



GOVERNMENT OF INDIA

## BROCHURE

ON

## PAY AND ALLOWANCES

OF

## CENTRAL GOVERNMENT CIVILIAN EMPLOYEES

2005-2006

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 2005-06 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 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).

December, 2007  
New Delhi.



(Meena Agarwal)  
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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.40417.98 crore in 2005-2006 as compared to Rs. 38652.81 crore over the previous year. Thus, there is an increase in expenditure by Rs.1765.17 crore over previous year which in relative terms works out to 4.56 %.
2. Out of the total expenditure of Rs.40417.98 crore, the percentage expenditure on Pay (including DP) is 69.28%, on Dearness Allowance 14.88%, on House Rent Allowance (HRA) and Compensatory (City) Allowance (CCA) 8.10% and on other allowances 7.74%.
3. The expenditure on Pay, DA, and HRA has increased by 3.28%, 9.90% and 5.92% respectively, compared to the corresponding expenditure of the previous year.
4. The total expenditure on Pay and Allowances as a percentage of Revenue Receipts and of Revenue Expenditure of the Central Government during the period was 9.38% and 7.48% respectively.
5. Of the total expenditure on Pay and Allowances, the Ministry of Railways continues to have the largest share at 39.82 per cent, marginally down from 39.94 percent in 2004-2005. Similarly, the shares of Ministry of Defence and Department of Posts have come marginally down from previous year i.e. 15.67% to 14.78% and 10.46% to 9.10%. The Ministry of Home Affairs and other departments is slightly increased i.e. 14.25% to 15.85% and 19.68% to 20.45%.
6. The disparity ratio at the minimum of the scale of lowest and maximum of the scale of highest paid Central Government employees (Pay + Dearness Pay + Dearness Allowance) as on 1.1.2006 is 1:11.76 which is same as that on 1.1.2005.
7. In State Governments as on 1.1.2006, the disparity ratio [ratio of lowest and highest paid State Government Employee] was lowest in Assam and highest in Delhi and were 1:6.94 and 1: 11.77, respectively.
8. The new series of **Consumer Price Index Number (CPI)** for Industrial Worker has registered an increase of 91.84 percent over 306.33 points, up to June 2007.
9. The total number of Central Government Regular (Civilian) Employees in position was 31.09 lakh as against the sanctioned strength of 35.27 lakh as on 1.03.2006.

**10.** The sanctioned strength of Central Police Forces was 7.20 lakh against 6.64 lakh in position as on 1.3.2006.

**11.** Of the total strength of 31.09 lakh, the percentage share of the Railways is 45.43%, Home Affairs 22.25%, Defence (Civilian) 11.38%, Posts 7.53% and all other Ministries/ Departments 13.41%.

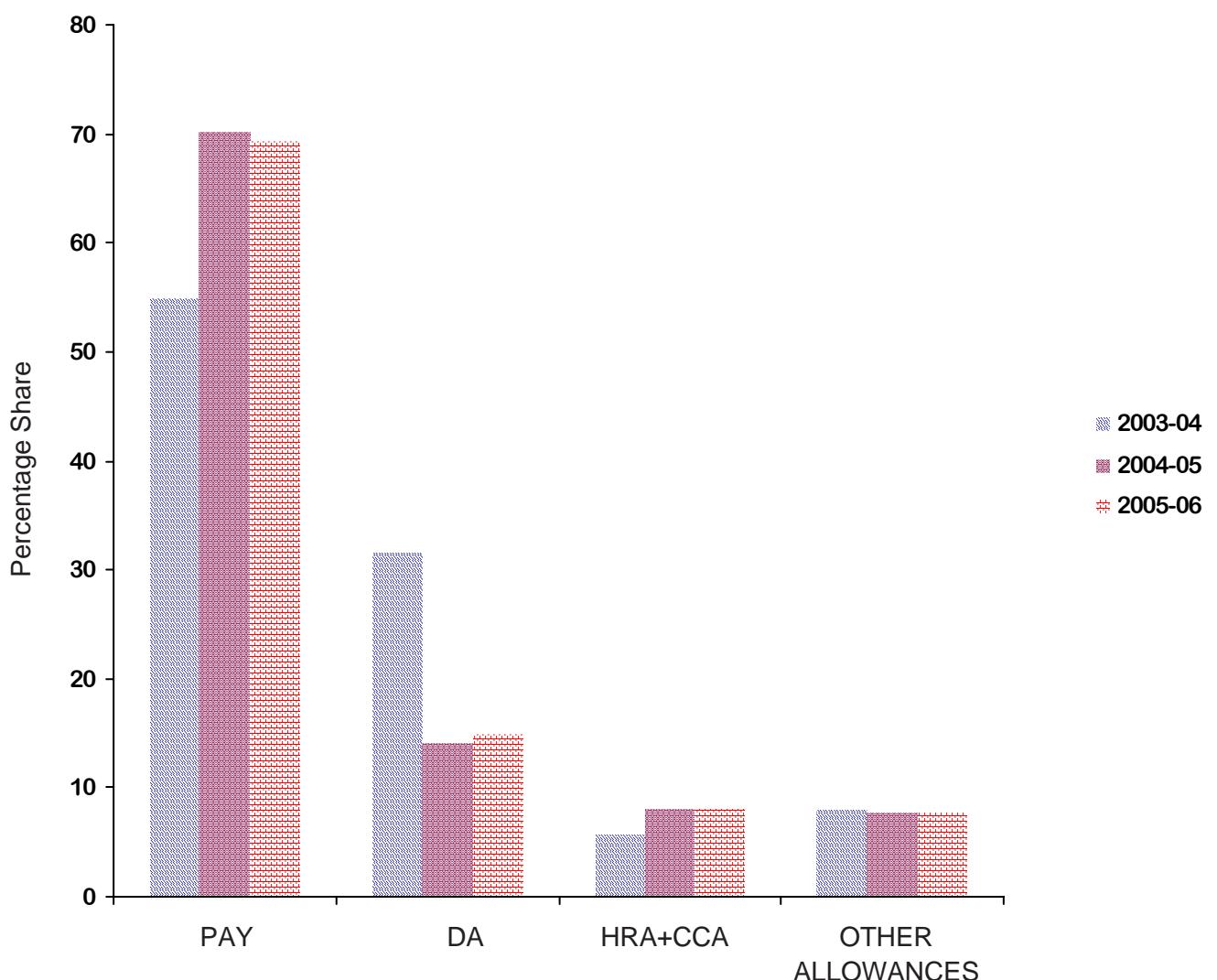
**12.** Of the total number of 35.26 lakh sanctioned posts approximately 12 percent of the posts were vacant as on 1.3.2006.

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**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+CCA	OTHER ALLOWANCES	TOTAL
2003-04	54.85	31.46	5.75	7.94	100.00
2004-05	70.14	14.16	8.00	7.70	100.00
2005-06	69.28	14.88	8.10	7.74	100.00

**Share of Major Components in Total Expenditure**

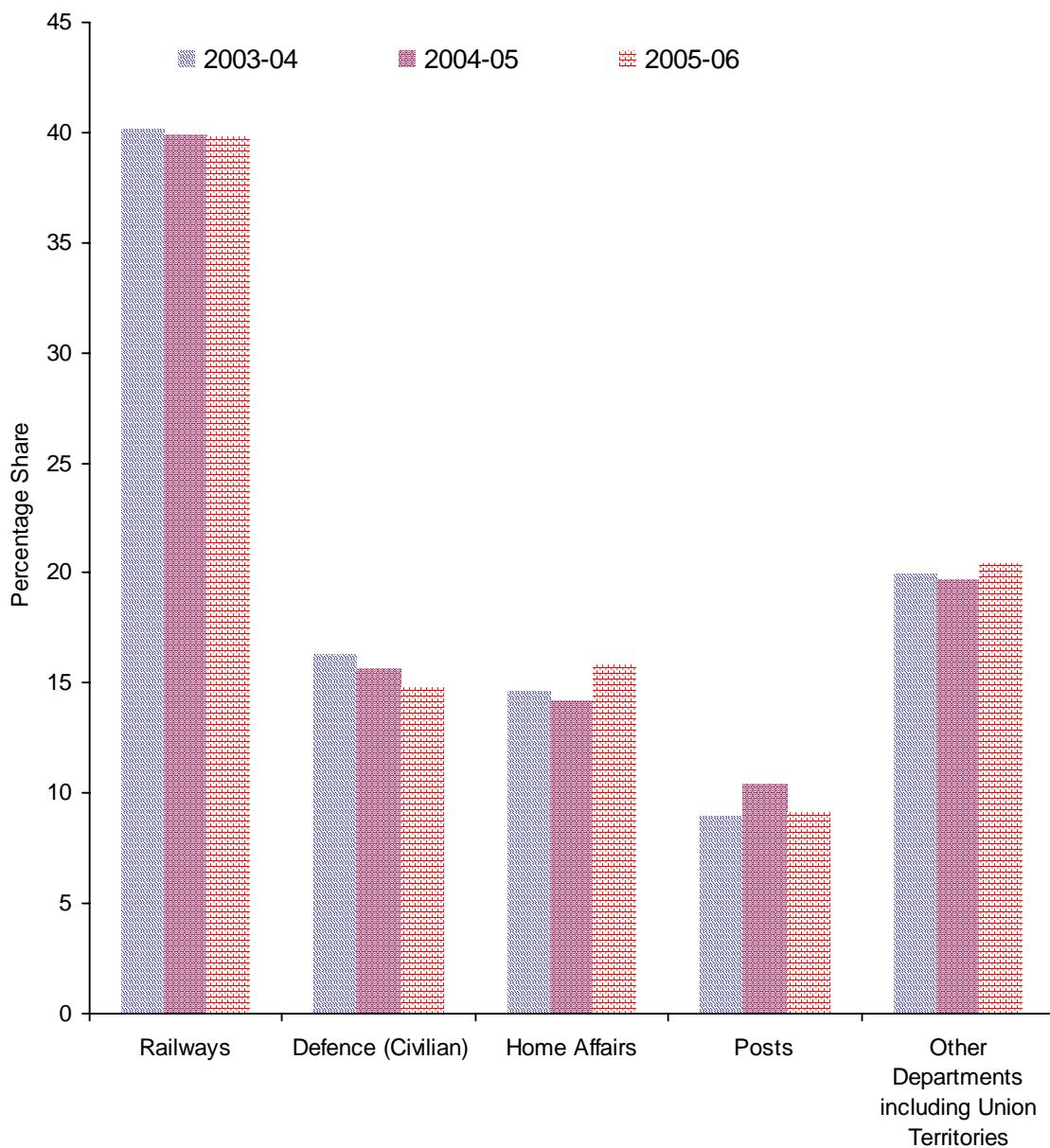


Note: The steep increase in the pay during 2004-05 with a correspondingly sharp decrease in DA is on account of 50% of the DA being merged with the basic pay w.e.f. 01.04.2004.

