

CHAPTER - 13

TOWARDS FORMALIZATION OF EMPLOYMENT



Summary

India has a large informal economy with around 93% of its total workforce earning their livelihoods as informal workers (NSSO 2014). Though the pandemic has led to large impact on all the sectors of the economy, the impact has been felt more by the informal sector. While, the formal sector is now nearly back to its pre-pandemic level, the informal sector continues to bear the brunt. However, owing to the various efforts of the Government, there has been an significant increase in the formalization of the economy in the last couple of years.

Since Apr-18, Government has been releasing monthly payroll data (EPFO, NPS and ESIC) based on the recommendation given by Ghosh & Ghosh (2018) in the study titled, "Towards a Payroll Reporting in India". Since then, EPFO has been publishing data on a regular basis every month. EPFO also provide State-wise age-bucket wise data for net new payroll.

According to EPFO data, since Sep-17 (till Nov-21), 30.5 lakh net new payroll has been added in Karnataka with maximum in age bucket of 18-21 years (10.9 lakh) closely followed by 22-25 years age-bucket (10.5 lakh). Year-wise trend indicate that in the fiscal year FY2022, the addition of net new payroll has crossed the pre-pandemic level of FY20. Based on the all-India formalisation rate of 10%, we can say that Karnataka has formalised almost 3 lakh employment since Sep-17.

Additionally, the Government has launched the E-Shram portal, a database of unorganised sector workers, on 26 August 2021. The portal is the first-ever national database of unorganised workers including migrant workers, construction workers, gig and platform workers. It facilitates extending benefits of social sector schemes to the workers in the unorganised sector. So far (as of 21 Jan), more than 23 crore unorganised workers have been registered, with Karnataka accounting for 30.7 lakh (or 1.3% of total registration). Occupation wise, workers from agriculture sector account for 45.9% of registration followed by construction sector (17.5%). Age-wise, 58.8% of workers belong to the age-group of 18-40 years & registered female workers are a tad more than registered male workers. We believe that E-Shram is a big step towards the formalisation of employment.

13.1 Introduction

India has a large informal economy with around 93% of its total workforce earning their livelihoods as informal workers (NSSO 2014). Though the pandemic has led to huge devastating impact on all the sectors of the economy, the impact has been felt more by the informal sector. However, there has been a positive development in the Indian economy amidst the pandemic. Owing to the various efforts of the Government, there has been an increase in the rate of formalization of the economy in the last couple of years.

The informal sector in India consists of enterprises which are own account enterprises and operated by own account workers or unorganised enterprises employing hired workers. They are essentially proprietary and partnership enterprises. The share of unorganised

sector is highest in agriculture as the holdings are small and fragmented. Since FY18, a lot has changed in Indian economy landscape. IMF has also noted that formalization of economy has increased since the adoption of GST, enhanced digitalization and demonetization. Indian economy has undergone significant formalization in last 5 years. The share of informal sector GVA to total GVA might have declined 15-20% in FY2021 from 52.4% in FY18.

Achieving high rate of growth along with commensurate generation of productive and quality employment opportunities for the rising labour force continues to be a major challenge for both the central and the state governments. The key employment indicators like LFPR (Labour Force Participation Rate), WPR (Worker Population Ratio) and UR (Unemployment Rate) reveal that the employment scenario has improved significantly over the years. In the year 2019-20, Labour Force Participation Rate for persons aged 15 years and above, rose significantly to 53.5 % as compared to 49.8 % in 2017-18 and 50.2% in 2018-19 indicating a positive aspect of a greater number of peoples are entering in the labour force (employed + unemployed) of the nation. Unemployment Rate has declined to 4.8% as compared to 6.0% in 2017-18 and 5.8% in 2018-19 indicating that the number of unemployed persons has reduced considerably. The data further showed that the WPR has also increased to 50.9 % from that of 46.8 % in 2017-18 and 47.3% in 2018-19, indicating more persons of age 15 years and above are now employed as compared to preceding years.

Low growth in employment, prevalence of low productive and low-quality employment especially in the unorganized sector and high unemployment rate among the youth and educated indicate that the expansion of productive, quality and decent employment has been the principal concern of the state government's policy in recent years. It reduces not only poverty but also makes the growth process more inclusive. In Karnataka, agriculture is the predominant source of livelihood for the majority of the population and employment is largely unorganized, rural and non-industrial in nature.

13.2 Key Labour Market Indicators

In the policy context the most critical factor that impinges on labour supply is the Labour Force Participation Rate (LFPR). LFPR is a measure of the proportion of a country's/state's working-age population that engages actively in the labour market, either by actual working or seeking for work. It provides an indication about the availability of labour force for production of goods and services.

Other than Labour Force Participation Rate, Worker Population Ratio and Unemployment Rates are also very important indicators in social and economic arena. Worker Population Ratio (WPR) is defined as the number of persons employed per 1000 persons. Unemployment Rate (UR) is defined as the number of persons unemployed per 1000 in the labour force. Low LFPR primarily implies high dependency ratio. The development experience suggests a strong negative correlation between dependency and growth. LFPR, WPR and UR are the Key Labour Market Indicators which can be known only from Employment and Unemployment Surveys.

Employment and Unemployment Survey-2019-20

Employment and Unemployment surveys (EUS) of National Sample Survey (NSS) are the primary source of Labour market data at National and State level in India. This is the third Annual report based on the data collected in Periodic Labour Force Survey (PLFS) during July-2019 to June-2020.

In this analysis two approaches for each parameter are considered. They are Usual Principal Status (UPS) and Usual Principal and Subsidiary Status (UPSS] or (PS+SS) approach. Here the age criteria is 15 years and above for all the estimates. Table 12.1 gives comparisons among Andhra Pradesh, Tamil Nadu, Karnataka, Kerala, Maharashtra, Gujarat, Telangana and along with all India average.

The parameters considered are Labour Force Participation Rate (LFPR), Worker Population Ratio (WPR), and Unemployment Rate (UR).

The activity in which a person spends relatively longer time during the reference period is termed as Usual Principal Activity of the person. To decide the Usual Principal Activity of a person, he/she is first categorized as belonging to the labour force or not, during the reference period on the basis of major time criterion. A person may have pursued some other activity for more than 30 days or more other than his Usual Principal Activity. This status is termed as usual principal activity and subsidiary activity status (PS+SS) or (UPSS) approach.

The critical issues in the context of labour force enquiries pertaining to defining the labour force and measuring participation of labour force in different economic activities. The activity participation of the people is not only dynamic but also multidimensional as it varies between regions, age, education, gender, industry and occupational categories.

13.2.1 Labour Force Participation Rate

The Statistics presented in the following tables show the scenario on employment - unemployment in Karnataka. There is also comparison among the comparable states and National average. This indicates that LFPR for persons aged 15 years and above according to UPSS status approach is 55.5% in Karnataka, whereas this is 53.5% for India. Among comparable states, lowest rate is in Kerala (50.3%) and the highest rate is in Andhra Pradesh (58.2%). This rate is 80.2% for males in rural Karnataka, which is the 3rd highest among the comparable States. In Karnataka this rate for urban female group is 25% and this is more than the all India average (23.3%). **Table 13.1** shows Labour Force Participation Rate for Persons Aged 15 Years and above According to UPSS Status Approach.

State	Rural			Urban			Urban & Rural		
	Male	Female	Person	Male	Female	Person	Male	Female	Person
Andhra Pradesh	79.4	44.3	61.5	75.1	28.5	51	78.1	39.2	58.2
Gujarat	79.6	39.4	60	79.1	20.4	50.5	79.4	31.1	55.9
Karnataka	80.2	39.9	59.9	73.5	25	49.3	77.4	33.8	55.5
Kerala	73.6	35.1	52.8	69.8	28.6	47.7	71.7	31.9	50.3
Maharashtra	76.9	48.4	63	73.9	25.7	50.1	75.6	38.7	57.5
Tamil Nadu	79.4	47.6	63	76.2	32.1	53.5	77.9	40.2	58.4
Telangana	76.6	53.6	64.7	74.5	29.2	52.7	75.7	44.3	59.9
All India	77.9	33	55.5	74.6	23.3	49.3	76.8	30	53.5

Source: Annual Report, PLFS 2019-20 Table-16, Page no.A-65, NSSO, MOSPI, GOI

13.2.2 Worker Population Ratio (WPR)

The WPR indicates the proportion of workers/employed persons in the total population. WPR under UPSS approach for Karnataka is 53.1% which is more than all India average of 47.3%. This rate is more in Andhra Pradesh (54.8%), Tamil Nadu (50.9%), Maharashtra (55.7%) & Telangana (55.7%) and in Gujarat (54.7%). However, it is lower in Kerala (45.3%). WPR in Karnataka is 77.8% for rural male and for female it is 39%. Both are more than the all-India average of 74.4% and 32.3% respectively. For urban male it is 70.7% and for urban female it is 21.1% and the all-India average is 69.9% and 21.3% respectively. The state average male and female worker population ratios (74.8% and 31.7%) are higher than all India average. **Table 13.2** shows Worker Population Ratio Rate for persons aged 15 years and above according to UPSS approach.

