



GOVERNMENT OF INDIA

BROCHURE

ON

PAY AND ALLOWANCES

OF

CENTRAL GOVERNMENT CIVILIAN EMPLOYEES

2012-2013

**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 2012-13** provides statistical information on expenditure incurred by different Ministries/Departments of the Central Government on Pay and Allowances including Dearness Allowance, House Rent Allowance, Transport Allowance, Overtime Allowance, etc. in respect of its regular employees. The Brochure also contains information on the group-wise 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).

May, 2014
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 ₹108070.66 crore in 2012-13 as compared to ₹95291.27 crore in 2011-12. Thus, there is an increase in expenditure by ₹12779.39 crore over previous year which in relative terms works out to around 13%.
2. Out of the total expenditure of ₹108070.66 crore, the percentage expenditure on Pay, Dearness Allowance (DA), House Rent Allowance (HRA) and other allowances is around 48%, 31%, 5% and 16% respectively.
3. The expenditure on Pay, DA, HRA, Transport Allowance, Children Education, Reimbursement of Medical charges, Leave Travel concession, and Other Compensatory Allowance in 2012-13 has increased by around 4.6%, 25%, 1.6%, 14%, 23.7%, 16%, 28%, and 44% respectively as compared to the corresponding expenditure of the previous year.
4. The total expenditure on Pay and Allowances as a percentage of Revenue Receipts and Revenue Expenditure of the Central Government during the financial year 2012-13 was 10.23% and 7.60% as compared to 10.47% and 7.30% respectively during the financial year 2011-12.
5. Almost 84% of the total expenditure is incurred by five major Ministries/ Departments (Railways, Defence (Civil), Home Affairs, Post and Revenue) during 2012-13.
6. Of the total expenditure on Pay and Allowances in 2012-13, the Ministry of Railways continues to have the largest share (more than one third of the total expenditure) at 35.68%, marginally decreased from 36.83% percent in 2011-12. Shares of Ministry of Defence (Civil) and Department of Posts also have decreased from the previous year i.e. from 13.75% to 13.42% and from 7.71% to 7.53% respectively. However, share of Ministry of Home Affairs has increased from 21.03% to 23.24%. Share of other departments has slightly decreased from 20.68% to 20.13%.
7. The expenditure of UT administrations was ₹2436.87 crore in 2012-13 as compared to ₹2253.79 crore in 2011-12. Thus, there is an increase in expenditure by ₹183.08 crore over previous year which in relative terms works out to around 8%.
8. The expenditure of Indian Missions/ Embassies abroad was ₹874.08 crore in 2012-13 as compared to ₹772.60 crore in 2011-12. Thus, there is an increase in expenditure by ₹101.48 crore over previous year which in relative terms works out to around 13%.

9. Out of the total expenditure of ₹5686.53 crore on HRA in 2012-13, the HRA expenditure for X class cities is ₹2411.62 crore which is around 42% of the total expenditure on HRA.

10. Consumer Price Index Number (CPI) for Industrial Worker (Base 2001=100) has registered an increase of 103.87% over 115.76 points, up to March 2014.

11. The total number of Regular Central Government Civilian Employees in position was 30.84 lakh as against the sanctioned strength of 36.84 lakh as on 1.3.2012.

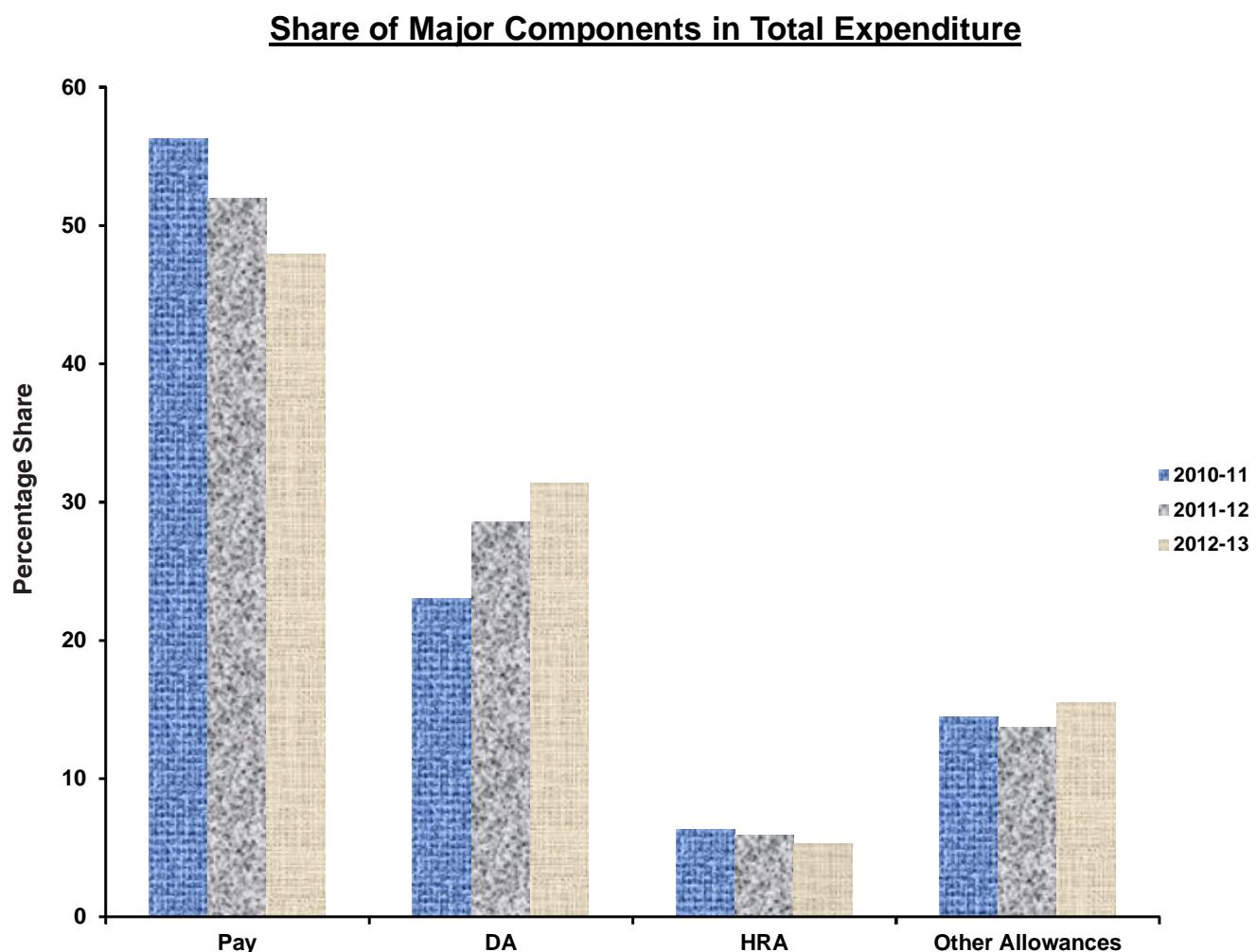
12. Of the total number of 36.84 lakh sanctioned posts, approximately 16.28% of the posts were vacant as on 1.3.2012.

13. The sanctioned strength of Central Police Forces was 8.82 lakh against 7.98 lakh in position as on 1.3.2012.

14. Almost 91% of the total manpower is covered by five major Ministries/ Departments (Railways, Defence (Civil), Home Affairs, Post and Revenue). Of the total strength of 30.84 lakh, the percentage share of the Railways is around 42%, Home Affairs is around 27%, Defence (Civil) is around 12%, Posts is around 7%, Revenue is around 3% and all other Ministries/ Departments is around 9%.

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

Year	Pay	DA	HRA	Other Allowances	Total
2010-11	56.24	23.00	6.31	14.45	100.00
2011-12	51.93	28.52	5.88	13.67	100.00
2012-13	47.89	31.39	5.26	15.46	100.00



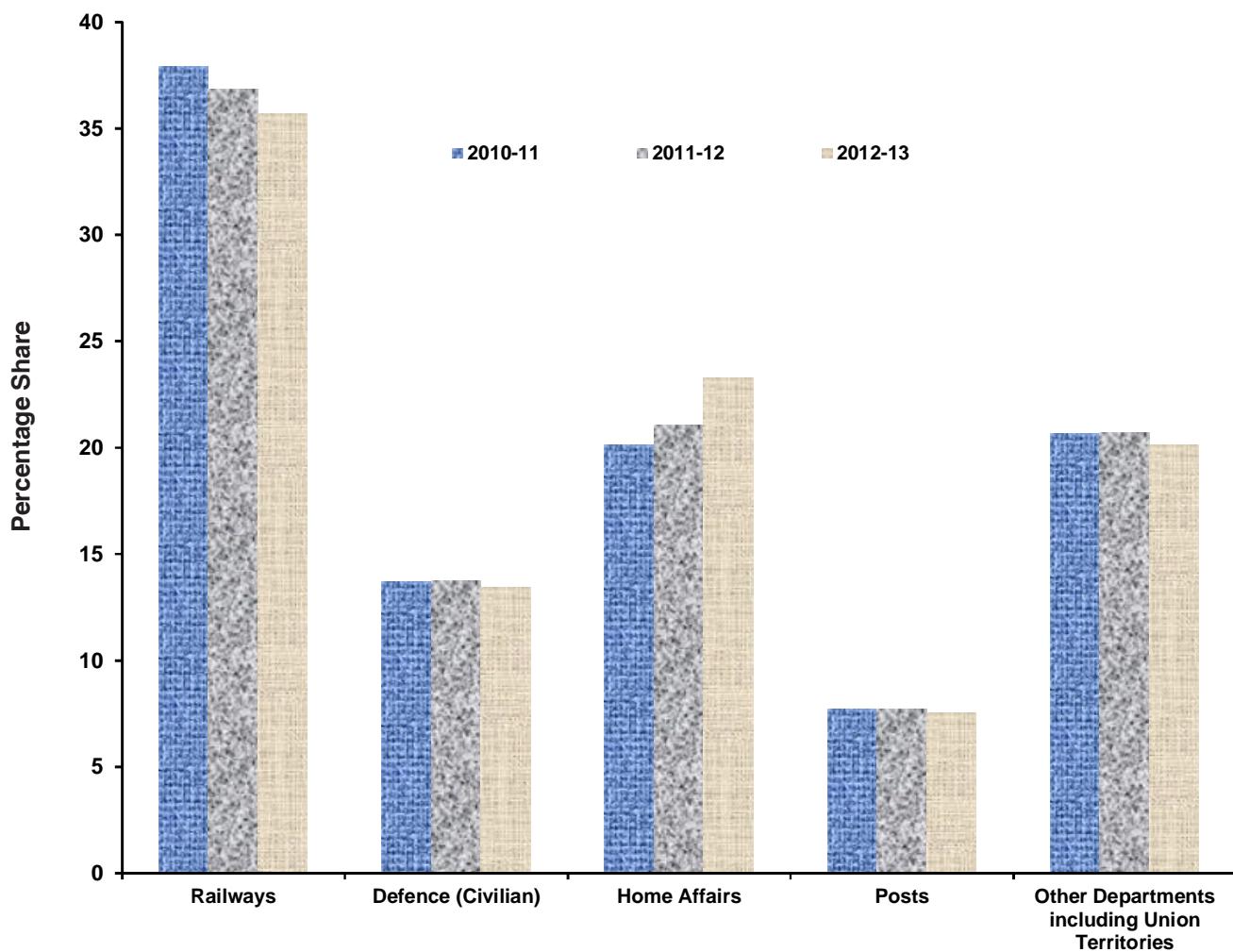
- Note:** (i) This does not include the expenditure incurred on Travelling Allowance, Productivity Linked Bonus/Ad hoc Bonus, Honorarium and Encashment of Earned Leave.
- (ii) Other Allowances include OTA, Transport Allowance, Special Pay and Deput. (Duty) Allowance, CEA, Reimbursement of Medical Charges, Leave Travel Concession and Other Compensatory Allowances.

