



**CENSUS OF PUNJAB**  
**GOVERNMENT AND SEMI-GOVERNMENT**  
**EMPLOYEES**  
**AS ON**  
**31-3-2007**

**ISSUED BY :-**  
**ECONOMIC ADVISER TO GOVERNMENT PUNJAB**  
**CHANDIGARH**

## PREFACE

The data relating to volume of Government Employees in the state is being collected regularly on annual basis, in accordance with the recommendations of the joint conference of the central and state statisticians held in 1951 at New Delhi. It includes the No. of State Govt., Semi-Govt. and Aided Institutions' employees working in various Govt. offices, Boards, Corporations and Local Bodies, etc.

In the present report, the data in respect of Govt. employees has been given under different categories such as group A ,B, C & D, work charged, contingency paid and on contract basis, department-wise and district-wise, according to pay scales as well as male/female. The No. of Govt., Semi-Govt. and Aided Institutions' employees belonging to Scheduled castes, Backward classes, Ex-servicemen, Wards of Freedom Fighters, Handicapped, Terrorist affected and Employed on Compassionate ground in position as on 31<sup>st</sup> March 2007 has also been given separately.

The total No. of Govt. employees was 345537, Semi-Govt. Employees was 131146 and Aided Institutions' employees was 12213 as on 31<sup>st</sup> March 2007. Out of total 488896 Govt., Semi-Govt. and Aided Institutions' employees there were 117475 (24.03%) female employees.

The No. of State Govt. employee has increased from 147275 as on 31<sup>st</sup> March, 1967 (base year) to 345537 (134.62 %) as on 31<sup>st</sup> March, 2007. However, the No. of these employees has declined by 2253 as compared to 31<sup>st</sup> March, 2006.

This report has been prepared with the co-operation of all Heads of Departments, Boards, Corporations, Local Bodies and district level Deputy Economic and Statistical Advisers, who had supplied the desired information. Acknowledgement is made of the work done by Sh. Gurmeet Singh, Assistant Research Officer, Smt. Kanchan Sethi, Statistical Assistant and Sh. Arvinder Singh, Investigator for drafting the report and Smt. Neelam Narang, Gurminder Kaur, Satvinder Kaur, Investigators for collection, compilation and tabulation of data and Smt. Mohinder Kaur, Senior Scale Stenographer for computerising the report. The report has been prepared under the guidance and supervision of Sh. Gurmeet Singh, Research Officer and Sh. G.S.Khosa, Dy. Economic & Statistical Adviser under over all guidance and supervision of Sh. Tirath Singh, Joint Director and Smt. Urmiljit Khosa, Director. There is always scope for improvement and we would sincerely welcome suggestions in this regard.

Place: Chandigarh  
Dated:26.11.2008

Tejveer Singh, IAS  
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## **REVIEW**

The report on Census of Punjab Government and Semi-Govt. employees as on 31<sup>st</sup> March is prepared on annual basis. Semi-Govt. employees include employees working in Boards, Corporations and Local Bodies such as Municipal Committees/Municipal Corporations, Improvement Trusts, Zila Parishads Market Committees and Panchayat Samities. This report has been divided into three parts i.e. Part-A, B & C.

### **Part-A**

#### **Introduction**

In Part-A of the report information regarding Punjab Government employees has been given in 12 tables including the following aspects:-

- a. Total No. of Punjab Government employees and increase or decrease over period of years.
- b. Department-wise and District-wise Government employees according to pay scales, groups and sex etc.
- c. No. of Scheduled Castes, Backward Classes, Ex-servicemen, Wards of Freedom Fighters, Handicapped, Terrorist affected and Compassionate ground employees.
- d. Total Estimated Expenditure incurred on salaries/wages.

#### **II. Scope and Coverage**

Census of Government employees covers all the State Government employees (permanent, temporary, contingency paid, work-charged or on contract basis) as on 31<sup>st</sup> March, 2007.

#### **III. Methodology**

A set of prescribed proformae was circulated to the heads of various Departments located at Chandigarh. The information for the employees working at Chandigarh was collected either by post or personally by the staff of Demography Section of Economic and Statistical Organisation, Punjab. At district level, o/o Deputy Economic and Statistical Advisers collected this information from the offices located in their respective districts. To make this report more useful the information of various departments has been further classified into General Services, Social Services and Economic services.

#### **IV. Limitations**

This report is based on the information supplied by the concerned Departments, Boards, Corporations and Local Bodies located at Chandigarh as well as in the districts.

