



Quarterly Report on Employment Scenario (As on 1st January, 2022)



Government of India
Ministry of Labour & Employment
Labour Bureau

Report on the Fourth Round of Quarterly Employment Survey

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



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

FOREWORD

In order to generate high-quality accessible data on the labour market for effective formulation/implementation of policies for the welfare of labour, Government decided to conduct Quarterly Employment Survey (QES) to assess the employment situation in respect of selected nine sectors of non-farm economy of India over successive quarters. The Quarterly Employment Survey covers establishments with 10 or more workers of 9 major sectors. Three such survey reports have been released by Labour Bureau so far.

The present is 4th in the series depicting detailed information on employment situation as on 1st January, 2022 at all India level in nine selected sectors. It provides information on important characteristics of employment such as sector/gender-wise employment, registration of establishments under various acts, distribution of establishments by number of workers, regular or contract and casual basis and part-time or full-time workers etc.

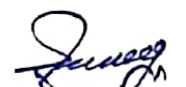
This Report is the outcome of efforts made by Expert Group under the chairmanship of Professor S.P. Mukherjee. In particular, I express my gratitude to Professor S.P. Mukherjee for extending necessary guidance and valuable suggestions all through the survey. I am also grateful to Ministry of Labour and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

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

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

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

Place: Chandigarh
Date: September, 2022



(I.S. Negi)

Director General

CONTENTS

Subject		Page Nos.
Chapter 1	Introduction	1-6
Chapter 2	Key Findings of the survey	7-30
Annexure		
Annexure-I	Concepts & Definitions	31-33
Annexure-II	Sampling Design and Estimation Procedure	34-37
Annexure-III	Description of Activity as per NIC-2008 code at 2-Digit Level	38-39
Annexure-IV	Schedule of Enquiry	40-45
Annexure-V	Composition of the Expert Group	46-47

LIST OF TABLES AND FIGURES

Tables

Sr. No.	Particulars	Page No.
2.1	Sector wise sample sizes, estimated numbers of establishments and workers in Fourth Round of QES	8
2.2	Sector-Wise Percentage Distribution of Estimated Total Number of Establishments by their Status	9
2.2A	Percentage distribution of estimated total number of establishments by their status for each size class of workers	10
2.3	Sector-wise Percentage Distribution of Estimated Total Number of Establishments according to Location	10
2.4	Sector-wise Percentage Distribution of estimated Total Number of Establishments according to Usual Nature of Operation	11
2.5	Sector-wise Percentage Distribution of Estimated Total Number of Establishments by Ownership	13
2.6	Sector-wise Percentage Distribution of Estimated Total Number of Establishments according to Different Size Classes of Employment	14
2.7	Sector-wise Percentage of Estimated Establishments Registered under Different Acts/ Authorities	16
2.8	Sector-wise Percentage of Estimated Total Number of Establishments Registered under MSME Development Act/Udyam portal	17
2.9	Sector-wise percentage distribution of estimated total number of workers according to different size classes of employment	20
2.10	Sector-wise Percentage Distribution of Total Number of Estimated Workers according to Type of Worker by Gender	21
2.11	Sector-wise Percentage Distribution of Total Number of Estimated Workers according to Different Terms of Employment	23
2.12	Sector-wise estimated Number of Workers (in Lakhs) according to Education Levels except Health & Education Sectors	24
2.13	Distribution of Estimated Number (in Lakhs) of Non-Clinical staff in Health sector & non-teaching staff in Education Sector according to their Education Level	24
2.14	Sector-wise Percentage of Estimated Establishments Providing Skill Training	26
2.15	Sector-wise Percentage of units providing On-the-Job Training (OJT) to their workers	27
2.16	Sector-wise Percentage of Estimated Total Number of Establishments Reporting Vacancies and Distribution of Vacancies by Reasons	29
2.17	Percentage distribution of estimated Total Number of Vacancies by Reasons for not filling up vacancies	29

Figures

Sr. No.	Particulars	Page No.
2.1	Percentage Distribution of Estimated Total Number of Establishments according to Usual Nature of Operation	12
2.2	Percentage Distribution of Estimated Establishments by Ownership	13
2.3	Sector-wise Share of Total Employment	18
2.4	Gender-wise Share of Total Employment	19
2.5	Percentage Share of Self-Employed and Employees	20
2.6	Sector-wise Percentage of Estimated Total Number of Establishments providing On-the-Job Training	27
2.7	Percentage distribution of Reasons for not filling up vacancies	30

1.1 EMPLOYMENT STATISTICS – NEED AND AVAILABILITY

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

As the country is having the largest younger population, rapid employment generation assumes a key role. As the Economic Survey 2015-16¹ puts it "To exploit its demographic dividend, India must create millions of "good- safe, productive, well-paying-jobs." Thus, 'gainful employment' matters much to achieve growth with equity and to successfully meet the challenges of the impending demographic dividend.

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

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

The household based employment surveys [like Periodic Labour Force Survey (PLFS) by [MOSPI] being conducted in the country are providing employment scenarios for the supply-side of labour market.

¹ The Economic Survey, 2015-16, Ministry of Finance.

However, a consolidated picture of employment from demand-side at regular intervals is also required for policy planning. For the later purpose, we need establishment-based census and sample surveys. All India Quarterly Establishment-based Employment Survey (AQEES) has been initiated to fulfill the above mentioned gap. AQEES will provide estimates of employment, vacancies, training and other related parameters for major nine non-farm sectors of the economy. The present report is the fourth one in the series of Quarterly reports as a component of AQEES covering establishments with at least 10 workers. The other component, AFES, will capture information about establishments with less than 10 workers.

1.2 ECONOMIC CENSUSES

Economic Censuses (EC) are establishment-based and have been conducted by MOSPI at irregular intervals, although they do not cover all types of establishments. Economic Censuses have been conducted in the years 1977, 1980, 1990, 1998, 2005, 2013-14 and 2020. Results of the seventh (2020) census are yet to appear in the public domain. The sixth Economic Census (6th 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 6th EC (2013-14), 58.5 million establishments were found to be in operation

employing 131.29 million persons. Out of 58.5 million establishments, 1.4% establishments were in the organized segment (establishments employing 10 or more persons). For the purpose of sampling, we need to have 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 6th EC. Unfortunately, these are not readily available. However, a Directory of Establishments with 10 or more workers (sometimes referred to as establishments in the 'organized' segment) with names, addresses and numbers of workers as also types of economic activities carried out (with corresponding codes in National Industrial Classification or NIC) is available and that is all which can be used as a sampling frame.

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

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

Labour Bureau has been entrusted with the task of conducting the **All-India Quarterly Establishment based Employment Survey (AQEES)**. AQEES has two components namely Quarterly Employment Survey (QES) in respect of establishments employing 10 or more workers (mostly constituting the 'organised' segment) and Area Frame Establishment Survey (AFES) to build up a frame in respect of establishments employing 9 or less workers (mostly the 'unorganised' segment). After the completion of AFES, results from the QES round will be merged with the findings of AFES so as to get a consolidated picture of employment scenario in respect of establishments employing 9 or less workers as also establishments with 10 or more workers. AQEES will cover all non-farm activities except the Divisions 01, 02, & 03 of NIC-2008.

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

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

1.4 THE PRESENT QES

The QES component of AQEES started in April 1, 2021 to achieve the following two objectives viz.

i) Providing short-term (on quarterly basis) employment estimates for nine selected sectors of the Indian economy viz. Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants, IT/BPOs and Financial Services.

ii) Providing relative change in employment situation over the previous quarters in the above segment of Indian Economy.

For selecting a fixed Panel of around 12000 units, Stratified Simple Random Sampling (Without Replacement) was adopted. The guiding principle for selecting these sectors was the proportion of workers in all the establishments employing 10 or more workers engaged in a particular sector. In each of these nine sectors, establishments have been further divided into six classes based on the size of employment viz. 10-39 workers, 40-99 workers, 100-499 workers, 500-999 workers,

1000-4999 workers and more than 5000 workers. Different size-classes in respect of each of the different sectors within each state/Union Territory were recognised as strata. Allocation for a given stratum was made proportional to the number of establishments contained in it.

As already mentioned, these nine sectors account for around 85% of the total employment in the establishments with 10 or more workers in the 6th EC and hence, the sample is quite representative of establishments with ten or more workers in the nine selected sectors. The sampling frame used for the present survey was the Directory of Establishments (based on the 6th EC). The sampling design and estimation procedure used in the survey are given in Annexure-II of the report.

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

1.5 SUMMARY RESULTS FOR THE FOURTH ROUND OF QES

The estimated total employment in the nine selected sectors from the fourth round of QES (January to March, 2022) came out as 3.18 crore, which is

4 lakhs higher than the estimated employment (3.14 crore) from the third round of QES (October - December, 2021). Of the total employment estimated in the selected nine sectors, Manufacturing accounted for 38.5%, followed by Education with 21.7%, IT/BPOs around 12% and Health sector 10.6%. Trade and Transport sectors engaged 5.3% and 4.2% of the total estimated workers respectively (See Table 2.1).

Nearly 92% of the total 5.31 lakh establishments have been estimated to work with less than 100 workers, though 30.9% of the IT/BPO establishments worked with at least 100 workers including about 13% engaging 500 or more workers. In the Health sector, 18.6% of the establishments had 100 or more workers. In case of Transport sector, 14% of the total estimated establishments were operating with 100 or more workers (See Table 2.6).

The overall percentage of female workers stood at 31.8%, marginally higher than that (31.6%) reported during the third round of QES. (See Table 2.10).

