

**Ministry of Statistics & Programme Implementation
National Statistical Office**

Dated 1st Bhadrapada, Saka 1941
23th August, 2019

Payroll Reporting in India: An Employment Perspective - June, 2019

Introduction

1. Since April, 2018 this Ministry has been bringing out the employment related statistics in the formal sector covering the period September 2017 onwards, using information on the number of subscribers who have subscribed under three major schemes, namely, the Employees' Provident Fund (EPF) Scheme, the Employees' State Insurance (ESI) Scheme and the National Pension Scheme (NPS).

2. As mentioned in the earlier series, since the numbers of subscribers are from various sources, there are elements of overlap and the estimates are not additive. Detailed information is separately published on the respective organizational websites for the period September, 2017 till June, 2019. The information is based on the number of subscribers, and the tables reflect a dynamic status for three sets of periods – (a) September 2017 – March 2018, (b) April 2018 – March 2019 and (c) monthly data for April 2019 onwards. The data in Section 2.1 includes information gender-wise, on the number of new members who have started subscribing to EPF, the number of members that have ceased their subscription and the number of members who restarted contribution having ceased subscription in the past. The data in Section 2.2 includes information gender-wise, in respect of ESI, on the number of existing employees who paid contribution and the number of newly registered employees who are paying contribution during the period. The data in Section 2.3 includes information gender-wise, in respect of NPS, on the existing subscribers and new subscribers contributing during the period.

2.1 Employees' Provident Funds Scheme: September, 2017 to June, 2019

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

(a) Total during September 2017 – March 2018

Age	Number of new EPF subscribers during the period					Number of members that ceased subscribing during the period					Number of exited members who rejoined and resubscribed during the period				
	Male	Female	Others	Not Available	Total	Male	Female	Others	Not Available	Total	Male	Female	Others	Not Available	Total
Less than 18	43,488	13,444	16	-	56,948	9,121	6,269	2	443	15,835	339	173	-	-	512
18-21	16,50,881	3,05,266	365	-	19,56,512	8,67,108	1,81,901	121	8,657	10,57,787	51,590	10,452	7	2	62,051
22-25	18,65,623	4,07,532	390	-	22,73,545	15,07,374	3,64,369	156	25,230	18,97,129	1,44,823	37,742	13	21	1,82,599
26-28	9,19,748	1,87,227	182	-	11,07,157	9,76,600	2,21,744	69	20,322	12,18,735	1,33,696	28,103	4	28	1,61,831
29-35	12,14,635	3,08,803	277	-	15,23,715	13,75,062	3,16,507	122	36,964	17,28,655	2,00,279	34,884	16	36	2,35,215
More than 35	12,28,968	3,10,224	335	-	15,39,527	14,01,532	3,48,146	93	59,877	18,09,648	1,53,169	27,871	12	65	1,81,117
Total	69,23,343	15,32,496	1,565	-	84,57,404	61,36,797	14,38,936	563	1,51,493	77,27,789	6,83,896	1,39,225	52	152	8,23,325

(b) Total during April 2018 – March 2019

Age	Number of new EPF subscribers during the period					Number of members that ceased subscribing during the period					Number of exited members who rejoined and resubscribed during the period				
	Male	Female	Others	Not Available	Total	Male	Female	Others	Not Available	Total	Male	Female	Others	Not Available	Total
Less than 18	87,869	31,251	3	-	1,19,123	19,426	10,405	4	247	30,082	3,976	2,060	-	1	6,037
18-21	28,23,682	6,43,061	86	-	34,66,829	13,61,213	2,88,872	109	2,724	16,52,918	4,47,207	81,720	38	124	5,29,089
22-25	28,76,479	7,63,398	76	-	36,39,953	23,77,895	6,02,712	153	11,919	29,92,679	9,14,107	2,09,613	78	629	11,24,427
26-28	13,97,099	3,43,527	40	-	17,40,666	15,87,940	3,77,488	87	10,974	19,76,489	6,75,638	1,38,161	30	749	8,14,578
29-35	18,73,151	5,72,198	48	-	24,45,397	22,46,297	5,27,014	143	19,939	27,93,393	9,36,132	1,75,232	71	1,308	11,12,743
More than 35	19,61,800	5,70,527	52	2	25,32,381	22,53,688	5,62,285	143	35,264	28,51,380	7,33,076	1,43,200	36	1,629	8,77,941
Total	1,10,20,080	29,23,962	305	2	1,39,44,349	98,46,459	23,68,776	639	81,067	1,22,96,941	37,10,136	7,49,986	253	4,440	44,64,815

