



सत्यमेव जयते

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



Government of India
Ministry of Labour & Employment
Labour Bureau

Report on the First Round of Quarterly Employment Survey

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



SINCE 1920

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

मंत्री
श्रम एवं रोजगार
पर्यावरण, वन एवं जलवायु परिवर्तन
भारत सरकार



MINISTER
LABOUR & EMPLOYMENT
ENVIRONMENT, FOREST AND CLIMATE CHANGE
GOVERNMENT OF INDIA



भूपेन्द्र यादव
BHUPENDER YADAV

MESSAGE

It gives me immense pleasure and extreme delight to unveil the Report on first quarter (April to June, 2021) of "Quarterly Employment Survey" conducted by Labour Bureau, an attached office of Ministry of Labour and Employment. The report provides a glimpse of employment estimates in nine selected sectors of the economy. It's indeed a matter of great pride to be a part of this effort to generate the high-quality accessible employment data on the non-farm sector.

Quarterly Employment Survey (QES) on a large scale assesses employment situation in respect of nine selected sectors namely Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants, IT/BPO and Financial Services. Quarterly Employment Survey data will help us in building better employment policies for the organised non-farm sector of the economy.

I place on record my compliments for the co-operation and support extended by the Ministry of Statistics and Programme Implementation (MoSPI), State Directorate of Economics and Statistics (DES), Office of State Labour Commissioner. Sh. Apurva Chandra, Secretary (L&E) and Shri DPS Negi, PLEA and Sh. I.S. Negi, Director General Labour Bureau deserves a special mention for their commitment and role in expediting the entire process in this tough pandemic period.

I sincerely hope that this report will prove highly useful to the various stakeholders in gaining a better understanding of the subject. Also, the robust data on estimate of employment will help us in building sound national policy on employment.

(Bhupender Yadav)

रामेश्वर तेली
RAMESWAR TELI
ৰামেশ্বৰ তেলী



राज्य मंत्री
पेट्रोलियम एवं प्राकृतिक गैस और
श्रम और रोजगार
भारत सरकार
Minister of State for
Petroleum and Natural Gas &
Labour and Employment
Government of India

MESSAGE

It is indeed a pleasure to learn that the Report on first quarter (April-June, 2021) of "Quarterly Employment Survey" (QES), part of All India Quarterly Establishment based Employment Survey (AQEES), has been prepared by Labour Bureau based on the survey conducted during the pandemic period despite the difficulties triggered by second wave of COVID-19 pandemic. This report provides comprehensive details of key concepts, definitions, sampling design used and also estimation of sector wise employment.

Employment generation is the key channel through which economic growth translates into prosperity for the population. Gainful employment generation is bedrock of attaining growth with equity and to alleviate poverty. In this context, QES an establishment based survey, aimed to provide quarterly estimates of employment in respect of establishments employing 10 or more workers in nine selected sectors of the Indian economy viz. Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurant, IT/BPO and Financial Services.

I place on record my appreciation for the officers and staff of Labour Bureau who strived for efficient completion of this enormous exercise of collecting and compiling the report on sectoral estimates of QES (as on April 1st, 2021).

I sincerely hope that this report will prove highly useful to the various stakeholders in gaining better understanding of the subject. Also, the sectoral employment estimates on quarterly basis will provide evidence-based inputs for policy formulation on labour market particularly non- farm sector of the economy.

Yours sincerely

(Rameswar Teli)



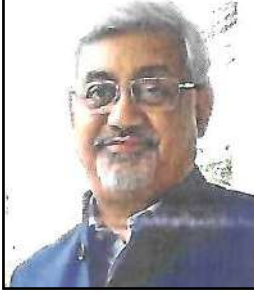
सत्यमेव जयते

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भारत सरकार के सचिव
SUNIL BARTH WAL, I.A.S.
Secretary to Govt. of India



MESSAGE

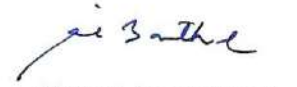
Employment is *the sine qua non* of the economic and social development of any country. Having a comprehensive and detailed statistics on employment by economic activity allows for the calculation of the share of a particular sector in total employment and also to measure the progress towards achievement of the Sustainable Development Goals (SDG).

With the objective of measuring relative change in the employment situation over successive quarters in sizeable segment of non-farm industrial economy covering 9 major sectors, viz. Manufacturing, Construction, Trade, Transportation, Education, Health, Accommodation & Restaurants, IT/BPO and Financial Services, the Labour Bureau, Ministry of Labour and Employment has been mandated to conduct the Quarterly Employment Survey (QES).

It gives me immense pleasure to know that the Labour Bureau is releasing the first quarter (April to June, 2021) report on "Quarterly Employment Survey" on 27.09.2021.

This report was made possible through the active cooperation and support from MoSPI and M/o MSME, who deserve abundant appreciation. On this occasion, I record my deep sense of appreciation to the expert group headed by Prof. S.P. Mukherjee for their guidance and support towards this endeavour.

I also place on record my appreciation for the team of officers and staff of Labour Bureau who accomplished this enormous exercise of collecting, compiling and releasing of the report in a time bound manner.


(Sunil Barthwal)

25th September, 2021

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प्रमुख सलाहकार
एवं
मुख्य श्रम आयुक्त (केंद्रीय)



श्रम और रोजगार मंत्रालय
भारत सरकार
MINISTRY OF LABOUR & EMPLOYMENT
GOVERNMENT OF INDIA

25th September, 2021

MESSAGE

A progressive and realistic employment policy is instrumental in attaining social and economic objectives. For formulation of such a policy, availability of scientifically collected and reliable employment data is a prime requisite. The first step in this direction was taken by the Ministry of Labour & Employment by entrusting the Labour Bureau to conduct the first round of Quarterly employment Survey (QES) in the year 2021 a component of the All-India Quarterly Establishment-based Employment Survey (AQEES).

The All-India Quarterly Establishment-based Employment Survey (AQEES) has been taken up by the Labour Bureau to provide frequent (quarterly) updates about the employment and related variables of establishments in both organized (establishments with 10 or more workers) and unorganized (establishments with 9 or less workers) segments of nine selected sectors which account for a majority of the total employment in the non-farm establishments.

The first round of QES had a reference date of April 1, 2021 for the different items of information about an establishment. QES is an establishment-based survey aimed to provide (Quarterly basis) employment estimates for sizeable segment of Non-farm economy covering 9 important sectors of the Indian economy viz. Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurant, Information Technology (IT)/ Business Process Outsourcing (BPO) and Financial Services.

I hope that the data presented in this Report would prove to be useful to the policy makers. I take this opportunity to express my gratitude to various central and state governments for extending their whole hearted cooperation. The officers and staff of the Bureau also deserve praise for the hard work put in by them in the planning and execution and in preparation of the present Report. Suggestions for further improvement in the QES report are welcome.

(D.P.S. Negi)

“बाल श्रम रोकें”

“STOP CHILD LABOUR”

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FOREWORD

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

In order to generate high quality accessible data on labour market for effective implementation of policies and welfare of labour, Government has decided to conduct Quarterly Employment Survey (QES) to assess employment situation in respect of selected nine sectors of Non-farm economy of India over successive quarters. Selected nine sectors are Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants, Information Technology (IT)/ Business Process Outsourcing (BPO) and Financial Services. The present Quarterly Employment Survey (QES) is the 1st in the series with large sample covering 9 major sectors.

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

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.

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 appreciate the efforts of the officers of Labour Bureau associated with Quarterly Employment Survey (QES) in reaching towards its objective of the survey. I am thankful to all the selected units/ establishments for providing useful

information on employment and extending cooperation to our field officers during the survey.

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

Place: Chandigarh

Date: 27.09.2021

(I.S. Negi)

Director General

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CHAPTER 1

INTRODUCTION

1.1 EMPLOYMENT STATISTICS – NEED AND AVAILABILITY

Employment generation is the key channel through which economic growth translates into prosperity for the population. Gainful employment generation is the bedrock of 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 contribution to poverty reduction. In the short run, sectoral productivity and employment pattern of growth may have important implications for poverty alleviation. The Government of India's 'Make in India Campaign' aimed at making India a manufacturing hub, is a significant step towards achieving employment intensive growth.

Rapid employment generation assumes even greater importance for India which is projected to be the youngest nation in the world in terms of size by the year 2020. 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 challenge of the impending demographic dividend.

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

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

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 an important agency involved in this task. Ministry of Statistics and Programme Implementation is another major source which collects and publishes data on this subject through its various divisions. Besides these two, State governments also collect labour statistics, mostly through the Department of Labour & Directorate of Economics & Statistics.

The household based employment surveys (like PLFS by MOSPI) being conducted in the country are providing employment scenario for the supply-side of labour market. 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 started to fulfill the above mentioned gap. AQEES will provide estimates of employment, vacancies, training and other related parameters for major nine sectors of the economy. This report is a component of AQEES covering establishments with at least 10 workers. The other component, AFES, will capture information about establishments with less than 10 workers.

1.2 ECONOMIC CENSUSES

Economic Censuses are establishment-based, have been conducted at irregular intervals and do not cover all types of establishments. Economic Censuses have been conducted in the years 1977,1980, 1990, 1998, 2005, 2013-14 and 2020. Results of the seventh census are yet to appear in the public domain. The sixth Economic Census (6thEC)is the latest available frame of all Non-Agricultural establishments excluding those belonging to crop production, plantation, Public Administration, Defense and

Compulsory Social Security. As per the Sixth Economic Census (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 organised segment (establishments employing 10 or more persons). Again, for the purpose of sampling, we need to have names and addresses of all the 58.5 million establishments (including household establishments operating within households or outside in fixed structures or otherwise covered in 6th EC) however the same is not available. However, a Directory of Establishments with 10 or more workers (sometimes referred to as establishments in the 'organised' segment) with names, addresses and numbers of workers as also types of economic activities carried out (and corresponding codes in National Industrial Classification or NIC) is available and that is all that can be used as a sampling frame.

It is obvious that employment figures from establishment-based surveys like the present QES (as the initial first component of the All-India Quarterly Establishment-based Employment Survey AQEES) can provide an idea-though incomplete- about 'gainful' employment in different sectors of the economy. In the household based surveys, a person is taken as 'employed' on the basis of usual principal activity statuses 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 'organised' segment) and Area Frame Establishment Survey (AFES) to build up a frame in respect of establishments (mostly the

‘unorganised’ segment) employing 9 or less workers. After, a period of one year or initial round of AFES, the results from the 4th 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 division 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 Sixth Economic Census (2013-14). The scope & coverage of AQEES and, hence, of QES is further limited to employment in non-farm economy covering nine sectors viz. Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants, IT/BPO and Financial Service Activities.