**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
2003-04	40.14	16.29	14.62	8.96	19.99	100.00
2004-05	39.94	15.67	14.25	10.46	19.68	100.00
2005-06	39.82	14.78	15.85	9.10	20.45	100.00

**Share of Major Departments in Total Expenditure**

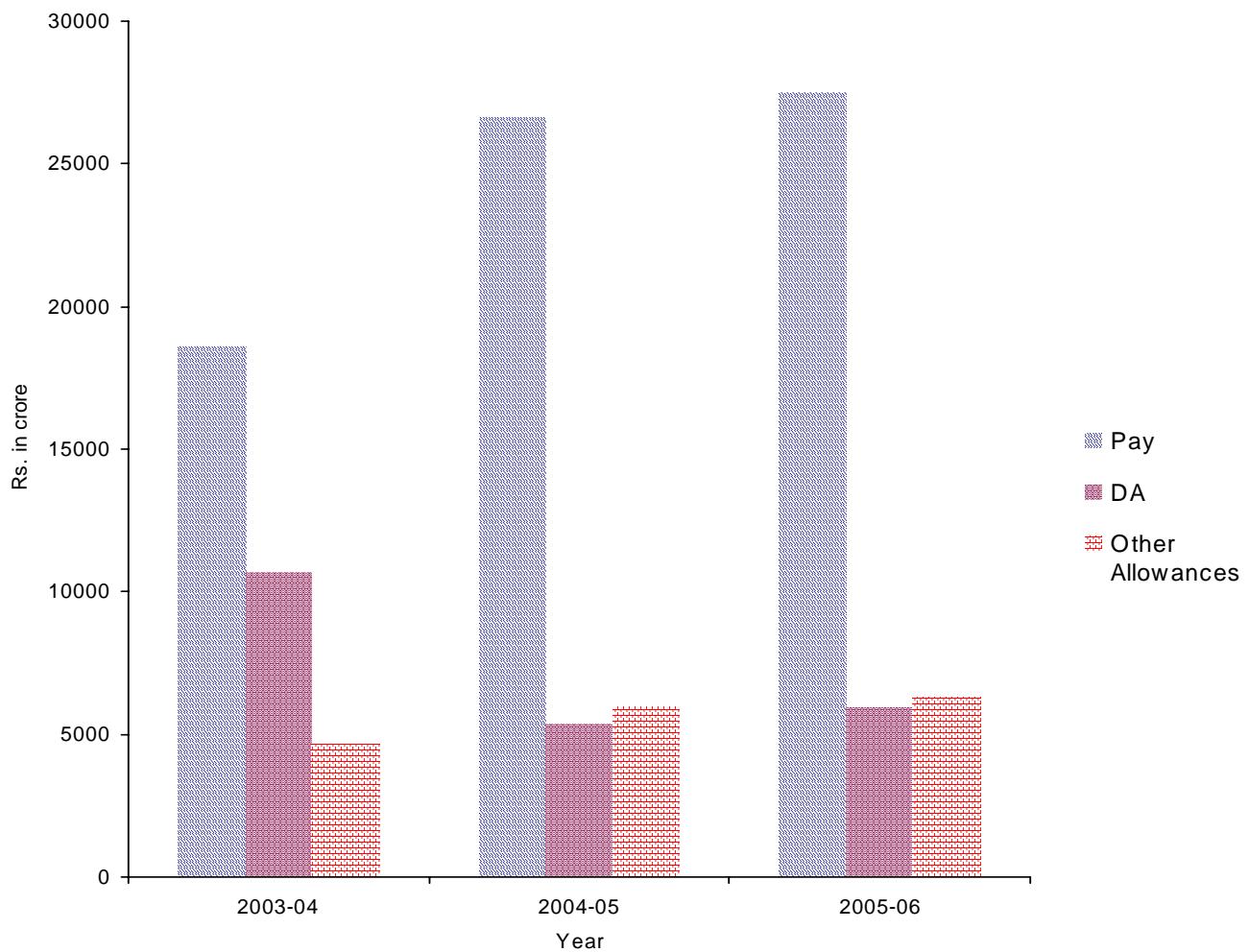


**EXPENDITURE ON PAY AND ALLOWANCES OF THE CENTRAL  
GOVERNMENT CIVILIAN EMPLOYEES**

(Rs. in crore)

<b>Year</b>	<b>Pay</b>	<b>DA</b>	<b>Other Allowances</b>	<b>Total</b>
<b>2003-04</b>	18592.92	10680.79	4662.00	<b>33935.71</b>
<b>2004-05</b>	26639.23	5389.81	5950.33	<b>37979.37</b>
<b>2005-06</b>	27518.07	5911.64	6282.92	<b>39712.63</b>

**Expenditure on Pay and Allowances**



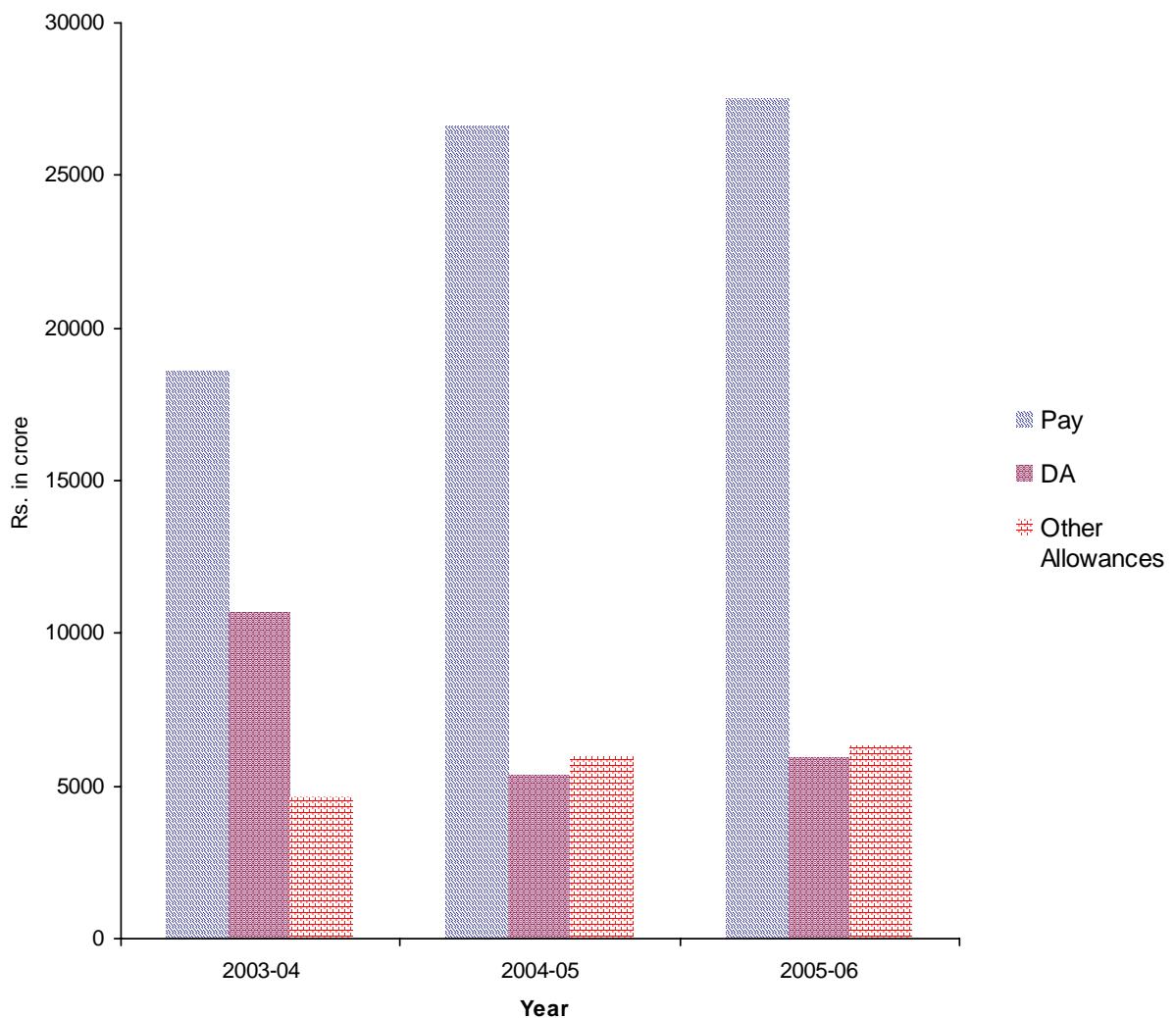
- Note : (i) This does not include the expenditure incurred on Productivity Linked Bonus/Ad hoc Bonus, Honorarium and Encashment of Earned Leave.
- (ii) This does not include the expenditure incurred on employees of UTs but includes the expenditure on the employees of Missions/Embassies.
- (iii) Other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

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

(Rs. in crore)

<b>Year</b>	<b>Pay</b>	<b>DA</b>	<b>Other Allowances</b>	<b>Total</b>
<b>2003-04</b>	18951.31	10871.81	4731.23	<b>34554.35</b>
<b>2004-05</b>	27111.79	5471.46	6069.56	<b>38652.81</b>
<b>2005-06</b>	28000.94	6013.01	6404.03	<b>40417.98</b>

**Expenditure on Pay and Allowances including Union Territories**



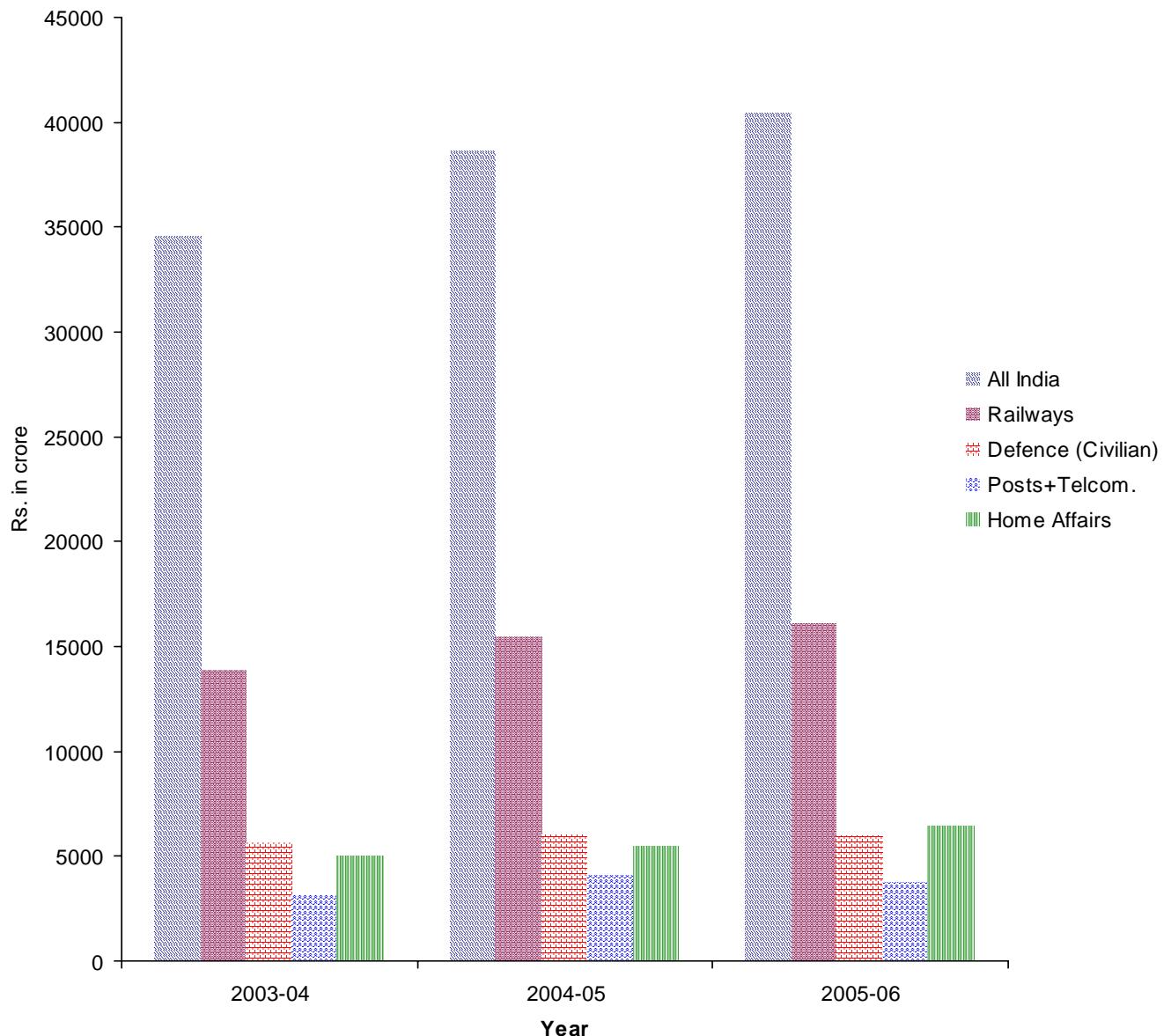
- Note : (i) This does not include the expenditure incurred on Productivity Linked Bonus/Ad hoc Bonus, Honorarium and Encashment of Earned Leave.
- (ii) Other Allowances includes HRA, CCA, OTA, TA, Special Pay and Deput. (Duty) Allowance, CEA, Reimbursement to Tuition Fee, Reimbursement to Medical Charges,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

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

(Rs. in crore)

<b>Year</b>	<b>All India</b>	<b>Railways</b>	<b>Defence (Civilian)</b>	<b>Posts+Telcom.</b>	<b>Home Affairs</b>
<b>2003-04</b>	34554.35	13870.08	5629.28	3133.39	5051.35
<b>2004-05</b>	38652.81	15436.80	6056.48	4085.05	5506.57
<b>2005-06</b>	40417.98	16094.70	5973.86	3727.82	6407.81