Table 13.2: Worker Population Ratio Rate for Persons Aged 15 Years and above According to Usual Principal & Subsidiary Status Approach (in percentage)

State	Rural			Urban			Urban & Rural		
	Male	Female	Person	Male	Female	Person	Male	Female	Person
Andhra Pradesh	75.9	43	59.1	70.3	26.3	47.6	74.1	37.6	55.5
Gujarat	78	39.4	59.2	76.8	19.7	49	77.5	30.7	54.7
Karnataka	77.8	39	58.2	70.7	21.1	45.9	74.8	31.7	53.1
Kerala	68.2	30.3	47.7	64.7	23.8	42.7	66.5	27.1	45.3
Maharashtra	74.4	47.8	61.5	70.9	24.3	47.8	72.9	37.7	55.7
Tamil Nadu	74.6	46	59.8	72.2	29.8	50.4	73.5	38.3	55.3
Telangana	71.7	51.6	61.3	67.4	25.7	47.3	69.9	41.8	55.7
All India	74.4	32.2	53.3	69.9	21.3	45.8	73	28.7	50.9

Source: Annual Report, PLFS 2019-20 Table-17, Page no.A-69, NSSO, MOSPI, GOI

13.2.3 Unemployment Rate (UR)

Yet another important parameter of employment scenario is Unemployment Rate (UR). It is the ratio of number of unemployed persons/person-days to the number of persons/person-days in the labour force. The estimates of URs are obtained based on the estimates of unemployment obtained by the number of persons usually unemployed based on 'usual principal status' approach, used for the classification of the activity status of persons.

Table 12.3 presents the UPSS Unemployment Rate (UR) for the comparable states. Under UPSS approach, UR of Karnataka is 4.2% for all persons i.e., urban and rural put together which is much lower compared to All India level rate of 4.8%. This rate is lowest in Gujarat (2.0%) and this rate is highest in Kerala (10.0%). In Karnataka, the unemployment rate in rural area is 3.0% for male and 2.2% for female. Whereas in urban area, for male it is 3.9% and for female it is 15.4%. At all India level, for male in rural area it is 4.5% and for female it is 2.6%. The corresponding figures for urban male and female are 6.4% and 8.9% respectively.

Table 13.3: Unemployment Rate Among Persons Aged 15 Years and above According to Usual Principal & Subsidiary Status Approach (in percentages)

State	Rural			Urban			Urban & Rural		
	Male	Female	Person	Male	Female	Person	Male	Female	Person
Andhra Pradesh	4.4	3.0	3.9	6.3	7.8	6.8	5.0	4.1	4.7
Gujarat	2.0	0.1	1.4	2.9	3.4	3.0	2.4	1.1	2.0
Karnataka	3.0	2.2	2.7	3.9	15.4	6.9	3.4	6.2	4.2
Kerala	7.3	13.8	9.7	7.4	16.7	10.4	7.4	15.1	10.0
Maharashtra	3.2	1.1	2.4	4.0	5.6	4.4	3.5	2.4	3.2
Tamil Nadu	6.0	3.4	5.0	5.3	6.9	5.8	5.7	4.7	5.3
Telangana	6.3	3.7	5.2	9.6	12.0	10.2	7.6	5.8	7.0
All India	4.5	2.6	3.9	6.4	8.9	6.9	5.0	4.2	4.8

Source: Annual Report, PLFS 2019-20 Table-18, Page no. A-73, NSSO, MOSPI, GOI.

13.2.4 Distribution of Workers According to Work Conditions (UPSS Approach)

In the Table 13.4 an attempt has been made to present the proportion of workers according to the nature of the work. For these four categories are considered i.e., self-employed, wage/salaried, casual labourers. For this analysis all comparable states are considered and compared with all India average.

Table 13.4: Distribution of Workers According to Nature of Work (UPSS Approach)

States	Self Employed	Wage/ Salary	Casual Labour
Andhra Pradesh	41.5	20.9	37.6
Gujarat	54	28.4	17.6
Karnataka	48.5	27.7	23.9
Kerala	38.4	31.9	29.7
Maharashtra	46.7	28.2	25
Tamil Nadu	34.7	32.5	32.8
Telangana	47.3	25.5	27.2
All India	53.5	22.9	23.6

Source: Annual Report, PLFS 2019-20 Table-19, Page no.A-83, NSSO, MOSPI, GOI.

The above table summarizes the following salient features

- ❑ In Karnataka the highest number of persons are self-employed (48.5%). This is followed by casual labourers and wage earners with 27.7% respectively. The State has a greater number of casual workers than the national average of 23.6% and wage earners of 22.9%.
- ❑ Among all the comparable states the percentage of self-employed is highest in Gujarat with 54.0% followed by Maharashtra with 46.7%. The lowest percentage of self-employed is found in Tamil Nadu and it is just 32.8% and Kerala with 29.7%.

- ❑ Among casual labourers highest percentage is found in Andhra Pradesh with 37.6% followed by Tamil Nadu with 31.5%.
- ❑ The proportion of wage earners / salaried is just 22.9% at all India level. However Tamil Nadu has the highest share of such workers that is 32.5% followed by Kerala with 31.9%.

BOX 1: Reading between the lines: The PLFS survey

The release of the Periodic Labour Force Survey (PLFS) is a sheer delight for researchers. However, a close look at the data raises some important questions.

First, the questionnaire needs to be redrafted. We are in a new economy where jobs and earnings are incongruous. For example, the PLFS survey (block 5.1) directly asks the question of the status of employment of the household as per his/her profession. Given that employment in India means a permanent salary every month, if the surveyor simply asks “are you employed”, the immediate answer will be an emphatic “no”. But if one had asked the same person, if his/her income is “zero”, again the answer will be an emphatic “no”.

Second, how does the PLFS survey account for the clear shift in unemployment age? As per the PLFS survey, the unemployment in the age-group 15-29 years is as much as 15.0 per cent. However, in the 15-year and above age group it significantly declines to 4.8 per cent (overall at 6.1 per cent). The critiques will argue this is a case of serious youth unemployment, but it’s a reflection of changing employment pattern, with the percentage of men/women in the education system being very high until the age of 23-24. Earlier, it used to be only up to 17 years. As per PLFS, these people are not counted in labour force because they are still in colleges. This could thus push up the unemployment rate in the 15-29 age bracket as a pure statistical artefact (as unemployment rate is explained as a percentage of labour force). Interestingly, as per the MHRD data, the total number of students enrolled for graduation and diploma (under and post-graduation) was as much as 38 million in FY20. How does one account for this shifting employment pattern?

We believe such shift in the employment pattern will result in very different unemployment rates for higher age brackets. Unfortunately, the report does not report unemployment rates for the 30-plus age group.

The PLFS survey is a veritable storehouse of rich data and the NSSO must be complimented for such a stupendous effort. But such data might have to be interpreted properly so as not to deflect us from the actual problem confronting India today.

13.2.5 Labour Force and Work Force Participation Rate as per Census

According to Census 2011, the Work Participation Rate (WPR) is defined as the proportion of total workers (i.e. main and marginal workers) to total population. In the State, 2,78,72,597 persons constituting 45.62% of the total population have enumerated themselves as workers. Among them, 1,82,70,116 are males and 96,02,481 are females. In other words, 59% of the total male population and 31.87% of the total female population are workers. In 2001 Census the WPR in the State was 44.53% comprising 56.64% male workers and 31.98% female workers. On the whole WPR in 2011 has increased in general irrespective

of gender and more significantly in urban areas (4%) compared to 2001. It is noted that female WPR has marginally declined in rural Karnataka (**Table 13.5**). The proportion of total workers over the period of time from 1961- 2011 is given in **Figure 13.1**.

Table 13.5 and figure 12.1 explain the trends in WPR in Karnataka with rural – urban and male and female break up. In the state there is an overall increase in the WPR from 45.48% in 1961 to 45.62% in 2011. If we compare the WPR between the two censuses, 2001 and 2011 the following observations can be made.

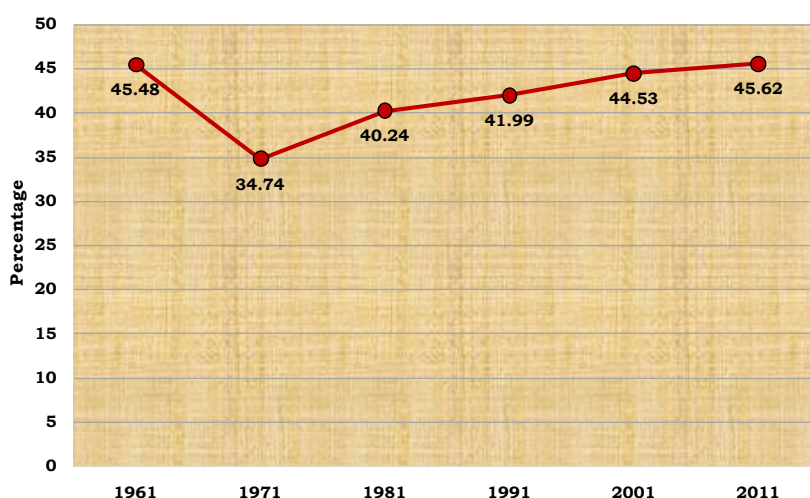
- ❑ The overall, rural and urban WPR have increased during this period. The extent of increase is more in urban areas when compared to rural area.
- ❑ The WPR among male has increased both in rural and urban area and again in urban area the extent of increase is more.
- ❑ The WPR among female has registered a negative growth rate in rural area. However, in urban area it increased from 16.37% to 20.81%.
- ❑ The WPR for female is 32% whereas the same is 59% for male, in rural area they are 39% and 60% respectively. In urban area the WPR for male is 58% and for female it is 21%. This indicates that everywhere female WPR is less than male WPR. Further it is very low in urban area implying the dependency syndrome among urban female.