Regular workers constituted 86.4% of the estimated workforce in the nine selected sectors, with only 2.3% being casual workers. However, in the Construction sector, 19% of the workers were contractual and 5.7% were casual workers. (See Table 2.11).

Majority of the establishments (98.7%) were located outside the households. In case of Accommodation and Restaurants,

2.5% units were found operating within the households followed by 2.2% each in Manufacturing and Financial Services. (See Table 2.3).

23.8% of all the establishments were registered under the Companies Act. This percentage was as high as 81.9% in IT/BPOs, 48.7% in Construction, 39.2% in Manufacturing, 44.7% in Transport, 34.8% in Trade and 22.1% in Financial Services. Nearly one-fourth of the establishments were operating as registered societies, 61.3% were registered under the Goods and Service Tax Act, 2017 and 26.9% under Shops & Commercial Establishments Act, 1958. (See Table 2.7).

Looking at the educational qualifications of workers, it came out that 32.9% of those working in seven of the nine sectors (excluding Education and Health) were matriculates/secondary or less educated, while 35.9% had graduates or higher qualifications. The percentage of workers with Graduate and above level was as high as 79.2% in the IT/BPO sector and 52.8% in Financial Services. In all the nine sectors, 86.6 lakh workers were having qualification Graduate and above level, 59.3 lakh of them were only from two sectors, viz., IT/ BPOs and Manufacturing. (See Table 2.12 & 2.13).

It is somewhat encouraging to note that 15.6% of the establishments conducted some formal skill development programmes, although mostly for their own staff (See Table 2.14). It also transpired that an estimated 3.01% of the establishments were

having vacancies in position and in absolute terms, the number was 1.51 lakh. About 43.1% of such vacancies were caused not due to resignation or retirement of the employees. (Tables 2.16).

1.6 POINTS TO REMEMBER

The sector-wise estimates of employment captured under QES along with information on key parameters bearing on employment, such as, number of vacancies and reasons thereof, skill development, training, jobs withdrawn, persons retrenched, 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.

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

- a) QES did not capture employment data from units which emerged after the 6th EC period i.e., after 2013-14.
- b) The survey work for the fourth quarter of QES corresponds to the period 1st January to 31st March, 2022.
- c) The survey is based on responses of the establishments.
- d) If an individual works in more than one establishment on reference date, the worker has been counted separately for each establishment.

e) Percentages shown in the 'Total' row of the tables include those few sample establishments (52 in number) which were found to belong to sectors other

than the nine selected ones during actual survey. This applies to all the tables presented in the Chapter-II of the report.

2.1 INTRODUCTION

In the 4th round of QES, 11732 establishments were visited. However, 823 units were found either closed or non-existing as on the date of survey. Hence information could actually be collected from 10909 originally belonging to the nine selected sectors all over the country. But 52 establishments out of those 10909 units were found outside the coverage of the survey. For estimates, however, those 52 establishments were taken into account and has been merged in the 'Total' row as already stated in Chapter 1. Key findings of QES 4 have been presented in the form of 18 Tables. Out of these 18 tables, Table 2.1 throws up a precise idea about the sample size as well as the estimates of 'establishments' and 'workers' from the survey. Tables 2.2, 2.2A to 2.8 present the distribution of 'establishments' by different characteristics. Table 2.9 to 2.13 discuss about the 'employment' particulars. Tables 2.14 and 2.15 provide information regarding 'skill development and training'. Tables 2.16 and 2.17 have presented the 'vacancy particulars' of the establishments.

Table 2.1 shows the number of sample units allocated and surveyed for each sector and the corresponding estimates for establishments and workers. It may be mentioned that in 52 cases, the

NIC of the observed units were outside the coverage of the survey. Such sample cases and their corresponding estimated figures have been merged in the 'Total' row. It may be seen that in Q4, out of 12038 allocated samples, 11732 units could be actually surveyed and that have shown an estimate of 5.31 lakh establishments employing 3.18 crore workers. Maximum number of units were surveyed from the Manufacturing sector (4708), whereas, only 381 units were surveyed from the IT/BPOs sector. In the estimated number of establishments, however, Manufacturing sector came second with 1.74 lakh units after the Education sector which showed the maximum number with 1.78 lakh units. Minimum number of establishments was recorded by the IT/BPOs sector with only 4718 units at all India level. The four sectors viz. Education, Manufacturing, Trade and Financial Services together accounted for 84% of the total estimated units.

In the estimated number of workers, Manufacturing sector showed the maximum number with 122.55 lakh workers followed by Education (69.04 lakh), IT/BPOs (38.31 lakh) and Health (33.80 lakh). It may be noted that the above four sectors together constituted 83% of the total estimated workers in the nine sectors.

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

Sl. no.	Sectors	No. of sample units		Estimated number of	
		Allocated	Surveyed	Establishments	Workers
(1)	(2)	(3)	(4)	(5)	(6)
1	Manufacturing	5125	4708	174108	12254742
2	Construction	458	390	8530	610273
3	Trade	1625	1488	50323	1698131
4	Transport	567	511	12259	1326649
5	Education	1504	1462	178243	6904111
6	Health	469	439	25959	3379735
7	Accommodation & Restaurants	1061	1028	32000	819856
8	IT/ BPOs	576	381	4718	3831452
9	Financial Services	653	450	42691	907409
Total		12038	11732*	531106	31804353

*There were 823 units which were either closed or non-existing and 52 cases where NIC code fell outside the coverage. Estimates have been built up on the basis of 10909 open units including the above 52 cases.

It is also interesting to note that IT/BPOs sector showed an estimate of 38.31 lakh workers although it had only 4718 units at all India level. This happened because the IT/BPOs were mostly engaging a sizable workforce. Least number had been engaged by the Construction sector with only 6.10 lakh workers. Accommodation & Restaurants and Financial Services also engaged very less workforce with 8.20 lakh and 9.07 lakh workers, respectively.

2.2 CHARACTERISTICS OF ESTABLISHMENTS IN THE SELECTED SECTORS

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

2.2.1 DISTRIBUTION OF ESTABLISHMENTS BY THEIR STATUS

Table 2.2 shows the percentage distribution of the estimated

establishments by three different statuses viz., whether the establishment itself is an Enterprise, whether it is the main office of an Enterprise or it is a unit/branch office of an Enterprise.

The row-wise totals may not always add up to exact 100 for each sector due to rounding off. The last row (Total) provides the percentage distribution by status for all the sectors combined. It is seen that at combined level, nearly two thirds of the establishments (65.6%) were Enterprise by themselves, whereas, only 15.2% were Unit/Branch offices of an Enterprise. In 19.2% of the cases, the establishments were Main office of an Enterprise.

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

Sl. No	Sectors	An Enterprise by itself	Main Office of an enterprise	Unit/ Branch of an enterprise
(1)	(2)	(3)	(4)	(5)
1	Manufacturing	70.63	22.01	7.34
2	Construction	61.2	33.44	5.22
3	Trade	70.17	18.02	11.8
4	Transport	59.3	18.27	22.35
5	Education	62.89	17.87	19.24
6	Health	62.13	22.04	15.25
7	Accommodation & Restaurants	78.14	16.72	5.14
8	IT/ BPOs	52.68	35.84	11.48
9	Financial Services	46.82	11.03	42.14
Total		65.57	19.24	15.15

At sectoral level, it may be seen that a major portion of the establishments from all the sectors, except Financial Services, were Enterprise by themselves. On the other hand, Branches of an Enterprise constituted relatively a small percentage for all the sectors, again except Financial Services, where 42.1% of the estimated establishments were in Branch office category, followed by the Transport sector with 22.4% units as Branch offices. It is also seen that for IT/BPOs and Construction sectors, a sizable proportion of establishments (35.8% and 33.4% respectively) were Main offices of an Enterprise. For Financial Services, only 11% establishments were Main office of an enterprise. The figures in Table 2.2A show that a big

majority (67.96%) of smaller establishments (workers with size class 10-39) were enterprises by themselves. On the other extreme, only 44.9% of the large establishments (working with 500 or more workers) were enterprise by themselves. However, under the head “Main Offices” of an enterprise, a reverse picture emerged where maximum share was observed in the highest size class, i.e., 500 or more workers (33.8%) and minimum in the lowest size class, i.e., less than 10 workers (15.6%). Unit/Branch offices constituted 12.2% to 21.3% share of establishments over different size classes, lowest being in the size class: 200-499 workers (12.2%) and highest in the size class: 500 or more workers (21.3%).

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

Sl. No.	Worker size class	An Enterprise by itself	Main Office of an enterprise	Unit/ Branch of an enterprise
(1)	(2)	(3)	(4)	(5)
1	< 10	67.69	15.59	16.72
2	10 – 39	67.96	17.63	14.40
3	40 – 99	59.62	23.18	17.18
4	100 – 199	57.30	27.82	14.84
5	200 – 499	55.53	31.22	12.19
6	>= 500	44.87	33.84	21.29
	Total	65.57	19.24	15.15

2.2.2. DISTRIBUTION OF ESTABLISHMENTS BY LOCATION**Table 2.3: Sector-wise Percentage Distribution of Estimated Total Number of Establishments according to Location**

Sl. No.	Sectors	Within household (%)	Outside household (%)
(1)	(2)	(3)	(4)
1	Manufacturing	2.24	97.76
2	Construction	1.01	98.99
3	Trade	0.95	99.05
4	Transport	0.59	99.41
5	Education	0.19	99.81
6	Health	0.11	99.89
7	Accommodation & Restaurants	2.49	97.51
8	IT/ BPOs	0.07	99.93
9	Financial Services	2.16	97.84
	Total	1.27	98.73

At combined level, 65.6% establishments were enterprise by themselves, 19.2% were main offices of an enterprise and the rest were unit/branch offices.