(c) Monthly data from April 2019 onwards

April 2019															
Age	Number of new EPF subscribers during the month					Number of members that ceased subscribing during the month					Number of exited members who rejoined and resubscribed during the month				
	Male	Female	Others	Not Available	Total	Male	Female	Others	Not Available	Total	Male	Female	Others	Not Available	Total
Less than 18	8,905	3,928	-	-	12,833	1,200	856	-	3	2,059	748	335	-	-	1,083
18-21	2,01,441	45,274	5	-	2,46,720	76,278	19,520	2	24	95,824	70,961	13,712	4	-	84,677
22-25	1,92,110	56,422	7	-	2,48,539	1,44,400	44,543	6	159	1,89,108	1,40,683	33,267	7	-	1,73,957
26-28	94,724	27,028	7	-	1,21,759	96,801	28,572	2	202	1,25,577	1,00,198	21,268	5	-	1,21,471
29-35	1,32,819	44,836	10	2	1,77,667	1,40,839	39,830	5	370	1,81,044	1,44,826	28,520	6	-	1,73,352
More than 35	1,42,761	44,762	6	-	1,87,529	1,37,654	40,355	4	862	1,78,875	1,21,296	24,025	8	1	1,45,330
Total	7,72,760	2,22,250	35	2	9,95,047	5,97,172	1,73,676	19	1,620	7,72,487	5,78,712	1,21,127	30	1	6,99,870

May 2019															
Age	Number of new EPF subscribers during the month					Number of members that ceased subscribing during the month					Number of exited members who rejoined and resubscribed during the month				
	Male	Female	Others	Not Available	Total	Male	Female	Others	Not Available	Total	Male	Female	Others	Not Available	Total
Less than 18	8,668	3,575	-	-	12,243	1,392	1,022	-	5	2,419	771	355	1	-	1,127
18-21	2,21,596	54,989	12	-	2,76,597	68,100	19,158	6	12	87,276	70,529	12,676	6	-	83,211
22-25	1,87,253	52,412	5	-	2,39,670	1,24,267	39,450	6	129	1,63,852	1,21,212	26,182	4	-	1,47,398
26-28	87,676	22,664	5	-	1,10,345	81,349	24,160	2	166	1,05,677	79,928	16,511	3	-	96,442
29-35	1,18,252	37,716	-	-	1,55,968	1,16,920	32,263	4	338	1,49,525	1,05,468	20,898	7	-	1,26,373
More than 35	1,24,112	36,977	4	-	1,61,093	1,11,849	30,699	7	671	1,43,226	81,513	16,862	2	1	98,378
Total	7,47,557	2,08,333	26	-	9,55,916	5,03,877	1,46,752	25	1,321	6,51,975	4,59,421	93,484	23	1	5,52,929