Table 13.5: Work force Participation Rate (in Percentage)

Total			Rural			Urban		
2001	2011	change	2001	2011	change	2001	2011	change
44.53	45.62	1.09	49.04	49.38	0.34	35.67	39.66	3.99
56.64	59.00	2.36	58.10	59.76	1.66	53.85	57.81	3.96
31.98	31.87	-0.11	39.87	38.79	-1.08	16.37	20.81	4.44

Source: Census, 2011

Figure 13.1 Proportion of Total Workers in Karnataka : 1961-2011



Source: Census, 2011

District-wise Work Participation Rate

In this section an attempt is made to compare and analyze district wise WPR. 2011 census data reveal that among all the districts, Chitradurga has the highest WPR of 52% and Bidar has the lowest WPR of 41.25%. The details are presented in **Table 13.6, 13.7 and 13.8.**

Table 13.6: WPR by Districts (in percentage)

Table 13.6: WPR by Districts (in percentage)							
Top 5 Districts				Bottom 5 Districts			
District	Total	Rural	Urban	District	Total	Rural	Urban
Chitradurga	51.62	55.13	37.43	Vijayapur	42.61	45.40	33.30
Chikkaballapur	50.97	54.34	39.32	Dharwad	42.49	51.06	35.98
Hassan	50.87	54.55	37.17	Kalaburgi	42.36	46.64	33.49
Tumkuru	50.57	53.86	39.13	Uttara Kannada	42.34	45.50	34.66
Kodagu	50.30	51.96	40.62	Bidar	41.25	44.33	32.00

Source: Census, 2011

Table 13.7: Male Work Participation Rate by Districts

Table 13.7: Male Work Participation Rate by Districts							
Top 5 Districts				Bottom 5 Districts			
District	Total	Rural	Urban	District	Total	Rural	Urban
Mandya	63.55	64.47	59.09	Bagalkot	53.84	54.02	53.45
Hassan	63.42	64.94	57.82	Yadgiri	53.72	54.52	50.30
Chamarajanagar	63.32	64.36	58.25	Bidar	52.72	54.32	47.98
Chikmagalur	63.16	64.28	58.95	Kalaburgi	52.24	53.69	49.25
Ramanagar	62.84	64.52	57.73	Vijayapur	52.21	52.94	49.75

Source: Census, 2011

Table 13.8: Female WPR by Districts

Table 13.8: Female WPR by Districts							
Top 5 Districts				Bottom 5 Districts			
District	Total	Rural	Urban	District	Total	Rural	Urban
Chitradurga	41.93	47.78	18.65	Shivamogga	28.12	35.35	15.07
Chikkaballapur	41.27	46.99	21.55	Dharwad	26.50	40.35	16.19
Yadgiri	39.48	43.60	21.63	Mysore	26.35	32.22	18.14
Tumakuru	38.93	44.14	20.85	Uttara Kannada	25.03	29.37	14.52
Raichuru	38.69	45.24	19.32	Bengaluru	24.61	28.02	24.27

Source: Census, 2011

From the above Tables 13.6, 13.7 and 13.8 the following trends can be observed.

- ❑ Among all the districts, Chitradurga with a WPR of 51.62% occupies the top position, followed closely by Chikkaballapur, Hassan, Tumakuru and Kodagu with WPR of more than 50%.
- ❑ The lowest WPR of 41.25% is recorded in Bidar preceded closely by Uttara Kannada, Kalaburgi, Dharwad and Vijayapura with WPR between 42 and 43% (Table 13.6).
- ❑ The highest proportion of male workers is recorded in Mandya (63.55%) and the lowest proportion of male workers is recorded in Vijayapura (52.21%) (Table 13.7).
- ❑ In respect of female workers the highest proportion is recorded in Chitradurga (41.93%) and the lowest proportion is recorded in Bengaluru District (24.61%) (Table 13.8).
- ❑ When compared with the State average WPR, Bidar (41.25%), Kalaburgi (42.36%) and Bellary (45.54%) districts have recorded less than the State average of 45.62%. The rest of the other districts in Kalyana Karnataka region have recorded WPR above the State average (Table 13.9).
- ❑ Though the WPR of the districts are above the State average, employment is mainly in dry land agriculture, which is both insecure and less remunerative. Among all the divisions, Mysore Division has the highest WPR (47%).

Table 13.9: District Wise WPR (Kalaburgi Division)

Districts	WPR (%)
Bidar	41.25
Bellary	45.54
Kalaburgi	42.36
Koppal	47.11
Raichur	46.84
Yadgiri	46.64

Source - Census, 2011

Table 13.10: Division Wise Work Participation Rate WPR

Divisions	WPR (%)
Kalaburgi Division	44.69
Bengaluru Division	46.45
Mysore Division	47.17
Belagavi Division	43.74
State	45.62

Source - Census, 2011

The above **Table 13.10** shows division wise WPR in 2011, among all the divisions, Mysore division has the highest WPR of 47.17% and Belagavi division has the lowest rate of 43.74%. Bengaluru and Mysore divisions have the work participation rate more than the state average.

13.2.6 Main and Marginal Workers

Of the total 2,78,72,597 workers in the State, 2,33,97,181 persons, constituting 83.94% of the total workers, are main workers and 44,75,416 persons, constituting 16.06% are marginal workers. The proportion of main workers has marginally increased from 82.28% in 2001 to 83.94% in 2011 (**Table 13.11**). On the contrary, the proportion of marginal workers has slightly decreased from 17.72% in 2001 to 16.06% in 2011 (**Table 13.12**). The proportion of male main workers has decreased from 91.21% in 2001 to 89.49% in 2011, whereas, the proportion of female main workers has increased from 65.88% to 73.39%. With respect to marginal workers, the proportion of male marginal workers has recorded a marginal increase from 8.79% in 2001 to 10.51% in 2011. On the other hand, the proportion of female marginal workers has registered a sharp decline from 34.12% in 2001 to 26.61% in 2011.

Table 13.11: Main Workers (in percentage)

	Urban			Rural			Urban		
	2001	2011	Change	2001	2011	Change	2001	2011	Change
Total	82.28	83.94	1.66	78.60	81.40	2.8	92.12	88.96	(-) 3.16
Male	91.21	89.49	(-) 1.72	89.67	84.43	(-) 5.24	94.40	91.21	(-) 3.19
Female	65.88	73.39	7.51	62.09	70.34	8.25	84.17	82.49	(-) 1.68

Source: Census, 2011

Table 13.12: Marginal Workers (in percentage)

	Total			Rural			Urban		
	2001	2011	Change	2001	2011	Change	2001	2011	Change
Total	17.72	16.06	(-) 1.66	21.4	18.6	(-) 2.8	7.88	11.04	3.16
Male	8.79	10.51	1.72	10.33	11.57	1.24	5.6	8.79	3.19
Female	34.12	26.61	(-) 7.51	37.91	29.66	(-) 8.25	15.83	17.51	1.68

Source: Census, 2011

13.2.7 Composition of Workers

According to census definition, total workers (main+marginal) have been further classified into four broad categories viz., cultivators, agricultural labourers, workers in household industry and other workers. The category wise details of workers are given in **Table 13.13** and **Figure 13.2**.

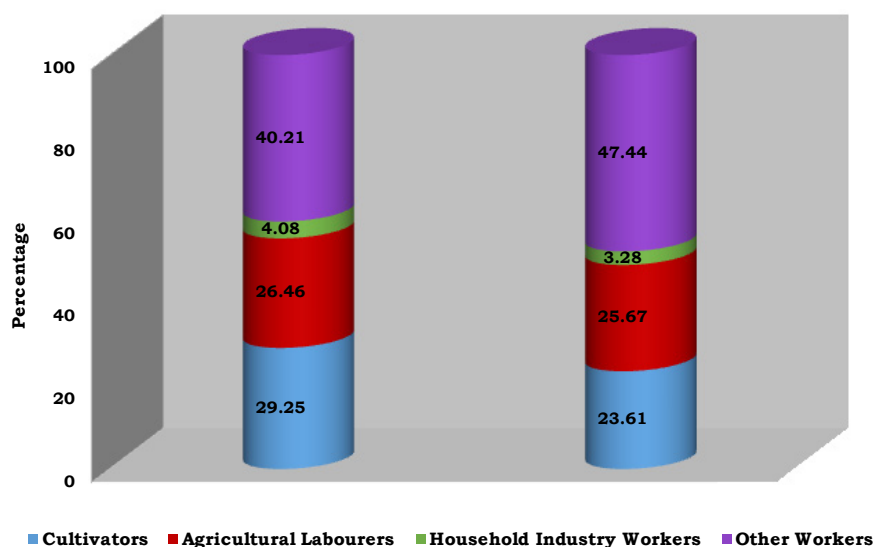
Agricultural Labourers

Though the number of agricultural labourers has increased in the State by 14.92% in 2001 to 2011, their proportion to total workers has marginally declined from 26.46% in 2001 to 25.67% in 2011 (Table 12.13). The proportion of male agricultural labourers has increased by a nominal 0.77%, their female counterparts have registered a decline of 3.12%. Among all the districts, the proportion of agricultural labourers has varied between 2.31% in Bengaluru District and 44.49% in Chamarajanagar District.

Table 13.13: Category wise Distribution of Workers by Location

Details		Agricultural Labourers	Cultivators Industry	Household	Other Workers	
Person	2001	Total	26.46	29.25	4.08	40.21
		Rural	34.46	39.03	3.48	23.03
		Urban	5.07	3.11	5.67	86.14
	2011	Total	25.67	23.61	3.28	47.44
		Rural	36.41	34.27	2.82	26.49
		Urban	4.47	2.56	4.17	88.80
Male	2001	Total	17.20	31.72	2.66	48.42
		Rural	23.94	45.57	2.43	28.06
		Urban	3.33	3.22	3.13	90.32
	2011	Total	17.97	26.02	2.40	53.61
		Rural	26.94	40.36	2.04	30.66
		Urban	3.39	2.70	3.00	90.91
Female	2001	Total	43.45	24.71	6.68	25.16
		Rural	50.15	29.27	5.05	15.53
		Urban	11.16	2.75	14.55	71.55
	2011	Total	40.33	19.03	4.94	35.71
		Rural	51.32	24.69	4.06	19.93
		Urban	7.57	2.14	7.55	82.73

Source: Census, 2011

Figure 13.2: Category of Workers in Karnataka in 2001 and in 2011

Source: Census, 2011

In 19 out of 30 districts, the proportion of agricultural labourers is higher than the State average of 25.67% with 16 districts reporting more than 30%. In 3 out of the remaining 11 districts, where the proportion is below the State average, the proportion of agricultural labourers is less than 6%. When compared with state average of agricultural laborers, all the districts of Kalyana Karnataka region have recorded higher than the State average of 25.7% (Table 13.14). However, employment is mainly in dry land agriculture, which is insecure and less remunerative.

