



GOVERNMENT OF INDIA

BROCHURE

ON

PAY AND ALLOWANCES

OF

CENTRAL GOVERNMENT CIVILIAN EMPLOYEES

2002-2003

PAY RESEARCH UNIT
DEPARTMENT OF EXPENDITURE
MINISTRY OF FINANCE
NEW DELHI

PREFACE

The Pay Research Unit of the Department of Expenditure, Ministry of Finance brings out a "Brochure on Pay and Allowances of Central Government Civilian Employees" on an annual basis. As in the past, the Brochure for 2002-2003 provides statistical information on expenditure incurred by different Ministries/Departments of the Central Government on pay and allowances including Dearness Allowance, House Rent Allowance, City Compensatory Allowance, Overtime Allowance, etc. in respect of its regular employees. The Brochure also contains information on the groupwise number of sanctioned posts and of incumbents in position in various Ministries/Departments.

2. The data in the Brochure has been compiled on the basis of quarterly returns on expenditure on pay and allowances and annual returns on the strength of Central Government civilian employees furnished by the Central Government establishments to the Pay Research Unit of this Department.

3. The Brochure may be of use for personnel planning and for preparation of reliable estimates of financial implications of various proposals concerning pay and allowances of Central Government employees. While all efforts have been made to present the data in a meaningful manner, suggestions for further improvement would be welcome.

4. Ministry of Finance would like to thank all the Central Government Ministries/Departments/ Organisations for their cooperation in furnishing the data without which this compilation would not have been possible. This Ministry would also like to acknowledge the contribution of the National Informatics Centre (North Block) for their assistance and guidance in the presentation of the Brochure.

September, 2004
New Delhi.

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CONTENTS

Table Number	Page
Salient Features with tabular representation.	(vii) – (viii)
Bar Chart showing Expenditure on Pay and Dearness Allowance from 1990-91 to 2002-2003	1
Pie chart (for Table 1) showing expenditure on pay and different types of Allowances of Central Government Civilian employees during 2002-2003	2
1 Expenditure on pay and different types of allowances of Central Government Civilian employees (excluding the employees of UTs) from 2000-01 to 2002-2003	3
Pie chart (for Table 1 A) showing expenditure on pay and different types of Allowances of Central Government Civilian employees including employees of the Union Territories during 2002-2003.	4
1A Expenditure on pay and different types of allowances of Central Government Civilian employees including employees of Union Territories from 2000-01 to 2002-2003.	5
11 Expenditure on pay and different types of allowances of the employees of M/o Railways from 2000-01 to 2002-2003	6
12 Expenditure on pay and different types of allowances of the employees of M/o Defence (Civilian) from 2000-01 to 2002-2003.	6
13 Expenditure on pay and different types of allowances of the employees of M/o Communications from 2000-01 to 2002-2003.	7
14 Expenditure on pay and different types of allowances of the employees of M/o Home Affairs from 2000-01 to 2002-2003.	7
15 Expenditure on pay and different types of allowances of the employees of Other Central Government Departments from 2000-01 to 2002-2003.	8
16 Expenditure on pay and different types of allowances of the employees of Union Territory Administrations from 2000-01 to 2002-2003	9
17 Expenditure on pay and different types of allowances of regular employees and local recruits in Indian Missions abroad from 2000-01 to 2002-2003.	9
Pie chart (for table 1.8) showing total expenditure on pay and allowances of Central Govt. Civilian Employees including employees of UTs for major Departments during 2002-2003.	10
18 Total Expenditure on pay and allowances of Central Govt. Civilian Employees (including employees of Union Territories) for major Departments from 1998-99 to 2002-2003.	11

Table Number		Page
2	Expenditure on pay and allowances of Central Govt. Civilian Employees including employees of Union Territories as a percentage of Revenue Receipts and Revenue Expenditure from 1998-99 to 2002-2003.	11
3	Expenditure on House Rent Allowance of Central Government Civilian Employees including employees of Union Territories by class of cities from 2000-01 to 2002-2003.	12
3A	Rates of House Rent Allowance for different classes of cities.	12
4	Expenditure on Compensatory (City) Allowance of Central Government Civilian Employees including employees of Union Territories by Class of Cities from 2000-01 to 2002-2003.	13
4A	Rates of Compensatory (City) Allowance for different classes of cities.	13
4B	Rates of Transport Allowance for different classes of cities.	13
5.1	Group wise and status wise (G/NG) estimated number of Central Government Civilian regular employees as on 1.3.2003 in different Ministries/Departments.	14-15
5.2	Distribution of Group wise & Status-wise estimated number of Central Government Civilian regular employees as on 1.3.2003 in major Ministries/Departments. (Excluding UTs)	16
5.3	Distribution of Group wise sanctioned posts & incumbents in position, vacancies and their percentages to total sanctioned posts as on 1.3.2003.	16
5.4	Distribution of regular employees in Central Government and Union Territory Administrations by group of posts as on 1.3.2003.	17
6	All India Working Class Consumer Price Index No. for Industrial Workers, (Base 1982=100), 12 Monthly Averages and percentage increase over 306.33 points from January, 1997 onwards.	17
7	Total emoluments (Pay +DA) at the minimum and maximum of scales of pay in respect of some selected posts under the Central Government as on 1st Jan., 1998 onwards.	18
8	Number of C.G.H.S Dispensaries, card holders and beneficiaries as on March, 2001 and Total Expenditure and cost per beneficiary during 2000-2001.	19
9	Number of C.G.H.S Dispensaries and Cost per Beneficiary from 1997-98 to 2000-2001.	19
10.	Disparity ratio in emoluments under different State Governments as on 1.1.2003 and date of effect of current pay scales .	20-21

Annexure

I	Expenditure incurred on Pay and Allowances by the different Ministries/ Departments on their Civilian Regular Employees during 2002-2003.	22-23
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SALIENT FEATURES

1. The total expenditure on Pay and Allowances (excluding Productivity Linked Bonus /Ad-hoc Bonus, Honorarium, Encashment of Earned Leave and Travelling Allowance) for Regular Central Government Civilian employees including employees of the Union Territories was Rs. 33336.67 Crore in 2002-2003 as compared to Rs.31407.26 Crore in 2001-2002. Thus, there is an increase in Expenditure by Rs.1929.41 Crore over the previous year, which in relative terms works out to 6.14 per cent. This increase in the Expenditure on pay and allowances over the previous year is primarily due to the increase in Dearness Allowance (D.A.).
2. Out of the total expenditure of Rs.33336.67 Crore, the percentage expenditure on Pay is 57.02, on Dearness Allowance 29.03, on House Rent Allowance (HRA) and Compensatory (City) Allowance (CCA) 6.13 and on other allowances 7.82 per cent.
3. The expenditure on Pay, DA and HRA plus CCA changed by (+) 3.09 percent, (+) 15.38 percent & (-) 1.67 percent respectively compared to the corresponding expenditure of the previous year.
4. The total expenditure on Pay and Allowances as percentage of total Revenue Receipts and total Revenue Expenditure for the year under report works out to 14.39 and 9.82 percent respectively. Last year these percentages were 15.6 & 10.4 respectively.
5. Of the total expenditure on Pay and Allowances, the Ministry of Railways continues to have the largest share at 40.39 percent, marginally up from 39.62 percent, in 2001-2002. The shares of the Ministry of Defence and Home Affairs have increased marginally over the previous year. However, the share of Department of Posts has marginally decreased from 9.50 percent in the previous year to 9.00 percent in 2002-2003.
6. The disparity ratio at the minimum of the scale of lowest and maximum of the scale of highest paid Central Government employees (Pay plus Dearness Allowance) as on 1.1.2004 is 1:11.76 which is the same as that on 1.1.2003.
7. In State Governments, the disparity ratio in emoluments (Pay plus DA) of lowest and highest paid State Govt. employees as on 1.1.2004 is lowest in Assam at 6.94 and highest in Delhi being 11.76.
8. There were 419 Dispensaries under the Central Government Health Scheme as on March, 2001 spread over 18 Centres in the country. The annual costs per cardholder and per beneficiary during 2000-2001 were Rs. 3083 and Rs. 711 indicating an increase of 12.15 percent & 11.09 percent respectively over the corresponding figures of 1999-2000 (latest figures are not available).
9. The new series of CPI has registered an increase of 64.42 percent over 306.33 points, up to June 2004.
10. The total number of Regular Central Government (Civilian) employees in position (excluding Union Territories) as on 1.03.2003 were 32.37 lakh as compared to 32.90 lakh as on 1.03.2002, thus, indicating a decline of 0.53 lakh which in relative terms works out to be 1.61 percent.
11. Of the total strength of 32.37 lakh, the percentage share of the Railways is 45.60, Home Affairs 21.41, Defence (Civilian) 10.93, Posts 8.12 and all other Ministries/Departments 13.94.
12. Of the total number of 36.20 lakh sanctioned posts 10.60 percent of the posts were vacant as on 1.3.2003.