SHARE OF MAJOR DEPARTMENTS IN TOTAL EXPENDITURE DURING LAST THREE YEARS

(Expressed as percentage to total)

Year	Railways	Defence (Civilian)	Home Affairs	Posts	Other Departments including Union Territories	Total
2010-11	37.88	13.68	20.09	7.69	20.66	100.00
2011-12	36.83	13.75	21.03	7.71	20.68	100.00
2012-13	35.68	13.42	23.24	7.53	20.13	100.00

Share of Major Departments in Total Expenditure

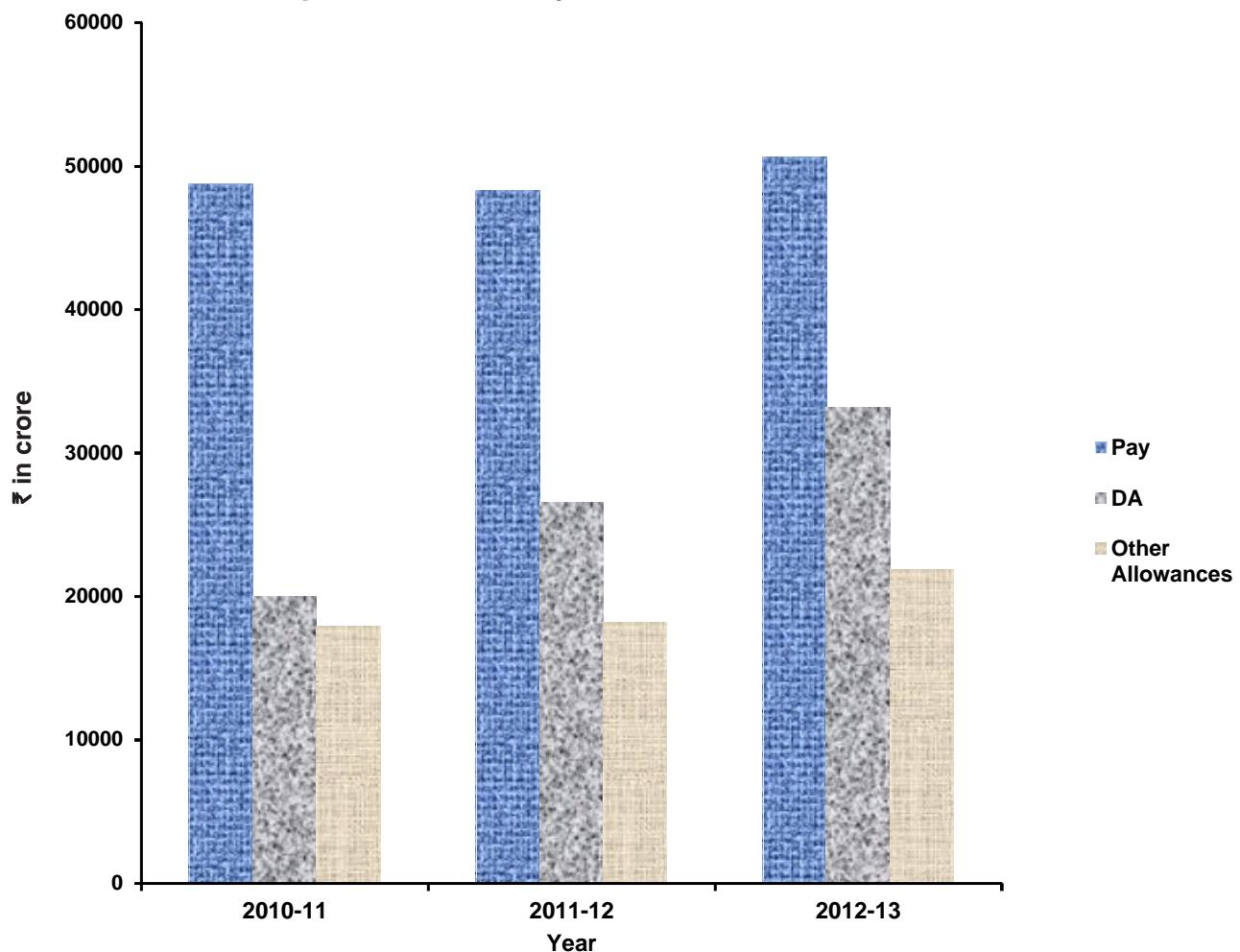


**EXPENDITURE ON PAY AND ALLOWANCES OF THE CENTRAL
GOVERNMENT CIVILIAN EMPLOYEES**

(₹ in crore)

Year	Pay	DA	Other Allowances	Total
2010-11	48783.49	19973.34	17936.35	86693.18
2011-12	48339.73	26557.41	18140.34	93037.48
2012-13	50619.57	33137.50	21876.72	105633.79

Expenditure on Pay and Allowances



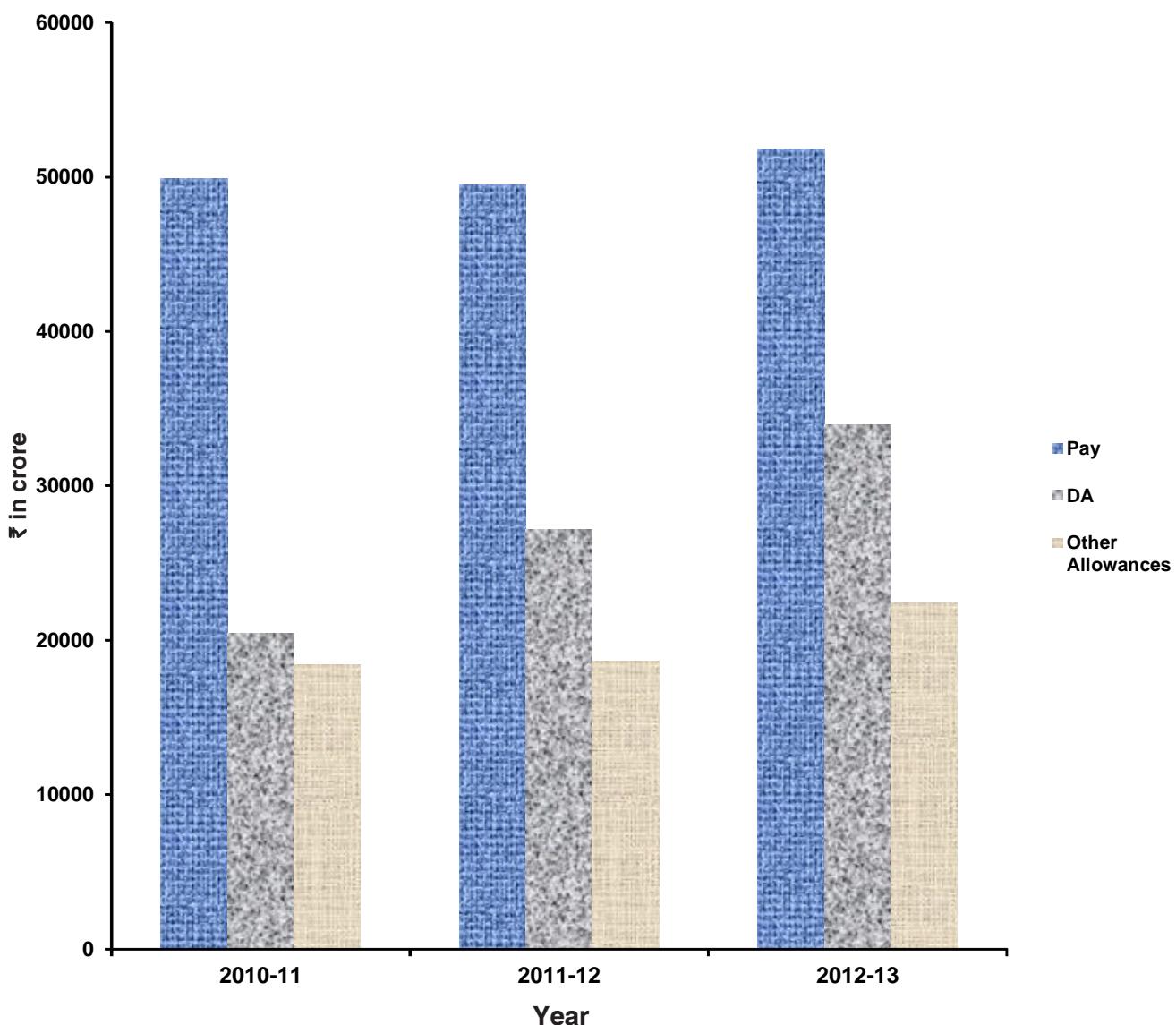
- Note:
- (i) This does not include the expenditure incurred on Travelling Allowance, Productivity Linked Bonus/Ad hoc Bonus, Honorarium and Encashment of Earned Leave.
 - (ii) This does not include the expenditure incurred on employees of UTs but includes the expenditure on the employees of Missions/Embassies.
 - (iii) Other Allowances include HRA, OTA, Transport Allowance, Special Pay and Deput. (Duty) Allowance, CEA, Reimbursement of Medical Charges, Leave Travel Concession and Other Compensatory Allowances.

