



CENSUS OF CENTRAL GOVERNMENT EMPLOYEES

(AS ON 31st MARCH, 2004)

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT
DIRECTORATE GENERAL OF EMPLOYMENT & TRAINING
SURVEY & STUDY DIVISION
14/11, JAM NAGAR HOUSE, NEW DELHI**

JUNE, 2007

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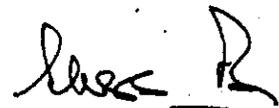
PREFACE

Directorate General of Employment & Training (D.G.E.&T.), Ministry of Labour & Employment, Government of India has been conducting, since 1960, the "Census of Central Government Employees" to update the data series on employment profiles of the Central Government employees working in various parts of the country. The present report is the thirtieth in its series and presents data as on 31st March, 2004. The report would be useful in perspective planning for framing of the welfare schemes and other service facilities by the Central Government to its employees.

The present Census was organised and carried out through the network of the Employment Exchanges throughout the country with the active support and cooperation of the Central Government establishments located all over India.

I would like to place on record my sincere thanks to all the functionaries of the Directorate of Employment of States/Union Territories, Central Government establishments and various Central Government Ministries who have assisted by providing requisite data in bringing out this report.

I would also like to place on record my appreciation of the work done by Shri A.S. Khan, Deputy Director of Employment Exchanges and his team of officers and staff of Survey & Study Division under the overall leadership and guidance of Shri K.S. Meena, Joint Director of Employment Exchanges, in finalising this publication.



(Sharda Prasad) (4) 6

**Director General of Employment and Training/
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Dated: 14th June, 2007

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HIGHLIGHTS

(1). As per the results of the Census Enquiries, the total regular employment under the Central Government as on 31st March, 2004 was 31.64 lakh as against 38.76 lakh on 31st March, 2001. The employment has, thus, recorded a decrease of 18.37% in 2004 over 2001.

(2). Employment in Ministry of Railways was highest (45.56%) followed by the Ministry of Home Affairs (19.94%), Defence civilian (12.42%), Communications & IT (8.38%) and Finance (4.00%). Other Ministries/Departments collectively shared the rest of 9.70% of the total Central Government regular employment.

(3). Out of 31.64 lakh regular employees, 3.06 lakh were women. The proportion of women in the total employment shows an increasing trend of 9.68% in 2004 against 7.43% in 1995 and 7.53% in 2001.

(4). Around 88.37% of the regular Central Government employees enjoyed a permanent status either in the posts they held in 2004 or in lower posts.

(5). About 96% of regular Central Government employees were Non-Gazetted. The ratio of Gazetted to Non-Gazetted employees was 1:23. In Ministry of Railways, the ratio, however, was 1:116.

(6). Amongst regular Central Government employees, 63.9% were holding Group-‘C’ posts and about 29% were in Group-‘D’ posts. 4.7% were holding Group-‘B’ posts whereas employees holding Group-‘A’ posts were only 2.4%.

(7). About 21.19% of the regular Central Government employees were found to be in the pay range of Rs. 3500-4499/- and only 0.39% employees were drawing basic pay of Rs. 18,400/- & above.

(8). Amongst the regular Central Government employees, 18.32% were working at offices located in ‘A-1’ class cities, 4.13% in ‘A’ class cities, 9.94% in B-I class cities and 17.43% in B-2 class cities. The percentage of employees in ‘C’ class and other unclassified cities were 50.18%.

(9). Among the States and Union Territory Administrations, the highest number of regular Central Government employees was in the State of West Bengal (11.54%) followed by Maharashtra (11.11%), Uttar Pradesh (10.63%), Andhra Pradesh (6.78%), Delhi (6.71%) and Tamil Nadu (5.86%). In the remaining States/U.Ts the proportion was less than 5%.

CENSUS OF CENTRAL GOVERNMENT EMPLOYEES

(AS ON 31st March, 2004)

INTRODUCTION

1.1 The Government of India, Ministry of Labour and Employment, Directorate General of Employment & Training has been conducting, since 1960, the "Census of Central Government Employees" with 31st March as its reference date. The present report, which is thirtieth in the series, covered Central Government employment as on 31st March, 2004. The main purpose of the Census was to provide employment details on aspects such as pay-ranges of employees, sex-structure, status, tenure of service, group of posts (Gazetted/non-gazetted), location by States and class of cities, etc.

SCOPE, COVERAGE, CONCEPTS & DEFINITIONS

1.2 The Census covered all employees holding civilian posts under Central Government establishments which existed as on the 31st of March, 2004 and whose pay & allowances, honoraria or any other remunerations were paid out of the Consolidated Funds of India. The return prescribed and used for collection of Census data is at Annexure 1.1. Scope coverage, concepts and definitions adopted for conducting the Census Enquiries are given in Annexure 1.2.

METHODOLOGY, LIMITATIONS AND ESTIMATION OF NON-RESPONSE

1.3 The basic data under the Census was collected from almost all Central Government establishments borne on the "Employer's Register" maintained at the Employment Exchanges through their net-work spreading all over the country. However, Census returns duly filled-in by the employers have been received only from

5950 establishments out of total 7484 establishments. The responses, thus, have come to around 80%.

1.4 Data from secondary sources such as Annual Reports of the concerned Ministries/Departments and information on Central Government employees compiled and maintained by Department of Personnel & Training have also been utilized to arrive at the total number of the Central Government employees.

1.5 Keeping the above facts into consideration, total number of Central Government employees worked out to be 31.64 lakh during the period under report and the same has been incorporated in various Tables in this publication. However, the distribution of employees shown category-wise in the Table numbers 3, 4 & 7 and Annexures 2.3 3.1, 3.2, 3.3 and 3.4 have been estimated on the basis of proportion arrived by using information received from the establishments. Further, the data presented in Table number 8 and 9 on location / State-wise employment is based on either data of Employer's Register at the Employment Exchanges under Employment Market Information (EMI) Programme or on the basis of proportions observed in the previous Census.

EMPLOYMENT UNDER CENTRAL GOVERNMENT

2.1 The total number of regular civilian employees under Central Government establishments as on 31st March, 2004 was 31.64 lakh. The Table-1 shows overall comparative changes noticed in the level of Central Government employment (regular) as on 31st of March, 2001 and 2004.

Table - 1

**CENTRAL GOVERNMENT EMPLOYMENT
(2001 & 2004)**

(In Lakhs)

Category of employees	Number of employees as on 31 st March		Increase/Decrease	
	2001	2004	(+) Number	(-) Percentage
1.	2.	3.	4.	5.
Regular	38.76	31.64	-7.12	-18.37
TOTAL	38.76	31.64	-7.12	-18.37

The total employment under Central Government as on 31st March, 2004 as per Census has gone down by 7.12 lakh as compared to 1.06 lakh as on 31st March, 2001. This may be attributed to the various recruitment policies of the Government. Right sizing /down sizing policy has been a major contributory factor for this declining trend.

EMPLOYMENT UNDER VARIOUS MINISTRIES

2.2 The distribution of regular employees in major Ministries is given in the Table-2:

Table-2

**REGULAR CENTRAL GOVERNMENT EMPLOYMENT IN MAJOR
MINISTRIES AS ON 31ST MARCH, 2004**

Sl. No.	Ministry	Number of regular employees	% age to the total
1.	2.	3.	4.
1.	Communications & IT	265205	8.38
2.	Defence (Civilian)	392923	12.42
3.	Finance	126824	4.00
4.	Home Affairs	630842	19.94
5.	Railways	1441513	45.56
6.	Others	306926	9.70
TOTAL		3164233	100.00

The Ministry of Railways has a major share (45.56%) of the total regular Central Government employees followed by Ministries of Home Affairs (19.94%), Defence (civilian) (12.42%), Communications & IT (8.38%) and Finance (4.00%). These five Ministries taken together accounted for around 90% of the total Central Government employment. The residual employment (about 10%) was shared by all the remaining Ministries/Departments of the Central Government.

WOMEN EMPLOYMENT UNDER CENTRAL GOVERNMENT

2.3 Women employment under the Central Government has been estimated to the tune of 3.06 lakh, which is only 9.68 per cent of the total regular Central Government employment. Women employees together with their proportion in the total estimated

women employment in the major employing Ministries for the year 2004 is shown in the following Table-3

Table – 3

ESTIMATED WOMEN EMPLOYMENT IN MAJOR EMPLOYING MINISTRIES

Sl. No	Ministry	Women employment as on 31st March, 2004	
		Number	% age share
1.	2.	3.	4.
1.	Communications & IT	64568	24.35
2.	Railways	84630	5.87
3.	Defence (Civilian)	57553	14.65
4.	Others	99547	9.35
TOTAL		306298	9.68

It will be seen from Table-3 that the participation of women was highest in the Ministry of Communications & IT whereas participation of women in the Ministry of Railways is quite low as compared to overall women participation in Central Government employment. Ministry of Defence (civilian) has fair share of women employment i.e. 14.65%.