**SHARE OF MAJOR COMPONENTS IN THE TOTAL EXPENDITURE
OF CENTRAL GOVERNMENT CIVILIAN EMPLOYEES INCLUDING
EMPLOYEES OF UNION TERRITORIES**
(Expressed as percentage to total)

Component	Percentage Share		
	2000-2001	2001-2002	2002-2003
1. Pay	61.31	58.70	57.02
2. D.A.	24.31	26.71	29.04
3. HRA+CCA	6.63	6.62	6.12
4. Other Allowances	7.75	7.97	7.82
Total	100.00	100.00	100.00

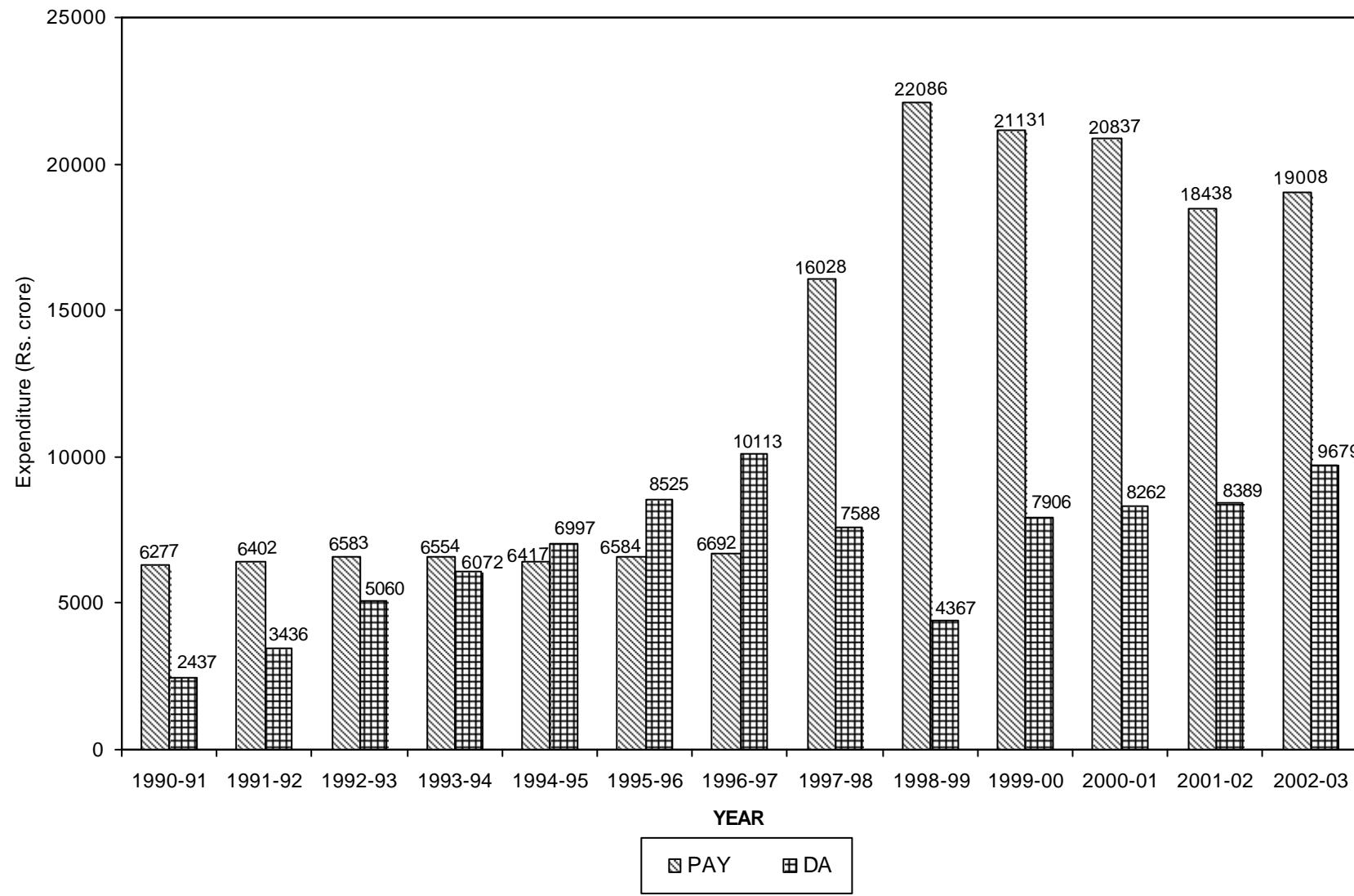
SHARE OF MAJOR DEPARTMENTS IN THE TOTAL EXPENDITURE
(Expressed as percentage to total)

Department	Percentage Share		
	2000-2001	2001-2002	2002-2003
1. Railways	39.41	39.62	40.39
2. Defence (Civilian)	15.45	16.68	16.83
3. Home Affairs	11.61	13.39	13.58
4. Posts	8.63	9.50	9.00
5. Telecommunications	5.82	0.07	0.11
6. Other Departments including Union Territories	19.08	20.74	20.09
Total	100.00	100.00	100.00

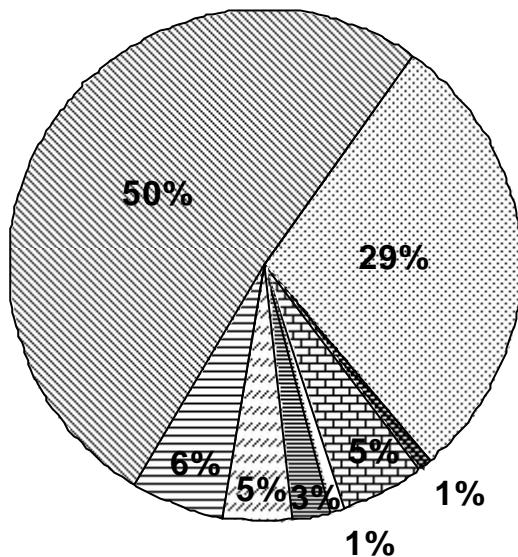
INDEX OF EXPENDITURE ON PAY & ALLOWANCES (BASE: 1993-94 = 100)

Item/Year	1993-94	1998-99	1999-2000	2000-01	2001-02	2002-03
1. Pay	100	336.90	322.40	317.90	281.30	290.00
2. Dearness Allowance	100	71.90	130.20	136.10	138.20	159.45
3. House Rent Allowance	100	263.10	279.60	266.80	245.70	241.78
4. Compensatory City Allowance	100	243.00	234.20	230.90	215.20	210.52
5. Over Time Allowance	100	282.10	247.10	226.90	228.40	245.44

EXPENDITURE ON PAY AND D.A.



EXPENDITURE ON PAY AND ALLOWANCES OF CENTRAL GOVERNMENT CIVILIAN
EMPLOYEES: 2002-2003



- Pay of Gazetted Officers
- ▣ Dearness Allowance
- ▣ House Rent Allowance
- ▤ Overtime Allowance

- ▣ Pay of Non-Gazetted Staff
- ▣ Transport Allowance
- Compensatory City Allowance
- ▣ Other Compensatory Allowances

TABLE 1

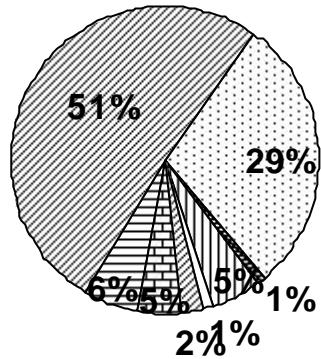
**EXPENDITURE ON PAY AND ALLOWANCES OF CENTRAL
GOVERNMENT CIVILIAN EMPLOYEES**

(Rs. Crore)

Sl.No.	Pay/Allowances	2000-2001	2001-2002	2002-2003
1	2	3	4	5
1	Pay of Gazetted Officers	2096.97	1927.74	1932.42
2	Pay of Non-Gazetted Staff	18396.81	16155.94	16728.63
3	Dearness Allowance	8130.06	8235.88	9507.07
	Sub-Total (i)	28623.84	26319.56	28168.12
1	House Rent Allowance	1916.24	1753.61	1725.01
2	Compensatory (City) Allowance	308.74	288.68	282.17
3	Overtime Allowance	760.42	766.75	823.67
4	Transport Allowance	266.49	266.31	272.47
5	Spl. Pay & Deput. (Duty) Allowance	55.01	26.48	23.43
6	Composite Hill Compen. Allowance	16.84	14.71	12.77
7	Children Education Allowance	65.87	78.13	74.25
8	Reimbursement of Tuition Fee	22.23	18.40	21.51
9	Reimbursement of Medical Charges	211.04	223.96	273.73
10	Leave Travel Concession	117.92	45.14	67.87
11	Other Compensatory Allowances	1073.71	1032.75	1006.92
	Sub-Total (ii)	4814.51	4514.92	4583.81
	Grand Total (i) + (ii)	33438.35	30834.48	32751.93
	Travelling Allowance	1158.21	1119.88	1094.50

- N. B.**
- (i) This does not include the expenditure incurred on Productivity Linked Bonus/Adhoc Bonus, Honorarium and Encashment of Earned Leave.
 - (ii) This does not include the expenditure incurred on the employees of UTs but includes the expenditure on the employees of Missions/Embassies.