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

(₹ in crore)

Year	Pay	DA	Other Allowances	Total
2010-11	49859.84	20385.01	18405.89	88650.74
2011-12	49486.65	27176.04	18628.58	95291.27
2012-13	51751.54	33922.09	22397.03	108070.66

Expenditure on Pay and Allowances including Union Territories



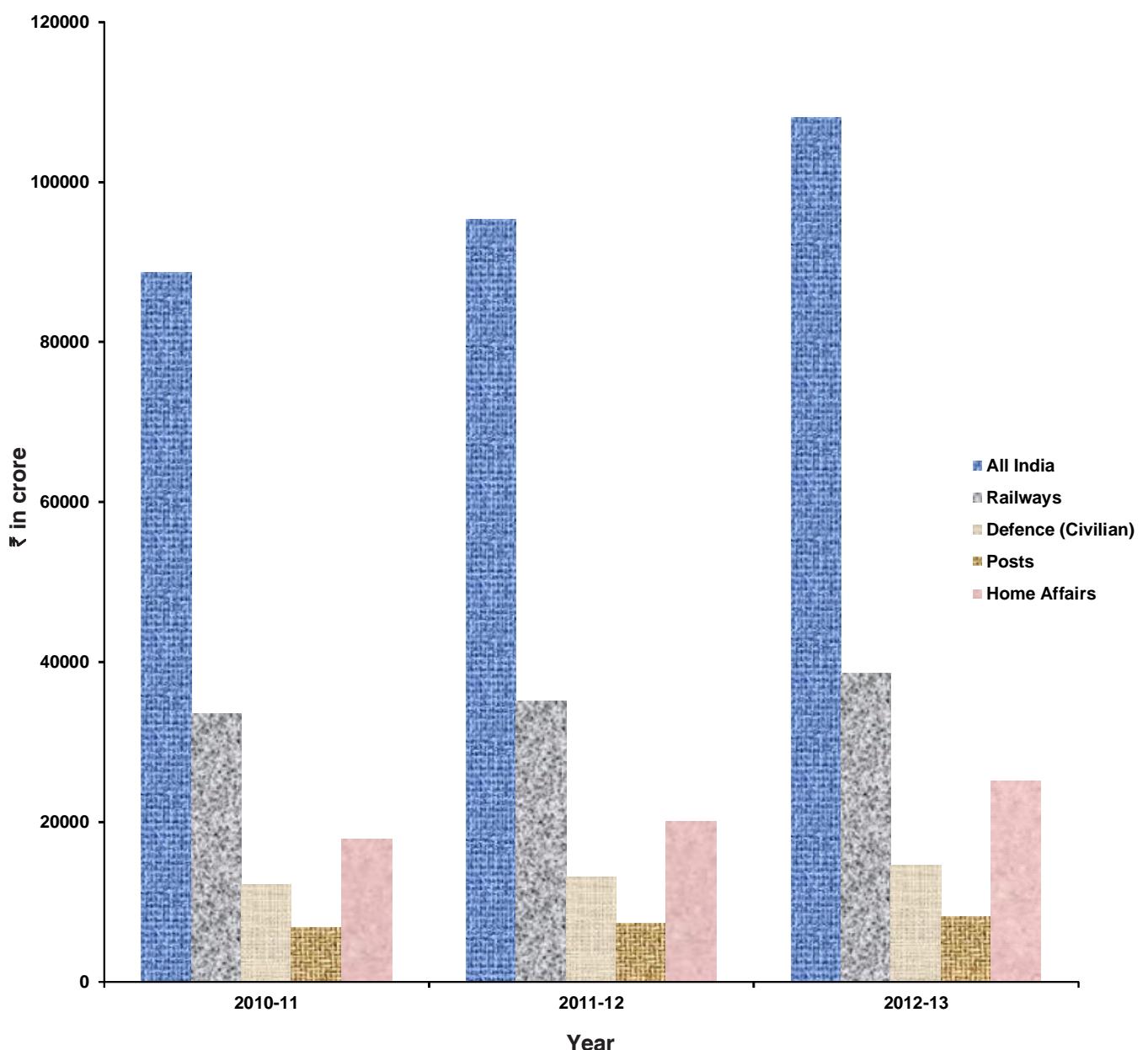
- Note : (i) This does not include the expenditure incurred on Travelling Allowance, Productivity Linked Bonus/Ad hoc Bonus, Honorarium and Encashment of Earned Leave.
- (ii) Other Allowances include HRA, OTA, Transport Allowance, Special Pay and Deput. (Duty) Allowance, CEA, Reimbursement of Medical Charges, Leave Travel Concession and Other Compensatory Allowances.

**EXPENDITURE ON PAY AND ALLOWANCES OF MAJOR
MINISTRIES DURING THE LAST THREE YEARS**

(₹ in crore)

Year	All India	Railways	Defence (Civilian)	Posts	Home Affairs
2010-11	88650.74	33580.41	12127.92	6817.81	17809.16
2011-12	95291.27	35097.08	13102.38	7343.91	20036.76
2012-13	108070.66	38560.80	14502.22	8143.43	25113.14

Expenditure on Pay and Allowances of Major Ministries



Note : Expenditure figure do not include Travelling Allowance, Productivity Linked Bonus/Ad hoc Bonus, Honorarium and Encashment of Earned Leave.

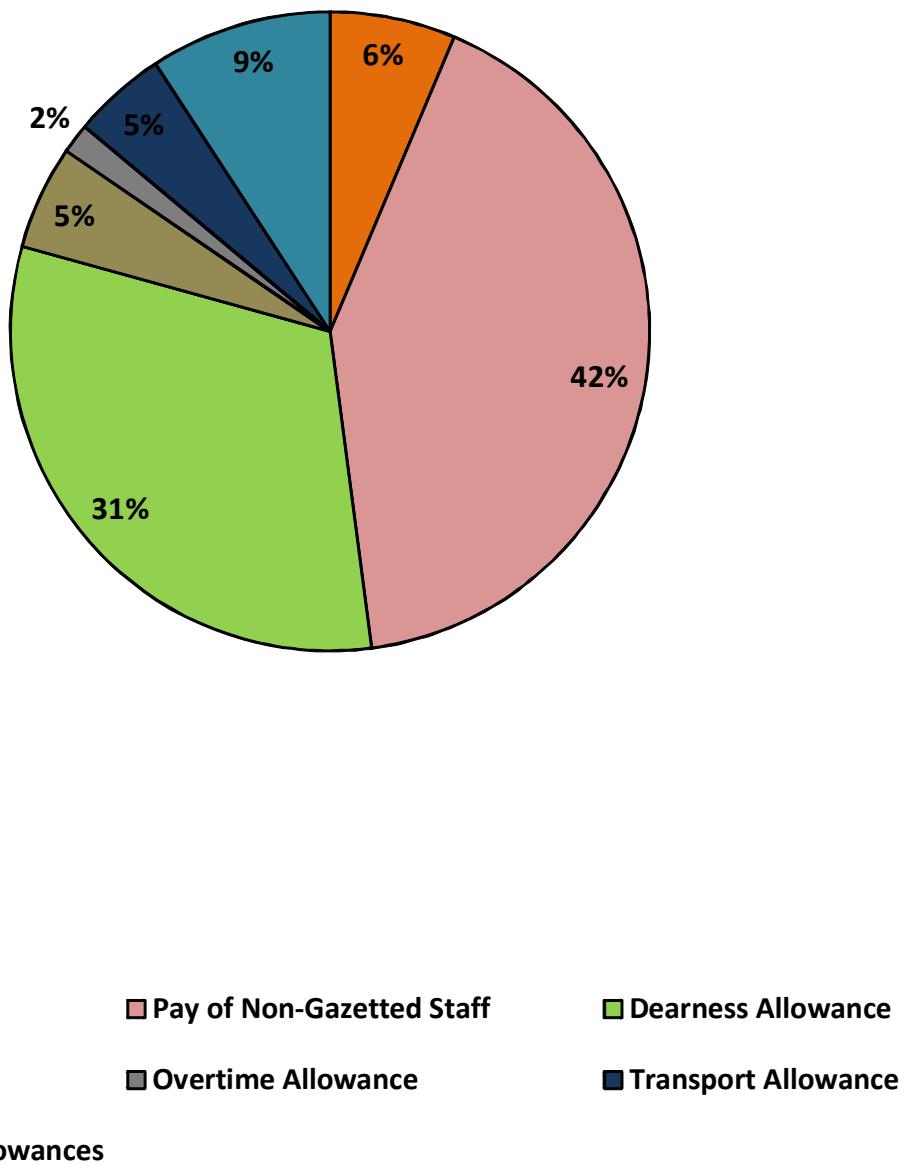
**COMPONENT-WISE BREAK UP OF EXPENDITURE ON PAY AND
ALLOWANCES OF THE CENTRAL GOVERNMENT CIVILIAN
EMPLOYEES DURING THE LAST THREE YEARS**

(₹ in crore)

S.No.	Pay/Allowances	2010-11	2011-12	2012-13
1	2	3	4	5
1	Pay of Gazetted Officers	6368.68	6297.20	6720.87
2	Pay of Non-Gazetted Staff	42414.81	42042.53	43898.70
3	Dearness Allowance	19973.34	26557.41	33137.50
	Sub-Total (i)	68756.83	74897.14	83757.07
1	House Rent Allowance	5479.36	5478.47	5560.38
2	Overtime Allowance	1203.82	1222.02	1595.06
3	Transport Allowance	4076.44	4369.52	5004.94
4	Spl. Pay & Deput. (Duty) Allowance	145.27	156.40	173.76
5	Composite Hill Compen. Allowance	116.79	141.45	155.32
6	Children Education Allowance	929.93	1144.35	1416.68
7	Reimbursement of Medical Charges	641.24	599.34	691.49
8	Leave Travel Concession	725.92	605.33	777.90
9	Other Compensatory Allowances	4617.58	4423.46	6501.19
	Sub-Total (ii)	17936.35	18140.34	21876.72
	Grand Total (i) + (ii)	86693.18	93037.48	105633.79
	Travelling Allowance	3025.21	3428.96	3499.26

- Note : (i) This does not include the expenditure incurred on Productivity Linked Bonus/Ad hoc Bonus, Honorarium and Encashment of Earned Leave.
- (ii) This does not include the expenditure incurred on employees of UTs but includes the expenditure on the employees of Missions/Embassies.

