

- Employment before the start of the subproject implies the time period since the ROC registration of the CBO till the FPP Sanction under the Project
- Employment after the start of the subproject implies the time period after the FPP Sanction under the Project
- The form asks for the data entry for two types of employment:
 - A) Permanent
 - B) Temporary/Seasonal/Part-Time
- Permanent Employees are all those workers who hold the type of job defined as paid employment jobs. Employees with stable contacts are those employees who have had, and continue to have, an explicit (written or oral) or implicit contract of employment, or a succession of such contracts, with the same employer on a continuous basis. On a continuous basis implies a period of employment which is longer than a specified minimum determined according to national circumstances. They should have at least minimum working days of 240 per year and minimum working hours of 7 per day.
- Temporary employment comprises work under a fixed-term contract, in contrast to permanent work where there is no end-date.
- Workers in seasonal employment are workers who hold implicit or explicit contracts of employment where the timing and duration of the contract is influenced by seasonal factors such as the climatic cycle, public holidays and/or agricultural harvests.
- A definition proposed by the ILO defined part-time work as “regular employment in which working time is substantially less than normal”. This definition encompasses all forms of part-time work (half-day work, work for one, two or three days a week, etc.). The OECD has decided to define part-time working in terms of the usual working hours being under 30 hours per week.
- Actual hours worked include regular work hours of full-time, part-time and part-year workers, paid and unpaid overtime, hours worked in additional jobs, and excludes time not worked because of public holidays, annual paid leave, own illness, injury and temporary disability, maternity leave, parental leave, schooling or training, slack work for technical or economic reasons, strike or labor dispute, bad weather, compensation leave and other reasons.
- Please enter the values of the employment generated/employees appointed (both permanent and temporary) in the input form of that particular six month only
- Full Time Equivalent Jobs Generated=

$$\left\{ \left(\frac{\text{No of Male Permanent Employees} \times \text{No of Working Days per Year} \times \text{No of Working Hours per day}}{7} \right) + \left(\frac{\text{No of Female Permanent Employees} \times \text{No of Working Days per Year} \times \text{No of Working Hours per day}}{7} \right) + \left(\frac{\text{No of Male Temporary Employees} \times \text{No of Working Days per Year} \times \text{No of Working Hours per day}}{7} \right) + \left(\frac{\text{No of Female Temporary Employees} \times \text{No of Working Days per Year} \times \text{No of Working Hours per day}}{7} \right) \right\} / 240$$
- Full Time Equivalent Jobs Generated for Women=

$$\left\{ \left(\frac{\text{No of Female Permanent Employees} \times \text{No of Working Days per Year} \times \text{No of Working Hours per day}}{7} \right) + \left(\frac{\text{No of Female Temporary Employees} \times \text{No of Working Days per Year} \times \text{No of Working Hr. per day}}{7} \right) \right\} / 240$$
- Full Time Equivalent Jobs Generated for SC/ST=

$$\left\{ \left(\frac{\text{No of SC/ST Male Permanent Employees} \times \text{No of Working Days per Year} \times \text{No of Working Hr. per day}}{7} \right) + \left(\frac{\text{No of SC/ST Female Permanent Employees} \times \text{No of Working Days per Year} \times \text{No of Working Hr. per day}}{7} \right) + \left(\frac{\text{No of SC/ST Male Temporary Employees} \times \text{No of Working Days per Year} \times \text{No of Working Hr. per day}}{7} \right) + \left(\frac{\text{No of SC/ST Female Temporary Employees} \times \text{No of Working Days per Year} \times \text{No of Working Hr. per day}}{7} \right) \right\} / 240$$