EXPENDITURE ON PAY AND ALLOWANCES OF CENTRAL GOVERNMENT CIVILIAN EMPLOYEES INCLUDING EMPLOYEES OF THE UNION TERRITORIES: 2002-2003



- | | | |
|---|--|--|
| <input type="checkbox"/> Pay of Gazetted Officers | <input type="checkbox"/> Pay of Non-Gazetted Staff | <input type="checkbox"/> Dearness Allowance |
| <input checked="" type="checkbox"/> Transport Allowance | <input type="checkbox"/> House Rent Allowance | <input type="checkbox"/> Compensatory (City) Allowance |
| <input type="checkbox"/> Overtime Allowance | <input type="checkbox"/> Other Compensatory Allowances | |

TABLE 1A
**EXPENDITURE ON PAY AND ALLOWANCES OF CENTRAL GOVERNMENT CIVILIAN
EMPLOYEES INCLUDING EMPLOYEES OF THE UNION TERRITORIES**

Sl. No.	Pay/Allowances	(Rs. Crore)		
		2000-2001	2001-2002	2002-2003
1	2	3	4	5
1	Pay of Gazetted Officers	2141.38	1972.05	1976.59
2	Pay of Non-Gazetted Staff	18695.77	16465.75	17031.75
3	Dearness Allowance	8262.38	8389.22	9679.37
	Sub-Total(i)	29099.53	26827.02	28687.71
1	House Rent Allowance	1937.73	1784.78	1756.33
2	Compensatory (City) Allowance	314.89	293.52	287.14
3	Overtime Allowance	766.89	772.16	829.78
4	Transport Allowance	269.05	268.42	274.13
5	Special Pay & Deput. (Duty) Allowance	56.96	27.63	24.62
6	Composite Hill Compensatory Allowance	16.84	14.71	12.77
7	Children Education Allowance	65.89	78.13	74.25
8	Reimbursement of Tuition Fee	22.69	18.43	21.53
9	Reimbursement of Medical Charges	217.20	233.74	284.73
10	Leave Travel Concession	124.86	45.98	68.07
11	Other Compensatory Allowances	1093.65	1042.74	1015.61
	Sub-Total (ii)	4886.65	4580.24	4648.96
	Grand Total (i) + (ii)	33986.18	31407.26	33336.67
	Travelling Allowance	1163.06	1124.42	1098.91

N. B. This does not include the expenditure incurred on Productivity Linked Bonus/Adhoc Bonus, Honorarium and Encashment of Earned Leave.

TABLE 1.1**EXPENDITURE ON PAY AND ALLOWANCES OF THE EMPLOYEES OF M/O RAILWAYS**

Sl. No.	Pay/Allowances	2000-2001	2001-2002	(Rs. Crore) 2002-2003
1	2	3	4	5
1	Pay of Gazetted Officers	340.29	312.64	270.56
2	Pay of Non-Gazetted Staff	7887.72	7096.06	7605.64
3	Dearness Allowance	3340.79	3359.78	3935.29
	Sub-Total (i)	11568.80	10768.48	11811.49
1	House Rent Allowance	752.47	700.83	707.97
2	Compensatory (City) Allowance	113.03	106.78	103.48
3	Overtime Allowance	196.28	184.25	181.61
4	Transport Allowance	93.95	104.54	108.98
5	Special Pay and Deput. (Duty) Allowance	10.69	3.38	4.27
6	Composite Hill Compensatory Allowance	4.08	1.48	1.56
7	Children Education Allowance	0.80	0.92	0.36
8	Reimbursement of Tuition Fee	8.66	8.07	10.59
9	Reimbursement of Medical Charges	5.10	9.90	14.75
10	Leave Travel Concession *	0.10	0.37	0.19
11	Other Compensatory Allowances	640.39	552.34	519.90
	Sub-Total (ii)	1825.55	1672.86	1653.66
	Grand Total (i) + (ii)	13394.35	12441.34	13465.15
	Travelling Allowance	489.78	375.14	340.51

* The Employees of Railways get free passes.

TABLE 1.2**EXPENDITURE ON PAY AND ALLOWANCES OF THE CIVILIAN EMPLOYEES OF M/O DEFENCE**

Sl. No.	Pay/Allowances	2000-2001	2001-2002	(Rs. Crore) 2002-2003
1	2	3	4	5
1	Pay of Gazetted Officers	375.38	483.28	474.82
2	Pay of Non-Gazetted Staff	2737.17	2434.73	2558.44
3	Dearness Allowance	1119.20	1250.01	1476.95
	Sub-Total (i)	4231.75	4168.02	4510.21
1	House Rent Allowance	348.44	336.49	315.49
2	Compensatory (City) Allowance	55.66	56.81	54.58
3	Overtime Allowance	365.22	441.08	510.11
4	Transport Allowance	48.49	44.09	48.62
5	Special Pay and Deput. (Duty) Allowance	6.62	4.62	2.69
6	Composite Hill Compensatory Allowance	3.90	3.52	3.44
7	Children Education Allowance	1.19	10.58	2.41
8	Reimbursement of Tuition Fee	3.19	3.11	2.80
9	Reimbursement of Medical Charges	46.20	61.84	77.77
10	Leave Travel Concession	25.04	0.57	3.57
11	Other Compensatory Allowances	113.77	107.51	79.41
	Sub-Total (ii)	1017.72	1070.22	1100.89
	Grand Total (i) + (ii)	5249.47	5238.24	5611.10
	Travelling Allowance	81.59	117.19	113.65

TABLE 1.3

**EXPENDITURE ON PAY AND ALLOWANCES OF THE EMPLOYEES OF
MINISTRY OF COMMUNICATIONS**

(Rs. Crore)

Sl. No.	Pay/Allowances	2000-2001	2001-2002	2002-2003
1	2	3	4	5
1	Pay of Gazetted Officers	282.68	48.43	47.61
2	Pay of Non-Gazetted Staff	2846.63	1717.59	1665.62
3	Dearness Allowance	1165.50	839.68	916.34
	Sub-Total (i)	4294.81	2605.70	2629.57
1	House Rent Allowance	315.77	209.19	208.23
2	Compensatory (City) Allowance	38.09	24.90	26.95
3	Overtime Allowance	92.35	46.65	40.36
4	Transport Allowance	48.67	36.25	29.59
5	Spl. Pay & Deput. (Duty) Allowance	9.04	1.20	1.09
6	Composite Hill Compn. Allowance	2.30	2.33	1.61
7	Children Education Allowance	0.65	0.24	0.17
8	Reimbursement of Tuition Fee	5.40	2.10	2.26
9	Reimbursement of Medical Charges	37.88	24.47	27.65
10.	Leave Travel Concession	17.23	1.61	1.11
11.	Other Compensatory Allowances	48.68	52.83	65.79
	Sub-Total (ii)	616.06	401.77	404.81
	Grand Total (i)+(ii)	4910.87	3007.47	3034.38
	<i>Travelling Allowance</i>	90.58	31.39	35.24

TABLE 1.4

**EXPENDITURE ON PAY AND ALLOWANCES OF THE EMPLOYEES OF
MINISTRY OF HOME AFFAIRS**

(Rs. Crore)

Sl. No.	Pay/Allowances	2000-2001	2001-2002	2002-2003
1	2	3	4	5
1	Pay of Gazetted Officers	129.80	142.61	149.95
2	Pay of Non-Gazetted Staff	2456.58	2501.17	2593.72
3	Dearness Allowance	1025.18	1196.29	1371.26
	Sub-Total (i)	3611.56	3840.07	4114.93
1	House Rent Allowance	65.57	80.94	89.64
2	Compensatory (City) Allowance	29.67	30.68	29.66
3	Overtime Allowance	1.37	1.01	1.35
4	Transport Allowance	8.29	7.79	17.46
5	Special Pay and Deput. (Duty) Allowance	13.99	9.68	8.45
6	Composite Hill Compensatory Allowance	3.24	4.43	3.11
7	Children Education Allowance	15.89	17.01	17.44
8	Reimbursement of Tuition Fee	0.58	0.71	1.07
9	Reimbursement of Medical Charges	17.49	18.16	27.70
10.	Leave Travel Concession	18.84	13.35	32.47
11.	Other Compensatory Allowances	158.70	182.24	184.18
	Sub-Total (ii)	333.63	366.00	412.53
	Grand Total (i)+(ii)	3945.19	4206.07	4527.46
	<i>Travelling Allowance</i>	213.78	316.14	315.75

TABLE 1.5

EXPENDITURE ON PAY AND ALLOWANCES OF THE EMPLOYEES OF OTHER DEPARTMENTS EXCLUDING THE EMPLOYEES OF UTs, MINISTRIES OF RAILWAYS, DEFENCE, COMMUNICATIONS AND HOME AFFAIRS AND EMPLOYEES OF MISSIONS

(Rs. Crore)

Sl. No.	Pay/Allowances	2000-2001	2001-2002	2002-2003
1	2	3	4	5
1	Pay of Gazetted Officers	948.50	921.53	969.06
2	Pay of Non-Gazetted Staff	2380.96	2319.56	2214.20
3	Dearness Allowance	1316.89	1419.24	1626.22
	Sub-Total (i)	4646.35	4660.33	4809.48
1	House Rent Allowance	433.99	426.16	403.68
2	Compensatory (City) Allowance	72.29	69.51	67.50
3	Overtime Allowance	105.20	93.76	90.24
4	Transport Allowance	67.09	73.64	67.82
5	Special Pay and Deput. (Duty)Allowance	14.67	7.60	6.93
6	Composite Hill Compensatory Allowance	3.32	2.95	3.05
7	Children Education Allowance	1.11	1.27	0.79
8	Reimbursement of Tuition Fee	4.40	4.41	4.79
9	Reimbursement of Medical Charges	72.65	82.11	93.36
10.	Leave Travel Concession	31.79	4.40	3.95
11.	Other Compensatory Allowances	86.11	96.85	123.44
	Sub-Total (ii)	892.62	862.66	865.55
	Grand Total (i) + (ii)	5538.97	5522.99	5675.03
	<i>Travelling Allowance</i>	231.69	230.61	236.58

TABLE 1.6
**EXPENDITURE ON PAY AND ALLOWANCES OF THE EMPLOYEES
OF UNION TERRITORY ADMINISTRATIONS**

(Rs. Crore)

