



GOVERNMENT OF INDIA

BROCHURE

ON

PAY AND ALLOWANCES

OF

CENTRAL GOVERNMENT CIVILIAN EMPLOYEES

2003-2004

PAY RESEARCH UNIT
DEPARTMENT OF EXPENDITURE
MINISTRY OF FINANCE
NEW DELHI

PREFACE

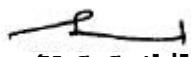
The Pay Research Unit of the Department of Expenditure, Ministry of Finance brings out a "Brochure on Pay and Allowances of Central Government Civilian Employees" on an annual basis. As in the past, the Brochure for 2003-2004 provides statistical information on expenditure incurred by different Ministries/Departments 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 in the presentation of the Brochure.

September, 2005
New Delhi.


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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. 34554.35 Crore in 2003-2004 as compared to Rs. 33316.89 Crore in 2002-2003. Thus, there is an increase in Expenditure by Rs. 1237.46 Crore over the previous year, which in relative terms works out to 3.71 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. 34554.35 Crore, the percentage expenditure on Pay is 54.84, on Dearness Allowance 31.46, on House Rent Allowance (HRA) and Compensatory (City) Allowance (CCA) 5.75 and on other allowances 7.94 per cent.
3. The expenditure on Pay, DA and HRA plus CCA changed by (-) 0.30 percent, (+) 12.55 percent & (-) 2.73 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 13.09 and 9.54 percent respectively. Last year these percentages were 14.39 & 9.82 respectively.
5. Of the total expenditure on Pay and Allowances, the Ministry of Railways continues to have the largest share at 40.14 percent, marginally down from 40.39 percent, in 2002-2003. The share of the Ministry of Home Affairs has increased marginally over the previous year. However, the shares of Department of Posts and Ministry of Defence have marginally decreased from 9.00 and 16.83 percent in the previous year to 8.96 and 16.29 percent in 2003-2004 respectively.
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 1.1.2005 is 1:11.76 which is the same as that on 1.1.2004.
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 Centers 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 70.79 percent over 306.33 points, up to May 2005.
10. The total number of Regular Central Government (Civilian) employees in position (excluding Union Territories) as on 1.03.2004 were 31.28 lakh as compared to 32.37 lakh as on 1.03.2003, thus, indicating a decline of 1.09 lakh which in relative terms works out to be 3.37 percent.
11. Of the total strength of 31.28 lakh, the percentage share of the Railways is 46.21, Home Affairs 21.99, Defence (Civilian) 11.31, Posts 6.12 and all other Ministries/Departments 10.51.
12. Of the total number of 35.60 lakh sanctioned posts 12.13 percent of the posts were vacant as on 1.3.2004.

**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		
	2001-2002	2002-2003	2003-2004
1. Pay	58.70	57.02	54.85
2. D.A.	26.71	29.04	31.46
3. HRA+CCA	6.62	6.12	5.75
4. Other Allowances	7.97	7.82	7.94
Total	100.00	100.00	100.00

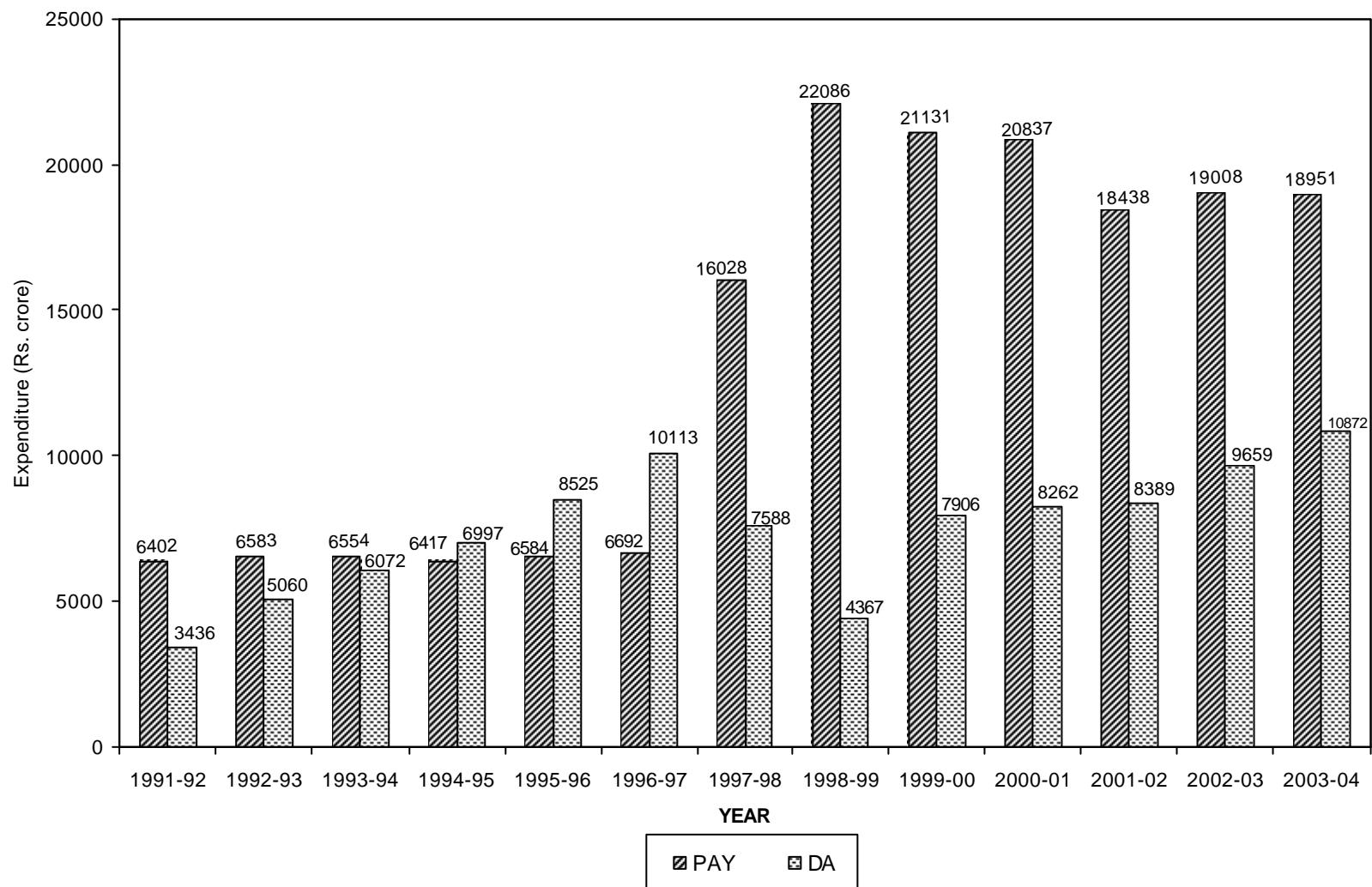
SHARE OF MAJOR DEPARTMENTS IN THE TOTAL EXPENDITURE
(Expressed as percentage to total)

Department	Percentage Share		
	2001-2002	2002-2003	2003-2004
1. Railways	39.62	40.39	40.14
2. Defence (Civilian)	16.68	16.83	16.29
3. Home Affairs	13.39	13.58	14.62
4. Posts	9.50	9.00	8.96
5. Telecommunications	0.07	0.11	0.11
6. Other Departments including Union Territories	20.74	20.09	19.88
Total	100.00	100.00	100.00

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

Item/Year	1993-94	1999-2000	2000-01	2001-02	2002-03	2003-04
1. Pay	100	322.40	317.90	281.30	290.00	289.10
2. Dearness Allowance	100	130.20	136.10	138.20	159.45	179.10
3. House Rent Allowance	100	279.60	266.80	245.70	241.78	235.00
4. Compensatory City Allowance	100	234.20	230.90	215.20	210.52	206.00
5. Over Time Allowance	100	247.10	226.90	228.40	245.44	227.70

EXPENDITURE ON PAY AND D.A.