STATUS OF CENTRAL GOVERNMENT EMPLOYEES

2.4 88.37% of the regular Central Government employees were permanent whereas 11.63% were temporary. The break-up of Gazetted and Non-Gazetted regular employees classified by their status in service is given in Table-4.

Table – 4

**ESTIMATED REGULAR CENTRAL GOVERNMENT EMPLOYEES
CLASSIFIED BY THEIR STATUS IN SERVICE, 2004**

Status of service	Gazetted		Non-Gazetted		Total	
	No.	%age to total	No.	%age to total	No.	%age to total
1.	2.	3.	4.	5.	6.	7.
Permanent	129339	99.36	2666940	87.90	2796279	88.37
Temporary	833	0.64	367121	12.10	367954	11.63
TOTAL	130172 (4.11%)	100.00	3034061 (95.89%)	100.00	3164233 (100.00%)	100.00

Ministry-wise break-up of employees according to their status (Gazetted & Non-Gazetted) can be seen in Annexure 2.1.

2.5 Further, analysis of data has revealed that among the regular Central Government employees, over-all share of "Gazetted Employees" was of the order of 4.11%. In the case of Non-Gazetted employees their share in total employment was of the order of 95.89%.

2.6 The ratio of Gazetted to Non-Gazetted employees was as high as 1:116 in the establishments under Ministry of Railways. The overall ratio, however, works out to 1:23. Ministry-wise details are given in Table-5.

Table-5**ESTIMATED GAZETTED AND NON-GAZETTED REGULAR CENTRAL GOVERNMENT EMPLOYEES IN DIFFERENT MINISTRIES AS ON 31ST MARCH, 2004**

Sl. No.	Ministry/Department	Number of employees		No. of Non-Gazetted employees per Gazetted employees
		Non-Gazetted	Gazetted	
1	2	3	4	5
1	Agriculture	8855	1346	7
2	Atomic Energy	24074	8476	3
3	Chemical & Fertilizers	306	239	1
4	Civil Aviation	973	289	3
5	Coal	264	59	4
6	Commerce & Industry	9018	1767	5
7	Communications & I.T.	252352	12853	20
8	Comptroller & Auditor Gen. of India	44443	12209	4
9	Defence	376666	16257	23
10	Environment and Forest	3607	579	6
11	External Affairs	4951	1983	2
12	Finance	110649	16175	7
13	Consumer Affairs, Food & Public Distribution	1636	780	2
14	Food Processing Ind.	133	75	2
15	Health & Family Welfare	19881	3271	6
16	Home Affairs	618273	12569	49
17	Human Resource Development	1981	430	5
18	Information & Broadcasting	6070	1034	6
19	Labour & Employment	7701	1632	5
20	Law & Justice	2188	1082	2
21	Mines	10874	3189	3
22	Non-Conventional Energy Sources	225	168	1
23	Ocean Development	120	40	3
24	Parliamentary Affairs	101	22	5
25	Personnel, Public Grievances and Pensions	6805	1211	6
26	Petroleum & Natural Gas	190	60	3
27	Statistics & Programme	5012	501	10

	Implementation			
28	Power	1329	772	2
29	Railways	1429220	12293	116
30	Rural Development	427	142	3
31	Science & Technology	16173	2226	7
32	Space	8344	5755	1
33	Steel	421	108	4
34	Road Transport & Highways	606	276	2
35	Textiles	4417	408	11
36	Tourism & Culture	9971	824	12
37	Urban Development	26234	4420	6
38	Water Resources	11102	2653	4
39	Social Justice & Empowerment	205	149	1
40	Agro & Rural Industries & Small Scale Industries	1902	537	4
41	Tribal Affairs	48	35	1
42	Heavy Industries & Public Enterprises	225	71	3
43	Youth Affairs & Sports	338	94	4
44	Shipping	2276	243	9
45	Miscellaneous Departments (President Secretariat, Vice - President Secretariat, Prime Minister Secretariat, Cabinet Secretariat, UPSC and Planning Commission)	3475	870	7
Total		3034061	130172	23

Note: - Subject to limitations mentioned in the note below Annexure- 2.2.

CLASSIFICATION OF EMPLOYEES BY GROUP OF POSTS HELD

2.7 The data collected from the employing establishments through the Census Enquiry of 2004 indicate the proportions in Central Government employees by Group of posts i.e. Group A, B, C & D presented in Table-6.

Table-6

**REGULAR CENTRAL GOVERNMENT EMPLOYEES CLASSIFIED BY
GROUP OF POSTS HELD**

Group of posts	As on 31 st March, 2004	
	No. of employees	% age to total
A	74747	2.36
B	149839	4.74
C	2023374	63.94
D	916273	28.96
TOTAL	3164233	100.00

Note: Figures may not tally with total Gazetted employees as all the Group-B employees shown may not be Gazetted.

The data in Table-6 reveals that bulk of Central Government employees held either Group 'C' or Group 'D' posts with their share being 63.94 per cent and 28.96 per cent respectively. As against this, Group 'A' & 'B' posts (inclusive of the Non-Gazetted in group 'B') had meager share of 2.36% and 4.74% respectively.

CLASSIFICATION OF EMPLOYEES BY PAY-RANGES

2.8 The concept of pay structure used under the Census Enquiries refers to the basic pay and hence, may be interpreted to exclude other allowances or special pay etc. that are also admissible to Central Government employees. The strength of employees in various pay-ranges are shown in Table-7.

Table - 7

**ESTIMATED DISTRIBUTION OF REGULAR CENTRAL GOVERNMENT
EMPLOYEES ACCORDING TO VARIOUS PAY-RANGES**

Pay ranges (in Rs.)	As on 31 st March, 2004	
	No. of employees	%age to total
1	2	3
Below 3049	549287	17.36
3050-3499	509290	16.10
3500-4499	670548	21.19
4500-5499	501366	15.84
5500-6499	357203	11.29
6500-7999	294695	9.31
8000-9999	158663	5.01
10000-14299	84737	2.68
14300-18399	26241	0.83
18400 & above	12203	0.39
Total	3164233	100.00

The above Table reveals that the maximum proportion of employees were found to be in the pay range of Rs. 3500-4499 (21.19%) followed by pay ranges of below Rs.3049 (17.36%), Rs.3050-3499(16.10%) and Rs.4500-5499(15.84%) and minimum number of employees were in the pay range of Rs. 18400 & above. The distribution of employees by various pay-ranges in major Ministries/Department is given in Annexure-2.3.

DISPERSAL OF EMPLOYEES IN CLASSIFIED CITIES

2.9 Central Government establishments under the Census Enquiries furnished details of their staff actually working in each of the A-1, A, B-1, B-2 and C class cities. In case of those establishments, which did not furnish details about their staff strength for each class of cities, the entire staff has been considered to be working in the same city where the reporting establishment is located. Keeping this in view, the location of

regular Central Government employees in different class of cities viz., class-A-1, A, B-1, B-2 and other class cities has been presented in Table-8.

Table - 8

LOCATION-WISE DISPERSAL OF EMPLOYEES IN DIFFERENT CLASS OF CITIES

Class/City	Employment in 2004	
	Number	%age to total
"A-1" Cities		
1. Brihan Mumbai	148304	4.69
2. Kolkata (UA)	133788	4.23
3. Chennai (UA)	85395	2.70
4. Delhi (UA)	212315	6.70
"A" Cities		
1. Ahmedabad (UA)	23655	0.75
2. Bangalore (UA)	37306	1.18
3. Hyderabad(UA)	69512	2.20
"B-1" Cities	314675	9.94
"B-2" Cities	551607	17.43
"C" and other unclassified Cities	1587676	50.18
Total	3164233	100.00

2.10 It is observed from the data in Table-8 that around 18.32% of the regular Central Government employees were posted in Metropolitan cities i.e. "A-1" class cities and around 4 per cent were posted in class-"A" cities. Maximum (6.70%) were reported to have been posted in the National Capital Territory of Delhi followed by Brihan Mumbai (4.69%), Kolkata (4.23%) and Chennai (2.70%). 9.94% of the employees were reported to have been working in B-1 class cities and around 17.43% in B-2 class cities. 50.18% of the employees were reported to be working in class 'C' and other unclassified cities.

