

*AS&FAT***MOST IMMEDIATE****No. 88/01/2025-C&E**

Government of India

Ministry of Labour & Employment
Labour Bureau

Shram Bureau Bhawan,

Sector - 38 (West),

Chandigarh – 160 036.

Dated : 26.08.2025

To

The Under Secretary,
 ESA Section,
 Ministry of Labour & Employment,
 Shram Shakti Bhavan, Rafi Marg,
 New Delhi.

Subject : Timely finalization of third party evaluation report and Submission of Standing Finance Committee (SFC) Memo – regarding.

Sir,

I am directed to refer to Ministry's email dated 24th July, 2025 on the above subject and to send as enclosed the Standing Finance Committee (SFC) Memo of Labour & Employment Statistical System (LESS) scheme of Labour Bureau after incorporating the comments made by various stakeholders and the reply of Labour Bureau thereon for further necessary action please.

This issues with the approval of Director General.

A Soft copy of this information has also been sent on esa.lb@gov.in.

Encl: As above.

Yours sincerely,

AK

(ARSHEE KHOSLA)
DEPUTY DIRECTOR

APPRAISAL FOR CONTINUATION OF SCHEMES

1. Name of the Scheme:

Labour Bureau, an attached office of the Ministry of Labour & Employment (MoL&E), implements Single Umbrella Central Sector Scheme "Labour & Employment Statistical System (LESS)"

2. Objectives of the scheme:

As a central pillar of India's labour data ecosystem, LESS plays a crucial role in informing wage policy, employment generation, and labour welfare programs. Administered by the Ministry of Labour & Employment; the scheme produces a range of high-impact statistical outputs which are widely utilized by the policy makers, regulators such as the RBI, and social sector planners.

The main objectives of the LESS scheme of the Labour Bureau are organized as under:

(i) Labour Market Indicators:

The Bureau constructs and maintains various index numbers, the important ones being Consumer Price Index (CPI) for Industrial, Agricultural and Rural Workers, reflecting changes in living costs for different segments of workforce and Wage Rate Indices, , providing wage trends and insights into inflationary pressures on essential commodities. Additionally, it compiles administrative statistics on absenteeism, labour turnover, labour costs, employment, earnings, and industrial disputes, which are essential indicators of the functioning of the labour market.

(ii) Labour Research:

The Bureau publishes research studies on labour issues across the organized and unorganized sectors. Key studies cover areas such as domestic , migrant and other workersimplementation of the Minimum Wages Act, the Occupational wage Survey (OWS), and more. Besides these, Rural Labour Enquiry, Quarterly Employment Surveys and Sector-specific studies like those on the Pradhan Mantri Mudra

Yojana are also brought out by the Bureau that present survey based data for policy purposes with a research perspective.

(iii) Monitoring and Evaluation:

The Bureau gathers, compiles and publishes labour data from statutory sources under various Labour Acts. This information, accessible on the Bureau's website, informs ongoing monitoring efforts.

(iv) Regular Publications:

The Bureau provides essential labour data through publications like the Indian Labour Journal (monthly), Indian Labour Statistics (annual), Pocket book of Labour Statistics (annual), and the Indian Labour Year Book (annual), which offers useful labour-related insights.

(v) Training:

Regular training programs are conducted for price collectors, supervisors, and senior officials from states and union territories. The Bureau also provides skill-building programs for officers and staff in collaboration with VVGNLI, enhancing domain expertise and functional competencies.

3. Background of the scheme:

Labour Bureau is an attached office of the Ministry of Labour & Employment (MoL&E), set up in 1920, having an existence of more than 100 years. Initially, it was established as the "Indian Labour Bureau" with a focus as a reference point on matters related to Labour Statistics. Later, it was renamed as the "Directorate of Cost of Living" in the year 1941 to conduct family budget enquiries and compile Cost of Living Index Numbers. Finally in 1946, it was again renamed as Labour Bureau

with added functions of administrative statistics, wages, and surveys on different facets of Labour.

Labour Bureau is headquartered at Chandigarh having Pan-India existence with nine regional offices located at Kolkatta, Chennai, Ahmedabad, Kanpur, Guwahati, Mumbai, Hyderabad, Jaipur, and Indore. The schemes being implemented by the Labour Bureau till the 10th plan period were subsumed under single umbrella scheme namely, the "Labour & Employment Statistical System (LESS)" scheme with effect from the 11th Plan with the approval of the erstwhile Planning Commission. In view of the Government's decision of doing away with the Plan and Non-Plan distinction, the erstwhile Plan and Non-Plan schemes have been made part of the LESS scheme from 201718 onwards.

Continuing the legacy of the Organization, Labour Bureau implements different activities under Single Umbrella Central Sector Scheme "Labour & Employment Statistical System (LESS)".

The work design of LESS has following key components: -

- **Index Numbers**
- **Surveys**
- **Labour Statistics**

The Main Activities undertaken under the key components of LESS scheme can be visualized as:



Key Component: Index Numbers

Labour Bureau is ^apioneer in the field of collection, compilation and publication of price indices. The organization's indexing work is distinguished by its scientific rigor and institutional autonomy. **The sub-components categorized under Index Numbers, being undertaken by Labour Bureau, are:-**

- **Consumer Price Index Numbers for Industrial Workers (CPI-IW) [2016 = 100]**
- **Consumer Price Index Numbers for Agricultural and Rural Labourers (CPI-AL/RL) [2019=100]**
- **Wage Rate Index [WRI] [2016=100]**
- **Modernization of Machine Tabulation Unit [MMTU]**

Key Component: Surveys

Labour Bureau, is a survey based organization engaged in the collection, compilation, analysis and dissemination of statistics on different facets of labour, i.e., employment, unemployment, wages, earnings, absenteeism, labour turnover, working and living conditions of different segments of labour. **The sub-components categorized under surveys component, been undertaken by Labour Bureau, are:-**

- **Socio Economic Surveys on Different Segments of Labour [SESoDSL]**
- **Occupational Wage Survey [OWS]**

Key Component: Labour Statistics:

The sub-components categorized under Labour Statistics, been undertaken by Labour Bureau, are:-

- **Administrative Labour Statistics**
- **Annual Survey of Industries (Labour Part) [ASI]**
- **Publications**

Features of Key Components:

1. Consumer Price Index Numbers for Industrial Workers (CPI-IW) 2016 = 100

- Originally designed to address the rising cost of living for industrial workers during a period of heightened wartime inflation, the CPI-IW began systematic compilation in 1944 following the recommendations of the Rau Court of Enquiry.
- It quickly evolved into a critical benchmark for wage indexation, dearness allowance (DA) calculation, and economic planning targeted at protecting the real income of workers.
- The base year has evolved through the following key phases such as, 1944–1949, 1949–1960, 1960–1982, 1982–2001, and 2001–2016.
- Monthly Indices compiled for 88 centres and All-India basis, compiled upto June, 2025.

Is any change req?

2. Consumer Price Index Numbers for Agricultural and Rural Labourers (CPI-AL/RL) [2019=100]

- The wage rate data in respect of 25 occupations (12 agricultural and 13 non-agricultural) brought out under this component from 787 villages, is of immense use for drawing up appropriate policies and programmes. The main stakeholder includes Commission for Agricultural Costs & Prices (CACP) and RBI, among others.
- Indexation of wages to compensate for price rise specific to Agricultural and Rural Labourers.
- These indices have been key instruments for monitoring rural inflation since their introduction in 1964–65.

*Through
MoSPI*

*What are
these?*

*Is any
change
proposed?*

- Prices are collected from 787 villages, staggered over four weeks, ensuring a representative sample of rural markets, including weekly “Hat” markets.
- CPI-AL and CPI-RL are critical for setting minimum wages under the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) and other rural wage policies.
- Two separate Monthly Indices compiled for States/UTs and All-India basis, compiled upto June, 2025

3. Wage Rate Index [2016=100]

- Collected with the CPIW*
- Measures changes in Occupational level Wage Rates for manual workers over a period of time.
 - First Index compiled with base 1963-65 = 100 for 21 selected industries
 - Presently compiled with base 2016=100 for 37 selected industries
 - Bi-annual Indices compiled [half-yearly, as on 1st January and 1st July of every year] for selected 37 industries in three sectors viz. Manufacturing, Plantation and Mining and All-India, compiled upto July 2023.
- why so much lag?*

4. Socio Economic Surveys of Different Segments of Labour (SESDL)

Are these sectors being expanded? GIG platform?

Labour Bureau undertakes surveys which cover the demand side of the labour force. Surveys like the Quarterly Employment Survey (QES) is conducted in respect of establishments employing 10 or more workers under the 9 selected sectors of the economy i.e. Manufacturing, Construction, Trade, Transportation, Education, Health, Accommodation & Restaurants, IT/BPO and Financial Service activities. This covers 15,000 establishments across the country and also sheds light on various aspects covering living and working conditions of workers including women workers, and so forth. .

ESI physical survey

5. Occupational Wage Survey [7th round]

- Unique Survey in India, throws occupation wise employment, Wage Rate, Earnings data.
- Presently, 7th Round of OWS conducted Pan-India covering 56 selected industries [45 Manufacturing, 4 Mining, 3 Plantation and 4 Service Sector].
- Results serve as an input for base updation revision of WRI Numbers.
 - ILOSTAT, US BLS, Australia and other countries.

6. Annual Survey of Industries (Labour Part)

- Demand Side Employment Survey
- Labour Bureau is responsible for processing and dissemination of data on Employment, Mandays Worked, Mandays paid, Social Security Benefits, Labour Cost and Cost of Production collected through Block-E of ASI Part-I and Absenteeism & Labour Turnover collected through ASI Part-II schedule.
- Annual compilation, latest report released for ASI 2022-23.

7. Administrative Labour Statistics

- Labour Bureau receives statutory statistics in the form of annual returns in the prescribed proformae under eleven Labour Acts for States / UTs and Central Agencies.
- Annual reports published under the following 11 labour Acts:
 - Factories Act, 1948
 - Trade Unions Act, 1926
 - Payment of Wages Act, 1948 ➤ Minimum Wages Act, 1948
 - Maternity Benefits Act, 1961
 - Plantation Labour Act, 1951

Latest compilation?

- Legislation relating to Workers in Shops & Commercial Establishments
- Industrial Employment (Standing Order) Act, 1946
- Employee's Compensation Act
- Motor Transport Workers Act, 1961
- Industrial Disputes Act, 1947

8. Modernization of Machine Tabulation Unit [MMTU]

- Labour Bureau has in-house Machine Tabulation Unit.
- In order to enhance the efficiency of data collection and reduce the time lag in data dissemination, Bureau proposes to use digital technologies for faster collection, Processing and dissemination of data. The Bureau aims at integrating IT tools and technologies to improve its efficiency and effectiveness in conduct of field surveys, data collection, data processing, data dissemination and overall database management.
- It is on these lines that this component has been scaled up to encompass an overall digitalization and automation of all the activities of Bureau.

Utility of LESS:

The data generated by LESS serves diverse groups of users and multiple purposes:

- Policy Formulation: The statistics provide a foundation for policy decisions, supporting initiatives aimed at improving labour conditions, wage standards, and employment opportunities.
- Research and Analysis: Universities, think tanks and labour organizations, including the ILO use LESS data for research studies, contributing to the understanding of labour trends and socioeconomic impacts of programmatic interventions on various workforce segments.

- Economic Indicators: LESS statistics, such as the CPI and Wage Rate Indices, act as key economic indicators that inform monetary policy and help gauge inflationary trends, providing inputs in economic planning at the national and state levels.

4. ✓ Whether Central Sector (CS) scheme / Centrally Sponsored Scheme:

Central Sector Scheme

5. Total proposed outlay (Component-wise and Year-wise)

The Total proposed outlay for LESS scheme is to the tune of **Rs. 497.75 crores** for the period 2026-27 to 2030-31. The details regarding component-wise and year-wise total proposed outlay for LESS scheme for the period 2026-27 to 2030-31 are enclosed at **Annexure-I**.

6. Actual Expenditure of the ongoing scheme in last 4 years

The Actual Expenditure incurred under the LESS scheme during 2021-22 to 2024-25 and the current FY 2025-26 (upto July, 2025) is Rs. 138.23 crores. The details in this regard are placed at **Annexure-II**.

7. Approved output / outcome of ongoing scheme year-wise and achievements (in a tabular form)

The details regarding year-wise output/outcome and achievements of LESS scheme during the period 2021-22 to 2024-25 and the targets for current FY 2025-26 are enclosed at **Annexure-III**.

8. Existing and proposed funding pattern (in a tabular form) along with rationale:

This is Not Applicable as LESS scheme is a Single Umbrella Central Sector Scheme being financed through budgetary support from the Ministry of Labour & Employment

Has to be given

100%

guidelines

Crops
delays
How to address?

9. Major findings of evaluation / outcome review and comments of the Ministry / Department on each observation of the scheme (Attach evaluation report)

The Labour & Employment Statistical System (LESS) scheme has been evaluated by Arun Jaitley National Institute of Financial Management (AJNIFM), Faridabad to assess its performance over the period 2021–22 to 2023–24, with a focus on design, efficiency, impact, and sustainability of the scheme. The evaluation report of the scheme has recommended the continuation of the scheme with some modifications. A gist of their observations is as follows:-

- a) The Labour Bureau, a specialized organization under the Ministry of Labour and Employment, is India's foremost authority on labour statistics and wage-related indices. Through LESS scheme, the Bureau performs a unique and indispensable function, such as producing high frequency, high-quality labour statistics that no other institution in the country undertakes at this scale or depth.
- b) The Labour & Employment Statistical System (LESS) scheme, as of now, operates under a unified structure, consolidating both the former Plan and Non-Plan schemes related to labour statistics. This streamlined approach ensures comprehensive coverage of various labour-related data collection and analysis activities.
- c) The core activities of the LESS scheme are operational, with ongoing data collection, surveys, and reports covering key sectors such as industrial, agricultural, and rural labour. Regular updates are provided through surveys like the Quarterly Employment Survey (QES), Occupational Wage Survey (OWS), and the Annual Survey of Industries (ASI), which offer valuable insights for policy formulation. Additionally, modernization efforts aimed at enhancing data processing and information systems are progressing, improving the overall efficiency and effectiveness of the scheme.
- d) Work on some components of the LESS scheme, such as the updating of base years for indices like CPI-IW and Wage Rate Indices, is under process. Additionally, there are areas where the scheme's coverage remains limited, particularly concerning informal sector workers and migrant labourers. These groups require more targeted data collection efforts to ensure that their needs are adequately addressed in national policies and programs.
- e) Thus, the LESS scheme is operational but continues to face challenges related to full-scale implementation, data inclusivity, and

modernization. Enhanced focus on these aspects will ensure the scheme meets its goal of providing reliable, comprehensive labour statistics to support policymaking and labour market interventions.

- f) The LESS Scheme aims to support India's progress toward the Sustainable Development Goals (SDGs) by enhancing labour market data collection and informing policy decisions. It contributes to SDG 8 (Decent Work and Economic Growth), SDG 1 (No Poverty), SDG 10 (Reduced Inequalities), and SDG 16 (Peace, Justice, and Strong Institutions) by providing insights into employment trends, social security, and labour welfare. However, structural inefficiencies, particularly in informal sector coverage and data dissemination, limit its overall impact.
- g) Despite the achievements of the LESS scheme, the evaluation report highlights certain scope of improvement and suggestive actions under different components of the scheme, as presented below:

Components under LESS Scheme		
S. No.	Scope of Improvement	Suggestive Actions
1	CPI-IW	
1	<ul style="list-style-type: none"> • Essential technological tools to be used in field • Instead of manual data collection, digital data entry and automated verification required • Establishing standardized protocols and training programme to improve efficiency. • Need for better sensitization of informal respondents on 	<ul style="list-style-type: none"> • Respondents to be Sensitized about significance of data and labour statistics to improve their participation. • Institutional mechanism to be enhanced for more efficient and accountable data gathering. • Honorarium for State officials to be revised periodically and their contribution to be recognized. • Strengthening partnerships between LB and state agencies to streamline data collection

	<p>importance of labour statistics.</p> <ul style="list-style-type: none"> Periodic enhancements in honorarium of state govt. officials (PC/PS/SC) to boost their engagement and commitment. Dependence on state govt cooperation. Introducing incentives such as testimonials etc. to foster a sense of national duty among respondents. 	<p>efforts.</p> <ul style="list-style-type: none"> Introducing incentives such as testimonials etc. to foster a sense of national duty among respondents. Reinforcing stakeholders' collaboration and well-structured framework will ensure timely and reliable data collection.
2	CPI-AL/RL	
	<ul style="list-style-type: none"> The revision cycle has significantly exceeded the standard 7-10 years' timeframe. The process of index compilation and release of revised index with base 2019=100 is still under process. The Annual Report on CPI (AL/RL) and Wage Rates in Rural India booklet for 202324 and subsequent years is still pending. 	<ul style="list-style-type: none"> Ensure timely release of Annual Reports and booklet to support more informed economic analysis. Expedite the base year revision of CPI-AL/RL to 2019=100. (Already done) Strengthening the periodic update cycle and adhere to 7-10 years standard.
3	Annual Survey of Industries (ASI)	
	<ul style="list-style-type: none"> The Annual Report on ASI was last published in 2022-23 	<ul style="list-style-type: none"> Updated report may be published for the ASI for the latest years to keep the statistics updated.
4	Administrative Labour Statistics	

*How they
are included?
several factors*

	<ul style="list-style-type: none"> Lack of compliance was found in States. Gap in coordination between LB and State govt. 	<ul style="list-style-type: none"> Enhance coordination and capacity building initiatives. Periodic reviews can help bridge existing gaps.
5	Occupational Wage Survey (OWS)	
	<ul style="list-style-type: none"> 7th OWS was conducted in 2016-17, preparations for the 8th OWS are currently underway. 	<ul style="list-style-type: none"> Timely availability of data is important. Revision of WRI series depends on OWS findings. Hence expedite the 8th OWS.
6	Wage Rate Index (WRI)	
	<ul style="list-style-type: none"> The WRI indices have been updated only until Jan 2023. 	<ul style="list-style-type: none"> Essential to expedite the compilation and release of WRI for July 2023 and subsequent periods to ensure consistency and accuracy in wage trend analysis. Strengthening coordination between relevant authorities, structured timelines and leveraging technology driven solutions will improve efficiency.
7	SESDSL	
	<ul style="list-style-type: none"> Two quarterly reports for 2023-24 under QES are yet to be published. Approval for QES for 2024-25 is awaited. Approval for Perception Survey on emerging Technologies, Job creation and Challenges for 2024-25 is awaited. 	<ul style="list-style-type: none"> Ensure timely release of pending QES reports and expedite the approval process of QES 2024-25. (Already done) Accelerate approvals for the Perception Survey for capturing valuable insights into workforce trends and emerging job market dynamics. (Already done)
8	MMTU	

	<ul style="list-style-type: none"> Integration of advanced tools and technologies for digitization is still in progress. Efforts are needed to ensure seamless data transfer, real-time access, secure storage etc. Comprehensive database management system to be developed. 	<ul style="list-style-type: none"> Expedite the adoption of advanced digital tools (Web based / CAPI etc.) to enhance the efficiency of surveys. Strengthening the digitalization and developing a robust database management system will efficiency, accuracy and transparency. Integrate the database with the Bureau's website to enhance data dissemination.
9	Publications	
	<ul style="list-style-type: none"> The available latest Indian Labour Journal (ILJ) on dashboard is from 2024. Indian Labour Year Book (ILYB) is available for 2022. Pocket Book of Labour Statistics and Indian Labour Statistics both have not been released beyond 2021. The Annual Report on Minimum Wages Act is released upto 2019-20 Regular training for field officials will improve data accuracy and efficiency. Enhanced collaboration with state govts through structured discussions is essential. 	

