



सत्यमेव जयते

Quarterly Report on Employment Scenario (New Series)



2
2016

Government of India
Ministry of Labour & Employment
Labour Bureau
Chandigarh



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on
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(As on 1st July, 2016)

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December, 2016

FOREWORD

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

With a view to generate high quality accessible data on labour market for effective implementation of policies and welfare of labour, Government has decided to conduct new series of Quarterly Employment Survey (QES) on a large scale to assess employment situation in respect of selected sectors of Non-farm Industrial economy of India over successive quarters. The selected 8 sectors are Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants and Information & Technology (IT)/ Business Process Outsourcing (BPO). The present Quarterly Employment Survey (QES) is the 2nd in the series with large sample covering 8 major sectors.

The Report of this survey contains detailed information on employment situation as on 1st July, 2016 in respect of 2nd Round at all India level in 8 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.

I am confident that this report will help policy-makers and Central Government/ State Governments, research scholars and 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 also thank the State/ UT Governments for extending wholehearted support & guidance to facilitate Labour Bureau for the 2nd round of QES. I am also 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 kind suggestions/comments to enrich the report further.

Place: Chandigarh
Date: 27th January, 2017

(Rajan Kumar)
Director General

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KEY FINDINGS OF THE SURVEY

- ❖ The Quarterly Employment Survey (QES) is an establishment based Fixed Panel Survey in the Non-Farm Industrial economy of India having 10 or more workers in eight selected sectors viz. Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants and IT/ BPO as recorded in the 6th Economic Census. The information was collected from around 10,630 units as a representative sample in these 8 sectors at all India level. The change estimates brought out by this survey, second in series, are based on 10550 units surveyed which are common to both, first and second, round.
- ❖ The present report, second in the series of Quarterly Employment Survey (QES), presents key estimates of change in employment, 01 Jul 16 over 01 April 16, in 8 selected sectors by type of economic activity, gender, type of worker (employee or self-employee), employment status (regular, contractual and casual) and duration of work (part-time or full-time). The detailed Tables are presented in the **Annexure-I**.
- ❖ Estimates from the present Quarterly Employment Survey reveals that there was an overall increase of 77 thousand worker (0.38% increase) over the previous quarter i.e. 1st July 2016 over 1st April 2016, across 8 sectors at all India level. Education, Health, Trade, Transport and Accommodation & Restaurant Sectors contributed with an estimated increase of total 1.28 Lakh workers whereas there was a decline of total 0.51 lakh workers in remaining 3 sectors viz. Manufacturing, Construction and IT/BPO Sectors.
- ❖ Over the last quarter there were a positive change across; The Trade sector (+26 thousand, 1.80% increase), Transport sector (+ 17 thousand, 2.93% increase), Accommodation & Restaurant (+ 1 thousand, 0.13% increase), Education sector (+51 thousand, 1.02% increase) and The Health sector (+33 Thousand, 2.74% increase).

- ❖ The Manufacturing sector (-12 thousand, 0.12% decrease), The Construction sector (-23 thousand, 6.27% decrease) and the IT/BPO sector (-16 thousand, 1.54% decrease), experienced a negative change in estimated employment over last quarter.
- ❖ Out of the total estimated change in employment of +77 thousand, male workers accounted for 39 thousands (0.26% increase) increase and female workers accounted for 38 thousand (0.66 % increase) increase.
- ❖ Out of Total Change in Employment (+77 thousand), Self Employed experienced an increase of 28 thousand and Employees experienced an increase of 49 thousand workers.
- ❖ Out of 49 thousand increases of Employees, Regular Worker accounted for an increase of 1.12 whereas Contractual and Casual accounted for a decrease of 3 thousand and 60 thousand workers respectively.
- ❖ Out of, +77 thousand, total change in Employment, the change in composition of workers by time was +1.69 lakh for full time workers and (-) 0.92 lakh for part-time workers over previous quarter.
- ❖ In Manufacturing sector, out of Total change in Employment of (-)12 thousand, a change of (-) 10 thousand in female and (-) 2 thousand were observed in male.
- ❖ In Manufacturing sector, out of Total change in Employment of (-)12 thousand, a change of around +11 thousand were observed in Self-Employed and around (-)23 thousand in Employees.
- ❖ In Manufacturing sector, Total change in Employees of (-)23 thousand, a change of +17 thousand in Regular workers, (-)27 thousand Contractual and (-)13 thousand in Casual workers was observed.

- ❖ In Construction sector, the composition of total change in Employment of (-)23 thousand by gender shows a (-)7 thousand change in female workers and (-)16 thousand change in male workers.
- ❖ Out of (-) 23 thousand change in Employment in Construction sector, there was a change of +2 thousand in Self Employed and (-) 25 thousand Employees.
- ❖ Out of total change of (-) 25 thousand Employees in Construction sector, a change of around +3 thousand in Regular, +2 thousand in Contractual and (-) 30 thousand in Casual workers was experienced.
- ❖ Out of total change of +33 thousand workers in Health sector, a change of around +20 thousand female workers and +13 thousand male workers was experienced.
- ❖ Trade sector observed a total change of +26 thousand Workers with a change of +8 thousand females and +18 thousand males.
- ❖ Transport sector observed a total change of +17 thousand Workers with a change of +8 thousand females and +9 thousand males.
- ❖ Accomodation & Restaurant sector observed a total change of +1 thousand workers and the change of +1thousand was observed in male workers only.
- ❖ IT/BPO sector observed a total change of (-)16 thousand Workers with a change of (-)17 thousand females and +1 thousand males.

CHAPTER -I

INTRODUCTION

1.1 Labour Bureau, an attached Office of Ministry of Labour & Employment has been collecting and disseminating information on various facets of labour like wages, earnings, productivity, absenteeism, labour turn-over, industrial relations, working and living conditions and evaluation of working of various labour enactments etc. The information disseminated by the Labour Bureau plays an important role for advising Government for formulation and implementation of employment policies and procedures in the country.

1.2 It is now widely accepted that Labour Statistics plays an essential role for the formulation and evaluation of policies, which helps to increase understanding of common problems, explain actions and mobilize interests related to employment in the country. Labour Bureau works with independence and high professional standards to provide relevant, timely and reliable labour statistics in the country as well as to International organizations.

1.3 Labour Bureau had been conducting Quarterly Employment Surveys (QES) in some selected labour-intensive and export-oriented sectors to assess the effect of economic slowdown on employment in India since January, 2009. 28 such surveys had been conducted by Labour Bureau till December, 2015. The sample size for these surveys was limited to around 2000 units and 8 sectors in 11 selected states only.

1.4 Due to immense utility of QES, it has been decided by the Ministry of Labour & Employment to conduct new series of QES on a large scale by enlarging the sample size and enhancing sector coverage under the survey so that employment situation for a sizeable segment of Non-Farm Industrial economy of India over successive quarters may be assessed. An Expert Group under the chairmanship of Professor S.P. Mukherjee had been constituted for guiding Labour Bureau in respect of statistical technicalities of the survey. The Terms of Reference (TOR) and composition of Expert Group are given in **Annexure-IV**. On recommendations of the Expert Group, the sample size has been increased to around 10,600 and 8 sectors covering all the States/UTs in the country.

1.5 Objective of the survey

The new series of Quarterly Employment Survey (QES) provides

- (i) Short-term (Quarterly basis) employment estimates for sizeable segment of Non-farm Industrial economy covering 8 important sectors of the Indian economy viz. Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants and Information & Technology (IT)/ Business Process Outsourcing (BPO).
- (ii) To measure relative change in employment situation over successive quarters in the segment of Indian Economy as described in (i) above.

The present survey collects information on the employment as on 01 Jul 2016 in respect of number of males/females, full-time & part-time, regular, contract & casual employment by economic activity.

1.6 Scope and coverage

QES is an establishment survey and provides change in non-agricultural/non-farm employment in the selected sectors. All establishments in 8 sectors viz. Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants and (IT)/(BPO), engaged in production or distribution of goods or services other than for the sole purpose of own consumption are selected on the basis of data of latest Economic Census (2012-13), is the scope of the survey. The scope of the survey was further limited to all the establishments having 10 or more workers in these 8 selected sectors. The 8 selected sectors constitute around 81 percent of the total employment of units with 10 or more workers.