Pie chart showing percentage expenditure incurred on different components of pay and allowances during 2012-13



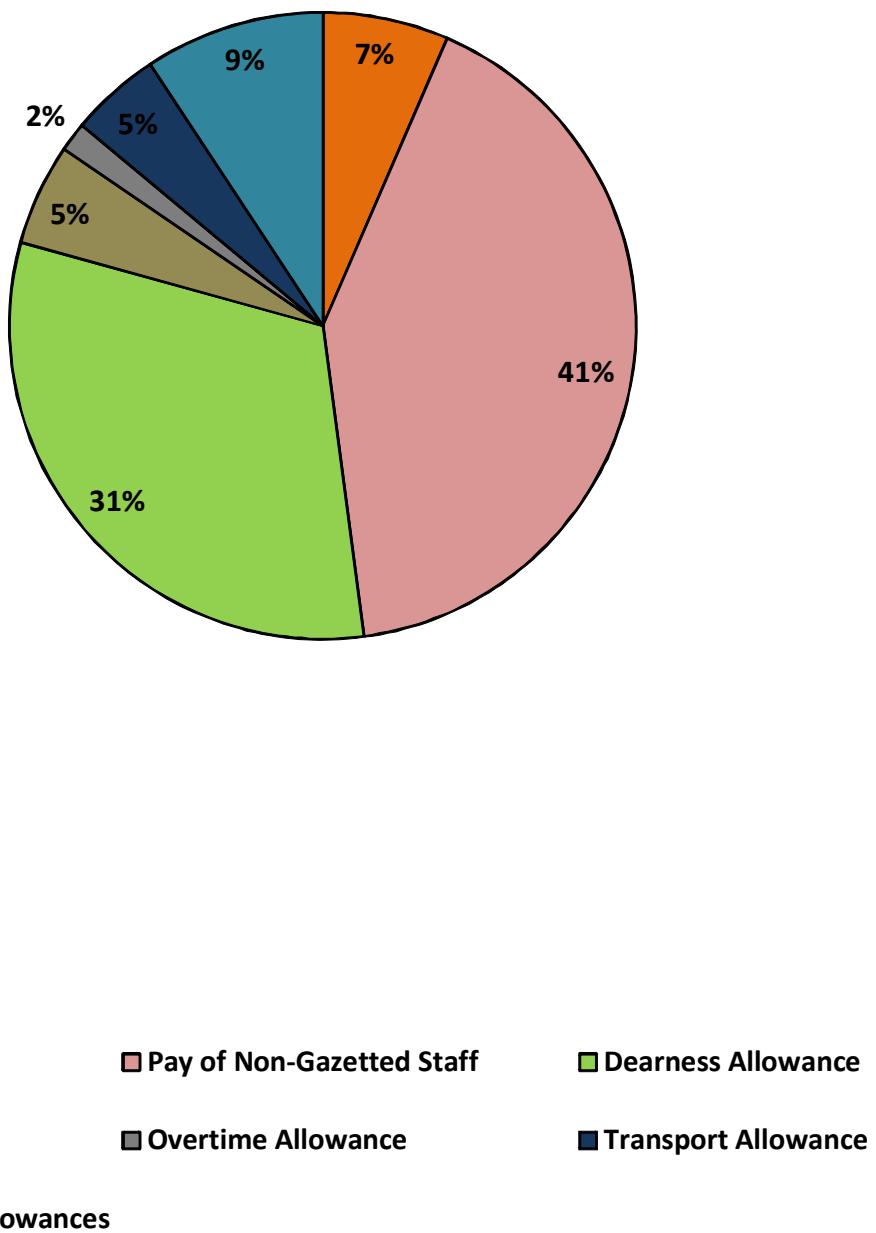
**COMPONENT-WISE BREAK UP OF EXPENDITURE ON PAY AND ALLOWANCES
OF THE CENTRAL GOVERNMENT CIVILIAN EMPLOYEES INCLUDING EMPLOYEES
OF UNION TERRITORIES DURING THE LAST THREE YEARS**

(₹ in crore)

S.No.	Pay/Allowances	2010-11	2011-12	2012-13
1	2	3	4	5
1	Pay of Gazetted Officers	6672.05	6609.79	7029.29
2	Pay of Non-Gazetted Staff	43187.79	42876.86	44722.25
3	Dearness Allowance	20385.01	27176.04	33922.09
	Sub-Total (i)	70244.85	76662.69	85673.63
1	House Rent Allowance	5592.43	5598.86	5686.53
2	Overtime Allowance	1220.24	1238.80	1629.09
3	Transport Allowance	4115.55	4410.86	5049.61
4	Spl. Pay & Deput. (Duty) Allowance	148.04	159.53	177.05
5	Composite Hill Compen. Allowance	116.79	141.45	157.14
6	Children Education Allowance	935.08	1149.97	1422.29
7	Reimbursement of Medical Charges	666.29	619.68	718.20
8	Leave Travel Concession	741.27	618.93	794.43
9	Other Compensatory Allowances	4870.20	4690.50	6762.69
	Sub-Total (ii)	18405.89	18628.58	22397.03
	Grand Total (i) + (ii)	88650.74	95291.27	108070.66
	Travelling Allowance	3053.98	3459.07	3529.76

Note : This does not include the expenditure incurred on Productivity Linked Bonus/Ad hoc Bonus, Honorarium and Encashment of Earned Leave.

Pie chart showing percentage expenditure incurred on different components of pay and allowances including employees of Union Territories during 2012-13



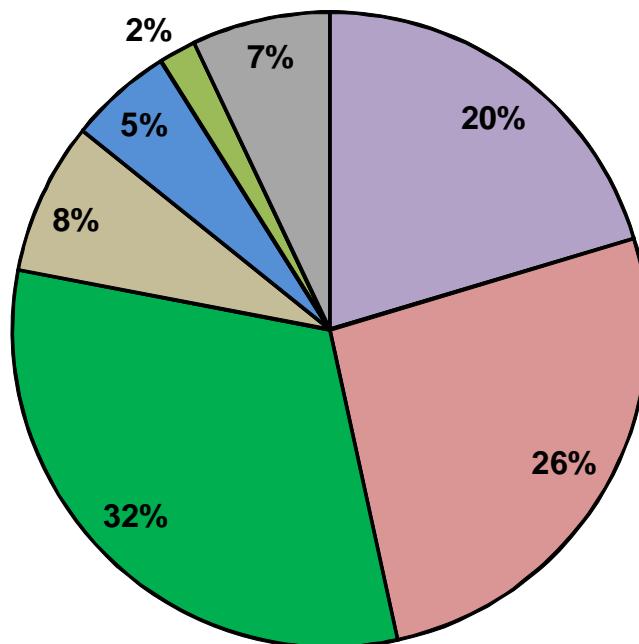
**COMPONENT-WISE BREAK UP OF EXPENDITURE ON PAY AND ALLOWANCES
OF THE EMPLOYEES OF OTHER DEPARTMENTS EXCLUDING EMPLOYEES
OF UTs, MINISTRIES/DEPARTMENTS OF RAILWAYS, DEFENCE, POSTS,
HOME AFFAIRS AND MISSIONS**

(₹ in crore)

Sl. No.	Pay/Allowances	2010-11	2011-12	2012-13
1	2	3	4	5
1	Pay of Gazetted Officers	3732.70	3665.23	3754.13
2	Pay of Non-Gazetted Staff	4882.57	4805.30	4833.58
3	Dearness Allowance	3507.87	4656.11	5798.52
	Sub-Total (i)	12123.14	13126.64	14386.23
1	House Rent Allowance	1302.04	1356.63	1431.24
2	Overtime Allowance	50.16	50.06	51.53
3	Transport Allowance	781.94	853.71	977.09
4	Spl. Pay & Deput. (Duty) Allowance	33.29	33.22	26.74
5	Composite Hill Compen. Allowance	6.33	19.38	7.58
6	Children Education Allowance	170.60	178.93	212.43
7	Reimbursement of Medical Charges	262.77	239.93	228.79
8	Leave Travel Concession	321.65	265.71	348.52
9	Other Compensatory Allowances	576.28	560.54	769.97
	Sub-Total (ii)	3505.06	3558.11	4053.89
	Grand Total (i) + (ii)	15628.20	16684.75	18440.12
	Travelling Allowance	631.05	735.03	705.82

Note : This does not include the expenditure incurred on Productivity Linked Bonus/Ad hoc Bonus, Honorarium and Encashment of Earned Leave.

Pie chart showing percentage expenditure incurred on different components of pay and allowances excluding UTs, Railways, Defence, Posts, Home Affairs and Missions during 2012-13



■ Pay of Gazetted Officers

■ Pay of Non-Gazetted Staff

■ Dearness Allowance

■ House Rent Allowance

■ Transport Allowance

■ Leave Travel Concession

■ Other Compensatory Allowances

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

(₹ in Crore)

Sl. No.	Pay/Allowances	2010-2011	2011-12	2012-13
1	2	3	4	5
1	Pay of Gazetted Officers	805.89	766.39	850.53
2	Pay of Non-Gazetted Staff	18289.38	17737.22	17716.24
3	Dearness Allowance	7829.07	9969.56	12147.21
	Sub-Total (i)	26924.34	28473.17	30713.98
1	House Rent Allowance	2196.06	2096.92	2001.18
2	Overtime Allowance	633.49	641.19	791.65
3	Transport Allowance	1701.00	1752.03	2088.13
4	Special Pay and Deput.(Duty) Allowance	19.80	18.40	16.46
5	Composite Hill Compensatory Allowance	0.07	0.14	0.13
6	Children Education Allowance	303.98	377.32	463.06
7	Reimbursement of Medical Charges	29.32	30.62	37.33
8	Leave Travel Concession #	49.34	68.47	108.51
9	Other Compensatory Allowances	1723.01	1638.82	2340.37
	Sub - Total (ii)	6656.07	6623.91	7846.82
	Grand Total (i) + (ii)	33580.41	35097.08	38560.80
	Travelling Allowance	1050.01	1250.29	1272.00

The Employees of Railways get free passes.