New Initiatives:

Besides recommendations suggested by the evaluation report on the ongoing activities of Labour Bureau, there were also suggestions on new initiatives to be undertaken by Labour Bureau.

1. Digitalisation and Automation

- End-to-End digitalization for collection, report generation and publication.
- Use of Artificial Intelligence, Data Analysis, Forecasting etc.
- Key Components
 - Development of Portal/Software/Web application for CPI-IW, CPIAL/RL, Surveys.
 - Development of Database Management System.

2. Proposed New Surveys

Revised Employer Perception Survey (EPS)

- Unique in itself.

20000 Enterprises belonging to Nine Sectors would be surveyed for recording their perception on impact of emerging technology, Job creation & challenges

methodology?

Revamped Quarterly Employment Survey (QES)

- Demand Side Quarter-wise Enterprise Survey
- Nine Sector-wise Employment Survey
- *80000* Enterprises belonging to Nine Sectors would be surveyed for estimation of Skilled/Unskilled Workforce, Mandays worked,

Mandays paid, Employment, Labour Cost, Absenteeism and Labour Turnover.

- Increase in number of sample size from 15000 units to 80000 enterprise units to be drawn from latest frame.

Jan Aushadhi Survey

- Flagship scheme of Government of India aimed at providing affordable and generic medicines to the masses.
- Household based survey to estimate employment generation, beneficiaries and Cost benefit analysis under the scheme.

Vishwakarma Scheme

- Initiative of Government of India aimed at preserving and promoting India's rich cultural heritage by enhancing the skills and livelihoods of traditional artisans.
- Household based Survey to estimate number of traditional artisans and craftsman, beneficiaries under the scheme.

Start-Up Scheme Survey

- Flagship scheme of Government of India aimed at promoting StartUp culture, entrepreneurship and innovation among young minds, fostering the growth of start-ups and support the development of new ideas and businesses.
- Household based Survey to estimate number of Start-Ups, beneficiaries under the scheme.

Comments of Ministries/Departments on LESS Scheme

(TO BE ADDED)

MOSPI comments required

10 Major changes / departure proposed from earlier scheme along with justification

Sampling
frame
sector

Highlight changes

In light of the evaluation findings, LESS scheme has been recommended to be continued as a Central Sector Scheme, given its strategic importance in multiple critical areas, citing that the scheme—implemented by the Labour Bureau—serves as a vital instrument for capturing comprehensive labour market statistics, including employment-unemployment trends, wage rates, industrial relations, and working conditions across formal and informal sectors.

To enhance its effectiveness and relevance in a dynamic labour market, the scheme must be further strengthened through targeted improvements—particularly in expanding its coverage, ensuring regular and timely publications, augmenting institutional capacity, advancing digital modernization, and fostering convergence with related schemes. These enhancements will not only reinforce the robustness of LESS but also ensure its continued responsiveness to the evolving needs of India's workforce and economy.

Therefore, the departure/ improvements proposed from the earlier scheme are additional sub-components with an increased scope under various components of the LESS scheme are being proposed.

11. Major changes in costing norms, if any.

Labour Bureau implements single umbrella central sector scheme "LESS" and would meet its expenditure from the financial outlay proposed to the tune of **Rs. 497.75 crores** for the period 2026-27 to 2030-31. Hence, no major changes have been proposed in the costing norms.

12. Convergence architecture with other central government schemes

There is no outcome overlap of any activity of Labour Bureau with scheme / sub-scheme being undertaken by any other Ministry / Department. Labour Bureau undertakes surveys which cover the demand side of the labour force. Surveys like the Quarterly Employment Survey (QES) is conducted in respect of establishments employing 10 or more workers under the 9 selected sectors of the economy i.e. Manufacturing, Construction, Trade, Transportation, Education, Health, Accommodation & Restaurants, IT/BPO and Financial Service activities. This covers 15,000 establishments across the country. This

Surveys through NSSO?

data set is unique and there is no overlap with any other central Government Ministry's scheme/programme including the PLFS conducted by MoSPI which focuses on the supply side of the labour market. Similarly, the index numbers CPI(AL/RL) and CPI(IW) taken out by Labour Bureau are unique Labour Market Indicators . The Base of CPI (AL/RL) has been recently updated to 2019 from 1986.

13. Rationale for continuation

The detailed activity-wise justification for continuation of LESS scheme beyond March, 2026 is enclosed at Annexure-IV.

14. Proposed output/outcomes year-wise

The year-wise output/outcomes under each activity of LESS scheme for the period 2026-27 to 2030-31 are enclosed at Annexure-V.

15. Sunset date

The proposed duration of the LESS scheme is presently up to March, 2031. However, most of the scheme activities shall continue thereafter. This clause shall not be applicable in respect of the posts created under such schemes since these posts are continuing for more than 20 years.)

16. Details of posts created for the Scheme (Regular / Contractual separately) and the number of persons engaged against them with annual financial implications

No regular post has been created under LESS scheme during the last four years (2021-22 to 2024-25) and till July, 2025. The details regarding number of contractual posts created under different components during the period 2021-22 to July, 2025 and the annual financial implication are enclosed at Annexure-VI.)

17. Any additional posts proposed to be created with annual financial implication.

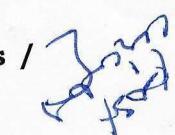
There are proposals for engaging manpower from agencies through GEM for undertaking the various activities under the different components of LESS. Further also, the Bureau will explore the feasibility of online capturing of data.

The details regarding engagement of outsourcing of manpower under different components of Labour Bureau along with their annual financial implication are enclosed at **Annexure-VII**. Further, the details regarding the “Bifurcation of projected year-wise financial implication on requirement of manpower and other activities” have been placed at **Annexure-VIII**.

18. Comments of other stakeholders including Ministries / Departments / NITI Aayog and response thereon (in a tabular form)

The comments of stakeholders/ various Ministries / Departments / NITI Aayog on the SFC Memo are as follows:-

1. Record of Discussion (RoD) of Brainstorming/Consultative Session with organizations/institutions working in the field of Labour & Employment was held at Labour Bureau, Chandigarh under the Chairpersonship of Ms. G. Madhumita Das, AS&FA, Department of Expenditure (DoE), Ministry of Finance (MoF) on 11.07.2025 is enclosed as **Annexure-IXA**. A brief summary of suggestions given in the meeting is:
These may be made an
- ❖ Base revision of CPI-IW, CPI-AL, CPI-RL, and WRI Series should be taken up on priority basis. The base exercises of index numbers should ideally be undertaken within five years so as maintain representative basket of goods and services and thereby, reflect the current market consumption patterns and economy. Further, efforts should be made for online capturing of current data, for reducing time lag in release of these indices.
- ❖ There were suggestions from stakeholders for conduct of 8th round of Occupational Wage Survey keeping in view, immense utility for monitoring the trend in occupation -wise employment, wage, and earnings data. The survey should be extended to include service



No. These
will be
Comments
on SFC
given
by
stakeholder

sector industries. Further, a need was felt for skillset OWS with a advice of exploring possibilities for inclusion of industries from informal sector.

- ❖ Reserve Bank of India department, recommended a weekly/monthly frequency and a lag of not more than one quarter for All India Rural Wage Index and WRI to enable RBI to formulate Macro-picture of monetary policy reflecting the contemporary economic trends.
 - ❖ Representative from ILO, New Delhi welcomed the proposal of Labour Bureau on building up of Labour Market Information Systems (LMIS) and opined the system to be a good entry point to avoid duplication of efforts. He added that the LMIS will define the Labour Market of future.
2. Record of Discussion (RoD) Brainstorming/Consultative Session with senior officers/ representatives from Labour Commissioner offices/ Labour Departments and Department of Economics & Statistics (DES) offices of States/ UTs was held at Labour Bureau, Chandigarh under the Chairpersonship of DGLB on 18.07.2025 is enclosed as **Annexure-IXB**. A brief summary of suggestions given in the meeting is as follows:
- ❖ Base revision of CPI-IW, CPI-AL, CPI-RL, and WRI Series should be taken up on priority basis.
 - ❖ Further, efforts should be made for online capturing of current price data, especially in CPI-IW series, for reducing time lag in release of price indices.
 - ❖ Recommendation was made by the State Government Authorities for the digitization and automation of all activities of Labour Bureau, whereby various verticals may be developed for ease of data transmission. They suggested having a single window digital

web-portal for easy submission of annual returns/ prices required for compilation and dissemination of Administrative Statistics.

3. Meeting to review activities of Labour Bureau by Chief Economic Advisor (CEA) was held on 28.07.2025. A brief summary of suggestions given in the meeting is as follows:
 - ❖ Recommendations were made that the Base revision exercises of CPI-IW, CPI-AL, CPI-RL, and WRI Series should be expedited on priority basis. Further the DEA officers opined that, the efforts should be made for online capturing of current data, for reducing time lag in release of these indices.
 - ❖ The Department of Economic Affairs, Ministry of Finance supported the idea of Labour Bureau for conducting Revamped Employers' Perception Survey (EPS) to study the impact of Emerging Technologies on job creation and job losses. The CEA opined that the technological advancement has not impacted employment generation; instead, it has created alternative segments of employment opportunities to the sectors of the economy. In such scenario, the results of EPS would give insight the impact of Artificial Intelligence on jobs. The department also, supported the proposal of Labour Bureau for undertaking other new surveys i.e, Vishwakarma Scheme, Start-Up Scheme and Jan Aushadhi Scheme, and Gig worker economy.
 - ❖ The Department of Economic Affairs, Ministry of Finance advocated that Labour Bureau should undertake revamped Quarterly Employment Survey (QES) on urgent basis so as to have time series data on Demand Side of Labour Market System. The officers from the department opined that such surveys are very crucial in present scenario of Indian Economy. Further, they also, welcomed the proposed utility of MCA Frame/GST Frame etc in absence of latest Economic Census (EC) Frame in revamped QES. They rejected the idea of usage of 6th EC frame as it has become obsolete and the latest EC list being not available.

4. The comments of Central Government Ministries/Departments is enclosed as **Annexure-IXD (AWAITED)**

Current exp for each comp year-wise to be given

ANNEXURE-I

PROPOSED YEARWISE AND COMPONENT WISE FINANCIAL OUTLAY (2026-27 to 2030-31)

Sr.	Components/Sub-components under LESS scheme	2026-27	2027-28	2028-29	2029-30	2030-31	Total
1	2	3	4	5	6	7	8
C1	Index Numbers	32.07	28.16	19.37	20.70	22.16	122.46
(i)	Consumer Price Index for Industrial Workers (including RPI) [CPI-IW (2016=100)]	1.00	1.00	1.00	1.00	1.00	5.00
(ii)	Consumer Price Index [CPI-AL/RL 2019=100], including Price collection for proposed new CPI-AL/RL Index	10.97	12.06	13.27	14.60	16.06	<u>66.96</u>
(iii)	Wage Rate Index (WRI) (2016=100)	0.10	0.10	0.10	0.10	0.10	0.50
(iv)	MMTU - Digitalization and Automation of all activities of Labour Bureau	20.00	15.00	5.00	5.00	5.00	50.00
C2	Surveys	60.09	44.00	38.10	36.10	35.10	213.39
(i)	Socio-Economic Surveys on Different Segments of Labour [SESoDSL]						
	(a) Quarterly Employment Survey (QES)	<u>45.00</u>	40.00	38.00	36.00	35.00	194.00
	(b) Employer Perception Survey (EPS)	<u>10.19</u>	0.00	0.10	0.10	0.10	10.49
(ii)	Occupational Wage Survey (OWS)	4.90	4.00	0.00	0.00	0.00	8.90
C3	Labour Statistics	31.96	2.58	2.68	2.78	2.88	42.88
(i)	Improvement of Labour Statistics [ILS]						
	(a) One-time Surveys (Janaushadhi Scheme/Vishwakarma Scheme/Start-up Scheme/Gig Economy/Any Other Survey awarded by Ministry	<u>30.58</u>	1.00	1.00	1.00	1.00	34.58
(ii)	Administrative Labour Statistics [ALS]	0.90	1.10	1.20	1.30	1.40	5.90
(iii)	Annual Survey of Industries-Labour Part (ASI)	0.02	0.02	0.02	0.02	0.02	0.10
(iv)	Publications (PUB)	0.04	0.04	0.04	0.04	0.04	0.20

(v)	Research & Studies on labour related matters [RSL]	0.02	0.02	0.02	0.02	0.02	0.10
(vi)	Capacity Building and Training [CBT]	0.40	0.40	0.40	0.40	0.40	2.00
C4	New Initiatives	61.61	30.53	25.48	1.20	0.20	119.02
(i)	Base Updation of CPI-IW [NCPI-IW]	46.49	24.56	19.31	1.00	0.00	91.36
(ii)	Base Updation of CPI-AL/RL [NCPI-ALRL]	13.12	5.87	5.87	0.00	0.00	24.86
(iii)	Base updation of WRI [NWRI]	0.00	0.00	0.20	0.10	0.10	0.40
(iv)	Labour Market Infomation Systems (LMIS)	2.00	0.10	0.10	0.10	0.10	2.40
	TOTAL	185.73	105.27	85.63	60.78	60.34	497.75

(INR in Crores)

1

*To be elaborated**No mention
in the body
of SPC**30th Aug
last*

ANNEXURE-II**Actual Expenditure incurred under the LESS scheme**

INR in Crores

FY	BE	Expenditure	% Exp. wrt BE
2021-22	150	39.98	26.65
2022-23	89	49.16	55.24
2023-24	110	33.76	30.69
2024-25	50	12.72	25.44
2025-26	72.72	2.61*	3.59
Total	471.7	138.23	(29.30)

* Expenditure till 31st July, 2025

No component
wise exp
given

Very less

Approved
outlay

Annexure-III**Item No. 7 Statement showing the output / outcome of ongoing scheme year-wise and achievements**

2021-22		2022-23		2023-24		2024-25		2025-26
Targets	Achievements	Targets	Achievements	Targets	Achievements	Targets	Achievements	
1	2	3	4	5	6	7	8	9
(a) Consumer Price Index Numbers for Industrial Workers on Base 2016=100								
1. Collection of retail price data from markets/outlets spread over constituent centres and compilation and release of index for centres and allIndia index for the period March, 2021 to February, 2022.	1. Released.	1. Collection of retail price data from markets/outlets spread over constituent centres and compilation and release of index for centres and allIndia index for the period March, 2022 to February, 2023.	1. Released.	1. Collection of retail price data from markets/outlets spread over constituent centres and compilation and release of index for centres and all-India index for the period March, 2023 to February, 2024.	1. Released.	1. Collection of retail price data from markets/outlets spread over constituent centres and compilation and release of index for centres and all-India index for the period March, 2024 to February, 2025.	1. Released.	1. Collection of retail price data from markets/outlets spread over constituent centres and compilation and release of index for centres and all-India index for the period March, 2025 to February, 2026.
2. Compilation and release of Retail Prices Index for 31 Essential Commodities for the period February, 2021 to January, 2022.	2. Released.	2. Compilation and release of Retail Prices Index for 31 Essential Commodities for the period February, 2022 to January, 2023.	2. Released.	2. Compilation and release of Retail Prices Index for 31 Essential Commodities for the period February, 2023 to January, 2024.	2. Released.	2. Compilation and release of Retail Prices Index for 31 Essential Commodities for the period February, 2024 to January, 2025.	2. Released.	2. Compilation and release of Retail Prices Index for 31 Essential Commodities for the period February, 2025 to January, 2026.

2021-22		2022-23		2023-24		2024-25		2025-26
Targets	Achievements	Targets	Achievements	Targets	Achievements	Targets	Achievements	Targets
1	2	3	4	5	6	7	8	9
(b) Consumer Price Index Numbers for Agricultural and Rural Labourers (AL/RL)								
i) CPI Numbers for Agricultural and Rural Labourers on base (1986-87=100) for 20 States and All-India on monthly basis will be compiled and released.	i) Released.	i) CPI Numbers for Agricultural and Rural Labourers on base (198687=100) for 20 States and All-India on monthly basis will be compiled and released.	i) Released.	i) CPI Numbers for Agricultural and Rural Labourers on base (1986-87=100) for 20 States and All-India on monthly basis will be compiled and released.	i) Released.	i) CPI Numbers for Agricultural and Rural Labourers on base (198687=100) for 20 States and All-India on monthly basis will be compiled and released.	i) Released.	i) CPI Numbers for Agricultural and Rural Labourers on base (2019=100) for 34 States and All-India on monthly basis will be compiled and released.
ii) Compilation and release of Annual Report on CPI Numbers for AL/RL for the year 2020-21.	ii) Released.	ii) Compilation and release of Annual Report on CPI Numbers for AL/RL for the year 2021-22.	ii) Released.	ii) Compilation and release of Annual Report on CPI Numbers for AL/RL for the year 2022-23.	ii) Released.	ii) Compilation and release of Annual Report on CPI Numbers for AL/RL for the year 2023-24.	ii) Released.	ii) Compilation and release of Annual Report on CPI Numbers for AL/RL for the year 2023-24.
iii) Regular processing and publication of wage rate data for 600 sample villages in respect of selected agricultural and non-agricultural occupations every month.	iii) Released.	iii) Regular processing and publication of wage rate data for 600 sample villages in respect of selected agricultural and non-agricultural occupations every month.	iii) Released.	iii) Regular processing and publication of wage rate data for 600 sample villages in respect of selected agricultural and non-agricultural occupations every month.	iii) Released.	iii) Regular processing and publication of wage rate data for 600 sample villages in respect of selected agricultural and non-agricultural occupations every month.	iii) Released.	iii) Regular processing and publication of wage rate data for 600 sample villages in respect of selected agricultural and nonagricultural occupations every month.
iv) Compilation/ release of a booklet on "Wage Rates in Rural India" for the year 2020-21.	iv) Released.	iv) Compilation/ release of a booklet on "Wage Rates in Rural India" for the year 202122.	iv) Released.	iv) Compilation/release of a booklet on "Wage Rates in Rural India" for the year 2022-23.	iv) Released.	iv) Compilation/release of a booklet on "Wage Rates in Rural India" for the year 2023-24.	iv) Compiled and is being reviewed	iv) Compilation/ release of a booklet on "Wage Rates in Rural India" for the year 2024-25.

