

# **Report on the Fifth 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**

This report is the fifth consecutive quarterly employment assessment across nine selected non-farm sectors of the Indian economy. With the objective of providing robust and reliable data on labour market parameters at a high frequency, the present report elaborates information on employment as on 1<sup>st</sup> April 2022 at the all-India level. The survey covers vital parameters and characteristics including sector-wise and gender-wise employment, number of workers across establishments, extent of registration under various regulatory acts, estimated workers by category like self-employed, regular, contractual, casual, etc.

This report covers an expanded sample size of about 15,000 units selected across the country. The sample frame list for the conduct of the present round and subsequent rounds have seen partially amplified as compared to earlier four reports. Previously, the entire sample was drawn from the 6<sup>th</sup> Economic Census frame. In the current report, the list of establishments covered under Annual Survey of Industries (ASI) 2019-20 for manufacturing sector and the list of units of Govt. Hospitals/Dispensaries/Health Centres as provided by Ministry of Health and Family Welfare (MoH&FW) in case of public Health sector were used to augment the list frame of establishments. These improvements in the sampling design are expected to ensure improvements in estimates.

This report is the outcome of efforts made by the Expert Group under the chairmanship of Prof. S P Mukherjee. I express my gratitude to the Expert Group for support, guidance and valuable suggestions. I am also grateful to the Ministry of Labour and Employment for entrusting the responsibility of conducting the Quarterly Employment Survey to Labour Bureau and guidance provided.

I am also thankful to the units/ establishments for providing useful information on employment and extending cooperation to our field officers.

I am confident that this report will be helpful to stakeholders for formulating effective labour market policies. I look forward to your valuable suggestions/ comments to enrich the report in each subsequent quarter.

**Place: Chandigarh**

**(Alok Chandra)**  
**Director General**

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# Chapter 1

## Introduction

### 1. Growth and Employment

1.1 India stands at the threshold of transforming its potential to long-term sustainable growth via quality employment opportunities and working conditions. In its 75<sup>th</sup> year of Independence, India became the world's fifth largest economy. The growth story of the Indian economy is the saga of its domestic reliance and resilience. This ceaseless and vigorous growth becomes inclusive and sustainable when it creates jobs for all segments in the society. In the very near future, the rewards of demographic dividend are bound to come to fruition. Gainful employment generation is the bedrock for attaining growth with equity thereby translating into prosperity for the population as a whole.

1.2 Structural transformation of the labour market from agriculture to sectors where productivity (output per worker) and average incomes are higher, particularly IT/BPOs, Health, Financial Services and modern services is underway. The Government of India's initiatives including 'Make in India', "Start-up India", Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY), Prime Minister Employment Generation Programme (PMEGP), etc. are significant steps towards achieving employment intensive growth, which is broad-based.

1.3 Therefore, availability of statistics regarding sector wise employment trends at regular intervals is of utmost importance to monitor the employment situation, and to devise, execute and evaluate policies for human resource development including skill development, employment creation and income generation. 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.

1.4 While household based employment surveys [including Periodic Labour Force Survey (PLFS) conducted by Ministry of Statistics and Programme Implementation (MOSPI)] provide the supply-side analysis of labour market, the Quarterly Employment Survey(QES) conducted by Labour Bureau brings out an estimate of the demand side of labour market by surveying establishments in the selected sectors of the economy. In

view of the significance of data generated by the QES, the Quarterly Establishment based Employment Survey (QES) was launched w.e.f. April, 2021. The present report is the fifth in the series of revised quarterly reports by covering establishments with at least 10 workers.

## **2. Scope and Coverage of QES**

2.1 The scope of the present QES is limited only to establishments having 10 or more workers (commonly denoted as organized segment). The scope & coverage of QES is focused on employment in non-farm economy covering nine sectors viz. Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants, IT/BPOs and Financial Services. These 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> Economic Census Report (2013-14).

2.2 The sampling frame or list of establishments for the present QES have been derived from the 6<sup>th</sup> Economic Census as well as additional sources like Annual Survey of Industries (2019-20) latest frame list and updated frame in case of Health Sector Establishments in Public Sector from Ministry of Health & Family Welfare. Economic Censuses (EC) are establishment-based surveys and conducted by Ministry of Statistics & Programme Implementation (MoSPI). ECs have been conducted in the years 1977, 1980, 1990, 1998, 2005, 2013-14 and 2020. Results of the 7<sup>th</sup> EC (2020) are yet to be made public by Ministry of Statistics & Programme Implementation. The 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 these 58.5 million establishments, only 8 lakhs i.e. 1.4% establishments were in the organized segment (establishments employing 10 or more workers). For the purpose of sampling, we need to have name and addresses of all the 58.5 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 in the frame. 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.

2.3 In view of the aforementioned limitations, and due to the dated nature of the Economic Census; it was decided to augment the sampling frame from various sources in order to have up-to-date frame for the conduct of QES. The same is explained in the following section.

### **3. Present Quarterly Employment Survey**

3.1 The QES component of All India Quarterly Establishment based Employment Survey (AQEES) was started in April, 2021 to achieve the following objectives viz.

- i) Providing quarterly employment estimates for nine selected sectors of the economy viz. Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants, IT/BPOs and Financial Services.
- ii) Providing relative change in employment situation over the previous quarters in the above 9 sectors.

3.2 The present survey has been re-designed in terms of increase in sample size as well as updation of the frame list, sampling design and modifications in the schedule from the 5<sup>th</sup> round and onwards. Starting from the 1<sup>st</sup> April, 2022, about 15,000 units as compared to 12038 units covered during the first four quarters April, 2021 to March, 2022 were selected which is about 3% of the sampling frame (total establishments). The updated list of establishments covered under Annual Survey of Industries (ASI) 2019-20 for manufacturing sector and the list of units of Government Hospitals/Dispensaries/Health Centres as provided by Ministry of Health and Family Welfare (MoHFW) in case of Public Health sector were utilised to augment the list frame for establishments having 10 or more workers under survey coverage.

3.3 For selecting a fixed panel of 15000 units, a stratified random sampling (without replacement) design considering strata delineated in terms of State /Union Territory, Sector (type of economic activity) and size–class (number of workers) was adopted and estimates of parameters (totals or percentages) worked out. Each of the nine sectors, within a State/UT, was further divided into six size classes based on the size of employment. Accordingly, number of units were 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. 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).

3.4 The sampling design and estimation procedure used in the survey are given in Annexure-II of the Report. The schedule for QES collects information on identification, establishment particulars, employment with break-up of characteristics such as gender, category of workers, skill development programme conducted, on-the-job training provided by establishments and also provision of social security benefits, etc. QES schedule has been attached at Annexure-IV of the Report.

## 4. Key Points

4.1 The sector-wise estimates of employment captured under QES along with information on key parameters such as category and gender of workers, skill development training programmes, etc. are highly useful inputs 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 QES, the following points have to be kept in mind.

- i. The survey work for the fifth quarter of QES corresponds to the period 1<sup>st</sup> April to 30<sup>th</sup> June, 2022.
- ii. The survey is based on responses of the establishments on voluntary basis.
- iii. If an individual works in more than one establishment on reference date, the worker has been counted separately for each establishment.
- iv. Percentages shown in the 'Total' row of the tables include those few sample establishments 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.

## 5. Highlights of the 5<sup>th</sup> round of Quarterly Employment Survey

- The estimated total employment in the nine selected sectors stood at 3.18 crore (3,18,53,550) in the fifth round of QES; increasing by 50,000 in comparison to the fourth round of QES (3,18,04,353).

*(Table 2.1)*

- Of the total estimated employment in the selected sectors, Manufacturing accounted for 43.74%, followed by Education at 16.53%, IT/BPOs at 11.49% and Health sector at 10.95%.

*(Table 2.1)*



- Almost 90.04% of the total 4.62 lakh establishments have been found to be operating with less than 100 workers. Remaining 10% establishments were functioning with 100 or more workers. Financial Services and Education sector had the highest percentage of establishments operating with 100 or less workers.

*(Table 2.8)*

- Around 53% of the establishments surveyed were an enterprise by themselves (i.e. having no branches). Accommodation and Restaurants on the top with a share of about 69%.

*(Table 2.2)*

- Construction sector had the highest percentage of establishments, which were main office of an enterprise, as compared to the other sectors; and as such may have more subsidiary establishments.

*(Table 2.2)*

- About 97% establishments were located outside the household.

*(Table 2.3)*

- Of the total establishments surveyed, about 91% were found to be registered under one or the other Acts. About 60% establishments were registered under the Goods and Services Tax Act, 2017. This was followed by the Factories Act, 1948 at about 30% and the Companies Act, 1956 at about 27%.

*(Table 2.10)*

- Majority of establishments, almost 97% each in Manufacturing and IT/BPOs sectors, were registered under the Goods and Services Tax Act, 2017. In the Education sector, majority of establishments (about 26%) were registered under the Societies Registration Act, 1860. About 76% establishments in Health sector were registered under the Clinical Establishments Act, 2010.

*(Table 2.10)*

- The information regarding the proprietary ownership has been collected gender wise. About 12% of the proprietary establishments have reported headed by female.

*(Table 2.5A)*

- About 95% of the establishments covered were found to be operating perennially i.e., throughout the year.

*(Table 2.4)*

- About 28% of the establishments were found to be Government/ PSU/ Autonomous body by their ownership type; followed by Private Limited Company.  
(Table 2.5)
- About 22% of the total establishments surveyed were registered under MSME Development Act and majority out of these were registered via Udyam Portal.  
(Table 2.6)
- About 5% of the establishments surveyed reported having expansion plans during the next one year.  
(Table 2.7)
- About 76% of workers in establishments were engaged as Regular employees. This was followed by contractual employees at 18.3%.  
(Table 2.14)
- Maximum percentage of regular employees existed in IT/BPO sector and maximum percentage of contractual employees was found in manufacturing sector.  
(Table 2.14)
- About 45 % of the total workers were estimated in establishments with an employment size of more than 500 workers whereas lowest number of workers were estimated in employment size of less than 10 establishments (1.32%).  
(Table 2.9)
- Of the total estimated workers across all nine selected sectors, about 70% were male and 30% were female.  
(Table 2.13)
- Majority of women workers were working in the Construction, Transport, Health and Education sectors, whereas male workforce was in majority in IT/BPO, Manufacturing and Trade sectors.  
(Table 2.13)
- Establishments falling in IT/BPO sector were most widely providing on-the-job training, almost 75%. The second place was taken by Health sector at 45%.  
(Table 2.17)
- Most of the establishments (83.36%) covered in the survey, across all nine sectors, provided annual increments in salary/wages of their employees.  
(Table 2.11)

- More than 50% of all establishments surveyed provided health facility for their workers and their family members. The second highest benefit provided was subsidized food/canteen (27.6%) followed by accommodation (26.95%)

*(Table 2.12)*

- About 91% workers were receiving benefits under the Employees Provident and Miscellaneous Provisions Act, 1952. This was followed by the Payment of Gratuity Act, 1972 at about 74% and the Employees State Insurance Act, 1948 at 70%.

*(Table 2.16)*

## Chapter 2

### Key findings of the Survey

#### 1. Overview

2.1 In the 5<sup>th</sup> round of QES, the information was actually collected from 10,870 establishments spread across various sectors. The key findings of the survey have been presented in different tables discussed in this report. The sector-wise details of the sample size as well as the estimates of establishments and workers across all the nine selected sectors are presented in Table 2.1. Further Tables present the distribution of 'establishments' by different characteristics.