In each of 8 Sectors, units are further divided into six size 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 4999 workers. The geographical coverage of the Quarterly Employment Survey (QES) has been extended to the entire country.

1.7 Sampling Design and Estimation procedure

The details of sampling design and estimation procedure used in the survey are given in **Chapter-II**.

1.8 Schedule/ Questionnaire of the Survey

The schedule for QES contains information on Identification particulars, establishment particulars, employment with breakup of characteristics such as gender, type and nature, vacancies details and social security benefits. A copy of the schedule is placed at **Annexure-III**.

1.9 Pilot Survey

A Pilot test of schedule was conducted in the states of Meghalaya and Assam under QES to develop field procedure, testing of schedule, cost of the survey, which helped in planning of the survey and training of investigators for filling the schedule.

1.10 Limitations of QES

The estimates of the present round QES are based on Sample Survey having some limitations as mentioned below:

- (i) The QES is basically an establishment survey for collecting information on employment in the unit; therefore, it does not provide any information on unemployment in the country. Unemployment is generally captured by household survey.
- (ii) The survey is based on either record or response of the unit. However, verification of record has not been resorted to for collection of data.
- (iii) The Fieldwork for 6th Economic Census was conducted during January, 2013 to April, 2014 in collaboration with State/UT Governments. Therefore, use of 6th Economic Census data as a frame has some limitations in measurement of current employment scenario in the country.
- (iv) The Collection of Statistics Act-2008, was not applied to QES. Hence, all the information provided by the selected unit/ establishment is on a voluntary basis.
- (v) As a response based panel survey, during the revisit of panel units, the observed reporting errors of first round in few units were rectified for the completion of change estimation.

1.11 Concepts and Definitions

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

1.11.1 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.

1.11.2 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.

1.11.3 Non-Agricultural/Non- Farm establishment

Establishments engaged in activities other than agricultural activities (like crop production & plantation, growing of tea, coffee, rubber, tobacco etc.) will be termed as non-agricultural establishments.

1.11.4 Industrial Sector

Goods or service producing segment of the economy is defined as Industrial Sector. For this survey Industrial sector includes Manufacturing,

Construction, Trade, Transport, Education, Health, Accommodation & Restaurant and IT/BPOs.

1.11.5 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 through a contractor on contract basis.

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 labourers 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.

1.11.6 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.

1.11.7 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.

1.11.8 Full Time worker

Full-time worker is an employed person who works a minimum number of hours defined by his/ her employer.

1.11.9 Part Time worker

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

1.11.10 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 included not only persons getting time wage but also persons receiving piece wage or salary and paid apprentices, both full time and part-time.

1.11.11 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. For the purpose of present survey, in addition to the above mentioned category of workers, the term contract workers includes workers whose work are governed by a contract agreement either in writing or oral directly by the establishment.

1.11.12 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.

CHAPTER II

Sampling Design and Estimation procedure

2.1 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.

2.2 Unit of Enumeration

The unit of enumeration for the present round of QES are the establishments with 10 or more workers in the 8 selected sectors viz. Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants and (IT)/ (BPO) , as selected in first Round of QES.

2.3 Classification of Industry

All eight 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) and IT/BPO (NIC-08 ; 62 & 63) are classified as per the National Industrial Classification (NIC)-2008 at two digit level.

2.4 Sampling Frame

The sample needed to be representative of establishment with 10 or more workers in eight 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 eight major sector viz. Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants and IT/BPOs.

2.5 Reference Date

The second round of revised 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 quarter in which survey is conducted. For the present survey, the reference date is **1stJul 2016**.

2.6 Sampling Design

For selecting a fixed Panel of 10600 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 eight sectors viz. Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants and IT/BPOs selected on the basis of data of latest Sixth Economic Census (2012-13). The 8 sectors constitute around 81 percent of the Total Employment of units with 10 or more workers in the 6th Economic Census.

2.7 Sample Size

The sample size for the survey was around 10,600 units. Each of the eight 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 (see **Table 3.1**) 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.

2.8 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 eight strata viz. Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants and IT/BPOs. Further 8 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).

2.9 Estimation procedure:

2.9.1 Notations:

i = subscript for ith State/UT [i= 1 to 36]

j= subscript for jth Sector [j= 1 to 8]

k= subscript for kth Size Class [k= 1 to 6]

t= subscript for t^h 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 design is

$$\frac{N_{ijk}}{n_{ijk}}$$

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

2.9.2 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.

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

CHAPTER III

EMPLOYMENT SCENARIO IN SELECTED SECTORS

3.1 The present Quarterly Employment Survey (QES) is the 2nd in the series with enlarged sample size selected in 8 major sectors of the Indian economy viz. Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants and (IT)/(BPO). The earlier series of 28 rounds under Quarterly Employment Survey was limited to only export-oriented and labour-intensive sectors namely textiles including apparels, metals, gems & jewellery, automobiles, transport, IT/BPO, leather and handloom/power selected purposively and with smaller sample size of around 2000 units.

3.2 This chapter mainly deals with the information on changes in important characteristics of non-farm employment in the country having 10 or more workers in the 8 selected sectors which were covered under the present survey.

3.3 Information, in the present survey, was collected from about 10,630 units from the panel, in the 8 sectors throughout the country, out of which 10550 units canvassed were common to both rounds of QES i.e. Previous (with reference date as 01 Apr 2016) and Present (with reference date 01 Jul 2016). The change estimates are generated on the basis of 10550 units common to both rounds. The field work for data collection for the present survey was carried out during July 2016, to Oct, 2016 at all India level. The sector-wise details of number of units in Sampling frame and common units surveyed in the present survey are given in the **Table-3.1**.

S. No.	Sector	Units in Frame	Common Sample (Covered between Previous and Current round of QES)
1	Manufacturing	181412	4998
2	Construction	8815	408
3	Trade	52272	1516
4	Transport	12796	496
5	Accommodation & Restaurant	31112	1010
6	IT/ BPO	5035	312
7	Education	185525	1422
8	Health	30478	388
Total		5,07,445	10550

ESTABLISHMENTS

3.4 Distribution of Sample Establishments by rural & urban and by location

At the all-India level, among the sample establishments covered under the survey, 71 per cent establishments were in urban areas and 29 per cent in rural areas. The sector-wise details by rural & urban are given in **Table 3.2**.

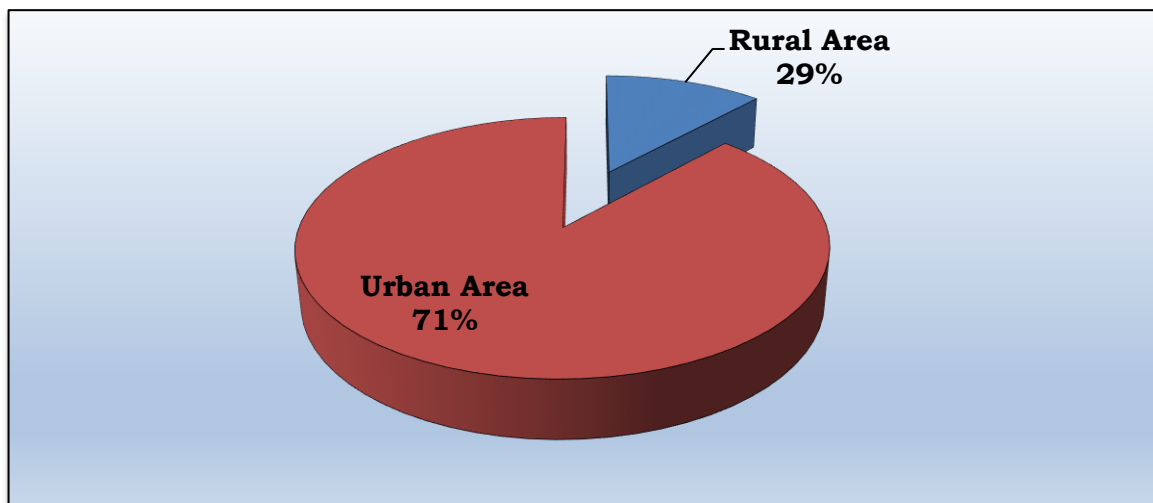


Figure 3.1: Distribution of Sample Establishments by rural & urban

Table: 3.2: Percentage distribution of sample establishments by rural & urban in 8 selected sectors and Total			
S. No.	Sector	(%) in Rural Area	(%) in Urban Area
1	Manufacturing	36	64
2	Construction	21	79
3	Trade	16	84
4	Transport	21	79
5	Accommodation & Restaurant	16	84
6	IT/ BPO	3	97
7	Education	42	58
8	Health	20	80
All Sector		29	71

Sector-wise analysis reveals that highest percentage of 42 per cent samples units in rural area was recorded in Education sector and 97 per cent in IT/ BPO for urban area.

