

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

Dated 3rd Ashwin, Saka 1940
25th September, 2018

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

Introduction

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

2. As mentioned in the earlier series, since 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 July, 2018. The information is based on the number of subscribers, and as the schemes provide for earlier payments, the tables reflect a dynamic status. The data in Section 2.1 includes information month-wise on the number of new members who have started subscribing to EPF, number of members that have ceased their subscription and number of members who had stopped subscribing but have again started contributing during that month.

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

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

September 2017				October 2017			
Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Number of subscribers that re-started contributing during the month	Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Number of subscribers that re-started contributing during the month
Less than 18	7,842	1,454	4	Less than 18	6,859	1,388	21
18-21	2,80,529	99,191	594	18-21	2,33,467	1,06,094	3,998
22-25	3,23,675	1,79,960	4,669	22-25	2,63,431	1,91,299	13,903
26-28	1,59,706	1,19,836	5,900	26-28	1,32,259	1,23,954	13,614
29-35	2,17,241	1,69,118	8,192	29-35	1,84,646	1,79,166	20,209
More than 35	2,17,204	1,77,754	4,199	More than 35	1,91,835	1,88,338	15,519
Total	12,06,197	7,47,313	23,558	Total	10,12,497	7,90,239	67,264

November 2017				December 2017			
Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Number of subscribers that re-started contributing during the month	Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Number of subscribers that re-started contributing during the month
Less than 18	8,635	1,479	60	Less than 18	7,624	1,258	75
18-21	3,05,366	1,04,335	6,677	18-21	2,63,595	99,097	7,758
22-25	3,25,736	1,93,169	19,813	22-25	2,90,226	1,96,994	22,924
26-28	1,58,329	1,24,864	18,076	26-28	1,41,066	1,29,463	21,088
29-35	2,19,021	1,76,840	27,430	29-35	1,98,252	1,90,978	30,729
More than 35	2,21,331	1,78,561	22,688	More than 35	1,98,533	2,10,419	21,662
Total	12,38,418	7,79,248	94,744	Total	10,99,296	8,28,209	1,04,236

January 2018				February 2018			
Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Number of subscribers that re-started contributing during the month	Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Number of subscribers that re-started contributing during the month
Less than 18	6,377	1,255	104	Less than 18	6,252	1,067	100
18-21	2,40,664	88,278	11,018	18-21	2,17,774	85,241	11,308
22-25	2,90,071	1,74,448	29,877	22-25	2,59,297	1,63,090	29,378
26-28	1,43,569	1,13,041	24,951	26-28	1,24,947	1,04,113	23,131
29-35	2,01,231	1,59,202	36,569	29-35	1,76,969	1,47,504	32,255
More than 35	2,10,549	1,67,153	30,253	More than 35	1,80,074	1,50,753	24,198
Total	10,92,461	7,03,377	1,32,772	Total	9,65,313	6,51,768	1,20,370

March 2018				April 2018			
Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Number of subscribers that re-started contributing during the month	Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Number of subscribers that re-started contributing during the month
Less than 18	9,003	1,369	123	Less than 18	11,893	1,366	212
18-21	2,33,483	91,984	14,216	18-21	2,56,854	77,477	20,790
22-25	2,54,762	1,89,353	33,485	22-25	2,87,261	1,56,472	52,275
26-28	1,21,909	1,28,999	25,280	26-28	1,46,954	1,06,105	42,648
29-35	1,69,663	1,89,197	35,185	29-35	2,10,968	1,51,170	64,662
More than 35	1,73,998	1,99,360	25,563	More than 35	2,26,923	1,55,224	54,036
Total	9,62,818	8,00,262	1,33,852	Total	11,40,853	6,47,814	2,34,623

May 2018				June 2018			
Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Number of subscribers that re-started contributing during the month	Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Number of subscribers that re-started contributing during the month
Less than 18	11,813	1,529	184	Less than 18	10,494	1,575	235
18-21	3,02,168	70,524	22,217	18-21	3,05,531	62,656	24,251
22-25	2,72,701	1,42,801	46,558	22-25	2,91,265	1,18,925	49,939
26-28	1,29,647	94,143	34,278	26-28	1,37,334	78,776	35,884
29-35	1,79,502	1,31,573	46,038	29-35	1,97,039	1,09,176	48,469
More than 35	1,86,698	1,33,506	33,816	More than 35	2,00,041	1,08,479	37,039
Total	10,82,529	5,74,076	1,83,091	Total	11,41,704	4,79,587	1,95,817

July 2018				Total during Sept 2017 - July 2018			
Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Number of subscribers that re-started contributing during the month	Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Number of subscribers that re-started contributing during the month
Less than 18	8,674	1,034	298	Less than 18	95,466	14,774	1,416
18-21	2,79,869	37,219	25,361	18-21	29,19,300	9,22,096	1,48,188
22-25	2,78,143	73,595	50,279	22-25	31,36,568	17,80,106	3,53,100
26-28	1,27,036	49,587	34,415	26-28	15,22,756	11,72,881	2,79,265
29-35	1,77,238	68,097	47,237	29-35	21,31,770	16,72,021	3,96,975
More than 35	1,79,601	63,907	36,711	More than 35	21,86,787	17,33,454	3,05,684
Total	10,50,561	2,93,439	1,94,301	Total	1,19,92,647	72,95,332	14,84,628