Sl. No.	Pay/Allowances	2000-2001	2001-2002	2002-2003
1	2	3	4	5
1	Pay of Gazetted Officers	44.41	44.31	44.17
2	Pay of Non-Gazetted Staff	298.96	309.81	303.12
3	Dearness Allowance	132.32	153.34	172.30
	Sub-Total (i)	475.69	507.46	519.59
1	House Rent Allowance	21.49	31.18	31.32
2	Compensatory(City) Allowance	6.15	4.83	4.97
3	Overtime Allowance	6.47	5.41	6.11
4	Transport Allowance	2.56	2.11	1.66
5	Special Pay and Deput. (Duty) Allow.	1.95	1.15	1.19
6	Children Education Allowance	0.02	0.00	0.00
7	Reimbursement of Tuition Fee	0.46	0.03	0.02
8	Reimbursement of Medical Charges	6.16	9.78	11.00
9	Leave Travel Concession	6.94	0.84	0.20
10	Other Compensatory Allowances	19.94	9.99	8.69
	Sub-Total (ii)	72.14	65.32	65.16
	Grand Total (i) + (ii)	547.83	572.78	584.75
	<i>Travelling Allowance</i>	4.85	4.54	4.41

N.B. Includes UTs of D.N. Haveli, D. & Diu, Chandigarh, A & N Islands and Lakshadweep
TABLE 1.7
**EXPENDITURE ON PAY AND ALLOWANCES OF REGULAR EMPLOYEES
AND LOCAL RECRUITS IN INDIAN MISSIONS ABROAD**

(Rs. Crore)

Sl. No.	Pay/Allowances	2000-2001	2001-2002	2002-2003
1	2	3	4	5
INDIA BASED				
1	Pay of Officers	20.32	19.25	20.42
2	Pay of Establishment	15.22	13.88	13.11
	Sub-total (i)	35.54	33.13	33.53
1	Foreign Allowance	162.50	170.88	181.01
2	Children Education Allowance	46.23	48.11	53.08
3	Home Leave Fares	24.92	24.84	26.58
4	Reimbursement of Medical Charges	31.72	27.48	32.50
5	Other Compensatory Allowances	11.02	21.23	12.60
6	Representational Grant	10.04	14.58	15.63
	Sub-Total (ii)	286.43	307.12	321.40
LOCAL RECRUITS				
1	Pay	72.53	72.95	77.90
2	Allowances	5.00	5.17	5.97
	Sub-Total (iii)	77.53	78.12	83.87
	Grand Total (i)+(ii)+(iii)	399.50	418.37	438.80
	<i>Travelling Allowance</i>	50.79	49.41	52.77

EXPENDITURE ON PAY AND ALLOWANCES OF CENTRAL GOVERNMENT CIVILIAN EMPLOYEES INCLUDING
EMPLOYEES OF THE UTs FOR MAJOR DEPARTMENTS: 2002-2003

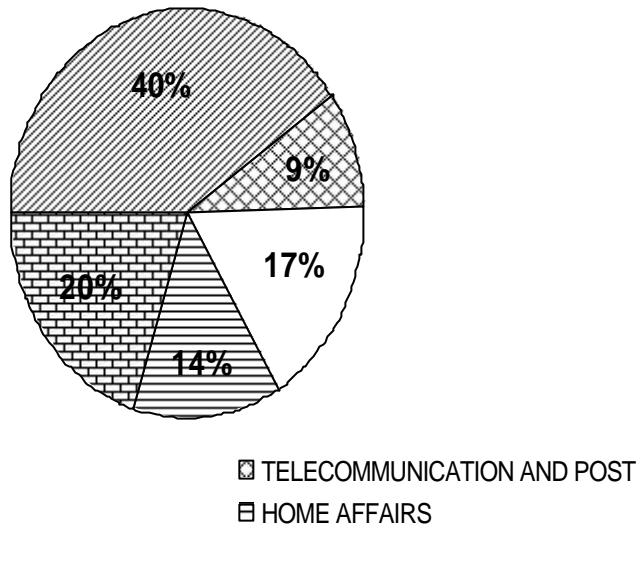


TABLE 1.8

EXPENDITURE ON PAY AND ALLOWANCES OF THE CENTRAL GOVERNMENT CIVILIAN EMPLOYEES INCLUDING EMPLOYEES OF THE UNION TERRITORIES

(Rs. Crore)

Sl.No.	Ministry / Department	1998-99	1999-2000	2000-2001	2001-2002	2002-03
1.	2.	3.	4.	5.	6.	7.
1.	Railways	11633.62 (36.86)	12752.23 (37.53)	13394.35 (39.41)	12441.34 (39.62)	13465.15 (40.39)
2.	Defence (Civilian)	4683.80 (14.84)	5051.91 (14.87)	5249.46 (15.45)	5238.24 (16.68)	5611.10 (16.83)
3.	Home Affairs	3337.42 (10.58)	3915.40 (11.52)	3945.20 (11.61)	4206.07 (13.39)	4527.46 (13.58)
4.	Posts	2748.79 (8.71)	2654.65 (7.81)	2934.34 (8.63)	2984.71 (9.50)	2999.04 (9.00)
5.	Telecommunications	3049.69 (9.66)	3346.16 (9.85)	1976.53 (5.82)	22.79 (.07)	35.34 (0.11)
6.	Other Departments including UTs	6106.87 (19.35)	6257.44 (18.42)	6486.30 (19.08)	6514.11 (20.74)	6698.58 (20.09)
	Total	31560.19 (100.00)	33977.79 (100.00)	33986.18 (100.00)	31407.26 (100.00)	33336.67 (100.00)
	Percentage increase over previous year.	14.39	7.66	0.02	-7.59	6.14

- N.B.** 1. Expenditure figures do not include Travelling Allowance, Productivity Linked Bonus, Adhoc Bonus, Encashment of Earned Leave and Honorarium.
 2. Figures in parentheses are the percentages to total expenditure.

TABLE 2

EXPENDITURE ON PAY AND ALLOWANCES OF CENTRAL GOVERNMENT CIVILIAN EMPLOYEES INCLUDING EMPLOYEES OF THE UNION TERRITORIES AS PERCENTAGE OF REVENUE RECEIPTS AND REVENUE EXPENDITURE

(Rs. Crore)

Sl.No.	Year	Expenditure on pay and allowances of civilian employees of Central Government & Union Territories	Revenue Receipts of Central Govt. & Union Territories*	Revenue Expenditure of Central Govt. & Union Territories*	Expenditure on pay and allowances as percentage of	
					Revenue Receipts	Revenue Expenditure
1.	2.	3.	4.	5.	6.	7.
1.	1998-99	31560	149510	217419	21.1	14.5
2.	1999-00	33978	181513	249109	18.7	13.6
3.	2000-01	33986	192624	277858	17.6	12.2
4.	2001-02	31407	201449	301611	15.6	10.4
5.	2002-03	33337	231748	339627	14.4	9.8

*Figures of 2002-2003 taken from Receipts Budget 2004-2005 (Annex. 5&6)

TABLE 3

**EXPENDITURE ON HOUSE RENT ALLOWANCE OF CENTRAL
GOVERNMENT CIVILIAN EMPLOYEES INCLUDING EMPLOYEES
OF UNION TERRITORIES BY CLASS OF CITIES**

(Rs. Crore)

Class of City	Expenditure on House Rent Allowance		
	2000-2001	2001-2002	2002-2003
1.	2.	3.	4.
A + A1	1115.46 (57.57)	1064.08 (59.62)	1054.61 (60.05)
B-1	233.19 (12.03)	201.23 (11.27)	205.39 (11.69)
B-2	238.73 (12.32)	218.58 (12.25)	207.83 (11.83)
C	201.96 (10.42)	168.06 (9.42)	182.64 (10.40)
Unclassified	148.39 (7.66)	132.83 (7.44)	105.86 (6.03)
Total	1937.73 (100.00)	1784.78 (100.00)	1756.33 (100.00)

N.B. : Figures in parentheses are the percentages to total expenditure on House Rent Allowance.

TABLE 3A

RATES OF HOUSE RENT ALLOWANCE

Classification of Cities/towns	Rates of HRA (Effective from 1.8.97)
A-1	30 percent of Basic Pay
A, B-1, B-2	15 percent of Basic Pay
C	7.5 percent of Basic Pay
Unclassified	5 percent of Basic Pay

TABLE 4

EXPENDITURE ON COMPENSATORY(CITY) ALLOWANCE OF CENTRAL GOVERNMENT CIVILIAN EMPLOYEES INCLUDING EMPLOYEES OF THE UNION TERRITORIES BY CLASS OF CITIES

(Rs. Crore)

Class of City	Expenditure on Compensatory(City) Allowance		
	2000-2001	2001-2002	2002-2003
1.	2.	3.	4.
A+A1	204.53 (64.95)	196.63 (66.99)	196.38 (68.39)
B-1	39.87 (12.66)	32.92 (11.22)	37.22 (12.96)
B-2	36.49 (11.59)	32.97 (11.23)	38.30 (13.34)
C*	18.93 (6.01)	15.40 (5.25)	9.20 (3.20)
Unclassified *	15.08 (4.79)	15.60 (5.31)	6.04 (2.11)
Total	314.90 (100.00)	293.52 (100.00)	287.14 (100.00)

N.B. Figures in parentheses are the percentages to total expenditure on Compensatory(City) Allowance.

* Compensatory(City) Allowance is also admissible in certain C-Class and Unclassified cities/towns.

