



GOVERNMENT OF INDIA

BROCHURE

ON

PAY AND ALLOWANCES

OF

CENTRAL GOVERNMENT CIVILIAN EMPLOYEES

2001-2002

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 2001-2002 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 on pay and allowances of Central Government employees. While all efforts have been made to present the data in a meaningful manner, suggestions for further improvement would be welcome.

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

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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 Central Government Civilian Regular employees including employees of the Union Territories was Rs. 31407.26 Crore in 2001-2002 as compared to Rs. 33986.18 Crore in 2000-2001. Thus, there is decrease in expenditure by Rs. 2578.92 Crore over the previous year, which in relative terms works out to 7.59 per cent. This decrease in the expenditure on pay and allowances over the previous year is primarily due to huge reduction in the strength of the Department of Telecommunications w.e.f. 1st Oct. 2000 consequent to the formation of BSNL.
2. Out of the total expenditure of Rs. 31407 Crore, the percentage expenditure on Pay is 58.70, on Dearness Allowance 26.71, on House Rent Allowance (HRA) and Compensatory (City) Allowance (CCA) 6.62 and on other allowances 7.97 per cent.
3. The expenditure on Pay, DA and HRA plus CCA changed by (-) 11.51 percent, (+) 1.54 percent & (-) 7.74 percent respectively as 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 15.6 per cent and 10.4 per cent respectively. Last year these percentages were 17.6% & 12.2% respectively.
5. Of the total expenditure on Pay and Allowances, the Ministry of Railways continues to have the largest share at 39.62 per cent, marginally up from 39.41 percent, in 2000-2001. The shares of the Ministry of Defence and Home Affairs as also the Department of Posts have increased marginally over the previous year. In respect of Department of Telecom, the share has undergone a fall from 5.82% in the previous year to 0.07% in 2001-2002 for the reasons brought out in Para 1 above.
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 1.1.2003 is 1:11.76 which is the same as that on 1.1.2002, 1.7.2002 .
7. In State Governments, the disparity ratio in emoluments (Pay plus DA) of lowest and highest paid State Govt. employees as on 1.1.2002 is lowest in Assam at 6.94 and highest in Delhi being 11.76.
8. There were 419 Dispensaries under the Central Government Health Scheme as on March 2001 spread over 18 Centres in the country. The annual costs per card holder and per beneficiary during 2000-2001 are Rs. 3083 and Rs. 711 indicating an increase of 12.15 per cent & 11.09 per cent respectively over the corresponding figures of 1999-2000.
9. The new series of CPI has registered an increase of 59.09 per cent over 306.33 points up to June 2003.
10. The total number of Central Government (Civilian) Regular employees in position (excluding Union Territories) as on 1.03.2002 were 32.90 lakh as compared to 34.26 lakh as on 1.3.2001, thus, indicating a decline of 1.36 lakh which in relative terms works out to be 3.97 per cent.
11. Of the total strength of 32.90 lakh, the percentage share of the Railways is 46.04, Home Affairs 21.06, Defence (Civilian) 10.75, Posts 8.30 and all other Ministries/Departments 13.85.
12. Of the total number of 36.33 lakh sanctioned posts 9.44 per cent of the posts were vacant as on 1.3.2002.

**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		
	1999-2000	2000-2001	2001-2002
1. Pay	62.19	61.31	58.70
2. D.A.	23.27	24.31	26.71
3. HRA+CCA	6.92	6.63	6.62
4. Other Allowances	7.62	7.75	7.97
Total	100.00	100.00	100.00

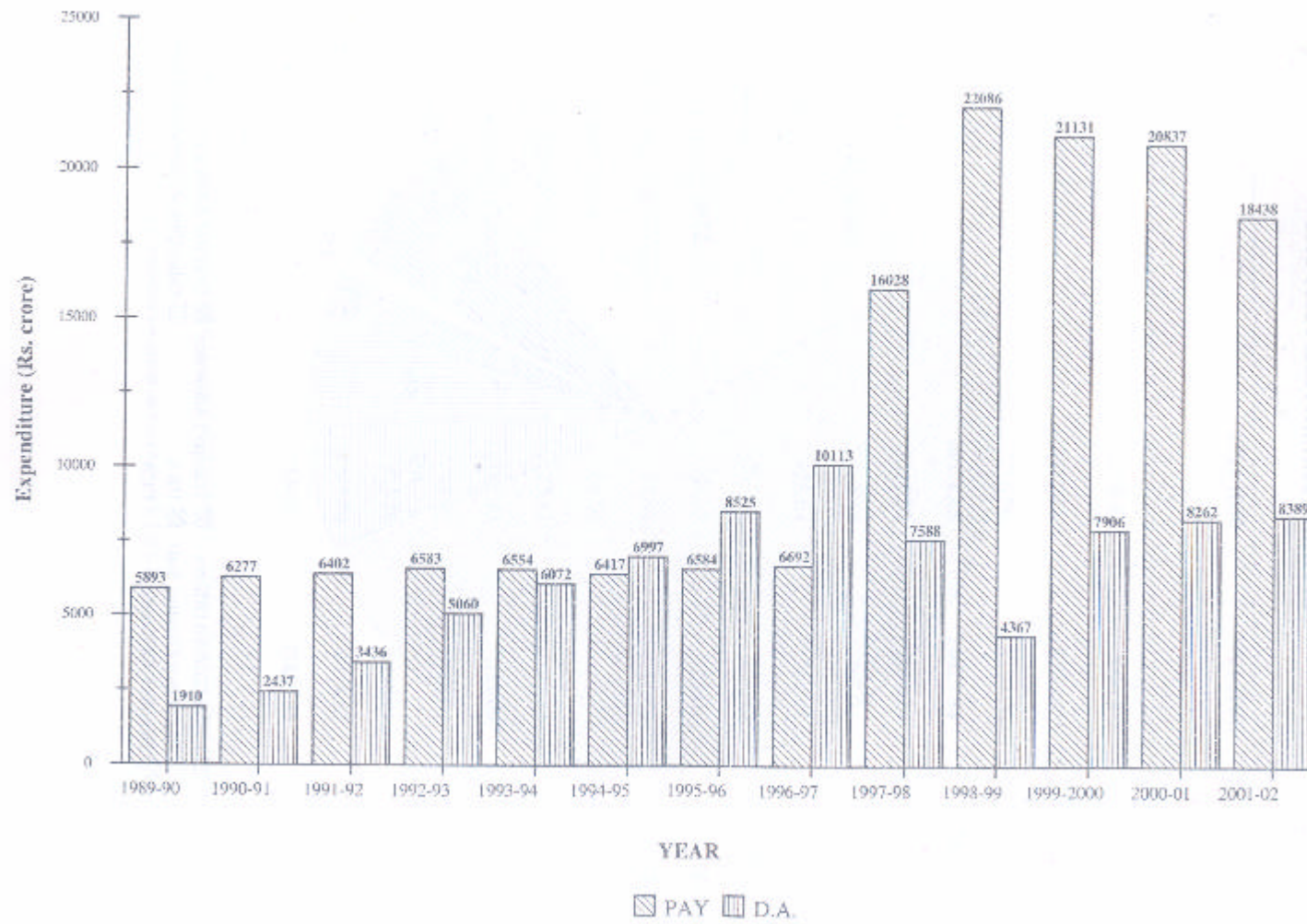
**SHARE OF MAJOR DEPARTMENTS IN THE TOTAL EXPENDITURE
(Expressed as percentage to total)**

Department	Percentage Share		
	1999-2000	2000-2001	2001-2002
1. Railways	37.53	39.41	39.62
2. Defence (Civilian)	14.87	15.45	16.68
3. Home Affairs	11.52	11.61	13.39
4. Posts	7.81	8.63	9.50
5. Telecommunications	9.85	5.82	0.07
6. Other Departments including Union Territories	18.42	19.08	20.74
Total	100.00	100.00	100.00