Cultivators

The number of cultivators has declined from 68,83,856 in 2001 to 65,80,649 in 2011. Of the total decline of 3,03,207, the decline in the number of female cultivators (2,24,075) is more than that in the number of male cultivators (79,132). The proportion of cultivators to total workers has declined by 5.64% and the decline in the proportion of male cultivators is by 5.7%, whereas the decline in the proportion of female cultivators is by 5.68%.

Among the districts, the decline in the proportion of cultivators is more than 5% in 11 districts with Bengaluru Rural District registering the highest at 9.55% followed closely by Mysore District, i.e. by 9.26%. In the remaining 19 districts, the decline is less than 5% with the least at 0.31% recorded in Kodagu preceded by Raichuru with 1.05%. Even though all the districts have registered decline in the proportion of cultivators in their work force, the proportion of cultivators is more than 45% in Hassan (48.37%) followed by Mandya (44.64%). The least proportion of cultivators is recorded in Bengaluru District (2.25%) preceded by Dakshina Kannada (3.39%).

Household Industry Workers

The proportion of workers engaged in Household Industry, which was 4.08% in 2001 has declined to 3.28% in 2011. Among the districts, Dakshina Kannada with a proportion of 18.86% of household industry workers tops the ranking, followed by Bagalkot with 5.48%. In the remaining districts the proportion of workers engaged in household industry is less than 5% and the least proportion of 0.56% is recorded in Kodagu. Among the total 9,13,227 persons enumerated as workers engaged in household industry in the State, nearly 3 lakh workers are accounted in Dakshina Kannada and Bengaluru districts alone. Both these districts together account for more than 30% of the total workers engaged in household industry.

Other Workers

All workers engaged in any category of economic activity other than cultivation, agricultural labour or household industry are treated as 'Other Workers'. This category accounts for the highest number of workers i.e. 1,32,22,758 or 47.44% of total workers at the State level. In comparison to 2001 Census, the proportion of Other Workers has increased by 7.23% in 2011 Census. The proportion of male Other Workers has increased from 48.42% to 53.61% and the proportion of female Other Workers has increased from 25.16% to 35.71%. Among the districts, the proportion varies from a very high of 92.88% in Bengaluru District to a low of 25.66% in Yadgiri. The proportion of Other Workers to total workers is more than 50% in 6 districts, whereas it is below 30% in 6 districts. In the remaining 18 districts, the proportion of Other Workers is between 30 to 50%.

From the Table 13.14 the following trends can be observed.

- ❑ Among four divisions the proportion of agricultural labourers is highest in Kalaburgi division that is 39.8% and the lowest is in Bengaluru division that is 18%.
- ❑ Among cultivators the highest proportion is in Belgavi division that is 27.46% and again Bengaluru division has the lowest of 19.63%.
- ❑ The proportion of other workers is as high as 59.34% in Bengaluru division and in Kalaburgi division it is 34.2%.

Table 13.14: Category wise Distribution of Workers by Division (in percentage)

Division	Agricultural Labourers	Cultivators	Household Industry workers	Other Workers
Kalaburgi Division	39.80	23.69	2.35	34.20
Bengaluru Division	18.00	19.63	3.04	59.34
Mysore Division	19.30	26.36	4.81	49.56
Belagavi Division	33.10	27.46	2.97	36.50
State	25.70	23.61	3.28	47.44

Source: Census, 2011

13.3 Employment in Public and Private Sectors

Organised sector employment in the State has increased by 0.21% from 24.097 lakh at the end of the March-2020 to 24.119 lakh at the end of June-2020. Public Sector employment account for 10.318 lakh (42.88%) and Private Sector for 13.815 lakh (57.12%), Public sector share has declined by 0.14% where as Private sector has increased by 0.26% between March-2020 to June-2020.

Organized sector employment in the State has declined by 0.09% from 24,14,042 at the end of the March-2021 to 24,11,964 at the end of June-2021. Public Sector employment account for 10,27,351 (42.55%) and Private Sector for 13,86,691 (57.44%), Public sector has declined by 0.15% and Private sector by 0.04% between June and March-2021.

Branch-wise comparison shows that employment in Central Government, State Quasi Government, has increased from March-2021 to June-2021. **Table-13.15** gives branch-wise details of the organized sector employment at the end of June-2021.

(a) Employment in Public and Private Sectors (Industry group-wise):

An analysis of the Organised sector employment by Industry group reveals there was an increase in Employment in Manufacturing, Wholesale & Retail Trade, Repair of Motor Vehicles and Motor cycles, Transportation & Storage, Financial & Insurance Activities

Sector. However there was decline in Employment in Accommodation and Food Service Activities, Professional, Scientific & Technical activities, Public Administration and Defence; Compulsory Social Security, and Human Health & Social work activities sector. Further Organised sector employment has remained static in Agriculture, Forestry and Fishing, Mining and Quarrying, Electricity, Gas, Steam and Air-conditioning System, Construction, Water Supply, Sewerage, Waste Management and Remediation Activities, Information and Communication, Real Estate Activities, Administrative and Support Service Activities, Education, Arts, Entertainment and Recreation, and Other service Activities Sectors. **(Table 13.16).**

Table 13.15. Employment in Public and Private Sector (in Thousand)

Branch	March 2020	March 2021	June 2021	Percentage variation June 2021/March 2021
1. Central Government	91600	91547	91646	0.11
2. State Government	544380	543595	542904	-0.13
3. Central Government (Quasi)	165430	165374	164987	-0.23
4. State Government (Quasi).	167420	163613	163615	0
5. Local Bodies	62970	63222	62652	-0.9
6. Private Sector- Act.	1319650	1326763	1326061	-0.05
7. Private Sector - Non-Act.	58300	59928	60099	0.29
Total - Public Sector	1031800	1027351	1025804	-0.15
Total - Private Sector	1377950	1386691	1386160	-0.04
Grand Total	2409750	2414042	2411964	-0.09

Table 13.16. Employment in Public and Private Sector (Industry Group-wise) (in Crore)

	Industry	Employment as on 31-3-2020			Employment as on 31-3-2021			Employment as on 30-6-2021		
		Pub	Pvt	Total	Pub	Pvt	Total	Pub	Pvt	Total
1.	Agriculture, Forestry & Fishing	25829	10500	36329	26668	11439	38107	26211	11436	37647
2.	Mining & Quarrying.	7632	7100	14732	7516	7117	14633	7448	7114	14562
3.	Manufacturing.	58798	594300	653098	58615	600399	659014	58428	600272	658700
4.	Electricity, Gas, Steam And Air Conditionong Supply.	36399	1000	37399	36352	928	37280	36376	929	37305
5.	Water Supply; Sewage, Waste Management & Remediation Activities	5277	100	5377	5280	121	5401	5274	121	5395
6.	Construction.	28423	1600	30023	28434	1579	30013	28420	1578	29998

Table 13.16. Employment in Public and Private Sector (Industry Group-wise) (in Crore)

	Industry	Employment as on 31-3-2020			Employment as on 31-3-2021			Employment as on 30-6-2021		
		Pub	Pvt	Total	Pub	Pvt	Total	Pub	Pvt	Total
7.	Wholesale, Retail Trade, Repair of Motor Vehicles, & Motor Cycles.	7667	30800	38467	7640	30892	38532	8796	30903	39699
8.	Transportation and Storage	138317	22300	160617	133628	22360	155988	133765	22360	156125
9.	Accommodation and Food Service Activities	559	24600	25159	559	25186	25745	559	24458	25017
10.	Information and Communication	21219	435100	456319	21148	435085	456233	21142	435115	456257
11.	Financial and Insurance Activities	90532	25300	115832	91162	25618	116780	89618	25652	115270
12.	Real Estate Activities	0	100	100	0	57	57	0	58	58
13.	Professional, Scientific, and Technical Activities	33362	8800	42162	32388	8775	41163	32407	8775	41182
14.	Administrative And Support Service Activities	886	62700	63586	897	62866	63763	869	62911	63780
15.	Public Administration & Defence; Compulsory Social Security.	307172	0	307172	309440	0	309440	308887	0	308887
16.	Education	178821	112000	290821	177174	112564	289738	177226	112748	289974
17.	Human Health & Social Work Activities.	86124	38200	124324	87047	38241	125288	86971	38262	125233
18.	Arts, Entertainment and Recreation	2027	2200	4227	2060	2210	4270	2065	2210	4275
19.	Other Service Activities	1351	1200	2551	1343	1254	2597	1342	1258	2600
	Total	1030395	1377900	2408295	1027351	1386691	2414042	1025804	1386160	2411964

13.4. Employment Exchange Statistics

The number of job seekers as per the live register figures of employment exchanges was 3.04 lakhs in November-2021 compared to 3.17 lakh at the end of March-2021, decline of 3.92 percent.

There was overall increase of 0.56% in Post Graduates, 5.93% in Graduates and decline of 7.01% in Diploma holders, 8.23% ITI and other certificate holders, 4.14% in Matriculates' and Stenographers, and 11.12% in below Matriculation. Registrants on the Live Registers of Employment Exchanges in Karnataka are given in **Table 13.17**.