The list of all these establishments, as appearing in the Directory of Establishments, in the above mentioned nine major sectors in Sixth Economic Census (EC), was used as the sampling frame for the present QES survey. The aforesaid nine sectors account for around 85% of the total employment in units with 10 or more workers in the 6thEC.

1.4 THE PRESENT SURVEY (QES)

The QES component of AQEES started with the reference date as 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 successive quarters in the above segment of Indian Economy.

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

These nine sectors account for around 85% of the total employment in the establishments with ten or more workers in the 6th Economic Census 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-III.

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

1.5 SUMMARY RESULTS FOR THE FIRST ROUND OF QES

It is heartening to note that the estimated total employment in the nine selected sectors from the first round of QES works out as 3 crores and 8 lakhs approximately against a total of 2 crores and 37 lakhs in these sectors taken collectively, as reported in the Sixth Economic Census (2013-

14), implying a growth of 29%. Of the total employment estimated in the selected nine sectors, Manufacturing accounts for nearly 41%, followed by Education with 22%, and Health 8%. Trade and IT/ BPO engaged 7% of the total estimated number of workers.

The most impressive growth of 152% has been recorded in the IT/BPO sector, while growth rates in Health 77%, Financial Services 48%, Education 39%, Manufacturing 22%, Transport 68% and Construction 42% were also quite significant. However, employment in Trade came down by 25% and in Accommodation & Restaurant the decline was by 13%. Nearly 90 % of the establishments have been estimated to work with less than 100 workers, though 34.8% of the IT/BPO establishments worked with at least 100 workers, including about 13.8% engaging 500 workers or more. In the Health sector, 18% of the establishments had 100 or more workers. It may be mentioned that 95% of the establishments were reported to working with less than 100 workers in the Sixth Economic Census. And in the IT/BPO sector the figures during 2013-14 for the size classes 100 or more and 500 or more stood at 19 and 6 respectively.

The over-all percentage of female workers stood at 29, slightly lower than 31 reported during 6thEC.

Regular workers constitute 88% of the estimated workforce in the nine selected sectors, with only 2% being casual workers. However, 18% of workers in the Construction sector are contractual employees and 13% are casual workers.

About 97% of the establishments were located outside households in fixed structures, though 4% of units in IT/ BPO sector were found to operate from within households.

Only 9% of the establishments (with at least 10 workers) were not registered with any authority or under any act. While 26% of all the

establishments were registered under the Companies Act, this percentage was as high as 71 in IT / BPO, 58 in Construction, 46 in Manufacturing, 42 in Transport, 35 in Trade and 28 in Financial services. One-fourth of the establishments were operating as registered societies, 41% were registered under Excise and 30 % under Shops and Establishments Act.

Looking at the educational qualifications of employees, it came out that 31% of those working in seven of the nine sectors (excluding Education and Health) were matriculates/secondary or less educated, while another 31% were graduates or had higher qualifications. In fact, the latter percentage is as high as 70 in the IT/BPO sector and 59 in Financial Services. In the Health sector, as few as 22% of the non-Clinical workers were matriculates/secondary or less educated, the figure being 15% in the non-Teaching staff in the Education sector. More than one-third of the employees in these two sectors were at least graduates.

It is somewhat encouraging to note that 18% of the establishments provide formal skill development programmes, mostly for their own employees, though. It transpired that an estimated 3.6% of the establishments were having vacancies in positions and the estimated number of vacancies was a little over one lakh 87 thousand. And about 39% of such vacancies were not due to retirement or resignation of employees.

Coming to assess the impact of COVID 19 pandemic on employment in the organized non-farm segment of the Indian economy, employment decreased due to the pandemic in 27% of the establishments. On the bright side of the employment scenario, it may be noted that 81% of the workers received full wages during the lock-down period (March 25-June 30, 2020), 16% received reduced wages and only 3 % were denied of any wages. In the Health and Financial Services sector, however, more than 90% workers received full wages. However, in the Construction sector, 27% had to accept reduced wages and 7 % were left with none.

1.6. POINTS TO REMEMBER

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

While using the QES estimates the following points have to be kept in mind.

- A) QES does not capture employment data from units which emerged after the 6th Economic Census in 2013-14.
- B) The survey work for the first quarter of QES corresponds to the period of second wave of COVID-19 pandemic and in view of the surge in covid-19 cases across the country several lockdown restrictions were imposed by respective State/ UT authorities. Therefore, data collection was mainly carried out telephonically and through visits by investigators wherever possible.
- C) The survey is based on either records or responses of the establishment. However, verification of records has not been resorted to for collection of data.
- D) If an individual who is working in more than one establishment on a given reference date the worker is counted separately for each establishment giving rise to possible duplication.

CHAPTER 2

KEY FINDINGS OF THE SURVEY

2.1 INTRODUCTION

In the present round of QES, information has been collected from 10593 units in the nine sectors throughout the country. As reflected in table 2.1, in 6th EC frame the highest number of establishments were in the Education sector closely followed by the Manufacturing sector. In terms of the sample allocation across these sectors, the maximum number of sample establishments was allotted to the Manufacturing sector followed by the Trade sector and the Education sector. The details of sector-wise number of establishments in sampling frame as well as units covered in the present quarter are given in Table 2.1.

Table 2.1: Distribution of sample establishments by sector and coverage

Sl. No.	Sectors	Units in Frame	Sample allocated	Sample covered (as per frame NIC)	No. of units open (as per reported NIC)
1	Manufacturing	181317	5125	4836	4818
2	Construction	8685	458	430	395
3	Trade	52125	1625	1512	1427
4	Transport	12624	567	531	497
5	Education	184976	1504	1372	1389
6	Health	29363	469	430	414
7	Accommodation & Restaurants	31034	1061	996	971
8	IT /BPOs	5022	576	478	374
9	Financial Services	58294	653	282	242
10	Others ²	0	0	0	66
Total		563440	12038	10867	10593

²Out of the allotted Sample size of 12038 establishments, 187 were found to be closed, 87 could not be traced and 66 units though open, due to change in their activity, were found to be in sectors other than the nine selected sectors under coverage. Also, 1,171 units did not provide the information.

2.2 CHARACTERISTICS OF ESTABLISHMENTS IN THE SELECTED SECTORS

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

2.2.1 DISTRIBUTION OF ESTABLISHMENTS BY THEIR STATUS

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

Sl. No.	Sectors	An Enterprise by itself	Main Office of an enterprise	Unit/ Branch of an enterprise
1	Manufacturing	73.0	22.2	4.8
2	Construction	64.2	30.4	5.3
3	Trade	65.6	25.6	8.8
4	Transport	47.8	37.5	14.7
5	Education	63.4	28	8.6
6	Health	55.9	36.3	7.9
7	Accommodation & Restaurants	72.5	23.3	4.2
8	IT /BPOs	51.8	34.0	14.2
9	Financial Services	33.3	23.4	43.3
Total		64.4	25.6	10

[Note: Percentages in the ‘Total’ row take into account the 66 establishments which were found during the survey to belong to the sectors other than the nine selected sectors. This remark will apply to all subsequent tables in the chapter.]

The survey covered status of unit in terms of ‘an enterprise by itself’, ‘main office of an enterprise’ and ‘unit/ branch of an enterprise’. Table 2.2 reveals that around 64.4% of the estimated units were reported to be ‘an enterprise by itself’ followed by main office of an enterprise (25.6%) and unit/ branch of an enterprise (10%). Within ‘enterprise by itself’, maximum number of estimated establishments (73.0%) were in Manufacturing sector and very closely followed by 72.5% of estimated establishments in Accommodation and Restaurants sector. Within ‘establishments reported under main office of an enterprise’, highest number of estimated units (37.5%) were found to

be in Transport sector followed by Health sector (36.3%) and IT/BPOs (34.0%). Further, in terms of 'unit/branch of an enterprise', highest numbers of estimated units (43.3%) were found to be in Financial Services sector followed by Transport (14.7%) and IT/BPOs (14.2%). The sector-wise details of estimated percentage of total establishments by their status are given in Table 2.2.

2.2.2. DISTRIBUTION OF ESTABLISHMENTS BY LOCATION

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

Sl. No.	Sectors	Within household (%)	Outside household (%)
1	Manufacturing	3.6	96.4
2	Construction	2.9	97.2
3	Trade	2.3	97.7
4	Transport	1.1	98.9
5	Education	1.0	99.1
6	Health	3.2	96.7
7	Accommodation & Restaurants	3.2	96.8
8	IT /BPOs	4.0	96.1
9	Financial Services	0.5	99.5
Total		2.2	97.2

The Table 2.3 shows that around 97.2% of the estimated units were located 'outside the household' and remaining 2.2% units were located within household'. In Financial Services sector, 99.5% and in IT/BPO sector 96.1% establishments were Outside Household. The sector-wise details of estimated percentage of total establishments by their location are given in Table 2.3.

2.2.3. DISTRIBUTION OF ESTABLISHMENTS BY USUAL NATURE OF OPERATION

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

Sl. No.	Sectors	Perennial	Seasonal	Casual
1	Manufacturing	95.1	3.8	1.1
2	Construction	94.0	2.3	3.7
3	Trade	98.6	0.3	1.1
4	Transport	98.7	1.0	0.4
5	Education	98.7	0.9	0.4
6	Health	100.0	0.0	0.0
7	Accommodation & Restaurants	96.2	2.8	1.0
8	IT /BPOs	98.5	0.1	1.4
9	Financial Services	99.8	0.2	0.0
	Total	97.4	1.8	0.8

Table 2.4 revealed that at all India level by usual Operational nature, 97.4% of the estimated establishments were of perennial nature and remaining 2.6% were of seasonal nature (1.8%) and of casual nature (0.8%) (Figure2.1). Within 'perennial nature', maximum number of estimated establishments (100.0%) was found to be in Health sector followed by 99.8% in Financial Service sector. Further, in case of seasonal nature category, the highest numbers of estimated units (3.8%) were found to be in Manufacturing sector followed by Accommodation & Restaurants sector (2.8%). Within casual nature, highest number of estimated units were reported in Construction sector (3.7%) followed by IT/ BPOs (1.4%). The sector-wise details of estimated percentage of total establishments by usual nature of operation are given in Table 2.4.