Table 2.3 presents the percentage distribution of establishments as per their location for the nine selected sectors of the economy. That means, whether the

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

Sl. No	Sectors	Perennial	Seasonal	Casual
(1)	(2)	(3)	(4)	(5)
1	Manufacturing	95.42	3.90	0.68
2	Construction	96.54	1.81	1.65
3	Trade	98.83	0.96	0.21
4	Transport	98.88	1.09	0.03
5	Education	99.37	0.35	0.28
6	Health	99.98	0.00	0.02
7	Accommodation & Restaurants	97.81	1.46	0.74
8	IT /BPOs	99.23	0.03	0.75
9	Financial Services	96.20	2.39	1.41
Total		97.60	1.87	0.53

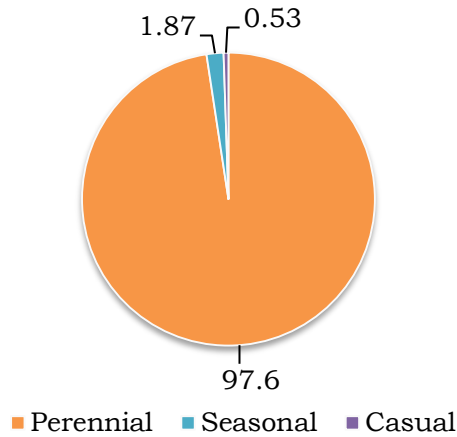
establishments were situated within household premises or not. Entries in each row will add up to 100. The last row i.e., the 'Total' row as represents the percentage distribution of establishments for all the sectors combined. The data shows that 98.7% of the establishments were located outside the household. Three of the sectors viz., Accommodation & Restaurants, Manufacturing and Financial Services recorded relatively lower share of establishments located outside households with share 97.5% and 97.7% and 97.8% respectively. Establishments belonging to all other sectors recorded more than 99% share in their location outside the household premises. IT/BPO sector had almost no establishments (less than 0.1%) located within household, closely

followed by the Health sector, where marginally above 0.1% units were located within household.

2.2.3 DISTRIBUTION OF ESTABLISHMENTS BY USUAL NATURE OF OPERATION

Table 2.4 shows the percentage distribution of establishments as per their usual Nature of Operation i.e., whether the establishments were usually Perennial, Seasonal or Casual in nature. At all-sector combined level (Total row), it can be seen that 97.6% of the establishments were Perennial in nature and only 1.9% were of Seasonal nature. The rest were Casual establishments holding only 0.5% share (Figure 2.1). At sectoral level (Table 2.4), it is interesting to note that establishments belonging to

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



Health sector were almost entirely (99.98%) Perennial in nature. That means, there were only a negligible percentage of Seasonal and Casual establishments in the Health sector. The table also reveals that maximum share of Seasonal establishments (3.9%) existed in the Manufacturing sector. Share of Casual establishments was relatively higher in two sectors viz., Construction and Financial Services.

2.2.4 DISTRIBUTION OF ESTIMATED ESTABLISHMENTS BY OWNERSHIP

The percentage distribution of estimated establishments by ownership is depicted in figure 2.2. The Table 2.5 presents the percentage distribution of the establishments by their type of ownership for the nine selected sectors. The 'Total' row represents the percentage distribution at all-sector combined level. It has been seen that the share of Proprietary establishments at combined level

was the highest with 30% establishments, closely followed by Private Limited Company (21.3%) and Government/PSU (20.6%) respectively. Percentage share of establishments under the rest of the ownership categories were low in general, the lowest (1%) being observed for the ownership type: Autonomous Body. Percentage share of Establishments under 'Non-profit Institutions' were found to be significant for Education and Health sectors with 31.6% and 15.6% respectively. Private Limited Companies had the most prominent presence (79.9%) in IT/BPOs sector.

There was no Non-Profit Institutions in the Construction and Transport sectors. It is also interesting to note that there was mentionable percentage of establishments in the ownership type: 'Others including SHGs' for the Financial Services and Accommodation & Restaurants sectors with 22.7% and 6.2% of establishments, respectively. The majority of Financial Services units were under Government/ PSU category (43.2%). Presence of Govt./PSU units were also significant in the Education (43%), Transport (30.6%) and Health sectors (24.2%). Cooperative Societies were prominently present in Financial services sector (12%). In the ownership category 'Autonomous Body', Education and Financial Services recorded the two topmost shares with 2.5% and 1.8% respectively. For partnership establishments, Manufacturing sector recorded the highest share (14.8%) while Financial Services had the lowest (0.4%).

Figure 2.2: Percentage Distribution of Estimated Establishments by Ownership

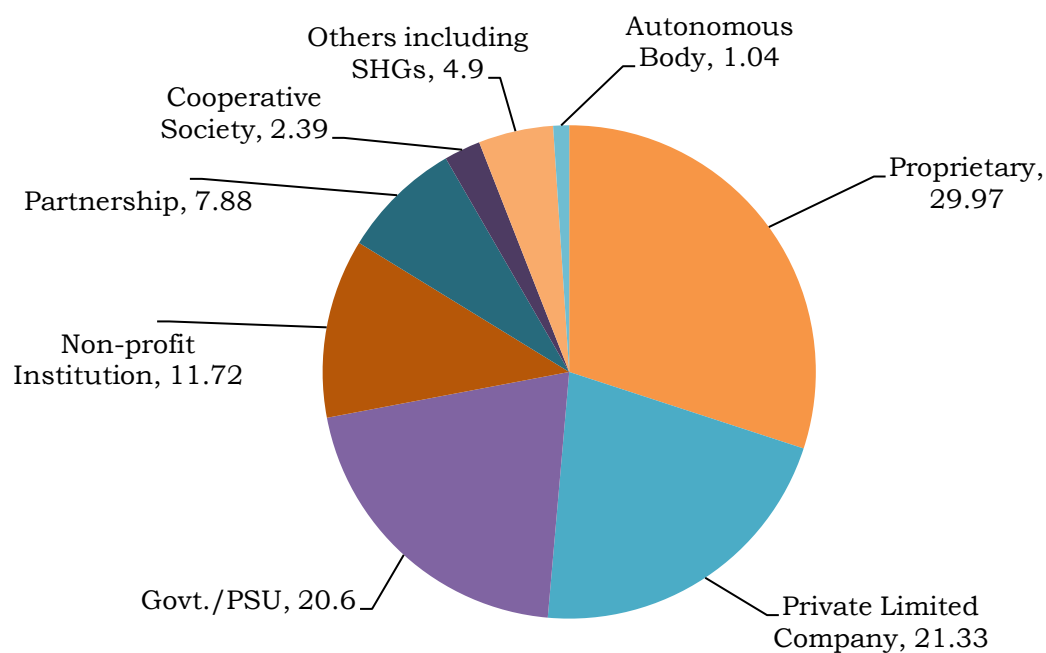


Table 2.5: Sector-wise Percentage Distribution of Estimated Total Number of Establishments by Ownership

Sl. No.	Sectors	Govt. / PSU	Autonomous Body	Proprietary	Partnership	Private Limited Company	Cooperative Society	Non-profit Institution	Others including SHGs
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1	Manufacturing	1.03	0.10	42.71	14.75	35.27	1.28	0.19	4.60
2	Construction	7.25	0.69	33.46	10.56	47.81	0.23	0.00	0.00
3	Trade	1.60	0.15	50.71	12.13	30.87	1.09	0.64	2.81
4	Transport	30.59	0.11	24.78	6.33	37.26	0.70	0.00	0.23
5	Education	43.07	2.46	12.69	1.28	4.48	2.28	31.64	1.93
6	Health	24.19	0.09	31.77	9.34	16.10	1.43	15.59	0.68
7	Accommodation & Restaurants	2.02	0.13	62.21	10.54	16.02	0.81	1.73	6.20
8	IT /BPOs	1.75	0.00	14.68	3.24	79.86	0.42	0.02	0.02
9	Financial Services	43.16	1.76	3.86	0.44	14.52	11.95	1.38	22.73
	Total	20.60	1.04	29.97	7.88	21.33	2.39	11.72	4.90

2.2.5 DISTRIBUTION OF ESTABLISHMENTS BY SIZE CLASS

Table 2.6 presents the percentage distribution of establishments over the six size classes of employment for the nine selected sectors. At combined level (Total row), 64.7% establishments were found to be concentrated in the size class with 10-39 workers, while 15% and 12% establishments were found in the size classes of 40-99 workers and less than 10 workers, respectively. Very few establishments had been found in the three higher size classes of establishments,

namely, 100-199, 200-499 and 500 and more workers, their respective shares being 4.1%, 2.7% and 1.4%. At sectoral level, all the sectors showed more than 50% of their establishments in the size class of 10-39 workers, except the IT/BPOs, where only 35.6% establishments were found. In this size class, percentage shares of Education and Financial Services were even more than 73%. The IT/ BPOs sector recorded relatively higher percentage of establishments in each of the size classes 40-99 workers (24.6%), 100 - 199 workers (13.36%) and 500 and more workers (13%).