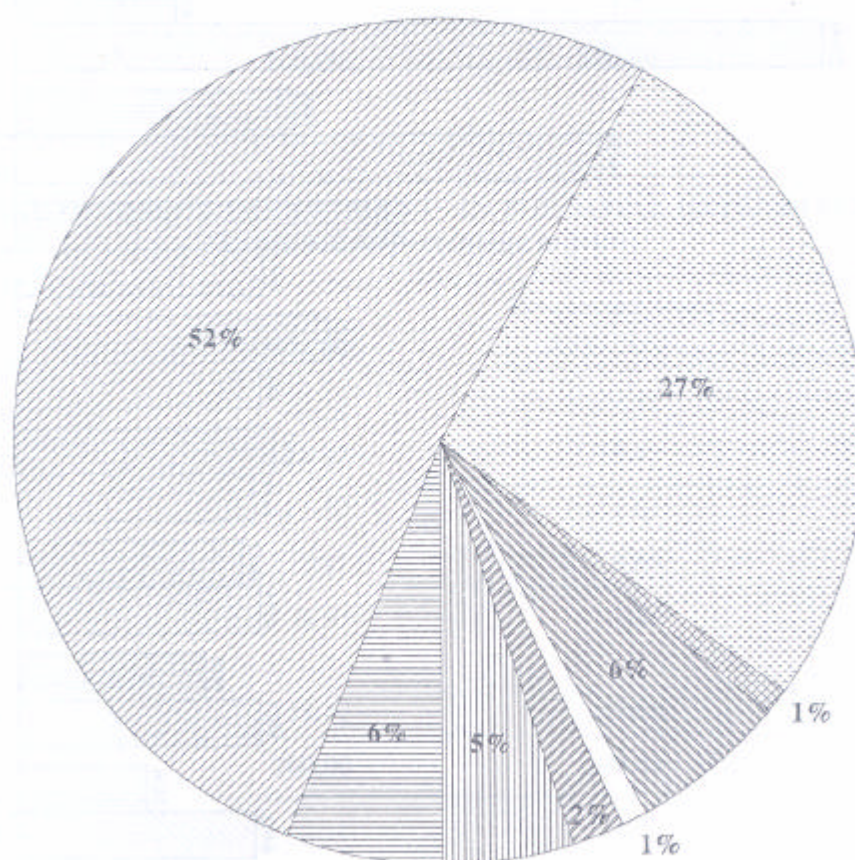
INDEX OF EXPENDITURE ON PAY & ALLOWANCES (BASE: 1993-94 = 100)

Item/Year	1993-94	1997-98	1998-99	1999-2000	2000-01	2001-02
1 Pay	100	244.5	336.9	322.4	317.9	281.3
2 Dearness Allowance	100	125.0	71.9	130.2	136.1	138.2
3 House Rent Allowance	100	163.4	263.1	279.6	266.8	245.7
4 Compensatory City Allowance	100	163.9	243.0	234.2	230.9	215.2
5 Over Time Allowance	100	185.0	282.1	247.1	226.9	228.4

EXPENDITURE ON PAY AND D.A.



EXPENDITURE ON PAY AND ALLOWANCES OF CENTRAL GOVERNMENT
CIVILIAN EMPLOYEES : 2001-2002



Pay of Gazetted Officers	Transport Allowance	Overtime Allowance
Pay of Non Gazetted Staff	HRA	Other Compensatory Allowances
Dearness Allowance	CCA	

TABLE 1

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

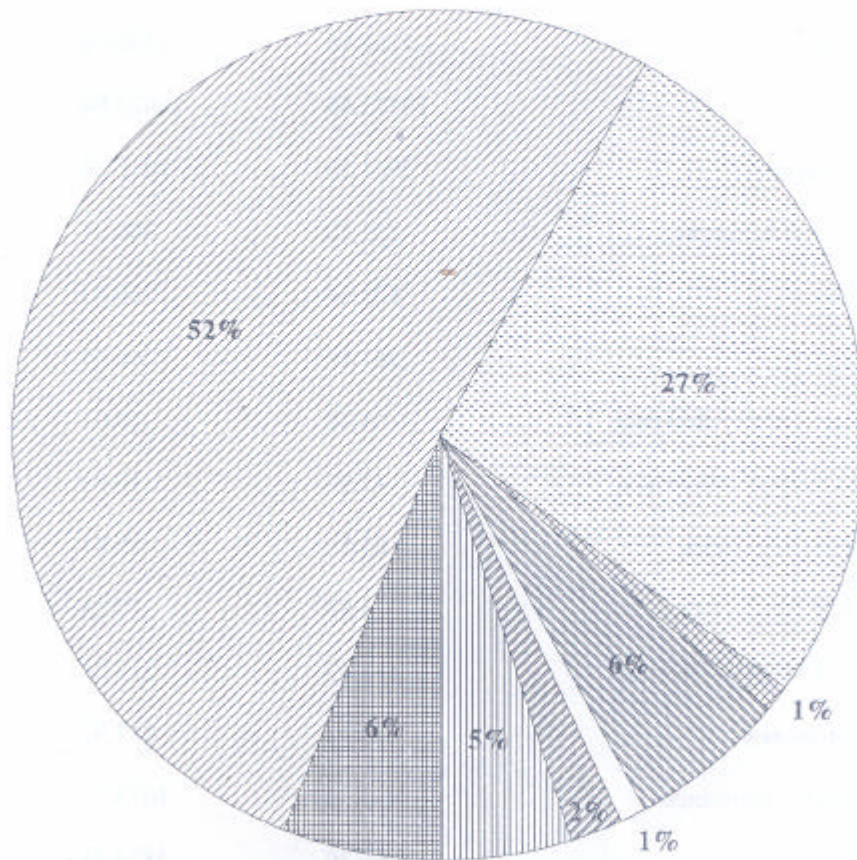
(Rs. Crore)

Sl. No.	Pay/Allowances	1999-2000	2000-2001	2001-2002
1	2	3	4	5
1	Pay of Gazetted Officers	2326.88	2096.97	1927.74
2	Pay of Non-Gazetted Staff	18457.81	18396.81	16155.94
3	Dearness Allowance	7786.96	8130.06	8235.88
	Sub-Total (i)	28571.65	28623.84	26319.56
1	House Rent Allowance	2011.20	1916.24	1753.61
2	Compensatory (City) Allowance	313.52	308.74	288.68
3	Overtime Allowance	828.64	760.42	766.75
4	Transport Allowance	287.64	266.49	266.31
5	Spl. Pay & Deput. (Duty) Allowance	64.05	55.01	26.48
6	Composite Hill Compens. Allowance	17.97	16.84	14.71
7	Children Education Allowance	65.54	65.87	78.13
8	Reimbursement of Tuition Fee	25.83	22.23	18.40
9	Reimbursement of Medical Charges	188.43	211.04	223.96
10	Leave Travel Concession	133.12	117.92	45.14
11	Other Compensatory Allowances	933.36	1073.71	1032.75
	Sub-Total (ii)	4869.30	4814.51	4514.92
	Grand Total (i) + (ii)	33440.95	33438.35	30834.48
	Travelling Allowance	1113.10	1158.21	1119.88

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 : 2001-2002



■ Pay of Gazetted Officers	■ Transport Allowance	■ Overtime Allowance
■ Pay of Non-Gazetted Staff	■ HRA	■ Other Compensatory Allowances
■ Dearness Allowance	■ CCA	

TABLE 1A

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

		(Rs. Crore)		
S. No.	Pay/Allowances	1999-2000	2000-2001	2001-2002
1.	2.	3.	4.	5.
1	Pay of Gazetted Officers	2365.53	2141.38	1972.05
2	Pay of Non-Gazetted Staff	18765.13	18695.77	16465.75
3	Dearness Allowance	7905.66	8262.38	8389.22
	Sub-Total (i)	29036.32	29099.53	26827.02
1	House Rent Allowance	2030.57	1937.73	1784.78
2	Compensatory (City) Allowance	319.38	314.89	293.52
3	Overtime Allowance	835.25	766.89	772.16
4	Transport Allowance	290.51	269.05	268.42
5	Special Pay & Deput. (Duty) Allowance	66.29	56.96	27.63
6	Composite Hill Compensatory Allowance	17.97	16.84	14.71
7	Children Education Allowance	65.56	65.89	78.13
8	Reimbursement of Tuition Fee	25.93	22.69	18.43
9	Reimbursement of Medical Charges	194.27	217.20	233.74
10	Leave Travel Concession	140.33	124.86	45.98
11	Other Compensatory Allowances	955.41	1093.65	1042.74
	Sub-Total (ii)	4941.47	4886.65	4580.24
	Grand Total (i) + (ii)	33977.79	33986.18	31407.26
	Travelling Allowance	1117.90	1163.06	1124.42

