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## TRENDS IN INFORMALITY IN INDIA

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**ABSTRACT**

*The study of informal sector and informal employment has been in the limelight for the past few years with the recognition that informal economy is integrally linked to the formal economy and contributes to the overall economy. The definition of both is very wide and covers a range of activities. There has been a recent interest among researchers to identify patterns in the informal economy in both developing and developed countries. This has increased the need for better statistics on the informal economy. With its large labour force and economy India is one of the prime regions for studying the informal economy. Recent media coverage has highlighted facts like an overwhelming share of non-agricultural employment is in the informal sector, half of India's economy is informal and informal workers do not have job security and social security benefits. In this paper, using NSSO reports as the base, I examine trends in the informal sector and in informal employment across various states in India.*

**KEYWORDS**

Informal sector, Informal employment.

**1. INTRODUCTION**

Informality in economy has gained prominence in the last few decades. The term informal economy is used by the ILO as including the informal sector as well as informal employment, and that as a supplement to the System of National Accounts 1993 an international conceptual framework for measurement of the non-observed economy already exists, which distinguishes the informal sector from underground production, illegal production, and household production for own final use (NSSO 2014: 37). There has been an increase in the number of countries collecting data on informal sector and informal employment as countries have adopted the International Conference of Labour Statisticians (ICLS) recommendations for defining informal employment and the informal sector (ILO, 1993; ILO, 2003). A recent International Labour organization (ILO) report on the informal economy (ILO, 2013) pegs informal employment at 83.6% of non-agricultural employment for India in 2009-10. Furthermore, the bulk of informal employment of men is concentrated in employment in the informal sector while that of women is outside the informal sector, for instance, domestic work. For example, in India, 26.2% of employed women are in informal employment outside the informal sector in contrast to 14.7% of men. The report also mentions that between 2004-05 and 2011-12, the total informal employment and informal employment outside the informal sector as share of non-agricultural employment increased, while employment within the informal sector decreased. In 2011-12, informal employment accounted for nearly 85% of total non-agricultural employment; the shares of employment in the informal sector and informal employment outside the informal sector were 66.8% and 17.9% respectively.

There are links between working informally and being poor. Average incomes are lower in the informal economy than in the formal economy. As a result, a higher percentage of people working in the informal sector, relative to the formal sector, are poor. Informal incomes worldwide tend to decline as one moves across the following types of employment: from employer to self-employed to informal and casual wage workers to industrial outworker (Chen et al., 2002). Informal workers often face greater exposure to general risks (illness, property loss, disability, old age, and death) given the nature of their work and living conditions. They also face greater work-related risks than those who work in the formal sector. Dependent informal workers face little assurance or guarantee of work, low wages or earnings, few worker benefits, and unsafe or unhealthy working conditions. Independent informal workers often have insufficient market information, skills, or power and, therefore, less access to existing or emerging market opportunities. Additionally, those who work in the informal sector typically have fewer mechanisms including access to formal financial instruments for dealing with risk than those who work in the formal sector do (Chen et al., 2002). Thus the quality of employment is generally lower in informal jobs and informal employment is on the rise. Using the National Commission for Enterprises in the Unorganised Sector (NCEUS) definition of formal and informal sectors for the NSSO data Dhanya (2013) indicates that in India around 91% workforce is involved in informal employment. He also concludes that the equation of formal and informal workers within formal sector has changed over the years with more informal workers compared to formal workers.

The National Sample Survey offices (NSSO) has been collecting data on the informal sector in the Employment & Unemployment surveys that are generally conducted every five year from the 55<sup>th</sup> round (1999-2000). In the 55<sup>th</sup> round coverage for proprietary and partnership enterprises was limited to the entire non-agricultural sector only. In 61<sup>st</sup> round also proprietary and partnership enterprises were taken as Informal Sector for all practical purposes but this time they belonged not only to the entire non-agricultural sector but also a part of the agricultural sector. Exactly same coverage in respect of informal sector and conditions of employment was taken in the 68<sup>th</sup> round. Over the last three rounds of 2004-05 (61<sup>st</sup>), 2009-10 (66<sup>th</sup>) and 2011-12 (68<sup>th</sup>), separate reports on comparable estimates have been published by the NSSO, titled Informal Sector and Conditions of Employment in India (Rustagi, 2015). In this paper I use the 61<sup>st</sup> and 68<sup>th</sup> round reports of NSSO to examine trends in the informal sector and in informal employment across various states in India. To the best of my knowledge this is one of the first papers to examine the trend across states. The only other paper that does something similar is by Naik (2009). He however only looks at the average annual growth rate by state between 1999-2000 and 2004-05 of informal sector workers and informal workers.