STATE-WISE DISPERSION OF CENTRAL GOVERNMENT EMPLOYEES

2.11 The State-wise dispersion of Central Government employees has been shown in the Table-9. The data presented in this Table have the following limitations:-

Firstly, the Census returns are usually collected directly from the employing establishments. The area jurisdiction of these establishments is considered as the basis. However, in the case of some major Ministries/Departments their jurisdiction posed certain administrative difficulties. For example, some reporting establishments which actually render data/information in the prescribed Census forms under the Ministry of Railways, Ministry of Communications & IT cut-across the State boundaries. The data collected from these establishments in fact is not necessarily belonging to the areas where these establishments are located but in many cases, the Central Government employees employed by such establishments as per their work distribution belonging to other State locations also. Hence, the results obtained and presented in this report, particularly in the Table-9, may have to be viewed liberally. However, attempts have been made to bifurcate approximately to the extent possible.

Secondly, some establishments which employed sizeable number of employees deployed their personnel on need basis to other States and their employees constantly keep moving from one location to other. As such, the mobile personnel (Civilian Para Military Forces) engaged by Central Organizations such as Central Reserve Police Force (CRPF), Border Security Force (BSF), Central Industrial Security Force (CISF), Indo-Tibetan Border Force (ITBF) & Assam Rifles etc., have been shown in the Census data in Table-9 separately and are not classified at the State level.

Table-9**ESTIMATED DISTRIBUTION OF CENTRAL GOVERNMENT EMPLOYEES IN
VARIOUS STATES/U.Ts. AS ON 31ST MARCH, 2004**

Sl. No.	State/Union Territory	Regular Central Government employment in 2004	
		No. (In thousand)	%age
1	2	3	4
1	Andhra Pradesh	214.8	6.78
2	Assam	65.7	2.08
3	Bihar	65.8	2.08
4	Chhattisgarh	38.2	1.21
5	Gujarat	107.6	3.40
6	Haryana	28.1	0.89
7	Himachal Pradesh	14.4	0.46
8	J & K	28.0	0.88
9	Jharkhand	29.3	0.92
10	Karnataka	91.3	2.88
11	Kerala	68.4	2.16
12	Madhya Pradesh	145.5	4.60
13	Maharashtra	351.7	11.11
14	Manipur	1.5	0.05
15	Meghalaya	16.3	0.52
16	Nagaland	3.1	0.10
17	Orissa	69.8	2.21
18	Punjab	67.4	2.13
19	Rajasthan	137.1	4.33
20	Sikkim	-	-
21	Tamil Nadu	185.4	5.86
22	Tripura	1.8	0.06
23	Uttar Pradesh	336.6	10.63
24	Uttaranchal	23.9	0.76
25	West Bengal	365.1	11.54
26	Andaman & Nicobar Islands	1.1	0.03
27	Arunachal Pradesh	-	-
28	Chandigarh	10.0	0.32
29	Dadra & Nagar Haveli	-	-
30	Daman & Diu	0.5	0.01

31	Delhi	212.3	6.71
32	Goa	6.2	0.20
33	Lakshadweep	0.1	0.00
34	Mizoram	0.5	0.02
35	Pondicherry	3.9	0.12
36	Missions Abroad	2.1	0.07
37	Other employment (such as Civilian Para Military Forces etc.)	470.7	14.88
TOTAL		3164.2	100.00

An analysis of Table - 9 reveals that largest concentration of Central Government employees has been in West Bengal (11.54%) followed by Maharashtra (11.11%), Uttar Pradesh (10.63%), Andhra Pradesh (6.78%) Delhi (6.71%) and Tamil Nadu (5.86%). In the remaining States/U.Ts the proportion has been less than 5%.

TREND IN CENTRAL GOVERNMENT EMPLOYMENT

3.1 The trend observed in Central Government employment since 1971 is presented in Table - 10 as under:-

Table-10

TREND IN CENTRAL GOVERNMENT REGULAR EMPLOYMENT DURING 1971-2004

As on 31 st March	Central Govt. employment (regular)		Index of employment (base 100 in 1971)
	Number (in lakh)	%age increase/decrease over previous available year	
1	2	3	4
1971	26.99	—	100.00
1972	27.51	1.93	101.93
1973	28.58	3.89	105.89
1974	29.12	1.89	107.89
1975	29.70	1.99	110.04
1976	30.45	2.53	112.82
1977	—	—	—
1978	31.01	1.84	114.89
1979	31.71	2.26	117.49
1980	33.21	4.73	123.05
1981	34.07	2.59	126.23
1982	34.78	2.08	128.86
1983	35.42	1.84	131.23
1984	36.14	2.03	133.90

1985-87			
1988	36.99	2.35	137.05
1989	37.48	1.32	138.87
1990	37.74	0.69	139.83
1991	38.13	1.03	141.27
1992-94			
1995	39.82	4.43	147.54
1996-2000			
2001	38.76	(-)2.66	143.61
2002-2003			
2004	31.64	(-)18.37	117.23

- Data not available.

From the Table-10, it may be observed that there had been constantly rise in the Central Government employment till 1995 and thereafter declining trend has been noticed.

TREND OF REGULAR EMPLOYMENT IN MAJOR MINISTRIES

3.2 The changes in the number of regular Central Government employees as observed in the three major Ministries viz. Railways, Communications & IT, Defence and in the other Ministries/Departments grouped together since 1971 are shown in Table- 11.

Table 11

TREND OF EMPLOYMENT IN MAJOR MINISTRIES DURING 1971 TO 2004

Year (As on 31st March)	Employment in Major Ministries (no. in lakh)				
	Railways	Communications & IT	Defence (Civillan)	Others	Total
1	2	3	4	5	6
1971	13.74 (1.48)	3.86 (4.52)	4.74 (0.21)	4.68 (4.26)	26.99 (1.89)
1972	13.90 (1.10)	3.93 (1.81)	4.87 (2.74)	4.81 (3.44)	27.51 (1.93)
1973	14.11 (1.51)	3.98 (1.27)	4.88 (0.20)	5.61 (16.63)	28.58 (3.89)
1974	14.32 (1.49)	4.13 (3.77)	4.81 (-1.43)	5.86 (4.46)	29.12 (1.89)

1975	14.41 (0.63)	4.39 (6.30)	4.90 (1.87)	6.00 (2.39)	29.70 (1.99)
1976	14.57 (1.11)	4.54 (3.42)	4.91 (0.20)	6.43 (7.17)	30.45 (2.53)
1977	-	-	-	-	-
1978	14.71 (0.96)	4.81 (5.96)	4.97 (1.22)	6.52 (1.40)	31.01 (1.84)
1979	14.97 (1.77)	5.01 (4.16)	5.09 (2.41)	6.64 (1.84)	31.71 (2.26)
1980	15.53 (3.74)	5.33 (6.39)	5.15 (1.18)	7.20 (8.43)	33.21 (4.73)
1981	15.72 (1.22)	5.71 (7.13)	5.20 (0.97)	7.44 (3.33)	34.07 (2.59)
1982	15.75 (0.18)	6.13 (7.26)	5.24 (0.77)	7.66 (2.96)	34.78 (2.08)
1983	15.83 (0.51)	6.45 (5.32)	5.34 (1.98)	7.80 (1.83)	35.42 (1.84)
1984	15.95 (0.76)	6.61 (2.48)	5.37 (0.56)	8.21 (5.26)	36.14 (2.03)
1988	16.20 (1.57)	6.41 (-3.03)	5.38 (0.14)	9.00 (9.62)	36.99 (2.35)
1989	16.27 (0.40)	6.51 (1.54)	5.42 (0.67)	9.28 (3.16)	37.48 (1.32)
1990	16.49 (1.35)	6.57 (0.92)	5.38 (-0.74)	9.30 (0.22)	37.74 (0.69)
1991	16.55 (0.36)	6.64 (1.06)	5.26 (-0.02)	9.68 (4.08)	38.13 (1.03)
1995	16.05 (-3.03)	7.03 (5.87)	5.01 (-4.76)	11.73 (21.18)	39.82 (4.43)
2001	15.12 (-5.73)	6.18 (-12.09)	5.90 (17.76)	11.56 (-1.53)	38.76 (-2.66)
2004	14.42 (-4.63)	2.65 (-57.12)	3.93 (-33.39)	10.64 (-7.96)	31.64 (-18.37)

Note: Figures in brackets represent percentage increase/decrease over previous year up to 1995. But the figures in brackets against 1978 are over previous two years and similarly, figures shown against 1988, 1995, 2001 and 2004 are over 1984, 1991, 1995 and 2001 respectively.