**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.

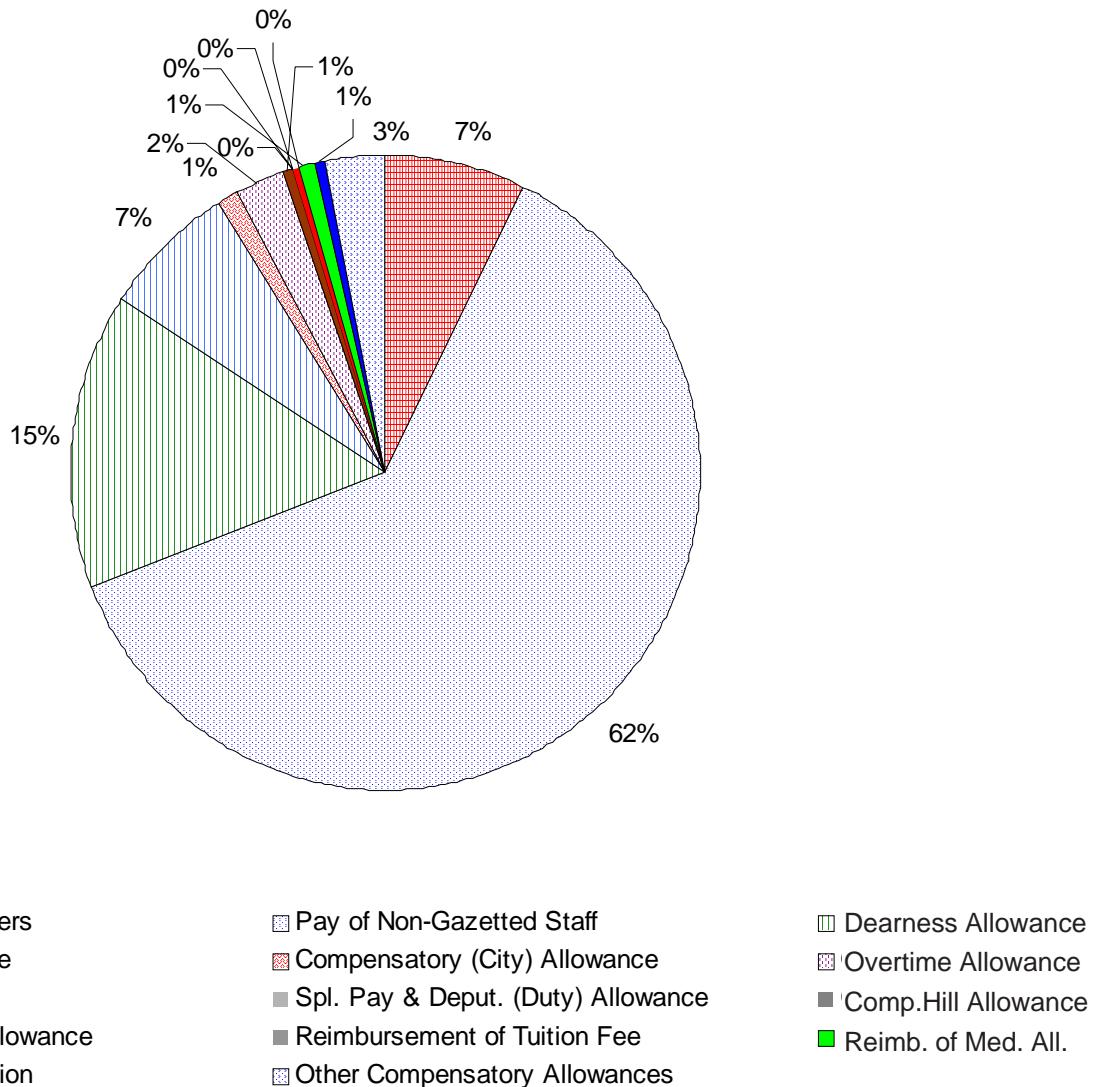
**COMPONENT-WISE BREAK UP OF EXPENDITURE ON PAY AND ALLOWANCES OF THE  
CENTRAL GOVERNMENT CIVILIAN EMPLOYEES DURING THE LAST THREE YEARS**

(Rs. in crore)

<b>S.No.</b>	<b>Pay/Allowances</b>	<b>2003-04</b>	<b>2004-05</b>	<b>2005-06</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>1</b>	Pay of Gazetted Officers	1861.09	2581.90	2827.25
<b>2</b>	Pay of Non-Gazetted Staff	16731.83	24057.33	24690.82
<b>3</b>	Dearness Allowance	10680.79	5389.81	5911.64
	<b>Sub-Total (i)</b>	<b>29273.71</b>	<b>32029.04</b>	<b>33429.71</b>
<b>1</b>	House Rent Allowance	1673.89	2626.62	2785.27
<b>2</b>	Compensatory (City) Allowance	275.74	404.54	424.87
<b>3</b>	Overtime Allowance	762.38	839.34	928.19
<b>4</b>	Transport Allowance	260.81	296.70	276.13
<b>5</b>	Spl. Pay & Deput. (Duty) Allowance	28.39	32.02	34.22
<b>6</b>	Composite Hill Compen. Allowance	15.26	17.50	13.22
<b>7</b>	Children Education Allowance	77.46	78.93	80.07
<b>8</b>	Reimbursement of Tuition Fee	21.61	21.48	20.74
<b>9</b>	Reimbursement of Medical Charges	298.39	315.22	339.46
<b>10</b>	Leave Travel Concession	159.11	153.92	203.93
<b>11</b>	Other Compensatory Allowances	1088.96	1164.06	1176.82
	<b>Sub-Total (ii)</b>	<b>4662.00</b>	<b>5950.33</b>	<b>6282.92</b>
	<b>Grand Total (i) + (ii)</b>	<b>33935.71</b>	<b>37979.37</b>	<b>39712.63</b>
	Travelling Allowance	1106.37	1162.93	1247.60

- 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 2005-06**



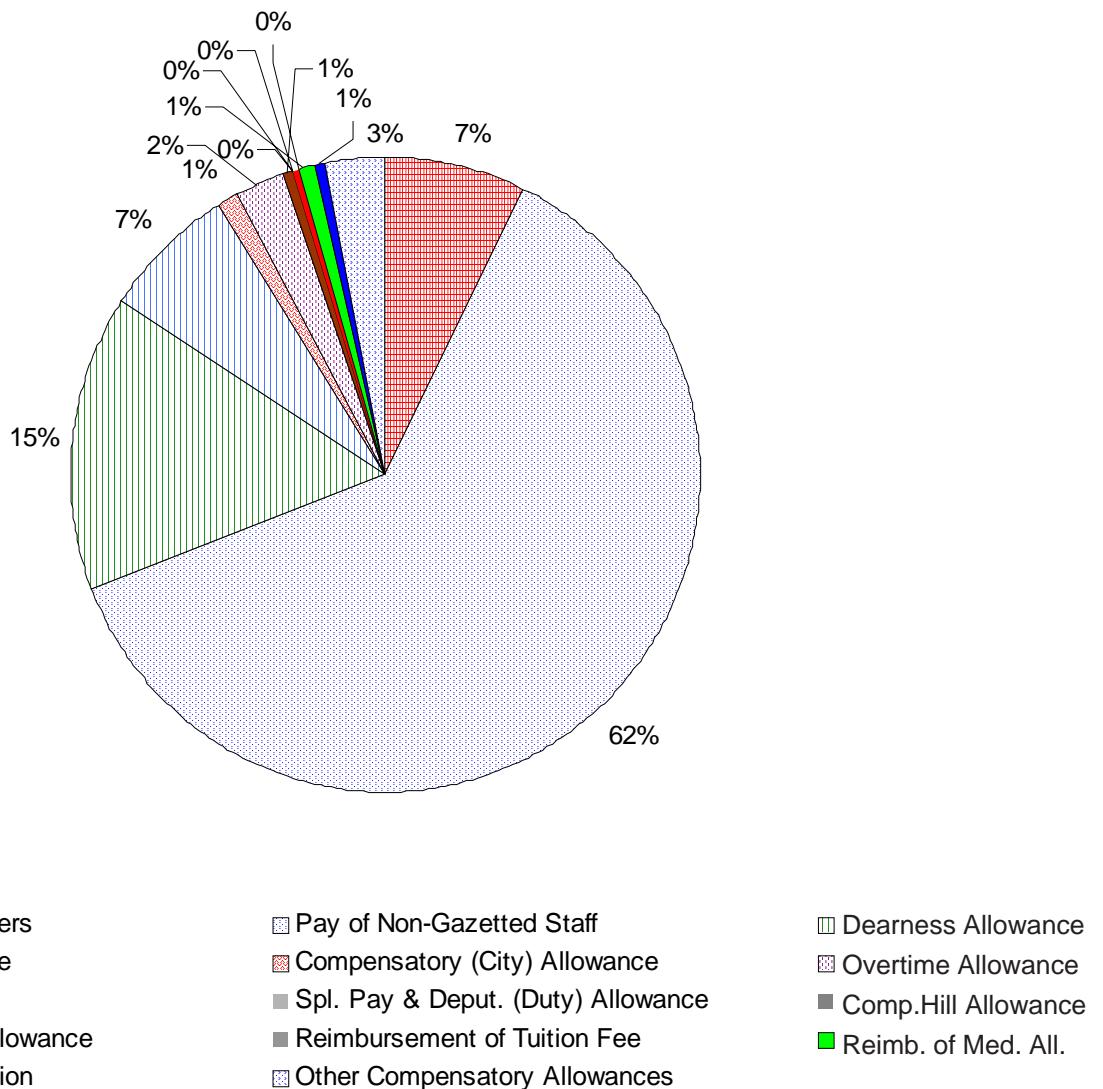
**COMPONENT-WISE BREAK UP OF EXPENDITURE ON PAY AND ALLOWANCES OF THE  
CENTRAL GOVERNMENT CIVILIAN EMPLOYEES INCLUDING EMPLOYEES  
OF UNION TERRITORIES DURING THE LAST THREE YEARS**

(Rs. in crore)

<b>S.No.</b>	<b>Pay/Allowances</b>	<b>2003-04</b>	<b>2004-05</b>	<b>2005-06</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>1</b>	Pay of Gazetted Officers	1906.59	2658.86	2903.97
<b>2</b>	Pay of Non-Gazetted Staff	17044.72	24452.93	25096.97
<b>3</b>	Dearness Allowance	10871.81	5471.46	6013.01
	<b>Sub-Total (i)</b>	<b>29823.12</b>	<b>32583.25</b>	<b>34013.95</b>
<b>1</b>	House Rent Allowance	1706.72	2685.72	2844.70
<b>2</b>	Compensatory (City) Allowance	281.01	409.03	429.42
<b>3</b>	Overtime Allowance	769.78	849.84	939.55
<b>4</b>	Transport Allowance	262.58	297.92	279.25
<b>5</b>	Spl. Pay & Deput. (Duty) Allowance	29.65	35.08	35.91
<b>6</b>	Composite Hill Compen. Allowance	15.26	17.50	13.22
<b>7</b>	Children Education Allowance	77.46	78.95	80.07
<b>8</b>	Reimbursement of Tuition Fee	21.65	21.52	20.80
<b>9</b>	Reimbursement of Medical Charges	308.95	321.96	346.07
<b>10</b>	Leave Travel Concession	159.41	154.55	204.57
<b>11</b>	Other Compensatory Allowances	1098.76	1197.49	1210.47
	<b>Sub-Total (ii)</b>	<b>4731.23</b>	<b>6069.56</b>	<b>6404.03</b>
	<b>Grand Total (i) + (ii)</b>	<b>34554.35</b>	<b>38652.81</b>	<b>40417.98</b>
	Travelling Allowance	1111.24	1174.28	1261.93

