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GOVERNMENT OF INDIA

ANNUAL REPORT

ON

PAY AND ALLOWANCES

OF

CENTRAL GOVERNMENT CIVILIAN EMPLOYEES

2023-24

**PAY RESEARCH UNIT
DEPARTMENT OF EXPENDITURE
MINISTRY OF FINANCE
NEW DELHI**

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CHAPTER - I

Salient Features

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 and Missions abroad is ₹ 275083.75 crore in 2022-23 as compared to ₹ 256112.31 crore in 2021-22. Thus, there is an increase in expenditure by ₹ 18971.44 crore over previous year which in relative terms works out to around 7.41%.
2. The total expenditure on pay and allowances as a percentage of Revenue Expenditure of the Central Government during the financial year 2022-23 is 7.05% as compared to 7.44% during the financial year 2021-22.
3. Almost 80.48% of the total expenditure of Central Government was incurred by four major Ministries/ Departments (Railways, Defence (Civil), Home Affairs and Posts) during 2022-23.
4. Of the total expenditure on Pay and Allowances in 2022-23, the Ministry of Railways continues to have the largest share i.e. 36.39%, marginally increasing from 36.17% in 2021-22. Share of Ministry of Home Affairs is 27.88%, marginally decreasing from 28.80 in 2021-22 and Department of Posts has decreased from 5.46% to 4.95%. Share of Ministry of Defence (Civil) has decreased from 12.15% to 11.26%.
5. The expenditure of UT Administrations is ₹5565.15 crore in 2022-23 as compared to ₹4896.09 crore in 2021-22. Thus, there is an increase in expenditure by ₹669.06 crore over previous year which in relative terms works out to around 13.67%.
6. The expenditure of Indian Missions/ Embassies abroad is ₹1929.43 crore in 2022-23 as compared to ₹1623.56 crore in 2021-22. Thus, there is an increase in expenditure by ₹305.87 crore over previous year which in relative terms works out to around 18.84%.

7. Out of the total expenditure of ₹275083.75 crore on Pay and Allowances of Central Government Civilian Employees including employees of UTs and Missions Abroad, the percentage expenditure on Pay, Dearness Allowance (DA), House Rent Allowance (HRA) and other allowances are 60.45%, 21.04%, 5.56% and 12.95% respectively.

8. Out of the total expenditure of ₹ 15285.50 crore on HRA in 2022-23, the HRA expenditure for 'X' class cities is ₹ 5669.64 crore which is around 37.09% of the total expenditure on HRA.

9. The total number of regular Central Government Civilian Employees in position (including UTs) as on 01.03.2023, is 30.62 lakh as against the sanctioned strength of 40.40 lakh and approximately 24.21 % of the posts were vacant.

10. Almost 92% of the total manpower is covered by five major Ministries/Departments viz, Railways, Defence (Civil), Home Affairs, Posts and Revenue. Of the total strength of 30.04 lakh (excluding UTs), the percentage share of the Railways is 39.06%, Home Affairs 32.78%, Defence (Civil) 11.11%, Posts 5.91%, Revenue 3.55% and all other Ministries/ Departments 7.59% .

11. Against the sanctioned strength of 10.37 lakh in Central Police Forces, 9.33 lakh employees were in position as on 01.03.2023. In Union Territories (UTs) 0.58 lakhs employees were in position as against a sanctioned strength of 0.79 lakhs as on 01.03.2023.

CHAPTER - II

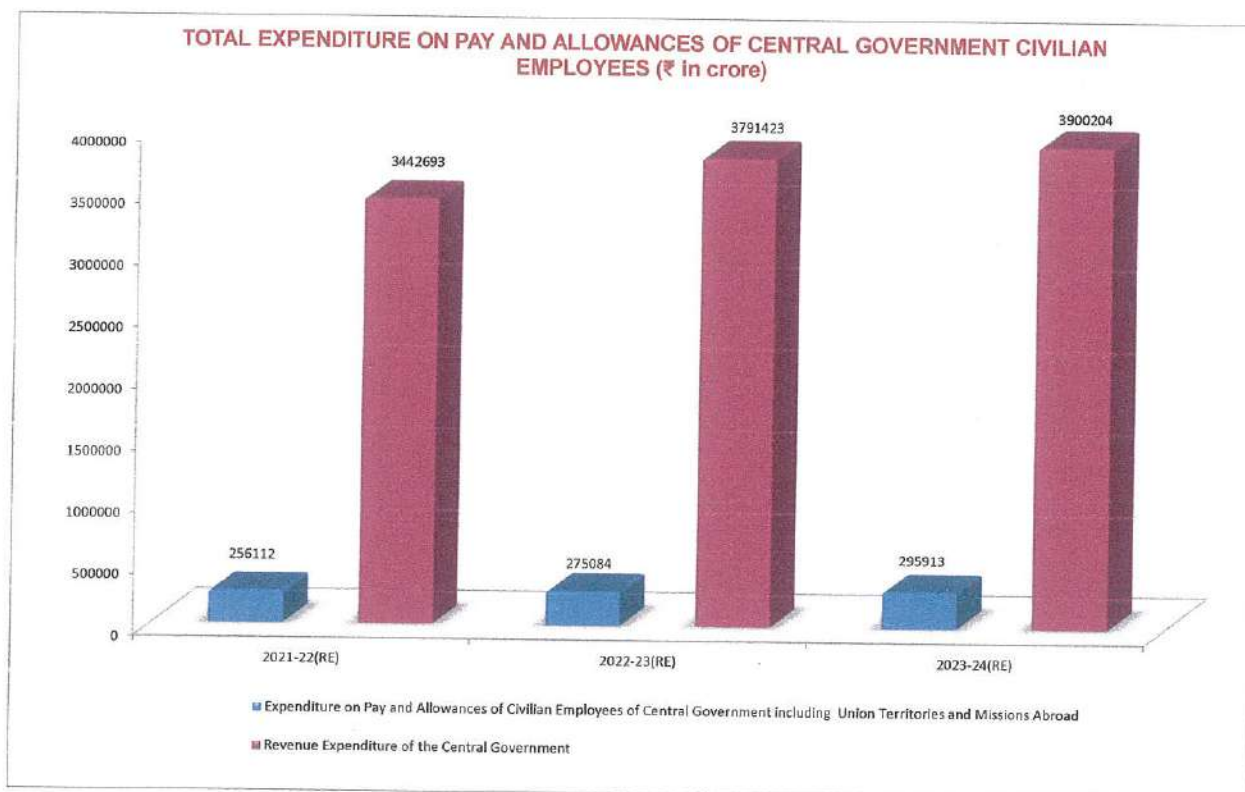
Total Expenditure

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

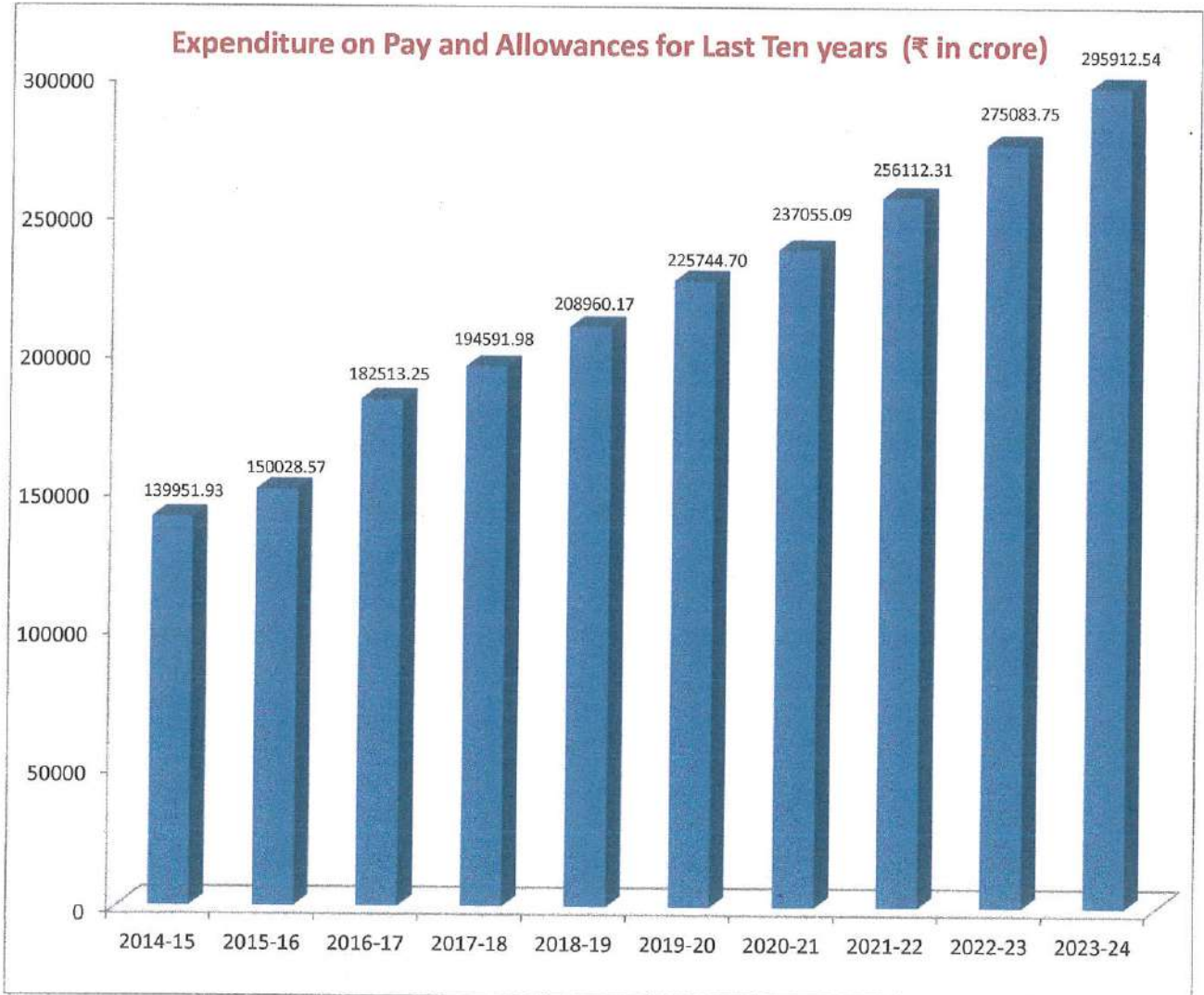
(₹ in crore)

Year	Expenditure on Pay and Allowances of Civilian Employees of Central Government including Union Territories and Missions Abroad	Revenue Expenditure of the Central Government	Expenditure on Pay and Allowances as percentage of Revenue Expenditure
2021-22(RE)	256112	3442693	7.44
2022-23(RE)	275084	3791423	7.26
2023-24(RE)	295913	3900204	7.59

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

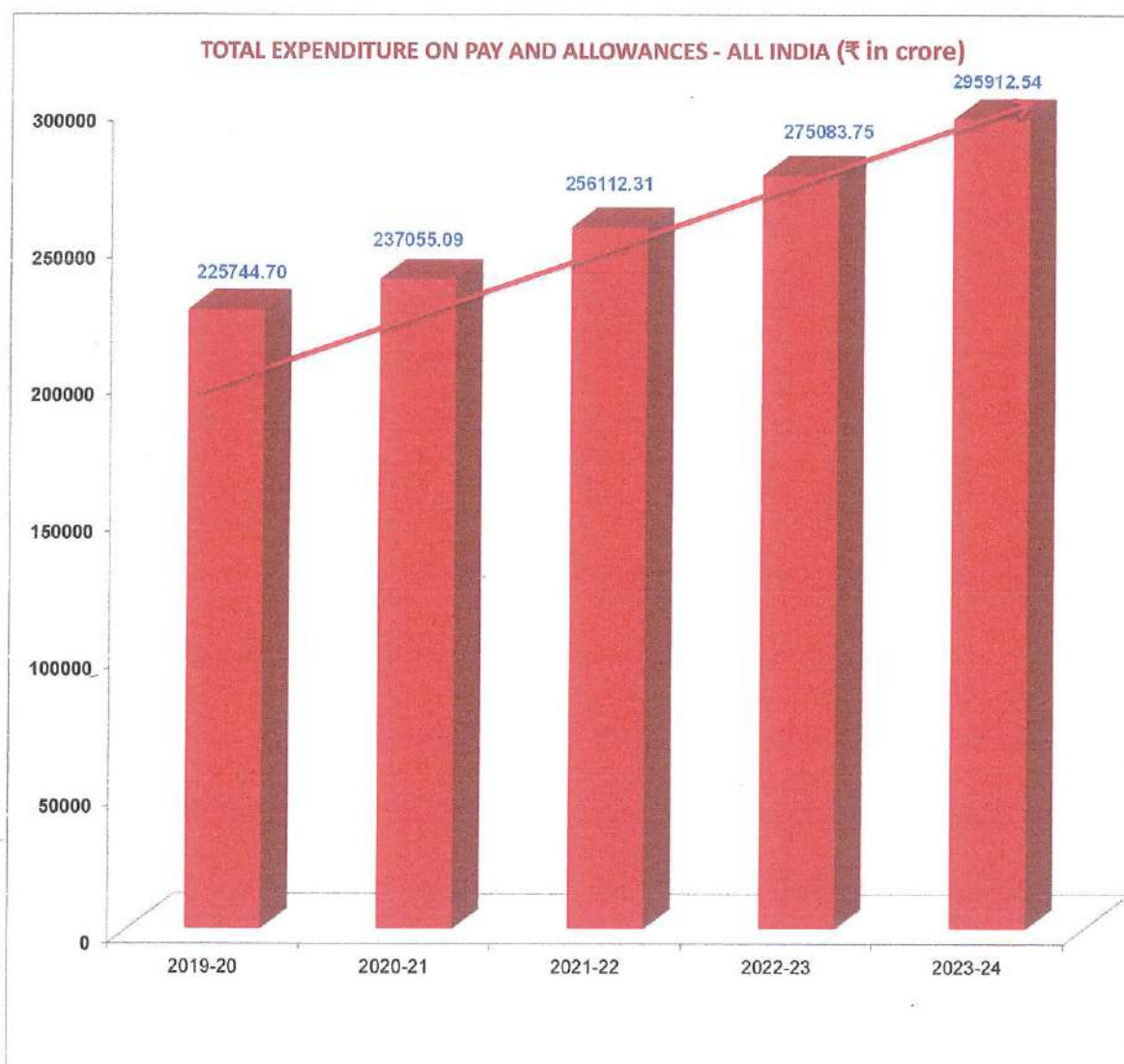


Expenditure on Pay and Allowances for Last Ten years (₹ in crore)			
Sl. No.	Year	Expenditure	% increase over Previous year
1	2014-15	139951.93	10.13
2	2015-16	150028.57	7.20
3	2016-17	182513.25	21.65
4	2017-18	194591.98	6.62
5	2018-19	208960.17	7.38
6	2019-20	225744.70	8.03
7	2020-21	237055.09	5.01
8	2021-22	256112.31	8.04
9	2022-23	275083.75	7.41
10	2023-24	295912.54	7.57