June 2019															
Age	Number of new EPF subscribers during the month					Number of members that ceased subscribing during the month					Number of exited members who rejoined and resubscribed during the month				
	Male	Female	Others	Not Available	Total	Male	Female	Others	Not Available	Total	Male	Female	Others	Not Available	Total
Less than 18	7,451	3,474	-	-	10,925	568	586	-	2	1,156	752	460	1	-	1,213
18-21	2,39,318	68,856	8	-	3,08,182	31,088	8,354	1	17	39,460	66,639	11,553	3	-	78,195
22-25	2,06,441	67,444	6	-	2,73,891	60,478	18,737	3	85	79,303	1,07,886	23,156	4	-	1,31,046
26-28	89,972	28,943	2	-	1,18,917	41,696	12,209	1	91	53,997	68,581	14,989	2	-	83,572
29-35	1,20,171	50,808	7	-	1,70,986	61,846	16,592	3	196	78,637	93,044	22,506	6	2	1,15,558
More than 35	1,22,187	46,675	6	-	1,68,868	60,711	16,348	1	428	77,488	73,148	19,212	3	-	92,363
Total	7,85,540	2,66,200	29	-	10,51,769	2,56,387	72,826	9	819	3,30,041	4,10,050	91,876	19	2	5,01,947

2.1.1 During September, 2017-June, 2019; **2,54,04,485** new subscribers joined the EPF scheme.

Note:

- (1) Source: EPFO
- (2) EPF is applicable to establishments having more than 20 workers (see Endnote 1)
- (3) As updation of employee records is a continuous process, and the data gets updated in subsequent months; information, particularly in respect of latest months remains provisional.
- (4) For more details, please visit website of EPFO <https://www.epfindia.gov.in> .

2.2 Employees' State Insurance Scheme: September, 2017 to June, 2019

PROVISIONAL ESTIMATES OF SUBSCRIBERS BY AGE AS PER ESIC RECORDS (IN NUMBERS)

(a) Total during September 2017 – March 2018

Age	Number of existing employees (as on 01.09.2017) who paid contribution				Number of newly registered employees & paying contribution during the period			
	Male	Female	Others	Total	Male	Female	Others	Total
Less than 18	3,758	1,548	-	5,306	8,318	3,481	-	11,799
18-21	6,78,251	1,30,500	45	8,08,796	11,63,453	1,63,191	48	13,26,692
22-25	39,26,648	7,58,952	153	46,85,753	20,28,489	3,61,913	105	23,90,507
26-28	37,16,471	6,94,518	147	44,11,136	11,81,531	1,91,459	61	13,73,051
29-35	70,58,185	12,80,244	259	83,38,688	13,77,007	6,19,779	81	19,96,867
More than 35	86,82,162	21,18,307	403	1,08,00,872	12,79,375	2,94,686	113	15,74,174
Total	2,40,65,475	49,84,069	1,007	2,90,50,551	70,38,173	16,34,509	408	86,73,090

(b) Total during April 2018 – March 2019

Age	Number of existing employees (as on 01.04.2018) who paid contribution				Number of newly registered employees & paying contribution during the period			
	Male	Female	Others	Total	Male	Female	Others	Total
Less than 18	5,033	2,351	-	7,384	29,963	12,493	2	42,458
18-21	9,24,843	1,63,675	42	10,88,560	25,83,631	4,29,032	86	30,12,749
22-25	40,44,097	8,26,158	174	48,70,429	35,26,125	6,72,922	146	41,99,193
26-28	35,43,346	6,62,731	136	42,06,213	18,60,469	3,25,514	92	21,86,075
29-35	65,93,383	12,46,983	272	78,40,638	23,70,581	5,29,695	145	29,00,421
More than 35	82,19,356	20,52,338	432	1,02,72,126	20,87,386	5,13,180	145	26,00,711
Total	2,33,30,058	49,54,236	1,056	2,82,85,350	1,24,58,155	24,82,836	616	1,49,41,607

(c) Monthly data from April 2019 onwards

April 2019								
Age	Number of existing employees who paid during the month				Number of newly registered employees & paying contribution during the month			
	Male	Female	Others	Total	Male	Female	Others	Total
Less than 18	14,976	9,165	4	24,145	2,480	1,761	2	4,243
18-21	16,97,390	3,36,076	69	20,33,535	1,87,979	31,246	5	2,19,230
22-25	45,40,478	9,90,508	171	55,31,157	2,62,065	52,214	4	3,14,283
26-28	33,73,287	6,12,366	143	39,85,796	1,27,689	22,817	3	1,50,509
29-35	61,48,013	12,55,360	252	74,03,625	1,89,133	40,947	5	2,30,085
More than 35	76,05,320	20,06,814	419	96,12,553	1,64,968	41,176	6	2,06,150
Total	2,33,79,464	52,10,289	1,058	2,85,90,811	9,34,314	1,90,161	25	11,24,500