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

TABLE 1.1

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

		(Rs. Crore)		
Sl. No.	Pay/Allowances	1999-2000	2000-2001	2001-2002
1.	2.	3.	4.	5.
1	Pay of Gazetted Officers	365.69	340.29	312.64
2	Pay of Non-Gazetted Staff	7632.21	7887.72	7096.06
3	Dearness Allowance	2952.99	3340.79	3359.78
	Sub-Total (i)	10950.89	11568.80	10768.48
1	House Rent Allowance	736.25	752.47	700.83
2	Compensatory (City) Allowance	109.61	113.03	106.78
3	Overtime Allowance	233.20	196.28	184.25
4	Transport Allowance	101.72	93.95	104.54
5	Special Pay and Deput. (Duty) Allowance	9.22	10.69	3.38
6	Composite Hill Compensatory Allowance	4.81	4.08	1.48
7	Children Education Allowance	3.06	0.80	0.92
8	Reimbursement of Tuition Fee	9.63	8.66	8.07
9	Reimbursement of Medical Charges	4.61	5.10	9.90
10	Leave Travel Concession *	0.01	0.10	0.37
11	Other Compensatory Allowances	589.22	640.39	552.34
	Sub-Total (ii)	1801.34	1825.55	1672.86
	Grand Total (i) + (ii)	12752.23	13394.35	12441.34
	Travelling Allowance	407.54	489.78	375.14

* The Employees of Railways get free passes.

TABLE 1.2

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

		(Rs. Crore)		
Sl. No.	Pay/Allowances	1999-2000	2000-2001	2001-2002
1.	2.	3.	4.	5.
1	Pay of Gazetted Officers	386.75	375.38	483.28
2	Pay of Non-Gazetted Staff	2704.26	2737.17	2434.73
3	Dearness Allowance	1071.01	1119.20	1250.01
	Sub-Total (i)	4162.02	4231.75	4168.02
1	House Rent Allowance	368.85	348.44	336.49
2	Compensatory (City) Allowance	53.85	55.66	56.81
3	Overtime Allowance	319.39	365.22	441.08
4	Transport Allowance	43.35	48.49	44.09
5	Special Pay and Deput. (Duty) Allowance	8.52	6.62	4.62
6	Composite Hill Compensatory Allowance	3.61	3.90	3.52
7	Children Education Allowance	2.17	1.19	10.58
8	Reimbursement of Tuition Fee	3.72	3.19	3.11
9	Reimbursement of Medical Charges	33.73	46.20	61.84
10	Leave Travel Concession	20.79	25.04	0.57
11	Other Compensatory Allowances	31.91	113.77	107.51
	Sub-Total (ii)	889.89	1017.72	1070.22
	Grand Total (i) + (ii)	5051.91	5249.47	5238.24
	Travelling Allowance	86.60	81.59	117.19

TABLE 1.3
EXPENDITURE ON PAY AND ALLOWANCES OF THE EMPLOYEES OF
MINISTRY OF COMMUNICATIONS

(Rs. Crore)

Sl. No.	Pay/Allowances	1999-2000	2000-2001	2001-2002
1.	2.	3	4	5
1	Pay of Gazetted Officers	424.03	282.68	48.43
2	Pay of Non-Gazetted Staff	3385.19	2846.63	1717.59
3	Dearness Allowance	1365.93	1165.50	839.68
	Sub-Total (i)	5175.15	4294.81	2605.70
1	House Rent Allowance	418.31	315.77	209.19
2	Compensatory (City) Allowance	48.34	38.09	24.90
3	Overtime Allowance	139.20	92.35	46.65
4	Transport Allowance	68.24	48.67	36.25
5	Spl. Pay & Deput. (Duty) Allowance	13.83	9.04	1.20
6	Composite Hill Compen. Allowance	3.21	2.30	2.33
7	Children Education Allowance	0.32	0.65	0.24
8	Reimbursement of Tuition Fee	6.87	5.40	2.10
9	Reimbursement of Medical Charges	48.85	37.88	24.47
10.	Leave Travel Concession	20.65	17.23	1.61
11.	Other Compensatory Allowances	57.84	48.68	52.83
	Sub-Total (ii)	825.66	616.06	401.77
	Grand Total (i) + (ii)	6000.81	4910.87	3007.47
	<i>Travelling Allowance</i>	<i>143.29</i>	<i>90.58</i>	<i>31.39</i>

TABLE 1.4

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

(Rs. Crore)

Sl. No.	Pay/Allowances	1999-2000	2000-2001	2001-2002
1.	2.	3	4	5
1	Pay of Gazetted Officers	133.75	129.80	142.61
2	Pay of Non-Gazetted Staff	2369.71	2456.58	2501.17
3	Dearness Allowance	1077.82	1025.18	1196.29
	Sub-Total (i)	3581.28	3611.56	3840.07
1	House Rent Allowance	57.29	65.57	80.94
2	Compensatory (City) Allowance	28.89	29.67	30.68
3	Overtime Allowance	1.26	1.37	1.01
4	Transport Allowance	8.24	8.29	7.79
5	Special Pay and Deput. (Duty) Allowance	13.91	13.99	9.68
6	Composite Hill Compensatory Allowance	2.91	3.24	4.43
7	Children Education Allowance	13.47	15.89	17.01
8	Reimbursement of Tuition Fee	0.53	0.58	0.71
9	Reimbursement of Medical Charges	12.77	17.49	18.16
10.	Leave Travel Concession	28.96	18.84	13.35
11.	Other Compensatory Allowances	165.89	158.70	182.24
	Sub-Total (ii)	334.12	333.63	366.00
	Grand Total (i) + (ii)	3915.40	3945.19	4206.07
	<i>Travelling Allowance</i>	<i>206.10</i>	<i>213.78</i>	<i>316.14</i>

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	1999-2000	2000-2001	2001-2002
1.	2	3	4	5
1	Pay of Gazetted Officers	996.21	948.50	921.53
2	Pay of Non-Gazetted Staff	2283.20	2380.96	2319.56
3	Dearness Allowance	1165.61	1316.89	1419.24
	Sub-Total (i)	4445.02	4646.35	4660.33
1	House Rent Allowance	430.50	433.99	426.16
2	Compensatory (City) Allowance	72.83	72.29	69.51
3	Overtime Allowance	135.59	105.20	93.76
4	Transport Allowance	66.09	67.09	73.64
5	Special Pay and Deput. (Duty) Allowance	18.57	14.67	7.60
6	Composite Hill Compensatory Allowance	3.43	3.32	2.95
7	Children Education Allowance	1.22	1.11	1.27
8	Reimbursement of Tuition Fee	5.08	4.40	4.41
9	Reimbursement of Medical Charges	62.47	72.65	82.11
10.	Leave Travel Concession	40.26	31.79	4.40
11.	Other Compensatory Allowances	64.04	86.11	96.85
	Sub-Total (ii)	900.08	892.62	862.66
	Grand Total (i) + (ii)	5345.10	5538.97	5522.99
	<i>Travelling Allowance</i>	223.08	231.69	230.61

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

(Rs. Crore)

Sl. No.	Pay/Allowances	1999-2000	2000-2001	2001-2002
1	2	3	4	5
1	Pay of Gazetted Officers	38.65	44.41	44.31
2	Pay of Non-Gazetted Staff	307.32	298.96	309.81
3	Dearness Allowance	118.70	132.32	153.34
	Sub-Total (i)	464.67	475.69	507.46
1	House Rent Allowance	19.37	21.49	31.18
2	Compensatory(City) Allowance	5.86	6.15	4.83
3	Overtime Allowance	6.61	6.47	5.41
4	Transport Allowance	2.87	2.56	2.11
5	Special Pay and Deput. (Duty) Allow.	2.24	1.95	1.15
6	Children Education Allowance	0.02	0.02	0.00
7	Reimbursement of Tuition Fee	0.10	0.46	0.03
8	Reimbursement of Medical Charges	5.84	6.16	9.78
9	Leave Travel Concession	7.21	6.94	0.84
10	Other Compensatory Allowances	22.05	19.94	9.99
	Sub-Total (ii)	72.17	72.14	65.32
	Grand Total (i) + (ii)	536.84	547.83	572.78
	<i>Travelling Allowance</i>	4.80	4.85	4.54

