



# Quarterly Report on Employment Scenario (As on 1st July, 2021)



Government of India  
Ministry of Labour & Employment  
Labour Bureau

# Report on the Second Round of Quarterly Employment Survey

(Under the All-India Quarterly Establishment-based  
Employment Survey)



**SINCE 1920**

**Government of India  
Ministry of Labour & Employment  
Labour Bureau**

## **FOREWORD**

Employment is crucial for poverty reduction and in achieving growth with equity in India. Better and more productive jobs can be a path for reduction in poverty.

In order to generate high quality accessible data on labour market for effective formulation/implementation of policies for the welfare of labour, Government has decided to conduct Quarterly Employment Survey (QES) to assess employment situation in respect of selected nine sectors of non-farm economy of India over successive quarters. Selected nine sectors are Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants, Information Technology (IT)/ Business Process Outsourcing (BPO) and Financial Services. The present Quarterly Employment Survey (QES) is the 2<sup>nd</sup> in the series with large sample covering 9 major sectors.

Report of this survey contains detailed information on employment situation as on 1<sup>st</sup> July, 2021 in respect of 2<sup>nd</sup> Round at all India level in nine selected sectors. It provides information on important characteristics of employment such as gender-wise employment, regular or contract and casual basis and part-time or full-time workers, number of vacancies, skill development programme conducted and on-the-job (OTJ) training provided by the establishment.

This Report is the outcome of efforts made by Expert Group under the chairmanship of Professor S.P. Mukherjee. In particular, I express my gratitude to Professor S.P. Mukherjee for extending necessary guidance and valuable suggestions all through the survey. I am also grateful to Ministry of Labour and Employment for giving the onerous responsibility of conducting the 'Quarterly Employment Survey' in a revamped manner.

I am confident that this report will help policy-makers and Central Government/ State Governments, research scholars and other stakeholders for making effective policies in the labour market.

I appreciate the efforts of the officers of Labour Bureau associated with Quarterly Employment Survey (QES) in reaching towards its objective of the survey. I am thankful to all the selected units/ establishments for providing useful information on employment and extending cooperation to our field officers during the survey.

I look forward to your valuable suggestions/comments to enrich the report further.

**Place: Chandigarh**

**Date: 29<sup>th</sup> December, 2021**



(I.S. Negi)

**Director General**

## CONTENTS

---

<b>Subject</b>		<b>Page Nos.</b>
Chapter 1	Introduction	1-8
Chapter 2	Key Findings of the survey	9-36
<b>Annexure</b>		
Annexure-I	Concepts & Definitions	37-40
Annexure-II	Sampling Design and Estimation Procedure	41-44
Annexure-III	Description of Activity as per NIC-2008 code at 2-Digit Level	45-46
Annexure-IV	Schedule of Enquiry	47-54
Annexure-V	Composition of the Expert Group	55-56

# CHAPTER 1

## INTRODUCTION

---

### 1.1 EMPLOYMENT STATISTICS – NEED AND AVAILABILITY

---

Employment generation is the key channel through which economic growth translates into prosperity for the population. Gainful employment generation is the bedrock for attaining growth with equity and to alleviate poverty. Cross country analysis finds that structural transformation of employment towards manufacturing and other non-farm sectors, education, and lowering of the dependency burden (i.e., increase in labour force participation) make a positive impact on poverty reduction. In the short run, sectoral productivity and employment growth may have important implications for poverty alleviation. The Government of India’s ‘Make in India Campaign’ aimed at making India a manufacturing hub, is a significant step towards achieving employment intensive growth.

Rapid employment generation assumes even greater importance for India which is projected to be the nation with youngest population in the world in terms of size by the year 2020. As the Economic Survey 2015-16<sup>1</sup> puts it “To exploit its demographic dividend, India must create millions of “good- safe, productive, well-paying-jobs.” Thus, ‘gainful employment’ matters much to achieve growth with equity and to successfully meet the challenge of the impending demographic dividend.

Availability of statistics on economically active population at (frequent) regular intervals is of utmost importance to monitor the economic/labour market situation, and to devise, execute and evaluate policies for human resource development including skill development, employment creation and poverty reduction. The frequency of employment data becomes even more crucial in the wake of the growing exposure of India to the global economic

---

<sup>1</sup>The Economic Survey, 2015-16, Ministry of Finance.

upheavals and its consequent impact on the employment scenario within the country.

Labour and Employment Statistics are collected, compiled and disseminated by several agencies in India. Ministry of Labour and Employment through the office of Labour Bureau is one such important agency involved in this task. Ministry of Statistics and Programme Implementation (MOSPI) is another major source which collects and publishes data on this subject through its various divisions. Besides these two, State governments also collect labour statistics, mostly through their Departments of Labour & Directorate of Economics & Statistics.

The household-based employment surveys (like Periodic Labour Force Survey (PLFS) by MOSPI) being conducted in the country are providing employment scenario for the supply-side of labour market. However, a consolidated picture of employment from demand-side at regular intervals is also required for policy planning. For the later purpose, we need establishment-based census and sample surveys. All India Quarterly Establishment-based Employment Survey (AQEES) has been initiated to fulfill the above mentioned gap. AQEES will provide estimates of employment, vacancies, training and other related parameters for major nine non-farm sectors of the economy. The present report is a component of AQEES covering establishments with at least 10 workers. The other component, AFES, will capture information about establishments with less than 10 workers.

## 1.2 ECONOMIC CENSUSES

---

Economic Censuses (EC) are establishment-based, have been conducted by MOSPI at irregular intervals and do not cover all types of establishments. Economic Censuses have been conducted in the years 1977, 1980, 1990, 1998, 2005, 2013-14 and 2020. Results of the seventh census are yet to appear in the public domain. The sixth Economic Census (6<sup>th</sup> EC) is the latest available frame of all Non-Agricultural establishments, i.e., excluding those

establishments belonging to crop production, plantation, Public Administration, Defence and Compulsory Social Security. As per the 6<sup>th</sup> EC (2013-14), 58.5 million establishments were found to be in operation employing 131.29 million persons. Out of 58.5 million establishments, 1.4% establishments were in the organized segment (establishments employing 10 or more persons). For the purpose of sampling, we need to have names and addresses of all the 58.5 million establishments (including household establishments operating within households or outside in fixed structures or otherwise covered in 6<sup>th</sup> EC) which are not available. However, a Directory of Establishments with 10 or more workers (sometimes referred to as establishments in the 'organized' segment) with names, addresses and numbers of workers as also types of economic activities carried out (with corresponding codes in National Industrial Classification or NIC) is available and that is all that can be used as a sampling frame.

It is obvious that employment figures from establishment-based surveys like the present QES (as the initial first component of the All-India Quarterly Establishment-based Employment Survey-AQEES) can provide an idea-although not fully- about 'gainful' employment in different sectors of the economy. In the household-based surveys, a person is considered as 'employed' on the basis of usual principal activity status, even if the person is engaged in production of goods and services entirely for own consumption, without any pay or profit.

### **1.3 ALL-INDIA QUARTERLY ESTABLISHMENT BASED EMPLOYMENT SURVEY (AQEES)**

---

Labour Bureau has been entrusted with the task of conducting the **All-India Quarterly Establishment based Employment Survey (AQEES)**. AQEES has two components namely Quarterly Employment Survey (QES) in respect of establishments employing 10 or more workers (mostly constituting the 'organised' segment) and Area Frame Establishment Survey (AFES) to



build up a frame in respect of establishments (mostly the ‘unorganised’ segment) employing 9 or less workers. After, a period of one year or initial round of AFES, the results from the 4<sup>th</sup> QES round will be merged with the findings of AFES so as to get a consolidated picture of employment scenario in respect of establishments employing 9 or less workers as also establishments with 10 or more workers. AQEES will cover all non-farm activities except the Divisions 01, 02, & 03 of NIC-2008.

The scope of the present QES is limited only to establishments having 10 or more persons (Organized Segment) as identified by the 6<sup>th</sup> EC (2013-14). The scope & coverage of AQEES and, hence, of QES is further limited to employment in non-farm economy covering nine sectors viz. Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants, IT/BPO and Financial Services.

The list of all these establishments, as appearing in the Directory of Establishments, in the above mentioned nine major sectors in 6<sup>th</sup> EC, was used as the sampling frame for the present QES survey. The aforesaid nine sectors account for around 85% of the total employment in units with 10 or more workers in the 6<sup>th</sup>EC.

#### **1.4 THE PRESENT SURVEY (QES)**

---

The QES component of AQEES started with the reference date as July 1, 2021 to achieve the following two objectives viz.

- i) Providing short-term (on quarterly basis) employment estimates for nine selected sectors of the Indian economy viz. Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants, IT/BPOs and Financial Services.
- ii) Providing relative change in employment situation over successive quarters in the above segment of Indian Economy.

For selecting a fixed Panel of around 12000 units, Stratified Simple Random Sampling (Without Replacement) was adopted. The guiding principle for selecting these sectors was the proportion of workers in all the establishments employing 10 or more workers engaged in a particular sector. In each of these nine sectors, establishments have been further divided into six classes based on the size of employment viz. 10-39 workers, 40-99 workers, 100-499 workers, 500-999 workers, 1000-4999 workers and more than 5000 workers. Different size-classes in respect of each of the different sectors within each state/Union Territory were recognised as strata and allocation for a given stratum was proportional to the number of establishments contained in it.

These nine sectors account for around 85% of the total employment in the establishments with ten or more workers in the 6<sup>th</sup> EC and hence, the sample is quite representative of establishments with ten or more workers in the nine selected sectors. The sampling frame used for the present survey was the Directory of Establishments (based on the 6<sup>th</sup> EC). The sampling design and estimation procedure used in the survey are given in Annexure-II of this report.

The schedule for QES contains information on identification, establishment particulars, employment with breakup of characteristics such as gender, type and nature along with vacancy details, skill development programme conducted, on-the-job training provided by establishments and also provision of social security benefits. QES schedule has been attached at Annexure-IV of the report.

## **1.5 SUMMARY RESULTS FOR THE SECOND ROUND OF QES**

---

The estimated total employment in the nine selected sectors from the second round of QES (July-September, 2021) came out as 3.10 crore approximately, which is 2 lakhs higher than the estimated employment (3.08 crore) from the first round of QES (1<sup>st</sup> April, 2021). It may be worthwhile to

mention here that the total employment for these nine sectors taken collectively was reported as 2.37 crore in the sixth EC (2013-14). Of the total employment estimated in the selected nine sectors, Manufacturing accounted for nearly 39%, followed by Education with 22% and Health as well as IT/BPOs sectors both around 10%. Trade and Transport sectors engaged 5.3% and 4.6% of the total estimated workers respectively. It is worth a mention that percentage for the IT/BPO sector in Quarter 1 was only 7%.

Nearly 90% of the establishments have been estimated to work with less than 100 workers, though 30% of the IT/BPO establishments worked with at least 100 workers including about 12% engaging 500 workers or more. In the Health sector, 19% of the establishments had 100 or more workers. Also, in the case of transport sector, 14% of the total estimated establishments was operating with 100 or more workers. It may be mentioned that 91% of establishments were reported to have worked with less than 100 workers in the first round of QES and in the IT/BPO sector, the figures during the first QES stood at 21% and 14% respectively for the size classes of 100-499 employees and 500 or more employees.

The over-all percentage of female workers stood at 32.1%, higher than 29.3% reported during the first round of QES.

Regular workers constitute 87% of the estimated workforce in the nine selected sectors, with only 2% being casual workers. However, in the Construction sector, 20% of the workers were contractual and 6.4% were casual workers.

Most (98.3%) of the establishments were located outside households, though a highest 5.1 % of units in Accommodation and Restaurants sector were found to operate from within households.

23.5% of all the establishments were registered under the Companies Act, this percentage was as high as 82.8% in IT / BPO, 51.2% in Construction, 42.8% in Manufacturing, 36.4% in Transport, 32.1% in Trade

and 23.8% in Financial Services. One-fourth of the establishments were operating as registered societies, 53.9% were registered under the Goods and Service Tax Act, 2017 and 27.8% under Shops & commercial Establishments Act, 1958.

Looking at the educational qualifications of workers, it came out that 28.4% of those working in seven of the nine sectors (excluding Education and Health) were matriculates/secondary or less educated, while another 37.0% were graduates or had higher qualifications. In fact, the latter percentage was as high as 91.6% in the IT/BPO sector and 59.8% in Financial Services. In the Health sector, as few as 18% of the non-Clinical workers were matriculates/secondary or less educated, the figure being 26.4% in the non-Teaching staff of the Education sector. More than 40% of the employees in these two sectors were at least graduates.

