

CENSUS OF PUNJAB

GOVERNMENT AND SEMI-GOVERNMENT

EMPLOYEES

31-3-2006

ISSUED BY

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CHANDIGARH**

PREFACE

In accordance with the recommendations of the joint conference of the central and state statisticians, the data relating to volume of Government Employees in the state is being collected regularly on annual basis. It includes the number of Punjab Govt., Semi-Govt. and Aided Institutions' employees working in various Govt. offices, Boards, Corporations and Local Bodies, etc.

In the report, the data of Govt. employees has been given in 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 males/females. The number of Govt./Semi-Govt. and Aided Institutions' employees belong to Scheduled castes, Backward classes, Ex-serviceman, Wards of Freedom Fighters, Handicapped, Terrorist affected and employed on Compassionate ground in position as on 31st March 2006 has also been given separately.

As on 31st March 2006, the total number of Govt. employees was 347790, Semi-Govt. Employees was 129857 and Aided Institutions employees was 11577. Out of total 489224 Govt./Semi-Govt. and Aided Institutions employees there were 107941 (22.06 percent) female employees.

Number of Punjab Govt. employees has increased from 147275 on 31st March 1967 to 347790 on 31st March 06 i.e. an increase of about 136.15 percent over the base year. However, the number of these employees has declined by 9500 as compared to 31st March, 2005.

The report has been prepared with the co-operation of all Heads of Departments, Corporations, Boards and Local Bodies and district level Deputy Economic and Statistical Advisers, who had supplied the detailed information in the prescribed performae. Acknowledgement is made of the work done by Sh. Gurmeet Singh Assistant Research Officer, Smt Kanchan Statistical Assistant and Sh Arvinder Singh, Investigator for drafting the report and of Sarv. Smt. Neelam Narang, Gurvinder Kaur, Satvinder Kaur for collection, compilation and tabulation of data of 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 Smt. Urmiljit Khosa, Director, ESO, Punjab. There is always scope for improvement and we would sincerely welcome suggestions in this regard.

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Place : Chandigarh
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REVIEW

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

Part-A

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

- a. Total number 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. Total Estimated Expenditure incurred.
- d. Number of Scheduled Caste, Backward Classes, Ex-servicemen, Wards of Freedom Fighters, Handicapped, Terrorist affected and Compassionate ground employees.
- e. In the report a valuable time series data of govt. employees has been given for analysis and to study the variation in Punjab Government staff. The information can also serve as a base for detailed study of the employment of manpower, its structure, strength and other related areas of importance.

I. 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 31st March, 2006.

II. Methodology

A set of prescribed proformae was circulated amongst various Heads of Departments located at Chandigarh. The information for the employees working at Chandigarh was collected either by post or personally by the employees of Demography Section of Economic and Statistical Organisation, Punjab. At district level, Deputy Economic and Statistical Advisers collected 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.

III. Limitations

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

IV. Results

The State Government from time to time stepped up developmental activities of important sectors of development such as Agriculture, Irrigation, Power, Health, and Roads etc. thereby leading to growth of employees. The total number of employees as on 31st March, 2006 was 347790 against 357290 as on 31st March, 2005 showing a decline of 2.90 percent over a year. The total number of employees rose from 147275 as on 31st March, 1967 to 347790 as on 31st March, 2006. The index of State Government employees rose to 236.15 over the base year of 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 8th September, 2000 the classification of employee 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 number of employees in the State Government as on 31st March, 2006 is as under.

- Group A Employees –12248
- Group B Employees- 12609
- Group C Employees- 229620
- Group D Employees - 63151
- Contingency paid, Work charge and Contract basis Employees -30162.

Analysis of number of Govt. Employees in different category is given below:

1. Group-A

The number of class-I employees was 612 as on 31st March, 1967 and rose to 5005 as on 31st March, 1990. The number of Group A category employees was 12248 as on 31st March, 2006. Out of total Group A employees maximum 3019 were in the pay scales Rs. 7220-11660 followed by 2736 in the pay scale of Rs. 7880-11660. 1421 Group-A employees were posted at Chandigarh and 10827 were working in the districts. Maximum number of Group-A employees 1547 were in district Patiala and minimum number of group-A employees was 171 in district Mansa,

Department-wise analysis depicts that the maximum number 4053 of Group A officers was in Health Department followed by Education Department 1962, Animal

Husbandry 935, Agriculture 867, Police 623, Irrigation 535, Technical Education 353 and Public Works Department (B & R) 264.

2. Group-B

The total number of Class-II employees was 2540 as on 31st March, 1967 and 7914 as on 31st March, 1990. The number of group B officers was 12609 as on 31st March, 2006. The reason for this increase is mainly new classification as recommended by Fourth Punjab Pay Commission.