#### **V. Results**

The State Government from time to time stepped up developmental activities for important sectors of development such as Agriculture, Irrigation, Power, Health and Roads etc. thereby leading to growth of employees. The total No. of employees as on 31<sup>st</sup> March, 2007 was 345537 against 347790 as on 31<sup>st</sup> March, 2006 showing a decline of 0.65 % over the previous year. The total No. of employees rose from 147275 as on 31<sup>st</sup>

March, 1967 to 345537 as on 31<sup>st</sup> March, 2007. The index of State Government employees rose to 234.62 over the base year 1967.

With the implementation of the recommendations of the Fourth Punjab Pay Commission vide Notification No.I.D.No.5/13/98-IPPI/11388 dated the 8<sup>th</sup> September, 2000 the classification of employees has changed. Now the employees have been placed in group 'A', 'B', 'C' and 'D' instead of class I,II,III & IV. The classification in groups has been determined on the basis of following norms:

**Group-A** Posts in initial entry revised scales of pay having a maximum of Rs. 11660 or more provided that all existing class-I posts irrespective of monetary limits of the pay scales shall be placed in group 'A'.

**Group-B** Posts in initial entry revised scales of pay with maximum ranging between Rs. 10640 to 11659.

**Group-C** Posts in initial entry revised scales of pay with maximum ranging between 5160 to 10639.

**Group-D** Posts carrying initial entry revised scales of pay the maximum of which is less than Rs. 5160.

The group-wise total No. of employees in the State Government as on 31<sup>st</sup> March, 2007 is as under:-

- Group A -11706
- Group B -12650
- Group C - 221569
- Group D - 61931
- Contingency paid, Work charged and Contract basis - 37681

**Analysis of No. of Govt. Employees in different category is given below:**

#### **1. Group-A**

The No. of class-I officers was 612 as on 31<sup>st</sup> March, 1967 which rose to 10275 as on 31<sup>st</sup> March, 2000 and further rose to 11706 as on 31<sup>st</sup> March, 2007. Out of total Group-A officers as on 31<sup>st</sup> March, 2007 maximum 2768 were in the pay scales of Rs. 7880-11660 followed by 2651 in the pay scale of Rs. 7220-11660. A No. of 1312 Group-A officers were posted at Chandigarh and 10394 were working in the districts. Maximum No. of Group-A officers 1419 were working in district Patiala and minimum No. of group-A officers was 100 in district Barnala.

Department-wise analysis depicts that the maximum No. 4055 of Group A officers was in Health Department followed by Education Department 1752, Animal Husbandry 874, Agriculture 776, Police 561, Irrigation 486, Technical Education 354 and Public Works Department (B & R) 287.

#### **2. Group-B**

The total No. of Class-II officers was 2540 as on 31<sup>st</sup> March, 1967 which increased to 4906 as on 31<sup>st</sup> March, 2000 and further increased to 12650 as on 31<sup>st</sup> March, 2007. Maximum No. of Group-B officers i.e. 7716 were in pay scale of Rs. 6400-10640. Highest No. of group-B officers was in Ferozpur district with 1418 officers and lowest No. was in

district Barnala with 84 officers. Education Department was having the maximum No. of 7044 Group-B officers as on 31<sup>st</sup> March, 2007.

### **3. Group-C**

There were 106202 Class-III employees as on 31<sup>st</sup> March, 1967 which increased to 256105 as on 31<sup>st</sup> March, 2000 and decreased to 221569 as on 31<sup>st</sup> March, 2007. The index for class-III / group-C employees stood at 208.63 as on 31<sup>st</sup> March, 2007 as compared to the base year 1967 which indicates a net increase of 108.63%. Maximum No. of employees 52627 were working in the pay scale of Rs. 3120-5160 as on 31<sup>st</sup> March, 2007.

So far as the place of posting of Group-C employees at district level were concerned, district Gurdaspur was having maximum 23129 employees as on 31<sup>st</sup> March, 2007. The lowest No. of 3133 employees was in district Barnala. Out of the total group-C employees 143376 employees were employed in the two main departments of the State Government i.e. Education 86618(39.09 %) and Police 56758 (25.62 %).

### **4. Group-D**

There were 24432 class-IV Govt. employees as on 31<sup>st</sup> March, 1967 which increased to 65984 as on 31<sup>st</sup> March, 2000 and decreased to 61931 as on 31<sup>st</sup> March, 2007. Index from 31<sup>st</sup> March, 1967 to 31<sup>st</sup> March, 2007 was 253.48 which show net increase of 153.48 %.