It is somewhat encouraging to note that 16.8% of the establishments provided formal skill development programmes, although mostly for their own employees. It transpired that an estimated 5.6% of the establishments were having vacancies in positions and the estimated number of total vacancies was 4.3 lakhs. About 65.8% of such vacancies were not due to retirement or resignation of the employees.

## **1.6. POINTS TO REMEMBER**

---

The sector-wise estimates of employment captured under QES along with information on key parameters bearing on employment like, number of vacancies and reasons thereof, skill development, persons recruited, jobs withdrawn, number of persons retrenched, etc. are highly useful from policy perspective. Therefore, QES data will be found useful by policy-makers, Central/State Governments, research scholars and other stakeholders.

While using the estimates of Q2, the following points have to be kept in mind.

- a) QES did not capture employment data from units which emerged after the 6<sup>th</sup> EC in 2013-14.
- b) The survey work for the second quarter of QES corresponds to the period 1<sup>st</sup> July to 30<sup>th</sup> September 2021.
- c) The survey is based on responses of the establishments.
- d) If an individual works in more than one establishment on reference date, the worker has been counted separately for each establishment.
- e) Percentages shown in the 'Total' row of all the tables include those few sample establishments (45 in number) which were found to belong to sectors other than the nine selected ones during actual survey. This applies to all the tables presented in chapter II.

## CHAPTER 2

### KEY FINDINGS OF THE SURVEY

#### 2.1 INTRODUCTION

In the 2nd round of QES, information has been collected from 11503 units spreading over the nine selected sectors all over the country. Key findings of the survey have been presented in this chapter in the form of 16 Tables. Out of these 16 tables, Table 2.1 throws up an idea about the coverage of the survey. Tables 2.2 to 2.8 present the distribution of establishments by different characteristics. Table 2.9 to Table 2.13 discuss about the employment particulars. Table 2.14 gives information regarding skill development and training. At the end of chapter, Table 2.15 and Figure 2.7 have presented the vacancy particulars of the establishments.

**Table 2.1: Sector wise number of units surveyed in Q1 & Q2**

Sl. No.	Sectors	Number of Units selected in QES	Number of Units Covered in Q1	Number of Units Covered in Q2
(1)	(2)	(3)	(4)	(5)
1	Manufacturing	5125	4836	4996
2	Construction	458	430	446
3	Trade	1625	1512	1564
4	Transport	567	531	541
5	Education	1504	1372	1451
6	Health	469	430	451
7	Accommodation & Restaurants	1061	996	1033
8	IT/ BPOs	576	478	501
9	Financial Services	653	282	520
<b>Total</b>		<b>12038</b>	<b>10867</b>	<b>11503</b>

Table 2.1 shows the number of units selected and surveyed in Quarter 1 and 2 of the QES for each of the nine selected sectors, as mentioned under the third, fourth and fifth columns of the table. Needless to mention, the

units that could be actually surveyed in the quarters varied between them. While 12038 were targeted to be surveyed for all sectors, 10867 could actually be captured in 1st Quarter and 11503 of units could be surveyed in 2nd quarter.

At sectoral level, majority of the units were selected from 4 sectors viz. Manufacturing, Trade, Education and Accommodation & Restaurants. Those four sectors accounted for 9315 units which is about 77% of the total units selected.

The table also reveals that for Financial Services, 653 units were selected, but a meagre 282 of them could be actually surveyed in Q1 and, although the number of units surveyed were more in Q2 (520 units), the unit actually surveyed was much less than the units selected. Furthermore, for the Manufacturing and IT/BPO sectors, the units covered in Q2 are significantly more than the Q1 by 160 units and 23 units respectively. The units covered in Q2 increased for Financial Services (up by 238 units) and Education (up by 79 units). The number of units covered in Q2 at combined level (Total row) is more than that of Q1 by 636 units.

## 2.2 CHARACTERISTICS OF ESTABLISHMENTS IN THE SELECTED SECTORS

This section presents sector-wise employment characteristics for the establishments employing ten or more workers.

### 2.2.1 DISTRIBUTION OF ESTABLISHMENTS BY THEIR STATUS

**Table 2.2: Sector-Wise Percentage Distribution of Estimated Total Number of Establishments by their Status**

Sl. No.	Sectors	An Enterprise by itself	Main Office of an enterprise	Unit/ Branch of an enterprise
1	Manufacturing	72.0	21.9	6.1
2	Construction	58.9	35.6	5.5
3	Trade	69.2	19.3	11.5
4	Transport	55.1	22.7	22.2
5	Education	67.9	19.6	12.5
6	Health	64.0	24.7	11.3
7	Accommodation & Restaurants	79.9	14.6	5.5
8	IT/ BPOs	54.5	28.6	17.0
9	Financial Services	47.1	12.1	40.8
	<b>Total</b>	<b>67.7</b>	<b>20.1</b>	<b>12.2</b>

Table 2.2 shows the percentage distribution of the estimated establishments by three different statuses viz. whether the establishment itself is an Enterprise, whether it is the main office of an Enterprise or it is a branch office of an Enterprise. Obviously, the row-wise totals will be 100 for each sector. The last row (Total) provides the percentage distribution for all the sectors combined. It has been seen that at combined level, about two thirds of the establishments (67.7%) are Enterprise by themselves, whereas, only 12.2 % are branch offices of an Enterprise. Main offices of an Enterprise are found in about one-fifth (20.1%) of the cases.

At sectoral level, it may be seen that establishments from Accommodation & Restaurants, Manufacturing, Trade and Education sectors are mostly Enterprise by themselves. In Financial services and IT/BPOs, percentage of units which are Enterprise by themselves is very low (47.1%



and 54.5% respectively). Branches of an Enterprise constituted a small percentage for all the sectors, except Financial Services, where 40.8% of the estimated establishments are found to be concentrated under this category. For Transport sector, units are found to be almost evenly distributed as Main office of an Enterprise or Branch of the Enterprise as 22.7% and 22.2% respectively. It is also seen that for Construction, IT/BPOs and Health sectors, a sizable proportion of establishments (35.6%, 28.6% and 24.7% respectively) are Main offices of an Enterprise.

**Table 2.2A: Percentage distribution of estimated total number of establishments by their status for each size class of workers**

Sl. No.	Worker size class	An Enterprise by itself	Main Office of an enterprise	Unit/ Branch of an enterprise
1	< 10	76.2	12.5	11.3
2	10 – 39	70.0	18.3	11.8
3	40 – 99	58.8	26.9	14.3
4	100 – 199	51.1	34.3	14.8
5	200 – 499	49.2	39.5	11.3
6	>= 500	47.3	39.0	13.8
<b>Total</b>		<b>67.7</b>	<b>20.1</b>	<b>12.2</b>

Looking at figures in Table 2.2A, we find that a great majority (76%) of small establishments (working with 10 or fewer workers) were enterprises by themselves, as expected. On the other extreme, 47% of the large establishments belong to this category, with 39% being main offices of some enterprises. Branch offices/Units constituted 11 to 15 percent of establishments in different size classes.

## 2.2.2. DISTRIBUTION OF ESTABLISHMENTS BY LOCATION

**Table 2.3: Sector-wise Percentage Distribution of Estimated Total Number of Establishments according to Location**

Sl. No.	Sectors	Within household (%)	Outside household (%)
1	Manufacturing	2.2	97.9
2	Construction	1.3	98.7
3	Trade	1.1	98.9
4	Transport	0.0	100.0
5	Education	0.2	99.8
6	Health	0.5	99.5
7	Accommodation & Restaurants	5.1	94.9
8	IT/ BPOs	0.1	99.9
9	Financial Services	4.3	95.7
	<b>Total</b>	<b>1.7</b>	<b>98.3</b>

Table 2.3 presents the percentage distribution of establishments as per their location for the selected nine sectors of the economy. Obviously, each row will add up to 100. The last row i.e., the 'Total' row represents the percentage distribution of establishments for all the sectors combined. The data shows that 98.3% of the establishments were situated outside the household. About 95% establishments from Accommodation & Restaurants sector was the lowest in terms of location outside household. However, this particular sector had the highest share of **5.1%** establishments which were located within households. Establishments belonging to all other sectors have 95% or more share for location outside the household premises. Transport sector had no establishments located Within Household, closely followed by the IT/BPO sector, where only 0.1% units were located Within Household.

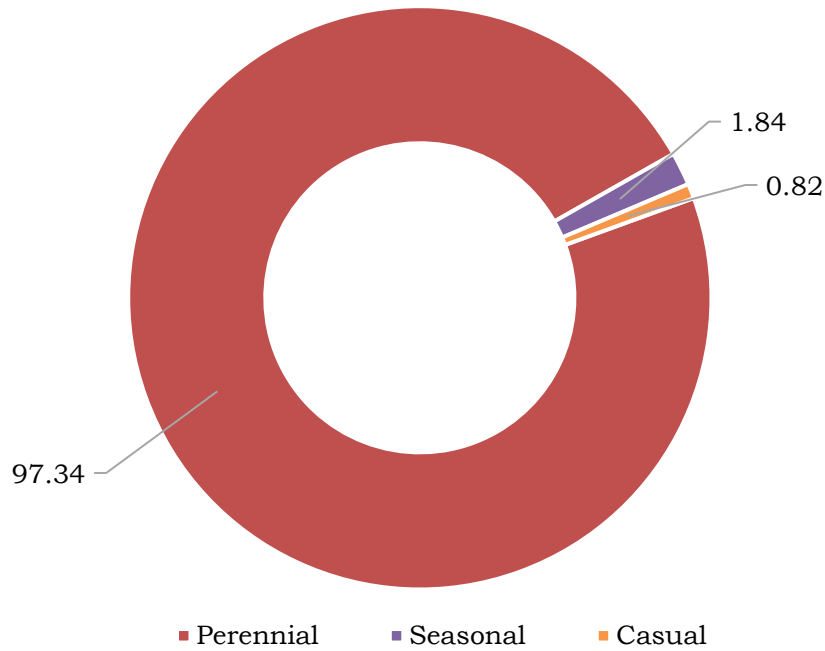
### 2.2.3. DISTRIBUTION OF ESTABLISHMENTS BY USUAL NATURE OF OPERATION

**Table 2.4: Sector-wise Percentage Distribution of estimated Total Number of Establishments according to Usual Nature of Operation**

Sl. No.	Sectors	Perennial	Seasonal	Casual
1	Manufacturing	95.1	3.9	1.0
2	Construction	95.5	2.0	2.5
3	Trade	99.1	0.7	0.2
4	Transport	98.3	1.1	0.6
5	Education	99.5	0.3	0.3
6	Health	100.0	0.0	0.0
7	Accommodation & Restaurants	97.6	1.3	1.1
8	IT /BPOs	98.7	0.0	1.3
9	Financial Services	94.7	2.8	2.5
	<b>Total</b>	<b>97.3</b>	<b>1.8</b>	<b>0.8</b>

Table 2.4 shows the percentage distribution of establishments as per their usual Nature of Operation i.e., whether the establishments were usually Perennial, Seasonal or Casual in nature. At all sectors combined level, it can be seen that 97.3% of the establishments were Perennial in nature and only 1.8% were of Seasonal nature. The rest were casual establishments holding only 0.8% share (Figure 2.1).

