

Labour Bureau

INTRODUCTION:

Labour Bureau, established in 1920, is an attached office under the Ministry of Labour & Employment and is responsible for the collection, collation and dissemination of labour, employment and price statistics. Besides, it is also a major source of primary data pertaining to several important economic indicators. These include the Consumer Price Index Numbers for Industrial Workers, Agricultural and Rural Labourers, Wage Rate Indices, wages, earnings, absenteeism, labour turnover, industrial relations, socio-economic conditions of workers in the organized and unorganized sectors of industry, etc. The Bureau also collects administrative statistics under the 11 Labour Acts. With the formulation of the four Labour Codes, the Bureau is also proposed to be designated as the nodal agency for collection of statistical returns under all the four Labour Codes.

Labour Bureau is discharging its functions by implementing a continuing Central Sector Scheme called the “Labour & Employment Statistical System” (LESS). The activities carried out under the scheme generate useful price, labour and employment statistics which have wide-ranging users nationally and internationally. The data provided by Bureau has immense utility in formulation of evidence based policies and plans in the field of labour and employment. The data so produced is also in great demand for research and academic purposes.

Component-wise details are as under:-

1. Consumer Price Index Numbers For Industrial Workers (CPI-IW) On Base 2016=100 [Including Retail Price Indices]:

The Labour Bureau has been compiling and maintaining the Consumer Price Index for Industrial Workers since 1944. Thereafter, the series were revised on different bases i.e. 1944 to 1949, 1949 to 1960; 1960 to 1982, 1982 to 2001; and 2001 to 2016.

The new series of Consumer Price Index for Industrial Workers (CPI- IW) on base 2016 =100 has been effective from September, 2020. These indices measures the relative changes in retail prices of fixed basket of goods and services consumed by industrial workers

over a period of time. The Consumer Price Index Numbers for Industrial Workers are utilized for regulation of wages & dearness allowance for millions of workers & employees in the country. These indices are also used for measuring inflation and other policy formulations. As an integral part, the Labour Bureau conducts Repeat House Rent Surveys at 88 centers across the country with an objective to collect House Rent data from sampled dwellings on a regular basis for compilation of Housing Index in respect of these centers in each round of six months i.e., January to June and July to December.

The technical details of the surveys and compilation of Index Numbers has the approval of the Technical Advisory Committee on Statistics of Prices and Cost of Living, (TAC on SPCL).

The indices are released on monthly basis and the Index of the previous month is released on the last day of the ongoing month.

On the basis of price data collected for compilation of Consumer Price Index Numbers for Industrial Workers on base 2016=100, Labour Bureau compiles monthly Retail Price Indices for 31 selected commodities in urban areas for 88 selected centers every month. These indices are supplied to Ministry of Consumer Affairs, Food & Public Distribution, Government of India every month for monitoring the prices of these commodities so as to take timely remedial action to check/regulate the prices of these essential items.

2. Consumer Price Index Numbers for Agricultural and Rural Labourers on Base 1986-87=100 (including Rural Labour Enquiry)

The existing series of CPI Numbers for Agricultural and Rural Labourers (base 1986-87=100) covers data from 600 sample villages selected from 20 States every month. The indices for 20 States and all-India for Agricultural and Rural Labourers are compiled on monthly basis as per the methodology suggested by the Technical Advisory Committee on Statistics of Prices of Cost of Living (TAC on SPCL).

The Field Operations Division of the National Statistical Office has been entrusted with the responsibility of collection of rural retail prices every month from shops and markets catering to 600 representative sample villages spread over 66 NSS regions in 20 States. Price collection

from these sample villages is staggered over the four weeks of a month, with one-fourth of the sample being covered every week. These prices are collected on the fixed price collection day which may be a "Haat" day for non-daily markets and any market day for daily markets. The price returns are scrutinised and processed in Labour Bureau and the discrepancies, if any, are sorted out through correspondence and field inspections by the staff of the Bureau.

The indices are released on monthly basis and the Index of the previous month is released on the 20th of the ongoing month.

The base revision of the CPI-AL/RL with Base 2019 is in final stages and will be undertaken within this year itself subject to approval by TAC.

3. Socio-Economic Surveys Of Different Segments Of Labour (SESDSL):

The main objective under the SESDSL component is to conduct surveys/studies on different segments of labour. Currently, All India Survey namely the All India Quarterly Establishment Based Employment Survey (AQEES) is being carried out on a quarterly basis. AQEES has the following two components:

(i) Quarterly Employment Survey (QES)

- **Objective of QES**

- QES is an establishment-based survey and provides information on change in employment in establishments with 10 and more workers under the 9 selected sectors of the economy.