CERTAIN OTHER FEATURES OF REGULAR CENTRAL GOVERNMENT EMPLOYMENT

3.3 In the past three decades, certain important features of regular employees have been noticed through the trend emerging out of the data collected from the Census Enquiries. These relate to the analysis of employees by sex, status and tenure of the posts, which were held by Central Government employees. The data in the Table-12 presents the summary results:

Table-12
PERCENTAGE DISTRIBUTION OF EMPLOYEES BY SEX & STATUS
DURING 1971-2004

Census Enquiry for the year (as on 31 st March)	Total employment (In lakh)	No. of women employees	%age of women to total employees	%age of permanent employees to total	Ratio of Gazetted to Non-Gazetted employees
1	2	3	4	5	6
1971	26.99	67369	2.51	74.0	49
1972	27.51	70874	2.58	75.0	48
1973	28.58	72879	2.55	76.0	46
1974	29.12	80371	2.76	77.0	45
1975	29.70	84051	2.83	77.0	44
1976	30.45	99272	3.26	77.0	42
1978	31.01	102321	3.30	77.0	41
1979	31.71	107172	3.38	77.0	39
1980	33.21	117139	3.53	78.0	38
1981	34.07	124032	3.64	78.0	36
1982	34.78	132010	3.80	78.0	35
1983	35.42	136598	3.86	79.0	35
1984	36.14	142011	3.93	82.0	33
1988	36.99	238984	6.46	86.0	30
1989	37.48	247158	6.60	89.0	30
1990	37.74	283380	7.52	92.0	27
1991	38.13	288999	7.58	93.4	27
1995	39.82	295721	7.43	93.4	20
2001	38.76	291800	7.53	93.6	19
2004	31.64	306298	9.68	88.37	23

3.4 It is interesting to note that the proportion of women employees has been steadily increasing during the years under review. Their proportion in the total Central Government employment improved from 2.51 percent in 1971 to 9.68 percent in 2004. It is also seen that Central Government employees in larger proportion are now holding permanent status in the Government. The ratio of Gazetted to Non-Gazetted officers, which was as high as 1:49 in 1971, came down to 1:23 in 2004.

Scope, Coverage, Concepts and Definitions adopted under the Census

A. SCOPE AND COVERAGE

The Census of Central Government employees cover all persons actually holding on the date of Census, civilian posts in and under the Central Government, whose pay and allowances, honorarium or any other remuneration, etc., are paid out of the Consolidated Fund of India. These employees include the following categories of personnel holding either Gazetted or Non-Gazetted posts: -

- (i). Permanent employees of the Central Government;
- (ii). Temporary employees of the Central Government;
- (iii). State Government employees on deputation to the Central Government;
- (iv). Honorary employees of the Central Government in receipt of honorarium;

B. CONCEPTS AND DEFINITIONS

1. Regular Staff

(i). **Permanent Employees**

One who holds a Central or State Government post substantively on the date of the Census.

(ii). **Temporary Employees**

The employee who has not been declared permanent in the post he is holding or in any other substantive post.

(iii). **Locally Recruited Staff**

Persons recruited for service in the Indian Embassies and Missions abroad who do not belong to regular establishment and are in receipt of consolidated emoluments not comparable with the basic pay-ranges applicable to the regular establishment.

2. Pay

“Pay” means basic pay only and excludes personal or special pay on the date of the Census.

LIST OF CLASS ‘A-I’, ‘A’, ‘B-1’, ‘B-2’ and ‘C’ CITIES

CLASS ‘A-I’

Brihan Mumbai, Kolkata (UA), Chennai (UA), Delhi (UA).

CLASS ‘A’

Ahmedabad(UA), Bangalore(UA), Hyderabad(UA).

CLASS ‘B-1’

Bhopal, Indore(UA), Jaipur(UA), Kanpur(UA), Lucknow(UA), Ludhiana, Nagpur(UA), Pune(UA), Surat(UA), Vadodara(UA).

CLASS ‘B-2’

Agra(UA), Allahabad(UA), Amritsar, Aurangabad(UA), Bareilly(UA), Chandigarh(UA), Coimbatore(UA), Faridabad Complex, Gorakhpur, Guwahati City, Gwalior(UA), Hubli-Dharwad, Jabalpur(UA), Jalandhar, Jodhpur, Jammu City, Kochi(UA), Kota(UA), Madurai(UA), Meerut(UA), Nasik(UA), Patna(UA), Rajkot(UA), Ranchi(UA), Salem(UA), Solapur, Srinagar(UA), Thiruvananthapuram(UA), Tiruchirappalli(UA), Varanasi(UA), Vijayawada(UA), Vishakhapatnam(UA).

CLASS ‘C’

A & N Islands – Port Blair.

Andhra Pradesh – Adilabad, Adoni, Anakapalle, Anantapur, Bapatla, Bellampalle, Bhimavaram, Bodhan, Chilakaluripet, Chirala(UA), Chittoor, Cuddapah(UA), Dharmavaram, Eluru, Gudivada, Gudur, Guntakal, Guntur, Hindupur, Jagtial, Kadiri, Kagaznagar, Kakinada(UA), Karimnagar, Kavali, Khammam(UA), Kothagudem(UA), Kurnool(UA), Machilipatnam, Madanapalle, Mahbubnagar, Mancheriyal, Mangalagiri, Miryalaguda, Nalgonda, Nandyal, Narasaraopet, Narsapur, Nellore, Nirmal, Nizamabad, Ongole(UA), Palacola, Palwancha, Ponnuru, Proddatur, Rajahmundry(UA), Ramagundam, Sangareddy, Siddipet, Sircilla, Srikakulam, Srikalahasti, Suryapet, Tadepalligudem, Tadipatri, Tanuku, Tenali, Tirupati(UA), Vizianagram, Yemmiganur, Warangal(UA).

Assam – Dhubri, Dibrugarh(UA), Jorhat(UA), Karimganj, Nagaon, Silchar, Tezpur, Tinsukia.

Bihar - Adityapur, Arrah, Bagaha, Barauni, Begusarai(UA), Bettiah, Bhagalpur(UA), Bihar, Bokaro Steel City(UA), Buxar, Chaibasa, Chhapra, Daltonganj, Darbhanga, Dehri, Deoghar(UA), Dhanbad(UA), Gaya(UA), Giridih, Hajipur, Hazaribagh, Jamalpur, Jamshedpur(UA), Jehenabad, Jhumritilaiya, Katihar, Kishanganj, Lakhisarai, Madhubani, Mokameh, Motihari(UA), Munger, Muzaffarpur, Nawada, Phusro(UA), Purnia(UA), Ramgarh(UA), Saharsa, Sasaram, Saunda, Siwan.

Daman & Diu - Daman & Diu

Goa - Margao(UA), Marmugao(UA), Goa.

Gujarat - Amreli(UA), Anand(UA), Anjar, Anklesvar(UA), Bharuch(UA), Bhavnagar(UA), Bhuj(UA), Botad, Dabhoi, Deesa, Dhoraji(UA), Dhrangadhra, Dohad(UA), Gandhidham, Gandhinagar, Godhra(UA), Gondal(UA), Himatnagar, Jamnagar(UA), Jetpur(UA), Junagadh(UA), Kalol(UA), Keshod, Khambhat(UA), Mahesana(UA), Mahuva(UA), Morvi(UA), Nadiad(UA), Navsari(UA), Palanpur(UA), Patan(UA), Distt. Mahsana, Petlad, Porbandar(UA), Savakundla(UA), Sidhpur(UA), Surendrnagar, Unjha, Upleta, Valsad(UA), Veraval, Viramgam Visnagar(UA).

Haryana - Ambala, Ambala(UA), Bahadurgarh(UA), Bhiwani, Gurgaon(UA), Hansi, Hisar(UA), Jind, Kaithal, Karnal(UA), Narnaul, Palwal, Panchkula(Urban Estate), Panipat, Rewari, Rohtak, Sirsa, Sonipat, Thanesar, Yamuna Nagar(UA).

Himachal Pradesh - Shimla(UA)

Karnataka - Bagalkot, Belgaum(UA), Bellary, Bhadravti(UA), Bidar(UA), Bijapur(UA), Channapatna, Chikmagalur, Chintamani, Chitradurga(UA), Dandeli, Davangere(UA), Dodaballapur, Gadag-Batigeri, Gangawati(UA), Gokak, Gulbarga(UA), Harihar, Hassan(UA), Hospet(UA), Karwar, Kolar, Kolar-Gold-Fields(UA), Mandya, Mangalore(UA), Mysore(UA), Nipani, Rabkavi Banhatti, Raichur (UA), Ramanagaram, Ranibennur, Shimoga(UA), Tumkur(UA), Udupi(MC).

