

**Ministry of Statistics & Programme Implementation
Central Statistics Office**

**Dated 4th, Ashadha, Saka 1940
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Payroll Reporting in India: An Employment Perspective - April, 2018

Introduction

1. This Ministry brought out the first release of employment related statistics in the formal sector in April, 2018 covering the period September 2017 to February, 2018, using information on the number of subscribers who have availed benefits under three major schemes, namely, the Employees' Provident Fund (EPFO), Employees' State Insurance Scheme (ESIC) and the National Pension Scheme (NPS).

2. As mentioned in the earlier series, the levels of employment are from various sources, there are elements of overlap and the estimates are not additive. Detailed information is separately published on the respective organisational websites for the period September, 2017 till April, 2018. The information is based on the number of subscribers and as the schemes provide for earlier payments, the tables reflect a dynamic status.

2.1 Employees' Provident Funds Scheme: September, 2017 to April, 2018

PROVISIONAL ESTIMATES OF NEW SUBSCRIBERS AS PER EPFO RECORDS (IN NUMBERS)							
Month	Age Groups						Total
	Less than 18	18-21	22-25	26-28	29-35	More than 35	
Sep-17	6,491	1,94,243	1,66,265	53,356	65,586	57,235	5,43,176
Oct-17	5,571	1,44,007	1,00,320	24,473	27,434	26,023	3,27,828
Nov-17	7,222	2,19,307	1,64,189	53,100	68,998	69,621	5,82,437
Dec-17	6,443	1,87,764	1,39,567	40,442	50,537	39,663	4,64,416
Jan-18	5,095	1,72,814	1,55,199	55,854	75,895	77,558	5,42,415
Feb-18	5,150	1,55,254	1,44,078	51,182	71,016	72,596	4,99,276
Mar-18	7,414	1,69,778	1,37,758	45,044	59,720	61,035	4,80,749
Apr-18	8,829	1,87,221	1,80,892	80,792	1,12,201	1,15,906	6,85,841
Total	52,215	14,30,388	11,88,268	4,04,243	5,31,387	5,19,637	41,26,138

Note: (1) Source: EPFO

(2) EPF is applicable to establishments having more than 20 workers (see Endnote 1)

(3) For more details, please visit website of EPFO <https://epfindia.gov.in>

2.2 Employees' State Insurance Scheme (ESIC): September, 2017 to April 2018

Provisional Estimates of subscribers by age as per ESIC records (in Numbers)					
September 2017			October 2017		
Age	Number of existing employees paying contribution during the month	Number of newly registered employees and paying contribution during the month	Age	Number of existing employees paying contribution during the month	Number of newly registered employees and paying contribution during the month
Less than 18	25,248	1,327	Less than 18	16,646	1,250
18-21	8,37,045	1,75,526	18-21	17,11,720	1,61,760
22-25	27,04,290	3,49,589	22-25	52,97,428	3,26,314
26-28	23,76,727	2,03,508	26-28	44,16,347	1,89,499
29-35	37,23,403	2,44,493	29-35	73,40,387	2,22,311
More than 35	197,96,288	2,34,713	More than 35	104,19,630	2,15,308
Total	294,63,001	12,09,156	Total	292,02,158	11,16,442
November 2017			December 2017		
Age	Number of existing employees paying contribution during the month	Number of newly registered employees and paying contribution during the month	Age	Number of existing employees paying contribution during the month	Number of newly registered employees and paying contribution during the month
Less than 18	17,338	1,411	Less than 18	18,012	1,657
18-21	17,54,476	1,89,462	18-21	18,32,393	2,01,192
22-25	52,00,651	3,36,983	22-25	52,99,530	3,58,186
26-28	42,70,937	1,89,889	26-28	43,33,511	2,02,445
29-35	71,57,093	2,35,362	29-35	72,03,113	2,45,727
More than 35	102,82,413	2,23,977	More than 35	102,52,150	2,27,818
Total	286,82,908	11,77,084	Total	289,38,709	12,37,025
January 2018			February 2018		
Age	Number of existing employees paying contribution during the month	Number of newly registered employees and paying contribution during the month	Age	Number of existing employees paying contribution during the month	Number of newly registered employees and paying contribution during the month
Less than 18	18,642	1,683	Less than 18	19,291	1,935
18-21	18,99,525	1,92,967	18-21	18,83,414	1,85,573
22-25	53,58,161	3,38,720	22-25	52,42,315	3,26,332
26-28	43,38,829	1,96,348	26-28	42,17,693	1,86,079
29-35	71,74,465	2,38,834	29-35	69,82,670	2,23,972
More than 35	101,66,796	2,24,012	More than 35	99,41,489	2,12,435
Total	289,56,418	11,92,564	Total	282,86,872	11,36,326
March 2018			April 2018		
Age	Number of existing employees paying contribution during the month	Number of newly registered employees and paying contribution during the month	Age	Number of existing employees paying contribution during the month	Number of newly registered employees and paying contribution during the month
Less than 18	20,593	2,393	Less than 18	23,113	3,162
18-21	18,79,495	2,11,016	18-21	20,69,886	2,04,899
22-25	50,44,668	3,34,270	22-25	52,33,808	2,88,555
26-28	40,14,162	1,89,393	26-28	40,95,543	1,59,710
29-35	66,25,032	2,21,449	29-35	65,97,115	1,85,191
More than 35	94,29,631	2,05,087	More than 35	91,43,416	1,70,792
Total	270,13,581	11,63,608	Total	271,62,881	10,12,309