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

Sl. No.	Sectors	Size Classes of Employment (Number of Employees)					
		Less than 10	10-39	40-99	100-199	200-499	>=500
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	Manufacturing	13.70	57.25	16.50	5.58	4.78	2.20
2	Construction	12.84	55.45	19.01	6.56	3.27	2.87
3	Trade	19.03	60.69	14.98	3.76	1.15	0.40
4	Transport	17.68	54.43	13.94	7.38	4.01	2.57
5	Education	5.61	73.59	16.07	2.97	1.19	0.57
6	Health	7.52	54.06	19.79	7.22	6.83	4.58
7	Accommodation & Restaurants	18.26	69.42	9.82	1.59	0.67	0.24
8	IT /BPOs	8.85	35.58	24.64	13.36	4.55	13.02
9	Financial Services	20.09	73.97	4.19	1.03	0.52	0.21
Total		11.98	64.74	15.05	4.12	2.68	1.42

Financial Services, Accommodation & Restaurants and Trade sectors had a meagre presence in the highest size class i.e., 500 and more workers with 0.2%, 0.2% and 0.4% respectively. Financial services (94%) and Accommodation & Restaurants sectors (87.7%) recorded majority of establishments in the first two size classes, i.e., less than 10 workers and 10-39 workers. In the two size classes of 40- 99 workers and 100-199 workers, highest share of establishments was recorded by the IT/BPOs sector with 24.6% and 13.4% respectively, while in the size class of 200-499 workers, highest percentage (6.8%) is in the Health sector. Education, Health and IT/BPO sectors recorded significantly low share of establishments in the size class of less than 10 workers with 5.6%, 7.5% and 8.9%, respectively.

Table 2.7 shows the percentage distribution of establishments according to the acts /authorities of their registration for the nine selected sectors. It may be noted that an establishment may be registered under a single or a multiple Acts/Authorities simultaneously. As such, the row totals may add up to more than 100. From column (2) of the table an idea could be made about the registration status of the non-farm establishments of each of the nine sectors. At combined level (Total row), it is seen that 99.4% establishments were registered under some agencies. Of those registered establishments, 61.2% were registered under the GST Act, 2017; 26.9%, 25.8%, 23.8%, and 23.5% were registered respectively

under Shops and Commercial Establishments Act 1958; Societies Registration Act; Companies Act, 1956 and Factories Act,1948. There were 42.4% establishments which were registered under some 'Other agencies.' Percentages of establishments registered under the remaining Acts/Authorities were not much significant.

At sectoral level, it is interesting to note that under the Act Related to Building & Construction, 72.9% of the Construction establishments were registered and except few Manufacturing Establishments, no other sectors had presence. For Education, Health and Financial Services sectors, majority of the establishments were found to be registered under 'Other agencies.' For Manufacturing, Trade and IT/BPOs, more than 91% of the establishments were registered under the GST Act, 2017. Establishments of Trade sector were mostly registered under two Acts viz., Shops and Commercial Establishments Act, 1958 (85%) and GST Act, 2017 (92.3%). Under GST Act, 2017, Education sector recorded the least share (14.5% only). In Health sector, almost all the establishments were registered (99.6%), of which 63.1% were registered under GST Act, 2017 and 69% were registered under 'Other agencies'. Establishments from IT/BPOs were registered mainly under three acts viz. GST Act, 2017 (91.4%), Companies Act, 1956 (81.9%) and Shops and Commercial Establishments Act, 1958 (32.5%).

2.2.6 DISTRIBUTION OF ESTABLISHMENTS BY REGISTRATION INFORMATION

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

Sl. No	Sectors	Total Registered (%)	Shops & Commercial Establishments Act, 1958	Companies Act, 1956	Goods and Service Tax Act, 2017	Factories Act, 1948	Societies Registration Act	Co-operative Societies Act	Directorate of Industries	KVIC/ KVIB/ DC: Handloom / Handicrafts	Act related to Building & Construction	Other Agencies
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1	Manufacturing	99.63	25.60	39.17	92.76	71.67	5.20	1.21	5.97	1.30	0.04	6.55
2	Construction	99.36	24.13	48.65	88.08	0.21	2.84	0.20	3.15	1.32	72.86	7.92
3	Trade	99.97	85.03	34.79	92.29	0.15	5.76	1.31	1.46	1.20	0.00	8.56
4	Transport	99.03	43.61	44.68	83.44	0.32	5.17	0.97	1.64	0.32	0.00	30.04
5	Education	99.06	2.95	3.28	14.51	0.00	54.25	1.80	0.46	0.32	0.00	84.41
6	Health	99.56	28.66	21.13	63.14	0.00	35.69	1.37	0.15	0.00	0.00	68.96
7	Accommodation & Restaurants	99.41	83.08	17.78	86.10	0.00	8.63	0.57	0.52	1.05	0.00	22.43
8	IT/ BPOs	100.0	32.54	81.87	91.35	0.08	1.90	0.04	3.13	0.00	0.00	10.47
9	Financial Services	99.13	15.90	22.14	57.87	0.00	32.61	10.94	1.67	0.23	0.00	66.30
	Total	99.40	26.90	23.76	61.25	23.54	25.78	2.14	2.55	0.76	1.18	42.39

Education establishments were prominently registered under two Acts, namely, Societies Registration Act (54.3%) and 'Other Agencies' (84.4%).

Table 2.8 presents the estimated number of establishments for each sector (col.3) and the share of establishments registered under MSME Development Act (col.4). Column 5 of the table 2.8 shows the percentages of establishments registered under MSME Development Act through UDYAM portal. It may be seen that 38.7% of the total number of Manufacturing establishments (1.74 lakhs) were registered under the MSME Development Act and more than 86.4% of them were

registered through UDYAM Portal. On the other hand, in Education sector with 1.78 lakh units, only 0.3% establishments were registered under MSME Development Act, but all of them were registered through UDYAM Portal. In Financial services sector also the scenario is almost same, where only 0.4% units were registered under MSME Development Act and all of them were registered through UDYAM portal. In the case of Transport sector, only 8.3% establishments were registered under the MSME Development Act, out of which 89.5% were registered through UDYAM portal. At all-sector combined level, 13.6% units were found to be registered under the MSME Development Act and 86.7% of those units were registered through the UDYAM portal.

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

Sl. No	Sectors	Estimated Total Number of Establishments	Establishments Registered under MSME Development Act (%)	Establishments Registered Under MSME Development Act through Udyam portal (%)
(1)	(2)	(3)	(4)	(5)
1	Manufacturing	174108	38.7	86.41
2	Construction	8530	5.09	94.91
3	Trade	50323	0.86	76.61
4	Transport	12259	8.27	89.55
5	Education	178243	0.27	100
6	Health	25959	2.5	92.96
7	Accommodation & Restaurants	32000	3.38	95.72
8	IT /BPOs	4718	4.64	69.56
9	Financial Services	42691	0.42	100
Total		531106	13.55	86.73

2.3 EMPLOYMENT ESTIMATES IN THE SELECTED SECTORS

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

2.3.1 SECTOR-WISE DISTRIBUTION OF ESTIMATED WORKERS

Figure 2.3 shows percentage distribution of estimated employment in the nine selected sectors. It can be seen that the highest percentage share of estimated workers was in Manufacturing (38.5%), followed by Education (22%). The least percentage share of estimated workers was in the Construction Sector (2%).