Maximum number of Group B employees i.e. 6578 were in Rs. 6400-10640 pay scale. Highest number of group-B officers was in Patiala district with 1410 employees and lowest number was in Muktsar district with 194 officers. Education department was having the maximum number 6679 Group B officers as on 31st March, 2006.

3. Group-C

There were 106202 Class-III employees as on 31st March, 1967 which increased to 235046 as on 31st March, 1990. The number of group-C employees was 229620 as on 31st March, 2006. The index for class-III / group C employees stood at 216.21 as on 31st March, 2006 as compared to the base year 1967 which indicate a net increase of 116.21 percent in the number of employees. Maximum number of employees 53415 were working in the pay scale of Rs. 3120-5160 as on 31st March, 2006.

As for as the place of posting of Group C employees was concerned Amritsar district was having maximum 28170 employees as on 31st March, 2006. The lowest number of 4459 employees was in Fatehgarh Sahib district. 148406 of the total group-C employees were employed by the two main departments of the State Government i.e. Education 92769(40.40 percent) and Police 55637(24.23 percent).

4. Group-D

There were 24432 class-IV Govt. employees as on 31.3.1967 which increased to 60296 as on 31st March, 1990 and to 63151 as on 31 March 2006. Index number from 31st March 1967 to 31st March, 2005 was 258.48 and shows net increase of 158.48 percent.

Out of total 63151 group-D employees in the State as on 31st March, 2006 maximum number 45691 employees were in the pay scale of Rs.2520-4140. 60023 group-D employees were in districts and 3128 were working at Chandigarh as on 31st March, 2006. Amongst the districts, Gurdaspur district was having maximum number of 9903 group-D employees. Amongst the departments Irrigation department was having maximum 14477 group-D employees followed by Health Department with 11069 employees and Education Department with 10868 employees.

5. Contingency Paid, Work Charged and Contract basis Employees

The number of contingency paid work charged and on contract basis employees increased to 30162 as on 31st March, 2006 from 13489 as on 31st March, 1967. There were 24274 contingency paid, work charged and on contract basis employees as on 31.3.1990. Index of these employees was 223.60 as on 31.3.2006 depicting a net increase of 123.60 percent with 31.3.1967 as base year.

Out of total 30162 employees as on 31st March, 2006, 252 were working at Chandigarh and the remaining 29910 were working in the districts. Maximum number of 5452 contingency paid, work charged and on contract basis employees were employed in Gurdaspur district.

Social Welfare Department employed the maximum number 11519 (38.19 percent) of contingency paid, work charged and on contract basis employees followed by Home Guards Department 5222 (17.31 percent), Education Department 4718(15.64 percent) and Police Department 3940 (13.06 percent).

6. Female Employees

Out of total 347790 govt. employees as on 31st March, 2006, there were 89259 (25.66 percent) female employees. Out of total 24857 group A and B officers 6218 (25.01 percent) were females and 18639 (74.99 percent) were males. Education department and Health department were having maximum female employees of A and B group officers i.e. 3806 and 1311 respectively.

Out of total 322933 group-C, group-D, contingency paid, work charged and on contract basis employees, 239892(74.29 percent) were males and 83041 (25.71 percent) were females. Education Deptt.. (47852), Social Welfare Deptt.(10473), Health Deptt.(11363) and Irrigation Deptt. (2307) were the main departments having female 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 in the prescribed performae for employees working as on 31st March,2006 was collected from the concerned departments regarding the number of employees belonging to Scheduled Castes, Backward Classes, Ex-Servicemen, Wards of Freedom Fighters, Handicapped, Terrorist affected and Compassionate ground in the service. There were 347790 filled up posts of govt. employees as on 31.3.2006. In the following paragraphs the analysis for SCs/BCs, Ex-Servicemen, Wards of Freedom Fighters, Handicapped, Terrorists affected and Compassionate employees has been made for 317628 filled up posts. 30162 contingency paid, work charged and on contract basis employees have not been included in this analysis.

i. Number of Scheduled Castes Govt. Employees

Out of 317628 filled up posts of Govt. employees 73842 (23.25 percent) employees belonged to scheduled castes as on 31st march, 2006. Group-wise number of scheduled castes Govt. employees was 1902 (15.53 percent) in group-A, 2328 (18.46 percent) in group-B, 47873 (20.85 percent) in group-C and 21739 (34.42 percent) in group-D.

ii. Number of Backward Classes Govt. employees

Out of total 317628 Govt. employees 28522(8.98 percent) Govt. employees as on 31st March, 2006 belonged to backward classes. Group-wise number of these employees was 519 (4.24 percent) in group-A, 1060(8.41 percent) in group-B, 19743 (8.60 percent) in group-C and 7200 (11.40 percent) in group-D.