EXPENDITURE ON PAY AND ALLOWANCES OF THE CIVILIAN EMPLOYEES OF M/O DEFENCE (CIVIL)

(₹ in Crore)

Sl. No.	Pay/Allowances	2010-2011	2011-12	2012-13
1	2	3	4	5
1	Pay of Gazetted Officers	1164.32	1144.97	1365.83
2	Pay of Non-Gazetted Staff	5583.69	5490.90	5478.74
3	Dearness Allowance	2581.66	3642.92	4367.33
	Sub-Total (i)	9329.67	10278.79	11211.90
1	House Rent Allowance	937.92	917.71	939.12
2	Overtime Allowance	493.78	508.21	732.73
3	Transport Allowance	628.61	653.75	698.19
4	Special Pay and Deput.(Duty) Allowance	73.03	85.70	105.62
5	Composite Hill Compensatory Allowance	12.17	14.25	16.32
6	Children Education Allowance	92.57	107.68	126.91
7	Reimbursement of Medical Charges	156.55	147.76	183.70
8	Leave Travel Concession	139.25	104.65	119.85
9	Other Compensatory Allowances	264.37	283.88	367.88
	Sub - Total (ii)	2798.25	2823.59	3290.32
	Grand Total (i) + (ii)	12127.92	13102.38	14502.22
	Travelling Allowance	285.12	345.57	349.89

**EXPENDITURE ON PAY AND ALLOWANCES OF THE EMPLOYEES OF
DEPARTMENT OF POSTS**

(₹ in Crore)

Sl. No.	Pay/Allowances	2010-2011	2011-12	2012-13
1	2	3	4	5
1	Pay of Gazetted Officers	134.24	136.07	154.75
2	Pay of Non-Gazetted Staff	3745.69	3796.64	3734.01
3	Dearness Allowance	1436.44	2045.41	2663.07
	Sub-Total (i)	5316.37	5978.12	6551.83
1	House Rent Allowance	571.69	572.92	554.28
2	Overtime Allowance	25.83	21.72	18.38
3	Transport Allowance	349.57	392.45	393.69
4	Special Pay and Deput.(Duty) Allowance	4.35	2.58	2.54
5	Composite Hill Compensatory Allowance	3.14	4.72	3.56
6	Children Education Allowance	47.11	62.27	71.12
7	Reimbursement of Medical Charges	46.47	42.63	53.45
8	Leave Travel Concession	54.71	33.55	67.63
9	Other Compensatory Allowances	398.57	232.95	426.95
	Sub - Total (ii)	1501.44	1365.79	1591.60
	Grand Total (i) + (ii)	6817.81	7343.91	8143.43
	Travelling Allowance	58.49	61.00	60.43

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

(₹ in Crore)

Sl. No.	Pay/Allowances	2010-2011	2011-12	2012-13
1	2	3	4	5
1	Pay of Gazetted Officers	484.20	533.51	545.09
2	Pay of Non-Gazetted Staff	9752.50	10036.92	11959.51
3	Dearness Allowance	4308.48	5912.23	7763.94
	Sub-Total (i)	14545.18	16482.66	20268.54
1	House Rent Allowance	471.65	534.29	634.56
2	Overtime Allowance	0.56	0.84	0.77
3	Transport Allowance	615.32	717.58	847.84
4	Special Pay and Deput.(Duty) Allowance	14.80	16.50	22.40
5	Composite Hill Compensatory Allowance	95.08	102.96	127.73
6	Children Education Allowance	236.27	334.13	438.67
7	Reimbursement of Medical Charges	95.94	94.98	135.65
8	Leave Travel Concession	130.40	102.88	102.71
9	Other Compensatory Allowances	1603.96	1649.94	2534.27
	Sub - Total (ii)	3263.98	3554.10	4844.60
	Grand Total (i) + (ii)	17809.16	20036.76	25113.14
	Travelling Allowance	871.83	892.71	975.97

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

(₹ in Crore)

Sl. No.	Pay/Allowances	2010-2011	2011-12	2012-13
1	2	3	4	5
1	Pay of Gazetted Officers	303.37	312.59	308.42
2	Pay of Non-Gazetted Staff	772.98	834.33	823.55
3	Dearness Allowance	411.67	618.63	784.59
	Sub-Total (i)	1488.02	1765.55	1916.56
1	House Rent Allowance	113.07	120.39	126.15
2	Overtime Allowance	16.42	16.78	34.03
3	Transport Allowance	39.11	41.34	44.67
4	Special Pay and Deput. (Duty) Allow.	2.77	3.13	3.29
5	Children Education Allowance	5.15	5.62	5.61
6	Reimbursement of Medical Charges	25.05	20.34	26.71
7	Leave Travel Concession	15.35	13.60	16.53
8	Other Compensatory Allowances	252.62	267.04	263.32
	Sub-Total (ii)	469.54	488.24	520.31
	Grand Total (i) + (ii)	1957.56	2253.79	2436.87
	Travelling Allowance	28.77	30.11	30.50

**EXPENDITURE ON PAY AND ALLOWANCES OF REGULAR EMPLOYEES
AND LOCAL RECRUITS IN INDIAN MISSIONS ABROAD**

(₹ in Crore)

Sl. No.	Pay/Allowances	2010-2011	2011-12	2012-13
1	2	3	4	5
<u>INDIA BASED</u>				
1	Pay of Officers	47.33	51.03	50.54
2	Pay of Establishment	44.61	48.11	37.06
	Sub-total (i)	91.94	99.14	87.60
1	Foreign Allowance	309.82	331.18	397.43
2	Children Education Allowance	79.40	84.02	104.49
3	Home Leave Fares	30.57	30.07	30.68
4	Reimbursement of Medical Charges	50.19	43.42	52.57
5	Other Compensatory Allowances	16.75	18.15	14.78
6	Representational Grant	21.14	22.36	26.01
	Sub- Total (ii)	507.87	529.20	625.96
<u>LOCAL RECRUITS</u>				
1	Pay	116.37	127.44	139.56
2	Allowances	13.50	16.82	20.96
	Sub-Total (iii)	129.87	144.26	160.52
	Grand Total (i)+(ii)+(iii)	729.68	772.60	874.08
	Travelling Allowance	128.71	144.36	135.15

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

(₹ in Crore)

Expenditure on House Rent Allowance	
Class of City	2012-13
X	2411.62
	(42.41)
Y	1837.74
	(32.32)
Z	1437.17
	(25.27)
Total	5686.53
	(100.00)

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

RATES OF HOUSE RENT ALLOWANCE (w.e.f. 1.9.2008)

Classification of Cities/Towns	Rates of HRA as a percentage of (Basic pay+NPA where applicable)
X	30%
Y	20%
Z	10%

RATES OF TRANSPORT ALLOWANCE (w.e.f. 1.9.2008)

Employees drawing grade of pay	Rates of Transport Allowance per month in ₹	
	*13 cities previously classified as 'A-1'/'A'	Other Places
1. ₹5400 & above	₹3200+DA	₹ 1600+DA
2. ₹4200, ₹4600 and ₹4800	₹1600+DA	₹ 800+DA
3. Below ₹4200 but drawing pay in the pay band equal to ₹7440 & above	₹1600+DA	₹ 800+DA
4. Below ₹4200 and pay in the pay band below ₹7440	₹600+DA	₹400+DA

* Ahmedabad (UA), Bangalore (UA), Chennai (UA), Delhi (UA), Greater Mumbai (UA), Hyderabad (UA), Jaipur (UA), Kanpur (UA), Kolkata (UA), Lucknow (UA), Nagpur (UA), Pune (UA) & Surat (UA)

EXPENDITURE INCURRED ON PAY AND ALLOWANCES BY THE CENTRAL MINISTRIES/DEPARTMENTS

ON CIVILIAN EMPLOYEES DURING 2012-13

(₹ in Crore)

Sl. No.	Ministry/Department	Pay No.	DA	HRA	OTA	TPT	Others	Total Allow.	Travel Allow.	Bonus	Honora- rium	Encashment of E.I.
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Agricultural Research & Education	1.51	1.03	0.26	0.01	0.16	0.14	3.11	0.23	0.01	0.01	0.00
2	Agriculture and Cooperation	93.60	65.04	14.65	0.25	13.91	12.25	199.70	9.59	1.01	0.72	2.98
3	Animal Husbandry, Dairying & Fisheries	53.73	37.81	7.27	1.15	7.04	6.91	113.91	3.78	0.93	0.90	3.77
4	Atomic Energy	908.19	591.73	92.30	31.71	86.75	423.37	2134.05	46.49	0.00	0.29	46.28
5	AYUSH	4.56	3.08	0.84	0.01	0.59	0.28	9.36	0.45	0.02	0.01	0.26
6	Bio-Technology	5.05	3.42	0.88	0.01	0.52	0.49	10.37	2.28	0.04	0.06	0.35
7	Cabinet Secretariat	7.49	5.02	0.82	0.11	1.01	1.23	15.68	0.82	0.07	0.12	0.60
8	Chemicals, Petrochemicals & Pharmaceuticals	7.89	5.36	1.38	0.01	0.82	0.78	16.24	1.54	0.04	0.05	0.46
9	Civil Aviation	30.92	21.07	5.06	0.14	3.76	3.14	64.09	4.23	0.41	1.44	0.96
10	Coal	7.61	5.24	1.68	0.00	1.12	0.62	16.27	0.95	0.09	0.06	0.22
11	Commerce	140.96	95.88	33.54	0.28	14.43	32.62	317.71	23.33	1.40	0.31	0.53
12	Consumer Affairs	23.03	16.09	4.19	0.05	3.65	2.39	49.40	2.26	0.16	0.10	0.71
13	Corporate Affairs	33.70	22.09	6.81	0.06	4.94	4.37	71.97	2.89	0.31	0.04	2.21
14	Culture	113.83	75.63	23.44	0.44	15.26	15.64	244.24	11.24	1.33	0.28	12.00
15	Defence (Civil)	6844.57	4367.33	939.12	732.73	698.19	920.28	14502.22	349.89	106.48	2.58	135.41
16	Development of NE Region	7.43	4.74	0.67	0.04	0.35	1.28	14.51	0.86	0.07	0.00	0.18
17	Disinvestment	1.80	1.13	0.22	0.00	0.21	0.16	3.52	1.05	0.01	0.01	0.30
18	Drinking Water & Sanitation	2.10	1.47	0.52	0.00	0.30	0.30	4.69	0.05	0.01	0.03	0.11
19	Earth Sciences	120.87	82.99	18.84	0.00	14.60	22.56	259.86	7.94	1.40	0.07	10.00
20	Economic Affairs	26.23	18.11	4.39	0.06	3.82	3.69	56.30	5.49	0.23	0.31	1.59
21	Environment & Forests	69.11	45.52	9.69	0.13	7.19	11.56	143.20	17.60	0.73	0.31	3.40
22	Expenditure	22.04	15.36	5.48	0.04	3.15	3.19	49.26	1.93	0.13	0.13	2.20
23	External Affairs *	79.98	55.50	15.38	0.05	11.24	8.37	170.52	53.79	0.51	0.03	15.29
24	Fertilizers	7.27	4.79	1.01	0.00	1.10	0.28	14.45	0.95	0.08	0.09	0.29