Note: (1) Source: EPFO

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

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

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

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

September 2017			October 2017		
Age	Number of existing employees who paid contribution during the month	Number of newly registered employees & paying contribution during the month	Age	Number of existing employees paying contribution during the month	Number of newly registered employees & paying contribution during the month
Less than 18	25,332	1,330	Less than 18	16,749	1,250
18-21	8,41,824	1,75,813	18-21	17,16,732	1,61,932
22-25	27,20,018	3,50,239	22-25	53,13,543	3,26,792
26-28	23,91,401	2,04,052	26-28	44,32,807	1,89,926
29-35	37,49,581	2,45,363	29-35	73,72,371	2,23,143
More than 35	1,98,37,690	2,36,026	More than 35	1,04,72,695	2,16,205
Total	2,95,65,846	12,12,823	Total	2,93,24,897	11,19,248

November 2017			December 2017		
Age	Number of existing employees paying contribution during the month	Number of newly registered employees & paying contribution during the month	Age	Number of existing employees paying contribution during the month	Number of newly registered employees & paying contribution during the month
Less than 18	17,498	1,415	Less than 18	18,243	1,664
18-21	17,61,355	1,89,786	18-21	18,41,602	2,01,630
22-25	52,21,371	3,37,758	22-25	53,26,731	3,59,178
26-28	42,92,150	1,90,626	26-28	43,60,453	2,03,226
29-35	71,96,891	2,36,594	29-35	72,54,305	2,46,984
More than 35	1,03,48,254	2,25,579	More than 35	1,03,35,390	2,29,276
Total	2,88,37,519	11,81,758	Total	2,91,36,724	12,41,958

January 2018			February 2018		
Age	Number of existing employees paying contribution during the month	Number of newly registered employees & paying contribution during the month	Age	Number of existing employees paying contribution during the month	Number of newly registered employees & paying contribution during the month
Less than 18	18,962	1,696	Less than 18	19,663	1,947
18-21	19,13,456	1,93,994	18-21	19,02,946	1,86,836
22-25	53,99,174	3,40,885	22-25	52,97,173	3,28,857
26-28	43,80,543	1,97,850	26-28	42,71,161	1,88,139
29-35	72,52,791	2,41,196	29-35	70,85,785	2,27,296
More than 35	1,02,91,961	2,26,749	More than 35	1,01,08,813	2,16,323
Total	2,92,56,887	12,02,370	Total	2,86,85,541	11,49,398

March 2018			April 2018		
Age	Number of existing employees paying contribution during the month	Number of newly registered employees & paying contribution during the month	Age	Number of existing employees paying contribution during the month	Number of newly registered employees & paying contribution during the month
Less than 18	21,147	2,450	Less than 18	24,568	3,271
18-21	19,10,093	2,13,797	18-21	21,44,686	2,11,969
22-25	51,28,375	3,39,827	22-25	54,23,586	2,99,978
26-28	40,95,951	1,94,015	26-28	42,76,831	1,68,826
29-35	67,83,141	2,27,785	29-35	69,38,363	1,97,636
More than 35	96,85,601	2,13,027	More than 35	96,84,849	1,84,160
Total	2,76,24,308	11,90,901	Total	2,84,92,883	10,65,840

May 2018			June 2018		
Age	Number of existing employees paying contribution during the month	Number of newly registered employees & paying contribution during the month	Age	Number of existing employees paying contribution during the month	Number of newly registered employees & paying contribution during the month
Less than 18	28,123	4,154	Less than 18	30,301	4,638
18-21	23,53,273	2,82,602	18-21	23,90,939	3,10,061
22-25	55,09,022	3,64,332	22-25	53,80,520	3,67,546
26-28	43,01,268	2,05,314	26-28	41,19,757	1,99,764
29-35	69,58,907	2,45,089	29-35	66,70,514	2,40,846
More than 35	97,13,063	2,30,263	More than 35	93,46,157	2,22,882
Total	2,88,63,656	13,31,754	Total	2,79,38,188	13,45,737

July 2018		
Age	Number of existing employees paying contribution during the month	Number of newly registered employees & paying contribution during the month
Less than 18	30,191	4,999
18-21	24,62,379	3,14,901
22-25	53,94,819	3,84,514
26-28	40,88,970	2,05,637
29-35	65,80,028	2,53,191
More than 35	91,50,338	2,34,286
Total	2,77,06,725	13,97,528

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 July, 2018

PROVISIONAL ESTIMATE OF NEW SUBSCRIBERS BY AGE AS PER NPS RECORDS (IN NUMBERS)									
September 2017					October 2017				
Age Band	Central Govt	State Govt	Non-Govt	Total	Age Band	Central Govt	State Govt	Non-Govt	Total
18-21 Years	1,252	1,734	84	3,070	18-21 Years	2,077	1,310	114	3,501
22-25 Years	4,421	8,084	2,651	15,156	22-25 Years	5,894	6,125	2,419	14,438
26-28 Years	2,345	7,762	1,805	11,912	26-28 Years	2,456	5,764	1,735	9,955
29-35 Years	2,057	15,425	1,867	19,349	29-35 Years	1,826	11,215	1,603	14,644
>35 Years	1,587	14,863	2,727	19,177	>35 Years	1,662	10,215	2,421	14,298
Total	11,662	47,868	9,134	68,664	Total	13,915	34,629	8,292	56,836