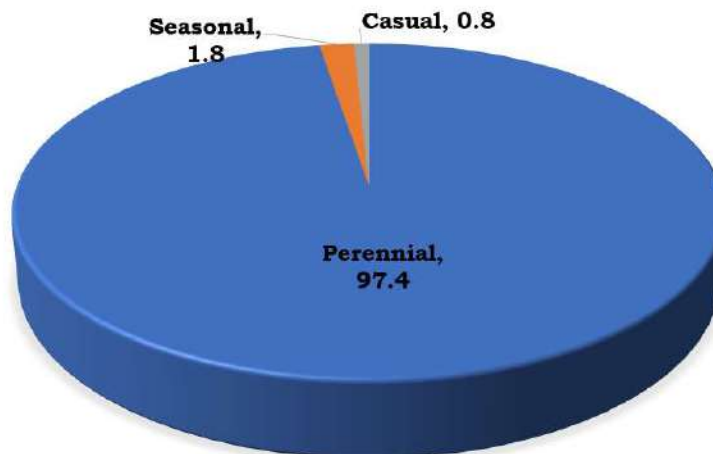


Figure 2.1: Percentage Distribution of Estimated Establishments by Usual Nature of Operation

Table 2.4a: Sector-wise Percentage Distribution of Establishments with ten or more Workers (as listed under 6th EC, 2013-14) according to Usual Nature of Operation

Sl. No.	Sectors	Perennial	Seasonal	Casual
1	Manufacturing	93.0	6.5	0.5
2	Construction	94.0	4.9	1.1
3	Trade	96.7	2.9	0.4
4	Transport	96.4	3.2	0.4
5	Education	99.0	0.8	0.2
6	Health	98.9	0.7	0.4
7	Accommodation and Restaurants	97.7	1.8	0.5
8	IT BPO	99.2	0.5	0.3
9	Financial Services	98.5	0.8	0.7
Total		96.5	3.1	0.4

Further, the category wise distribution of the establishments with ten and more workers in the selected nine sectors listed under the 6th EC is given in the table 2.4a.

The table 2.4a, shows that there were around 96.5% establishments in the selected nine sectors with perennial nature under 6th EC data. As per

the estimates of first quarter (Q1) of QES the estimated percentage share of establishments with Perennial nature was around 97.4%. Similarly, the percentage share of establishments in nine selected sectors with ten or more workers with Seasonal nature was around 3.1% under 6th EC data and as per the estimates of the Q1 of QES the corresponding percentage share of seasonal establishments was around 1.8%. Also, as per results of Q1 of QES estimated percentage share of establishments with casual nature was around 0.8% whereas the corresponding percentage share as per 6th EC was 0.4%.

2.2.4 DISTRIBUTION OF ESTIMATED ESTABLISHMENTS BY OWNERSHIP

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

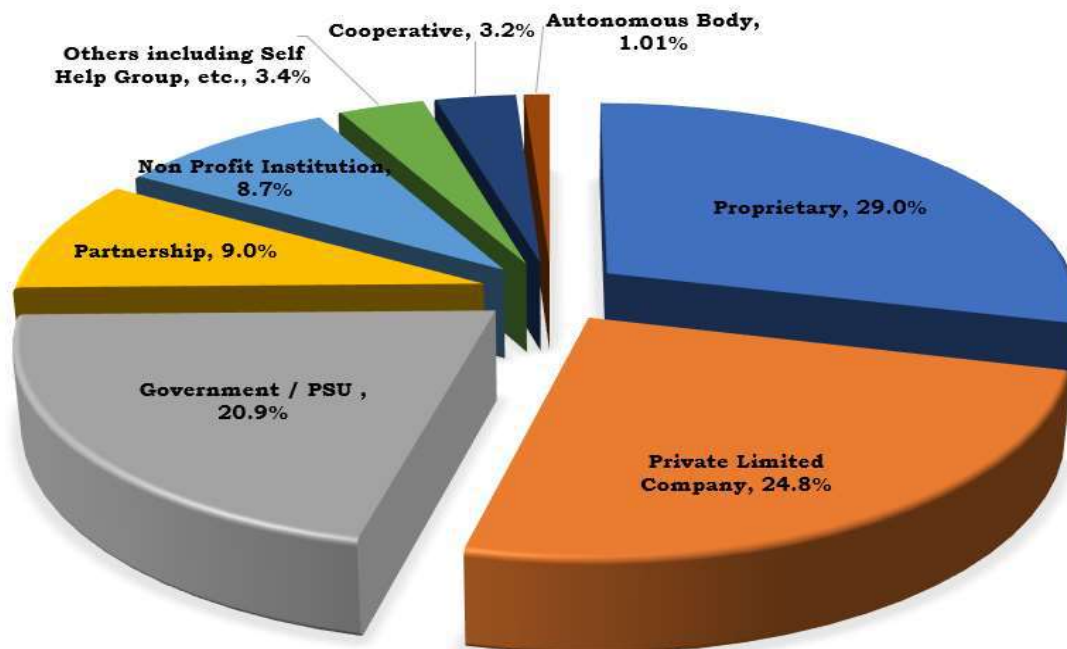


Figure 2.2: Estimated Establishments by Ownership

It can be seen from Table 2.5 that around 29.0% of the estimated units were under proprietary ownership followed by private limited company (24.8%) and Government/ PSU ownership (20.9%). Within proprietary ownership, maximum numbers of estimated establishments (61.4%) were

found to be in Accommodation & Restaurants sector followed by 47.0% in Trade sector. Further, in case of private limited company ownership, the highest numbers of estimated units (83.7%) were found to be in IT/ BPOs sector followed by Construction sector (56.3%). Within Government/ PSU ownership, highest number of estimated units were reported in Financial service sector (54.2%) followed by Education (42.7%). The sector-wise details of estimated percentage of distribution of establishments by Ownership are given in Table 2.5.

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

Sl. No.	Sectors	Govt./ PSU	Autonomous Body	Proprietary	Partnership	Private Limited Company	Cooperative	Non-profit Institution	Others including SHGs	Total
1	Manufacturing	1.2	0.1	41.1	15.8	39.0	1.1	0.1	1.7	100
2	Construction	6.2	0.4	25.6	11.3	56.3	0.2	0.0	0.0	100
3	Trade	2.1	0.1	47.0	15.4	32.6	1.0	0.2	1.5	100
4	Transport	28.5	0.0	24.4	8.3	37.9	0.8	0.0	0.2	100
5	Education	42.7	2.2	14.2	2.2	8.7	2.5	23.8	3.7	100
6	Health	18.1	2.3	36.5	9.4	16.9	2.2	12.1	2.6	100
7	Accommodation & Restaurants	2.6	0.3	61.4	12.2	19.4	0.5	1.1	2.6	100
8	IT /BPOs	0.9	0.0	13.1	1.8	83.7	0.4	0.0	0.1	100
9	Financial Services	54.2	1.0	0.1	1.0	17.1	21.5	1.7	3.5	100
	Total	20.9	1.0	29.0	9.0	24.8	3.2	8.7	3.4	100

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

Sl. No.	Sectors	Size Classes of Employment (Number of Employees)							Total (%)
		Less than 10	10-39	40-99	100-499	500-999	1000-4999	More than 5000	
1	Manufacturing	16.2	53.9	16.9	10.7	1.4	0.8	0.0	100
2	Construction	15.0	48.5	21.8	11.8	2.4	0.5	0.0	100
3	Trade	22.8	56.4	14.9	5.0	0.5	0.4	0.0	100
4	Transport	18.7	53.2	13.5	12.0	0.9	1.6	0.1	100
5	Education	6.8	71.2	17.6	4.0	0.3	0.2	0.0	100
6	Health	7.8	53.0	21.2	14.1	2.4	1.4	0.0	100
7	Accommodation & Restaurants	22.0	63.6	10.7	3.2	0.3	0.2	0.0	100
8	IT /BPOs	6.3	38.5	20.4	21.0	5.8	4.2	3.8	100
9	Financial Services	12.9	66.8	7.6	12.1	0.6	0.0	0.0	100
Total		13.1	61.6	15.9	7.9	0.9	0.5	0.0	100

2.2.5. DISTRIBUTION OF ESTABLISHMENTS BY SIZE CLASS

The size class in terms of number of workers is an important indicator and accordingly, under QES, the establishments were divided into 6 size class categories based on the number of workers engaged by them. Around 61.6% of the units were estimated to engage 10-39 workers followed by 15.9% units in 40-99 size class. From the survey, it was found that an estimated 13.1% of the establishments had employment of less than ten workers. Further, within 10-39 size class, maximum numbers of estimated establishments (71.2%) were found to be in Education sector followed by 66.8% in Financial Services sector. Further, in case of 40-99 workers size class, the highest numbers of estimated units (21.8%) were found to be in Construction sector followed by Health sector (21.2%). Within less than 10 workers size class, highest number of estimated units were reported in Trade sector (22.8%) followed by Accommodation & Restaurants sector (22.0%). The sector-wise details of estimated percentage of distribution of establishments by size class are given in Table 2.6.

2.2.6 DISTRIBUTION OF ESTABLISHMENTS BY REGISTRATION INFORMATION

The information was also collected regarding the registration status of the establishments in respect of different Acts and agencies. From Table 2.7 it can be seen that 91.1% of the establishments were found to be registered with one or more Acts/agencies and remaining 8.9% of the establishments were not registered. Further, within registered category, the maximum numbers of establishments (96.3%) were in Trade sector followed by 95.7% in Construction sector. In case of unregistered establishments, highest percentage was reported in 26.9% in Financial Services sector followed by around 11.1% in Education sector. The sector-wise details of percentage of distribution of estimated establishments by registration information are given in Table 2.7.