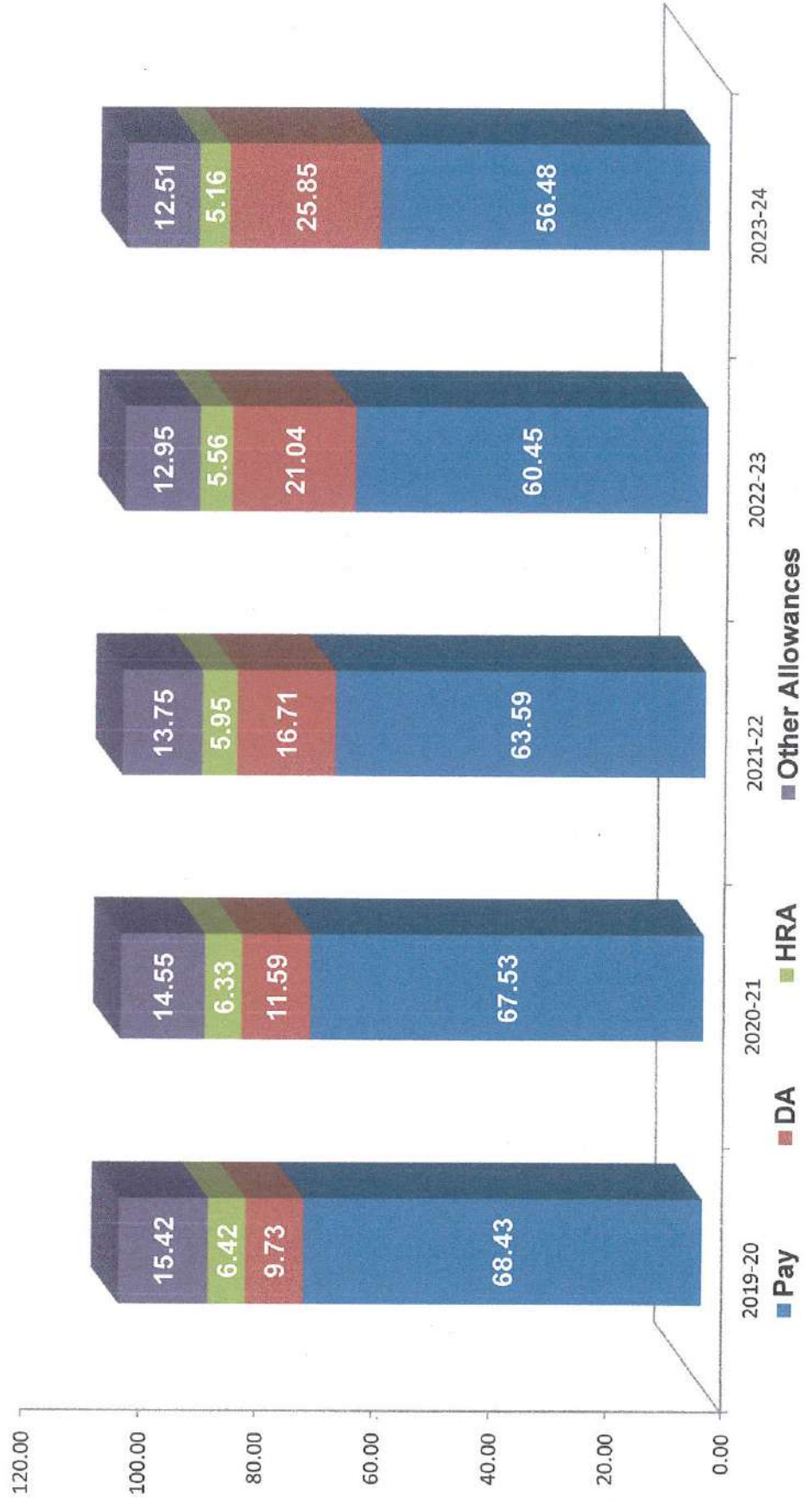


EXPENDITURE ON MAJOR COMPONENTS OF PAY AND ALLOWANCES OF THE CENTRAL GOVERNMENT
CIVILIAN EMPLOYEES INCLUDING EMPLOYEES OF THE UNION TERRITORIES AND MISSIONS ABROAD FOR
LAST FIVE YEARS

Year	Pay	DA	Other Allowances	Total
2019-20	154469.85	21971.55	49303.30	225744.70
2020-21	160074.56	27485.62	49494.91	237055.09
2021-22	162861.85	42793.92	50456.54	256112.31
2022-23	166279.08	57864.87	50939.80	275083.75
2023-24	167134.97	76503.05	52274.52	295912.54



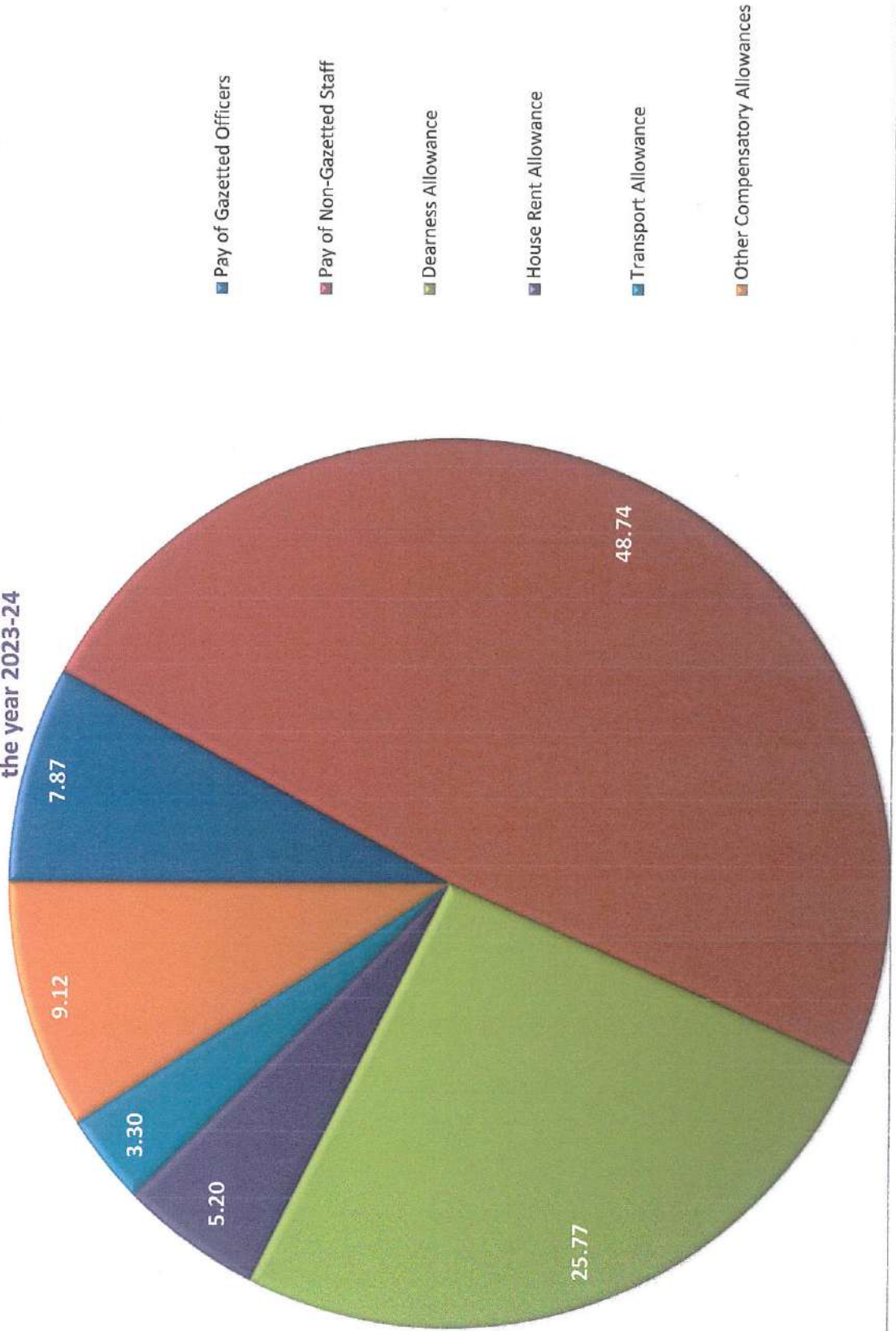
Share of Major Components in Total Expenditure (in %)



SHARE OF MAJOR COMPONENTS IN TOTAL EXPENDITURE OF CENTRAL GOVERNMENT
CIVILIAN EMPLOYEES INCLUDING EMPLOYEES OF THE UNION TERRITORIES AND MISSIONS
ABROAD DURING THE LAST FIVE YEARS (EXPRESSED AS PERCENTAGE TO TOTAL)

Year	Pay	DA	HRA	Other Allowances	Total
2019-20	68.43	9.73	6.42	15.42	100.00
2020-21	67.53	11.59	6.33	14.55	100.00
2021-22	63.59	16.71	5.95	13.75	100.00
2022-23	60.45	21.04	5.56	12.95	100.00
2023-24	56.48	25.85	5.17	12.50	100.00

Percentage Distribution of Expenditure incurred on different components of pay and allowances of the Central Government Employee including employees of UTs excluding Missions Abroad during the year 2023-24



**COMPONENT-WISE BREAK UP OF EXPENDITURE ON PAY AND ALLOWANCES OF THE
CENTRAL GOVERNMENT CIVILIAN EMPLOYEES INCLUDING EMPLOYEES OF
UNION TERRITORIES (EXCLUDING MISSIONS ABROAD)DURING THE LAST FIVE YEARS**

(₹ in crore)

S.No.	Pay/Allowances	2019-20	2020-21	2021-22	2022-23	2023-24
1	2	3	4	5	6	7
1	Pay of Gazetted Officers	22714.47	23336.58	23710.86	25158.95	23129.51
2	Pay of Non-Gazetted Staff	131187.76	136159.29	138534.87	140387.93	143230.15
3	Dearness Allowance	21971.55	26917.96	42189.54	57146.63	75748.17
	Sub-Total (i)	175873.78	186413.83	204435.27	222693.51	242107.83
1	House Rent Allowance	14487.00	15016.05	15237.17	15285.50	15287.09
2	Overtime Allowance	1668.88	1385.00	1420.27	1441.53	1489.14
3	Transport Allowance	8839.07	9098.52	9290.13	9266.73	9686.06
4	Spl. Pay & Deput. (Duty) Allowance	189.23	190.93	193.94	192.32	196.24
5	Composite Hill Compen. Allowance	0.00	0.00	0.00	0.00	0.00
6	Children Education Allowance	3881.96	4035.30	4112.85	4137.10	4363.03
7	Reimbursement of Medical Charges	1259.29	1279.05	1312.47	1405.24	1357.53
8	Leave Travel Concession	1149.98	1172.49	1192.96	1179.30	1135.31
9	Other Compensatory Allowances	16899.80	16939.00	17293.69	17553.09	18263.13
	Sub-Total (ii)	48375.21	49116.34	50053.48	50460.81	51777.53
	Grand Total (i) + (ii)	224248.99	235530.17	254488.75	273154.32	293885.36
	Travelling Allowance	6090.25	5965.09	4013.14	6815.41	8271.14

Note: This does not include the expenditure incurred on 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 INCLUDING MISSION ABROAD (EXCLUDING
EMPLOYEES OF UNION TERRITORIES) DURING THE LAST FIVE YEARS**

(₹ in crore)