Sl. No.	Ministry/Department	Pay	DA	HRA	OTA	TPT	Others	Total	Travel Allow.	Bonus	Honora-rium	Encashment of E.L.
1	2	3	4	5	6	7	8	9	10	11	12	13
25	Financial Services	24.35	16.84	4.45	0.10	3.78	3.58	53.10	1.49	0.39	0.15	0.44
26	Food & Public Distribution	18.49	12.98	3.40	0.06	2.45	8.96	46.34	2.37	0.17	0.22	3.12
27	Food Processing Industries	3.40	2.31	0.58	0.12	0.35	0.70	7.46	1.31	0.05	0.12	0.60
28	Health & Family Welfare	626.89	434.05	115.05	0.37	92.74	118.10	1387.20	13.08	6.35	0.19	23.21
29	Heavy Industry	5.19	3.66	0.82	0.03	0.80	0.65	11.15	1.05	0.06	0.07	0.17
30	Higher Education	29.89	20.66	4.02	0.09	3.57	4.11	62.34	2.38	0.32	0.14	0.90
31	Home Affairs	12504.60	7763.94	634.56	0.77	847.84	3361.43	25113.14	975.97	192.90	5.41	169.50
32	Indian Audit & Accounts	1094.14	742.93	191.31	0.16	113.93	108.44	2250.91	113.04	9.48	4.85	53.49
33	Industrial Policy & Promotion	51.89	35.21	7.25	0.21	7.01	5.85	107.42	3.69	0.69	0.20	2.94
34	Information and Broadcasting	92.37	64.79	13.70	0.29	8.93	11.25	191.33	6.96	1.34	0.17	1.29
35	Information Technology	196.31	132.42	38.82	0.19	22.62	11.51	401.87	10.10	0.39	0.30	1.39
36	Labour & Employment	135.25	88.17	14.73	0.09	9.49	13.47	261.20	14.92	1.37	0.19	3.90
37	Land Resources	2.68	1.82	0.47	0.01	0.28	0.26	5.52	0.48	0.02	0.03	0.15
38	Law and Justice	49.09	33.20	8.08	0.18	6.64	5.66	102.85	3.11	0.45	0.64	1.19
39	Micro, Small and Medium Enterprises	44.17	30.06	6.05	0.00	6.72	8.58	95.58	2.14	0.34	0.67	1.01
40	Mines	222.89	158.05	53.68	0.16	35.08	18.85	488.71	27.83	0.94	0.32	1.10
41	Minority Affairs	4.24	2.88	0.74	0.02	0.44	0.40	8.72	0.60	0.03	0.00	0.00
42	New & Renewable Energy	7.80	5.54	1.07	0.01	1.06	1.10	16.58	2.08	0.06	0.05	0.00
43	Overseas Indian Affairs	3.34	2.32	0.41	0.01	0.43	0.53	7.04	1.75	0.01	0.01	0.18
44	Panchayati Raj	2.17	1.45	0.24	0.01	0.29	0.36	4.52	0.15	0.01	0.03	0.10
45	Parliamentary Affairs	3.38	2.30	0.59	0.01	0.35	0.33	6.96	0.95	0.03	0.03	0.03
46	Personnel, Public Grievances & Pensions	152.90	104.10	23.70	0.11	20.30	93.27	394.38	18.61	2.21	0.46	3.45
47	Petroleum and Natural Gas	7.22	4.99	1.03	0.06	0.99	0.97	15.26	0.89	0.05	0.10	0.59
48	Planning Commission	36.93	25.07	6.46	0.01	3.85	3.65	75.97	12.45	0.22	0.18	0.02
49	Posts	3888.76	2663.07	554.28	18.38	393.69	625.25	8143.43	60.43	342.77	6.40	210.47
50	Power	37.56	27.44	5.93	0.03	3.04	4.17	78.17	4.38	0.30	0.20	3.13
51	President's Secretariat	5.69	3.98	0.24	0.09	0.82	0.91	11.73	0.07	0.07	0.13	0.35

Sl. No.	Ministry/Department	Pay	DA	HRA	OTA	TPT	Others	Total	Travel Allow.	Bonus	Honora- rium	Encashment of E.L.
1	2	3	4	5	6	7	8	9	10	11	12	13
52	Prime Minister's Office	9.00	7.35	1.03	0.19	1.68	1.50	20.75	1.34	0.10	0.16	0.13
53	Public Enterprises	2.55	1.73	0.45	0.00	0.27	0.25	5.25	0.67	0.02	0.00	0.12
54	Railways	18566.77	12147.21	2001.18	791.65	2088.13	2965.86	38560.80	1272.00	1007.42	14.14	891.21
55	Revenue	2314.34	1534.80	395.75	10.13	246.59	262.08	4763.69	114.10	22.49	3.13	104.51
56	Road Transport & Highways	40.03	29.05	7.64	0.07	4.85	4.21	85.85	4.32	0.57	0.00	0.43
57	Rural Development	11.10	7.54	1.94	0.05	1.16	1.04	22.83	2.54	0.09	0.07	0.10
58	School Education and Literacy	6.12	3.91	0.75	0.10	1.00	0.20	12.08	0.97	0.10	0.05	0.65
59	Science & Technology	139.72	94.87	24.43	0.17	17.77	20.81	297.77	14.99	2.48	0.60	0.76
60	Shipping	39.31	27.27	4.72	0.08	4.06	7.62	83.06	6.49	0.44	0.18	1.25
61	Social Justice & Empowerment	14.15	9.61	2.26	0.09	1.99	1.76	29.86	2.87	0.08	0.05	0.67
62	Space	457.13	321.14	73.67	0.99	41.94	200.71	1095.58	38.52	0.00	0.56	31.73
63	Statistics & Programme Implementation	114.45	71.98	26.51	0.10	12.83	10.01	235.88	15.66	0.72	0.49	7.85
64	Steel	6.63	4.61	1.25	0.07	1.00	1.08	14.64	0.84	0.06	0.10	0.50
65	Telecommunication	111.14	76.69	12.34	0.29	8.77	11.51	220.74	11.44	0.27	0.32	10.29
66	Textiles	75.97	52.18	12.82	0.10	7.76	10.60	159.43	6.09	1.21	0.10	3.84
67	Tourism	9.48	6.17	1.70	0.04	1.17	1.13	19.69	2.35	0.09	0.06	0.22
68	Tribal Affairs	5.65	3.58	0.73	0.03	0.56	0.39	10.94	0.55	0.06	0.00	0.00
69	Union Public Service Commission	30.75	22.91	5.70	0.10	5.24	5.91	70.61	1.55	0.37	0.80	2.18
70	Urban Development **	362.51	246.71	70.76	1.48	54.49	44.30	780.25	12.54	4.52	1.97	18.57
71	Vice President's Secretariat	0.89	0.62	0.06	0.05	0.15	0.16	1.93	0.02	0.01	0.00	0.00
72	Water Resources	189.17	126.93	31.03	0.29	19.10	25.47	391.99	20.00	1.56	0.18	5.60
73	Women & Child Development	10.95	7.67	1.95	0.04	1.52	1.23	23.36	1.07	0.10	0.04	0.96
74	Youth Affairs and Sports	9.54	5.88	1.61	0.10	1.31	0.78	19.22	1.28	0.11	0.07	0.31
Total		50392.41	32740.07	5560.38	1595.06	5004.94	9466.85	104759.71	3364.11	1719.36	52.28	1804.70

* Excluding Missions Abroad.