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

Sl. No.	Sectors	Total Registered	Shop & commercial Establishments Act	Companies Act, 1956	Central Excise/Sales Tax Act	Factory Act, 1948	Societies Registration Act	Co-operative Societies Act	Directorate of Industries	KVIC / KVIB / DC: Handloom/Handicrafts	Act related to Building & Construction	Other Agencies	Total Unregistered	Registered + Unregistered
1	Manufacturing	94.9	40.9	45.8	69.0	60.2	5.1	2.7	10.4	2.6	1.3	4.3	5.1	100
2	Construction	95.7	32.7	57.5	57.0	6.7	3.5	0.8	4.2	0.2	68.7	2.3	4.3	100
3	Trade	96.3	80.8	34.8	67.8	6.7	4.7	2.7	2.5	1.3	0.7	6.2	3.7	100
4	Transport	93.0	38.4	41.8	58.6	5.9	7.7	2.1	3.7	0.7	1.2	21.0	7.0	100
5	Education	88.9	3.7	4.7	8.0	0.4	54.7	5.9	0.4	0.1	1.2	42.9	11.1	100
6	Health	94.5	27.1	17.0	37.0	0.5	30.3	5.7	1.1	0.0	1.0	45.0	5.5	100
7	Accommodation & Restaurants	94.2	76.9	15.3	51.0	2.4	11.6	2.4	2.0	0.6	2.1	11.3	5.8	100
8	IT/ BPOs	94.9	38.8	71.1	60.4	7.3	2.5	2.6	6.0	1.6	5.6	5.5	5.1	100
9	Financial Services	73.1	7.2	27.6	21.5	1.0	29.2	28.5	1.3	1.1	0.2	33.0	26.9	100
	Total	91.1	30.3	26.5	41.2	21.3	25.0	6.0	4.3	1.2	2.3	23.1	8.9	100

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

Sl. No.	Sectors	Registered under MSME Act (%)	Registered Under MSME Act through Udyam portal (%)	Number of MSMEs (Nos.)	Total Number of Establishments (Nos.)
1	Manufacturing	43.9	86.0	80210	182595
2	Construction	19.8	86.0	1821	9193
3	Trade	3.6	84.2	1793	50034
4	Transport	17.0	85.2	2066	12131
5	Education	2.3	81.4	4102	180557
6	Health	7.5	97.0	1999	26584
7	Accommodation & Restaurants	7.9	84.8	2436	31028
8	IT /BPOs	24.8	85.7	1126	4546
9	Financial Services	2.7	93.8	1201	45289
	Total	17.7	86.1	97031	549172

Under the 1st round of QES information was collected on the basis of registration status of units under MSME Act/Udyam portal. Table 2.8 reveals Sector-wise percentage distribution of estimated establishments registered under MSME Act/Udyam portal. The table highlights that about 17.7% of the estimated establishment were registered under MSME Act. Maximum percentage of registered establishment was reported to be in manufacturing sector (43.9%) followed by IT/BPOs (24.8%) and construction (19.8%). Out of the total establishment registered under MSME Act, about 86.1% were registered under Udyam portal. Maximum percentage of registered establishments under Udyam portal were reported to be in Health Sector (97.0%) followed by Financial Services (93.8%).

2.3 EMPLOYMENT ESTIMATES IN THE SELECTED SECTORS

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

2.3.1. SECTOR-WISE DISTRIBUTION OF ESTIMATED WORKERS

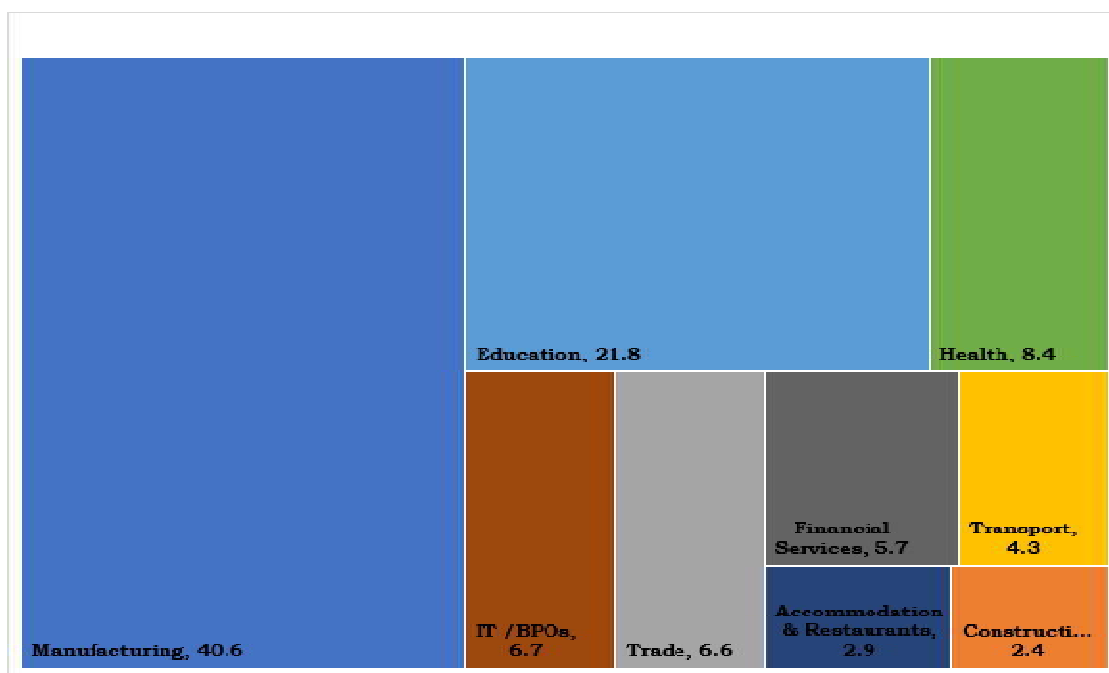


Figure 2.3: Sector-wise Share of Total Employment

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 (40.6%), followed by Education (21.8%). The least percentage share of estimated workers was in Accommodation and Restaurants Sector (2.9%) and Construction sector (2.4%). This could be due to restriction on movement and other restrictions imposed in connection with the COVID-19 pandemic.

2.3.2. SECTOR-WISE TYPES OF WORKERS

As is expected in the organised segment (comprising establishments with 10 or more workers) 98.4% of the total estimated employment is in the employees' category, while 1.6% is self-employed.

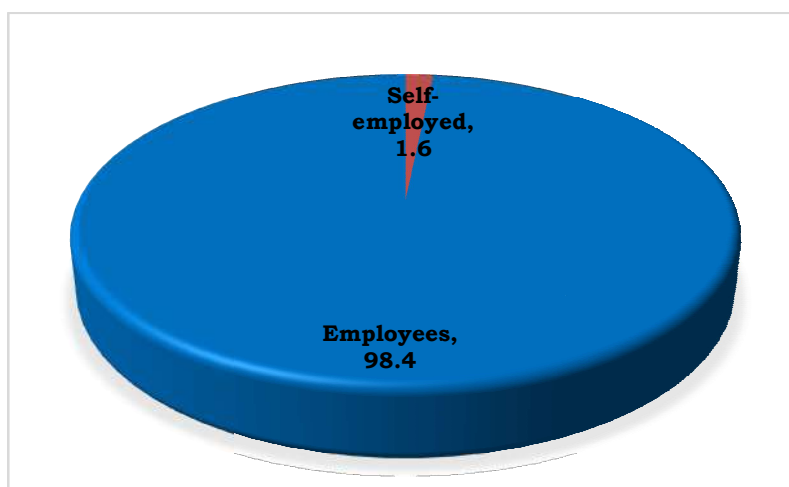


Figure 2.4: Percentage Share of Self-Employed and Employees

Within the self-employed category 88.6% were male workers. Among employees, 70.4% were male workers. Further, out of the total estimated employment, the highest numbers of estimated self-employed workers were found in Accommodation & Restaurants (3.9%) followed by Trade sector (3.3%). Among employees, out of total estimated employment the highest number of estimated workers were in Health sector (99.2%) followed by both IT/ BPOs (99.0%) and Financial Service sector (99.0%). The sector-wise details of percentage distribution of male and female workers are given in Table 2.9.

Table 2.9: Sector-wise Percentage Distribution of Total Estimated Workers by Category and Gender

Sl. No.	Sectors	Self Employed			Employee			Total employment		
		M	F	Total#	M	F	Total#	M	F	Total
1	Manufacturing	89.1	10.9	1.9	78.4	21.6	98.1	78.6	21.4	100
2	Construction	96.5	3.5	1.1	77.3	22.7	98.9	77.5	22.5	100
3	Trade	87.8	12.2	3.3	78.2	21.8	96.7	78.6	21.4	100
4	Transport	95.4	4.6	1.4	84.9	15.1	98.6	85.1	15.0	100
5	Education	85.7	14.3	1.1	55.7	44.3	98.9	56.0	44.0	100
6	Health	87.6	12.4	0.8	59.7	40.3	99.2	60.0	40.0	100
7	Accommodation & Restaurants	90.8	9.2	3.9	76.4	23.6	96.1	77.0	23.0	100
8	IT /BPOs	98.7	1.3	1.0	67.9	32.1	99.0	68.2	31.8	100
9	Financial Services	75.8	24.2	1.0	65.5	34.5	99.0	65.6	34.4	100
	Total	88.6	11.4	1.6	70.4	29.6	98.4	70.7	29.3	100

#Note-Total columns are the percentage share of total employment.

2.3.3. GENDER-WISE ESTIMATED EMPLOYMENT SHARE IN SECTORS

Gender perspective of estimated employment in these nine major sectors is vital to understand the employment dynamics. The male workers constituted 70.7% of the total workers and the female workers constituted 29.3% of the total estimated workers. Figure 2.5 gives gender wise share of total employment.

