



**CENSUS OF PUNJAB**  
**GOVERNMENT AND SEMI-GOVERNMENT**  
**EMPLOYEES**  
**AS ON**  
**31-3-2008**

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

## PREFACE

The data relating to number 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 number of employees working in Government, Semi-Government. and Aided Institutions' as well as Boards, Corporations and Local Bodies, etc.

In the present report, the data in respect of Government 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 Number of Government Semi-Government 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 31.3.2008 has also been given separately.

As on 31.3.2008, the employees for Government sector, Semi-Government and Aided Institutions were 335050, 127995 & 11637 respectively. Out of total 474682 employees there were 123298 (25.97%) female employees.

Although, the number of Government employees has increased from 147275 as on 31.3.1967 (Base year) to 335050 (127.50 %) as on 31.3.2008, yet it has declined by 10487 as compared to 31.3. 2007.

I acknowledge the co-operation provided by all Heads of Departments, Boards, Corporations, Local Bodies and Deputy Economic and Statistical Advisers, in the districts far furnishing the desired information. This report has been prepared under the guidance and supervision of Sh. Gurdip Singh, Research Officer under the over all guidance of Sh. Tirath Singh, Joint Director.

As there is always scope for improvement, I would sincerely welcome suggestions for improvement.

Place: Chandigarh  
Dated:

Mohan Lal Sharma  
Economic Adviser

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## **REVIEW**

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

### **Part-A - Government Employees**

#### **Introduction**

In this Part, information regarding Government employees has been given in 12 tables which includes the following aspects:-

- a. Total number of Government employees and increase/decrease over time.
- b. Department-wise and District-wise Government employees according to pay scales, groups and sex etc.
- c. Number of reserve category employees and Compassionate ground employees.
- d. Total Estimated Expenditure incurred on salaries/wages.

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

Census of Government employees covers all the State Govt. employees (permanent, temporary, contingency paid, work-charged or on contract basis) as on 31<sup>st</sup> March, 2008.

#### **III. Methodology**

A set of prescribed proformae was circulated to all the heads of various Departments located at Chandigarh. The information was collected either by post or personally by the staff of Demography Section. 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, 2008 was 335050 against 345537 as on 31<sup>st</sup> March, 2007 showing a decline of 3.13 % over the previous year. The total No. of employees rose from 147275 as on 31.3.1967 to

335050 as on 31.3.2008. The index of State Government employees rose to 227.50 over the base year 1967.

The employees have been classified in group 'A', 'B', 'C' and 'D' 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, 2008 is as under:-

- Group A -11296
- Group B -12611
- Group C - 211161
- Group D - 61074
- Contingency paid, Work charged and Contract basis - 38908

**Groupwise /Categorywise analysis of Number of Government employees is given as below:**

**1. Group-A**

The No. of class-I officers was 612 as on 31.3. 1967 which rose to 10275 as on 31<sup>st</sup> March, 2000 and further rose to 11296 as on 31.3. 2008. Out of total Group-A officers as on 31.3. 2008, maximum 2950 were in the pay scales of Rs. 7220-11660 followed by 2621 in the pay scale of Rs. 7880-11660. A No. of 1323 Group-A officers were posted at Chandigarh and 9973 were working in the districts. Maximum No. of Group-A officers were 1378 working in district Patiala and minimum No. of group-A officers was 104 in district Barnala.

Department-wise analysis depicts that the maximum No. 3912 of Group A officers was in Health Department followed by Education Department 1635, Animal Husbandry 816, Agriculture 755, Irrigation 520, Police 499, Technical Education 419 and Public Works Department (B & R) 275.

**2. Group-B**

The total No. of Class-II officers was 2540 as on 31.3.1967 which was increased to 4906 as on 31.3. 2000 and further increased to 12611 as on 31.3. 2008 Maximum No. of Group-B officers i.e. 8142 were in pay scale of Rs. 6400-10640. Highest No. of group-B officers was in Ferozpur district with 1342 officers and lowest No. was in district Tarn Taran with 138 officers. Education Department was having the maximum No. of 7210 Group-B officers as on 31.3. 2008.