2.2 In the 5<sup>th</sup> QES report, it is observed that 10,870 establishments were surveyed and the total estimated number of establishments came out to be 4.62 lakh; employing 3.18 crore workers. The highest number of units surveyed were from the Manufacturing sector (4892) followed by Education (1568) and Trade (1338).

2.3 From the estimated number of establishments, Education sector was on the top with 1.66 lakh establishments, followed by Manufacturing at 1.45 lakh establishments. In case of IT/BPOs sector, the estimated number of establishment was found to be 2085 which is lowest as compared to other sectors under study. While three sectors, namely Manufacturing, Education and Financial Services form more than 75% of total estimated establishments; their share of total estimated workers is about 64%.

2.4 In case of estimated number of workers, Manufacturing sector showed the maximum strength at 1.39 crore workers. This was followed by Education sector at 52.64 lakh workers and IT/BPOs sector at 36.60 lakh workers. These three sectors accounted for more than 70% of all estimated workers in the 5th round of QES.

2.5 As discussed above, a total of 10870 establishments have been surveyed from different sectors. A total of 56 establishments have reported change of sector as compared to the sampling frame. The sector wise sample establishments covered and estimated number of establishments & workers are presented in Table 2.1.

<b>Table 2.1: Sector wise Sample size, Estimated Numbers of Establishments and Workers</b>						
Sl. No.	Sectors	Sample Establishments Surveyed	Estimated number of		Percentage distribution of	
			Establishments	Workers	Establishments (%)	Workers (%)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Manufacturing	4892	1,45,079	1,39,32,020	31.40	43.74
2	Construction	221	2,896	4,83,956	0.63	1.52
3	Trade	1338	40,630	17,52,194	8.79	5.50
4	Transport	538	10,417	12,01,457	2.25	3.77
5	Education	1568	1,66,448	52,64,872	36.02	16.53
6	Health	483	24,650	34,89,337	5.33	10.95
7	Accommodation & Restaurants	889	22,070	7,88,653	4.78	2.48
8	IT/ BPOs	291	2,085	36,60,787	0.45	11.49
9	Financial Services	594	45,378	12,11,962	9.82	3.80
	Others	56	2,400	68,312	0.52	0.21
<b>Total</b>		<b>10870</b>	<b>462054</b>	<b>3,18,53,550</b>	<b>100</b>	<b>100</b>

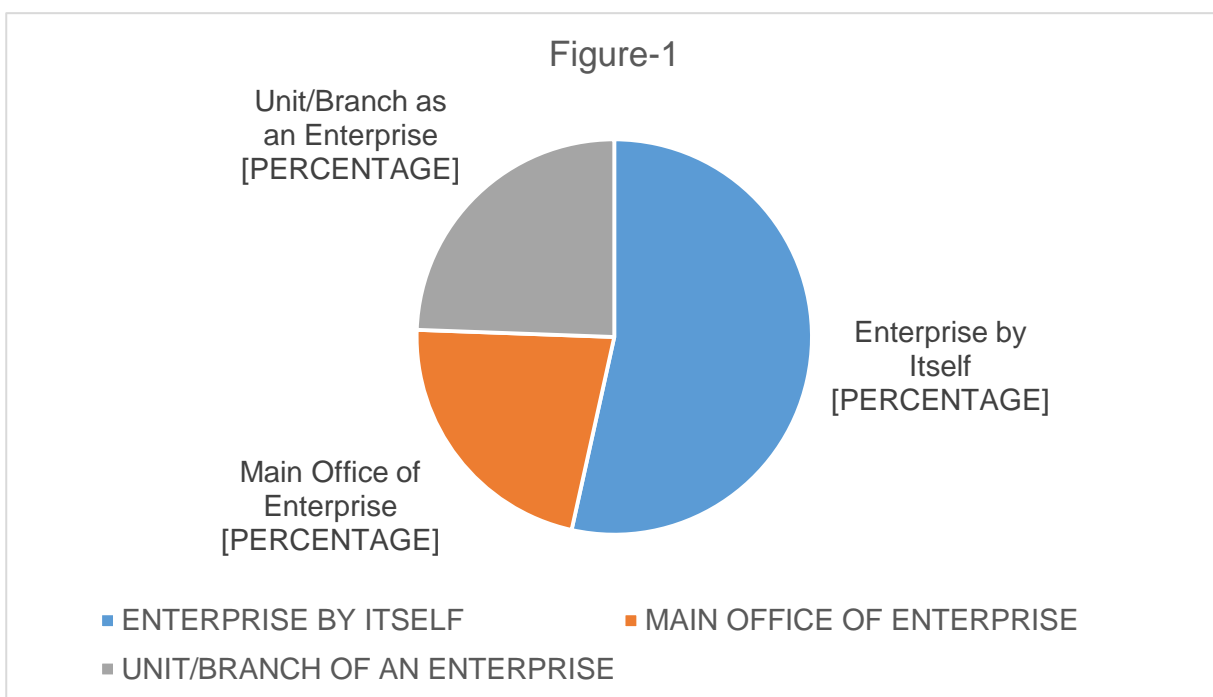
2.6 It is also interesting to note that IT/BPOs sector showed an estimate of 36.60 lakh workers although only 2085 estimated number of establishments were covered in this sector at all India level. IT/BPOs sector is known to engage sizeable workforce. The lowest number of workers have been engaged in Construction sector with only 4.83 lakh workers. Financial services sector has seen a positive jump with the engaging of 12.11 lakh workers in the 5th Round of QES in comparison to 9.07 lakh workers in 4th Round of QES.

## 2. Characteristics of Establishments

2.7 This section elaborates on the various aspects of establishments covered in the survey across all the nine selected sectors. The features encompass the status of establishments (enterprise by itself/ main office of an enterprise/ unit or branch of an enterprise); location of establishment (within or outside household); usual nature of operation of establishments (perennial, seasonal, casual); ownership type of establishment (Government/PSU/Autonomous Body, Proprietary, Partnership, Pvt. Ltd. Company, etc.); status of registration with MSMED Act, 2006; any future expansion plans of establishments, etc.

## Distribution of Establishments by Status

2.8 The surveyed establishments were segregated by three different status viz., whether the establishment itself is an Enterprise or whether it is the main office of an Enterprise or it is a unit/branch office of an Enterprise. Table 2.2 below shows the percentage distribution of establishments by their status. It is observed that more than 50% of the establishments were Enterprise by themselves. Further, about 24% establishments were unit/branch of an enterprise and 22% were the main office of an enterprise. Majority of establishments in Manufacturing, Construction, Trade, Education, Health and Accommodations & Restaurants sectors were an Enterprise by themselves.



2.9 Further, at sectoral level, it may be seen that a major portion of the establishments from all the sectors were Enterprise by themselves. On the other hand, branches of an Enterprise constituted relatively a small percentage for all the sectors, except Transport and Financial Services sectors for which it was 43.73% and 51.7% respectively. While IT/BPO sector had the minimum percentage of establishments which were Enterprise by themselves; Financial services sector had the minimum percentage of establishments falling in main office of an enterprise and Construction sector had the lowest percentage of establishments which were unit/branch of an enterprise.

Sl. No.	Sectors	An Enterprise by itself	Main Office of an enterprise	Unit/ Branch of an enterprise	Total
(1)	(2)	(3)	(4)	(5)	(6)
1	Manufacturing	54.72	28.47	16.81	100
2	Construction	51.13	38.38	10.48	100
3	Trade	54.71	21.24	24.05	100
4	Transport	39.54	16.73	43.73	100
5	Education	55.62	20.55	23.83	100
6	Health	51.37	19.49	29.14	100
7	Accommodation & Restaurants	68.70	19.74	11.56	100
8	IT/ BPOs	34.82	29.40	35.78	100
9	Financial Services	37.24	11.06	51.70	100
<b>Total</b>		<b>53.47</b>	<b>22.11</b>	<b>24.42</b>	<b>100</b>

2.10 The percentage distribution of establishments by their status have further been analysed based on the size class of workers in various establishments. The size class of the establishments have been segregated into six classes as mentioned in the table below. Table 2.2A presents the distribution of various size-classes of workers across establishments by their status.

Sl. No.	Worker size class	An Enterprise by itself	Main Office of an enterprise	Unit/ Branch of an enterprise
(1)	(2)	(3)	(4)	(5)
1	< 10	56.71	17.26	26.02
2	10 – 39	56.75	20.38	22.87
3	40 – 99	51.26	26.86	21.88
4	100 – 199	34.84	33.22	31.94
5	200 – 499	29.77	33.42	36.81
6	>= 500	27.76	31.68	40.56
<b>Total</b>		<b>53.47</b>	<b>22.11</b>	<b>24.42</b>

2.11 It is observed from Table 2.2A that majority of the smaller establishments (i.e. establishments employing less than 100 workers) were enterprises by themselves i.e. having no branch or main office. On the other hand, about 27% of large establishments (employing 500 or more workers) were an enterprise by themselves. In case of Unit/Branch of an enterprise, the maximum share is for large establishments employing 500 or more workers, i.e., about 40%. These observations from the survey show that large establishments having a huge worker base tend to have more number of branches spread across the country. Further, small establishments, employing 10- 39 workers too

have 20.38% share in main office of an enterprise and 22.87% share in unit/branch of an enterprise.

## Distribution of Establishments by Location

2.12 Table 2.3 presents the percentage distribution of establishments by their location; across the nine selected sectors. The objective was to know whether the establishment is located within household or outside household; and if outside household, how many establishments have a fixed structure and how many are operating without a fixed structure. The data shows that 96.89% establishments were located outside the household. Out of which about 96% were operating in a fixed structure. Further, only about 3% establishments were located within household. About 20% of Financial Services sector establishments were operating within household. In Manufacturing, Trade, Transport, Education, Health, Accommodations & Restaurants and IT/BPOs sectors; the share of establishments located outside households surpassed 95% for each.

Sl. No.	Sectors	Within household (%)	Outside household (%)	
			With fixed Structure (%)	Without fixed Structure (%)
(1)	(2)	(3)	(4)	(5)
1	Manufacturing	1.46	98.07	0.47
2	Construction	5.55	84.35	10.10
3	Trade	2.43	96.60	0.98
4	Transport	0.95	99.05	0.00
5	Education	0.34	99.66	0.00
6	Health	1.08	98.92	0.00
7	Accommodation & Restaurants	1.23	98.60	0.17
8	IT/ BPOs	0.55	99.45	0.00
9	Financial Services	20.29	74.91	4.81
<b>Total</b>		<b>3.11</b>	<b>96.08</b>	<b>0.81</b>

## Distribution of Establishments by Operation

2.13 The other important characteristics collected and compiled are the operation of the establishments. Table 2.4 reveals the percentage distribution of establishments by their usual nature of operation, i.e., whether establishments operated perennially, seasonally or casually. The combined status of all nine sectors shows that 95.52% were operating perennially, i.e. almost throughout the year. Remaining 4% establishments had seasonal nature of operation and less than 1% establishments were operating casually.



Manufacturing and Construction sectors had the highest comparative percentage of establishments operating seasonally; 10.39% and 9.71% respectively. Financial services sector and IT/BPO sector have 99.90% and 99.41% of establishments operating perennially.