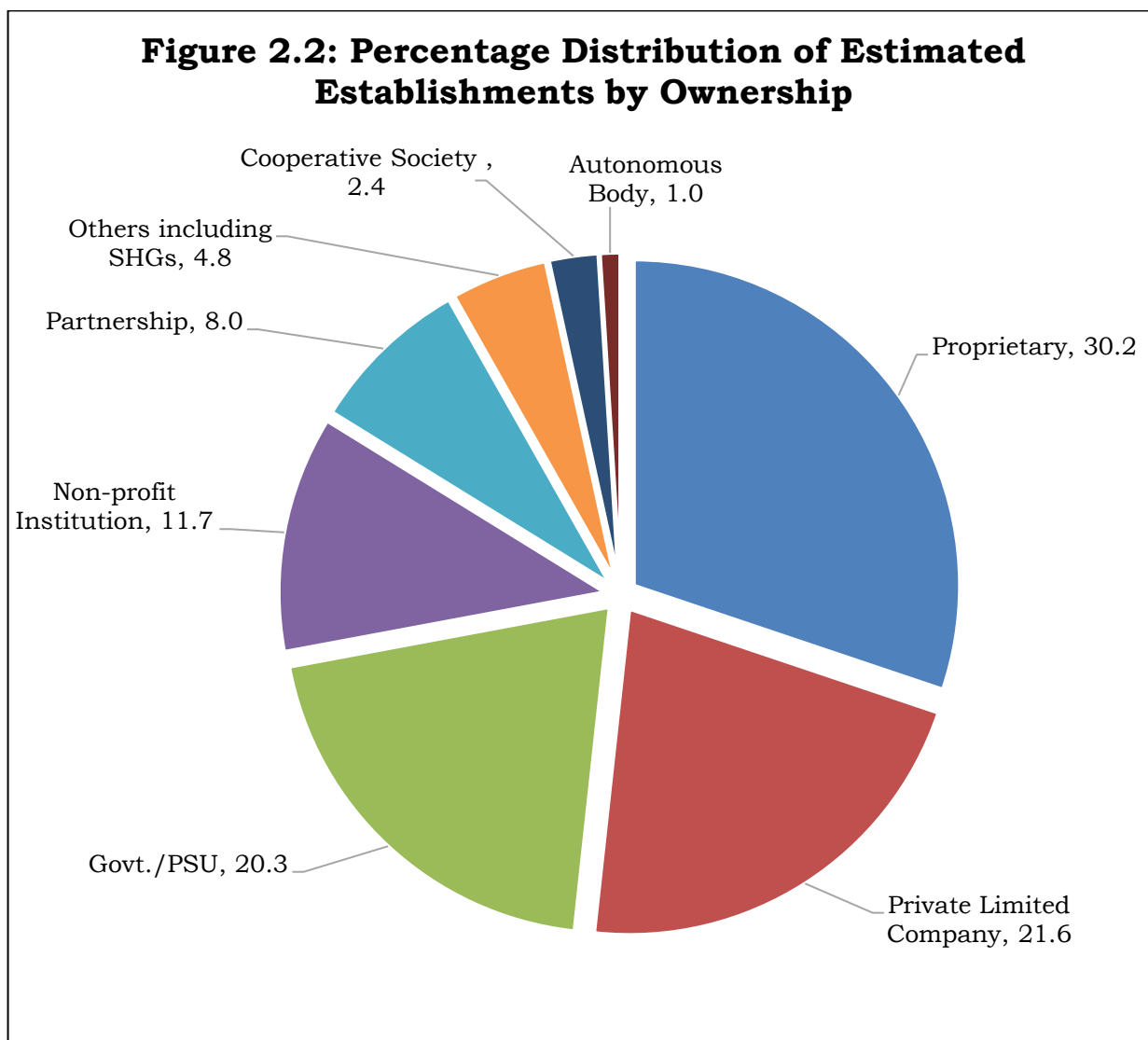
**Figure 2.1: Percentage Distribution of Estimated Total Number of Establishments according to Usual Nature of Operation**



At sectoral level (from above Table 2.4), it is interesting to note that establishments belonging to Health sector are totally Perennial in nature. That means, there were no Seasonal or Casual establishments in health sector. Table 2.4 also reveals that majority of the Seasonal establishments (3.9%) were from the Manufacturing sector. Similarly, share of Casual establishments in the Construction and Financial Services are the highest (2.5%) in comparison to all other sectors.

## 2.2.4 DISTRIBUTION OF ESTIMATED ESTABLISHMENTS BY OWNERSHIP

The percentage distribution of estimated establishments by ownership is depicted in figure 2.2 below.



The following Table 2.5 presents the percentage distribution of establishments by their type of ownership for the nine selected sectors. The 'Total' row represents the percentage distribution at all sectors combined level. It has been seen from the above figure 2.2 that the share of Proprietary establishments at combined level was the highest with 30.2% establishments, closely followed by Private Limited Company (21.6%) and Government/PSU

(20.3%). Percentage share of establishments under rest of the ownership categories are low in general, the lowest share (1%) being observed for the ownership type: Autonomous Body. Percentage share of Establishments under 'Non-profit Institutions' are found to be significant for Education and Health sectors with 31.5% and 15.7% respectively. IT/BPOs sector had the most prominent presence in the Private Limited Companies (83.1%) and there was no 'Non-Profit Institution' in Construction, Transport and IT/BPOs sectors. It is also interesting to note that there were sizable shares of 'Others including SHGs' in the establishments of Financial Services and Accommodation & Restaurants sectors, i.e., 26.1% and 7% respectively. Majority of Financial Service units were under Government/PSU category (40.6%). Presence of Govt./PSU units are also significant in Education (43%), Transport (29.2%) and Health sectors (24.1%). Financial services sector has the highest share (12.4%) of Cooperative Societies. Similarly, Education sector records the highest share (2.4%) under the ownership category 'Autonomous Body'. It is also noted that there were no partnership establishments in the Financial Services sector.

**Table 2.5: Sector-wise Percentage Distribution of Estimated Total Number of Establishments by Ownership**

Sl. No.	Sectors	Govt./ PSU	Autonomous Body	Proprietary	Partnership	Private Limited Company	Cooperative Society	Non-profit Institution	Others including SHGs
1	Manufacturing	1.0	0.1	43.2	15.0	36.1	1.3	0.2	3.2
2	Construction	7.4	0.7	34.2	10.5	47.0	0.2	0.0	0.0
3	Trade	1.7	0.2	50.8	12.4	31.1	1.0	0.8	2.1
4	Transport	29.2	0.1	24.3	6.6	39.0	0.7	0.0	0.2
5	Education	43.0	2.4	12.9	1.3	4.5	2.3	31.5	2.1
6	Health	24.1	0.1	32.2	9.6	15.3	1.4	15.7	1.6
7	Accommodation & Restaurants	1.8	0.1	61.7	10.8	16.4	0.8	1.4	7.0
8	IT /BPOs	1.1	0.0	12.3	3.1	83.1	0.4	0.0	0.0
9	Financial Services	40.6	1.8	3.5	0.0	13.9	12.4	1.7	26.1
	<b>Total</b>	<b>20.3</b>	<b>1.0</b>	<b>30.2</b>	<b>8.0</b>	<b>21.6</b>	<b>2.4</b>	<b>11.7</b>	<b>4.8</b>

### 2.2.5. DISTRIBUTION OF ESTABLISHMENTS BY SIZE CLASS

**Table 2.6: Sector-wise Percentage Distribution of Estimated Total Number of Establishments according to Different Size Classes of Employment**

Sl. No.	Sectors	Size Classes of Employment (Number of Employees)					
		Less than 10	10-39	40-99	100-199	200-499	>500
1	Manufacturing	20.2	51.0	16.0	5.6	5.0	2.2
2	Construction	19.0	49.2	19.5	6.0	3.3	3.0
3	Trade	25.1	54.8	14.7	3.8	1.2	0.4
4	Transport	21.5	50.6	13.5	7.6	4.2	2.7
5	Education	8.4	71.0	15.8	3.0	1.2	0.6
6	Health	9.9	52.6	19.0	7.0	7.2	4.3
7	Accommodation & Restaurants	25.1	63.7	8.9	1.3	0.7	0.2
8	IT /BPOs	10.7	33.2	26.5	12.2	5.1	12.3
9	Financial Services	23.1	70.9	4.5	0.7	0.8	0.2
<b>Total</b>		<b>16.6</b>	<b>60.4</b>	<b>14.7</b>	<b>4.1</b>	<b>2.8</b>	<b>1.4</b>

Table 2.6 presents the percentage distribution of establishments over the six size classes for the nine selected sectors. At combined level (Total row), 60.4% establishments are found to be concentrated in the size class with 10-39 workers. While 16.6% and 14.7% establishments are found to be in the size classes of establishments with less than 10 workers and 40-99 workers respectively. Also, very few establishments have been found in the three higher size classes of establishments, namely, 100-199, 200 – 499 and more than 500 workers, their respective shares being 4.1%, 2.8% and 1.4%.

At sectoral level, all the sectors showed around 50% of their establishments are in the size class of 10-39 workers except IT/BPOs. The IT/ BPOs sector recorded higher share of establishments in the size classes 40-99



workers (26.5%), 100- 199 workers (12.2%) and more than 500 workers (12.3%). Percentage shares of Education and Financial Services hold more than 70% in the size class 10 to 39 workers. In this size class (establishments with less than 10 workers) Education sector is holding the lowermost share (8.4%). Accommodation & Restaurants, Financial Services and Trade sectors have a meagre presence in the highest size class i.e., establishments with more than 500 workers with 0.2%, 0.2% and 0.4% respectively. For Financial services and Accommodation & Restaurants sector, establishments are found mostly from the first two size classes viz. less than 10 workers and 10-39 workers. In the size class of establishments with 40- 99 workers, highest share of establishments has been recorded by the IT/BPOs sector (26.5%). In the size class of establishments with 200-499 workers, highest percentage share has been observed for Health sector (7.2%).

## 2.2.6 DISTRIBUTION OF ESTABLISHMENTS BY REGISTRATION INFORMATION

**Table 2.7: Sector-wise Percentage of Estimated Establishments Registered under Different Acts/ Authorities**

Sectors	Total Registered (%)	Shops & commercial Establishments Act, 1958	Companies Act, 1956	Goods and Service Tax Act, 2017	Factories Act, 1948	Societies Registration Act	Co-operative Societies Act	Directorate of Industries	KVIC/ KVIB/ DC: Handloom/ Handicrafts	Act related to Building & Construction	Other Agencies
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
Manufacturing	98.8	30.8	42.8	86.5	83.5	3.6	1.4	9.7	2.4	0.5	6.4
Construction	98.8	16.8	51.2	78.5	4.1	4.2	0.9	5.7	0.4	90.3	7.8
Trade	99.6	86.7	32.1	89.7	4.0	4.2	1.5	1.9	1.1	0.1	10.0
Transport	97.1	36.7	36.4	70.3	3.1	5.6	1.0	3.3	0.3	1.1	29.8
Education	98.8	1.9	1.7	10.0	0.2	55.4	3.3	0.4	0.2	0.4	71.0
Health	99.8	23.2	12.2	46.3	0.5	29.5	1.9	0.9	0.0	0.3	59.0
Accommodation & Restaurants	99.0	77.0	14.5	76.3	1.8	12.1	1.6	0.7	5.0	0.4	21.8
IT/ BPOs	99.6	38.3	82.8	88.0	1.0	2.7	0.0	7.3	0.0	0.0	6.3
Financial Services	93.3	19.7	23.8	39.3	1.1	32.3	13.8	2.9	2.5	0.2	52.5
<b>Total</b>	<b>98.4</b>	<b>27.8</b>	<b>23.5</b>	<b>53.9</b>	<b>28.2</b>	<b>25.4</b>	<b>3.0</b>	<b>4.0</b>	<b>1.5</b>	<b>1.8</b>	<b>36.4</b>

Table 2.7 shows the percentage distribution of establishments according to the acts /authorities of their registration for the nine selected sectors. It may be noted that an establishment may be registered under a single or a multiple of the Acts/Authorities simultaneously. As such, the row totals may add up to more than 100. From the second column, an idea can be made about the dimension of the non-farm establishments which were registered in each of the sectors. At combined level (total row), it is seen that 98.4% establishments were registered.

Of those registered establishments, 53.9% were registered under the GST Act, 2017; 28.2%, 27.8%, 25.4% and 23.5% were registered respectively under Factories Act, 1948; Shops and Commercial Establishments Act, 1958; Societies Registration Act and Companies Act, 1956. There were 36.4% establishments which were registered under 'Other agencies.' Percentages of establishments registered under the remaining Act/Authorities are very small.

At sectoral level, 90.3% of the Construction establishments were registered under one Act viz. 'Act Related to Building & Construction'. No establishment of IT/BPOs sector was registered under Co-operative Societies Act, KVIB/KVIC or Building and Construction Act. For Health, Education and Financial Services sectors, majority of the establishments were registered under 'Other agencies.' For manufacturing sector high percentage of establishments were registered under GST Act, 2017 (86.5%) and Factories Act, 1948 (83.5%). Establishments of Trade sector were mostly registered under two Acts viz. Shops and Commercial Establishments Act, 1958 (86.7%) and GST Act, 2017 (89.7%). Education sector recorded the least share under GST Act, 2017 (10% only). In the Health sector, almost all the establishments were registered (99.8%) of which 46.3% were registered under GST Act, 2017 and 59% were registered under 'Other agencies.' Establishments from IT/BPOs were registered mainly under three acts viz. GST Act, 2017 (88%), Companies Act, 1956 (82.8%) and Shops and Commercial Establishments Act, 1958 (38.3%). Education establishments were mainly registered under Societies Registration Act (55.4%) and 'Other Agencies' (71%).