TABLE 4A

RATES OF COMPENSATORY(CITY) ALLOWANCE
(Effective from 1.8.1997)

Pay Range	Amount of CCA in Class of cities (Rs. p.m.)			
	A-1	A	B-1	B-2
Below Rs.3000/-	90	65	45	25
Rs.3000-4499/-	125	95	65	35
Rs.4500-5999/-	200	150	100	65
Rs.6000 and above	300	240	180	120

TABLE 4B

RATES OF TRANSPORT ALLOWANCE
(Effective from 1.8.1997)

Pay scale of the employees	Rate of Transport Allowance per month (in Rs.)	
	A-1/A Class city	Other Places
1. Employees drawing pay in the scale of pay of Rs. 8000-13500 or above	800	400
2. Employees drawing pay in the scale of Rs. 6500-6900 or above but below the Scale of Rs. 8000-13500	400	200
3. Employees drawing pay below the scale of Rs. 6500-6900	100	75

TABLE 5.1

GROUP-WISE AND STATUS (G/NG) WISE ESTIMATED NUMBER OF CENTRAL GOVERNMENT CIVILIAN REGULAR EMPLOYEES AS ON 1.3.2003

Sl. No.	Ministry/Deptt.	Number of Sanctioned Posts							Number in Position						
		A(G)*	B(G)	B(NG)	C(NG)	D(NG)	Uncl-assi-fied	Total	A(G)*	B(G)	B(NG)	C(NG)	D(NG)	Uncl-assi-fied	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	Agriculture & Cooperation and Animal Husbandry & Dairying	1200	1066	1152	5719	2833	-	11970	1198	1066	1148	5714	2824	-	11950
2	Agri. Research and Education	13	3	8	14	6	-	44	13	2	7	14	6	-	42
3	Atomic Energy	8796	926	7209	13460	4962	-	35353	8444	888	6979	12236	4284	-	32831
4	Bio-Technology	42	22	30	82	42	-	218	47	8	28	66	39	-	188
5	Cabinet Secretariat	44	20	59	105	73	-	301	38	19	56	99	58	-	270
6	Chemicals and Petrochemicals	79	31	60	82	74	-	326	67	26	57	63	67	-	280
7	Civil Aviation	339	104	118	881	253	-	1695	265	78	110	678	226	-	1357
8	Consumer Affairs	180	149	209	461	321	-	1320	134	128	134	367	268	-	1031
9	Coal	33	30	46	249	113	-	471	29	25	40	179	93	-	366
10	Commerce & Supply	596	700	648	4147	1556	-	7647	481	652	576	3813	1428	-	6950
11	Company Affairs	313	112	375	1347	363	-	2510	230	70	266	1123	341	-	2030
12	Culture	353	345	414	3328	6969	-	11409	262	275	294	2682	6101	-	9614
13	Defence(Civilian)	13675	14913	17729	246079	180837	-	473233	12196	14188	13382	185641	128334	-	353741
14	Economic Affairs	755	579	1135	4311	1779	18317	26876	592	399	1026	3517	1314	16118	22966
15	Education (Elementary, Sec. & Higher Edu.)	272	162	487	647	410	-	1978	200	138	420	572	368	-	1698
16	Election Commission	39	44	84	154	88	-	409	36	36	83	115	83	-	353
17	Information Tech.	2502	1494	383	847	543	-	5769	2433	1295	357	720	447	-	5252
18	Environment & Forests	577	299	444	1835	1758	-	4913	414	165	272	1694	1641	-	4186
19	Expenditure	267	150	166	441	217	-	1241	193	130	152	360	195	-	1030
20	External Affairs	955	672	1441	2768	1169	-	7005	863	638	1353	2272	1097	-	6223
21	Fertilizers	35	37	72	115	66	-	325	35	37	72	99	61	-	304
22	Food & Public Distn.	150	90	233	742	515	-	1730	133	90	222	600	468	-	1513
23	Food Processing Industries	56	37	26	88	35	-	242	49	32	28	71	33	-	213
24	Health & Family Welfare	3110	781	1559	10916	9355	260	25981	2570	701	1170	9824	8887	236	23388
25	Heavy Industries	18	29	38	74	46	-	205	17	28	34	62	46	-	187
26	Home Affairs	12735	5953	18335	637101	52164	-	726288	9656	5563	15738	611328	50528	-	692813
27	Indian Audit & Accounts	704	14592	-	51354	6318	-	72968	494	12730	-	41032	4985	-	59241
28	Industrial Policy & Promotion	432	181	330	1455	1054	-	3452	300	158	287	1332	968	-	3045

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
29	Information & Broadcasting	483	810	440	3964	1908	-	7605	362	717	400	3375	1677	-	6531
30	Labour	1297	979	350	4964	2620	-	10210	1279	910	384	4761	2549	-	9883
31	Law & Justice	354	309	278	917	556	-	2414	262	275	232	786	513	-	2068
32	Mines	2720	877	1249	9285	4231	-	18362	2015	620	972	6938	3484	-	14029
33	Non Conventional Energy Sources	95	30	47	154	83	-	409	97	30	45	155	83	-	410
34	Ocean Development	41	13	27	63	33	-	177	31	13	23	55	32	-	154
35	Parliamentary Affairs	17	19	32	53	34	-	155	15	18	32	49	32	-	146
36	Personnel, Public Grievances & Pensions	319	416	526	1136	973	-	3370	272	369	466	1020	939	-	3066
37	Petroleum and Natural Gas	34	44	58	102	80	-	318	44	31	58	91	74	-	298
38	Planning Comm.	369	155	195	436	352	-	1507	261	131	187	379	336	-	1294
39	Posts	823	1106	834	222538	50244	-	275545	807	1077	811	212021	48036	-	262752
40	Power	613	268	326	821	333	-	2361	525	257	281	672	301	-	2036
41	President Sectt.	23	34	61	99	94	-	311	21	34	58	84	83	-	280
42	Prime Minister's Office	39	53	110	162	153	-	517	37	52	103	153	138	-	483
43	Public Enterprises	20	7	19	42	33	-	121	18	6	17	39	32	-	112
44	Railways	8151	7228	-	994966	621024	-	1631369	7402	6393	-	872738	589351	-	1475884
45	Revenue	5016	10688	29970	50945	30087	-	126706	4327	10136	28275	46597	28872	-	118207
46	Rural Development	71	60	150	214	128	-	623	67	55	125	189	123	-	559
47	Science & Tech.	1054	1938	1587	10388	7477	-	22444	696	1593	1474	8289	6765	-	18817
48	Space	7481	479	2886	4478	1314	-	16638	6540	464	2523	3767	1111	-	14405
49	SSI Agro & Rural Industries	478	178	481	1600	657	-	3394	316	125	398	1281	588	-	2708
50	Statistics & Programme Imple.	660	686	1599	3533	921	-	7399	570	610	1490	3022	838	-	6530
51	Steel	56	58	61	253	136	-	564	50	58	57	235	129	-	529
52	Road Transport & Highways	225	73	161	353	206	-	1018	179	67	161	313	190	-	910
53	Shipping	210	188	221	1665	906	-	3190	175	160	183	1400	750	-	2668
54	Telecommunications	572	668	555	786	534	-	3115	497	537	512	569	391	-	2506
55	Textile	211	189	226	3870	1260	-	5756	178	164	195	3493	1233	-	5263
56	Tourism	57	76	42	323	121	-	619	51	72	46	320	114	-	603
57	Tribal Affairs	20	11	26	29	14	-	100	18	7	19	24	14	-	82
58	U.P.S.C.	172	156	375	852	567	-	2122	164	153	367	760	436	-	1880
59	Urban Development & Poverty Alleviation	819	1610	362	16509	9195	-	28495	685	1434	332	13486	7943	-	23880
60	Vice President's Secretariat	6	5	-	26	19	-	56	5	4	-	24	19	-	52
61	Water Resources	1687	1173	1250	6841	4209	-	15160	1396	1032	996	5654	3311	-	12389
62	Social Justice & Empowerment	127	98	148	373	238	-	984	115	96	148	366	232	-	957
63	Women & Child Development	57	32	103	311	201	-	704	50	29	89	294	188	-	650
64	Youth Affairs & Sports	45	59	55	217	90	-	466	40	47	56	189	88	-	420
Total		82692	74294	97600	2332070	1014950	18577	3620183	70956	67341	85806	2079861	916185	16354	3236503

* includes some non-gazetted posts also

TABLE 5.2

**GROUP-WISE & STATUS-WISE ESTIMATED NUMBER OF
REGULAR CENTRAL GOVT. CIVILIAN EMPLOYEES AS ON 1.3.2003
IN MAJOR MINISTRIES/DEPARTMENTS (EXCLUDING UTs).**

