



Measuring Employment In India: Sources, Methodologies, And Data Challenges

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Abstract: Having reliable labour market statistics is essential for understanding employment dynamics and designing effective economic policies. Developing economies like India, where a significant portion of the workforce is engaged in informal and self-employment, present significant conceptual and methodological challenges. This study examines the main sources of employment and unemployment data in India and analyses the methodologies used to measure labour market indicators. The paper compares key datasets, including the Periodic Labour Force Survey (PLFS), the Consumer Pyramid Household Survey conducted by the Centre for Monitoring the Indian Economy (CMIE), the Population Census, and international labour databases. Using a descriptive and comparative analytical approach, the study assesses differences in measurement methods, such as "usual status", "current weekly status", and "current daily status". The findings highlight that variations in survey methodologies, reference periods, and sampling designs often lead to significant differences in employment estimates. The study also identifies several challenges in labour market data, such as the underreporting of informal employment and female labour; limitations of high-frequency labour statistics; and comparability issues across datasets.

Index Terms - Employment measurement, unemployment statistics, labour market data, PLFS, CMIE, India

I. INTRODUCTION

Employment generation remains one of the most important indicators of economic development. In a country like India, where a large portion of the workforce is engaged in informal and self-employment activities, reliable labour market statistics are essential for understanding the nature and dynamics of employment. Accurate data on employment and unemployment help policymakers assess labour market conditions, design appropriate economic policies, and monitor progress toward inclusive growth.

However, measuring employment in India presents significant challenges. The prevalence of informal employment, seasonal fluctuations in labour demand, and hidden unemployment complicate the accurate estimation of labour market indicators. Furthermore, differences in survey methodologies and data collection approaches often lead to variations in employment estimates across different datasets.

Over the past few decades, India's labour statistics system has evolved significantly. Traditionally, employment data was collected through large-scale household surveys conducted by the National Bureau of Sample Surveys. These surveys provided detailed information on labour force participation, occupational structure, and employment status. More recently, the introduction of the Periodic Labour Force Survey has improved the availability and frequency of labour market data. This paper examines the main sources of employment and unemployment data in India, analyses the methodologies used to measure labour market indicators, and discusses the challenges associated with labour statistics in the Indian context. Understanding these issues is crucial for improving labour market research and strengthening evidence-based policymaking.

2. Review of Literature

The measurement of employment and unemployment has been a central concern in labour economics, particularly in developing economies where informal employment dominates labour markets. In India, labour market analysis has relied primarily on large-scale household surveys conducted by the government as well as alternative datasets produced by independent research organisations. A growing body of literature has examined the reliability, comparability, and methodological challenges associated with these datasets.

Early research on employment measurement in India relied heavily on employment–unemployment surveys conducted by the National Sample Survey Office. Studies such as **Visaria (1998)** and **Sundaram (2001)** analysed long-term trends in employment and labour force participation using NSS survey data. These studies highlighted structural changes in employment patterns and emphasised the importance of reliable labour statistics for understanding labour market dynamics.

Subsequent research examined the relationship between economic growth and employment generation in India. **Kannan and Raveendran (2009)** analysed employment trends during the rapid economic growth in the 2000s and argued that employment growth remained relatively modest despite high GDP growth. This phenomenon later came to be widely discussed as “jobless growth” in the Indian context.

Several scholars have also examined structural shifts in employment across sectors. **Papola (2013)** analysed employment trends across agriculture, industry, and services and noted that while structural transformation was occurring, a large proportion of workers remained in low-productivity sectors. Similarly, **Mehrotra et al. (2014)** examined employment patterns using NSS data and highlighted the persistence of informal employment in the Indian labour market.

Another strand of literature focuses on methodological issues in labour force measurement. **Himanshu (2011)** examined the limitations of NSS employment surveys and found that different reference periods used in labour force measurement can produce varying estimates of employment and unemployment. The study highlighted the importance of understanding methodological differences when interpreting labour statistics.

The introduction of the **Periodic Labour Force Survey (PLFS)** marked a major change in the Indian labour statistics system. Studies such as **Thomas (2020)** analysed labour market trends during the transition from NSS employment surveys to PLFS and highlighted changes in labour force participation and unemployment rates. The study noted that while PLFS improved the frequency of labour market data, concerns remained regarding comparability with earlier surveys.