The rest of the paper is organized as follows. Section 2 talks about the concept of informality. Section 3 examines the trends across states. Section 4 concludes.

**2. CONCEPT OF INFORMALITY**

The international statistical definition of the informal sector was outlined by the 15<sup>th</sup> ICLS in 1993. A definition of informal employment was proposed and discussed by the International Labour Conference (ILC) in 2002 and endorsed by the 17<sup>th</sup> ICLS in 2003. As per 15<sup>th</sup> ICLS, the informal sector is broadly characterized as consisting of:

- Units engaged in the production of goods or services with the primary objective of generating employment and incomes to the persons concerned. These units typically operate at a low level of organization, with little or no division between labour and capital as factors of production and on a small scale. Labour relations - where they exist - are based mostly on casual employment, kinship or personal and social relations rather than contractual arrangements with formal guarantees.
- Production units of the informal sector have the characteristic features of household enterprises. The fixed and other assets used do not belong to the production units as such but to their owners. The units as such cannot engage in transactions or enter into contracts with other units, nor incur liabilities, on their own behalf. The owners have to raise the necessary finance at their own risk and are personally liable, without limit, for any debts or obligations incurred in the production process. Expenditure for production is often indistinguishable from household expenditure. Similarly, capital goods such as buildings or vehicles may be used indistinguishably for business and household purposes.

Thus, for statistical purposes, the informal sector, as per guidelines of 15<sup>th</sup> ICLS is regarded as a group of production units which, according to the definitions and classifications provided in the United Nations System of National Accounts, form part of the household sector as household enterprises or, equivalently, unincorporated enterprises owned by households.



According to the 17<sup>th</sup> ICLS framework, informal employment is identified by jobs classified by status of employment of the workers and the types of production units in which they were employed. The different types of production units are:

- a. formal sector enterprises
- b. informal sector enterprises
- c. households which produce goods for their own final use and/or those employing domestic workers

The status of employment of the workers performing the jobs may be one of the following:

- a. employers
- b. contributing family workers
- c. employees
- d. member of informal producers co-operatives

The employment may be considered as formal or informal depending upon the type of enterprises in which the workers are engaged or the nature of work they perform.

The informal employment comprises jobs held by:

- a. own-account workers and employers who have their own informal sector enterprises
- b. contributing family workers, irrespective of whether they work in formal or informal sector enterprises
- c. employees who have informal jobs<sup>1</sup> whether employed by formal sector enterprises, informal sector enterprises, or as paid domestic workers by households
- d. members of informal producers cooperatives
- e. persons engaged in the own-account production of goods exclusively for own final use by their household, such as subsistence farming or do-it-yourself construction of own dwellings

Informal sector enterprises in NSSO reports mean proprietary and partnership (P & P) type enterprises within the non-agriculture and agriculture sector excluding growing of crops, plant propagation, combined production of crops and animals without a specialized production of crops or animals (AGEGC) sectors (NSSO 2014: 49). NSSO uses information on employment status, type of enterprise, type of job contract, availability of paid leave, availability of social security benefits, nature of employment, existence of union/ association, etc. for identification of informal employment (NSSO 2014: 27).

### 3. TRENDS

#### 3.1 TRENDS IN INFORMAL SECTOR

The percentage of workers in the informal sector (defined as percentage of workers engaged in P & P enterprises among workers engaged in AGEGC and non-agriculture sectors) has decreased over time from 78% in 2004-05 (61<sup>st</sup> round) to 72% in 2011-12 (68<sup>th</sup> round) (calculated from statement 3.8 of NSSO (2014: 51)). The decline for males was about 3 percentage points and that for females was about 11 percentage points. Looking at the state wise decline from Table 1, we see that most states show a decline in percentage of workers engaged in the informal sector. Bihar shows a decline of 14.6 percentage points while Haryana, Nagaland and Rajasthan show a decline of nearly 10 percentage points. Union Territories (Dadra and Nagar Haveli and Daman and Diu) show a significant increase in percentage of workers in the informal sector. Some states also show an increase in percentage of workers in the informal sector. The most significant increase is for Arunachal Pradesh (15 percentage points). The change is usually higher for females than for males across most of the states.

