155 . 15		4	Yakari Jir				
ea	1	2- Co	vered are	a				3- N	o of Store	ys	
tion of e	employee	es (No.)			234		10 May 51				Berger St.
ove		rmediate		3-Matric			4-	4-Under Matric			er been to
listribut	ion chan	nels that	you use	in the	e ma	rket? Mar	k all that i	annly			
							TVI	Pro	4-E	End Cons	umer 🔲
actory s	ales in lo	ocal and	export n	ıarket	?	2 Expo	rt Market				
				32 No. 14 No.		Tota				1	00%
ales in l	ocal mar	ket			6	• Percent	age of sal	es in maj	or Intern	ational r	narkets
ha:1/A d:	T	/ '11				Cour	ntry				Export (%)
	acent 10	wn/ villaį	ge			1					
		-	,			2		,			
						3					
						4					
Provinc	e) Nation	nwide				5 Othe	rs			- 1 × y.	
			100	%		Total					100%
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								ıblic utili	ty service	es?	
CSIGCIII	INOII-	resident		1000			Good	Bad	Load Sh	redding (	Hrs./day)
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t used t	v emplo	vees?		112	) .					Shirt Shirt of	STREET, STREET
	Public	Compa	ny %	1 12	2. A	verage Tim	e and Dist	ance taker	n for emplo (minutes)	oyees to re	each
Own			100		E	executive		111110	(minutes)	Dista	nce (km)
Own				-			·				
Own			100	2	. IN	<b>lanagement</b>					
Own			100 100	$\frac{2}{3}$		1anagement abour/ worl			n 177 km	i i i i i i i i i i i i i i i i i i i	
			100	35							
	ted by th	e indust	100	35							
	ted by th	e indust	100	35		abour/ worl	kers	3-Hazardo	Dus		
	tion of e ove  istribut  actory s  ales in le hsil/Adj strict vision ovince Province Province Location ovince ince/ Na  dential c w many esident	tion of employee  tion of employee  2-Inte  istribution chan  2-Whe  actory sales in local mar  hsil/Adjacent Toustrict  vision  province  Province) Nation  and Adjacent Toustrict  vision  hsil / Adjacent Toustrict  vision  vince  ince/ Nationwide  dential colony de  w many of the e  esident  Non-	tion of employees (No.)  ove 2-Intermediate. Diploma  istribution channels that 2-Wholesaler  actory sales in local and  ales in local market  hsil/Adjacent Town/ villagestrict vision ovince Province) Nationwide  major raw materials use tory. Location nsil / Adjacent Town/Villagestrict vision ovince ince/ Nationwide  dential colony developed  w many of the employees	tion of employees (No.)  ve 2-Intermediate/ DAE/ Diploma  istribution channels that you use 2-Wholesaler  actory sales in local and export materials in local market  ales in local market  hsil/Adjacent Town/ village strict vision  province  Province) Nationwide  100  amajor raw materials used tory.  Location  nsil / Adjacent Town/Village strict vision  vince ince/ Nationwide  dential colony developed by the colonic ince/ Nationwide  lential colony developed by the colonic ince/ Nationwide  dential colony developed by the colonic ince/ Nationwide  lential colony developed by the colonic ince/ Nationwide	tion of employees (No.)  ove 2-Intermediate/ DAE/ Diploma  istribution channels that you use in the 2-Wholesaler	tion of employees (No.)  ve 2-Intermediate/ DAE/ Diploma  istribution channels that you use in the ma 2-Wholesaler	Stablishment   Province   Nation wide   Nation   Nation	tion of employees (No.)  ve 2-Intermediate/ DAE/ Diploma  2-Wholesaler   3-Retailer   4-  actory sales in local and export market? Mark all that to act a strict vision   100 %   5 Others   100 %   1	Stablishment   Stab	State   Stat	Stablishment   Stab

	1. Solid	te treatment		Liquid		(%)	DAD	3.	Hazardous	TV	(%)	4.		(%)
er	ated	- (,,,	Treated				Tre	ated				Treat	ted	
	Exemple 10	2011 102 311			a de la la	365 325	L. ASL	acy nac	KAMILE OF A	* 17	AR VELT LIVE SA	1 1/4 / 11		
5.	Disposa	of wastes: (	Please, ti	ck rele				100	18 11	1		17-	zardous (indust	rial)
-		Solid				2. Liqu				1	Municipal			
	Municip	oal container				cipal Sev				1	Open dum		ici	
	Open d	umping		1 - 1		ving wa				2	Landfill sit			1
	Landfil	site			1	fields/ S	Soil boo	dy ———		3	Incinerator		10,000 1000 1000	
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6	. Is indus	stry obtained	ENVIR	ONMI	ENIA	AL APP	ROVA	L De	TOTE Its es				Control of the second	
				0,040,036	ili sa estra		- C	nlove	os for disc	99265	: Yes:		No: 🗆	
7		any arrange		r medi	ical c	nеск-ир No: □	or em	pioye	es for disc	cases	3 65 7 9			
		Upon hiring		Yes:		2. Anr	anally.		3. Bi-an	nuall	v: 🗆 4.	Quart	erly: □ 5. M	$lonthly: \Box$
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	3.	Which disea	ases are n	nost ire	equen	itry cricc	KCU.	-	to programme	1/5/19				
3				11/1/	10				- ployeas?	Vac	: No:	П		
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	Carp Comment	Rest Production 20		125					7. F. 4. F.					
	se of Boil													
19	). Does t	he company	operate b	ooiler(	s)? Y	∕es: □	No:							
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	1	C C.D	2	(No.)		Total	3 anacity	v of	Level of q	ualif	ication of bo	iler er	ngineer/operato	or(s) (No.)
Be	oiler(s)	Status of E			dad	Boi	apacit; iler(s)	, 01	1 Cla	evel of qualification of boiler engineer/op				on-qualifie
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		The state of the s		1										
					10 m			21	3371 41-2	. J . C	facilitation	chould	the governme	nt provide
20	0. What	are the majo	or proble	ms you	ur inc	dustry is	S	21.	What kin	ıd of lustr	facilitation	should Mark a	I the governme all that apply	nt provide
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#### **EXPLANATORY NOTES**

## CENSUS OF MANUFACTURING INDUSTRIES 2015-16

#### **MANUFACTURING:**

It is defined as physical or chemical transformation of materials, substances, or components into new products. Also substantial alteration, renovation or reconstruction of goods is generally considered to be manufacturing. The output of manufacturing process may be finished in the sense that it is really for utilization or consumption, or it may be service furnished in the sense that it is

Assembly of component parts of manufactured products is considered manufacturing. This includes the assembly of manufactured products from either self product or purchased components. The manufacturing of new final products even from the use of most products as inputs is classified in manufacturing. For example production of silver from film waste is manufacturing.