Kerala - Alappuzha(UA), Changanassery, Kanhangad(UA), Kannur(UA), Kasargod, Kayamkulam, Kollam(UA), Kottayam(UA), Kozhikode(UA), Manjeri, Palakkad(UA), Payyannur, Ponnani, Taliparamba, Thiruvalla, Thrissur(UA), Vadakara(UA), Quilandy(MC).

Madhya Pradesh - Ambikapur(UA), Balaghat(UA), Barhanpur, Betul(UA), Bhind, Bilaspur(UA), Chhatarpur(UA), Chhindwara(UA), Damoh(UA), Datia, Dewas, Dhamtari, Dhar, Durg, Guna, Hoshangabad, Itarsi(UA), Jagdalpur(UA), Jaora(UA), Khandwa, Khargone, Korba, Mandsaur, Mhow(UA), Morena, Murwara(Katni), Nagda, Neemuch(UA), Raigarh(UA), Raipur(UA),

Rajharajharan Dalli, Rajnandgaon, Ratlam(UA), Rewa, Sagar(UA), Sami(UA), Satna(UA), Sehore(UA), Seoni, Shahdol(UA), Shivpuri, Tikamgarh, Ujjain(UA), Vidisha.

Maharashtra – Achalpur, Ahmednagar(UA), Akola, Akot, Amalner, Ambejogai, Amravati, Ballarpur(UA), Barshi, Bhandara, Bhiwandi(UA), Bhusawal(UA), Bid, Buldana, Chalisgaon, Chandrapur, Dhule, Gondiya, Hinganghat, Hingoli, Ichalkaranji(UA), Jalgaon, Jalna, Kamptee(UA), Karad, Khangaon, Kolhapur(UA), Latur, Malegaon, Malkapur, Manmad, Nalasopara, Nanded(UA), Nandurbar, Osmanabad, Pandharpur, Panvel, Parbhani, Parli, Pusad, Ratnagiri, Sangli(UA), Satara, Shrirampur(UA), Udgir, Virar, Wardha, Yavatmal(UA).

Manipur – Imphal(UA).

Meghalaya – Shillong(UA).

Mizoram – Aizawl.

Nagaland – Dimapur, Kohima.

Orissa – Balangir, Baleshwar(UA), Bargarh, Brahmampur, Bhadrak, Bhawanipatna, Brajarajnagar, Bhubaneswar, Cuttack(UA), Jeypur, Jharsuguda, Puri, Rourkela(UA), Sambalpur(UA), Sunabeda.

Punjab - Abohar, Barnala, Batala(UA), Bhatinda, Faridkot(UA), Fazilka, Firozpur, Firozpur Cantt., Gurdaspur, Hoshiarpur, Kapurthala, Khanna, Kotkapura, Malerkotla, Malout, Mansa, Moga(UA), Muktsar, Nabha, Pathankot(UA), Patiala(UA), Phagwara(UA), Rajpura, SAS Nagar(Mohali), Sangrur.

Pondicherry - Karaikal, Pondicherry(UA), Oulgaret, Yanam(UA).

Rajasthan – Ajmer, Alwar(UA), Banswara(UA), Baran, Barmer, Beawar(UA), Bharatpur(UA), Bhilwara, Bikaner, Bundi, Chittorgarh, Churu(UA), Dhaulpur, Fatehpur, Ganganagar, Gangapur City(UA), Hanumangarh, Hindaun, Jhunjhunun, Kishangarh, Makrana(UA), Nagaur, Nawalgarh, Pali, Ratangarh, Sardar-Shahar, SawaiMadhopur(UA), Sujangarh, Sikar, Tonk(UA), Udaipur.

Tamil Nadu – Ambur, Arakkonam, Arani, Aruppukkottai, Attur, Bodinayakkanur, Chengalpattu, Chidambaram(UA), Cuddalore, Dharmapuri, Dindigul(UA), Erode(UA), Gudiyattam(UA), Kadaiyanallur, Kambam, Kanchipuram(UA), Karaikkudi(UA), Karur(UA), Kovilpatti Krishnagiri, Kumarapalayam, Kumbakonam(UA), Mannargudi, Mayiladuthurai, Mettupalayam, Mettur, Naggappattinam(UA), Nagercoil, Neyveli(UA), Palani(UA), Panruti, Paramakkudi, Pattukkottai, Pollachi(UA), Pudukkottai, Puliyangudi, Rajapalayam, Ramanathapuram, Sivakasi(UA), Srivilliputtur, Teni

Allinagaram, Tenkasi, Thanjavur, Tindivanam, Tiruchengodu, Tirunelveli(UA), Tiruppattur, Tiruppur(UA), Tiruvannamalai, Tuticorin(UA), Udagamandalam, Udumalaipettai, Valparai, Vaniyambadi(UA), Vellore(UA), Villupuram, Vriddachalam, Virudunagar.

Tripura – Agartala.

Uttar Pradesh – Aligarh, Amroha, Auraiya, Azamgarh, Ballia, Balrampur, Banda, Baraut, Basti, Behraich, Bela-Pratapgarh, Bhadohi, Bijnor(UA), Budaun, Bulandshahr, Chandausi, Chandpur, Dehradun(UA), Deoband, Deoria, Etah, Etawah, Faizabad(UA), Farrukhabad-cum-Fatehgarh(UA), Fatehpur, Firozabad(UA), Ganga-Ghat (Distt. Unnao), Ghaziabad(UA), Ghazipur, Gonda, Haldwani-cum-Kathgodam, Hapur, Hardoi, Hardwar(UA), Hathras, Jaunpur, Jhansi(UA), Kairana, Kannauj, Kasganj, Kashipur, Khurja, Lakhimpur, Lalitpur, Mahoba, Mainpuri, Mathura, Maunath Bhanjan, Mawana, Muzaffarnagar(UA), Mirzapur-cum-Vindhyachal, Modinagar(UA), Moradabad(UA), Mugalsarai(UA), Nagina, Najibabad, Nawabganj, Noida, Orai, Pilibhit, Pilkhua, Rae-Bareli, Rampur, Roorkee(UA), Rudrapur, Saharanpur, Sahaswan, Sambhal, Shahabad, Shahjahanpur(UA), Shamli, Shikohabad, Sikandrabad, Sitapur, Sultanpur, Tanda, Unnao.

West Bengal – Alipurduar(UA), Asansol(UA), Baharampur(UA), Bangaon, Bankura, Barddhaman, Basirhat, Bishnupur, Bolpur, Chakdaha, Chitaranjan, Contai, Dabgram, Darjiling, Durgapur, English Bazar(UA), Habra(UA), Haldia, Jalpaiguri, Jangipur, Katwa, Kharagpur(UA), Koch-Bihar(UA), Krishnanagar, Medinipur, Nabadwip(UA), Puruliya, Raniganj, Rajpur(UA), Ranaghat(UA), Raiganj(UA), Santipur, Siliguri, Suri, Valurghat(UA).

Note: H.R.A. is the basis of classification of the Cities.

ANNEXURE-2.1

Ministry/Department-wise Distribution of Regular Central Government Civilian employees by status as on 31st March, 2004.

