



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



Government of India  
Ministry of Labour & Employment  
Labour Bureau

# **Report on the Third 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**

A progressive and realistic employment policy is instrumental in attaining social and economic objectives. For formulation of such a policy, availability of scientifically collected and reliable employment data is a prime requisite.

In order to generate high-frequency data on the labour market, Government has decided to conduct Quarterly Employment Survey (QES) to assess the 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 Quarterly Employment Survey covers establishments with 10 or more workers of nine major sectors.

The present quarterly report which is third in series contains detailed information on employment estimates as on 1<sup>st</sup> October, 2021 in respect of 3<sup>rd</sup> Round at all India level and change in employment situation over the previous quarter. It also provides information on important parameters of employment such as gender-wise employment, regular, contract and casual basis, number of vacancies, skill development programme conducted and on-the-job (OTJ) training provided by the establishments.

This report is the outcome of efforts made by Expert Group under the chairmanship of Professor S.P. Mukherjee. In particular, I express my deep 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 and evaluating effective policies for the welfare of labour.

I appreciate the efforts of the officers of Labour Bureau associated with Quarterly Employment Survey (QES) in bringing out the report in timely manner. 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: 07<sup>th</sup> March, 2022**



**(I.S. Negi)**

**Director General**

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## 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 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 that 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

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

and 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 scenarios 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 abovementioned 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 the third one in the series of Quarterly reports as 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**

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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 (2020) 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), 5.85 million establishments were found to be in operation employing 131.29 million persons. Out of 5.85 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 name and addresses of all the 5.85 million establishments (including household establishments operating within households or outside in fixed structures or otherwise covered in the 6<sup>th</sup> EC). Unfortunately, these are not readily 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 which 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 the 'gainful' employment in different sectors of the economy.

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

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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, the completion of AFES, results from the QES round will be merged 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/BPOs 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 QES survey. It may be mentioned that the aforesaid nine sectors account for around 85% of the total employment in units with 10 or more workers as per the 6<sup>th</sup> EC.

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

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The QES component of AQEES started in April 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, disaggregated according to type of establishment as also gender, terms of employment, education levels, and related variables.
- ii) Providing relative change in employment situation over the previous 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 establishments employing 10 or more workers in a state/UT, proportion of establishments with such a state/UT belonging to different sectors and finally proportion of establishments belonging to a particular sector within

a given state/UT belonging to each of six size classes (ranges for number of workers engaged). Thus, strata finally corresponded to state (UT included) x sector x size class combinations. Of course, some of these combinations were empty, as can be easily expected.

As already mentioned, these nine sectors account for around 85% of the total employment in the establishments with ten or more workers in the 6th 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 6th EC). The sampling design and estimation procedure used in the survey are given in Annexure-II of the report.

The schedule for QES contains information on identification, establishment particulars, employment with break-up 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 THIRD ROUND OF QES**

The estimated total employment in the nine selected sectors from the third round of QES (October-December, 2021) came out as 3.14 crore (3.145 crore, more precisely),

which is 4 lakhs higher than the estimated employment (3.10 crore) from the second round of QES (July-September, 2021). It may be worthwhile to mention here that the total employment for these nine sectors was reported as 3.08 crore in the first round of QES. Of the total employment estimated in the selected nine sectors, Manufacturing accounted for nearly 39%, followed by Education with 22%, IT/BPOs with around 11% and Health sector with 10%; Trade and Transport sectors engaged 5.3% and 4.2% of the total estimated workers respectively.

Nearly 92% of the total 5.31 lakh 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, 18% of the establishments had 100 or more workers. Also, in the case of Transport sector, 14% of the total estimated establishments were operating with 100 or more workers. It may be mentioned that 90% of establishments were reported to have worked with less than 100 workers in the second round of QES. For the size classes of 100-499 employees and 500 or more employees in the IT/BPO sector, the estimated establishments during the second round of QES stood at 17% and 12.3% respectively.

The overall percentage of female workers stood at 31.6%, slightly lower than 32.1% reported during the second round of QES.

Regular workers constitute 85% of the estimated workforce in the nine selected sectors, with only 2.1% being casual workers. However, in the Construction sector, 21% of the workers were contractual and 6.2% were casual workers.

Most of the establishments (97.9%) were located outside the households, although 5.5% units in Accommodation and Restaurants sector were found to operate from within households.

25.4% of all the establishments were registered under the Companies Act. This percentage was as high as 84% in IT/BPOs, 53.1% in Construction, 42.5% in Manufacturing, 40.9% in Transport, 34.4% in Trade and 30.2% in Financial Services. One-fourth of the establishments were operating as registered societies, 58.6% were registered under the Goods and Service Tax Act, 2017 and 26.5% under Shops & Commercial Establishments Act, 1958.

Looking at the educational qualifications of workers, it came out that 33.4% of those working in seven of the nine sectors (excluding Education and Health) were matriculates/secondary or less educated, while 32.4% were graduates or had higher qualifications. The percentage of workers with Graduate and above level was as high as 76.6% in the IT/BPO sector and 55.3% in Financial Services. Overall, 78.8 lakh workers were having qualification Graduate and above level in all the sectors taken

together, 51.8 lakh of them were from IT/ BPOs and Manufacturing sectors only.

It is somewhat encouraging to note that 17.1% of the establishments provided some formal skill development programmes, although mostly for their own employees. It also transpired that an estimated 3.3% of the establishments were having vacancies in positions and the estimated number of total vacancies was 1.85 lakhs. About 43.8% of such vacancies were caused not due to resignation or retirement of the employees.

## **1.6. POINTS TO REMEMBER**

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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.

However, while using the estimates of QES, the following points have to be kept in mind.

- a) QES did not capture employment data from units which emerged after the 6th EC period i.e., after 2013-14.

- b) The survey work for the third quarter of QES corresponds to the period 1st October to 31st December 2021 and the reference data to which data relate was October 1, 2021.
- c) The findings are based on responses provided by the establishments.
- d) Percentages shown in the 'Total' row of the tables include those few sample establishments (49 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 the chapter II of the report.

## 2.1 INTRODUCTION

In the 3rd round of QES, 11612 establishments were visited. However, 778 units were found either closed or non-existing as on the date of survey. Hence information could actually be collected from 10834 originally belonging to the nine selected sectors all over the country. But 49 establishments out of those 10834 units were found outside the coverage of the survey. For estimates, however, those 49 establishments were taken into account and has been merged in the 'Total' row as already stated in Chapter I. Key findings of QES 3 have been presented in the form of 18 Tables. Out of these 18 tables, Table 2.1 throws up a precise idea about the sample size as well as the estimates of 'establishments' and 'workers' from 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. Tables 2.14 and 2.15 provide information regarding 'skill development and On-the-job training'. Tables 2.16 and 2.17 have presented the 'vacancy particulars' of the establishments.

Following Table 2.1 shows the number of sample units allocated and surveyed for each sector and the corresponding estimates for establishments and workers. It may be mentioned that in 49 cases, the NIC of the observed units were outside the

coverage of the survey. Such sample cases and their corresponding estimated figures have been merged in the 'Total' row. It may be seen that in Q3, out of 12038 allocated samples, 11612 units could be actually surveyed and that have shown an estimate of 5.31 lakh establishments employing 3.14 crore workers.