Specialized maintenance and repair of industrial commercial and similar machinery and equipment is, in good manufacturing. Similarly repair of motor vehicles is also not manufacturing.

The return should exclude commercial trading activity, sales offices, retail stores and administrative offices, if they are operated as separate establishments.

ACCURACY: Reply to questions should be as accurate as possible. If audited accounts are not available at the time of filling of return, un-audited figures or careful estimates may be used instead.

QUANTITY: Whenever reported should be in Metric system.

- If an establishment is engaged in more than one manufacturing activity at the same location and separate accounts are available for such activity, a separate return for each activity should be furnished. Additional return for this purpose may be obtained from the office of respective regional and field offices.
- For establishments working on seasonal basis, the period will cover whole year covering full twelve months including the season as well as non-season months. If an establishment operated for a part of reporting year, the return should cover the portion of the year during which it operated.

### **SECTION 4: EMPLOYMENT**

REGULAR EMPLOYEE: A paid employee who has worked at least one month at a stretch during 12 months is considered as a regular employee.

CONTRACT EMPLOYEE: Those employees who are employed on contract basis whether written or unwritten for some period by

CASUAL EMPLOYEE: A paid employee who has worked for period less than one month at a stretch during last 12 months

WORKING PROPRIETOR AND ACTIVE PARTNER: It includes those persons who manage, supervise or participate in the control or management of the establishment, excluding members of the employer's family not receiving any pay and those business partners who do not take part actively and directly in the business.

SKILL EMPLOYEES: Those employees who have attained full skill of working in the relevant field after training experience.

UNSKILLD EMPLOYEES: Those employees who are fresh recruited having not any experience and knowledge of work in the relevant field.

### **EMPLOYMENT COST:**

WAGES AND SALARIES: It includes wages and salaries, payments for leave and sick leave etc.

OTHER CASH PAYMENTS: All payments made by the establishment to its employees other than wages & salaries are included in this category. These include bonus, gratuities and allowances which are received once or twice a year such as Eid bonus etc.

PAYMENT IN KIND (NON-CASH PAYMENTS): It is defined as the net cost of the employer of those goods and services furnished to employees free of charge or a markedly reduced cost which are clearly and primarily of benefit to the employees as consumers. The item include food, beverages, tobacco and clothing provided free of charge or at a markedly reduce cost. SECTION 5: TAXES, SUBSIDIES, DEPRICIATION:

SALES TAX: Tax imposed by the government at the point of sale on retail goods and services.

EXCISE DUTY: A percentage levied on manufacturer, sale or use of locally produced goods. It is an indirect tax as the manufacturer

SUBSIDY: Economic benefit (such as tax allowance or duty rebate) or financial aid provided by government to reduce the market price

**DEPRICIATION:** It is the allocation of the cost of physical asset over its useful life. For accounting purpose depreciation indicates how much as asset's value has been used. It also covers the wear and tear of the fixed assets however it should be reported according to the accounting rules adopted by the establishment in its books.

#### **SECTION-6 OUTPUT**

VALUE OF THE FIXED ASSETS PRODUCED FOR OWN USE: This item covers the value of new fixed assets and additions and improvements to existing fixed assets made by the establishment of its own use during the enquiry period. The valuation should include labour costs and the costs of materials used during the reference period, and should represent value entered in the establishment's capital

### RECEIPTS FOR CONTRACT, COMMISSION, and REPAIR AND INSTALLATION WORK DONE FOR OTHERS:

This item includes the value at actual invoice prices, including taxes, of contract and commission work done for others on material owned by them during the reference year. Contract and commission work consists of the processing, transforming or assembly of materials supplied by the units, which order the work. Similar work done for other establishments of the same enterprise should be included and if practicable, valued at an estimated market price. If this is not feasible the actual cost, including overhead charges, should be reported. Excluded is the value of materials supplied to other establishments doing the contract work.

Repair and Installation covers the value at actual invoice prices, including taxes of repair maintenance and installation work rendered to other enterprises or to other establishment of the same enterprise or to individual customer. The invoice price should include, in addition to labour and overhead costs, charges for materials supplied by the establishment in the course of the work.

#### SECTION -6 (PART-C) PRODUCTS MANUFACTURED

These include all goods produced and sold by the establishment or by other organization from materials supplied by the establishment. Included are transfers from the producing establishment to another establishment of the same enterprise, including transfers to wholesale and retail selling organization under the same ownership.

These should be measured in producer's prices. That is the establishment price charged to the customer. The valuation should include all duties and taxes, which fall on products when they leave the establishment. Sales tax should be excluded and given separately. Price rebates and discounts and allowances on returned goods allowed to the customer should be deducted.

#### **SECTION-7 INPUTS**

PAYMENTS MADE FOR REPAIR, MAINTENANCE, CONTRACT AND COMMISION WORK DONE BY OTHERS: This covers the total cost to the establishment of current repair and maintenance services on buildings and other fixed assets of the establishment provided by others, including other establishments of the same enterprise, during the year. Current repair and maintenance services are those required to make good any breakage or to keep fixed assets in proper working condition. In the case of buildings, outlays on painting, replacing damaged gutters and plumbing, or repairing lights or heating systems should be included.

#### **SECTION-7 PART (A) ENERGY**

**FUEL AND ELECTRICITY CONSUMED:** Contract and Commission covers payments (including freight out and in) made by the establishment for contract and commission work done by others during the year on materials controlled by the establishments. The cost of similar work carried out by other establishments of the same enterprise should be included. Payments to home workers should also be included in this item.

#### SECTION-7 PART (B) RAW MATERIALS (OTHER THAN FUEL):

The valuation of all items should be in terms of current purchasers' prices. That is the valuation of goods purchased should be at the delivered value at the establishment, including the purchase price, charge for transport, the cost of insurance, the value of packing materials charged for taxes and duties on the goods. Discounts rebates allowed to the purchaser and the value of packing material returned to suppliers should be deducted. Purchaser's prices are equivalent to producer's prices plus the trade and transport charges incurred in delivering the commodities from the producer to the purchaser. Goods received by the establishment from other establishments of the same enterprise should he valued as purchased. The data obtained for this item should cover:

- (a) All raw-materials fabricated parts, components physically incorporated into the products of the establishment (Fuels that directly enter the product should also be included here, including fuels used for the generation of electricity.)
  - (b) Auxiliary materials consumed during the production process, such as lubricants, explosives, polishes and office supplies.
- (c) Purchased ready-made containers and packaging material, as well as raw materials for their manufacture by the establishment.

