

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

Payroll Reporting in India – A Formal Employment Perspective

Introduction

1. Measurement of job creation, employment and unemployment are usually done through statistical estimates from Household surveys, Enterprise/Establishment surveys, Administrative data and Data from government schemes. The Government of India also appointed a Task Force on Improving Employment Data under the Chairpersonship of Vice Chairperson, NITI Aayog, which gave its recommendations in August, 2017. In pursuance to the recommendations of the Task Force, the Government has started an initiative to report the progress made in formal employment using measurable data from administrative records. This report presents the number of new subscribers who have availed benefits under three major schemes, namely, the Employees' Provident Fund, Employees' State Insurance Scheme and the National Pension Scheme.

2. This is the first in the series of employment related statistics, for selected areas, that the Ministry is intending to bring out on a regular basis. As 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 February, 2018.

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

PROVISIONAL ESTIMATE OF NEW SUBSCRIBERS BY AGE AS PER EPFO RECORDS (IN NUMBERS)							
Month/Age Band	Less than 18	18-21	22-25	26-28	29-35	More than 35	Total
Sep-17	6,345	1,99,181	1,79,109	62,799	78,772	70,277	5,96,483
Oct-17	5,429	1,50,940	1,16,655	36,007	43,426	41,447	3,93,904
Nov-17	6,936	2,22,764	1,79,564	64,921	86,147	86,687	6,47,019
Dec-17	6,146	1,93,204	1,60,916	56,732	74,431	66,204	5,57,633
Jan-18	4,538	1,73,417	1,71,738	69,439	92,632	92,793	6,04,557
Feb-18	3,756	1,33,552	1,39,032	54,552	73,442	67,741	4,72,075
Total	33,150	10,73,058	9,47,014	3,44,450	4,48,850	4,25,149	32,71,671

Note: (1) Source: EPFO

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

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

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

PROVISIONAL ESTIMATE 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	24,999	1,324	Less than 18	15,985	1,249
18-21	8,34,337	1,75,255	18-21	16,98,672	1,61,530
22-25	26,94,964	3,49,109	22-25	52,52,798	3,25,682
26-28	22,49,125	2,03,005	26-28	43,74,023	1,89,001
29-35	36,99,898	2,43,690	29-35	72,68,076	2,21,521
More than 35	197,61,984	2,33,802	More than 35	103,13,523	2,14,226
Total	292,65,307	12,06,185	Total	289,23,077	11,13,209
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	16,689	1,396	Less than 18	17,278	1,651
18-21	17,36,969	1,88,988	18-21	18,07,695	2,00,493
22-25	51,44,525	3,35,835	22-25	52,24,241	3,56,740
26-28	42,17,385	1,89,074	26-28	42,61,392	2,01,291
29-35	70,61,459	2,33,988	29-35	70,71,395	2,43,695
More than 35	101,34,025	2,22,274	More than 35	100,38,217	2,25,305
Total	283,11,052	11,71,555	Total	284,20,218	12,29,175
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	17,748	1,663	Less than 18	18,055	1,897
18-21	18,59,668	1,91,591	18-21	18,14,433	1,82,771
22-25	52,43,403	3,35,943	22-25	50,52,040	3,21,120
26-28	42,32,026	1,94,149	26-28	40,38,137	1,82,214
29-35	69,69,903	2,35,544	29-35	66,52,284	2,18,292
More than 35	98,32,924	2,20,112	More than 35	94,33,033	2,05,742
Total	281,55,672	11,79,002	Total	270,07,982	11,12,036