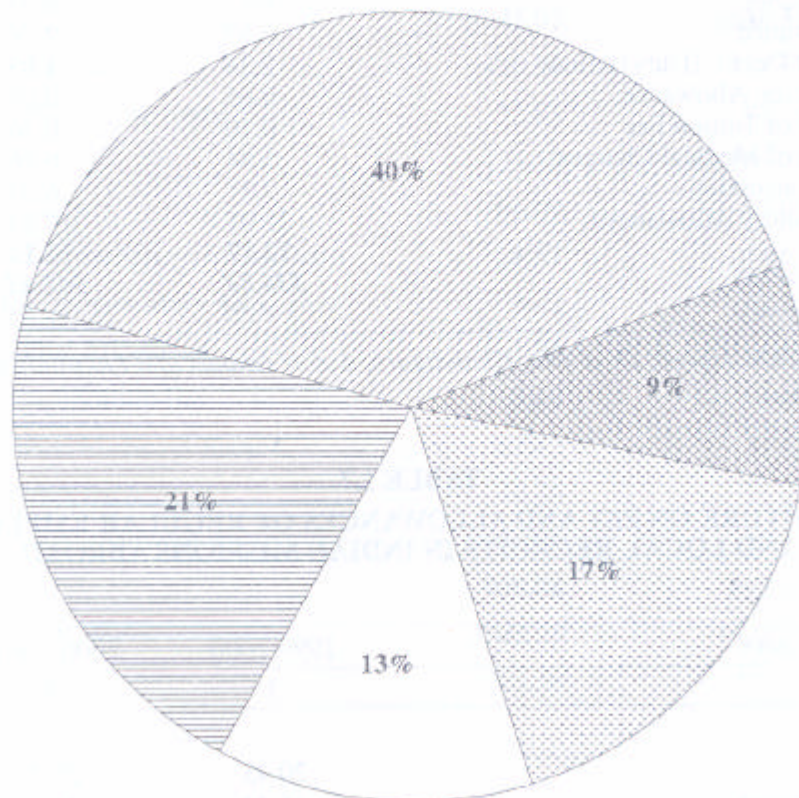
N.B. Includes UTs of D.N. Haveli, D. & Diu, Chandigarh, A & N Islands and Lakshadweep

TABLE 1.7
EXPENDITURE ON PAY AND ALLOWANCES OF REGULAR EMPLOYEES
AND LOCAL RECRUITS IN INDIAN MISSIONS ABROAD

(Rs. Crore)

Sl. No.	Pay/Allowances	1999-2000	2000-2001	2001-2002
1	2	3	4	5
INDIA BASED				
1	Pay of Officers	20.45	20.32	19.25
2	Pay of Establishment	16.44	15.22	13.88
	Sub-total (i)	36.89	35.54	33.13
1	Foreign Allowance	153.60	162.50	170.88
2	Children Education Allowance	45.30	46.23	48.11
3	Home Leave Fares	22.45	24.92	24.84
4	Reimbursement of Medical Charges	26.00	31.72	27.48
5	Other Compensatory Allowances	10.61	11.02	21.23
6	Representational Grant	8.32	10.04	14.58
	Sub- Total (ii)	266.28	286.43	307.12
LOCAL RECRUITS				
1	Pay	66.80	72.53	72.95
2	Allowances	5.53	5.00	5.17
	Sub-Total (iii)	72.33	77.53	78.12
	Grand Total (i)+(ii)+(iii)	375.50	399.50	418.37
	<i>Travelling Allowance</i>	46.49	50.79	49.41

EXPENDITURE ON PAY AND ALLOWANCES OF CENTRAL GOVERNMENT
CIVILIAN EMPLOYEES INCLUDING EMPLOYEES OF THE UTs
FOR MAJOR DEPARTMENTS : 2001-2002



▨ Railways ▨ Defence (Civilian) ▨ Other Departments
▨ Telecommunications & Post □ Home Affairs

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	1997-98	1998-99	1999-2000	2000-2001	2001-2002
1	2	3	4	5	6	7
1	Railways	9884.67 (35.83)	11633.62 (36.86)	12752.23 (37.53)	13394.35 (39.41)	12441.34 (39.62)
2	Defence (Civilian)	4197.16 (15.21)	4683.80 (14.84)	5051.91 (14.87)	5249.46 (15.45)	5238.24 (16.68)
3	Home Affairs	3041.48 (11.02)	3337.42 (10.58)	3915.40 (11.52)	3945.20 (11.61)	4206.07 (13.39)
4	Posts	2257.14 (8.18)	2748.79 (8.71)	2654.65 (7.81)	2934.34 (8.63)	2984.71 (9.50)
5	Telecommunications	2667.44 (9.67)	3049.69 (9.66)	3346.16 (9.85)	1976.53 (5.82)	22.79 (.07)
6	Other Departments including UTs	5541.79 (20.09)	6106.87 (19.35)	6257.44 (18.42)	6486.30 (19.08)	6514.11 (20.74)
	Total	27589.68 (100.00)	31560.19 (100.00)	33977.79 (100.00)	33986.18 (100.00)	31407.26 (100.00)
	Percentage increase over previous year.	35.27	14.39	7.66	0.02	-7.59

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

TABLE 2

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

(Rs. Crore)

Sl.No.	Year	Expenditure on pay and allowances of civilian employees of Central Government & Union Territories	Revenue Receipts of Central Govt. & Union Territories*	Revenue Expenditure of Central Govt. & Union Territories*	Expenditure on pay and allowances as percentage of	
					Revenue Receipts	Revenue Expenditure
1.	2	3	4	5	6.	7
1	1997-98	27590	133901	180350	20.6	15.3
2	1998-99	31560	149510	217419	21.1	14.5
3	1999-00	33978	181513	249109	18.7	13.6
4	2000-01	33986	192624	277858	17.6	12.2
5	2001-02	31407	201449	301611	15.6	10.4

* Figures of 2001-2002 taken from Receipts Budget 2003-2004 (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		
	1999-2000	2000-2001	2001-2002
1	2.	3.	4.
A + A1	1147.57 (56.51)	1115.46 (57.57)	1064.08 (59.62)
B-1	275.86 (13.59)	233.19 (12.03)	201.23 (11.27)
B-2	245.74 (12.10)	238.73 (12.32)	218.58 (12.25)
C	235.60 (11.60)	201.96 (10.42)	168.06 (9.42)
Unclassified	125.80 (6.20)	148.39 (7.66)	132.83 (7.44)
Total	2030.57 (100.00)	1937.73 (100.00)	1784.78 (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**

Class of City	Expenditure on Compensatory(City) Allowance		
	1999-2000	2000-2001	2001-2002
1	2.	3.	4.
A+A1	213.58 (66.87)	204.53 (64.95)	196.63 (66.99)
B-1	45.27 (14.17)	39.87 (12.66)	32.92 (11.22)
B-2	29.30 (9.17)	36.49 (11.59)	32.97 (11.23)
C*	24.28 (7.60)	18.93 (6.01)	15.40 (5.25)
Unclassified *	6.95 (2.18)	15.08 (4.79)	15.60 (5.31)
Total	319.38 (100.00)	314.90 (100.00)	293.52 (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 1.3.2002**