**EXPENDITURE ON PAY AND ALLOWANCES OF CENTRAL GOVERNMENT
CIVILIAN EMPLOYEES: 2003-2004**

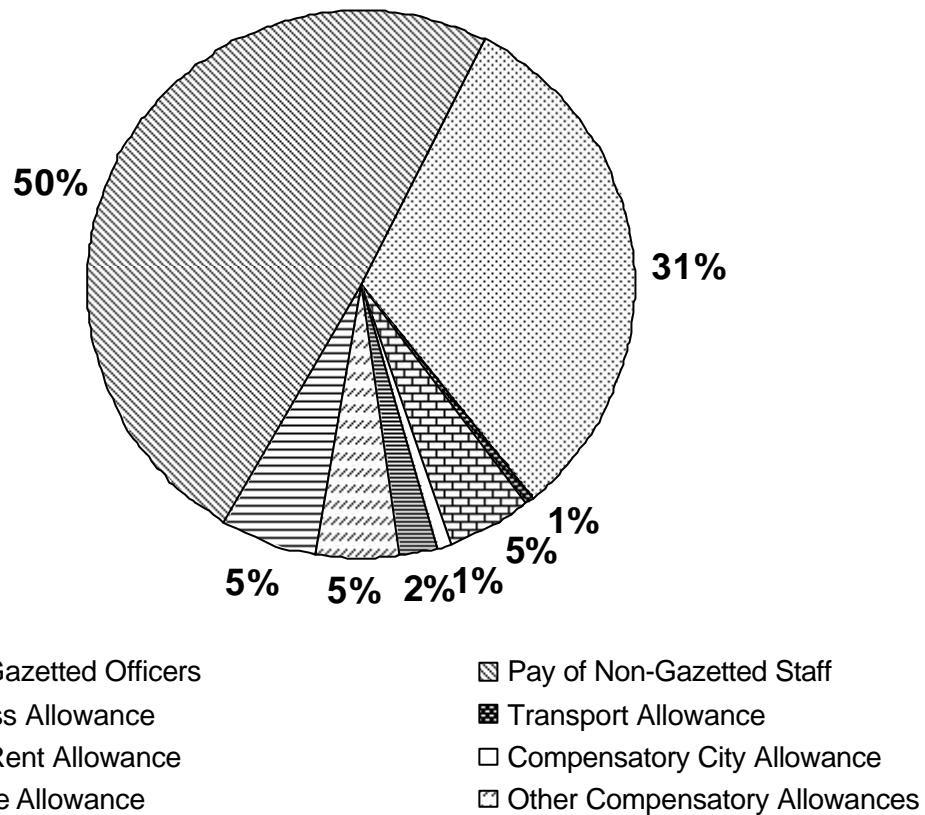


TABLE 1

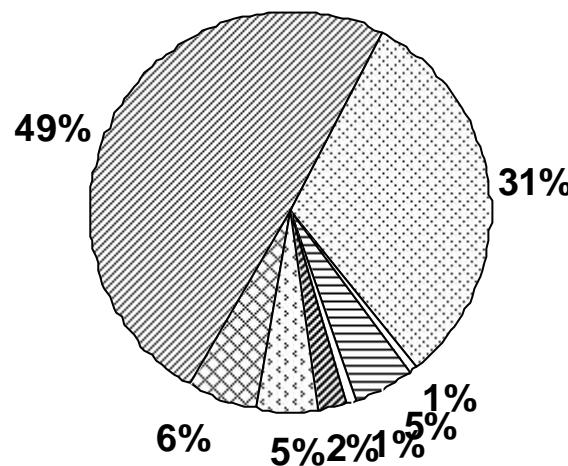
**EXPENDITURE ON PAY AND ALLOWANCES OF CENTRAL
GOVERNMENT CIVILIAN EMPLOYEES**

(Rs. Crore)

Sl.No.	Pay/Allowances	2001-2002	2002-2003	2003-2004
1	2	3	4	5
1	Pay of Gazetted Officers	1927.74	1932.42	1861.09
2	Pay of Non-Gazetted Staff	16155.94	16728.63	16731.83
3	Dearness Allowance	8235.88	9487.29	10680.79
	Sub-Total (i)	26319.56	28148.34	29273.71
1	House Rent Allowance	1753.61	1725.01	1673.89
2	Compensatory (City) Allowance	288.68	282.17	275.74
3	Overtime Allowance	766.75	823.67	762.38
4	Transport Allowance	266.31	272.47	260.81
5	Spl. Pay & Deput. (Duty) Allowance	26.48	23.43	28.39
6	Composite Hill Compen. Allowance	14.71	12.77	15.26
7	Children Education Allowance	78.13	74.25	77.46
8	Reimbursement of Tuition Fee	18.4	21.51	21.61
9	Reimbursement of Medical Charges	223.96	273.73	298.39
10	Leave Travel Concession	45.14	67.87	159.11
11	Other Compensatory Allowances	1032.75	1006.92	1088.96
	Sub-Total (ii)	4514.92	4583.80	4662.00
	Grand Total (i) + (ii)	30834.48	32732.14	33935.71
	Travelling Allowance	1119.88	1094.50	1106.37

- 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: 2003-2004**



- Pay of Gazetted Officers
- Pay of Non-Gazetted Staff
- Dearness Allowance
- Transport Allowance
- House Rent Allowance
- Compensatory (City) Allowance
- Overtime Allowance
- 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)		
		2001-2002	2002-2003	2003-2004
1	2	3	4	5
1	Pay of Gazetted Officers	1972.05	1976.59	1906.59
2	Pay of Non-Gazetted Staff	16465.75	17031.75	17044.72
3	Dearness Allowance	8389.22	9659.59	10871.81
	Sub-Total(i)	26827.02	28667.93	29823.12
1	House Rent Allowance	1784.78	1756.33	1706.72
2	Compensatory (City) Allowance	293.52	287.14	281.01
3	Overtime Allowance	772.16	829.78	769.78
4	Transport Allowance	268.42	274.13	262.58
5	Special Pay & Deput. (Duty) Allowance	27.63	24.62	29.65
6	Composite Hill Compensatory Allowance	14.71	12.77	15.26
7	Children Education Allowance	78.13	74.25	77.46
8	Reimbursement of Tuition Fee	18.43	21.53	21.65
9	Reimbursement of Medical Charges	233.74	284.73	308.95
10	Leave Travel Concession	45.98	68.07	159.41
11	Other Compensatory Allowances	1042.74	1015.61	1098.76
	Sub-Total (ii)	4580.24	4648.96	4731.23
	Grand Total (i) + (ii)	31407.26	33316.89	34554.35
	Travelling Allowance	1124.42	1098.91	1111.24