** Including HUPA.

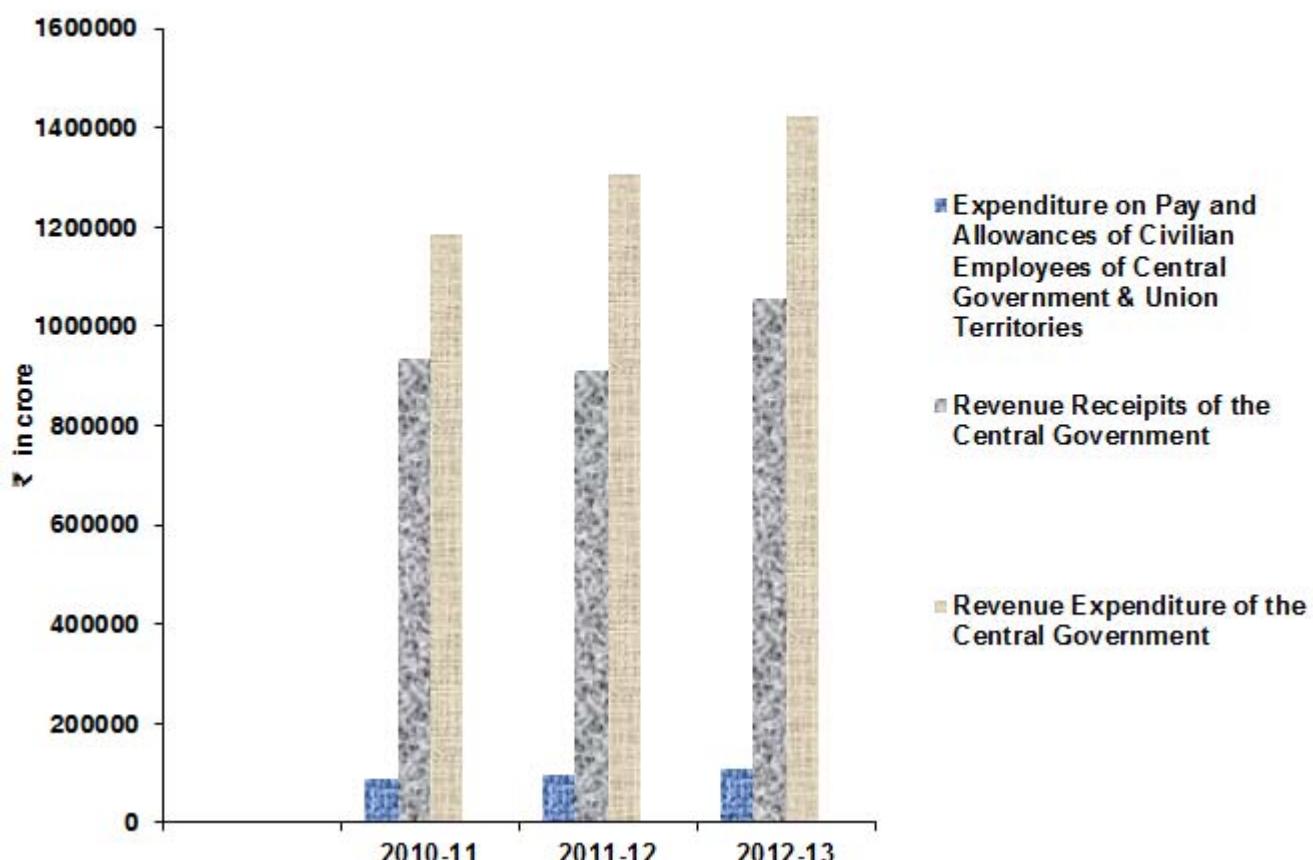
EXPENDITURE ON PAY AND ALLOWANCES OF CENTRAL GOVERNMENT CIVILIAN EMPLOYEES INCLUDING EMPLOYEES OF THE UNION TERRITORIES AS PERCENTAGE OF REVENUE RECEIPTS AND REVENUE EXPENDITURE

(₹ in Crore)

Year	Expenditure on Pay and Allowances of Civilian Employees of Central Government & Union Territories	Revenue Receipts of the Central Government	Revenue Expenditure of the Central Government	Expenditure on pay and Allowances as percentage of	
				Revenue Receipts	Revenue Expenditure
2010-11	88650	932685	1186115	9.50	7.47
2011-12	95291	910556	1305195	10.47	7.30
2012-13	108070	1055891	1422087	10.23	7.60

Note : The above figures of the revenue receipts & expenditure have been taken from Annual Financial Statement of the Central Government as laid before the Parliament. The figures of receipts & expenditure includes Railways also.

Expenditure on Pay and Allowances vis a vis Revenue Receipt & Revenue Expenditure



**GROUP-WISE AND STATUS (G/NG) WISE ESTIMATED NUMBER OF CENTRAL
GOVERNMENT CIVILIAN REGULAR EMPLOYEES AS ON 1.3.2012**

Sl. No.	Ministry/Deptt.	Number of Sanctioned Posts							Number in Position				
		A(G)*	B(G)	B(NG)	C(NG) ^s	Total	A(G)*	B(G)	B(NG)	C(NG) ^s	Total		
1	2	3	4	5	6	7	8	9	10	11	12		
1	Agricultural Research & Education**	17	6	9	18	50	17	6	9	18	50		
2	Agriculture and Cooperation	691	580	652	4542	6465	571	480	540	3758	5349		
3	Animal Husbandry and Dairying	341	123	584	3326	4374	221	81	369	2391	3062		
4	Atomic Energy	9218	807	11519	15347	36891	8626	743	10769	11853	31991		
5	AYUSH	78	21	59	126	284	59	8	38	75	180		
6	Bio-Technology	83	54	48	76	261	82	31	39	60	212		
7	Cabinet Secretariat	85	10	80	169	344	76	5	67	141	289		
8	Chemicals, Petrochemicals & Pharmaceuticals	80	56	75	150	361	63	46	71	101	281		
9	Civil Aviation	662	83	180	503	1428	262	78	128	374	842		
10	Coal	50	37	84	232	403	36	35	74	178	323		
11	Commerce**	688	910	1034	4472	7104	688	910	1034	4472	7104		
12	Consumer Affairs	237	202	196	701	1336	178	155	88	545	966		
13	Corporate Affairs	383	190	538	1148	2259	294	138	314	698	1444		
14	Culture**	66	236	375	7467	8144	66	236	375	7467	8144		
15	Defence (Civilian)	13773	12213	14518	443233	483737	13185	11847	11174	332388	368594		
16	Development of NE Region	77	67	42	156	342	54	47	28	118	247		
17	Disinvestment	20	8	12	17	57	19	7	14	13	53		
18	Drinking Water & Sanitation	26	21	24	37	108	18	18	11	23	70		
19	Earth Sciences	583	1309	3315	3584	8791	340	971	1970	2223	5504		
20	Economic Affairs	327	180	26	954	1487	336	219	12	735	1302		
21	Environment & Forests	540	632	319	3642	5133	484	553	289	3464	4790		
22	Expenditure	184	259	182	582	1207	120	192	133	406	851		
23	External Affairs	2553	1384	3409	1651	8997	1887	1151	2723	1117	6878		
24	Fertilizers	55	34	82	158	329	52	32	67	124	275		
25	Financial Services	256	146	345	828	1575	207	96	221	613	11137		
26	Food & Public Distribution	239	103	203	915	1460	173	78	237	788	1276		
27	Food Processing Industries	36	16	26	53	131	35	10	26	42	113		
28	Health & Family Welfare	2822	787	1239	20663	25511	2817	778	1234	20654	25483		

Sl. No.	Ministry/Deptt.	Number of Sanctioned Posts						Number in Position					
		A(G)*	B(G)	B(NG)	C(NG)§	Total	A(G)*	B(G)	B(NG)	C(NG)§	Total		
1	2	3	4	5	6	7	8	9	10	11	12		
29	Heavy Industry	54	44	51	128	277	46	32	44	85		207	
30	Higher Education	263	129	240	839	1471	232	110	160	561		1063	
31	Home Affairs	18953	2390	42776	864815	928934	14817	1763	32921	780775		830276	
32	Indian Audit & Accounts	695	17912	0	49378	67985	553	14996	0	29209		44758	
33	Industrial Policy & Promotion**	350	205	229	1674	2458	350	205	229	1674		2458	
34	Information and Broadcasting	467	702	893	4483	6545	308	451	629	3095		4483	
35	Information Technology	3274	731	633	1275	5913	3108	628	461	964		5161	
36	Labour & Employment	1247	1183	700	5316	8446	821	774	481	4206		6282	
37	Land Resources	32	26	30	43	131	21	16	19	29		85	
38	Law and Justice	494	380	455	1689	3018	328	255	328	1344		2255	
39	Micro, Small and Medium Enterprises**	248	387	57	1296	1988	248	387	57	1296		1988	
40	Mines	3291	1095	2337	6296	13019	2269	614	1562	5241		9686	
41	Minority Affairs	57	31	68	122	278	46	26	45	67		184	
42	New & Renewable Energy**	103	20	62	143	328	103	20	62	143		328	
43	Overseas Indian Affairs	40	30	32	85	187	25	26	23	55		129	
44	Panchayati Raj	36	20	28	31	115	27	11	22	23		83	
45	Parliamentary Affairs	22	19	35	82	158	22	18	21	63		124	
46	Personnel, Public Grievances & Pensions	1328	689	830	7654	10501	964	550	678	6612		8804	
47	Petroleum and Natural Gas	59	71	63	138	331	57	50	53	89		249	
48	Planning Commission	566	297	345	649	1857	368	174	255	463		1260	
49	Posts**	610	1155	5639	203703	211107	610	1155	5639	203703		211107	
50	Power	600	283	316	825	2024	322	134	172	548		1176	
51	President's Secretariat	34	32	69	186	321	34	31	63	144		272	
52	Prime Minister's Office	55	70	122	281	528	51	80	92	186		409	
53	Public Enterprises	31	9	24	62	126	21	12	21	29		83	
54	Railways	8748	7652	0	1560388	1576788	9228	8072	0	1288400		1305700	
55	Revenue	8255	24144	31355	74569	138323	5881	20885	23353	48668		98787	
56	Road Transport & Highways	394	146	341	1094	1975	304	125	305	957		1691	
57	Rural Development	95	122	116	284	617	79	94	99	159		431	
58	School Education and Literacy	131	31	108	171	441	100	25	81	145		351	
59	Science & Technology	603	831	271	10622	12327	419	1334	204	5249		7206	

Sl. No.	Ministry/Deptt.	Number of Sanctioned Posts						Number in Position					
		A(G)*	B(G)	B(NG)	C(NG)§	Total	A(G)*	B(G)	B(NG)	C(NG)§	Total	A(G)*	B(G)
1	2	3	4	5	6	7	8	9	10	11	12		
60	Shipping	309	132	607	1658	2706	218	110	452	1103	1883		
61	Social Justice & Empowerment	121	97	170	340	728	91	87	134	307	619		
62	Space	8077	552	3007	5498	17134	8806	520	2824	2900	15050		
63	Statistics & Programme Implementation	491	1529	2898	1387	6305	388	1366	1648	1022	4424		
64	Steel	44	53	66	150	313	39	44	59	103	245		
65	Telecommunication**	1214	221	268	1163	2866	1214	221	268	1163	2866		
66	Textiles	85	97	365	1972	2519	72	75	293	1870	2310		
67	Tourism	73	83	59	381	596	63	75	37	337	512		
68	Tribal Affairs	71	49	41	147	308	52	26	28	96	202		
69	Union Public Service Commission	198	304	394	1114	2010	159	259	285	827	1530		
70	Urban Development ***	2491	829	5469	15069	23858	2400	731	4924	10172	18227		
71	Vice President's Secretariat	6	5	0	49	60	5	3	0	42	50		
72	Water Resources	2209	1431	3533	9689	16862	1570	1066	2277	6843	11756		
73	Women & Child Development	141	57	117	391	706	122	51	68	290	531		
74	Youth Affairs and Sports	34	91	60	301	486	33	86	47	273	439		
Total		100869	86840	144454	3352380	3684543	87960	76724	113477	2806369	3084530		

* Includes some non-gazetted posts also.

