

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 Part-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) The 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, 2005.

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, Roads,

and Roads etc. thereby leading to growth of employees. The total number of employees as on 31st March, 2005 was 357290 against 371781 as on 31st March, 2004 showing a decline of 4.06 percent over a year. The total number of employees rose from 1, 47,275 employees as on 31st March,1967 to 357290 as on 31st March, 2005. The index of State Government employees rose to 242.60 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 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, 2005 is as under.

- Group A Employees –12558
- Group B Employees-12471
- Group C Employees-236791
- Group D Employees-65437
- Contingency paid, Work charge and Contract basis Employees -30033.

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 12558 as on 31st March, 2005. Out of total Group A employees maximum 3110 were in the pay scales Rs. 7220-11660 and 2655 in the pay scale of Rs. 7880-11660. 1481 Group-A employees were posted at Chandigarh and 11077 were working in the districts. Maximum number of Group-A employees 1600 were in district Patiala and minimum number of group-A employees was 176 in district Mansa,

Department-wise analysis depicts that the maximum number 3854 of Group A officers was in Health Department followed by Education Department 2146, Animal Husbandry 930, Agriculture department 946, Irrigation 557, Police 566, Technical Education 513 and Public Works Department (B & R) 290.

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 12471 as on 31st March, 2005. The reason for this increase is mainly new classification as recommended by Fourth Punjab Pay Commission.

Maximum number Group B employees i.e. 7056 were in Rs. 6400-10640 pay scale. Highest number of group-B officers was in Gurdaspur district with 1643 employees and lowest number was in Muktsar district with 194 officers. Education department was having the maximum number 6749 Group B officers as on 31st March, 2005.

3. Group-C

There were 1, 06, 202 Class-III employees as on 31st March, 1967 which increased to 235046 as on 31st March, 1990. The number of group-C, category employees was 236791 as on 31st March, 2005. The index for class-III and group C employees stood at 222.96 as on 31st March, 2005 as compared to the base year 1967 which indicate a net increase of 122.96 percent in the number of employees. Maximum numbers of employees 53736 were working in the pay scale of Rs. 3120-5160 as on 31st March, 2005.

As for as the place of posting of Group C employees was concerned Amritsar district was having maximum 28974 employees as on 31st March, 2005. The lowest number of 4426 employees was in Nawan Shehar district. 152003 of the total group-C employees were employed by the two main departments of the State Government i.e. Education 95482(62.82 percent) and Police 56521(31.18 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. Index number from 31st March 1967 to 31st March, 2005 was 267.83 and shows net increase of 167.83 percent.

Out of total 65437 group-D employees in the State as on 31st March, 2005 maximum number 47976 employees were in the pay scale of Rs.2520-4140. 62048 group-D employees were in districts and 3389 were working at Chandigarh as on 31st March, 2005. Amongst the districts, Gurdaspur district was having maximum number of 10093 group-D employees. Amongst the departments Irrigation department was having maximum 14514 group-D employees followed by Health Department with 12249 employees and Education Department with 10491 employees.

5. Contingency Paid, Work Charge and Contract basis Employees

The number of contingency paid work charged and on contract basis employees increased to 30033 as on 31st March, 2005 from 13,489 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 222.64 as on 31.3.2005 depicting a net increase of 122.64 percent with 31.3.1967 as base year.

Out of total 30033 employees as on 31st March, 2005, 223 were working at Chandigarh and the remaining 29810 were working in the districts. Maximum number of 3453 contingency paid, work charged and on contract basis employees were employed in Gurdaspur district.

Social Welfare department employed the maximum of 12999 (43.28 percent) followed by Police department 4459 (14.85 percent), Education Department 4037(13.44 percent) and Home guards. 4494 (14.96 percent) contingency paid, work charged and on contract basis employees.

6. Female Employees

Out of total 357290 govt. employees as on 31st March, 2005 there were 93758 (26.24 percent) female employees. Out of total 25029 group A and B officers 6075 (24.27 percent) were females and 18954 (75.73 percent) were males. Education department and Health department were having maximum female employees of A and B group officers i.e. 4086 and 941 respectively.