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	2001-2002	2002-2003	(Rs. Crore) 2003-2004
1	2	3	4	5
1	Pay of Gazetted Officers	312.64	270.56	280.83
2	Pay of Non-Gazetted Staff	7096.06	7605.64	7453.56
3	Dearness Allowance	3359.78	3935.29	4503.08
	Sub-Total (i)	10768.48	11811.49	12237.47
1	House Rent Allowance	700.83	707.97	681.46
2	Compensatory (City) Allowance	106.78	103.48	102.89
3	Overtime Allowance	184.25	181.61	182.96
4	Transport Allowance	104.54	108.98	105.83
5	Special Pay and Deput. (Duty) Allowance	3.38	4.27	4.18
6	Composite Hill Compensatory Allowance	1.48	1.56	1.57
7	Children Education Allowance	0.92	0.36	0.40
8	Reimbursement of Tuition Fee	8.07	10.59	10.48
9	Reimbursement of Medical Charges	9.90	14.75	11.85
10	Leave Travel Concession *	0.37	0.19	0.19
11	Other Compensatory Allowances	552.34	519.90	530.80
	Sub-Total (ii)	1672.86	1653.66	1632.61
	Grand Total (i) + (ii)	12441.34	13465.15	13870.08
	Travelling Allowance	375.14	340.51	336.91

* 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	2001-2002	2002-2003	(Rs. Crore) 2003-2004
1	2	3	4	5
1	Pay of Gazetted Officers	483.28	474.82	401.58
2	Pay of Non-Gazetted Staff	2434.73	2558.44	2604.06
3	Dearness Allowance	1250.01	1476.95	1506.59
	Sub-Total (i)	4168.02	4510.21	4512.23
1	House Rent Allowance	336.49	315.49	315.34
2	Compensatory (City) Allowance	56.81	54.58	52.20
3	Overtime Allowance	441.08	510.11	455.22
4	Transport Allowance	44.09	48.62	45.45
5	Special Pay and Deput. (Duty) Allowance	4.62	2.69	10.41
6	Composite Hill Compensatory Allowance	3.52	3.44	7.11
7	Children Education Allowance	10.58	2.41	0.72
8	Reimbursement of Tuition Fee	3.11	2.80	3.12
9	Reimbursement of Medical Charges	61.84	77.77	81.88
10	Leave Travel Concession	0.57	3.57	26.52
11	Other Compensatory Allowances	107.51	79.41	119.08
	Sub-Total (ii)	1070.22	1100.89	1117.05
	Grand Total (i) + (ii)	5238.24	5611.10	5629.28
	Travelling Allowance	117.19	113.65	101.29

TABLE 1.3

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

(Rs. Crore)

Sl. No.	Pay/Allowances	2001-2002	2002-2003	2003-2004
1	2	3	4	5
1	Pay of Gazetted Officers	48.43	47.61	50.06
2	Pay of Non-Gazetted Staff	1717.59	1665.62	1619.69
3	Dearness Allowance	839.68	916.34	1014.84
	Sub-Total (i)	2605.70	2629.57	2684.59
1	House Rent Allowance	209.19	208.23	182.33
2	Compensatory (City) Allowance	24.90	26.95	22.39
3	Overtime Allowance	46.65	40.36	34.41
4	Transport Allowance	36.25	29.59	27.75
5	Spl. Pay & Deput. (Duty) Allowance	1.20	1.09	1.28
6	Composite Hill Compn. Allowance	2.33	1.61	1.08
7	Children Education Allowance	0.24	0.17	0.15
8	Reimbursement of Tuition Fee	2.10	2.26	2.06
9	Reimbursement of Medical Charges	24.47	27.65	30.24
10.	Leave Travel Concession	1.61	1.11	18.17
11.	Other Compensatory Allowances	52.83	65.79	128.94
	Sub-Total (ii)	401.77	404.81	448.80
	Grand Total (i)+(ii)	3007.47	3034.38	3133.39
	<i>Travelling Allowance</i>	31.39	35.24	34.04

TABLE 1.4

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

(Rs. Crore)

Sl. No.	Pay/Allowances	2001-2002	2002-2003	2003-2004
1	2	3	4	5
1	Pay of Gazetted Officers	142.61	149.95	139.71
2	Pay of Non-Gazetted Staff	2501.17	2593.72	2797.66
3	Dearness Allowance	1196.29	1371.26	1675.28
	Sub-Total (i)	3840.07	4114.93	4612.65
1	House Rent Allowance	80.94	89.64	100.25
2	Compensatory (City) Allowance	30.68	29.66	33.05
3	Overtime Allowance	1.01	1.35	1.53
4	Transport Allowance	7.79	17.46	16.74
5	Special Pay and Deput. (Duty) Allowance	9.68	8.45	6.71
6	Composite Hill Compensatory Allowance	4.43	3.11	2.52
7	Children Education Allowance	17.01	17.44	19.91
8	Reimbursement of Tuition Fee	0.71	1.07	1.42
9	Reimbursement of Medical Charges	18.16	27.70	38.10
10.	Leave Travel Concession	13.35	32.47	43.91
11.	Other Compensatory Allowances	182.24	184.18	174.56
	Sub-Total (ii)	366.00	412.53	438.70
	Grand Total (i)+(ii)	4206.07	4527.46	5051.35
	<i>Travelling Allowance</i>	316.14	315.75	294.97

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	2001-2002	2002-2003	2003-2004
1	2	3	4	5
1	Pay of Gazetted Officers	921.53	969.06	968.56
2	Pay of Non-Gazetted Staff	2319.56	2214.20	2166.24
3	Dearness Allowance	1419.24	1606.44	1792.64
	Sub-Total (i)	4660.33	4789.70	4927.44
1	House Rent Allowance	426.16	403.68	394.51
2	Compensatory (City) Allowance	69.51	67.50	65.21
3	Overtime Allowance	93.76	90.24	88.26
4	Transport Allowance	73.64	67.82	65.04
5	Special Pay and Deput. (Duty)Allowance	7.60	6.93	5.81
6	Composite Hill Compensatory Allowance	2.95	3.05	2.98
7	Children Education Allowance	1.27	0.79	0.46
8	Reimbursement of Tuition Fee	4.41	4.79	4.53
9	Reimbursement of Medical Charges	82.11	93.36	105.28
10.	Leave Travel Concession	4.40	3.95	41.42
11.	Other Compensatory Allowances	96.85	123.44	101.70
	Sub-Total (ii)	862.66	865.55	875.20
	Grand Total (i) + (ii)	5522.99	5655.25	5802.64
	<i>Travelling Allowance</i>	230.61	236.58	283.69

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

(Rs. Crore)