Out of total 61931 group-D employees in the State as on 31<sup>st</sup> March, 2007 a maximum No. 45154 employee was in the pay scale of Rs.2520-4140. 58922 employees were working in districts and 3009 were working at Chandigarh as on 31<sup>st</sup> March, 2007. Amongst the districts, Gurdaspur district was having maximum No. of 9863 group-D employees. Amongst the departments, Irrigation Department was having maximum 14298 group-D employees followed by Health Department 11025 employees and Education Department 10073 employees.

### **5. Contingency Paid, Work Charged and Contract Basis Employees**

The No. of contingency paid, work charged and on contract basis employees increased to 37681 as on 31<sup>st</sup> March, 2007 from 13489 as on 31<sup>st</sup> March, 1967. Index of these employees was 279.35 as on 31<sup>st</sup> March, 2007 depicting a net increase of 179.35 % with 31<sup>st</sup> March, 1967 as base year. There were 38178 contingency paid, work charged and on contract basis employees as on 31<sup>st</sup> March, 2000.

Out of total 37681 employees as on 31<sup>st</sup> March, 2007, 563 were working at Chandigarh and the remaining 37118 were working in the districts. Maximum No. of 3881 contingency paid, work charged and on contract basis employees were employed in Sangrur district.

Social Welfare Department employed the maximum No. 14801(39.28 %) of contingency paid, work charged and on contract basis employees followed by Police Department 4508 (11.96 %), Education Department 4483 (11.90 %) and Home Guards Department 3443 (9.14 %).

## **6. Female Employees**

Out of total 345537 Govt. employees as on 31<sup>st</sup> March, 2007, there were 95373 (27.60 %) female employees. Out of total 24356 group A and B officers 6521(26.77 %) were females and 17835 (73.23 %) were males. Education Department and Health Department were having maximum female employees of group A and B officers i.e. 4129 and 1285 respectively.

Out of total 321181 group-C, group-D, contingency paid, work charged and on contract basis employees, 232329 (72.34 %) were males and 88852 (27.66 %) were females. Education (48667), Social Welfare (13870), Health (12650) and Irrigation (2427) were the main departments having females group C,D, contingency paid, work charged and on contract basis employees.

## **7. Scheduled Castes, Backward Classes, Ex- Servicemen, Wards of Freedom Fighters, Handicapped, Terrorist affected and Compassionate ground Employees**

Information regarding the No. of employees belonging to Scheduled Castes, Backward Classes, Ex-Servicemen, Wards of Freedom Fighters, Handicapped, Terrorist affected and Compassionate ground in the service as on 31<sup>st</sup> March, 2007 was collected from the concerned departments. There were 345537 filled up posts of govt. employees as on 31<sup>st</sup> March, 2007. In the following paragraphs the analysis for SC's, BC's, Ex-Servicemen, Wards of Freedom Fighters, Handicapped, Terrorists affected and Compassionate employees has been made for 307856 filled up posts. 37681 contingency paid, work charged and on contract basis employees have not been included in this analysis.

### **i. No. of Scheduled Castes Govt. Employees**

Out of 307856 filled up posts of Govt. employees 73557(23.89 %) were belonged to scheduled castes as on 31<sup>st</sup> march, 2007. Group-wise No. of scheduled castes Govt. employees was 1814 (15.50 %) in group-A, 2438 (19.27 %) in group-B, 47816 (21.58 %) in group-C and 21489 (34.70 %) in group-D.

### **ii. No. of Backward Classes Govt. employees**

Out of total 307856 Govt. employees 29801 (9.68 %) were belonged to backward classes as on 31<sup>st</sup> March, 2007. Group-wise No. of these employees was 559(4.78 %) in group-A, 1064(8.41 %) in group-B, 20927 (9.44 %) in group-C and 7251 (11.71 %) in group-D.

### **iii. No. of Ex-servicemen Govt. Employees**

Out of total 307856 filled up posts of Govt. Employees, 4221 (1.37 %) were belonged to Ex-servicemen as on 31<sup>st</sup> March, 2007. So for as group-wise classification is concerned their No. was 71 (0.61 %) in Group A, 86 (0.68 %) in group-B, 2771 (1.25 %) in group-C and 1293 (2.09 %) in group-D.

### **iv. No. of Wards of Freedom Fighters Employees**

Out of total 307856 filled up posts, 359 (0.12 %) Govt. Employees belonged to this category. Group-wise No. of such employees was 19 (0.16 %) in group-A, 16 (0.13 %) in group-B, 232 (0.10 %) in group-C and 92 (0.15 %) in Group-D.