May 2019								
Age	Number of existing employees who paid during the month				Number of newly registered employees & paying contribution during the month			
	Male	Female	Others	Total	Male	Female	Others	Total
Less than 18	16,224	10,345	5	26,574	2,925	2,001	-	4,926
18-21	17,82,919	3,57,761	66	21,40,746	2,26,875	40,350	10	2,67,235
22-25	45,27,537	9,81,112	173	55,08,822	2,92,649	60,477	9	3,53,135
26-28	33,22,661	5,95,817	138	39,18,616	1,45,387	27,070	7	1,72,464
29-35	60,38,255	12,25,548	249	72,64,052	2,13,929	48,428	5	2,62,362
More than 35	74,71,858	19,59,246	402	94,31,506	1,81,932	46,080	6	2,28,018
Total	2,31,59,454	51,29,829	1,033	2,82,90,316	10,63,697	2,24,406	37	12,88,140

June 2019								
Age	Number of existing employees who paid during the month				Number of newly registered employees & paying contribution during the month			
	Male	Female	Others	Total	Male	Female	Others	Total
Less than 18	16,909	11,448	4	28,361	2,716	2,003	2	4,721
18-21	18,66,959	3,86,523	77	22,53,559	2,34,322	45,082	7	2,79,411
22-25	45,42,431	9,96,017	168	55,38,616	2,82,629	56,608	8	3,39,245
26-28	32,84,730	5,95,936	140	38,80,806	1,33,498	24,883	4	1,58,385
29-35	59,26,852	12,27,393	261	71,54,506	1,93,693	45,038	7	2,38,738
More than 35	72,94,422	19,46,048	389	92,40,859	1,58,281	40,713	7	1,99,001
Total	2,29,32,303	51,63,365	1,039	2,80,96,707	10,05,139	2,14,327	35	12,19,501

2.2.1 During September, 2017-June, 2019; **2,72,46,838** new subscribers joined the ESI scheme.

Note:

- (1) Source: ESIC
- (2) ESI is applicable to establishments having more than 10 workers (see Endnote 2)
- (3) Subscribers in ESI are termed as Insured Persons (IP)
- (4) The stock of existing employees paying contributions for a given month is provisional for up to at least six months because of delayed filing of contributions/ returns by the employers.
- (5) For more details, please visit website of ESIC <https://www.esic.nic.in>.

2.3 National Pension Scheme (NPS): September, 2017 to June, 2019

PROVISIONAL ESTIMATE OF NEW SUBSCRIBERS BY AGE AS PER NPS RECORDS (IN NUMBERS)

(a) Total during September 2017 – March 2018

Age	Total Existing Subscribers (as on 01.09.2017) contributing	New Subscribers contributing during the period															Total New Subscribers
		Central Govt					State Govt					Non-Govt					
		Male	Female	Transgender	Non-IRA	Total	Male	Female	Transgender	Non-IRA	Total	Male	Female	Transgender	Non-IRA	Total	
18-21	32,103	6,741	1,181	-	-	7,922	8,696	2,344	-	-	11,040	539	175	-	-	714	19,676
22-25	4,31,700	26,031	3,651	-	-	29,682	38,519	11,516	-	-	50,035	10,790	5,465	1	-	16,256	95,973
26-28	8,44,402	13,917	2,176	-	-	16,093	35,362	15,751	1	-	51,114	9,429	3,220	-	-	12,649	79,856
29-35	21,43,203	11,212	2,478	-	-	13,690	66,275	37,116	-	-	1,03,391	11,691	2,703	-	-	14,394	1,31,475
> 35	21,14,343	6,499	2,297	-	-	8,796	67,971	28,810	1	-	96,782	18,201	2,641	1	-	20,843	1,26,421
Non-IRA	24,664	2	-	-	-	2	43	-	-	43	-	-	-	-	-	-	45
Total	55,90,415	64,402	11,783	-	-	76,185	2,16,866	95,537	2	-	3,12,405	50,650	14,204	2	-	64,856	4,53,446