The proportion of workers in the informal sector among workers engaged in AGEGC and non-agriculture sectors for different statuses in employment<sup>2</sup> across states is presented in Table 2. Between 2004-05 and 2011-12, among the self-employed in AGEGC and non-agriculture sectors, the proportion of workers employed in the informal sector increased by about 1 percentage point in both rural and urban areas (NSSO 2014: 55). The change in percentage of informal sector workers across the two surveys shows a mixed pattern for among those who are self employed among most of the states but it has increased at the all India level. For regular wage/salaried employees the change in percentage of informal sector workers broadly shows a decline across most states/union territories. It has also declined at the all India level by about 1 percentage point.

#### 3.2 TRENDS IN INFORMAL EMPLOYMENT

To get an idea about the volume of informal employment in the country, NSSO collects information on different conditions of employment of the employees (i.e., regular wage/salaried employees and casual labourers) in the usual status like, whether there was any written job contract in the employment, whether employees were eligible for the paid leave, whether employees were covered under social security benefits, etc., for those employed in AGEGC and non-agriculture sectors (NSSO 2014: 71). To see the trends in informal employment I examine the change across states in the two rounds for some of these variables. I begin by examining the percentage of employees with a written job contract. At the all India level there has been an increase in percentage of employees with no written job contracts in the non-agricultural and AGEGC enterprises. There has been an increase across males and females even though the percentage point increase for males is higher than that for females. In 2004-05 the percentage was nearly same for males and females while it is marginally higher by about 2 percentage points for males in 2011-12. Most states show an increasing trend in males and females without formal job contracts with the increase being higher for males. Table 3 presents the results across the states/union territories.

I then look at the change in nature of employment across the two surveys. Table 4 presents the trends across states and the two surveys. Nature of employment was defined to be permanent if the person was, in normal course, likely to continue in the same employment (NSSO 2014: 76). The percentage of temporary employees in the AGEGC and non-agriculture sectors decreased from 46% in 2004-05 to 42% in 2011-12. Not all states show this decrease though: Assam, Bihar, Chhattisgarh, Haryana, Punjab and Uttarakhand show an increase in the percentage of temporary employees with Chhattisgarh showing the highest increase of 14 percentage points. Additionally, the decrease is more uniform for males than it is for females across states. Some states that show a decrease or a marginal increase for males show a large increase in percentage of females in temporary employment. In the survey paid leave included the cases of leave during sickness, maternity or such leaves as the employee was eligible to take without loss of pay as per the conditions of employment. This is a good indicator of the informal nature of employment. Table 5 presents the comparison of percent of workers eligible for paid leaves across the states in the two survey years. At all India level there has been an increase in the percentage of employees (66% to 71%) not eligible for paid leave pointing towards a rise in informal employment. Manipur shows a very steep increase (30 percentage points) followed by Uttar Pradesh and Jammu & Kashmir. This increase is nearly uniform for males and females across states. Finally I look at the percentage of employees not eligible for any social security benefits. The survey considers Provident Fund (PF) scheme, gratuity and, health care & maternity benefits as forms of social security benefits<sup>3</sup>. Non-availability of social security benefits is a measure of

<sup>1</sup> Employees are considered to have informal jobs if their employment relationship is, in law or in practice, not subject to national labour legislation, income taxation, social protection or entitlement to certain employment benefits (advance notice of dismissal, severance pay, paid annual or sick leave, etc.). The reasons may be the following: non-declaration of the jobs or the employees; casual jobs or jobs of a limited short duration; jobs with hours of work or wages below a specified threshold (e.g. for social security contributions); employment by unincorporated enterprises or by persons in households; jobs where the employees place of work is outside the premises of the employers enterprise (e.g. outworkers without employment contract); or jobs, for which labour regulations are not applied, not enforced, or not complied with for any other reason. The operational criteria for defining informal jobs of employees are to be determined in accordance with national circumstances and data availability.

<sup>2</sup> Status in employment (code): self-employed - 11, 12, 21; regular wage/ salaried employees 31; casual labour in public works - 41; casual labour in works other than public works - 51.