**v. No. of Handicapped Govt. Employees**

Out of total 307856 filled up posts, 2812 (0.91%) Govt. employees were handicapped as on 31<sup>st</sup> March, 2007. They were 70 (0.60 %) in Group-A, 171 (1.35 %) in Group-B, 1492 (0.67 %) in Group-C and 1079 (1.74 %) in Group-D.

**vi. No. of Terrorist affected Govt. Employees**

Out of the total 307856 filled up posts, 1970 (0.64 %) govt. employees were terrorist affected as on 31<sup>st</sup> March, 2007. They were 9 (0.08 %) in group-A, 20 (0.16 %) in group-B, 1281(0.58 %) in group C and 660 (1.07 %) in group-D.

**vii. No. of Compassionate ground Employees**

Out of the total 307856 filled up posts, 4854 (1.58 %) govt. employees were employed on compassionate grounds as on 31<sup>st</sup> March, 2007. They were 24 (0.21 %) in Group-A, 58 (0.46 %) in group-B, 2723 (1.23 %) in group-C and 2049 (3.31 %) in group-D.

**8. No. of Employees Employed, Retired, Terminated, Dismissed, Resigned and Died during the year**

During the year 2006-07, 5161 employees were employed. No. of employees who have retired was 6149. 1400 employees were either terminated or dismissed or resigned or died during the said year.

**VI. Estimated Expenditure on Govt. Employees**

It was decided to collect information regarding expenditure on Govt. employees in each pay scale as per the instructions issued during the year 2001 by Department of Finance. Although, efforts were made to collect information in respect of expenditure on salary from the concerned departments but the information was not received from all the concerned quarters despite the best efforts. Therefore, estimated expenditure on salary of employees was calculated during the year 2006-07. First of all mid-value of the pay scale has been taken as its basic pay and was multiplied by the total No. of employees (as on 31<sup>st</sup> March) to get total monthly basic pay. The total medical allowance is worked out by multiplying the total No. of govt. employees with fixed medical allowance. To get total dearness allowance first of all the dearness allowance given during the financial year 2006-07 is added then total is divided by 12 to get one month average rate of dearness allowance and thereafter multiplied by total basic pay of each pay scale. To get total monthly pay of one pay scale column No.7, 8, 9 were added and multiplied by 12 to get estimated annual expenditure on salaries of that pay scale. Thus total estimated monthly expenditure on salaries of 345537 govt. employees was Rs. 352.88 crores and annual expenditure was Rs. 4234.59 crores for the year 2006-07. Detail is given in table No.12.

## **Part-B**

### **Introduction**

The data relating to Semi-Govt. employees as on 31<sup>st</sup> March, 2007 working in Boards, Corporations, Municipal Committees/Corporations, Improvement Trusts, Zila Parishads, Market Committees and Panchayat Samities was collected and reflected in this part of the report on the following aspects in 7 tables:-

- a. Total No. of Semi-Govt. employees according to their pay scales.
- b. No. of Semi-Govt. employees belonging to Scheduled Castes, Backward Classes, Ex-Servicemen, Wards of Freedom Fighters, Handicapped, Terrorist affected and Companionate grounds.
- c. District-wise No. of Semi-Govt. employees.

### **II. Scope & Coverage**

Semi-Govt. employees working in all the Boards/Corporations and Local Bodies as on 31<sup>st</sup> March, 2007 have been covered. The list of Boards/Corporations is given at Annexure.

### **III. Methodology**

A prescribed performae was circulated amongst all Head of Boards and Corporations. Information for the Semi-Govt. employees working in Boards and Corporations either at Chandigarh or at district level was collected by the staff of Demography Section by post and through personal visits. Information from Local Bodies functioning in districts was collected by district level offices of Deputy Economic & Statistical Advisers.

### **IV. Results**

The total No. of sanctioned posts were 153266 out of which 131146 were filled up as on 31<sup>st</sup> March 2007 in these Boards, Corporations and Local Bodies.

#### **1. Semi-Govt. Employees in Boards/Corporations**

A No. of 89955 employees were working in Boards/Corporations as on 31<sup>st</sup> March, 2007 out of which the maximum No. i.e. 27790 (31.09 %) were in the pay scale of Rs.4020-6200. There were 7366 (8.19 %) female employees. Out of 89955 employees 16962 (18.86 %) belonged to Scheduled Castes, 8164 (9.08 %) belonged to Backward Classes, 587 (0.65 %) belonged to Ex-servicemen, 68 (0.08 %) were the wards of Freedom Fighters, 444 (0.49 %) were Handicapped employees, 56(0.06 %) were Terrorist affected and 3430 (3.81 %) were on Compassionate ground. 2735 (3.04 %) employees have retired during the year 2006-07.