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

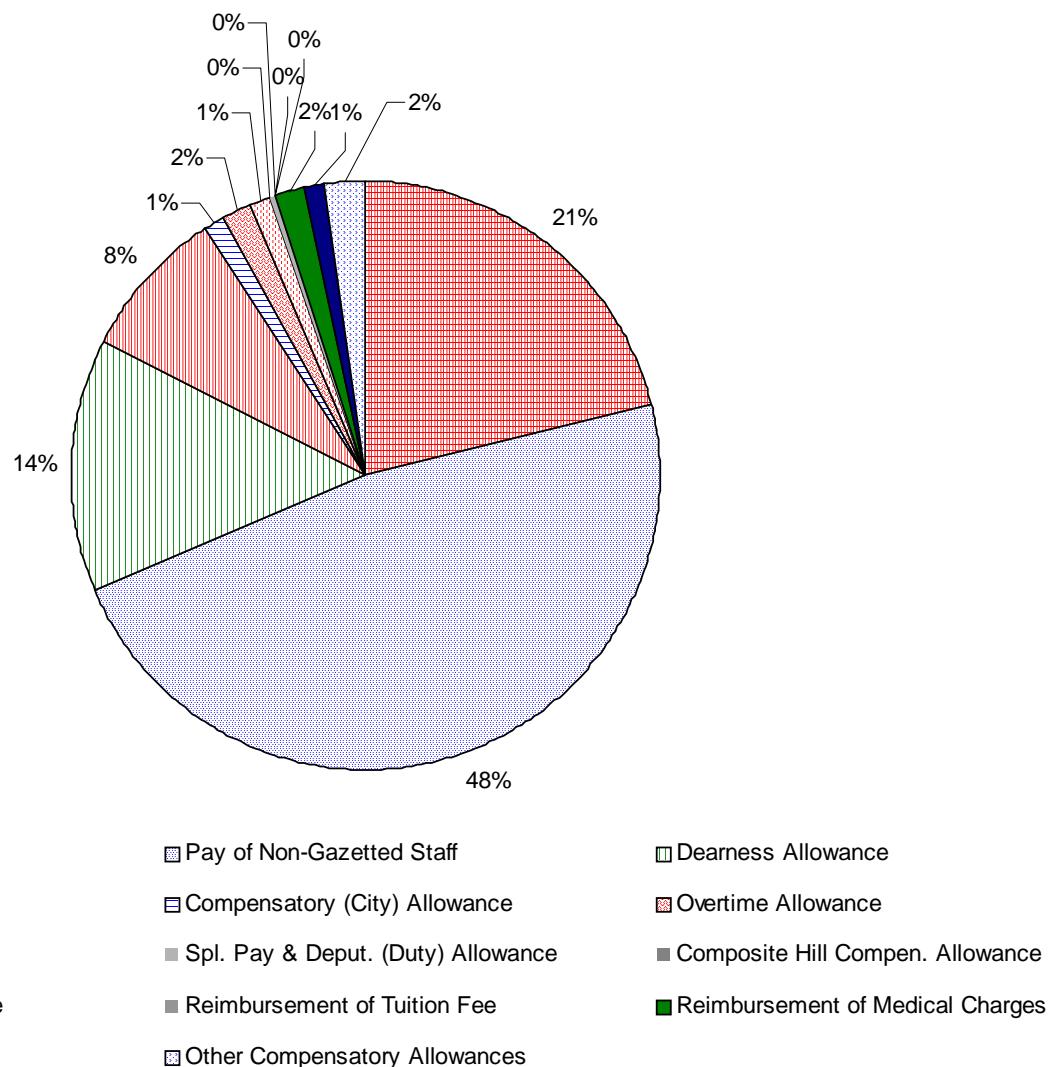
**Pie chart showing percentage expenditure incurred on different components of pay and allowances including employees of Union Territories during 2005-06**



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

Sl. No.	Pay/Allowances	(Rs. in Crore)		
		2003-2004	2004-2005	2005-2006
1	2	3	4	5
1	Pay of Gazetted Officers	968.56	1356.61	1488.54
2	Pay of Non-Gazetted Staff	2166.24	3209.80	3342.53
3	Dearness Allowance	1792.64	739.07	967.36
	<b>Sub-Total (i)</b>	<b>4927.44</b>	<b>5305.48</b>	<b>5798.43</b>
1	House Rent Allowance	394.51	581.21	594.09
2	Compensatory (City) Allowance	65.21	82.16	85.67
3	Overtime Allowance	88.26	89.04	115.83
4	Transport Allowance	65.04	73.61	74.48
5	Spl. Pay & Deput. (Duty) Allowance	5.81	10.11	9.80
6	Composite Hill Compen. Allowance	2.98	3.61	3.45
7	Children Education Allowance	0.46	0.76	1.67
8	Reimbursement of Tuition Fee	4.53	4.22	3.97
9	Reimbursement of Medical Charges	105.28	106.97	117.53
10	Leave Travel Concession	41.42	40.25	69.41
11	Other Compensatory Allowances	101.70	116.13	161.09
	<b>Sub-Total (ii)</b>	<b>875.20</b>	<b>1108.07</b>	<b>1236.99</b>
	<b>Grand Total (i) + (ii)</b>	<b>5802.64</b>	<b>6413.55</b>	<b>7035.42</b>
	Travelling Allowance	283.69	241.67	305.09

**Pie chart showing percentage expenditure incurred on different components of pay and allowances excluding UTs, Railways, Defence, Communication, Home Affairs and Missions during 2005-06**



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

<b>Sl. No.</b>	<b>Pay/Allowances</b>	<b>(Rs. in Crore)</b>		
		<b>2003-2004</b>	<b>2004-2005</b>	<b>2005-2006</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
1	Pay of Gazetted Officers	280.83	295.63	362.46
2	Pay of Non-Gazetted Staff	7453.56	10476.09	11028.33
3	Dearness Allowance	4503.08	2367.34	2392.07
	<b>Sub-Total (i)</b>	<b>12237.47</b>	<b>13139.06</b>	<b>13782.86</b>
1	House Rent Allowance	681.46	1167.66	1260.96
2	Compensatory (City) Allowance	102.89	166.72	177.70
3	Overtime Allowance	182.96	232.52	279.07
4	Transport Allowance	105.83	132.21	121.88
5	Special Pay and Deput.(Duty) Allowance	4.18	4.23	5.24
6	Composite Hill Compensatory Allowance	1.57	0.20	0.44
7	Children Education Allowance	0.40	0.20	0.16
8	Reimbursement of Tuition Fee	10.48	9.74	10.25
9	Reimbursement of Medical Charges	11.85	10.55	21.64
10	Leave Travel Concession *	0.19	2.06	0.07
11	Other Compensatory Allowances	530.80	571.65	434.43
	<b>Sub - Total ( ii )</b>	<b>1632.61</b>	<b>2297.74</b>	<b>2311.84</b>
	<b>Grand Total ( i ) + ( ii )</b>	<b>13870.08</b>	<b>15436.80</b>	<b>16094.70</b>
	Travelling Allowance	336.91	373.71	369.33

\* The Employees of Railways get free passes.

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

<b>Sl. No.</b>	<b>Pay/Allowances</b>	<b>(Rs. in Crore)</b>		
		<b>2003-2004</b>	<b>2004-2005</b>	<b>2005-2006</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
1	Pay of Gazetted Officers	401.58	587.40	567.16
2	Pay of Non-Gazetted Staff	2604.06	3498.36	3360.66
3	Dearness Allowance	1506.59	675.95	743.37
	<b>Sub-Total (i)</b>	<b>4512.23</b>	<b>4761.71</b>	<b>4671.19</b>
1	House Rent Allowance	315.34	472.09	470.69
2	Compensatory (City) Allowance	52.20	73.80	73.82
3	Overtime Allowance	455.22	483.61	495.86
4	Transport Allowance	45.45	46.03	42.96
5	Special Pay and Deput.(Duty) Allowance	10.41	7.13	8.62
6	Composite Hill Compensatory Allowance	7.11	7.69	3.64
7	Children Education Allowance	0.72	0.53	0.63
8	Reimbursement of Tuition Fee	3.12	3.84	3.22
9	Reimbursement of Medical Charges	81.88	85.98	85.58
10	Leave Travel Concession	26.52	17.76	22.10
11	Other Compensatory Allowances	119.08	96.31	95.55
	<b>Sub - Total ( ii )</b>	<b>1117.05</b>	<b>1294.77</b>	<b>1302.67</b>
	<b>Grand Total ( i ) + ( ii )</b>	<b>5629.28</b>	<b>6056.48</b>	<b>5973.86</b>
	Travelling Allowance	101.29	91.93	108.57

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

(Rs. in Crore)

<b>Sl. No.</b>	<b>Pay/Allowances</b>	<b>2003-2004</b>	<b>2004-2005</b>	<b>2005-2006</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
1.	Pay of Gazetted Officers	50.06	99.71	127.18
2.	Pay of Non-Gazetted Staff	1619.69	2743.38	2410.20
3.	Dearness Allowance	1014.84	720.61	607.69
	<b>Sub-Total (i)</b>	<b>2684.59</b>	<b>3563.70</b>	<b>3145.07</b>
1.	House Rent Allowance	182.33	249.72	288.48
2.	Compensatory (City) Allowance	22.39	32.21	32.28
3.	Overtime Allowance	34.41	32.69	35.70
4.	Transport Allowance	27.75	27.89	23.51
5.	Special Pay and Deput.(Duty) Allowance	1.28	2.23	1.51
6.	Composite Hill Compensatory Allowance	1.08	1.60	1.59
7.	Children Education Allowance	0.15	0.10	0.04
8.	Reimbursement of Tuition Fee	2.06	1.98	1.96
9.	Reimbursement of Medical Charges	30.24	33.05	33.59
10.	Leave Travel Concession	18.17	16.33	13.84
11.	Other Compensatory Allowances	128.94	123.55	150.25
	<b>Sub - Total ( ii )</b>	<b>448.80</b>	<b>521.35</b>	<b>582.75</b>
	<b>Grand Total ( i ) + ( ii )</b>	<b>3133.39</b>	<b>4085.05</b>	<b>3727.82</b>
	Travelling Allowance	34.04	38.24	35.26

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

(Rs. in Crore)

<b>Sl. No.</b>	<b>Pay/Allowances</b>	<b>2003-2004</b>	<b>2004-2005</b>	<b>2005-2006</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
1.	Pay of Gazetted Officers	139.71	211.18	258.59
2.	Pay of Non-Gazetted Staff	2797.66	4034.40	4449.15
3.	Dearness Allowance	1675.28	694.61	1008.35
	<b>Sub-Total (i)</b>	<b>4612.65</b>	<b>4940.19</b>	<b>5716.09</b>
1.	House Rent Allowance	100.25	155.94	171.05
2.	Compensatory (City) Allowance	33.05	49.65	55.40
3.	Overtime Allowance	1.53	1.48	1.73
4.	Transport Allowance	16.74	16.96	13.30
5.	Special Pay and Deput.(Duty) Allowance	6.71	8.32	9.05
6.	Composite Hill Compensatory Allowance	2.52	4.40	4.10
7.	Children Education Allowance	19.91	19.04	22.44
8.	Reimbursement of Tuition Fee	1.42	1.70	1.34
9.	Reimbursement of Medical Charges	38.10	45.92	48.55
10.	Leave Travel Concession	43.91	44.78	64.82
11.	Other Compensatory Allowances	174.56	218.19	299.94
	<b>Sub - Total ( ii )</b>	<b>438.70</b>	<b>566.38</b>	<b>691.72</b>
	<b>Grand Total ( i ) + ( ii )</b>	<b>5051.35</b>	<b>5506.57</b>	<b>6407.81</b>
	Travelling Allowance	294.97	359.47	371.19

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

(Rs. in Crore)

<b>Sl. No.</b>	<b>Pay/Allowances</b>	<b>2003-2004</b>	<b>2004-2005</b>	<b>2005-2006</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
1.	Pay of Gazetted Officers	45.50	76.96	76.72
2.	Pay of Non-Gazetted Staff	312.89	395.60	406.15
3.	Dearness Allowance	191.02	81.65	101.37
	<b>Sub-Total (i)</b>	<b>549.41</b>	<b>554.21</b>	<b>584.24</b>
1.	House Rent Allowance	32.83	59.10	59.43
2.	Compensatory(City) Allowance	5.27	4.49	4.55
3.	Overtime Allowance	7.40	10.50	11.36
4.	Transport Allowance	1.77	1.22	3.12
5.	Special Pay and Deput. (Duty) Allow.	1.26	3.06	1.69
6.	Children Education Allowance	0.00	0.02	0.00
7.	Reimbursement of Tuition Fee	0.04	0.04	0.06
8.	Reimbursement of Medical Charges	10.56	6.74	6.61
9.	Leave Travel Concession	0.30	0.63	0.64
10.	Other Compensatory Allowances	9.80	33.43	33.65
	<b>Sub-Total (ii)</b>	<b>69.23</b>	<b>119.23</b>	<b>121.11</b>
	<b>Grand Total (i) + (ii)</b>	<b>618.64</b>	<b>673.44</b>	<b>705.35</b>
	Travelling Allowance	4.87	11.35	14.33

