

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

**Payroll Reporting in India: An Employment Perspective - March, 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). In this release, the Ministry is also including information for the persondays of work generated under the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGA).

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 March, 2018. The information is based on the number of subscribers and as the schemes provide for earlier payments, the tables reflects a dynamic status.

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

PROVISIONAL ESTIMATES OF NEW SUBSCRIBERS AS PER EPFO RECORDS (IN NUMBERS)							
Month	Age Groups						Total
	Less than 18	18-21	22-25	26-28	29-35	More than 35	
Sep-17	6,495	1,97,897	1,74,345	59,274	74,449	66,629	5,79,089
Oct-17	5,579	1,48,840	1,10,498	31,792	37,961	37,022	3,71,692
Nov-17	7,171	2,24,748	1,76,177	61,341	80,857	81,986	6,32,280
Dec-17	6,406	1,94,991	1,56,002	52,130	67,525	58,805	5,35,859
Jan-18	5,066	1,80,753	1,72,651	68,061	92,785	95,053	6,14,369
Feb-18	5,130	1,64,679	1,65,737	66,538	93,291	93,659	5,89,034
Mar-18	6,987	1,79,970	1,69,143	69,116	93,930	93,988	6,13,134
<b>Total</b>	<b>42,834</b>	<b>12,91,878</b>	<b>11,24,553</b>	<b>4,08,252</b>	<b>5,40,798</b>	<b>5,27,142</b>	<b>39,35,457</b>

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 March 2018

Sep-2017		
Age group	Number of existing employees paying contribution during the month	Number of newly registered employees and paying contribution during the month
Less than 18	25,207	1,325
18-21	8,34,916	1,75,333
22-25	26,97,963	3,49,323
26-28	23,70,310	2,03,259
29-35	37,10,265	2,44,079
More than	197,76,147	2,34,235
<b>Total</b>	<b>294,14,808</b>	<b>12,07,554</b>

Oct-2017		
Age group	Number of existing employees paying contribution during the month	Number of newly registered employees and paying contribution during the month
Less than 18	16,552	1,250
18-21	17,08,898	1,61,652
22-25	52,89,220	3,25,947
26-28	44,08,458	1,89,172
29-35	73,23,989	2,21,815
More than	103,92,857	2,14,727
<b>Total</b>	<b>291,39,974</b>	<b>11,14,563</b>

Nov-2017		
Age group	Number of existing employees paying contribution during the month	Number of newly registered employees and paying contribution during the month
Less than 18	17,228	1,399
18-21	17,50,825	1,89,221
22-25	51,89,997	3,36,360
26-28	42,60,645	1,89,473
29-35	71,35,074	2,34,644
More than	102,46,510	2,23,222
<b>Total</b>	<b>286,00,279</b>	<b>11,74,319</b>

Dec-2017		
Age group	Number of existing employees paying contribution during the month	Number of newly registered employees and paying contribution during the month
Less than 18	17,910	1,652
18-21	18,27,691	2,00,871
22-25	52,84,724	3,57,502
26-28	43,18,570	2,01,851
29-35	71,71,906	2,44,627
More than	102,03,160	2,26,740
<b>Total</b>	<b>288,23,961</b>	<b>12,33,243</b>

Jan-2018		
Age group	Number of existing employees paying contribution during the month	Number of newly registered employees and paying contribution during the month
Less than 18	18,496	1,676
18-21	18,91,101	1,92,242
22-25	53,33,193	3,37,412
26-28	43,14,731	1,95,250
29-35	71,27,034	2,37,097
More than	100,88,770	2,22,094
<b>Total</b>	<b>287,73,325</b>	<b>11,85,771</b>

Feb-2018		
Age group	Number of existing employees paying contribution during the month	Number of newly registered employees and paying contribution during the month
Less than 18	19,041	1,922
18-21	18,69,378	1,84,419
22-25	52,02,469	3,24,162
26-28	41,77,712	1,84,375
29-35	69,07,021	2,21,548
More than	98,19,670	2,09,530
<b>Total</b>	<b>279,95,291</b>	<b>11,25,956</b>

Mar-2018		
Age group	Number of existing employees paying contribution during the month	Number of newly registered employees and paying contribution during the month
Less than 18	19,939	2,329
18-21	18,40,924	2,07,208
22-25	49,45,908	3,27,233
26-28	39,19,567	1,84,460
29-35	64,48,418	2,14,187
More than	91,49,863	1,96,621
<b>Total</b>	<b>263,24,619</b>	<b>11,32,038</b>

- 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](http://www.esic.nic.in)

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

PROVISIONAL ESTIMATE OF NEW SUBSCRIBERS BY AGE AS PER NPS RECORDS (IN NUMBERS)				
Sep-2017				
Age	Central Govt	State Govt	Non-Govt	Total
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	2,727	19,177
<b>Total</b>	<b>11,662</b>	<b>47,868</b>	<b>9,134</b>	<b>68,664</b>
Oct-2017				
Age	Central Govt	State Govt	Non-Govt	Total
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
<b>Total</b>	<b>13,915</b>	<b>34,629</b>	<b>8,292</b>	<b>56,836</b>
Nov-2017				
Age	Central Govt	State Govt	Non-Govt	Total
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
<b>Total</b>	<b>11,641</b>	<b>46,830</b>	<b>9,810</b>	<b>68,281</b>
Dec-2017				
Age	Central Govt	State Govt	Non-Govt	Total
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
<b>Total</b>	<b>8,406</b>	<b>64,045</b>	<b>4,494</b>	<b>76,945</b>
Jan-2018				
Age	Central Govt	State Govt	Non-Govt	Total
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
<b>Total</b>	<b>7,659</b>	<b>52,313</b>	<b>6,372</b>	<b>66,344</b>
Feb-2018				
Age	Central Govt	State Govt	Non-Govt	Total
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
<b>Total</b>	<b>7,277</b>	<b>46,260</b>	<b>6,569</b>	<b>60,106</b>
Mar-2018				
Age	Central Govt	State Govt	Non-Govt	Total
18-21 Years	770	1,797	127	2,694
22-25 Years	3,133	9,069	2,764	14,966
26-28 Years	2,284	8,810	2,402	13,496
29-35 Years	1,958	14,332	3,298	19,588
>35 Years	1,037	12,027	4,193	17,257
<b>Total</b>	<b>9,182</b>	<b>46,035</b>	<b>12,784</b>	<b>68,001</b>

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](http://www.pfrda.org.in)

The estimated total number of new NPS subscribers during the period September, 2017 to March, 2018 is 4,65,177 persons.

3. The present report gives different perspectives on the levels of employment in the formal and informal sector and does not measure employment at a holistic 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](http://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](http://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 1<sup>st</sup> 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](http://www.pfrda.org.in).