**Table 2.4: Sector-wise Percentage Distribution of Establishments According to Nature of Operation**

Sl. No.	Sectors	Percentage distribution of establishments by operation		
		Perennial (%)	Seasonal (%)	Casual (%)
(1)	(2)	(3)	(4)	(5)
1	Manufacturing	89.36	10.39	0.25
2	Construction	88.36	9.71	1.93
3	Trade	96.85	2.89	0.26
4	Transport	90.55	8.72	0.73
5	Education	99.32	0.68	0.00
6	Health	97.61	2.39	0.00
7	Accommodation & Restaurants	96.47	3.33	0.20
8	IT /BPOs	99.41	0.59	0.00
9	Financial Services	99.90	0.10	0.00
<b>Total</b>		<b>95.52</b>	<b>4.34</b>	<b>0.14</b>

### Distribution of Establishments by Ownership

2.14 The various ownership types covered in the survey includes: Government/PSU/ Autonomous body, Proprietary (Male), Proprietary (female), Proprietary (transgender), Partnership, Pvt. Ltd. Company, Co-operative Society, Non-Profit Institution/ Trust, Other including SHGs. At the aggregate level, Government/PSU/Autonomous body ownership type had the highest percentage of about 27%. This was followed by Private Limited Company at 22.30% and Proprietary (Male) at 17.98%. Further, Proprietary (Female) ownership percentage is about 2.37%. The sector-wise details of the establishments by ownership codes are given below in Table 2.5.

<b>Table 2.5: Sector-wise Percentage Distribution of Establishments by Ownership</b>										
Sl. No.	Sectors	Code-1	Code-2	Code-3	Code-4	Code-5	Code-6	Code-7	Code-8	Code-9
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1	Manufacturing	0.92	25.13	2.74	0.06	24.15	45.37	0.76	0.12	0.75
2	Construction	10.34	25.20	2.42	0.00	7.16	42.52	0.27	1.93	10.15
3	Trade	3.21	36.26	3.26	0.00	19.15	32.08	1.10	0.33	4.62
4	Transport	42.54	17.45	0.79	0.39	8.87	28.04	1.06	0.79	0.06
5	Education	55.46	8.40	1.85	0.00	1.11	1.20	3.82	27.00	1.16
6	Health	40.47	17.95	6.19	0.00	4.98	11.28	1.09	15.84	2.21
7	Accommodation & Restaurants	6.07	47.03	4.13	0.00	18.14	13.75	0.87	3.93	6.07
8	IT /BPOs	4.08	5.54	0.49	0.00	3.93	85.13	0.00	0.84	0.00
9	Financial Services	37.36	0.00	0.00	0.00	0.58	22.14	6.26	0.88	32.77
<b>Total</b>		<b>27.73</b>	<b>17.98</b>	<b>2.37</b>	<b>0.03</b>	<b>11.19</b>	<b>22.30</b>	<b>2.45</b>	<b>10.96</b>	<b>4.99</b>

Note: Government / PSU/ Autonomous Body- 1, Proprietary (male)-2, Proprietary (female)-3, Proprietary (transgender)-4, Partnership-5, Pvt. Ltd. Company-6, Co-operative Society-7, Non-profit Institution / Trust (NPI)-8, Others including SHG-9

### Distribution of Proprietary Establishments Owned by Female

2.15 The information regarding the ownership has been collected gender wise for proprietary type of establishments. Accordingly, the information has been compiled for female category to ascertain the extent of establishments owned by female. The Table 2.5A below provides the percentage of establishments owned by female. At aggregate level, 11.64% of the estimated establishments have reported owned by female. Majority of female owned establishments are in Health sector (25.63%) followed by Education sector (18.01%). The lowest percentage of female proprietary establishments were found in Transport sector (4.25%).

**Table 2.5A: Sector-wise Percentage Distribution of Establishments by Ownership (Female)**

S No.	Sectors	Estimated no. of proprietary establishments	Percentage of proprietary establishments headed by female
(1)	(2)	(3)	(4)
1	Manufacturing	40509	9.80
2	Construction	800	8.78
3	Trade	16054	8.24
4	Transport	1942	4.25
5	Education	17052	18.01
6	Health	5950	25.63
7	Accommodation & Restaurants	11292	8.08
8	IT/ BPOs	126	8.11
9	Financial Services	0	-
<b>Total</b>		<b>94182</b>	<b>11.64</b>

## Distribution of Establishments Registered under MSME Development Act, 2006/ Udyam Portal

2.16 This section presents the percentage distribution of establishments registered under the MSME Development Act, 2006/ Udyam Portal in the selected sectors. About 22.39% of establishments were registered under MSME Development Act, 2006. Out of these, more than 90% were registered through Udyam portal. It was observed that Manufacturing sector had the largest share of establishments registered under MSME Development Act, 2006 (i.e. 59%). The sector wise details are given below in Table 2.6.

**Table 2.6: Sector-wise Percentage Distribution of Establishments by Registration under MSME Act, 2006 and Udyam Portal**

S. No.	Sectors	Registered under MSME Development Act (%)	Registered under MSME Development Act through Udyam Portal (%)
(1)	(2)	(3)	(4)
1	Manufacturing	58.65	92.33
2	Construction	14.87	95.32
3	Trade	22.30	86.31
4	Transport	13.69	81.85
5	Education	0.54	26.83
6	Health	5.92	90.75
7	Accommodation & Restaurants	10.30	89.84
8	IT/ BPOs	17.08	92.34
9	Financial Services	4.10	80.71
<b>Total</b>		<b>22.39</b>	<b>90.80</b>

*Note: Registration under Udyam Portal only for those establishments who registered under MSME Act, 2006.*

## Distribution of Establishments with Expansion Plan

2.17 The survey collected information regarding future expansion plans of the establishments in the year following the survey. The establishments were asked whether they have any expansion plans, and if so, whether it is by creating additional branches, adding additional workforce or additional capital expenditure. Establishments planning to expand could even have a multi-pronged approach of expansion all three aspects. The Table 2.7 below presents the percentage of units reported expansion plans and mode of expansion.

**Table 2.7: Sector-wise Percentage Distribution of Estimated Establishments with Expansion Plan**

Sl. No.	Sectors	% of units reported expansion plan	percentage of units by expansion in terms of		
			additional branches(%)	additional workforce(%)	additional capital expenditure(%)
(1)	(2)	(3)	(4)	(5)	(6)
1	Manufacturing	6.85	47.08	89.88	92.01
2	Construction	2.15	55.04	100.00	100.00
3	Trade	5.19	66.52	74.66	79.53
4	Transport	2.38	36.85	75.27	81.34
5	Education	2.83	48.39	76.40	76.62
6	Health	4.29	30.14	84.01	91.18
7	Accommodation & Restaurants	1.66	61.43	68.84	85.65
8	IT /BPOs	2.54	40.95	86.50	67.22
9	Financial Services	6.80	47.93	91.53	78.30
Total		<b>4.81</b>	<b>48.41</b>	<b>85.30</b>	<b>85.56</b>

2.18 The overall picture, as shown in Table 2.7, shows that about 4.81% of estimated establishments reported expansion plans in the next year. Among the establishments reported expansion plan, about 85% planned to add workforce and another 85% planned to increase capital expenditure. About 48% of the establishments planned to create additional branches. Based on the survey results, it is observed that establishments in construction sector which have reported expansion plan, all were planning to expand, through increase their workforce (100%) and raise capital expenditure (100%). The Manufacturing and Financial services sector had the maximum percentage of establishments with expansion plans. While in manufacturing, majority plan to increase their capital expenditure (92.01%), in financial services sector majority plan to add additional workforce (91.53%).

Table 2.7 (A) below presents sector wise percentage of establishment reported expansion plan according to size class of employment. The overall picture as shown in Table 2.7(A) reveals that the maximum expansion was reported as 8.54% under the size class 100-199 followed 6.80% reported under the size class 500 & more. Sector wise picture reveals that financial sector reported maximum expansion in the size class of employment more than 100 workers followed by trade sector in the size class of 100-499 workers. The overall highest expansion was reported under manufacturing sector with 6.85 % followed by financial services sector with 6.80 %.

**Table 2.7 (A): Sector-wise Percentage of Establishments reported Expansion Plan according to size class of Employment**

Sr. No.	Sectors	Size of Establishment						
		0-9	10-39	40-99	100-199	200-499	>=500	All
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1	Manufacturing	3.45	7.48	6.81	9.30	4.44	7.30	6.85
2	Construction	--	1.99	5.91	2.09	--	--	2.15
3	Trade	3.47	4.50	7.81	10.26	11.52	0.94	5.19
4	Transport	3.32	0.71	5.48	9.89	1.37	6.86	2.38
5	Education	3.87	2.85	1.60	1.52	6.41	5.95	2.83
6	Health	7.94	2.66	4.04	1.65	12.57	7.65	4.29
7	Accommodation & Restaurants	1.51	1.19	2.66	5.41	4.84	6.97	1.66
8	IT /BPOs	--	1.27	4.94	3.70	--	3.20	2.54
9	Financial Services	3.34	6.92	1.34	32.46	23.90	12.53	6.80
<b>Total</b>		<b>3.77</b>	<b>4.60</b>	<b>4.96</b>	<b>8.54</b>	<b>6.19</b>	<b>6.80</b>	<b>4.81</b>

Table 2.7 (B) below presents sector wise percentage of establishments reported future plan of opening additional branches according to size class of employment. The overall picture as shown in Table 2.7(B) reveals that the maximum expansion was reported as 85.58% under the size class 200-499 workers followed by 60.92 % under the size class 40-99 workers. Sector wise picture reveals that establishments pertaining to Construction, Transport, Health and IT-BPO sector have reported 100 percent future plan of expansion through opening of additional branches in the size class of 100 to 199 workers. The highest sector wise expansion in respect of opening of additional branches was reported under trade sector with 66.52% followed by accommodation & restaurants sector with 61.43 %.

**Table 2.7 (B): Sector-wise Percentage of Establishments reported Additional Branches according to size class of Employment**

Sr. No.	Sectors	Size of Establishment						
		0-9	10-39	40-99	100-199	200-499	>=500	All
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1	Manufacturing	20.17	47.32	60.47	22.75	91.41	29.02	47.08
2	Construction	--	100.00	0.0	100.00	--	--	55.04
3	Trade	44.25	65.20	85.20	61.02	83.25	100.00	66.52
4	Transport	10.85	--	33.23	100.00	100.00	44.33	36.85
5	Education	51.87	45.62	58.40	32.77	97.46	33.13	48.39
6	Health	0.61	55.81	--	100.00	24.28	36.63	30.14
7	Accommodation & Restaurants	45.08	57.88	76.32	52.41	97.37	100.00	61.43
8	IT /BPOs	--	40.17	--	100.00	--	67.42	40.95
9	Financial Services	42.69	44.15	100.00	56.12	100.00	100.00	47.93
<b>Total</b>		<b>33.43</b>	<b>47.56</b>	<b>60.92</b>	<b>35.99</b>	<b>85.58</b>	<b>37.44</b>	<b>48.41</b>

Table 2.7 (C) below present sector wise percentage of establishments reported additional workforce according to size class of employment. The overall picture as shown in Table 2.7(C) depicts that the maximum expansion was reported as 92.09 % under the size class 200-499 followed by 90.33 % under the size class 100-199. Sector wise picture reveals that establishments pertaining to all sectors except manufacturing have 100 % future plan of expansion through engaging additional workforce in size class of 100 to 199 workers. The overall expansion in respect of additional workforce was reported under financial services sector with 91.53 % followed by manufacturing sector with 89.88 %.