Sl. No.	Ministry/ Department	Number of Sanctioned Posts							Number in Position						
		A(G)*	B(G)	B(NG)	C(NG)	D(NG)	Uncl- assifi- ed	Total	A(G)*	B(G)	B(NG)	C(NG)	D(NG)	Uncl- assifi- ed	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	Railways	8151 (9.86)	7228 (9.73)	0	994966 (42.66)	621024 (61.19)	-	1631369 (45.06)	7402 (10.43)	6393 (9.49)	0	872738 (41.96)	589351 (64.33)	-	1475884 (45.60)
2.	Home Affairs	12735 (15.40)	5953 (8.01)	18335 (18.79)	637101 (27.32)	52164 (5.14)	-	726288 (20.06)	9656 (13.61)	5563 (8.26)	15738 (18.34)	611328 (29.39)	50528 (5.52)	-	692813 (21.41)
3.	Defence (Civilian)	13675 (16.54)	14913 (20.07)	17729 (18.16)	246079 (10.55)	180837 (17.82)	-	473233 (13.07)	12196 (17.19)	14188 (21.07)	13382 (15.60)	185641 (8.93)	128334 (14.01)	-	353741 (10.93)
4.	Posts	823 (1.00)	1106 (1.49)	834 (0.85)	222538 (9.54)	50244 (4.95)	-	275545 (7.61)	807 (1.14)	1077 (1.60)	811 (0.95)	212021 (10.19)	48036 (5.24)	-	262752 (8.12)
5.	Telecommuni- cations	572 (0.69)	668 (0.90)	555 (0.57)	786 (0.03)	534 (0.05)	-	3115 (0.09)	497 (0.70)	537 (0.80)	512 (0.60)	569 (0.03)	391 (0.04)	-	2506 (0.08)
6.	Revenue	5016 (6.07)	10688 (14.39)	29970 (30.71)	50945 (2.18)	30087 (2.96)	-	126706 (3.50)	4327 (6.10)	10136 (15.05)	28275 (32.95)	46597 (2.24)	28872 (3.15)	-	118207 (3.65)
7.	Others	41720 (50.45)	33738 (45.41)	30177 (30.92)	179655 (7.70)	80060 (7.89)	18577 (100.00)	383927 (10.61)	36071 (50.84)	29447 (43.73)	27088 (31.57)	150967 (7.26)	70673 (7.71)	16354 (100.00)	330600 (10.21)
Total		82692	74294	97600	2332070	1014950	18577	3620183	70956	67341	85806	2079861	916185	16354	3236503

* includes some Non-Gazetted posts also.

N.B. Figures in parentheses are the percentages to total.

TABLE 5.3

**GROUP-WISE NUMBER OF SANCTIONED POSTS & INCUMBENTS
IN POSITION, VACANCIES AND THEIR PERCENTAGES TO
TOTAL SANCTIONED POSTS AS ON 1.03.2003**

Group	Number of sanctioned posts	Number of incumbents in position	Number of vacant posts	Percentage of vacant posts to total sanctioned posts in the group
1	2	3	4	5
A (G)*	82692	70956	11736	14.19
B (G)	74294	67341	6953	9.36
B(NG)	97600	85806	11794	12.08
C(NG)	2332070	2079861	252209	10.81
D(NG)	1014950	916185	98765	9.73
Unclassified	18577	16354	2223	11.97
Total	3620183	3236503	383680	10.60

* includes some Non-Gazetted posts also.

TABLE 5.4

**DISTRIBUTION OF REGULAR CIVILIAN EMPLOYEES IN
CENTRAL GOVT. AND UNION TERRITORY ADMINISTRATIONS
BY GROUP OF POSTS AS ON 01.03.2003**

Sl. No.	Central Govt./Union Territory Administrations	Group of posts				
		A	B	C	D*	Total
1	2	3	4	5	6	7
1	Central Govt.	70956 (2.19)	153147 (4.73)	2079861 (64.26)	932539 (28.82)	3236503 (100.00)
2	Union Territory Administrations	1767 (2.89)	2364 (3.88)	44303 (72.67)	12534 (20.56)	60968 (100.00)
	Total	72723 (2.20)	155511 (4.72)	2124164 (64.42)	945073 (28.66)	3297471 (100.00)

* includes unclassified posts also.

N.B. Figures in parentheses indicate the percentages to total.

TABLE 6

**ALL INDIA WORKING CLASS CONSUMER PRICE INDEX NUMBER FOR
INDUSTRIAL WORKERS (BASE 1982 = 100), 12 MONTHLY AVERAGE
AND PERCENTAGE INCREASE OVER 306.33 POINTS**

Year	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1997 INDEX	350	350	351	354	352	355	358	359	361	365	366	372
12 monthly avg.	336.75	339.58	342.25	344.75	346.75	348.58	350.17	351.50	352.92	354.50	355.92	357.75
% increase	9.93	10.85	11.72	12.54	13.19	13.79	14.31	14.74	15.21	15.72	16.19	16.79
1998 INDEX	384	382	380	383	389	399	411	413	420	433	438	429
12 Monthly avg.	360.58	363.25	365.67	368.08	371.17	374.83	379.25	383.74	388.67	394.33	400.33	405.08
% increase	17.71	18.58	19.37	20.15	21.16	22.36	23.80	25.27	26.87	28.72	30.68	32.23
1999 INDEX	420	415	414	415	419	420	424	426	429	437	438	431
12 Monthly avg.	408.08	410.83	413.67	416.33	418.83	420.58	421.67	422.75	423.50	423.83	423.83	424.00
% increase	33.21	34.11	35.04	35.90	36.73	37.30	37.65	38.00	38.25	38.36	38.36	38.41
2000 INDEX	431	430	434	438	440	442	445	443	444	449	450	446
12 Monthly avg.	424.92	426.17	427.83	429.75	431.50	433.33	435.08	436.50	437.75	438.75	439.75	441.00
% increase	38.71	39.12	39.66	40.29	40.86	41.46	42.03	42.49	42.90	43.23	43.55	43.96
2001 INDEX	445	443	445	448	451	457	463	466	465	468	472	469
12 Monthly avg.	442.17	443.25	444.17	445.00	445.92	447.17	448.67	450.58	452.33	453.92	455.75	457.67
% increase	44.34	44.70	44.99	45.27	45.57	45.98	46.47	47.09	47.66	48.18	48.78	49.40
2002 INDEX	467	466	468	469	472	476	481	484	485	487	489	484
12 Monthly avg.	459.50	461.42	463.33	465.08	466.83	468.42	469.92	471.42	473.08	474.67	476.08	477.33
% increase	50.00	50.63	51.22	51.82	52.39	52.91	53.40	53.89	54.43	54.95	55.41	55.82
2003 INDEX	483	484	487	493	494	497	501	499	499	503	504	502
12 Monthly avg.	478.67	480.17	481.75	483.75	485.58	487.33	489.00	490.25	491.42	492.75	494.00	495.50
% increase	56.26	56.75	57.26	57.92	58.52	59.09	59.63	60.03	60.42	60.86	61.26	61.75
2004 INDEX	504	504	504	504	508	512						
12 Monthly avg.	497.25	498.91	500.33	501.25	502.42	503.67						
% increase	62.32	62.86	63.33	63.63	64.01	64.42						

TABLE 7

**TOTAL EMOLUMENTS (PAY+DA) AT THE MINIMUM AND MAXIMUM
OF SCALES OF PAY IN RESPECT OF SOME SELECTED
POSTS UNDER THE CENTRAL GOVERNMENT**

(In Rupees)

Sl. No.	Designation	Minimum and Maximum of Pay Scales	Total Emoluments (Pay+DA) as on							
			1.1.98	1.1.99	1.1.2000	1.1.01	1.1.02	1.1.03	1.1.04	
1	2	3	4	5	6	7	8	9	10	
1	Peon	Min.	2550	2958	3366	3519	3647	3800	3953	4106
		Max.	3200	3712	4224	4416	4576	4768	4960	5152
2	Postman/Police Constable	Min.	3050	3538	4026	4209	4362	4545	4728	4911
		Max.	4590	5324	6059	6334	6564	6839	7115	7390
3	Lower Division Clerk	Min.	3050	3538	4026	4209	4362	4545	4728	4911
		Max.	4590	5324	6059	6334	6564	6839	7115	7390
4	Upper Division Clerk	Min.	4000	4640	5280	5520	5720	5960	6200	6440
		Max.	6000	6960	7920	8280	8580	8940	9300	9660
5	Jr. Res. Asstt./Statistical Asstt.	Min.	5000	5800	6600	6900	7150	7450	7750	8050
		Max.	8000	9280	10560	11040	11440	11920	12400	12880
6	Asstt.	Min.	5500	6380	7260	7590	7865	8195	8525	8855
		Max.	9000	10440	11880	12420	12870	13410	13950	14490
7	Asstt. Accounts Officer/ Res. Asstt.	Min.	6500	7540	8580	8970	9295	9685	10075	10465
		Max.	10500	12180	13860	14490	15015	15645	16275	16905
8	Section Officer	Min.	6500	7540	8580	8970	9295	9685	10075	10465
		Max.	10500	12180	13860	14490	15015	15645	16275	16905
9	Asstt. Dir./Res. Officer	Min.	8000	9280	10560	11040	11440	11920	12400	12880
		Max.	13500	15660	17820	18630	19305	20115	20925	21735
10	Under Secretary/Sr. Res. Officer	Min.	10000	11600	13200	13800	14300	14900	15500	16100
		Max.	15200	17632	20064	20976	21736	22648	23560	24472
11	Dy. Secretary/Jt. Director	Min.	12000	13920	15840	16560	17160	17880	18600	19320
		Max.	16500	19140	21780	22770	23595	24585	25575	26565
12	Director	Min.	14300	16588	18876	19734	20449	21307	22165	23023
		Max.	18300	21228	24156	25254	26169	27267	28365	29463
13	Joint Secretary	Min.	18400	21344	24288	25392	26312	27416	28520	29624
		Max.	22400	25984	29568	30912	32032	33376	34720	36064
14	Additional Secretary	Min.	22400	25984	29568	30912	32032	33376	34720	36064
		Max.	24500	28420	32340	33810	35035	36505	37975	39445
15	Secretary	Fixed	26000	30160	34320	35880	37180	38740	40300	41860
16	Cabinet Secretary	Fixed	30000	34800	39600	41400	42900	44700	46500	48300