**Table 2.8: Sector-wise Percentage of Estimated Total Number of Establishments Registered under MSME Development Act/Udyam portal.**

Sl. No.	Sectors	Estimated Total Number of Establishments	Establishments Registered under MSME Development Act (%)	Establishments Registered Under MSME Development Act through Udyam portal (%)
(1)	(2)	(3)	(4)	(5)
1	Manufacturing	1,73,127	34.6	90.3
2	Construction	8,411	10.2	93.2
3	Trade	49,987	2.2	87.8
4	Transport	11,950	7.3	95.5
5	Education	1,77,962	0.4	100.0
6	Health	25,938	2.1	100.0
7	Accommodation & Restaurants	32,026	3.1	84.2
8	IT /BPOs	4,544	5.7	97.2
9	Financial Services	42,462	0.9	73.2
<b>Total</b>		<b>5,28,528</b>	<b>12.4</b>	<b>90.4</b>

Table 2.8 presents the estimated number of establishments for each sector and the share of registered establishments under MSME Development Act. Column 3 of the table 2.8 shows the percentages of establishments registered under MSME Development Act through UDYAM portal. It may be seen that about 34.6% of the total number of Manufacturing establishments (1.73 lakhs) were registered under MSME Development Act and more than 90% were registered through UDYAM Portal. For Health sector with 0.25 lakh units and Education sector with 1.77 lakh units, only 2.1% and 0.4% establishments (respectively) were registered under MSME Development Act, but all of them were registered through UDYAM Portal. In Financial services sector, one can see that only 0.9% was registered under MSME Development Act and more than 26.8% of those were not registered through UDYAM portal. In the case of Transport sector, only 7.3% establishments were registered under the MSME Development Act, out of which 95.5% were registered through UDYAM portal. At all-sectors combined level, 12.4% units were

registered under the MSME Development Act and 90.4% of those units were registered under MSME Development Act through the UDYAM portal.

## 2.3 EMPLOYMENT ESTIMATES IN THE SELECTED SECTORS

This section discusses about the estimated employment details sector wise, by type of employment (self-employed, employee); terms of employment (regular, contractual, fixed term employee, casual); gender (male, female); full time & part time, etc.

### 2.3.1. SECTOR-WISE DISTRIBUTION OF ESTIMATED WORKERS

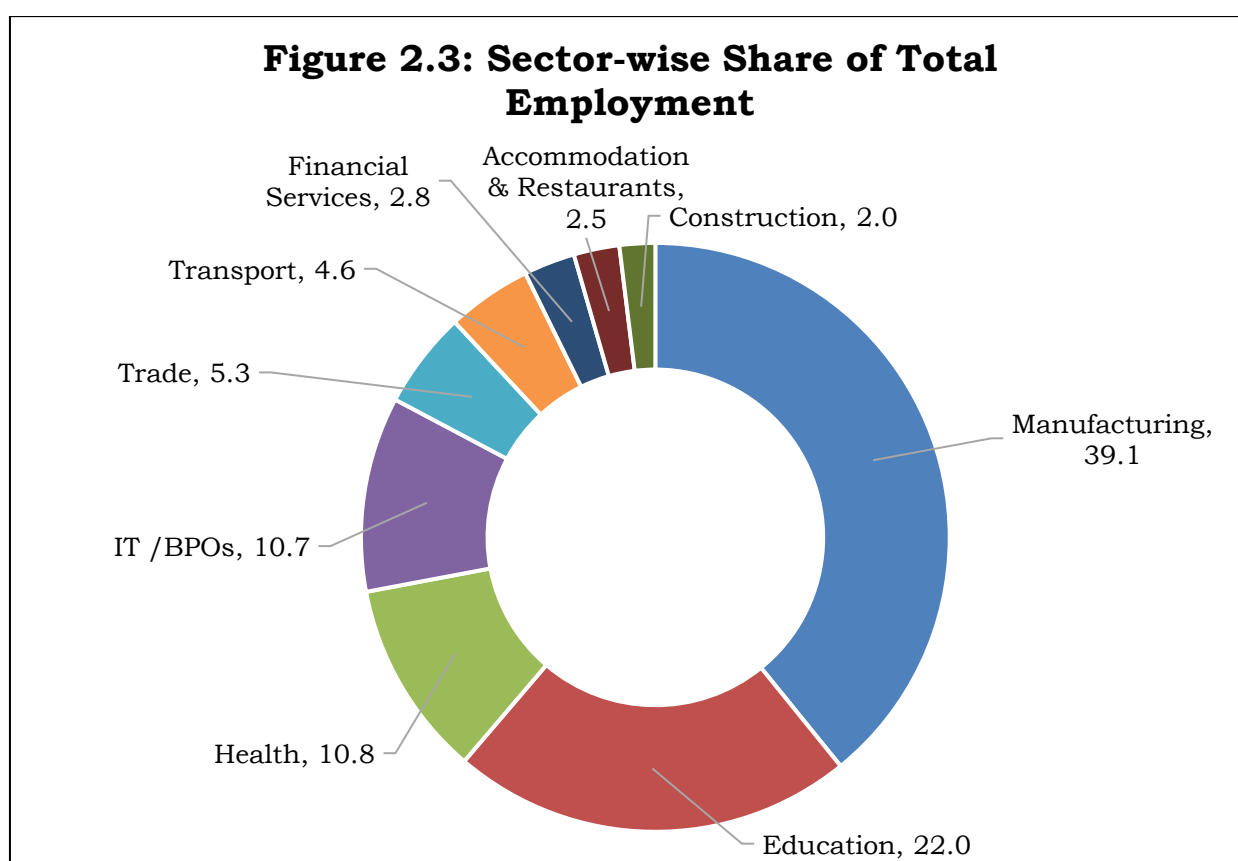
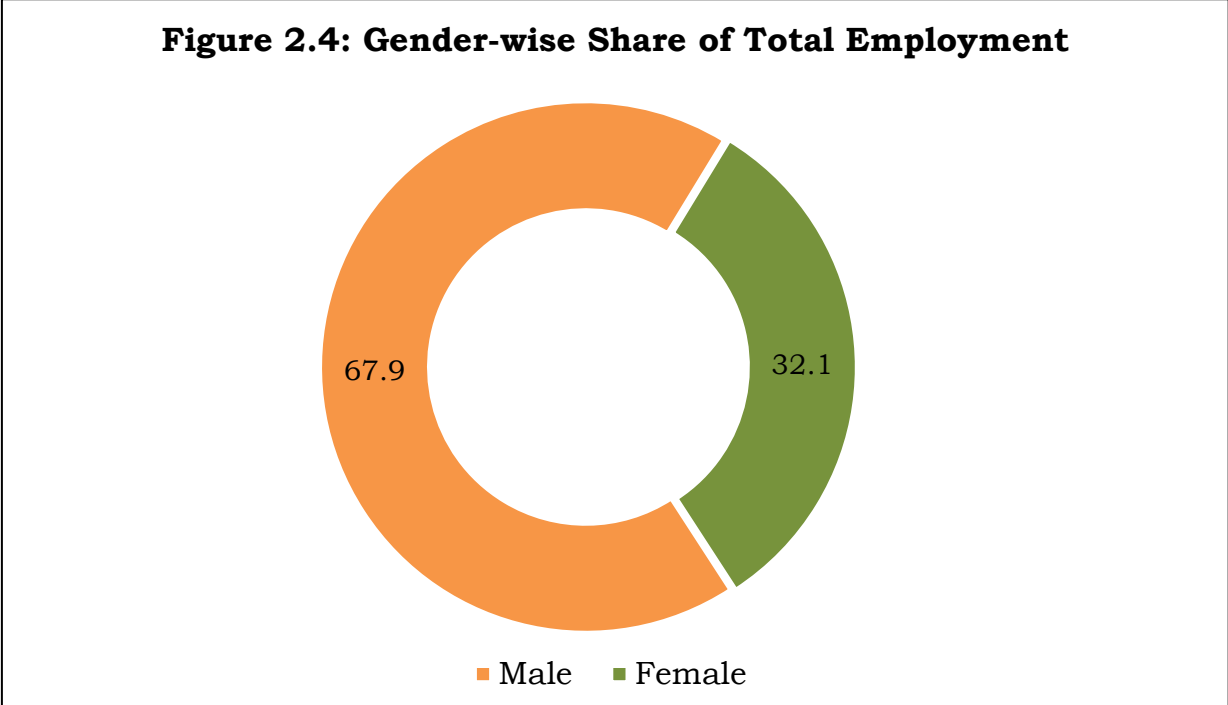


Figure 2.3 shows percentage distribution of estimated employment in the nine selected sectors. It can be seen that the highest percentage share of estimated workers was in Manufacturing (39.1%), followed by Education (22%). The least percentage share of estimated workers was in the Construction Sector (2%).

**2.3.2. GENDER-WISE ESTIMATED EMPLOYMENT SHARE**

Gender perspective of estimated employment in these nine major sectors is vital to understand the employment dynamics. The male workers constituted 67.9% of the total workers and the female workers constituted **32.1%** of the total estimated workers. The following Figure 2.4 shows us the gender wise share of total employment.



### 2.3.2. DISTRIBUTION OF ESTIMATED EMPLOYMENT SHARE ACCORDING TO DIFFERENT SIZE CLASSES

**Table 2.9: Sector-wise percentage distribution of estimated total number of workers according to different size classes of employment**

Sl. No.	Sectors	Size Classes of Employment (Number of Employees)					
		Less than 10	10-39	40-99	100-199	200-499	>=500
1	Manufacturing	1.8	14.2	13.9	10.9	21.5	37.7
2	Construction	1.4	13.9	16.9	10.4	11.8	45.6
3	Trade	4.6	30.0	26.7	16.4	9.9	12.4
4	Transport	1.0	8.2	6.6	8.3	11.4	64.6
5	Education	1.6	38.5	24.2	10.8	8.9	16.1
6	Health	0.5	8.4	9.3	7.0	17.8	57.1
7	Accommodation & Restaurants	7.2	46.6	21.7	7.0	9.2	8.4
8	IT /BPOs	0.1	1.0	2.2	2.4	1.9	92.4
9	Financial Services	7.0	56.5	11.5	3.9	9.2	11.9
	<b>Total</b>	<b>1.8</b>	<b>20.1</b>	<b>15.0</b>	<b>9.4</b>	<b>14.3</b>	<b>39.4</b>

Table 2.9 provides the percentage distribution of total number of workers over the six size classes for the nine selected sectors. It may be seen that at combined level, majority of the employees were concentrated in two size classes, i.e., 500 or more workers and 10-39 workers with shares 39.4% and 20.1% respectively. While the size classes of 40-99 workers and 200-499 workers had shares 15.0% and 14.3% employees, the other two size classes are holding the rest 11.2% only, which is much lower than other sectors.

At sectoral level, 92.4% of the employees of IT/BPOs were recorded from the size class of more than 500 workers. Lowest share in the same size class was from the Accommodation & Restaurants sector (8.4%). For the Transport sector, majority of the employees were from the size classes of 200-499 workers and more than 500 workers, their joint contribution being more than 75%. Similarly, in the case of Health Sector, the major share lies in the two higher size classes (more than 74.9%). Manufacturing sector had sizable share of employees in all the size classes except the size class <10 workers where it had its percentage share of employees as 1.8% only. IT/BPOs sector is holding a minimal percentage of employees from the size class of less than 10 employees (0.1%). Most of the employees of IT/BPOs sector are from the highest size class, i.e., more than 500 employees only. This sector had very insignificant shares of employees in the other size classes. Most of the employees of Trade sector came from the three size classes viz. 10-39 workers, 40-99 workers and 100-199 workers, their combined share being 73.1% of total employees from the sector.

### 2.3.3. SECTOR-WISE TYPES OF WORKERS

As expected in the organised segment (comprising establishments with 10 or more workers) 98.05% of the total estimated employment is in the employees' category, while 1.95% is self-employed (Figure 2.5).