November 2017					December 2017				
Age Band	Central Govt	State Govt	Non-Govt	Total	Age Band	Central Govt	State Govt	Non-Govt	Total
18-21 Years	1,150	1,475	106	2,731	18-21 Years	731	1,280	89	2,100
22-25 Years	4,404	6,872	2,756	14,032	22-25 Years	3,132	7,962	1,501	12,595
26-28 Years	2,390	7,699	2,114	12,203	26-28 Years	1,672	10,920	1,122	13,714
29-35 Years	2,247	15,358	2,005	19,610	29-35 Years	1,240	24,733	831	26,804
>35 Years	1,450	15,426	2,829	19,705	>35 Years	1,631	19,150	951	21,732
Total	11,641	46,830	9,810	68,281	Total	8,406	64,045	4,494	76,945

January 2018					February 2018				
Age Band	Central Govt	State Govt	Non-Govt	Total	Age Band	Central Govt	State Govt	Non-Govt	Total
18-21 Years	586	1,471	63	2,120	18-21 Years	390	1,635	101	2,126
22-25 Years	3,029	8,487	1,379	12,895	22-25 Years	2,722	8,436	1,628	12,786
26-28 Years	1,736	9,582	1,201	12,519	26-28 Years	1,889	8,376	1,188	11,453
29-35 Years	1,287	18,369	1,453	21,109	29-35 Years	1,527	15,196	1,398	18,121
>35 Years	1,021	14,404	2,276	17,701	>35 Years	749	12,617	2,254	15,620
Total	7,659	52,313	6,372	66,344	Total	7,277	46,260	6,569	60,106

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

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

July 2018				
Age Band	Central Govt	State Govt	Non-Govt	Total
18-21 Years	426	1,175	79	1,680
22-25 Years	2,784	3,861	1,035	7,680
26-28 Years	2,058	3,281	874	6,213
29-35 Years	1,715	6,548	1,274	9,537
>35 Years	851	10,509	1,736	13,096
Total	7,834	25,374	4,998	38,206

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 July, 2018 is **6,48,779** persons.

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

4. **The next report is due for release on 25.10.2018.**

Endnote: Coverage and Sources of data

1. The Employees Provident Fund Scheme (EPF) is the main scheme under the **Employees' Provident Funds and Miscellaneous Provisions Act, 1952**. It is managed under the aegis of Employees' Provident Fund Organisation (EPFO). It covers every establishment in which 20 or more persons are employed and certain organisations even if they employ less than 20 persons each, subject to certain conditions and exemptions as provided for in the Act. It is a mandatory savings scheme. The pay limit is Rs 15,000 per month. Persons drawing pay above Rs 15,000 are exempted or can be enrolled with some permission or on voluntary basis. The number of members subscribing to this scheme gives an idea of the level of employment in the formal sector. The data on subscribers-new members, exited members and those new subscribers that re-started their subscription, is sourced from EPFO. More details are available at epfindia.gov.in
2. The Employment State Insurance Act, 1948 is applicable to establishments employing 10 or more workers. For health and medical institutions, the threshold limit is more than 20 workers. **ESI Scheme** for India is an integrated social security scheme tailored to provide Social Protection to workers and their dependents, in the organised sector, in contingencies, such as Sickness, Maternity and Death or Disablement due to an employment injury or Occupational hazard. The wage ceiling is Rs 21,000/- per month. The number of subscribers of this scheme also gives an idea of the level of employment in the formal sector. Beneficiaries are termed as Insured Persons and a new IP number can also arise due to change in employment. Employees who have ceased to pay contribution may be due to wage exceeding the statutory ceiling of Rs21,000/- per month or due to resignation, death, retirement or dismissal. Data is sourced from Employment State Insurance Corporation (ESIC) and the information will have an element of duplication with EPF data and thus not additive. More details are available at www.esic.in.
3. The **Pension Fund Regulatory and Development Authority (PRFRDA)**'s National Pension scheme (NPS) is an easily accessible, low cost, tax-efficient, flexible and portable retirement savings account. Under the NPS, the individual contributes to his retirement account and also his employer can co-contribute for the social security/welfare of the individual. NPS is designed on defined contribution basis wherein the subscriber contributes to his account, there is no defined benefit that would be available at the time of exit from the system and the accumulated wealth depends on the contributions made and the income generated from investment of such wealth. Any citizen of India, whether resident or non-resident, individuals who are aged between 18 – 60 years as on the date of submission of his/her application can subscribe to the scheme. From 1st January 2004 the central and state governments have adopted this scheme for new employees except for armed forces. This was extended to other establishments from 2009 onwards. More details are available at www.pfrda.org.in.