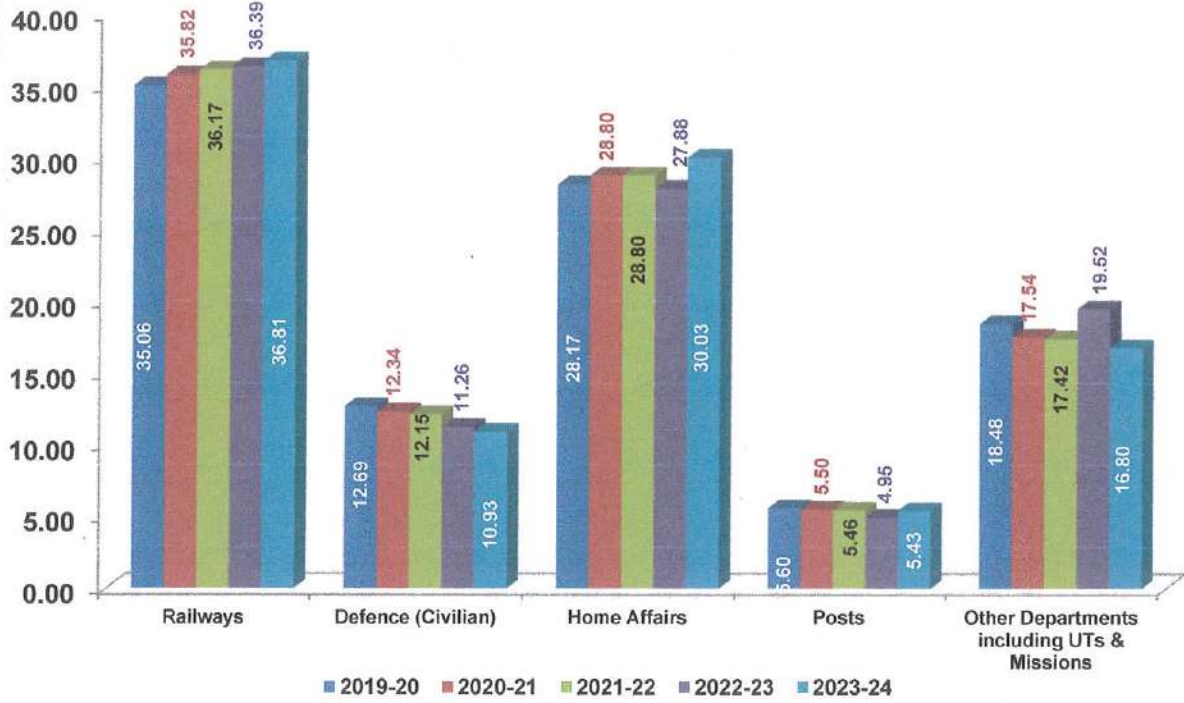
S.No.	Pay/Allowances	2019-20	2020-21	2021-22	2022-23	2023-24
1	2	3	4	5	6	7
1	Pay of Gazetted Officers	22189.16	22798.03	23218.02	24669.41	22653.29
2	Pay of Non-Gazetted Staff	128996.73	133915.27	136420.85	138204.08	141066.62
3	Dearness Allowance	22101.42	26914.21	41972.06	56604.8	74985.21
	Sub-Total (i)	173287.31	183627.51	201610.93	219478.29	238705.12
1	House Rent Allowance	14267.22	14791.10	15021.47	15057.58	15059.01
2	Overtime Allowance	1665.90	1381.95	1417.35	1438.44	1486.05
3	Transport Allowance	8753.31	9010.74	9205.96	9177.79	9597.06
4	Spl. Pay & Deput. (Duty) Allowance	186.20	187.83	190.97	189.18	193.10
5	Composite Hill Compen. Allowance	0.00	0.00	0.00	0.00	0.00
6	Children Education Allowance	4024.57	4180.66	4268.31	4322.67	4558.06
7	Reimbursement of Medical Charges	1299.60	1319.96	1360.97	1468.80	1426.52
8	Leave Travel Concession	1158.34	1180.89	1205.40	1198.25	1156.82
9	Other Compensatory Allowances	16524.01	16554.00	16934.86	17187.60	17993.59
	Sub-Total (ii)	47879.15	48607.13	49605.29	50040.31	51470.21
	Grand Total (i) + (ii)	221166.46	232234.64	251216.22	269518.60	290175.33
	Travelling Allowance	5923.25	4088.08	5313.08	7030.44	8496.58

Note: (i) This does not include the expenditure incurred on Productivity Linked Bonus/Adhoc Bonus, Honorarium and Enchashment of Earned Leave.

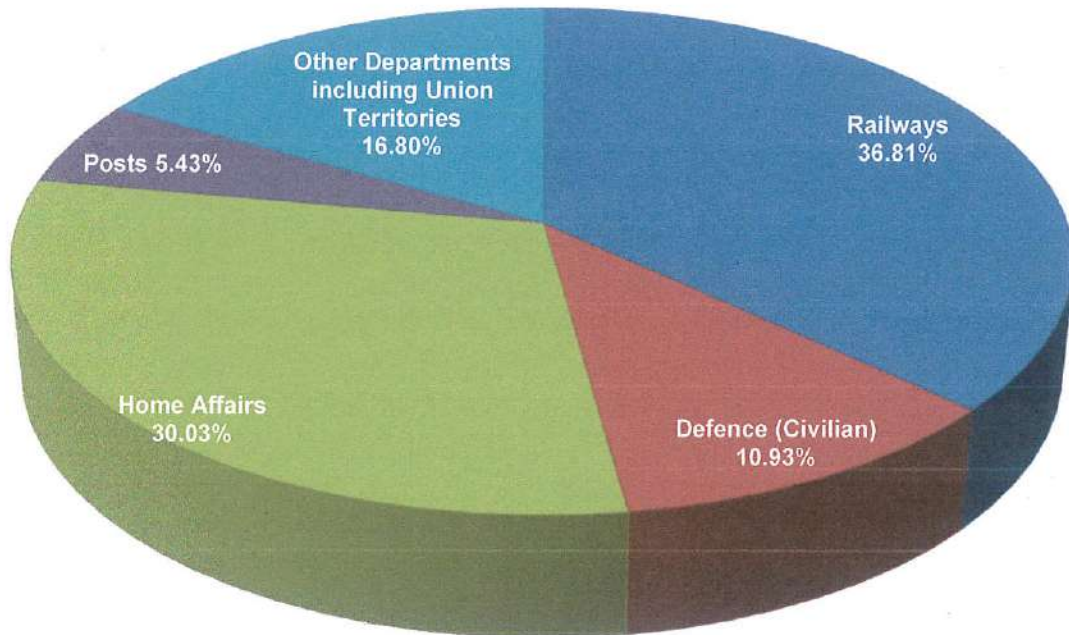
CHAPTER - III

Components of Expenditure

SHARE OF MAJOR MINISTRIES/DEPARTMENTS IN TOTAL EXPENDITURE(in %)



Share of Major Ministries/ Departments in Total Expenditure in 2023-24



**TOTAL EXPENDITURE ON PAY AND ALLOWANCES AND EXPENDITURE OF MAJOR MINISTRIES/
DEPARTMENTS DURING THE LAST FIVE YEARS**

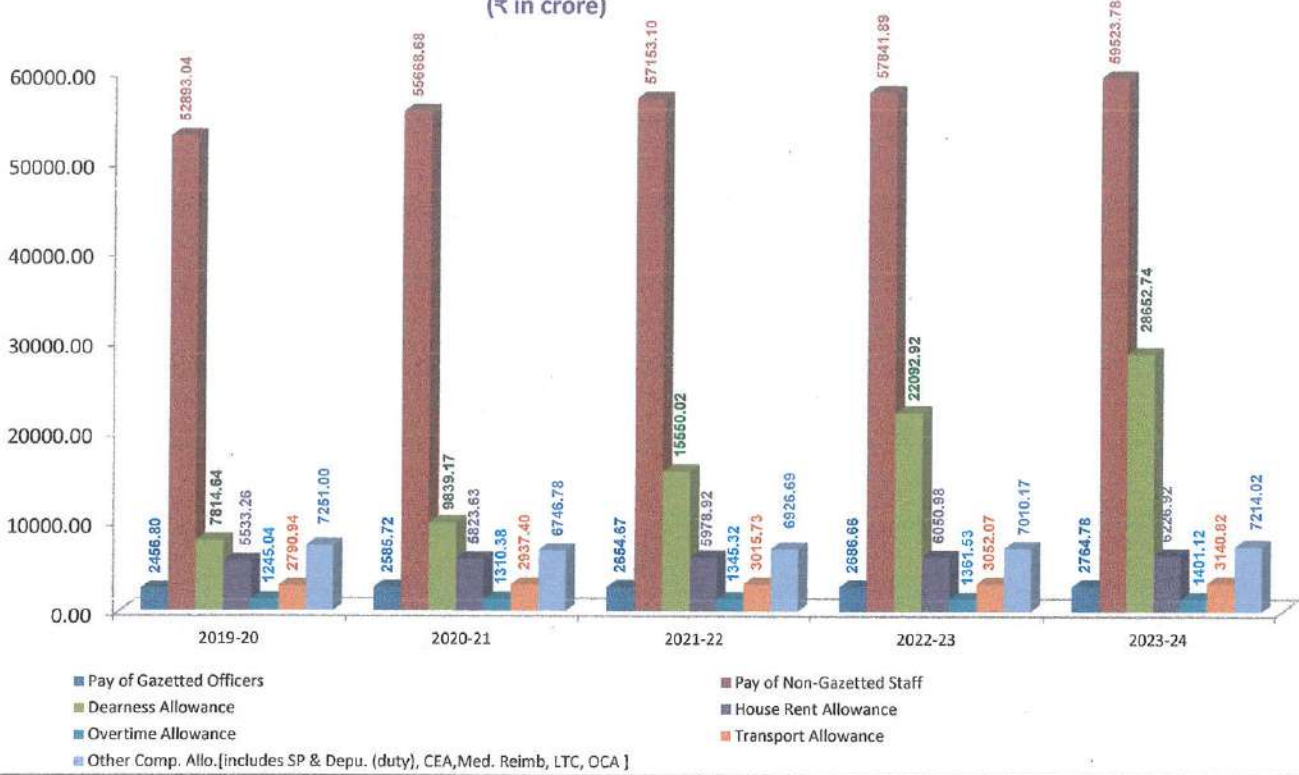
(₹ in crore)

Year	All India	Railways	Defence (Civilian)	Posts	Home Affairs
2019-20	225744.70	79144.11	28638.36	12644.97	63583.07
2020-21	237055.09	84911.76	29248.30	13032.55	68283.64
2021-22	256112.31	92624.45	31119.98	13978.43	73759.25
2022-23	275083.75	100096.22	30960.80	13607.89	76694.72
2023-24	288150.92	108924.18	32349.32	16078.56	88876.28

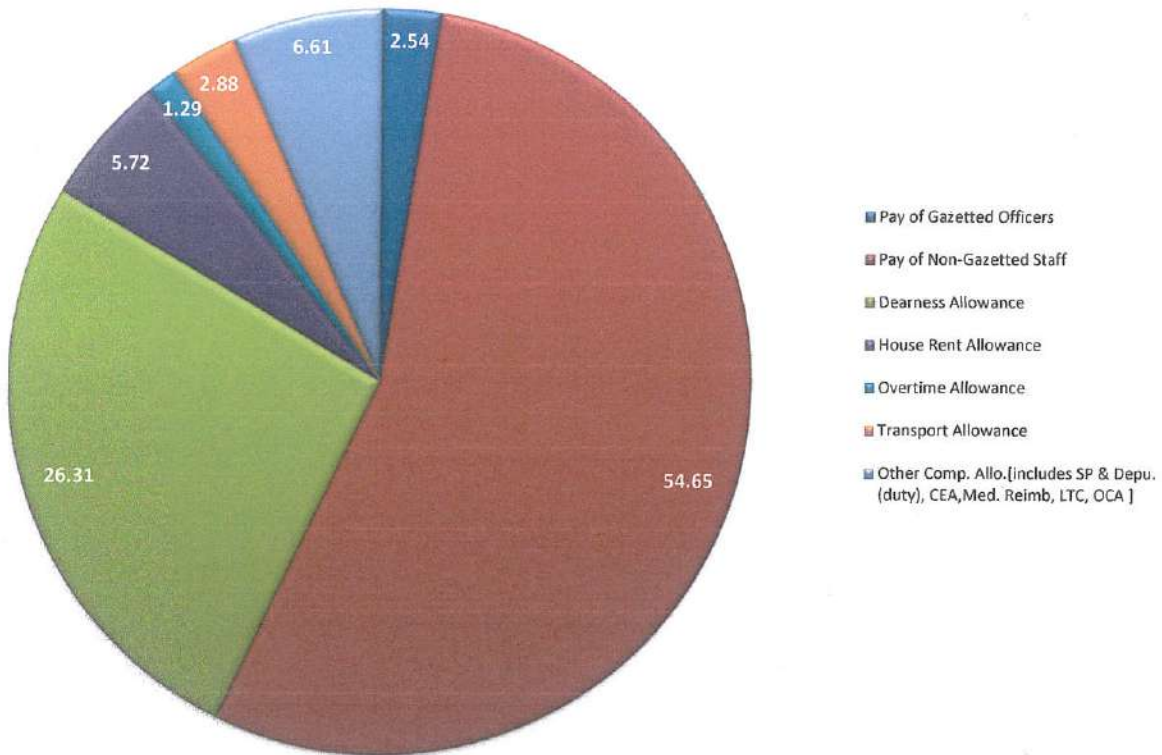
**SHARE OF MAJOR MINISTRIES/DEPARTMENTS IN TOTAL EXPENDITURE DURING LAST
FIVE YEARS (Expressed as percentage to total)**

Year	Railways	Defence (Civilian)	Home Affairs	Posts	Other Departments including UTs & Missions	Total
2019-20	35.06	12.69	28.17	5.60	18.48	100.00
2020-21	35.82	12.34	28.80	5.50	17.54	100.00
2021-22	36.17	12.15	28.80	5.46	17.42	100.00
2022-23	36.39	11.26	27.88	4.95	19.52	100.00
2023-24	36.18	10.75	29.52	5.34	18.21	100.00

**Expenditure on Pay and Allowances of the Employees of M/o Railways
(₹ in crore)**



Percentage of Expenditure on Pay and Allowances of the Employees of M/o Railways during the Year 2023-24