Sl. No.	Ministry/Department	Number of employees (regular) as on 31st March, 2004		
		Non-Gazetted	Gazetted	Total
1	2	3	4	5
I.	Agriculture	8855	1346	10201
II.	Agro & Rural Industries and Small Scale Industries	1902	537	2439
III.	Atomic Energy	24074	8476	32550
IV.	Chemical & Fertilizers	306	239	545
V.	Civil Aviation	973	289	1262
VI.	Coal	264	59	323
VII.	Commerce & Industry	9018	1767	10785
VIII.	Communications & IT	252352	12853	265205
IX.	Comptroller & Auditor Gen. of India	44443	12209	56652
X.	Defence	376666	16257	392923
XI.	Environment and Forest	3607	579	4186
XII.	External Affairs	4951	1983	6934
XIII.	Finance	110649	16175	126824
XIV.	Consumer Affairs, Food & Public Distribution	1636	780	2416
XV.	Food Processing Industries	133	75	208
XVI.	Health & Family Welfare	19881	3271	23152
XVII.	Heavy Industries & Public Enterprises	225	71	296
XVIII.	Home Affairs	618273	12569	630842
XIX.	Human Resource Development	1981	430	2411
XX.	Information & Broadcasting	6070	1034	7104
XXI.	Labour and Employment	7701	1632	9333
XXII.	Law & Justice	2188	1082	3270
XXIII.	Mines	10874	3189	14063
XXIV.	Non-Conventional Energy Sources	225	168	393
XXV.	Ocean Development	120	40	160
XXVI.	Parliamentary Affairs	101	22	123
XXVII.	Personnel, Public Grievances and Pensions	6805	1211	8016
XXVIII.	Petroleum & Natural Gas	190	60	250

Cont. from pre page

XXIX.	Power	1329	772	2101
XXX.	Railways	1429220	12293	1441513
XXXI.	Rural Development	427	142	569
XXXII.	Road Transport & Highways	606	276	882
XXXIII.	Statistics & Programme Implementation	5012	501	5513
XXXIV.	Science & Technology	16173	2226	18399
XXXV.	Space	8344	5755	14099
XXXVI.	Steel	421	108	529
XXXVII.	Shipping	2276	243	2519
XXXVIII.	Social Justice & Empowerment	205	149	354
XXXIX.	Textile	4417	408	4825
XXXX.	Tourism & Culture	9971	824	10795
XXXXI.	Tribal Development	48	35	83
XXXXII.	Urban Development & Poverty Alleviation	26234	4420	30654
XXXXIII.	Water Resources	11102	2653	13755
XXXXIV.	Youth Affairs & Sports	338	94	432
XXXXV.	Miscellaneous Departments (President Secretariat, Vice-President Secretariat, Prime Minister Secretariat, Cabinet Secretariat, UPSC and Planning Commission)	3475	870	4345
	Total	3034061	130172	3164233

Note: - Subject to limitations mentioned in the note below Annexure- 2.2.

ANNEXURE-2.2

Distribution of Central Government employees Ministry/Department-wise and their Attached/Subordinates offices as on 31st March,2004

Sl. No.	Ministry/Department	No. of employees		Total
		Gazetted	Non-Gazetted	
1	2	3	4	5
I.	<u>AGRICULTURE</u>			
(a).	Deptt. Of Agriculture & Co-operation	1112	4450	5562
(b).	Deptt. Of Agri.Research & Education	15	25	40
(c).	Deptt. Of Animal Husbandry & Dairing	219	4380	4599
	TOTAL	1346	8855	10201
II.	<u>AGRO & RURAL INDUSTRIES AND SMALL SCALE INDUSTRIES</u>			
(a).	Small Scale Industries and Agro & Rural Industries and others	537	1902	2439
	TOTAL	537	1902	2439
III.	<u>ATOMIC ENERGY</u>			
(a).	Deptt. Of Atomic Energy & Others	8476	24074	32550
	TOTAL	8476	24074	32550
IV.	<u>CHEMICAL & FERTILIZERS</u>			
(a).	Deptt. Of Chemical & Petro-Chemical	118	135	253
(b).	Deptt. Of Fertilizer	121	171	292
	TOTAL	239	306	545
V.	<u>CIVIL AVIATION</u>			
(a).	Civil Aviaion & Attached Offices	289	973	1262
	TOTAL	289	973	1262
VI.	<u>COAL</u>			
(a).	Deptt. Of Coal & Others	59	264	323
	TOTAL	59	264	323
VII.	<u>COMMERCE & INDUSTRY</u>			
(a).	Deptt. Of Commerce (Proper)	259	348	607
(b).	DGFT	206	1664	1870
(c).	DG, Commercial Intelligence & Statistics	49	378	427
(d).	Deptt. Of Commerce (Supply)	581	2874	3455
(e).	Deptt. Of Industrial Policy & Promotion	530	3033	3563
(f).	Others	142	721	863
	TOTAL	1767	9018	10785

VIII.	<u>COMMUNICATIONS & IT</u>			
(a).	Department of Posts	2770	247944	250714
(b).	Department of Telecommunications	7316	3372	10688
(c).	Department of IT Proper	262	419	681
(d).	NIC	2505	617	3122
	TOTAL	12853	252352	265205
IX.	<u>COMPTROLLER & AUDITOR GENERAL OF INDIA</u>			
(a).	Office of the Comptroller & Auditor General of India	12209	44443	56652
	TOTAL	12209	44443	56652
X.	<u>DEFENCE</u>	16257	376666	392923
	TOTAL	16257	376666	392923
XI	<u>ENVIRONMENT & FOREST</u>			
(a).	Deptt. Of Environment, Forest & Wild Life	406	533	939
(b).	Others	173	3074	3247
	TOTAL	579	3607	4186
XII.	<u>EXTERNAL AFFAIRS</u>			
(a).	Ministry Proper	1782	3084	4866
(b).	Others	201	1867	2068
	TOTAL	1983	4951	6934
XIII.	<u>FINANCE</u>			
(a).	Deptt. Of Economic Affairs	1000	4545	5545
(b).	Deptt. Of Expenditure	348	731	1079
(c).	Deptt. Of Revenue (Proper)	353	880	1233
(d).	Department of Dis-investment	16	35	51
(e).	Income Tax	9760	49590	59350
(f).	Central Board of Excise & Customs	4350	53274	57624
(g).	Department of Company Affairs	348	1594	1942
	TOTAL	16175	110649	126824
XIV.	<u>CONSUMER AFFAIRS, FOOD & PUBLIC DISTRIBUTION</u>			
(a).	Deptt. Of Food & PD	406	974	1380
(b).	Deptt. Of Consumer Affairs	374	662	1036
	TOTAL	780	1636	2416
XV.	<u>FOOD PROCESSING INDUSTRY</u>			
(a).	Ministry Proper & Others	75	133	208
	TOTAL	75	133	208
XVI.	<u>HEALTH & FAMILY WELFARE</u>			
(a).	Deptt. Of Health (Proper)	73	448	521
(b).	Department of Family Welfare (Proper)	99	602	701
(c)	Others	3099	18831	21930
	TOTAL	3271	19881	23152

XVII.	<u>HEAVY INDUSTRIES & PUBLIC ENTERPRISES</u>			
(a).	Deptt. Of Heavy Industries	46	144	190
(b).	Deptt. Of Public Enterprises	25	81	106
	TOTAL	71	225	296
XIII.	<u>HOME AFFAIRS</u>			
(a).	Ministry Proper & Others	12569	618273	630842
	TOTAL	12569	618273	630842
XIX.	<u>HUMAN RESOURCE DEVELOPMENT</u>			
(a).	Department of Elementary Education & Literacy	78	247	325
(b).	Department of Secondary and Higher Education	258	1159	1417
(c).	Department of Women & Child Development	94	575	669
	TOTAL	430	1981	2411
XX.	<u>INFORMATION & BROADCASTING</u>			
(a).	Ministry Proper	194	659	853
(b).	DAVP	141	549	690
(c).	Film Division	110	841	951
(d).	Directorate of Field Publicity	212	1518	1730
(e).	Others	377	2503	2880
	TOTAL	1034	6070	7104
XXI.	<u>LABOUR & EMPLOYMENT</u>			
(a).	Ministry Proper	97	387	484
(b).	Chief Advisor of Factories & Labour Institute	102	298	400
(c).	Directorate General of Employment & Training	577	2123	2700
(d).	Others	856	4893	5749
	TOTAL	1632	7701	9333
XXII.	<u>LAW & JUSTICE</u>			
(a).	Department of Legal Affairs	572	1106	1678
(b).	Legislative Department	189	277	466
(c).	Election Commission	72	279	351
(d).	Department of Law and Justice	249	526	775
	TOTAL	1082	2188	3270
XXIII.	<u>MINES</u>			
(a).	Department of Mines (Proper)	40	172	212
(b).	Geological Survey of India	2848	9551	12399
(c).	Others	301	1151	1452
	TOTAL	3189	10874	14063
XXIV.	<u>NON-CONVENTIONAL ENERGY SOURCES</u>			
(a).	Ministry Proper & Others	168	225	393
	TOTAL	168	225	393