Figure 2.3: Sector-wise Share of Total Employment

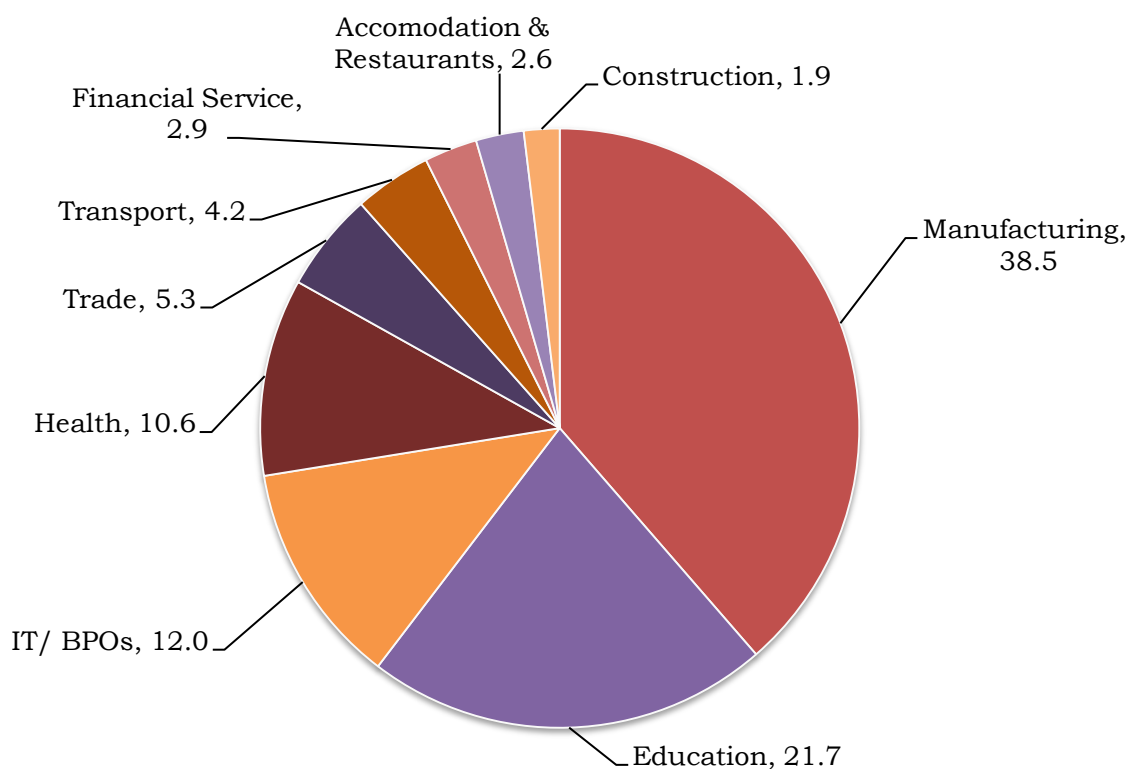
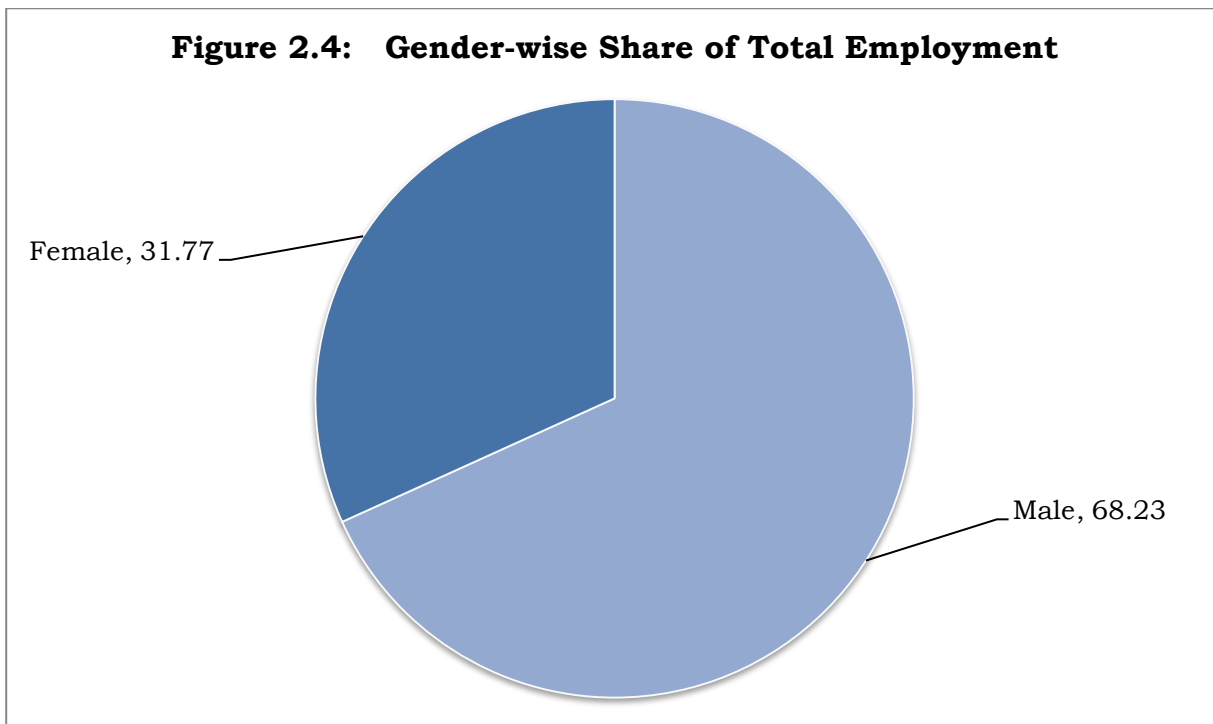


Figure 2.4: Gender-wise Share of Total Employment



2.3.2 GENDER-WISE ESTIMATED EMPLOYMENT SHARE

Gender perspective of estimated workers in the nine major sectors is vital to understand the employment dynamics. The male workers constituted 68.2% of the total workers and the female workers constituted 31.8% of the total estimated workers. The Figure 2.4 throws up the gender wise share of total employment.

2.3.3 DISTRIBUTION OF ESTIMATED EMPLOYMENT SHARE ACCORDING TO DIFFERENT SIZE CLASSES

Table 2.9 provides the percentage distribution of total number of workers over the six size classes of employment for the nine selected sectors. It may be seen that at combined level, majority of the workers were concentrated in two size classes, i.e., 500 or more employees and 10-39 employees with shares 39.6% and 21.2%

respectively. While the size classes of 40-99 employees and 200-499 employees had 15.1% and 13.5% workers, the other two size classes were combinedly holding the rest 10.6%, which was much lower in comparison to the others.

At sectoral level, it is interesting to note that 93.6% of the workers of IT/BPOs were from the size class of 500 or more employees. Lowest share in the same size class was from the Accommodation & Restaurants sector (7.8%). For the Transport sector, majority of the workers were from the two size classes viz., 500 and more and 200-499 employees, their joint contribution being 72.7%. Similar is the case of Health Sector, where also major share of workers lay in the two higher size classes (more than 74%). Manufacturing sector had its workers distributed in all the 5 size classes, except in the size class 'less than 10 employees' where it had only 1.3% workers.

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

Sl. No.	Sectors	Size Classes of Employment (Number of Employees)					
		Less than 10	10-39	40-99	100-199	200-499	>=500
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	Manufacturing	1.25	15.66	14.17	10.88	20.79	37.24
2	Construction	1.08	15.70	17.06	11.39	11.64	43.13
3	Trade	3.38	32.51	26.83	15.90	9.55	11.84
4	Transport	0.98	9.66	7.68	8.95	11.95	60.78
5	Education	1.04	40.15	24.46	10.23	8.62	15.51
6	Health	0.44	8.63	9.74	6.96	17.18	57.04
7	Accommodation & Restaurants	4.88	48.60	22.83	7.91	7.95	7.83
8	IT /BPOs	0.07	0.90	1.77	2.27	1.34	93.64
9	Financial Services	6.08	58.18	10.28	6.43	6.00	13.04
Total		1.31	21.19	15.06	9.29	13.51	39.63

IT/BPOs sector recorded minimum percentage of workers in the size class of less than 10 employees (less than 0.1%). Most of the workers of this sector were from the highest size class, i.e., 500 or more employees as already mentioned. This sector had negligible share of workers in all other size classes. Most of the workers of Trade, Education and Accommodation and Restaurant sectors were distributed in the three lower size-classes, viz., 10-39 employees, 40-99 employees and 100-199 employees, their respective shares being 75.2%, 74.8% and 79.3% of total workers.

2.3.4 SECTOR-WISE TYPES OF WORKERS

As expected in the organised segment (comprising establishments with 10 or more employees) 98% of the

total estimated workers were in the category of 'Employees', while only 2% were 'self-employed' (see Figure 2.5).

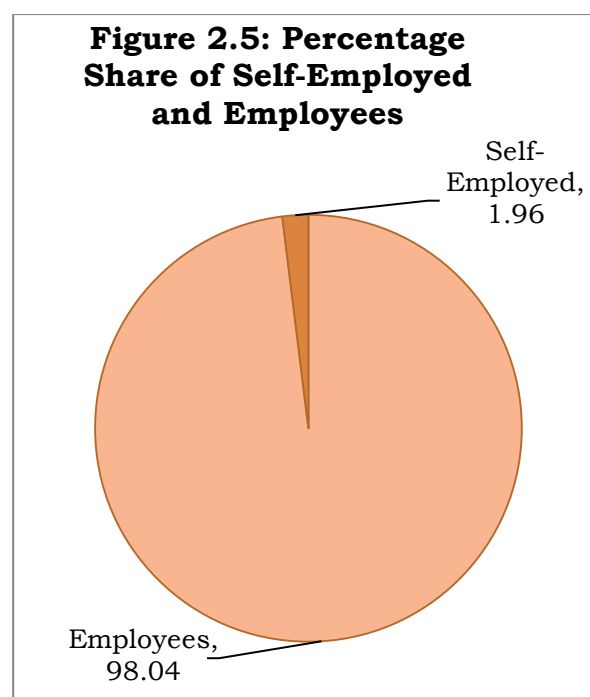


Table 2.10: Sector-wise Percentage Distribution of Total Number of Estimated Workers according to Type of Workers by Gender

Sl. NO.	Sectors	Self-Employed			Employees			Total Workers		Estd. Total Workers(Nos.)
		M	F	Total	M	F	Total	M	F	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1	Manufacturing	1.78	0.70	2.48	76.14	21.38	97.52	77.92	22.08	12254742
2	Construction	1.26	0.07	1.32	81.60	17.08	98.68	82.85	17.15	610273
3	Trade	3.12	1.05	4.16	73.56	22.27	95.84	76.68	23.32	1698131
4	Transport	0.60	0.03	0.63	86.93	12.43	99.37	87.54	12.46	1326649
5	Education	0.96	0.24	1.20	55.21	43.59	98.80	56.17	43.83	6904111
6	Health	0.49	0.07	0.56	47.52	51.92	99.44	48.01	51.99	3379735
7	Accommodation & Restaurants	4.57	2.10	6.67	72.75	20.58	93.33	77.32	22.68	819856
8	IT /BPOs	0.09	0.01	0.10	64.09	35.81	99.90	64.18	35.82	3831452
9	Financial Services	0.75	5.67	6.43	58.22	35.35	93.57	58.98	41.02	907409
Total		1.33	0.63	1.96	66.90	31.14	98.04	68.23	31.77	31804353

Table 2.10 shows the percentage distribution of estimated workers by employment type (Self-employed and Employees) and by gender. It may be noted that for the sub-heading, percentage of total workers by gender (last but two columns) 'Total' column has been avoided, as the 'Total' will always add up to 100. It may also be noted that 'Total' of Column 5 and Column 8 will add up to 100. The data reveals that proportion of Self-employed (2%) was minuscule in comparison to the proportion of Employees (98%) among the 3.18 crore workers in the nine selected sectors. Among the Self-employed, Financial Services was the only sector where presence of females was more than the males. For IT/BPOs sector, the share of Self-employed female workers was insignificant. Among the Employees category, as already stated, female share exceeded the male workers in Health sector as 51.9% of female workers were observed against 47.5% male workers. In the Transport sector, however, proportion of female workers (12.4%) was significantly lower as compared to other sectors. If we consider the total workers (i.e., self-employed and employees taken together, Cols 9 and 10) presence of female workers was substantial in 4 sectors Health (52%), Education (43.8%), Financial Services (41%) and IT/BPOs (35.8%). Out of the total 3.18 crore workers at the combined level, 1.23 crores were from the Manufacturing sector only, where 77.9% workers happened to be males. However, highest proportion of Male workers was recorded by the Transport sector (87.5%).