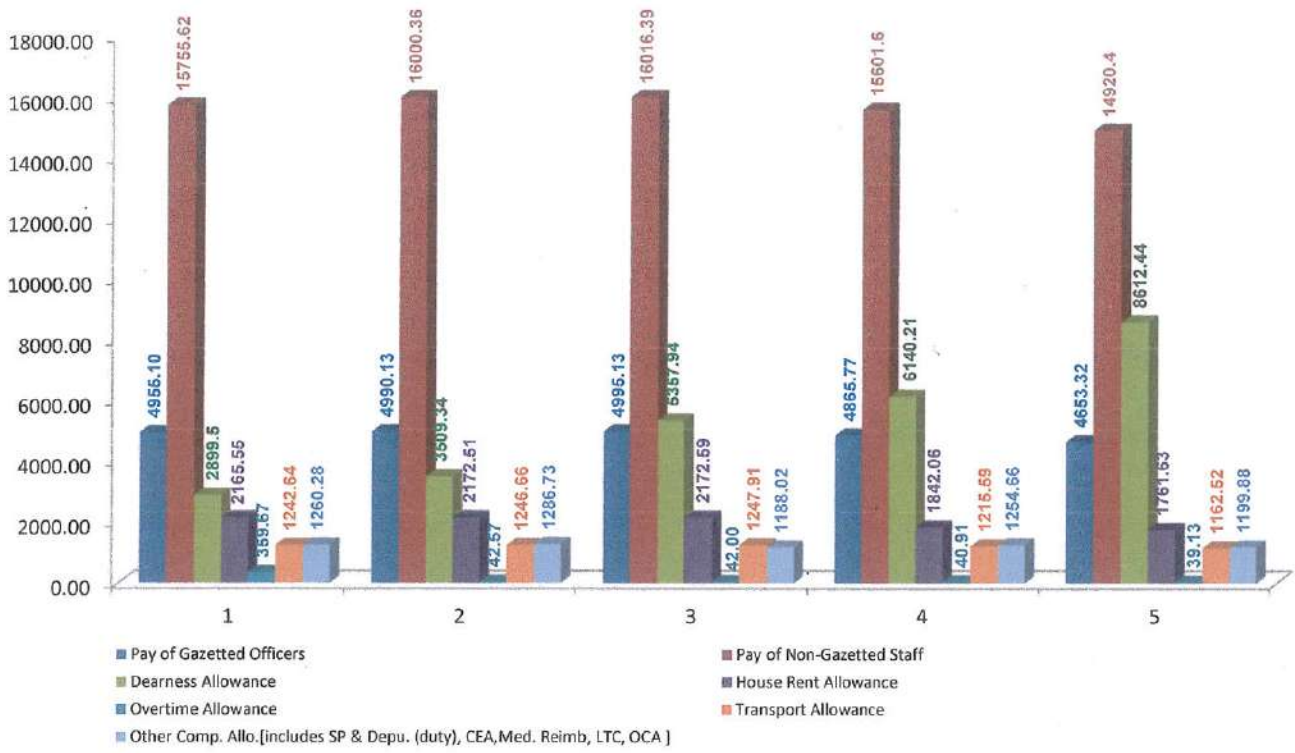
EXPENDITURE ON PAY AND ALLOWANCES OF THE EMPLOYEES OF M/o RAILWAYS

(₹ in crore)

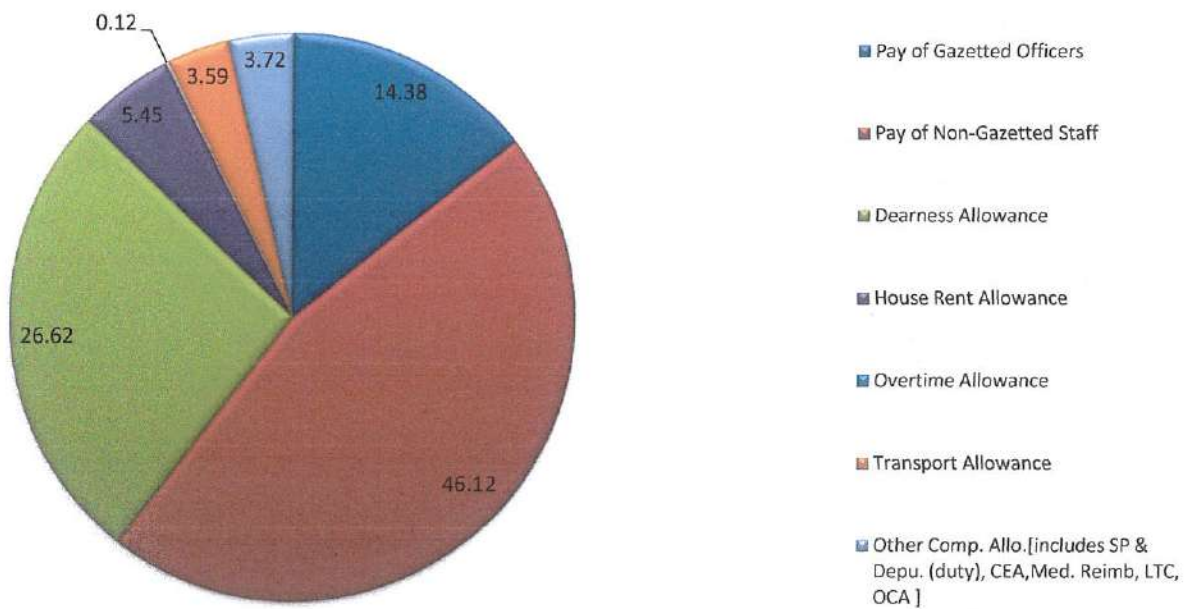
Sl. No.	Pay/Allowances	2020-21	2021-22	2022-23	2022-23	2023-24
1	2	3	4	5	6	7
1	Pay of Gazetted Officers	2456.80	2585.72	2654.67	2686.66	2764.78
2	Pay of Non-Gazetted Staff	52893.04	55668.68	57153.10	57841.89	59523.78
3	Dearness Allowance	7814.64	9839.17	15550.02	22092.92	28652.74
	Sub-Total (i)	63164.48	68093.57	75357.79	82621.47	90941.30
1	House Rent Allowance	5533.26	5823.63	5978.92	6050.98	6226.92
2	Overtime Allowance	1245.04	1310.38	1345.32	1361.53	1401.12
3	Transport Allowance	2790.94	2937.40	3015.73	3052.07	3140.82
4	Special Pay and Deput.(Duty) Allowance	37.2	39.15	40.19	40.67	41.86
5	Composite Hill Compensatory Allowance	0.00	0.00	0.00	0.00	0.00
6	Children Education Allowance	1719.74	1809.99	1858.25	1880.64	1935.33
7	Reimbursement of Medical Charges	335.32	352.92	362.33	366.7	377.36
8	Leave Travel Concession #	231.52	243.67	250.17	253.18	260.55
9	Other Compensatory Allowances	4086.61	4301.05	4415.75	4468.98	4598.92
	Sub - Total (ii)	15979.63	16818.19	17266.66	17474.75	17982.88
	Grand Total (i) + (ii)	79144.11	84911.76	92624.45	100096.22	108924.18
	Travelling Allowance	2021.00	1627.13	1828.67	1876.00	2446.01

The Employees of Railways get free passes.

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



Percentage of Expenditure on Pay and Allowances of the Civilian Employees of M/O Defence (Civil) during the Year 2023-24

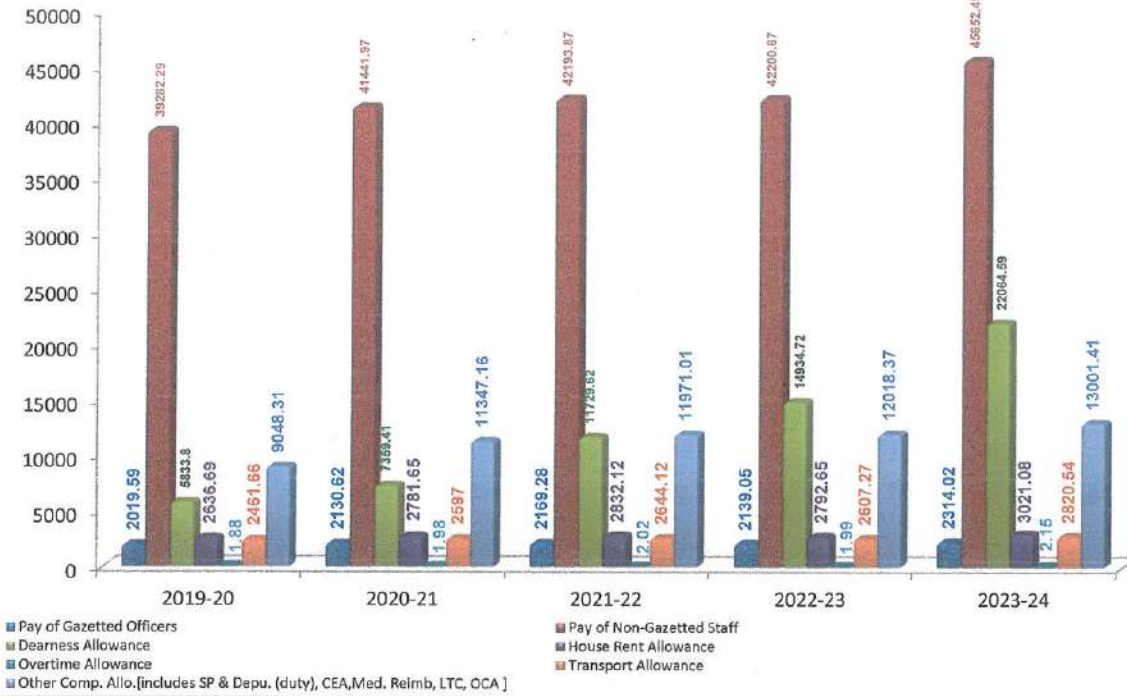


**EXPENDITURE ON PAY AND ALLOWANCES OF THE CIVILIAN EMPLOYEES OF M/o DEFENCE
(CIVIL)**

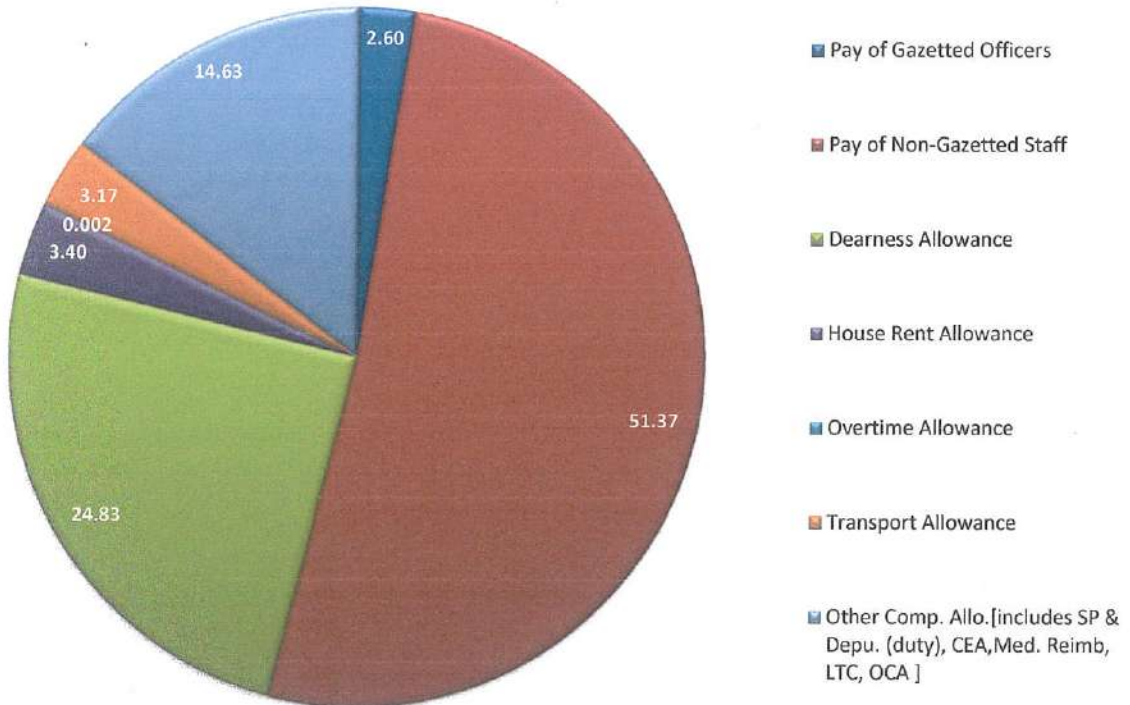
(₹ in crore)

Sl. No.	Pay/Allowances	2019-20	2020-21	2021-22	2022-23	2023-24
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Pay of Gazetted Officers	4955.10	4990.13	4995.13	4865.77	4653.32
2	Pay of Non-Gazetted Staff	15755.62	16000.36	16016.39	15601.6	14920.4
3	Dearness Allowance	2899.5	3509.34	5357.94	6140.21	8612.44
	Sub-Total (i)	23610.22	24499.83	26369.46	26607.58	28186.16
1	House Rent Allowance	2165.55	2172.51	2172.59	1842.06	1761.63
2	Overtime Allowance	359.67	42.57	42.00	40.91	39.13
3	Transport Allowance	1242.64	1246.66	1247.91	1215.59	1162.52
4	Special Pay and Deput.(Duty) Allowance	10.57	14.91	14.92	14.53	13.90
5	Composite Hill Compensatory Allowance	0.00	0.00	0.00	0.00	0.00
6	Children Education Allowance	495.83	507.52	508.03	494.87	473.27
7	Reimbursement of Medical Charges	129.96	151.83	151.98	148.04	141.58
8	Leave Travel Concession	205.46	196.53	196.73	191.64	183.27
9	Other Compensatory Allowances	418.46	415.94	416.36	405.58	387.86
	Sub - Total (ii)	5028.14	4748.47	4750.52	4353.22	4163.16
	Grand Total (i) + (ii)	28638.36	29248.30	31119.98	30960.80	32349.32
	Travelling Allowance	290.41	180.05	190.85	336.58	907.98

EXPENDITURE ON PAY AND ALLOWANCES OF THE EMPLOYEES OF M/o HOME AFFAIRS (₹ in crore)