Table 13.17. Registrants on the Live Registers of Employment Exchanges in Karnataka

Sl. No.	Registrants	At the end of			% Variation (Nov-21 /March-21)
		March 2020	March 2021	Nov 2021	
1.	Post-Graduates	3863	3516	3536	0.56
2.	Graduates	49269	45351	48211	5.93
3.	Diploma Holders	12754	12290	11428	-7.01
4.	I.T.I. Apprenticeship, Other Certificate Holders	45842	42276	38795	-8.23
5.	Matriculates and Stenographers	199750	183015	175425	-4.14
6.	Below Matriculation	30375	30557	27159	-11.12
	Total	341853	317005	304554	-3.92

Source: Department of Employment & Training, GoK

13.5. Vacancies and Placements

Between April-2021 and November-2021, 1505 placements were made (188 on an average every month). During the corresponding period of the previous year this number was about 3454 (287 on an average per month). The number of placements was 10.41% of the total registrations at the end of November-2021. During the year 2020-21, 9322 placements were made (777 on an average every month). Because of the covid pandemic 153 vacancies have been notified during the current year up to November-2021, whereas 83 vacancies were notified during the corresponding period of the previous year (7 on an average every month). **(Table 13.18)**

Table 13.18 No. of vacancies notified & placements (offer letter issued) made during 2013-14 to 2021-22

Year	Vacancies notified	Offer letters issued
2014-15	1,827	5,131
2015-16	2,059	5,101
2016-17	2,062	8,200
2017-18	1,100	14,362
2018-19	260	25,300
2019-20	400	12987
2020-21	83	9322
2021-22 (Up to November 2021)	153	1505

BOX 2: FORMALISATION OF EMPLOYMENT

a) Formalisation of employment based on EPFO data

In India according to PLFS 2019-20, 69.5% of the workers in non-agriculture sector were engaged in informal sector. As per PLFS, proprietary and partnership enterprises are

considered as informal sector enterprises. The share of informal sector among male workers was 72.9% and among female workers was nearly 56.5% in non-agriculture. Though it has increased in 2019-20, but has declined significantly compared to 2004-05, when the share of informal sector was 77.5%.

The literature suggests that using the employment approach to estimate the informal sector contribution of employment is quite difficult. The earlier literature on the informal economy viewed it as a “monolithic” bloc, where all those without access to the formal sector find themselves in informal economy (La Porta and Shleifer 2014). More recent studies have highlighted the heterogeneous nature of the informal economy, recognising the inherent duality in both self-employment and wage employment (Kanbur 2017). In informal self-employment, a distinction can be made between employers, that is, enterprises that employ hired workers and are relatively productive, and own-account enterprises, which use family labour and are involved in subsistence activities (Chen 2006, 2012; Raj and Sen 2016). In informal wage employment, there may be workers with better paid jobs with some de facto benefits, though not with the same security of tenure and social security benefits as formal wage jobs, coexisting with poorly paid jobs in manual work, such as in farms and in construction sites, where informal employment is a last resort job to avoid unemployment (Fields 2014).

However, lot of economic components from informal activity particularly production and wages are lost to measurement. But they may impact formal consumption. For instance, an informal wage-earner’s trace in economy may be captured by the shampoo-sachet or glucose biscuit she may be purchasing. Likewise, a small entity whose profit is below tax threshold may be a seller in an online platform and accept UPI based payments.

Since Apr-18, Government has been releasing monthly payroll data (EPFO, NPS and ESIC) based on the recommendation given by Ghosh & Ghosh (2018) in the study titled, “Towards a Payroll Reporting in India”. Since then, EPFO has been publishing data on a regular basis every month. EPFO also provide State-wise age-bucket wise data for net new payroll.

Since state-wise data on Establishments remitting first ECR (Electronic Challan cum Return) is not available, and hence we have no method for calculating formalisation of employment. However, if we take India’s overall formalisation rate (ECR*20 divided by Net New Payroll) as a proxy, for Karnataka we can estimate the formalisation of employment for Karnataka also.

Karnataka: Net New Payroll						
Age Bucket	2017-18 (From Sep-17)	2018-19	2019-20	2020-21	2021-22 (Apr-Nov)	Total (Sep-17 to Nov-21)
Less than 18 years	4229	7873	6806	4727	3332	26967
18-21 years	99127	265827	287962	209664	225878	1088458
22-25 years	45239	219708	272594	212330	296431	1046302
26-28 years	-17344	53295	90322	72912	128964	328149
29-35 years	-30239	54054	102151	85655	164021	375642
More than 35 years	-30926	17323	52287	38949	110112	187745

Karnataka: Net New Payroll

Age Bucket	2017-18 (From Sep-17)	2018-19	2019-20	2020-21	2021-22 (Apr-Nov)	Total (Sep-17 to Nov-21)
Total	70086	618080	812122	624237	928738	3053263

Source: EPFO

According to EPFO data, since Sep-17 (till Nov-21), 30.5 lakh net new payroll has been added in Karnataka with maximum in age bucket of 18-21 years (10.9 lakh) closely followed by 22-25 years age-bucket (10.5 lakh). Year-wise trend indicate that in the fiscal year FY22, the addition of net new payroll has crossed the pre-pandemic level of FY20.

Base on the all-India formalisation rate of 10%, we can say that Karnataka has formalised almost 3 lakh employment since Sep-17.

b) Formalisation of employment based on EPFO data E-SHRAM data

The Central Government Ministry of Labour and Employment has developed the NDUW-National Database for Unorganised Workers with the purpose of collecting the complete national data of the unorganized sector of workers which was inaugurated on 26-08-2021. Under this scheme more than 156 categories of Unorganised workers such as Goldsmiths, Sound and Electrical, Shamiyana workers, Autoruksha Drivers, Private bus Drivers are facilitated with registration under this scheme. In effect, Unorganized Workers of all categories between the age group of 18-59, who are not having E.S.I and P.F facility and who do not pay income tax can register directly or through Common Service Centers in E-Shram Portal (eshram.gov.in) free of cost and get the identity card instantly. These workers can avail the benefits of Pradhan Manthri Suraksha Bima Yojana (PM-SBY) by which they can get compensation of Rs.2 Lakhs for the accidental death or total permanent disablement and Rs.1 Lakh of compensation for partial disablement by the accident. The purpose of the Central Government is to formulate special rules and scheme for the unorganized workers by using this data.

Key Indicators of E-Shram registration in Karnataka

Total Registration so far*		30.7 lakh
Monthly Income	Below Rs 10K	79.3%
	Rs 10-15K	14.9%
	Above Rs 10K	5.8%
Gender Share	Male	48.2%
	Female	51.8%
Top Sectors share	Agriculture	45.9%
	Construction	17.5%
	Apparel	10.5%
Age-Share	18-40	58.8%
	40-50	26.6%
	Above 50	13.8%

Key Indicators of E-Shram registration in Karnataka

Total Registration so far*		30.7 lakh
Social Category Share	OBC	52.3%
	GEN	21.3%
	SC	17.7%
	ST	8.7%

Source: E-Shram; * till 21.01.2022

So far (as of 21 Jan), more than 23 crore unorganised workers have registered with Karnataka accounting for 30.7 lakh (or 1.3% of total registration). Occupation wise, workers from agriculture sector account for 45.9% of registration followed by construction sector (17.5%). Age-wise, 58.8% of workers belong to the age-group of 18-40 years & registered female workers are a tad more than registered male workers. We believe that E-Shram is a big step towards the formalisation of employment.

13.6 Wage Employment Programmes

Mahatma Gandhi National Rural Employment Guarantee Scheme

Mahatma Gandhi National Rural Employment Guarantee Act came into force from 02-02-2006. It was rolled out in a phased manner to cover all the districts of the rural areas of the entire State by 2008. In the first phase, 5 districts were covered with effect from 01-04-2006, while in the second phase, 6 districts were covered with effect from 01-04-2007 and the remaining districts were covered in the Third phase with effect from 01-04-2008. The main objective of the Act is to enhance livelihood security in rural areas by providing 100 days of guaranteed wage employment in a financial year to every household whose adult members volunteer to do unskilled manual work. This also serves other objectives such as generation of productive assets, protecting the environment, empowering rural women, reducing rural-urban migration and fostering social equity among others etc. The scheme is being implemented as a centrally sponsored scheme on a cost sharing basis between Centre and State Governments in the ratio of 90:10 nearly. Labour and material ratio has to be maintained at 60:40. The wage portion is fully (i.e. labour) borne by Government of India, where as material portion has to be borne by Central and State Governments in the ratio of 75:25. For all works taken up for implementation by all GPs and all other implementing agencies, the cost of the material component including the wages of the skilled and semi-skilled workers shall not exceed 40% at the district level. (District to be considered as a unit).