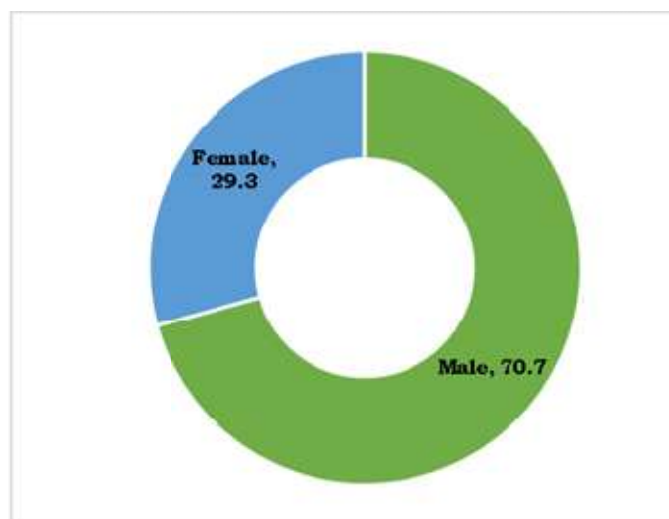


Figure 2.5: Gender-wise Share of Total Employment

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

Sl. No.	Sectors	Self Employed		Employee		Total
		M	F	M	F	
1	Manufacturing	1.7	0.2	76.9	21.2	100
2	Construction	1.1	0.0	76.4	22.5	100
3	Trade	2.9	0.4	75.6	21.0	100
4	Transport	1.4	0.1	83.7	14.9	100
5	Education	0.9	0.2	55.1	43.9	100
6	Health	0.7	0.1	59.3	39.9	100
7	Accommodation & Restaurants	3.6	0.4	73.4	22.7	100
8	IT /BPOs	1.0	0.0	67.2	31.8	100
9	Financial Services	0.8	0.3	64.8	34.1	100
	Total	1.5	0.2	69.2	29.1	100

Table 2.10 provides sector-wise and gender wise distributions of total estimated employment in self-employed and employee categories. In Self-

employed male, Accommodation & Restaurants sector and Trade sector were having highest percentage share of 3.6% and 2.9% of the total employment respectively. The estimated self-employed female workers (0.2%) were mainly reported (0.4%) in both Trade and Accommodation & Restaurants sector followed by Financial Services sector (0.3%). Under employee category, there were more than 75% of the male workers in Transport (83.7%), Manufacturing (76.9%), Construction (76.4%) and Trade (75.6%) sector. Female employees were largely reported in Education (43.9%) followed by Health sector (39.9%).

Table 2.10a: Sector-wise Percentage Distribution of Total Number of Workers in Establishments with Ten or More Workers by Gender, as reported in 6th EC

Sr. No.	Sectors	Male Workers	Female Workers	Total Workers
1	Manufacturing	77	23	100
2	Construction	69	31	100
3	Trade	70	30	100
4	Transport	82	18	100
5	Education	55	45	100
6	Health	54	46	100
7	Accommodation and Restaurants	75	25	100
8	IT BPO	66	34	100
9	Financial Services	58	42	100
	Total	69	31	100

The percentage share of male workers in the establishments in the selected nine sectors employing 10 or more workers under the 6th EC (table 2.10a) was recorded to be 69%. The estimates derived on the basis of results of the first quarter of QES, shows that the percentage of male workers in these sectors was 71.

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

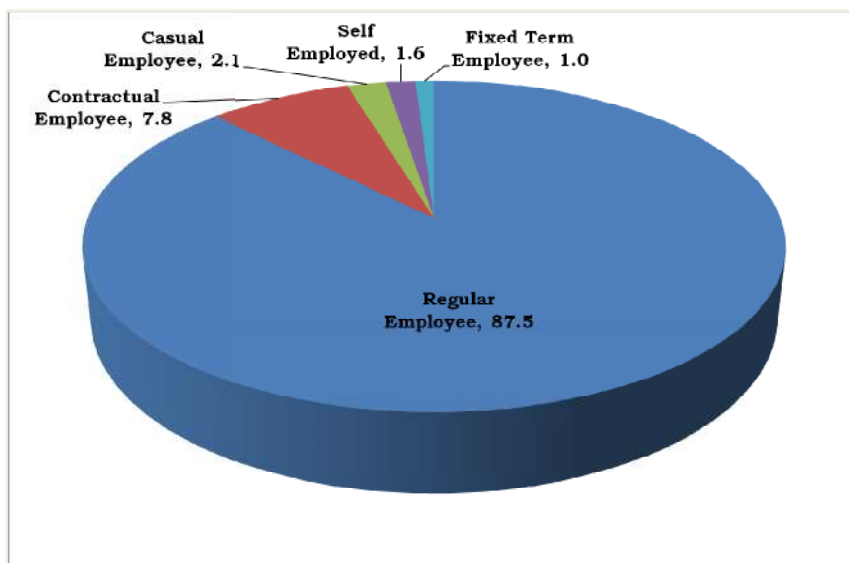


Figure 2.6: Percentage Distribution of Total Workers by Terms of Employment

Following Table 2.11 revealed that out of total estimated employees, 87.5% were regular workers, 7.8% were contractual workers followed by 2.1% casual workers and 1.0% on Fixed Term employment. Within regular workers category, maximum number of estimated workers (98.0%) was found to be in IT/ BPOs sector followed by 94.8% in Health sector. Further, in case of contract workers category, the highest numbers of estimated workers was found to be in Construction sector (17.6%) followed by 10.4% in Manufacturing sector. Within casual workers category, highest number of estimated workers reported in Construction sector (12.5%) followed by Manufacturing sector (3.3%). As far as Fixed term employment (FTE) category is concerned, it constituted around 1.0% of the total estimated workers and within FTE, highest number of estimated workers reported in Manufacturing sector (1.6%) followed by Health sector (0.9%). The sector-wise details of percentage distribution of estimated workers by terms of employment are given in Table 2.11.

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

Sectors	Self-Employed	Regular (Not on contract) Employee	Contractual Employee	Fixed Term Employee	Casual Employee	Total
Manufacturing	1.9	82.8	10.4	1.6	3.3	100
Construction	1.1	68.6	17.6	0.2	12.5	100
Trade	3.3	92.4	2.4	0.7	1.1	100
Transport	1.4	87.4	9.6	0.5	1.1	100
Education	1.1	89.8	7.8	0.8	0.4	100
Health	0.8	94.8	2.9	0.9	0.6	100
Accommodation & Restaurants	3.9	87.9	4.4	0.8	3.0	100
IT /BPOs	1.0	98.0	0.7	0.2	0.1	100
Financial Services	1.0	90.4	8.1	0.1	0.3	100
Total	1.6	87.5	7.8	1.0	2.1	100

2.3.5 SECTOR WISE EDUCATION AND TRAINING DETAILS OF ESTIMATED WORKERS

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

In respect of the seven sectors (except Education and Health), 32.7% of the estimated workers were above matric but under graduate followed by 31.1% were matric or below. While 30.8 % workers were graduate or above and 5.4% reported under not known category. Within the category of education level of matric/secondary or below, the highest level of percentage was in Manufacturing sector (37.1%), followed by Construction sector (34.3%). With in the category of above matric/secondary but under graduate, the highest level of percentage was in Transport sector (48.4%), followed by Accommodation and Restaurants sector (36.9%). Finally, in the category of Graduate and Above, highest level of percentage was in IT/BPOs sector (69.8%), followed by Financial Services sector (58.5%)

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

Sl. No.	Sectors	Matric/ Secondary or below	Above matric/ Secondary but Under Graduate	Graduate or above	Not known	Total
1	Manufacturing	46.4 (37.1)	41.3 (33)	27.6 (22)	9.8 (7.9)	125.2 (100)
2	Construction	2.5 (34.3)	2.6 (34.8)	2.2 (29)	0.1 (1.9)	7.4 (100)
3	Trade	6.5 (32)	7.5 (36.9)	5.6 (27.6)	0.7 (3.6)	20.4 (100)
4	Transport	3.2 (23.6)	6.5 (48.4)	3.5 (25.9)	0.3 (2.1)	13.4 (100)
5	Accommodation & Restaurants	2.9 (32.6)	3.3 (36.9)	2.3 (26.1)	0.4 (4.4)	8.9 (100)
6	IT /BPOs	1.6 (7.5)	4.5 (21.9)	14.5 (69.8)	0.2 (0.8)	20.7 (100)
7	Financial Services	2.9 (16.7)	4.2 (24.3)	10.2 (58.5)	0.1 (0.6)	17.4 (100)
	Total	66.9 (31.1)	70.3 (32.7)	66.1 (30.8)	11.7 (5.4)	215.0 (100)

Note-Figures in parentheses are the sector-wise percentage share in terms of education levels

Table 2.13: Distribution of Estimated Employed Persons according to Education Level for Health & Education Sector (in Lakhs)

Sl. No.	Sectors	Matric/ Secondary or below	Above matric/ Secondary but Under Graduate	Graduate or above	Not known	Total
1	Education	2.1 (15)	6.8 (48.1)	4.8 (33.7)	0.4 (3.2)	14.1 (100)
2	Health	0.9 (21.9)	1.4 (34.7)	1.4 (34.7)	0.3 (8.7)	3.8 (100)

Note-Figures in parentheses are the sector-wise percentage share in terms of education levels.

In Education sector (for non-teaching only) 48.1% of the estimated workers were above matric/secondary but undergraduate, 33.7% were graduate or above and around 15% were matric/secondary or below. Similarly, in case of health sector (for non-clinical only), around 34.7% were graduate or above, 34.7% were above matric/secondary but undergraduate and 21.9% were matric/secondary or below.

2.3.6. SKILL DEVELOPMENT OF THE WORKERS

Table 2.14 reveals the Sector-wise percentage distribution of estimated establishments imparting formal skill development programs. It can be seen from the table that about 17.9 % of the estimated establishments were providing formal skill training. Maximum number of estimated establishments who imparted training were reported to be in the IT/BPO sector (29.8%) followed by Financial services (22.6%) and Education sector (21.1%). Out of the total estimated establishments providing skill training, about 13.6% were reported to have imparted training within the establishments and rest 4.3% in some other establishments. Further, establishments imparted training within the establishments, about 95.3% of establishments imparted training to their staff only, 2.1 % to other staff and 2.7% to both categories.

Table 2.14: Sector-wise Percentage Distribution of Estimated Establishments imparting Formal Skill Development Programs

Sl. No	Sectors	Percentage share of Establishments providing Skill Training			Skill Development Program Conducted for (in %)		
		Within Establishment	In some other Establishment	Total	Staff only	Others	Both
1	Manufacturing	15.5	1.9	17.4	96.1	1.6	2.2
2	Construction	10.2	5.3	15.5	96.9	3.1	0
3	Trade	8.6	2.6	11.2	97.7	0.9	1.4
4	Transport	9.1	3.9	13	87.7	0	12.3
5	Education	16.1	5	21.1	96.1	1.2	2.7
6	Health	12.6	7.6	20.2	97.1	0	2.9
7	Accommodation & Restaurants	5.5	1.6	7.1	85.8	4.7	9.4
8	IT /BPOs	22.5	7.3	29.8	79.9	9.9	10.2
9	Financial Services	9.9	12.7	22.6	89.6	10.1	0.3
Total		13.6	4.3	17.9	95.3	2.1	2.7

Further, under the survey, the information about the On-the-Job Training was collected separately. Table 2.15 reveals that 24.3% of the estimated Establishments employing 10 or more worker were found to be imparting On the Job Training to the workers. Sector-wise, it can be seen that highest percentage of the estimated establishments imparting On-the-Job were belonging to IT/BPO sector (36.1%), followed by Financial services sector (34.8%).