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 February 2018

PROVISIONAL ESTIMATE OF NEW SUBSCRIBERS BY AGE AS PER NPS RECORDS (IN NUMBERS)				
September 2017				
Age Band	Central Govt	State Govt	Non-Govt	Totals
18-21 Years	1,252	1,734	84	3,070
22-25 Years	4,421	8,084	2,651	15,156
26-28 Years	2,345	7,762	1,805	11,912
29-35 Years	2,057	15,425	1,867	19,349
>35 Years	1,587	14,863	27,216	43,666
Total	11,662	47,868	33,623	93,153
October 2017				
Age Band	Central Govt	State Govt	Non-Govt	Totals
18-21 Years	2,077	1,310	114	3,501
22-25 Years	5,894	6,125	2,419	14,438
26-28 Years	2,456	5,764	1,735	9,955
29-35 Years	1,826	11,215	1,603	14,644
>35 Years	1,662	10,215	2,421	14,298
Total	13,915	34,629	8,292	56,836
November 2017				
Age Band	Central Govt	State Govt	Non-Govt	Totals
18-21 Years	1,150	1,475	106	2,731
22-25 Years	4,404	6,872	2,756	14,032
26-28 Years	2,390	7,699	2,114	12,203
29-35 Years	2,247	15,358	2,005	19,610
>35 Years	1,450	15,426	2,829	19,705
Total	11,641	46,830	9,810	68,281
December 2017				
Age Band	Central Govt	State Govt	Non-Govt	Totals
18-21 Years	731	1,280	89	2,100
22-25 Years	3,132	7,962	1,501	12,595
26-28 Years	1,672	10,920	1,122	13,714
29-35 Years	1,240	24,733	831	26,804
>35 Years	1,631	19,150	951	21,732
Total	8,406	64,045	4,494	76,945
January 2018				
Age Band	Central Govt	State Govt	Non-Govt	Totals
18-21 Years	586	1,471	63	2,120
22-25 Years	3,029	8,487	1,379	12,895
26-28 Years	1,736	9,582	1,201	12,519
29-35 Years	1,287	18,369	1,453	21,109
>35 Years	1,021	14,404	2,276	17,701
Total	7,659	52,313	6,372	66,344
February 2018				
Age Band	Central Govt	State Govt	Non-Govt	Totals
18-21 Years	390	1,635	101	2,126
22-25 Years	2,722	8,436	1,628	12,786
26-28 Years	1,889	8,376	1,188	11,453
29-35 Years	1,527	15,196	1,398	18,121
>35 Years	749	12,617	2,254	15,620
Total	7,277	46,260	6,569	60,106

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 February, 2018 is 4,21,665 persons.

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

Endnote: Coverage and Sources of data

1. The Employees Provident Fund Scheme (EPF) is the main scheme under the **Employees' Provident Funds and Miscellaneous Provisions Act, 1952**. It is managed under the aegis of Employees' Provident Fund Organisation (EPFO). It covers every establishment in which 20 or more persons are employed and certain organisations are covered, subject to certain conditions and exemptions even if they employ less than 20 persons each. It is a mandatory savings scheme. The pay limit is Rs 15,000 per month. Persons drawing pay above Rs 15,000 are exempted or can be enrolled with some permission or on voluntary basis. The number of members subscribing to this scheme gives an idea of the level of employment in formal sector. The data on net subscribers is sourced from EPFO. More details are available at epfindia.gov.in
2. The Employment State Insurance Act, 1948 is applicable to establishments employing 10 or more workers. For health and medical institutions, the threshold limit is more than 20 workers. **ESI Scheme** for India is an integrated social security scheme tailored to provide Social Production to workers and their dependents, in the organised sector, in contingencies, such as Sickness, Maternity and Death or Disablement due to an employment injury or Occupational hazard. The wage ceiling is Rs 21,000 per month. The number of subscribers of this scheme also gives an idea of the level of employment in the formal sector. Beneficiaries are termed as Insured Persons and a new IP number can also arise due to change in employment. Employees who have ceased to pay contribution may be due to wage exceeding the statutory ceiling of Rs.21,000/- per month or due to resignation, death, retirement or dismissal. Data is sourced from Employment State Insurance Corporation (ESIC) and the information will have an element of duplication with EPF data and thus not additive. More details are available at www.esic.in.
3. The **Pension Fund Regulatory and Development Authority (PRFRDA)**'s National Pension scheme (NPS) is an easily accessible, low cost, tax-efficient, flexible and portable retirement savings account. Under the NPS, the individual contributes to his retirement account and also his employer can also co-contribute for the social security/welfare of the individual. NPS is designed on defined contribution basis wherein the subscriber contributes to his account, there is no defined benefit that would be available at the time of exit from the system and the accumulated wealth depends on the contributions made and the income generated from investment of such wealth. Any citizen of India, whether resident or non-resident, individuals who are aged between 18 – 60 years as on the date of submission of his/her application. From 1st January 2004 the central and state governments have adopted this scheme for new employees except armed forces. This was extended to other establishments from 2009 onwards. More details are available at www.pfrda.org.in.