- **Nine Sectors covered in QES:**

- Manufacturing, Construction, Trade, Transportation, Education, Health, Accommodation & Restaurants, IT/BPO and Financial Service activities.

- **Sample Size allocation of QES**

- Around 12038 establishments will be covered in QES across 09 sectors.

(ii) Area Frame Establishment Survey (AFES)

- **Objective of AFES:**

- To provide employment estimates for a sizeable segment of the economy covering establishments employing 9 or less workers.
- To assess relative change in employment over successive quarters.

- **Nine Sectors covered in AFES:**
 - Manufacturing, Construction, Trade, Transportation, Education, Health, Accommodation & Restaurants, IT/BPO and Financial Service activities.
- **Sample Size allocation of AFES**
 - Total 15992 FSUs (bifurcated in urban and rural area) covering about 2.5 lakh establishments.

Besides the surveys, the following studies are also covered under this component:

- (I) Survey of Working and Living Conditions of Workers belonging to Scheduled Castes and Scheduled Tribes Communities in Urban Areas.
- (II) Survey of Working and Living Conditions of Workers engaged in the unorganized sector of Industries/Employment
- (III) Socio-economic Conditions of Women Workers in Industry
- (IV) All India Survey on the Evaluation of the Minimum Wages Act, 1948
- (V) Contract Labour Survey

4. Occupational Wage Survey (OWS):

Availability of reliable statistics on wage rates and earnings in different industries, particularly for various occupations, is of considerable importance for a scientific study of the occupational wage structure in various industries and for the formulation of appropriate wage policy. The wage statistics available in the country under various Acts, like Payment of Wages Act, 1936, Collection of Statistics Act, 1959 and Minimum Wages Act, 1948 etc. suffer from serious gaps, as they provide only industry level data, instead of occupation-wise details, which are essential for a proper examination of wage rates and wage differentials in specific jobs/occupations. These details are needed to defining and establishing the suitable relationship in standardization of wages in an area/industry to ascertain occupational structure of labour supply and a cost of other factors relevant to the proper management of personnel in an industry.

The Occupational Wage Survey, thus, constitutes the only data source in the country, which provides such details. Under Occupational Wage Survey, Occupational wage data are collected in respect of workers in selected Service Sector, Plantations, Mines and Manufacturing Industries

at periodic intervals, so as to facilitate the generation of up to-date data base which, in turn, facilitate the fulfillment of the following objectives:-

To obtain occupation-wise data on employment, wage rates and dearness allowance for building up base year weights for updating the base of Wage Rate Index Numbers.

To obtain data on different components of pay roll earnings for different occupations for scientific studies of inter-industry and intra-industry differentials in earnings in Service Sector, Plantation, and Mining & Manufacturing industries. The latest 7th round of OWS has been completed recently. The preparatory work for 8th sub round is in progress.

5. Annual Survey Of Industries (ASI):

The Annual Survey of Industries (ASI) is the principal source of Industrial statistics in India. It provides statistical information to assess and evaluate objectively and realistically, the changes in the growth, composition and structure of the organized manufacturing sector comprising of activities relating to manufacturing, processes, repair services, gas and water supply and cold storage. From 1976-77 round, data under ASI is being collected under two schemes viz. (i) Census Sector (ii) Sample Sector.

Labour Bureau processes, compiles and disseminates data on the Labour Part of the ASI. The main objectives of the Annual Survey of Industries (Labour Part) data which the Labour Bureau compiles are to build a systematic database on Absenteeism; Labour Turnover; Earnings; Employment, and Labour Cost in Manufacturing Industries, and to analyse various components of Labour Costs such as Wage/Salary; Bonus; Provident Funds; Welfare Expenses, etc. in Manufacturing Industries. The latest data available is for the year 2018-19.

6. Modernisation of Machine Tabulation Unit (MMTU) - Digitalization And Automation of All Activities of Labour Bureau:

Labour Bureau aims to ensure expeditious dissemination of information on various facets of Labour with a minimum possible time lag to keep pace with the changing environment. To facilitate the organization in achieving its aim, the scheme was taken up with the following objectives:-

- i) Facilitating the work of different activities by using IT tools,
- ii) Regular updation of Labour Bureau's website

- iii) Imparting training to officers / staff in IT tools
- iv) Implementation of NeGP and E-office.

The broad objectives of digitalization and automation project are:

- a) To integrate the existing core activities of Bureau with advanced tools and technologies and making them paperless.
- b) Digitization of archive data records.
- c) IT based Survey solutions for surveys conducted by Bureau to make the surveys paperless.
- d) Development of a database management system that addresses the need for seamless data transfer, storage, access and integrity.
- e) Integration of database so created with the Bureau's website including creation of a dynamic dashboard for dissemination to end users.