(b) Total during April 2018 – March 2019

Age	Total Existing Subscribers (as on 01.04.2018) contributing	New Subscribers contributing during the period															Total New Subscribers
		Central Govt					State Govt					Non-Govt					
		Male	Female	Transgender	Non-IRA	Total	Male	Female	Transgender	Non-IRA	Total	Male	Female	Transgender	Non-IRA	Total	
18-21	36,229	4,296	1,044	-	-	5,340	11,255	4,940	-	-	16,195	510	247	-	-	757	22,292
22-25	4,37,372	29,387	5,497	-	-	34,884	59,487	23,764	-	-	83,251	11,597	5,972	-	-	17,569	1,35,704
26-28	8,64,319	26,013	4,700	-	-	30,713	60,197	28,376	-	-	88,573	12,381	4,754	1	-	17,136	1,36,422
29-35	23,21,893	21,567	4,328	-	-	25,895	1,09,444	63,438	2	-	1,72,884	20,429	4,282	-	-	24,711	2,23,490
> 35	23,63,638	10,264	3,459	-	-	13,723	1,23,503	58,023	1	-	1,81,527	33,290	3,875	3	-	37,168	2,32,418
Non-IRA	8,979	-	-	-	-	-	-	-	-	74	74	-	-	-	-	-	74
Total	60,32,430	91,527	19,028	-	-	1,10,555	3,63,886	1,78,541	3	74	5,42,504	78,207	19,130	4	-	97,341	7,50,400

(c) Monthly data from April 2019 onwards

April 2019																	
Age	Total Existing Subscribers contributing during the month	New Subscribers contributing during the month															Total New Subscribers
		Central Govt					State Govt					Non-Govt					
		Male	Female	Transgender	Non-IRA	Total	Male	Female	Transgender	Non-IRA	Total	Male	Female	Transgender	Non-IRA	Total	
18-21	22,007	244	51	-	-	295	1,361	338	-	-	1,699	28	26	-	-	54	2,048
22-25	2,63,420	1,648	307	-	-	1,955	6,564	2,318	-	-	8,882	728	300	-	-	1,028	11,865
26-28	5,37,507	1,678	304	-	-	1,982	4,597	2,167	-	-	6,764	577	196	-	-	773	9,519
29-35	15,82,342	1,565	294	-	-	1,859	8,679	4,723	1	-	13,403	1,138	232	-	-	1,370	16,632
> 35	16,22,718	688	259	-	-	947	8,001	4,419	-	-	12,420	1,462	170	-	-	1,632	14,999
Non-IRA	6,581	-	-	-	-	-	-	-	-	7	7	-	-	-	-	-	7
Total	40,34,575	5,823	1,215	-	-	7,038	29,202	13,965	1	7	43,175	3,933	924	-	-	4,857	55,070

May 2019																	
Age	Total Existing Subscribers contributing during the month	New Subscribers contributing during the month															Total New Subscribers
		Central Govt					State Govt					Non-Govt					
		Male	Female	Transgender	Non-IRA	Total	Male	Female	Transgender	Non-IRA	Total	Male	Female	Transgender	Non-IRA	Total	
18-21	26,562	297	51	-	-	348	1,373	518	-	-	1,891	27	12	-	-	39	2,278
22-25	3,37,179	1,973	340	-	-	2,313	8,530	3,317	-	-	11,847	964	455	-	-	1,419	15,579
26-28	7,11,066	1,887	341	-	-	2,228	6,228	2,960	-	-	9,188	1,174	365	-	-	1,539	12,955
29-35	21,47,585	1,618	295	-	-	1,913	9,714	6,249	-	-	15,963	2,814	441	-	-	3,255	21,131
> 35	22,32,308	801	219	-	-	1,020	9,447	5,049	-	-	14,496	3,145	376	-	-	3,521	19,037
Non-IRA	5,459	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	1
Total	54,60,159	6,576	1,246	-	-	7,822	35,292	18,093	-	1	53,386	8,124	1,649	-	-	9,773	70,981