TABLE 8

**NUMBER OF C.G.H.S. DISPENSARIES AS ON MARCH, 2001 AND
EXPENDITURE THEREON DURING 2000-2001**

S.l. No.	Station	No. of Dispens- aries @	Expenditure (Rs. Lakh)	No. of Card Holders	No. of Benefi- ciaries	Cost per Card Holder (Rs.)	Cost per Benefi- ciary (Rs.)
1	2	3	4	5	6	7	8
1	Ahmedabad	9	261.56	9690	40222	2699	650
2	Allahabad	12	620.19	29377	173618	2111	357
3	Bangalore	18	1015.39	61265	236864	1657	429
4	Mumbai	45	1882.83	113424	452776	1660	416
5	Kolkata	26	1610.22	49733	162118	3238	993
6	Delhi	159	14118.13	422625	1860806	3340	759
7	Hyderabad	25	3609.26	82274	394547	4387	915
8	Jabalpur	4	332.28	16018	79574	2074	418
9	Jaipur	11	545.98	23550	109329	2318	499
10	Kanpur	17	896.44	24829	129834	3610	690
11	Lucknow	13	585.67	16174	83228	3621	704
12	Chennai	22	1670.86	45211	173705	3696	962
13	Meerut	10	596.93	11330	61208	5269	975
14	Nagpur	16	882.11	27220	112896	3241	781
15	Pune	14	1282.76	37635	131813	3408	973
16	Patna	12	440.08	16065	76768	2739	573
17	Guwahati	3	228.90	7565	36716	3026	623
18	Thiruvananthapuram	3	208.44	4789	16629	4352	1253
TOTAL		419	30788.03	998774	4332651	3083	711

@ Includes Allopathic, Ayurvedic, Homeopathic, Unani, Yoga and Poly Clinic Dispensaries, CGHS Labs & Dental Units.

TABLE 9

NUMBER OF C.G.H.S. DISPENSARIES AND COST PER BENEFICIARY

(Cost in Rs.)

S.l. No.	Station	1997-98		1998-99		1999-2000		2000-2001	
		No. of Dispens- aries*	Cost per Benefi- ciary						
1	2	3	4	5	6	7	8	9	10
1	Ahmedabad	9	471	9	576	9	622	9	650
2	Allahabad	12	277	12	282	12	330	12	357
3	Bangalore	18	332	18	369	18	733	18	429
4	Kolkata	26	698	26	766	26	832	26	993
5	Delhi	159	523	159	571	159	679	159	759
6	Hyderabad	25	464	25	542	25	804	25	915
7	Jabalpur	4	262	4	326	4	292	4	418
8	Jaipur	11	336	11	476	11	454	11	499
9	Kanpur	17	518	17	537	17	539	17	690
10	Lucknow	12	859	12	613	13	661	13	704
11	Chennai	22	568	22	722	22	738	22	962
12	Meerut	10	607	10	876	10	972	10	975
13	Mumbai	55	281	55	366	44	377	45	416
14	Nagpur	15	388	16	442	16	602	16	781
15	Patna	11	255	11	292	12	528	12	573
16	Pune	13	727	13	710	14	774	14	973
17	Guwahati	3	387	3	462	3	491	3	623
18	Thiruvananthapuram	3	706	3	918	3	969	3	1253
All India		425	493	426	528	418	640	419	711

* Includes Allopathic, Ayurvedic, Homeopathic, Unani, Yoga and Poly Clinic Dispensaries, Dental Units & CGHS Labs.

Source of tables 8 and 9: Provisional data obtained from D.G.H.S.

Note: Latest data not available.

TABLE 10

**DISPARITY RATIO IN EMOLUMENTS UNDER DIFFERENT STATE GOVERNMENTS
AS ON 1.1.2003 AND DATE OF EFFECT OF CURRENT PAY SCALES**

S.No.	State	Designation\$	Pay (Rs.)	D A (Rs.)	Total* Emoluments (Pay+D.A.) (Rs.)	Disparity Ratio	Date of effect of current pay scales	Central D.A. formula followed
1	2	3	4	5	6	7	8	9
1	Andhra Pradesh	Secy/Addl.Secy. to Govt./Engineer in Chief, Registrar of High court, Attender, Sweeper etc.	Max.	19675	5311	24986	7.72	1.7.98
			Min.	2550	688	3238		
2	Arunachal Pradesh				NOT AVAILABLE			
3	Assam	Commissioner & Spl. Secy. (PWD/Irrigation) Peon, Mali, Gr.IV, etc.	Max.	17000	9350	26350	6.94	1.1.96
			Min.	2450	1348	3798		
4	Bihar	Dir.in Chief Health Ser./ Eng. in Chief cum Spl. Secy. Peon	Max.	22400	11648	34048	8.78	1.1.96
			Min.	2550	1326	3876		
5	Delhi	Chief Justice, Delhi High Court Class IV (peon)	Max.	30000	16500	46500	11.76	1.1.96
			Min.	2550	1403	3953		
6	Goa	Chief Engineer(PWD/ Irrigation) Peon	Max.	22400	12320	34720	8.78	1.1.96
			Min.	2550	1403	3953		
7	Gujarat	Principal Chief Indu. Advisor Peon, etc.	Max.	26000	14300	40300	10.20	1.1.96
			Min.	2550	1402	3952		
8	Haryana	Director Gen. of Health Services Peon	Max.	25900	14245	40145	10.16	1.1.96
			Min.	2550	1403	3953		
9	Himachal Pradesh	Director of Health Services Peon etc.	Max.	25500	14025	39525	9.73	1.1.96
			Min.	2620	1441	4061		
10	Jammu & Kashmir				NOT AVAILABLE			
11	Jharkhand	Engineer-in-Chief, R.E.O. Rural Development Peon	Max.	22400	12320	34720	8.78	1.1.96
			Min.	2550	1403	3953		
12	Karnataka	Engineer in Chief/ Secy. Class IV	Max.	20720	11396	32116	8.29	1.4.98
			Min.	2500	1375	3875		
13	Kerala	Director of Health Services Peon/Class IV	Max.	19900	8557	28457	7.63	1.3.97
			Min.	2610	1122	3732		
14	Maharashtra	Secy.(Irr./PWD) Peon	Max.	22400	9968	32368	8.79	1.1.96
			Min.	2550	1134	3684		
15	Madhya Pradesh				NOT AVAILABLE			
16	Manipur				NOT AVAILABLE			
17	Meghalaya	Secretary (PWD) (state cadre) Peon	Max.	17000	9520	26520	6.97	1.1.96
			Min.	2440	1366	3806		

S.No.	State	Designation \$	Pay (Rs.)	D A (Rs.)	Total* Emoluments (Pay+D.A.) (Rs.)	Disparity Ratio	Date of effect of current pay scales	Central D.A. formula followed
1	2	3	4	5	6	7	8	9
18	Mizoram	Prin.Chief Conservator of forest	Max.	26000	12740	38740	9.81	1.1.96
		Peon, Group D	Min.	2650	1299	3949		Yes
19	Nagaland	Secy. (Non IAS)	Max.	20900	11495	32395	8.20	1.6.98
		Peon	Min.	2550	1403	3953		Yes
20	Orissa	Engr.-in-Chief cum Secy. (Works Deptt.)	Max.	20450	10021	30471	8.02	1.1.96
		Peon, sweeper, etc.	Min.	2550	1250	3800		Yes
21	Punjab	Head of Deptt.	Max.	23600	12980	36580	9.01	1.1.96
		Grade D employees	Min.	2620	1441	4061		Yes
22	Rajasthan	Secy. to Govt./Distt.& Session Judge (S.Scale)	Max.	24850	12922	37772	9.75	1.9.96
		Class IV employee	Min.	2550	1326	3876		Yes
23	Sikkim	Highest Grade	Max.	21700	11935	33635	7.61	1.1.96
		Lowest Grade	Min.	2850	1568	4418		Yes
24	Tamil Nadu	Nor-I.A.S. (Secretaries)	Max.	21900	10731	32631	8.59	1.1.96
		Office Assistant/LGGS	Min.	2550	1250	3800		Yes
25	Tripura	Secy. Law/Registrar High Court etc.	Max.	22400	8512	30912	8.62	1.1.96
		Peon etc.	Min.	2600	988	3588		Yes
26	Uttar Pradesh					NOT AVAILABLE		
27	West Bengal	Dir.of Medical Education	Max.	24900	10209	35109	9.58	1.1.96
		Peon	Min.	2600	1066	3666		Yes
28	Uttarakhand	DG. Health & F.W	Max.	25400	13970	39370	9.96	1.1.96
		Peon	Min.	2550	1402	3952		Yes
29	Chhattisgarh	Highest Grade	Max.	22400	10976	33376	8.78	1.1.96
		Peon	Min.	2550	1250	3800		Yes

\$ Excluding posts in All India Services i.e. IAS, IRS, IFS.