7. Administrative Labour Statistics:

The Labour Bureau receives statutory statistics in the form of annual returns in the prescribed proforma under various Labour Acts from States/U.Ts and Central Agencies. In addition to these annual returns, monthly returns on i) industrial disputes resulting in work stoppages, ii) absenteeism, iii) closures, iv) retrenchments and v) lay-offs are also being received on voluntary basis.

Based on the data received by the enforcement machinery and provided to Labour Bureau under the following Labour Acts, the annual reports / reviews are published:

- i) Factories Act, 1948.
- ii) Trade Unions Act, 1926.
- iii) Payment of Wages Act, 1936
- iv) Minimum Wages Act, 1948
- v) Maternity Benefits Act, 1961.
- vi) Plantation Labour Act, 1951.
- vii) Legislation relating to Workers in Shops & Commercial Establishments
- viii) Industrial Employment (Standing Order) Act, 1946.
- ix) Industrial Disputes Act, 1947.
- x) Workmen's Compensation Act, 1923.

- xi) Motor Transport Workers Act, 1961.

8. Improvement of Labour Statistics and Surveys on employment and labour related issues:

Labour Bureau has been entrusted with the undertaking of the following All India Surveys, under this component:

- i) All-India Survey on Migrant workers,
- ii) All-India Survey on Domestic workers

In addition to above, this component also includes any survey of unanticipated nature which is entrusted by the Government to Bureau.

A brief on the above mentioned surveys is as follows.

a) All India Survey on Migrant Workers

- **Objective:**

The objective of the survey is to

- Estimate the number of domestic/internal migrant workers in the country.
- Collect data on their household characteristics, socio economic conditions and working conditions
- Study the impact of COVID19 on their work.

- **Coverage of the Survey:**

- The survey covers approximately 1.5 lakh households across all the State/UTs in India.

b) All India Survey on Domestic Workers

- **Objective:**

The objective of the survey is to

- To estimate the number of Domestic Workers across the country by important socio-demographic key characteristics.

- Collect data on the characteristics of Live-in and Live-out Domestic workers, household characteristics, socio-economic conditions, living and working conditions, etc.
- To estimation of the incidence and characteristics of households which employ domestic workers
- Study the impact of COVID19
- **Coverage of the Survey:**
 - The survey covers approximately 1.5 lakh households across all the State/UTs in India.

9. Research and Studies on Labour Related Matters:

Labour Bureau has been entrusted the collection and examination of research studies for Twelfth Digest of Indian Labour Research (2020-24), Statistical Profile on Women Labour and various other study entrusted by Government from time to time.

Under this scheme the Bureau brings out two publications, namely,

- (i) Digest of Indian Labour Research: An annotated bibliography of the research work done in the field of Labour in Indian Universities, Central and State Govt. Organizations, Research Institutes and by individual researchers, the Statistical Profile on Women Labour provides comprehensive data on important aspects of Women Labour in India at one place.
- (ii) Statistical Profile on Women Labour: Containing comprehensive data on important aspects of Women Labour in India at one place.

10. Wage Rate Index:

The Compilation and release of Wage Rate Indices on new base (2016=100) on half-yearly basis has been mandated to Labour Bureau by the Government. In the WRI-New Series with base 2016=100 there are 37 industries (30 Manufacturing Industries, 4 Mining Industries and 3 Plantation industries) which are being covered. The data relating to 713 occupations covering 37 selected industries are collected from about 2500 units spread across the country.

Labour Bureau collects, compiles, disseminates and facilitates study and analysis of inter industry/ intra-industry disparities in Wage Rate Index Numbers.

Further, Labour Bureau also compiles and disseminates absolute Wage Rate and real Wage Rate over a period of time. The disparity in Wage Rate Index, Absolute Wage Rate and Real Wage Rate is studied and published in Indian Labour Journal of Labour Bureau.

11. Publications on Labour Statistics:

Labour Bureau undertakes the release of the following publication on a regular basis:

- i) Indian Labour Journal (Monthly)-
 - a. It contains special articles from eminent persons in the field of labour, reports, labour characteristics, industrial disputes, statistical information on CPI numbers, information related to employment, wages, earnings etc.
- ii) Indian Labour Year Book (Annual) :
 - a. It provides a general description of various topics such as employment, wages, CPI numbers, welfare, housing, health, labour legislation, absenteeism, productivity, etc. in a compact format
- iii) Pocket Book of Labour Statistics (Annual) :
 - a. It provides serial statistics in respect of a number of important aspects of labour, covering information on employment, social security, prices, industrial disputes, accidents, safety and absenteeism, etc.
- iv) Indian Labour Statistics (Annual) :
 - a. It is an annual flagship publication of Labour Bureau and is a rich source of data on a wide range of parameters of labour in the country.