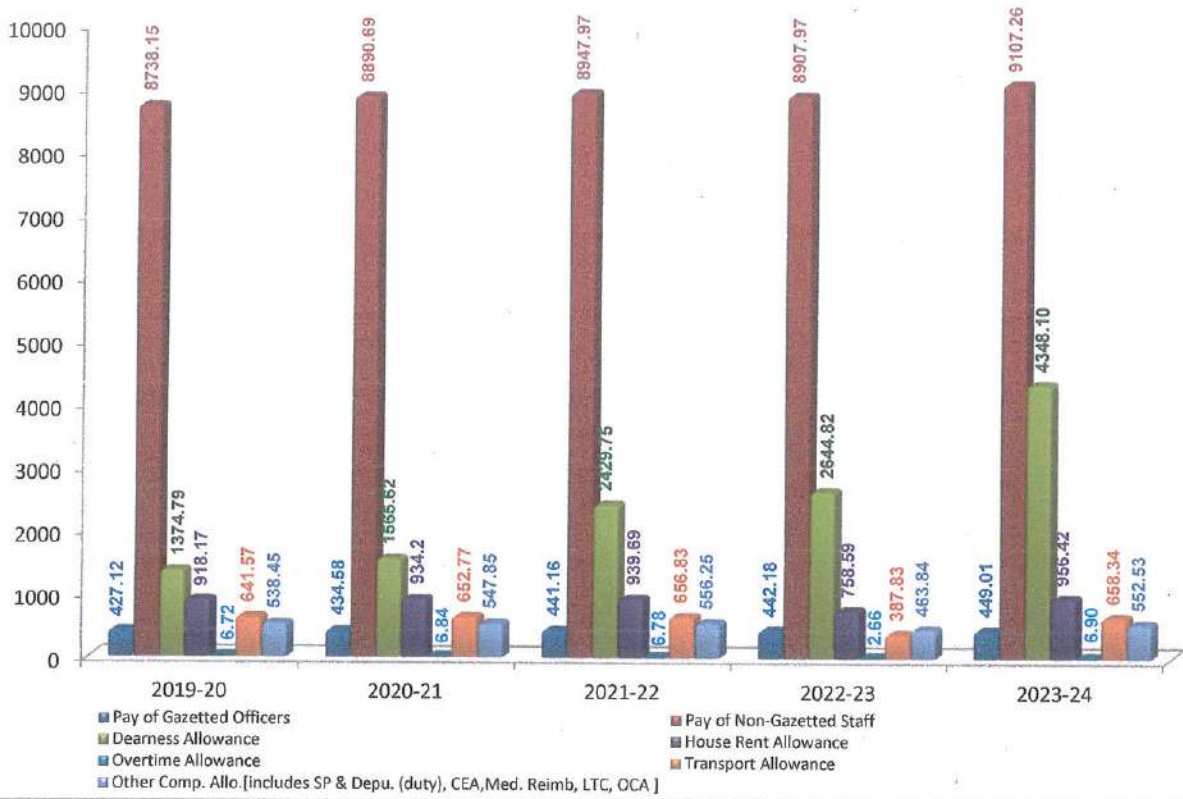
Percentage of Pay and Allowances of the Employees of Ministry of Home Affairs during the Year 2023-24



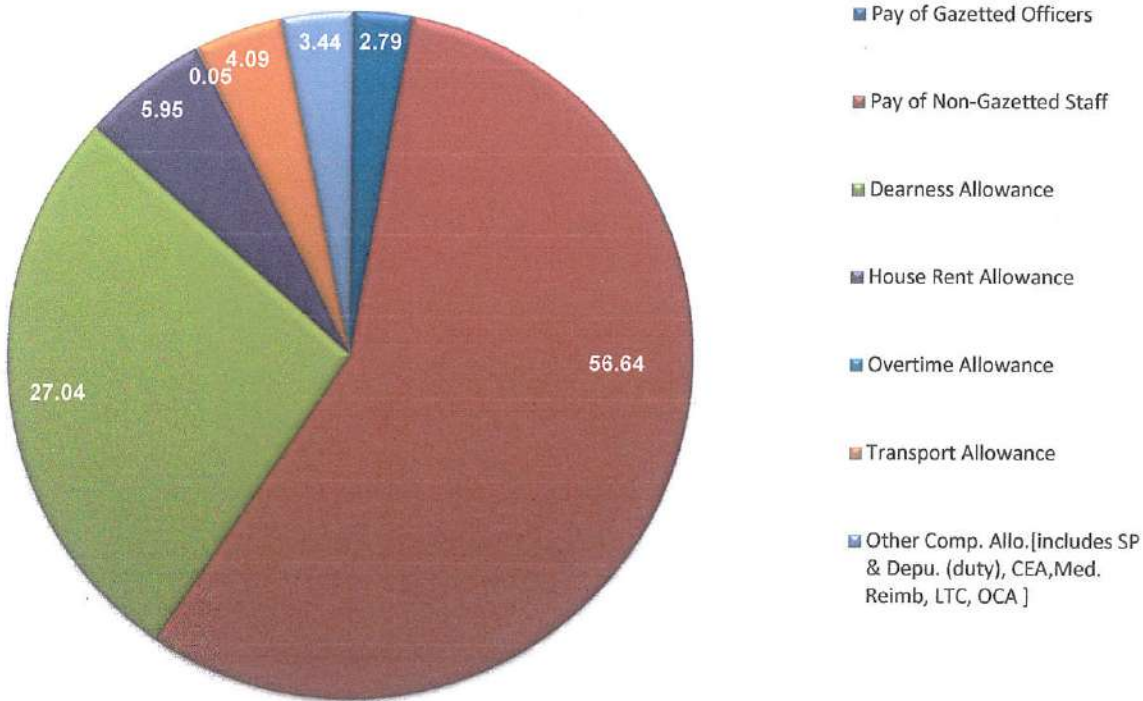
EXPENDITURE ON PAY AND ALLOWANCES OF THE EMPLOYEES OF M/o HOME AFFAIRS

(₹ in crore)						
Sl. No.	Pay/Allowances	2019-20	2020-21	2021-22	2022-23	2023-24
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Pay of Gazetted Officers	2019.59	2130.62	2169.28	2139.05	2314.02
2	Pay of Non-Gazetted Staff	39282.29	41441.97	42193.87	42200.67	45652.49
3	Dearness Allowance	5833.8	7359.41	11729.62	14934.72	22064.59
	Sub-Total (i)	47135.68	50932.00	56092.77	59274.44	70031.10
1	House Rent Allowance	2636.69	2781.65	2832.12	2792.65	3021.08
2	Overtime Allowance	1.88	1.98	2.02	1.99	2.15
3	Transport Allowance	2461.66	2597.00	2644.12	2607.27	2820.54
4	Special Pay and Deput.(Duty) Allowance	79.40	83.77	85.29	84.1	90.98
5	Composite Hill Compensatory Allowance	0.00	0.00	0.00	0.00	0.00
6	Children Education Allowance	1085.48	1145.16	1165.94	1149.69	1243.73
7	Reimbursement of Medical Charges	188.99	199.38	203.00	200.17	216.54
8	Leave Travel Concession	99.58	105.05	106.96	105.47	114.09
9	Other Compensatory Allowances	9893.71	10437.65	10627.03	10478.94	11336.07
	Sub - Total (ii)	16447.39	17351.64	17666.48	17420.28	18845.18
	Grand Total (i) + (ii)	63583.07	68283.64	73759.25	76694.72	88876.28
	Travelling Allowance	2271.99	1413.33	2262.03	2966.63	3314.58

EXPENDITURE ON PAY AND ALLOWANCES OF THE EMPLOYEES OF D/o POSTS (₹ in crore)



Percentage of Pay and Allowances of the Employees of D/o Posts during the Year 2023-24

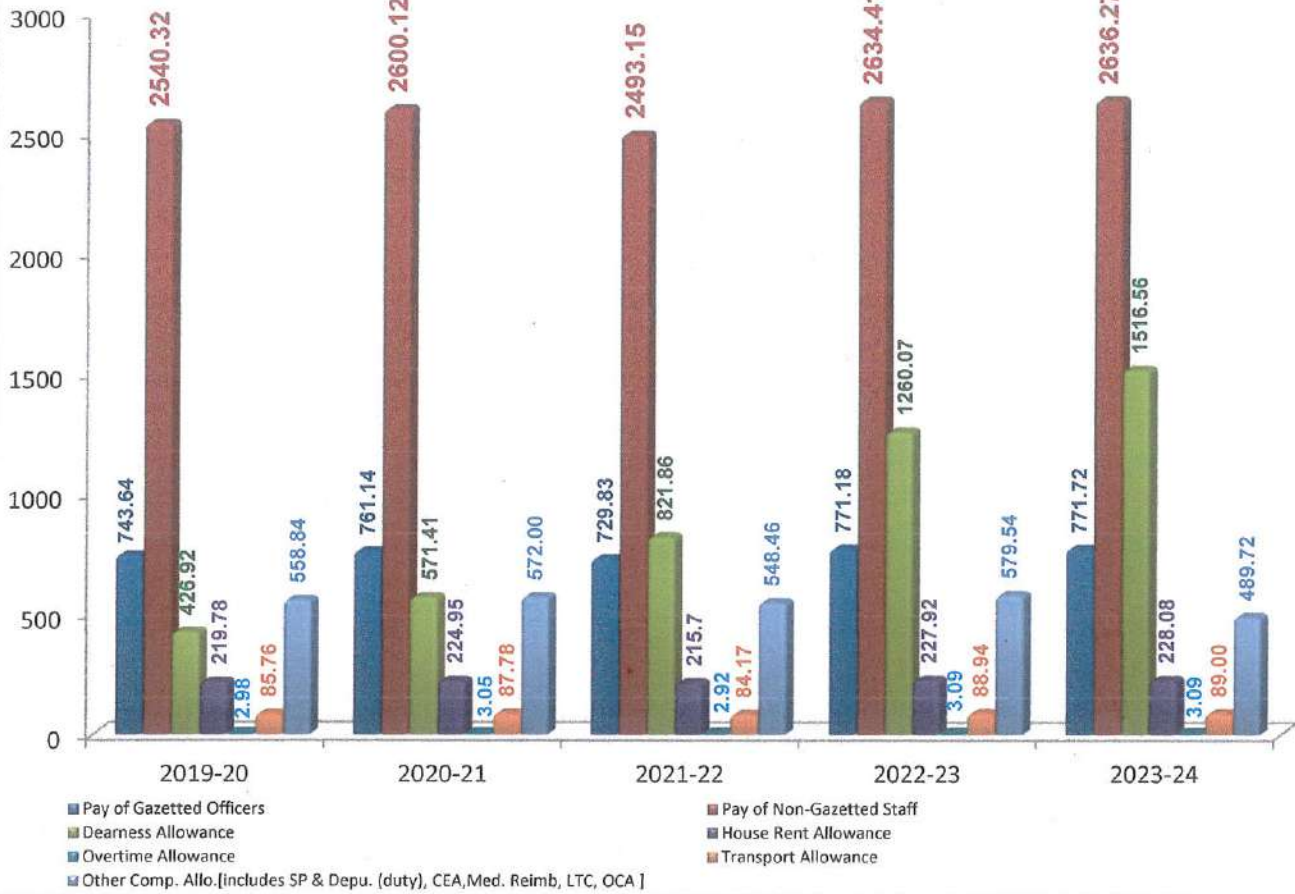


EXPENDITURE ON PAY AND ALLOWANCES OF THE EMPLOYEES OF D/o POSTS

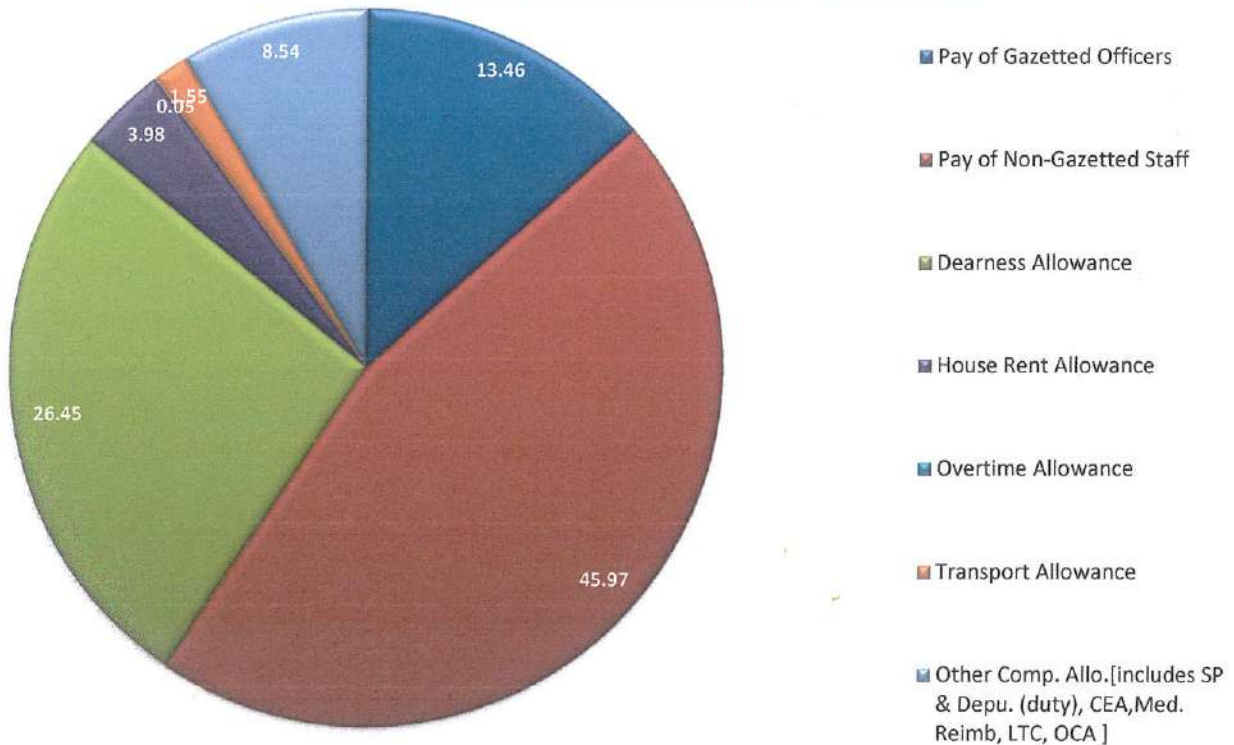
(₹ in crore)