#### SECTION - 8 CHANGE IN INVENTORIES

VALUATION OF STOCKS: The data should comprise the value of all inventories owned by the parent enterprise and held by, or under the control of the establishment (at the establishment itself or in ancillary replacement warehouse. In principle, inventories of materials, fuels and supplies should be valued at current replacement cost, based on purchaser's prices as of the reference date. Work in progress, ideally, should reflect an imputed valuation in producer's prices, including an imputed margin for overhead costs and profits as well as the cost materials consumed and labour used. Inventories of finished products and goods for resale should he valued in the producer's prices at which goods have been sold immediately) prior to the reference date.

**PURCHASERS' PRICE:** The purchaser's price is the amount paid by the purchaser in order to take delivery of a unit of a good or service at the time and place required by the purchaser, the purchaser's price of a good includes any transport charges paid separately by the purchaser to take delivery at the required time and place.

- i. RAW METERIAL MATERIALS: This covers stocks of all materials, chemicals, and dyes etc. that enter into the products, fuels and repairs, maintenance office and other consumable supplies. These values should be reported separately for these items both at the beginning and end of the year as required in the questionnaire. The materials etc. supplied by others for their production should be excluded.
- ii. GOODS EXPLICITLY PURCHASED FOR RESALE: This item covers the value of any stocks of goods that the establishment has bought with the intention of reselling in the same form that is without further processing of manufacturing, stocks of materials and supplies to be resold without processing which were not originally purchased for that purpose should also be included.
- iii. WORK IN PROGRESS: This item refers to the value of all materials which have been partially processed by the establishment, but which are usually sold without further processing. Generally it should include all work in progress for the account of others irrespective of the arrangements for financing the work. Work in progress on own account production of machinery and equipment should be included but own-account construction work should be excluded.
- vi. FINISHED PRODUCTS: This should include all goods made by the establishments which arc ready for sale as of the

reference date. Also included are finished goods held by other establishments that were processed by that establishment from material owned by the respondent establishment. Excluded are finished goods held by the respondent establishment, which were made from materials owned by others.

### SECTION - 9 FIXED ASSETS/GROSS FIXED CAPITAL FORMATION:

- 1. FIXED ASSESTS: Include all fixed assets, whether obtained from other enterprise, imported or produced by the establishment's own labour for its own use. All physical assets which are expected to have a productive life of more than one year are included.
- 2. VALUATION OF FIXED ASSETS: Fixed assets acquired from others should be included at the full cost incurred that is at the delivered price plus the cost of installation, including any necessary fees and taxes but excluding financing costs. Fixed assets produced by the establishment for its own use should be valued at the cost of all work put in place and overhead costs locatable to the work should also be included. Fixed assets produced by one establishment of a multi-establishment enterprise for the use of another establishment of the same enterprise should be valued by the receiving establishment as though purchased from outside the enterprise. Used fixed assets sold during the enquiry period should be valued at the actual amount realized.
- 3. PURCHASE DURING THE YEAR: It covers the cost of fixed assets purchased during the year that have not been previously used in the establishment.
- 4. FIXED ASSETS AS ON JULY 1ST 2015: It means original costs minus accumulated depreciation.
- 5. LAND PURCHASED: Land and grounds whether covered or open, acquired during the year by the establishment should be included.
- 6. DWELLINGS: Dwellings are buildings, or designated parts of buildings, that are used entirely or primarily as residences, including any associated structures, such as garages, and all permanent fixtures customarily installed in residences.

#### 7. OTHER BUILDINGS AND STRUCTURES

Other buildings and structures comprise non-residential buildings, other structures and land improvements. Buildings other than dwellings include whole buildings or parts of buildings not designated as dwellings. Fixtures, facilities and equipment that are integral parts of the structures are included.

- 8. LAND IMPROVEMENT AND COST OF LAND TRANSFER: Land improvements are the result of actions that lead to major improvements in the quantity, quality or productivity of land, or prevent its deterioration. Activities such as land clearance, land contouring, creation of wells and watering holes that are integral to the land in question are to be treated as resulting in land improvements. The costs of ownership transfer on all land are to be included with land improvements.
- 9. TRANSPORT EQUIPMENT means all equipment mechanical or non-mechanical, used in transporting materials. Equipment used for official work inside and outside the plant, such as motor vehicles, cars and wagons, etc. are also to be included.
- 10. ICT: Information, Communication and Telecommunications (ICT) equipment consists of devices using electronic controls and also the electronic components forming part of these devices. In practice, this narrows the coverage of ICT equipment mostly to computer hardware and telecommunications equipment.
- 11. OTHER MACHINARY AND EQUIPMENT: Other machinery and equipment consists of machinery and equipment not elsewhere classified.

Examples include products other than parts and items identified in other categories of fixed capital formation office, accounting and computing equipment;, electrical machinery and apparatus; radio, television and communication equipment and apparatus; and medical appliances etc.

- 12. FURNITURE & FIXTURES mean all furniture and fixtures such as all conditioners, electric fans, electric heaters, refrigerators etc. used for office purposes.
- 13. INTELLECTUAL POROPERTY PRODUCTS: Intellectual property products are the result of research, development, investigation or innovation leading to knowledge that the developers can market or use to their own benefit in production because use of the knowledge is restricted by means of legal or other protection.
- 14. RESEARCH AND DEVELOPMENT: Research and [experimental] development consists of the value of expenditures on creative work undertaken on a systematic basis in order to increase the stock of knowledge, including knowledge of man, culture and society, and use of this stock of knowledge to devise new applications. This does not extend to including human capital as assets within the SNA. The value of research and development (R&D) should be determined in terms of the economic benefits it is expected to provide in the future. This includes the provision of public services in the case of R&D acquired by government. In principle, R&D that does not provide an economic benefit to its owner does not constitute a fixed asset and should be treated as intermediate consumption. Unless the market value of the R&D is observed directly, it may, by convention, be valued at the sum of costs, including the cost of unsuccessful R&D, Should be recognized as part of capital formation.
- 15. COMPUTER SOFTWARE AND DATA BASE: Computer software consists of computer programs, program descriptions and supporting materials for both systems and applications software. Gross fixed capital formation in computer software includes both the initial development and subsequent extensions of software as well as acquisition of copies that are classified as assets.

Databases consist of files of data organized in such a way as to permit resource-effective access and use of the data. Databases may be developed exclusively for own use or for sale as an entity or for sale by means of a licence to access the information contained. The standard conditions apply for when an own-use database, a purchased database or the licence to access a database constitutes an asset.