Sl. No.	Ministry/Deptt.	Number of Sanctioned Posts							Number in Position						
		A(G)*	B(G)	B(NG)	C(NG)	D(NG)	Uncl- assi- fied	Total	A(G)*	B(G)	B(NG)	C(NG)	D(NG)	Uncl- assi- fied	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Agriculture & Cooperation and Animal Husbandry & Dairying	1228	1121	1174	5878	2924	-	12325	1224	1120	1163	5867	2900	-	12274
2	Agri. Research and Education	13	3	8	14	6	-	44	13	2	7	14	6	-	42
3	Atomic Energy	8967	859	6972	13880	4612	-	35290	8538	840	6700	12536	4129	-	32743
4	Bio-Technology	42	22	30	82	43	-	219	51	8	29	62	43	-	193
5	Cabinet Secretariat	45	10	53	102	72	-	282	41	9	52	94	64	-	260
6	Chemicals and Petrochemicals	70	30	44	89	67	-	300	60	30	42	76	62	-	270
7	Civil Aviation	345	101	149	788	310	-	1693	267	78	145	661	278	-	1429
8	Consumer Affairs	174	62	189	421	287	-	1133	136	62	141	309	260	-	908
9	Coal	33	25	54	252	113	-	477	28	23	43	187	90	-	371
10.	Commerce & Supply	649	776	638	4698	1819	-	8580	499	652	542	3778	1541	-	7012
11.	Company Affairs	313	112	375	1347	363	-	2510	230	70	266	1123	341	-	2030
12.	Culture	447	465	799	3450	8639	-	13800	332	405	630	2730	8411	-	12508
13.	Defence (Civilian)	13675	14913	17729	246079	180837	-	473233	12196	14188	13382	185641	128334	-	353741
14.	Economic Affairs	558	467	676	4042	1678	17958	25379	428	415	620	3588	1311	12597	18959
15.	Education	257	172	361	735	372	-	1897	200	161	317	610	354	-	1642
16.	Election Commission	34	44	77	148	87	-	390	30	37	77	113	79	-	336
17.	Information Tech.	1358	1241	343	2226	548	-	5716	2432	750	740	848	441	-	5211
18.	Environment & Forests	577	299	444	1835	1758	-	4913	414	165	272	1694	1641	-	4186
19.	Expenditure	257	154	156	486	270	-	1323	205	147	142	395	253	-	1142
20.	External Affairs	952	698	1440	2780	1165	-	7035	866	680	1386	2324	1120	-	6376
21.	Fertilizers	45	45	70	120	70	-	350	43	44	70	105	69	-	331
22.	Food & Public Distn.	150	90	233	742	515	-	1730	133	90	222	600	468	-	1513
24.	Food Processing Industries	56	37	24	90	35	-	242	48	33	27	71	33	-	212
25.	Health & Family Welfare	3105	779	1556	10898	9340	260	25938	2566	700	1168	9807	8872	236	23349
26.	Heavy Industries	21	28	39	74	45	-	207	21	28	39	70	45	-	203
27.	Home Affairs	12735	5953	18335	637101	52164	-	726288	9656	5563	15738	611328	50528	-	692813
28.	Indian Audit & Accounts	707	13951	3117	46760	6147	-	70682	552	12202	4046	36604	5169	-	58573
29.	Industrial Policy & Promotion	468	250	318	1654	1071	-	3761	343	226	283	1475	1005	-	3332

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
30.	Information & Broadcasting	483	810	440	3964	1908	-	7605	362	717	400	3375	1677	-	6531
31.	Labour	1295	1121	400	5007	2321	-	10144	984	825	348	4312	2136	-	8605
32.	Law & Justice	449	279	193	800	519	-	2240	364	230	150	708	483	-	1935
33.	Mines	2709	912	1176	9432	4237	-	18466	2083	720	841	7630	3638	-	14912
34.	Non Conventional Energy Sources	97	30	50	150	84	-	411	99	30	48	141	82	-	400
35.	Ocean Development	43	12	30	63	33	-	181	34	12	27	54	32	-	159
36.	Parliamentary Affairs	17	19	31	55	34	-	156	15	18	31	55	34	-	153
37.	Personnel, Public Grievances & Pensions	819	526	512	5565	1017	-	8439	624	460	455	4850	947	-	7336
38.	Petroleum and Natural Gas	39	45	63	110	82	-	339	48	32	60	100	75	-	315
39.	Planning Comm.	359	92	236	489	385	-	1561	249	90	204	385	361	-	1289
40.	Posts	855	1149	866	231182	52196	-	286248	815	1096	826	220448	49773	-	272958
41.	Power	626	251	331	772	355	-	2335	539	231	306	638	334	-	2048
42.	President Sectt.	23	34	61	99	94	-	311	18	33	57	93	73	-	274
43.	Prime Minister's Office	43	55	109	169	157	-	533	39	52	102	158	142	-	493
44.	Public Enterprises	20	8	19	41	33	-	121	19	8	17	38	32	-	114
45.	Railways	7926	7051	-	982398	627131	-	1624506	7751	6682	-	892890	607493	-	1514816
46.	Revenue	5016	10688	29970	50945	30087	-	126706	4327	10136	28275	46597	28872	-	118207
47.	Rural Development	98	42	173	229	117	-	659	85	40	134	189	111	-	559
48.	Science & Tech.	1071	1944	1572	11198	10256	-	26041	445	1630	1409	8955	7385	-	19824
49.	Space	7276	449	2960	4341	1298	-	16324	6517	409	2638	3845	1100	-	14509
50.	SSI Agro & Rural Industries	476	156	525	1595	662	-	3414	332	109	450	1327	608	-	2826
51.	Statistics & Programme Imple.	660	686	1599	3533	921	-	7399	570	610	1490	3022	838	-	6530
52.	Steel	56	58	61	253	136	-	564	50	58	57	235	129	-	529
53.	M/o Road Transport, Highways	265	71	139	358	202	-	1035	182	65	134	299	178	-	858
54.	M/o Shipping	373	198	270	1482	893	-	3216	272	147	272	1201	785	-	2677
55.	Telecommunications	572	668	555	786	534	-	3115	497	537	512	569	391	-	2506
56.	Textile	215	84	347	4007	1408	-	6061	185	71	311	3393	1259	-	5219
57.	Tourism	57	76	42	323	121	-	619	51	72	46	320	114	-	603
58.	U.P.S.C.	172	157	381	849	567	-	2126	164	153	369	758	438	-	1882
59.	Urban Development	819	1610	362	16509	9195	-	28495	685	1434	332	13486	7943	-	23880
60.	Vice President's Secretariat	7	4	-	26	19	-	56	7	4	-	22	19	-	52
61.	Water Resources	1712	1067	1195	7209	4384	-	15567	1456	938	1030	5693	3654	-	12771
62.	Social Justice & Empowerment	126	97	147	369	235	-	974	114	95	147	362	229	-	947
63.	Tribal Affairs	15	14	23	30	13	-	95	14	11	14	25	13	-	77
64.	Women & Child Development	73	33	115	277	240	-	738	70	23	96	264	220	-	673
65.	Youth Affairs & Sports	41	63	57	216	92	-	469	31	58	50	199	85	-	423
Total		82184	73266	100413	2331602	1027323	18218	3633006	71649	66564	89927	2109346	939530	12833	3289849

* includes some non-gazetted posts also

TABLE 5.4

**DISTRIBUTION OF REGULAR CIVILIAN EMPLOYEES IN CENTRAL GOVT. &
UNION TERRITORY ADMINISTRATIONS BY GROUP OF POSTS AS ON 01.03.2002**

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.	71649 (2.18)	156491 (4.75)	2109346 (64.12)	952363 (28.95)	3289849 (100.00)
2	Union Territory Administrations	1580 (2.58)	2782 (4.54)	44028 (71.87)	12874 (21.01)	61264 (100.00)
Total		73229 (2.19)	159273 (4.75)	2153374 (64.26)	965237 (28.80)	3351113 (100.00)

* includes unclassified posts also.

N.B. (1) 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.
1996 Index	315	316	319	324	328	333	339	343	344	346	349	350
12-Monthly average	308.50	310.58	312.75	315.17	317.50	319.75	321.92	324.25	326.50	328.75	331.08	333.83
Percentage Increase	0.71	1.39	2.09	2.88	3.65	4.38	5.09	5.85	6.58	7.32	8.08	8.98
1997 Index	350	350	351	354	352	355	358	359	361	365	366	372
12-Monthly average	336.75	339.58	342.25	344.75	346.75	348.58	350.17	351.50	352.92	354.50	355.92	357.75
Percentage Increase	9.93	10.85	11.72	12.54	13.19	13.79	14.31	14.74	15.21	15.72	16.19	16.79
1998 Index	384	382	380	383	389	399	411	413	420	433	438	429
12-Monthly average	360.58	363.25	365.67	368.08	371.17	374.83	379.25	383.74	388.67	394.33	400.33	405.08
Percentage 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 average	408.08	410.83	413.67	416.33	418.83	420.58	421.67	422.75	423.50	423.83	423.83	424.00
Percentage 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 average	424.92	426.17	427.83	429.75	431.50	433.33	435.08	436.50	437.75	438.75	439.75	441.00
Percentage 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 average	442.17	443.25	444.17	445.00	445.92	447.17	448.67	450.58	452.33	453.92	455.75	457.67
Percentage 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 average	459.50	461.42	463.33	465.08	466.83	468.42	469.92	471.42	473.08	474.67	476.08	477.33
Percentage 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						
12-Monthly average	478.67	480.17	481.75	483.75	485.58	487.33						
Percentage Increase	56.26	56.75	57.26	57.92	58.52	59.09						