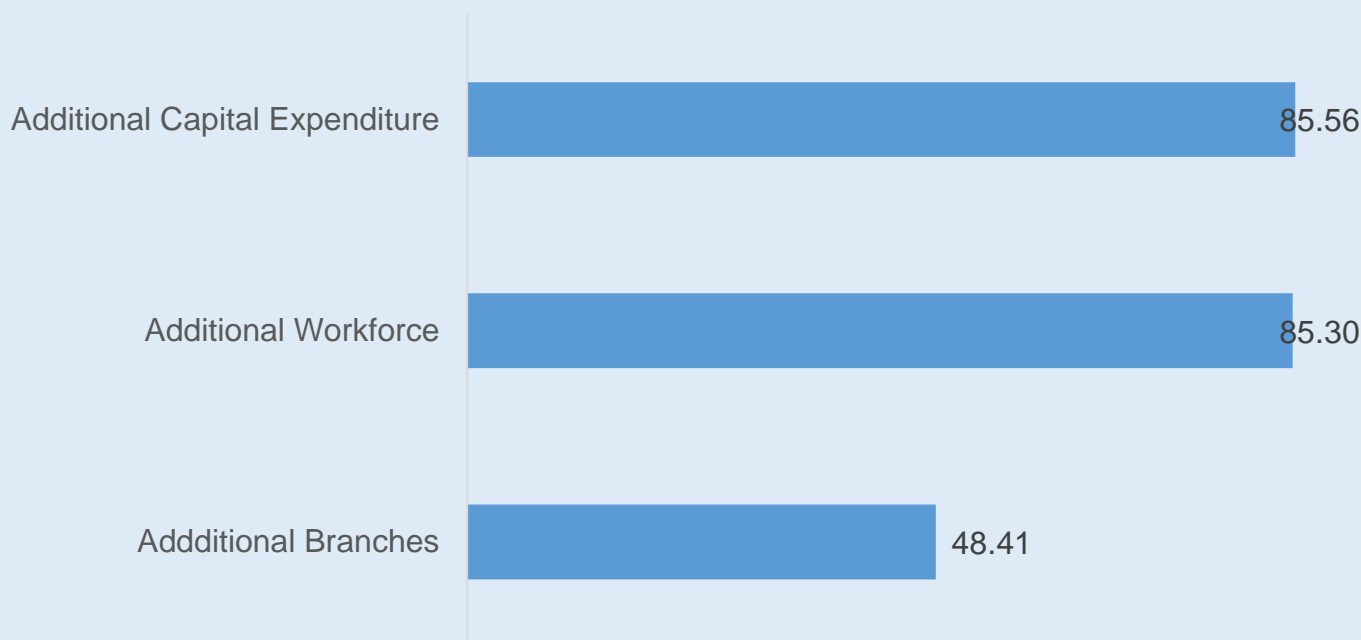
<b>Table 2.7 (C): Sector-wise Percentage of Establishments reported Additional Workforce according to size class of Employment</b>								
Sr. No.	Sectors	Size of Establishment						
		0-9	10-39	40-99	100-199	200-499	>=500	All
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9s)
1	Manufacturing	100.00	93.80	81.64	85.07	99.75	69.46	89.88
2	Construction	--	100.00	100.00	100.00	--	--	100
3	Trade	58.42	69.61	85.61	100.00	80.72	100.00	74.66
4	Transport	65.88	--	100.00	100.00	100.00	100.00	75.27
5	Education	50.19	79.19	100.00	100.00	85.03	100.00	76.40
6	Health	100.00	88.38	11.55	100.00	100.00	88.22	84.01
7	Accommodation & Restaurants	100.00	61.53	23.68	100.00	41.80	100.00	68.84
8	IT /BPOs	--	40.17	100.00	100.00	--	82.15	86.50
9	Financial Services	47.56	94.70	100.00	100.00	100.00	100.00	91.53
<b>Total</b>		<b>71.93</b>	<b>87.70</b>	<b>81.93</b>	<b>90.33</b>	<b>92.09</b>	<b>80.63</b>	<b>85.30</b>

Table 2.7 (D) highlights sector wise percentage of establishments reported investment of additional capital expenditure according to size class of employment. The overall picture as shown in Table 2.7(D) depicts that the maximum expansion was reported as 94.04 % under the size class 40-99 followed by 89.78 % under the size class 100-199. Sector wise picture reveals that establishments pertaining to transport sector have 100% future plan of expansion through investing additional capital expenditure in all size class of employment except less than 10 workers. The sector wise highest additional capital expenditure was reported under manufacturing sector with 92.01 % followed by health sector with 91.18 %.

**Table 2.7 (D): Sector-wise Percentage Distribution of Establishments reported Additional Capital Expenditure according to size class of Employment**

Sr. No.	Sectors	Size of Establishment						
		0-9	10-39	40-99	100-199	200-499	>=500	All
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1	Manufacturing	80.04	89.70	96.03	99.82	99.75	85.67	92.01
2	Construction	--	100.00	100.00	100.00	--	--	100
3	Trade	73.78	82.38	73.41	84.58	82.42	64.71	79.53
4	Transport	34.12	100.00	100.00	100.00	100.00	100.00	81.34
5	Education	98.47	70.03	100.00	69.78	70.50	48.77	76.62
6	Health	100.00	88.38	100.00	80.17	73.02	88.22	91.18
7	Accommodation & Restaurants	100.00	81.43	100.00	100.00	41.80	100.00	85.65
8	IT /BPOs	--	59.83	88.89	57.66	--	49.57	67.22
9	Financial Services	52.44	82.78	68.10	51.83	100.00	100.00	78.30
<b>Total</b>		<b>84.46</b>	<b>82.93</b>	<b>94.04</b>	<b>89.78</b>	<b>88.48</b>	<b>84.15</b>	<b>85.56</b>

**Figure 2 : Establishments reported expansion plan in different activities %**



**Table 2.7(E): Sector-wise Percentage Distribution of Establishments reported Expansion Plan by Ownership code**

Sectors	% of units reported expansion plan	CODE-1	CODE-2	CODE-3	CODE-4	CODE-5	CODE-6	CODE-7	CODE-8	CODE-9	Total
Manufacturing	6.85	1.74	15.78	2.11	--	23.89	52.88	0.13	--	3.47	100
Construction	2.15	--	42.19	--	--	--	57.81	--	--	--	100
Trade	5.19	3.57	21.57	--	--	6.66	48.47	10.09	0.95	8.69	100
Transport	2.38	10.82	3.07	--	--	--	71.05	15.06	--	--	100
Education	2.83	23.98	15.80	--	--	--	0.29	5.35	54.58	--	100
Health	4.29	24.51	10.18	--	--	0.46	9.99	4.19	48.67	2.02	100
Accommodation & Restaurants	1.66	8.32	22.44	1.46	--	27.86	33.89	--	6.03	--	100
IT /BPOs	2.54	19.72	--	--	--	--	80.28	--	--	--	100
Financial Services	6.80	12.47	--	--	--	1.26	26.88	8.02	--	51.36	100
Total	4.81	9.41	13.83	0.97	--	11.97	35.34	3.63	14.10	10.76	100

Note: Government/PSU/Autonomous Body-1, Proprietary(male)-2, Proprietary (female)-3, Proprietary(transgender)-4, Partnership-5, Pvt. Ltd. Company-6, Co-operative Society-7, Non-Profit Institution/Trust-8, Other including SHGs-9



The Sector-wise percentage distribution of establishment reported expansion plan by ownership type is shown in the above Table no. 2.7(E). At the overall level for all nine sectors combined, it is revealed that, Pvt. Ltd. Company ownership type has the highest share of about 35.34 % followed by proprietary at 14.80 % (proprietary (male) and proprietary (female)). At sectorial level, the highest percentage for Pvt. Ltd. Company ownership type was reported as 80.28 % in the IT/BPOs sector followed by transport sector at 71.05 %.

### Distribution of Estimated Establishments by size classes

2.19 Table 2.8 provides the percentage distribution of the estimated establishments over the six size classes of employment for different sectors. About 61.61% of the establishments are found to be concentrated in the size class with 10-39 workers, while 14.19% and 14.24% were in the size class of less than 10 workers and 40-99 workers respectively. Marginal number of establishments have been found in the size class of 200-499 workers and more than 500 worker's category.

Sl. No.	Sectors	percentage distribution of establishments by employment size (Number of Workers)					
		Less than 10	10-39	40 - 99	100 - 199	200- 499	>= 500
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	Manufacturing	11.00	48.88	22.32	8.52	6.22	3.06
2	Construction	18.07	45.58	16.37	13.20	2.82	3.96
3	Trade	25.63	52.46	11.69	5.04	4.37	0.81
4	Transport	20.34	50.87	9.81	3.36	10.77	4.85
5	Education	12.01	72.38	12.49	1.78	0.92	0.42
6	Health	13.85	57.96	11.74	3.92	2.93	9.60
7	Accommodation & Restaurants	23.47	62.59	6.47	3.41	3.56	0.50
8	IT /BPOs	9.44	22.05	20.53	7.19	10.02	30.77
9	Financial Services	16.82	76.72	3.15	1.80	1.05	0.45
<b>Total</b>		<b>14.19</b>	<b>61.61</b>	<b>14.24</b>	<b>4.50</b>	<b>3.42</b>	<b>2.04</b>

### Distribution of Estimated Employment Share according to different size classes

2.20 The following Table 2.9 presents the percentage distribution of total number of workers over the six size classes of employment in the nine selected sectors. It may be seen that 44.99% of the workers were concentrated in two size classes i.e. 500 or more workers followed by 16.75% workers in the size class of 10-39 workers. The size class of less than 10 workers is holding the lowest share i.e. 1.32%.

**Table 2.9: Sector-wise Percentage distribution of Estimated Total Number of Workers according to the size class of Employment**

Sl. No.	Sectors	percentage distribution of workers by size class of employment					
		Less than 10	10-39	40 - 99	100 - 199	200-499	>= 500
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	Manufacturing	0.69	10.18	14.67	12.14	19.42	42.89
2	Construction	0.59	4.79	5.97	11.31	5.48	71.85
3	Trade	3.34	21.49	16.75	16.15	29.14	13.13
4	Transport	1.08	7.55	4.84	4.46	34.07	47.99
5	Education	2.60	44.45	23.63	7.54	8.88	12.90
6	Health	0.69	8.65	5.30	3.93	7.32	74.10
7	Accommodation & Restaurants	4.25	28.51	10.84	13.45	28.47	14.49
8	IT /BPOs	0.03	0.26	0.77	0.57	1.94	96.43
9	Financial Services	4.25	42.60	7.22	9.71	12.47	23.75
<b>Total</b>		<b>1.32</b>	<b>16.75</b>	<b>12.76</b>	<b>8.98</b>	<b>15.20</b>	<b>44.99</b>

2.21 At the sectoral level, 96.43% of the workers of IT/BPO were recorded from the size class of 500 workers or more. The lowest share of workers in the size class of 500 & more was reported in the education sector with 12.90%. In case of 10-39 worker's category, Education sector has the highest number of workers reported with 44.45% followed by 42.60% in the Financial Services sector.