Sl. No.	Pay/Allowances	2001-2002	2002-2003	2003-2004
1	2	3	4	5
1	Pay of Gazetted Officers	44.31	44.17	45.50
2	Pay of Non-Gazetted Staff	309.81	303.12	312.89
3	Dearness Allowance	153.34	172.30	191.02
	Sub-Total (i)	507.46	519.59	549.41
1	House Rent Allowance	31.18	31.32	32.83
2	Compensatory(City) Allowance	4.83	4.97	5.27
3	Overtime Allowance	5.41	6.11	7.40
4	Transport Allowance	2.11	1.66	1.77
5	Special Pay and Deput. (Duty) Allow.	1.15	1.19	1.26
6	Children Education Allowance	0.00	0.00	0.00
7	Reimbursement of Tuition Fee	0.03	0.02	0.04
8	Reimbursement of Medical Charges	9.78	11.00	10.56
9	Leave Travel Concession	0.84	0.20	0.30
10	Other Compensatory Allowances	9.99	8.69	9.80
	Sub-Total (ii)	65.32	65.16	69.23
	Grand Total (i) + (ii)	572.78	584.75	618.64
	<i>Travelling Allowance</i>	4.54	4.41	4.87

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	2001-2002	2002-2003	2003-2004
1	2	3	4	5
INDIA BASED				
1	Pay of Officers	19.25	20.42	20.35
2	Pay of Establishment	13.88	13.11	13.59
	Sub-total (i)	33.13	33.53	33.94
1	Foreign Allowance	170.88	181.01	188.36
2	Children Education Allowance	48.11	53.08	55.82
3	Home Leave Fares	24.84	26.58	28.90
4	Reimbursement of Medical Charges	27.48	32.50	31.04
5	Other Compensatory Allowances	21.23	12.60	12.11
6	Representational Grant	14.58	15.63	15.13
	Sub-Total (ii)	307.12	321.40	331.36
LOCAL RECRUITS				
1	Pay	72.95	77.90	77.03
2	Allowances	5.17	5.97	6.64
	Sub-Total (iii)	78.12	83.87	83.67
	Grand Total (i)+(ii)+(iii)	418.37	438.80	448.97
	<i>Travelling Allowance</i>	49.41	52.77	55.47

EXPENDITURE ON PAY AND ALLOWANCES OF CENTRAL GOVERNMENT CIVILIAN EMPLOYEES INCLUDING
EMPLOYEES OF THE UTs FOR MAJOR DEPARTMENTS: 2003-2004

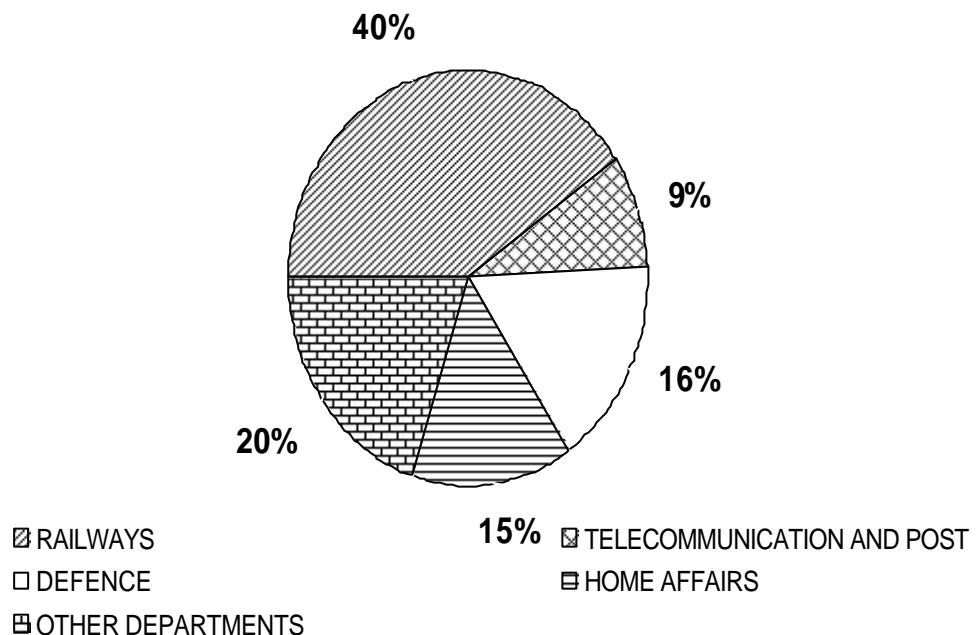


TABLE 1.8

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

(Rs. Crore)

Sl.No.	Ministry / Department	1999-2000	2000-2001	2001-2002	2002-03	2003-2004
1	2	3	4	5	6	7
1	Railways	12752.23 (37.53)	13394.35 (39.41)	12441.34 (39.62)	13465.15 (40.39)	13870.08 (40.14)
2	Defence (Civilian)	5051.91 (14.87)	5249.46 (15.45)	5238.24 (16.68)	5611.10 (16.83)	5629.28 (16.29)
3	Home Affairs	3915.40 (11.52)	3945.20 (11.61)	4206.07 (13.39)	4527.46 (13.58)	5051.35 (14.62)
4	Posts	2654.65 (7.81)	2934.34 (8.63)	2984.71 (9.50)	2999.04 (9.00)	3095.08 (8.96)
5	Telecommunications	3346.16 (9.85)	1976.53 (5.82)	22.79 (.07)	35.34 (0.11)	38.31 (0.11)
6	Other Departments including UTs	6257.44 (18.42)	6486.30 (19.08)	6514.11 (20.74)	6678.80 (20.09)	6870.25 (19.88)
	Total	33977.79 (100.00)	33986.18 (100.00)	31407.26 (100.00)	33316.89 (100.00)	34554.35 (100.00)
	Percentage increase over previous year.	7.66	0.02	-7.59	6.08	3.90

- 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 and Revenue Expenditure	
					Revenue Receipts	Revenue Expenditure
1.	2	3	4	5	6.	7
1	1999-00	33978	181513	249109	18.7	13.6
2	2000-01	33986	192624	277858	17.6	12.2
3	2001-02	31407	201449	301611	15.6	10.4
4	2002-03	33317	231748	339627	14.4	9.8
5	2003-04	34554	263878	362140	13.1	9.5

* Figures of 2003-2004 taken from Receipts Budget 2005-2006 (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		
	2001-2002	2002-2003	2003-2004
1	2.	3.	4.
A + A1	1064.08 (59.62)	1054.61 (60.05)	1004.60 (58.86)
B-1	201.23 (11.27)	205.39 (11.69)	188.51 (11.05)
B-2	218.58 (12.25)	207.83 (11.83)	219.97 (12.89)
C	168.06 (9.42)	182.64 (10.40)	178.92 (10.48)
Unclassified	132.83 (7.44)	105.86 (6.03)	114.72 (6.72)
Total	1784.78 (100.00)	1756.33 (100.00)	1706.72 (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		
	2001-2002	2002-2003	2003-2004
1	2.	3.	4.
A+A1	196.63 (66.99)	196.38 (68.39)	180.08 (64.08)
B-1	32.92 (11.22)	37.22 (12.96)	32.75 (11.65)
B-2	32.97 (11.23)	38.30 (13.34)	33.99 (12.10)
C*	15.40 (5.25)	9.20 (3.20)	17.86 (6.36)
Unclassified *	15.60 (5.31)	6.04 (2.11)	16.33 (5.81)
Total	293.52 (100.00)	287.14 (100.00)	281.01 (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 1.3.2004