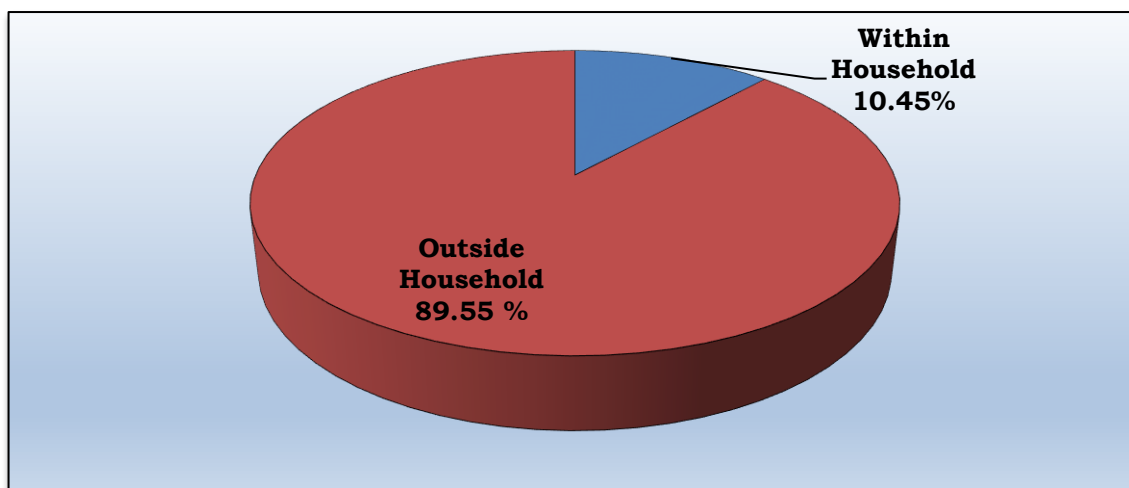


Figure 3.2: Distribution of Sample Establishments by location.

Around 89.55 per cent of sample establishments covered under the survey were located outside the household as compared to 10.45 per cent of sample establishments were within households. The percentage distribution of sample establishments covered under the survey by rural & urban and by location is presented in the **Table-A1**.

3.5 Distribution of Sample Establishments by Usual Operational nature

At all-India level by operational nature, 93.49 per cent of sample establishments covered under the survey were of Perennial in nature, 6.25 per cent of Seasonal and 0.26 per cent of Casual in nature. The details of percentage distribution of sample establishment by usual operational nature for 8 sectors are given in the **Table-A2**.

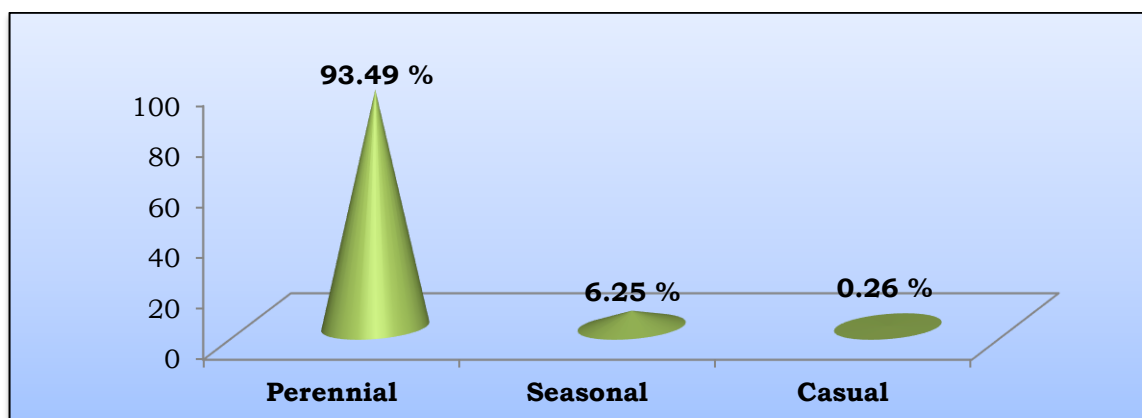


Figure 3.3: Distribution of Sample Establishments by Usual Operational nature

3.6 Distribution of Sample Establishments by Ownership

The present survey reveals that 12.45 per cent sample establishments were under Government/ PSU ownership and 87.55 per cent under Private ownership. The ownership of Private sector (87.55%) is total of Propriety ownership (43.37%), Partnership (16.49%), Company (20.45%), SHG (2.33%), Co-operatives (0.93%), Non-profit Institutions (2.25%) and others (1.73%). The sector-wise details are placed in the **Table-A4**.

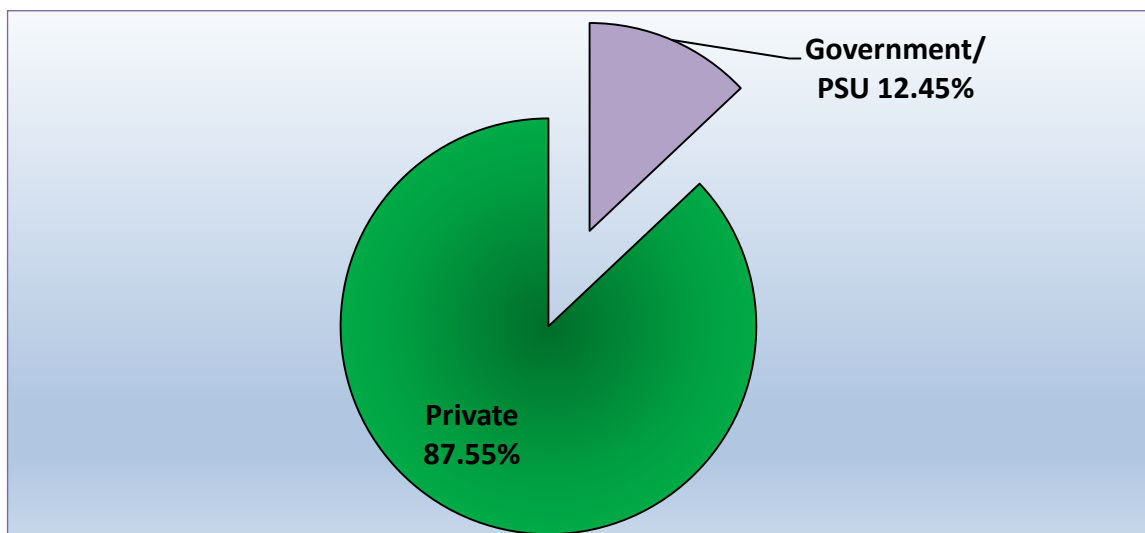


Figure 3.4: (%) Distribution of Sample Establishments by Ownership

CHANGES IN EMPLOYMENT: 01 JUL 16 OVER 01 APR 16

Estimates from the present Quarterly Employment Survey reveals that there was an overall increase of 77 thousand worker (0.38% increase) over the previous quarter i.e. 1st July 2016 over 1st April 2016, across 8 sectors at all India level. Education, Health, Trade, Transport and Accomodation & Restaurant Sectors contributed with an estimated increase of total 1.28 Lakh workers whereas there was a decline of total 0.51 lakh workers in remaining 3 sectors viz. Manufacturing, Construction and IT/BPO Sectors.