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

There were 106202 Class-III employees as on 31.3. 1967 which increased to 256105 as on 31.3. 2000 and decreased to 211161 as on 31.3.2008 . The index for group-C employees stood at 198.83 as on 31.3. 2008 as compared to the base year 1967 which indicates a net increase of 98.83%. Maximum No. of employees 55745 were working in the pay scale of Rs. 3120-5160 as on 31.3. 2008.

So far as the place of posting of Group-C employees at district level were concerned, district Gurdaspur was having maximum 20854 employees as on 31.3. 2008. The lowest No. of 3304 employees was in district Barnala. Out of the total group-C employees 135235 employees were employed in the two main departments of the State Govt. i.e. Education 80314(37.84 %) and Police 54921 (26.01 %).

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

There were 24432 class-IV Govt. employees as on 31.3.1967 which was increased to 65984 as on 31.3. 2000 and decreased to 61074 as on 31.3. 2008. Index for 31<sup>st</sup> March, 1967 to 31.3.2008 was 249.98 which show net increase of 149.98 %.

Out of total 61074 group-D employees in the State as on 31.3. 2008 a maximum No. 44497 employees was in the pay scale of Rs.2520-4140. 58072 employees were working in districts and 3002 were working at Chandigarh as on 31.3. 2008. Amongst the districts, Gurdaspur district was having maximum No. of 10180 group-D employees. Amongst the departments, Irrigation Department was having maximum 14191 group-D employees followed by Health Department 11257 employees and Education Department 9635 employees.

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

The No. of contingency paid, work charged and on contract basis employees increased to 38908 as on 31.3.2008 from 13489 as on 31.3. 1967. Index for these employees was 288.44 as on 31.3.2008 depicting a net increase of 188.44% with 31.3.1967 base year. There were 38178 contingency paid, work charged and on contract basis employees as on 31.3. 2000.

Out of total 38908 employees as on 31.3. 2008, 197 were working at Chandigarh and the remaining 38711 were working in the districts. Maximum No. of 5497 contingency paid, work charged and on contract basis employees were employed in Gurdaspur district.

Social Welfare and welfare of SC's and BC's Department employed the maximum No. 21041(54.08%) of contingency paid, work charged and on contract basis employees followed by Education Department 4922 (12.65%), Police Department 4080 (10.49%) and Home Guards 3001(7.71%).

### **6. Female Employees**

Out of total 335050 Govt. employees as on 31.3. 2008, there were 101131 (30.18%) female employees. Out of total 23907 group A and B officers, 6506 (27.21%) were females and 17401 (72.79%) were males. Education Department and Health Department were having maximum female employees of group A and B i.e. 4008 and 1300 respectively.

Out of total 311143 group-C, group-D, contingency paid, work charged and on contract basis employees, 216518 (69.59%) were males and 94625 (30.41%) were females. Education (47124), Social Welfare (22112), Health (12028) and Irrigation (2297) 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, 2008 was collected from the concerned departments. There were 335050 filled up posts of govt. employees as on 31.3. 2008. In the following paragraphs the analysis for SC's, BC's, Ex-Servicemen, Wards of Freedom Fighters, Handicapped, Terrorists affected and Compassionate ground employees has been made for 296142 filled up posts. 38908 contingency paid, work charged and on contract basis employees have not been included in this analysis.

**i. Number of Scheduled Castes Government Employees**

Out of total 296142 filled up posts of Government employees 74333(25.10 %) were belonging to scheduled castes as on 31.3. 2008. Group-wise No. of scheduled castes Govt. employees were 1902 (16.84 %) in group-A, 2512 (19.92 %) in group-B, 47190 (22.35 %) in group-C and 22729 (37.22 %) in group-D.