iii. Number of Ex-servicemen Govt. Employees

Out of total 317628 filled up posts of Govt. Employees, 4406 (1.39 percent) employees belonged to Ex-Servicemen as on 31st March, 2006. As for as group-wise classification is concerned their number was 52 (0.42 percent) in Group A, 229 (1.82 percent) in group-B, 2662 (1.16 percent) in group-C and 1463 (2.32 percent) in group-D as on 31st March, 06.

iv. Number of Govt. Employees of Wards of Freedom Fighters

Out of total 317628 filled up posts, 248 (0.08 percent) Govt. Employees belonged to this category. Group-wise number of such employees was 12 (0.10) in group-A, 19 (0.15 percent) in group-B, 162 (0.07 percent) in group-C and 55 (0.09 percent) in Group-D.

v. Number of Handicapped Govt. Employees

Out of total 317628 filled up posts, 2276 (0.72 percent) Govt. employees were handicapped as on 31st March, 2006. They were 64 (0.52 percent) in Group-A, 147 (1.17 percent) in Group-B, 1207 (0.53 percent) in Group-C and 858 (1.36 percent) in Group-D.

vi. Number of Terrorist affected Govt. Employees

Out of the total 317628 filled up posts, 1434 (0.45 percent) govt. employees were terrorist affected as on 31st March,2006. They were 5 (0.04 percent) in group-A, 14 (0.11percent) in group-B, 993 (0.43 percent) in group C and 422 (0.67 percent) in group-D.

vii. Number of Employees employed on Compassionate ground

Out of the total 317628 filled up posts, 3016 (0.95 percent) govt. employees were employed on compassionate grounds as on 31st March, 2006. They were 33 (0.07 percent) in Group-A, 33 (0.26 percent) in group-B, 1957 (0.85 percent) in group-C and 993 (1.57 percent) in group-D.

8. Number of Employed, Retired, Terminated, Dismissed, Resigned and Died Employees during the Year

3216 employees were employed during the year 2005-06. Number of employees who have retired was 6317. 897 employees were either terminated or dismissed or resigned or died during the said year.

V. Estimated Expenditure on Government Employees

It was decided to collect information on the employees expenditure in each pay scale as per the instructions issued vide letter on U.O.No. 11th F.C. Recom/ DFREI-FD-2001/1752 dated 19.10.2001 by Department of Finance. So efforts were made to collect estimated expenditure on salary from the concerned departments in prescribed performae. But the information was not received from all the quarters.

So estimated expenditure on salary of employees was calculated during the year 2005-06. First of all mid-value of the pay scale has been taken as its basic pay and was multiplied by the total number of employees (as on 31st March) to get total monthly basic pay. The total medical allowance and fixed medical allowance given by Govt is worked out by multiplying it with total number of govt. employees. To get dearness allowance first of all the dearness allowance given during the financial year 2005-06 is added then total is divided by 12 to get one month average rate of dearness allowance and after this multiplied by total basic pay of same 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 347790 govt. employees was Rs. 337.51 crores and annual expenditure was 4050.18 crores for the year 2005-06. Detail is given in table No.12.

Part-B

The data relating to Semi-Govt. employees as on 31st March,2006 working in Corporations, Boards, Municipal Committees/Corporations, Improvement Trusts, Zila Parishads, Market Committees and Panchayat Samities was collected and analysis has been made in this part of the report. This information has been given in 7 tables.

I. The information includes following aspects

- a. Total number of Semi-Govt. employees according to their pay scales;
- b. Number 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 number of Semi-Govt. employees.

II. Scope & Coverage

Semi-Govt. employees working in all the Corporations/ Boards and Local Bodies as on 31st March, 2006 have been covered. The list of Corporations/Boards is given at Annexure-A.

III. Methodology

A prescribed performa was circulated amongst all Head of Corporations and Boards. Information for the Semi-Govt. employees working in Corporations and Boards either working at Chandigarh or in districts was collected by the employees 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 number of sanctioned posts was 148258 out of which 129857 were filled as on 31st March 2006 in the Corporations, Boards and Local Bodies.

1. Semi-Govt. Employees in Corporations and Boards

The 93859 employees were working in Corporations and Boards as on 31.3.2006 out of which the maximum number i.e. 29010 (30.91 percent) were in the pay scale of Rs.4020-6200. There were 7427 (7.91 percent) female employees in these Corporations/Boards. Out of 93859 employees 17060 (18.18 percent) belonged to Scheduled Castes, 8015 (8.54 percent) belonged to Backward Classes, 523 (0.56 percent) belonged to Ex-servicemen, 57(0.06 percent) were the wards of Freedom Fighters, 451(0.48 percent) percent) were Handicapped employees, 125(0.13 percent) were Terrorist Affected and 3189 (3.40 percent) were Compassionate Ground employees. 2801 (2.98 percent) employees have retired during the year 2005-06.