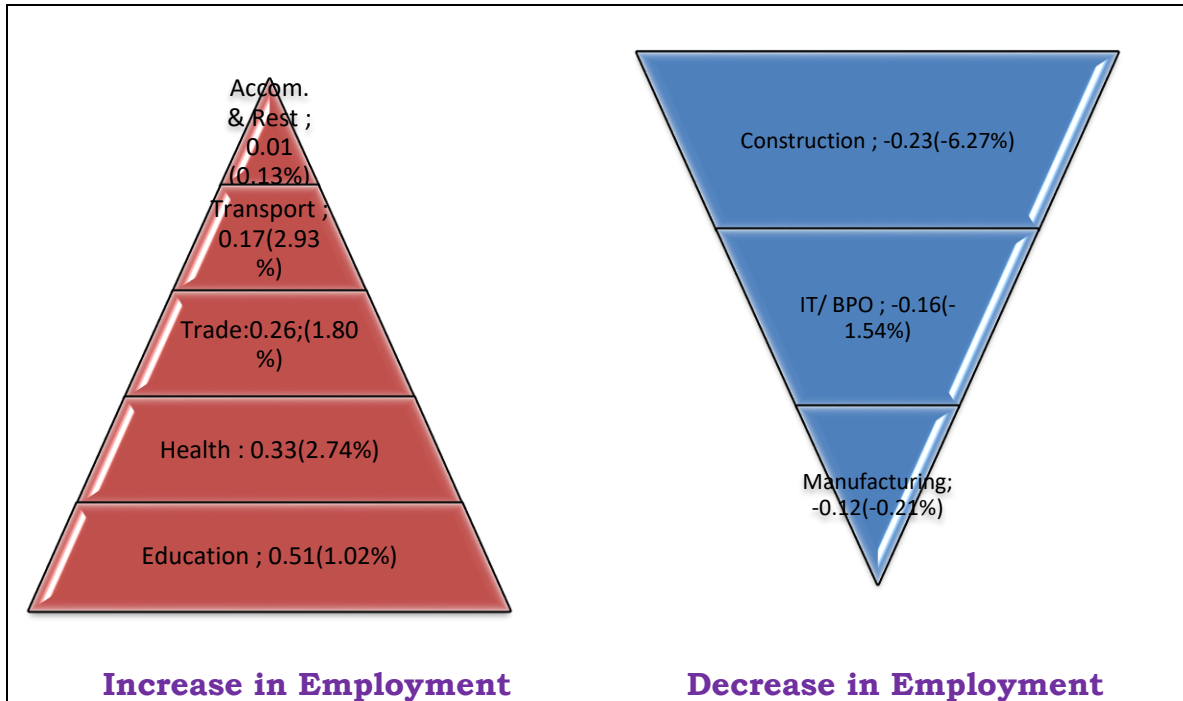


Figure 3.5: Sector wise Change in Total Employment (in Lakhs ; % Growth)

3.7 Changes in Total Employment in Eight Selected Sector

At the all-India level, the estimated change in employment in 8 selected sectors stood at +77 thousand in the country. The sector-wise composition of change in employment in eight sectors is given in **Table 3.3**.

Table 3.3: Estimated Change in Employment in eight selected sectors		
(in lakh)		
S. No.	Sector	Total Change in Employment
1	Manufacturing	-0.12
2	Construction	-0.23
3	Trade	0.26
4	Transport	0.17
5	Accommodation & Restaurant	0.01
6	IT/ BPO	-0.16
7	Education	0.51
8	Health	0.33
	Total	0.77

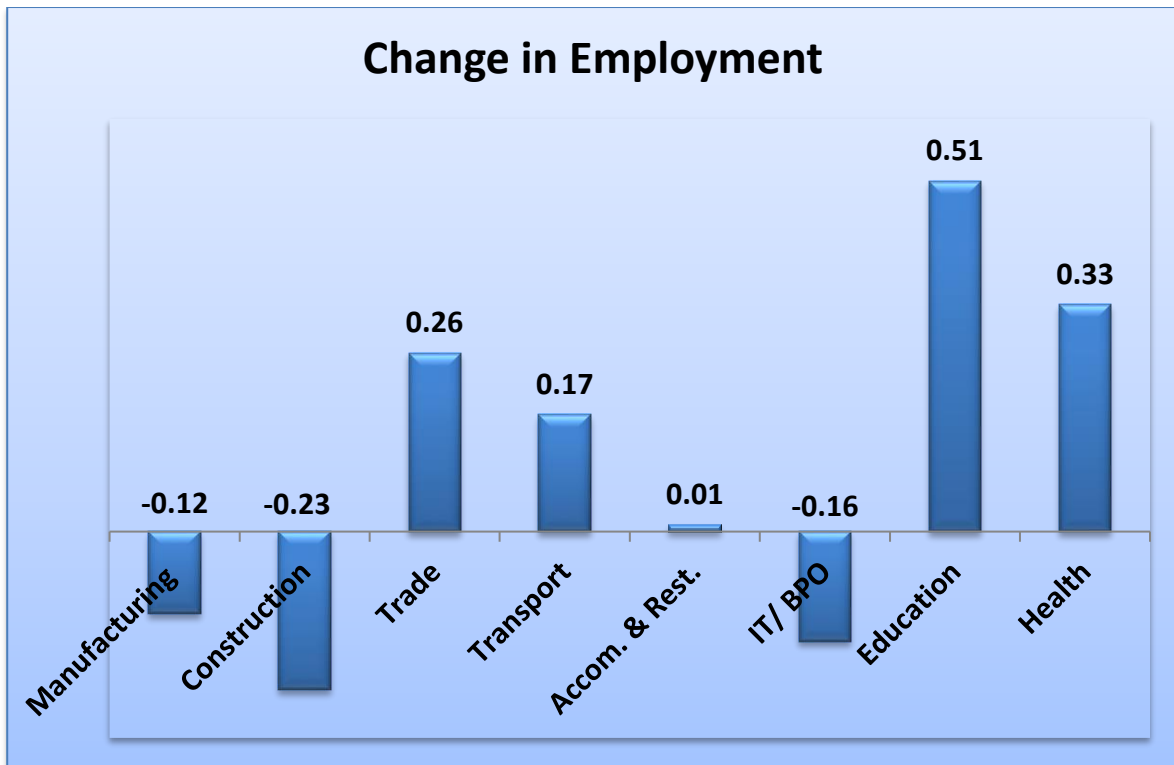


Figure 3.6: Sector wise Change in Total Employment (in Lakhs)

Table 3.3 reveals five sectors viz. Education, Health, Trade, Transport and Accommodation & Restaurant sectors experienced a total increase of 1.28 lakh estimated employment, over previous round. Education sector experienced the highest increase of 51 thousand workers followed by Health 33 Thousand workers, Trade 26 thousand workers and Transport 17 thousand workers.

Remaining three sectors viz. Manufacturing, Construction and IT/BPO sector experienced a total decline of 0.51 lakhs in estimated employment over previous round. In Construction Sector there was a decline of 23 thousand workers followed by decline of 16 thousand workers in IT/BPO and a decline of 12 thousand workers in Manufacturing Sector.