<sup>3</sup> The term Provident Fund included General Provident Fund, Contributory Provident Fund, Public Provident Fund (PPF), Employees Provident Fund, etc. If an employee operated a PPF account in his/her individual capacity and the employer was not contributing to that account, it was not considered as availability of social security benefit. A scheme, in which both the employee and the employer contributed, was considered a social security benefit. Similarly, if an employee was eligible for paid leave for a specified period of pre-natal/childbirth/post-natal stages or if the expenditure for maternity care or childbirth was met by the employer as per the conditions of employment, then such benefits were considered as health care and maternity benefits.

insecurity/informality in the job one performs. The percentage of employees not eligible for any social security benefits in the non-agricultural and AGECC enterprises has increased marginally by about 1 percentage point across the 2 survey years. The increase is the same for both males and females but there is no distinct pattern across the states.

#### 4. CONCLUSIONS

A large percentage of the workforce in India is either in the informal sector or is informally employed. In 2011-12 72% of workers were employed in the informal sector with a larger proportion of males as compared to females working in the informal sector. In terms of status of employment the percentage of self-employed workers in the informal sector shows a slight increase between the two survey years while the percentage of regular wage/salaried workers shows a comparable decrease. Working conditions seem to have worsened for informally employed workers. Per cent of the employees in the AGECC and non-agriculture sectors with no written job contract has increased and so has the proportion of employees not eligible for paid leave. The proportion of employees with no social security benefits has also increased between 2004-05 and 2011-12. The pattern is similar for males and females but is not so uniform across states. All this points towards a rise in informal employment. Given the large labour force in India, policy makers need to think about ways to provide skills to workers and also aid transition into the formal sector/economy. Further research can compare states that have experienced a decline in informality with those that have experienced an increase and look into policies/schemes that might have caused this.

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## TABLES

TABLE 1: PERCENTAGE OF WORKERS ENGAGED IN P&amp;P ENTERPRISES AMONG WORKERS OF AGE 15 AND NON-AGRICULTURE SECTORS

State	61 <sup>st</sup> round (2004-05)			68 <sup>th</sup> round (2011-12)		
	Male	Female	Total Persons	Male	Female	Total Persons
Andhra Pradesh	81.8	81.4	81.7	76.2	74	75.6
Arunachal Pradesh	14.2	8.5	13.2	30.2	18.5	28.3
Assam	62.2	48.2	60.4	62.6	40.1	60.3
Bihar	81.6	82.6	81.7	67.1	67.7	67.1
Chhattisgarh	70.7	70.2	70.6	67.8	58.6	65.3
Delhi	69.3	32.4	65	66.1	43.3	62.8
Goa	67	55	63.9	40.9	20.6	35.8
Gujarat	76.5	84.4	78.9	74.4	77.9	75.1
Haryana	71.4	92.1	78.8	65.8	77.8	68.3
Himachal Pradesh	50.7	70.3	55.9	45.4	57.4	48.8
Jammu & Kashmir	63.9	83.5	68.1	68.7	84.6	72.4
Jharkhand	67.7	68.2	67.8	69.7	70	69.7
Karnataka	78.6	76.4	78	69.8	65.3	68.8
Kerala	82.5	70.6	78.8	82.1	57.5	74.7
Madhya Pradesh	67.9	61.3	66.4	69	65.5	68.3
Maharashtra	71.9	64.2	70.2	66.4	58	64.7
Manipur	48	70.2	56.2	57.1	49	53.8
Meghalaya	52.5	47	50.3	55.7	43.6	51.8
Mizoram	33.7	58.7	41.6	38.1	54.4	43.5
Nagaland	45.5	58.8	48.9	36.6	48.4	38.8
Odisha	74.3	79.9	75.9	71.4	74.4	72.1
Punjab	79	90	83.2	80.8	86.1	82.3
Rajasthan	83.6	89	85.3	77	69.6	74.9
Sikkim	52.6	51.4	52.3	49.7	50.4	49.9
Tamil Nadu	80.9	81.2	81	77.7	58.1	71.2
Tripura	48.4	35.8	46.8	60.9	25.3	50.5
Uttarakhand	66.8	86.5	72.5	76.6	68	75.4
Uttar Pradesh	81.5	90.5	83.9	79.2	86.2	80.6
West Bengal	78.8	77.7	78.5	79.7	75.4	78.6
A & N Islands	53.6	43.3	51.5	54.1	40.5	50.6
Chandigarh	56	33.6	52.1	59.8	45.2	57.6
Dadra & Nagar Haveli	41.7	59.2	45.6	31.6	16.2	29.2
Daman & Diu	59.2	54	58.2	23	45.6	25
Lakshadweep	51.4	50.9	51.3	47.8	30.3	45.3
Puducherry	75.1	77.2	75.7	71.3	64.4	69.6
All India	76.7	79.7	77.5	73.4	69.2	72.4