XXV.	OCEAN DEVELOPMENT			
(a).	Deptt. Of Ocean Development & Others	40	120	160
	TOTAL	40	120	160
XXVI.	PARLIAMENTARY AFFAIRS			
(a).	Deptt. Of Parliamentary Affairs & Others	22	101	123
	TOTAL	22	101	123
XXVII.	PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS			
(a).	Personnel, Public Grievances and Pensions & Others	1211	6805	8016
	TOTAL	1211	6805	8016
XXVIII.	PETROLEUM & NATURAL GAS			
(a).	Deptt. Of Petroleum & Natural Gas	60	190	250
	TOTAL	60	190	250
XXIX.	POWER			
(a).	Ministry of Power (Proper)	73	238	311
(b).	Others	699	1091	1790
	TOTAL	772	1329	2101
XXX.	RAILWAYS			
(a).	Railway Board and Other Offices including Railway Protection Force	1353	13352	14705
(b).	Chitranjan Locomotive Works	184	14144	14328
(c).	Integral Coach Factory	151	13171	13322
(d).	Rail Coach Factory	138	6578	6716
(e).	Diesel Locomotive Works	172	5885	6057
(f).	Diesel Locomodernisation Works	79	3706	3785
(g).	Rail Wheel Factory	87	2226	2313
(h).	Railway (Open Line & Construction)	10129	1370158	1380287
	TOTAL	12293	1429220	1441513
XXXI.	RURAL DEVELOPMENT			
(a).	Deptt. Of Rural Development & Deptt. Of Land Resources, Drinking Water Supply	142	427	569
	TOTAL	142	427	569
XXXII.	ROAD TRANSPORT AND HIGHWAYS	276	606	882
	TOTAL	276	606	882
XXXIII.	STATISTICS AND PROGRAMME IMPLEMENTATION			
(a).	M/o. Statistics & Programme Implementation and Others	501	5012	5513
	TOTAL	501	5012	5513

XXXIV.	<u>SCIENCE & TECHNOLOGY</u>			
(a).	Deptt. Of Science & Technology	261	397	658
(b).	Deptt. Of Scientific and Industrial Reseach	33	59	92
(c).	Department of Bio-Technology	40	69	109
(d).	Others (including Surveyor General of India)	1892	15648	17540
	TOTAL	2226	16173	18399
XXXV.	<u>SPACE</u>			
(a).	Deptt. Of Space and Others	5755	8344	14099
	TOTAL	5755	8344	14099
XXXVI.	<u>STEEL</u>			
(a).	Deptt. Of Steel & Others	108	421	529
	TOTAL	108	421	529
XXXVII.	<u>SHIPPING</u>			
(a).	Ministry Proper	62	214	276
(b).	Deptt. Of Light House and Light Ships	104	1238	1342
(c).	Others	77	824	901
	TOTAL	243	2276	2519
XXXVIII.	<u>SOCIAL JUSTICE AND EMPOWERMENT</u>	149	205	354
	TOTAL	149	205	354
XXXIX.	<u>TEXTILES</u>			
(a).	Ministry of Textiles	408	4417	4825
	TOTAL	408	4417	4825
XXXX.	<u>TOURISM AND CULTURE</u>			
(a).	Deptt.of Tourism	138	463	601
(d).	Department of Culture	686	9508	10194
	TOTAL	824	9971	10795
XXXXI.	<u>TRIBAL AFFAIRS</u>	35	48	83
	TOTAL	35	48	83
XXXXII.	<u>URBAN DEVELOPMENT AND POVERTY ALLEVIATION</u>			
(a).	Deptt. Of Urban Development & Poverty Alleviation (Proper)	113	372	485
(b).	CPWD	3972	16424	20396
(c).	Directorate of Printing	94	6685	6779
(d).	Others	241	2753	2994
	TOTAL	4420	26234	30654
XXXXIII.	<u>WATER RESOURCES</u>			
(a).	Ministry (Proper)	117	323	440
(b).	Central Water Commission	994	3573	4567
(c).	Others	1542	7206	8748
	TOTAL	2653	11102	13755

XXXXIV.	<u>YOUTH AFFAIRS AND SPORTS</u>			
(a)	Ministry Proper	48	182	230
(b)	Others	46	156	202
	TOTAL	94	338	432
XXXXV.	<u>MISCELLANEOUS DEPTTS.</u>	870	3475	4345
	(President Secretariat, Vice-President Secretariat, Prime Minister Secretariat, Cabinet Secretariat, UPSC & Planning Commission)			
	TOTAL	870	3475	4345
	GRAND TOTAL	130172	3034061	3164233

Note: 1. There is change in name/nomenclature of some Ministries/Departments over earlier years.

2. Employees under BSNL/MTNL, Prasar Bharti for the Ministry at Sl. No. VIII and XX, unclassified industrial and workcharged workers for the Ministry at Sl. No. XIII and XXXXII are excluded.
3. The figures of Gazetted employees have been estimated on the basis of proportions observed in the previous Census except the Ministries at Sl. No. XII, XIX, XX, XXIII, XXXVI and XXXIV.

ANNEXURE-2.3

Distribution of Central Government employees according to Major Departments and Pay-Ranges as on 31st March, 2004.

Pay ranges (basic pay) (In Rs.)	Major Departments				Total	Percentage to total
	Railways	Communications & IT	Defence (Civilian)	Others		
1	2	3	4	5	6	7
Below 3049	340774	55331	67603	85579	549287	17.36
3050-3499	262003	31407	70350	145530	509290	16.10
3500-4499	283532	59868	118737	208411	670548	21.19
4500-5499	243990	55328	64494	137554	501366	15.84
5500-6499	161990	38130	30839	126244	357203	11.29
6500-7999	93287	16351	20029	165028	294695	9.31
8000-9999	39309	3986	11118	104250	158663	5.01
10000-14299	12587	1508	6496	64146	84737	2.68
14300-18399	2864	2283	2502	18592	26241	0.83
18400 & above	1177	1013	755	9258	12203	0.39
TOTAL	1441513	265205	392923	1064592	3164233	100.00
% to total	45.56	8.38	12.42	33.64	100.00	100.00

ANNEXURE-3.1

Distribution of Central Government employees as on 31st March, 2004 by Pay-Ranges and Class 'A-1' Cities.

Pay Ranges (basic pay)	Name of "A-1" Class Cities				Total
	Brihan Mumbai	Kolkata (UA)	Chennai (UA)	Delhi (UA)	
1	2	3	4	5	6
Below 3049	13781	13237	5827	21270	54115
Rs.3050-3499	19048	17079	12622	28829	77578
Rs. 3500-4499	32912	32466	15893	42930	124201
Rs. 4500-5499	28251	22245	17381	29130	97007
Rs. 5500-6499	20694	29319	8495	21200	79708
Rs. 6500-7999	16029	10822	10351	26943	64145
Rs. 8000-9999	7315	4525	8552	16203	36595
Rs. 10000-14299	6134	2953	3667	13337	26091
Rs. 14300-18399	2800	726	1968	7132	12626
Rs. 18400 & above	1340	416	639	5341	7736
TOTAL	148304	133788	85395	212315	579802

ANNEXURE-3.2

Distribution of Central Government employees (as on 31st March, 2004) by pay ranges & Class "A" Cities.

Pay ranges (basic pay)	Name of "A" Class Cities			Total
	Ahmedabad	Bangalore	Hyderabad	
1	2	3	4	5
Below 3049	2666	2516	8701	13883
Rs.3050-3499	2581	4082	9225	15888
Rs. 3500-4499	4894	7443	13576	25913
Rs. 4500-5499	4632	5773	10940	21345
Rs. 5500-6499	2737	5135	7629	15501
Rs. 6500-7999	3472	4635	8746	16853
Rs. 8000-9999	1577	3616	4958	10151
Rs. 10000-14299	905	2639	3945	7489
Rs. 14300-18399	149	1080	1345	2574
Rs. 18400 & above	42	387	447	876
TOTAL	23655	37306	69512	130473

ANNEXURE-3.3

Distribution of Central Government employees (as on 31st March, 2004) by pay ranges & Class "B-1" Cities.

Pay ranges (basic pay)	Name of "B-1" Class Cities											Total
	Bhopal	Indore	Jaipur	Kanpur	Lucknow	Ludhiana	Nagpur	Pune	Surat	Vadodara		
1	2	3	4	5	6	7	8	9	10	11	12	
Below 3049	2337	853	11859	4079	11118	532	14003	7948	107	4539	57375	
Rs. 3050-3499	2929	919	3480	7928	8729	500	9921	7364	644	5498	47912	
Rs. 3500-4499	4612	1322	3687	9621	14636	1520	9738	11450	902	8757	66245	
Rs. 4500-5499	3615	932	3390	3614	6721	678	8287	7774	601	5851	41463	
Rs. 5500-6499	1987	1430	2234	2906	10181	591	4267	4857	860	5082	34395	
Rs. 6500-7999	4402	904	2638	2080	5402	421	3084	3777	430	4532	27670	
Rs. 8000-9999	2080	368	1306	1155	7551	194	1988	1752	515	1705	18614	
Rs. 10000-14299	771	159	669	477	9767	84	591	971	301	875	14665	
Rs. 14300-18399	70	32	180	147	3684	12	187	369	21	274	4976	
Rs. 18400 & above	86	97	49	42	763	12	61	93	0	157	1360	
TOTAL	22889	7016	29492	32049	78552	4544	52127	46355	4381	37270	314675	

ANNEXURE-3.4

Distribution of Central Government employees (as on 31st March, 2004) by pay ranges & Class "B-2" Cities.