### **Distribution of Establishments registered under different Acts**

2.22 The information regarding the registration under various acts of the Government has also been collected from the surveyed establishments. Table 2.10 shows the percentage 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 multiple Acts/Authorities simultaneously. As such, the row totals may add up to more than 100.

Figure 3 : Sector-wise percentage of establishments registered under different acts/ authorities

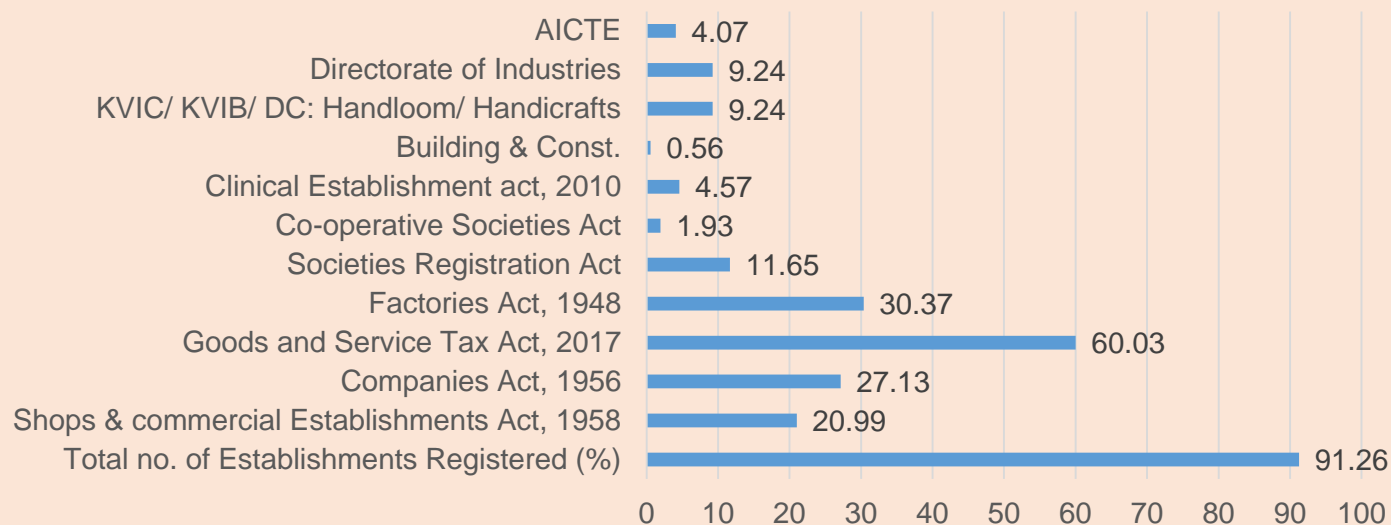


Table 2.10: Sector-wise percentage of establishments registered under different acts/ authorities

Sl. No.	Sectors	Total no. of Establishments 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	Clinical Establishment act, 2010	Building & Const.	KVIC/ KVIB/ DC: Handloom/ Handicrafts	Directorate of Industries	AICTE	Other Agencies
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
1	Manufacturing	99.24	15.22	55.13	97.53	84.06	2.31	0.69	0.27	0.31	23.85	23.85	0.14	10.12
2	Construction	92.79	31.48	40.46	79.76	1.74	3.54	1.17	0.17	60.56	4.97	4.97	1.29	7.07
3	Trade	95.04	66.37	32.72	93.93	11.70	1.77	1.12	0.18	0.23	5.04	5.04	0.14	9.73
4	Transport	84.67	35.59	31.93	78.38	13.78	3.09	1.40	0.38	0.39	7.72	7.72	0.31	30.33
5	Education	86.38	3.94	0.91	9.44	0.11	26.31	2.20	0.22	0.10	0.27	0.27	11.48	72.00
6	Health	97.66	20.84	9.47	36.44	1.22	10.95	0.96	76.20	-	0.44	0.44	0.37	33.85
7	Accommodation & Restaurants	94.94	63.69	14.18	82.00	0.66	6.59	1.32	0.36	-	1.99	1.99	0.35	39.29
8	IT/ BPOs	98.64	56.67	85.49	97.43	1.02	1.45	-	-	0.26	3.84	3.84	1.02	13.15
9	Financial Services	77.72	32.73	27.12	70.02	0.07	7.75	8.17	0.12	0.07	1.44	1.44	0.48	53.75
	<b>Total</b>	<b>91.26</b>	<b>20.99</b>	<b>27.13</b>	<b>60.03</b>	<b>30.37</b>	<b>11.65</b>	<b>1.93</b>	<b>4.57</b>	<b>0.56</b>	<b>9.24</b>	<b>9.24</b>	<b>4.07</b>	<b>38.15</b>

2.23 From the Table 2.10, it is observed that 91.26% of the establishments were registered under one or the other Act/ legislation. About 60% of the establishments are registered under the Goods and Services Tax Act, 2017. Further, 30.37% establishments were registered under Factories Act, 1948; 27.13% were registered under Companies Act, 1956; and 20.99% were registered under Shops & Commercial Establishments Act, 1958. About 38% establishments were registered under the 'Other Agencies'.

2.24 At the sector level, maximum percentage of establishments which were registered under one or more Acts were from manufacturing sector (99.24%), followed by IT/BPOs (98.64%) and Health (97.66%). Majority establishments under Accommodation & Restaurants were registered under the Shops & Commercial Establishments Act, 1958. Most of the IT/BPO sector units were registered under the Goods and services Act, 2017 and Companies Act, 1956. The coverage of units under Goods and Services Act, 2017 was highest in Manufacturing and IT/BPO sectors. Most of the manufacturing sector units were also registered under the Factories Act, 1948. The establishments in Education sector were mostly registered in Societies Registration Act of the respective state. Under Clinical Establishments Act, 2010, Health sector units had the maximum registration. Building and Other Construction Workers Act, 1996 saw maximum registration from Construction sector establishments.

### **Distribution of Establishments Paying Increments in Salaries/Wages**

2.25 An attempt has been made to get information on the benefits in terms of increments, subsidized items etc. provided to the workers by the establishments. All the surveyed establishments have been asked to provide information on the extent of increments provided to workers by the establishments. Table 2.11 presented below can be seen for reference. These increments may be provided quarterly, half-yearly, annually, biennially, not regularly or there may be no provision at all. In the overall scenario, it is observed that majority of the establishments provide for increment in salaries/wages of their employees on an annual basis with a share of 83.36%. Further, 9.17% establishments have no provision of providing any such increments. About, 5% establishments provide increment either on quarterly basis or not on regular basis.

**Table 2.11: Sector-wise Percentage Distribution of Establishments Paying Increments to Employees**

S. No.	Sectors	percentage of establishments paying increments to employees by						
		Quarterly	Half yearly	Annually	Biennially	Paid but not regularly	No provision	all
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1	Manufacturing	0.79	2.46	84.65	0.75	4.01	7.35	100
2	Construction	0.91	0.23	74.85	0.00	4.58	19.44	100
3	Trade	1.35	1.64	74.80	0.80	8.82	12.58	100
4	Transport	0.41	1.67	79.22	1.44	4.85	12.41	100
5	Education	0.87	1.00	92.62	0.60	1.90	3.02	100
6	Health	1.73	1.04	81.68	1.00	7.68	6.88	100
7	Accommodation & Restaurants	1.12	2.20	69.14	1.65	9.57	16.32	100
8	IT/ BPOs	1.06	2.34	91.18	0.00	3.70	1.72	100
9	Financial Services	1.27	0.93	64.35	0.23	3.66	29.56	100
<b>Total</b>		<b>0.97</b>	<b>1.60</b>	<b>83.36</b>	<b>0.71</b>	<b>4.18</b>	<b>9.17</b>	<b>100</b>

2.26 In the sector-wise analysis, it is observed, across all nine sectors that maximum number of establishments provide annual increments. However, it is also observed that about 29% establishments in the Financial Sector and 19.4% in the Construction sector have no provision of providing increments to employees. More than 1% of establishments in Trade, Health, Accommodation & Restaurants, IT/BPO and Financial Services provide quarterly increments to their workers.

### **Distribution of Establishments providing Subsidized Benefits to Employees**

2.27 In order to ease the working conditions of an employee and to go beyond just salaries/wages, some establishments provide different types of subsidised benefits. These may include accommodation, transport to and from work, Food/Canteen, Health facility for workers and their family members, Education, Leave Travel Concession (LTC), etc. The survey enquired regarding these subsidised benefits and their extent. Table 2.12 below presents the different type of incentive given by the establishments to their workers.

**Table 2.12: Sector-wise Percentage of Establishments providing Subsidized benefits to Employees**

S. No.	Sectors	percentage of establishments providing subsidized benefits to employees by						
		Accommodation	Transport facility	Food/ Canteen	Health facility	Education	Leave Travel Concession	Others
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1	Manufacturing	30.33	22.30	31.98	55.76	7.18	14.35	4.32
2	Construction	35.35	38.42	29.74	53.10	14.89	15.90	2.92
3	Trade	17.19	13.33	22.03	38.47	5.33	8.71	3.60
4	Transport	36.06	33.73	22.46	55.81	16.65	33.90	4.66
5	Education	19.18	19.44	20.57	54.90	31.96	25.52	5.52
6	Health	41.46	18.97	27.33	80.37	10.43	18.63	6.90
7	Accommodation & Restaurants	62.66	11.32	78.97	41.42	5.30	7.89	2.95
8	IT/ BPOs	11.32	39.84	49.01	75.19	8.31	43.48	9.07
9	Financial Services	27.04	22.49	19.85	53.87	16.38	42.57	9.52
<b>Total</b>		<b>26.95</b>	<b>20.19</b>	<b>27.60</b>	<b>54.27</b>	<b>17.17</b>	<b>21.13</b>	<b>5.30</b>

2.28 From the Table 2.12, it is seen, that more than 50% establishments provided Health facility for workers and their family members, followed by Food/ canteen facility at 27.60% and Accommodation at 26.95%. The lowest facility provided was subsidised education at 17.17%.