Another important area of research concerns the emergence of alternative labour market datasets. In recent years, the Consumer Pyramids Household Survey, conducted by the Centre for Monitoring Indian Economy, has become a widely used source of employment statistics. However, several researchers have questioned the comparability of CMIE estimates with official data.

For example, **Abraham and Shrivastava (2022)** examined the comparability of employment estimates from PLFS and CMIE datasets; while estimates for male employment were broadly comparable, there was significant divergence in the measurement of women’s employment. The study suggested that methodological differences in survey design and sampling may contribute to these variations.

Similarly, **Jha and Basole (2022)** compared labour income estimates from the PLFS and CMIE datasets and found notable differences in income estimates across surveys. The authors argued that differences in sampling design and definitions of employment contribute to discrepancies in labour market indicators across datasets.

Research has also focused on the broader structure of employment in India. **Ghose (2016)** examined employment patterns and argued that the persistence of informal employment continues to shape labour market outcomes in India. The study highlighted the need for more detailed labour statistics to capture the complexity of informal labour markets.

Similarly, **Chandrasekhar and Ghosh (2018)** analysed employment trends and emphasised the need for high-frequency labour market data for a better understanding of employment dynamics in a rapidly changing economy.

Another important theme in the literature concerns female labour force participation. **Klasen and Pieters (2015)** examined the decline in female labour force participation in India and argued that measurement issues may partly explain the observed trends. The study highlighted the importance of capturing unpaid and informal work in labour force surveys.

Desai and Jain (2019) also examined gender disparities in employment and found that women's work is often underreported in labour surveys due to social and methodological factors.

Studies have also examined employment quality and informality. **Bhalotra (1998)** and **Unni (2001)** emphasised the importance of distinguishing between formal and informal employment when analysing labour markets in developing countries.

More recent research has examined labour market outcomes in the context of economic shocks. **Basole and Kesar (2020)** analysed the impact of the COVID-19 pandemic on employment and highlighted the importance of high-frequency datasets for analysing labour market disruptions.

In addition, studies on labour market polarisation have highlighted structural changes in employment patterns. For example, recent research on occupational structure and wage distribution shows that a large share of employment in India remains concentrated in low-skill occupations, posing challenges for labour market development.

Another strand of literature examines the relationship between informality and labour market outcomes. Research suggests that informality remains a defining characteristic of the Indian labour market and significantly influences wage levels and employment stability.

Despite the growing availability of labour market data, several scholars have emphasised the challenges associated with measuring employment in developing economies. Informal employment, seasonal labour demand, and multiple job holdings often make it difficult to classify employment status accurately.

Overall, the literature highlights three major issues in measuring employment in India. First, differences in survey methodologies often lead to variations in employment estimates across datasets. Second, the prevalence of informal employment complicates labour force measurement. Third, the lack of high-frequency labour market data limits researchers' ability to analyse short-term employment trends.

These challenges underscore the need to improve labour market data systems and develop more robust methodologies for measuring employment and unemployment in India.

3. RESEARCH QUESTIONS

The study seeks to examine the availability and measurement of employment and unemployment data in India. In particular, it attempts to answer the following research questions:

- What are the major sources of employment and unemployment data available in India?
- What methodologies are used to measure employment and unemployment in different labour market datasets?
- How do employment and unemployment estimates vary across major datasets such as the Periodic Labour Force Survey and surveys conducted by the Centre for Monitoring Indian Economy?
- What are the key methodological and structural challenges in measuring employment and unemployment in the Indian labour market?
- How do limitations in labour market data affect research and policy formulation in India?

4. OBJECTIVES OF THE STUDY

General Objective: The main objective of this study is to examine the sources, methodologies, market indicators, and challenges involved in measuring employment and unemployment in India.

Specific Objectives:

1. To identify the major sources of employment and unemployment data in India.
2. To examine the methodologies used to measure employment and unemployment in different labour market datasets.
3. To analyse the key labour market indicators used in employment measurement
4. To identify the major methodological and structural challenges in measuring employment in the Indian labour market.