Maximum number of units were surveyed from the Manufacturing sector (4691), whereas, out of 576 selected units, 374 units were surveyed from the IT/BPOs sector. In the estimated number of establishments, however, Manufacturing sector comes second with 1.73 lakh units after the Education sector which has shown the maximum number with 1.78 lakh units. Minimum number of establishments has been recorded by the IT/BPOs sector with only 4650 units at all India level. The four sectors viz. Education, Manufacturing, Trade and Financial Services together account for 84% of the total estimated units.

In the estimated number of workers, Manufacturing sector shows the maximum number with 124 lakh workers followed by Education (69.26 lakh), IT/BPOs (34.56 lakh) and Health (32.86 lakh). It may be noted the above four sectors together constitute 83% of the total estimated workers in the nine sectors. It is also interesting to note that IT/BPOs sector is showing an estimate of 34.56 lakh workers although it has only

**Table 2.1: Sector wise sample sizes, estimated numbers of establishments and workers in Third Round of QES**

Sl. no.	Sectors	No. of sample units		Estimated number of	
		Allocated	Surveyed	Establishments	Workers
(1)	(2)	(3)	(4)	(5)	(6)
1	Manufacturing	5125	4691	173176	12399507
2	Construction	458	390	8579	619227
3	Trade	1625	1478	50204	1681085
4	Transport	567	509	12158	1320346
5	Education	1504	1459	178336	6926315
6	Health	469	437	25965	3286034
7	Accommodation & Restaurants	1061	1023	32392	811305
8	IT/ BPOs	576	374	4650	3456839
9	Financial Service	653	424	43349	885001
<b>Total</b>		12038	11612*	531120	31454054

\*There were 778 units which were either closed or non-traceable units and 49 cases where NIC code fell outside the coverage. Estimates have been built up on the basis of 10834 open units including the above 49 cases.

4650 units at all India level. This is happening because the IT/BPOs are mostly engaging a sizable workforce. Least number has been engaged by the Construction sector with only 6.19 lakh workers. Financial Services and Accommodation & Restaurants also engaged very less workforce with 8.85 lakh and 8.11 lakh workers, respectively.

## **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**

Following Table 2.2 shows the percentage distribution of the establishments by three different statuses viz., whether the establish-

ment itself is an Enterprise, whether it is the main office of an Enterprise or it is a unit/branch office of an Enterprise. The row-wise totals may not always add up to 100 for each sector due to rounding off. The last row (Total) provides the percentage distribution by status for all the sectors taken together. It is seen that at combined level, about two thirds of the establishments (67.4%) are Enterprise by themselves, whereas, only 13.8% are Unit/Branch offices of an Enterprise. In 18.8% of the cases, the establishments are Main offices of an Enterprise.

At sectoral level, it may be seen that establishments from all the sectors are mostly Enterprise by themselves. On the other hand, Branches of an Enterprise constituted relatively a small percentage for all the sectors, except Financial Services, where 37.7% of the estimated

establishments are in Branch office category, followed by the Transport sector with 23.7% units in branch offices. It is also seen that for IT/BPOs and Construction sectors, a sizable proportion of establishments (33.0% and 29.8% respectively) are Main offices of an Enterprise. For Financial Services, only 13.2% establishments were Main office of an enterprise.

The figures in following Table 2.2A show that a great majority (73.4%) of smaller establishments (less than 10 workers) were enterprises by themselves, as expected. On the other extreme, only 49% of the large establishments (working with 500 or more workers) were enterprise by themselves.

For the Main offices of an enterprises category, a reverse picture emerged; maximum share is observed in the size class 200-499 workers (33.7%) and minimum in the lowest size class, i.e., less than 10 workers (13.3%). Unit/Branch offices constituted 12.7% to 17.7% share of establishments in different size classes, lowest being in the size class: 200-499 workers (12.7%) and highest in the size class: 500 or more workers (17.7%). At combined level, 67.4% establishments were enterprise by themselves, 18.8% main offices of an enterprise and the rest 13.9% were unit/branch offices.

**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	72.72	20.31	6.97
2	Construction	63.34	29.77	6.90
3	Trade	69.91	18.37	11.72
4	Transport	57.92	18.43	23.66
5	Education	65.15	17.99	16.86
6	Health	67.24	21.06	11.71
7	Accommodation & Restaurants	77.63	16.78	5.60
8	IT/ BPOs	50.83	33.04	16.13
9	Financial Services	49.05	13.24	37.70
<b>Total</b>		67.35	18.8	13.85

**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	73.39	13.32	13.30
2	10 – 39	69.52	17.17	13.31
3	40 – 99	60.28	23.64	16.09
4	100 – 199	55.01	29.83	15.16
5	200 – 499	53.61	33.73	12.66
6	>= 500	49.19	33.09	17.72
	<b>Total</b>	67.35	18.80	13.85

### 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	2.36	97.64
2	Construction	2.72	97.28
3	Trade	1.70	98.30
4	Transport	1.44	98.56
5	Education	0.94	99.06
6	Health	0.70	99.30
7	Accommodation & Restaurants	5.52	94.48
8	IT/ BPOs	1.80	98.20
9	Financial Services	3.96	96.04
	<b>Total</b>	<b>2.13</b>	<b>97.87</b>

Above Table 2.3 presents the percentage distribution of establishments as per their location for the selected nine sectors of the economy, that is, whether the establishments were situated within household premises or not. Entries in 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 97.9% of the establishments were located outside the household. Two of the sectors viz.,

Accommodation & Restaurants and Financial Services recorded relatively lower share of establishments located outside households with share 94.5% and 96.0% respectively. Establishments belonging to all other sectors recorded 97% or more share in their location outside the household premises. Health sector had almost no establishments (less than 1%) located within household, closely followed by the Education sector, where also less than 1% units were located within household.

**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	95.08	3.94	0.98
2	Construction	95.69	1.91	2.40
3	Trade	99.07	0.72	0.21
4	Transport	98.36	1.10	0.55
5	Education	99.28	0.35	0.37
6	Health	99.98	0.00	0.02
7	Accommodation & Restaurants	97.62	1.29	1.09
8	IT /BPOs	97.93	0.03	2.04
9	Financial Services	94.90	2.73	2.37
<b>Total</b>		<b>97.29</b>	<b>1.86</b>	<b>0.86</b>

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

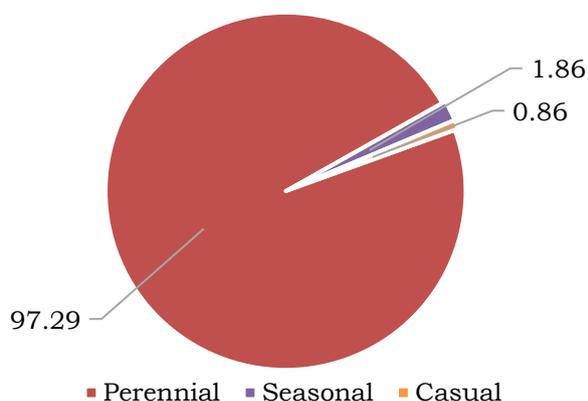
Above Table 2.4 shows the percentage distribution of establishments as per their usual Nature of Operation i.e., whether the establishments were usually Perennial, Seasonal or Casual in nature. At all sectors combined level, it can be seen that 97.3% of the establishments were Perennial in nature and only 1.9% were of Seasonal nature. The rest were casual establishments holding only 0.9% share (Figure 2.1 below).