TABLE 5.2

**GROUP-WISE & STATUS-WISE ESTIMATED NUMBER OF
CENTRAL GOVT. CIVILIAN REGULAR EMPLOYEES AS ON 1.3.2002
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	7926 (9.64)	7051 (9.62)	0 -	982398 (42.13)	627131 (61.05)	- -	1624506 (44.72)	7751 (10.82)	6682 (10.04)	0 -	892890 (42.33)	607493 (64.66)	- -	1514816 (46.04)
2.	Home Affairs	12735 (15.50)	5953 (8.13)	18335 (18.26)	637101 (27.33)	52164 (5.08)	- -	726288 (20.00)	9656 (13.48)	5563 (8.36)	15738 (17.50)	611328 (28.98)	50528 (5.38)	- -	692813 (21.06)
3	Defence (Civilian)	13675 (16.64)	14913 (20.35)	17729 (17.66)	246079 (10.56)	180837 (17.60)	- -	473233 (13.02)	12196 (17.02)	14188 (21.31)	13382 (14.88)	185641 (8.80)	128334 (13.66)	- -	353741 (10.75)
4.	Posts	855 (1.04)	1149 (1.57)	866 (0.86)	231182 (9.92)	52196 (5.08)	- -	286248 (7.88)	815 (1.14)	1096 (1.65)	826 (0.92)	220448 (10.45)	49773 (5.30)	- -	272958 (8.30)
5	Telecommuni- cations	572 (.70)	668 (.91)	555 (.55)	786 (.03)	534 (.05)	- -	3115 (.08)	497 (.69)	537 (.81)	512 (.57)	569 (.03)	391 (.04)	- -	2506 (.08)
6	Revenue	5016 (6.10)	10688 (14.59)	29970 (29.85)	50945 (2.18)	30087 (2.93)	- -	126706 (3.49)	4327 (6.04)	10136 (15.23)	28275 (31.44)	46597 (2.21)	28872 (3.07)	- -	118207 (3.59)
7	Others	41405 (50.38)	32844 (44.83)	32958 (32.82)	183111 (7.85)	84374 (8.21)	18218 (100.00)	392910 (10.81)	36407 (50.81)	28362 (42.61)	31194 (34.69)	151873 (7.20)	74139 (7.89)	12833 (100.00)	334808 (10.18)
Total		82184	73266	100413	2331602	1027323	18218	3633006	71649	66564	89927	2109346	939530	12833	3289849

* includes some Non-Gazetted posts also.

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

TABLE 5.3

**GROUPWISE NUMBER OF SANCTIONED POSTS & INCUMBENTS
IN POSITION, VACANCIES AND THEIR PERCENTAGES TO
TOTAL SANCTIONED POSTS AS ON 1.03.2002**

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)*	82184	71649	10535	12.82
B (G)	73266	66564	6702	9.15
B(NG)	100413	89927	10486	10.44
C(NG)	2331602	2109346	222256	9.53
D(NG)	1027323	939530	87793	8.55
Unclassified	18218	12833	5385	29.56
Total	3633006	3289849	343157	9.44

* includes some Non-Gazetted posts also.

TABLE 5.4

**DISTRIBUTION OF REGULAR CIVILIAN EMPLOYEES IN CENTRAL GOVT. &
UNION TERRITORY ADMINISTRATIONS BY GROUP OF POSTS AS ON 01.03.2002**

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.	71649 (2.18)	156491 (4.75)	2109346 (64.12)	952363 (28.95)	3289849 (100.00)
2	Union Territory Administrations	1580 (2.58)	2782 (4.54)	44028 (71.87)	12874 (21.01)	61264 (100.00)
Total		73229 (2.19)	159273 (4.75)	2153374 (64.26)	965237 (28.80)	3351113 (100.00)

* includes unclassified posts also.

N.B. (1) 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.
1996 Index	315	316	319	324	328	333	339	343	344	346	349	350
12-Monthly average	308.50	310.58	312.75	315.17	317.50	319.75	321.92	324.25	326.50	328.75	331.08	333.83
Percentage Increase	0.71	1.39	2.09	2.88	3.65	4.38	5.09	5.85	6.58	7.32	8.08	8.98
1997 Index	350	350	351	354	352	355	358	359	361	365	366	372
12-Monthly average	336.75	339.58	342.25	344.75	346.75	348.58	350.17	351.50	352.92	354.50	355.92	357.75
Percentage Increase	9.93	10.85	11.72	12.54	13.19	13.79	14.31	14.74	15.21	15.72	16.19	16.79
1998 Index	384	382	380	383	389	399	411	413	420	433	438	429
12-Monthly average	360.58	363.25	365.67	368.08	371.17	374.83	379.25	383.74	388.67	394.33	400.33	405.08
Percentage 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 average	408.08	410.83	413.67	416.33	418.83	420.58	421.67	422.75	423.50	423.83	423.83	424.00
Percentage 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 average	424.92	426.17	427.83	429.75	431.50	433.33	435.08	436.50	437.75	438.75	439.75	441.00
Percentage 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 average	442.17	443.25	444.17	445.00	445.92	447.17	448.67	450.58	452.33	453.92	455.75	457.67
Percentage 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 average	459.50	461.42	463.33	465.08	466.83	468.42	469.92	471.42	473.08	474.67	476.08	477.33
Percentage 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						
12-Monthly average	478.67	480.17	481.75	483.75	485.58	487.33						
Percentage Increase	56.26	56.75	57.26	57.92	58.52	59.09						

TABLE 7

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

(In Rupees)

Sl. No.	Designation	Minimum and Maximum of Pay Scales	Total Emoluments (Pay+DA) as on							
			1-1-98	1-1-99	1-1-2000	1-1-2001	1-1-2002	1-7-2002	1-1-2003	
1	2	3	4	5	6	7	8	9	10	
1	Peon	Min.	2550	2958	3366	3519	3647	3800	3876	3953
		Max.	3200	3712	4224	4416	4576	4768	4864	4960
2	Postman/Police Constable	Min.	3050	3538	4026	4209	4362	4545	4636	4728
		Max.	4590	5324	6059	6334	6564	6839	6977	7115
3	Lower Division Clerk	Min.	3050	3538	4026	4209	4362	4545	4636	4728
		Max.	4590	5324	6059	6334	6564	6839	6977	7115
4	Upper Division Clerk	Min.	4000	4640	5280	5520	5720	5960	6080	6200
		Max.	6000	6960	7920	8280	8580	8940	9120	9300
5	Jr. Res. Asstt./ Statistical Asstt.	Min.	5000	5800	6600	6900	7150	7450	7600	7750
		Max.	8000	9280	10560	11040	11440	11920	12160	12400
6	Asstt.	Min.	5500	6380	7260	7590	7865	8195	8360	8525
		Max.	9000	10440	11880	12420	12870	13410	13680	13950
7	Asstt. Accounts Officer/ Res. Asstt.	Min.	6500	7540	8580	8970	9295	9685	9880	10075
		Max.	10500	12180	13860	14490	15015	15645	15960	16275
8	Section Officer	Min.	6500	7540	8580	8970	9295	9685	9880	10075
		Max.	10500	12180	13860	14490	15015	15645	15960	16275
9	Asstt. Dir./Res. Officer	Min.	8000	9280	10560	11040	11440	11920	12160	12400
		Max.	13500	15660	17820	18630	19305	20115	20520	20925
10	Under Secretary/ Sr. Res. Officer	Min.	10000	11600	13200	13800	14300	14900	15200	15500
		Max.	15200	17632	20064	20976	21736	22648	23104	23560
11	Dy. Secretary/Jt. Director	Min.	12000	13920	15840	16560	17160	17880	18240	18600
		Max.	16500	19140	21780	22770	23595	24585	25080	25575
12	Director	Min.	14300	16588	18876	19734	20449	21307	21736	22165
		Max.	18300	21228	24156	25254	26169	27267	27816	28365
13	Joint Secretary	Min.	18400	21344	24288	25392	26312	27416	27968	28520
		Max.	22400	25984	29568	30912	32032	33376	34048	34720
14	Additional Secretary	Min.	22400	25984	29568	30912	32032	33376	34048	34720
		Max.	24500	28420	32340	33810	35035	36505	37240	37975
15	Secretary	Fixed	26000	30160	34320	35880	37180	38740	39520	40300
16	Cabinet Secretary	Fixed	30000	34800	39600	41400	42900	44700	45600	46500

TABLE 8

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

Sl. No.	Station	No. of Dispensaries @	Expenditure (Rs. Lakh)	No. of Card Holders	No. of Beneficiaries	Cost per Card Holder (Rs.)	Cost per Beneficiary (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	Calcutta	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	Trivendrum	3	208.44	4789	16629	4352	1253
Total		419	30788.03	998774	4332651	3083	711

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

TABLE 9

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

(Cost in Rs.)