5. METHODOLOGY

This study is based primarily on secondary data analysis and adopts a descriptive and analytical approach to examine employment and unemployment statistics in India.

5.1 Institutional and Data Source Analysis

The study examines the major institutional sources of labour market data in India, including official surveys conducted by the National Statistical Office and alternative datasets produced by independent research organisations. The objective is to understand the scope, coverage, and limitations of different data sources used in labour market research.

This study primarily focuses on the measurement and availability of employment data rather than conducting an econometric analysis of labour market outcomes. Since the analysis relies on secondary data sources and existing survey documentation, the findings are interpreted within the scope and limitations of the available labour statistics.

5.2 Data Sources

The study uses data from major labour market datasets in India, including:

- The Periodic Labour Force Survey is conducted by the National Statistical Office, which provides annual and quarterly estimates of employment and unemployment.
- The Consumer Pyramids Household Survey, conducted by the Centre for Monitoring Indian Economy, provides high-frequency labour market indicators.
- Population census data published by the Office of the Registrar General and Census Commissioner.
- International labour statistics compiled by organisations such as the International Labour Organization and the World Bank.

These datasets are widely used for analysing employment trends and labour market dynamics in India.

5.3 Analytical Approach

The study adopts a descriptive and analytical approach to examine the structure and measurement of employment and unemployment statistics in India. The analysis focuses on the sources of labour market data, methodological frameworks used in labour surveys, and the interpretation of key labour market indicators.

5.4 Descriptive Analysis

The study reviews major labour market indicators used in employment measurement, including the Labour Force Participation Rate (LFPR), Worker Population Ratio (WPR), and Unemployment Rate (UR). These indicators are examined in different labour surveys in order to understand how employment and unemployment are defined and measured in the Indian statistical system.

5.5 Methodological Analysis

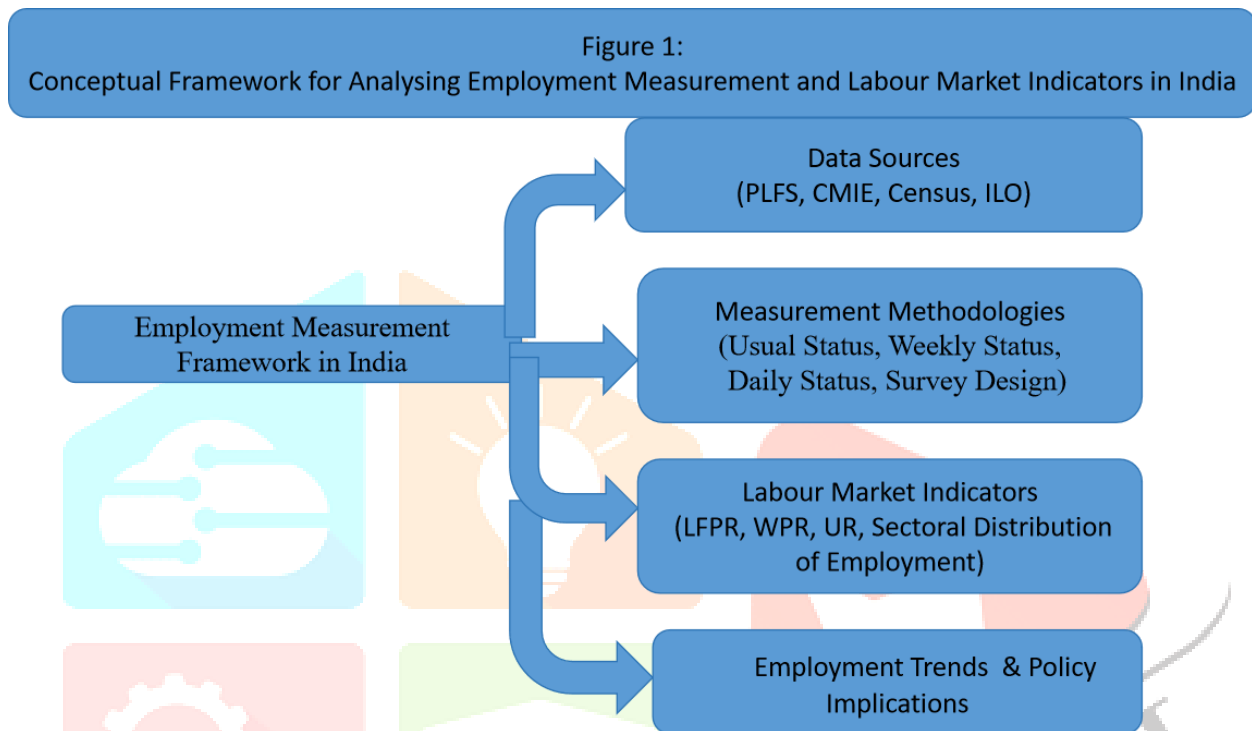
The study analyses the methodological approaches used in labour force surveys, particularly the Usual Status, Current Weekly Status, and Current Daily Status methods employed in employment measurement. The analysis highlights how differences in reference periods, survey design, and definitions influence the estimation of labour market indicators.