At sectoral level (from above Table 2.4), it is interesting to note that almost all the establishments belonging to Health sector are (99.98%) Perennial in nature. The table also reveals that maximum share of Seasonal establishments (3.9%) existed in the Manufacturing sector. Similarly, share of Casual establishments is relatively higher (more than 2%) in three sectors viz., Construction, Financial Services and IT/BPOs.

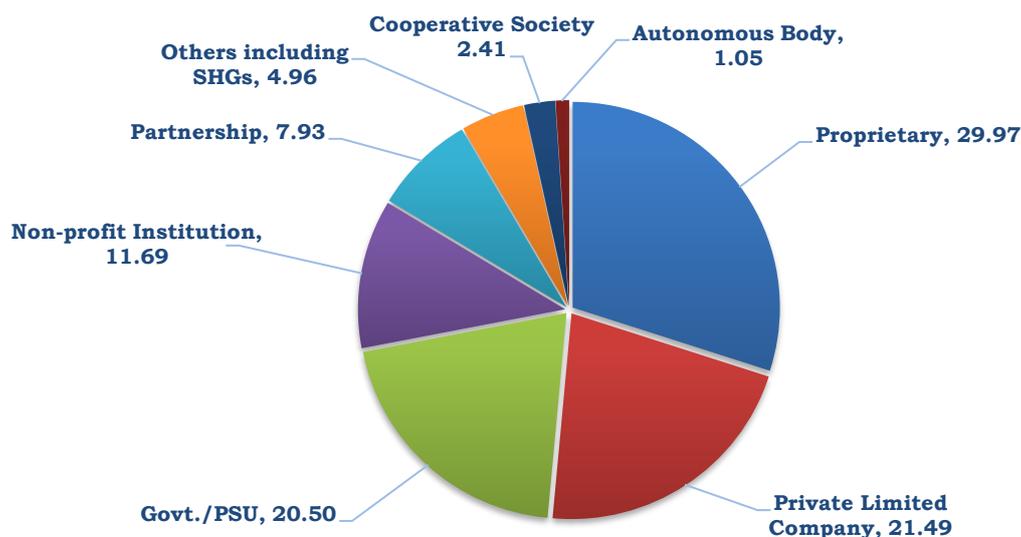
### 2.2.4. DISTRIBUTION OF ESTABLISHMENTS BY OWNERSHIP

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 the establishments by their type of ownership for the nine selected sectors. The 'Total' row represents the percentage distribution at all sectors combined levels. It has been seen that the share of Proprietary establishments at combined level was

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



**Figure 2.2: Percentage Distribution of Estimated Establishments by Ownership**



**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 Comp.	Cooperative Society	Non-profit Institution	Others including SHGs
1	Manufacturing	1.03	0.08	42.98	14.89	35.87	1.30	0.19	3.66
2	Construction	7.36	0.68	33.68	10.63	47.40	0.25	0.00	0.00
3	Trade	1.61	0.15	50.67	12.35	31.00	1.03	0.80	2.38
4	Transport	30.70	0.11	25.16	6.18	36.93	0.69	0.00	0.23
5	Education	43.05	2.52	12.79	1.29	4.51	2.28	31.46	2.10
6	Health	24.08	0.09	31.85	9.34	16.20	1.44	15.55	1.45
7	Accommodation & Restaurants	2.00	0.13	61.37	10.57	16.16	0.80	1.61	7.35
8	IT /BPOs	1.01	0.00	11.69	3.37	83.46	0.43	0.02	0.02
9	Financial Services	41.08	1.71	3.62	0.24	14.04	12.07	1.58	25.65
	<b>Total</b>	20.50	1.05	29.97	7.93	21.49	2.41	11.69	4.96

the highest with 30% establishments, closely followed by Private Limited Company (21.5%) and Government/PSU (20.5%) respectively. Percentage share of establishments under the rest of the ownership categories are low in general, the lowest (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 15.6% respectively. Private Limited Companies had the most prominent presence (83.5%) in the IT/BPOs sector. There was no Non-Profit Institution in the Construction and Transport sectors. It is also interesting to note that there was a sizable percentage of establishments in the ownership type: 'Others includ-

ing SHGs' for the Financial Services and Accommodation & Restaurants sectors with 25.6% and 7.3% of establishments respectively. The majority of Financial Service units were under Government/PSU category (41.1%). The presence of Govt./PSU units are also significant in Education (43%), Transport (30.7%) and Health sectors (24.1%). Cooperative Societies are prominently present in financial services sector (12.1%). In the ownership category 'Autonomous Body', Education and Financial Services record the two topmost shares with 2.5% and 1.7% shares respectively. The share of partnership establishments was the highest in Manufacturing sector (14.9%) and lowest in the Financial Services sector (0.2%).

## 2.2.5. DISTRIBUTION OF ESTABLISHMENTS BY SIZE CLASS

Following Table 2.6 presents the percentage distribution of establishments over the six size classes of employment for the nine selected sectors. At overall level, 62.6% establishments are found to be concentrated in the size class with 10-39 workers, while 15% and 14% establishments are found to be in the size classes of 40-99 workers and less than 10 workers, respectively. Very few establishments have been found in the three higher size classes of establishments, namely, 100-199, 200 – 499 and 500 & more workers, their respective shares being 4.1%, 2.7% and 1.4% respectively.

**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)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	Manufacturing	16.95	53.98	16.14	5.71	4.95	2.28
2	Construction	17.09	51.67	19.04	5.94	3.34	2.91
3	Trade	21.37	58.5	14.77	3.8	1.16	0.4
4	Transport	19.48	52.56	13.58	7.88	4.01	2.49
5	Education	6.43	72.34	16.38	3.09	1.19	0.57
6	Health	9.16	53.2	19.75	6.99	6.84	4.06
7	Accommodation & Restaurants	20.4	67.33	9.84	1.46	0.74	0.24
8	IT /BPOs	8.44	33.21	28.38	13.13	4.87	11.97
9	Financial Services	22.26	72.16	4.08	0.68	0.63	0.18
<b>Total</b>		<b>14.06</b>	<b>62.63</b>	<b>15.00</b>	<b>4.15</b>	<b>2.75</b>	<b>1.41</b>

At sectoral level, all the sectors showed more than 50% of their establishments in the size class of 10-39 workers except the IT/BPOs, where only 33.2% establishments were found. The IT/ BPOs sector recorded relatively higher share of establishments in the size classes 40-99 workers (28.4%), 100-199 workers (13.1%) and 500 and more workers (12%). Percentage shares of Education and Financial Services hold more than 72% in the size class of 10 to 39 workers. Financial Services, Accommodation & Restaurants and Trade sectors have a meagre presence in the highest size class i.e., 500 and more workers with 0.2%, 0.2% and 0.4% respectively. For Financial services and Accommodation & Restaurants sectors, more than 80% of the establishments are found in the first two size classes viz. less than 10 workers and 10-39 workers. In the size class of 40- 99 workers, highest share of establishments has been recorded by the IT/BPOs sector (28.4%), whereas, in the size class of 200-499 workers, highest percentage share has been shown by the Health sector (6.8%). Education sector is showing the lowest share with 6.4% establishments among all sectors in the size class of less than 10 workers.