#### **2. Employees of Municipal Committees/Municipal Corporations/ Nagar Panchayats**

There are 133 Municipal Committees/Corporations and Nagar Panchayats in the State. Total No. of employees working in the Municipal Committees/ Corporations/Nagar Panchayats as on 31<sup>st</sup> March, 2007 was 26515. Out of this maximum No. i.e.15829 (59.70 %) were working in the pay scale of Rs. 2520-4140 and 5480 (20.67 %) were female employees. Out of total 26515 filled posts, 15053 (56.77 %) employees belonged to

Scheduled Castes, 2181 (7.99 %) belonged to Backward Classes, 104 (0.39 %) belonged to Ex-servicemen, 4(0.02 %) were the Wards of Freedom Fighters, 488 (1.84 %) were Handicapped, 111 (0.42 %) employees were Terrorist affected and 725(2.73 %) were Compassionate ground employees. No. of retired employees was 480 (1.81 %) during the year 2006-07.

### **3. Employees of Improvement Trusts**

There were 855 employees working in 21 Improvement Trusts in the state as on 31<sup>st</sup> March, 2007. Out of these 855 employees maximum No. i.e. 241 (28.19 %) were working in the pay scale of Rs. 2520-4140. 765 (89.47 %) were males and only 90 (10.53 %) were females. 161 (18.83 %) belonged to Scheduled Castes, 52 (6.08 %) to Backward classes, 5 (0.58 %) were Ex-servicemen, 4 (0.47 %) were Wards of Freedom Fighters, 5 (0.58 %) were Handicapped, 3 (0.35 %) were Terrorist affected and 27(3.16 %) were Compassionate ground.

### **4. Employees of Zila Parishads**

A No. of 6851 employees were working as on 31<sup>st</sup> march, 2007 in 17 Zila Parishads of the state. Out of which the maximum No. i.e. 5234 (76.40 %) were working in the pay scale of Rs. 4550-7220 and 3342(48.78 %) were female employees. Out of total 6851 filled up posts, 1481 (21.62 %) employees belonged to Scheduled Castes, 717(10.47 %) to Backward Classes, 317(4.63 %) were Ex-serviceman, 40(0.58 %) were Wards of Freedom Fighters, 150 (2.19 %) were Handicapped, 39(0.57 %) were Terrorist affected and 77(1.12 %) were Compassionate ground employees.

### **5. Employees of Market Committees**

Out of total 4185 employees employed in market committees, maximum No. 929 (22.20 %) were working in the pay scale of Rs. 2520-4140, 400 (9.56 %) were female employees, 813 (19.43 %) employees belonged to Scheduled Castes, 424(10.13 %) to Backward Classes, 21(0.50 %) to Ex-servicemen Category, 11(0.26 %) were Wards of Freedom Fighters, 42(1.00 %) were Handicapped, 42 (1.00 %) were Terrorist affected and 224 (5.35 %) were Compassionate ground employees.

### **6. Employees of Panchayat Samities**

There were 137 Panchayat Samities in the state. Total No. of employees was 2785 as on 31<sup>st</sup> march, 2007 in these Panchayat Samities. Out of total 2785 employees the maximum No. i.e.1089 (39.10 %) were working in the pay scale of Rs.3120-5160. Out of total 2785 employees 307 (11.02%) were female employees, 467(16.77 %) belonged to Scheduled Castes, 284(10.20 %) to Backward Classes, 18(0.65 %) were Ex-servicemen, 2(0.07 %) were wards of Freedom Fighters, 62(2.23 %) were Handicapped, 57 (2.05 %) were Terrorist affected and 131(4.70 %) were Compassionate ground employees.

## **Part-C**

The information relating to employees working in Aided Institutions as on 31<sup>st</sup> March, 2007 has been given in 2 tables including the following aspects:

### **1. Total No. of Employees in Aided Institutions**

- a. Employees according to their pay scales.
- b. No. of Scheduled Castes, Backward Classes, Ex-servicemen, Wards of Freedom Fighters, Handicapped, Terrorist affected and Compassionate ground employees.

The total No. of employees in Aided Institutions was 12213 as on 31<sup>st</sup> March, 2007. Out of this, 901 (7.38 %) employees belonged to Scheduled Castes, 572 (4.68 %) to Backward Classes, 46 (0.38 %) to Ex-servicemen, 16 (0.13 %) to wards of Freedom Fighters, 44 (0.36 %) to Handicapped, 7 (0.06 %) to Terrorist affected and 18 (0.15 %) belonged to Compassionate grounds categories.