2.3.5 SECTOR-WISE ESTIMATED WORKERS ACCORDING TO TERMS OF EMPLOYMENT

Table 2.11 presents the percentage distribution of employees as per five different terms of employment, for each selected sector. The terms are: a) Self-employed: meaning those owners who work in their own establishments, b) Regular employee: employees who were not on contract, c) Contractual employee: employees appointed on contract through some agencies, d) Fixed term employee: employees appointed by the establishment for a fixed period, and e) Casual employee: employees who were engaged by establishment from time to time for casual work. At the combined level of all sectors (Total row), 86.4% of the workers were found to be Regular employees, followed by Contractual employees (8.7%), Casual employees (2.3%) and Self-employed (2%). The share of Fixed term employees in the establishments was found to be the least (0.7%) over all.

At sectoral level, reasonably high percentage of Self-employed employees were observed in the Accommodation & Restaurants sector (6.7%) followed by the Financial Services sector (6.4%). The share of self-employed was the least in the IT/BPOs sector with only 0.1% share. Regular employees were relatively low in Construction sector (73.4%). Maximum share of Regular employees was recorded by the Transport sector (91.9%). Contractual employees were significantly present in two sectors: Construction (19%) and Manufacturing (12.4%).

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

Sl. No.	Sectors	Self-Employed	Regular (Not on contract) Employee	Contractual Employee	Fixed Term Employee	Casual Employee
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Manufacturing	2.48	80.15	12.38	1.03	3.96
2	Construction	1.32	73.42	19.04	0.52	5.69
3	Trade	4.16	90.06	3.47	0.26	2.04
4	Transport	0.63	91.89	5.14	0.56	1.77
5	Education	1.2	91.14	6.39	0.52	0.75
6	Health	0.56	88.98	9.08	0.54	0.85
7	Accommodation & Restaurants	6.67	84.46	5.23	0.63	3.02
8	IT /BPOs	0.1	94.69	4.84	0.02	0.35
9	Financial Services	6.43	87.7	1.88	0.4	3.6
Total		1.96	86.42	8.66	0.66	2.29

Fixed term employees had very insignificant share in all the sectors. Percentage Share of Casual employees was the highest in Construction sector with share 5.7%, followed by Manufacturing sector (4%) and Financial Services (3.6%).

2.3.6 SECTOR WISE EDUCATION DETAILS OF ESTIMATED WORKERS

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

Table 2.12 shows the estimated number of workers (in lakhs) as per their education level. This table has been presented for 7 sectors, not

including the workers of Education and Health sectors for which a separate table has been provided (Table 2.13). From the combined result of the 7 sectors, it is seen that there were 77.4 lakh workers who were Graduate and above, 63.3 lakh were under graduate and 70.8 lakh were Matric/ Secondary or below. There were 3.8 lakh workers for whom the educational level could not be ascertained.

In the two sectors IT/ BPOs and Manufacturing, number of workers with Graduate and above qualification was prominent with 30.3 lakh and 29.0 lakh respectively. Further, in the Manufacturing sector, number of workers with Matric/Secondary or below and Under-graduate level were

substantial with 48.5 lakhs and 41.9 lakhs respectively. Highest number of workers whose education level could not be ascertained was also noticed from this sector (3.1 lakhs). Number of workers with Matric or below qualification is found to be on the lower side for two sectors, namely, Financial Services (only 1.6 lakhs) and Construction (1.7 lakh). In the

Financial services sector, number of workers whose qualification could not be ascertained was found to be the lowest with only 2341 workers at all India level. Number of workers with Education level Above Matric but under graduate was the highest in the Manufacturing sector (41.9 lakhs as mentioned earlier) and lowest in the Construction sector (2 lakh).

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

Sl. No.	Sectors	Matric/ Secondary or below	Above matric/ Secondary but Under Graduate	Graduate or above	Not known
(1)	(2)	(3)	(4)	(5)	(6)
1	Manufacturing	4846370	4193214	2900827	314329
2	Construction	168625	199547	232402	9699
3	Trade	554709	645749	477646	20026
4	Transport	500258	440364	375913	10113
5	Accommodation & Restaurants	296295	301667	212139	9754
6	IT /BPOs	524307	263832	3034494	8819
7	Financial Services	162310	263699	479060	2341
Total		7080131	6329185	7735341	375849

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

Sl. No.	Sectors	Matric/ Secondary or below	Above Matric/ Secondary but Under Graduate	Graduate or above	Not known
(1)	(2)	(3)	(4)	(5)	(6)
1	Education	534495	400642	657172	138455
2	Health	323581	298468	269145	25657

Table 2.13 shows the estimated number (in lakhs) of non-clinical and non-teaching staff respectively, in the Health and Education sectors by their education levels. The table is self-explanatory. However, it may be pointed out that in these two sectors, there were around 1.64 lakh staff (Non-clinical for Health and Non-teaching for Education sector) for whom education level could not be ascertained (Not known). Interestingly, 1.38 lakh among them were the non-teaching staff of the Education sector itself.

2.3.7 SKILL DEVELOPMENT OF THE WORKERS

The Table 2.14 shows the percentage of establishments for each sector providing skill training to their staff. It can be seen that at all-sector combined level (Total row) 15.6% establishments provided some form of skilled training. At sectoral level, Health sector was most prominent where 24.7% establishments provided skill training, closely followed by Financial Services (20.4%). The

columns 4 & 5 show disaggregation of establishments providing skill training by location, i.e., whether training was given in-house or in other establishments. It is seen that in Health sector, highest proportion of establishments (92.9%) arranged training in-house, whereas in the Education sector only 68.4% establishments arranged the in-house training. At combined level, 79.7% establishments were found to have provided training within establishment.

The Columns 6,7 & 8 of the table provide an account of the percentages of establishments that provided skill training: 'only to their staff', 'to others', or 'to both'. Establishments providing training to 'Staff only' was high in general. Among them, the highest proportion (90.1%) was observed for the IT/BPOs and lowest (66.2%) for the Education sector. Except the establishments belonging to two sectors, viz., Manufacturing and Education, which provided some training to 'Others', no sector provided skill training to others, whatsoever.

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

Sl. No	Sectors	Percentage of Establishments providing Skill Training	Among the Establishments providing Skill Training, location of training		Skill Development Program Conducted for (in %)		
			Within Establishment	In some other Establishment	Staff only	Others	Both
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	Manufacturing	12.76	88.93	11.07	83.07	2.08	3.78
2	Construction	8.37	88.71	11.29	88.71	0.00	0.00
3	Trade	9.84	83.87	16.13	82.70	0.00	1.17
4	Transport	16.51	85.44	14.56	82.98	0.00	2.46
5	Education	19.11	68.43	31.57	66.22	0.12	2.09
6	Health	24.74	92.93	7.07	84.83	0.00	8.10
7	Accommodation & Restaurants	8.52	88.29	11.71	86.32	0.00	1.97
8	IT /BPOs	18.18	90.56	9.44	90.14	0.00	0.42
9	Financial Services	20.36	81.41	18.59	76.02	0.00	5.39
Total		15.64	79.66	20.34	75.65	0.61	3.41