Table 2.15: Sector-wise Percentage Distribution of Estimated Establishments On-the-Job Training

Sl. No.	Sectors	On-the-Job training (OJT)	
		Nos. of establishments	Share (Percentage)
1	Manufacturing	51601	28.3
2	Construction	2392	26.0
3	Trade	8711	17.4
4	Transport	2494	20.6
5	Education	39813	22.1
6	Health	6372	24.0
7	Accommodation & Restaurants	4161	13.4
8	IT /BPOs	1643	36.1
9	Financial Services	15756	34.8
	Total	133343	24.3

2.3.7. SECTOR-WISE INFORMATION ON VACANCIES

Table 2.16 reveals sector-wise information on vacancies. It can be seen from the table that about 3.6% establishments reported vacancies in estimated establishments. Maximum number of establishments reported vacancies were in the IT/BPO sector (4.5%) followed by Manufacturing sector (4.5%) and Education sector (4.4%). In terms of reasons for vacancies, about 33% of establishments reported resignation and around 28% reported retirement and remaining 39% reported other reasons.

Table 2.16 Sector-wise Distribution of Estimated Establishment by Number of Vacancies and Causes of Vacant posts

Sl. No.	Sectors	Percentage of Establishments Reported Vacancies	Total vacancies (in '000)	Reasons of Vacancies (%)		
				Resignation	Retirement	Other
1	Manufacturing	4.5	99429	31.7	19.8	48.5
2	Construction	0.9	3403	2.1	3.1	94.8
3	Trade	2.5	8399	36.8	7.3	55.9
4	Transport	3.4	26464	41.3	56.9	1.9
5	Education	4.4	36616	23.0	41.2	35.9
6	Health	2.6	5871	71.6	6.6	21.8
7	Accommodation & Restaurants	1.8	3046	68.8	16.5	14.7
8	IT /BPOs	4.5	2793	38.7	0.7	60.6
9	Financial Services	0.6	746	33.7	55.7	10.6
Total		3.6	187062	33.0	27.7	39.3

2.3.8. IMPACT OF COVID-19 ON EMPLOYMENT

Table 2.17: Sector-wise Percentage Distribution of Estimated Establishments according to Operational Status and Impact on Number of Employees during Lockdown Period (25th March 2020 to 30th June 2020)

Sl. No.	Sectors	During Lockdown Units Operational (%)	Number of Employees (in Lakhs)			
			Prior to Lockdown (before 25th March 2020)		As on 1st July 2020)	
			M	F	M	F
1	Manufacturing	30.4	98.7	26.7	87.9	23.3
2	Construction	31.3	5.8	1.8	5.1	1.5
3	Trade	28.5	16.1	4.5	14.8	4
4	Transport	44	11.3	1.9	11.1	1.9
5	Education	23.5	38.2	29.5	36.8	28.1
6	Health	88.9	15	10.6	14.8	10.1
7	Accommodation & Restaurants	28	7	1.9	6.2	1.7
8	IT /BPOs	35.2	13.6	6.3	12.8	6.1
9	Financial Services	71.6	11.5	5.9	11.3	5.7
Total		34.2	217.8	90	201.5	83.3

The survey has also attempted to collect the data on the impact of COVID-19 pandemic on the operational status of establishments, status of employment and impact on wages in the nationwide lockdown imposed

during the period from 25th March, 2020 to 30th June, 2020. The sector wise percentage distribution of estimated establishments in terms of their operational status during this period is summarized in table 2.17. It can be seen that highest number of establishments were operational during nationwide lockdown in the Health Sector (88.9%) followed by Financial Services sector (71.6%). It can be seen that highest number of establishments were non-operational during nationwide lockdown in education sector (76.5%), Accommodation and Restaurants sector (72%) and Trade sector (71.5%).

Table 2.18: Sector-wise Percentage Distribution of estimated Establishments according to their Employment Status during Lockdown Period (25th March 2020 to 30th June 2020)

Sl. No.	Sectors	Percentage Distribution of Establishments witnessed			Total
		Employment Increased	Employment Decreased	No Change in Employment	
1	Manufacturing	4.0	38.1	57.9	100
2	Construction	2.0	34.5	63.5	100
3	Trade	3.0	29.7	67.3	100
4	Transport	4.2	25.5	70.4	100
5	Education	3.9	17.7	78.4	100
6	Health	7.0	19.0	74.0	100
7	Accommodation & Restaurants	5.4	34.3	60.3	100
8	IT /BPOs	2.3	33.5	64.2	100
9	Financial Services	1.8	13.7	84.5	100
	Total	3.8	26.7	69.5	100

Table 2.18 summarises the change in estimated employment during the period from 25th March, 2020 to 30th June, 2020 during which the national lockdown was operational. Of all the estimated establishments, 69.5% reported no change in employment during the period of national lockdown, while 26.7% establishments reported decreased employment as on 1st July, 2020 compared to that on 25th March, 2020. Employment in the Financial sector and education sector remained largely unaffected by the impact of nationwide lockdown, as reflected by 84.5% of establishments in Financial services sector and 78.4% educational establishments reporting no change in employment during nationwide lockdown. On the other hand, decreased employment during nationwide lockdown was relatively higher for the

Manufacturing sector, Construction sector and Accommodation and Restaurants sector. Of all the estimated establishments in the respective sectors, 38.1% establishments in Manufacturing sector, 34.5% establishments in the Construction sector and 34.3% establishments in the Accommodation and Restaurants sector reported decreased employment during the nationwide lockdown. Health sector registered highest percentage share (7.0%) of estimated establishments reporting increase in employment during the nationwide lockdown. Table 2.18 gives detailed information about change in employment during nationwide lockdown among the estimated establishments.

Table 2.19: Percentage Distribution of Estimated Employees getting Different Levels of Wages during Lockdown (25th March 2020 to 30th June 2020)

Sl. No.	Sectors	Full Wages	Reduced wages	No wages	Total
1	Manufacturing	76.1	20.2	3.7	100
2	Construction	66.0	27.2	6.7	100
3	Trade	74.2	21.9	3.9	100
4	Transport	86.6	10.1	3.3	100
5	Education	85.4	12.8	1.8	100
6	Health	90.7	9.1	0.2	100
7	Accommodation & Restaurants	66.2	28.8	4.9	100
8	IT /BPOs	85.8	12.7	1.5	100
9	Financial Services	90.4	9.1	0.5	100
	Total	80.7	16.6	2.7	100

Table 2.19 provides estimates on percentage of employees receiving Full Wages, Reduced Wages or No Wages at all during nationwide lockdown. Majority of the estimated establishments (80.7%) reported that their employees received full wages during the lockdown period, while 16.6% of the estimated establishments reported that their employees received reduced wages. Only 2.7% of the total estimated establishments reported that they paid no wages to their employees during lockdown period. More than 90% of the estimated establishments in the Health sector (90.7%) and Financial service sector (90.4%) reported paying full wages to their employees. On the other hand, 28.8% estimated establishments in Accommodation and Restaurants sector and 27.2% of the same in the

Construction reported that their employees received reduced wages. Highest percentage share of the estimated establishments reporting that their employees received no wages during nationwide lockdown was in the Construction (6.7%) and Accommodation and Restaurants (4.9%) sectors.

TABLES BASED ON SAMPLE RESULTS

The following tables have been computed from the collected data of sample establishments only-

Table A-1: Sector-wise Total Number of Sample Establishments and Sectoral Share

Sl. No.	Sectors	Number of Sample Establishments (Nos.)	Share (%)
1	Manufacturing	4818	45.5
2	Construction	395	3.7
3	Trade	1427	13.5
4	Transport	497	4.7
5	Education	1389	13.1
6	Health	414	3.9
7	Accommodation & Restaurants	971	9.2
8	IT /BPOs	374	3.5
9	Financial Services	242	2.3
10	Others	66	0.6
	Total	10593	100

Table A-2: Sector-wise Distribution of Total Number of Sample Establishments by their Status (Percentage)

Sl. No.	Sectors	An Enterprise by itself	Main Office of an enterprise	Unit/ Branch of an enterprise	Total
1	Manufacturing	72.1	22.8	5.1	100
2	Construction	65.1	27.6	7.3	100
3	Trade	65.2	25.7	9.2	100
4	Transport	48.7	38.6	12.7	100
5	Education	63.5	28.2	8.4	100
6	Health	60.4	33.3	6.3	100
7	Accommodation & Restaurants	71.8	23.8	4.4	100
8	IT /BPOs	54.8	31.3	13.9	100
9	Financial Services	35.1	26.9	38.0	100
10	Others	66.7	22.7	10.6	100
	Total	66.7	25.7	7.6	100

Table A-3: Sector-wise Percentage Distribution of Sample Establishments according to Current Operational Status

Sl. No.	Sectors	Fully operational	Partly operational	Total
1	Manufacturing	77.5	22.5	100
2	Construction	77.0	23.0	100
3	Trade	78.4	21.7	100
4	Transport	84.3	15.7	100
5	Education	64.4	35.6	100
6	Health	91.8	8.2	100
7	Accommodation & Restaurants	69.0	31.0	100
8	IT /BPOs	79.4	20.6	100
9	Financial Services	93.0	7.0	100
10	Others	75.8	24.2	100
	Total	76.4	23.6	100

Table A-4: Sector-wise Percentage Distribution of Sample Establishments Registered under MSME Act/Udyam portal registration.