6. Conceptual Framework

The conceptual framework of this study explains how employment and unemployment in India are measured through different data sources and methodologies and how these influence the accuracy and interpretation of labour market statistics. The framework links three key elements: data sources, measurement methodologies, and labour market outcomes.

6.1 CONCEPTUAL FRAMEWORK DIAGRAM

This framework illustrates how the structural characteristics of the Indian labour market influence the availability of employment data, the methodologies used in labour force surveys, and the resulting labour market indicators that inform policy analysis.



6.2. Labour Market Context

The Indian labour market is characterised by several structural features that affect employment measurement. A large proportion of the workforce is engaged in informal employment, self-employment, and casual labour, making it difficult to classify workers using conventional labour market definitions. Seasonal employment in sectors such as agriculture and construction further complicates the measurement of labour market participation. Because of these characteristics, measurement of employment in India requires multiple indicators and survey methodologies rather than relying on a single labour market statistic.

6.3. Data Sources for Employment Measurement

Employment statistics in India are generated from multiple datasets. The most important official source is the Periodic Labour Force Survey conducted by the National Statistical Office. Introduced in 2017, the survey provides annual estimates for rural and urban areas and quarterly estimates for urban labour markets. This survey provides detailed information on labour force participation, unemployment rates, and sectoral distribution of employment.

In addition to official surveys, employment estimates are also produced by private organisations such as the Centre for Monitoring Indian Economy through household panel surveys. These datasets provide high-frequency labour market indicators and are often used to track short-term employment trends. Introduced in 2017, the survey provides annual estimates for rural and urban areas and quarterly estimates for urban labour markets.

Population census data compiled by the Office of the Registrar General and Census Commissioner also provides information on workforce participation and occupational structure. Although census data are collected only once every ten years, they provide comprehensive coverage of the entire population.

At the international level, labour market data are compiled by organisations such as the International Labour Organization and the World Bank. These databases compile employment indicators using

standardised definitions, enabling cross-country comparisons. Together, these datasets form the core statistical foundation for analysing employment trends in India.

TABLE 1
COMPARISON OF MAJOR SOURCES OF EMPLOYMENT AND UNEMPLOYMENT DATA IN INDIA

Feature	Periodic Labour Force Survey (PLFS)	Centre for Monitoring Indian Economy (CPHS)	Office of the Registrar General and Census	International Labour Organization (ILO Database)
Type of Source	Government labour force survey	Private household panel survey	Population census	International statistical database
Conducting Agency	National Statistical Office	Centre for Monitoring Indian Economy	Office of the Registrar General and Census Commissioner	International Labour Organization
Year Introduced	2017	2014	1872 (modern census since 1951)	Global database developed by ILO
Frequency of Data	Annual (rural & urban), Quarterly (urban)	Monthly estimates	Once in 10 years	Annual/global estimates
Coverage	Nationally representative households	Panel sample of households	Entire population	Cross-country labour statistics
Key Labour Indicators	LFPR, WPR, Unemployment Rate, sectoral employment	Unemployment rate, labour participation	Workforce participation, occupation	Employment, unemployment, labour productivity
Measurement Approach	Usual Status, Current Weekly Status, Current Daily Status	Current employment status	Main and marginal workers classification	Standardised international definitions
Strengths	Official statistics and detailed labour data	High-frequency labour market indicators	Comprehensive population coverage	International comparability
Limitations	Limited high-frequency data	Sampling differences from official surveys	Long interval between surveys	It depends on national data sources

