

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

Dated 3rd Kartika, Saka 1940
25th October, 2018

Payroll Reporting in India: An Employment Perspective - August, 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 August, 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 August, 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 new subscribers that re-started contributing during the month (having ceased earlier)	Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Number of new subscribers that re-started contributing during the month (having ceased earlier)
Less than 18	7,878	1,651	4	Less than 18	7,284	1,594	21
18-21	2,81,153	1,10,836	628	18-21	2,59,036	1,20,875	4,172
22-25	3,24,606	1,96,055	4,791	22-25	3,00,096	2,09,943	14,446
26-28	1,60,220	1,29,524	6,069	26-28	1,48,836	1,34,437	14,075
29-35	2,17,911	1,81,682	8,409	29-35	2,03,281	1,92,828	20,933
More than 35	2,18,001	1,89,174	4,274	More than 35	2,07,091	2,00,766	16,105
Total	12,09,769	8,08,922	24,175	Total	11,25,624	8,60,443	69,752
November 2017				December 2017			
Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Number of new subscribers that re-started contributing during the month (having ceased earlier)	Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Number of new subscribers that re-started contributing during the month (having ceased earlier)
Less than 18	9,169	1,685	63	Less than 18	8,230	1,506	78
18-21	3,33,465	1,19,223	6,949	18-21	2,93,025	1,13,533	8,159
22-25	3,65,031	2,13,053	20,450	22-25	3,31,820	2,19,454	23,776
26-28	1,75,629	1,35,982	18,406	26-28	1,60,163	1,42,912	21,838
29-35	2,40,309	1,91,330	28,056	29-35	2,21,000	2,10,267	31,782
More than 35	2,39,732	1,92,752	23,633	More than 35	2,17,861	2,30,071	22,563
Total	13,63,335	8,54,025	97,557	Total	12,32,099	9,17,743	1,08,196

January 2018				February 2018			
Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Number of new subscribers that re-started contributing during the month (having ceased earlier)	Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Number of new subscribers that re-started contributing during the month (having ceased earlier)
Less than 18	6,804	1,464	100	Less than 18	6,710	1,309	105
18-21	2,67,604	1,04,407	11,485	18-21	2,44,624	1,02,357	12,107
22-25	3,30,027	1,98,896	31,254	22-25	3,00,936	1,87,716	31,123
26-28	1,62,227	1,27,297	26,008	26-28	1,44,878	1,18,038	24,396
29-35	2,24,371	1,77,929	38,275	29-35	2,01,193	1,66,367	34,065
More than 35	2,31,929	1,85,817	31,914	More than 35	2,01,080	1,69,510	25,963
Total	12,22,962	7,95,810	1,39,036	Total	10,99,421	7,45,297	1,27,759
March 2018				April 2018			
Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Number of new subscribers that re-started contributing during the month (having ceased earlier)	Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Number of new subscribers that re-started contributing during the month (having ceased earlier)
Less than 18	9,538	1,711	128	Less than 18	12,775	1,763	214
18-21	2,58,879	1,15,554	15,301	18-21	2,87,290	99,047	22,676
22-25	2,95,541	2,30,575	35,702	22-25	3,33,370	1,90,426	56,901
26-28	1,40,561	1,53,635	26,887	26-28	1,69,223	1,27,163	46,209
29-35	1,92,078	2,23,661	37,367	29-35	2,38,650	1,80,635	70,319
More than 35	1,95,146	2,35,753	27,003	More than 35	2,53,581	1,86,402	59,568
Total	10,91,743	9,60,889	1,42,388	Total	12,94,889	7,85,436	2,55,887
May 2018				June 2018			
Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Number of new subscribers that re-started contributing during the month (having ceased earlier)	Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Number of new subscribers that re-started contributing during the month (having ceased earlier)
Less than 18	13,003	2,041	211	Less than 18	11,732	2,199	262
18-21	3,38,775	97,181	24,767	18-21	3,51,901	95,122	27,903
22-25	3,17,977	1,84,281	51,413	22-25	3,44,516	1,71,404	57,769
26-28	1,51,612	1,20,503	37,770	26-28	1,63,381	1,11,607	41,556
29-35	2,07,412	1,68,390	50,873	29-35	2,30,963	1,54,765	56,646
More than 35	2,14,803	1,71,637	37,825	More than 35	2,32,008	1,55,265	43,607
Total	12,43,582	7,44,033	2,02,859	Total	13,34,501	6,90,362	2,27,743
July 2018				August 2018			
Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Number of new subscribers that re-started contributing during the month (having ceased earlier)	Age	Number of new EPF subscribers during the month	Number of members that ceased subscribing during the month	Number of new subscribers that re-started contributing during the month (having ceased earlier)
Less than 18	10,321	1,886	339	Less than 18	7,529	1,125	350
18-21	3,40,342	79,560	31,573	18-21	2,70,751	47,451	27,734
22-25	3,48,149	1,43,390	63,665	22-25	2,81,418	88,281	55,652
26-28	1,60,478	99,223	44,623	26-28	1,28,369	61,877	38,556
29-35	2,21,637	1,30,208	61,180	29-35	1,76,244	83,955	50,998
More than 35	2,23,992	1,22,337	46,980	More than 35	1,76,709	74,877	38,025
Total	13,04,919	5,76,604	2,48,360	Total	10,41,020	3,57,566	2,11,315