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

(Rs. in Crore)

<b>Sl. No.</b>	<b>Pay/Allowances</b>	<b>2003-2004</b>	<b>2004-2005</b>	<b>2005-2006</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b><u>INDIA BASED</u></b>				
1.	Pay of Officers	20.35	31.37	23.32
2.	Pay of Establishment	13.59	16.91	17.93
	<b>Sub-total (i)</b>	<b>33.94</b>	<b>48.28</b>	<b>41.25</b>
1.	Foreign Allowance	188.36	192.24	192.80
2.	Children Education Allowance	55.82	58.30	55.13
3.	Home Leave Fares	28.90	32.74	33.69
4.	Reimbursement of Medical Charges	31.04	32.75	32.57
5.	Other Compensatory Allowances	12.11	13.94	12.46
6.	Representational Grant	15.13	15.14	14.50
	<b>Sub- Total (ii)</b>	<b>331.36</b>	<b>345.11</b>	<b>341.15</b>
<b><u>LOCAL RECRUITS</u></b>				
1.	Pay	77.03	78.39	82.02
2.	Allowances	6.64	9.15	8.60
	<b>Sub-Total (iii)</b>	<b>83.67</b>	<b>87.54</b>	<b>90.62</b>
	<b>Grand Total (i)+(ii)+(iii)</b>	<b>448.97</b>	<b>480.93</b>	<b>473.02</b>
	Travelling Allowance	55.47	57.91	58.16

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

(Rs. in Crore)

<b>Class of City</b>	<b>Expenditure on House Rent Allowance</b>		
	<b>2003-2004</b>	<b>2004-2005</b>	<b>2005-2006</b>
A+A1	1004.60 (58.86)	1471.75 (54.80)	1523.97 (53.57)
B-1	188.51 (11.05)	348.05 (12.96)	295.41 (10.38)
B-2	219.97 (12.89)	407.14 (15.16)	493.44 (17.35)
C	178.92 (10.48)	283.74 (10.56)	268.93 (9.45)
Unclassified	114.72 (6.72)	175.04 (6.52)	262.95 (9.25)
<b>Total</b>	<b>1706.72 (100.00)</b>	<b>2685.72 (100.00)</b>	<b>2844.70 (100.00)</b>

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

**RATES OF HOUSE RENT ALLOWANCE**

<b>Classification of Cities/Towns</b>	<b>Rates of HRA</b>
A-1	30 Percent of the (Basic Pay + Dearness Pay)
A,B-1 & B-2	15 Percent of the (Basic Pay + Dearness Pay)
C	7.5 Percent of the (Basic Pay + Dearness Pay)
Unclassified	5 Percent of the (Basic Pay + Dearness Pay)

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

(Rs. in Crore)

**Expenditure on Compensatory (City) Allowance**

<b>Class of City</b>	<b>2003-2004</b>	<b>2004-2005</b>	<b>2005-2006</b>
A+A1	180.08 (64.08)	250.74 (61.30)	245.70 (57.22)
B-1	32.75 (11.65)	51.32 (12.55)	51.77 (12.06)
B-2	33.99 (12.10)	52.53 (12.84)	79.19 (18.44)
C*	17.86 (6.36)	31.89 (7.80)	27.58 (6.42)
Unclassified*	16.33 (5.81)	22.54 (5.51)	25.18 (5.86)
<b>Total</b>	<b>281.01</b> <b>(100.00)</b>	<b>409.02</b> <b>(100.00)</b>	<b>429.42</b> <b>(100.00)</b>

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

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

**RATES OF COMPENSATORY (CITY) ALLOWANCE**

<b>Pay Range**</b>	<b>Amount of CCA in Class of Cities (Rs. p.m.)</b>			
	<b>A-1</b>	<b>A</b>	<b>B-1</b>	<b>B-2</b>
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

\*\* Pay includes DP also.

**RATES OF TRANSPORT ALLOWANCE**

<b>Pay scales of Employees</b>	<b>Rates of Transport Allowance per month in (Rs.)</b>	
	<b>A-1/A Class City</b>	<b>Other Places</b>
Employees drawing pay in the scale of pay of Rs.8000-13500 and above	800	400
Employees drawing pay in the scale of pay of Rs.6500-6900 or above but below the scale of Rs.8000-13500	400	200
Employees drawing pay below the scale of Rs.6500 - 6900	100	75

**EXPENDITURE INCURRED ON PAY AND ALLOWANCES BY THE CENTRAL MINISTRIES/DEPARTMENTS ON CIVILIAN EMPLOYEES  
DURING 2005-2006**

(Rs. in crores)

Sl. No.	Ministry/Department	Pay	DA	HRA	CCA	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	Agricultural Research & Education	0.63	0.13	0.06	0.01	0.02	0.01	0.04	0.90	0.02	0.01	0.00	0.00
2	Agriculture and Cooperation	63.53	12.57	8.03	1.26	1.21	1.01	4.15	91.76	4.69	0.94	0.02	1.64
3	Animal Husbandry and Dairying	37.28	7.65	4.62	0.95	1.19	0.44	3.29	55.42	1.22	1.45	0.07	0.86
4	Atomic Energy	447.93	86.60	37.52	7.04	15.51	2.49	50.01	647.10	36.14	8.88	0.27	12.82
5	AYUSH	2.87	0.60	0.28	0.04	0.01	0.03	0.16	3.99	0.49	0.06	0.00	0.00
6	Bio-Technology	2.60	0.55	0.25	0.04	0.09	0.02	0.14	3.69	0.10	0.03	0.03	0.00
7	Chemicals and Petrochemicals	3.76	0.71	0.61	0.08	0.10	0.08	0.16	5.50	0.83	0.04	0.09	0.08
8	Civil Aviation	15.82	3.28	1.79	0.28	0.42	0.18	0.75	22.52	0.57	0.26	0.06	0.27
9	Coal	3.82	0.80	0.46	0.08	0.05	0.06	0.20	5.47	0.58	0.07	0.03	0.04
10	Commerce	71.53	15.65	12.93	1.92	0.93	1.39	3.53	107.88	9.28	1.54	0.39	1.29
11	Company Affairs	21.67	4.56	2.10	0.33	0.11	0.19	1.56	30.52	1.39	0.36	0.00	0.00
12	Consumer Affairs	11.51	2.39	1.41	0.28	0.32	0.15	0.68	16.74	0.59	0.18	0.11	0.27
13	Culture	72.43	15.19	8.26	1.27	1.41	0.81	4.11	103.48	2.66	0.57	0.22	0.52
14	Defence (Civilian)	3927.82	743.37	470.69	73.82	495.86	42.96	219.34	5973.86	108.57	102.40	2.31	87.43
15	Economic Affairs	149.08	31.25	19.97	3.07	49.82	1.93	18.91	274.03	4.71	30.83	0.50	2.28
16	Education (Elementary, Secondary & Higher)	20.67	4.27	2.33	0.36	0.52	0.27	1.23	29.65	1.12	0.33	0.11	0.17
17	Environment & Forests	42.49	8.87	4.96	0.75	1.18	0.46	2.95	61.66	2.45	0.94	0.02	0.56
18	Expenditure	10.54	2.21	1.27	0.20	0.31	0.36	0.62	15.51	0.48	0.15	0.04	0.29
19	External Affairs	44.21	9.31	4.29	0.66	1.59	0.39	2.63	63.08	1.73	0.63	0.06	0.69
20	Fertilizers	3.25	0.68	0.35	0.05	0.11	0.03	0.19	4.66	0.12	0.05	0.02	0.00

(Rs. in crores)

Sl. No.	Ministry/Department	Pay	DA	HRA	CCA	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
21	Food & Public Distribution	15.83	3.08	1.99	0.32	0.32	0.27	1.10	22.91	0.83	0.27	0.09	0.44
22	Food Processing Industries	2.44	0.51	0.24	0.07	0.08	0.03	0.12	3.49	0.13	0.03	0.01	0.04
23	Health & Family Welfare	355.46	74.85	34.52	5.34	1.07	3.18	15.42	489.84	10.64	5.75	0.00	0.00
24	Heavy Industry	2.70	0.57	0.26	0.04	0.10	0.02	0.15	3.84	0.11	0.04	0.02	0.00
25	Home Affairs	4707.74	1008.35	171.05	55.40	1.73	13.30	450.24	6407.81	371.19	101.04	2.35	48.68
26	Indian Audit & Accounts	678.44	136.99	99.34	12.00	0.65	10.99	32.64	971.05	56.75	10.30	2.88	16.00
27	Industrial Policy & Promotion	32.52	6.69	4.32	0.65	0.53	0.66	1.59	46.96	2.31	0.48	0.05	0.31
28	Information and Broadcasting	59.71	12.50	8.42	1.33	1.00	0.94	3.77	87.67	3.86	1.06	0.45	0.79
29	Information Technology	55.10	11.45	7.05	0.92	0.29	0.82	43.50	119.13	5.67	0.44	0.23	0.82
30	Labour	98.20	20.42	10.26	1.63	0.52	1.28	7.19	139.50	3.82	0.82	0.13	0.97
31	Law and Justice	30.16	5.86	4.53	0.83	0.33	0.63	1.63	43.97	1.76	0.38	0.21	0.34
32	Mines	149.64	29.46	23.22	3.55	0.53	4.38	7.47	218.25	15.31	2.48	0.17	0.36
33	Non-Conventional Energy Sources	7.66	1.49	1.15	0.16	0.11	0.20	0.29	11.06	1.12	0.04	0.03	0.14
34	Ocean Development	2.17	0.46	0.21	0.03	0.08	0.02	0.12	3.09	0.09	0.01	0.04	0.00
35	Parliamentary Affairs	1.66	0.35	0.28	0.05	0.05	0.04	0.11	2.54	0.77	0.02	0.01	0.05
36	Personnel, Public Grievances & Pensions	87.48	18.29	9.60	1.55	0.68	0.99	12.48	131.07	12.31	1.60	0.20	0.41
37	Petroleum and Natural Gas	3.39	0.71	0.35	0.05	0.12	0.03	0.19	4.84	0.14	0.05	0.00	0.00
38	Planning Commission	15.63	3.14	2.38	0.36	0.20	0.42	1.15	23.28	2.56	0.20	0.01	0.04
39	Posts	2504.80	601.15	283.19	31.58	35.35	22.78	200.99	3679.84	29.78	206.18	6.49	83.81
40	Power	31.54	6.62	3.44	0.52	0.97	0.36	1.95	45.40	1.98	0.35	0.04	0.24
41	President's Secretariat	3.11	0.63	0.12	0.09	0.09	0.03	0.14	4.21	0.00	0.06	0.10	0.06
42	Prime Minister's Office	4.54	0.96	0.44	0.07	0.16	0.04	0.27	6.48	0.18	0.09	0.09	0.08

(Rs. in crores)