#### **2.2.6. DISTRIBUTION OF ESTABLISHMENTS BY REGISTRATION INFORMATION**

Following 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 column (3) of the table an idea can be made about the registration status of the non-farm establishments of each of the sectors. At combined level (Total row), it is seen that 99.4% establishments were registered under some agencies. Of those registered establishments, 58.6% were registered under the GST Act, 2017; 26.5%, 25.4%, 25.3% and 24.8% were registered respectively under Shops and Commercial Establishments Act 1958; Companies Act, 1956; Societies Registration Act and Factories Act, 1948. There were 38.8% establishments which were registered under some 'Other agencies.' Percentages of establishments registered under the remaining Act/ Authorities are not much significant.

At sectoral level, 73.4% of the Construction establishments were registered under one Act viz., 'Act Related to Building & Construction'. For Education, Health and Financial Services sectors, majority of the establishments were found registered under 'Other agencies.' For Manufacturing, Trade and IT/BPOs, more than 90% of the establishments were registered under the GST Act, 2017. Establishments of Trade sector were mostly registered under two Acts viz., Shops and Commercial Establishments Act, 1958 (82.8%) and GST Act, 2017 (92.8%). Under GST Act, 2017, Education sector recorded the least share (10.6% only). In Health sector, almost all the establishments were

**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	99.65	27.02	42.45	92.23	74.91	4.11	1.48	6.61	2.72	0.70	8.02
Construction	98.12	21.25	53.08	85.52	3.26	5.65	0.22	3.16	0.04	73.37	5.16
Trade	99.87	82.77	34.43	92.84	2.25	6.66	1.35	1.51	1.45	0.06	10.30
Transport	99.46	41.86	40.93	76.34	0.85	5.30	0.69	2.39	0.36	1.54	32.59
Education	99.36	1.79	4.12	10.64	0.12	54.36	1.42	0.84	0.09	0.00	77.17
Health	99.51	27.88	16.45	59.91	0.00	30.53	1.52	0.54	0.00	0.55	58.37
Accommodation & Restaurants	99.65	77.81	16.53	85.38	0.71	9.58	1.09	0.98	2.02	0.09	20.40
IT/ BPOs	98.78	34.05	83.95	90.29	1.77	8.32	0.43	7.06	0.00	0.00	14.16
Financial Services	97.99	18.05	30.17	48.37	0.21	30.44	13.09	1.73	1.80	0.00	50.25
<b>Total</b>	<b>99.40</b>	<b>26.51</b>	<b>25.40</b>	<b>58.60</b>	<b>24.84</b>	<b>25.29</b>	<b>2.32</b>	<b>2.97</b>	<b>1.34</b>	<b>1.49</b>	<b>38.83</b>

registered (99.5%) of which 59.9% were registered under GST Act, 2017 and 58.4% were registered under 'Other agencies.' Establishments from IT/BPOs were registered mainly under three acts viz. GST Act, 2017 (90.3%), Companies Act, 1956 (83.9%) and Shops and Commercial Establishments Act, 1958 (34%). Education establishments were prominently registered under Societies Registration Act (54.3%) as also 'Other Agencies' (77.2%).

Following Table 2.8 presents the estimated number of establishments for each sector and the share of registered establishments under MSME Development Act. Column 5 of the table 2.8 shows the percentages of establishments registered under MSME Development Act through UDYAM portal. It may be seen that about 43.3% of the total number of Manufacturing establishments (1.73

lakhs) were registered under MSME Development Act and 94% of them were registered through UDYAM Portal. For Education sector with 1.78 lakh units, only 0.5% establishments were registered under MSME Development Act, but all of them were registered through UDYAM Portal. In Financial services sector, one can see that only 1.3% were registered under MSME Development Act and more than 83% of those were registered through UDYAM portal. In the case of Transport sector, only 7.1% establishments were registered under the MSME Development Act, out of which 83.7% were registered through UDYAM portal. At all-sectors combined level, 15.2% units were registered under the MSME Development Act and 93.75% were registered under MSME Development Act through the UDYAM portal.

**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	Registered under MSME Development Act (%)	Registered Under MSME Development Act through Udyam portal (%)
(1)	(2)	(3)	(4)	(5)
1	Manufacturing	173176	43.27	94
2	Construction	8579	9.06	92.62
3	Trade	50204	1.15	94.59
4	Transport	12158	7.11	83.69
5	Education	178336	0.45	100
6	Health	25965	2.37	78.21
7	Accommodation & Restaurants	32392	3.35	96.47
8	IT /BPOs	4650	9.48	96.03
9	Financial Services	43349	1.26	83.13
<b>Total</b>		<b>531120</b>	<b>15.19</b>	<b>93.75</b>

## 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

Following 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%).

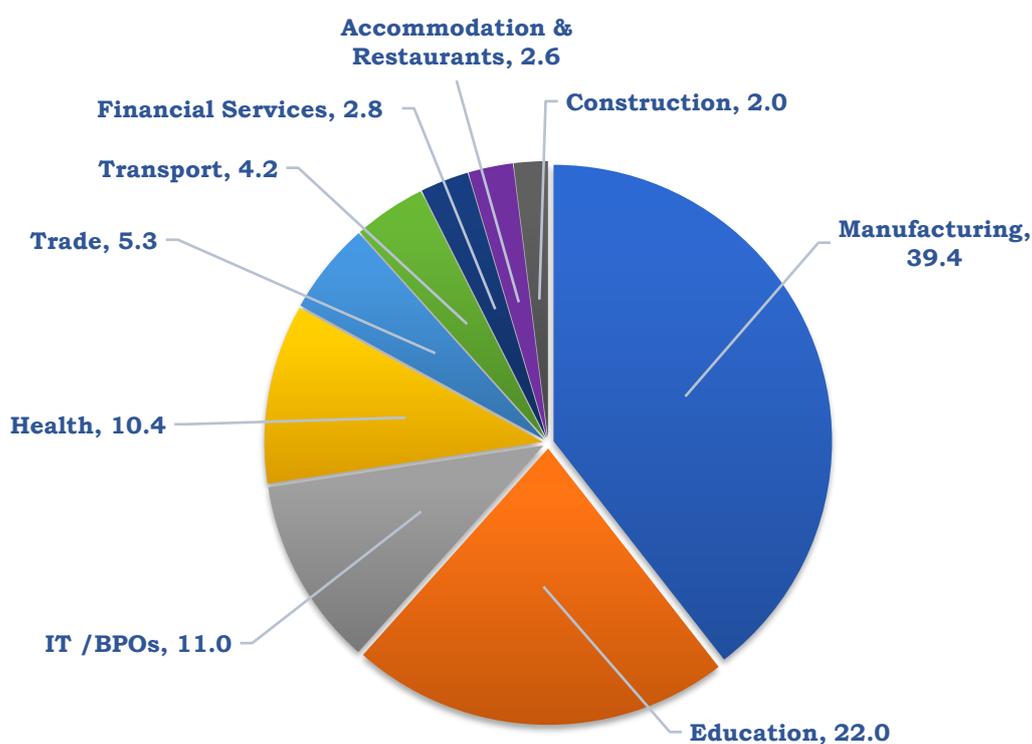
### 2.3.2. GENDER-WISE ESTIMATED EMPLOYMENT SHARE

Gender perspective of estimated employment in these nine major sectors is vital to understand the employment dynamics. The male workers constituted 68.4% of the total workers and the female workers constituted 31.6% of the total estimated workers. The following Figure 2.4 shows us the gender wise share of total employment.