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

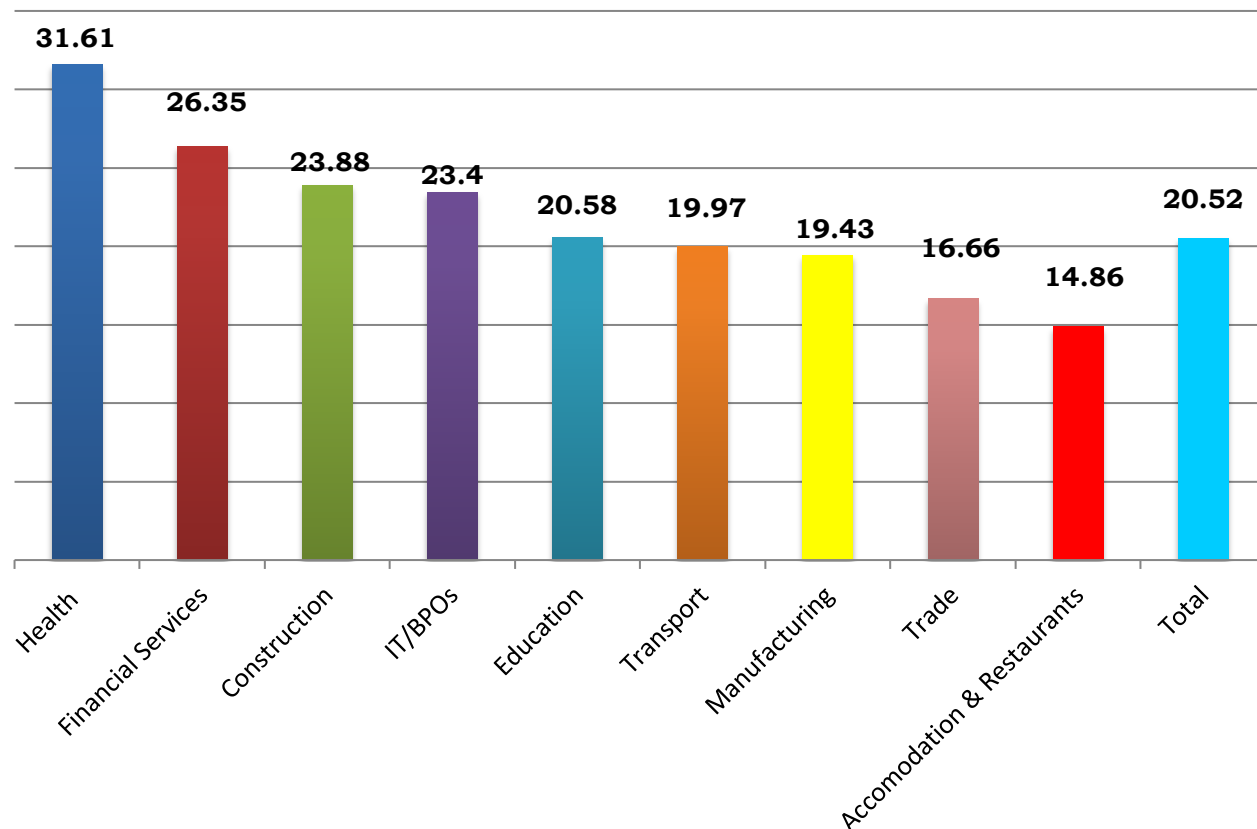


Table 2.15: Sector-wise Percentage of units providing On-the-Job Training (OJT) to their workers

Sl. No.	Sectors	Percentage of units providing OJT
(1)	(2)	(3)
1	Manufacturing	19.43
2	Construction	23.88
3	Trade	16.66
4	Transport	19.97
5	Education	20.58
6	Health	31.61
7	Accommodation & Restaurants	14.86
8	IT /BPOs	23.4
9	Financial Services	26.35
Total		20.52

The Figure 2.6 presents the percentage share of establishments for each of the selected 9 sectors that provided On-the-Job Training (OJT) to their employees as reported in Table 2.15. The Figure is self-explanatory. However, the following points may be worth mentioned. A sizable proportion of units from Health sector (31.6%) and a very small proportion of units (14.9%) from Accommodation & Restaurants sector provided OJT. At combined level, 20.5% of establishments were found to have arranged for OJT, the figure that almost resembled the percentage of Education establishments providing OJT (20.6%).

2.3.8 SECTOR-WISE INFORMATION ON VACANCIES

The Table 2.16 presents the percentages of establishments reporting vacancies, total vacancies and percentage distribution of those vacancies by reasons, for each of the nine selected sectors. It may be noted that the entries in last three columns of the table are percentages of total vacancies and hence will add up to 100 or rounded off to 100. At all-sector combined level, it is seen that only 3% of the total establishments reported vacancies. In absolute terms, the number of vacancies in all the establishments taken together was 1.51 lakhs. In 43.1% of cases of these vacancies, the reason was non-specific (i.e., Others), while 46.2% occurred due to Resignation and the remaining 10.7% due to Retirement of

employees. Four sectors, viz. Health, Manufacturing, Education and Trade accounted for bulk of the reported vacancies. Among them, Health establishments with 4.5% share were the highest. While looking at the percentage distribution of reasons for vacancies, it is noted that in IT/BPOs and Accommodation & Restaurants sectors, very few vacancies were caused by Retirement. Majority of vacancies in these two sectors happened due to Resignation of employees (94.7% and 82.5% respectively). For Financial Services, however, major reason of vacancies was Retirement only (66.9%). The topmost three sectors showing vacancies due to retirement was Financial Services, Transport and Education with 66.9%, 42.1% and 32.4% respectively. As much as 60% vacancies in the Health sector occurred due to 'Other reasons'.

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

Sl. No.	Sectors	Percentage of Establishments Reported Vacancies	Total vacancies (in Nos.)	Reasons for Vacancies (%)		
				Resignation	Retirement	Others
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Manufacturing	3.50	42349	71.43	7.42	21.15
2	Construction	3.79	1153	52.08	3.27	44.65
3	Trade	3.21	10444	72.65	4.20	23.15
4	Transport	2.66	1116	42.09	42.12	15.79
5	Education	2.82	25875	16.89	32.41	50.70
6	Health	4.54	65958	35.36	4.80	59.84
7	Accommodation & Restaurants	2.39	1993	82.47	3.67	13.85
8	IT /BPOs	1.67	1319	94.72	0.00	5.28
9	Financial Services	1.32	565	33.10	66.90	0.00
Total		3.01	150773	46.21	10.67	43.11

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

Sl. No.	Sectors	Total Number of Vacancies reported	Vacancies in process of being filled up (%)	Non-availability of requisite skilled workers (%)	No felt need now (%)	Other reasons (%)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Manufacturing	42349	71.73	9.83	16.92	1.52
2	Construction	1153	55.99	0	44.01	0
3	Trade	10444	35.87	6.01	58.12	0
4	Transport	1116	60.7	0	35.85	3.45
5	Education	25875	78.31	3.43	16.05	2.21
6	Health	65958	95.21	0.29	4.46	0.04
7	Accommodation & Restaurants	1993	71.35	4.1	16.62	7.93
8	IT /BPOs	1319	56.9	0	43.1	0
9	Financial Services	565	15.87	0	84.13	0
Total		150773	80.1	3.95	15	0.95

FIGURE 2.7: PERCENTAGE DISTRIBUTION OF REASONS FOR NOT FILLING UP VACANCIES

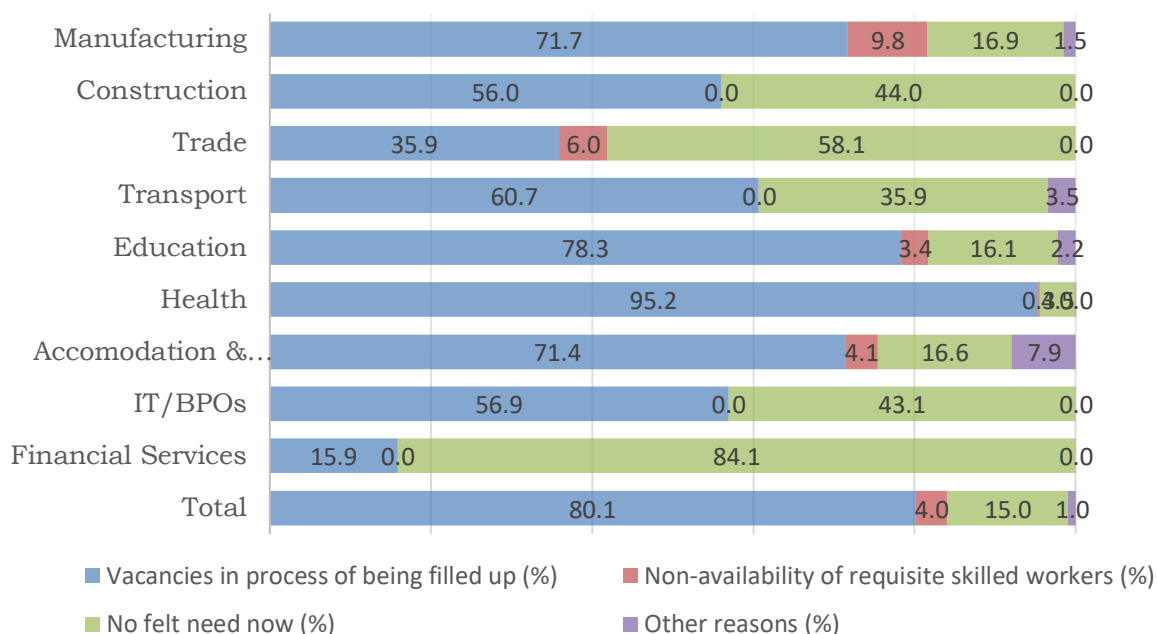


Figure 2.7 shows the percentage distribution of reasons for not filling up the vacancies as reported in the Table 2.17. As already discussed in the previous table, there were total 1.51 lakh vacancies at combined level, majority of which (80.1%) were in the process of being filled up. While about 15% and 4% vacancies remained un-filled due to the reasons: 'No felt need now' and 'non-availability of requisite skilled workers' respectively, the rest of the vacancies remained as they were due to 'Other reasons.'

At sectoral level, it is seen that for Health sector, 95.2% of total 65958 vacancies are 'in the process' of being filled up and 4.5% remained vacant for need not felt. The remaining few vacancies remained either for not getting skilled manpower or for some other reasons. On the other hand, in Financial Services, important reasons for not

filling up the vacancies were either they were 'In the process' (15.9%) or 'No felt need now' (84.1%). Other than Financial Services, 58.1% of the total 10444 units of Trade sector remained un-filled due to 'need not felt'. Vacancies not filled up due to 'Other Reasons' in Accommodation & Restaurants sector showed 7.9% share which is the highest in that category. Out of 1993 vacancies observed in the sector, 71.4% were in the process of being filled up while 16.6% remained vacant as need not felt. 'Non-availability of skilled workers' was a prime reason for not filling up the vacancies in the sectors Manufacturing (9.8%) and Trade (6%). Besides Health sector (95.2%), three other sectors viz., Education (78.3%), Manufacturing (71.7%) and Accommodation & Restaurants (71.4%) were found 'In the process' of filling up their vacancies.