Sl. No.	Pay/Allowances	2020-21	2020-21	2021-22	2022-23	2023-24
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Pay of Gazetted Officers	427.12	434.58	441.16	442.18	449.01
2	Pay of Non-Gazetted Staff	8738.15	8890.69	8947.97	8907.97	9107.26
3	Dearness Allowance	1374.79	1565.62	2429.75	2644.82	4348.1
	Sub-Total (i)	10540.06	10890.89	11818.88	11994.97	13904.37
1	House Rent Allowance	918.17	934.2	939.69	758.59	956.42
2	Overtime Allowance	6.72	6.84	6.78	2.66	6.9
3	Transport Allowance	641.57	652.77	656.83	387.83	658.34
4	Special Pay and Deput.(Duty) Allowance	5.58	5.68	5.77	2.41	5.73
5	Composite Hill Compensatory Allowance	0.00	0.00	0.00	0.00	0.00
6	Children Education Allowance	159.02	161.80	164.28	150.13	163.18
7	Reimbursement of Medical Charges	50.91	51.8	52.59	57.27	52.24
8	Leave Travel Concession	170.58	173.56	176.22	96.08	175.04
9	Other Compensatory Allowances	152.36	155.01	157.39	157.95	156.34
	Sub - Total (ii)	2104.91	2141.66	2159.55	1612.92	2174.19
	Grand Total (i) + (ii)	12644.97	13032.55	13978.43	13607.89	16078.56
	Travelling Allowance	153.80	123.21	118.55	133.86	216.29

Expenditure on Pay and Allowances of the Employees of Union Territory Administrations (₹ in crore)



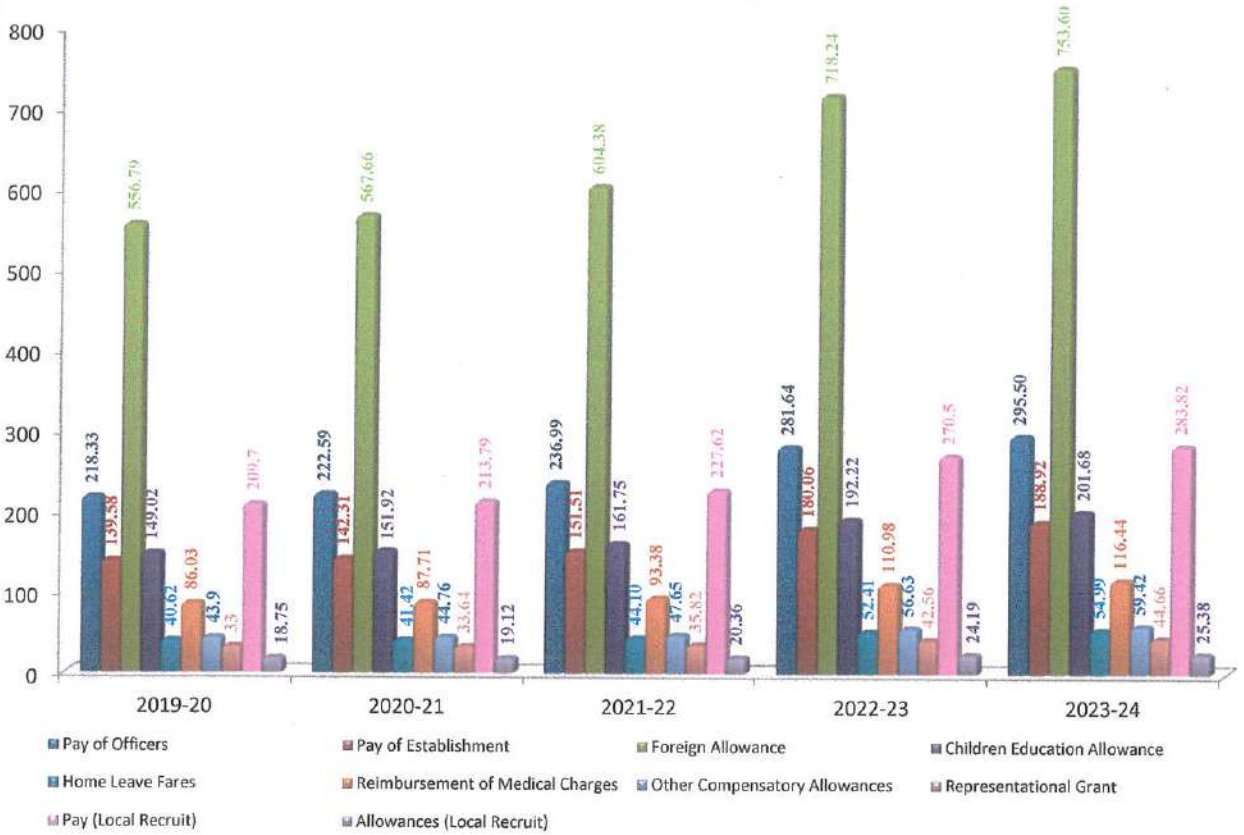
Percentage of Expenditure on Pay and Allowances of the Employees of Union Territory Administrations during the Year 2023-24



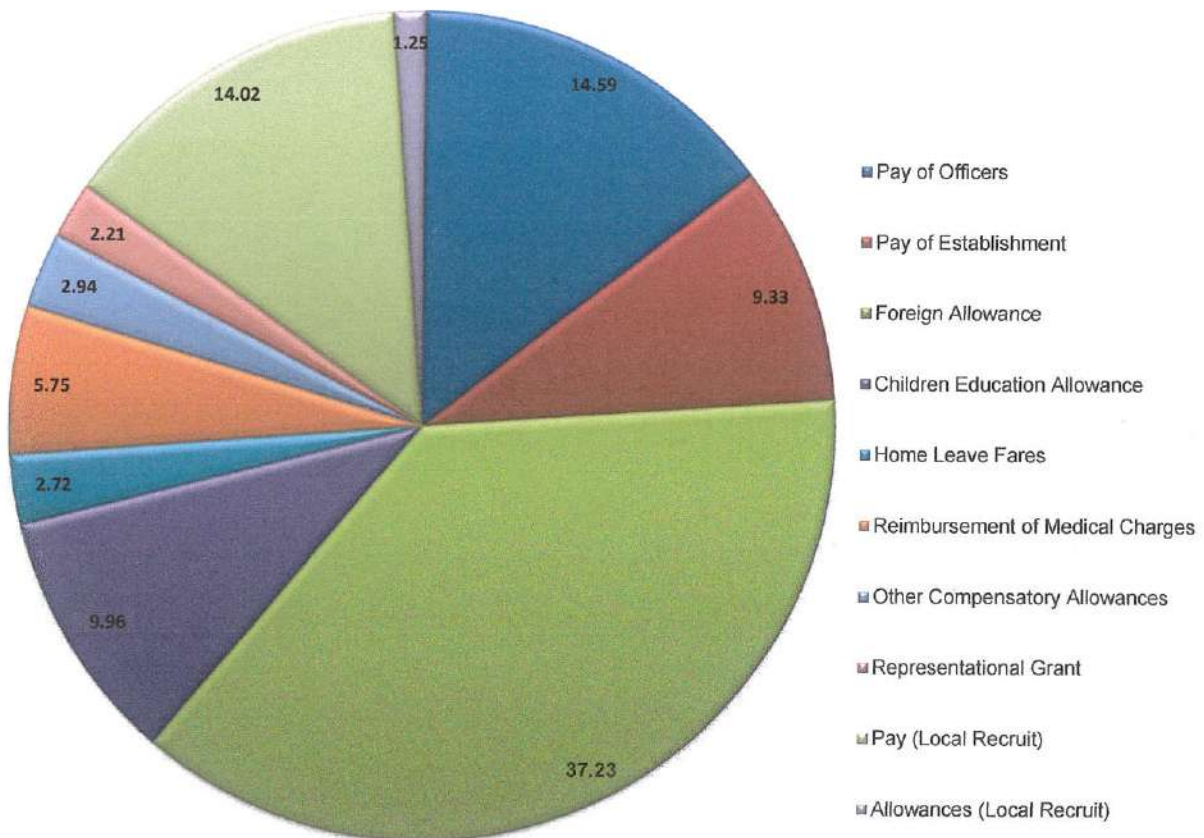
EXPENDITURE ON PAY AND ALLOWANCES OF THE EMPLOYEES OF UNION TERRITORY ADMINISTRATIONS						
						(₹ in crore)
Sl. No.	Pay / Allowances	2019-20	2020-21	2021-22	2022-23	2023-24
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Pay of Gazetted Officers	743.64	761.14	729.83	771.18	771.72
2	Pay of Non-Gazetted Staff	2540.32	2600.12	2493.15	2634.41	2636.27
3	Dearness Allowance	426.92	571.41	821.86	1260.07	1516.56
	Sub-Total (i)	3710.88	3932.67	4044.84	4665.66	4924.55
1	House Rent Allowance	219.78	224.95	215.7	227.92	228.08
2	Overtime Allowance	2.98	3.05	2.92	3.09	3.09
3	Transport Allowance	85.76	87.78	84.17	88.94	89.00
4	Special Pay and Deput. (Duty) Allow.	3.03	3.10	2.97	3.14	3.14
5	Children Education Allowance	6.41	6.56	6.29	6.65	6.65
6	Reimbursement of Medical Charges	45.72	46.80	44.87	47.42	47.45
7	Leave Travel Concession	32.26	33.02	31.66	33.46	33.48
8	Other Compensatory Allowances	471.42	482.52	462.67	488.87	399.00
	Sub-Total (ii)	867.36	887.78	851.25	899.49	809.89
	Grand Total (i) + (ii)	4578.24	4820.45	4896.09	5565.15	5734.44
	Travelling Allowance	41.84	39.71	37.69	43.06	46.41

Note:- Expenditure in respect of UT of J&K and UT of Ladakh is not included above due to pending manpower distribution. The expenditure is included in M/o Home Affairs.

EXPENDITURE ON PAY AND ALLOWANCES OF REGULAR EMPLOYEES AND LOCAL RECRUITS IN INDIAN MISSIONS ABROAD (₹ in crore)



Percentage of Expenditure on Pay and Allowances of Regular Employees and Local Recruits in Indian Missions Abroad during the Year 2023-24



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

(**₹ in crore**)

SI.No.	Pay/Allowances	2019-20	2020-21	2021-22	2022-23	2023-24
(1)	(2)	(3)	(4)	(5)	(6)	(7)
<u>INDIA BASED</u>						
1	Pay of Officers	218.33	222.59	236.99	281.64	295.50
2	Pay of Establishment	139.58	142.31	151.51	180.06	188.92
	Sub-total (i)	357.91	364.90	388.50	461.70	484.42
1	Foreign Allowance	556.79	567.66	604.38	718.24	753.60
2	Children Education Allowance	149.02	151.92	161.75	192.22	201.68
3	Home Leave Fares	40.62	41.42	44.10	52.41	54.99
4	Reimbursement of Medical Charges	86.03	87.71	93.38	110.98	116.44
5	Other Compensatory Allowance:	43.90	44.76	47.65	56.63	59.42
6	Representational Grant	33.00	33.64	35.82	42.56	44.66
	Sub- Total (ii)	909.36	927.11	987.08	1173.04	1230.79
<u>LOCAL RECRUITS</u>						
1	Pay	209.7	213.79	227.62	270.5	283.82
2	Allowances	18.75	19.12	20.36	24.19	25.38
	Sub-Total (iii)	228.45	232.91	247.98	294.69	309.20
Grand Total (i)+(ii)+(iii)		1495.72	1524.92	1623.56	1929.43	2024.41
Travelling Allowance		181.97	114.65	185.56	258.09	271.85

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

2023-24

(in crore)

Sl. No.	Ministry/Department	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
		Pay	DA	HRA	OTA	TPT	Others	Total	Travel Allowance	Bonus	Honorary Allowance	Encashment of E.L.
1	Agricultural Research & Education	7.29	3.24	0.90	0.00	0.52	0.59	12.54	2.70	0.02	0.02	0.42
2	Agriculture Farmers welfare	217.14	97.71	30.18	0.02	16.13	15.56	376.74	18.30	0.95	0.35	5.94
3	Animal Husbandry & Dairying	40.77	17.06	4.65	0.00	3.53	6.67	72.68	3.10	0.36	0.09	2.02
4	Atomic Energy	1941.39	871.72	174.18	24.84	144.97	751.68	3908.78	52.90	0.00	0.20	113.45
5	AYUSH	16.37	7.44	2.68	0.00	1.71	0.87	29.07	1.91	0.04	0.06	0.62
6	Bio-Technology	15.89	6.99	1.96	0.00	1.47	0.98	27.29	2.23	0.06	0.05	0.54
7	Cabinet Secretariat	40.81	18.36	4.78	0.12	3.40	12.89	80.36	0.97	0.28	0.23	4.08
8	Chemicals, Petrochemicals	11.77	5.30	1.70	0.01	0.97	1.20	20.95	1.12	0.05	0.04	0.48
9	Civil Aviation	105.73	46.52	15.08	0.10	9.48	9.88	186.79	22.56	0.48	0.39	4.35
10	Coal	15.87	7.37	1.80	0.04	1.47	1.12	27.67	1.59	0.09	0.09	0.89
11	Commerce	269.32	118.50	36.41	0.02	15.99	13.31	453.55	31.36	1.02	0.48	2.66
12	Cooperation	8.54	3.97	1.37	0.00	0.74	0.33	14.95	0.06	0.03	0.03	0.72
13	Consumer Affairs	50.55	22.23	5.56	0.01	5.31	3.42	87.08	2.28	0.31	0.10	0.98
14	Corporate Affairs	91.15	41.02	13.42	0.01	8.74	12.15	166.49	7.12	0.23	0.10	3.74
15	Culture	268.69	119.57	34.93	0.00	21.50	19.15	463.84	21.21	2.80	0.29	14.03
16	Defence (Civilian)	19573.72	8612.44	1761.63	39.13	1162.52	1199.88	32349.32	907.98	214.27	6.62	319.17
17	Development of NE Region	9.25	4.19	1.35	0.00	0.84	0.33	15.96	0.43	0.03	0.04	0.49
18	Drinking Water & Sanitation	10.98	4.97	1.62	0.00	0.97	0.72	19.26	0.11	0.03	0.04	0.01
19	Empowerment of Persons with Disabilities	8.21	3.81	0.99	0.00	0.72	0.73	14.46	2.35	0.06	0.22	0.54
20	Earth Sciences	297.29	136.75	38.65	0.31	24.60	16.61	514.21	11.47	1.50	0.36	15.24