Sl. No.	Sectors	Registered under MSME Act (%)	Registered Under MSME Act through Udyam portal (%)	Number of MSMEs (Nos.)	Total Number of Establishments (Nos.)
1	Manufacturing	44.5	85.9	2145	4818
2	Construction	17.0	88.1	67	395
3	Trade	3.9	85.5	55	1427
4	Transport	14.9	86.5	74	497
5	Education	2.2	80.7	31	1389
6	Health	5.8	91.7	24	414
7	Accommodation & Restaurants	8.1	81.0	79	971
8	IT /BPOs	24.3	90.1	91	374
9	Financial Services	3.7	88.9	9	242
10	Others	15.2	100.0	10	66
	Total	24.4	86.0	2585	10593

Table A-5: Sector-wise Percentage Distribution of Sample Establishments by Ownership

Sl. No.	Sectors	Govt./ PSU	Autonomous Body	Proprietary	Partnership	Private Limited Company	Cooperative	Non-profit Institution	Others Including SHG	Total
1	Manufacturing	1.3	0.2	39.9	15.9	40.1	1.2	0.1	1.4	100
2	Construction	10.4	0.5	23.8	8.1	56.2	1.0	0.0	0.0	100
3	Trade	2.8	0.1	45.1	14.9	34.8	1.1	0.2	1.0	100
4	Transport	36.4	0.0	22.1	6.4	33.2	1.4	0.0	0.4	100
5	Education	41.7	2.7	14.0	2.3	9.1	2.5	23.7	4.0	100
6	Health	30.2	1.2	27.3	6.3	20.8	1.7	9.9	2.7	100
7	Accommodation & Restaurants	3.5	0.4	57.0	11.5	23.7	0.8	1.1	2.0	100
8	IT /BPOs	2.4	0.0	11.5	4.0	80.8	0.5	0.3	0.5	100
9	Financial Services	55.8	1.7	0.4	1.2	21.9	11.2	2.5	5.4	100
10	Others	10.6	0.0	28.8	7.6	42.4	1.5	1.5	7.6	100
	Total	11.5	0.6	34.8	11.7	34.4	1.5	3.8	1.8	100

Table A-6: Sector-wise Percentage Distribution of Sample Establishments according to Number of Operating Shifts

Sl. No.	Sectors	1 Shift	2 Shifts	3 Shifts	4 Shifts	Total
1	Manufacturing	81.6	15.2	3.1	0.1	100
2	Construction	88.1	9.9	1.3	0.8	100
3	Trade	84.2	13.4	2.4	0.0	100
4	Transport	74.5	19.3	5.8	0.4	100
5	Education	93.5	6.1	0.4	0.0	100
6	Health	48.3	32.9	15.2	3.6	100
7	Accommodation & Restaurants	64.8	30.1	4.4	0.7	100
8	IT /BPOs	65.8	29.7	2.9	1.6	100
9	Financial Services	94.2	4.6	0.4	0.8	100
10	Others	80.3	15.2	3.0	1.5	100
	Total	80.3	16.1	3.2	0.4	100

Table A-7: Sector-wise Share of Sample Establishments Maintaining Their Record of Employment

Sl. No.	Sectors	Maintaining Employment Record (%)	
		Yes	No
1	Manufacturing	95.2	4.8
2	Construction	95.2	4.8
3	Trade	95.2	4.8
4	Transport	96.8	3.2
5	Education	95.3	4.7
6	Health	95.7	4.4
7	Accommodation & Restaurants	94.5	5.5
8	IT /BPOs	97.9	2.1
9	Financial Services	96.7	3.3
10	Others	97.0	3.0
	Total	95.4	4.6

Table A-8: Sector-wise Percentage Distribution of Sample Establishments according to Different Size Classes of Employment

Sl. No.	Sectors	Size Classes of Employment (Number of Employees)							Total (%)
		Less than 10	10-39	40-99	100-499	500-999	1000-4999	More than 5000	
1	Manufacturing	16.0	51.9	17.3	11.5	1.9	1.4	0.2	100
2	Construction	13.4	48.4	23.5	11.1	2.3	1.3	0.0	100
3	Trade	20.4	56.1	15.4	6.5	1.2	0.4	0.0	100
4	Transport	15.9	52.3	15.1	12.9	1.8	1.8	0.2	100
5	Education	6.2	67.5	18.9	6.1	0.7	0.6	0.0	100
6	Health	6.8	45.2	24.2	18.1	2.9	2.9	0.0	100
7	Accommodation & Restaurants	18.7	63.4	11.8	5.5	0.4	0.1	0.0	100
8	IT /BPOs	8.0	37.7	21.4	20.1	5.1	6.2	1.6	100
9	Financial Services	15.3	66.9	13.2	3.7	0.8	0.0	0.0	100
10	Others	13.6	47.0	27.3	12.1	0.0	0.0	0.0	100
	Total	14.8	55.0	17.3	10.0	1.6	1.2	0.1	100

Table A-9: Sector-wise Percentage Distribution of Sample establishments imparting Formal Skill Development Programs

Sl. No.	Sectors	Providing Skill Training within the Establishment (Nos.)	Skill Development Program Conducted for (in %)			Units having skill development programme in some other establishment (Nos.)
			Staff only	Others	Both	
1	Manufacturing	745	95.8	1.6	2.6	100
2	Construction	41	95.1	4.9	0.0	16
3	Trade	132	97.7	0.8	1.5	39
4	Transport	48	89.6	0.0	10.4	21
5	Education	230	95.2	1.3	3.5	72
6	Health	57	93.0	0.0	7.0	24
7	Accommodation & Restaurants	60	88.3	5.0	6.7	18
8	IT /BPOs	104	77.9	8.7	13.5	35
9	Financial Services	25	80.0	16.0	4.0	10
10	Others	9	88.9	11.1	0.0	2
Total		1451	93.7	2.4	3.9	337

Table A-10: Number and Share of Sample Establishments imparting 'on the job training (OJT)

Sl. No.	Sectors	On the Job training (OJT)	
		Nos. of establishments	Share (Percentage)
1	Manufacturing	1366	28.4
2	Construction	101	25.6
3	Trade	265	18.6
4	Transport	108	21.7
5	Education	314	22.6
6	Health	105	25.4
7	Accommodation & Restaurants	134	13.8
8	IT /BPOs	153	40.9
9	Financial Services	44	18.2
10	Others	10	15.2
Total		2600	24.5

Table A-11: Sector-wise Distribution of Sample Establishment Reported Vacancies and the Causes of Vacant Posts

Sl. No.	Sectors	Percentage of Establishments Reported Vacancies (%)	Total vacancies (Nos.)	Reasons of Vacancies (%)		
				Resignation	Retirement	Other
1	Manufacturing	4.9	3529	26.3	31.1	42.7
2	Construction	3.0	434	3.0	3.9	93.1
3	Trade	2.7	237	46.0	9.3	44.7
4	Transport	4.8	1841	41.2	58.1	0.7
5	Education	5.1	775	12.3	21.4	66.3
6	Health	5.1	159	47.2	21.4	31.5
7	Accommodation & Restaurants	2.0	106	67.0	13.2	19.8
8	IT /BPOs	6.7	261	41.4	0.4	58.2
9	Financial Services	1.7	16	43.8	43.8	12.5
10	Others	3.0	8	37.5	0.0	62.5
Total		4.3	7366	29.4	33.0	37.6

Table A-12: Proportional Distribution of Sample Units by Reasons for Not Filling Up Vacancies

Sl. No.	Sectors	Vacancies in process of being fill up	Non-availability of requisite skilled workers	Not felt need now	Others	Total
1	Manufacturing	68.5	35.3	23.4	8.9	4.88
2	Construction	83.3	41.7	8.3	0.0	3.04
3	Trade	66.7	25.6	33.3	5.1	2.73
4	Transport	62.5	16.7	33.3	4.2	4.83
5	Education	63.4	15.5	29.6	8.5	5.11
6	Health	57.1	28.6	19.1	9.5	5.07
7	Accommodation & Restaurants	63.2	26.3	31.6	15.8	1.96
8	IT /BPOs	64.0	28.0	16.0	20.0	6.68
9	Financial Services	25.0	50.0	50.0	25.0	1.65
10	Others	100.0	50.0	50.0	0.0	3.03
Total		66.4	29.7	25.4	9.1	4.27

Table A-13: Sector-wise Percentage Distribution of Sample Establishments according to their Operational Status during Lockdown Period (25th March 2020 to 30th June 2020)

Sl. No.	Sectors	During Lockdown Units Operational (%)	Number of Employees (Nos.)					
			Prior to Lockdown (before 25 th March 2020)		As on 1st July 2020		As on 1st April 2021	
			M	F	M	F	M	F
1	Manufacturing	29.7	390255	94210	356001	83544	386690	93806
2	Construction	27.6	27909	6915	24198	6137	28691	6729
3	Trade	28.7	57754	15827	53153	13796	57877	15332
4	Transport	45.5	48402	10242	47363	9937	49221	10379
5	Education	24.1	40464	29854	36943	28610	40425	29697
6	Health	85.0	33048	25474	32842	25173	33371	25583
7	Accommodation & Restaurants	27.9	26262	7354	23051	6376	25331	7676
8	IT /BPOs	41.7	117716	37444	96232	34854	115755	36879
9	Financial Services	58.7	6104	1862	5990	1750	6054	2037
10	Others	42.4	2858	1117	2520	1000	2739	1059
	Total	32.7	750772	230299	678293	211177	746154	229177

Table A-14: Sector-wise Percentage Distribution of Sample Establishments according to their Employment Status during Lockdown Period (25th March 2020 to 30th June 2020)

Sl. No.	Sectors	Percentage Distribution of Establishments witnessed			Total
		Employment Increased	Employment Decreased	No Change in Employment	
1	Manufacturing	4.0	38.2	57.8	100
2	Construction	3.0	37.2	59.8	100
3	Trade	3.0	30.6	66.4	100
4	Transport	4.2	25.0	70.8	100
5	Education	3.6	19.5	76.9	100
6	Health	5.6	19.1	75.4	100
7	Accommodation & Restaurants	5.4	35.7	58.9	100
8	IT /BPOs	4.3	35.3	60.4	100
9	Financial Services	2.9	15.7	81.4	100
10	Others	0.0	39.4	60.6	
	Total	3.9	32.5	63.6	100

Table A-15: Percentage Distribution of Employees getting Different Levels of Wages in Sample units during Lockdown (25th March 2020 to 30 June 2020)

Sl. No.	Sectors	Full Wages	Reduced wages	No wages	Total
1	Manufacturing	77.3	19.5	3.2	100
2	Construction	75.3	19.1	5.6	100
3	Trade	77.2	19.0	3.8	100
4	Transport	90.5	7.7	1.9	100
5	Education	84.6	13.8	1.6	100
6	Health	93.3	6.6	0.1	100
7	Accommodation & Restaurants	66.6	27.5	5.9	100
8	IT /BPOs	56.9	41.7	1.5	100
9	Financial Services	83.1	16.3	0.6	100
10	Others	55.5	39.0	5.5	100
	Total	75.9	21.3	2.7	100

Table A-16: Sector-wise Distribution of employees covered under Different types of Social security benefits

Sl. No.	Sectors	ESI	Employees' provident funds	Employees' compensation	Maternity benefit	Payment of gratuity	Payment of bonus	Others
1	Manufacturing	60.1	74.6	23.5	10.1	35.9	40.2	3.9
2	Construction	65.7	73.4	20.9	10.0	24.1	54.8	7.5
3	Trade	60.4	63.2	13.3	9.0	23.3	40.0	4.5
4	Transport	57.6	71.5	17.5	12.3	40.8	49.8	10.3
5	Education	54.2	73.0	13.5	23.8	29.7	27.1	3.8
6	Health	49.1	67.5	16.3	24.6	27.1	34.2	4.4
7	Accommodation & Restaurants	48.7	47.2	8.1	10.1	13.5	29.1	17.6
8	IT/ BPOs	49.8	59.4	32.6	11.7	14.8	35.3	1.6
9	Financial Services	35.0	66.0	25.9	11.7	29.9	37.4	1.2
10	Others	71.8	74.9	18.8	14.2	22.9	39.4	3.7
	Total	56.9	69.6	22.0	12.3	29.7	38.8	4.6

CONCEPTS AND DEFINITIONS

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

2.1 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.