Labour Budget under MGNREGS has for the generation of 1440.00 lakh person days for the Financial Year 2021-22 of which 1371.3 lakh person days has been generated through which 31.93 lakh households have been provided employment. Progress achieved under MGNREGA is given in **Table 13.19**

Table 13.19: Progress Achieved Under MGNREGA

	2021-2022*	2020-2021	2019-2020	2018-2019	2017-2018
I Progress					

Table 13.19: Progress Achieved Under MGNREGA

	2021-2022*	2020-2021	2019-2020	2018-2019	2017-2018
Approved Labour Budget [In Lakhs]	1440	1465	1200	1000	1000
Persondays Generated so far[In Lakhs]	1371	1481	1119	1045	857
SC persondays % as of total persondays	16.8	17.2	16.3	15.5	16.6
ST persondays % as of total persondays	10.6	10.5	10.4	9.6	9.3
Women Persondays out of Total (%)	49.9	49.5	49.1	48.6	47.1
Average days of employment provided per Household	42.9	49.1	50.0	49.6	45.1
Average Wage rate per day per person (Rs.)	284.15	270.83	245.53	246.81	235.73
Total No of HHs completed 100 Days of Wage Employment	68,765	2,39,732	1,87,336	2,11,411	29,985
Total Households Worked [In Lakhs]	31.9	30.2	22.4	21.1	19.0
Total Individuals Worked [In Lakhs]	59.9	56.7	41.1	39.3	38.9
Differently abled persons worked	22265	20515	10649	9462	8244
II Works					
Number of GPs with NIL exp	17	6	12	4	7
Total No. of Works Takenup (New+Spill Over)[In Lakhs]	13.30	8.44	6.80	8.10	8.78
Number of Ongoing Works[In Lakhs]	9.19	4.4	3.43	4.18	4.86
Number of Completed Works	4,11,223	4,03,974	3,36,859	3,92,181	3,91,647
% of NRM Expenditure(Public + Individual)	75.28	73.77	64.22	55.93	59.97
% of Category B Works	48.29	53.29	68.4	73.51	75.2
% of Expenditure on Agriculture & Agriculture Allied Works	70.61	72.85	60.72	56.21	72.49
III Financial Progress					
Total Exp (Rs. in Lakhs.)	5,38,187	5,61,747	4,74,816	3,60,403	2,72,870
Wages (Rs. In Lakhs)	3,89,489	3,99,383	2,97,587	2,32,479	1,95,232
Material and skilled Wages (Rs. In Lakhs)	1,35,431	1,45,757	1,67,521	1,17,837	70,972
Material (%)	25.8	26.74	36.02	33.64	26.66
Average Cost Per Day Per Person (In Rs.)	389.15	339.79	339.65	323.63	331.86
% payments generated within 15 days	99.5	97.59	95.84	75.15	76.95

Source: <https://hrega.nic.in/> * till 21.01.2021

13.7 Government Initiatives – Social Security Schemes

a) Social Security and Pension

The Directorate of Social Security and Pension, Revenue Department of the Government is providing social security benefits to the old, widows, physically challenged, single women and transgender. Under old age pension scheme any person aged between 60 to 64 years and belonging to BPL household is eligible to avail the pension of Rs. 600 per month. The pension amount of Rs.1200/- for the beneficiaries aged above 65 year, under Old Age pension and Sandhya Suraksha Yojane. Widows aged between 18 to 65 years belonging to BPL households are eligible to avail pension under Destitute Widow pension scheme of Rs. 800 per month. A pension amount of Rs. 800 per month is given for disabled person with disability percentage between 40 to 74 and Rs. 1400 per month for those having disability above 75%. Sandhya Suraksha Yojana is the programme initiated by the government of Karnataka in 2007 to provide social security benefits to small and marginal farmers, agricultural labourers, weavers, fisher men and other labourers from unorganized sector excluding construction workers. Under this programme workers in the age group of 65 years and above having income Rs. 20,000 per annum are eligible and they are being paid with pension of Rs. 1200 per month. The Pension amount Old age pension, Sandhya Suraksha Yojana (> 65 Years), Destitute Widow pension and Physically Handicapped pension (< 75% disability) is enhanced with effect from 01.08.2021. Schemes “Manaswini” for unmarried women of age 40 to 64 and “Mythri” for Transgender aged between 25 to 64 years are implemented during 2013 and beneficiaries under these schemes are paid pension amount of Rs.600 per month. New Schemes for widows of farmer who committed suicide and Acid Victims is implemented during 2015. Beneficiaries under these schemes are paid pension amount of Rs.2000 and Rs. 3000 per month respectively. The information about number of beneficiaries and expenditure details of these programmes are given in the **Table 13.20**.

Table 13.20: Progress of Social Security Schemes

Year	OLD AGE PENSION		Financial assistance to Physically handicapped		Pension to destitute Widows		Sandhya Suraksha Yojane	
	Exp. (Rs. Lakhs)	Beneficiaries (000's)	Exp. (Rs. Lakhs)	Beneficiaries (000's)	Exp. (Rs. Lakhs)	Beneficiaries (000's)	Exp. (Rs. Lakhs)	Beneficiaries (000's)
2007-08	27841	686	22491	464	32874	771	87689	262
2008-09	26253	791	17802	530	38674	865	119848	539
2009-10	41758	818	35261	636	45408	1023	166936	1018
2010-11	36936	783	42133	686	52826	1125	197213	1405
2011-12	40123	572	51434	553	59747	936	73040	1130
2012-13	30455	581	43290	605	49883	1040	71543	1257
2013-14	32575	591	55474	672	63936	1207	86930	1558
2014-15	39335	702	68694	783	79983	1437	106839	1965
2015-16	41248	718	76990	811	88945	1506	126969	2129
2016-17	41372	747	82934	859	95122	1549	139480	2367
2017-18	45072	851	87250	901	98898	1704	147364	2519
2018-19	69896	1004	106018	935	120417	1766	220096	2618
2019-20	117444	1156	117197	841	133056	1635	338272	2610
2020-21	114308	1307	117191	843	131726	1673	34880	2724

Table 13.20: Progress of Social Security Schemes

Year	OLD AGE PENSION		Financial assistance to Physically handicapped		Pension to destitute Widows		Sandhya Suraksha Yojane	
	Exp. (Rs. Lakhs)	Beneficiaries (000's)	Exp. (Rs. Lakhs)	Beneficiaries (000's)	Exp. (Rs. Lakhs)	Beneficiaries (000's)	Exp. (Rs. Lakhs)	Beneficiaries (000's)
2021-22 (Up to November 2021)	96177	1419	74157	873	88747	1730	234187	2815

Source: Directorate of Social Security and Pension GoK

13.8 Vision and Mission of Labour Department:

Vision: “Making Karnataka as a model state for global investment and sustainable industrial production based on the twin principles of decent quality employment generation and inclusive all-round development of working class by designing and implementing feasible creative approaches and pragmatic operational strategies”.

Mission: “To evolve model frameworks in respect of Labour Legislation, Policies, Action Plans, Schemes and Programmes by involving all the parties vitally concerned and implementing the same using advanced technologies so as to achieve efficiency and effectiveness in reaching the target group and thereby ensuring Karnataka’s competitiveness in the domestic and global market as a preferred destination for investment and decent quality employment generation”.

Karnataka Building & Other Construction Workers’ Welfare Board

Formation of Board

- ❑ Karnataka Building & Other Construction Workers’ Welfare Board was constituted on 18.01.2007 under the provision of the Building and Other Construction Workers (Regulation of Employment and Conditions of Services) Act, 1996 and Karnataka Rules, 2006.
- ❑ The Board is constituted consisting of Chairperson and four Employers’ representatives, four Employees’ representatives along with four representatives from Government Departments as Official Members.
- ❑ An officer of I A S cadre is Secretary cum Chief Executive Officer of the Board

Objectives of the Board

- ❑ Registering the eligible building and other construction workers as beneficiaries of the Board under the provisions of the Building and Other Construction Workers’ (Regulation of Employment and Conditions of Service) Act, 1996.
- ❑ Disbursement of various welfare and social security benefits to the beneficiaries and their dependents;

- ❑ Collection of cess at the rate of 1% on the total cost of construction incurred by the builder / employer under the provisions of Building & Other Construction Workers' Welfare Cess Act, 1996 and Central Rules, 1998.

Applicability of Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Act, 1996.

- ❑ The Act is applicable to every establishment that hires 10 or more workers for the construction of building and other construction works.
- ❑ It is applicable to the Contractor who is involved in building and other construction works.
- ❑ It is also applicable to a owner who builds a house, (private property) where the total cost of construction is above Rs. 10 lakhs.

Eligibility to register as beneficiary of the Board:

- ❑ A construction Worker should be engaged at least for 90 days in Building and other construction works for the previous 12 months in a year.
- ❑ Any Construction Worker between the age group of 18 to 60 years.

Welfare and Social Security Benefits for the registered workers of the Karnataka Building & Other Construction Workers Board:

The Board has so far formulated 19 welfare schemes for the benefit of the construction workers, such as:

1. **Pension Scheme:** After completion of 3 years as a beneficiary Rs. 2,000/- per month -{Sec. 22(1)(b) read with Rule 39}
2. **Family Pension Scheme:** The Spouse of the deceased registered worker Rs. 1,000/- per month -{Sec. 22(1)(b) read with Rule 39A}
3. **Disability Pension Scheme:** Rs. 2,000/- per month and Ex gratia payment up to Rs. 2,00,000/- depending upon the percentage of disability {Sec. 22(1)(b) read with Rule 40}
4. **Assistance for Spectacles, hearing aid, artificial limb, wheel chair- reimbursement Scheme** {Sec. 22(1)(b) read with Rule 40A}. (Action is being initiated for implementation)
5. **Shrama Samarthya Toolkit-cum- Training Programme :** up to Rs.30,000/- {Sec. 22(1)(h) read with Rule 41}
6. **Shrama Samsara Samarthya training scheme:** (Sec. 22(1)(h) read with Rule 41A) (Action is being initiated for implementation)
7. **Housing Scheme (Karmika Gruha Bhagya):** Rs. 2,00,000/- {Sec. 22(1)(c) read with Rule 42}
8. **Maternity Assistance (Thayi Lakshmi Bond):** Assistance of Rs. 30,000/- in case of

female child and a sum of Rs. 20,000/- in case of male child (for first two children only) {Sec. 22(1)(g) read with Rule 43}