Note: (1) Source: ESIC

(2) ESIC is applicable to establishments having more than 10 workers (see Endnote 2)

(3) Subscribers in ESIC are termed as Insured Persons (IP)

(4) For more details, please visit website of ESIC www.esic.nic.in

2.3 National Pension Scheme (NPS): September, 2017 to March 2018

PROVISIONAL ESTIMATE OF NEW SUBSCRIBERS BY AGE AS PER NPS RECORDS (IN NUMBERS)									
Sep-17					Oct-17				
Age Band	Central Govt	State Govt	Non-Govt	Total	Age Band	Central Govt	State Govt	Non-Govt	Total
18-21 Years	1,252	1,734	84	3,070	18-21 Years	2,077	1,310	114	3,501
22-25 Years	4,421	8,084	2,651	15,156	22-25 Years	5,894	6,125	2,419	14,438
26-28 Years	2,345	7,762	1,805	11,912	26-28 Years	2,456	5,764	1,735	9,955
29-35 Years	2,057	15,425	1,867	19,349	29-35 Years	1,826	11,215	1,603	14,644
>35 Years	1,587	14,863	2,727	19,177	>35 Years	1,662	10,215	2,421	14,298
Total	11,662	47,868	9,134	68,664	Total	13,915	34,629	8,292	56,836
Nov-17					Dec-17				
Age Band	Central Govt	State Govt	Non-Govt	Total	Age Band	Central Govt	State Govt	Non-Govt	Total
18-21 Years	1,150	1,475	106	2,731	18-21 Years	731	1,280	89	2,100
22-25 Years	4,404	6,872	2,756	14,032	22-25 Years	3,132	7,962	1,501	12,595
26-28 Years	2,390	7,699	2,114	12,203	26-28 Years	1,672	10,920	1,122	13,714
29-35 Years	2,247	15,358	2,005	19,610	29-35 Years	1,240	24,733	831	26,804
>35 Years	1,450	15,426	2,829	19,705	>35 Years	1,631	19,150	951	21,732
Total	11,641	46,830	9,810	68,281	Total	8,406	64,045	4,494	76,945
Jan-18					Feb-18				
Age Band	Central Govt	State Govt	Non-Govt	Total	Age Band	Central Govt	State Govt	Non-Govt	Total
18-21 Years	586	1,471	63	2,120	18-21 Years	390	1,635	101	2,126
22-25 Years	3,029	8,487	1,379	12,895	22-25 Years	2,722	8,436	1,628	12,786
26-28 Years	1,736	9,582	1,201	12,519	26-28 Years	1,889	8,376	1,188	11,453
29-35 Years	1,287	18,369	1,453	21,109	29-35 Years	1,527	15,196	1,398	18,121
>35 Years	1,021	14,404	2,276	17,701	>35 Years	749	12,617	2,254	15,620
Total	7,659	52,313	6,372	66,344	Total	7,277	46,260	6,569	60,106
Mar-18					Apr-18				
Age Band	Central Govt	State Govt	Non-Govt	Total	Age Band	Central Govt	State Govt	Non-Govt	Total
18-21 Years	770	1,797	127	2,694	18-21 Years	773	1,240	69	2,082
22-25 Years	3,133	9,069	2,764	14,966	22-25 Years	3,110	6,252	1,066	10,428
26-28 Years	2,284	8,810	2,402	13,496	26-28 Years	2,229	6,153	902	9,284
29-35 Years	1,958	14,332	3,298	19,588	29-35 Years	1,769	9,740	1,471	12,980
>35 Years	1,037	12,027	4,193	17,257	>35 Years	866	9,305	1,918	12,089
Total	9,182	46,035	12,784	68,001	Total	8,747	32,690	5,426	46,863