2021-22		2022-23		2023-24		2024-25		2025-26
Targets	Achievements	Targets	Achievements	Targets	Achievements	Targets	Achievements	Targets
1	2	3	4	5	6	7	8	9
(c) Socio Economic Survey for Different Segments of Labour (SESDL)								
All India Quarterly Establishment based Employment Survey (AQEES)	Two quarterly Employment Reports were released.	All India Quarterly Establishment based Employment Survey (AQEES)	Two quarterly Employment Survey Reports were released.	Conduct of Quarterly Employment Survey	Two quarterly Employment Survey Reports were released.	1. Conduct of Quarterly Employment Survey 2. Conduct of Perception Survey on "Emerging Technologies, Job Creation and Challenges."	1. Proposal under examination	Preparatory work to be initiated for the conduct of revamped Quarterly Employment Survey. Revamp of QES will take place under the aegis of an Expert Group which has been constituted with the approval of HLEM

2021-22		2022-23		2023-24		2024-25		2025-26
Targets	Achievements	Targets	Achievements	Targets	Achievements	Targets	Achievements	Targets
1	2	3	4	5	6	7	8	9
(d) Annual Survey of Industries								
1. Annual Survey of Industries 2017-18 (Volume-II) - Report on Absenteeism, Labour Turnover, Employment and Labour Cost	1. Released	1. Annual Survey of Industries 2018-19 {Volume-II} - Report on Absenteeism, Labour Turnover, Employment and Labour Cost	1. Released	1. Annual Survey of Industries 202021 {Volume-I} - Statistics on Employment and Labour Cost	Nil	1. Annual Survey of Industries 2020-21 - Abstract on Employment, Labour Cost, Absenteeism and Labour Turnover*	1. Released	Annual Survey of Industries 2023-24 - Abstract on Employment, Labour Cost, Absenteeism and Labour Turnover
2. Annual Survey of Industries 2018-19 (Volume-I) - Statistics on Employment and Labour Cost	2. Released	2. Annual Survey of Industries 2019-20 {Volume-I} - Statistics on Employment and Labour Cost	2. Released	2. Annual Survey of Industries 202021 {Volume-II} - Report on Absenteeism, Labour Turnover, Employment and Labour Cost	<p>*From 2020-21 onwards, ASI Volume-I & II are merged and a consolidated report under the new title "Annual Survey of Industries - Abstract on Employment, Labour Cost, Absenteeism and Labour Turnover" is introduced.</p> <p>2. Annual Survey of Industries 2021-22 - Abstract on Employment, Labour Cost, Absenteeism and Labour Turnover</p> <p>3. Annual Survey of Industries 2022-23 - Abstract on Employment, Labour Cost, Absenteeism and Labour Turnover</p>	2. Released	3. Released	
3. Annual Survey of Industries 2018-19 (Volume-II) - Report on Absenteeism, Labour Turnover, Employment and Labour Cost	3. Released	3. Annual Survey of Industries 2019-20 {Volume-II} - Report on Absenteeism, Labour Turnover, Employment and Labour Cost	3. Released					

2021-22		2022-23		2023-24		2024-25		2025-26
Targets	Achievements	Targets	Achievements	Targets	Achievements	Targets	Achievements	Targets
1	2	3	4	5	6	7	8	9
(e) Modernization of Machine Tabulation Unit								
Facilitating the work of different activities by using IT tools, regular update of website and implementation of National e-governance Plan (NeGP)	i) IT tools have been progressively used in the functioning of the organization ii) Website of Labour Bureau has been regularly updated. iii) NeGP being implemented.	Facilitating the work of different activities by using IT tools, regular update of website and imparting training to officers/staff in IT tools and implementation of National e-governance Plan (NeGP) and Eoffice.	i) The work of different activities of Labour Bureau has been facilitated by promoting use of IT tools. ii) Website of Labour Bureau has been regularly updated. iii) Training has been imparted to officers/staff in IT tools. iv) NeGP and E-office are being implemented. The capabilities of EOffice are extended by integrating E-HRMS which includes APAR filing and maintaining leave record.	i) Facilitating the work of different activities by using IT tools, regular update of website and imparting training to officers / staff in IT tools and implementation of NeGP and Eoffice. ii) Digitization of old records, servers for data storage, creation of a data warehouse and creation of database management system. iii) Finalization of an Agency for undertaking Digitalization and Automation of all activities of Labour Bureau.	Achieved	i) Finalization of ToR and Hiring of agency for automation of Labour Bureau. ii) Digitalization of physical and archival data/records.	In-progress	i. Finalization of DPR/RFP on Hiring of agency for Automation of Labour Bureau activities. ii. Digitization of physical and archival data/records are in progress. RFP will be floated after SFC approval for LESS is obtained.

2021-22		2022-23		2023-24		2024-25		2025-26
Targets	Achievements	Targets	Achievements	Targets	Achievements	Targets	Achievements	
1	2	3	4	5	6	7	8	9
(f) Base Updation of Consumer Price Index for Industrial Workers:								
Index on new base (2016=100) has replaced the old series with base 2001=100.	Index on revised base 2016=100 is released on monthly basis.	Index on new base (2016=100) has replaced the old series with base 2001=100.	Index on revised base 2016=100 is released on monthly basis.	Index on new base (2016=100) has replaced the old series with base 2001=100.	Index on revised base 2016=100 is released on monthly basis.	Index on new base (2016=100) has replaced the old series with base 2001=100.	Index on revised base 2016=100 is released on monthly basis.	<p>1. Preliminary work for base updation (20252026=100) exercise to be initiated.</p> <p>2. Collection of state level employment data for selection of centers to be initiated.</p> <p>3. Activities for the launch of Family Living Survey and other essential steps for updation of base year to be initiated.</p> <p>* Base updation exercise has already begun under the aegis of an Expert Group which has been</p>

								constituted with the approval of HLEM. Several meetings of the Expert Group have already been held.
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2021-22		2022-23		2023-24		2024-25		2025-26
Targets	Achievements	Targets	Achievements	Targets	Achievements	Targets	Achievements	Targets
1	2	3	4	5	6	7	8	9
(g) Base updation of Consumer Price Index Numbers for Agricultural and Rural Labourers (2019=100)								
i) Examination/processing of price data and compilation of State-wise and AllIndia index separately for AL and RL on month to month basis. ii) Derivation of linking factor.	Completed	i) Index with updated base year (2019=100) is likely to be released after approval of competent authority and accordingly it will replace the existing series of CPI Numbers for Agricultural and Rural Labourers (198687=100).	The updated base year of CPI-AL/RL (2019=100) has been recommended by TAC on SPCL	Index compilation and release of new index based on updated base year (2019=100).	Index based on updated base year (2019=100) will be released after approval of competent au	Index compilation and release of new index based on updated base year (2019=100).	Index based on updated base year (2019=100) will be released after approval of competent authority.	1. The Index compilation and release of new Index based on Update base year 2019=100. 2. Preparatory work for the revision of Index to a recent base is initiated. Base updation exercise has already begun under the aegis of an Expert Group which has been constituted with the approval of HLEM. Several meetings of the Expert Group have already been held.

2021-22		2022-23		2023-24		2024-25		2025-26
Targets	Achievements	Targets	Achievements	Targets	Achievements	Targets	Achievements	Targets
1	2	3	4	5	6	7	8	9
(h) Wage Rate Index								
i) Compilation of Wage Rate Index (WRI) for January, 2021 and June, 2021.	i) Released.	i) Compilation & release of Wage Rate Index (WRI) for January, 2022 and June, 2022.	i) Released.	i) Compilation & release of Wage Rate Index (WRI) for July, 2022 and December, 2022.	i) Released.	i) Compilation & release of Wage Rate Index (WRI) for January, 2023 and July, 2023.	1. Wage Rate Index (WRI) for pay period January 2023 has been released. 2. Wage Rate Index (WRI) for the pay period July 2023 has been released.	i) Compilation and release of Wage Rate Index (WRI) for Jan 2024, July 2024 and January, 2025.

2021-22		2022-23		2023-24		2024-25		2025-26
Targets	Achievements	Targets	Achievements	Targets	Achievements	Targets	Achievements	Targets
1	2	3	4	5	6	7	8	9
(i) Occupational Wage Survey (OWS)								
Conduct of fieldwork for 8th round of OWS.	The proposal for 8 th round of OWS is under consideration.	Conduct of fieldwork for 8th round of OWS.	The revised proposal for 8 th round of OWS is under consideration.	Conduct of fieldwork for 8th round of OWS.	The revised proposal for 8 th round of OWS is under consideration.	Initiating preliminary work on 8th round of OWS.	Concept paper on 8 th round of OWS has been prepared.	To launch 8 th round of OWS.

2021-22		2022-23		2023-24		2024-25		2025-26
Targets	Achievements	Targets	Achievements	Targets	Achievements	Targets	Achievements	Targets
1	2	3	4	5	6	7	8	9
j) Administrative Labour Statistics								
Reports – Annual		Reports – Annual		Reports – Annual		Administrative Labour Statistics		Administrative Labour Statistics
1 Factories Act, 1948 for the year – 2018	1 Factories Act, 1948- report released for the year – 2018	1 Factories Act, 1948 for the year – 2019	1 Factories Act, 1948- report released for the year 2019	1 Factories Act, 1948 for the year – 2020	1 Factories Act, 1948- report released for the year 2020	1 Factories Act, 1948- report released for the year 2021	1 Factories Act, 1948- report released for the year 2021	Administrative Labour Statistics
2 Minimum Wages Act, 1948 for the year - 2018	2 Minimum Wages Act, 1948 report released for the year - 2018	2 Minimum Wages Act, 1948 for the year - 2018	2 Minimum Wages Act, 1948-report released for the year - 2018	2 Minimum Wages Act, 1948 for the year - 2019	2 Minimum Wages Act, 1948-report released for the year - 2019	1 Factories Act, 1948 for the year – 2021	2 Minimum Wages Act, 1948- report released for the year 2020 & 2021 has been released.	Reports – Annual
3 Payment of Wages Act, 1936 for the year - 2018	3 Payment of Wages Act, 1936 report released for the year - 2018	3 Payment of Wages Act, 1936 report released for the year - 2018	3 Payment of Wages Act, 1936 for the year - 2018	3 Payment of Wages Act, 1936 for the year - 2019	3 Payment of Wages Act, 1936 for the year - 2019	2 Minimum Wages Act, 1948 for the year – 2020 & 2021	3 Payment of Wages Act, 1936 report for the year 2020 & 2021 have been released.	1 Drafting, finalization, printing & release of the Report of Annual Review on Statistics of Factories2022 & 2023.
4 Trade Unions Act, 1926. for the year - 2018	4 Trade Unions Act, 1926 for the year 2018	4 Trade Unions Act, 1926 for the year - 2018	4 Trade Unions Act, 1926 for the year - 2018	4 Trade Unions Act, 1926 for the year - 2020	4 Trade Unions Act, 1926 for the year - 2020 & 2021	3 Payment of Wages Act, 1936 for the year - 2020 & 2021	4 Trade Unions Act, 1926 - report for the year 2021 released.	2 Collection, compilation, processing and finalization of data received under Minimum Wage Act, 1948 for the year 2022 & 2023.
5 Industrial Dispute Act 1947 for the year - 2018	5 Industrial Dispute Act 1947 report released for the year 2018	4 Trade Unions Act, 1926 for the year - 2019	4 Trade Unions Act, 1926 for the year - 2019	5 Industrial Dispute Act 1947 for the year - 2019	5 Industrial Dispute Act 1947 for the year - 2020	4 Trade Unions Act, 1926 for the year - 2020 & 2021	5 Industrial Dispute Act 1947 - report for the year 2021 is released.	3 Collection, compilation, processing and finalization of data received from State/ Union Territories under Payment of Wages Act, 1936 for the year 2022 & 2023.
		5 Industrial Dispute Act 1947 for the year - 2019	5 Industrial Dispute Act 1947 for the year - 2019	5 Industrial Dispute Act 1947- report for the year 2019 been released.	5 Industrial Dispute Act 1947- report for the year 2020 has been released.	5 Industrial Dispute Act 1947 for the year - 2021	4 Drafting, finalization & release of the Report of Trade Unions in India2022 & 2023.	
							5 Annual Review Industrial Disputes,	

								Closures, Retrenchments and Layoffs for the year 2022 & 2023 would be brought out.
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2021-22		2022-23		2023-24		2024-25		2025-26
Targets	Achievements	Targets	Achievements	Targets	Achievements	Targets	Achievements	Targets
1	2	3	4	5	6	7	8	9

j) Administrative Labour Statistics Reports	1 Industrial Employment (Standing Orders) Act, 1946, report for the year 2018 released	j) Administrative Labour Statistics Reports	1 Industrial Employment (Standing Orders) Act, 1946, report for the year 2019 released	j) Administrative Labour Statistics Reports	1 Industrial Employment (Standing Orders) Act, 1946, report for the year 2020 released	j) Administrative Labour Statistics Reports	1 Industrial Employment (Standing Orders) Act, 1946, report for the year 2021 released	j) Administrative Labour Statistics Reports	1 Industrial Employment (Standing Orders) Act, 1946, report for the year 2022 & 2023
1 Industrial Employment (Standing Orders) Act, 1946, for the year 2018		1 Industrial Employment (Standing Orders) Act, 1946, for the year 2019		1 Industrial Employment (Standing Orders) Act, 1946, for the year 2020		1 Industrial Employment (Standing Orders) Act, 1946, for the year 2021		1 Industrial Employment (Standing Orders) Act, 1946, for the year 2022 & 2023	
2 Shops and Commercial Establishments Act, for the year 2018	2 Shops and Commercial Establishments Act, report for the year 2018 released	2 Shops and Commercial Establishments Act, 1946, for the year 2019	2 Shops and Commercial Establishments Act, report for the year 2019 released	2 Shops and Commercial Establishments Act, for the year 2020	2 Shops and Commercial Establishments Act, report for the year 2020 released	2 Shops and Commercial Establishments Act, 1946, for the year 2021	2 Shops and Commercial Establishments Act, report for the year 2021 released	2 Shops and Commercial Establishments Act, 1946, for the year 2022 & 2023	2 Shops and Commercial Establishments Act, for the year 2022 & 2023
3 Plantations Labour	3 Plantations Labour Act, 1951, report for the year 2018 released	3 Plantations Labour Act, 1951, for the year 2019	3 Plantations Labour Act, 1951, report for the year 2019 released	3 Plantations Labour Act, 1951, for the year 2020	3 Plantations Labour Act, 1951, for the year 2020 released	3 Plantations Labour Act, 1951, for the year 2021	3 Plantations Labour Act, 1951, report for the year 2021 released	3 Plantations Labour Act, 1951, report for the year 2022 & 2023	3 Plantations Labour Act, 1951, for the year 2022 & 2023
4 Motor Transport Workers	4 Motor Transport Workers Act, 1961, report for the year 2018 released	4 Motor Transport Workers Act, 1961, for the year 2019	4 Motor Transport Workers Act, 1961, report for the year 2019 released	4 Motor Transport Workers Act, 1961, for the year 2020	4 Motor Transport Workers Act, 1961, for the year 2020 released	4 Motor Transport Workers Act, 1961, for the year 2021	4 Motor Transport Workers Act, 1961, report for the year 2021 released	4 Motor Transport Workers Act, 1961, report for the year 2022 & 2023	4 Motor Transport Workers Act, 1961, for the year 2022 & 2023
5 Maternity Benefits	5 Maternity Benefits Act, 1961 report for the year 2018 released	5 Maternity Benefits Act, 1961, for the year – 2019	5 Maternity Benefits Act, 1961 report for the year – 2020	5 Maternity Benefits Act, 1961 for the year 2019 released	5 Maternity Benefits Act, 1961 for the year – 2020	5 Maternity Benefits Act, 1961 for the year – 2021	5 Maternity Benefits Act, 1961 report for the year – 2021 released	5 Maternity Benefits Act, 1961 report for the year – 2022 & 2023	5 Maternity Benefits Act, 1961 for the year – 2022 & 2023
6 Employee Compensation	6 Employee Compensation Act, 1923 report for the year 2018 released	6 Employee Compensation Act, 1961 for the year – 2019	6 Employee Compensation Act, 1923 report for the year 2019 released	6 Employee Compensation Act, 1961 for the year – 2020	6 Employee Compensation Act, 1923 for the year – 2020	6 Employee Compensation Act, 1923 report for the year 2020 released	6 Employee Compensation Act, 1923 for the year – 2021	6 Employee Compensation Act, 1923 report for the year 2021 released.	6 Employee Compensation Act, 1923 for the year – 2022 & 2023

ANNEXURE-IV**NAME OF THE SCHEME: LABOUR & EMPLOYMENT STATISTICAL SYSTEM**

The description of the various components of the scheme and the work being undertaken therein and justification for continuing the scheme beyond the current Financial Year is given below:-

1. CONSUMER PRICE INDEX NUMBERS FOR AGRICULTURAL AND RURAL LABOURERS ON BASE 2019=100 (INCLUDING RURAL LABOUR ENQUIRY)

OBJECTIVES:

The most important part of this component is the construction and maintenance of the series of CPI Numbers separately for agricultural and rural labourers for 34 States/UTs and at All-India level on base 2019=100 based on the retail price data collected from 787 sample villages.

JUSTIFICATION FOR CONTINUATION BEYOND MARCH, 2026:

- (a) The Scheme envisages construction of CPI Numbers for Rural Labourers (including Agricultural Labourers which is a subset of Rural Labourers) for 34 States/UTs and all-India on base 2019=100. Indices are being compiled on the basis of 68th round of NSS-Household Consumer Expenditure Survey, (HCES), 2011-12 and retail prices collected by the Field Operations Division of the NSSO from 787 sample villages. The rural retail prices are collected and processed regularly every month and the index numbers on base 2019=100 are compiled and released on month basis. This index serves as key input in deriving MGNREGA wages, fixation of procurement/support prices of agricultural crops by CACP and updation of material cost under PM-POSHAN scheme etc.

2. BASE UPDATION OF CONSUMER PRICE INDEX NUMBERS FOR RURAL LABOURERS AND FOR AGRICULTURAL LABOURERS [CPI (RL AND AL)]

In pursuance of the recommendations/suggestions made by the various committees/commissions such as Committee of Secretaries, National Statistical Commission (NSC), 2nd National Commission on Labour, NITI Aayog (erstwhile Planning Commission) and Technical Advisory Committee on Statistics of Prices of Cost of Living (TAC on SPCL), Labour Bureau has initiated the process of base updation of CPI-AL and RL to a recent bas. The coverage of the new series of CPI-AL/RL would extend to all States and Union Territories except Chandigarh (fully urbanized). An Expert Group has been constituted for Base revision of CPI-AL & RL under the chairmanship of Shri A.K. Sadhu, Former Director General (NSS) to examine all the issues related to base updation of both the indices. The preliminary exercise on consumer expenditure data from the Household Consumption Expenditure Survey (HCES), 2022-23 (conducted by NSO) has been initiated to determine the sample size and consumption basket for the new CPI (AL/RL) base year. The proposal of release of CPI AL/RL base year to 2019=100; as has been approved by TAC on

*same
sample
size?*

SPCL in 71st meeting held on 25th July 2022; is currently under consideration in the Ministry of Labour and Employment

JUSTIFICATION FOR CONTINUATION BEYOND MARCH, 2026:

This index serves as key input in deriving MGNREGA wages, indexation under Minimum Wages Act, 1948, fixation of procurement/support prices i.e. MSP of agricultural crops by CACP and updation of material cost under PMPOSHAN scheme, RBI for its monetary policy etc. Hence, the component needs to be continued beyond March, 2026.

3. CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS (CPI-IW) ON BASE 2016=100 [INCLUDING RETAIL PRICE INDICES]

OBJECTIVES:

- i) 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.
- ii) As an integral part, the Labour Bureau conducts Repeat House Rent Surveys in all the 88 selected centres with an objective to collect House Rent data from sampled dwellings on a regular basis for compilation of Housing Index in respect of these centres in each round of six months i.e., January to June and July to December.
- iii) 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).
- iv) 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 centres 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.
- v) In addition, An Expert Group has been constituted for Base revision of CPI-IW under the chairmanship of Shri A.K. Sadhu, Former Director General (NSS) to examine all the issues related to base updation of CPI-IW to a recent base year.

JUSTIFICATION FOR CONTINUATION BEYOND MARCH, 26:

The new series of Consumer Price Index Numbers for Industrial Workers on base 2016=100 has been released with effect from September, 2020 replacing the previous series of CPI (IW) on base 2001=100. These indices are being compiled and released every month on last working day of the succeeding month. This series of Consumer Price Index Numbers for Industrial Workers is being used most widely for regulation, revision of Wages and determination of Dearness Allowance paid to millions of

employees / workers in the country. It is also used for measuring inflation & formulation of policies. Therefore, its compilation needs to be continued on regular basis till a revised series on a new base is introduced.

The Retail Price Indices being compiled in respect of 31 selected commodities by Labour Bureau are very useful to the planners, policy makers and Central/ State Governments for monitoring the prices of these commodities so as to take timely remedial action to check/regulate the prices of these essential items. Hence, the component needs to be continued beyond March, 2026.

4. OCCUPATIONAL WAGE SURVEY

OBJECTIVES:

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:-

- i) 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.
- ii) 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.

JUSTIFICATION FOR CONTINUATION BEYOND MARCH, 2026:

- i) Occupational Wage Survey is the only survey in which occupation wise comprehensive data on wage rates and earnings are collected. Data thrown up by OWS facilitated concerned Ministry/Department to formulate progressive and realistic wage policies for attending social objectives such as elimination of exceptionally low wages, reduction in wage differential and

protection of wage earners. Hence, it is a unique scheme in itself. The facts themselves speak of justification for the continuance of the scheme.

- ii) Occupational Wage Survey is the only source through which data on occupational wage rates/earnings, etc. are collected and disseminated.
- iii) National Commission on Labour, while examining the statistics of OWS has found it highly useful for planning, policy formulation, recommended continuation and extension of its coverage through periodical round.
- iv) Data collected under OWS meets the requirement of I.L.O. Convention No. 160.

The Occupational Wage Surveys, inter-alia, aim to provide data base for studies relating to interindustry, intra-industry and inter-regional differences in wages and earnings and for updation of the base of Wage Rate Index series. All ten reports of 7th round of Occupational Wage Survey (OWS) in respect of

Five Textile Industries, Textile Garments Industry, Plantation Sector, Tea Processing Industry, Nine Engineering Industries, Nine Manufacturing Industries, Four Service sector industries, Mining Sector Industries, Ten Manufacturing Industries and Ten Engineering Industries have been released by Labour Bureau. The proposal for conducting 8th round of Occupational Wage Survey is presently under consideration of the Ministry. Hence, in order to initiate the work of the 8th Round of OWS for ensuring uninterrupted flow of data to different agencies, it is essential that this component be continued beyond March, 2026.

5. ANNUAL SURVEY OF INDUSTRIES (ASI)

OBJECTIVES:

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. The Survey is conducted annually by the NSSO. 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

JUSTIFICATION FOR CONTINUATION BEYOND MAECH, 2026:

- (a) The data being collected and disseminated under ASI scheme is of regular nature and obligatory under "Collection of Statistics Act, 1953".
- (b) Statistics on Labour Cost collected under the scheme meets the requirements of 'Statistics of Labour Cost' as enumerated under I.L.O. convention No. 160 concerning Labour Statistics, which has been ratified by Government of India.
- (c) Statistics collected under the scheme is used by various stakeholders and presented in Indian Labour Year Book every year.
- (d) Under ASI, data on various aspects of Labour Statistics are collected under two scheme viz. (i) Census Sector (ii) Sample Sector. In order to ensure availability of complete data for the entire Factory Sector on a regular basis, compilation of data under Annual Survey of Industries by Labour Bureau is crucial and hence justifying the significance of this component.
- (e) The standing Committee on Industrial Statistics has recommended that Scope of ASI be extended to all the factories registered under Section 85 of the Factories Act, 1948. All these units come under the purview of Sample Sector. To disseminate data on labour cost for these small units, it is necessary to continue the activity beyond March, 2026.

6. ADMINISTRATIVE LABOUR STATISTICS

OBJECTIVES:

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:

1. Factories Act, 1948.
2. Trade Unions Act, 1926.
3. Payment of Wages Act, 1936
4. Minimum Wages Act, 1948
5. Maternity Benefits Act, 1961.
6. Plantation Labour Act, 1951.
7. Legislation relating to Workers in Shops & Commercial Establishments
8. Industrial Employment (Standing Order) Act, 1946.
9. Industrial Disputes Act, 1947.
10. Workmen's Compensation Act, 1923.

11. Motor Transport Workers Act, 1961.

JUSTIFICATION FOR CONTINUATION BEYOND MARCH, 2026:

Labour Statistics relating to various aspects of employment, work conditions, industrial relations, labour welfare, social security and safety measures, etc. generated by the Labour Bureau as a bye product of the administration, enforcement and implementation of various Labour Acts are of immense value to the planners, policy makers, Central/ State Governments and Researchers.

The Labour Acts that are presently being implemented are proposed to be subsumed into four Labour Codes. The rationale for introducing labour codes in India lies in the need to simplify, consolidate and modernize the country's labour laws, spread across over 40 statutes. By merging them into four comprehensive labour codes — on wages, industrial relations, social security, and occupational safety — the government has aimed to create a more transparent, efficient, and business-friendly legal framework, while also enhancing workers' welfare.

Labour Bureau is enhancing its readiness for the Labour Codes through the development of robust data collection systems, envisaging a digital reporting and standardized monitoring frameworks. Under the Occupational Safety, Health and Working Conditions Code, 2020 (OSH Code), Form IX (Form 9) is part of the rules and regulations for compliance and record-keeping by employers. It serves as the unified annual return under the OSH Code, submitted annually by employers. This form will also aid as the principal source of the data being collated and published by Labour Bureau with the complete operationalisation of Codes. Collaborations with stakeholders are being strengthened to ensure accurate, timely, and transparent reporting. By modernizing its statistical methodologies and leveraging technology, the organization aims to provide reliable insights that inform policy decisions and assess the effectiveness of labour reforms. Hence, the component needs to be continued beyond March, 2026.

7. WAGE RATE INDEX

The Compilation and release of Wage Rate Indices on new base (2016=100) on half-yearly basis is an important macro indicator. WRI-New Series with base 2016=100 are 37 industries selected from 56 Industries (45 Manufacturing, 3 Plantation, 4 Mining industries and 4 Service Sector Industries) being covered during 7th round of OWS. In new WRI Series for manual workers, 37 industries have been selected, categorized as 30 Manufacturing Industries, 4 Mining Industries and 3 Plantation industries. The data relating to 713 occupations covering 37 selected industries are collected from about 2500 units approx. spread across the country. Under the New WRI Series, half yearly wise (point-to-point) WRI data for selected 37 industries in three sectors viz. Manufacturing, Plantation and Mining, from July 2016 (base year) to Jan 2023 & July 2023 (half yearly) have been released.

OBJECTIVES:

1. To collect, compile, disseminate and facilitate study and analysis of inter industry/ intra-industry disparities in Wage Rate Index Numbers.

- 2. To compile and disseminate Absolute Wage Rate and Real Wage Rate over a period of time.
- 3. To study the disparity in Wage Rate Index, Absolute Wage Rate and Real Wage Rate and publish the same in Indian Labour Journal published by Labour Bureau.

JUSTIFICATION FOR CONTINUATION BEYOND MARCH, 2026:

Wage Rate Indices and Absolute Wage Rates being compiled in respect of 37 selected industries by Labour Bureau are of immense utility to the planners, policy makers, Central/ State Governments and Researchers. Hence, the component needs to be continued beyond March, 2026.

8. RESEARCH & PUBLICATION ON LABOUR STATISTICS:

Bureau is entrusted in collection and examination of research studies for Twelfth Digest of Indian Labour Research, Statistical Profile on Women Labour and any other study entrusted by Government from time to time. Besides collecting, analyzing and publishing data on employment, wages, earnings, industrial disputes, absenteeism, labour turnover and working conditions, the Labour Bureau also conducts surveys and research studies on various aspects of labour.

Publications includes following:-

- i) Indian Labour Journal ii) Indian Labour Year Book iii) Pocket Book of Labour Statistics iv) Indian Labour Statistics

OBJECTIVES:

Under Research, the Bureau brings out two publications viz,

- 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.
- Statistical Profile on Women Labour: Containing comprehensive data on important aspects of Women Labour in India at one place.

Under the Publications, four regular periodical publications of the Bureau namely (i) Indian Labour Journal (Monthly), (ii) Pocket Book of Labour Statistics (yearly), (iii) Indian Labour Year Book (yearly) and (iv) Indian Labour Statistics (yearly) are being brought out regularly. I.L.J. contains special articles from persons in the field of labour, reports labour situation, industrial disputes, statistical information on Consumer Price Index (CPI), employment, wages, earnings etc. Similarly, ILYB provides a general description of various topics such as employment, wages, Consumer Price Index Numbers, welfare,

housing, health, labour legislation, absenteeism, productivity, etc. Pocket Book of Labour Statistics presents in concise form, the serial statistics in respect of a number of important aspects of labour, covering information on employment, wages and earnings, prices, industrial disputes, accidents, safety and absenteeism and social security etc. Indian Labour Statistics is an annual flagship publication of Labour Bureau and is a rich source of data on a wide range of parameters of labour in our country.

JUSTIFICATION FOR CONTINUATION BEYOND MARCH, 2026:

The importance of the Research work on Labour does not need to be emphasized as the findings thrown up by these studies are helpful to the Govt. in realistic planning and policy formulation.

The periodical publications being brought out by Labour Bureau are immensely useful to disseminate data on price & labour statistics and Research in the field of labour on regular basis at AllIndia level. Hence, the component needs to be continued beyond March, 2026.

9. IMPROVEMENT OF LABOUR STATISTICS (SURVEY ON EMPLOYMENT AND LABOUR RELATED ISSUES)

OBJECTIVES:

The scheme envisages Organizing Annual Training Programmes for the officers/officials engaged in the compilation of labour statistics in the States/Union Territories/Central Departments (ii) rendering suitable assistance to the State Govts. for organizing the training programmes for the benefit of primary units. Regional office, Kanpur of Labour Bureau assists different State/U.T. Government in the conduct of training programmes at the State & District level. Besides in-service training programmes for S.C.C.S/J.C.C.S./I.S.E.C./I.S.S/IES trainees /probationers deputed by C.S.O. / respective cadre controlling authorities are also organized in the Bureau. Further, the scheme also includes conduct of any All-India survey desired by Ministry/as per requirement such as One-time Surveys such as Pradhan Mantri Bhartiya Janaushadhi Pariyojana (PMBJP), PM Vishwakarma Scheme, Make in India, Start-Up Ecosystem etc.

JUSTIFICATION FOR CONTINUATION BEYOND MARCH, 2026:

Training programmes conducted by Labour Bureau are of immense value to the officers engaged in compilation of labour statistics at State & District level as well as to S.C.C.S/J.C.C.S./I.S.E.C./I.S.S/IES trainees /probationers. Furthermore, Surveys conducted by Labour Bureau are of immense value for policy formulation & implementation. Hence, the component needs to be continued beyond March, 2026.

10. MODERNISATION OF MACHINE TABULATION UNIT (MMTU) - DIGITALIZATION AND AUTOMATION OF ALL ACTIVITIES OF LABOUR BUREAU:

OBJECTIVES:

Erstwhile known as Modernization of Machine Tabulation Unit, 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 and (iv) Implementation of NeGP and E-office.

The broad objectives of digitalization and automation project are:

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

JUSTIFICATION FOR CONTINUATION BEYOND MARCH, 2026:

In this ever-changing technological landscape, it is essential for Labour Bureau to adopt and adapt to the newer technologies in order to keep up with the changing times. In order to enhance the efficiency of data collection and reduce the time lag in data dissemination, Bureau proposes to use digital technologies for faster collection, processing and dissemination of data. In addition to this, Bureau intends to also take advantage of new fields like big data analytics and artificial intelligence for better data delivery.

The entire data collection, data processing and dissemination process of Bureau requires overhauling with a special focus on use of Information and Communication Technology. Accordingly, the Bureau aims at integrating IT tools and technologies to improve its efficiency and effectiveness in conduct of field surveys, data collection, data processing, data dissemination and overall database management.

It is on these lines that this component has been scaled up to encompass an overall digitalization and automation of all the activities of Bureau. Hence, continuation of the component beyond the financial year 2025-26.

11. SOCIO-ECONOMIC SURVEYS OF DIFFERENT SEGMENTS OF LABOUR (SESDL) (INCLUDING QES & EPS)

OBJECTIVES:

Under this component an All India Survey namely the All India Quarterly Establishment Based Employment Survey (AQEES) was launched in April, 2021. The main objective of the component is to conduct surveys/studies on different segments of labour. AQEES has the following two components

- Quarterly Employment Survey (QES) in respect of establishments employing 10 or more workers; QES is an establishment-based survey and provides information on employment estimates in the establishments with 10 and more workers under the 9 selected sectors of the economy viz Manufacturing, Construction, Trade, Transportation, Education, Health, Accommodation & Restaurants, IT/BPO and Financial Service activities.
- Area Frame Establishment Survey (AFES) in respect of establishments employing 9 or less workers, from the 9 selected sectors of the economy viz Manufacturing, Construction, Trade, Transportation, Education, Health, Accommodation & Restaurants, IT/BPO and Financial Service activities.

Besides this 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 unorganised 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.

JUSTIFICATION FOR CONTINUATION BEYOND MARCH, 2026:

The revamped Quarterly Employment Survey (QES) facilitates the measurement of relative changes in the employment situation over successive quarters in the Non-farm Industrial economy. This would, therefore, significantly augment the present database on employment available in our country. Availability of such data at frequent intervals would also help the Government in formulating quick responses through suitable policy measures to tackle the employment / unemployment situation in the country. The six Quarterly reports have already been released. The other aforementioned studies on different segments of labour also provide useful data on special segments of labour which aids in policy formulation and decision making by the Government. The activities under this component are of regular nature, therefore needs to be continued beyond March, 2026. The highlights of the revamped QES survey are as follows:-

- Demand Side Quarter-wise Enterprise Survey
- Nine Sector-wise Employment Survey

80000 Enterprises belonging to Nine Sectors would be surveyed for estimation of Skilled/Unskilled Workforce, Mandays worked, Mandays paid, Employment, Labour Cost, Absenteeism and Labour Turnover.

Increase in number of sample size from 15000 units to 80000 enterprise units to be drawn from latest frame.

A mention
the amt spent
year wise in Crs
CFC

ANNEXURE - V

URE-V Year-wise Output/Outcomes for the period 2026-27 to 2030-31

1. SOCIO-ECONOMIC SURVEY FOR DIFFERENT SEGMENTS OF LABOUR (SESDL)

S N	Component	2026-27	2027-28	2028-29	2029-30	2030-31
1	2	3	4	5	6	7
1	It is proposed to conduct QES Survey under the component of SESDSL Section.	To conduct the four rounds i.e April- June 2026, July- Sept. 2026, Oct-Dec. 2026 and Jan- Mar 2027 of the Quarterly Employment survey and release of the report thereafter.	To conduct the four rounds i.e April- June 2027, July- Sept. 2027, Oct-Dec. 2027and Jan- Mar 2028 of the Quarterly Employment survey and release of the report thereafter.	To conduct the four rounds i.e April- June 2028, July- Sept. 2028, Oct-Dec. 2028and Jan- Mar 2029 of the Quarterly Employment survey and release of the report thereafter.	To conduct the four rounds i.e April- June 2029, July- Sept. 2029, OctDec. 2029 and Jan- Mar 2030 of the Quarterly Employment survey and release of the report thereafter.	To conduct the four rounds i.e April- June 2030, July- Sept. 2030, OctDec. 2030 and Jan- Mar 2031 of the Quarterly Employment survey and release of the report thereafter.
	Financial Target (INR in Crores)	45 <i>Ways and means various ways to target</i>	40	38	36	35
2	Employer Perception Survey	To conduct the Employer Perception Survey and release of report thereafter.		Miscellaneous Works	Miscellaneous Works	Miscellaneous Works
	Financial Target (INR in Crores)	10.19	0	0.10	0.10	0.10
3	One-time Surveys (JanAushadhi scheme/Vishwakarma Scheme/Make in India)	To conduct the Jan Aushadhi scheme/ Vishwakarma Scheme/ Make in India Survey and release of report thereafter.	Miscellaneous Works	Miscellaneous Works	Miscellaneous Works	Miscellaneous Works
	Financial Target (INR in Crores)	30.58	1.0	1.0	1.0	1.0

5.

4	Occupational Wage Survey (OWS)	To conduct the Occupational Wage Survey and release of report thereafter.				
	Financial Target (INR in Crores)	8.9	0	0	0	0

1
Basis?

6.