6.3. Methodologies for Measuring Employment

Different datasets use distinct methodologies to measure employment and unemployment. Labour force surveys in India commonly use three approaches: These methodologies are designed to capture different dimensions of labour market participation. However, the use of different reference periods often leads to variations in employment and unemployment estimates.

Labour force surveys in India typically use three reference period approaches: usual status, current weekly status, and current daily status.

- **Usual Status Approach:**
Measures the principal economic activity of individuals over a long reference period (usually one year). This approach is useful for analysing long-term employment patterns.
- **Current Weekly Status:**
The current weekly status approach identifies whether an individual was employed or unemployed during the reference week. This method captures short-term fluctuations in employment and provides more current estimates of labour market conditions.
- **Current Daily Status:**
The current daily status approach records employment status for each day of the reference week. This method provides the most detailed measure of labour utilisation and is particularly useful for identifying underemployment.

Each of these methodologies captures different aspects of labour market activity. As a result, unemployment rates derived from these approaches may differ depending on the reference period used.

TABLE 2
DIFFERENCES IN MEASUREMENT METHODS OF EMPLOYMENT IN INDIA

Measurement Method	Reference Period	Definition	Key Features	Limitations
Usual Status (US)	One year	Determines the principal economic activity of an individual over the past year	Captures long-term employment patterns	May overlook short-term unemployment
Current Weekly Status (CWS)	One Week	Identifies whether a person was employed or unemployed during the reference week	Useful for measuring short-term employment changes	May not capture daily fluctuations
Current Daily Status (CDS)	One day within a week	Records employment status for each day of the reference week	The most detailed measure of employment and underemployment	A more complex data collection process

6.4. Labour Market Indicators

Based on the data sources and measurement methodologies discussed above, several key labour market indicators are derived to analyse employment patterns and labour market performance.

- **Labour Force Participation Rate (LFPR):** LFPR measures the proportion of the working-age population that is either employed or actively seeking employment. It reflects the level of population participation in economic activities.
- **Worker Population Ratio (WPR):** The WPR indicates the proportion of the population that is currently employed. It provides a direct measure of the extent of employment in the economy.
- **Unemployment Rate (UR):** The unemployment rate represents the percentage of individuals in the labour force who are not employed but are actively seeking work. It is widely used to assess labour market conditions.
- **Sectoral Distribution of Employment:** This indicator shows how employment is distributed across major sectors such as agriculture, industry, and services, helping to understand structural changes in the economy.

- Informal Employment Share: The proportion of workers engaged in informal jobs without formal contracts or social security benefits, reflecting the quality and security of employment.

TABLE 3
EMPLOYMENT AND UNEMPLOYMENT INDICATORS USED IN LABOUR SURVEYS

Indicator	Definition	Measurement	Importance in Labour Market Analysis
Labour Force Participation Rate (LFPR)	Percentage of the working-age population that is either employed or actively seeking employment	$\text{Labour Force} \div \text{Working-age Population} \times 100$	Indicates the level of participation of the population in economic activities
Worker Population Ratio (WPR)	Percentage of the working-age population that is actually employed	$\text{Number of Workers} \div \text{Working-age Population} \times 100$	Measures the extent of employment in the economy
Unemployment Rate (UR)	The percentage of the labour force that is unemployed but actively seeking work	$\text{Number of Unemployed} \div \text{Labour Force} \times 100$	Indicates the degree of labour market slack
Workforce Participation Rate (WFPR)	Share of population engaged in productive economic activities	$\text{Total Workers} \div \text{Total Population} \times 100$	Shows the contribution of workers to the economy
Sectoral Employment Distribution	Distribution of workers across sectors such as agriculture, industry, and services	Based on the classification of economic activities	Helps analyse structural transformation in the economy

Thus, differences in data sources and methodologies directly affect the measurement of labour market outcomes. Understanding these relationships is essential for interpreting employment statistics and designing effective employment policies.