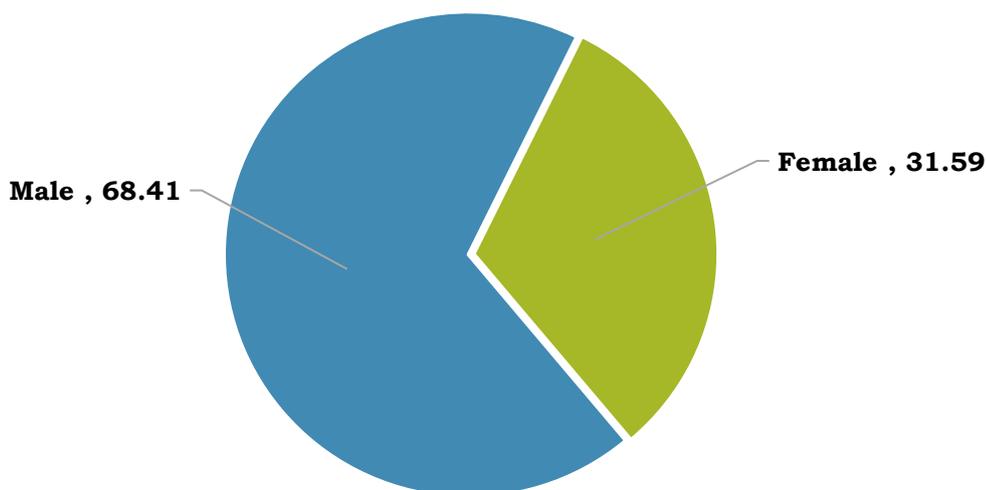
### 2.3.3. DISTRIBUTION OF ESTIMATED EMPLOYMENT SHARE ACCORDING TO DIFFERENT SIZE CLASSES

Following Table 2.9 provides the percentage distribution of total number of workers over the six size classes of employment for the nine selected sectors. It may be seen that at combined level, majority of the

**Figure 2.3: Sector-wise Share of Total Employment**



**Figure 2.4: Gender-wise Share of Total Employment**



workers were concentrated in two size classes, i.e., 500 or more workers and 10-39 workers with shares 39.2% and 20.7% respectively. Meanwhile, size class of less than 10 workers is holding the lowest share, i.e., 1.5%.

At sectoral level, 92.5% of the workers of IT/BPOs were recorded from the size class of 500 workers or more. Lowest share in the same size class was from the Accommodation & Restaurants sector (8.3%). For the Transport sector, majority of the workers were from the two size classes viz., 500 and more and 200-499 workers, their joint contribution being 73%. Similar is the case with Health Sector where major share of workers (more than 73.5%) lies in the two higher size classes viz., 500 and more and 200-499 workers. Manufacturing sector had sizeable share of workers distributed in all the size classes except the size class 'less than 10 workers' where it had a share of workers 1.5% only. IT/BPOs sector had minimal percentage of workers in

the size class of less than 10 employees (less than 0.1%). Most of the employees of IT/BPOs sector are from the highest size class, i.e., 500 or more workers. This sector had insignificant share of workers in all other size classes. Most of the workers of Trade, Education and Accommodation and Restaurant sectors are distributed in the three lower size-classes viz., 10-39 workers, 40-99 workers and 100-199 workers, their combined shares are in the range of 77.3% to 74.5% of total workers.

#### **2.3.4. SECTOR-WISE TYPES OF WORKERS**

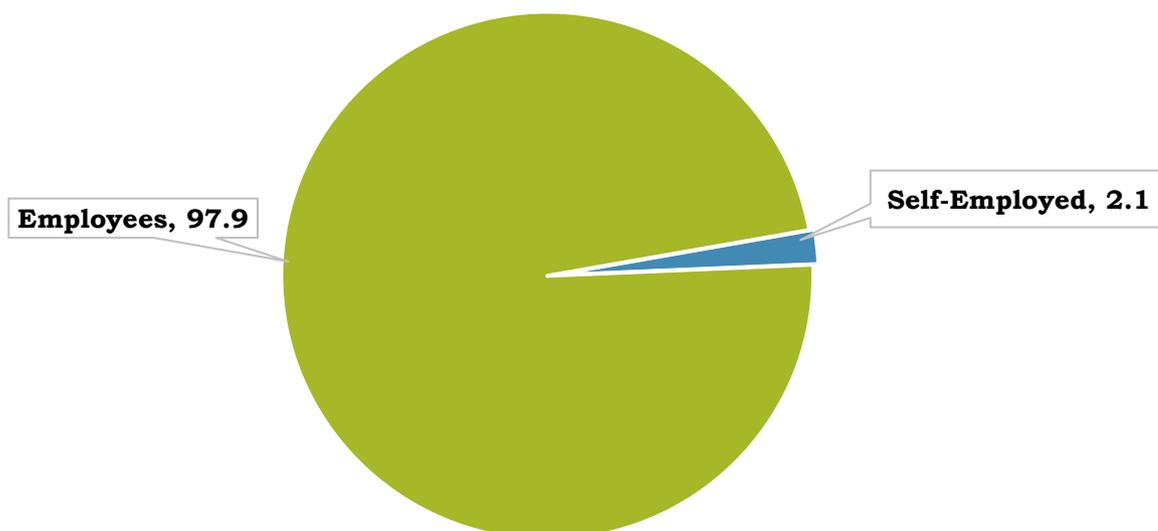
As expected in the organized segment (comprising establishments with 10 or more workers) 97.9% of the total estimated employment is in the employees' category, while 2.1% is self-employed (Figure 2.5 below).

Following 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

**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	1.50	14.62	13.70	10.99	20.87	38.32
2	Construction	1.30	14.74	16.96	10.40	12.36	44.23
3	Trade	3.90	31.55	26.60	16.29	9.55	12.10
4	Transport	1.04	9.26	7.23	9.46	12.32	60.68
5	Education	1.21	38.88	24.84	10.84	8.56	15.67
6	Health	0.52	8.73	10.01	7.17	17.62	55.94
7	Accommodation & Restaurants	5.58	47.52	22.68	7.13	8.82	8.27
8	IT /BPOs	0.07	0.93	2.32	2.45	1.77	92.46
9	Financial Services	6.89	58.75	10.80	4.31	7.55	11.70
<b>Total</b>		<b>1.54</b>	<b>20.65</b>	<b>15.20</b>	<b>9.54</b>	<b>13.90</b>	<b>39.17</b>

**Figure 2.5: Percentage Share of Self-Employed and Employees**



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.

The data reveals that proportion of Self-employed (2.1%) is minuscule in comparison to the proportion of Employees (97.9%) in more than 3.14 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, the share of Self-employed female employee was insignificant. Among Employees, interestingly, female share exceeds the male employee share in Health sector as 51.0% share of female Employees against 48.3% male Employees were observed. In the

Transport sector, proportion of female Employees is significantly lower as compared to other sectors. If we consider the total workers (self-employed and employees together) presence of female workers is found to be substantial in Health (51.1%), Education (44%), Financial Services (42.2%) and IT/BPOs (38.7%). Out of the total 3.14 crore workers at the combined level, 1.24 crore were from the Manufacturing sector only, where 78.5% workers happened to be males. However, highest proportion of Male workers is observed in the Transport sector (88.3%).