** Sanctioned strength/in position are provisional.

Including HUPA.

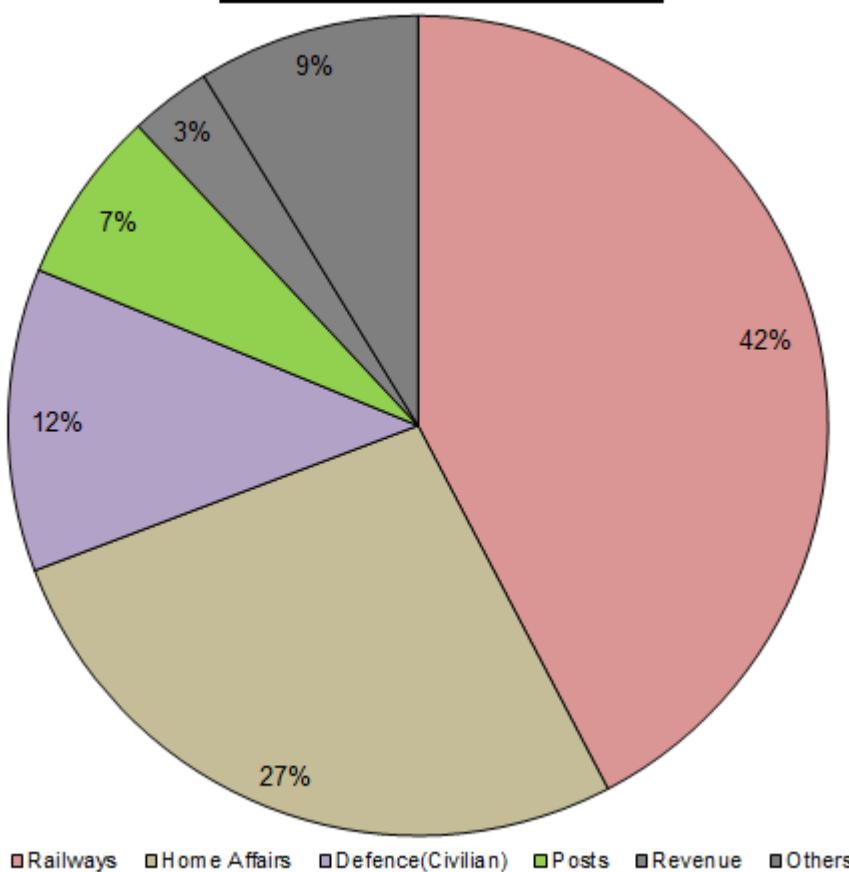
*** Erstwhile Group D posts have been categorized as Group C after implementation of 6th CPC

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**GROUP-WISE & STATUS-WISE ESTIMATED NUMBER OF
CENTRAL GOVT. CIVILIAN REGULAR EMPLOYEES AS ON 1.3.2012
IN MAJOR MINISTRIES/DEPARTMENTS (EXCLUDING UTs)**

Ministry/ Department	Number of Sanctioned Posts					Number in Position				
	A*	B(G)	B(NG)	C(NG)^s	Total	A*	B(G)	B(NG)	C(NG)^s	Total
1	2	3	4	5	6	7	8	9	10	11
Railways	8748 (8.67)	7652 (8.81)	0 (0.00)	1560388 (46.55)	1576788 (42.80)	9228 (10.49)	8072 (10.52)	0 (0.00)	1288400 (45.91)	1305700 (42.33)
Home Affairs	18953 (18.79)	2390 (2.75)	42776 (29.61)	864815 (25.80)	928934 (25.21)	14817 (16.85)	1763 (2.30)	32921 (29.01)	780775 (27.82)	830276 (26.92)
Defence(Civilian)	13773 (13.65)	12213 (14.07)	14518 (10.05)	443233 (13.22)	483737 (13.13)	13185 (14.99)	11847 (15.44)	11174 (9.85)	332388 (11.84)	368594 (11.95)
Posts	610 (0.61)	1155 (1.33)	5639 (3.90)	203703 (6.08)	211107 (5.73)	610 (0.69)	1155 (1.51)	5639 (4.97)	203703 (7.26)	211107 (6.84)
Revenue	8255 (8.18)	24144 (27.80)	31355 (21.71)	74569 (2.22)	138323 (3.75)	5881 (6.69)	20885 (27.22)	23353 (20.58)	48668 (1.74)	98787 (3.20)
Others	50530 (50.10)	39286 (45.24)	50166 (34.73)	205672 (6.13)	345654 (9.38)	44239 (50.29)	33002 (43.01)	40390 (35.59)	152435 (5.43)	270066 (8.76)
Total	100869	86840	144454	3352380	3684543	87960	76724	113477	2806369	3084530

**Number of Employees in Position as on 1st March, 2012 in
Major Ministries/Departments**



^s Erstwhile Group D posts have been categorized as Group C after implementation of 6th CPC.

* Includes some Non-Gazetted posts also.

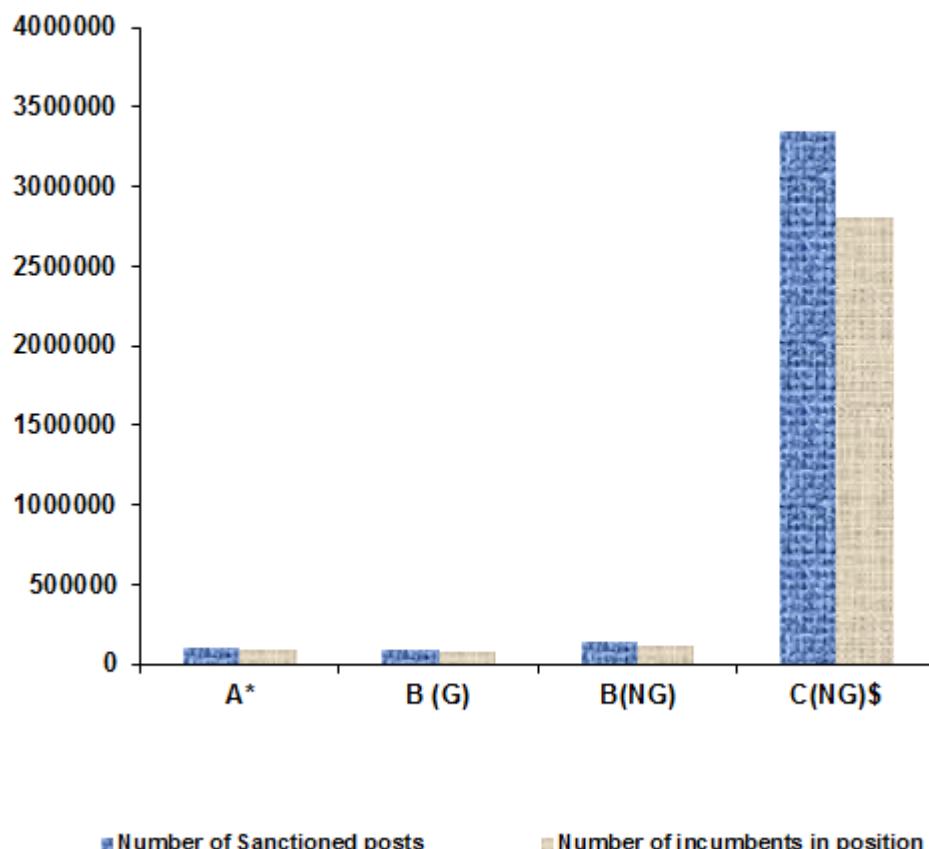
N.B. (i) Figures in parentheses are the percentages to total.

(ii) Home Affairs figures does not include Delhi Police.

**GROUP-WISE NUMBER OF SANCTIONED POSTS & INCUMBENTS
IN POSITION, VACANCIES AND THEIR PERCENTAGES TO
TOTAL SANCTIONED POSTS AS ON 1.03.2012**

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*	100869	87960	12909	12.80
B (G)	86840	76724	10116	11.65
B(NG)	144454	113477	30977	21.44
C(NG) ^s	3352380	2806369	546011	16.29
Total	3684543	3084530	600013	16.28

Number of sanctioned Posts and in Position in different groups



^s Erstwhile Group D posts have been categorized as Group C after implementation of 6th CPC.

* Includes some Non-Gazetted posts also.

**DISTRIBUTION OF REGULAR CIVILIAN EMPLOYEES IN
CENTRAL GOVERNMENT AND UNION TERRITORY ADMINISTRATIONS
BY GROUP OF POSTS AS ON 01.03.2012**

SI. No.	Central Govt./Union Territory Administrations	Group of posts				Total
		A	B	C^s		
1	2	3	4	5	6	
1	CENTRAL GOVERNMENT	87960 (2.85)	190201 (6.17)	2806369 (90.98)	3084530 (100.00)	
2	UNION TERRITORY ADMINISTRATIONS	2945 (4.51)	12061 (18.48)	50246 (77.01)	65252 (100.00)	
TOTAL		90905 (2.89)	202262 (6.42)	2856615 (90.69)	3149782 (100.00)	

^s Erstwhile Group D posts have been categorized as Group C after implementation of 6th CPC.

**STRENGTH (NUMBER OF SANCTIONED POSTS/ NUMBER IN POSITION)
OF CENTRAL POLICE FORCES**

SI. No.	Name of the Central Police Force	Number of Sanctioned posts (as on 1st March)			Number in Position (as on 1st March)		
		2010	2011	2012	2010	2011	2012
1	2	3	4	5	6	7	8
1	Border Security Force (BSF)	228737	240532	243161	203413	214859	228727
2	Central Reserve Police Force (CRPF)	285630	285626	296804	250583	264100	268598
3	Central Industrial Security Force (CISF)	122414	129842	131781	100669	110372	110937
4	Indo Tibetan Border Police (ITBP)	51890	49946	57374	50194	49946	57374
5	Assam Rifles	66145	65582	65386	65965	63854	65386
6	Special Service Bureau (SSB)	55397	75937	78774	48974	52563	58225
7	National Security Guard (NSG)	9308	9506	9507	7705	8889	9058
TOTAL		819521	856971	882787	727503	764583	798305

**ALL INDIA WORKING CLASS CONSUMER PRICE INDEX NUMBER FOR
INDUSTRIAL WORKERS (BASE 2001= 100), 12 MONTHLY AVERAGE
AND PERCENTAGE INCREASE OVER 115.76 POINTS**