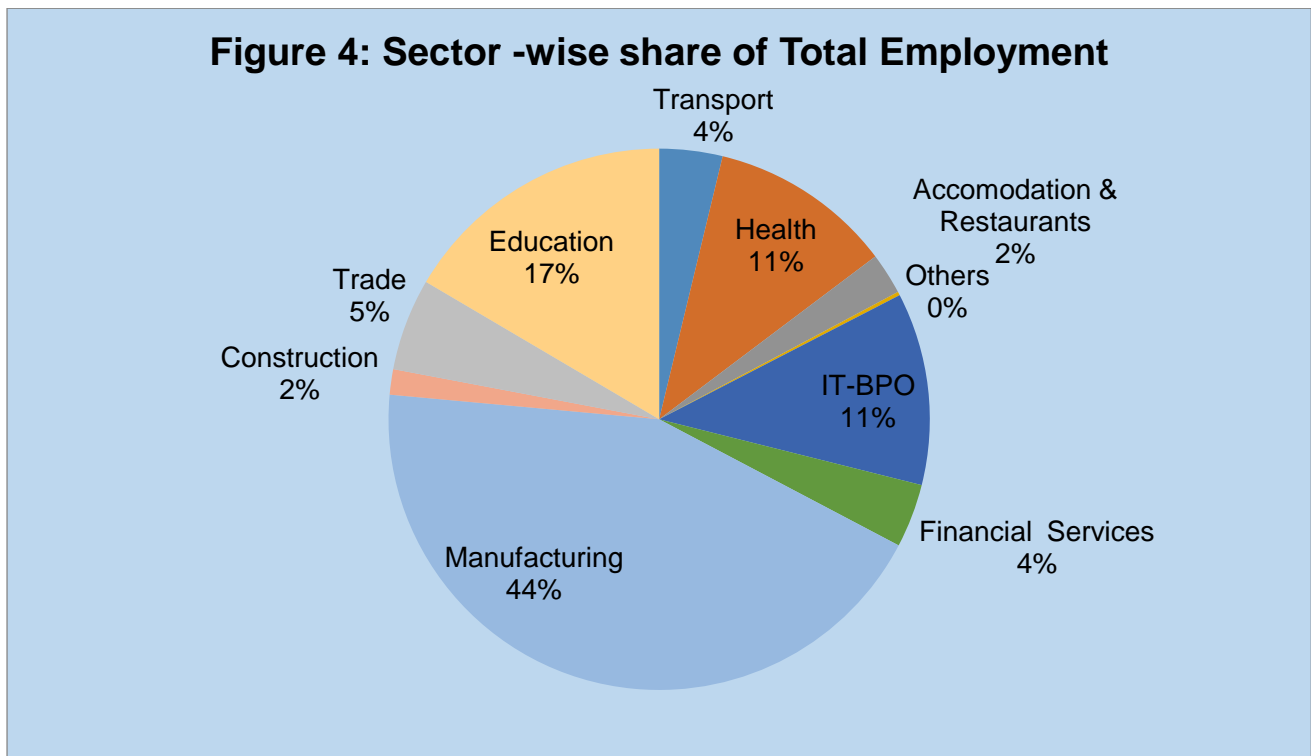
2.29 Sector-wise analysis reveals that more than 50% of the estimated establishments in Manufacturing, Construction, Transport, Education, Health, IT/BPOs and Financial Services, i.e. 7 out of 9 sectors, provide Health benefits to their employees. Accommodation & Restaurants sector provided maximum benefit of subsidised accommodation and subsidies food/canteen. More than 40% establishments falling under IT/BPO and Financial Services sector provided Leave Travel Concession to their employees.

### 3. Employment Estimates by Gender and other related Characteristics

2.30 This section explains the sector-wise various employment details covered in the survey, including different types of employment (self-employed, regular employee, contractual employee, fixed term employee, casual employee), gender distribution of employment, social security benefits being availed, etc.

## Sector-wise Distribution of Estimated number of Workers

2.31 In the preceding paragraphs the sector wise estimated workers in different sectors has been presented. As seen earlier, the highest percentage share of estimated workers was in manufacturing (43.74%), followed by Education (16.53%) and IT/BPO (11.49%). The lowest estimated employment has been found in Construction sector (1.52%). The same is presented in the following figure.



## Gender wise Estimated Employment

2.32 The gender perspective of estimated number of workers across all the nine sectors is of great significance. The data elaborates the extent of female participation in non-farm sectors of the economy. The survey reveals that 69.93% workers were male and female workers constitute 30.07% of the total estimated workforce. The sector-wise percentage distribution of workers by gender is presented below in Table 2.13.

Sl. No	Sectors	Self-Employed			Employees			Total Workers	
		M	F	Total	M	F	Total	M	F
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1	Manufacturing	0.33	0.04	0.38	88.25	11.37	99.62	88.58	11.42
2	Construction	0.18	0.07	0.25	44.37	55.38	99.75	44.55	55.45
3	Trade	2.55	1.03	3.57	79.8	16.62	96.43	82.35	17.65
4	Transport	1.64	3.23	4.88	55.96	39.16	95.12	57.61	42.39
5	Education	0.01	0	0.01	64.37	35.63	99.99	64.37	35.63
6	Health	0.05	6.13	6.18	60.79	33.04	93.82	60.83	39.17
7	Accommodation & Restaurants	0.78	0.13	0.91	80.33	18.76	99.09	81.11	18.89
8	IT /BPOs	0.23	0.09	0.33	89.14	10.53	99.67	89.37	10.63
9	Financial Services	1.89	0.51	2.4	77.95	19.65	97.6	79.84	20.16
<b>Total</b>		<b>0.59</b>	<b>0.38</b>	<b>0.97</b>	<b>69.34</b>	<b>29.69</b>	<b>99.03</b>	<b>69.93</b>	<b>30.07</b>

2.33 The QES survey covers nine selected sectors in the non-farm economy of India with 10 or more workers. Broadly, these fall within the purview of organised sector. As such, it is observed from the above Table 2.13 that majority of the workers were employees (99.03%) and a miniscule percentage was self-employed (0.97%).

2.34 Among the self-employed, a higher proportion of male workers is observed in comparison to female workers. In self-employed category, it is seen that the proportion of women in Transport sector and Health sector is higher as compared to male workers.

2.35 In the employees' category, it is observed that females are ahead of males in Construction sector. The participation of female employees is seen to be low in Manufacturing (11.37%) and IT/BPO (10.53%) sectors.

2.36 Overall, columns (9) and (10) of the above Table 2.13 reveal that women workers were substantial in Construction sector (55.45%), Transport (42.39%), Health (39.17%) and Education (35.63%). For male workers, their domains were mainly in Manufacturing, Trade, IT/BPO, Accommodation & Restaurants and Financial Services, all in excess of 75% each.

2.37 Table 2.14 presents the sector-wise percentage distribution of estimated workers as per five different terms of employment, namely: a) Self-employed: those owners who work in their own establishments, b) Regular employee: employees who are not engaged on contractual basis, c) Contractual employee: employees appointed on contract through an agency, d) Fixed term employee: employees appointed by the



establishment for a fixed period of time, e) Casual employee: employees who were engaged by establishments from time to time for casual work.

**Table 2.14: Sector-wise Percentage Distribution of Estimated Workers according to category of Employment**

Sl. No	Sectors	Self-Employed	Employee			
			Regular (Not on contract) Employee	Contractual Employee	Fixed Term Employee	Casual Employee
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Manufacturing	0.91	66.86	26.68	1.59	3.96
2	Construction	0.33	75.20	13.37	1.04	10.07
3	Trade	2.40	81.99	10.47	1.28	3.87
4	Transport	0.38	74.74	20.45	2.24	2.20
5	Education	0.37	82.60	11.08	3.32	2.62
6	Health	0.25	71.97	20.91	4.18	2.69
7	Accommodation & Restaurants	3.57	74.27	12.54	4.79	4.83
8	IT /BPOs	0.01	96.62	3.30	0.06	0.01
9	Financial Services	6.18	85.59	6.82	0.47	0.93
<b>Total</b>		<b>0.97</b>	<b>75.60</b>	<b>18.31</b>	<b>2.02</b>	<b>3.11</b>

2.38 For all nine sectors covered in the survey, it is observed that 75.6% workers were regular employees, 18.31% were contractual employees, 3.11% were casual employees, about 2% were fixed term employees and less than 1% was self-employed. At the sectoral level, self-employed workers were mostly found to be highest in Financial services sector (6.18%) followed by Accommodation & Restaurants sector (3.57%). The lowest percentage of self-employed workers was in IT/BPOs sector. Amongst the regular employees, IT/BPO sector had the maximum share of 96.62% employees closely followed by financial services sector (85.59%). About 26.68% of the contractual workers were in establishments falling under manufacturing sector. The least number of contractual employees existed in establishments under IT/BPO (3.30%) and Financial services (6.82%). Casual employees were mostly observed in establishments under Construction sector, i.e. about 10%. Lowest percentage, less than 1%, of casual employees was in IT/BPO and Financial services sectors. The share of Fixed Term employees was insignificant across all sectors.

## Percentage of Establishments providing various Social Security Benefits

2.39 During the survey, the information in respect of various social security benefits implemented by the establishments has been captured. Broadly, the information in respect of important social sector benefits like The Employees' State Insurance Act, 1948, The Employees' Provident Funds and Miscellaneous Provisions Act, 1952, the Employees Compensation Act, 1923, the Maternity Benefit Act, 1961, the Payment of Gratuity Act, 1972, Payment of Bonus Act, 1965 and any other benefits has been collected from the establishment. The Table 2.15 below presents the sector wise percentage of establishments implementing various schemes for the workers.

S. No.	Sectors	percentage of establishments providing various social security benefits						
		ESIC	EPFO	ECA	MBA	PGA	PBA	Others
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1	Manufacturing	68.50	73.47	44.30	42.16	59.46	74.96	4.45
2	Construction	48.70	60.87	40.51	41.82	52.46	53.14	6.04
3	Trade	54.37	57.01	27.13	37.40	41.61	60.41	6.49
4	Transport	42.41	71.25	40.14	52.36	59.48	62.14	14.71
5	Education	38.02	66.65	33.43	78.26	64.45	38.90	17.00
6	Health	52.27	71.57	37.89	75.84	63.17	50.18	12.05
7	Accommodation & Restaurants	45.50	48.31	21.03	24.46	29.99	51.37	7.34
8	IT/ BPOs	72.74	91.23	48.57	86.24	80.47	74.76	6.67
9	Financial Services	30.49	62.61	43.44	61.15	65.17	46.37	8.69
<b>Total</b>		<b>49.67</b>	<b>66.95</b>	<b>37.06</b>	<b>57.90</b>	<b>58.91</b>	<b>54.83</b>	<b>10.37</b>

Note: ESIC- The Employees' State Insurance Act, 1948, EPFO- The Employees' Provident Funds And Miscellaneous Provisions Act, 1952, ECA- The Employees Compensation Act, 1923, MBA- The Maternity Benefit Act, 1961, PGA- The Payment of Gratuity Act, 1972, PBA- Payment of Bonus Act, 1965