2.2 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.

2.3 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.

2.4 Non-farm Sector

Goods or services producing segment of the economy other than farm activities is non-farm Sector. For this survey, non-farm sector includes Manufacturing, Construction, Trade, Transport, Education,

Health, Accommodation & Restaurants, IT/BPOs and Financial Service sector.

2.5 Employment/Worker

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

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

2.6 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.

2.7 Self employed

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

2.8 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.

2.9 Part Time Worker

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

2.10 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). This category includes not only persons getting time wage but also persons receiving piece wage or salary and paid apprentices, both full time and part-time. Regular Worker are employees appointed on an open-ended contract with no stipulated termination date, and who are entitled to benefits such as paid leave and medical aid contributions paid by employers. This excludes self- employed.

2.11 Contract Worker

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

2.12 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.

2.13 Fixed Term employment

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

2.13 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.

2.15 Impact of COVID-19

A part of the survey has been designed to collect the information of the impact of COVID-19 pandemic on the operational status of establishment and employment status during the nationwide lockdown from 25th March 2020 to 30th June 2020.

2.16 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 collected on the current investment and turnover of the units and their registration status with udyam portal of MSME.

SAMPLING DESIGN AND ESTIMATION PROCEDURE

3.1 Introduction

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

3.2 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, as finalized by Expert Group.

3.3 Classification of Industry

All nine sectors viz. Manufacturing (NIC-08 ; 10 to 33), Construction (NIC-08 ; 41, 42 & 43), Trade (NIC-08 ; 45,46 & 47), Transport (NIC-08 ; 49 to 53), Education (NIC-08 ; 85), Health (NIC-08 ; 86,87 & 88), Accommodation & Restaurants (NIC-08 ; 55 & 56), IT/BPO (NIC-08 ; 62 & 63) and Financial Service activities (NIC- 64, 65 & 66) are classified as per the National Industrial Classification (NIC)-2008 at two digit level.

3.4 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 sector viz. Manufacturing, Construction, Trade, Transport, Education,

Health, Accommodation & Restaurants, IT/BPOs and financial service activities.

3.5 Reference Date

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

3.6 Sampling Design

For selecting a fixed Panel of 12000 units a Stratified Simple Random Sampling (Without Replacement) has been adopted for the new series of QES following the recommendation of the Expert Group under the chairmanship of Prof. S.P. Mukherjee. 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 6th Economic Census.

3.7 Sample Size

The sample size for the survey was around 12000 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.

3.8 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 9 of each stratum (sector) is divided into six sub-strata 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).

3.9 Estimation procedure:

3.9.1 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 = number of sample units surveyed in a particular stratum

N = Total number of units in a particular stratum

y = observed value of characteristic y under estimation.

\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.

The inflation factor for generating Level Estimates used in this

$$\text{design} = \frac{N_{ijk}}{n_{ijk}}$$

The previous round inflation factor is used in current round for generating Change Estimates (for measuring changes over successive quarters).

3.9.2 Estimation of aggregates for a particular sector:

The estimate Y of the characteristic y of the k th sub stratum (Size Class) within j^{th} stratum (Sector) in the i^{th} State denoted by \hat{Y}_{ijk} is obtained as:

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

The overall estimate Y at the all India level is obtained by summing the stratum estimate over all strata belonging to all India.

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

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

Nine Sectors of QES	NIC 2-digit level Code	Descriptions of the Activities
Manufacturing	10	Manufacture of food products
	11	Manufacture of beverages
	12	Manufacture of tobacco products
	13	Manufacture of textiles
	14	Manufacture of wearing apparel
	15	Manufacture of leather and related products
	16	Manufacture of wood and products of wood and cork, except furniture;
	17	Manufacture of paper and paper products
	18	Printing and reproduction of recorded media
	19	Manufacture of coke and refined petroleum products
	20	Manufacture of chemicals and chemical products
	21	Manufacture of pharmaceuticals, medicinal chemical and botanical products
	22	Manufacture of rubber and plastics products
	23	Manufacture of other non-metallic mineral products
	24	Manufacture of basic metals
	25	Manufacture of fabricated metal products, except machinery and equipment
	26	Manufacture of computer, electronic and optical products
	27	Manufacture of electrical equipment
	28	Manufacture of machinery and equipment n.e.c.
	29	Manufacture of motor vehicles, trailers and semi-trailers
	30	Manufacture of other transport equipment
	31	Manufacture of furniture
32	Other manufacturing	
33	Repair and installation of machinery and equipment	
Construction	41	Construction of buildings
	42	Civil engineering
	43	Specialized construction activities
Trade	45	Wholesale and retail trade and repair of motor vehicles and motorcycles
	46	Wholesale trade, except of motor vehicles and motorcycles
	47	Retail trade, except of motor vehicles and motorcycles
Transport	49	Land transport and transport via pipelines
	50	Water transport
	51	Air transport
	52	Warehousing and support activities for transportation
	53	Postal and courier activities
Accommodation	55	Accommodation

& Restaurants	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		
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Original	Substituted
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**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

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1.2. Address of the establishment

--

1.3. Name of the Owner (*Department name, in case of Government/Public Sector Undertaking (PSU)*)

--

1.4. Location (*Within HH-1, Outside HH with fixed structure-2, Outside HH without fixed structure-3*)

--

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

--

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

--

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

--

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

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

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

--	--	--

4. Description of the Economic Activity

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5. Description of goods produced/traded or services provided

--

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

--	--	--

7. Person contacted

7.1. Name & Designation

--

7.2. E-mail

--

7.3. Mobile number

--

7.4. Landline Phone number

--

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

--

8.1 In case of Substitution, the reasons thereof:

(Code: Unit not in existence-1, Unit locked out for some time /temporary shutdown-2, Access denied -3, Adequate co-operation not extended-4, Unit closed-5, Others -9)
Specify _____

9. Whether the establishment is:

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

--

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

BLOCK II. Particulars of Establishments

1. Usual Nature of Operation
(perennial - 1, seasonal - 2, casual -3)
2. Current Operational Status
(fully -1, partly - 2)
3. Ownership Code
4. Registration Information: whether the
Unit is registered or not (Yes -1, No -2)
5. If Yes, then enter the registration information using codes (Yes-1, No-2)
 - 5.1 Shops and Commercial Establishments Act
 - 5.2 Companies Act, 1956
 - 5.3 Central Excise/Sales Tax Act
 - 5.4 Factories Act, 1948
 - 5.5 Societies Registration Act
 - 5.6 Co-operative Societies Act
 - 5.7 Directorate of Industries
 - 5.8 KVIC/KVIB/DC: Handloom/Handicrafts
 - 5.9 Act related to Building & Construction
 - 5.10 Registered with other agencies, Specify _____
6. Year Since Operational under current ownership

Y	Y	Y	Y
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7. No. of Shifts in Operation

<i>Codes for Ownership: item 3</i>	
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. Does any worker(s) from your unit undergo a Formal Skill Development Programme? (Yes-1; No-2).

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

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

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

6. Information about MSME status of Establishment/Units

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

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

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

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

(more than 50)-4

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

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

7. Details of Vacancies/Recruitment

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	
	7.2.1 Number of Vacancies in the process of being filled up	
	7.2.2 Number of Vacancies due to Non-availability of the Requisite Skilled Workers	
	7.2.3 Not felt need now	
	7.2.4 Others (please specify)_____	
7.3	Number of posts created during the preceding Quarter	
7.4	Number of persons recruited during the preceding Quarter	
7.5	Number of posts withdrawn/lapsed during the preceding Quarter	
7.6	Number of persons retrenched during the preceding Quarter	

8. Education and Training details of the Employed (As on 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 Term Employment					
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	Graduat e or above	Not known	Total
9.3.1	Self Employed					
9.3.2	Regular (not on contract)					
9.3.3	Contract					
9.3.4	Fixed Term Employment					
9.3.5	Casual					
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. Impact due to COVID-19

1. Whether the establishment was in operation during the nationwide lockdown (25th March 2020 to 30 June 2020) (Yes-1, No-2)

2. Employment Details:

Employment Prior to Lockdown (before 25 th March 2020)			Employment (as on 1st July 2020)			Employment (as on 1 st April 2021)		
Male	Female	Total	Male	Female	Total	Male	Female	Total

3. Number of workers, who during the nationwide lockdown, were paid

- a. Full wages
- b. Reduced wages
- c. No wages

BLOCK V. 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 VI. 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 VII. Comments by Investigator

Block VIII. Comments by Supervisor

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

Shram Shakti Bhavan, 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 Delhi	Member
4.	DG (Labour Bureau), Chandigarh	Member
5.	DDG (ESA), Ministry of Labour & Employment, Shram Shakti Bhawan, New Delhi	Member
6.	DDG (QES) (Labour Bureau)	Member
7.	Representative of V.V.Giri National Labour Institute, Sector 24, NOIDA.	Member
8.	One Representative from NSSO, Ministry of Statistics & Programme Implementation as nominated by the Chief Statistician of India not below the rank of ADG/DDG.	Member
9.	Director (QES), Labour Bureau, Chandigarh	Member Secretary

2. **Terms of Reference:-**

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

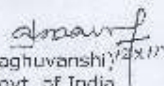
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 प्राप्ति :
 आर. एण्ड आई. यूनिट

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

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


(G. A. Raghuvanshi)
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, AC-275, 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.