- 16. OTHER INTELLECTUAL PROPERTY PRODUCTS: Other intellectual property products include any such products that constitute fixed assets but are not captured in one of the specific items above.
- 17. OWN ACCOUNT CAPITAL FORMATION: It includes the expenditure incurred on assets produced for its own use (own constructed) if the expenses are large on purchase, development or extension of assets and expected to be used for more than one year will be mentioned here.

<u>SECTION – 10: INFRASTRUCTURES AND ENVIRONMENT:</u> This section covers data (approximating percentages) relating to infrastructure and environment aspect of industry along with identification of problem facing by industrial community.



# Management and Organizational Practices Survey Jointly Conducted

by





#### **Brief objective**

Management practices change over time and those practices are directly linked to the performance of establishments / firms. This survey is a joint initiative of State Bank of Pakistan (SBP) and Pakistan Bureau of Statistics (PBS) that explores how management practices of establishments in the manufacturing sector industries have changed between fiscal year July-June 2010-11 (FY 2010-11) and July-June 2015-16 (FY 2015-16). Moreover, this survey is expected to help policy- makers analyze whether more structured management practices have any relationship with the efficiency of establishments.

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1. 2. 3. 4. 5. 6. 7. Q.5:	they meet on a regular basis, and whose pay and be involved with, e.g., Plant Manager, Human Rescrity Manager. [Mark all that apply.]  Yearly Quarterly Monthly Weekly Daily Hourly or more frequently Never  During 2010-11 and 2015-16, where were the	O10-11	2015-	th Nd III	1. Yearly 2. Quarter 3. Monthly 4. Weekly 5. Daily 6. Hourly of 7. Never	re all employees at the establishment when pply is a second secon	2010-11	2015-16
1. 2. 3. 4. 5. 6. 7. Q.5: prod	they meet on a regular basis, and whose pay and be involved with, e.g., Plant Manager, Human Rescrity Manager. [Mark all that apply.]  Yearly Quarterly Monthly Weekly Daily Hourly or more frequently Never  During 2010-11 and 2015-16, where were the uction display boards / notice board showing out	O10-11	2015-	th Nd lift	Ion-managers a lefined in Q3.  Mark all that a  1. Yearly 2. Quarter 3. Monthly 4. Weekly 5. Daily 6. Hourly of 7. Never notice boards ion line)	pply]  ly  or more frequently  were located in one place (e.g. at the end	2010-11	2015-16
1. 2. 3. 4. 5. 6. 7. Q.5: prod and co	m they meet on a regular basis, and whose pay and be involved with, e.g., Plant Manager, Human Rescrity Manager. [Mark all that apply.]  Yearly Quarterly Monthly Weekly Daily Hourly or more frequently Never  During 2010-11 and 2015-16, where were the uction display boards / notice board showing out other key performance indicators located at this	O10-11	2015- 2015-	th Nd III	Ion-managers a efined in Q3.  Mark all that a  1. Yearly 2. Quarter 3. Monthly 4. Weekly 5. Daily 6. Hourly of 7. Never notice boards vion line) tice boards we	pply]  by  or more frequently  were located in one place (e.g. at the end	2010-11	2015-16
1. 2. 3. 4. 5. 6. 7. Q.5: produand coestable	m they meet on a regular basis, and whose pay and be involved with, e.g., Plant Manager, Human Rescrity Manager. [Mark all that apply.]  Yearly Quarterly Monthly Weekly Daily Hourly or more frequently Never  During 2010-11 and 2015-16, where were the uction display boards / notice board showing out other key performance indicators located at this blishment?	one of the promote of	2015- 2015-	splay / roductions of the	Ion-managers a efined in Q3.  Mark all that a  1. Yearly 2. Quarter 3. Monthly 4. Weekly 5. Daily 6. Hourly of 7. Never notice boards we eproduction line)	pply]  ly  or more frequently  were located in one place (e.g. at the end re located in multiple places (e.g. at multiple)	2010-11	2015-16
1. 2. 3. 4. 5. 6. 7. Q.5: prod and cestak [Che	m they meet on a regular basis, and whose pay and be involved with, e.g., Plant Manager, Human Rescrity Manager. [Mark all that apply.]  Yearly Quarterly Monthly Weekly Daily Hourly or more frequently Never  During 2010-11 and 2015-16, where were the uction display boards / notice board showing out other key performance indicators located at this olishment?  Inch one box for each year.]	one of the promote of	2015-  2015-  2016-  2015-  2016-  20	splay / roduction of the id not let	Ion-managers a efined in Q3.  Mark all that a  1. Yearly 2. Quarter 3. Monthly 4. Weekly 5. Daily 6. Hourly of 7. Never notice boards violation line) tice boards wee e production line have any display	pply]  ly  or more frequently  were located in one place (e.g. at the end re located in multiple places (e.g. at multine) y / notice boards	2010-11	2015-16
1. 2. 3. 4. 5. 6. 7. Q.5: prod and c estak [Che Q.6:	m they meet on a regular basis, and whose pay and be involved with, e.g., Plant Manager, Human Rescrity Manager. [Mark all that apply.]  Yearly Quarterly Monthly Weekly Daily Hourly or more frequently Never  During 2010-11 and 2015-16, where were the uction display boards / notice board showing out other key performance indicators located at this blishment?  In 2010-11 and 2015-16, what best describes the	ource M 010-11	2015-  2015-  2016-  2015-  2016-  20	splay / roduction of the id not let	Ion-managers a efined in Q3.  Mark all that a  1. Yearly 2. Quarter 3. Monthly 4. Weekly 5. Daily 6. Hourly of 7. Never notice boards violation line) tice boards wee e production line have any display	pply]  ly  or more frequently  were located in one place (e.g. at the end re located in multiple places (e.g. at multiple)	2010-11	2015-16
1. 2. 3. 4. 5. 6. 7. Q.5: prod and c estab [Che Q.6: time	m they meet on a regular basis, and whose pay and be involved with, e.g., Plant Manager, Human Rescrity Manager. [Mark all that apply.]  Yearly Quarterly Monthly Weekly Daily Hourly or more frequently Never  During 2010-11 and 2015-16, where were the uction display boards / notice board showing out other key performance indicators located at this bilishment?  In 2010-11 and 2015-16, what best describes the frame of production targets at this establishment.	put	2015- 2015-	splay / roduction of the id not I focus v	1. Yearly 2. Quarter 3. Monthly 4. Weekly 5. Daily 6. Hourly of 7. Never notice boards we e production lire have any display was on short-te	pply]  ly  or more frequently  were located in one place (e.g. at the end re located in multiple places (e.g. at multine) y / notice boards	2010-11	2015-16
1. 2. 3. 4. 5. 6. 7. Q.5: prod and cestak [Chee Q.6:	m they meet on a regular basis, and whose pay and be involved with, e.g., Plant Manager, Human Rescrity Manager. [Mark all that apply.]  Yearly Quarterly Monthly Weekly Daily Hourly or more frequently Never  During 2010-11 and 2015-16, where were the uction display boards / notice board showing out other key performance indicators located at this blishment?  In 2010-11 and 2015-16, what best describes the frame of production targets at this establishment ples of production targets are: production, quality	pout	2015- 2015-	splay / roduction of the id not I focus vision to the identity of the identity	1. Yearly 2. Quarter 3. Monthly 4. Weekly 5. Daily 6. Hourly 0 7. Never notice boards violatine) tice boards wee production line) was on short-tewas on long-ter	pply]  ly  or more frequently  were located in one place (e.g. at the end  re located in multiple places (e.g. at multi ne) y / notice boards  erm (less than one year) production target	2010-11	2015-16
1. 2. 3. 4. 5. 6. 7. Q.5: prod and cestak [Chee Exame	m they meet on a regular basis, and whose pay and be involved with, e.g., Plant Manager, Human Rescrity Manager. [Mark all that apply.]  Yearly Quarterly Monthly Weekly Daily Hourly or more frequently Never  During 2010-11 and 2015-16, where were the uction display boards / notice board showing out other key performance indicators located at this plishment?  In 2010-11 and 2015-16, what best describes the frame of production targets at this establishment ples of production targets are: production, quality ency, waste, on-time delivery.	promource N	2015- 2015-	splay / roduction of the id not be focus with the state of the idea of the idea of the idea of the state of the state of the idea of the i	1. Yearly 2. Quarter 3. Monthly 4. Weekly 5. Daily 6. Hourly 0 7. Never notice boards viole in line) tice boards was on short-term not short-term	or more frequently  were located in one place (e.g. at the end re located in multiple places (e.g. at multiple) y / notice boards erm (less than one year) production target re (more than one year) production target and long-term production targets	o are not man	2015-16