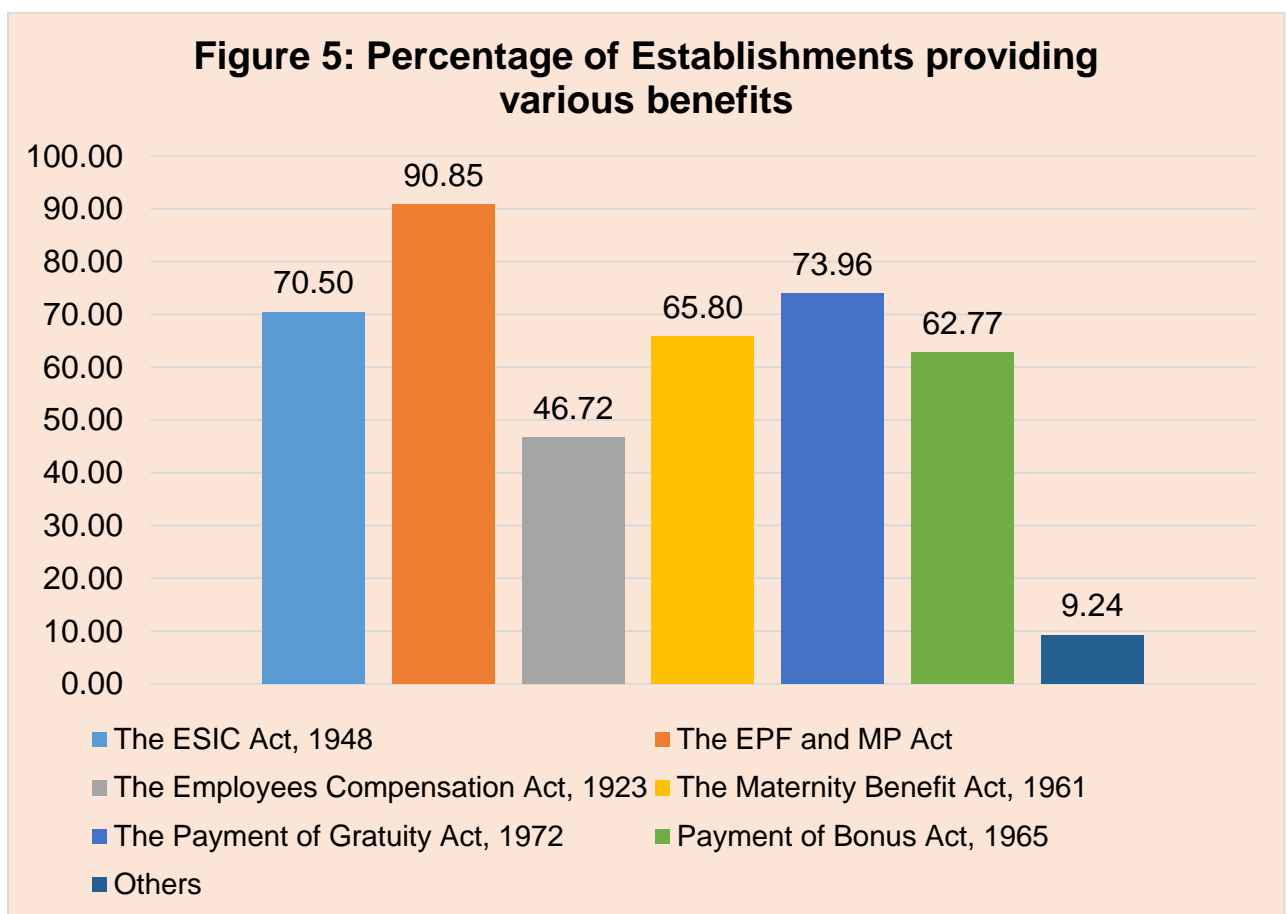
2.40 It may be observed from the above Table 2.15 that maximum 67% of the establishments are providing social security benefits in their establishments under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 followed by 59% under Payment of Gratuity Act and 58% under the Maternity Benefit Act, 1961. Further, about 55 % of establishments are providing social security benefits in their establishments

under the Payment of Bonus Act, 1965. About 50% of establishments are providing social security benefits in their establishments under the ESIC Act.

### Percentage of Workers receiving various Social Security Benefits

2.41 The survey attempted to ascertain the percentage distribution of estimated number of workers receiving various types of social security benefits across all nine sectors of the economy. These include benefits under the Employees’ State Insurance Act, 1948, the Employees’ Provident Funds and Miscellaneous Provisions Act, 1952, the Employees Compensation Act, 1923, the Maternity Benefit Act, 1961, the Payment of Gratuity Act, 1972, Payment of Bonus Act, 1965 and any other benefits. Workers may also be covered under multiple social security schemes.

2.42 It is evident from the figure as well as Table 2.16 below that majority of the workers, about 90%, are receiving the EPF & MP Act, 1952 related benefits. The second most prevalent benefit received was under the Payment of Gratuity Act at about 74%. This was followed by the ESIC Act, 1948. The lowest share of all benefits received was under the Employees Compensation Act, 1923 (46.72%).



2.43 At the sectoral level, more than 90% workers were receiving benefits of the EPF & MP Act, 1952 especially in Manufacturing sector, Construction sector, Transport sector, Health sector and IT/BPO sector. Benefits under the ESIC Act, 1948 was most prevalent in the Construction sector with 87.53% coverage. The Maternity benefit Act, 1961 related assistance was majorly provided to workers in Construction sector (84.35%); Transport sector (83.08%), IT/BPO sector (85.37%) and Health sector (81.13%).

**Table 2.16: Sector-wise Percentage Distribution of Workers receiving various Types of Social Security Benefits**

Sl. No	Sectors	percentage of workers provided various social security benefits						
		The Employees' State Insurance Act, 1948	The Employees' Provident Funds and Miscellaneous Provisions Act, 1952	The Employees Compensation Act, 1923	The Maternity Benefit Act, 1961	The Payment of Gratuity Act, 1972	Payment of Bonus Act, 1965	Others
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1	Manufacturing	81.95	94.75	54.23	54.48	77.66	76.3	5.44
2	Construction	87.53	95.71	60.86	84.35	86.99	59.43	11.06
3	Trade	79.07	88.28	40.59	60.98	60.02	66.57	6.29
4	Transport	60.84	93.95	70.88	83.08	72.9	49.56	22.15
5	Education	43.94	78.03	27.67	69.56	62.11	29.73	15.67
6	Health	70.45	92.08	43.69	81.13	74.14	42.77	12.33
7	Accommodation & Restaurants	77.28	81.86	38.1	52.6	61.67	64.65	5.02
8	IT /BPOs	71.77	99.92	42.47	85.37	85.29	83.25	10.51
9	Financial Services	40.22	80.17	52.24	71	76.35	57.42	6.24
Total		<b>70.50</b>	<b>90.85</b>	<b>46.72</b>	<b>65.8</b>	<b>73.96</b>	<b>62.77</b>	<b>9.24</b>

## Percentage of Establishments providing Skill Development Programmes

2.44 The survey captures information on the skill development programmes provided by the establishments in the last quarter of the survey reference period. The information on the location of the training programmes have also been captured. The Table 2.17 below presents the sector wise percentage of establishments providing various skill development programmes, location of the training etc.

Sl. No	Sectors	Percentage of establishments provided SKP during last quarter	Among the Establishments providing Skill Training, location of training (in %)			Skill Development Program Conducted for (in %)			Percentage of establishments provided on job training
			Within Establishment	In some other Establishment	Both	Staff only	Others	Both	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1	Manufacturing	28.61	83.16	2.31	14.53	82.56	2.00	15.44	42.33
2	Construction	14.99	81.89	6.33	11.78	87.30	0.00	12.70	26.59
3	Trade	27.81	71.99	10.38	17.63	90.15	1.45	8.40	37.49
4	Transport	26.56	70.15	12.22	17.64	93.51	2.73	3.76	32.99
5	Education	37.08	64.04	11.69	24.27	92.59	0.93	6.48	31.57
6	Health	43.06	68.71	8.00	23.29	92.40	0.18	7.42	45.21
7	Accommodation & Restaurants	19.19	91.78	0.53	7.68	92.58	1.43	5.99	25.41
8	IT /BPOs	69.73	88.42	1.67	9.90	95.82	0.43	3.75	74.67
9	Financial Services	34.97	56.44	17.65	25.91	94.50	0.14	5.36	34.85
<b>Total</b>		<b>32.55</b>	<b>70.61</b>	<b>8.93</b>	<b>20.46</b>	<b>89.34</b>	<b>1.24</b>	<b>9.43</b>	<b>36.42</b>

2.45 It may be seen from the above Table 2.17 that 32.55% of the establishments at overall level provided the skill development programmes. The maximum percentages are observed in IT/BPO (69.73%), followed by 43.06% in Health Sector and 37.08% in the Education sector. Further, 70.61% of the establishments provided the skill development programmes in their establishments.

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 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.



### **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 and annual survey of industries (2019-20) for manufacturing sector.

### **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 April, 2022.

### **A2.6 Sampling Design**

For selecting a fixed Panel of 15000 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 15000 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.

## **A2.9 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 Q5

$N$  = 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 Q5:**

(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

<b>Nine Sectors of QES</b>	<b>NIC 2-digit level Code</b>	<b>Descriptions of the Activities</b>
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

**ANNEXURE-IV****QES SCHEDULE**

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

Reference Quarter : \_\_ / \_\_ / \_\_\_\_ To \_\_ / \_\_ / \_\_\_\_ (DD/MM/YYYY)

BLOCK I. Identification Particulars		
1.	Sample Serial No. <i>(copy from sample list)</i>	
2.	Round number <i>(copy from sample list)</i>	
3.	Census scheme / Sample scheme (census-1, sample-2) <i>(copy from sample list)</i>	
4.	Name of the establishment <i>(copy from sample list)</i>	
5.	Address of the establishment <i>(copy from sample list)</i>	
6.	State code <i>(copy from sample list)</i>	
7.	NIC code 2008 as per Frame (3-digit level) <i>(copy from sample list)</i>	
8.	Survey Type: <i>(original establishment surveyed - 1, substitute surveyed - 2)</i>	
9.	Status of unit: <i>(Open-1, Existing but closed-2, Non-traceable-3, Open but information could not be collected-4)</i>	
10.	If code '4' in item 9, then reason: <i>(Informant busy-1, Informant not available - 2, Informant non-cooperative - 3, others-9)</i>	
11.	If code '1', '2' or '4' in item 9, is the establishment operating from Rural / Urban segment? <i>(Rural-1, Urban-2)</i>	
If entry in item 9 (Status of unit) is 2, 3 or 4, then fill Block-V onwards only		
12.	Ownership Code: <i>(Government/PSU/Autonomous Body-1, Proprietary (male)-2, Proprietary (female)-3, Proprietary (transgender)-4, Partnership-5, Private Limited Company-6, Cooperative Society-7, Non-Profit Institution/Trust-8, Others including Self Help Group, etc.- 9)</i>	
13.	Number of years operational under current ownership	
14.	Whether the name is same as in the frame <i>(Yes-1, No-2)</i>	
	14.1	If "No" in item 14, the new Name of Establishment
15.	Whether the address is same as in the frame <i>(Yes-1, No-2)</i>	
	15.1	If "No" in item 15, the new Address of Establishment
16.	Whether the establishment is: <i>(An Enterprise by itself-1, Main Office of an enterprise-2, Unit/ Branch of an enterprise-3)</i>	
	16.1	In case of code 3 in item 16, address of Main Office
17.	Description of the Economic Activity	
18.	Description of goods produced/traded or services provided	
19.	NIC code 2008 at the time of visit (3-digit level)	
20.	Person contacted	
	20.1	Name
	20.2	Designation