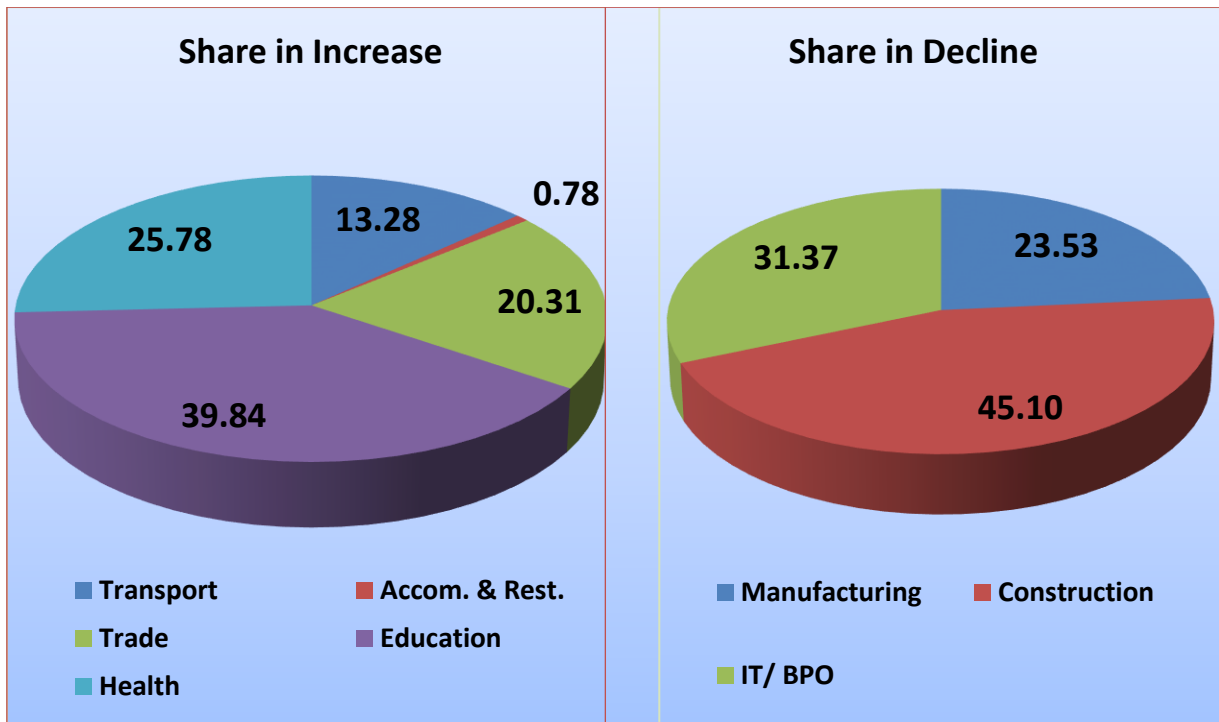


Figure-3.7: Share of Sectors in Increase/Decrease of Employment

Out of total decrease of 0.51 lakhs workers, Construction sector accounted for maximum decline in Employment followed by IT/BPO and Manufacturing whereas out of total increase of 1.28 Lakhs estimated workers, Education Sector accounted for 39.85 % of the increase followed by Health with 25.78% ,Trade with 20.31% , Transport with 13.28% and Accomodation & Restaurant with 0.78% .

3.8 Distribution of Change in Total Employment by Self Employed & Employee

The survey results revealed that, out of +77 thousand total change in Employment, Self-Employee contributed with an increase of 28 thousand and Employee contributed with an increase of 49 thousand. The sector-wise detail of Change in Total Employment by type of employment is presented in **Table 3.4**.

S. No.	Sector	Change Total in Employment (in lakh)		
		Self Employed	Employees	Total
1	Manufacturing	0.11	-0.23	-0.12
2	Construction	0.02	-0.25	-0.23
3	Trade	0.07	0.19	0.26
4	Transport	0.00	0.17	0.17
5	Accommodation & Restaurant	0.03	-0.02	0.01
6	IT/ BPO	0.00	-0.16	-0.16
7	Education	0.01	0.50	0.51
8	Health	0.04	0.29	0.33
	Total	0.28	0.49	0.77

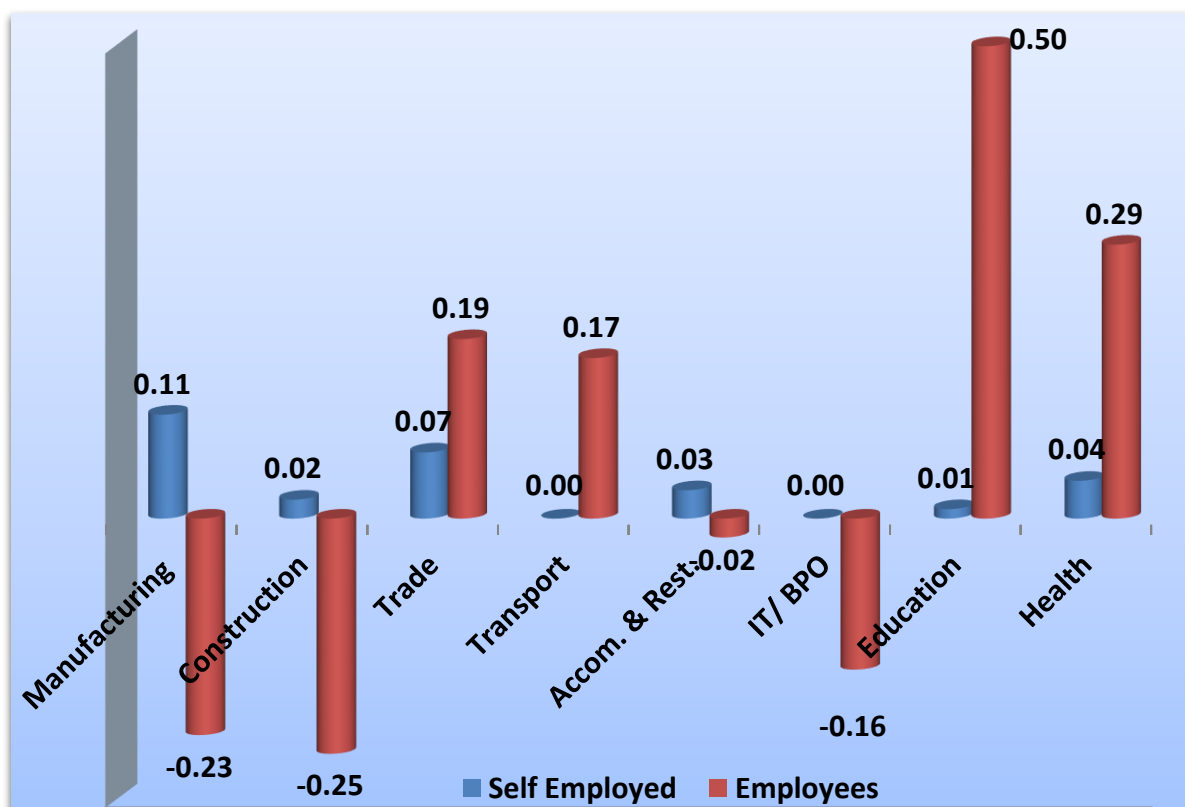


Figure-3.8: Sector wise Increase/Decrease by type of Employment

Table 3.4 reveals that there was a net estimated increase in all sectors in case of self-employed while in the employees, in Manufacturing, Construction, Accomodation & Restaurant and IT/BPO there was a decrease in estimated workers.

3.9 Distribution of Change in Total Employment by Gender

Out of the total estimated change in employment of +77 thousand, male workers accounted for 39 thousand increase and female workers accounted for 38 thousand increase at all India level.

Table 3.5: Estimated Change in Employment in Eight Sectors by Gender (in lakh)

S. No.	Sector	Male	Female	Total Employment
1	Manufacturing	-0.02	-0.10	-0.12
2	Construction	-0.16	-0.07	-0.23
3	Trade	0.18	0.08	0.26
4	Transport	0.09	0.08	0.17
5	Accommodation & Restaurant	0.01	0.00	0.01
6	IT/ BPO	0.01	-0.17	-0.16
7	Education	0.15	0.36	0.51
8	Health	0.13	0.20	0.33
	Total	0.39	0.38	0.77