Total during Sept 2017 - August 2018			
Age	Number of new EPF subscribers	Number of members that ceased subscribing	Number of new subscribers that re-started contributing (having ceased earlier)
Less than 18	1,10,973	19,934	1,875
18-21	35,26,845	12,05,146	1,93,454
22-25	38,73,487	22,33,474	4,46,942
26-28	18,65,577	14,62,198	3,46,393
29-35	25,75,049	20,62,017	4,88,903
More than 35	26,11,933	21,14,361	3,77,460
Total	1,45,63,864	90,97,130	18,55,027

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 August, 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	25,346	1,330	Less than 18	16,762	1,251
18-21	8,42,786	1,76,040	18-21	17,17,817	1,61,973
22-25	27,22,881	3,50,902	22-25	53,16,941	3,26,899
26-28	23,94,600	2,04,314	26-28	44,36,488	1,90,031
29-35	37,55,855	2,45,631	29-35	73,79,747	2,23,327
More than 35	1,98,48,279	2,36,318	More than 35	1,04,84,855	2,16,448
Total	2,95,89,747	12,14,535	Total	2,93,52,610	11,19,929

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	17,516	1,415	Less than 18	18,272	1,669
18-21	17,62,636	1,89,852	18-21	18,43,181	2,01,711
22-25	52,25,417	3,37,928	22-25	53,31,436	3,59,335
26-28	42,96,532	1,90,745	26-28	43,65,546	2,03,358
29-35	72,05,536	2,36,816	29-35	72,63,938	2,47,200
More than 35	1,03,62,470	2,25,919	More than 35	1,03,50,707	2,29,587
Total	2,88,70,107	11,82,675	Total	2,91,73,080	12,42,860

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	19,000	1,697	Less than 18	19,718	1,950
18-21	19,15,467	1,94,071	18-21	19,05,542	1,86,985
22-25	54,05,478	3,41,162	22-25	53,05,020	3,29,277
26-28	43,86,935	1,98,032	26-28	42,79,027	1,88,376
29-35	72,65,169	2,41,519	29-35	71,00,265	2,27,722
More than 35	1,03,11,990	2,27,203	More than 35	1,01,32,600	2,16,849
Total	2,93,04,039	12,03,684	Total	2,87,42,172	11,51,159
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	21,224	2,457	Less than 18	24,692	3,278
18-21	19,13,896	2,14,140	18-21	21,50,847	2,12,450
22-25	51,39,372	3,40,568	22-25	54,40,178	3,00,750
26-28	41,06,810	1,94,620	26-28	42,91,652	1,69,385
29-35	68,03,459	2,28,594	29-35	69,66,882	1,98,393
More than 35	97,18,177	2,13,936	More than 35	97,32,717	1,85,106
Total	2,77,02,938	11,94,315	Total	2,86,06,968	10,69,362
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	28,339	4,159	Less than 18	30,704	4,702
18-21	23,62,577	2,83,269	18-21	24,09,169	3,11,820
22-25	55,32,844	3,65,596	22-25	54,24,258	3,70,110
26-28	43,22,869	2,06,209	26-28	41,60,355	2,01,607
29-35	70,00,043	2,46,396	29-35	67,45,371	2,43,973
More than 35	97,80,342	2,31,783	More than 35	94,62,677	2,26,556
Total	2,90,27,014	13,37,412	Total	2,82,32,534	13,58,768
July 2018			August 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	31,124	5,150	Less than 18	31,640	4,783
18-21	25,13,005	3,21,867	18-21	25,05,340	2,97,895
22-25	55,02,419	3,94,598	22-25	54,05,411	3,71,826
26-28	41,84,862	2,12,247	26-28	40,56,225	1,95,589
29-35	67,58,255	2,63,601	29-35	65,42,347	2,41,856
More than 35	94,29,069	2,44,869	More than 35	90,75,920	2,19,217
Total	2,84,18,734	14,42,332	Total	2,76,16,883	13,31,166

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 August, 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 subscribers	Age Band	Central Govt	State Govt	Non-Govt	Total subscribers
18-21 Years	1252	1,734	84	3,070	18-21 Years	2077	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 subscribers	Age Band	Central Govt	State Govt	Non-Govt	Total subscribers
18-21 Years	1150	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 subscribers	Age Band	Central Govt	State Govt	Non-Govt	Total subscribers
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 subscribers	Age Band	Central Govt	State Govt	Non-Govt	Total subscribers
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 subscribers	Age Band	Central Govt	State Govt	Non-Govt	Total subscribers
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					August 2018				
Age Band	Central Govt	State Govt	Non-Govt	Total subscribers	Age Band	Central Govt	State Govt	Non-Govt	Total subscribers
18-21 Years	426	1,175	79	1,680	18-21 Years	439	1,076	71	1,586
22-25 Years	2,784	3,861	1,035	7,680	22-25 Years	2,610	4,035	1,227	7,872
26-28 Years	2,058	3,281	874	6,213	26-28 Years	2,195	4,122	1,104	7,421
29-35 Years	1,715	6,548	1,274	9,537	29-35 Years	1,678	7,859	1,983	11,520
>35 Years	851	10,509	1,736	13,096	>35 Years	689	8,650	2,868	12,207
Total	7,834	25,374	4,998	38,206	Total	7,611	25,742	7,253	40,606

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 August, 2018 is **6,89,385** 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 22.11.2018.**

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 Organization (EPFO). It covers every establishment in which 20 or more persons are employed and certain organizations 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 organized 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 (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 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.