Source: Statement 3.8.1 NSSO (2014: 102) and Statement 3.8.1 NSSO (2007: 74)

**TABLE 2: PERCENTAGE OF INFORMAL SECTOR (P & P) WORKERS AMONG TOTAL WORKERS ACCORDING TO USUAL STATUS IN NON-AGRICULTURAL SECTOR AND AGECC SECTOR FOR EACH DETAILED USUAL EMPLOYMENT STATUS**

	61 <sup>st</sup> round (2004-05)			68 <sup>th</sup> round (2011-12)		
	Status in Employment					
State	11 - 21	31	51	11 - 21	31	51
Andhra Pradesh	96.4	48.4	86.8	97.6	48.4	87.2
Arunachal Pradesh	34.9	4.1	30.4	71.7	7	35.1
Assam	93.1	19.4	34.2	89.6	20.1	39.6
Bihar	90.6	37.9	80	91.3	29.9	49.6
Chhattisgarh	94.4	37.9	80.8	93.3	29.7	80.6
Delhi	98.4	45.9	73.1	96.5	46.1	53.2
Goa	100	38.4	80.3	94.2	13	19.3
Gujarat	99.8	43.9	86.4	99.5	49.6	80
Haryana	97.3	43	69.5	97.6	30.5	78.2
Himachal Pradesh	94.2	18.6	46.6	94.9	18.9	41.8
Jammu & Kashmir	96.4	25.1	65.2	97.3	32.9	85.5
Jharkhand	91.7	27.5	64.4	93.7	27.8	74
Karnataka	98.4	43.9	83.1	98.3	34.7	82.3
Kerala	97.3	42.3	84.2	98	44.8	84.7
Madhya Pradesh	93	23.3	72.8	98.7	32	68.3
Maharashtra	96.9	41.8	83	98	37.1	82.6
Manipur	81	10.7	67.2	94.5	13.8	55.9
Meghalaya	86	8.8	67.3	88.6	11	59.1
Mizoram	87.6	5.7	64.3	93.3	10.7	75
Nagaland	81.1	6.5	52	94	5.1	37.4
Odisha	94.4	29.9	72	96.8	31.6	63.7
Punjab	98.1	52.6	82.7	98.6	53.9	93.1
Rajasthan	98.9	52.5	85.1	98	45.7	81.4
Sikkim	98.1	25.7	76.3	99.6	23.7	53.3
Tamil Nadu	99.8	51.9	91.1	99.2	50.1	88.5
Tripura	80.1	16.4	34.2	94.5	21	54.6
Uttarakhand	94.3	26.5	84.3	99.5	35.8	86.5
Uttar Pradesh	95.3	47.9	83.9	97.9	44.2	82.4
West Bengal	95.7	36.1	83.1	98.4	39	81.3
A & N Islands	99.8	6.5	68.9	99.2	25.9	75.1
Chandigarh	96.8	29.6	75.8	98.5	27.5	84.2
Dadra & Nagar Haveli	100	14.9	75.9	100	13.3	94.2
Daman & Diu	99.7	24.8	35.4	100	11.7	82.3
Lakshadweep	97	0	82.6	72.8	7.1	88.1
Puducherry	99.8	45.3	87.8	100	42.1	98.2
All India	96.3	42.3	80.7	97.4	40.9	78.7

Source: Statement 3.10.1 NSSO (2014: 111) and Statement 3.10.1 NSSO (2007: 83)

11-21:self employed, 31:regular wage/ salaried employees, 51:casual labour in works other than public works