Sl.	Ministry/Dept.	Number of Sanctioned Posts							Number in Position							
		No.	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
1	Agriculture & Cooperation and Animal Husbandry & Dairying	988	739	966	5550	4302	-	12545	880	684	885	5027	4039	-	11515	
2	Agri. Research and Education	11	5	8	14	6	-	44	11	4	8	13	6	-	42	
3	Atomic Energy	8857	889	7203	12935	5391	-	35275	8621	820	7057	11891	4820	-	33209	
4	Bio-Technology	42	22	30	79	41	-	214	49	11	26	59	40	-	185	
5	Cabinet Secretariat	49	26	58	109	78	-	320	47	21	56	99	66	-	289	
6	Chemicals and Petrochemicals	82	17	49	89	65	-	302	77	15	46	72	60	-	270	
7	Civil Aviation	319	104	154	850	240	-	1667	265	86	152	735	221	-	1459	
8	Consumer Affairs	181	168	192	470	312	-	1323	130	128	135	364	255	-	1012	
9	Coal	39	24	47	220	111	-	441	30	25	37	164	92	-	348	
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	397	381	878	2544	7018	-	11218	267	322	629	2062	6114	-	9394	
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.)	274	162	484	641	410	-	1971	199	106	406	558	357	-	1626	
16	Election Commission	42	44	81	155	91	-	413	36	26	78	113	83	-	336	
17	Information Tech.	2774	567	1022	804	521	-	5688	2713	558	776	680	439	-	5166	
18	Environment & Forests	577	299	444	1835	1758	-	4913	414	165	272	1694	1641	-	4186	
19	Expenditure	246	78	191	434	194	-	1143	180	75	166	339	184	-	944	
20	External Affairs	951	680	1419	2664	1124	-	6838	838	655	1379	2300	1055	-	6227	
21	Fertilizers	35	40	12	170	66	-	323	29	38	12	155	59	-	293	
22	Food & Public Distn.	192	121	229	686	550	-	1778	148	113	222	590	510	-	1583	
23	Food Processing Industries	55	37	25	89	33	-	239	47	33	24	77	33	-	214	
24	Health & Family Welfare	3110	781	1559	10916	9355	260	25981	2570	701	1170	9824	8887	236	23388	
25	Heavy Industries	31	28	42	79	55	-	235	31	25	36	71	55	-	218	
26	Home Affairs	12033	5851	18335	632130	52016	-	720365	9187	5493	15738	607120	50405	-	687943	
27	Indian Audit & Accounts	703	16930	-	47557	6294	-	71484	499	15786	-	35418	4956	-	56659	
28	Industrial Policy & Promotion	458	251	318	1560	1064	-	3651	296	218	297	1297	965	-	3073	

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	1288	902	443	4933	2622	-	10188	970	648	399	4350	2330	-	8697
31	Law & Justice	388	311	357	948	542	-	2546	307	272	302	801	505	-	2187
32	Mines	2672	860	1350	9147	4187	-	18216	1918	598	1032	6541	3345	-	13434
33	Non Conventional Energy Sources	96	30	46	155	83	-	410	94	30	46	146	83	-	399
34	Ocean Development	44	11	30	63	33	-	181	34	11	26	56	32	-	159
35	Parliamentary Affairs	17	19	30	53	33	-	152	17	19	30	53	33	-	152
36	Personnel, Public Grievances & Pensions	991	509	475	6216	1102	-	9293	716	433	423	5330	1032	-	7934
37	Petroleum and Natural Gas	34	45	59	100	80	-	318	39	31	59	84	70	-	283
38	Planning Comm.	362	153	193	404	339	-	1451	238	127	182	361	323	-	1231
39	Posts	1341	2405	3945	183089	39313	-	230093	1319	2280	3460	152160	32172	-	191391
40	Power	611	256	339	815	332	-	2353	481	236	295	633	302	-	1947
41	President Seatt.	23	36	61	97	94	-	311	20	36	61	91	73	-	281
42	Prime Minister's Office	33	50	110	160	149	-	502	31	44	101	153	132	-	461
43	Public Enterprises	20	8	18	42	33	-	121	18	7	15	37	31	-	108
44	Railways	8373	7424	-	998295	604640	-	1618732	7984	6448	-	862782	568214	-	1445428
45	Revenue	5016	10688	29970	50945	30087	-	126706	4327	10136	28275	46597	28872	-	118207
46	Rural Development	125	95	122	201	130	-	673	89	84	99	168	129	-	569
47	Science & Tech.	1063	1905	1596	10409	7967	-	22940	711	1621	1403	7774	6246	-	17755
48	Space	8080	564	3227	4613	976	-	17460	7111	524	2720	3805	852	-	15012
49	SSI Agro & Rural Industries	505	220	442	1562	661	-	3390	320	171	332	1221	575	-	2619
50	Statistics & Programme Imple.	367	558	1639	3214	806	-	6584	315	417	1490	2745	734	-	5701
51	Steel	56	58	61	253	136	-	564	50	58	57	235	129	-	529
52	Road Transport & Highways	225	64	211	317	205	-	1022	196	45	195	292	192	-	920
53	Shipping	231	178	233	1653	910	-	3205	198	159	204	1329	738	-	2628
54	Telecommunications	572	668	555	786	534	-	3115	497	537	512	569	391	-	2506
55	Textile	208	189	561	3399	1250	-	5607	178	167	527	3249	1206	-	5327
56	Tourism	55	81	57	277	155	-	625	49	78	57	269	142	-	595
57	Tribal Affairs	20	11	26	29	14	-	100	18	5	20	25	14	-	82
58	U.P.S.C.	167	162	372	856	556	-	2113	154	156	366	752	439	-	1867
59	Urban Development & Poverty Alleviation	819	1610	362	16509	9195	-	28495	685	1434	332	13486	7943	-	23880
60	Vice President's Secretariat	6	5	-	29	19	-	59	5	3	-	27	19	-	54
61	Water Resources	1684	1145	1116	6765	3804	-	14514	1340	1036	935	5453	3194	-	11958
62	Social Justice & Empowerment	127	98	148	373	238	-	984	115	96	148	366	232	-	957
63	Women & Child Development	72	30	96	313	191	-	702	62	29	83	297	188	-	659
64	Youth Affairs & Sports	45	59	55	217	90	-	466	40	47	56	189	88	-	420
Total		84004	76765	102378	2289665	989044	18577	3560433	72071	70157	89499	2000617	879436	16354	3128134