Sl. No.	Ministry/Department	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
				Pay	DA	HRA	OTA	TPT	Others	Total	Travel Allowance	Bonus	Honorary Encashment	nt of E.L.
21	Economic Affairs			67.26	28.92	9.03	0.00	4.38	6.11	115.70	14.93	0.39	0.48	1.41
22	Environment, Forests & Climate Change			182.44	82.10	27.37	0.02	14.46	14.20	320.59	34.30	1.77	0.28	5.91
23	Expenditure			85.37	39.27	12.80	0.03	7.56	6.15	151.18	6.34	0.36	0.38	1.76
24	External Affairs			520.83	234.37	46.44	0.00	28.43	26.57	856.64	56.48	1.65	0.12	14.35
25	Fertilizers			14.57	6.70	2.47	0.00	1.34	1.34	26.42	0.96	0.08	0.08	1.03
26	Financial Services			72.81	33.81	10.92	0.00	4.30	3.88	125.72	3.00	0.45	0.00	2.10
27	Fisheries			32.14	14.94	5.93	0.00	2.82	6.84	62.67	3.91	0.30	0.07	3.97
28	Food & Public Distribution			46.20	20.79	6.27	0.00	3.71	2.63	79.60	2.86	0.22	0.25	0.47
29	Food Processing Industries			12.94	5.60	1.89	0.01	1.14	0.98	22.56	1.93	0.05	0.05	1.61
30	Health & Family Welfare			1970.46	886.71	263.83	0.16	134.52	275.93	3531.61	28.23	14.79	1.27	27.94
31	Health Research			2.63	1.18	0.34	0.00	0.22	0.23	4.60	0.36	0.01	0.00	0.04
32	Heavy Industries			12.74	5.79	1.74	0.00	0.97	1.11	22.35	1.07	0.07	0.06	0.83
33	Higher Education			63.24	27.83	8.50	0.04	5.38	3.72	108.71	5.37	0.39	0.28	1.51
34	Home Affairs			47966.51	22064.59	3021.08	2.15	2820.54	13001.41	88876.28	3314.58	252.44	3.13	108.85
35	Indian Audit & Accounts			2823.31	1242.25	367.03	0.04	223.39	198.36	4854.38	328.41	13.95	4.81	158.38
36	Promotion of Industry and Internal Trade			186.38	82.94	22.37	0.01	16.98	9.61	318.29	11.62	0.86	0.39	2.13
37	Information and Broadcasting			190.28	88.36	28.54	0.01	15.56	13.21	335.96	8.15	1.04	0.50	7.38
38	Electronics and Information Technology			575.40	256.05	83.72	0.26	44.65	28.65	988.73	16.12	0.55	0.53	14.08
39	Investment & Public Asset Management			7.68	3.48	0.82	0.00	0.56	0.46	13.00	1.44	0.02	0.02	0.14
40	Labour & Employment			219.85	97.83	30.51	0.04	16.54	15.26	380.03	14.27	1.46	0.49	58.28
41	Land Resources			6.13	2.63	0.61	0.00	0.51	0.39	10.27	0.32	0.02	0.00	0.74
42	Law and Justice			153.41	68.41	22.57	0.00	11.81	13.40	269.60	9.83	0.99	0.03	0.18

Sl. No.	Ministry/Department	Pay	DA	HRA	OTA	TPT	Others	Total	Travel Allowance	Bonus	Honorary Encashment of E.L.	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
43	Micro, Small and Medium Enterprises	94.65	43.95	14.60	0.30	8.53	14.77	176.80	6.64	0.71	0.17	7.52
44	Mines	540.43	237.79	67.01	0.05	52.30	29.25	926.83	46.75	2.47	0.24	19.60
45	Minority Affairs	26.56	12.08	3.72	0.00	2.44	4.29	49.09	7.38	0.06	0.06	0.08
46	New & Renewable Energy	16.29	7.40	1.78	0.00	1.75	1.07	28.29	2.06	0.07	0.09	1.32
47	Panchayati Raj	7.44	3.27	0.89	0.00	0.65	0.49	12.74	1.01	0.02	0.02	0.63
48	Parliamentary Affairs	8.36	3.76	1.30	0.02	0.73	1.15	15.32	2.20	0.05	0.02	0.43
49	Personnel, Public Grievances & Pensions	570.71	251.11	74.19	0.18	43.03	63.44	1002.66	49.36	3.45	0.56	20.21
50	Petroleum & Natural Gas	17.57	7.80	2.11	0.00	1.74	1.17	30.39	3.32	0.09	0.10	0.89
51	Pharmaceuticals	8.98	4.13	1.33	0.00	0.74	0.65	15.83	0.84	0.04	0.04	0.78
52	Planning	40.01	18.17	4.92	0.00	3.15	2.52	68.77	6.00	0.14	0.00	1.87
53	Posts	9556.27	4348.10	956.42	6.90	658.34	552.53	16078.56	216.29	269.12	3.29	207.47
54	Power	86.87	37.50	8.63	0.00	8.10	4.68	145.78	3.75	0.25	0.01	3.25
55	President's Secretariat	27.20	12.51	1.55	0.04	2.16	2.03	45.49	0.33	0.17	0.20	0.92
56	Prime Minister's Office	26.26	12.26	2.91	0.01	2.35	2.14	45.93	1.18	0.11	0.15	0.33
57	Public Enterprises	6.02	2.77	0.97	0.00	0.59	0.54	10.89	0.14	0.03	0.03	0.17
58	Railways	62288.56	28652.74	6226.92	1401.12	3140.82	7214.02	108924.18	2446.01	1980.51	18.17	2967.41
59	Revenue	7268.99	3307.39	1090.35	8.16	598.38	462.76	12736.03	221.18	5.96	3.65	24.07
60	Road Transport & Highways	63.65	28.00	7.59	0.00	5.00	4.09	108.33	8.07	0.27	0.21	0.90
61	Rural Development	29.13	13.11	3.79	0.00	2.64	2.72	51.39	3.04	0.15	0.12	1.80
62	School Education & Literacy	17.59	7.85	2.11	0.00	1.83	0.68	30.06	0.80	0.07	0.08	1.09
63	Science & Technology	234.00	104.13	27.98	0.00	14.81	13.38	394.30	14.32	1.24	0.12	3.67
64	Scientific & Industrial Research	7.36	3.24	0.74	0.00	0.59	0.61	12.54	0.36	0.01	0.02	0.00

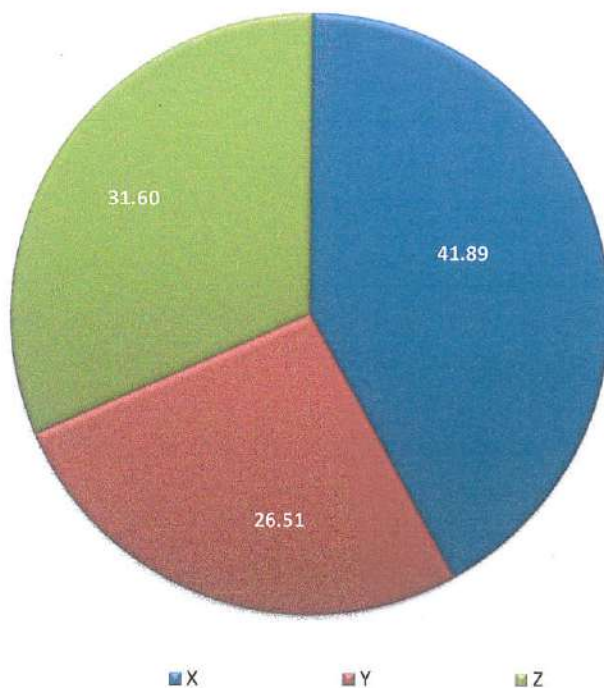
Sl. No.	Ministry/Department	Pay	DA	HRA	OTA	TPT	Others	Total	Travel Allowance	Bonus	Honorary Allowance	Encashment of E.L.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
65	Ports, Shipping and Waterways	94.84	42.20	8.54	0.00	7.59	10.48	163.65	11.50	0.57	0.01	1.11
66	Skill Development & Entrepreneurship	79.16	35.23	9.10	0.00	6.63	6.76	136.88	5.10	0.64	1.00	2.12
67	Social Justice & Empowerment	33.24	14.63	3.99	0.02	3.32	4.25	59.45	3.69	0.20	0.17	0.61
68	Space	1203.43	529.51	144.41	0.38	72.50	594.41	2544.64	69.70	0.00	0.16	65.22
69	Statistics & Programme Implementation	288.84	130.00	37.55	0.00	22.19	16.48	495.06	39.55	1.38	0.29	9.50
70	Steel	15.40	6.80	2.00	0.01	1.47	1.28	26.96	1.99	0.08	0.17	0.67
71	Telecommunications	317.86	141.15	38.14	0.06	26.01	22.87	546.09	31.55	0.92	0.39	19.64
72	Textiles	113.60	49.41	10.39	0.18	9.09	6.82	189.49	10.46	1.09	0.02	3.41
73	Tourism	19.90	8.66	2.29	0.00	1.68	2.13	34.66	3.32	0.12	0.03	0.64
74	Tribal Affairs	14.41	6.41	1.73	0.00	1.37	1.56	25.48	2.08	0.08	0.03	1.01
75	Union Public Service Commission	68.96	31.81	11.77	0.01	7.81	6.51	126.87	1.53	0.51	2.23	6.50
76	Housing & Urban Affairs	997.03	443.68	123.35	1.20	66.43	49.65	1681.34	26.34	7.62	1.62	1.44
77	Vice President's Secretariat	2.62	1.12	0.19	0.00	0.29	0.32	4.54	0.10	0.00	0.00	0.31
78	Water Resources, River Development and Ganga Rejuvenation	506.58	210.92	50.48	0.02	31.13	20.39	819.52	15.93	4.09	0.87	4.05
79	Women & Child Development	20.23	8.50	2.33	0.00	1.94	1.84	34.84	2.16	0.04	0.11	0.62
80	Youth Affairs and Sports	19.36	8.81	2.32	0.01	1.59	2.28	34.37	2.47	0.11	0.02	0.77
	Total	162951.67	74231.61	15059.01	1486.05	9597.06	24825.52	288150.92	8224.73	2796.91	57.49	4285.49

**EXPENDITURE ON HOUSE RENT ALLOWANCE (HRA) OF CENTRAL
GOVERNMENT CIVILIAN EMPLOYEES INCLUDING EMPLOYEES
OF UNION TERRITORIES**

Class of City	Expenditure on House Rent Allowance	
	2023-24	(₹ in crore)
X	6401.09	
	(41.89)	
Y	4050.87	
	(26.51)	
Z	4829.99	
	(31.60)	
Total	15281.95	
	(100.00)	

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

Expenditure on House Rent Allowance during the year 2023-24



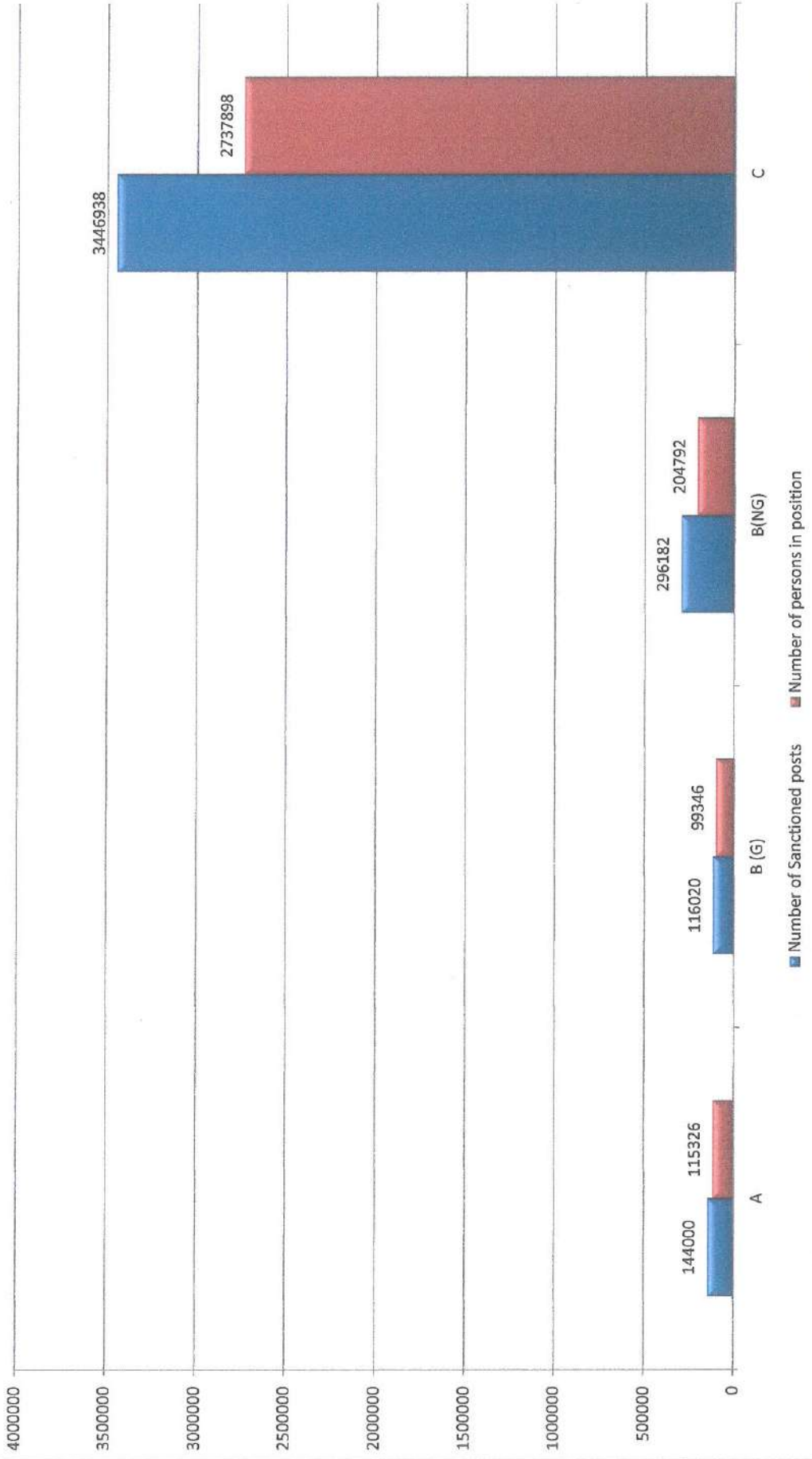
CHAPTER - IV

**Sanctioned Strength and
Persons in Position in Central
Government as on 01.03.2024**

Group-wise number of sanctioned posts and persons in position, vacancies and their percentage to total sanctioned posts as on 01.03.2024 including UTs.