Sl. No.	Station	1997-98		1998-99		1999-2000		2000-2001	
		No. of Dispensaries*	Cost per Beneficiary	No. of Dispensaries*	Cost per Beneficiary	No. of Dispensaries*	Cost per Beneficiary	No. of Dispensaries*	Cost per Beneficiary
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	Calcutta	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	Trivendrum	3	706	3	918	3	969	3	1253
All India		425	493	426	528	418	640	419	711

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

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

TABLE 10

**DISPARITY RATIO IN EMOLUMENTS UNDER DIFFERENT STATE GOVERNMENTS
AS ON 1.1.2002 AND DATE OF EFFECT OF CURRENT PAY SCALES**

S.No.	State	Designation \$		Pay (Rs.)	D A (Rs.)	Total* Emoluments (Pay+D.A.) (Rs.)	Disparity Ratio	Date of effect of current pay scales	Central D.A. formula followed	
1	2	3		4	5	6	7	8	9	
1	Andhra Pradesh	Secy/Addl.Secy. to Govt./Engineer in Chief, Registrar High court Attender, Sweeper etc.	Max.	19675	4345	24020	7.72	1.7.98	No	
			Min.	2550	563	3113				
2	Arunachal Pradesh	Special Secretary to HCM Peon	Max.	20000	9800	29800	7.84	1.1.96	Yes	
			Min.	2550	1250	3800				
3	Assam	Commissioner & Spl. Secy. (PWD/Irrigation) Peon, Mali, Gr.IV, etc.	Max.	17000	7310	24310	6.94	1.1.96	Yes	
			Min.	2450	1053	3503				
4	Bihar			NOT AVAILABLE						
5	Delhi	Chief Justice, Delhi High Court Class IV (peon)	Max.	30000	14700	44700	11.76	1.1.96	Yes	
			Min.	2550	1250	3800				
6	Goa	Chief Engineer (PWD/Irrigation) Peon	Max.	22400	10976	33376	8.78	1.1.96	Yes	
			Min.	2550	1250	3800				
7	Gujarat	ACS (Narmada Devl. Deptt.) Peon, etc.	Max.	24500	12005	36505	9.61	1.1.96	Yes	
			Min.	2550	1250	3800				
8	Haryana	Director Gen. of Health Services Peon	Max.	25900	12691	38591	10.16	1.1.96	Yes	
			Min.	2550	1250	3800				
9	Himachal Pradesh	Eng. In chief/Chief Eng. Director Gen. of Health Peon etc.	Max.	23600	11564	35164	9.01	1.1.96	Yes	
			Min.	2620	1283	3903				
10	Jammu & Kashmir			NOT AVAILABLE						
11	Jharkhand	Engineer-in-Chief, R.E.O. Rural Development Peon	Max.	22400	9632	32032	8.78	1.1.96	Yes	
			Min.	2550	1250	3800				
12	Karnataka	Engineer in Chief/ Secy. PWD/Irrigation Class IV	Max.	20720	10153	30873	8.29	1.4.98	Yes	
			Min.	2500	1225	3725				
13	Kerala	Director of Health Services Peon/Class IV	Max.	19900	7562	27462	7.62	1.3.97	Yes	
			Min.	2610	992	3602				
14	Maharashtra	Secy. (Irr./PWD) Peon	Max.	22400	9296	31696	8.78	1.1.96	Yes	
			Min.	2550	1058	3608				
15	Madhya Pradesh			NOT AVAILABLE						
16	Manipur			NOT AVAILABLE						
17	Meghalaya	Secretary (PWD) (state cadre) Peon	Max.	17000	8500	25500	6.97	1.1.96	Yes	
			Min.	2440	1220	3660				

S.No.	State	Designation §		Pay (Rs.)	D A (Rs.)	Total* Emoluments (Pay+D.A.) (Rs.)	Disparity Ratio	Date of effect of current pay scales	Central D.A. formula followed
1	2	3		4	5	6	7	8	9
18	Mizoram	Principal chief conservation of Forest Peon, Group D	Max. Min.	26000 2650	12740 1140	38740 3790	10.22	1.1.96	Yes
19	Nagaland	Secy. (Non IAS) Peon	Max. Min.	20900 2550	10241 1250	31141 3800	8.20	1.6.98	Yes
20	Orissa	Engr.-in-Chief cum Secy. (Works Deptt.) Peon, sweeper, etc.	Max. Min.	20450 2550	10021 1250	30471 3800	8.02	1.1.96	Yes
21	Punjab	Head of Deptt. Grade D employees	Max. Min.	22100 2620	10829 1284	32929 3904	8.43	1.1.96	Yes
22	Rajasthan	Secy. to Govt./Distt.& Session Judge (S.Scale) Class IV Servant	Max. Min.	22400 2550	10080 1148	32480 3698	8.78	1.9.96	Yes
23	Sikkim	PCCF-cum-Secretary Office Peon	Max. Min.	21700 2850	10633 1397	32333 4247	7.61	1.1.96	Yes
24	Tamil Nadu	Non-I.A.S.(Secretaries) Office Assistant/LGGS	Max. Min.	21900 2550	9855 1148	31755 3698	8.59	1.1.96	Yes
25	Tripura			NOT AVAILABLE					
26	U.P	Chief Eng.Irrigation Peon etc.	Max. Min.	24500 2550	12005 1250	36505 3800	9.61	1.1.96	Yes
27	West Bengal	Dir.of Medical Education Peon etc.	Max. Min.	22400 2600	9184 1066	31584 3666	8.62	1.1.96	Yes
28	Uttaranchal	Chief Secretary Peon	Max. Min.	24900 2550	10535 1097	35435 3647	9.72	1.1.96	Yes
29	Chathisgarh	Peon	Max. Min.	22400 2550	10080 1148	32480 3698	8.78	1.1.96	Yes

§ Excluding posts in All India Services i.e. IAS, IPS & IFS.

* Pre-Tax

**EXPENDITURE INCURRED ON PAY AND ALLOWANCES BY THE CENTRAL
MINISTRIES/DEPARTMENTS ON CIVILIAN EMPLOYEES DURING 2001-2002**

(Rs. Lakh)