* includes some non-gazetted posts also

TABLE 5.2

**GROUP-WISE & STATUS-WISE ESTIMATED NUMBER OF
REGULAR CENTRAL GOVT. CIVILIAN EMPLOYEES AS ON 1.3.2004
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- 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	Railways	8373 (9.97)	7424 (9.67)	0 -	998295 (43.60)	604640 (61.13)	- -	1618732 (45.46)	7984 (11.08)	6448 (9.19)	0 -	862782 (43.13)	568214 (64.61)	- -	1445428 (46.21)
2	Home Affairs	12033 (14.32)	5851 (7.62)	18335 (17.91)	632130 (27.61)	52016 (5.26)	- -	720365 (20.23)	9187 (12.75)	5493 (7.83)	15738 (17.58)	607120 (30.35)	50405 (5.73)	- -	687943 (21.99)
3	Defence (Civilian)	13675 (16.28)	14913 (19.43)	17729 (17.32)	246079 (10.75)	180837 (18.28)	- -	473233 (13.29)	12196 (16.92)	14188 (20.22)	13382 (14.95)	185641 (9.28)	128334 (14.59)	- -	353741 (11.31)
4.	Posts	1341 (1.60)	2405 (3.13)	3945 (3.85)	183089 (8.00)	39313 (3.97)	- -	230093 (6.46)	1319 (1.83)	2280 (3.25)	3460 (3.87)	152160 (7.61)	32172 (3.66)	- -	191391 (6.12)
5	Telecommuni- cations	572 (0.68)	668 (0.87)	555 (0.54)	786 (0.03)	534 (0.05)	- -	3115 (0.09)	497 (0.69)	537 (0.77)	512 (0.57)	569 (0.03)	391 (0.04)	- -	2506 (0.08)
6	Revenue	5016 (5.97)	10688 (13.93)	29970 (29.28)	50945 (2.22)	30087 (3.06)	- -	126706 (3.57)	4327 (6.00)	10136 (14.45)	28275 (31.60)	46597 (2.31)	28872 (3.29)	- -	118207 (3.78)
7	Others	42994 (51.18)	34816 (45.35)	31844 (31.10)	178341 (7.79)	81617 (8.25)	18577 (100.00)	388189 (10.90)	36561 (50.73)	31075 (44.29)	28132 (31.43)	145748 (7.29)	71048 (8.08)	16354 (100.00)	328918 (10.51)
	Total	84004	76765	102378	2289665	989044	18577	3560433	72071	70157	89499	2000617	879436	16354	3128134

* 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 1.03.2004**

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)*	84004	72071	11933	14.21
B (G)	76765	70157	6608	8.61
B (NG)	102378	89499	12879	12.58
C (NG)	2289665	2000617	289048	12.62
D (NG)	989044	879436	109608	11.08
Unclassified	18577	16354	2223	11.97
Total	3560433	3128134	432299	12.14

* includes some Non-Gazetted posts also.

TABLE 5.4

**DISTRIBUTION OF REGULAR CIVILIAN EMPLOYEES IN
CENTRAL GOVERNMENT AND UNION TERRITORY ADMINISTRATIONS
BY GROUP OF POSTS AS ON 01.03.2004**

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.	72071 (2.30)	159656 (5.10)	2000617 (63.96)	895790 (28.64)	3128134 (100.00)
2	Union Territory Administrations	1729 (2.82)	2454 (4.00)	44674 (72.90)	12423 (20.28)	61280 (100.00)
	Total	73800 (2.31)	162110 (5.08)	2045291 (64.13)	908213 (28.48)	3189414 (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.
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	517	522	523	526	525	521
12 Monthly avg.	497.25	498.91	500.33	501.25	502.42	503.67	505.00	506.92	508.92	510.83	512.58	514.17
% increase	62.32	62.86	63.33	63.63	64.01	64.42	64.85	65.48	66.13	66.76	67.33	67.85
2005 INDEX	526	525	525	529	527							
12 Monthly avg.	516.00	513.75	519.50	521.58	523.17							
% increase	68.45	69.02	69.59	70.27	70.79							

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							
			1.1.99	1.1.2000	1.1.01	1.1.02	1.1.03	1.1.04	1.1.05*	
1	2	3	4	5	6	7	8	9	10	
1	Peon	Min. Max.	2550 3200	3366 4224	3519 4416	3647 4576	3800 4768	3953 4960	4106 5152	4475 5616
2	Postman/Police Constable	Min. Max.	3050 4590	4026 6059	4209 6334	4362 6564	4545 6839	4728 7115	4911 7390	5353 8055
3	Lower Division Clerk	Min. Max.	3050 4590	4026 6059	4209 6334	4362 6564	4545 6839	4728 7115	4911 7390	5353 8055
4	Upper Division Clerk	Min. Max.	4000 6000	5280 7920	5520 8280	5720 8580	5960 8940	6200 9300	6440 9660	7020 10530
5	Jr. Res. Asstt./Statistical Asstt.	Min. Max.	5000 8000	6600 10560	6900 11040	7150 11440	7450 11920	7750 12400	8050 12880	8775 14040
6	Asstt.	Min. Max.	5500 9000	7260 11880	7590 12420	7865 12870	8195 13410	8525 13950	8855 14490	9653 15795
7	Asstt. Accounts Officer/ Res. Asstt.	Min. Max.	6500 10500	8580 13860	8970 14490	9295 15015	9685 15645	10075 16275	10465 16905	11408 18428
8	Section Officer	Min. Max.	6500 10500	8580 13860	8970 14490	9295 15015	9685 15645	10075 16275	10465 16905	11408 18428
9	Asstt. Dir./Res. Officer	Min. Max.	8000 13500	10560 17820	11040 18630	11440 19305	11920 20115	12400 20925	12880 21735	14040 23693
10	Under Secretary/Sr. Res. Officer	Min. Max.	10000 15200	13200 20064	13800 20976	14300 21736	14900 22648	15500 23560	16100 24472	17550 26676
11	Dy. Secretary/Jt. Director	Min. Max.	12000 16500	15840 21780	16560 22770	17160 23595	17880 24585	18600 25575	19320 26565	21060 28958
12	Director	Min. Max.	14300 18300	18876 24156	19734 25254	20449 26169	21307 27267	22165 28365	23023 29463	25097 32117
13	Joint Secretary	Min. Max.	18400 22400	24288 29568	25392 30912	26312 32032	27416 33376	28520 34720	29624 36064	32292 39312
14	Additional Secretary	Min. Max.	22400 24500	29568 32340	30912 33810	32032 35035	33376 36505	34720 37975	36064 39445	39312 42998
15	Secretary	Fixed	26000	34320	35880	37180	38740	40300	41860	45630
16	Cabinet Secretary	Fixed	30000	39600	41400	42900	44700	46500	48300	52650

* Emoluments include (Pay+D.P+D.A)

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, Homoeopathic, 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, Homoeopathic, 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 1.1.2004 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, Register High court Attender,Sweeper etc.	Max. Min.	19675 2550	6277 814	25952 3364	7.71	1.7.98 No
2	Arunachal Pradesh					NOT AVAILABLE		
3	Assam	Commissioner & Spl. Secy. (PWD/Irrigation) Peon,Mali,Gr.IV etc.	Max. Min.	17000 2450	9350 1348	26350 3798	6.94	1.1.96 Yes
4	Bihar					NOT AVAILABLE		
5	Delhi	Chief Justice, Delhi High Court Class IV (peon)	Max. Min.	30000 2550	18300 1556	48300 4106	11.76	1.1.96 Yes
6	Goa	Chief Engineer (PWD/ Irrigation) Peon	Max. Min.	22400 2550	13664 1556	36064 4106	8.78	1.1.96 Yes
7	Gujarat	Principal Chief Indu.Advisor Peon, etc.	Max. Min.	26000 2550	15860 1556	41860 4106	10.19	1.1.96 Yes
8	Haryana	Dir.Gen.of Health Services Peon	Max. Min.	25900 2550	14245 1403	40145 3953	10.16	1.1.96 Yes
9	Himachal Pradesh	Director of Health Services Peon etc.	Max. Min.	25500 2620	15555 1598	41055 4218	9.73	1.1.96 Yes
10	Jammu & Kashmir	Highest Payscale Lowest Payscale	Max. Min.	22400 2550	13216 1504	35616 4054	8.79	1.1.96 Yes
11	Jharkhand	Distt.& Session Judge Peon	Max. Min.	24850 2550	15159 1403	40009 3953	9.74	1.1.96 Yes
12	Karnataka	Engineer-in-Chief / Secretary Class IV	Max. Min.	20720 2500	12639 1525	33359 4025	8.29	1.4.98 Yes
13	Kerala	Director of Health Services Peon/Class IV	Max. Min.	19900 2610	11741 1540	31641 4150	7.62	1.3.97 Yes
14	Maharashtra	Secy.(Irr./PWD) Peon	Max. Min.	22400 2550	12320 1403	34720 3953	8.78	1.1.96 Yes