1. 2. 3. 4. 5. 6. 7. Q.5: prod gestak [Chee Exame efficie [Chee [Chee]	they meet on a regular basis, and whose pay and be involved with, e.g., Plant Manager, Human Rescrity Manager. [Mark all that apply.]  Yearly Quarterly Monthly Weekly Daily Hourly or more frequently Never  During 2010-11 and 2015-16, where were the uction display boards / notice board showing out other key performance indicators located at this blishment?  In 2010-11 and 2015-16, what best describes the frame of production targets at this establishment ples of production targets are: production, quality, ency, waste, on-time delivery.  In a box for each year.]	put	2015- 2015-	splay / roduction of the solution of the solut	Ion-managers a efined in Q3.  Mark all that a  1. Yearly 2. Quarter 3. Monthly 4. Weekly 5. Daily 6. Hourly of 7. Never notice boards vion line) tice boards wee production line have any display was on short-term on targets (If n	pply]  by  or more frequently  were located in one place (e.g. at the end re located in multiple places (e.g. at multi ne) y / notice boards  erm (less than one year) production target rm (more than one year) production target and long-term production targets o production targets in both years, SKIP to	2010-11	2015-16
1. 2. 3. 4. 5. 6. 7. Q.5: prod gestak [Chee Exam efficie [Chec Q.7:	m they meet on a regular basis, and whose pay and be involved with, e.g., Plant Manager, Human Rescrity Manager. [Mark all that apply.]  Yearly Quarterly Monthly Weekly Daily Hourly or more frequently Never  During 2010-11 and 2015-16, where were the uction display boards / notice board showing out other key performance indicators located at this blishment?  In 2010-11 and 2015-16, what best describes the frame of production targets at this establishment ples of production targets are: production, quality, ency, waste, on-time delivery.  In 2010-11 and 2015-16, how easy or difficult was and the ples of production targets.]	promource M 010-11	2015- 2015-	splay / roduction of the solution of the solut	Ion-managers a efined in Q3.  Mark all that a  1. Yearly 2. Quarter 3. Monthly 4. Weekly 5. Daily 6. Hourly of 7. Never notice boards vion line) tice boards wee production line have any display was on short-term was on long-term on targets (If no achieve without	pply]  by  or more frequently  were located in one place (e.g. at the end re located in multiple places (e.g. at multi ne) y / notice boards  erm (less than one year) production target rm (more than one year) production target and long-term production targets to production targets in both years, SKIP to	o are not man	2015-16
1. 2. 3. 4. 5. 6. 7. Q.5: prod and c estak [Che Q.6:   time Exam efficie [Chec Q.7: for the content of the cont	m they meet on a regular basis, and whose pay and be involved with, e.g., Plant Manager, Human Rescrity Manager. [Mark all that apply.]  Yearly  Quarterly  Monthly  Weekly  Daily  Hourly or more frequently  Never  During 2010-11 and 2015-16, where were the uction display boards / notice board showing out other key performance indicators located at this plishment?  In 2010-11 and 2015-16, what best describes the frame of production targets at this establishment ples of production targets are: production, quality ency, waste, on-time delivery.  In 2010-11 and 2015-16, how easy or difficult was its establishment to achieve its production targets.	pout sit s?	2015- 2015-	splay / roduction of the solution of the solut	Ion-managers a efined in Q3.  Mark all that a  1. Yearly 2. Quarter 3. Monthly 4. Weekly 5. Daily 6. Hourly of 7. Never notice boards vion line) tice boards wee production line have any display was on short-term on targets (If n	pply]  by  or more frequently  were located in one place (e.g. at the end re located in multiple places (e.g. at multi ne) y / notice boards  erm (less than one year) production target rm (more than one year) production target and long-term production targets to production targets in both years, SKIP to	2010-11	2015-16
1. 2. 3. 4. 5. 6. 7. Q.5: prod and cestal [Chee Exame efficie [Chee Q.7: for the Exame In the Ex	m they meet on a regular basis, and whose pay and be involved with, e.g., Plant Manager, Human Rescrity Manager. [Mark all that apply.]  Yearly  Quarterly  Monthly  Weekly  Daily  Hourly or more frequently  Never  During 2010-11 and 2015-16, where were the uction display boards / notice board showing out other key performance indicators located at this plishment?  In 2010-11 and 2015-16, what best describes the frame of production targets at this establishment ples of production targets are: production, quality ency, waste, on-time delivery.  In 2010-11 and 2015-16, how easy or difficult was its establishment to achieve its production, quality ency and production targets are: production targets mples of production targets are: production targets mples of production targets are: production, quality ency, waste, on-time delivery.	pout promount of p	2015- 2015-	splay / roduction of the splay is of the splay in the splay is of the splane in the sp	Ion-managers a lefined in Q3.  Mark all that a  1. Yearly 2. Quarter 3. Monthly 4. Weekly 5. Daily 6. Hourly of 7. Never notice boards violation line) tice boards we e production line have any display was on short-term on targets (If nachieve withou achieve with so	pply]  by  or more frequently  were located in one place (e.g. at the end re located in multiple places (e.g. at multi ne) y / notice boards  erm (less than one year) production target rm (more than one year) production target and long-term production targets to production targets in both years, SKIP to	o are not man	2015-16
1. 2. 3. 4. 5. 6. 7. Q.5: prod and cestal [Chee Exame efficie [Chee Q.7: for the Exame In the Ex	m they meet on a regular basis, and whose pay and be involved with, e.g., Plant Manager, Human Rescrity Manager. [Mark all that apply.]  Yearly  Quarterly  Monthly  Weekly  Daily  Hourly or more frequently  Never  During 2010-11 and 2015-16, where were the uction display boards / notice board showing out other key performance indicators located at this plishment?  In 2010-11 and 2015-16, what best describes the frame of production targets at this establishment ples of production targets are: production, quality ency, waste, on-time delivery.  In 2010-11 and 2015-16, how easy or difficult was its establishment to achieve its production targets.	promource N 010-11	2015- 2015-	splay / roduction focus voluntation focus voluntation roduction ible to ible to	Ion-managers a efined in Q3.  Mark all that a  1. Yearly 2. Quarter 3. Monthly 4. Weekly 5. Daily 6. Hourly of 7. Never notice boards with the production line) tice boards were production line have any display was on short-term on targets (If no achieve with no achieve with no achieve with no achieve with no series of the production of the production of short-term on targets (If no achieve with	pply]  by  or more frequently  were located in one place (e.g. at the end re located in multiple places (e.g. at multi ne) y / notice boards  erm (less than one year) production target rm (more than one year) production target and long-term production targets to production targets in both years, SKIP to the tome effort	o are not man	2015-16
1. 2. 3. 4. 5. 6. 7. Q.5: postak [Chec Q.6:   Chec Q.7: for th Exam effici	m they meet on a regular basis, and whose pay and be involved with, e.g., Plant Manager, Human Rescrity Manager. [Mark all that apply.]  Yearly  Quarterly  Monthly  Weekly  Daily  Hourly or more frequently  Never  During 2010-11 and 2015-16, where were the uction display boards / notice board showing out other key performance indicators located at this plishment?  In 2010-11 and 2015-16, what best describes the frame of production targets at this establishment ples of production targets are: production, quality ency, waste, on-time delivery.  In 2010-11 and 2015-16, how easy or difficult was its establishment to achieve its production, quality ency and production targets are: production targets mples of production targets are: production targets mples of production targets are: production, quality ency, waste, on-time delivery.	ource N  010-11	2015- 2015-	splay / roduction of the idnot is of the idnot idnot in idnot in idnot i	Ion-managers a efined in Q3.  Mark all that a  1. Yearly 2. Quarter 3. Monthly 4. Weekly 5. Daily 6. Hourly of 7. Never notice boards we enduction line) tice boards we enduction line) was on short-term on targets (If no achieve with no achieve with machieve with machi	by more frequently  were located in one place (e.g. at the end re located in multiple places (e.g. at multiple) by / notice boards  from (less than one year) production target from (more than one year) production target and long-term production targets to product to the total target to the much effort to the production target to the much effort to the production target to the product	o are not man	2015-16