**CONSUMER PRICE INDEX NUMBERS FOR AGRICULTURAL & RURAL LABOURERS (CPI-AL & RL) ON BASE
2019=100 INCLUDING WAGE RATES FOR RURAL INDIA**

Component	2026-27	2027-28	2028-29	2029-30	2030-31
Consumer Price Index Numbers for Agricultural And Rural Labourers on Base 2019=100	<ul style="list-style-type: none"> Monthly Compilation and release of CPI Numbers for Agricultural & Rural Labourers for the period, March, 2026 to February, 2027. Monthly Compilation and release of wage rate data in respect of selected agricultural & non-agricultural occupations in rural area for the period of March, 2026 to February, 2027. Compilation and release of Annual Report on CPI Numbers for AL and RL for the year 2025-26. Compilation and Release of Booklet on "Wage Rates in Rural India" for the Year 2025-26. 	<ul style="list-style-type: none"> Monthly Compilation and release of CPI Numbers for Agricultural & Rural Labourers for the period, March, 2027 to February, 2028. Monthly Compilation and release of wage rate data in respect of selected agricultural & non-agricultural occupations in rural area for the period of March, 2027 to February, 2028. Compilation and release of Annual Report on CPI Numbers for AL and RL for the year 2027-28. 2026-27. Compilation and Release of Booklet on "Wage Rates in Rural India" for the Year 2026-27. 	<ul style="list-style-type: none"> Monthly Compilation and release of CPI Numbers for Agricultural & Rural Labourers for the period, March, 2028 to February, 2029. Monthly Compilation and release of wage rate data in respect of selected agricultural & non-agricultural occupations in rural area for the period of March, 2028 to February, 2029. Compilation and release of Annual Report on CPI Numbers for AL and RL for the year 2027-28. Compilation and Release of Booklet on "Wage Rates in Rural India" for the Year 2027-28. 	<ul style="list-style-type: none"> Monthly Compilation and release of CPI Numbers for Agricultural & Rural Labourers for the period, March, 2029 to February, 2030. Monthly Compilation and release of wage rate data in respect of selected agricultural & non-agricultural occupations in rural area for the period of March, 2029 to February, 2030. Compilation and release of Annual Report on CPI Numbers for AL and RL for the year 2028-29. Compilation and Release of Booklet on "Wage Rates in Rural India" for the Year 2028-29. 	<ul style="list-style-type: none"> Monthly Compilation and release of CPI Numbers for Agricultural & Rural Labourers for the period, March, 2030 to February, 2031. Monthly Compilation and release of wage rate data in respect of selected agricultural & non-agricultural occupations in rural area for the period of March, 2030 to February, 2031. Compilation and release of Annual Report on CPI Numbers for AL and RL for the year 2029-30. Compilation and Release of Booklet on "Wage Rates in Rural India" for the Year 2029-30.

7.

Financial Target (INR in Crores)	10.97	12.06	13.27	14.6	16.06
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Some activities mentioned but diff Fin Target = ?

BASE UPDATION OF CONSUMER PRICE INDEX NUMBERS FOR AGRICULTURAL & RURAL LABOURERS (CPI-AL & RL)

Component	2026-27	2027-28	2028-29	2029-30	2030-31
Base Updation of Consumer Price Index Numbers for Agricultural And Rural Labourers (CPI - AL/RL)	Base Updation Exercise	Base Updation Exercise	Base Updation Exercise	-	-
Financial Target (INR in Crores)	13.12	5.87	5.87	0	0

How is this done?
What is the basis of this estimation

8.**ADMINISTRATIVE LABOUR STATISTICS**

Name of the Scheme / Project/ Programme	Target		
	2026-27	2027-28	2028-29
Administrative Labour Statistics:	<p>1. To Finalize and release Annual Reports of the various following major Labour Acts for the year 2024. i) Statistic on Industrial Disputes, Closures, Lay-offs and Retrenchments. ii) Factories Act, 1948 iii) Trade Unions Act, 1926 iv) Minimum Wages Act, 1948 v) Payment of Wages Act, 1936 To compile and publish all India annual reports/review separately for six minor Labour Acts for year 2024. i) Industrial Employment (Standing Orders) Act,1946; ii) Shops & Commercial Establishments Act; iii) Plantations Labour Act,1951, iv) Maternity Benefits Act, for the year, 2016 v) Motor Transport Workers Act,1961 and vi) Employees' Compensation Act,1923 To bring out Annual Publication- Indian Labour Statistics for the year 2024 on different facets of labour in bilingual format</p> <p>2. Conducting of regional conference(s) & training sessions with SLCs/CLC(C)/CIF/State/UT Govts & other stake holders.</p> <p>3. Utilization of software for improved data collection and dissemination.</p>	<p>1. To Finalize and release Annual Reports of the various following major Labour Acts for the year 2025. i) Statistic on Industrial Disputes, Closures, Lay-offs and Retrenchments. ii) Factories Act, 1948 iii) Trade Unions Act, 1926 iv) Minimum Wages Act, 1948 v) Payment of Wages Act, 1936 To compile and publish all India annual reports/review separately for six minor Labour Acts for year 2025. i) Industrial Employment (Standing Orders) Act,1946; ii) Shops & Commercial Establishments Act; iii) Plantations Labour Act,1951, iv) Maternity Benefits Act, for the year, 2016 v) Motor Transport Workers Act,1961 and vi) Employees' Compensation Act,1923 To bring out Annual Publication- Indian Labour Statistics for the year 2025 on different facets of labour in bilingual format</p> <p>2. Conducting of regional conference(s) & training sessions with SLCs/CLC(C)/CIF/State/UT Govts & other stake holders.</p> <p>3. Development of software for improved data collection, dissemination and multilevel access.</p>	<p>1. To Finalize and release Annual Reports of the various following major Labour Acts for the year 2026. i) Statistic on Industrial Disputes, Closures, Lay-offs and Retrenchments. ii) Factories Act, 1948 iii) Trade Unions Act, 1926 iv) Minimum Wages Act, 1948 v) Payment of Wages Act, 1936 To compile and publish all India annual reports/review separately for six minor Labour Acts for year 2026. i) Industrial Employment (Standing Orders) Act,1946; ii) Shops & Commercial Establishments Act; iii) Plantations Labour Act,1951, iv) Maternity Benefits Act, for the year, 2016 v) Motor Transport Workers Act,1961 and vi) Employees' Compensation Act,1923 To bring out Annual Publication- Indian Labour Statistics for the year 2026 on different facets of labour in bilingual format</p> <p>2. Conducting of regional conference(s) & Training Sessions with training sessions with SLCs/CLC(C)/CIF/ State/UT Govts & other stake holders.</p> <p>3. Development of software for improved data collection, dissemination and multi-level access.</p>
Financial Target (INR in Crores)	0.9	1.1	1.2

What expenses are involved in this?

9.

Name of the Scheme / Project/ Programme	Target	
	2029-30	2030-31
Administrative Labour Statistics:	<p>1. To Finalize and release Annual Reports of the various following major Labour Acts for the year 2027.</p> <ul style="list-style-type: none"> i) Statistic on Industrial Disputes, Closures, Lay-offs and Retrenchments. ii) Factories Act, 1948 iii) Trade Unions Act, 1926 iv) Minimum Wages Act, 1948 v) Payment of Wages Act, 1936 <p>To compile and publish all India annual reviews separately for Six Minor Labour Acts for year 2027.</p> <ul style="list-style-type: none"> i) Industrial Employment (Standing Orders) Act,1946; ii) Shops & Commercial Establishments Act; iii) Plantations Labour Act,1951, iv) Maternity Benefits Act, for the year, 2016 v) Motor Transport Workers Act,1961 and vi) Employees' Compensation Act,1923 <p>To bring out Annual Publication- Indian Labour Statistics for the year 2027 on different facets of labour in bilingual format</p> <p>2. Conducting of regional conference(s) & training sessions with SLCs/CLC(C)/CIF/State/UT Govts & other stake holders.</p> <p>3. <u>Development of software for improved data collection, dissemination and multi-level access.</u></p>	<p>1. To Finalize and release Annual Reports of the various following major Labour Acts for the year 2028.</p> <ul style="list-style-type: none"> i) Statistic on Industrial Disputes, Closures, Lay-offs and Retrenchments. ii) Factories Act, 1948 iii) Trade Unions Act, 1926 iv) Minimum Wages Act, 1948 v) Payment of Wages Act, 1936 <p>To compile and publish all India annual reviews separately for Six Minor Labour Acts for year 2028.</p> <ul style="list-style-type: none"> i) Industrial Employment (Standing Orders) Act,1946; ii) Shops & Commercial Establishments Act; iii) Plantations Labour Act,1951, iv) Maternity Benefits Act, for the year, 2016 v) Motor Transport Workers Act,1961 and vi) Employees' Compensation Act,1923 <p>To bring out Annual Publication- Indian Labour Statistics for the year 2028 on different facets of labour in bilingual format</p> <p>2. Conducting of regional conference(s) & training sessions with SLCs/CLC(C)/CIF/State/UT Govts & other stake holders.</p> <p>3. Utilization of software for improved data collection and dissemination.</p>
Financial Target (INR in Crores)	1.3	1.4

10.**BASE UPDATION OF WAGE RATE INDEX (WRI)**

Component	2026-27	2027-28	2028-29	2029-30	2030-31
2	3	4	5	6	7
Base updation of WRI			i) Examination /analysis of 8 th OWS employment data. ii) Analysis of wage rate data with the view to derive the weighting diagram iii) Collection of data for new WRI series.	i) Compilation and release of wage rate indices with new base.	i) Compilation and release of wage rate indices with new base.
Financial Target (INR in Crores)	0	0	0.2	0.1	0.1

Base updation of a wage rate index is justified to ensure the index remains relevant and accurately reflects the current economic realities. A new base year, replaces older ones (e.g. 2016=100) to capture changes in the economy, including the wage structure of workers, and to make the index more representative and comprehensive.

In essence, base updation is crucial for ensuring that the wage rate index remains a reliable and accurate tool for policymakers, researchers, and other stakeholders to understand and analyze wage trends and their impact on the economy and workers.

11.**CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS (CPI-IW) ON BASE 2016=100 (including RPI)**

Component	2026-27	2027-28	2028-29	2029-30	2030-31
Consumer Price Index Numbers for Industrial Workers (CPI - IW)	1. Making available CPI Numbers for Industrial Workers for the period March, 2026 to February, 2027. 2. Making available Retail Prices Index for 31 Essential Commodities for the period February, 2026 to January, 2027.	1. Making available CPI Numbers for Industrial Workers for the period March, 2027 to February, 2028. 2. Making available Retail Prices Index for 31 Essential Commodities for the period February, 2027 to January, 2028.	1. Making available CPI Numbers for Industrial Workers for the period March, 2028 to February, 2029.	1. Making available CPI Numbers for Industrial Workers for the period March, 2029 to February, 2030. 2. Making available Retail Prices Index for 31 Essential Commodities for the period February, 2029 to January, 2030.	1. Making available CPI Numbers for Industrial Workers for the period March, 2030 to February, 2031. 2. Making available Retail Prices Index for 31 Essential Commodities for the period February, 2030 to January, 2031.
Financial Target (INR in Crores)	1	1	1	1	1

12.**Occupational Wage Survey (OWS)**

Component	2026-27	2027-28	2028-29	2029-30	2030-31
Occupational Wage Survey (OWS)	Conduct of fieldwork for 8 th round of OWS and processing of data.	Preparation and release of reports for 8 th round of OWS.			
Financial Target (INR in Crores)	4.9	4.0	0	0	0

How is
this done?



13.**Labour Market Information Systems (LMIS)**

Component	2026-27	2027-28	2028-29	2029-30	2030-31
Labour Market Information Systems (LMIS)	The Labour Market Information System (LMIS) provides quantitative and qualitative information and intelligence on the labour market that can assist labour market agents in making informed plans, choices, and decisions related to their business requirements, career planning, education and training offerings, job search, recruitment, labour policies and workforce investment strategies.	Miscellaneous Works	Miscellaneous Works	Miscellaneous Works	Miscellaneous Works
Financial Target (INR in Crores)	2	0.1	0.1	0.1	0.1

There is no mention of this in the body of the GFC

14.

MMTU - DIGITALIZATION AND AUTOMATION OF ALL ACTIVITIES OF LABOUR BUREAU & CAPACITY BUILDING

S No	Component	2026-27	2027-28	2028-29	2029-30	2030-31
1	2	3	4	5	6	7
2	MMTU - Digitalization and Automation of all activities of Labour Bureau	i) Facilitating the work of different activities by using IT tools, regular update of website and imparting training to officers / staff in IT tools and implementation of NeGP and E-office. ii) Digitization of old records, servers for data storage, creation of a data warehouse and creation of database management system. iii) Finalization of an Agency for undertaking Digitilization and Automation of all activities of Labour Bureau.	i) Facilitating the work of different activities by using IT tools, regular update of website and imparting training to officers / staff in IT tools and implementation of NeGP and E-office. ii) Digitization of old records, servers for data storage, creation of a data warehouse and creation of data management system. iii) Undertaking of the project by selected agency.	i) Facilitating the work of different activities by using IT tools, regular update of website and imparting training to officers / staff in IT tools and implementation of NeGP and E-office. ii) Digitization of old records, servers for data storage, creation of a data warehouse and creation of data management system. iii) Maintenance of the entire new set-up. iv) Integration of ICT tools in all the activities of the Bureau like Online Survey solutions and Data dissemination through website in various formats.	i) Facilitating the work of different activities by using IT tools, regular update of website and imparting training to officers / staff in IT tools and implementation of NeGP and E-office. ii) Digitization of old records, servers for data storage, creation of a data warehouse and creation of data management system. iii) Maintenance of the entire new set-up. iv) Integration of ICT tools in all the activities of the Bureau like Online Survey solutions and Data dissemination through website in various formats.	i) Facilitating the work of different activities by using IT tools, regular update of website and imparting training to officers / staff in IT tools and implementation of NeGP and E-office. ii) Digitization of old records, servers for data storage, creation of a data warehouse and creation of data management system. iii) Maintenance of the entire new set-up. iv) Integration of ICT tools in all the activities of the Bureau like Online Survey solutions and Data dissemination through website in various formats.
	Financial Target (INR in Crores)	20	15	5	5	5
3	<i>160/- free</i> Capacity Building (Including Training) <i>what kind of trg?</i>	i) Eight trainings on iGOT Karayogi Application. ii) Purchase of original, licensed software. iii) Capacity building of Filed staff (officers / officials) engaged in data collection work of Labour Bureau.	i) Eight trainings on iGOT Karayogi Application. ii) Purchase of original, licensed software. iii) Capacity building of Filed staff (officers / officials) engaged in data collection work of Labour Bureau.	i) Eight trainings on iGOT Karayogi Application. ii) Purchase of original, licensed software. iii) Capacity building of Filed staff (officers / officials) engaged in data collection work of Labour Bureau.	i) Eight trainings on iGOT Karayogi Application. ii) Purchase of original, licensed software. iii) Capacity building of Filed staff (officers / officials) engaged in data collection work of Labour Bureau.	i) Eight trainings on iGOT Karayogi Application. ii) Purchase of original, licensed software. iii) Capacity building of Filed staff (officers / officials) engaged in data collection work of Labour Bureau.
	Financial Target (INR in Crores)	0.4	0.4	0.4	0.4	0.4

10. PUBLICATIONS

*what kind
of s/w?*

Component	2026-27	2027-28	2028-29	2029-30	2030-31
Publications	i) Indian Labour Journal will be released on monthly basis. ii) Annual Indian Labour Year Book will be released. iii) Preparation of Pocket Book of Labour Statistics. iv) Indian Labour Statistics (bi-lingual) will be released.	i) Indian Labour Journal will be released on monthly basis. ii) Annual Indian Labour Year Book will be released. iii) Preparation of Pocket Book of Labour Statistics. iv) Indian Labour Statistics (bi-lingual) will be released.	i) Indian Labour Journal will be released on monthly basis. ii) Annual Indian Labour Year Book will be released. iii) Preparation of Pocket Book of Labour Statistics. iv) Indian Labour Statistics (bi-lingual) will be released.	i) Indian Labour Journal will be released on monthly basis. ii) Annual Indian Labour Year Book will be released. iii) Preparation of Pocket Book of Labour Statistics. iv) Indian Labour Statistics (bi-lingual) will be released.	i) Indian Labour Journal will be released on monthly basis. ii) Annual Indian Labour Year Book will be released. iii) Preparation of Pocket Book of Labour Statistics. iv) Indian Labour Statistics (bi-lingual) will be released.
Financial Target (INR in Crores)	0.04	0.04	0.04	0.04	0.04

**11. BASE UPDATION OF CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS (CPI-IW) ON BASE 2016=100
(including RPI)**

Component	2026-27	2027-28	2028-29	2029-30	2030-31
Base Updation of CPI-IW	i) Collection and processing of state / sector-wise employment data. ii) Derivation of sub-sample wise weighting diagrams pertaining to 2016 = 100 series.	i) Compilation of sub- sample wise indices using centre level price data for 36 months and working out coefficient of variation. ii) Holding consultations with Standing Tripartite Committee (STC) and Technical Advisory Committee on Statistics of Prices and Cost of Living (TAC on SPCL)	i) Designing of schedules, questionnaires and related instructions. ii) Preparation of sample design. iii) Holding discussions with STC.	i) Organization of training programmes for officers / field staff of National Statistics Office / State's Directorate of Economics & Statistics for conduct of pilot survey and main survey for collection of income & expenditure data and for collection of retail price data. ii) Conduct of Pilot survey at all selected centres by NSO / DES in collaboration with Labour Bureau.	
Financial Target (INR in Crores)	46.56	23.28	18.81	2.13	0

Justification?
 why combination of data & consultations should cost so much?
 why designing of schedules/questionnaires should cost so much?

12. RESEARCH AND STUDIES ON LABOUR RELATED MATTERS

Component	2026-27	2027-28	2028-29	2029-30	2030-31
Research & Studies on Labour related matters	Research Work				
Financial Target (INR in Crores)	0.02	0.02	0.02	0.02	0.02

ANNEXURE-VI

DETAILS OF NUMBER OF CONTRACTUAL POSTS CREATED UNDER DIFFERENT COMPONENTS DURING THE PERIOD 2021-22 TO JULY, 2025 AND THE ANNUAL FINANCIAL IMPLICATION

The number of contractual posts sanctioned by MOL&E during the last four years and the current Financial Year under various components of LESS scheme are as under:

Activity / Post	2021-22	2022-23	2023-24	2024-25	2025-26
1. Improvement of Labour Statistics / Training					
(a) Surveys on Migrant Workers					
(b) Surveys on Domestic Workers					
i) Young Professional	07	04	04	01	01
ii) Subject Expert	07	04	04	-	-
Total	14	08	08	01	01

Financial Implication

(INR)

Activity / Post	2021-22	2022-23	2023-24	2024-25	2025-26
1. Improvement of Labour Statistics	1,00,44,328	31,08,453	60,000	2,50,000	2,10,000
(a) Surveys on Migrant Workers					
(b) Surveys on Domestic Workers					
Total	1,00,44,328	31,08,453	60,000	2,50,000	2,10,000

ANNEXURE-VII

DETAILS REGARDING NUMBER OF ADDITIONAL CONTRACTUAL POSTS PROPOSED TO BE CREATED UNDER LESS SCHEME ALONG WITH THEIR ANNUAL FINANCIAL IMPLICATION

Creation of Contractual posts

In order to carry out the survey work there is a proposal for engaging manpower on contract for undertaking the various activities under LESS. However, the possibility of engaging an agency for carrying out survey work is also being explored (as in Digitization & automation of all activities of Labour Bureau). At the same time Bureau will also explore other innovative solutions for collecting data in the future.