- 9. Establishment of Crèche Facility:** {Sec. 22(1)(g) read with Rule 43B}
- 10. Funeral Expenses Scheme:** Rs. 4,000/- to meet the funeral expenses of the deceased construction worker and Rs. 50,000/- as ex-gratia {Sec. 22(1)(h) read with Rule 44}
- 11. Educational Assistance - (Kalike Bhagya)** {Sec. 22(1)(e) read with Rule 45}: (Two children of the registered construction worker)
- 12. Medical Assistance (Karmika Arogya Bhagya):** Rs. 300/- per day of hospitalization to a maximum of Rs. 10,000/- for continuous period of hospitalization {Sec. 22(1)(f) read with Rule 46}
- 13. Accidental Death/ Permanent Disability Scheme:** Up to Rs. 5,00,000/- {Sec. 22(1)(a) read with Rule 47}
- 14. Treatment of Major Ailments (Karmika Chikitsa Bhagya) Scheme:** Up to Rs. 2,00,000/- Treatment of Major Ailments viz. Heart Operation, Kidney Transplantation and Cancer, Eye Operation, Paralysis, Orthopedics Operation, Uterus Operation, Asthma, Miscarriage, Gall Bladder Ailments, Kidney Stone Removal, Brain Hemorrhage, Ulcer, Dialysis, Kidney Related Surgery, ENT Treatment & Surgery, Neurosurgery, Vascular Surgery, Esophagus Treatment & Surgery, Gastrointestinal Surgery, Breast Related Treatment and Surgery, Hernia Surgery, Appendix Surgery, Treatment of Fractures / Dislocation, General Surgery. (Subject to C.G.H.S. Rates) {Sec. 22(1)(f) read with Rule 48}
- 15. Marriage Assistance (Gruha Lakshmi Bond):** Rs.50,000/- Marriage Assistance to the beneficiary or to his 2 children {Sec. 22(1)(h) read with Rule 49}.
- 16. Trainings** are being provided through reputed institutions for Children of registered construction workers who desire to appear for UPSC, KPSC competitive examination and free cost of education to the children of the building and other construction workers for pursuing higher education at foreign countries.
- 17. BMTC bus pass Scheme:** Assistance of free Bus Pass to registered construction workers to commute in Bengaluru Metropolitan Transportation Corporation (BMTC) buses {Sec. 22(1)(h) read with Rule 49E.}
- 18. KSRTC bus pass Scheme:** Assistance of free Student Bus Pass to children of registered construction workers travelling in KSRTC buses {Sec. 22(1)(h) read with Rule 49 F} (Action is being initiated for implementation).
- 19. Assistance for pre-school education and nutritional support of the child of the registered woman construction worker -Thayi Magu Sahaya Hastha:** Rs.6000/- (at the rate of Rs.500/- per month) {Sec. 22(1)(g) read.}

Board Progress

- ❑ As on 31-08-2020 the Board has registered 24.89 lakhs construction workers as beneficiaries. During the year 2021-2022, 5,00,337 workers have been registered as beneficiaries.
- ❑ So far 9,32,979 beneficiaries have availed benefits under various welfare and social security schemes amounting to Rs.1006.88 crore. During the year 2021-2022, 1,52,212 beneficiaries have availed benefits amounting to Rs. 137.21 crore.
- ❑ So far Rs. 7709.06 crore amount has been collected as cess. During the year 2021-2022, Rs. 759.13 crore amount has been collected as Cess.
- ❑ As announced in the 2021-2022 year budget, 100 Kitur Rani Chennamma Creches has been established across the State.

The Karnataka Building and Other Construction Workers Welfare Board has taken the following relief measures for the protection of construction, migrant and other unorganized workers during the 1st wave of COVID, 19

1. One time financial assistance of Rs.5,000/- to the tune of Rs.824.21 crores has been directly credited to the Bank accounts of 16,48,431 registered construction workers.
2. In order to cater to the need of the construction workers and address their grievances 24x7 Hunger Helpline (155214) was operationalized.
3. In coordination with the District Administration, Shelter and food facilitation was provided to the building and other construction workers.
4. 7.15 lakhs dry ration kits have been procured and the same has been distributed to construction workers, migrant workers and un-organized workers throughout the State.
5. 89.87 lakh cooked food packets served to the construction, migrant and other un-organized workers.
6. The Karnataka Building & Other Construction Workers Welfare Board has extended financial support to provide cooked food, water bottles, fruits, boiled eggs, butter milk and other food items to the departing migrant and construction workers to their home States during the pandemic through Shramik Train.

Preventive and precautionary measures undertaken by the Karnataka State Building and Other Construction Workers Welfare Board in the wake of the 2nd wave of Covid-19.

1. The Chief Minister of Karnataka has announced onetime financial assistance of Rs.3,000/- to the registered building and other construction workers. The said amount is directly credited to 18.20 beneficiaries Bank accounts amounting to Rs. 546.21 crores.
2. The Board has been distributed 23.42 kits to the registered construction workers at a cost of Rs.223.21 crores
3. The Board has been distributed 21.07 Protective and Sanitary Kits to registered

construction workers at a cost of Rs.129.68 crores.

4. Action has been taken to provide 4.50 lakhs Immunity Booster Kits to registered woman construction workers aged above 40 years at cost of Rs.48.82 crore.
5. Action has been taken to provide 5.00 lakhs Immunity Booster Kits at cost of Rs. 49.75 crore to male registered construction workers aged between 30 to 40 years.
6. 24x7 Help Line 155214 set up to resolve the quarries and problems of the workers.
7. Steps has been taken for the fumigation and sanitization at 30 labour colonies where more number of workers are residing in Bangalore city.
8. The Board has made provision to claim Rs, 2,00,000/-, to the nominee of the registered construction worker in case of death of the beneficiary due to COVID, 19 disease.
9. Provision has been made to claim wage loss compensation up to Rs. 10,000/- for every registered construction worker in case of absence to the work due to COVID-19 positive
10. Awareness programmes has been carried out to create awareness among workers about Covid-19.
11. The Board has taken steps to vaccinate 9,08,299 construction workers across the State.
12. The Board has procured and distributed tool kits to registered construction workers such as 3700 Electric Tool Kits to workers at cost of Rs.268.00 lakhs, 5625 Bar bending Tool Kits to workers at cost of Rs.258.75 lakhs, 5600 Carpentry Tool Kits to workers at cost of Rs.311.49 lakhs, 8655 Painting Tool Kits to workers at cost of Rs.311.43 lakhs, 5293 Plumbing Tool Kits to workers at cost of Rs.311.42 lakhs and 76,000 Mason Tool Kits to workers at cost of Rs.2416.91 lakhs.

Progress report of Karnataka State Unorganized Workers Social Security Board

To improve the living conditions of the unorganised workers and to bring them under the social security net, the State Government has constituted the Karnataka State Unorganized Workers' Social Security Board under the provisions of Unorganised workers Social Security Act, 2008. The State Government has identified 43 categories of unorganized workers for extending social security benefits.

At present the Board is implementing the following Social security Schemes.

(1) Karnataka State Private Commercial Transport Workers Accident Benefit Scheme

To provide the financial and social security to the drivers and their families of the private commercial transport vehicle drivers who meet with accidents frequently, the Board is implementing "Karnataka State Private Commercial Transport Workers Accident Benefit Scheme" from the year 2011-12. The said benefit to the Conductors and Cleaners also. The following benefits are available under the scheme.

(a) Accident benefit

- ❑ In case of accident resulting in death of the beneficiary, Rs.5.00 lakhs compensation to the nominee of the deceased.
- ❑ In case of permanent total disability due to accident, upto Rs.2.00 lakhs compensation to the beneficiary.
- ❑ In case of permanent partial disability due to accident, upto Rs.1.00 lakh Hospital expenses to the beneficiary.
- ❑ Insurance Benefit is available to both “On-duty and Off-duty” accidents.
- ❑ In the State, 8,40,561 drivers have been covered under the scheme

Claims / Compensation from Jan-2021 to Oct-2021

SI No.	Description	No of cases	Amount of Compensation
1	Death	86	Rs. 4,30,00,000/-
2	Permanent Disability	1	Rs.1,60,000/-
3	Re-imburement of Medical Expenditure/ Temporary Disability	3	Rs. 2,60,000/-
	Grand Total	90	Rs.4,34,20,000

(b) Educational Assistance

Educational Assistance of Rs.10,000/- per annum is being paid to maximum 2 children of the driver who succumbed to death due to accident or suffered total permanent disablement to study from 1st standard to 12th / PUC. During the said period, 52 students have been sanctioned with a total amount Rs.5,20,000/-.

(2) Ambedkar Karmika Sahaya Hastha Scheme

(a) Smart card Benefit : Under this scheme the Board is registering through online and issuing Smart Cards to the 11 Categories of the Unorganised workers such as Hamalis, Domestic Workers, Rag Pickers, Tailors, Mechanics, Washer men, Barbers, Gold Smiths, Iron Smiths, Potters and Kiln Workers totally 39,137 workers have applied for registration from Jan-2021 to Oct-2021. Measures are taken up to verify and issue smart card to these workers.

(b) Karmika Seva Kendras : To deliver the benefits available under various schemes to be implemented by the Department of Labour and the Boards working under it, to the beneficiaries, Karmika Seva Kendras have been opened in 158 Taluks out of 145 Talukas across the State.

(3) Covid-19 2nd wave Special Package

The Hon'ble Chief Minister has announced a Special Package of one time financial assistance of Rs.2000/- for the 11 categories of the unorganized workers such as Washermen, Barbers, Hamalis, Domestic Workers, Rag Pickers, Tailors, Mechanics, Gold Smiths, Iron Smiths, Potters and Kiln Workers for Covid-19 Second Wave Lockdown. Applications from eligible beneficiaries are received through Sevasindhu Portal and till now including

2,28,900 workers registered under Ambedkar Karmika Sahaya Hastha Scheme, 141602 Washermen and Barbers who applied for the Special Package announced in Covid-19 first Wave, totally 18,23,445 unorganised workers have applied for the assistance workers have applied for the assistance. Already assistance of total Rs.42.95 Crores for each 2000/- is given to 2,14,731 Unorganised Workers. Other applications are being verified as per the SOP of the Government and steps will be taken to distribute the announced assistance to all the eligible applicants.