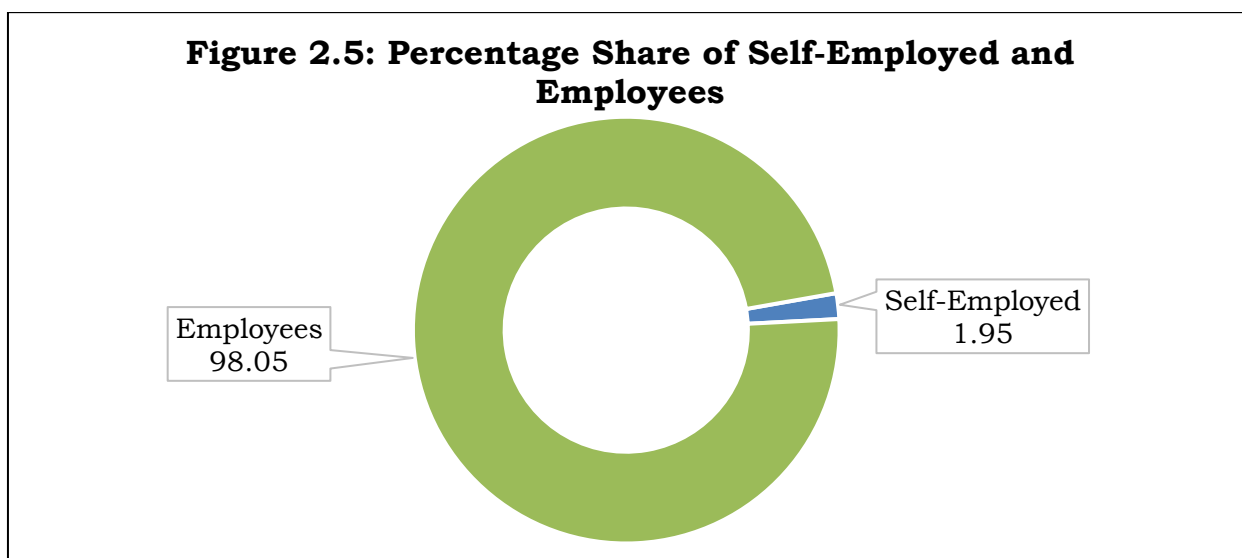




Table 2.10 shows the percentage distribution of estimated workers by employment type (Self-employed and Employees) and by gender. It may be noted that for the sub-heading, percentage of total workers by gender (last but two columns) 'Total' column has been avoided, as the 'Total' will always add up to 100. It may also be noted that 'Total percentage' of self-employed (Column 5) and Employees (Column 8) will also add up to 100 for this table.

**Table 2.10: Sector-wise Percentage Distribution of Total Number of Estimated Workers according to Type of Worker and Gender**

Sl. NO.	Sectors	Self-Employed			Employees			Total Workers		Estd. Total Workers (Nos.)
		M	F	Total	M	F	Total	M	F	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1	Manufacturing	1.6	0.6	2.2	75.7	22.1	97.8	77.4	22.6	1,21,40,949
2	Construction	1.4	0.2	1.6	82.1	16.4	98.5	83.5	16.5	6,07,013
3	Trade	3.3	0.8	4.1	73.2	22.7	95.9	76.4	23.6	16,45,934
4	Transport	0.6	0.0	0.6	85.7	13.7	99.4	86.3	13.7	14,44,140
5	Education	1.0	0.2	1.1	54.3	44.6	98.9	55.2	44.8	68,47,572
6	Health	0.6	0.1	0.8	48.5	50.7	99.2	49.2	50.8	33,45,206
7	Accommodation & Restaurants	4.3	3.3	7.5	72.3	20.2	92.5	76.5	23.5	7,77,437
8	IT /BPOs	0.1	0.0	0.1	62.3	37.6	99.9	62.4	37.6	33,21,288
9	Financial Services	1.1	7.4	8.5	60.4	31.1	91.5	61.6	38.4	8,73,336
<b>Total</b>		<b>1.3</b>	<b>0.7</b>	<b>1.95</b>	<b>66.6</b>	<b>31.5</b>	<b>98.05</b>	<b>67.9</b>	<b>32.1</b>	<b>3,10,63,938</b>

The data reveals that proportion of self-employed (1.95%) is minuscule in comparison to the proportion of Employees (98.05%) in the 3.10 crore workers at combined level. Among the Self-employed, Financial Services is the only sector where presence of females was more than males. For IT/BPOs sector, there was no Self-employed female employee. For Employees, interestingly female share exceeds the male employee share in Health sector as 50.7% of female employee share against 48.5% male Employees were observed. In the transport sector, proportion of female workers is significantly lower as compared to other sectors. Presence of female Employees is found to be substantial in Health (50.7%), Education (44.6%), IT/BPOs (37.6%) and Financial Services (31.1%). Out of the total 3.10 crore employees at the

combined level, 1.21 crores were from the Manufacturing sector only, where 77.4% employees happened to be males.

#### **2.3.4. SECTOR-WISE ESTIMATED WORKERS ACCORDING TO TERMS OF EMPLOYMENT**

Following Table 2.11 presents the percentage distribution of employees as per five different terms of employment, for each selected sector. The terms are: a) Self-employed-the owners who work in their own establishments, b) Regular employee-employees who are not on contract, c) Contractual employee-employees appointed on contract through some agencies, d) Fixed term employee- employees appointed by the establishment for a fixed period, and e) Casual employee- employees who are engaged by establishment from time to time for casual work. At the combined level of all sectors (Total row), 87% of the workers are found to be Regular workers, followed by Contractual employees (8.3%), Self-employed (2%) and Casual employees (2.1%). The share of Fixed term employees in the establishments was found to be very small (0.6%) in general.

At sectoral level, apart from the Regular employees, reasonably high percentage of Self-employed employees are observed in the Financial Services sector (8.5%), followed by Accommodation & Restaurants sector (7.5%). The share of self-employed was the least in the IT/BPOs sector with only 0.1%. Regular employees were relatively low in Construction sector (71.6%). Maximum share of Regular employees was recorded by the IT/BPOs sector (97.7%). Contractual employees are significantly present in two sectors, Construction (20%) and Manufacturing (11.5%). Fixed term employees have a very low share in all the sectors. Majority among them is being seen in the Education and Accommodation& Restaurants sectors with 1.0% and 0.9% shares respectively. Percentage Share of Casual employees is the highest in Construction sector (6.4%).

**Table 2.11: Sector-wise Percentage Distribution of Total Number of Estimated Workers according to Different Terms of Employment**

Sl. No.	Sectors	Self-Employed	Regular (Not on contract) Employee	Contractual Employee	Fixed Term Employee	Casual Employee
1	Manufacturing	2.2	82.0	11.5	0.6	3.7
2	Construction	1.6	71.6	20.0	0.6	6.4
3	Trade	4.1	90.4	3.6	0.3	1.6
4	Transport	0.6	91.8	6.3	0.2	1.1
5	Education	1.1	90.1	7.2	1.0	0.6
6	Health	0.8	89.4	8.8	0.4	0.7
7	Accommodation & Restaurants	7.5	82.4	6.2	0.9	3.0
8	IT /BPOs	0.1	97.7	2.0	0.2	0.0
9	Financial Services	8.5	85.9	2.1	0.3	3.2
<b>Total</b>		<b>2.0</b>	<b>87.0</b>	<b>8.3</b>	<b>0.6</b>	<b>2.1</b>

### 2.3.5 SECTOR WISE EDUCATION DETAILS OF ESTIMATED WORKERS

Education and training level of the estimated workers are one of the main indicators to know the labour market situation of the country and it will help to formulate inclusive policies towards labour welfare.

Table 2.12 shows the estimated number of workers (in lakhs) as per their education level. This table has been presented for 7 sectors, not including the workers of Education and Health sectors for which a separate table has been provided. From the combined result of the 7 sectors, it is seen that there were 77.2 lakh workers who were Graduate and above, 64.5 lakh were under graduate and 59.2 lakh were Matric/ Secondary or below. There were 7.9 lakh workers for whom the educational level could not be ascertained.

In the IT/ BPOs sector, 30.4 lakh workers were Graduate and above while in the Manufacturing sector there were 27.4 lakh workers with qualification Graduate and above. Also, 45.6 lakh workers in Manufacturing sector were having Matric/Secondary or below education level and 42.1 lakh workers were Under-graduates. In the Trade sector 5 lakh workers were found to be Graduate and above while 4.9 lakh were below secondary level. Number

of workers with Matric or below qualification is found to be the least in IT/BPOs sector (only 80,000). In the Financial services sector, number of workers with Graduate and above qualification was about 5.2 lakhs. Maximum number of workers for whom the Education level could not be ascertained has been shown by the Manufacturing sector (6.4 lakhs).

**Table 2.12: Sector-wise estimated Number of Workers according to Education Levels except Health & Education (in Lakhs)**

Sl. No.	Sectors	Matric/ Secondary or below	Above matric/ Secondary but Under Graduate	Graduate or above	Not known
1	Manufacturing	45.6 (37.5%)	42.1 (34.7%)	27.4 (22.6%)	6.4 (5.3%)
2	Construction	1.6 (26.7%)	2.1 (35%)	2.1 (35%)	0.2 (3.3%)
3	Trade	4.9 (29.7%)	6.2 (37.6%)	5 (30.3%)	0.4 (2.4%)
4	Transport	2.3 (16%)	6.7 (46.5%)	5.1 (35.4%)	0.3 (2.1%)
5	Accommodation & Restaurants	2.3 (29.5%)	3.4 (43.6%)	1.9 (24.4%)	0.2 (2.6%)
6	IT /BPOs	0.8 (2.4%)	1.8 (5.4%)	30.4 (91.6%)	0.2 (0.6%)
7	Financial Services	1.4 (16.1%)	1.9 (21.8%)	5.2 (59.8%)	0.2 (2.3%)
<b>Total</b>		<b>59.2 (28.4%)</b>	<b>64.5 (30.9%)</b>	<b>77.2 (37%)</b>	<b>7.9 (3.8%)</b>

**Table 2.13: Distribution of Estimated Number of Non-Clinical staff in Health sector & Non-teaching staff in Education Sector (in Lakhs) according to their Education Level**

Sl. No.	Sectors	Matric/ Secondary or below	Above matric/ Secondary but Under Graduate	Graduate or above	Not known
1	Education	4.6 (26.4%)	4.6 (26.4%)	7.8 (44.8%)	0.4 (2.3%)
2	Health	1.8 (18.8%)	3.3 (34.4%)	4.2 (43.8%)	0.3 (3.1%)

Table 2.13 throws up the estimated number (in lakhs) of non-clinical and non-teaching staff respectively for Health and Education sectors by their education level. The table is self-explanatory. However, it may be pointed out that in these two sectors, there were around 70,000 staff (Non-clinical for

Health sector and Non-teaching for Education sector) for whom education level could not be ascertained.