7. DISCUSSION

Variations in labour market estimates in India are closely linked to methodological differences across major data sources: the Periodic Labour Force Survey, the Centre for Monitoring Indian Economy Consumer Pyramids Household Survey (CPHS), the Census of India, and international statistics compiled by the International Labour Organization. These datasets differ substantially in terms of survey objectives, sampling frameworks, definitions of employment, and data collection, which often leads to variations in labour market indicators such as labour force participation, worker population ratios, and unemployment rates.

The Periodic Labour Force Survey constitutes the principal official source of labour market statistics in India and is designed to generate nationally representative estimates of employment and unemployment. It employs a stratified multi-stage sampling framework covering both rural and urban regions and collects detailed information on employment status, occupation, industry, and demographic characteristics. A distinctive feature of this survey is the use of multiple reference periods—such as usual status, current weekly status, and current daily status—which enables the measurement of both long-term and short-term labour market participation. This methodological structure provides a comprehensive representation of

labour market conditions; the periodic nature of data release means that the survey may be less responsive to sudden short-term fluctuations in employment.

In contrast, the Consumer Pyramids Household Survey conducted by CMIE generates high-frequency labour market estimates through a large household panel dataset in which the same households are surveyed repeatedly over time. This panel structure allows researchers to observe changes in employment, income, and consumption dynamics at relatively short intervals, making the dataset particularly useful for analysing economic shocks and rapid labour market adjustments. For instance, CPHS data were widely used to examine employment disruptions during the COVID-19 pandemic. However, the methodological framework of CPHS differs significantly from that of official surveys in terms of sampling design, questionnaire structure, and definitions of employment. As a result, unemployment rates and labour force participation estimates derived from CPHS sometimes diverge from those reported in PLFS-based studies, raising questions regarding comparability across datasets (Abraham & Shrivastava, 2022).

Another important source of labour-related information is the Census of India, which provides the most comprehensive demographic and occupational dataset in the country. Unlike PLFS and CPHS, which rely on sample surveys, the Census is based on a complete enumeration of the population conducted every ten years. This extensive coverage makes the Census particularly valuable for analysing long-term structural transformations in the labour market, including sectoral shifts, occupational distribution, and rural–urban employment patterns. However, because the Census is not primarily designed as a labour market survey and is conducted at long intervals, it lacks the temporal frequency and detailed labour market indicators for analysing short-term employment trends.

At the global level, labour statistics compiled by the International Labour Organization provide a framework for cross-country comparison through harmonised datasets such as ILOSTAT. These databases apply internationally standardised definitions of employment, unemployment, and labour force participation, enabling researchers to compare labour market outcomes across countries. Nevertheless, the ILO does not generally conduct primary surveys in India; it relies on national statistical systems such as PLFS for underlying data. Consequently, while ILO statistics are useful for global benchmarking, they often reflect the methodological characteristics of the national surveys from which they are derived and typically lack the micro-level detail required for country-specific labour market analysis.

An additional dimension of divergence across datasets concerns the measurement of female labour force participation. Studies have shown that estimates of women's employment vary substantially across surveys due to differences in questionnaire design, the treatment of unpaid or subsidiary work, and reporting practices. Surveys such as PLFS attempt to capture women's work participation more comprehensively by accounting for subsidiary economic activities, whereas other datasets may record such activities differently, leading to lower estimates of female labour force participation. These methodological differences highlight the broader challenges involved in measuring labour market engagement in contexts where informal employment and unpaid family work are prevalent.

Taken together, these datasets provide complementary perspectives on labour market dynamics in India. Official surveys such as PLFS provide methodologically rigorous and nationally representative estimates that are essential for policy formulation and long-term monitoring. High-frequency datasets such as CPHS are particularly useful for capturing rapid economic fluctuations and household-level adjustments. The Census provides a broad structural overview of employment patterns over longer time horizons, while ILO databases enable international comparison using standardised definitions. A comprehensive understanding of labour market trends, therefore, requires careful interpretation of these sources, with attention to their methodological differences, coverage, and analytical limitations.