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
15	Madhya Pradesh	NOT AVAILABLE						
16	Manipur	Secy. (Non-cadre) & Chief Engineer	Max.	18300	7503	25803	7.18	1.1.96
		Peon	Min.	2550	1046	3596		
17	Meghalaya	Secretary (PWD) state cadre	Max.	17000	10540	27540	6.97	1.1.96
		Peon	Min.	2440	1513	3953		
18	Mizoram	Prin.Chief Conservator of forest	Max.	20900	8987	29887	7.89	1.1.96
		Peon, Group D	Min.	2650	1140	3790		
19	Nagaland	NOT AVAILABLE						
20	Orissa	Engr.-in-Chief cum Secy. (Works Deptt.)	Max.	20450	12065	32515	8.02	1.1.96
		Peon, sweeper etc.	Min.	2550	1505	4055		
21	Punjab	Head of Deptt. Grade D Employees	Max.	23600	14396	37996	9.01	1.1.96
			Min.	2620	1598	4218		
22	Rajasthan	Secy. to Govt./Distt.& Session Judge (S.Scale)	Max.	24850	15159	40009	9.74	1.9.96
		Class IV Employee	Min.	2550	1556	4106		
23	Sikkim	Highest Grade	Max.	21700	13237	34937	7.61	1.1.96
		Lowest Grade	Min.	2850	1739	4589		
24	Tamil Nadu	Non-I.A.S. (Secretary)	Max.	21900	11388	33288	8.59	1.1.96
		Office Assistant/LGGS	Min.	2550	1326	3876		
25	Tripura	Secy. Law/Registrar High Court etc.	Max.	22400	8512	30912	8.62	1.1.96
		Peon etc.	Min.	2600	988	3588		
26	Uttar Pradesh	Chief Engineer (PWD)	Max.	24500	13475	37975	9.61	1.1.96
		Grade IV Employees	Min.	2550	1403	3953		
27	West Bengal	Dir.of Medical Education	Max.	24900	11205	36105	9.58	1.1.96
		Peon	Min.	2600	1170	3770		
28	Uttarakhand	DG. Health & F.W	Max.	24900	15340	40240	9.93	1.1.96
		Peon	Min.	2550	1504	4054		
29	Jharkhand	Highest Grade	Max.	22400	12320	34720	8.78	1.1.96
		Grade IV	Min.	2550	1403	3953		

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

* Pre-Tax

**EXPENDITURE INCURRED ON PAY AND ALLOWANCES BY THE CENTRAL
MINISTRIES/DEPARTMENTS ON CIVILIAN EMPLOYEES DURING 2003-2004**

(Rs. Lakh)

Sl. No.	Ministry/Department	Pay	D A	H R A	C C A	OTA	TPT	Others	Total	Travel	Bonus	Honora- rium	Encash of E.L.
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.
1	AGRICULTURE AND COOPERATION	4381.45	2545.05	631.01	117.59	24.78	83.56	278.45	8061.90	347.21	96.53	14.66	104.04
2	AGRICULTURAL RESEARCH AND EDUCATION	40.90	23.93	5.21	1.15	0.65	1.34	2.11	75.29	15.11	0.63	0.00	0.00
3	ANIMAL HUSBANDRY AND DAIRYING	2633.76	1520.30	326.61	56.98	54.26	48.03	296.39	4936.33	84.18	107.34	11.84	87.42
4	ATOMIC ENERGY	29217.54	16508.95	2521.03	562.19	1533.54	227.99	4018.55	54589.79	1596.76	913.07	34.67	1033.63
5	BIO-TECHNOLOGY	173.92	102.02	15.90	2.35	4.00	2.43	13.83	314.45	65.08	3.39	3.04	0.00
6	CHEMICALS AND PETROCHEMICALS	242.58	140.86	42.60	7.42	8.25	9.45	25.43	476.58	32.56	4.61	0.79	3.97
7	CIVIL AVIATION	1087.82	633.13	131.71	23.42	26.11	21.56	79.44	2003.19	156.55	26.43	19.09	17.72
8	COAL	266.15	151.18	36.63	5.82	3.67	5.06	24.37	492.88	30.92	4.51	5.80	9.26
9	COMMERCE	8024.23	4645.69	1040.05	163.53	130.47	156.54	579.47	14739.99	319.47	108.67	21.23	130.93
10	COMPANY AFFAIRS	1923.31	1128.21	175.79	25.96	44.24	26.93	152.90	3477.34	47.42	22.31	0.00	0.00
11	CULTURE	4798.05	2817.94	585.55	91.48	109.58	90.42	355.29	8848.33	334.70	52.54	22.57	42.84
12	DEFENCE (Civilian)	300563.59	150658.98	31534.07	5220.15	45521.78	4544.79	24883.11	562926.46	10129.23	12050.22	446.89	12080.94
13	ECONOMIC AFFAIRS	11506.14	6679.90	1451.07	205.88	3749.58	215.55	1230.89	25039.03	417.74	3609.69	43.82	192.59
14	EDUCATION (Elementary, Seconday & Higher Sec.)	1473.44	848.27	156.16	25.31	27.47	28.87	112.27	2671.78	124.07	37.16	11.16	29.51
15	INFORMATION TECHNOLOGY	5410.78	3113.30	804.15	106.95	28.59	225.96	292.57	9982.31	513.40	49.13	23.93	43.16
16	ENVIRONMENT & FORESTS	3342.53	1932.05	372.14	57.91	64.46	57.83	308.25	6135.16	275.98	84.58	10.61	52.72
17	EXPENDITURE	725.14	414.67	95.63	19.22	19.32	18.43	56.60	1349.02	106.39	18.26	6.19	32.65
18	EXTERNAL AFFAIRS	2960.36	1735.75	281.33	42.71	66.89	43.04	232.19	5362.27	698.57	63.39	5.62	69.36
19	FERTILIZERS	217.99	127.85	22.48	3.42	4.94	3.51	16.89	397.07	35.60	4.60	1.82	0.35
20	FAMILY WELFARE	1288.67	748.16	162.12	27.00	18.92	26.79	134.10	2405.75	89.44	35.71	8.96	10.97
21	FOOD & PUBLIC DISTRIBUTION	1129.71	652.14	176.57	30.17	18.63	34.22	127.66	2169.10	125.65	29.62	6.54	46.56
22	FOOD PROCESSING INDUSTRIES	176.01	95.22	17.18	6.05	2.92	3.65	10.67	311.69	27.97	2.53	1.17	2.63
23	HEALTH	17267.26	9958.54	2125.22	345.87	189.80	336.10	2490.51	32713.31	348.22	368.06	11.44	152.17
24	HEAVY INDUSTRY	180.50	105.88	16.50	2.44	4.15	2.53	14.35	326.34	41.58	4.26	2.09	0.00
25	HOME AFFAIRS	293737.43	167527.56	10025.30	3304.75	153.33	1674.31	28713.32	505136.00	29497.37	13335.59	191.05	3086.21
26	INDIAN AUDIT AND ACCOUNTS	44505.28	25799.43	6418.69	1025.21	39.04	1064.01	2613.94	81465.61	4969.19	1042.64	261.85	1103.04
27	INDUSTRIAL DEVELOPMENT	2228.37	1295.60	242.91	39.70	29.26	42.74	164.95	4043.52	223.89	54.17	6.52	7.18
28	INFORMATION AND BROADCASTING	4395.17	2432.71	592.01	102.28	76.00	102.83	302.09	8003.09	418.63	134.81	52.58	61.37
29	LABOUR	7420.17	3739.24	747.18	134.00	38.60	138.16	599.14	12816.50	486.24	132.42	18.56	167.48
30	LAW AND JUSTICE	1884.04	1089.49	293.47	53.41	39.52	54.38	157.46	3571.78	138.23	41.20	28.05	25.99
31	MINES	10979.59	6242.16	1602.89	249.07	41.23	318.35	548.86	19982.14	1431.57	245.02	15.12	63.31
32	NON-CONVENTIONAL ENERGY SOURCES	509.98	299.16	46.61	6.88	11.73	7.14	40.54	922.05	15.44	1.43	0.00	0.00
33	OCEAN DEVELOPMENT	145.19	82.43	19.73	4.07	1.29	4.54	11.17	268.41	139.84	1.36	3.96	0.00