* Pre-Tax

**EXPENDITURE INCURRED ON PAY AND ALLOWANCES BY THE CENTRAL
MINISTRIES/DEPARTMENTS ON CIVILIAN EMPLOYEES DURING 2002-2003**

(Rs. Lakh)

Sl. No.	Ministry/Department	Pay	D A	H R A	C C A	OTA	TPT	Others	Total	Travel Allow.	Bonus	Honora- rium	Encash of E.L.
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.
1	Agriculture & Cooperation	4810.85	2446.00	616.06	112.51	43.55	95.40	222.98	8347.37	382.12	121.26	13.34	87.76
2	Agricultural Research & Education	41.02	21.34	5.72	1.13	0.81	1.31	0.92	72.26	10.10	0.67	0.19	0.41
3	Animal Husbandry & Dairying	2711.50	1398.64	338.46	57.39	76.40	50.32	203.56	4836.26	83.65	112.05	7.74	30.39
4	Atomic Energy	29179.70	14317.06	2580.01	551.41	1467.12	251.57	3891.53	52238.40	2203.08	938.03	25.34	1049.93
5	Bio-technology	177.00	89.54	16.89	2.41	4.11	2.55	12.02	304.51	65.08	3.39	3.04	0.00
6	Chemicals & Petrochemicals	202.39	102.39	19.31	2.75	4.70	2.91	13.74	348.19	39.39	4.04	1.43	10.49
7	Civil Aviation	1104.25	583.05	165.45	31.81	15.41	30.87	76.89	2007.74	70.44	26.86	10.05	26.68
8	Coal	266.84	137.48	40.46	7.88	1.39	6.71	8.96	469.72	69.40	4.51	5.41	10.48
9	Commerce	8333.04	4245.12	1105.07	173.69	133.08	172.00	474.14	14636.14	316.43	117.73	18.58	118.82
10	Company Affairs	1957.37	990.23	186.73	26.62	45.41	28.19	132.91	3367.46	47.42	22.31	0.00	0.00
11	Culture	4808.10	2426.43	570.40	85.01	103.71	88.38	288.52	8370.55	314.61	60.63	14.67	48.35
12	Defence (Civilian)	303326.17	147694.73	31549.10	5457.56	51010.71	4862.25	17210.46	561110.99	11365.35	12268.48	332.64	8743.64
13	Economic Affairs	10673.48	7917.23	1504.60	217.88	3945.06	238.12	921.34	25417.72	351.67	3619.08	29.32	192.66
14	Education(Elementary, Sec. & Higher Sec.)	1562.33	801.72	196.15	32.21	25.44	35.32	91.34	2744.51	114.55	31.57	14.20	22.42
15	Information Tech.	5345.55	2711.28	768.71	106.21	30.19	228.37	188.54	9378.85	720.51	44.47	26.61	43.80
16	Environment & Forests	3601.30	1821.57	407.94	58.76	73.02	61.58	252.44	6276.62	239.41	90.79	7.57	40.74
17	Expenditure	743.88	374.66	67.91	13.38	14.21	18.37	21.39	1253.81	49.62	8.30	4.78	22.08
18	External Affairs	2995.61	1516.23	294.83	43.29	69.05	44.61	201.01	5164.62	697.55	63.48	6.47	66.34
19	Fertilizers	219.46	113.34	38.53	7.05	7.02	8.07	14.72	408.18	35.42	4.61	1.82	0.36
20	Family Welfare	1275.52	640.77	163.40	28.98	16.78	27.42	99.80	2252.67	79.70	36.12	6.44	14.57
21	Food & Public Distribution	1152.23	584.21	168.64	28.53	16.46	32.11	60.71	2042.89	95.53	28.87	4.33	40.47
22	Food Processing Industries	160.42	81.84	21.04	3.10	2.89	3.85	9.19	282.32	30.60	2.82	1.11	2.83
23	Health	17795.23	8994.92	2253.29	373.05	199.00	574.88	2508.64	32699.01	290.47	388.00	8.03	127.49
24	Heavy Industry	183.69	92.93	17.52	2.50	4.26	2.65	12.47	316.02	11.65	4.26	2.09	0.00
25	Home Affairs	274367.10	137125.59	8963.66	2966.36	134.94	1745.75	27444.12	452747.51	31575.33	13086.21	192.60	3715.81
26	Indian Audit & Accounts	42044.03	21695.42	6184.08	985.85	37.95	939.45	2077.38	73964.15	4805.68	1010.06	256.17	983.19
27	Industrial Dev.	2246.18	1142.96	249.96	39.60	29.77	45.53	123.55	3877.55	212.49	53.18	7.62	19.13
28	Information & Broadcasting	4435.61	2260.23	608.84	110.79	67.12	122.15	206.09	7810.82	326.33	96.46	40.68	42.38
29	Labour	6756.21	3154.57	638.35	132.48	29.10	137.28	362.27	11210.27	406.67	156.42	16.17	230.38
30	Law & Justice	1859.54	940.04	295.53	51.64	28.61	52.33	81.33	3309.03	133.40	29.16	31.23	14.81
31	Mines	11370.80	5276.87	1741.93	293.05	38.65	340.63	417.74	19479.68	1394.78	252.52	14.08	53.48
32	Non-conventional Energy Sources	519.01	262.57	49.51	7.06	12.04	7.47	35.24	892.91	15.44	1.43	0.00	0.00
33	Ocean Development	89.25	43.84	11.97	2.75	1.16	2.54	2.25	153.75	61.53	2.15	1.76	0.00
34	Parliamentary Affairs	97.88	50.63	16.95	3.38	5.69	3.28	3.11	180.92	67.28	2.65	1.90	9.02
35	Personnel, Public Grievances & Pensions	2403.50	1305.80	313.07	50.00	35.33	51.49	237.91	4397.11	160.30	54.88	14.19	31.20
36	Petroleum and Natural Gas	217.01	109.79	20.70	2.95	5.03	3.12	14.74	373.34	12.90	4.52	0.27	4.72

Sl. No.	Ministry/Department	Pay	D A	Trans- port	H R A	C C A	OTA	Other Comp. Allowances	Total	Travel Allow.	Bonus	Honora- rium	Encash of E.L.
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.
37	Posts	169387.74	90590.03	20493.63	2637.20	4007.67	2898.84	9888.34	299903.45	3204.32	19241.07	733.95	6305.29
38	Power	2093.85	1062.13	223.41	34.69	45.84	35.75	137.49	3633.15	203.46	35.62	2.56	24.93
39	President's Se tt.	197.23	102.38	5.21	6.93	7.46	2.89	17.85	339.97	1.47	5.95	5.97	9.14
40	Prime Minister's Office	335.69	181.59	43.21	11.86	30.39	9.97	16.16	628.87	90.70	9.69	7.40	3.73
41	Public Enterprises	109.13	55.21	10.41	1.48	2.53	1.57	7.41	187.74	3.25	0.03	0.00	0.00
42	Planning	1086.20	545.78	176.39	33.61	23.18	50.23	53.84	1969.23	156.39	23.04	1.50	54.34
43	Railways	787619.84	393529.05	70796.89	10348.37	18160.88	10897.81	55162.32	1346515.16	34050.77	72901.09	2562.75	20503.85
44	Revenue	69595.94	35299.58	9826.31	1535.23	1533.18	1545.77	4047.95	123383.97	3490.74	1904.47	151.96	838.29
45	Rural Development	546.89	311.10	100.11	19.80	17.82	21.00	23.61	1040.34	179.92	2.66	12.42	3.50
46	Science & Tech.	13074.17	6636.53	1552.79	275.14	222.08	283.74	1902.78	23947.22	715.39	460.42	44.70	138.11
47	Space	15288.50	7573.42	1518.63	241.15	178.27	141.19	1869.12	26810.28	1602.57	210.44	9.21	567.87
48	SSI Agro & Rural Industries	1896.80	970.97	304.37	45.20	7.68	58.76	114.99	3398.77	107.17	55.22	1.82	47.85
49	Statistics & Programme Impl.	4701.15	2457.07	717.79	118.61	14.74	125.45	151.83	8286.65	782.67	129.08	4.68	121.00
50	Steel	403.07	206.84	76.04	14.16	3.73	11.95	13.04	728.83	52.95	11.12	1.64	11.27
51	Textiles	2534.57	1260.39	348.82	54.33	23.81	54.94	103.11	4379.96	263.70	51.44	18.44	28.21
52	Surface Transport	2294.11	1187.04	283.43	47.80	18.67	49.76	256.50	4137.31	258.20	86.27	5.25	37.84
53	Telecommunications	1935.21	1044.02	328.62	58.03	27.94	60.09	80.55	3534.45	319.59	39.93	11.83	3202.98
54	Tourism	382.45	191.20	66.54	10.81	4.68	10.98	18.00	684.67	79.94	9.42	2.13	0.00
55	Union Public Service Commission	1252.07	647.59	221.56	45.50	11.96	41.37	56.65	2276.69	80.18	36.74	47.48	37.07
56	Urban Development & Poverty Alleviation	20592.65	9906.86	1788.16	364.20	210.93	350.46	584.63	33797.89	377.49	303.96	37.65	151.83
57	Vice President's Secretariat	30.52	16.71	3.20	1.01	3.60	1.09	0.77	56.90	1.47	0.95	0.00	2.14
58	Water Resources	9175.99	4632.62	1230.95	204.68	37.76	238.03	902.96	16422.99	999.05	227.98	20.53	195.18
59	Social Justice & Empowerment	631.85	331.38	77.13	15.02	12.55	15.82	41.46	1125.21	96.30	12.67	3.38	21.06
60	Women & Child Development	487.40	251.81	67.24	12.94	12.81	11.52	23.43	867.14	52.91	14.02	0.60	8.31
61	Youth Affairs & Sports	276.53	143.97	49.61	8.55	11.63	8.84	13.61	512.75	146.78	7.74	1.14	12.39
Total		1854962.59	932606.29	172501.26	28217.31	82366.98	27246.67	133412.37	3231313.47	104173.26	128532.98	4810.88	48131.00