	20.3	Mobile number (mandatory, enter '9999999999' if not available)	
	20.4	Landline Phone number with STD Code	
	20.5	E-mail	
<b>BLOCK II. Particulars of Establishments</b>			
1.	Location (Within HH-1, Outside HH with fixed structure-2, Outside HH without fixed structure-3)		
2.	Usual Nature of Operation (perennial-1, seasonal -2, casual -3)		
3.	Current Operational Status (fully -1, partly -2)		
4.	No. of Shifts in Operation		
<b>Registration Information</b>			
5.	Whether the establishment/unit is registered under MSMED 2006 Act? (Yes -1, No -2)		
If 'Yes' in item 5	5.1	Whether it is registered with Udyam portal? (Yes-1, No-2)	
	5.2	the current amount of investment in Plant & Machinery or Equipment (in Rs. crores): (less than 1cr - 1, 1cr to less than 10cr - 2, 10cr to less than 50cr - 3, more than 50cr - 4)	
	5.3	the current value of annual turnover of the unit (in Rs. crores) (less than 5cr - 1, 5cr to less than 50cr - 2, 50cr to less than 250cr - 3, more than 250cr - 4)	
6.	Are you registered with Shram Suvidha Portal? (Yes -1, No -2)		
	6.1	If 'Yes' in item 6, Labour Identification Number (LIN) of the establishment(10 Digit Number)	
7.	Other than MSME and Shram Suvidha Portal, whether the establishment/unit is registered with the following Agencies / Act (Yes -1, No -2)		
	7.1	Shops and Commercial Establishments Act of the respective State	
	7.2	Companies Act, 1956	
	7.3	Goods and Service Tax Act, 2017	
	7.4	Factories Act, 1948	
	7.5	Societies Registration Act of the respective State	
	7.6	Co-operative Societies Act of the respective State	
	7.7	The Clinical Establishments (Registration and Regulation) Act, 2010	
	7.8	Building and Other Construction Workers Act, 1996	
	7.9	KVIC/KVIB/DC: Handloom/Handicrafts	
	7.10	Directorate of Industries of respective State	
	7.11	All India Council of Technical Education (AICTE)	
	7.12	If registered with other agencies (Yes-1, No-2)	
	7.1 2.1	If 'Yes' in 7.12, specify other agencies	
8.	<b>Details of future expansion during the next one year</b>		
	8.1	Do you have any plan to expand your current activity during next one year? (Yes-1, No-2)	
If 'Yes' in item 8.1	8.1.1	Do you have any plan to create additional branch for your enterprise during the next one year? (Yes-1, No-2)	
	8.1.2	Do you have any plan to create additional work force during the next one year? (Yes-1, No-2)	
	8.1.3	Do you have any plan for additional capital expenditure during the next one year? (Yes-1, No-2)	

	If 'No' in 8.1	8.1.4	Do you have any plan to switch from your current activity to another activity during the next one year? (Yes: Manufacturing-1, Construction-2, Trade-3, Transport-4, Education-5, Health-6, Accommodation & Restaurant-7, IT-BPO-8, Financial services-9, Others-10; No plan to switch over-11)				
	8.2		Do you have any plan to take up additional activity other than the current activity during the next one year? (Yes: Manufacturing-1, Construction-2, Trade-3, Transport-4, Education-5, Health-6, Accommodation & Restaurant-7, IT-BPO-8, Financial services-9, Others-10; No plan to take up additional activity-11)				
<b>BLOCK III. Employment and Vacancies Details</b>							
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 reference quarter)						
3.	<b>Details of employment</b> (As on 1 <sup>st</sup> day of the reference quarter)						
	<b>Category</b>	<b>Full Time</b>		<b>Part Time</b>		<b>Total</b>	
		Male	Female	Male	Female	Male	Female
3.1	Self Employed						
3.2	Employee						
3.2.1	Regular (not on contract)						
3.2.2	Contract (other than Fixed Term Employment)						
3.2.3	Fixed Term Employment						
3.2.4	Casual						
3.2.5	<b>Total</b>						
<b>Details of skill development</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 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)						
<b>Details of Vacancies/Recruitment</b>							
6.	Number of persons recruited during the preceding Quarter						
7.	Number of Current Vacancies (As on 1 <sup>st</sup> day of current quarter)						
8.	<b>Details of Clinical and Non-Clinical employment in Health sector</b> (As on 1 <sup>st</sup> day of the reference quarter)						
	8.1	Total Employment (to be copied from Block III, item 2)					
	8.2	Clinical (8.2.1 + 8.2.2 + 8.2.3)					
		8.2.1	Medical				
		8.2.2	Nursing				
		8.2.3	Paramedical				
	8.3	Non-Clinical					
9.	<b>Details of Teaching and Non-Teaching employment in Education sector</b> (As on 1 <sup>st</sup> day of the reference quarter)						
	9.1	Total Employment (to be copied from Block III, item 2)					



9.2	Teaching		
9.3	Non-Teaching (9.3.1 + 9.3.2 + 9.3.3)		
	9.3.1	Librarian	
	9.3.2	Lab Technician	
	9.3.3	Others	
<b>BLOCK IV. Benefits provided by employers</b>			
1.	How frequently do you pay increments in salary/wages etc. to your employees (Quarterly-1, Half yearly-2, Annually-3, Biennially-4, paid but not at regular interval-5, No provision-6)		
2.	How frequently do you compensate your employees for increase in living cost (e.g., DA etc.,) (Quarterly-1, Half yearly-2, Annually-3, Biennially-4, paid but not at regular interval-5, No Provision-6)		
2.1	If code '1', '2', '3' or '4' in item 2, then which index number is used in your unit to compute compensation? (CPI(IW) - 1, CPI (AL/RL) - 2, CPI (U) - 3, CPI (R) - 4, State CPI - 5, Others- 6)		
	2.	If code '6' in item 2.1. specify which other index number is used	
	1.		
	1		
3.	Do you provide following benefits to your employees?		
3.1	Subsidised Accommodation for the employees (Yes-1, No-2)		
3.2	Subsidised Transport facility for the employees (Yes-1, No-2)		
3.3	Subsidised Food/Canteen for the employees (Yes-1, No-2)		
3.4	Subsidised Health facility for self and family members (Yes-1, No-2)		
3.5	Subsidised Education for Children (Yes-1, No-2)		
3.6	Leave Travel Concession for employees (Yes-1, No-2)		
3.7	Other subsidised service (Yes-1, No-2)		
	3.	If 'Yes' in item 3.7, please specify other subsidised service	
	7.		
	1		
4.	Do you provide the following Social Security Benefits to your employees?		
Sl. No.	Social security Schemes	Whether applicable (yes - 1, yes but none covered during reference quarter - 2, no - 3, not known - 4)	If code '1' in column 3, number of employees covered
(1)	(2)	(3)	(4)
4.1	The Employees' State Insurance Act, 1948		
4.2	The Employees' Provident Funds & Miscellaneous Provisions Act, 1952 (EPF & MP Act)		
4.3	The Employees' Compensation Act, 1923		
4.4	The Maternity Benefit Act, 1961 (M.B. Act)		
4.5	The Payment of Gratuity Act, 1972		
4.6	Payment of Bonus Act, 1965		
4.7	Others		
	4.7.1	If 'Yes' in item 4.7, please specify other benefits	

**BLOCK V. Particulars of Field Operations**

1.	Name of the Investigator											
2.	Contact No./Mobile											
3.	Date of Visit (in DDMMYYYY format)	<table border="1"><tr><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table>										
4.	Signature of the Investigator											
5.	Name of the Supervisor											
6.	Signature of the Supervisor with date											
7.	Date of Scrutiny/inspection											
8.	Name of the Officer in charge											

No. Y-16011/01/2020-ESA (LB)  
Government of India  
Ministry of Labour & Employment  
(ESA Section)  
\*\*\*\*\*

Shram Shakti Bhavan, Rafi Marg,  
New Delhi, dated 9<sup>th</sup> September, 2020

ORDER

The Government hereby constitutes an Expert Group under the Chairmanship of Prof. S.P. Mukherjee to examine and finalize the schedules, sampling design and other technical details for surveys to be conducted by Labour Bureau on Migration Workers, Professional Bodies, Domestic Workers and other surveys as per need for a period of three years. The composition of the Expert Group would be as follows:

S.N.	Composition	
1	Dr. S.P. Mukherjee, Emeritus Professor, University of Kolkata, AD-276, Salt Lake City, Kolkata	Chairman
2	Dr. Amitabh Kundu, Distinguished Fellow at the Research and Information System for Developing Countries, New Delhi.	Co-chairman
3	Sh. G.C. Manna, Ex-DG, CSO, M/o Statistics & Programme Implementation	Member
4	Director General/Senior Labour & Employment Advisor/ Principal Labour & Employment Advisor, Sector 17-A, S.C.O 28-31, Labour Bureau, Chandigarh	Member
5	AS&FA, Ministry of Labour & Employment	Member
6	Sh. M.C. Singhi, Ex-Senior Economic Advisor, DPIIT	Member
7	Sh. Anand Singh Bhal, Senior Economic Advisor, Min. of Commerce & Industry	Member
8	Two Representatives of NSSO (one from field and other from SDRD/DQAD), Ministry of Statistics and Programme & Implementation as nominated by the Chief Statistician of India	Member
9	Representative of Institute of Human Development NIDM, Building, HPA Campus, Indraprastha Estate, New Delhi- 110002	Member

10	Representative of V.V. Giri National Labour Institute , Sector-24, Noida	Member
11	Representative of National Council of Applied Economic Research (NCAER), Parisila Bhawan, 11, Indraprastha Estate, New Delhi-110002	Member
12	DDG(E), DGET, Ministry of Labour & Employment, Shram Shakti Bhawan, New Delhi	Member
13	DDG, ESA, Ministry of Labour & Employment, Shram Shakti BHawan, New Delhi	Member
14	DDG Labour Bureau, Shimla	Member Secretary*
15	DDG, Labour Bureau, Chandigarh	Member Secretary*

\* The DDG dealing with the concerned survey will be member secretary for that survey.

2. The terms of reference of the Expert Group are:

- i. To examine and finalize the Schedule, sampling design, instruction manual, tabulation plan and other technical details for the conduct of Survey by Labour Bureau
- ii. To assess the resource & time required for conducting the survey
- iii. Examination and finalization of the methodology for processing of Data
- iv. To examine the results and finalize the Report

3. The expert group may also invite subject experts from within and/or outside the government and may co-opt members according to necessity.

4. Secretarial assistance to the Expert Group will be provided by the Labour Bureau.

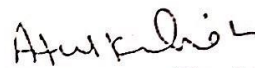
5. The Chairman and Co-chairman of the committee will be paid sitting fees of Rs/- 6000 (Rupees Six thousand) and other non-official member of the committee will be paid honorarium @5000 (Rupees five thousand) per meeting. (either physical or online) and TA&DA will be as per entitlement of their last post held.

6. 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 allowance are drawn.

## Distribution List

S. No.	
1.	PS to Hon'ble MOS (I/C), Ministry of Labour & Employment.
2.	PPS to Secretary (L&E)
3.	Dr. S.P. Mukherjee, Emeritus Professor, University of Kolkata, AD-276, Salt Lake City, Kolkata
4.	Dr. Amitabh Kundu, Distinguished Fellow at the Research and Information System for Developing Countries, New Delhi.
5.	Sh. G.C. Manna, Ex-DG, CSO, M/o Statistics & Programme Implementation
6.	Director General, Sector 17-A, S.C.O 28-31, Labour Bureau, Chandigarh
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15.	DDG, ESA, Ministry of Labour & Employment, Shram Shakti BHawan, New Delhi
16.	DDG Labour Bureau, Shimla
17.	DDG, Labour Bureau, Chandigarh

7. This has the approval of the Hon'ble Minister of State for Labour & Employment (Independent Charge) and concurrence of IFD vide their Dy. No. 116936 dated 07.09.2020.

  
(Atul Kumar Singh)

Under Secretary to the Government of India  
Telephone: 23753083

• Distribution as per List attached