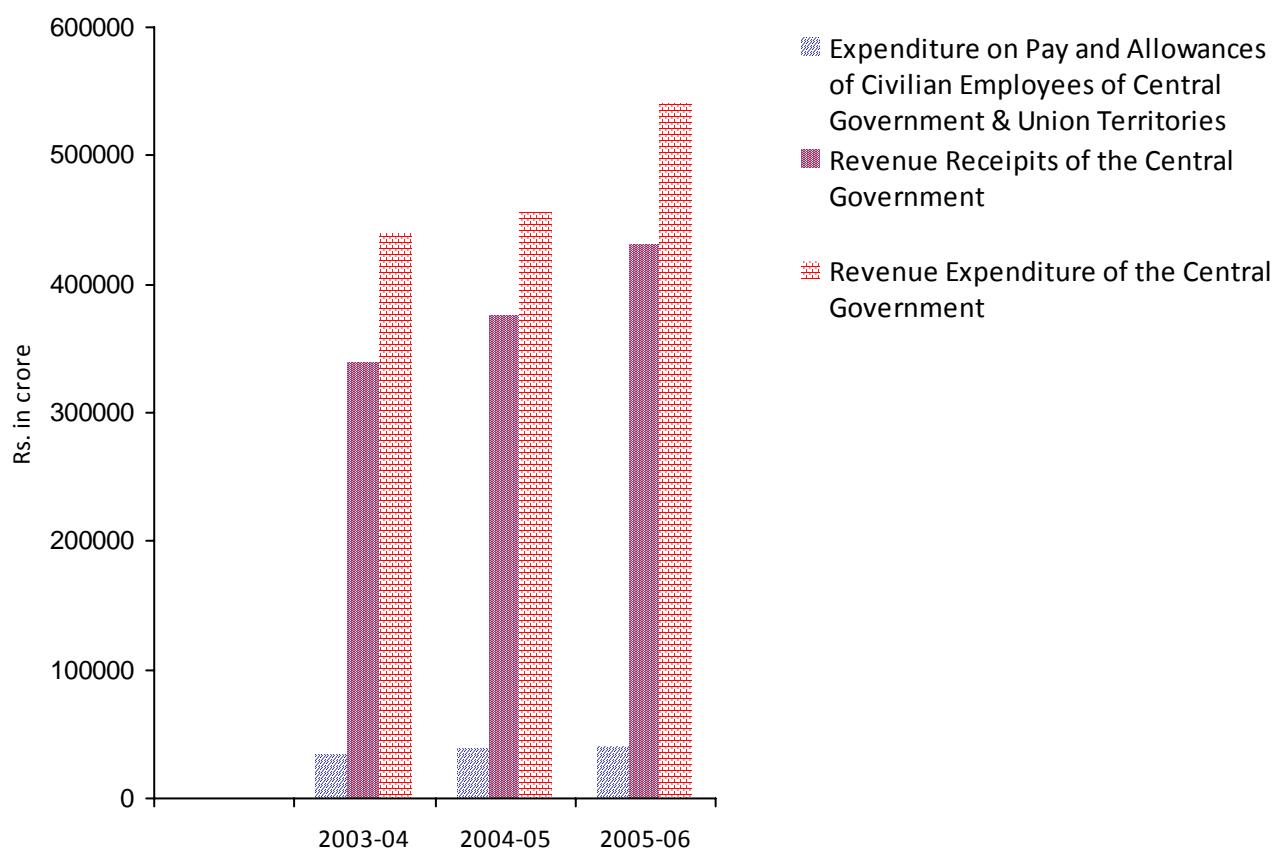
Sl. No.	Ministry/Department	Pay	DA	HRA	CCA	OTA	TPT	Others	Total	Travel Allow.	Bonus	Honora- rium	Encash of E.L.
1	2	3	4	5	6	7	8	9	10	11	12	13	14
43	Public Enterprises	1.60	0.34	0.16	0.02	0.06	0.01	0.09	2.28	0.06	0.00	0.00	0.00
44	Railways	11390.79	2392.07	1260.96	177.70	279.07	121.88	472.23	16094.70	369.33	732.54	14.56	215.28
45	Revenue	1086.42	214.27	155.93	19.73	19.63	20.44	56.07	1572.49	46.38	15.37	1.99	18.30
46	Road Transport & Highways	13.46	2.76	1.53	0.23	0.36	0.17	0.77	19.28	0.78	0.13	0.04	0.30
47	Rural Development	8.42	1.77	0.98	0.15	0.36	0.09	0.60	12.37	1.79	0.10	0.00	0.00
48	Science & Technology	176.62	35.18	20.90	3.28	5.04	2.53	11.06	254.61	7.77	3.31	0.69	1.83
49	Shipping	27.85	5.73	2.70	0.40	0.42	0.33	3.51	40.94	3.55	0.77	0.09	0.36
50	Small Scale Industries, Agro & Rural Industries	31.87	6.69	4.58	0.54	0.07	1.14	1.51	46.40	1.05	0.40	0.01	0.51
51	Social Justice & Empowerment	8.49	1.79	0.85	0.13	0.29	0.08	0.49	12.12	0.34	0.12	0.04	0.19
52	Space	225.87	43.68	22.25	2.93	1.32	2.73	36.80	335.58	28.14	1.19	0.07	10.56
53	Statistics & Programme Implementation	75.16	15.83	8.10	1.20	1.64	0.91	4.43	107.27	2.54	1.11	0.24	1.10
54	Steel	4.96	1.01	0.99	0.14	0.05	0.12	0.38	7.65	0.65	0.07	0.07	0.10
55	Telecommunication	32.58	6.54	5.29	0.70	0.35	0.73	1.79	47.98	5.48	0.38	0.09	0.00
56	Textiles	50.87	10.67	5.70	0.58	0.76	0.40	2.00	70.98	3.16	0.59	0.17	0.33
57	Tourism	5.27	1.05	0.93	0.13	0.06	0.11	0.34	7.89	1.18	0.09	0.35	0.11
58	Union Public Service Commission	19.12	3.86	3.48	0.56	0.12	0.46	1.32	28.92	1.45	0.36	0.66	0.56
59	Urban Development & Poverty Alleviation	286.78	51.57	21.46	4.70	2.31	6.74	9.90	383.46	4.17	2.94	0.45	2.30
60	Vice President's Secretariat	0.45	0.10	0.05	0.01	0.05	0.01	0.05	0.72	0.02	0.01	0.00	0.00
61	Water Resources	133.40	26.35	18.00	2.45	0.30	2.37	10.18	193.05	11.13	2.09	0.14	3.35
62	Women & Child Development	7.02	1.42	1.28	0.16	0.06	0.15	0.29	10.38	0.92	0.13	0.03	0.12
63	Youth Affairs and Sports	4.48	0.95	0.60	0.09	0.12	0.06	0.43	6.73	0.55	0.07	0.01	0.09
<b>Total</b>		<b>27394.84</b>	<b>5718.80</b>	<b>2785.26</b>	<b>424.86</b>	<b>928.16</b>	<b>276.13</b>	<b>1711.40</b>	<b>39239.45</b>	<b>1189.49</b>	<b>1243.18</b>	<b>37.65</b>	<b>518.18</b>

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

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	(Rs. in crore)	
				Expenditure on pay and Allowances as percentage of Revenue Receipts	Revenue Expenditure
2003-04	34554	339100	440086	10.19	7.85
2004-05	38653	376871	455571	10.26	8.48
2005-06	40418	430940	540637	9.38	7.48

Note: (i) The above figures have been taken from Annual Financial Statement of the Central Government as laid before the Parliament.  
(ii) The above revenue receipts and revenue 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 1.3.2006**

Sl. Ministry/Deptt. No.		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	Agricultural Research & Education	14	6	9	13	6	-	48	14	5	6	12	6	-	43
2	Agriculture & Cooperation**	691	582	664	3112	1545	-	6594	691	582	664	3112	1545	-	6594
3	Animal Husbandry & Dairying	281	200	171	1962	2644	-	5258	186	160	130	1541	2323	-	4340
4	Atomic Energy	9160	809	7876	13073	4814	-	35732	8745	799	7528	11570	4322	-	32964
5	AYUSH	91	25	68	166	122	-	472	43	12	66	98	80	-	299
6	Bio-Technology	50	26	36	74	41	-	227	45	18	23	58	40	-	184
7	Cabinet Secretariat	51	32	52	99	99	-	333	48	31	52	74	56	-	261
8	Chemicals and Petrochemicals	88	26	71	89	70	-	344	80	22	62	66	65	-	295
9	Civil Aviation	363	66	158	745	238	-	1570	253	51	145	627	196	-	1272
10	Coal	40	38	39	194	102	-	413	37	36	38	144	97	-	352
11	Commerce	625	745	1027	3019	1344	-	6760	501	662	947	2663	1240	-	6013
12	Company Affairs	386	312	133	1254	394	-	2479	274	203	92	1024	356	-	1949
13	Consumer Affairs	224	181	207	462	285	-	1359	155	147	140	397	257	-	1096
14	Culture **	368	606	503	3100	6118	-	10695	368	606	503	3100	6118	-	10695
15	Defence(Civilian)	13675	14913	17729	246079	180837	-	473233	12196	14188	13382	185641	128334	-	353741
16	Development of NER	48	27	19	116	57	-	267	39	23	18	94	49	-	223
17	Economic Affairs	413	268	699	952	607	-	2939	330	215	560	921	600	-	2626
18	Education (Elementary, Secondary & Higher edu.)	296	359	352	621	391	-	2019	240	282	298	464	300	-	1584
19	Election Commission	45	45	76	160	92	-	418	43	42	70	102	76	-	333
20	Environment & Forests	504	310	393	1964	1843	-	5014	470	287	380	1761	1452	-	4350
21	Expenditure	177	200	136	401	248	-	1162	113	160	106	340	214	-	933
22	External Affairs	1221	831	2035	2048	1102	-	7237	1211	819	1934	1594	854	-	6412
23	Fertilizers	40	41	46	112	63	-	302	39	43	44	79	58	-	263
24	Food & Public Distribution	194	131	308	576	519	-	1728	140	119	267	452	482	-	1460

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
25	Food Processing Industries	86	41	35	88	47	-	297	56	34	29	74	33	-	226
26	Health & Family Welfare**	2967	809	1304	11406	10327	276	27089	2967	809	1304	11406	10327	276	27089
27	Heavy Industry	37	37	40	83	57	-	254	36	32	38	64	57	-	227
28	Home Affairs	14707	2586	18391	667333	51941	-	754958	11390	2248	14315	621203	42658	-	691814
29	Indian Audit & Accounts	695	16321	-	38713	6398	-	62127	459	15183	-	31380	5532	-	52554
30	Industrial Policy & Promotion**	300	175	299	1245	931	-	2950	300	175	299	1245	931	-	2950
31	Information & Broadcasting	429	752	578	3107	1741	-	6607	291	539	472	3043	1588	-	5933
32	Information Technology	3070	492	858	776	523	-	5719	2994	477	578	640	432	-	5121
33	Labour	1168	944	667	4291	2493	-	9563	845	777	510	3588	2143	-	7863
34	Law and Justice	607	234	360	932	508	-	2641	438	187	308	804	441	-	2178
35	Mines**	2528	929	1228	8960	4286	-	17931	2528	929	1228	8960	4286	-	17931
36	Non-Conventional Energy Sources**	95	28	45	122	75	-	365	95	28	45	122	75	-	365
37	Ocean Development	549	1242	9	4195	2678	-	8673	433	1117	9	3230	2028	-	6817
38	Overseas Indian Affairs	30	23	39	64	41	-	197	28	22	29	40	27	-	146
39	Panchayati Raj	21	19	19	24	18	-	101	20	16	17	18	11	-	82
40	Parliamentary Affairs	17	22	28	54	33	-	154	16	22	28	53	33	-	152
41	Personnel, Public Grievances & Pensions	1162	575	630	6266	1119	-	9752	813	470	494	5114	1033	-	7924
42	Petroleum and Natural Gas	50	62	64	89	77	-	342	47	65	44	64	67	-	287
43	Planning Commission	293	196	190	392	314	-	1385	214	138	170	340	269	-	1131
44	Posts **	780	3609	3496	184069	42233	-	234187	780	3609	3496	184069	42233	-	234187
45	Power	549	286	226	748	341	-	2150	487	316	249	546	304	-	1902
46	President's Secretariat	28	36	61	113	113	-	351	21	35	60	105	86	-	307
47	Prime Minister's Office	47	65	107	167	152	-	538	44	57	103	154	128	-	486
48	Public Enterprises	24	9	20	42	33	-	128	21	9	11	32	26	-	99
49	Railways	8894	7452	-	1004852	555536	-	1576734	8224	7176	-	883880	513154	-	1412434
50	Revenue	7516	21471	634	77412	26845	-	133878	5711	19538	522	58075	25106	-	108952
51	Road Transport & Highways	240	96	425	370	185	-	1316	212	85	312	252	166	-	1027
52	Rural Development	109	129	66	316	143	-	763	99	102	51	242	132	-	626