TABLE 3: PERCENTAGE OF EMPLOYEES WITH NO WRITTEN JOB CONTRACT AMONG EMPLOYEES ENGAGED IN THE NON-AGRICULTURAL AND AGECC

State	61 <sup>st</sup> round (2004-05)			68 <sup>th</sup> round (2011-12)		
	Male	Female	Total Persons	Male	Female	Total Persons
Andhra Pradesh	77.5	79.4	77.9	85.8	87.1	86.1
Arunachal Pradesh	43.8	51.8	45.3	54.4	56.2	54.7
Assam	67.6	67.5	67.6	74.1	58	72
Bihar	66.9	63.7	66.5	79.3	44.1	77.2
Chhattisgarh	69.3	77.7	71	70.5	73.4	71.4
Delhi	78	62.3	75.9	62.6	60.2	62.2
Goa	75	76.9	75.5	73.4	72.7	73.2
Gujarat	76.9	82	77.9	82.4	77.3	81.6
Haryana	78.4	74.8	78	77.7	63.5	76
Himachal Pradesh	74.7	59.5	72.4	65.3	50.2	62.3
Jammu & Kashmir	78.3	78.7	78.3	80.4	73.6	79.6
Jharkhand	74.9	80.6	75.8	81.1	77.5	80.7
Karnataka	71.9	63.4	70.1	76.9	76.6	76.8
Kerala	83.4	68.9	79.5	86.8	68.5	81.2
Madhya Pradesh	67.1	81.9	70.4	73.4	81.2	74.8
Maharashtra	61.5	63.1	61.8	63.4	71.5	65
Manipur	57	48.3	55.2	58.8	70.7	63.7
Meghalaya	73.6	69.2	72.1	72.2	57.3	67.8
Mizoram	41.9	36.3	40.7	55.2	57.7	55.9
Nagaland	48.3	56	49.7	45	57.7	46.7
Odisha	69.5	75.5	70.7	78.2	80.2	78.6
Punjab	79.1	72.7	78.2	85.2	73.4	83.5
Rajasthan	78.8	77.5	78.6	87.1	87.5	87.2
Sikkim	45.6	44.3	45.3	40	42.3	40.5
Tamil Nadu	77	81.2	78.1	87.6	87.8	87.7
Tripura	70.7	68	70.3	83.6	83.5	83.6
Uttarakhand	64.6	58	63.6	69.5	48.6	67.4
Uttar Pradesh	77.1	66.7	76.2	86.2	71.1	84.8
West Bengal	73.9	78.2	74.7	76.1	72.2	75.4
A & N Islands	39.3	38	39	52.4	47.4	51.1
Chandigarh	96.6	99.9	97.3	68	63.8	67.4
Dadra & Nagar Haveli	98.9	100	99.1	84.8	68	81.9
Daman & Diu	74.7	91.4	77.1	89.1	70.7	87.8
Lakshadweep	53.7	14.6	51	52.2	25.7	48.3
Puducherry	78.6	87.3	80.3	84.7	78.3	83.2
All India	73.7	73.6	73.7	79.3	77.1	78.9

Source: Statement 3.19.1 NSSO (2014: 138) and Statement 3.19.1 NSSO (2007: 107)