8. Challenges in Labour Market Data in India

Despite the availability of multiple datasets, the measurement of employment and unemployment in India faces several conceptual and methodological challenges. One of the major challenges is the dominance of informal employment in the labour market. A significant proportion of workers in India are engaged in self-employment, casual labour, or unpaid family work. These forms of employment are often difficult to capture accurately in labour force surveys, leading to potential underestimation or misclassification of employment status (Papola, 2013).

Another important challenge relates to differences in survey methodologies across datasets. For instance, employment estimates from the Periodic Labour Force Survey differ from those generated by the Centre for Monitoring Indian Economy due to variations in sampling design, survey frequency, and definitions of 'employment'. Such methodological differences make it difficult to compare labour market indicators across datasets and may lead to conflicting interpretations of employment trends (Abraham & Shrivastava, 2022).

The choice of reference period used in labour force surveys also affects employment estimates. Measures such as usual status, current weekly status, and current daily status capture different aspects of labour market participation. While the usual status approach reflects long-term employment patterns, weekly and daily status measures capture short-term fluctuations. As a result, unemployment rates derived from these methods may vary significantly (Himanshu, 2011).

Another limitation concerns the underreporting of women's work. Several studies have shown that women's participation in economic activities, particularly unpaid family work and home-based production, is often underreported in labour surveys. Social norms, survey design, and respondents' perceptions of what constitutes "work" contribute to this underestimation (Klasen & Pieters, 2015).

The lack of high-frequency labour market data has also been identified as a challenge for labour market analysis. Although the Periodic Labour Force Survey provides quarterly estimates for urban areas, comprehensive labour market data for rural areas are available only annually. This limits the ability of researchers and policymakers to track short-term employment dynamics.

Finally, issues related to data comparability and consistency over time pose challenges for long-term labour market analysis. Changes in survey methodology, sampling design, and data collection techniques can affect the comparability of employment statistics across different survey rounds.

These factors influence the accuracy, comparability, and interpretation of employment statistics.

9. POLICY IMPLICATIONS

The challenges associated with labour market data have important implications for employment policy and labour market governance in India. Reliable and timely labour statistics are essential for designing effective employment policies and monitoring labour market performance.

First, there is a need to strengthen the labour market data system by improving the coverage and frequency of labour force surveys. Expanding the scope of high-frequency labour market data would enable policymakers to monitor employment trends more effectively and respond to labour market shocks.

Second, efforts should be made to improve the measurement of informal employment. Since a large share of the Indian workforce is engaged in informal activities, labour surveys must adopt methodologies that capture informal and home-based work more accurately.

Third, greater transparency and accessibility of labour market data are necessary for promoting evidence-based research. Making micro-level survey data more accessible to researchers can enhance academic analysis and improve the quality of labour market studies.

Fourth, there is a need to harmonise labour market indicators across datasets. Differences between official surveys and alternative datasets often create confusion in policy debates. Establishing clearer statistical standards and improving methodological consistency would help address these issues.

Finally, improving the measurement of women's employment should be a priority. Survey instruments should be designed to consider unpaid work, household-based production, and other forms of economic activity commonly performed by women.

10. CONCLUSION

The measurement of employment and unemployment is a critical component of labour market analysis and economic policymaking. In India, multiple datasets provide valuable insights into labour market dynamics, including official surveys, private household surveys, and international labour databases. However, differences in survey methodologies, reference periods, and sampling designs often lead to variations in employment estimates.

The analysis presented in this study highlights that, while the availability of labour market data in India has improved in recent years, significant challenges remain in measurement accuracy, comparability, and data frequency. Issues such as the dominance of informal employment, underreporting of women's work, and methodological differences across surveys continue to complicate the interpretation of employment statistics.

Addressing these challenges requires strengthening the institutional framework for labour statistics, improving survey methodologies, and expanding the availability of high-frequency labour market data. Enhancing the reliability and transparency of employment statistics will not only support academic research but also contribute to more effective labour market policies.

In a rapidly evolving economy, improving the measurement of employment and unemployment is essential for understanding labour market dynamics and promoting inclusive economic development in India.

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