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

Following Table 2.11 presents the percentage distribution of workers as per five different terms of employment, for each selected sector. The terms are: a) Self-employed-who work in their own establishments,

**Table 2.10: Sector-wise Percentage Distribution of Total Number of Estimated Workers to 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	1.75	0.75	2.50	76.75	20.75	97.50	78.50	21.50	12399507
2	Construction	1.50	0.13	1.63	82.22	16.15	98.37	83.71	16.29	619227
3	Trade	3.30	1.35	4.65	73.75	21.60	95.35	77.04	22.96	1681085
4	Transport	0.61	0.03	0.64	87.66	11.70	99.36	88.27	11.73	1320346
5	Education	0.94	0.18	1.11	55.08	43.81	98.89	56.02	43.98	6926315
6	Health	0.63	0.11	0.74	48.25	51.01	99.26	48.88	51.12	3286034
7	Accommodation & Restaurants	4.19	2.51	6.70	74.77	18.53	93.30	78.96	21.04	811305
8	IT /BPOs	0.09	0.01	0.10	61.20	38.70	99.90	61.30	38.70	3456839
9	Financial Services	0.81	8.44	9.25	56.95	33.80	90.75	57.77	42.23	885001
<b>Total</b>		<b>1.34</b>	<b>0.76</b>	<b>2.10</b>	<b>67.07</b>	<b>30.83</b>	<b>97.90</b>	<b>68.41</b>	<b>31.59</b>	<b>31454054</b>

**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	2.5	80.39	12.45	0.98	3.68
2	Construction	1.63	71.16	20.62	0.43	6.16
3	Trade	4.65	88.88	4.5	0.27	1.7
4	Transport	0.64	92.24	4.73	0.29	2.09
5	Education	1.11	91.47	6.02	0.74	0.66
6	Health	0.74	88.76	9.37	0.46	0.67
7	Accommodation & Restaurants	6.7	83.79	5.84	0.54	3.14
8	IT /BPOs	0.1	86.28	5.65	7.85	0.11
9	Financial Services	9.24	85.24	2.1	0.62	2.79
<b>Total</b>		<b>2.1</b>	<b>85.33</b>	<b>8.89</b>	<b>1.55</b>	<b>2.14</b>

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, 85.3% of the workers are found to be Regular workers, followed by Contractual employees (8.9%), Self-employed and Casual employees had almost equal share with 2.1% each. The share of Fixed term employees in the establishments was found to be the least i.e., 1.6%.

At sectoral level, reasonably high percentage of Self-employed employees are observed in the Financial Services sector (9.2%), followed by Accommodation & Restaurants sector (6.7%). The share of self-employed was the least in the IT/BPOs sector

with only 0.1%. Maximum share of Regular employees was recorded by the Transport sector (92.2%). Contractual employees are significantly present in two sectors, Construction (20.6%) and Manufacturing (12.5%). Fixed term employees have a very low share in all the sectors. Majority among them is being seen in the IT/BPOs sector with 7.8% share. Percentage Share of Casual employees is the highest in Construction sector (6.2%) followed by the Manufacturing sector with 3.7% share.

### **2.3.6. 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.

Following 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 68.8 lakh workers who were Graduate and above, 67.5 lakh were under graduate and 70.9 lakh were Matric/ Secondary or below. There were 5.1 lakh workers for whom the educational level could not be ascertained.

In the IT/ BPOs sector, 26.5 lakh workers were Graduate and above while in the Manufacturing sector there were 25.3 lakh workers with qualification Graduate and above.

Also, 51.5 lakh workers in Manufacturing sector were having Matric/Secondary or below education level and 43 lakh workers were Under-graduates. In the Trade sector 5 lakh workers were found to be Graduate and above while 5.5 lakh were below secondary level. Number of workers with Matric or below qualification is found to be the least in IT/BPOs sector (only 1.2 lakh). In the Financial services sector, number of workers with Graduate and above qualification was about 4.9 lakhs. Number of workers for whom Education level could not be ascertained has been maximum in the Manufacturing sector (4.2 lakhs) and minimum in the Financial Services (only 3835).

**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	5149568	4298272	2534775	416892
2	Construction	251281	191504	150233	26210
3	Trade	553802	591914	505206	30163
4	Transport	533566	433859	338846	14075
5	Accommodation & Restaurants	311429	301118	188826	9931
6	IT /BPOs	118747	676815	2648898	12379
7	Financial Services	158619	232752	489795	3835
<b>Total</b>		<b>7094901</b>	<b>6755332</b>	<b>6877647</b>	<b>513824</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	518286	489887	757487	11313
2	Health	254375	259047	251530	8664

Above Table 2.13 shows 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 20,000 staff (Non-clinical for Health sector and Non-teaching for Education sector) for whom education level could not be ascertained.

### **2.3.7. 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) 17.1% establishments provided skill training. At sectoral level, Financial Services sector was most prominent where 27.2% establishments provided skilled training, closely followed by IT/BPOs sector (25.1%). The column 4 & column 5 show disaggregation of establishments providing skill training by location i.e., in-house training or training in other establishments. It is also seen that in IT/BPOs sector, maximum proportion of establishments (93.3%) arranged training in-house, whereas in the Education

sector 71.4% establishments arranged the training in-house. At combined level, 81.1% establishments were found to be providing training within establishment.

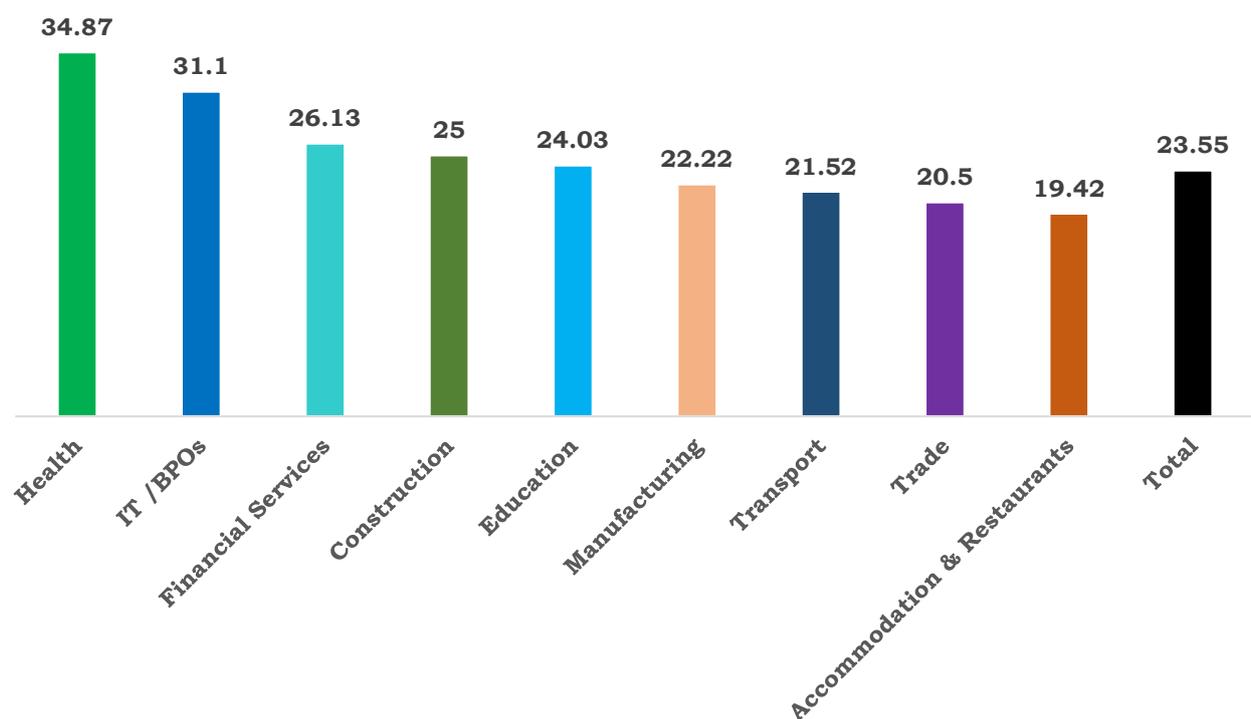
Columns 6, 7 & 8 provide an account of percentages of establishments that provided skill training to: their staff only, others, or both. Establishments providing training to 'Staff only' is high in general, among them the highest proportion (85.8%) is observed for the Accommodation & Restaurants and lowest (67.9%) for the Education sector. Establishments belonging to four sectors viz. Trade, Transport, Health and Financial Services did not provide any skill training to 'Others'.