TABLE 4: PERCENTAGE OF TEMPORARY EMPLOYEES AMONG EMPLOYEES ENGAGED IN THE NON-AGRICULTURAL AND AGECC ENTERPRISES

State	61 <sup>st</sup> round (2004-05)			68 <sup>th</sup> round (2011-12)		
	Male	Female	Total Persons	Male	Female	Total Persons
Andhra Pradesh	39.5	38.2	39.2	34.1	42	35.9
Arunachal Pradesh	37.2	40.6	37.8	31.3	45.6	33.6
Assam	36.8	42.4	37.7	46.5	37.6	45.3
Bihar	49.1	36.2	47.5	56.6	49	56.1
Chhattisgarh	28.2	32	29	42.7	46.7	43.9
Delhi	57.1	50.6	56.2	42.6	47.9	43.5
Goa	55.1	62.2	57.1	29.3	43.9	33.5
Gujarat	42	63.6	46.3	38.3	48.5	40
Haryana	53.4	52.2	53.3	57.2	43.9	55.6
Himachal Pradesh	36.4	42.9	37.4	15.6	28.5	18.3
Jammu & Kashmir	37.9	33.9	37.6	38.1	38.7	38.2
Jharkhand	47.9	57.2	49.5	41.6	47	42.2
Karnataka	45	49.6	45.9	27.6	32.8	28.7
Kerala	50.4	46.7	49.4	39.8	44.7	41.3
Madhya Pradesh	44.1	50.6	45.6	56	65.2	57.6
Maharashtra	40.9	43.9	41.5	31.4	33.8	31.9
Manipur	17.6	31.6	20.4	17.4	41.5	27.2
Meghalaya	23.2	29.6	25.4	24.4	19.8	23
Mizoram	15.5	16.1	15.6	16.2	44.5	23.9
Nagaland	12.4	26.4	15.1	7.7	30	10.8
Odisha	49.4	59.1	51.4	33.6	52.1	37
Punjab	48	50.2	48.3	53.6	37.4	51.3
Rajasthan	51.7	61	53.2	43.5	53.5	45.8
Sikkim	45.9	42.7	45.2	16.9	19.6	17.5
Tamil Nadu	38.8	42.4	39.7	42.5	57.4	47.3
Tripura	29.3	34.1	30	20.3	35.8	25.6
Uttarakhand	27.4	31.5	28	35.5	26.5	34.6
Uttar Pradesh	50.1	51.9	50.2	48.7	51	48.9
West Bengal	47.1	54.9	48.5	37.8	45.1	39.1
A & N Islands	42.3	39.8	41.8	34.2	37.1	35
Chandigarh	41	42.3	41.3	23.1	16.5	22.2
Dadra & Nagar Haveli	36.5	87.1	46.3	24.6	34.7	26.3
Daman & Diu	49.6	79.3	53.9	4.4	24.5	5.8
Lakshadweep	43.2	25.3	41.9	46.3	51.1	47
Puducherry	72	86.2	74.8	55.5	65.3	57.9
All India	44.9	48.2	45.5	41.1	46.4	42.1

Source: Statement 3.21.1 NSSO (2014: 141) and Statement 3.21.1 NSSO (2007: 110)

TABLE 5: PERCENTAGE OF EMPLOYEES NOT ELIGIBLE FOR PAID LEAVE AMONG EMPLOYEES ENGAGED IN THE NON-AGRICULTURAL AND AGECC ENTERPRISES

State	61 <sup>st</sup> round (2004-05)			68 <sup>th</sup> round (2011-12)		
	Male	Female	Total Persons	Male	Female	Total Persons
Andhra Pradesh	68.8	72.4	69.7	69.3	79	71.5
Arunachal Pradesh	20.3	24.9	21.1	24	38.2	26.4
Assam	53.5	59.7	54.5	64.5	60.7	64.1
Bihar	62	65.5	62.4	73.9	55.9	72.8
Chhattisgarh	58.4	65.9	60	70.7	73.5	71.5
Delhi	66.6	45.7	63.8	51.2	36	48.6
Goa	52.9	57	54	36.3	46.8	39.4
Gujarat	63.3	74.7	65.6	73.7	69.8	73.1
Haryana	65.1	64	65	65.8	50.3	64
Himachal Pradesh	64.3	44.8	61.3	68.2	71	68.8
Jammu & Kashmir	55.9	54.1	55.7	68.3	58.2	67.2
Jharkhand	70.6	81.3	72.4	77.6	68.4	76.6
Karnataka	64.2	61.7	63.7	58	53.1	57
Kerala	79.5	61.9	74.8	81.3	67.4	77
Madhya Pradesh	62.2	75.5	65.2	69.3	76.3	70.6
Maharashtra	59.6	62.1	60.1	60.6	66.8	61.8
Manipur	27.5	43.2	30.6	46.8	87.9	63.7
Meghalaya	45.1	30.9	40.3	53.4	32.8	47.3
Mizoram	20.6	24.6	21.4	30.5	49.2	35.6
Nagaland	9.7	16.3	10.9	13.7	27.2	15.6
Odisha	64.6	73	66.3	76.3	76.4	76.3
Punjab	69.8	53.5	67.4	79.3	69.4	77.9
Rajasthan	76.9	78.4	77.2	80.6	84.9	81.6
Sikkim	52.1	48.3	51.3	44.4	45.2	44.6
Tamil Nadu	68.5	73.2	69.6	70	77.8	72.5
Tripura	68.4	64.9	67.9	83.1	89.6	85.3
Uttarakhand	51.5	47.8	51	64.3	46.2	62.4
Uttar Pradesh	70.2	56.9	69	83.6	74.7	82.8
West Bengal	61	58.6	60.6	70.2	65.1	69.3
A & N Islands	44.7	48.1	45.3	58.6	65.8	60.5
Chandigarh	39.5	37.4	39.1	45.9	24.2	42.9
Dadra & Nagar Haveli	70.3	93.9	74.8	81.3	68	79.1
Daman & Diu	57	77.1	59.9	52.7	37.1	51.6
Lakshadweep	54.6	13.7	51.8	52.1	37.6	50
Puducherry	69.3	79.4	71.3	68.8	84.8	72.7
All India	65.9	66.2	66	71.3	70.7	71.2