The details regarding number of contractual posts proposed to be created under different components of Labour Bureau along with their annual financial implication during the period 2026-27 to 2030-31 are as under:

Number of contractual posts proposed to be created under LESS					
Activity / Post	2026-27	2027-28	2028-29	2029-30	2030-31
1. Base Updation of CPI-IW (New Activity)					
(i) Data Analysts	4	4	4	-	-
(ii) Senior Consultant	4	3	2	-	-
(iii) Junior Consultant	20	17	13	-	-
(iv) Supervisors	100	60	40	06	-
(v) Investigators	320	180	120	14	-
(vi) Office Assistants	7	7	7	-	-
(vii) Multi Tasking Staff (MTS)	8	8	8	-	-
Total	463	279	194	20	-
2. Base Updation of CPI-AL/RL (New Activity)					
(i) Senior Consultants	5	-	-	-	-
(ii) Junior Consultant	10	-	-	-	-
(iii) Supervisors/Assistants	20	-	-	-	-
(iv) Investigators	35	-	-	-	-
(v) MTS	5	-	-	-	-
Total	75	-	-	-	-
3. Occupational Wage Survey (O /S)					
i. System Analyst	2	-	-	-	-
ii. Supervisors	16	-	-	-	-
iii. Investigators	91	-	-	-	-
iv. MTS	5	-	-	-	-
Total	114	-	-	-	-
4. Employer Perception Survey PS) (E					
i. Office Assistant	2	-	-	-	-
ii. Survey Supervisor	17	-	-	-	-
iii. Field Investigator	136	-	-	-	-
Total	155	-	-	-	-
5. Quarterly Employment Survey (QES)					
i. Application Developer	1	1	-	-	-
ii. Web Developer	1	1	-	-	-
iii. Data Base Administrator	1	1	1	1	1
iv. Statistical Analyst	1	1	1	1	1
v. Computer Programmer	1	1	1	1	1
vi. Office Assistant	4	4	4	4	4
vii. Survey Supervisor	68	50	44	36	30
viii. Field Investigator	544	518	500	478	469
ix. MTS	10	7	6	5	5
Total	631	584	557	526	511

Current
minimum wage
for existing actual
tier be given

How will
such staff be
selected?
why not outsource

how have
such manpower
req been estimated
what will key

Annual Financial implication of creation of contractual posts from 2026-27 to 2030-31

Activity / Post	Financial Implication of Creation of Contractual Posts (Rs. In crores)				
	2026-27	2027-28	2028-29	2029-30	2030-31
1. Base Updation of CPI-IW (New Activity)	46.49	24.56	19.31	1.00	-
2. Base Updation of CPI-AL/ RL (New Activity)	6.12	-	-	-	-
3. Occupational Wage Survey (OWS)	8.91	-	-	-	-
4 Employer Perception Survey (EPS)	10.17	-	-	-	-
5 Quarterly Employment Survey (QES)	42.99	40.08	38.10	36.00	35.00
Total	114.68	64.64	57.41	37.00	35.00

I
 too much
 high expenditure

ANNEXURE-VIII

**BIFURCATION OF PROJECTED YEAR-WISE FINANCIAL IMPLICATION
ON REQUIREMENT OF MANPOWER AND OTHER ACTIVITIES**

**Details of Manpower Requirements and related charges for Base Revision
Exercise of CPI-AL/RL for FY 2026-27**

S.No	Manpower Required	No of Posts	Consolidated Salary (in Rs per month)	No. of Months	Total Amount (in Rs)
1	Sr. Consultants	5	85,000	12	51,00,000
2	Junior Consultants	10	60,000	12	72,00,000
3	Supervisors/Assistants	20	35,743	12	85,78,320
4	Investigators	35	32,540	12	1,36,66,800
5	MTS	5	21600	12	12,96,000
A. Financial Implication for Manpower Requirements					3,58,41,120
6	TA/DA				2,03,58,000
7	Purchase of Desktop Computers/Laptops/Projectors/servers etc.				25,00,000
8	Training and Review Meetings/Stationery				25,00,000
B. Financial Implication for Other Requirements					2,53,58,000
C. Total Financial Implication (A+B)					6,11,99,120

Note: Food charges for supervisors/assistants is Rs. 500/day and for investigators to be Rs.400/day. For hotel charges, it has been proposed Rs. 750+GST/day as applicable.

Blended Col?

Conduct of CPI-IW Base Updation (Expenditure in year 2026-27)

S No.	Head	Details (Aspects of Survey)	Financial Implications (In Lakhs)
1	Data Analysts(4)	Remuneration @ Rs.1,00,000 pm (4 nos x 12 months)	58.83
2	Senior Consultant (2) and Junior Consultants(13)	Remuneration @ Rs. 80,000 pm (2 nos x 12 months)	23.53
		Remuneration @ Rs. 60,000 pm (13 nos x 12 months)	114.71
		TA/DA/Hotel at par with the Level-12 for Consultant and at par with the Level-10 for Jr. Consultant of the Pay Matrix	75
3	Survey Supervisors(40) and their Monthly Remuneration with TA / DA/ Hotel Rates	Remuneration @ Rs. 35,743/- pm (40 nos x 12 Months)	210.25
		TA/DA/Hotel at par with the level-6 of pay matrix subject to production of hotel vouchers and admissibility of air travel for above 500 Kms only	128.4
4	Field Investigators (120) and their Monthly Remuneration with TA / DA/ Hotel Rates	Remuneration @Rs. 32,540/- pm (120 Nos. X 12 Months)	574.21
		TA/DA/Hotel at par with the level-6 of pay matrix subject to production of hotel vouchers and admissibility of air travel for above 500 Kms only	601.92
5	Office Assistants(7)	Remuneration @ Rs. 35,473/- pm (7 nos x 12 months)	36.52
6	Multi-Tasking Staff-MTS(8)	Remuneration @ Rs. 21,600/- pm (8 nos x 12 months)	25.42
7	Training/ToT	Training	20.00
8	IT Hardware, AMC, Database Management etc.		100.00
9	Vehicle		42.00
10	Publicity		20.00
11	Miscellaneous		20.00

Working Class Family Income & Expenditure Survey (WCFIES) Component

12.	Consultant 2 nos. for 12 months @ Rs 80,000/- pm	23.53
13.	Jr. Consultant 7 nos for 12 months @ Rs 60,000/- pm	61.77
14.	TA/DA/Hotel at par with the Level-12 for Consultant and at par with the Level-10 for Jr. Consultant of the Pay Matrix	45.00
15.	Supervisors 60 nos. for 12 months @ Rs 35,743/- per month	315.37
16.	Field Investigator 200 nos. for 12 months @ Rs 32,540/- pm	957.02

17.	TA/DA/Hotel to Field Investigators and Supervisors at par with the level-6 of the Pay Matrix, subject to production of vouchers in respect of Hotel Accommodation and admissibility of air travel for above 500 Kms only.	1195.8
	Total Outlay for First Year of Base Updation	4649.28 lakhs

Conduct of CPI-IW Base Updation (Expenditure in year 2027-28)

S No.	Head	Details (Aspects of Survey)	Financial Implications (In Lakhs)
1	Data Analysts(4)	Remuneration @ Rs.1,00,000 pm (4 nos x 12 months)	58.83
2	Senior Consultant (2) and Junior Consultants(13)	Remuneration @ Rs. 80,000 pm (2 nos x 12 months)	23.53
		Remuneration @ Rs. 60,000 pm (13 nos x 12 months)	114.71
		TA/DA/Hotel at par with the Level-12 for Consultant and at par with the Level-10 for Jr. Consultant of the Pay Matrix	75
3	Survey Supervisors(40) and their Monthly Remuneration with TA / DA/ Hotel Rates	Remuneration @ Rs. 35,743/- pm (40 nos x 12 Months)	210.25
		TA/DA/Hotel at par with the level-6 of pay matrix subject to production of hotel vouchers and admissibility of air travel for above 500 Kms only	128.4
4	Field Investigators (120) and their Monthly Remuneration with TA / DA/ Hotel Rates	Remuneration @Rs. 32,540/- pm (120 Nos. X 12 Months)	574.21
		TA/DA/Hotel at par with the level-6 of pay matrix subject to production of hotel vouchers and admissibility of air travel for above 500 Kms only	601.92
5	Office Assistants(7)	Remuneration @ Rs. 35,473/- pm (7 nos x 12 months)	36.52
6	Multi-Tasking Staff-MTS(8)	Remuneration @ Rs. 21,600/- pm (8 nos x 12 months)	25.42
7	Training/ToT	Training	20.00
8	IT Hardware, AMC, Database Management etc.		100.00
9	Vehicle		42.00
10	Publicity		10.00
11	Miscellaneous		20.00

Working Class Family Income & Expenditure Survey (WCFIES) Component

12.	Consultant 1 no. for 6 months @ Rs 80,000/- pm	5.89
13.	Jr. Consultant 4 nos for 6 months @ Rs 60,000/- pm	17.65
14.	TA/DA/Hotel at par with the Level-12 for Consultant and at par with the Level-10 for Jr. Consultant of the Pay Matrix	13
15.	Remuneration of 20 Supervisors for a period of 6 months @ Rs 35,743/- per month	52.57

16.	Remuneration of 60 Field Investigators for a period of 6 months @ Rs 32,540/- pm	143.56
17.	TA/DA/Hotel to Field Investigators and Supervisors at par with the level-6 of the Pay Matrix, subject to production of vouchers in respect of Hotel Accommodation and admissibility of air travel for above 500 Kms only.	182.58
Total Outlay for 2nd Year of Base Updation		2456.04 lakhs

Conduct of CPI-IW Base Updation (Expenditure in year 2028-29)

S No.	Head	Details (Aspects of Survey)	Financial Implications (In Lakhs)*
1	Data Analysts (4)	Remuneration @ Rs. 1,00,000 pm (4 nos x 12 months)	58.83
2	Senior Consultant (2) and Junior Consultants (13)	Remuneration @ Rs. 80,000 pm (2 nos x 12 months)	23.53
		Remuneration @ Rs. 60,000 pm (13 nos x 12 months)	114.71
		TA/DA/Hotel at par with the Level-12 for Consultant and at par with the Level-10 for Jr. Consultant of the Pay Matrix	75
3	Survey Supervisors (40) and their Monthly Remuneration with TA/DA/ Hotel Rates	Remuneration @ Rs. 35,743/- pm (40 nos x 12 Months)	210.25
		TA/DA/Hotel at par with the level-6 of pay matrix subject to production of hotel vouchers and admissibility of air travel for above 500 Kms only	128.40
4	Field Investigators (120) and their Monthly Remuneration with TA/DA/ Hotel Rates	Remuneration @ Rs. 32,540/- pm (120 Nos. X 12 Months)	574.21
		TA/DA/Hotel at par with the level-6 of pay matrix subject to production of hotel vouchers and admissibility of air travel for above 500 Kms only	500.13
5	Assistants (7)	Remuneration @ Rs. 35,473/- pm (7 nos x 12 months)	36.52
6	Multi-Tasking Staff- MTS (8)	Remuneration @ Rs. 21,600/- pm (8 nos x 12 months)	25.42
7	Training/ToT	Training	12.00
8	IT Hardware, AMC, Database Management etc.		100.00
9	Vehicle		42.00
10	Publicity		10.00
11	Miscellaneous		20.00
Total Outlay for 3rd Year of Base Updation			1931.00 lakhs

Conduct of CPI-IW Base Updation (Expenditure in year 2029-30)

S No.	Head	Details (Aspects of Survey)	Financial Implications (In Lakhs)*
1.	Field Investigators (14)	Remuneration Investigators @ Rs. 32,540/- pm (14 Nos. X 12 Months)	66.99
2.	Supervisors (6)	Remuneration Supervisors @ Rs. 35,743/- pm (6 nos x 12 Months)	31.54
3.	TA/DA/Hotel Rates for Survey Supervisors and F.I.	TA/DA/Hotel at par with the level-6 of pay matrix subject to production of hotel vouchers and admissibility of air travel for above 500 Kms only	1.47
Total Outlay for 4th Year of Base Updation			100.00 lakhs

Details of Manpower Requirements and related charges for Base Revision Exercise of OWS for FY 2026-27

S No.	Head	No. of Post	Consolidated Salary P.M. (Rs.)	No. of Months	Total Amount (Rs.)
1	2	3	4	5	6
1	System Analyst	2	51244	12	1494767
2	Supervisors on contract	16	35743	12	8340864
3	Contract Investigator	91	32540	12	43187508
4	MTS	5	21600*	18	2362737
	Total	114	-	-	55385876
	Travel Exp. (T.E.)			Approx.	31732800
	Office Exp. (Misc.)			Approx.	2000000
	Grand Total				891.19 lakhs

Details of Manpower Requirements and related charges for EPS in FY 2026-27

S No.	Name of the Post	No. of Post	Consolidated Salary P.M. (Rs.)	No. of Months	Total Amount excluding taxes (Rs.)
1	2	3	4	5	6
1	Office Assistant	2	35473	12	851352
2	Survey Supervisor	17	35743	12	7291572
3	Field Investigator	136	32540	12	53105280
	Total	155			61248204
	Travel Exp. (T.E.) Approx. for Survey Supervisors				3253800
	Travel Exp. (T.E.) Approx. for Field Investigators				33945600
	Incentive to Survey Supervisor for using mobile and internet				1634000
	Incentive to Filed Investigator for using mobile and internet				1634000
	Grand Total				1017.15 Lakhs

Details of Manpower Requirements and related charges for QES in FY 2026-27

S.No.	Name of the Post	No. of Post	Consolidated Salary PM (Rs)	No. of Months	Total Amount excluding taxes (Rs.)
1	2	3	4	5	6
1	Application Developer	1	135000	12	1620000
2	Web Developer	1	135000	12	1620000
3	Data Base Administrator	1	135000	12	1620000
4	Statistical Analyst	1	135000	12	1620000
5	Computer Programmer	1	85,000	12	1020000
6	Office Assistant	4	35473	12	1702704
7	Survey Supervisor	68	35743	12	29166288
8	Field Investigator	544	32540	12	212421120
9	MTS	10	21600	12	2592000
	Total	631			253382112
	Travel Exp. (T.E.) Approx. for Survey Supervisors				14198400
	Travel Exp. (T.E.) Approx. for Field Investigators				144268800
	Office Exp. (Misc.) Approx.				5000000
	Incentive to Survey Supervisor for using mobile and internet				6536000
	Incentive to Field Investigators for using mobile and internet				6536000
	Grand Total				4299.21 Lakhs

Details of Manpower Requirements and related charges for QES in FY 2027-28

S.No.	Name of the Post	No. of Post	Consolidated Salary PM (Rs.)	No. of Months	Total Amount excluding taxes (Rs.)
1	2	3	4	5	6
1	Application Developer	1	135000	12	1620000
2	Web Developer	1	135000	12	1620000
3	Data Base Administrator	1	135000	12	1620000
4	Statistical Analyst	1	135000	12	1620000
5	Computer Programmer	1	85,000	12	1020000
6	Office Assistant	4	35473	12	1702704
7	Survey Supervisor	50	35743	12	21445800
8	Field Investigator	518	32540	12	202268640
9	MTS	7	21600	12	1814400
	Total	584			234731544
	Travel Exp. (T.E.) Approx. for Survey Supervisors				13154400
	Travel Exp. (T.E.) Approx. for Field Investigators				137373600
	Office Exp. (Misc.) Approx.				2500000
	Incentive to Survey Supervisor for using mobile and internet				6536000
	Incentive to Field Investigator for using mobile and internet				6536000
	Grand Total				4008.32 Lakhs

why such IT manpower
is needed separately for
QES when MTS (IT modernization)
is also proposed?

Details of Manpower Requirements and related charges for QES in FY 2028-29

S.No.	Name of the Post	No. of Post	Consolidated Salary P.M. (Rs.)	No. of Months	Total Amount excluding taxes (Rs.)
1	2	3	4	5	6
1	Data Base Administrator	1	135000	12	1620000
2	Statistical Analyst	1	135000	12	1620000
3	Computer Programmer	1	85,000	12	1020000
4	Office Assistant	4	35473	12	1702704
5	Survey Supervisor	44	35743	12	18872304
6	Field Investigator	500	32540	12	195240000
7	MTS	6	21600	12	1555200
	Total	557			221630208
	Travel Exp. (T.E.) Approx. for Survey Supervisors				11692800
	Travel Exp. (T.E.) Approx. for Field Investigators				132600000
	Office Exp. (Misc.) Approx.				2000000
	Incentive to Survey Supervisor for using mobile and internet				6536000
	Incentive to Field Investigator for using mobile and internet				6536000
	Grand Total				3809.95 Lakhs

Details of Manpower Requirements and related charges for QES in FY 2029-30

S. No.	Name of the Post	No. of Post	Consolidated Salary P.M. (Rs.)	No. of Months	Total Amount excluding taxes (Rs.)
1	2	3	4	5	6
1	Data Base Administrator	1	135000	12	1620000
2	Statistical Analyst	1	135000	12	1620000
3	Computer Programmer	1	85,000	12	1020000
4	Office Assistant	4	35473	12	1702704
5	Survey Supervisor	36	35743	12	15440976
6	Field Investigator	478	32540	12	186649440
7	MTS	5	21600	12	1296000
	Total	526			209349120
	Travel Exp. (T.E.) Approx. for Survey Supervisors				8769600
	Travel Exp. (T.E.) Approx. for Field Investigators				126765600
	Office Exp. (Misc.) Approx.				2000000
	Incentive to Survey Supervisor for using mobile and internet				6536000
	Incentive to Field Investigator for using mobile and internet				6536000
	Grand Total				3599.56 Lakhs

Details of Manpower Requirements and related charges for QES in FY 2030-31

S. No.	Name of the Post	No. of Post	Consolidated Salary P.M. (Rs.)	No. of Months	Total Amount excluding taxes (Rs.)
1	2	3	4	5	6
1	Data Base Administrator	1	135000	12	1620000
2	Statistical Analyst	1	135000	12	1620000
3	Computer Programmer	1	85,000	12	1020000
4	Office Assistant	4	35473	12	1702704
5	Survey Supervisor	30	35743	12	12867480
6	Field Investigator	469	32540	12	183135120
7	MTS	5	21600	12	1296000
	Total	511			203261304
	Travel Exp. (T.E.) Approx. for Survey Supervisors				7308000
	Travel Exp. (T.E.) Approx. for Field Investigators				124378800
	Office Exp. (Misc.) Approx.				2000000
	Incentive to Survey Supervisor for using mobile and internet				6536000
	Incentive to Field Investigator for using mobile and internet				6536000
	Grand Total				3500.20 Lakhs

Annexure-IXA**Minutes of Brainstorming/Consultative Session held under the Chairpersonship of AS&FA on 11-07-2025**

A Brainstorming/Consultative Session with organizations/institutions working in the field of Labour & Employment was held at Labour Bureau, Chandigarh under the Chairpersonship of Ms. G. Madhumita Das, AS&FA, Department of Expenditure (DoE), Ministry of Finance (MoF) on 11.07.2025. The list of participants is annexed.

