

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

Dated 2nd Bhadrapada, Saka 1940
24th August, 2018

Payroll Reporting in India: An Employment Perspective - June, 2018

Introduction

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

2. As mentioned in the earlier series, the levels of employment are from various sources, there are elements of overlap and the estimates are not additive. Detailed information is separately published on the respective organisational websites for the period September, 2017 till June, 2018. The information is based on the number of subscribers, and as the schemes provide for earlier payments, the tables reflect a dynamic status. The data in Section 2.1 includes information on the new members who have started subscribing to EPF and those members that have ceased their subscription during the corresponding month from the total stock of EPF members.

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

PROVISIONAL ESTIMATES OF SUBSCRIBERS AS PER EPFO RECORDS (IN NUMBERS)

September 2017			October 2017		
Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month
Less than 18	7,809	1,367	Less than 18	6,821	1,277
18-21	2,79,895	91,417	18-21	2,32,906	97,946
22-25	3,22,690	1,67,898	22-25	2,62,440	1,78,781
26-28	1,59,175	1,12,622	26-28	1,31,493	1,16,706
29-35	2,16,463	1,59,929	29-35	1,83,590	1,69,371
More than 35	2,16,317	1,69,439	More than 35	1,90,823	1,79,131
Total	12,02,349	7,02,672	Total	10,08,073	7,43,212

November 2017			December 2017		
Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month
Less than 18	8,573	1,379	Less than 18	7,587	1,135
18-21	3,04,343	95,337	18-21	2,62,743	89,258
22-25	3,24,582	1,79,100	22-25	2,89,157	1,80,425
26-28	1,57,665	1,16,527	26-28	1,40,468	1,19,653
29-35	2,18,054	1,65,650	29-35	1,97,324	1,77,285
More than 35	2,20,163	1,67,964	More than 35	1,97,498	1,95,205
Total	12,33,380	7,25,957	Total	10,94,777	7,62,961

January 2018			February 2018		
Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month
Less than 18	6,322	1,168	Less than 18	6,187	949
18-21	2,39,510	77,192	18-21	2,16,339	72,952
22-25	2,88,205	1,56,847	22-25	2,57,520	1,42,962
26-28	1,42,619	1,02,789	26-28	1,23,981	92,359
29-35	1,99,695	1,45,857	29-35	1,75,505	1,32,018
More than 35	2,08,690	1,53,905	More than 35	1,78,347	1,35,273
Total	10,85,041	6,37,758	Total	9,57,879	5,76,513
March 2018			April 2018		
Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month
Less than 18	8,887	1,213	Less than 18	11,635	1,142
18-21	2,31,486	77,007	18-21	2,52,518	62,795
22-25	2,52,283	1,60,808	22-25	2,81,111	1,27,954
26-28	1,20,455	1,10,671	26-28	1,43,097	87,048
29-35	1,67,515	1,62,209	29-35	2,04,662	1,24,613
More than 35	1,71,487	1,71,025	More than 35	2,18,943	1,28,249
Total	9,52,113	6,82,933	Total	11,11,966	5,31,801
May 2018			June 2018		
Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month
Less than 18	11,404	1,243	Less than 18	9,738	1,127
18-21	2,95,121	51,259	18-21	2,87,955	34,489
22-25	2,65,511	1,03,403	22-25	2,71,193	66,016
26-28	1,25,709	67,405	26-28	1,26,604	43,995
29-35	1,73,589	93,781	29-35	1,80,649	59,965
More than 35	1,79,658	95,248	More than 35	1,81,639	58,878
Total	10,50,992	4,12,339	Total	10,57,778	2,64,470
Total during Sept 2017 - June 2018					
Age	Number of new EPF subscribers during the period	Number of members that ceased subscribing during the period			
Less than 18	84,963	12,000			
18-21	26,02,816	7,49,652			
22-25	28,14,692	14,64,194			
26-28	13,71,266	9,69,775			
29-35	19,17,046	13,90,678			
More than 35	19,63,565	14,54,317			
Total	1,07,54,348	60,40,616			

Note: (1) Source: EPFO

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

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

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

Provisional Estimates of subscribers by age as per ESIC records (in Numbers)