**ii. Number of Backward Classes Government employees**

Out of total 296142 Government employees, 27690 (9.35 %) belong to backward classes as on 31.3. 2008. Group-wise Number of these employees were 499(4.42 %) in group-A, 895 (7.10 %) in group-B, 19330 (9.15 %) in group-C and 6966 (11.41 %) in group-D.

**iii. Number of Ex-servicemen Govt. Employees**

Out of total 296142 filled up posts of Government Employees, 4181 (1.41%) belong to Ex-servicemen as on 31.3. 2008. So for as group-wise classification the number of ex-servicemen Government employees were 67 (0.59 %) in Group A, 109 (0.86 %) in group-B, 2648(1.25 %) in group-C and 1357 (2.22 %) in group-D.

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

Out of total 296142 filled up posts, 319 (0.11 %) Govt. Employees belong to this category. Group-wise number of such employees were 14 (0.12 %) in group-A, 14 (0.11 %) in group-B, 205(0.10 %) in group-C and 86 (0.14 %) in Group-D.

**v. Number of Handicapped Govt. Employees**

Out of total 296142 filled up posts, 2931(0.99%) Government employees were handicapped as on 31.3.2008. There were 55 (0.49 %) employees in Group-A, 154 (1.22 %) in Group-B, 1576 (0.75 %) in Group-C and 1146 (1.88 %) in Group-D.



**vi. Number of Terrorist affected Govt. Employees**

Out of the total 296142 filled up posts, 2281(0.64 %) Government employees were terrorist affected as on 31.3. 2008, having 1 employee(0.01%) in group A, 22(0.17 %) in group-B, 1448(0.69 %) in group C and 810 (1.33 %) in group-D.

**vii. Number of Compassionate ground Employees**

Out of the total 296142 filled up posts, 6553 (2.21 %) Government employees were employed on compassionate grounds as on 31.3.2008. There were 19 employees (0.17 %) in Group-A, 81 (0.64 %) in group-B, 3766 (1.78 %) in group-C and 2687 (4.40 %) in group-D.

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

During the year 2007-08, 3554 employees of this category were employed and 7922 employees were retired. 1040 employees were either terminated or dismissed or resigned or died during the said year.

**9. Estimated Expenditure on Government Employees**

It was decided to collect information regarding expenditure on Government 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 2007-08. 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 2007-08 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 335050 govt. employees was Rs. 361.35 crores and annual expenditure was Rs. 4336.14 crores for the year 2007-08. Detail is given in table No.12.

## **Part-B**

### **Introduction**

The data relating to Semi- Government employees as on 31.3. 2008 working in Boards, Corporations, Municipal Corporations/Committees, 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 Number of Semi- Government employees according to their pay scales.
- b. Number of Semi- Government employees belonging to Scheduled Castes, Backward Classes, Ex-Servicemen, Wards of Freedom Fighters, Handicapped, Terrorist affected and Compassionate grounds.
- c. District-wise No. of Semi- Government employees.

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

Semi- Government employees working in Boards/Corporations and Local Bodies as on 31<sup>st</sup> March, 2008 have been covered.

### **III. Methodology**

A prescribed performae was circulated to all Heads of Boards and Corporations. Information for the Semi- Government employees working in Boards and Corporations either at Chandigarh or at district level was collected 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 were 156021 out of which 127995 were filled up as on 31.3. 2008 in these Boards, Corporations and Local Bodies.

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

A number of 86343 employees were working in Boards/Corporations as on 31.3. 2008 out of which the maximum number i.e. 26630 (30.84 %) were in the pay scale of Rs.3330-6200. There were 6766 (7.84%) female employees. Out of 86343 employees 16558 (19.18 %) belong to Scheduled Castes, 7604 (8.81 %) belong to Backward Classes, 522(0.60%) belong to Ex-servicemen, 173 (0.20 %) were the wards of Freedom Fighters, 330 (0.38 %) were Handicapped employees, 83(0.10 %) were Terrorist affected and 3270 (3.80 %) were employed on Compassionate ground. 3059 (3.54 %) employees have retired during the year 2007-08