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

There are 133 Municipal Committees/Corporations and Nagar Panchayats in the Punjab State. Total number of employees working in the Municipal Committees/Corporations/Nagar Panchayats as on 31st March, 2006 was 27197. Out of 27197 employees maximum number i.e.16842 (61.93 percent) were working in the pay scale of Rs. 2520-4140 and 5385 (19.80 percent) were female employees. Out of total 27197 filled posts, 14984 (55.09 percent) employees belonged to Scheduled Castes,2179 (8.01 percent) belonged to Backward Classes, 130 (0.48 percent) belonged to Ex-Servicemen, 7(0.03 percent) were the Wards of Freedom Fighters,447(1.64 percent) were Handicapped, 38 (0.14 percent) employees were Terrorist Affected and 357(1.31 percent) were Compassionate ground employees. Number of retired employees was 436 (1.60 percent) during the year 2005-06.

3. Employees of Improvement Trusts

There were 21 Improvement Trusts in the state as on 31st March, 2006. The total number of employees as on 31st March, 2006 was 854 out of which the maximum number i.e. 297 (34.78 percent) were working in the pay scale of Rs. 2520-4140. Out of 854 employees 751 (87.94 percent) were males and only103 (12.06 percent) were females. Out of 854 employees, 192 (22.48 percent) belonged to Scheduled Castes, 83 (9.72 percent) to Backward classes, 5 (0.59 percent) were Ex-Servicemen, 3 (0.35 percent) was Ward of Freedom Fighters,8 (0.94 percent) were Handicapped, 0 (0.00 percent) were Terrorist Affected and 22 (2.58 percent) were Compassionate ground employees.

4. Employees of Zila Parishads

In 17 Zila Parishads in the state 586 employees were working as on 31st march, 2006 out of which the maximum number i.e. 198 (33.79 percent) were working in the pay scale of Rs.2520-4140. Out of 586 employees only 55(9.39 percent) were female employees. Out of total 586 filled up posts, 201 (34.30 percent) employees belonged to Scheduled Castes, 127(21.67 percent) to Backward Classes, 1(0.17 percent) was Ex-serviceman, 2(0.34 percent) was Wards of Freedom Fighters, 10 (1.71 percent) were Handicapped, 16(2.73 percent) Terrorist Affected and 35(5.97 percent) were Compassionate ground employees .

5. Employees of Market Committees

Out of total 4327 employees, maximum number 932 (21.54 percent) were working in the pay scale of Rs 2520-4140. Out of 4327 employees, 426 (9.85 percent) were female employees, 828 (19.14 percent) employees belonged to Scheduled Castes, 343(7.93 percent) to Backward Classes, 19(0.44 percent) to Ex-servicemen Category, 7(0.16 percent) were Wards of Freedom Fighters, 53(1.22 percent) were Handicapped,21 (0.49 percent) Terrorist Affected and 184 (4.25 percent) were Compassionate ground employees.

6. Employees of Panchayat Samities

There were 137 Panchayat Samities in the state. Total number of employees was 3034 as on 31st march, 2006 in these Panchayat Samities. Out of total 3034 employees

the maximum number i.e.935 (30.82 percent) were working in the pay scale of Rs.3120-5160. Out of total 3034 employees 335 (11.04 percent) were female employees, 488(16.08 percent) belonged to Scheduled Castes, 286(9.43 percent) to Backward Classes, 20(0.66 percent) were Ex-servicemen, 3(0.10 percent) were wards of Freedom Fighters, 73(2.41 percent) were Handicapped, 38 (1.25 percent) were Terrorist Affected and 129(4.25 percent) were Compassionate ground employees.

Part-C

The information relating to employees as on 31st March, 06 in Aided Institutions has been given in 2 tables. The information includes following aspects:-

1. Total number of Employees of Aided Institutions

- a. Employees according to their pay scales.
- b. Number of Scheduled Castes, Backward Classes, Ex-servicemen, Wards of Freedom Fighters, Handicapped, Terrorist Affected and Compassionate ground employees.

Total number of employees in Aided Institutions was 11577 as on 31st March, 06 out of which 773 (6.68 percent) employees belonged to Scheduled Castes, 552 (4.76 percent) to Backward Classes, 66 (0.57 percent) to Ex-servicemen, 21 (0.18 percent) to wards of Freedom Fighters, 44 (0.38 percent) to Handicapped, 27 (0.23 percent) to Terrorist Affected and 21 (0.18 percent) belonged to Compassionate grounds categories in Aided Institutions.