September 2017			October 2017		
Age	Number of existing employees paying contribution during the month	Number of newly registered employees and paying contribution during the month	Age	Number of existing employees paying contribution during the month	Number of newly registered employees and paying contribution during the month
Less than 18	25,308	1,328	Less than 18	16,728	1,250
18-21	8,40,082	1,75,761	18-21	17,15,538	1,61,899
22-25	27,13,581	3,50,097	22-25	53,09,105	3,26,697
26-28	23,86,643	2,03,923	26-28	44,28,336	1,89,837
29-35	37,42,090	2,45,168	29-35	73,63,907	2,22,991
More than 35	1,98,26,691	2,35,777	More than 35	1,04,59,169	2,15,942
Total	2,95,34,395	12,12,054	Total	2,92,92,783	11,18,616

November 2017			December 2017		
Age	Number of existing employees paying contribution during the month	Number of newly registered employees and paying contribution during the month	Age	Number of existing employees paying contribution during the month	Number of newly registered employees and paying contribution during the month
Less than 18	17,466	1,414	Less than 18	18,206	1,664
18-21	17,59,765	1,89,706	18-21	18,39,480	2,01,517
22-25	52,16,054	3,37,556	22-25	53,19,871	3,58,910
26-28	42,86,803	1,90,409	26-28	43,53,783	2,03,046
29-35	71,86,693	2,36,319	29-35	72,41,957	2,46,679
More than 35	1,03,31,969	2,25,227	More than 35	1,03,15,890	2,28,899
Total	2,87,98,750	11,80,631	Total	2,90,89,187	12,40,715

January 2018			February 2018		
Age	Number of existing employees paying contribution during the month	Number of newly registered employees and paying contribution during the month	Age	Number of existing employees paying contribution during the month	Number of newly registered employees and paying contribution during the month
Less than 18	18,901	1,693	Less than 18	19,588	1,939
18-21	19,10,479	1,93,816	18-21	18,98,801	1,86,575
22-25	53,89,913	3,40,475	22-25	52,85,127	3,28,361
26-28	43,71,177	1,97,520	26-28	42,59,038	1,87,726
29-35	72,35,417	2,40,681	29-35	70,62,672	2,26,659
More than 35	1,02,64,494	2,26,056	More than 35	1,00,73,748	2,15,445
Total	2,91,90,381	12,00,241	Total	2,85,98,974	11,46,705

March 2018			April 2018		
Age	Number of existing employees paying contribution during the month	Number of newly registered employees and paying contribution during the month	Age	Number of existing employees paying contribution during the month	Number of newly registered employees and paying contribution during the month
Less than 18	21,075	2,443	Less than 18	24,382	3,255
18-21	19,04,490	2,13,320	18-21	21,34,319	2,11,279
22-25	51,12,624	3,38,668	22-25	53,95,129	2,98,591
26-28	40,80,442	1,93,231	26-28	42,48,558	1,67,184
29-35	67,53,812	2,26,590	29-35	68,87,589	1,95,939
More than 35	96,39,731	2,11,640	More than 35	96,05,087	1,82,371
Total	2,75,12,174	11,85,892	Total	2,82,95,064	10,58,619

May 2018		
Age	Number of existing employees paying contribution during the month	Number of newly registered employees and paying contribution during the month
Less than 18	27,761	4,123
18-21	23,34,782	2,80,931
22-25	54,63,625	3,61,400
26-28	42,58,673	2,03,422
29-35	68,79,348	2,42,051
More than 35	95,89,474	2,26,468
Total	2,85,53,663	13,18,395

June 2018		
Age	Number of existing employees paying contribution during the month	Number of newly registered employees and paying contribution during the month
Less than 18	29,418	4,490
18-21	23,41,259	3,03,657
22-25	52,69,680	3,58,761
26-28	40,18,938	1,93,298
29-35	64,80,114	2,31,909
More than 35	90,51,738	2,12,143
Total	2,71,91,147	13,04,258