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

There are 134 Municipal Corporations/Committees and Nagar Panchayats in the state. Total number of employees working in the Municipal Corporations/Committees /Nagar Panchayats as on 31.3. 2008 were 27136. Out of this maximum number i.e.15832 (58.34 %) were working in the pay scale of Rs. 2520-4140 and 5977 (22.03 %) were female employees. Out of total 27136 filled posts, 12145(44.76 %) employees belong to Scheduled Castes, 1997 (7.36 %) belong to Backward Classes, 100 (0.37 %) belong to

employed on Compassionate ground employees. Number of retired employees was 568 (2.09 %) during the year 2007-08.

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

Ex-servicemen, 40 (0.15 %) were the Wards of Freedom Fighters, 397 (1.46 %) were Handicapped, 127(0.47%) employees were Terrorist affected and 720(2.65%) were

There were 876 employees working in 22 Improvement Trusts in the state as on 31.3. 2008. Out of these 876 employees maximum number i.e. 232 (26.48%) were working in the pay scale of Rs. 2520-4140. 780 (89.04%) were males and only 96 (10.96 %) were females. 164 (18.72%) employees belong to Scheduled Castes, 42 (4.79%) to Backward classes, 1 (0.11%) with Ex-servicemen category, 5 (0.57%) were Wards of Freedom Fighters, 5 (0.57%) were Handicapped, 10 (1.14%) were Terrorist affected and 26(2.97%) were employed on Compassionate ground and 12 employees were retired during the year.

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

A number of 5213 employees were working as on 31.3.2008 in 20 Zila Parishads of the state. Out of which the maximum number i.e. 4241 (81.35 %) were working in the pay scale of Rs. 4550-7220 and 2663(51.08 %) were female employees. Out of total 5213 filled up posts, 1111 (21.31%) employees belong to Scheduled Castes, 543(10.42%) belong to Backward Classes, 334(6.41%) were Ex-servicemen, 70(1.34 %) were Wards of Freedom Fighters, 74(1.42%) were Handicapped, 31(0.59 %) were Terrorist affected and 61(1.15 %) were Compassionate ground employees and 26 employees were retired during the year.

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

A number of 4084 employees employed in market committees, maximum number of employees 938(22.97%) were working in the pay scale of Rs. 5000-8100, 387 (9.48%) were female employees, 812 (19.88%) employees belong to Scheduled Castes, 419(10.26%) to Backward Classes, 16(0.39%) to Ex-servicemen Category, 15(0.37%) were Wards of Freedom Fighters, 35(0.86 %) were Handicapped, 31 (0.76 %) were Terrorist affected and 220 (5.39%) were Compassionate ground employees and 138 employees were retired during the year.

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

There were 141 Panchayat Samities in the state. Total number of employees were 4343 as on 31.3.2008 in these Panchayat Samities. Out of total 4343 employees, the maximum number i.e.1329 (30.60%) were working in the pay scale of Rs.4550-7220. Out of total 4343 employees 1230 (28.32%) were female employees, 916(21.09 %) belong to Scheduled Castes, 435(10.02%) to Backward Classes, 32(0.74 %) were Ex-servicemen, 20(0.46%) were wards of Freedom Fighters, 79(1.82%) were Handicapped, 44 (1.01%) were terrorist affected and 144(3.32%) were Compassionate ground employees and 79 employees were retired during the year.

## **Part-C**

The information relating to employees working in Aided Institutions as on 31<sup>st</sup> March, 2008 has been given in 2 tables on the following aspects:

### **1. Total Number of Employees in 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.

The total No. of employees in Aided Institutions was 11637 as on 31.3.2008. Out of this, 764 (6.57%) employees belong to Scheduled Castes, 530 (4.55%) to Backward Classes, 44 (0.38%) to Ex-servicemen, 15 (0.13%) to wards of Freedom Fighters, 40(0.34%) to Handicapped, 7 (0.06%) to Terrorist affected and 26 (0.22%) belong to Compassionate grounds categories and 484 employees were retired during the year.

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