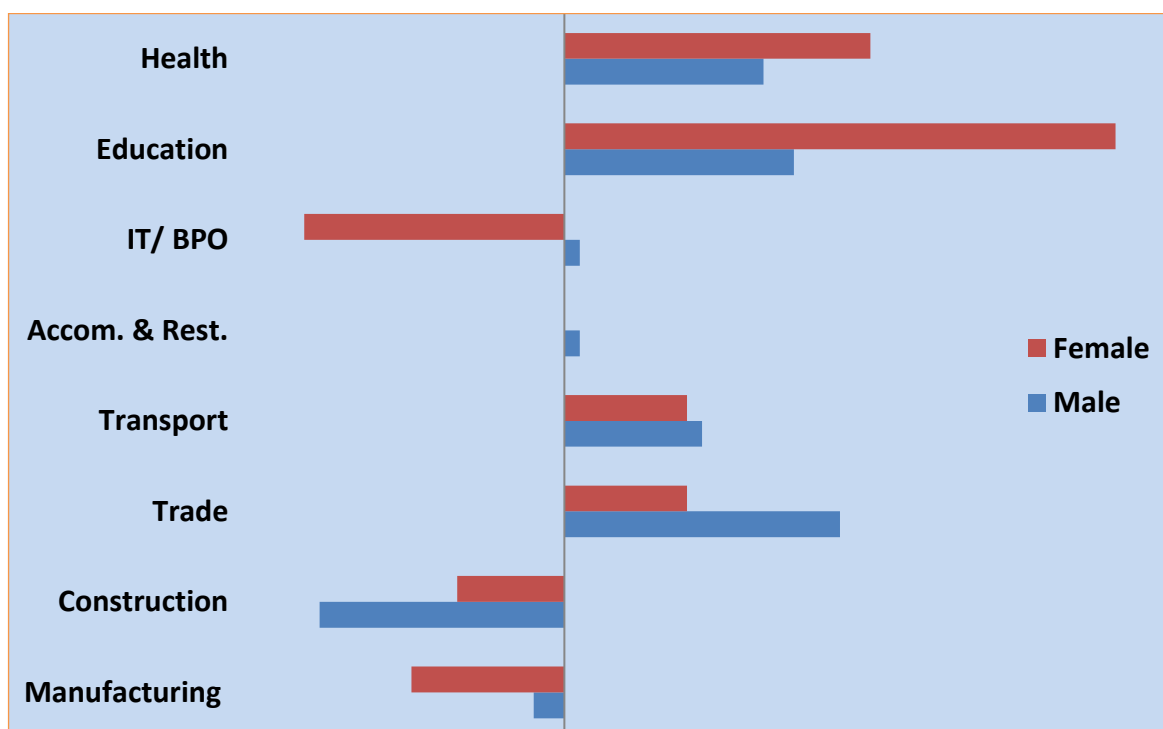


Figure-3.9: Change in Total Employment by Gender

As presented in **Table 3.5**, the Maximum increase among female worker, 36 thousand, was observed in Education Sector followed by 20 thousand in Health whereas highest decline in female worker was observed in IT/BPO sector with (-) 17 thousand workers followed by Manufacturing with (-) 10 thousand workers.

the Maximum increase among male worker, 18 Thousand, was observed in Trade Sector followed by 15 thousand in Education and 13 thousand in Health whereas highest decline in male worker was observed in construction sector with (-)16 thousand followed by manufacturing sector with (-) 2 thousand workers.

3.10 Distribution of Change in Total Employment by Duration of Work (Full Time/ Part Time)

Change in Total Employment by full-time/ part-time in respect of 8 sectors is presented in **Table-3.6**. The result reveals that there was an increase of 1.69 Lakh in Full time while a decrease of 0.92 Lakh in part time workers.

S. No.	Sector	Full Time	Part Time	Total Employment
1	Manufacturing	0.59	-0.71	-0.12
2	Construction	-0.20	-0.03	-0.23
3	Trade	0.35	-0.09	0.26
4	Transport	0.15	0.02	0.17
5	Accommodation & Restaurant	0.06	-0.05	0.01
6	IT/ BPO	-0.18	0.02	-0.16
7	Education	0.59	-0.08	0.51
8	Health	0.33	0.00	0.33
Total		1.69	-0.92	0.77

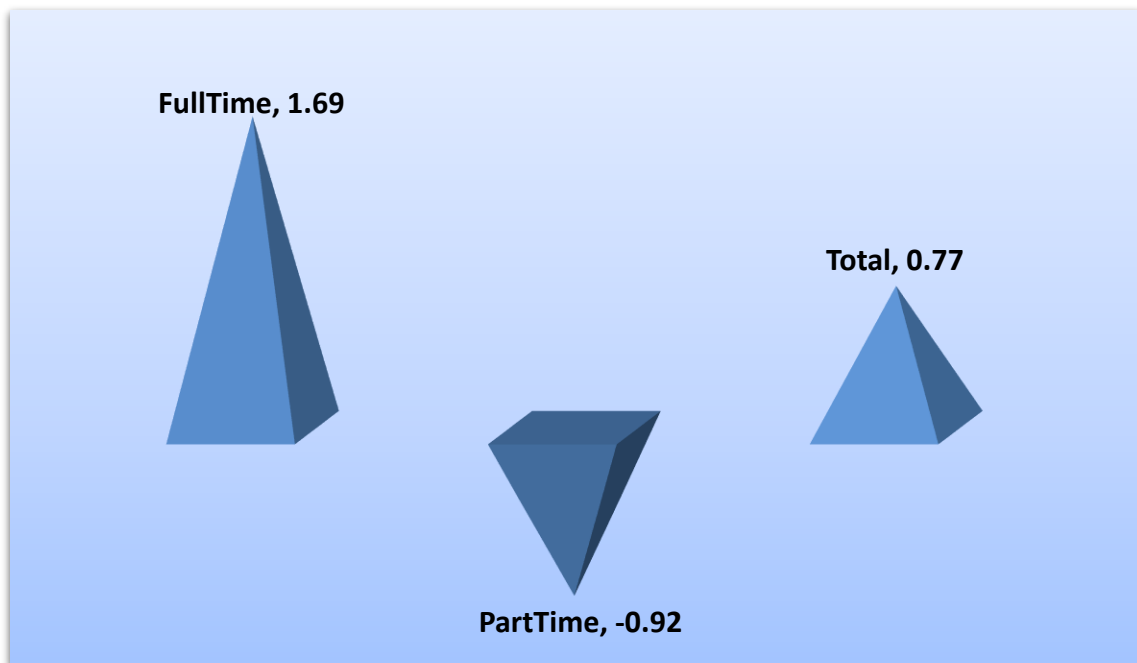


Figure-3.10: Change in Total Employment by duration of work as Full Time/Part Time (in lakhs).

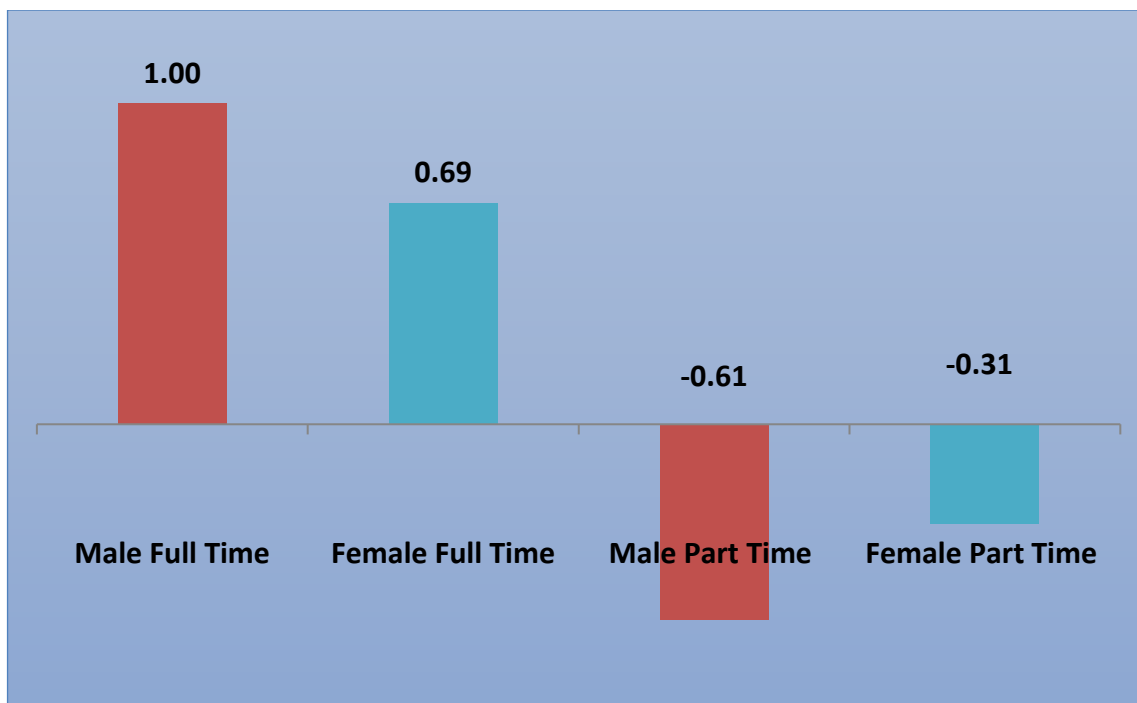


Figure-3.11: Change in Total Employment by Duration of Work and Gender (in lakhs)

Figure 3.9 & 3.10 reveals that a total change of +77 thousand workers was primarily due to change from part time to full time workers.

3.11 Distribution of Change in Employees (Excluding Self-Employed from Total Employment) by Nature of Job

Table 3.7 presents the distribution of change in total Employees, + 49 thousands, by nature of job i.e. Regular, Contractual and Casual. It can be observed that there was an increase of around 1.12 lakh Regular worker over previous quarter whereas the Contract and Casual worker declined by 3 thousand and 60 thousand respectively.