### 2.3.6. SKILL DEVELOPMENT OF THE WORKERS

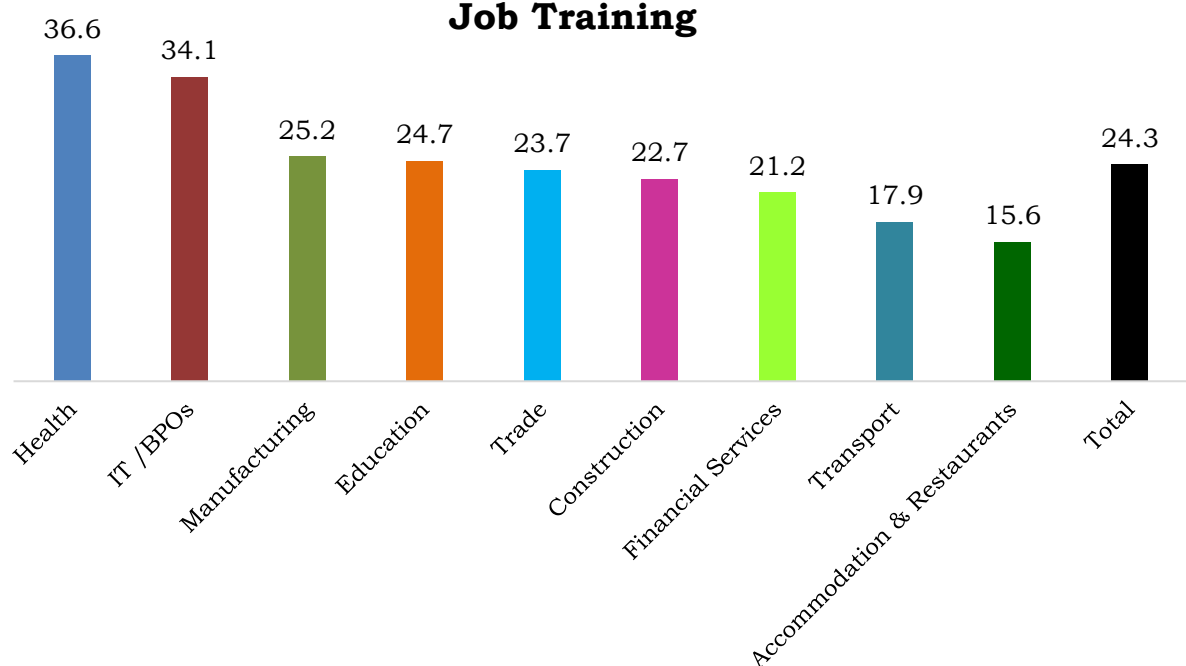
The following Table 2.14 shows the percentage of establishments for each sector providing skill training to their staff. It can be seen that at all-sector combined level (Total row) 16.8% establishments provided skilled training. At sectoral level, Health sector was most prominent where 26.6% establishments provided skilled training, closely followed by IT/BPOs sector (24.1%). **The next two columns (column 4 & column 5) show disaggregation of establishments providing skill training by location i.e., in house training or training in other establishments.** It has been seen that in IT/BPOs sector, maximum proportion of establishments (96.6%) arranged training in-house, whereas in the financial services sector only 73.7% establishments arranged the training in-house. At combined level, 81.7% establishments were found to be providing training within establishment.

The next three columns (Column 6,7 &8) provide an account of percentages of establishments that provided skill training to: their staff only, others, or both. Establishments providing training to ‘Staff only’ is high in general, among them the highest proportion (85.8%) is observed for the Accommodation & Restaurants and lowest (57.5%) for the Financial Services. Establishments belonging to three sectors viz. Transport, Health and Accommodation & Restaurants have not provided any skill training to ‘Others’.

**Table 2.14: Sector-wise Percentage of Estimated Establishments Providing Skill Training**

Sl. No	Sectors	Percentage of Establishments providing Skill Training	Among the Establishments providing Skill Training, location of training		Skill Development Program Conducted for (in %)		
			Within Establishment	In some other Establishment	Staff only	Others	Both
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	Manufacturing	13.2	87.9	12.1	79.1	3.3	5.5
2	Construction	7.8	77.6	22.4	70.5	5.8	1.3
3	Trade	11.6	78.8	21.2	74.6	1.4	2.8
4	Transport	10.7	87.5	12.5	82.2	0.0	5.3
5	Education	21.0	78.8	21.2	72.8	2.2	3.8
6	Health	26.6	87.0	13.0	79.6	0.0	7.3
7	Accommodation & Restaurants	11.3	85.8	14.2	85.8	0.0	0.1
8	IT /BPOs	24.1	96.6	3.4	79.4	1.6	15.6
9	Financial Services	20.9	73.7	26.3	57.5	5.5	10.8
<b>Total</b>		<b>16.8</b>	<b>81.7</b>	<b>18.3</b>	<b>74.1</b>	<b>2.5</b>	<b>5.1</b>

**Figure 2.6: Sector-wise Percentage of Estimated Total Number of Establishments providing On-the-Job Training**



The above Figure 2.6 presents the percentage share of establishments for each of the selected sectors that provided On-the-Job Training (OJT) to their employees. The figure is self-explanatory. However, the following points may be worth mentioned. A major proportion of units from Health sector (36.6%) and a very small proportion of units (15.6%) from Accommodation & Restaurants sector provided OJT Training. At combined level, 24.3% of establishments were found to have arranged for OJT, which is near the share recorded by the Education sector (24.7%).

### 2.3.7. SECTOR-WISE INFORMATION ON VACANCIES

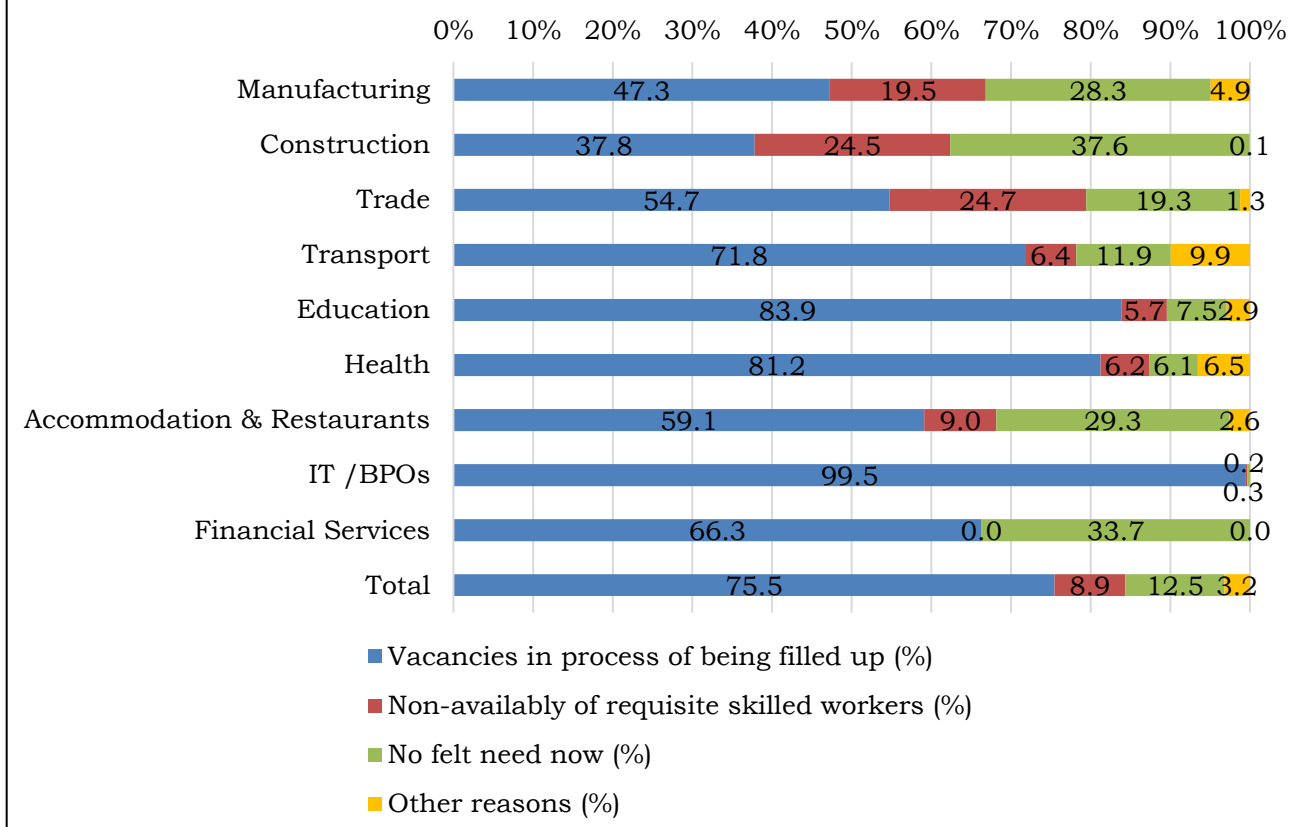
The following Table 2.15 presents the percentages of establishments reporting vacancies, total vacancies and percentage distribution of the vacancies by reasons, for each of the nine selected sectors. It may be noted that the last three columns of the table will add up to 100. For all sectors combined, it is seen that 5.6% of the total establishments reported about vacancies. In absolute terms, number of vacancies in all the establishments taken together was 4.3 lakhs. In 65.8% cases for these vacancies, the reason was non-specific (i.e., Others). About 23% vacancies happened due to Resignation and remaining **11.7%** vacancies occurred due to Retirement of employees.

Total 7.6% of Education Establishments and 6.6% of IT/BPOs were prominent in reporting vacancies. Four sectors, viz. Education, Manufacturing, IT/BPOs and Health accounted for 91% of the reported vacancies. While looking at the percentage distribution of reasons for vacancies, it is noted that in IT/BPOs and Health sectors, very few vacancies were caused by either Resignation or by Retirement. Majority of vacancies in these two sectors happened due to other reasons (85.7% and 81.6% respectively). However, major reason for vacancies in Financial Services was Retirement (58.4%). While the highest percentage with 54.6% cases of vacancies due to Resignation was observed in the Construction sector, lowest percentage of vacancies due to Retirement was observed in the Accommodation & Restaurants sector with only 4.7% cases.

**Table 2.15: Sector-wise Percentage of Estimated Total Number of Establishments Reporting Vacancies and Distribution of Vacancies by Reasons**

Sl. No.	Sectors	Percentage of Establishments Reported Vacancies	Total vacancies (in Nos.)	Reasons of Vacancies (%)		
				Resignation	Retirement	Others
1	Manufacturing	5.0	104638	40.4	17.8	41.8
2	Construction	4.4	6810	54.6	24.4	21.1
3	Trade	4.7	12472	48.3	23.6	28.1
4	Transport	4.1	3643	21.7	15.0	63.3
5	Education	7.6	149693	17.8	9.7	72.5
6	Health	5.1	53952	9.4	9.0	81.6
7	Accommodation & Restaurants	4.8	11231	42.1	4.7	53.3
8	IT /BPOs	6.6	87833	8.3	6.0	85.7
9	Financial Services	2.6	2428	31.8	58.4	9.8
<b>Total</b>		<b>5.6</b>	<b>432814</b>	<b>22.5</b>	<b>11.7</b>	<b>65.8</b>

**Figure 2.7: Percentage distribution of Reasons for not filling up vacancies**





Above Figure 2.7 shows the percentage distribution of reasons for not filling up the vacancies reported in the Table 2.15. As already discussed in the previous table 2.15, there were total 4.3 lakhs vacancies at combined level, majority (75.5%) of which was in the process of being filled up. While about 12% and 9% vacancies remained un-filled due to the reasons: 'No felt need now' and 'Non-availability of Skilled Workers' respectively, the rest of the vacancies remained as they were due to 'Other reasons.'

At sectoral level, it is seen that for IT/BPOs, 99.5% of total 0.87 lakh vacancies are 'In the Process' of being filled up and the remaining 0.5% remained for either not getting requisite skilled workers or need not felt. On the other hand, in Financial Services, important reasons for not filling up the vacancies were either they were 'In the Process' (66.3%) or 'No need felt now'(33.7%). Highest proportion (9.9%) of vacancies not filling up for some 'Other Reasons' is recorded for Transport sector, where 71.8% vacancies were 'In the Process' to be filled up. Non-availability of Skilled Workers was the prime reason for not filling up the vacancies in the sectors Construction (24.5%), Trade (24.7%) and Manufacturing (19.5%). After IT/ BPOs sector (99.5%), Education and Health sectors were found to be the next two sectors who were 'In the Process' of filling up 83.9% and 81.2% of their total vacancies respectively. Construction and Financial Services sectors had kept maximum proportion (37.6% and 33.7% respectively) of their vacancies un-filled due to 'Need not Felt'.

## **CONCEPTS AND DEFINITIONS**

---

The important concepts and definitions adopted for the Quarterly Employment Survey (QES) are explained below:

### **A1.1 Enterprise**

Enterprise is an undertaking engaged in production and/or distribution of goods and/or services other than for the sole purpose of own consumption, which has autonomy in respect of financial and investment decision making, as well as the authority for allocating resources for production of goods and services. It may be engaged in one or more economic activities at one or more locations. It is a sole legal unit. Thus, an enterprise having a few branches located in different places, each branch including headquarter (main office) is to be listed separately as an establishment.

### **A1.2 Establishment/ Unit**

The establishment is a unit situated in a single location in which predominantly one kind of economic activity is carried out such that at least a part of the goods and/or services produced by the unit goes for sale. The establishment is a physical entity where mainly one entrepreneurial activity (or sometimes more than one, with no separate accounts) is carried out.

### **A1.3 Non-Agricultural/Non- Farm establishment**

Establishments engaged in activities other than agricultural activities (like crop production & plantation, growing of tea, coffee, rubber, tobacco etc.) are termed as Non-farm establishments.