Out of total 332261 group-C, group-D, contingency paid, work charged and on contract basis employees 244578 (73.61 percent) were males and 87683 (26.39 percent) were females. Education Deptt.. (49301), Social Welfare Deptt.(11930), Health Deptt.(12514) and Irrigation Deptt. (2326) 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,2005 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 357290 filled up posts of govt. employees as on 31.3.2005 . In the following paragraphs the analysis for SC/BC's, Ex-Servicemen, Wards of Freedom Fighters, Handicapped Terrorists affected and Compassionate employees has been made for 326922 filled up posts. 30033 contingency and work charged and 335 employees of Vidhan Sabha have not been included in this analysis.

i. Number of Scheduled Castes Govt. Employees

Out of 326922 filled up posts of Govt. employees 75240 (23.01percent) employees belonged to scheduled caste as on 31st march, 2005. Group-wise number of scheduled caste Govt. employees was 2225(2.96 percent) in group-A, 2577(3.42 percent) in group-B, 48409 (64.34 percent) in group-C and 22029 (29.28 percent) in group-D.

ii. Number of Backward Classes Govt. employees

Out of total 326922 Govt. employees 29299(8.96 percent) Govt. employees as on 31st March, 2005 belonged to backward classes. Group-wise number of these employees was 662(2.25 percent) group-A, 1219(4.16 percent) group-B, 20546(70.13 percent) group-C and 6872 (23.45 percent) group-D.

iii. Number of Ex-servicemen Govt. Employees

Out of the total 326922 filled up posts of Govt. Employees 5362(1.64 percent) employees belonged to Ex-Servicemen as on 31st March, 2005. As for as group-wise classification is concerned their number was 109 (2.03 percent) in Group A, 380(7.09

percent) in group-B, 3109 (57.98 percent) in group-C and 1764(32.90 percent) in group-D as on 31st March, 05.

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

There were 443 Govt. Employees who belonged to this category. Groupwise number of such employees was 18(4.06) in group-A,13 (2.94 percent) in group-B, 295 (66.59 percent) in group-C and 117(26.41 percent) in Group-D.

v. Number of Handicapped Govt. Employees

2437 Govt. employees were Handicapped as on 31st March, 2005. They were 69(2.83 percent) in Group A, 145(5.95 percent) in Group-B, 1367(56.09 percent) in Group-C and 856(35.13 percent) in Group-D.

vi. Number of Terrorist affected Govt. Employees

1185 govt. employees were terrorist affected as on 31st March,2005. They were 1(0.08 percent) in group A, 11(0.93percent) in group-B, 808(68.19 percent) in group C and 365 (30.80 percent) in group-D.

vii. Number of Employees employed on Compassionate ground

2531 govt. employees were employed on compassionate grounds as on 31st March, 2005. They were 22(0.87 percent) in Group-A, 59(2.33 percent) in group-B, 1481(58.52 percent) in group-C and 969(38.28 percent) in group-D.

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

3308 employees were employed during the year 2004-05. Number of employees who have retired was 6506. 982 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 2004-05. 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 to calculate the total medical allowance, fixed medical given by Govt. by multiplying it with total number of govt. employees. To get dearness allowance first of all the dearness allowance given during the financial year 2004-05 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.5,6,7 were added and multiplied by 12 we got estimated annual expenditure on salaries of that pay scale. Thus total estimated monthly expenditure on salaries of 357290 govt. employees was Rs. 320.85 crores and annual expenditure was 3850.17 crores for the year 2004-05. Detail is given in table No.12.

Part-B

The data relating to Semi-Govt. employees as on 31st March,2005 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, 2005 had 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 105816 out of which 96693 were filled as on 31st March 2005 in the Corporations, Boards and Local Bodies.

1. Semi-Govt. Employees in Corporations and Boards

The maximum number i.e. 33271(34.41 percent) were working in the pay scale of Rs.4020-6200. There were 7124 (7.37 percent) female employees in these Corporations/Boards. Out of 96693 employees 17079 (17.66 percent) belonged to Scheduled Castes. 9277 (9.59 percent) belonged to Backward Classes, 778 (0.80 percent) belonged to Ex-servicemen, 100(0.10 percent) were the wards of Freedom Fighters, 408(0.42 percent) percent) were Handicapped employees, 75(0.08 percent) were Terrorist Affected and 3016 (3.12 percent) Compassionate Ground employees. 2294 (2.37 percent) employees have retired during the year 2004-05.