Note: (1) Source: PFRDA

(2) NPS is applicable to Central and State Government employees and private corporate sector (see Endnote 3)

(3) For more details, please visit website of PFRDA www.pfrda.org.in

The estimated total number of new NPS subscribers during the period September, 2017 to April, 2018 is 5,12,040 persons.

3. The present report gives different perspectives on the levels of employment in the formal sector and does not measure employment at a holistic level. The Ministry welcomes suggestions for improvement in content, coverage and presentation.

Endnote: Coverage and Sources of data

1. The Employees Provident Fund Scheme (EPF) is the main scheme under the **Employees' Provident Funds and Miscellaneous Provisions Act, 1952**. It is managed under the aegis of Employees' Provident Fund Organisation (EPFO). It covers every establishment in which 20 or more persons are employed and certain organisations are covered, subject to certain conditions and exemptions even if they employ less than 20 persons each. It is a mandatory savings scheme. The pay limit is Rs 15,000 per month. Persons drawing pay above Rs 15,000 are exempted or can be enrolled with some permission or on voluntary basis. The number of members subscribing to this scheme gives an idea of the level of employment in formal sector. The data on net subscribers is sourced from EPFO. More details are available at epfindia.gov.in

2. The Employment State Insurance Act, 1948 is applicable to establishments employing 10 or more workers. For health and medical institutions, the threshold limit is more than 20 workers. **ESI Scheme** for India is an integrated social security scheme tailored to provide Social Production to workers and their dependents, in the organised sector, in contingencies, such as Sickness, Maternity and Death or Disablement due to an employment injury or Occupational hazard. The wage ceiling is Rs 21,000/- per month. The number of subscribers of this scheme also gives an idea of the level of employment in the formal sector. Beneficiaries are termed as Insured Persons and a new IP number can also arise due to change in employment. Employees who have ceased to pay contribution may be due to wage exceeding the statutory ceiling of Rs 21,000/- per month or due to resignation, death, retirement or dismissal. Data is sourced from Employment State Insurance Corporation (ESIC) and the information will have an element of duplication with EPF data and thus not additive. More details are available at www.esic.in.

3. The **Pension Fund Regulatory and Development Authority (PRFRDA)**'s National Pension scheme (NPS) is an easily accessible, low cost, tax-efficient, flexible and portable retirement savings account. Under the NPS, the individual contributes to his retirement account and also his employer can also co-contribute for the social security/welfare of the individual. NPS is designed on defined contribution basis wherein the subscriber contributes to his account, there is no defined benefit that would be available at the time of exit from the system and the accumulated wealth depends on the contributions made and the income generated from investment of such wealth. Any citizen of India, whether resident or non-resident, individuals who are aged between 18 – 60 years as on the date of submission of his/her application. From 1st January 2004 the central and state governments have adopted this scheme for new employees except armed forces. This was extended to other establishments from 2009 onwards. More details are available at www.pfrda.org.in.