### **A1.4 Non-farm Sector**

Goods or services producing segment of the economy other than farm activities is non-farm Sector. For this survey, non-farm sector includes Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants, IT/BPOs and Financial Service sector.

### **A1.5 Employment/Worker**

Employment in this survey is the number of persons Self-employed, employed either directly by the establishment on regular/casual basis/contract basis or fixed term employment.

All persons engaged in an economic activity/establishment either as owner, members of the household working as co-owner or partner or helping the owner in running the establishment, whether hired or not. Besides regular and salaried employees, casual/daily wage labour would also be considered as workers for that establishment. For the present survey all paid and unpaid apprentices will also be regarded as workers. Persons, who despite their attachment to economic activity, abstained themselves from work for reason of illness, injury or other physical disability, bad weather, festivals, social or religious functions or other contingencies necessitating temporary absence from work, constitute workers.

### **A1.6 Employee**

Employee relates to the person engaged by the unit whether for wages or not, in work connected directly or indirectly with the process and includes all administrative, technical and clerical staff, supervision or management, as also labour in production/ services.

### **A1.7 Self employed**

Persons who operated their own establishment or were engaged independently in a profession or trade on own-account or with one or a few partners were deemed to be self-employed. The essential feature of the self-employed is that they have autonomy (decide how, where and when to produce) and economic independence (in respect of choice of market, scale of operation and finance) for carrying out their operation.

### **A1.8 Full Time worker**

Full-time worker is a Self Employed or an Employee who works for a minimum number of hours as defined/agreed for a particular occupation in the establishment.

### **A1.9 Part Time Worker**

Part-time worker is a Self Employed or an employed person whose normal hours of work are less than those of comparable full-time workers”.

### **A1.10 Regular Worker**

The person who has worked in non-farm enterprises and, in return, received salary or wages on a regular basis (i.e., not on the basis of daily or periodic renewal of work contract) is a regular worker. This category includes not only persons getting time wage but also persons receiving piece wage or salary and paid apprentices, both full time and part-time. Regular Worker are employees appointed on an open-ended contract with no stipulated termination date, and who are entitled to benefits such as paid leave and medical aid contributions paid by employers. This excludes self- employed.

### **A1.11 Contract Worker**

As per the definition of contract worker, a worker is deemed to be employed as contract worker when he/she is hired in connection with the work of an establishment by or through a contractor. Contract workmen are indirect employees; persons who are hired, supervised and remunerated by a contractor who, in turn is compensated by the establishment.

### **A1.12 Casual Worker**

A person, who is casually engaged in non-farm enterprises and, in return, received wages according to the terms of the daily or periodic work contract, is a casual worker. This Category of Workers excludes Regular and Contract Worker.

### **A1.13 Fixed Term employment**

For the purpose of present survey, the term Fixed Term Workers includes workers whose work are governed by a contract agreement either in writing or oral directly by the establishment, without involvement of the third party.

### **A1.14 Formal Skill Development and On-the-Job Training**

Under the present survey, the information on formal skill development programme conducted by the establishments and ‘On the Job’ Training has been collected separately, in view of the fact that former involves an element of certification of skill development training imparted to its workers.

### **A1.15 MSME**

For the purpose of present survey, the definition of Micro, Small and Medium Enterprises has been used as per the latest notification of M/o of MSME dated 1<sup>st</sup> June, 2020. Under the current round of QES information has been collected on the current investment and turnover of the units and their registration status with UDYAM portal of MSME.

## **SAMPLING DESIGN AND ESTIMATION PROCEDURE**

---

### **A2.1 Introduction**

An Expert Group was constituted under the Chairmanship of Professor S.P. Mukherjee for examining and finalizing the coverage, sample size, assessing the resources required in terms of man-power, finance and finalization of Report for Quarterly Employment Survey (QES). Expert Group in a series of meetings discussed the various issues in details and finalized the sample size, sample design and survey methodology.

### **A2.2 Unit of Enumeration**

The unit of enumeration for the present round of QES is the establishments with 10 or more workers in the nine selected sectors viz. Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants, IT/ BPO and Financial Service activities.

### **A2.3 Classification of Industry**

All nine sectors viz. Manufacturing (NIC-2008; 10 to 33), Construction (NIC-2008; 41, 42 & 43), Trade (NIC-2008; 45,46 & 47), Transport (NIC-2008; 49 to 53), Education (NIC-2008; 85), Health (NIC-2008; 86,87 & 88), Accommodation & Restaurants (NIC-2008; 55 & 56), IT/BPO (NIC-2008; 62 & 63) and Financial Service activities (NIC-2008; 64, 65 &66) are classified as per the National Industrial Classification (NIC)-2008 at two-digit level.

### **A2.4 Sampling Frame**

The sample needs to be a representative of establishment with 10 or more workers in nine sectors in India. The sampling frame used for present survey is all establishments with 10 or more workers in Sixth Economic Census (2012-13) in nine major sectors viz. Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants, IT/BPOs and Financial Service activities.

## **A2.5 Reference Date**

The second round QES covered whole of the Indian Union. Each quarterly employment survey covers a period of 3 months which is termed a round. The reference date in the most of the information items is the first day of the respective quarter during which the survey is conducted. For the present survey, the reference date is 1st July, 2021.

## **A2.6 Sampling Design**

For selecting a fixed Panel of 12000 units a Stratified Simple Random Sampling (Without Replacement) has been adopted for the new series of QES following the recommendation of the Expert Group. The new series of QES provides employment estimates for nine sectors viz. Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants, IT/BPOs and Financial Service sector selected on the basis of data of Sixth Economic Census (2012-13). The nine sectors account for around 85% of the total employment of units with 10 or more workers in the Sixth Economic Census.

## **A2.7 Sample Size**

The sample size for the survey was 12038 units. Each of the nine sectors, within a State, is further divided into six size classes based on the size of employment. Accordingly, number of units are being selected proportionately (Proportional allocation) to the number of units in the population (frame) in the respective strata viz. State by Sector by Size Class by using Simple Random Sampling (Without Replacement). Allotment of minimum of 10 sample units, at a sector level in each state (i.e., State X Sector), was ensured, further ensuring the proportional representation in each size class.

## **A2.8 Stratification and selection of unit**

Since the characteristics under study is mainly related to employment, which in turn is related to number of establishments, the stratification is done on the basis of size class (employment size of the establishment) and number of establishments. The sampling frame is divided within each state into nine strata

viz. Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants, IT/BPOs and Financial Service activities. Further, each stratum (sector) is divided into six substrata based on the size of employment (size classes 1 to 6) of an establishment viz. 10-39 workers, 40-99 workers, 100-499 workers, 500-999 workers, 1000-4999 workers and more than 4999 workers. Thus, the stratum/segment for the present sample design is State X Sector X Size Class. Accordingly, units were selected based on proportional allocation using simple random sampling (without replacement).

## **A2.9 Estimation procedure:**

### **A2.9.1 Notations:**

$i$  = subscript for  $i$ -th State/UT [ $i= 1$  to  $36$ ]

$j$ = subscript for  $j$ -th Sector [ $j= 1$  to  $9$ ]

$k$ = subscript for  $k$ -th Size Class [ $k= 1$  to  $6$ ]

$t$ = subscript for  $t$ -th unit

$n$ = originally selected sample size

$n_2$ = effective sample size for level estimates of  $Q_2$

$N$ = Total number of units in a particular stratum

$y$ = observed value of characteristic  $y$  under estimation.

$Y$  = population total of  $y$

$\hat{Y}$  = estimates of population total  $Y$  for characteristics  $y$ .

$y^c$ = observed value of change ( $Q_2 - Q_1$ ) in characteristic  $y$  under estimation.

$\hat{Y}^c$  = estimates of population total  $Y^c$  for change characteristics  $y^c$

$n_{ijk}$  units are selected from  $N_{ijk}$  units in  $ijk$ -th stratum with equal probability without replacement.

### **A2.9.2 Estimation of level of employment in $Q_2$ :**

(i) Estimate of  $Y$  for  $k$ -th Size Class in the  $j$ -th Sector of  $i$ -th State denoted by  $\hat{Y}_{ijk}$  is obtained as:



$$\hat{Y}_{ijk} = \frac{N_{ijk}}{n_{2ijk}} \sum_{t=1}^{n_{ijk}} y_{ijkt}$$

(ii) Estimate of Y for the j-th Sector of i-th State denoted by  $\hat{Y}_{ij}$  is given by

$$\hat{Y}_{ij} = \sum_k Y_{ijk}$$

(iii) Overall estimate of Y at the all-India level for j-th Sector is obtained as

$$\hat{Y}_j = \sum_i Y_{ij}$$

(iv) Overall estimate of Y at the all-India level for all Sectors is obtained by summing the stratum estimate over all strata belonging to all India:

$$\hat{Y} = \sum_j \hat{Y}_j = \sum_i \sum_j \sum_k \hat{Y}_{ijk}$$

**A2.9.2.1** The inflation factor or ‘multiplier’ associated with a unit for estimating total employment is given by  $\frac{N_{ijk}}{n_{2ijk}}$

### **A2.9.3 Estimation of a ratio:**

The ratio R of two estimates  $\hat{Y}$  and  $\hat{X}$  will be estimated as

$$\hat{R} = \frac{\hat{Y}}{\hat{X}}$$

\*\*\*\*\*

**Description of Activity as per NIC-2008 code at 2-Digit Level**

<b>Nine Sectors of QES</b>	<b>NIC 2-digit level Code</b>	<b>Descriptions of the Activities</b>
Manufacturing	10	Manufacture of food products
	11	Manufacture of beverages
	12	Manufacture of tobacco products
	13	Manufacture of textiles
	14	Manufacture of wearing apparel
	15	Manufacture of leather and related products
	16	Manufacture of wood and products of wood and cork, except furniture;
	17	Manufacture of paper and paper products
	18	Printing and reproduction of recorded media
	19	Manufacture of coke and refined petroleum products
	20	Manufacture of chemicals and chemical products
	21	Manufacture of pharmaceuticals, medicinal chemical and botanical products
	22	Manufacture of rubber and plastics products
	23	Manufacture of other non-metallic mineral products
	24	Manufacture of basic metals
	25	Manufacture of fabricated metal products, except machinery and equipment
	26	Manufacture of computer, electronic and optical products
	27	Manufacture of electrical equipment
	28	Manufacture of machinery and equipment n.e.c.
	29	Manufacture of motor vehicles, trailers and semi-trailers
	30	Manufacture of other transport equipment
31	Manufacture of furniture	
32	Other manufacturing	
33	Repair and installation of machinery and equipment	
Construction	41	Construction of buildings
	42	Civil engineering
	43	Specialized construction activities
Trade	45	Wholesale and retail trade and repair of motor vehicles and motorcycles
	46	Wholesale trade, except of motor vehicles and motorcycles
	47	Retail trade, except of motor vehicles and motorcycles
Transport	49	Land transport and transport via pipelines
	50	Water transport
	51	Air transport
	52	Warehousing and support activities for transportation
	53	Postal and courier activities

Accommodation & Restaurants	55	Accommodation
	56	Food and beverage service activities
IT/ BPO	62	Computer programming, consultancy and related activities
	63	Information service activities
Financial service activities	64	Financial service activities, except insurance and pension funding
	65	Insurance, reinsurance and pension funding, except compulsory social
	66	Other financial activities
Education	85	Education
Health	86	Human health activities
	87	Residential care activities
	88	Social work activities without accommodation

Round		
-------	--	--

Original	Substituted
----------	-------------

**Government of India  
Ministry of Labour & Employment  
Labour Bureau  
Quarterly Employment Survey (QES)**

**BLOCK I. Identification Particulars**

1. Establishment

1.1. Name of the establishment

1.2. Address of the establishment

1.3. Name of the Owner (*Department name, in case of Government/Public Sector Undertaking (PSU)*)
1.4. Location (*Within HH-1, Outside HH with fixed structure- 2, Outside HH without fixed structure-3*)