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
53	Science & Technology	719	756	353	7159	5395	-	14382	501	639	239	4925	3663	-	9967
54	Shipping	229	232	387	1553	911	-	3312	174	202	332	1101	663	-	2472
55	Small Scale Industries, Agro & Rural Industries	419	498	96	1514	628	-	3155	250	390	72	1126	547	-	2385
56	Social Justice & Empowerment	118	113	135	251	148	-	765	108	95	130	226	153	-	712
57	Space	7622	479	3063	4172	904	-	16240	6704	434	2466	3360	751	-	13715
58	Statistics & P I	432	1432	788	3150	799	15	6616	363	1336	776	2335	706	13	5529
59	Steel	49	71	58	168	84	-	430	44	69	56	143	81	-	393
60	Telecommunication	812	845	223	486	514	-	2880	645	539	164	402	371	-	2121
61	Textiles	317	221	294	3248	741	-	4821	268	201	258	3152	698	-	4577
62	Tourism	64	81	63	258	133	-	599	59	77	62	250	131	-	579
63	Tribal Affairs	31	17	32	29	15	-	124	26	16	20	22	14	-	98
64	Union Public Service Commission	189	229	484	564	551	-	2017	168	210	397	532	445	-	1752
65	Urban Development & Poverty Alleviation	2596	1328	2115	17230	5552	-	28821	2386	1132	1788	13681	4548	-	23535
66	Vice President's Secretariat	6	5	-	29	19	-	59	5	3	-	27	19	-	54
67	Water Resources	1625	1224	1095	6120	3544	-	13608	1340	1025	1008	4879	2978	-	11230
68	Women & Child Development	105	15	93	308	195	-	716	100	15	92	295	174	-	676
69	Youth Affairs & Sports	38	73	55	222	83	-	471	34	60	50	166	77	-	387
<b>Total</b>		<b>91414</b>	<b>87038</b>	<b>71960</b>	<b>2343081</b>	<b>932985</b>	<b>291</b>	<b>3526769</b>	<b>79005</b>	<b>80150</b>	<b>60086</b>	<b>2071299</b>	<b>818445</b>	<b>289</b>	<b>3109274</b>

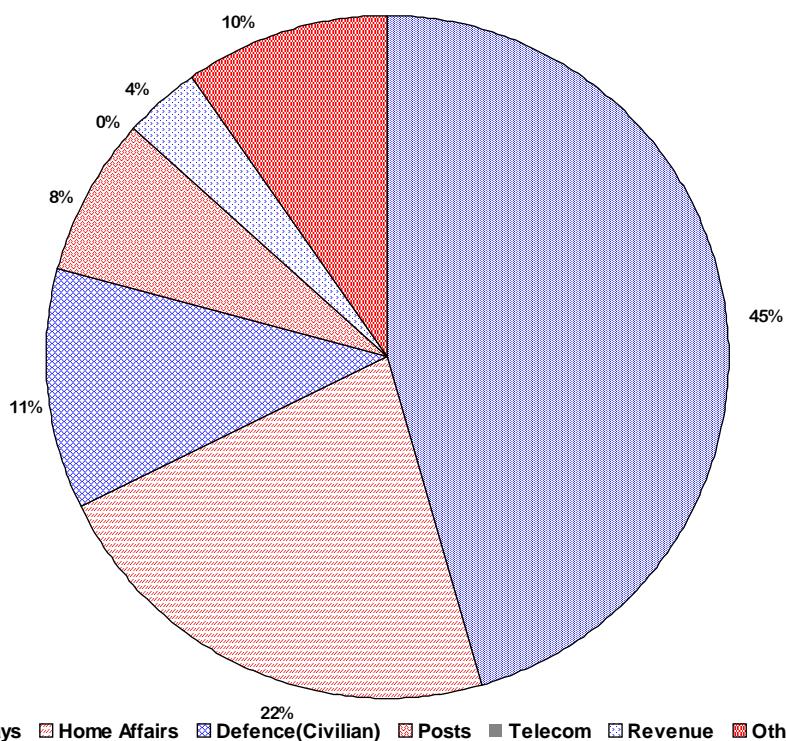
\* Includes some non-gazetted posts also.

\*\* Sanctioned strengths are provisional.

**GROUP-WISE & STATUS-WISE ESTIMATE NUMBER OF  
CENTRAL GOVT. CIVILIAN REGULAR EMPLOYEES AS ON 1.3.2006  
IN MAJOR MINISTRIES/DEPARTMENTS (EXCLUDING UTs)**

Ministry/ Department	Number of Sanctioned Posts							Number in Position						
	A*	B(G)	B(NG)	C(NG)	D(NG)	Uncl- assi- fied	Total	A*	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
Railways	8894 (9.73)	7452 (8.56)	0	1004852 (42.89)	555536 (59.54)	-	1576734 (44.71)	8224 (10.41)	7176 (8.95)	0	883880 (42.67)	513154 (62.70)	-	1412434 (45.43)
Home Affairs	14707 (16.09)	2586 (2.97)	18391 (25.56)	667333 (28.48)	51941 (5.57)	-	754958 (21.41)	11390 (14.42)	2248 (2.80)	14315 (23.83)	621203 (30.00)	42658 (5.21)	-	691814 (22.25)
Defence(Civilian)	13675 (14.96)	14913 (17.14)	17729 (24.64)	246079 (10.50)	180837 (19.38)	-	473233 (13.42)	12196 (15.44)	14188 (17.70)	13382 (22.27)	185641 (8.96)	128334 (15.68)	-	353741 (11.38)
Posts	780 (0.85)	3609 (4.15)	3496 (4.86)	184069 (7.86)	42233 (4.53)	-	234187 (6.64)	780 (0.98)	3609 (4.50)	3496 (5.82)	184069 (8.89)	42233 (5.15)	-	234187 (7.53)
Telecom	812 (0.89)	845 (0.97)	223 (0.31)	486 (0.02)	514 (0.06)	-	2880 (0.08)	645 (0.82)	539 (0.67)	164 (0.27)	402 (0.02)	371 (0.05)	-	2121 (0.07)
Revenue	7516 (8.22)	21471 (24.67)	634 (0.88)	77412 (3.30)	26845 (2.88)	-	133878 (3.80)	5711 (7.23)	19538 (24.38)	522 (0.87)	58075 (2.80)	25106 (3.07)	-	108952 (3.50)
Others	45030 (49.26)	36162 (41.54)	31487 (43.75)	162850 (6.95)	75079 (8.04)(100.00)	291 (9.94)	350899 (9.94)	40059 (50.70)	32852 (40.99)	28207 (46.94)	138029 (6.66)	66589 (8.14)	289 (100.00)	306025 (9.84)
<b>Total</b>	<b>91414</b>	<b>87038</b>	<b>71960</b>	<b>2343081</b>	<b>932985</b>	<b>291</b>	<b>3526769</b>	<b>79005</b>	<b>80150</b>	<b>60086</b>	<b>2071299</b>	<b>818445</b>	<b>289</b>	<b>3109274</b>

**Number of Employees in Position as on March, 2006 in Major  
Ministries/Departments**



\* Includes some Non-Gazetted posts also.

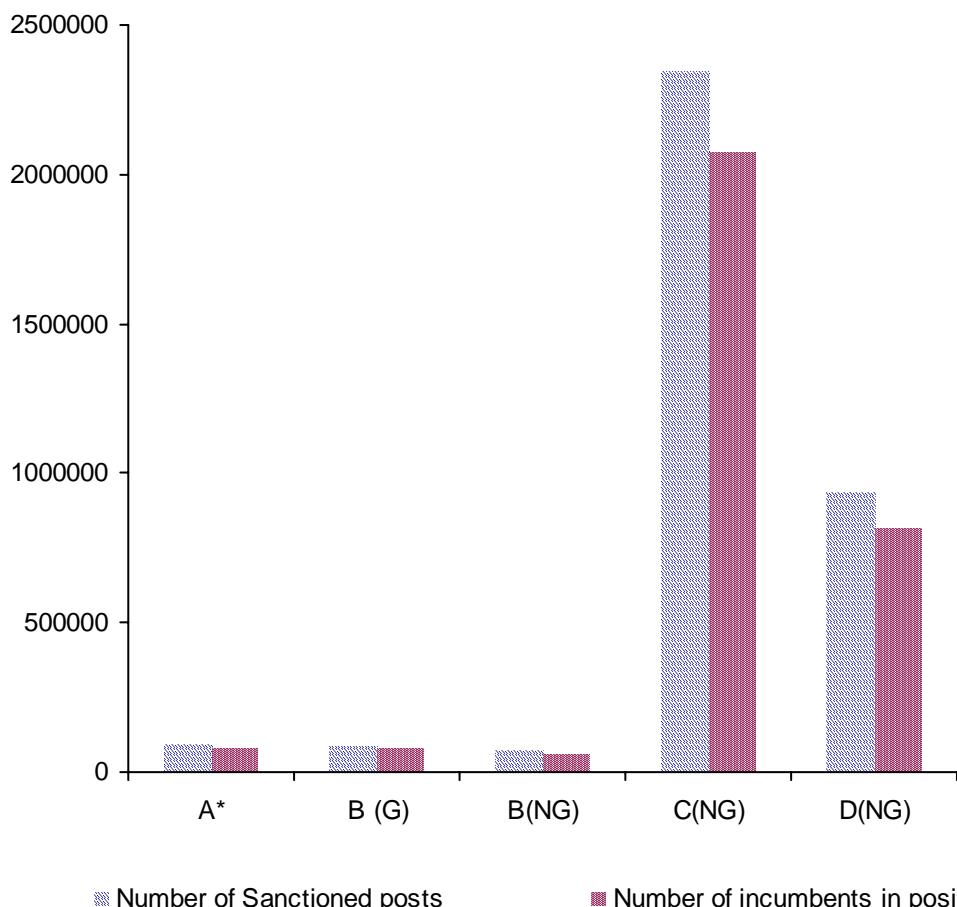
N.B (i) Figures in parentheses are the percentages to total.

(ii) Home Affairs figures does not include Delhi Police, which has 64994 employees as on March 2006.

**GROUP-WISE NUMBER OF SANCTIONED POSTS & INCUMBENTS  
IN POSITION, VACANCIES AND THEIR PERCENTAGES TO  
TOTAL SANCTIONED POSTS AS ON 1.03.2006**

<b>Group</b>	<b>Number of sanctioned posts</b>	<b>Number of incumbents in position</b>	<b>Number of vacant posts</b>	<b>Percentage of vacant posts to total sanctioned posts in the group</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
A*	91414	79005	12409	13.57
B (G)	87038	80150	6888	7.91
B(NG)	71960	60086	11874	16.50
C(NG)	2343081	2071299	271782	11.60
D(NG)	932985	818445	114540	12.28
Unclassified	291	289	2	0.69
<b>Total</b>	<b>3526769</b>	<b>3109274</b>	<b>417495</b>	<b>11.84</b>

**Number of sanctioned Posts and in Position in different groups**



\* Includes some Non-Gazetted posts also.

**DISTRIBUTION OF REGULAR CIVILIAN EMPLOYEES IN  
CENTRAL GOVERNMENT AND UNION TERRITORY ADMINISTRATIONS  
BY GROUP OF POSTS AS ON 01.03.2006**

Sl. No.	Central Govt./Union Territory Administrations	Group of posts				
		A	B	C	D	Total
1	2	3	4	5	6	7
1	<b>CENTRAL GOVERNMENT</b>	79005 (2.54)	140236 (4.51)	2071299 (66.62)	818734 (26.33)	3109274 (100.00)
2	<b>UNION TERRITORY ADMINISTRATIONS</b>	1737 (2.91)	3072 (5.15)	39725 (66.58)	15134 (25.36)	59668 (100.00)
<b>TOTAL</b>		<b>80742 (2.55)</b>	<b>143308 (4.52)</b>	<b>2111024 (66.62)</b>	<b>833868 (26.31)</b>	<b>3168942 (100.00)</b>

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

Sl. No.	Name of the Central Police Force	Number of Sanctioned posts (as on 1st March)			Number in Position (as on 1st March)		
		2004	2005	2006	2004	2005	2006
1	2	3	4	5	6	7	
1	<b>Border Security Force (BSF)</b>	209934	208937	208920	204682	204166	205662
2	<b>Central Reserve Police Force (CRPF)</b>	229699	248690	248689	208801	222971	226578
3	<b>Central Industrial Security Force (CISF)</b>	94818	94162	95963	89038	87703	87425
4	<b>Indo Tibetan Border Police(ITBP)</b>	34676	36324	36297	33563	34957	34003
5	<b>Assam Rifles</b>	62455	63782	67443	60508	61244	65341
6	<b>Special Service Bureau(SSB)</b>	31748	55588	55750	28667	28276	37912
7	<b>National Security Guard(NSG)</b>	7357	7357	7357	6327	6870	6816
<b>TOTAL</b>		<b>670687</b>	<b>714840</b>	<b>720419</b>	<b>631586</b>	<b>646187</b>	<b>663737</b>