(Rs. Lakh)

Sl. No.	Ministry/Department	Pay	D A	H R A	C C A	OTA	TPT	Others	Total	Travel	Bonus	Honora- rium	Encash of E.L.
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.
34	PARLIAMENTARY AFFAIRS	103.55	61.43	17.20	3.65	5.63	3.74	5.73	200.93	89.06	2.66	1.96	12.18
35	PERSONNEL, PUBLIC GRIEVANCES & PENSIONS	2366.11	1395.77	303.99	48.73	34.42	50.61	245.46	4445.09	178.76	59.81	13.97	19.94
36	PETROLEUM AND NATURAL GAS	217.01	125.87	20.70	2.95	5.03	3.12	14.73	389.43	12.90	4.52	0.27	4.72
37	POSTS	164940.22	100284.56	17946.15	2191.72	3409.29	2703.96	18031.75	309507.67	3013.48	17109.95	467.26	6192.45
38	POWER	2088.70	1222.25	216.70	34.89	43.80	35.93	161.83	3804.10	222.43	32.82	2.56	25.77
39	PRESIDENT'S SECRETARIAT	213.95	122.84	8.55	7.35	8.69	2.48	26.62	390.47	1.17	6.05	6.31	8.64
40	PRIME MINISTER'S OFFICE	304.43	187.94	37.05	11.18	27.11	9.31	41.92	618.94	148.32	9.44	8.70	8.12
41	PUBLIC ENTERPRISES	107.23	62.90	9.80	1.45	2.47	1.50	8.52	193.87	3.25	0.03	0.00	0.00
42	PLANNING	1062.22	611.18	170.69	30.46	18.82	40.24	78.46	2012.06	223.14	22.45	3.22	78.78
43	RAILWAYS	773439.02	450308.12	68145.57	10288.62	18296.04	10583.18	55946.68	1387007.23	33691.02	69901.56	2553.75	21092.91
44	REVENUE	63516.84	36384.72	9203.41	1388.90	1441.41	1395.04	4224.76	117555.09	3752.26	1547.30	178.61	809.49
45	RURAL DEVELOPMENT	523.58	302.56	80.86	16.73	16.70	18.89	38.11	997.43	173.45	10.33	10.08	8.64
46	SCIENCE AND TECHNOLOGY	12682.21	7283.15	1500.55	271.56	284.87	281.24	1154.51	23458.08	764.28	406.65	79.60	159.91
47	SPACE	15379.44	8726.15	1491.99	237.18	174.91	266.07	2099.36	28375.10	5190.82	88.87	5.87	620.71
48	SMALL SCALE INDUSTRIES, AGRO & RURAL INDUSTRIES	1868.68	1091.76	308.43	45.10	7.77	55.59	175.50	3552.81	123.68	51.09	2.75	75.82
49	STATISTICS & PROGRAMME IMPLEMENTATION	5069.97	2956.88	702.17	102.63	14.92	135.82	223.25	9205.63	788.53	111.18	19.40	85.18
50	STEEL	356.85	205.15	78.52	14.49	4.81	12.48	32.09	704.39	51.68	11.24	4.09	8.12
51	TEXTILES	2598.39	1512.23	299.80	46.80	30.60	62.79	158.42	4709.04	276.30	75.02	18.98	51.56
52	SURFACE TRANSPORT	2804.91	1632.56	395.97	65.38	22.31	72.30	353.84	5347.26	541.35	76.57	11.13	64.97
53	TELECOMMUNICATIONS	2035.50	1198.58	286.57	47.18	32.10	70.80	160.34	3831.06	390.75	33.95	6.47	2412.20
54	TOURISM	366.23	209.80	64.54	10.58	4.73	11.15	32.05	699.08	89.91	9.38	3.68	0.00
55	UNION PUBLIC SERVICE COMMISSION	1282.42	745.99	225.13	46.25	12.00	42.88	97.30	2451.96	92.59	36.45	52.28	37.07
56	URBAN DEVELOPMENT & POVERTY ALLEVIATION	19929.36	10835.31	1727.06	361.17	191.26	327.40	758.66	34130.21	623.59	380.69	32.53	498.43
57	VICE PRESIDENT'S SECRETARIAT	29.11	18.37	2.91	0.99	4.60	1.00	1.49	58.48	1.21	0.91	0.00	2.08
58	WATER RESOURCES	8790.97	5228.08	1257.06	196.80	30.97	239.26	906.05	16649.17	1105.19	221.34	22.37	216.66
59	SOCIAL JUSTICE & EMPOWERMENT	650.88	365.53	66.96	11.39	11.96	13.44	50.33	1170.48	89.48	13.65	2.58	20.69
60	WOMEN & CHILD DEVELOPMENT	419.37	245.21	71.65	13.24	4.23	14.13	25.95	793.78	62.35	13.40	0.35	10.58
61	YOUTH AFFAIRS AND SPORTS	210.44	122.56	33.03	6.24	9.58	6.04	13.15	401.04	104.64	5.49	1.03	8.70
Total		1848194.61	1049243.21	167388.51	27573.97	76238.01	26081.41	153954.59	3348674.31	105089.79	122928.74	4801.41	51192.27