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

There are 133 Municipal Committees/Municipal Corporations, Nagar Panchayats in the Punjab State. Total number of employees working in the Municipal Committees/Municipal Corporations/Nagar Panchayats as on 31st March, 2005 was 28696. Out of 28696 employees maximum number i.e.16447 (57.31 percent) were working in the pay scale of Rs. 2520-4140 and 5518 (19.23 percent) were female employees. Out of total 28696 filled posts 15855 (55.25 percent) employees belonged to Scheduled Castes,2594 (9.04 percent) belonged to Backward Classes, 156 (0.54 percent) belonged

to Ex-Servicemen, 6(2.02 percent) were the Wards of Freedom Fighters,425(1.48 percent) were Handicapped, 123 (0.43 percent) employees were Terrorist Affected and 357(1.24 percent) Compassionate ground employees. Number of retired employees was 447 (1.56 percent) during the year 2004-05.

3. Employees of Improvement Trusts

There were 21 Improvement Trusts in the state as on 31st March, 2005. The total number of employees as on 31st March, 2005 was 853. Out of 853 employees the maximum number i.e. 262 (30.72 percent) were working in the pay scale of Rs. 2520-4140. Out of 853 employees 765 (89.68 percent) were males and only 88 (10.32 percent) were female. Out of 853 employees, 194 (22.74 percent) belonged to Scheduled Castes, 77 (9.03 percent) to Backward classes, 5 (0.59 percent) were Ex-Servicemen, 1 (0.12 percent) was Ward of Freedom Fighters,13 (1.52 percent) were Handicapped, 13 (1.52 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 603 employees were working as on 31st march, 2005. Out of 603 employees 244 (40.46 percent) were working in the pay scale of Rs.2520-4140. Out of 603 employees only 55(9.12 percent) were female employees. Out of total filled up posts 210(34.82 percent) employees belonged to Scheduled Castes, 132(21.89 percent) employees to Backward Classes, 1(0.17 percent) was Ex-servicemen and 1(0.17 percent) was Wards of Freedom Fighters, 4 (0.66 percent) were Handicapped, 23(3.81 percent) Terrorist Affected and 18(2.98 percent) were on Compassionate ground employees .

5. Employees of Market Committees

Out of total 4359 employees maximum number 1005 (23.05 percent) were working in the pay scale of Rs 2520-4140. Out of 4359 employees 409 (9.38 percent) were female employees, 879 (20.17 percent) employees belong to Scheduled Castes, 415(9.52 percent) to Backward Classes, 18(0.41 percent) to Ex-servicemen Category, 7(0.16 percent) were Wards of Freedom Fighters, 45(1.03 percent) were Handicapped,118 (2.70 percent) Terrorist Affected and 170 (3.90 percent) were Compassionate ground employees.

6. Employees of Panchayat Samities

There were 137 Panchayat Samities in the state. Total number of employees was 2952 as on 31st march, 2005 in these Panchayat Samities. Out of total 2952 employees the maximum number i.e.1093 (37.03percent) were working in the pay scale of Rs.3120-5160. Out of total 2952 employees 341(11.55 percent) were female employees, 502(17.00 percent) belonged to Scheduled Castes, 301(10.20 percent) to Backward Classes, 15(0.05 percent) were Ex-servicemen, 3(0.10 percent) were wards of Freedom Fighters, 87(2.95 percent) were Handicapped, 42 (1.42 percent) were Terrorist Affected and 108(3.65 percent) were Compassionate ground employees.

Part-C

The information relating to employees as on 31st March, 05 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.

Pay scale-wise total number of employees in Aided Institutions was 11808. 841 (7.12percent) employees belonged to Scheduled Castes, 612 (5.18 percent) to Backward Classes, 68 (0.58 percent) to Ex-servicemen, 6 (0.05 percent) to ward of Freedom Fighters, 56 (0.47 percent) to Handicapped, 23 (0.19 percent) to Terrorist Affected and 19 (0.16 percent) belonged to Compassionate grounds categories in Aided Institutions.