Table 3.7: Estimated Change in No. of Employees in 8 Sectors by nature of job (in lakh)					
S. No.	Sector	Regular	Contract	Casual	Total
1	Manufacturing	0.17	-0.27	-0.13	-0.23
2	Construction	0.03	0.02	-0.30	-0.25
3	Trade	0.49	-0.15	-0.15	0.19
4	Transport	0.23	-0.03	-0.03	0.17
5	Accommodation & Restaurant	0.04	-0.11	0.05	-0.02
6	IT/ BPO	-0.15	0.00	-0.01	-0.16
7	Education	0.38	0.14	-0.02	0.5
8	Health	-0.07	0.37	-0.01	0.29
Total Employees		1.12	-0.03	-0.60	0.49

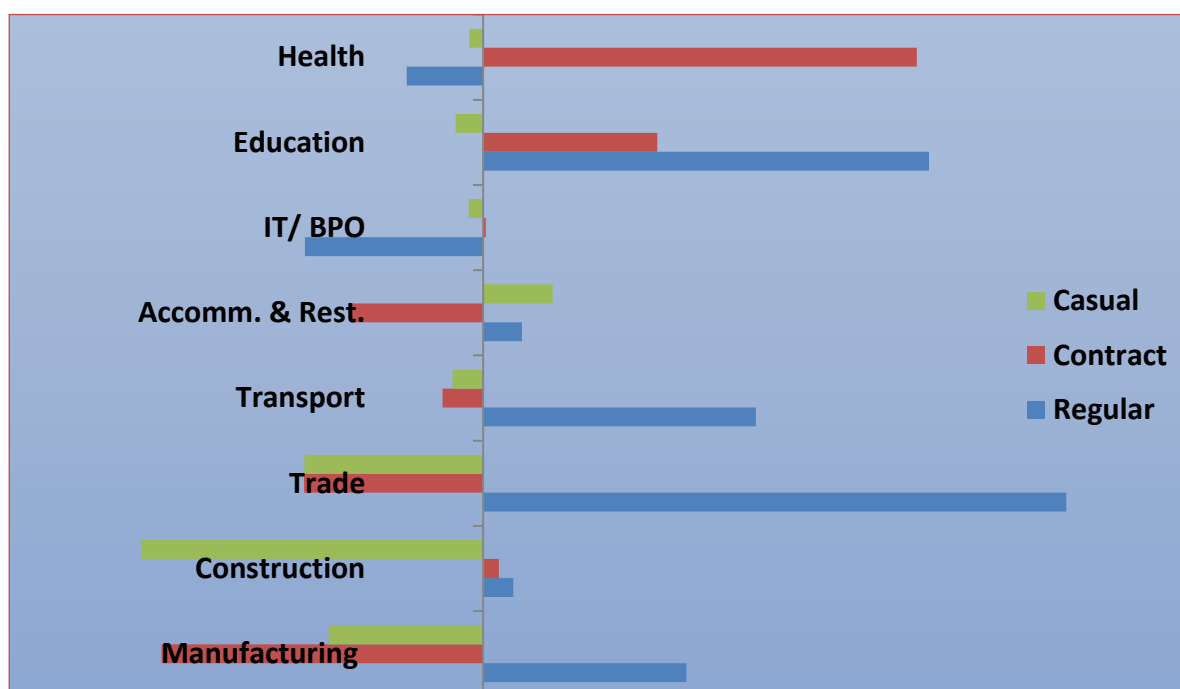


Figure 3.12: Distribution of Change in Total Employment by Nature of Job

Detailed Tables

Table A1: Percentage Distribution of sample establishments area & sector wise

S. No.	Sector	Establishments within household			Establishments outside household		
		Rural	Urban	Total	Rural	Urban	Total
1	Manufacturing	46.15	53.85	10.92	34.75	65.25	89.08
2	Construction	22.73	77.27	16.18	20.76	79.24	83.82
3	Trade	38.51	61.49	9.76	13.16	86.84	90.24
4	Transport	36.00	64.00	5.04	19.75	80.25	94.96
5	Accommodation & Restaurant	27.61	72.39	13.27	14.27	85.73	86.73
6	IT/ BPO	11.11	88.89	5.77	2.38	97.62	94.23
7	Education	40.98	59.02	8.58	42.00	58.00	91.42
8	Health	18.60	81.40	11.08	20.58	79.42	88.92
Total		39.02	60.98	10.45	27.94	72.06	89.55

Table A2: Percentage Distribution of sample establishments by usual operational nature

S. No.	Sector	Perennial	Seasonal	Casual
1	Manufacturing	88.52	11.16	0.32
2	Construction	90.69	8.09	1.22
3	Trade	98.48	1.39	0.13
4	Transport	94.76	5.24	0.00
5	Accommodation & Restaurant	98.51	1.19	0.30
6	IT/ BPO	98.72	1.28	0.00
7	Education	99.65	0.35	0.00
8	Health	99.74	0.00	0.26
Total		93.49	6.25	0.26

Table A3: Percentage Distribution of sample establishments by currently operational status

S. No.	Sector	Fully	Partly
1	Manufacturing	93.94	6.06
2	Construction	93.87	6.13
3	Trade	98.02	1.98
4	Transport	97.98	2.02
5	Accommodation & Restaurant	97.23	2.77
6	IT/ BPO	98.40	1.60
7	Education	98.95	1.05
8	Health	98.45	1.55
Total		96.00	4.00

Table A4: Percentage Distribution of sample establishments by ownership type

S. No.	Sector	Govt. /PSU	Proprietary	Partnership	Company	SHG	Co-operative	NPI	Others
1	Manufacturing	2.60	48.50	20.49	24.81	2.28	0.92	0.08	0.32
2	Construction	10.78	39.95	14.71	33.58	0.00	0.00	0.25	0.73
3	Trade	4.42	47.89	21.04	22.10	3.23	0.79	0.13	0.40
4	Transport	34.88	29.44	9.27	23.19	1.21	0.40	0.20	1.41
5	Accommodation & Restaurant	6.34	56.44	18.91	10.10	5.45	0.59	1.48	0.69
6	IT/ BPO	4.49	25.00	8.65	58.66	1.28	0.32	0.32	1.28
7	Education	47.68	23.00	2.74	1.47	1.12	1.90	13.20	8.78
8	Health	36.86	36.34	8.76	6.19	0.51	1.03	6.44	3.87
Total		12.45	43.37	16.49	20.45	2.33	0.93	2.25	1.73

Table A5: Percentage Distribution of sample establishments by registration information

S. No.	Sector	Registered	Not Registered
1	Manufacturing	95.72	4.28
2	Construction	95.34	4.66
3	Trade	98.02	1.98
4	Transport	95.97	4.03
5	Accommodation & Restaurant	97.62	2.38
6	IT/ BPO	98.08	1.92
7	Education	96.70	3.30
8	Health	96.91	3.09
Total		96.47	3.53

Table A6: Percentage Distribution of sample establishments by shift of operation

S. No.	Sector	1 Shift	2 Shift	3 Shift
1	Manufacturing	79.31	13.63	7.06
2	Construction	90.69	6.37	2.94
3	Trade	83.84	11.74	4.42
4	Transport	75.00	13.10	11.90
5	Accommodation & Restaurant	56.53	29.41	14.06
6	IT/ BPO	73.72	14.74	11.54
7	Education	91.5	8.01	0.49
8	Health	33.76	23.71	42.53
Total		77.82	14.21	7.97

Table A7: Percentage Distribution of sample establishments by maintain of record on employment

S. No.	Sector	Maintain record of Employment (%)	
		Yes	No
1	Manufacturing	94.72	5.28
2	Construction	95.59	4.41
3	Trade	98.15	1.85
4	Transport	97.38	2.62
5	Accommodation & Restaurant	96.63	3.37
6	IT/ BPO	100.00	0.00
7	Education	99.09	0.91
8	Health	98.97	1.03
Total		96.45	3.55

Table A8: Distribution of Change in Total Employment by gender & full time /part time (in lakh)