June 2019																	
Age	Total Existing Subscribers contributing during the month	New Subscribers contributing during the month														Total New Subscribers	
		Central Govt					State Govt					Non-Govt					
		Male	Female	Transgender	Non-IRA	Total	Male	Female	Transgender	Non-IRA	Total	Male	Female	Transgender	Non-IRA		Total
18-21	25,508	229	29	-	-	258	1,451	1,035	-	-	2,486	63	29	-	-	92	2,836
22-25	3,23,742	1,564	272	-	-	1,836	8,348	3,911	1	-	12,260	1,397	637	1	-	2,035	16,131
26-28	6,66,661	1,567	288	-	-	1,855	5,289	2,691	-	-	7,980	1,749	470	-	-	2,219	12,054
29-35	20,25,385	1,553	314	-	-	1,867	8,353	4,521	-	-	12,874	3,416	556	-	-	3,972	18,713
> 35	21,07,821	622	260	-	-	882	8,446	3,305	1	-	11,752	4,100	592	2	-	4,694	17,328
Non-IRA	3,869	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	51,52,986	5,535	1,163	-	-	6,698	31,887	15,463	2	-	47,352	10,725	2,284	3	-	13,012	67,062

2.3.1 During September, 2017-June, 2019; **13,96,959** new subscribers joined the NPS.

Note:

(1) Source: PFRDA

(2) NPS is applicable to 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 (see Endnote 3)

(3) For more details, please visit website of PFRDA <https://www.pfrda.org.in>.

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 25.09.2019.**

Endnote: Coverage and Sources of data

1. The Employees' Provident Fund (EPF) is a mandatory savings scheme under the **Employees' Provident Funds and Miscellaneous Provisions Act, 1952**. It is managed under the aegis of Employees' Provident Fund Organization (EPFO). It covers every establishment in which 20 or more persons are employed (and certain other establishments which may be notified by the Central Government even if they employ less than 20 persons each), subject to certain conditions and exemptions as provided for in the Act. The pay ceiling is Rs.15000/- 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-new members, exited members and those subscribers that re-started their subscription is sourced from EPFO. More details are available at <https://www.epfindia.gov.in>.
2. **The Employees' State Insurance Act, 1948** is applicable to non-seasonal, manufacturing establishments (other than a mine subject to the operation of the Mines Act, 1952 (35 of 1952), or a railway running shed) employing 10 or more workers. For health and medical institutions, the threshold limit is 20 or more workers. ESI Scheme for India is an integrated social security scheme tailored to provide socio-economic protection to the workers in the organized sector and their dependents, in contingencies, such as Sickness, Maternity and Death or Disablement due to an employment injury or occupational hazard. The wage ceiling is Rs.21000/- per month. Subscribers are termed as Insured Persons (IP) and a new IP number can also arise due to change in employment. Employees may cease to pay contribution due to wage exceeding the statutory ceiling of Rs.21000/- per month or owing to resignation, death, retirement or dismissal. The number of subscribers of this scheme also gives an idea of the level of employment in the formal sector. Data is sourced from Employees' State Insurance Corporation (ESIC) and the information may have an element of duplication with EPF data and is thus not additive. More details are available at <https://www.esic.nic.in>.
3. **The Pension Fund Regulatory and Development Authority (PFRDA)**'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 will 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 the 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 <https://www.pfrda.org.in>.