(4) Toll Free Helpline

With the coordination of Labour Department and other Departments/Boards/Societies working under the Labour Department, has installed 24/7 Toll free Helpline to give information about the Schemes and to hear the grievances of the organized and unorganized sector of workers.

Child Labour Society

❑ Action will be taken as per the Instructions

❑ Information regarding the progress of the Karnataka State Child Labour Eradication Project Society is as follows;

1. 13159 inspections were carried out by the end of September-2021, 191 Child Labourers have been identified and Rehabilitated. 41 cases have been filed in different courts and in 22 cases penalty was imposed, and Rs. 2,92,800/- fine has been recovered.
2. In 2020-21, Statewide programs have been held to Abolition of Child and Adolescent Labour, including 2721 street plays, 1713 wall writing, 304060 pamphlets, 139 auto promotions, 224 legal awareness-aided programs, 17819 printing and distribution, 50 training workshops.
3. There are 22 Special Child Labour Training Centers in Bangalore Rural, Raichur, Bellary, Mysore and Belgaum Districts up to end of March -2020, By the end of March -2020, 652 child and Adolescent labour have been rehabilitated and special child labour training centers (STCs) are not functioning in the wake of the Covid-19 epidemic.
4. Public Awareness Programmes are being conducted by District Child Labour Societies under the Chairmanship of the Deputy Commissioners to eradicate the system of Child Labour and Adolescent Labour.

❑ The initiative taken by Karnataka State Child Labour Eradication Project Society are as follows;

1. For effective implementation of the "Child and Adolescent" Labour (Prohibition and Regulation) Act, 1986, the Central Government PENCIL (Platform for Effective Enforcement for No Child Labour) Portal is being used by District Child Labour Project Societies.
2. Information with regard to few inspections of the Child Labour and Adolescent Labour and the awareness programmes are provided on the annexure.

WELFARE SCHEMES FOR EMPLOYEES WORKING IN ORGANIZED SECTOR, KARNATAKA LABOUR WELFARE BOARD BANGALORE

Various Welfare and Social Security schemes for the Organized sector workers, working in registered factories, plantations, motor transport establishments, shops & commercial establishments, employing more than 50 workers through the Board constituted in 27-10-1969, in accordance with Karnataka Labour Welfare Fund Act, 1965 & Rules 1963. The Government has notified the members of the Board on 12-12-2016, Honourable Minister of Labour is the Chairman, 4 members representing Trade Unions, 4 members representing organized sector employers, 4 from the Government and 2 women members for 3 years term. At present contribution ratio of Employees, Government and Employers is 20: 40: 20. The details of contributions, establishments covered, and beneficiaries provided are mentioned below.

Matching Contribution from the Government	Employer's contribution	Employees contribution	Total number of Firms comes under Board
6.00 Crores	16,50,00,000	8,25,00,000	16,955

The details of number of beneficiaries and the amount disbursed under the following 6 welfare schemes of the Board from January 2021 to October 2021 Karnataka Labour Welfare Board, Bengaluru

Beneficiary details from Jan 2021 to October 2021			
Sl. No.	Name of the Schemes	Total Number of Beneficiaries	Amount
1	Educational Assistance	12,007	4,99,55,000
2	Medical Assistance	4	40,000
3	Funeral Expenses	544	29,10,000
4	Annual Sports Activity	-	-
5	Medical Checkup camps	294 (1 Organization)	30,000
6	Accident Benefits	05	12,03,000
	Total	12,854	5,41,38,000

13.9 Progress of Various Labour Laws Enacted in Karnataka

A major issue in the area of labour reforms is how to ensure minimum conditions of decent work and livelihood in the unorganized or informal sector of the economy. The limited applicability of important laws and the application of number filters have led to the emergence of a dual labour market with the resultant implication of the overwhelmingly larger sections of the unorganized sector labour being deprived of protection from laws in many spheres. Labour is a concurrent subject in the Constitution of India, on which both the Centre and the States can legislate in their respective spheres. Labour regulations can be broadly grouped into four broad areas, based on the aspects of employment covered by them, conditions of work, wages and remuneration, employment security and industrial relations and social security and welfare of workers. The statistics regarding the

progress of labour laws enacted in Karnataka State is provided in the above tables. The Table illustrates the remarkable achievements in the matter of enforcement of various Acts in terms of prosecution and imposition of fine by the Department.

Accounts Section

Labour Department - Budget information for 2021-22			
Sl.No	Head of Account and Plan Schemes	Budget Estimates	Budget Release
1	2230-01-103-4-00 Karnataka Labour Welfare Fund Contribution (104) Contribution	600.00	450.00
2	2230-01-103-6-01 Child Labour Rehabilitation Contributions (104) Contributions	303.00	227.25
	(422) Schedule Caste Sub Plan	69.00	51.75
	(423) Tribal Sub Plan	28.00	21.00
3	2230-01-111-0-05 Karnataka State Unorganized Workers Social Security Board(059) Other Expenditure	500.00	500.00
4	2230-01-277-0-01 Karnataka Labour Training Institute (059) Other Expenditure	100.00	75.00
5	4250-00-201-0-04 Contribution for Karmika Bhavan Construction(386)	500.00	375.00
6	2230-01-103-7-03 Insurance Scheme for Drivers (059) Other Expenses	1.00	0.75
7	2230-01-101-0-05 Asha Deepa (059) Other Expenses	100.00	75.00
	Total	2201.00	1775.75
Non-Plan Head of Account			
1	2230-01-001-0-01 Direction and Administration	574.00	430.50
2	2230-01-101-0-01 Industrial Relations and Enforcement of Labour Laws	3212.00	2409.00
		3786.00	2839.50
	Total	5987.00	4615.25

Table 13.21: Information Regarding Implementation for Various Acts

Name of the Acts	Number of Inspection	Number of Prosecution	No of Case Disposal off	Fine amount
The Karnataka Shops and Commercial Establishments Act 1961	2732	188	605	189625
The Karnataka Shops and Commercial Establishments U/S 24 Act 1961	307	10	5	9700
The Minimum Wages Act 1948	2816	758	616	1257440
The Payment of Wages Act, 1936	1974	420	455	368375
The Equal Remuneration Act,1976	1387	419	203	180369
The Child Labour (Prohibition and Regulation) Act, 1986	2226	102	62	16000
The Contract Labour (Regulation and Abolition) Act,1970	362	119	82	84000
The Payment of Gratuity Act, 1972	617	0	1	10000
The Inter-State Migrant worker men & Regulation of Employment and Conditions of Services) Act,1979	97	1	0	0
Karnataka Industrial Establishment (National and Festival Holidays) Act, 1963	21	0	0	0
Karnataka Labour Welfare fund Act, 1965	270	0	1	1000
The Payment Bonus Act, 1965	21	0	0	0
The Motor Transport Workers Act, 1961	12	0	1	2000
The Maternity Benefit Act, 1961	28	0	0	0
The Beedi and Cigar Workers (Conditions of Employment) Act, 1966	9	0	0	0
The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996	47	1	0	0
The Plantation Labour Act, 1951	18	0	2	800
The Sales Promotion employees (Conditions of Service) Act, 1976	0	0	0	0
The Trade Union Act, 1936	2	0	0	0
The Industrial Employments (Standing Orders) Act,1946	-	-	-	-
Total	12946	2018	2033	2119309

Table 13.22: Progress Under the Industrial Disputes Act, 1947

Details	Number of Cases
Opening Balance	107
Number of Cases received during the period	867

Table 13.22: Progress Under the Industrial Disputes Act, 1947

Details	Number of Cases
Total	974
Settled	00
Failed	911
withdrawn	00
Total Disposal	911
Balance at the end of period	63

13.10 Industrial Relations

a. Strikes and Lockouts – The number of strikes and lockouts indicate the level of industrial peace in a State. Karnataka is by and large, a peaceful state as far as industrial environment is concerned. No strikes, lockouts, layoffs reported during the year

b. Absenteeism - In the year 2021-22 at the end of 2021 October month, the proportion of absenteeism of industrial workers was 12.20% and during 2020-21 it is 15.11%. Absenteeism in plantation labour was 38.49% in the previous year and during 2021-22 it is 35.31%. Details are given in **Table 13.23**.

Table 13.23: Absenteeism of Plantation Labour

Absenteeism			
Particulars	No. of Man days Schedule to Work	No. of Man days Absent	Percentage of Absent
Industry	321547	39250	12.20
Plantation	19750	6975	35.31

13.11 Outcomes and Challenges

Rapid industrialization is taking place in the country and also in Karnataka. Taking into consideration the new manufacturing processes, hazardous processes, usage of hazardous chemicals and raw materials, it is very essential to ensure occupational safety and health of the workers at the work place. In view of the above, risk based inspections are conducted in the major accidents hazardous factories and factories having hazardous manufacturing process to ensure occupational safety and health of the workers at the work place.

The employment of workers in the industrial sector is second largest after the employment of workers in the agriculture sector in the country. Hence, it is very essential to ensure occupational safety and health of workers in the factories at work place.

The department is ensuring the above, by effective and risk based inspections with total compliance of the provisions of law. As per the industrial policy and requirement of the management of the factory, speedy and transparent processing of the applications in respect of registration of factories in line with ease of doing business by means of online processing is implemented in the department.

13.12 Way Forward

- ❑ Karnataka needs a comprehensive framework and policy to gather more data and generate an Employment Policy to enhance job opportunities for its citizens in all sectors.
- ❑ Ten poorest districts in North Karnataka, must be rapidly developed with adequate high-wage employment opportunities in scalable industrial enterprises so the per-capita output and low GDDPs grow faster than the state average.
- ❑ Provide adequate wages and treating them on par with the formal sector through developing institutions
- ❑ Providing social security to informal sector

13.13 References

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