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

A1.1 Enterprise

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

A1.2 Establishment/ Unit

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

A1.3 Non-Agricultural/Non-Farm Establishment

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

A1.4 Non-farm Sector

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

A1.5 Employment/Worker

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

All persons engaged in an economic activity/establishment either as owner, members of the household working as co-owner or partner or helping the owner in running the establishment, whether hired or not. Besides regular and salaried employees, casual/daily wage labour would also be considered as workers for that establishment. For the present survey all paid and unpaid apprentices will also be

regarded as workers. Persons, who despite their attachment to economic activity, abstained themselves from work for reason of illness, injury or other physical disability, bad weather, festivals, social or religious functions or other contingencies necessitating temporary absence from work, will also constitute workers.

A1.6 Employee

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

A1.7 Self Employed

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

A1.8 Full Time Worker

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

A1.9 Part Time Worker

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

A1.10 Regular Worker

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

A1.11 Contract Worker

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

A1. 12 Casual Worker

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

A1.13 Fixed Term employment

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

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

Under the present survey, the information on formal skill

development programme conducted by the establishments and 'On the Job' Training has been collected separately, in view of the fact that former involves an element of certification of skill development training imparted to its workers.

A1.15 MSME

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

A2.1 Introduction

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

A2.2 Unit of Enumeration

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

A2.3 Classification of Industry

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

as per the National Industrial Classification (NIC)-2008 at two-digit level.

A2.4 Sampling Frame

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

A2.5 Reference Date

The present round of 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 January, 2022.

A2.6 Sampling Design

For selecting a fixed Panel of 12000 units a Stratified Simple Random Sampling (Without Replacement) has been adopted for the new/present 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 present survey was 12038 units. Each of the nine sectors, within a State, is further divided into six size classes based on the size of employment. Accordingly, number of units are being selected proportionately (Proportional allocation) to the number of units in the population (frame) in the respective strata viz. State by Sector by Size Class by using Simple Random Sampling (Without Replacement). Allotment of minimum of 10 sample units, at a sector level in each state (i.e., State X Sector), was ensured, further ensuring the proportional representation in each size class.

A2.8 Stratification and Selection of Unit

Since the characteristics under study is mainly related to employment, which in turn is related to number of establishments, the stratification is done on the basis of size class (employment size of the establishment) and number of establishments. The sampling frame is divided within each state into nine strata viz. Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants, IT/BPOs and Financial Service activities. Further, each stratum (sector) is divided into six substrata based on the size of employment (size classes 1 to 6) of an establishment viz. 10-39 workers, 40-99 workers, 100-499 workers, 500-999 workers, 1000-4999 workers and more than 4999 workers. Thus, the stratum/segment for the present sample design is State X Sector X Size Class. Accordingly, units were selected based on proportional allocation using simple random sampling (without replacement).

A2.9 Estimation procedure:

A2.9.1 Notations:

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

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

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

t= subscript for t-th unit

n= originally selected sample size

n2= effective sample size for level estimates of Q4

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 Q4:

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

	46	Wholesale trade, except of motor vehicles and motorcycles
	47	Retail trade, except of motor vehicles and motorcycles
Transport	49	Land transport and transport via pipelines
	50	Water transport
	51	Air transport
	52	Warehousing and support activities for transportation
	53	Postal and courier activities
Accommodation & Restaurants	55	Accommodation
	56	Food and beverage service activities
IT/ BPO	62	Computer programming, consultancy and related activities
	63	Information service activities
Financial service activities	64	Financial service activities, except insurance and pension funding
	65	Insurance, reinsurance and pension funding, except compulsory social
	66	Other financial activities
Education	85	Education
Health	86	Human health activities
	87	Residential care activities
	88	Social work activities without accommodation

Round	0	4
-------	---	---

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

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

BLOCK I. Identification Particulars

1. Establishment

1.1. Name of the establishment

1.2. Address of the establishment

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

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

1.5.1 If No in item 1.7, the new Name of Establishment (if any)

1.5.2 If No in item 1.7, the new Address of Establishment (if any)

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

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

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

--	--	--

4. Description of the Economic Activity

5. Description of goods produced/traded or services provided

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

--	--	--

7. Details of Person contacted

7.1. Name & Designation

7.2. E-mail

7.3. Mobile number

7.4. Landline Phone number

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

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

*original establishment surveyed: open-1, existing but not having production-2, closed-3, never existed-4 (this situation may be considered as original establishment surveyed as zero case);
 substitute surveyed: open-5, existing but not having production-6, closed-7, never existed-8 (this situation may be considered as substituted establishment surveyed as zero case)*

--

8.1(b) reason for original sample not surveyed (for code 2 or 3 in item 8):*(establishment operational but not traceable-1, informant busy-2, informant not available - 3, informant non-cooperative - 4, others-9)*

--

9. Whether the establishment is:

(Code: An Enterprise by itself-1, Main Office of an enterprise-2, Unit/Branch of an enterprise-3)

--

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

BLOCK II. Particulars of Establishments

- | | | | | | |
|---|---|---|---|---|---|
| 1. Usual Nature of Operation
<i>(perennial - 1, seasonal - 2, casual -3)</i> | | | | | |
| 2. Current Operational Status
<i>(fully -1, partly - 2)</i> | | | | | |
| 3. Ownership Code | | | | | |
| 4. Registration Information: whether the Unit is registered or not <i>(Yes -1, No -2)</i> | | | | | |
| 5. If Yes, then enter the registration information using codes (Yes-1, No-2) | | | | | |
| 5.1 Shops and Commercial Establishments Act | | | | | |
| 5.2 Companies Act, 1956 | | | | | |
| 5.3 Goods and Service Tax Act | | | | | |
| 5.4 Factories Act, 1948 | | | | | |
| 5.5 Societies Registration Act | | | | | |
| 5.6 Co-operative Societies Act | | | | | |
| 5.7 Directorate of Industries | | | | | |
| 5.8 KVIC/KVIB/DC: Handloom/Handicrafts | | | | | |
| 5.9 Act related to Building & Construction | | | | | |
| 5.10 Registered with other agencies, Specify _____ | | | | | |
| 6. Year Since Operational under current ownership | <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%; border: 1px solid black; text-align: center;">Y</td> <td style="width: 25%; border: 1px solid black; text-align: center;">Y</td> <td style="width: 25%; border: 1px solid black; text-align: center;">Y</td> <td style="width: 25%; border: 1px solid black; text-align: center;">Y</td> </tr> </table> | Y | Y | Y | Y |
| Y | Y | Y | Y | | |
| 7. No. of Shifts in Operation | | | | | |

Codes for Ownership: item 3

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

BLOCK III. Employment and Vacancies Details:

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

2. Total Employment (As on 1st day of the respective quarter)

3. Details of employment (As on 1st day of the respective quarter)

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

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

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

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

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

6. Information about MSME status of Establishment/Units

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

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

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

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

(more than 50)-4

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

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

(more than 250) - 4

7. Details of Vacancies/Recruitment

7.1	Number of Current Vacancies (as on 1st day of current quarter)	
	Number of Vacancies due to:	
7.1.1	Resignation	
7.1.2	Retirement	
7.1.3	Others (please specify)_____	
7.2	Number of Vacancies not filled up due to(as on 1st day of current quarter)	
7.2.1	Number of Vacancies in the process of being filled up	
7.2.2	Number of Vacancies due to Non-availability of the Requisite Skilled Workers	
7.2.3	No felt need now	
7.2.4	Others (please specify)_____	
7.3	Number of posts created during the preceding Quarter	
7.4	Number of persons recruited during the preceding Quarter	
7.5	Number of posts withdrawn/lapsed during the preceding Quarter	
7.6	Number of persons retrenched during the preceding Quarter	

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

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

9. Employment Details of Health Sector for the Quarter (As on 1st day of the respective quarter)

9.1	Total Employment (to be copied from Block III - item 2)					
9.2	Clinical					
9.2.1	Medical					
9.2.2	Nursing					
9.2.3	Paramedical					
9.3	Non-Clinical	Matric/Secondary or below	Above Matric/Secondary but Under Graduate	Graduate or above	Not known	Total
9.3.1	Self Employed					
9.3.2	Regular (not on contract)					

9.3.3	Contract					
9.3.4	Fixed Term Employment					
9.3.5	Casual					
9.3.6	Total					

10. Employment Details of Education Sector for the Quarter (As on 1st day of the respective quarter)

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

BLOCK IV. Social Security Benefits

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

BLOCK V. Particulars of Field Operations

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

BLOCK VI. Comments by Investigator

Block VII. Comments by Supervisor

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

Shram Shakti Bhawan, New Delhi,
 Dated: 12th October, 2017

ORDER

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

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

2. Terms of Reference:-

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

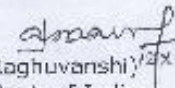
Contd/-

-01-

DDG (B.)
 प्राप्त :
 आर. एण्ड आई. यूनिट

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

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


(G. A. Raghuvanshi)^{23/11/77}
Under Secretary to the Govt. of India
Tele: 23473305

To:

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

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

.....About the Labour Bureau

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