Sl. No.	Ministry/Department	Pay	DA	Trans- port	H R A	C C A	OTA	Other Comp. Allowances	Total	Travel Allow.	Bonus	Honora- rium	Encash of E.L.
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.
1	Agriculture & Coop- eration	4519.54	1981.68	106.29	562.03	98.94	39.26	231.09	7538.82	335.26	112.47	11.03	67.37
2	Agricultural Research & Education	43.04	19.12	1.49	5.65	1.15	0.95	0.99	72.38	7.60	0.64	0.06	2.05
3	Animal Husbandry and Dairying	2996.38	1329.21	59.84	415.03	70.98	99.43	184.04	5154.91	83.42	165.24	6.67	89.46
4	Atomic Energy	27213.61	11591.07	221.84	2623.85	541.70	1312.90	2036.71	45541.68	1253.54	873.92	27.11	824.34
5	Bio-Technology	176.58	79.79	2.92	17.99	2.57	4.51	12.10	296.46	65.08	3.39	3.04	0.00
6	Chemicals and Petrochemicals	201.90	90.29	8.18	37.47	6.71	6.66	5.56	356.78	39.39	4.04	1.43	10.49
7	Civil Aviation	1067.60	479.20	22.05	131.98	21.52	25.94	61.53	1809.82	56.29	23.26	10.48	33.93
8	Coal	268.10	110.99	6.79	40.20	8.32	3.67	8.30	446.36	33.19	7.57	3.43	4.51
9	Commerce	8373.98	3766.10	199.42	1236.55	199.45	136.54	395.73	14307.77	456.01	123.29	21.65	99.90
10	Company Affairs	1952.68	882.42	32.34	198.92	28.43	49.82	133.86	3278.47	47.42	22.31	0.00	0.00
11	Culture	4727.41	2164.65	97.33	591.96	87.63	108.89	288.52	8066.39	308.58	177.86	9.04	46.50
12	Defence (Civilian)	291800.49	125001.10	4408.57	33648.99	5681.17	44107.96	19175.74	523824.01	11718.63	13909.25	347.25	11187.82
13	Economic Affairs	10250.92	5004.72	216.59	1487.32	205.11	3776.47	781.70	21722.84	282.17	2869.50	17.04	125.64
14	Education (Elementary, Sec. & Higher Sec.)	1495.41	670.74	35.67	179.16	29.18	33.67	78.63	2522.46	105.16	37.41	3.84	21.91
15	Information Tech.	5134.35	2260.65	234.07	750.60	109.93	27.92	122.89	8640.42	498.84	41.58	19.42	152.02
16	Environment & Forests	3591.67	1604.42	66.30	438.01	65.76	76.37	236.94	6079.46	283.59	91.22	7.62	7.44
17	Expenditure	736.40	323.81	25.45	121.52	23.90	15.94	24.40	1271.42	69.67	18.31	10.39	33.51
18	External Affairs	2883.52	1303.06	47.76	293.74	41.98	73.57	197.67	4841.30	694.13	60.70	5.43	66.34
19	Fertilizers	226.38	102.28	4.15	25.05	3.73	5.87	14.69	382.16	7.63	0.44	1.50	0.07
20	Family Welfare	1425.30	637.56	29.19	161.99	26.17	26.70	108.24	2415.15	84.61	39.98	4.27	25.41
21	Food & Public Distt.	1464.41	651.46	45.60	228.69	43.24	32.61	87.04	2553.05	130.05	38.93	2.50	39.99
22	Food Processing Industries	151.18	67.94	3.51	18.66	2.79	3.17	9.00	256.26	31.13	2.54	0.84	3.06
23	Health	18664.50	8386.23	406.00	2364.75	387.62	256.27	2046.95	32512.32	271.74	471.00	17.63	136.68
24	Heavy Industry	183.25	82.45	5.16	26.97	5.96	6.29	7.68	317.76	69.16	4.26	3.02	4.93
25	Home Affairs	264378.08	119628.84	779.15	8093.85	3067.72	101.24	24557.70	420606.58	31614.41	12722.25	173.99	2685.27
26	Indian Audit and Accounts	43119.60	19265.73	953.36	6415.08	1030.97	38.95	1629.07	72452.76	5254.59	1135.48	247.79	822.84
27	Industrial Dev.	2232.83	999.62	59.54	291.49	53.21	39.50	97.40	3773.58	193.35	37.07	5.41	18.31
28	Information and Broadcasting	4600.07	2020.55	127.09	621.20	118.12	80.74	159.69	7727.47	382.04	130.20	37.63	51.91
29	Labour	6454.15	2809.66	199.68	726.08	127.97	46.86	281.31	10645.69	447.56	122.07	14.41	223.06
30	Law and Justice	1828.79	817.24	55.68	299.63	51.99	26.79	63.72	3143.84	96.44	41.73	27.16	35.29
31	Mines	11114.32	5000.51	336.33	1625.18	255.25	28.17	363.33	18723.09	1236.02	243.05	16.27	1.44
32	Non-Conventional Energy Sources	517.77	233.98	8.58	52.74	7.54	13.21	35.49	869.32	15.44	1.43	0.00	0.00
33	Ocean Development	72.77	32.75	2.28	9.80	2.17	0.80	4.18	124.76	39.16	2.51	0.30	0.00
34	Parliamentary Affairs	100.19	45.15	3.55	16.98	3.50	5.75	2.72	177.85	72.78	2.74	1.75	3.69
35	Personnel, Public Griev. & Pensions	5704.25	2590.32	152.12	885.08	146.97	45.57	373.84	9898.15	557.66	61.81	28.29	39.65
36	Petroleum and Natural Gas	216.49	97.83	3.59	22.05	3.15	5.52	14.84	363.48	12.90	4.52	0.27	4.72

(Rs. Lakh)

Sl. No.	Ministry/Department	Pay	D A	Trans- port	H R A	C C A	OTA	Other Comp. Allowances	Total	Travel Allow.	Bonus	Honora- rium	Encash of E.L.
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.
37	Posts	175266.41	83422.42	3580.87	20697.01	2455.15	4639.52	8409.12	298470.51	2797.15	15759.15	775.58	5490.41
38	Power	2105.67	949.06	40.68	233.17	36.63	48.95	134.05	3548.21	157.55	35.33	1.44	19.25
39	President's Sectt.	195.74	87.97	2.39	4.34	6.93	6.31	9.44	313.12	0.67	6.05	2.16	5.87
40	Prime Minister's Office	339.76	153.54	5.63	34.61	4.95	8.67	23.29	570.45	10.34	6.51	0.00	1.91
41	Public Enterprises	108.87	49.20	1.80	11.09	1.59	2.78	7.46	182.78	3.25	0.03	0.00	0.00
42	Planning	1085.46	483.30	42.65	175.46	32.91	22.91	39.60	1882.28	155.60	23.27	1.23	66.97
43	Railways	740870.61	335978.36	10453.81	70083.49	10678.43	18425.33	57645.79	1244135.82	37513.78	65932.86	1814.15	23177.99
44	Revenue	71740.37	31821.84	1724.68	10384.62	1571.72	1531.94	4568.29	123343.45	3535.10	1843.34	120.13	684.95
45	Rural Development	543.05	239.27	19.24	83.73	17.28	19.65	12.13	934.35	106.28	11.96	6.61	14.52
46	Science and Technology	14002.84	5983.71	312.52	1610.64	284.33	481.54	876.05	23551.63	680.35	442.56	21.30	174.35
47	Space	15140.05	6531.31	118.90	1609.47	251.73	193.27	1799.27	25644.00	1686.24	184.50	6.94	377.92
48	SSI Agro & Rural Industries	1914.72	844.13	59.27	267.08	35.13	6.90	104.19	3231.41	96.21	55.39	1.32	50.32
49	Statistics & Programme Impl.	6360.92	720.24	458.14	695.31	102.18	20.25	138.22	8495.28	873.31	112.29	8.70	72.00
50	Steel	373.15	165.00	11.82	72.86	13.12	5.23	9.89	651.08	48.51	9.88	2.47	7.17
51	Textiles	2054.15	929.50	44.89	283.60	47.57	24.23	82.98	3466.92	179.34	51.60	16.03	11.98
52	Surface Transport	2587.54	1134.90	64.69	332.20	60.50	21.05	266.36	4467.23	287.45	85.60	46.79	45.28
53	Telecommunications	1336.83	546.28	44.06	222.41	34.58	25.06	69.37	2278.58	341.81	48.33	5.49	1664.07
54	Tourism	376.72	163.14	11.22	67.05	10.84	3.31	21.10	653.39	49.96	6.22	0.40	3.69
55	U.P.S.C.	1231.05	549.19	41.71	218.76	44.21	11.97	37.29	2134.20	76.55	35.99	47.39	0.00
56	Urban Development & Poverty Alleviation	19223.15	8674.38	340.89	2185.29	373.77	445.01	1070.23	32312.73	420.37	687.17	50.15	144.28
57	Vice President's Secretariat	31.93	15.14	1.21	3.16	1.10	3.54	4.53	60.63	0.31	0.91	0.00	0.00
58	Water Resources	9705.10	4355.40	249.37	1248.75	211.12	31.94	590.84	16392.53	989.55	241.91	17.74	87.29
59	Social Justice & Empowerment	605.98	270.13	15.91	80.78	14.97	11.58	27.21	1026.56	88.59	13.15	7.36	15.95
60	Women & Child Development	495.69	224.43	12.47	64.09	11.39	12.66	23.53	844.26	47.64	13.97	0.08	2.63
61	Youth Affairs & Sports	283.46	123.67	6.71	35.52	5.45	6.88	18.40	480.10	50.21	7.39	0.74	2.75
Total		1797867.15	806548.66	26632.97	175370.78	28870.09	76674.94	129821.94	3041786.53	107050.75	119219.35	4042.15	48991.09