Group	Number of Sanctioned posts	Number of persons in position	Number of vacant Posts	Percentage of vacant posts to total sanctioned posts in the group
A	144000	115326	28674	19.91
B (G)	116020	99346	16674	14.37
B(NG)	296182	204792	91390	30.86
C	3446938	2737898	709040	20.57
Total	4003140	3157362	845778	21.13

Group-wise number of sanctioned posts and persons in position, including UTs as on 01-03-2024.



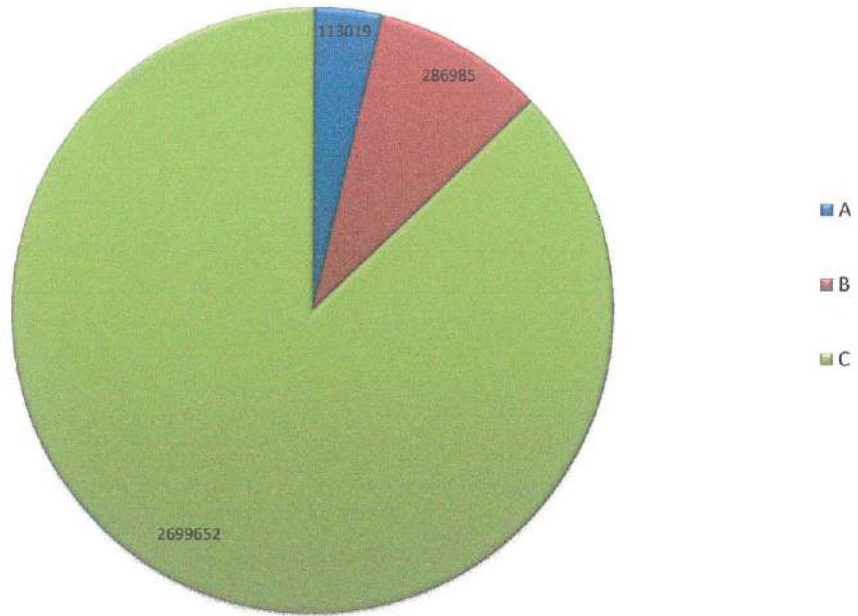
Group-wise number of sanctioned posts and persons in position, vacancies and their percentage to total sanctioned posts as on 01.03.2024 excluding UTs.

Group	Number of Sanctioned posts	Number of persons in position	Number of vacant Posts	Percentage of vacant posts to total sanctioned posts in the group
A	140311	113019	27292	19.45
B (G)	112837	97174	15663	13.88
B(NG)	275285	189811	85474	31.05
C	3394779	2699652	695127	20.48
Total	3923212	3099656	823556	20.99

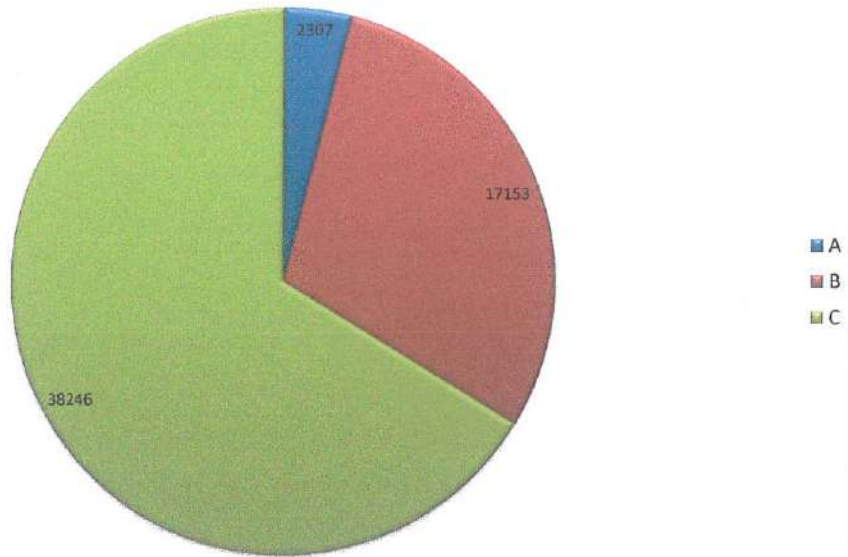
**DISTRIBUTION OF REGULAR CIVILIAN EMPLOYEES (GROUP-WISE) PERSONS IN POSITION IN
CENTRAL GOVERNMENT AND UNION TERRITORY ADMINISTRATIONS AS ON 01.03.2024**

Sl. No.	Central Government / Union Territory Administrations	Group of Posts			
		A	B	C	Total
(1)	(2)	(3)	(4)	(5)	(6)
1	CENTRAL GOVERNMENT	113019	286985	2699652	3099656
2	UNION TERRITORY ADMINISTRATIONS	2307	17153	38246	57706
	TOTAL	115326	304138	2737898	3157362

DISTRIBUTION OF REGULAR CIVILIAN EMPLOYEES (GROUP-WISE) IN POSITION IN CENTRAL GOVERNMENT



DISTRIBUTION OF REGULAR CIVILIAN EMPLOYEES (GROUP-WISE) IN UNION TERRITORY ADMINISTRATIONS

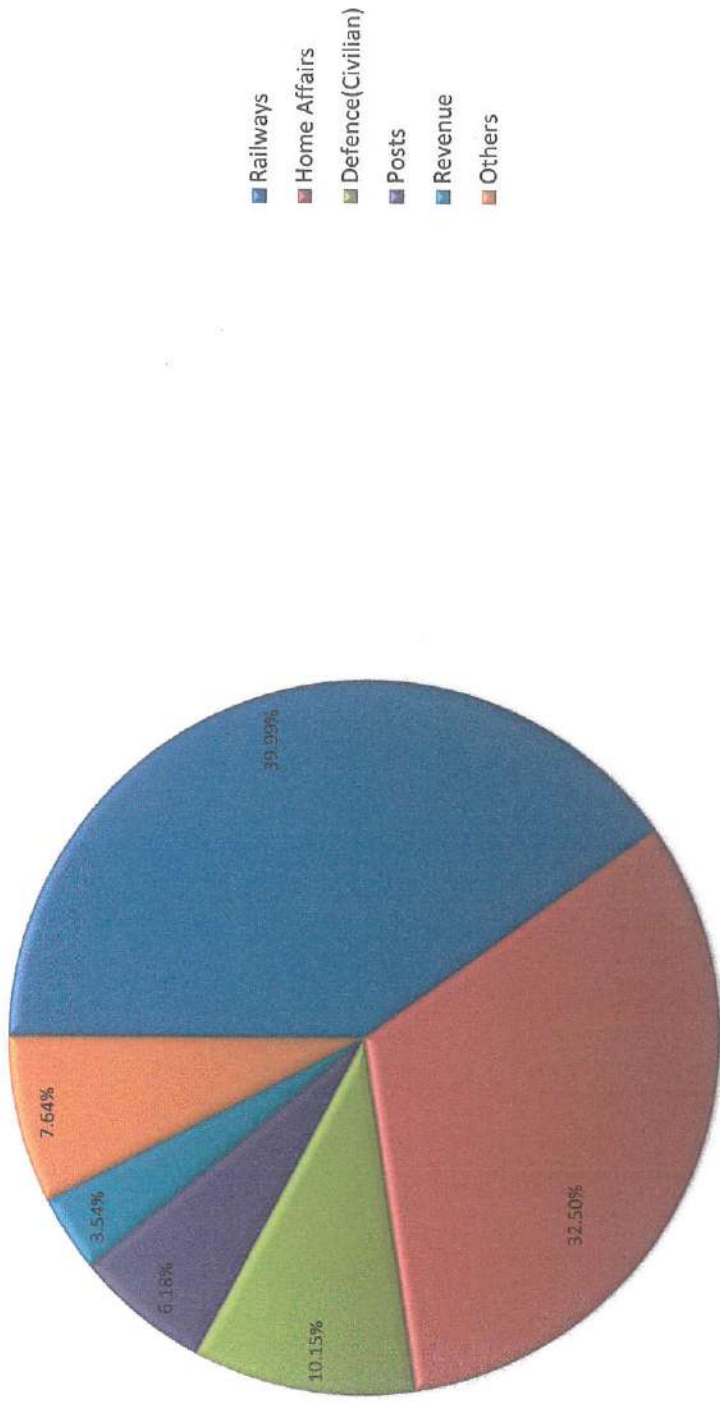


**GROUP-WISE AND STATUS-WISE ESTIMATED NUMBER OF CENTRAL GOVERNMENT CIVILIAN REGULAR EMPLOYEES AS ON
01.03.2024 IN MAJOR MINISTRIES/ DEPARTMENTS (EXCLUDING UNION TERRITORIES)**

Ministry/Deptt.	Number of Sanctioned Posts					Number in Position				
	A	B(G)	B(NG)	C	Total	A	B(G)	B(NG)	C	Total
1	2	3	4	5	6	7	8	9	10	11
Railways	13399	5586	638	1460078	1479701	10470	5292	555	1223259	1239576
	(9.55)	(4.95)	(0.23)	(43.01)	(37.72)	(9.26)	(5.45)	(0.29)	(45.31)	(39.99)
Home Affairs	26234	8060	79599	1004340	1118233	21668	10418	64620	910642	1007348
	(18.70)	(7.14)	(28.92)	(29.58)	(28.50)	(19.17)	(10.72)	(34.04)	(33.73)	(32.50)
Defence(Civilian)	19639	26015	79301	431293	556248	15373	20565	48860	229807	314605
	(14.00)	(23.06)	(28.81)	(12.70)	(14.18)	(13.60)	(21.16)	(25.74)	(8.51)	(10.15)
Posts	853	4212	15384	232675	253124	611	3528	7212	180227	191578
	(0.61)	(3.73)	(5.59)	(6.85)	(6.45)	(0.54)	(3.63)	(3.80)	(6.68)	(6.18)
Revenue	12988	32027	38984	95375	179374	9705	26765	25332	47920	109722
	(9.26)	(28.38)	(14.16)	(2.81)	(4.57)	(8.59)	(27.54)	(13.35)	(1.78)	(3.54)
Others	67198	36937	61379	171018	336532	55192	30606	43232	107797	236827
	(47.89)	(34.74)	(22.29)	(5.05)	(8.58)	(48.84)	(31.50)	(22.78)	(3.99)	(7.64)
Total	140311	112837	275285	3394779	3923212	113019	97174	189811	2699652	3099656
	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)

N.B.: Figures in parentheses are the percentages of total manpower.

Percentage of Persons in Position as on 01.03.2024 in major Ministries/ Departments (Excluding UTs)



NUMBER OF SANCTIONED POSTS AND NUMBER OF PERSONS IN POSITION IN CENTRAL POLICE FORCES

Sl. No.	Name of the Central Police Force	Number of Sanctioned posts (as on 1st March)		Number of persons in Position (as on 1st March)	
		2023	2024	2023	2024
(1)	(2)	(3)	(4)	(5)	(6)
1	Border Security Force (BSF)	265331	265331	244368	256864
2	Central Reserve Police Force (CRPF)	324654	325182	294898	298921
3	Central Industrial Security Force (CISF)	171730	177325	148067	150022
4	Indo Tibetan Border Police(ITBP)	100165	100136	84503	84500
5	Assam Rifles	66411	66411	63037	63824
6	Sashastra Seema Bal(SSB)	97774	97774	88457	91158
7	National Security Guard(NSG)	10844	10844	9496	8739
	TOTAL	1036909	1043003	932826	954028

GROUP-WISE AND STATUS-WISE (G/NG) ESTIMATED NUMBER OF CENTRAL GOVERNMENT CIVILIAN REGULAR EMPLOYEES AS ON 01.03.2024

S.No.	Ministry/Department	Number of Sanctioned Posts					Total	Number of Persons in Position					Total	
		A(G) (3)	B(G) (4)	B(NG) (5)	C(NG) (6)	(7)		A(G) (8)	B(G) (9)	B(NG) (10)	C(NG) (11)	(12)		
(1)	(2)													
66	Skill Development and Entrepreneurship	408	186	885	1168	2647	301	33	389	339	1062			
67	Social Justice & Empowerment	148	94	184	251	677	92	60	111	144	407			
68	Space	10318	160	4435	4287	19200	9129	152	3740	2053	15074			
69	Statistics & Programme Implementation	574	1940	2808	1262	6584	445	1703	1546	760	4454			
70	Steel	58	45	68	107	278	50	40	48	78	216			
71	Telecommunication	1469	2001	331	1740	5541	1092	1352	250	857	3551			
72	Textiles	230	118	1016	2569	3933	185	79	620	1149	2033			
73	Tourism	81	79	157	268	585	58	67	95	166	386			
74	Tribal Affairs	77	43	135	55	310	59	28	73	35	195			
75	Union Public Service Commission	228	257	501	742	1728	199	197	362	466	1224			
76	Housing and Urban Affairs	1626	3552	4731	9242	19151	1445	3335	3451	6328	14559			
77	Vice President's Secretariat	6	5	8	43	62	6	4	4	38	52			
78	Water Resources, River Development and Ganga Rejuvenation	1747	1012	2402	6272	11433	1366	707	1412	4757	8242			
79	Women & Child Development	107	35	69	89	300	87	32	48	91	258			
80	Youth Affairs and Sports	84	28	136	193	441	92	31	95	107	325			
	Total	140311	112837	275285	3394779	3923212	113019	97174	189811	2699652	3099656			