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

<b>Year</b>	<b>Jan.</b>	<b>Feb.</b>	<b>March</b>	<b>April</b>	<b>May</b>	<b>June</b>	<b>July</b>	<b>Aug.</b>	<b>Sept.</b>	<b>Oct.</b>	<b>Nov.</b>	<b>Dec.</b>
<b>1998 INDEX</b>	384	382	380	383	389	399	411	413	420	433	438	429
<b>12 Monthly avg.</b>	360.58	363.25	365.67	368.08	371.17	374.83	379.25	383.74	388.67	394.33	400.33	405.08
<b>% increase</b>	17.71	18.58	19.37	20.15	21.16	22.36	23.80	25.27	26.87	28.72	30.68	32.23
<b>1999 INDEX</b>	420	415	414	415	419	420	424	426	429	437	438	431
<b>12 Monthly avg.</b>	408.08	410.83	413.67	416.33	418.83	420.58	421.67	422.75	423.50	423.83	423.83	424.00
<b>% increase</b>	33.21	34.11	35.04	35.90	36.73	37.30	37.65	38.00	38.25	38.36	38.36	38.41
<b>2000 INDEX</b>	431	430	434	438	440	442	445	443	444	449	450	446
<b>12 Monthly avg.</b>	424.92	426.17	427.83	429.75	431.50	433.33	435.08	436.50	437.75	438.75	439.75	441.00
<b>% increase</b>	38.71	39.12	39.66	40.29	40.86	41.46	42.03	42.49	42.90	43.23	43.55	43.96
<b>2001 INDEX</b>	445	443	445	448	451	457	463	466	465	468	472	469
<b>12 Monthly avg.</b>	442.17	443.25	444.17	445.00	445.92	447.17	448.67	450.58	452.33	453.92	455.75	457.67
<b>% increase</b>	44.34	44.70	44.99	45.27	45.57	45.98	46.47	47.09	47.66	48.18	48.78	49.40
<b>2002 INDEX</b>	467	466	468	469	472	476	481	484	485	487	489	484
<b>12 Monthly avg.</b>	459.50	461.42	463.33	465.08	466.83	468.42	469.92	471.42	473.08	474.67	476.08	477.33
<b>% increase</b>	50.00	50.63	51.22	51.82	52.39	52.91	53.40	53.89	54.43	54.95	55.41	55.82
<b>2003 INDEX</b>	483	484	487	493	494	497	501	499	499	503	504	502
<b>12 Monthly avg.</b>	478.67	480.17	481.75	483.75	485.58	487.33	489.00	490.25	491.42	492.75	494.00	495.50
<b>% increase</b>	56.26	56.75	57.26	57.92	58.52	59.09	59.63	60.03	60.42	60.86	61.26	61.75
<b>2004 INDEX</b>	504	504	504	504	508	512	517	522	523	526	525	521
<b>12 Monthly avg.</b>	497.25	498.91	500.33	501.25	502.42	503.67	505.00	506.92	508.92	510.83	512.58	514.17
<b>% increase</b>	62.32	62.86	63.33	63.63	64.01	64.42	64.85	65.48	66.13	66.76	67.33	67.85
<b>2005 INDEX</b>	526	525	525	529	527	529	538	540	542	548	553	550
<b>12 Monthly avg.</b>	516.00	513.75	519.50	521.58	523.17	524.58	526.33	527.83	529.42	531.25	533.58	536.00
<b>% increase</b>	68.45	69.02	69.59	70.27	70.79	71.25	71.81	72.30	72.83	73.42	74.18	74.97
<b>2006 INDEX</b>	551	551	551	556	560	569	574	574	579	588	588	588
<b>12 Monthly avg.</b>	538.08	540.25	542.42	554.67	547.42	550.75	553.75	556.58	559.67	563.00	565.92	569.08
<b>% increase</b>	75.65	76.36	77.07	77.80	78.70	79.78	80.76	81.69	82.70	83.79	84.74	85.77
<b>2007 INDEX</b>	588	593	588	593	597	602						
<b>12 Monthly avg.</b>	572.17	575.67	578.75	581.83	584.92	587.67						
<b>% increase</b>	86.78	87.92	88.93	89.94	90.94	91.84						

**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)

<b>Sl. No.</b>	<b>Designation</b>	<b>Minimum and Maximum of Pay Scales</b>		<b>Total Emoluments (Pay+DA) as on</b>						
		<b>1.1.01</b>	<b>1.1.02</b>	<b>1.1.03</b>	<b>1.1.04</b>	<b>1.1.05*</b>	<b>1.1.06*</b>	<b>1.1.07*</b>		
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	
1	Peon	Min.	2550	3647	3800	3953	4106	4475	4743	5164
		Max.	3200	4576	4768	4960	5152	5616	5952	6480
2	Postman/Police Constable	Min.	3050	4362	4545	4728	4911	5353	5673	6176
		Max.	4590	6564	6839	7115	7390	8055	8537	9295
3	Lower Division Clerk	Min.	3050	4362	4545	4728	4911	5353	5673	6176
		Max.	4590	6564	6839	7115	7390	8055	8537	9295
4	Upper Division Clerk	Min.	4000	5720	5960	6200	6440	7020	7440	8100
		Max.	6000	8580	8940	9300	9660	10530	11160	12150
5	Jr. Res. Asstt./Stat. Asstt.	Min.	5000	7150	7450	7750	8050	8775	9300	10125
		Max.	8000	11440	11920	12400	12880	14040	14880	16200
6	Asstt.	Min.	5500	7865	8195	8525	8855	9653	10230	11138
		Max.	9000	12870	13410	13950	14490	15795	16740	18225
7	Asstt. Accounts Officer/ Res. Asstt.	Min.	6500	9295	9685	10075	10465	11408	12090	13163
		Max.	10500	15015	15645	16275	16905	18428	19530	21263
8	Section Officer	Min.	6500	9295	9685	10075	10465	11408	12090	13163
		Max.	10500	15015	15645	16275	16905	18428	19530	21263
9	Asstt. Dir./Res. Officer	Min.	8000	11440	11920	12400	12880	14040	14880	16200
		Max.	13500	19305	20115	20925	21735	23693	25110	27338
10	US/Sr.Res.Officer	Min.	10000	14300	14900	15500	16100	17550	18600	20250
		Max.	15200	21736	22648	23560	24472	26676	28272	30780
11	Dy. Secretary/Jt. Director	Min.	12000	17160	17880	18600	19320	21060	22320	24300
		Max.	16500	23595	24585	25575	26565	28958	30690	33413
12	Director	Min.	14300	20449	21307	22165	23023	25097	26598	28958
		Max.	18300	26169	27267	28365	29463	32117	34038	37058
13	Joint Secretary	Min.	18400	26312	27416	28520	29624	32292	34224	37260
		Max.	22400	32032	33376	34720	36064	39312	41664	45360
14	Additional Secretary	Min.	22400	32032	33376	34720	36064	39312	41664	45360
		Max.	24500	35035	36505	37975	39445	42998	45570	49613
15	Secretary	Fixed	26000	37180	38740	40300	41860	45630	48360	52650
16	Cabinet Secretary	Fixed	30000	42900	44700	46500	48300	52650	55800	60750

\*Emoluments includes (Pay+DP+DA).

**DISPARITY RATIO IN EMOLUMENTS UNDER DIFFERENT STATE GOVERNMENTS  
AS ON 1.1.2006 AND DATE OF EFFECT OF CURRENT PAY SCALES**

S.No.	State	Designation \$	Pay (Rs.)	DA (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/ Director of Health Attender,Sweeper etc.	Max. Min.	30675 3850	2312 290	32987 4140	7.97	1.7.2003 Yes
2	Arunachal Pradesh	Secretary Peon	Max. Min.	33600 3825	5712 650	39312 4475	8.78	1.1.96 Yes
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	Eng. in Chief Peon	Max. Min.	33600 3825	8064 918	41664 4743	8.78	1.1.96 Yes
5	Delhi	Chief Justice, Delhi High Court Class IV (peon)	Max. Min.	45000 3825	10800 918	55800 4743	11.76	1.1.96 Yes
6	Goa	Dean of Medical College Peon	Max. Min.	42700 3825	10248 918	52948 4743	11.16	1.1.96 Yes
7	Gujarat	Principal Chief Ind. Advisor Peon, etc.	Max. Min.	39000 3825	9360 918	48360 4743	10.20	1.1.96 Yes
8	Haryana	Dir.Gen.of Health Services Peon	Max. Min.	39250 3825	9420 918	48670 4743	10.26	1.1.96 Yes
9	Himachal Pradesh	Director (Health Services) Peon etc.	Max. Min.	38500 3930	9240 943	47740 4873	9.80	1.1.96 Yes
10	Jammu & Kashmir	DG State Forest Protection Force Peon	Max. Min.	36750 3825	8820 918	45570 4743	9.61	1.1.96 Yes
11	Jharkhand	Director in Chief/Eng. Cum Chief/Special Secretray Peon	Max. Min.	33600 3825	8064 918	41664 4743	8.78	1.1.96 Yes
12	Karnataka	Secretray to Govt. PWD/ Irrigation Class IV	Max. Min.	39900 4800	1047 126	40947 4926	8.31	1.7.2005 Yes
13	Kerala	Director of Health Services Peon/Class IV	Max. Min.	34950 4510	2796 361	37746 4871	7.75	1.7.2004 Yes
14	Maharashtra	Secretary (Water Resources Deptt.) Peon	Max. Min.	33600 3825	7056 803	40656 4628	8.78	1.1.96 Yes

S.No.	State	Designation \$	Pay (Rs.)	DA (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
<b>15</b>	<b>Madhya Pradesh</b>	NOT AVAILABLE						
<b>16</b>	<b>Manipur</b>	Secy.(Non-cadre) & Chief Engineer Peon	Max. Min.	18300 2550	10065 1403	28365 3953	7.18	1.1.96 Yes
<b>17</b>	<b>Meghalaya</b>	Secretary Peon	Max. Min.	25500 3660	6375 915	31875 4575	6.97	1.1.96 Yes
<b>18</b>	<b>Mizoram</b>	Engineer-in-Chief Peon, Group D	Max. Min.	22400 2650	16576 1961	38976 4611	8.45	1.1.96 Yes
<b>19</b>	<b>Nagaland</b>	Secretary/Eng. in Chief Peon	Max. Min.	31350 3825	7524 918	38874 4743	8.20	1.4.2000 Yes
<b>20</b>	<b>Orissa</b>	Engr.-in-Chief cum Secy. (Works Deptt.) Peon, sweeper etc.	Max. Min.	20450 2550	15133 1887	35583 4437	8.02	1.1.96 Yes
<b>21</b>	<b>Punjab</b>	Head of Deptt. Grade D Employees	Max. Min.	35400 3930	8496 943	43896 4873	9.01	1.1.96 Yes
<b>22</b>	<b>Rajasthan</b>	Distt.&Session Judge (S.Scale) Class IV Employee	Max. Min.	37275 3825	8946 918	46221 4743	9.75	1.9.96 Yes
<b>23</b>	<b>Sikkim</b>	Principal Director cum Secretary Peon	Max. Min.	31875 4275	9244 1240	41119 5515	7.46	1.1.96 Yes
<b>24</b>	<b>Tamil Nadu</b>	Non-I.A.S.(Secretary) Office Assistant/LGGS	Max. Min.	32850 3825	7884 918	40734 4743	8.59	1.1.96 Yes
<b>25</b>	<b>Tripura</b>	Tripura Judicial Service Peon etc.	Max. Min.	37275 2600	8946 1534	46221 4134	11.18	1.1.96 Yes
<b>26</b>	<b>Uttar Pradesh</b>	Higher Judicial Service Peon	Max. Min.	37275 3825	13046 1339	50321 5164	9.74	1.1.96 Yes
<b>27</b>	<b>West Bengal</b>	Director Health Service Peon	Max. Min.	24900 2600	14691 1534	39591 4134	9.58	1.1.96 Yes
<b>28</b>	<b>Uttaranchal</b>	DG. Health & F.W. Peon	Max. Min.	24900 2550	15340 1504	40240 4054	9.93	1.1.96 Yes
<b>29</b>	<b>Chhattisgarh</b>	Highest Grade Grade IV	Max. Min.	22400 2550	14336 1632	36736 4182	8.78	1.1.96 Yes

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

\* Pre-Tax