Source: Statement 3.22 NSSO (2014: 144) and Statement 3.22.1 NSSO (2007: 113)

TABLE 6: PERCENTAGE OF EMPLOYEES NOT ELIGIBLE FOR ANY SOCIAL SECURITY BENEFIT AMONG EMPLOYEES ENGAGED IN THE NON-AGRICULTURAL AND AGE GC ENTERPRISES

State	61 <sup>st</sup> round (2004-05)			68 <sup>th</sup> round (2011-12)		
	Male	Female	Total Persons	Male	Female	Total Persons
Andhra Pradesh	75.6	72.3	74.8	69.3	80.1	71.8
Arunachal Pradesh	24.5	38.5	27.1	20.8	30.7	22.5
Assam	55	61.7	56.1	58.6	54.6	58
Bihar	65.2	74.9	66.4	69.6	59.1	69
Chhattisgarh	66.9	75.2	68.6	75.7	85.9	78.7
Delhi	66.9	54.8	65.2	53.2	39.3	50.8
Goa	52.3	55.2	53.1	33.5	45.4	36.9
Gujarat	69.3	85.6	72.5	74.6	76.2	74.8
Haryana	69.1	73.1	69.5	66.4	56.8	65.2
Himachal Pradesh	65.2	55.2	63.7	67.8	61.1	66.4
Jammu & Kashmir	54.8	59.8	55.3	68.5	65.8	68.2
Jharkhand	71	82.4	72.9	76.3	71.5	75.8
Karnataka	69.3	67.1	68.9	61.1	56.9	60.2
Kerala	81.9	67.4	78	83.7	70.3	79.6
Madhya Pradesh	69.2	84.9	72.7	68.7	77.7	70.3
Maharashtra	64.7	70	65.8	62.2	68.4	63.4
Manipur	30.2	53.7	34.9	38.1	77.4	54.2
Meghalaya	49.2	40.6	46.3	50.8	40	47.6
Mizoram	19.7	23.9	20.6	28.5	30.9	29.1
Nagaland	10.9	26.8	13.9	11.8	31.6	14.6
Odisha	66.9	77.4	69.1	72.7	79.5	73.9
Punjab	75	65.8	73.7	79.7	74.8	79
Rajasthan	79.8	84.3	80.5	81.9	86.3	82.9
Sikkim	54.1	50.7	53.4	50.6	53.3	51.2
Tamil Nadu	72.2	77.1	73.4	73.7	80.8	76
Tripura	71	70.4	70.9	83	89.4	85.2
Uttarakhand	56.7	60.9	57.3	66.9	56	65.8
Uttar Pradesh	73.7	73	73.6	80.4	81.5	80.5
West Bengal	67.9	78	69.7	74.7	76.9	75.1
A & N Islands	45.8	49.2	46.5	56.5	65.6	58.9
Chandigarh	46.7	44.8	46.3	49	28.2	46.1
Dadra & Nagar Haveli	71.6	93.1	75.7	37.1	70.4	42.7
Daman & Diu	66.1	77.1	67.7	17.4	58.8	20.2
Lakshadweep	51	13.7	48.4	55.4	60.1	56.1
Puducherry	66.5	74.4	68.1	68.4	82.5	71.8
All India	70.3	73.7	70.9	71.8	74.3	72.2

Source: Statement 3.24.1 NSSO (2014: 147) and Statement 3.24.1 NSSO (2007: 116)

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