Sl. No.	Sector	Full Time		Part Time		Total	
		Male	Female	Male	Female	Male	Female
1	Manufacturing	0.52	0.07	-0.54	-0.17	-0.02	-0.10
2	Construction	-0.13	-0.07	-0.03	0.00	-0.16	-0.07
3	Trade	0.25	0.10	-0.07	-0.02	0.18	0.08
4	Transport	0.07	0.08	0.02	0.00	0.09	0.08
5	Accommodation & Restaurant	0.00	0.06	0.01	-0.06	0.01	0.00
6	IT/ BPO	-0.02	-0.16	0.03	-0.01	0.01	-0.17
7	Education	0.19	0.40	-0.04	-0.04	0.15	0.36
8	Health	0.12	0.21	0.01	-0.01	0.13	0.20
Total		1.00	0.69	-0.61	-0.31	0.39	0.38

Table A9: Distribution of Change in No. of Self-employed by gender and full time /part time (in lakh)

Sl. No.	Sector	Full Time		Part Time		Total	
		Male	Female	Male	Female	Male	Female
1	Manufacturing	0.10	0.00	0.02	-0.01	0.12	-0.01
2	Construction	0.01	0.00	0.01	0.00	0.02	0.00
3	Trade	0.06	0.01	0.00	0.00	0.06	0.01
4	Transport	0.00	0.00	0.00	0.00	0.00	0.00
5	Accommodation & Restaurant	0.01	0.05	0.01	-0.04	0.02	0.01
6	IT/ BPO	0.00	0.00	0.00	0.00	0.00	0.00
7	Education	0.01	-0.01	0.00	0.01	0.01	0.00
8	Health	0.02	0.01	0.01	0.00	0.03	0.01
Total		0.21	0.06	0.05	-0.04	0.26	0.02

Table A10: Distribution of Change in No. of Employees by gender and full time /part time (in lakh)

Sl. No.	Sector	Full Time		Part Time		Total	
		Male	Female	Male	Female	Male	Female
1	Manufacturing	0.42	0.07	-0.56	-0.16	-0.14	-0.09
2	Construction	-0.14	-0.07	-0.04	0.00	-0.18	-0.07
3	Trade	0.19	0.09	-0.07	-0.02	0.12	0.07
4	Transport	0.07	0.08	0.02	0.00	0.09	0.08
5	Accommodation & Restaurant	-0.01	0.01	0.00	-0.02	-0.01	-0.01
6	IT/ BPO	-0.02	-0.16	0.03	-0.01	0.01	-0.17
7	Education	0.18	0.41	-0.04	-0.05	0.14	0.36
8	Health	0.10	0.20	0.00	-0.01	0.10	0.19
Total		0.79	0.63	-0.66	-0.27	0.13	0.36

Table A11: Distribution of Change in No. of Employee by employment status and gender (in lakh)

Sl. No.	Sector	Regular		Contract		Casual		Total	
		Male	Female	Male	Female	Male	Female	Male	Female
1	Manufacturing	-0.28	0.45	0.05	-0.32	0.09	-0.22	-0.14	-0.09
2	Construction	0.01	0.02	0.04	-0.02	-0.23	-0.07	-0.18	-0.07
3	Trade	0.39	0.10	-0.12	-0.03	-0.15	0.00	0.12	0.07
4	Transport	0.16	0.07	-0.05	0.02	-0.02	-0.01	0.09	0.08
5	Accommodation & Restaurant	0.02	0.02	-0.08	-0.03	0.05	0.00	-0.01	-0.01
6	IT/ BPO	0.01	-0.16	0.00	0.00	0.00	-0.01	0.01	-0.17
7	Education	0.05	0.33	0.05	0.09	0.04	-0.06	0.14	0.36
8	Health	0.00	-0.07	0.09	0.28	0.01	-0.02	0.10	0.19
Total		0.36	0.76	-0.02	-0.01	-0.21	-0.39	0.13	0.36

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

NIC - 2 Digit level code	Description of the Activity
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; manufacture of articles of straw and plaiting materials
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
41	Construction of buildings
42	Civil engineering
43	Specialized construction activities
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
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
55	Accommodation
56	Food and beverage service activities
62	Computer programming, consultancy and related activities
63	Information service activities
85	Education
86	Human health activities
87	Residential care activities
88	Social work activities without accommodation

Annexure-III

Confidential

Round		
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Original	Substituted
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Government of India
Ministry of Labour & Employment
Labour Bureau, Chandigarh
(Quarterly Employment Survey)

I. Identification Particulars

1. Establishment

1a). Name & Address

--

1b). Name of the Owner (*Department name, in case of Government/Public Sector Undertaking (PSU)*)

--

1c). Location (*Within a Household Premises- 1, In a permanent Structure Outside Household-2*)

--

2. Rural/Urban (*Code: Rural-1; Urban-2*)

--

3. Frame Serial No. (*copy from sample list*)

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

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

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

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

--	--	--

6. Description of the Economic Activity

--

7. Description of goods produced/traded or services provided

--

8. NIC at the time of visit (5 digit level)
(*to be filled by supervisor*)

--	--	--	--	--

9. Person contacted

9a). Name & Designation

--

9b). E-mail

--

9c). Phone/Mobile

--

10. 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, Others - 9)Specify*)

--

11. Whether the unit is-

(*Code: Enterprise by itself-1, Main Office-2, Unit/Branch of an enterprise-3, In case of '3', Give name and address of the Main Office*)

--

11a) Address of Main Office _____

II. Particulars of establishments

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

Codes for Ownership: item 3

Public	
Government / PSU	1
Private:	
Proprietary	2
Partnership	3
Company	4
Self Help Group	5
Cooperative	6
Non Profit Institution	7
Others	9

III. Employment and Vacancies details:

A) Do you maintain any record of employment in your unit?
Yes-1, No-2

B) Total Employment(As on 1st day of the respective quarter)

Sl. No.	Category	Full Time		Part Time		Total	
		Male	Female	Male	Female	Male	Female
1	Self Employed						
2	Employee						
3	Total						

C) Is any Formal Skill Development Programme conducted in your unit? Yes-1, No-2

If yes, for your staff only-1, for others-2, for staff of your unit & others-3

D) Vacancies/Recruitment

1	Current Vacancies (as on 1st day of current quarter)	
2	Reasons for vacancies (Code ; Yes-1; No-2)	
	Resignation	
	Retirement	
	Non-availability of Skilled Man Power	
	Others (please specify)_____	
3	Number of posts created during preceding Quarter	
4	Number of persons recruited during preceding Quarter	

E) Employment Details of the Quarter(As on 1st day of the respective quarter)

S. No.	Employment Status	Total Employment		
		Male	Female	Total
1	Regular (not on contract)			
2	Contract			
3	Casual			
4	Total			

F) Education and Training details of the Employment(As on 1st day of the respective quarter)(not applicable for Health & Education sector)

Sl. No.	Employment Status	Total Employment				
		Matric/Secondary or below	Matric/Secondary but Under Graduate	Graduate or above	Total	Trained
1	Regular(not on contract)					

2	Contract					
3	Casual					
4	Total					

G) Employment Details for the Quarter (As on 1st day of the respective quarter)

(i) Health						
1	Total Employment (to be copied from III B)					
2	Clinical					
2.1	Medical					
2.2	Nursing					
2.3	Paramedical					
3	Non Clinical	Matric/ Secondary or below	Matric/Secondar ybut Under Graduate	Graduate or above	Total	
3.1	Regular (not on contract)					
3.2	Contract					
3.3	Casual					
	Total					

IV. Social Security Benefits

(ii) Education						
1	Total Employment (to be copied from III B)					
2	Teaching					
3	Non Teaching					
3.1	Librarian					
3.2	Lab Technician					
3.3	Others	Matric/ Secondar y or below	Matric/Secondar y but Under Graduate	Graduate or above	Total	
3.3.1	Regular (not on contract)					
3.3.2	Contract					
3.3.3	Casual					
	Total					
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 _____)		

V. 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 & Designation of the State official assisted								
Name of the Supervisor								
Signature of the Supervisor with date								
Date of Scrutiny/inspection								
Name of the Officer/Consultant in charge								

VI. Comments by Investigator

VII. Comments by Supervisor

.....about the Labour Bureau

An apex organization for providing data base at the national level for policy formulation, evaluation and research, the Labour Bureau in the Union Ministry of Labour and Employment is the epicenter 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 and agricultural workers, wage rates, industrial relations, socio-economic conditions in un-organized sector, evaluation and review of working of labour legislations in the country and the like. Labour Bureau has been providing an uninterrupted service to the national and international fora like ILO for the last fifty years. Today, it has assumed an important role in the labour matters and has 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 organization continues in its pursuit of excellence.