1.5. Whether the name and address is same as in the frame (Yes-1, No-2)

1.5.1 If No in item 1.5, the new Name of Establishment (if any)

1.5.2 If No in item 1.5, the new Address of Establishment (if any)

2. Sample Serial No. (*copy from sample list*)

--	--	--	--	--	--	--	--	--	--

3. NIC code 2008 as per Frame (3-digit level)  
(*copy from sample list*)

--	--	--

4. Description of the Economic Activity

5. Description of goods produced/traded or services provided

6. NIC code 2008 at the time of visit (3-digit level)

--	--	--

7. Person contacted

---

7.1. Name & Designation

7.2. E-mail

7.3. Mobile number

7.4. Landline Phone number

8. Survey Type: (*Original - 1, Substituted - 2*)

8.1 In case of Substitution, the reasons thereof:

(Code: *Unit not in existence-1, Unit locked out for some time /temporary shutdown-2,*

*Access denied -3, Adequate co-operation not extended-4, Unit closed-5, Others -*

*9)Specify\_\_\_\_\_*

9. Whether the establishment is:

(Code: *An Enterprise by itself-1, Main Office of an enterprise-2, Unit/Branch of an enterprise-*

*3)*

9.1. In case of code 3 in item 9, address of Main Office \_\_\_\_\_

**BLOCK II. Particulars of Establishments**

1. Usual Nature of Operation  
(perennial - 1, seasonal - 2, casual -3)

2. Current Operational Status  
(fully -1, partly - 2)

3. Ownership Code

4. Registration Information: whether the Unit is registered or not (Yes -1, No -2)

5. If Yes, then enter the registration information using codes (Yes-1, No-2)

5.1 Shops and Commercial Establishments Act

5.2 Companies Act, 1956

5.3 Central Excise/Sales Tax Act

5.4 Factories Act, 1948

5.5 Societies Registration Act

5.6 Co-operative Societies Act

5.7 Directorate of Industries

5.8 KVIC/KVIB/DC: Handloom/Handicrafts

5.9 Act related to Building & Construction

5.10 Registered with other agencies, Specify \_\_\_\_\_

6. Year Since Operational under current ownership Y Y Y Y

7. No. of Shifts in Operation

**Codes for Ownership: item 3**

- Government / PSU 1
- Autonomous Body 2
- Proprietary 3
- Partnership 4
- Private Limited Company 5
- Cooperative Society 6
- Non-Profit Institution 7
- Others including Self Help Group, etc. 9

**BLOCK III. Employment and Vacancies Details:**

1. Do you maintain any record of employment in your unit?  
(Yes-1, No-2)

2. Total Employment (As on 1<sup>st</sup> day of the respective quarter)

3. Details of employment (As on 1<sup>st</sup> day of the respective quarter)

Sl. No.	Category	Full Time		Part Time		Total	
		Male	Female	Male	Female	Male	Female
3.1	Self Employed						
3.2	Employee						
3.2.1	Regular (not on contract)						
3.2.2	Contract						
3.2.3	Fixed Term Employment						
3.2.4	Casual						
3.2.5	<b>Total</b>						

4. Does any worker(s) from your unit undergo a Formal Skill Development Programme? (Yes-1; No-2).

4.1 If Yes-1, the place of the Skill Development Training  
(Within the establishment itself-1, In some other establishment-2)

4.2 If code 1 in item 4.1, is establishment is conducting formal skill development for (their staff only-1, for others-2, for staff of their unit & others-3)

5. Is any On the Job Training (OJT) conducted in your unit? (Yes-1, No-2)

**6. Information about MSME status of Establishment/Units**

6.1. Is your enterprise registered under MSME Act (Yes-1, No-2)

6.2. If Yes-1 in item 6.1, whether it is registered with Udyam portal (Yes-1, No-2)

6.3. If Yes-1 in item 6.1, the amount of current investment in Plant & Machinery or equipment (in Rs. crores)

(less than 1) - 1, (1 to less than 10) - 2, (10 to less than 50) -3,

(more than 50)-4

6.4 If Yes-1 in item 6.1, The value of annual turnover of the unit (in Rs. crores)

(less than 5) - 1, (5 to less than 50)-2, (50 to less than 250) - 3, (more than 250)-4

## 7. Details of Vacancies/Recruitment

<b>7.1</b>	<b>Number of Current Vacancies (as on 1st day of current quarter)</b>	
	Number of Vacancies due to:	
	7.1.1 Resignation	
	7.1.2 Retirement	
	7.1.3 Others (please specify)_____	
<b>7.2</b>	<b>Number of Vacancies not filled up due to (as on 1st day of current quarter)</b>	
	7.2.1 Number of Vacancies in the process of being filled up	
	7.2.2 Number of Vacancies due to Non-availability of the Requisite Skilled Workers	
	7.2.3 Not felt need now	
	7.2.4 Others (please specify)_____	
7.3	Number of posts created during the preceding Quarter	
7.4	Number of persons recruited during the preceding Quarter	
7.5	Number of posts withdrawn/lapsed during the preceding Quarter	
7.6	Number of persons retrenched during the preceding Quarter	

## 8. Education and Training details of the Employed (As on 1<sup>st</sup> day of the respective quarter) (excluding Health and Education sector)

Sl. No.	Employment Status	Total Employment				
		Matric/Secondary or below	Above Matric/Secondary but Under Graduate	Graduate or above	Not known	Total
<b>8.1</b>	Self Employed					
<b>8.2</b>	Regular(not on contract)					
<b>8.3</b>	Contract					
<b>8.4</b>	Fixed Term Employment					
<b>8.5</b>	Casual					
<b>8.6</b>	<b>Total</b>					



**9. Employment Details of Health Sector for the Quarter (As on 1<sup>st</sup> day of the respective quarter)**

<b>9.1</b>	<b>Total Employment (to be copied from Block III - item 2)</b>					
<b>9.2</b>	<b>Clinical</b>					
9.2.1	Medical					
9.2.2	Nursing					
9.2.3	Paramedical					
<b>9.3</b>	<b>Non-Clinical</b>	Matric/ Secondary or below	Above Matric/Secondary but Under Graduate	Graduat e or above	Not known	Total
9.3.1	Self Employed					
9.3.2	Regular (not on contract)					
9.3.3	Contract					
9.3.4	Fixed Term Employment					
9.3.5	Casual					
<b>9.3.6</b>	<b>Total</b>					

**10. Employment Details of Education Sector for the Quarter (As on 1<sup>st</sup> day of the respective quarter)**

<b>10.1</b>	<b>Total Employment (to be copied from Block III - item 2)</b>					
<b>10.2</b>	<b>Teaching</b>					
<b>10.3</b>	<b>Non-Teaching</b>					
10.3.1	Librarian					
10.3.2	Lab Technician					
<b>10.3.3</b>	<b>Others</b>	Matric/ Secondary or below	Above Matric/Secondary but Under Graduate	Graduate or above	Not known	Total
10.3.3.1	Self Employed					
10.3.3.2	Regular (not on contract)					
10.3.3.3	Contract					
10.3.3.4	Fixed Term Employment					
10.3.3.5	Casual					
<b>10.3.3.6</b>	<b>Total</b>					

**BLOCK IV. Social Security Benefits**

Sl. No.	Social security Schemes	Whether applicable (yes - 1, no - 2, not known-3)	If Yes, number of employees Covered
1	2	3	4
1	The Employees' State Insurance Act, 1948		
2	The Employees' Provident Funds & Miscellaneous Provisions Act, 1952 (EPF & MP Act)		
3	The Employees' Compensation Act, 1923		
4	The Maternity Benefit Act, 1961 (M.B. Act)		
5	The Payment of Gratuity Act, 1972		
6	Payment of Bonus Act, 1965		
7	Others (Specify _____)		

**BLOCK V. Particulars of Field Operations**

Name of the Investigator								
Contact No./Mobile								
Date of Visit	D	D	M	M	Y	Y	Y	Y
Signature of the Investigator								
Name of the Supervisor								
Signature of the Supervisor with date								
Date of Scrutiny/inspection								
Name of the Officer in charge								

**BLOCK VI. Comments by Investigator**

**BLOCK VII. Comments by Supervisor**

**No. Y-16011/2/2013-ESA (LB)**  
**Government of India**  
**Ministry of Labour & Employment**  
**(ESA Section)**  
 \*\*\*\*\*

Shram Shakti Bhawan, New Delhi,  
 Dated: 12<sup>th</sup> October, 2017

**ORDER**

In supersession of this Ministry's Order of even no. dated 8.06.2015, the Ministry of Labour & Employment hereby constitutes an Expert Group for finalization of extended coverage of Quarterly Employment Survey for less than 10 workers and more, sampling methodology and resources required for the Quarterly Employment Survey being conducted by Labour Bureau. The composition of the Expert Group would be as follows:

Sr.No	Composition of the Expert Group	
1.	Dr. S.P. Mukherjee, Emeritus Professor, University of Kolkata, AD-276, Salt Lake City, Kolkata	Chairman
2.	Shri G.C. Manra, Ex-DG, CSO, M/o Statistics & Programme Implementation.	Member
3.	DG/DDG(E), Ministry of Labour & Employment, Shram Shakti Bhawan, New Delhi	Member
4.	DG (Labour Bureau), Chandigarh	Member
5.	DDG (ESA), Ministry of Labour & Employment, Shram Shakti Bhawan, New Delhi	Member
6.	DDG (QES), Labour Bureau,	Member
7.	Representative of V.V.Giri National Labour Institute, Sector 24, NOIDA	Member
8.	One Representative from NSSO, Ministry of Statistics & Programme Implementation as nominated by the Chief Statistician of India not below the rank of ADG/DDG.	Member
9.	Director (QES), Labour Bureau, Chandigarh	Member Secretary

**2. Terms of Reference:-**

- (i) To examine and finalize the coverage as well as sample size of the Quarterly Employment Survey for the establishments having less than 10 workers and more.
- (ii) To assess the resources required in terms of manpower for the field work, Data processing and sample selection and imparting training to the field staff.
- (iii) To examine the results and finalize the Report writing.

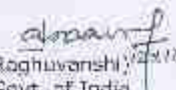
Contd/-

-01-

EXD (E.S.)  
 प्राप्त :  
 कार. सफाई अर्द्ध. युनिट

3. The period for this Expert Group shall be of two years and the necessary secretarial assistance to the Expert Group will be provided by the Labour Bureau.

4. The expenditure on payment of TA & DA to non-official members and all other expenditure in connection with the work of the Expert Group shall be met from the funds of the Labour Bureau, Chandigarh, an attached office under the Ministry of Labour and Employment, while the expenditure on TA&DA in respect of official members will be met from the source from which their pay and allowances are drawn.

  
(G. A. Raghuvanshi)  
Under Secretary to the Govt. of India  
Tele: 23473305

**To:**

- i) Chief Statistician of India & Secretary (MoSPT), Sardar Patel Bhawan, New Delhi requested for nomination of a member in the Expert Group not below the rank of ADG/DDG.
- ii) Dr. S.P. Mukherjee, AC-276, Salt Lake City, Kolkata
- iii) Shri G.C. Manna, D-505, MA Apartments, K G Marg, New Delhi-110001.
- iv) DC/ DDG(E), Ministry of Labour & Employment, Shram Shakti Bhawan, New Delhi
- v) DDG (ESA), Ministry of Labour & Employment, Shram Shakti Bhawan, New Delhi
- vi) DG, Labour Bureau, Chandigarh
- vii) DDG (QES), Labour Bureau, Chandigarh.
- viii) DG, V.V. Giri National Labour Institute, Post Box no-68, Sector-24, NOIDA-201301 requested for nomination of a member in the Expert Group to the rank of Sr. Fellow.
- ix) Director (QES), Labour Bureau, Chandigarh

**Copy To:** PPS Secretary (L&E) for information please.

.....About the Labour Bureau

Labour Bureau is an apex organisation at the national level providing data for policy formulation, evaluation and research since 1920. The Labour Bureau in the Union Ministry of Labour & Employment is the epicentre of all activities involving planning, collection and dissemination of data on various facets of labour which forms a sound basis for decision making in the Government, industry and by various other user organizations/ individuals. Labour Bureau is a store house of important economic indicators like the Consumer Price Index Numbers for industrial Workers, agricultural and rural labourers, wage rates, industrial relations, socio-economic conditions in unorganised sector, evaluation and review of working of labour legislations in the country and the like. Labour Bureau has been providing uninterrupted services to the national and international forum like ILO since its inception. Today, it has assumed a vital role in the labour matters and acquired an un-disputed and indispensable status in the field of labour statistics. Equipped with the expertise of conducting surveys at the national/regional level in diverse fields and in providing in-depth analysis, the organisation continues in its pursuit of excellence.