									2010-11	2015-16
4	n 2010-11 and 2015-16, who was av		1	_	<u> </u>		nanagers			
prod	uction targets at this establishment?	,	2					some production workers		
[Chec	k one box for each year]		3	_			37.764	most production workers		
			4	Al	ll manag	gers		st production workers		
	n 2010-11 and 2015-16, what were ses usually based on? [Mark all that		<u>rs'</u> perforn	nand	ce		percei	In 2010-11 and 2015-16, when production tain int of non-managers at this establishment receives? [Check one box for each year.]	•	
			2010	-11	2015-1	6		of Bathajor Hamiltonia (1966)	2010-11	2015-16
1.	Their own performance as measure production targets	ed by		]		1	1.	0%		PCA .44.
2.	Their team or shift performance as production targets	measured b	у				2.	1-33%		
3.	Their establishment's performance by production targets						3.	34-66%		
4.	Their company's performance as m production targets						4.	67-99%		
5.	No performance bonuses (If no per bonuses in both years, <b>SKIP to Q11</b>						5.	100%		
	bonuses in both years, skill to Q11	-,	w - 1			-	6.	Production targets not met		
bonu	In 2010-11 and 2015-16, what were ses usually based on?  k all that apply.]		2010-11		015-16		percei	In 2010-11 and 2015-16, when production ta nt of managers at this establishment received k one box for each year.]		
exercis	production targets						es and the			
	Their team or shift performance as measured by production targets				in and the second	W/	2.	1-33%	15 1 g   15 C 195	170 0 0
3.	Their establishment's performance measured by production targets	e as		100	s n tvezdi	11	3.	34-66%	one spicoris	FIGURE DE
4.	Their company's performance as m	neasured by				a sid	4.	67-99%		
5.	No performance bonuses						5.	100%	- N	
	(If no performance bonuses in both SKIP to 13)	i years,	-	1 - 1		SIA	6.	Production targets not met		
Q.13	In 2010-11 and 2015-16, what	1. Pror	notions we	re b	based sc	olely	on perf	ormance and ability		
	the primary way <u>non-managers</u> promoted at this establishment?	1 1						formance and ability, and partly on other		
4	eck one box for each year]	3. Pror		re b	based m	ainly	y on fact	connections) tors other than performance and ability (for		
100 miles	Colored St. 1979 (COS)	OB IL CHUCKEN	-managers							
Q.14	: In 2010-11 and 2015-16, what	1. Pror	notions we	re b	pased sc	olely	on perf	ormance and ability	ita wibr $\square$ on	
prom	the primary way <u>managers</u> were noted at this establishment?	facto	ors (for exa	mpl	le, tenui	re or	family	formance and ability, and partly on other connections)		
SENT TO S	eck one box for each year]	exar	nple, tenur	e or	r family	conr	nections			
15 182	2010 11 201		Managers are normally no							
	2010-11 and 2015-16, when was an i	under-perfor	ming non-	mar	nagers 8	& ma	anager r	eassigned or dismissed?		
Cned	k one box for each year] No	n-Managei				1.5		Manager	. 1.12.	
Q.15			2010-1	1	2015-10	6	Q.16		2010-11	2015-16
1.	Within 6 months of identifying nor under-performance			-3.9		, c	1.	Within 6 months of identifying manager under-performance  After 6 months of identifying manager		
3.	After 6 months of identifying non- under-performance  Rarely or never	manager		1			3.	under-performance  Rarely or never		
3.	Rately of flever		STESSA LI	17	laui		Asomo	edt   tuntun tulkunde brend en ton i tre		
Sect	ion C - Organization	an, elajitlenj	กรุ่นอรัฐบังโร	194	boards	'asii	ilay / nu	one marcators located at this and all this		
0 17	In 2010-11 and 2015-16 was the h	eadquarters	for this		1.	Yes (	If ves in	both years, SKIP to Q24)	2010-11	2015-16
comp	Q.17: In 2010-11 and 2015-16, was the headquarters for this company at the same location as this establishment? [Check one box for each year.]					No			A 22   1   1   1   1   1   1   1   1   1	
Q.18	In 2010-11 and 2015-16, where wer	e decisions o	on hiring		1.	Only at this establishment				
perm	nanent full-time employees made			$\vdash$		Only at headquarters				
[Ch	eck one box for each year.]			-		Both at this establishment and at headquarters				
0.10	: In 2010-11 and 2015-16, where we	re decisions	to give an	-		Other (please specify)				
emp	loyee a <u>regular pay increase of at lea</u>	ast 10% mad	e?							
Regu	egular pay includes, basic pay, perks, and allowances, but									
exclu	excludes bonuses. [Check one box for each year.]				4.	Othe	er (pleas			