Pay ranges (basic pay)	Name of "B-2" Class Cities										
	Agra	Allahabad	Amritsar	Aurangabad	Bareilly	Chandigarh	Coimbatore	Faridabad	Gorakhpur	Guwahati	
1	2	3	4	5	6	7	8	9	10	11	
Below 3049	1564	27076	596	303	4152	734	742	356	3367	4687	
Rs. 3050-3499	2353	5685	1447	397	2850	1405	1195	511	1514	3510	
Rs. 3500-4499	2915	9268	1856	692	3142	1912	2248	978	3553	3319	
Rs. 4500-5499	744	4516	957	365	2014	1423	2117	717	3512	2076	
Rs. 5500-6499	827	2845	1126	357	1150	1199	1917	206	1443	1382	
Rs. 6500-7999	404	2102	748	282	801	1769	1193	233	688	1131	
Rs. 8000-9999	192	198	410	132	256	893	609	162	1317	633	
Rs. 10000-14299	66	121	153	77	101	471	309	53	317	308	
Rs. 14300-18399	13	88	20	24	10	113	61	32	51	114	
Rs. 18400 & above	10	63	19	13	4	107	29	7	19	75	
TOTAL	9088	51962	7332	2642	14477	10026	10420	3255	15781	17235	

Contd.....

ANNEXURE-3.4

Distribution of Central Government employees (as on 31st March, 2004) by pay ranges & Class "B-2" Cities.

Pay ranges (basic pay)	Name of "B-2" Class Cities											
	Gwalior	Hubli, Dharwad	Jabalpur	Jalandhar	Jodhpur	Jammu City	Kochi	Kota	Madurai	Meerut	Nasik	
1	12	13	14	15	16	17	18	19	20	21	22	
Below 3049	968	4171	13419	781	5197	92	1011	8739	1119	1079	1956	
Rs. 3050-3499	1003	3155	8075	1255	2618	275	2429	2481	1324	1232	2657	
Rs. 3500-4499	1402	3318	11957	2274	4652	643	3156	2486	2346	3415	7009	
Rs. 4500-5499	918	2604	7982	782	3195	551	2429	3177	1918	1346	3723	
Rs. 5500-6499	662	1519	7227	866	2377	92	1636	2501	1927	1938	1345	
Rs. 6500-7999	1304	892	5647	666	1337	368	1401	2220	3368	932	916	
Rs. 8000-9999	799	270	3061	163	753	368	850	185	1285	314	307	
Rs. 10000-14299	243	72	1095	67	323	92	515	64	535	141	154	
Rs. 14300-18399	69	6	317	25	153	0	164	32	39	85	15	
Rs. 18400 & above	25	1	103	3	35	0	39	5	107	34	11	
TOTAL	7393	16008	58883	6882	20640	2481	13630	21890	13968	10516	18093	

Contd.....

ANNEXURE-3.4

Distribution of Central Government employees (as on 31st March, 2004) by pay ranges & Class "B-2" Cities.

Pay ranges (basic pay)	Name of "B-2" Class Cities									
	Patna	Rajkot	Ranchi	Salem	Solapur	Srinagar	Thiruvananthapuram	Tiruchirappalli		
1	23	24	25	26	27	28	29	30		
Below 3049	3321	952	728	767	2930	549	696	5756		
Rs. 3050-3499	3706	1632	1549	937	4144	339	1499	2921		
Rs. 3500-4499	6089	2840	2385	341	1754	210	3081	4507		
Rs. 4500-5499	3121	1748	1013	256	987	323	3153	5561		
Rs. 5500-6499	3290	2005	770	341	1391	1501	2566	3937		
Rs. 6500-7999	4475	1569	713	256	957	678	5138	1969		
Rs. 8000-9999	2368	740	601	852	206	694	3820	640		
Rs. 10000-14299	1199	286	377	85	61	564	3228	268		
Rs. 14300-18399	246	12	31	0	14	16	1453	85		
Rs. 18400 & above	62	12	8	0	5	16	898	45		
TOTAL	27877	11796	8175	3835	12449	4890	25532	25689		

Contd.....

Distribution of Central Government employees (as on 31st March, 2004) by pay ranges & Class "B-2" Cities.

Pay ranges (basic pay)	Name of "B-2" Class Cities			TOTAL
	Varanasi	Vijaywada	Vishakhapatnam	
1	31	32	33	34
Below 3049	4419	2360	4680	109267
Rs. 3050-3499	5132	5710	6538	81478
Rs. 3500-4499	5639	10521	8906	118814
Rs. 4500-5499	4604	4501	7518	79848
Rs. 5500-6499	3407	4023	5845	63618
Rs. 6500-7999	3081	2589	3433	53260
Rs. 8000-9999	1297	829	2093	27297
Rs. 10000-14299	539	244	473	12601
Rs. 14300-18399	111	37	146	3582
Rs. 18400 & above	58	7	22	1842
TOTAL	28287	30821	39654	551607

मुख्य उपलब्धियाँ

1. जनगणना जांच के परिणामानुसार केन्द्र सरकार के तहत 31 मार्च 2004 को कुल नियमित रोजगार 31.64 लाख की तुलना में 31 मार्च 2001 को 38.76 लाख था । अतः 2001 की तुलना में 2004 में नियोजन में 18.37 % की कमी दर्ज की गई ।
2. रेल मंत्रालय में नियोजन सबसे अधिक (45.56%) था , इसके पश्चात विभिन्न मंत्रालयों , गृह (19.94%) , रक्षा-सिविलियन (12.42%) , संचार और आई.टी. (8.38%) तथा वित्त में (4.00%) था । कुल केन्द्रीय सरकारी नियमित रोजगार की शेष 9.70% की सामूहिक भागीदारी अन्य मंत्रालयों/विभागों की थी ।
3. 31.64 लाख नियमित कर्मचारियों में से 3.06 लाख महिलाएं थी । कुल नियोजन में महिलाओं का समानुपात वर्धमान प्रवृत्ति को दर्शाता है क्योंकि यह 2001 में 7.5% की तुलना में 2004 में 9.68% रहा ।
4. केन्द्र सरकार के नियमित कर्मचारियों में लगभग 88.37% कर्मचारी या तो 2004 में समान पद पर स्थायी थे या उससे निम्न पद पर स्थायी रूप से रहे ।
5. केन्द्र सरकार के नियमित कर्मचारियों में से लगभग 96% कर्मचारी अराजपत्रित थे । राजपत्रित एवं अराजपत्रित कर्मचारियों में 1:23 का अनुपात था । तथापि, रेल मंत्रालय में यह अनुपात 1:116 था ।
6. केन्द्र सरकार के नियमित कर्मचारियों में से 63.9% समूह ग पदों तथा लगभग 29% समूह घ पदों पर थे । 4.7% समूह ख पदों पर थे जबकि समूह क पदों वाले कर्मचारियों की संख्या केवल 2.4 % थी ।
7. केन्द्र सरकार के नियमित कर्मचारियों में से लगभग 21.19% कर्मचारी रू० 3500/- से रू० 4499/- के बीच में मूल वेतन प्राप्त कर रहे थे तथा केवल 0.39% कर्मचारी रू०18400/- तथा इससे ऊपर मूल वेतन प्राप्त कर रहे थे ।
8. केन्द्र सरकार के नियमित कर्मचारियों के 18.32% कार्यालय अ-1 श्रेणी के नगरों में , 4.13% अ श्रेणी में , 9.94 % ख-1 श्रेणी में, 17.43% ख-2 श्रेणी में स्थित थे । 50.18% कर्मचारी ग श्रेणी तथा अन्य श्रेणी के नगरों में कार्यरत थे ।
9. देश भर के राज्यों तथा संघशासित प्रदेशों में से पश्चिम बंगाल राज्य में केन्द्र सरकार के नियमित कर्मचारियों की संख्या सबसे अधिक (11.54%) रही , इसके पश्चात महाराष्ट्र में (11.11%) , उत्तर प्रदेश में (10.63%) , आन्ध्र प्रदेश में (6.78%) , दिल्ली में (6.71%) तथा तमिलनाडू में (5.86%) रही । शेष राज्यों तथा संघशासित प्रदेशों में अनुपात 5% से कम था ।

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