The following Figure 2.6 presents the percentage share of establishments for each of the selected sectors that provided On-the-Job Training (OJT) to their workers as reported in Table 2.15. The figure is self-explanatory. However, the following points may be worth mentioned. A major proportion of units from Health sector (34.9%) and a very small proportion of units (19.4%) from Accommodation & Restaurants sector provided OJT Training. At combined

**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	14.07	90.66	9.34	85.68	0.94	4.05
2	Construction	11.15	88.58	11.42	84.63	3.95	0.00
3	Trade	10.47	84.08	15.92	80.23	0.00	3.84
4	Transport	13.57	88.43	11.57	84.68	0.00	3.75
5	Education	19.89	71.39	28.61	67.92	1.32	2.16
6	Health	24.76	89.56	10.44	82.89	0.00	6.66
7	Accommodation & Restaurants	10.93	91.16	8.84	85.84	1.06	4.25
8	IT /BPOs	25.07	93.31	6.69	81.45	0.09	11.78
9	Financial Services	27.16	79.65	20.35	78.10	0.00	1.55
<b>Total</b>		<b>17.14</b>	<b>81.10</b>	<b>18.90</b>	<b>77.05</b>	<b>0.85</b>	<b>3.20</b>

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



**Table 2.15: Sector-wise Percentage of units providing On-the-Job Training (OJT) to their workers**

Sl. No.	Sectors	Percentage of units providing OJT
(1)	(2)	(3)
1	Manufacturing	22.22
2	Construction	25.00
3	Trade	20.50
4	Transport	21.52
5	Education	24.03
6	Health	34.87
7	Accommodation & Restaurants	19.42
8	IT / BPOs	31.10
9	Financial Services	26.13
	<b>Total</b>	<b>23.55</b>

level, 23.6% of establishments were found to have arranged for OJT.

### 2.3.8. SECTOR-WISE INFORMATION ON VACANCIES

The following Table 2.16 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 entries in last three columns of the table will add up to 100 or rounded off to 100. For all sectors combined, it is seen that 3.3% of the total establishments reported vacancies. In absolute terms, the number of vacancies in all the establishments taken together was 1.85 lakhs. In 43.8% of cases of these vacancies, the reason was non-specific (i.e., Others). About 44% of vacancies happened due to Resignation and the remaining 12.1% of vacancies occurred due to

Retirement of employees.

At sectoral level, Transport and Manufacturing establishments were prominent in reporting vacancies as 4.4% and 4.1% of the reported vacancies. Three sectors, viz. Manufacturing, Health and Education accounted for bulk of the reported vacancies. While looking at the percentage distribution of reasons for vacancies, it is noted that in Transport and Accommodation & Restaurants sectors, majority of vacancies happened due to Resignation of employees (88% and 92% respectively). The retirement has caused very few vacancies in these sectors. However, Retirement as a reason for vacancies in Financial Services was as high as 81%. Majority of the vacancies in Health (70%) and Education (62%) sectors occurred due to 'Other reasons'.

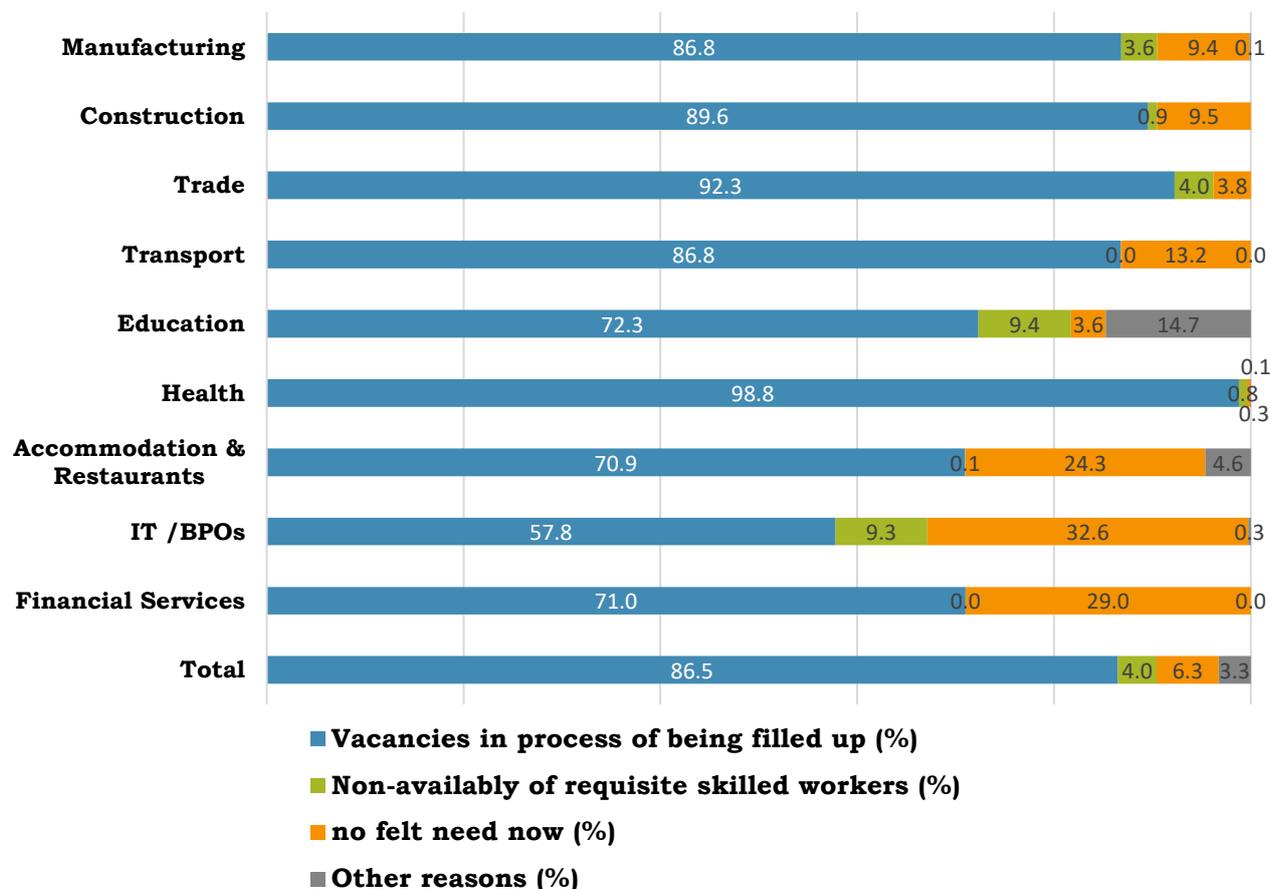
**Table 2.16: Sector-wise Percentage of Estimated Total Number of Establishments Reporting Vacancies and Distribution of Vacancies by Reasons**