					2010-11	2015-16		
Q.20: In 2010-11 and 2015-16, where were o	lecisi	ons on <u>new</u>	1.	Only at this establishment				
product introductions made?			2.	Only at headquarters				
[Check one box for each year.]			3.	Both at this establishment and at headquarters	<u> </u>			
			4.	Other (please specify)				
Q.21: In 2010-11 and 2015-16, where were <u>r</u> decisions made?	roau	ct pricing	2.	Only at this establishment Only at headquarters				
The state of the control of the state of the			3.	Both at this establishment and at headquarters	- 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1			
[Check one box for each year]			4.	Other (please specify)				
Q.22: In 2010-11 and 2015-16, where were a	dver	tising	1.	Only at this establishment				
decisions for product made?			2.	Only at headquarters				
(Check and how for each warm)			3.	Both at this establishment and at headquarters				
[Check one box for each year.]	7, 1170	Transcent of the section	4.	Other (please specify)				
Q.23: In 2010-11 and 2015-16, what was the			1.	Under Rs. 100,000				
could be used to <u>purchase a fixed/capital as</u> establishment without prior authorization fr			3.	Rs. 100,000 to Rs. 999,999  Rs. 1,000,000 to Rs. 9,999,999				
(HQ)?	01111	cauquarters	4.	Rs. 10,000,000 to Rs. 99,999,999				
Fixed / capital asset means property, plant,	mach	inery and	5.	Rs. 100 million or more				
equipment.			6.					
[Check one box for each year.]	-		- > >	Not authorized without prior permission from HQ	1 1			
A plant manager's direct report is someone promotion they may be involved with.  Number of direct reports (Estimates are acc	in the	e organizational	level d	rting directly to the plant manager at this establishment? irectly below them, with whom they meet on a regular basis, a	2010-11	2015-16		
the plant manager is '1'.Example 2: If the sho plant manager, the number of levels in betwee who then reports to a division in charge, who between the factory floor and the plant control.	p floo een the ther oller	or worker report ne factory floor a reports to the d	s to a t ind the	n reports to the plant manager, the number of levels in betwee team supervisor who then reports to a production manager wh plant manager is '2'.Example 3: If the shop floor worker repo ment in charge, who then reports to the plant controller, the n	o then repor	rts to the upervisor,		
Number of layers (Estimates are acceptable	)			by John Mark Commission of the	2010-11	2013-10		
	1.	Only manage	rs	re intuit som offerestoriet som et a	a aniamini a	Z83912 \C.3		
Q.26: In 2010-11 and 2015-16, who prioritized or allocated tasks to	2.	Mostly mana	Mostly managers {side/19-136-8-16-291cmite3}					
production workers at this	3.	Managers and	d prod	uction workers jointly (25/82 ADQX5 24/9 lsool) bloz abo	value of go	7.13 Total		
establishment?	4.	Mostly produ	ction v	workers 3203 In	amy Dynas	Isto D.S. C		
edities on time, busing	5.	Only product	ion wo	rkers mil mil	POS TERMINA	nigen 🖭 . 'c.		
[Check one box for each year.]	6.	Other (please	specif	(y) (18 and 14 and 15 and 16 and 18 a	o loimes			
Q.27: In 2010-11 and 2015-16, what best	1.	Data to suppo	ort dec	ision making were not available		7-17-18-30		
describes the <u>availability</u> of data to	2.	A small amou	nt of d	lata to support decision making was available		CO DED SI		
support decision making at this	3.	A moderate a	mount	t of data to support decision making was available		7,6 🖸		
establishment?	4.	A great deal o	of data	to support decision making was available		o-xendado		
[Check one box for each year.]	5.		I Was in a	d to support decision making was available		- 10 <u>-</u> 1800		
Q.28: In 2010-11 and 2015-16, what best	1.	Decision mak	Name and Address of the Owner, where the Owner, which is the Ow					
describes the <u>use</u> of data to support	2.			ies slightly on data		C.5		
decision making at this establishment?	3.	-		ies moderately on data				
- Caranth Stamp	4.			les heavily on data		10 40%		
[Check one box for each year.]	5.			es entirely on data				
Q.29: In 2010-11 and 2015-16, did the	1.	Consultants	J - 211					
managers at this establishment learn	2.	Competitors	argent Ti		6 C M 10 C M			
about management practices from any of	3.	Suppliers		THE TOTAL TOTAL TRANSPORT OF THE STATE OF TH				
the following?	4.	Customers		end in our state line at the order		Navi 🗀 🐪		
and the state of t	5.	Trade associat		r conferences attaiv Isolay	ng h⊡oda	1014 DS.		
[Mark all that apply.]	6.	New employe		d (Mill Man) 12 hour former (am year)	Deat Color	Direction Control		
read one box foreign and	7. 8.	Headquarters Other (please		A Senidambal il ubicarie solu oriente	ethe due	dW/D/A		
11/10/11 200	9.	None of the al			2 E D 000	4.10 Win		
Section D - Background Char			nik sygwi)	TO THE OF THE PROPERTY OF THE	CATALON SEL	HILL T		
				dentitor Remedo.	aP\sonssen	O. 4b; Enur		
Q.30: What was your level of seniority in 2015-16?	1.	CEO or Execu	tive O	fficer, e.g., CFO?		-		
100.00	2.	Manager of n	nultipl	e establishments, e.g., Division Manager	en literatura Cel By			
	3.	Manager of o	ne est	tablishment, e.g., Plant Manager or Controller	7.5	⊒ar, lageni		
	4.	Non-manager	r		(OF	I dised by		
Constant show	5.	Other (please	speci	fy)	(04)/	bestand		
	and the last last last	and the state of t			the second second	and the same of th		