1. At the outset, Sh. Alok Chandra, Director General, Labour Bureau, welcomed all the participants from ILO, RBI, FICCI, AJNIFM etc. to the meeting. The speaker expressed his sincere gratitude to all the researchers, academia, international institutions and practitioners for sparing their valuable time to join this August gathering and enriching the session with their rich and vast experience.
2. Thereafter, AS&FA thanked DGLB for providing her the opportunity to chair the session. The speaker emphasised the need of Statistics on Labour Market and Economics being a very important & crucial facet of planning & policy formulation for Labour Welfare. It enables the bureaucrats to make informed decisions on the basis of real-time data being churned out. The speaker mentioned about the mechanism to continue current Ministerial schemes, their thirdparty evaluation and intertwining & interdependency of Ministerial schemes and Financial Cycles of 5 years each. Since, the current Financial Cycle is drawing to an end by March, 2026; therefore, evaluation of currently running schemes by a third-party independent evaluator is of utmost importance. Consequently, all the Ministries/departments are geared up for the next Financial Cycle starting from April, 2026 onwards. As all the Ministries of Govt. of India are reviewing their current schemes and launching new & revamped schemes for the next Financial Cycle (5 years). It is an opportunity to refine, redesign, reinvent and enhance the scope, quality & utility of the LESS scheme of Labour Bureau and do things in a better way and fill the gaps, if any, to address the dynamic problems of Labour welfare and unemployment. Thus enabling the organization (Labour Bureau) to transform into a premier agency on prices, labour and employment data.
3. Thereafter, Overview of wide gamut of activities/schemes/works undertaken by Labour Bureau and its future roadmap was elaborated by DDG(VS). It included Index numbers such as CPIIW, CPI-AL/RL, Wage Rate Indices; Establishment based surveys like ASI, QES and EPS; Household based Surveys like MWS, DWS. The DDG(VS) invited all the

stakeholders/participants to share/provide their valuable suggestions, observations, ideas, perspective on the emerging world of work.

- (a) Sh. Rishabh Aggarwal, Research Associate (RA) from AJNIFM, MoF, Faridabad briefed about their evaluation of LESS scheme and detailed about the lacunae present in the schemes/indices/surveys and proposed/recommended ideas to improvise on them. One of the notable recommendations was to carry out the convergence and synergy among all the Ministries/departments so as to do away with the common tasks leading to duplication of efforts. In order to achieve this, partnership among technocrats, policy makers, academicians, practitioners, researchers and other stakeholders will play a crucial role.
- (b) Sh. G.C. Manna, Senior Advisor, NCAER (Ex. DG, CSO & NSSO, MoSPI), New Delhi emphasized the switchover to recent base years. The speaker pointed out that Labour Bureau's index CPI-AL/RL switchover to Base=2019 is obsolete as it is being more than 5 years old and therefore, an exercise in futility. He drew a parallel with MoSPI which is switching-over to Base 2022-23 from 2011-12 for calculating India's Gross Domestic Product (GDP). In this context, DDG(AKS) explained that the Household Consumption Expenditure Survey (HCES) 2023-24 of MoSPI which is designed to collect information on consumption of goods and services by the households will be used for the next Base updation of CPI-AL/RL. The preliminary work on the same has already been started. Sh. G.C. Manna further emphasized the overlapping between Quarterly Employment Survey (QES) and Annual Survey of Service Sector Enterprises (ASSSE) undertaken by NSO, MoSPI using Goods and Services Tax Network (GSTN), established under the aegis of Central Goods and Services Tax (CGST) Act, 2017, as sample frame, essentially to develop a comprehensive database of the services sector of the country which was not available till date. Both of the afore-mentioned surveys are establishment based demand side surveys. Furthermore, Annual Survey of Industries (ASI) survey conducted by Labour Bureau is based on the obsolete frame of 6th Economic Census carried out in 2013-14 and thus, reports churned out by ASI division of Labour Bureau are losing relevance. A number of industries which were not covered in 6th EC have sprung up and needs to be included in the sample design. The speaker suggested tapping into other data sources and taking latest frame from other agencies working in this sector such as EPFO, ESIC, ASI, GST, MCA, MSME etc. In this regard, DDG(KGS) explained that Labour Bureau is already in touch with MCA, MSME, GST, EPFO, ESIC to explore the possibilities to use their frames for compiling ASI. Sh G.C. Manna explained that the ASI frame has very narrow scope

as lots of new factories have been established and are not covered in 6th EC frame and additionally, 20% of the factories covered in 6th EC frame are in-operative, For the rest of 80% operating factories, 85% factories (significant sample size) have less than 10 workers as most of them have 10 workers while registering under the factories act which later got reduced due to the market vagaries. Thus, effectively, the sample size gets reduced to merely 3% and the purpose of ASI which is to measure the industrial statistics in the Organized sector (having 10 or more workers) gets automatically defeated. Moreover, Factories registered under 6th EC are not all engaged in manufacturing sector as most of their subsidiaries are engaged in allied activities leading to misrepresentation or over-valuation of manufacturing sector. The speaker called attention to the irregularity in releasing of Wage Rate Index (WRI) and the duplication of efforts done in past while carrying out Employment-Unemployment surveys (EUS) by Labour Bureau and MoSPI leading to two different data-sets creating confusion, complications and mismatches leading to question of credibility and accuracy of Government departments. All the suggestions/recommendations and critical examination by the speaker was well received by one and all.

- (c) Sh. Deepak Wasan, Additional Director, NIELIT, Chandigarh highlighted the IT & ICT intervention touching all the walks of life. The speaker anecdote the changing nature of wars which were earlier fought as man-to-man combat style but nowadays, is technology driven. It is high time to make use of state-of-the-art cutting edge technology to avoid falling behind other industrially advanced nations. The speaker emphatically explained that the technology used in the warfare is not only the tangible hardware that is seen & felt but also comprises of (mis/dis)information & narrative spread through social media. For the complete overhaul of the departments, the speaker elaborated long-term, mid-term and short-term goals as detailed below:-

Long term goal comprises of digital transformation i.e. the integration of digital technology into all areas of a work/business leading to automation on all work flows.

Mid-term goal include digitalization i.e. computerization of processes, business models **Short-term or immediate goal** include digitization i.e. basic data digitization that enables converting raw data into meaningful information for further processing and identifying trends. Since, the working of the department is data driven; the speaker stressed on the use of data engineering and data analysis tools which enable us in accurate data capturing, interpretation and releasing of results in a timely manner. It is high time to implement **Government Process**

Reengineering (GPR) which involves fundamentally redesigning and improving government workflows to enhance efficiency, transparency, and service delivery. The speaker suggested that for this, either independent consultants can be hired or collaboration with a third-party technology partner can be explored. The speaker requested DGLB to share the Request for Proposal (RFP) prepared for carrying out the digitization and automation of all activities of Labour Bureau for suggestions and constructive criticism. DGLB acceded to the request and promptly replied in affirmation. Ms. G. Madhumita Das, AS&FA further suggested that LB should request other stakeholder departments for providing Application Programming Interface (API) integration into their data systems for real time access to the latest data frames. It will enable LB to use secondary data sources and bring synergy & convergence regarding the data that needs to be kept or bucketed or archived for the surveys.

- (d) Sh. Joice John, Research Officer, RBI, Mumbai thanked DGLB for inviting him at this consultative and brainstorming session. The RBI has been a vivid user of the statistical reports churned out by Labour Bureau such as CPI-IW, CPI-AL/RL, Employment-Unemployment rates, WRI. These reports act as bedrock for monetary policy formulation by RBI. The speaker requested DGLB to revive the QES at the earliest and, reduce the lag time as contemporary information is more useful for policy formulation. The speaker expressed gratitude as RBI is an avid user of information on rural wages for which LB is the only unique source in India. The speaker suggested making available the rural wages in a more presentable form as the current data is highly disaggregated. Additional, the speaker suggested to bring out/release the reports with higher frequency and less (reduced) lag as monetary policy and GDP projections are released on quarterly basis. The speaker recommended a weekly/monthly frequency and a lag of not more than one quarter in context of All India Rural Wage Index and WRI to enable RBI to formulate Macro-picture of monetary policy reflecting the contemporary economic trends. DDG(KGS) defended the semi-annual release of WRI stating that Index released over a longer time horizon remains stable. Moreover, wages do not change frequently and consequently increasing release frequency of index will not be very fructuous. DDG(KGS) elaborate that Labour Bureau is also taking new initiatives including (but not limited to) Pradhan Mantri Bhartiya Janaushadhi Pariyojana (PMBJP), Vishwakarma scheme, National level Productivity Index using PLFS frame of MoSPI (secondary data) in terms of Gross Value Added (GVA) of workers and survey on Gig workers. DDG(AKS) elucidated that CPI-AL/RL index is also used for determining Minimum Support Price (MSP) by the Commission for Agricultural Costs &

Prices (CACP). Ms. G. Madhumita Das, AS&FA stated that rather than focussing on data collection, LB needs to shift focus to extract data from other data sources.

- (e) Ms. Radhicka Kapoor, Senior Employment Specialist, ILO, New Delhi drew a parallel on the demand side survey of QES conducted by LB and supply side survey of PLFS conducted by MoSPI. In order to observe the slackness or tightness in the Labour market; both the surveys have an important role to play; PLFS survey provides unemployment rate, worker population ratio and Labour force participation ratios on a monthly basis; whereas QES provides the vacancies available on a quarterly basis. The speaker remarked that there is no survey undertaken to measure the skill level of workers and task content on occupation which can be made part of Occupational Wage Survey (OWS).
- (f) Mr. Peter Buwembo, Specialist Labour Statistician, ILO, New Delhi remarked on Labour Market Information Systems (LMIS) as a good entry point to avoid duplication of efforts. It is regarded as a low hanging fruit which will define the Labour Market of future.
- (g) Sh. Rakesh Kumar, Ex. DG, NSO, MoSPI shared his experience on survey approval, formulation of expert group, selecting frame, choosing sample size, designing methodology, conducting field work, drafting report and problems faced. The manpower agency finalized to collect data must be very experienced and reliable. The agencies hired for collecting and supervising data must be different to avoid any conflict of interest.
- (h) Sh. Amrinder Vir Singh Barsat, Consultant, FICCI, Chandigarh remarked that participation from employers' community and industry stakeholders is essential ensuring the continued relevance and practical applicability of Bureau's work. The speaker highlighted the need to broaden the scope of Labour Bureau's survey activities through greater inclusion and collaboration with National level employee organizations such as FICCI. The speaker submitted that Micro, Small and Medium Enterprises being the largest employer are not sufficiently covered. Additionally, surveys on social security of workers and implementation of safety concerns are the need of the hour. Sh. Gaurav Bhatia defended that while conducting surveys, a tripartite committee comprising of representatives from Government, Employers' Organization and Organized labour are formed.

- (i) Smt. Shefali Dhingra, Economic Advisor (EA), MoL&E thanked everyone for their valuable suggestions. The speaker assured that the valuable feedbacks of all will be incorporated while designing the Labour Bureau's future.

In his concluding remarks, AS&FA advised to explore the following possibilities:

- Labour Bureau should try to passively tap into Enterprise Resource Planning (ERP) systems of other enterprises to get relevant & meaningful secondary data.
- For real time data collection, mobile applications for Android and iOS should be developed and integrated with Aadhar database for authentication and geo-tagging, geo-locking and geo-linkages.

The meeting ended with a vote of thanks to the Chair.

Participants of Brainstorming/Consultative Session held on 11th July, 2025:-

1. Ms..G. Madhumita Das, AS&FA, DoE, Ministry of Finance, New Delhi
2. Sh. Alok Chandra, SLEA & DGLB, MoL&E, New Delhi
3. Sh. G.C. Manna, Senior Advisor, NCAER (Ex. DG, CSO & NSSO, MoSPI), New Delhi
4. Sh. Rakesh Kumar, Ex. DG, NSO, MoSPI
5. Sh. Anil Kumar Sharma, DDG, LB, Chandigarh
6. Sh. Virender Singh, DDG, LB, Chandigarh
7. Sh. Kailash G. Sharma, DDG, LB, Chandigarh
8. Smt. Shefali Dhingra, Economic Advisor (EA), MoL&E
9. Sh. Deepak Wasan, Additional Director, NIELIT, Chandigarh
10. Dr. Manish Arora, Scientist-F & Registrar NDU, NIELIT, Chandigarh
11. Sh. Joice John, Research Officer, RBI, Mumbai
12. Ms. Radhicka Kapoor, Senior Employment Specialist, ILO, New Delhi (Via Online)
13. Mr. Peter Buwembo, Specialist Labour Statistician, ILO, New Delhi (Via Online)
14. Ms. Divya Verma, Senior Programme Officer, ILO, New Delhi (Via Online)
15. Sh. Amrinder Vir Singh Barsat, Consultant, FICCI, Chandigarh
16. Sh. Rishabh Aggarwal, Researcher, AJNIFM, Faridabad
17. Sh. Gaurav Bhatia, Director, LB, Chandigarh
18. Sh. Ashok Kumar, Director, LB, Chandigarh
19. Sh. Virender Singh, Director, LB, Chandigarh
20. Sh. Navdeep Singh, Director, LB, Chandigarh

21. Smt. Arshee Khosla, Deputy Director, LB, Chandigarh
22. Sh. Rakesh Vaid, Deputy Director, LB, Hyderabad
23. Sh. Vinod Kumar, Deputy Director, LB, Chandigarh
24. Smt. Mamta Jain, Deputy Director, LB, Chandigarh
25. Sh. Mohan Singh, Programmer, LB, Chandigarh
26. Sh. K. Vishal Bajwan, Assistant Director, LB, Chandigarh
27. Sh. Aman Deep, Assistant Director, LB, Chandigarh
28. Sh. Kulwinder Singh, Section Officer, MoL&E, New Delhi.
29. Sh. Ankit Gupta, DPA, LB, Chandigarh
30. Sh. Ranjit Kumar, Economic Officer, LB, Chandigarh
31. Sh. Kashish Marwaha, Economic Officer, LB, Chandigarh
32. Smt. Mohini Saini, Economic Officer, LB, Chandigarh
33. Sh. Jitender Patel, Investigator, LB, Chandigarh
34. Sh. Mohan, Investigator, LB, Chandigarh
35. Sh. Sumit, DEO, LB, Chandigarh

Annexure-IXB

**Minutes of Brainstorming / Consultative Session held with
States/
UTs under the chairmanship of DGLB/SLEA**

A Brainstorming/Consultative Session with senior officers/ representatives from Labour Commissioner offices/ Labour Departments and Department of Economics & Statistics (DES) offices of States/ UTs was organized in virtual mode by Labour Bureau, Chandigarh. The meeting was held under the chairmanship of **Sh. Alok Chandra, Senior Labour & Employment Adviser (MoL&E) & Director General (LB)** on 18.07.2025. The list of participants is annexed.

- a) **SLEA/DGLB** welcomed all participants. He stated that the meeting is aimed at fostering constructive dialogue with States/UTs regarding Bureau's current activities and future roadmap. He emphasized the importance of collaboration between the central & state governments. He acknowledged the alignment of Labour Bureau's activities & initiatives with the evolving economic landscape; especially in the context of growing digitalization. Broadly touching upon the key activities of the Bureau, SLEA invited suggestions from States/UTs regarding identification of industrial clusters for updated CPI-IW base revision to reflect latest consumption expenditure patterns; timely sharing of administrative data under 11 Labour Acts and role of States/UTs in the participation in upcoming automation/ digitalization activities of the Bureau.
- b) Taking forward the session, **Sh. Kailash G Sharma (DDG, LB Coordination)**, gave an extensive & comprehensive presentation on the various existing activities of the Labour Bureau; along with the new initiatives planned. DDG (KGS) outlined the history of the organization and the present spread of Regional Offices. He gave a panoramic explanation on index numbers, surveys, administrative labour statistics and other vital activities covering CPI-IW, CPI- AL/RL, WRI, OWS, Establishment/ Household based surveys, etc. The presentation was concluded with sharing of latest initiatives/ strategies intended to expand the scope & horizon of the Bureau.
- c) Thereafter, participants were invited to make their interventions and give recommendations/ suggestions.

1. Sh. Charandeep Singh, Labour Commissioner, **Jammu & Kashmir**, appreciated the detailed presentation given. He emphasized the significance of data collection and data driven decision making in nation building. The speaker suggested that despite there being numerous national-level data portals; there is a need for developing portability or interconnectivity across various department channels to access data at a single platform. The speaker requested to provide periodic training/capacity building for mentoring officers, so as to ensure that authenticated data is transmitted to Labour Bureau. He suggested having comprehensive engagement of all the stakeholders including the unions, associations and all the concerned representatives; in all labour and price related exercises. He suggested development of enhanced and improvised digital tools to ensure data accuracy and reduce time lag.

2. Sh. K. Narasimha, Joint Director, DES, **Karnataka** gave reference to the Regional Conference on CPI-IW held in Madurai in January, 2025. He requested to arrange meeting with shopkeepers of Bangalore to sensitize regarding the importance of price collection, especially in CPI-IW, as an enabling factor to collect data.

3. Sh. Ravi Kiran Pal, representative from DES, **Madhya Pradesh**, while appreciating the presentation, mentioned that CPI data is being collected and transmitted regularly. He further assured Labour Bureau of cooperation as per future instructions received. The speaker requested LB to provide training to their DES field staff members for quality data collection. Smt. Rakhi Joshi, Assistant Labour Commissioner, Labour Department, **Madhya Pradesh** assured that all pending returns will be shared soon.

4. Sh. Amarjyoti Goswami, Joint Director, DES, **Assam** remarked that the presentation given by Labour Bureau is very comprehensive, informative & useful to the State authorities. The speaker sought guidance regarding frame selection. He further assured of all necessary cooperation from his State.

5. Sh. Amol Khandare, Joint Director, DES, **Maharashtra** mentioned about the work done by them in their state-level CPI wherein the base year is 2003. There is an attempt to revise the Base year to 2025. The frame used for Base updation is derived from Household Consumption and

Expenditure Survey (HCES) 2023-24 and the item basket are almost finalized. The speaker sought guidance of Labour Bureau in building their state-level CPI, as well as, he extended full co-operation on behalf of DES, Maharashtra.

6. Sh. Gandham Chandrudu, Additional Secretary, Department of

Labour, **Andhra Pradesh** thanked Labour Bureau for the extremely informative presentation and new initiatives being proposed namely surveys on PM Vishwakarma Scheme, Start-Up Survey scheme & development of Productivity Index. He assured of active participation by State of Andhra Pradesh. The speaker suggested that annual returns submitted under the 11 administrative labour statistics acts could be enabled/ provisioned for digital submission. Another representative from DES, **Andhra Pradesh** requested for LB's guidance in developing the State's price index.

7. Sh. A Mawlong, Secretary, Department of Labour, **Arunachal Pradesh** stressed the regular submission of reports/returns under various labour acts. He mentioned that the State is also undertaking the development of a portal for faster submission of returns.