Sl. No.	Sectors	Percentage of Establishments Reported Vacancies	Total vacancies (in Nos.)	Reasons for Vacancies (%)		
				Resignation	Retirement	Others
1	Manufacturing	4.11	81846	68.08	4.76	27.16
2	Construction	3.33	2550	77.82	20.68	1.50
3	Trade	2.80	5898	60.34	17.34	22.32
4	Transport	4.42	3229	87.78	7.99	4.24
5	Education	3.10	39014	17.84	20.31	61.85
6	Health	3.88	47076	13.10	17.20	69.70
7	Accommodation & Restaurants	2.88	3763	91.63	0.09	8.28
8	IT /BPOs	3.26	1011	84.91	0.00	15.09
9	Financial Services	1.35	957	9.61	80.78	9.61
<b>Total</b>		<b>3.31</b>	<b>185343</b>	<b>44.04</b>	<b>12.14</b>	<b>43.82</b>

**Table 2.17: Percentage distribution of estimated Total Number of Vacancies by Reasons for not filling up vacancies**

Sl. No.	Sectors	Total Number of Vacancies reported	Vacancies in process of being filled up (%)	Non-availability of requisite skilled workers (%)	no felt need now (%)	Other reasons (%)
1	Manufacturing	81846	86.84	3.64	9.38	0.14
2	Construction	2550	89.59	0.9	9.51	0
3	Trade	5898	92.26	3.95	3.8	0
4	Transport	3229	86.79	0	13.21	0
5	Education	39014	72.3	9.42	3.55	14.73
6	Health	47076	98.8	0.81	0.33	0.06
7	Accommodation & Restaurants	3763	70.93	0.09	24.34	4.64
8	IT /BPOs	1011	57.8	9.32	32.63	0.25
9	Financial Services	957	71.01	0	28.99	0
<b>Total</b>		<b>185343</b>	<b>86.46</b>	<b>3.98</b>	<b>6.28</b>	<b>3.27</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 as reported in the Table 2.17. As already discussed in the previous table, there were total 1.85 lakhs vacancies at combined level, majority (86.5%) of which was in the process of being filled up. While about 6.3% and 4% vacancies remained un-filled due to the reasons: 'No felt need now' and 'Non-availability of requisite skilled workers' respectively, the rest of the vacancies remained as they were due to 'Other reasons.'

At sectoral level, it is seen that for Health sector, 99% of total 47076 vacancies are 'In the process' of being filled up and the remaining 1% 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' (71%) or 'No felt need now' (29%). Highest proportion (14.7%) of vacancies not filling up for 'Other Reasons' is recorded for Education sector, where 72.3% vacancies were 'In the Process' to be filled up. 'Non-availability of requisite skilled workers' was a prime reason for not filling up the vacancies in the sectors Education (9.4%), and IT/BPOs (9.3%). After Health sector (98.8%), Trade, Construction, Manufacturing and Transport sectors were found to be the next four sectors which were 'In the process' of filling up 92.3%, 89.6%, 86.8% and 86.8% of their total vacancies, respectively. IT/BPOs, Financial Services and Accommodation & Restaurants sectors

had kept sizable proportion (32.6%, 29% and 24.3% respectively) of their vacancies un-filled due to the reason 'No felt need now'.

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 Services.

### **A1.5 EMPLOYMENT/WORKER**

Employment in this survey refers to the number of persons Self-employed or employed either directly or indirectly 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, will also 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 (can 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 that 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 also paid apprentices, both full time and part-time. Regular Workers 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 workers.

### **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 workforce are indirect employees; i.e., 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 orally by the establishment directly, 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 1st 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.

**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 October, 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 st-

udy 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).

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### **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

n2= effective sample size for level estimates of Q2

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.

$n_{ijk}$  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 Q2:**

(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

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

\*\*\*\*\*

## Annexure III

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

Nine Sectors of QES	NIC 2-digit level Code	Descriptions of the Activities
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 &amp; Designation

7.2. E-mail

7.3. Mobile number

7.4. Landline Phone number

8. Survey Type: (*original establishment surveyed - 1, substitute surveyed - 2, casualty - 3*)

## 8.1 (a) status code (for code 1 or 2 in item 8):

*original establishment surveyed: open-1, existing but not having production-2, closed-3, never existed-4 (this situation may be considered as original establishment surveyed as zero case);**substitute surveyed: open-5, existing but not having production-6, closed-7, never existed-8 (this situation may be considered as substituted establishment surveyed as zero case)*8.1 (b) reason for original sample not surveyed (for code 2 or 3 in item 8): (*establishment operational but not traceable-1, informant busy-2, informant not available - 3, informant non-cooperative - 4, others-9*)

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 Goods and Service 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. Was any formal Skill Development Program for your workers completed during the Previous Quarter? (Yes-1; No-2).**

4.1 If Yes-1, the place of the formal Skill Development Training (Within the establishment exclusively-1, In some other establishment exclusively-2, Both-3)

4.2 If code 1 in item 4.1, Is establishment 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

7.1	Number of Current Vacancies (as on 1st day of current quarter)	
	Number of Vacancies due to:	
	7.1.1 Resignation	
	7.1.2 Retirement	
	7.1.3 Others (please specify) _____	
7.2	Number of Vacancies not filled up due to (as on 1st day of current quarter)	
	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 No 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				Total
		Matric/Secondary or below	Above Matric/Secondary but Under Graduate	Graduate or above	Not known	
8.1	Self Employed					
8.2	Regular(not on contract)					
8.3	Contract					
8.4	Fixed Term Employment					
8.5	Casual					
8.6	<b>Total</b>					

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

9.1	Total Employment (to be copied from Block III - item 2)					
9.2	<b>Clinical</b>					
9.2.1	Medical					
9.2.2	Nursing					
9.2.3	Paramedical					
9.3	<b>Non-Clinical</b>	Matric/Secondary or below	Above Matric/Secondary but Under Graduate	Graduate 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					
9.3.6	<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>					
<b>10.3.1</b>	Librarian					
<b>10.3.2</b>	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
<b>10.3.3.1</b>	Self Employed					
<b>10.3.3.2</b>	Regular (not on contract)					
<b>10.3.3.3</b>	Contract					
<b>10.3.3.4</b>	Fixed Term Employment					
<b>10.3.3.5</b>	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 Manna, 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.

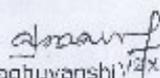
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DDG-B  
प्राप्ति :  
आर. एण्ड आई. यूनिट

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)<sup>12x117</sup>  
Under Secretary to the Govt. of India  
Tele: 23473305

**To:**

- i) Chief Statistician of India & Secretary (MoSPI), 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, AD-276, Salt Lake City, Kolkata
- iii) Shri G.C Manna, D-505, MS 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.