509		A Service Market and Section 199			-						-	
1000	What year did you star			-		oper opposition	Kipagura, peta, Petja Kir	(Mahada pada)	Year		programme in the	
	What was the number of											
	nager is someone who									hose pay and	d	
promotion they may be involved with, e.g., Plant Manager, Human Resource Manager, Quality Manager.										2010-11	2015-16	
Number of managers at this establishment (Estimates are acceptable)										2010-11	2313-10	
					L	l. l' . l	a a mat d'a matha a m		la in aludina M	arch 21, 201	1 and	
).33: 1arch	What was the number a 31, 2016? Full and par	of all full and part-t	ime <u>empio</u> clude pern	nanent te	empo	rary cor	nent for the partract, and se	a <b>y perioc</b> asonal / d	as including ivid	arch 51, 201	1 anu	
iaici	131, 2010. Tall alla par	- Transcriptoyees in				,,				2010-11	2015-16	
Num	ber of employees at th	is establishment (Est	timates are	acceptal	ble)					2010-11	2013-10	
	10017.45		-	0			Aba fallancia	- ducatio	n lovele et this	ostablishm	ont?	
	)10-11 and 2015-16, whoercentages in each col				man	agers in	tne tollowing	educatio	n ieveis at this	s establishm	entr	
,,,,,	rerectinges in each con	anni siloulu sulli up	700 pc.									
	Non-Manager	Manager								1- 1		
.34		2010-11	2015-	16	Q.35	Grad graded rate of the last of the		2010-11	2015-16			
1.	No formal education		- 4 - 1 F	r F. S.	~	1.	No formal education		1 00%	(Carlotter	go bayla	
2.	Matriculation	atriculation		1 77 37	971	3.	Matriculation Bachelors Masters / MBA or higher			2.12 - A-1 1		
3.	Bachelors				11							
4.	Masters / MBA or higher					4.			gher			
	TOTAL			1009	%	100000000000000000000000000000000000000	TOTAL	reideidee	C 576 - 576	100%	100%	
2.36: In 2010-11 and 2015-16, what percent of			1.	1. 0%							E03 (4 03.)	
all <u>employees</u> at this establishment were members of a labor union? [Check one box for each year.]			7	1-20%						nage L. i.	ne of the	
			(3.) gms (3.)	21-40%						enmur of transe	gens in the	
				41-60% sales and a second sales and a second sales and a second sales are a second sales and a second sales are a second sales						ontsto a divis	ho men rec	
				61-80%						S CON COUNTY	BIII HE WAS	
				More tha	n 80%	6		. 108	ies and armabali	ayer Estima	NurtBer of	
Ղ.37։	Please provide the lum	np sum figures for F	Y2010-11	AT SALES MANY TOWNS	IN PORCES AND REAL		managem vint					
		(Estimates		table)			Postily market	1	Valu	e ("000" Rs.)	Costinoing	
	Total value of goods so		t sales)	rers Jointly	n work	retired to	con sugener			Transfer	production	
	Total employment cos		: athara	ach and i	in kin	d navmo	Mostly or other					
	employment cost inclu  Total material costs	ues wages and salar	ies, other t	asii aiiu i	III KIIII	u payiiie	wascala) and t	1	177	A CONTRACTOR		
	material costs include t	he cost of material (	fuels, elect	tricity, rav	w ma	terial, ch	emicals and o	lyes,				
	ng materials, spare part								100			
37.4:	Total value of stock of	capital delieve sew an	ciaint make	da mentali-	of whi	to to trive	mis ets jeboni	A distribution		C ROLLEGE OF THE	and the second	
Total	stock of capital include	s the costs incurred	on land, m					ion				
			uction, plant and machinery, transport									
	oment, furniture & fixtu 8: Respondent Remark		t and other	assets.	ाडल प्राप्त	r tori bib j	etision meking				not rive	
Q.3	b. Respondent Remark						gnidiam notació					
Name of the Respondent Designation		Designation	Contact Number/Cell No. Sig						Signature wi	th Stamp		
CO. 3.5:		1.51	Fax			Decision making relies neavily on con-						
		Fax				E-Mail:			Establishment's Web Page			
20	: Number of attempts i	made by the enume	rator for t	ne intervi	iew		- From the control of		The first steel is	or estantism	n elakeur	
<b>1</b> .	Number of phone ca		rator for th	ie interv	icw.		zieur,	2	2,3100,3113130	Contact process	genedi luo. Valualista	
							ustomera cale assuciation		*		age in the control of	
2.	P. Ta.	umber of Physical visits terview lasted (hh-mm) 12 hour format (am /pm)					CHARLES AND					
3.			613 1601-000					End time: ads to knowly				
4.	the second secon	and the second state of the second second	d by time o	by time of the interview? Yes \( \square\)					No 🗆			
5.	Did SBP officer atten	a di samuni e e e	Yes 100					(e.g. )	No 🗆			
Q. 40	: Enumerator/Supervis	sor Remarks	The Parket of the	one one of the content	time time and	Banananing talah						
D	ticular	Namo		Desig	matic	n Office	Code	Cell No	TO THE STATE OF THE	Signature v	vith date	
Particular N Enumerated By		Name	,arakit la	Dezig	matio	Riple est	um d regens	Cell NO		Jigilatule V	This date	
_	pected By	The second second	og er år i vis		rejer i	Pildetes !	enager of one	M S				
	ted by (HQ)	EMPERICAN PROPERTY AND A 1973						No. 2				
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l ne	CKPU DVIHUU			1			THE RESERVE OF THE PARTY OF THE	TR 2 1 1 1				