8. Sh. Rajesh Kumar, Deputy Labour Commissioner, **Bihar** commended the presentation made by LB. The speaker had queries regarding the coverage of nation-wide data collection exercise of Quarterly Employment Survey (QES). DDG(KGS) explained that data under QES is collected from various establishments systematically, by using technical sampling design. This allows to assess the employment situation in various key sectors.

9. Ms. Shubhangi, Addnl Labour Commissioner, **Chhattisgarh** and another representative of DES, Chhattisgarh mentioned that sometimes there is a slight delay in collection of data because of shortage in manpower. Further, they mentioned that regular price collection under CPI is being undertaken.

10. Sh. K.M. Singh, Joint Labour Commissioner, Labour Department, **Delhi** commented that their department is providing all the returns in a timely manner.

11. Sh. Kailash Gokhale, Deputy Director, Planning & Statistics, **Goa** requested Labour Bureau to provide the

guidance to state officials to develop consumption basket for the State's CPI related survey.

12. Sh. Abhijit Sivsagar, Joint Director, Labour Department, **Gujarat** requested to provide handholding to price collector of DES, Gujarat. The speaker also requested LB to share the data collected and methodology adopted for base revision of price indices.

13. Sh. Vishwapreet Hooda, Deputy Labour Commissioner, **Haryana** thanked LB for the insightful presentation; and assured State's cooperation.

14. Smt. Alpana Sinha, Joint Labour Commissioner, **Jharkhand** suggested to have a single window web-portal for easy submission of returns/ prices. DDG(VS) mentioned that digitalization & automation project is in the pipeline by the Bureau and various verticals may be developed for ease of data transmission.

15. Representatives of DES, **Kerala** mentioned that the State is undertaking data collection and index calculation for Agricultural Labourers and Industrial Workers as per its CPI base year of 2011-12; and that there is an urgent need to update the base year. Further, the State is soon planning to conduct family expenditure/budget survey. 16. Sh. P.S. Verma, Deputy Labour Commissioner, **Himachal Pradesh** stated that all the returns for various labour acts are being provided in a timely manner. He added that there exist wage boards in the State to ensure implementation of various wage-related legislations.

17. Mr. Lalmuanpuia Fanai, Deputy Director, Labour Department, **Mizoram** stated that information regarding Consumer Price Index for Industrial Workers and Agricultural Labourers is being compiled regularly.

18. Smt. Naourong, Deputy Labour Commissioner, **Meghalaya** thanked for the comprehensive and detailed presentation. She suggested that submission of annual returns under labour acts via digital portal may be advisable for the future. 19. Assistant Labour Commissioner, Labour Department, **Nagaland** attended the meeting.

20. Sh. Madan Mohan Paik, Additional Labour Commissioner, **Odisha** praised the presentation made by LB. The speaker requested to explore the possibility of simplification of price schedules and labour act related returns. Sh. Ram Chandar Mishra, Statistical Officer, DES, Odisha explained about the State Govt. Projects carried out by their departments.
21. Sh. Pradeep, Labour Inspector, **Puducherry** mentioned that all pending returns of labor acts will be provided at the earliest.
22. Sh. Baljeet Singh, Deputy Labour Commissioner, **Punjab** commented that Labour Bureau is undertaking various vital surveys across the country. He added that there is high absenteeism rate in Punjab, and some policies may be formulated to tackle the same.
23. Sh. O.P Saharan, Additional Labour Commissioner, **Rajasthan** suggested involving labour and trade unions in the price indexation exercises and surveys to increase its credibility. DDG(VS) explained that a high-level tripartite committee is formed by the Ministry to ensure wide representation.
24. Secretary, Labour Department, **Manipur** mentioned about the delay in submitting returns may occur due to occasional disruptions at Statelevel. She assured full cooperation of the State in all future activities as per need.
25. Sh. Simon, Deputy Director and Sh. Vikram Tamang, Deputy Director, DES, **Sikkim** commented about the recent data shared by their department regarding the base revision exercise of CPI-IW being undertaken by Labour Bureau. He added that at present there is no center selected from the State for CPI. The speaker requested LB to provide guidance to DES department for better data collection in prices as well as surveys.
26. Labour Commissioner, Department of Labour, **Andaman & Nicobar Islands** mentioned that the UT regularly undertakes the revision of minimum wages under the Minimum Wages Act.
27. Smt. Gayatri, Joint Director, Directorate of Industrial Safety and Health, **Tamil Nadu** commented that data is being

submitted by their department in a timely manner. Another representative from office of Labour Commissioner, Tamil Nadu mentioned about the timely data submission by their office.

28. Sh. Chandra Shekar, Joint Commissioner of Labour, Department of Labour, **Telangana** apprised about the data submitted to Labour Bureau. The speaker appreciated the presentation and commended the new initiatives of Labour Bureau especially the Employer Perception Survey (EPS). He urged LB to add an aspect regarding Ease of doing business in the surveys. He added that the state regularly revises the Minimum Wages.

29. Sh. Paul S. Darlong, Joint Director, DES, **Tripura** suggested to have online data capturing of prices and returns, to provide tablets to DES field staff for better data collection and to have frequent meetings at regional levels to resolve issues, if any.

30. Ajay Kumar Mishra, Deputy Labour Commissioner, Department of Labour, **Uttar Pradesh** requested to explore the possibility of data provisioning as per financial year. DDG(AKS) explained that the timeline for the various returns are mostly pre-defined under the various labour acts. A representative of DES, Uttar Pradesh mentioned about their new pilot surveys on PLFS and ASUS and their department is undertaking regular data collection exercise.

31. Sh. Umesh Chandra Rai, Deputy Labour Commissioner, Department of Labour, **Uttarakhand** thanked for the detailed presentation on various facets of Labour Bureau. He urged LB to expand sample framework to cover unorganized and gig workers for greater inclusivity. DDG(KGS) welcomed the suggestions and added that the same is in consideration to undertake surveys on these topics in future.

32. Sh. Debojyoti Ghosh, Joint Labour Commissioner, Department of Labour, **West Bengal** assured cooperation and added that the pending returns under labour acts will be shared soon. He added that their comments on the presentation shall be conveyed after the approval of their higher authorities.

- d) The presentation made by LB was highly appreciated for its comprehensive explanation by all attendees.
- e) **Sh. Anil Kumar Sharma (DDG, LB)** requested all State representatives to provide the pending returns under the various labour acts, at the earliest.
- f) **Smt. Shefali Dhingra, Economic Advisor (EA), MoL&E** thanked everyone for their valuable suggestions and assured that the inputs of all invitees will be considered while designing future roadmap.
- g) **SLEA/ DGLB**, in his closing remarks, stated that digitalization and automation project is being designed by Labour Bureau to bring about online submission of price data, wages, returns on labour statistics, etc. He added that Labour Bureau will extend all possible technical support to the States undertaking CPI revision exercises at their level. He stated frequent region-wise consultations/meetings would also be conducted for better cooperation & harmonization between central agencies and states. He thanked all participants for their constructive and wide ranging suggestions on various facets of labour and employment.

The meeting ended with vote of thanks to the chair.

Annexure I

Participants of Brainstorming/Consultative Session held on 18th July, 2025:-

1. Sh. Alok Chandra, SLEA & DGLB, MoL&E, New Delhi
2. Sh. Anil Kumar Sharma, DDG, LB, Chandigarh
3. Sh. Virender Singh, DDG, LB, Chandigarh
4. Sh. Kailash G. Sharma, DDG, LB, Chandigarh
5. Smt. Shefali Dhingra, Economic Advisor (EA), MoL&E
6. Sh. Gaurav Bhatia, Director, LB, Chandigarh
7. Sh. Ashok Kumar, Director, LB, Chandigarh
8. Sh. Virender Singh, Director, LB, Chandigarh
9. Sh. Navdeep Singh, Joint Director, LB, Chandigarh
10. Smt. Arshee Khosla, Deputy Director, LB, Chandigarh

11. Sh. Rakesh Vaid, Deputy Director, LB, Hyderabad
12. Smt. Mamta Jain, Deputy Director, LB, Chandigarh
13. Smt. Chitra Ahlawat, Deputy Director, LB, Chandigarh
14. Smt. Sneh Kirti, Deputy Director, LB, Chandigarh
15. Sh. Mohan Singh, Programmer, LB, Chandigarh
16. Sh. Anil Sharma, Assistant Director, LB, Chandigarh
17. Sh. K. Vishal Bajwan, Assistant Director, LB, Chandigarh
18. Sh. Ankit Gupta, DPA, LB, Chandigarh
19. Sh. Ranjit Kumar, Economic Officer, LB, Chandigarh
20. Sh. Ajay Saini, Economic Officer, LB, Chandigarh
21. Sh. Kashish Marwaha, Economic Officer, LB, Chandigarh
22. Sh. Hemant Kumar, Investigator, LB, Chandigarh
23. Sh. Shyam Kumar, Investigator, LB, Chandigarh
24. Sh. Suraj Singh, Investigator, LB, Chandigarh
25. Sh. Jitender Patel, Investigator, LB, Chandigarh
26. Sh. Mohan, Investigator, LB, Chandigarh
27. Sh. Aditya Aggarwal, Investigator, LB, Chandigarh
28. Sh. Divyansh Sharma, DEO, LB, Chandigarh

Annexure II

**Representatives of various Labour Departments and DES in
Brainstorming /
Consultative Session held on 18th July, 2025:-**

S.No.	State/ UT	Remarks
1	Andhra Pradesh	Sh. Gandham Chandrudu, Additional Secretary, Labour.
2	Andaman and Nicobar Islands	Labour Commissioner, Labour Department
3	Arunachal Pradesh	Sh. A. Mawlong, Secretary, Department of Labour
4	Assam	Sh. Amarjyoti Goswami, Joint Director, DES
5	Bihar	<ol style="list-style-type: none"> 1. Sh. Rajesh Kumar, Deputy Labour Commissioner 2. Smt. Roshna Sejan, Assistant Labour Commissioner
6	Chandigarh	---

7	Chhattisgarh	1. Smt. Shubhangi, Addnl Labour Commissioner 2. Representatives from DES
8	Dadra and Nagar Haveli and Daman and Diu	---
9	Delhi	Sh. K.M. Singh, Joint Labour Commissioner,
10	Goa	Sh. Kailash Gokhale, Deputy Director, Planning & Statistics
11	Gujarat	Sh. Abhijit Sivsagar, Joint Director, Labour Department
12	Haryana	Sh. Vishwapreet Hooda, Deputy Labour Commissioner
13	Himachal Pradesh	Sh. P.S. Verma, Deputy Labour Commissioner
14	Jammu and Kashmir	Sh. Charandeep Singh, Labour Commissioner
15	Jharkhand	Smt. Alpana Sinha, Joint Labour Commissioner
16	Karnataka	Sh. K. Narasimha, Joint Director, DES
17	Kerala	Representatives from DES
18	Ladakh	---
19	Lakshadweep	---
20	Madhya Pradesh	1. Sh. Ravikaran Pal, DES 2. Smt. Rakhi Joshi, Assistant Labour Commissioner
21	Maharashtra	Sh. Amol Khandare, Joint Director, DES
22	Manipur	Secretary, Labour Department
23	Meghalaya	Smt. Nourong, Deputy Labour Commissioner
24	Mizoram	Sh. Fannai, Deputy Director, Labour Department
25	Nagaland	Assistant Labour Commissioner
26	Odisha	1. Sh. Madan Mohan, Additional Labour Commissioner 2. Sh. Ram Chandar Mishra, Statistical Officer, DES
27	Puducherry	Sh. Pradeep, Labour Inspector
28	Punjab	Sh. Baljeet Singh, Deputy Labour Commissioner
29	Rajasthan	Sh. O.P Saharan, Additional Labour Commissioner

30	Sikkim	1. Sh. Simon, Deputy Director, DES 2. Sh. Vikram Tamang, Deputy Director, DES
31	Tamil Nadu	1. Smt. Gayatri, Joint Director, Directorate of Industrial Safety and Health 2. Admin Officer, Office of Labour Commissioner
32	Telangana	Sh. Chandra Shekar, Joint Commissioner of Labour
33	Tripura	Sh. Paul S. Darlong, Joint Director, DES
34	Uttar Pradesh	1. Ajay Kumar Mishra, Deputy Labour Commissioner 2. Representative from DES
35	Uttarakhand	Sh. Umesh Chandra Rai, Deputy Labour Commissioner
36	West Bengal	Sh. Debojyoti Ghosh, Joint Labour Commissioner

Annexure-IXC

Record of Discussion of the Meeting of Labour Bureau Officers with the Chief Economic Adviser, Ministry of Finance, 28th July, 2025

*Date/ Time: July 28, 2025 at 3:00 PM,
Venue: North Block, Ministry of Finance, New Delhi*

A team of senior officers of Labour Bureau and ESA Section, M/o Labour & Employment met Dr. V. Anantha Nageswaran, Chief Economic Advisor (CEA), DEA, Ministry of Finance for his inputs and guidance on the present activities and future vision of Labour Bureau. List of participants is **annexed.**

2. After the introductory remarks by CEA and SLEA/ DGLB, a brief presentation on various activities under Labour and Employment Statistical System (LESS) scheme of Labour Bureau was made by DDG (VS). In his presentation DDG (VS) briefed the CEA and team about the important role of Labour Bureau in bringing out the Consumer Price Indices (CPI) for Industrial Workers (since 1944), Agricultural Labour and Rural Labourers (since 1961). These indices are aimed to capture the consumption patterns and prices with respect to various segments of labour. Due to the uniqueness of these indices to represent the requirements of the labour market, these indices have important and diverse uses/ users. The MoSPI on the other hand has been bringing out the CPI Numbers since 2012; targeting all segments of the society in both urban (through CPI Urban) and rural (through CPI Rural) areas.

3. DGLB highlighted that the Bureau of Labour Statistics (BLS), USA also has separate CPI Numbers in the form of CPI (General) and also the CPI (Workers) to cater to the needs of the clerical workers and wage earners. The ILO manual on CPI Numbers also provided for the targeted CPI numbers on various segments of Labour. DDG (AKS) and DDG (KGS) briefed CEA and team on their respective slides of the presentation i.e. CPI (AL/RL) & Labour

Statistics and Surveys respectively. In addition to the ongoing activities, CEA was also briefed about the future vision/plans of the Labour Bureau particularly the SFC proposals for the next five years under LESS scheme.

4. Summary of discussion and suggestions provided by CEA are as follows:

- i) CEA highlighted that leveraging data-driven decision-making is crucial for fostering economic growth, improving governance, and enhancing the delivery of public services. In this regard, Labour Bureau is expected to play a pivotal role by maintaining a comprehensive, up to date and easily retrievable database on prices, labour and employment.
- ii) CEA was apprised that the Consumer Price Indices compiled presently are the most updated indices with CPI (IW) base year 2016=100 and CPI (AL/RL) base year recently revised to 2019=100. Moreover, the process of further base years revision has already been initiated by Labour Bureau under the guidance of an Expert Group under the Chairmanship of Shri A. .K Sadhu, Member, National Statistical Commission. CEA informed that the CPI numbers compiled by both Labour (CPI-IW and CPI-AL/RL) and MoSPI (CPI-R and CPI-U) are equally important indicators and emphasised that Labour Bureau and MoSPI should have regular consultations in this matter.
- iii) CEA suggested that Labour Bureau should collaborate closely with other organisations having expertise and data base on labour and employments such as ILO and other organizations. Similarly, Bureau can also work closely with employers confederations such as FICCI, CII and ASSOCHAM so as to get the employers' perspectives on the employments and job market dynamics.
- iv) CEA was of the view that the Quarterly Employment Survey (QES) conducted by Labour Bureau provides important insights and

information on the demand side employment scenario. However, gaps in conducting this survey needs to be plugged to have a time series data on the demand side of the labour market indicators. He noted efforts of the Labour Bureau to explore the latest frames for the proposed 'Revamped QES' such as MCA Frame or GST Frame in absence of latest Economic Census Frame. He emphasised that the revamped QES needs to rolled out as soon as possible and maintain continuity.

- v) CEA was of the view that the surveys like Employers' Perception Survey (EPS) and Gig economy workers are important and useful surveys in present context to study the impact of emerging technologies on the jobs and the changes in the nature of jobs. He suggested that the questionnaire on the EPS should also include the impact of artificial intelligence on jobs. He also suggested that Labour Bureau may consider sharing the questionnaire of the Surveys with his office so that his team can study it further and provide informed feedback and suggestions.
- vi) He also noted the importance and utility of the wage rate data on 25 occupations in informal sector, Wage Rate Index and occupational Wage Survey. CEA's team members suggested enhancing the scope of the WRI including coverage of services while undertaking the base year revision exercise and conduct of the 8th round of Occupational Wage Survey. While highlighting the utility of the wage rate data on 25 select occupations in informal sector compiled along-with CPI (AL/RL), it was suggested to explore the possibility of indexing and institutionalizing this data set. CEA also noted the importance of other proposed surveys such as Vishwakarma, Start Ups and Jan Aushadi.
- vii) CEA emphasized that Labour Bureau should focus on delivering high quality surveys particularly the demand side surveys. One of the important things to consider while designing these surveys are the preparing comprehensive and high-quality questionnaire. Studying

International benchmarks/ survey parameters such as BLS and stakeholder consultations (e.g. the employer's confederations/associations) while designing the questionnaires would be useful.

- viii) CEA also advised to examine the feasibility of surveys and data before undertaking a Survey, data collected should of high quality, corroborate with other similar studies/ sources of information. In this context Bureau should apply plausibility check to ensure the reliability and credibility of the data.
- ix) Further, in order to help the users to understand the information with clarity, CEA suggested to prepare Frequently Asked Questions (FAQs) with each Surveys and place it in the public domain for users along-with Surveys.
- x) CEA noted the effort of automation of the office and process of various activities of Labour Bureau. He advised that the website and data portal should be user friendly with ease of retrieving information in usable format.
- xi) He also noted that exploratory exercise on Labour Market Information System (LMIS) and suggested to study the good models, in this regards, across the world viz, websites of some organisations handling data such as Federal Reserve Bank (FRED) of St. Louis and Centre for Monitoring Indian Economy (CMIE).

The meeting ended with a vote of thanks to the Chair.

**List of Participants: - Meeting held under the Chairmanship of CEA on
28th July, 2025 in Ministry of Finance New Delhi.**

S.No.	Name of Officer	Designation
Ministry of Finance, DEA		
1	Dr. V. Anantha Nageswaran	Chief Economic Advisor (CEA)
2	Ms. Anuradha Guru	Adviser
3	Ms. Tulsipriya Rajkumari	Joint Director
4	Ms. Gurvinder Kaur	Joint Director
M/o Labour & Employment and Labour Bureau		
1.	Sh. Alok Chandra	SLEA/ DGLB
2.	Ms Shefali Dhingra	EA (MoLE)
3.	Sh. Anil Kumar Sharma	DDG
4.	Sh. Virender Singh	DDG
5.	Sh. Kailash G Sharma	DDG
6.	Dr. Gaurav Bhatia	Director
7.	Sh. Virender Chauhan	Director
8.	Sh. Ashok Kumar	Director
9.	Dr. Navdeep Singh	Joint Director