Note: (1) Source: ESIC

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

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

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

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

PROVISIONAL ESTIMATE OF NEW SUBSCRIBERS BY AGE AS PER NPS RECORDS (IN NUMBERS)									
September-2017					October-2017				
Age Band	Central Govt	State Govt	Non-Govt	Total	Age Band	Central Govt	State Govt	Non-Govt	Total
18-21 Years	1,252	1,734	84	3,070	18-21 Years	2,077	1,310	114	3,501
22-25 Years	4,421	8,084	2,651	15,156	22-25 Years	5,894	6,125	2,419	14,438
26-28 Years	2,345	7,762	1,805	11,912	26-28 Years	2,456	5,764	1,735	9,955
29-35 Years	2,057	15,425	1,867	19,349	29-35 Years	1,826	11,215	1,603	14,644
>35 Years	1,587	14,863	2,727	19,177	>35 Years	1,662	10,215	2,421	14,298
Total	11,662	47,868	9,134	68,664	Total	13,915	34,629	8,292	56,836
November-2017					December-2017				
Age Band	Central Govt	State Govt	Non-Govt	Total	Age Band	Central Govt	State Govt	Non-Govt	Total
18-21 Years	1,150	1,475	106	2,731	18-21 Years	731	1,280	89	2,100
22-25 Years	4,404	6,872	2,756	14,032	22-25 Years	3,132	7,962	1,501	12,595
26-28 Years	2,390	7,699	2,114	12,203	26-28 Years	1,672	10,920	1,122	13,714
29-35 Years	2,247	15,358	2,005	19,610	29-35 Years	1,240	24,733	831	26,804
>35 Years	1,450	15,426	2,829	19,705	>35 Years	1,631	19,150	951	21,732
Total	11,641	46,830	9,810	68,281	Total	8,406	64,045	4,494	76,945
January-2018					February-2018				
Age Band	Central Govt	State Govt	Non-Govt	Total	Age Band	Central Govt	State Govt	Non-Govt	Total
18-21 Years	586	1,471	63	2,120	18-21 Years	390	1,635	101	2,126
22-25 Years	3,029	8,487	1,379	12,895	22-25 Years	2,722	8,436	1,628	12,786
26-28 Years	1,736	9,582	1,201	12,519	26-28 Years	1,889	8,376	1,188	11,453
29-35 Years	1,287	18,369	1,453	21,109	29-35 Years	1,527	15,196	1,398	18,121
>35 Years	1,021	14,404	2,276	17,701	>35 Years	749	12,617	2,254	15,620
Total	7,659	52,313	6,372	66,344	Total	7,277	46,260	6,569	60,106

March-2018					April-2018				
Age Band	Central Govt	State Govt	Non-Govt	Total	Age Band	Central Govt	State Govt	Non-Govt	Total
18-21 Years	770	1,797	127	2,694	18-21 Years	773	1,240	69	2,082
22-25 Years	3,133	9,069	2,764	14,966	22-25 Years	3,110	6,252	1,066	10,428
26-28 Years	2,284	8,810	2,402	13,496	26-28 Years	2,229	6,153	902	9,284
29-35 Years	1,958	14,332	3,298	19,588	29-35 Years	1,769	9,740	1,471	12,980
>35 Years	1,037	12,027	4,193	17,257	>35 Years	866	9,305	1,918	12,089
Total	9,182	46,035	12,784	68,001	Total	8,747	32,690	5,426	46,863

May-2018					June-2018				
Age Band	Central Govt	State Govt	Non-Govt	Total	Age Band	Central Govt	State Govt	Non-Govt	Total
18-21 Years	471	1,149	89	1,709	18-21 Years	348	1,115	44	1,507
22-25 Years	3,242	6,864	1,266	11,372	22-25 Years	2,540	4,858	858	8,256
26-28 Years	2,661	6,961	1,164	10,786	26-28 Years	1,937	5,059	818	7,814
29-35 Years	2,084	11,743	2,132	15,959	29-35 Years	1,486	9,000	1,618	12,104
>35 Years	1,339	11,963	3,208	16,510	>35 Years	884	9,263	2,369	12,516
Total	9,797	38,680	7,859	56,336	Total	7,195	29,295	5,707	42,197

Note: (1) Source: PFRDA

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

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

The estimated total number of new NPS subscribers during the period September, 2017 to June, 2018 is **6,10,573** persons.

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

4. **The next report is due for release on 25.09.2018.**

Endnote: Coverage and Sources of data

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

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

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