

REVIEW

The report on the Census of Government Employees of Union Territory Chandigarh is prepared with a view to presenting information about:-

- (a) The total number of Union-Territory, Government employees and increase/decrease in their number over a period of years;
- (b) The distribution of Government Employees according to sanctioned posts, filled-up posts, work charged employees and sex wise;
- (c) Total estimated expenditure incurred by the Government on its staff;
- (d) To study the representation of Scheduled Castes, Scheduled Tribes, Other Backward Classes, Ex- Servicemen and Disabled employees;
- (e) To study the Religion-Wise distribution of Government employees;
- (f) Recruitment made, Sources of Recruitment and Retirement occurred on Superannuation, Voluntary, Compulsory and on Invalid Pension, Resigned, Dismissed, Terminated, Died in Service and posts abolished;
- (g) To study the group-wise backlog of SC, OBC and Disabled employees;
- (h) To study the extent of the recruitment of contract employees and
- (i) To study the group-wise educational qualifications of Government employees.

With the active co-operation of the various Government Departments, it has been possible to construct a valuable time series data for analysis and study of the ever-increasing staff requirement, consequent upon the expansion of Government activities on account of introduction and implementation of development in the Socio-Economic Sector. The information presented in the following pages represents an important step towards detailed study of the employment of manpower, its structure, strength and other related areas of importance. A brief analysis of the trend of increase/decrease in staff of various categories over a span of 28 years has been included.

SCOPE AND COVERAGE:-

The publication covers all the Union-Territory, Government employees actually holding civilian posts as on 31st March, 2018 Employees on deputation from Punjab, Haryana, Himachal Pradesh and others actually serving the Union-Territory, Chandigarh as on 31st March, 2018 have also been included. It does not include the information of “Punjab and Haryana High Court” employees. The persons engaged on part-time basis are out of the scope of this Census.

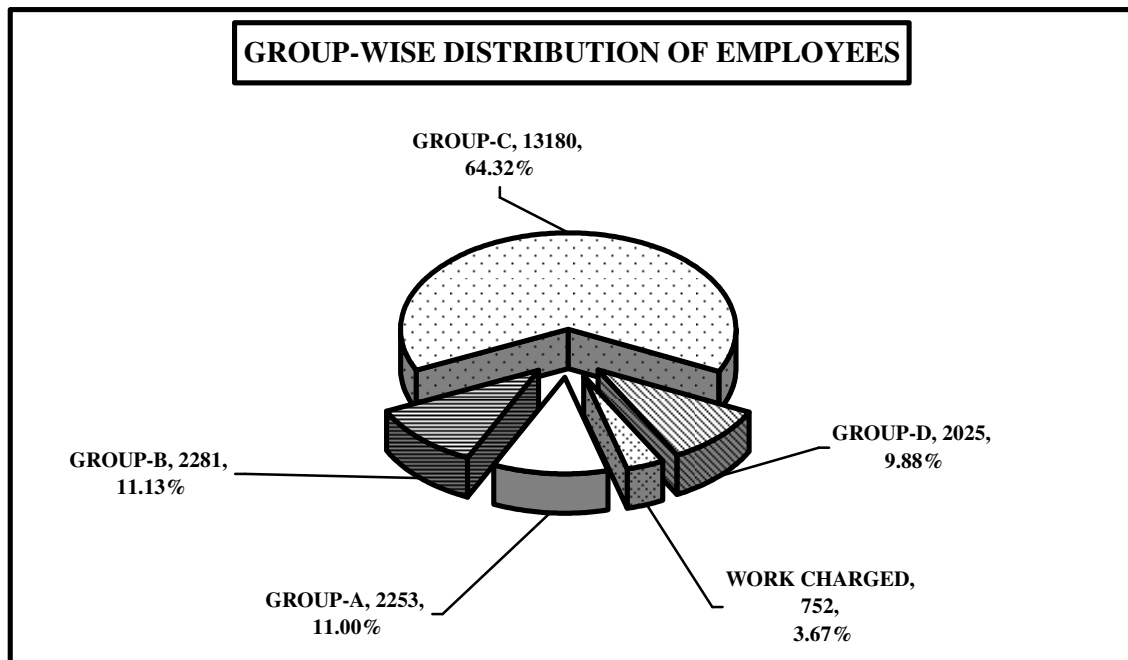
METHODOLOGY:-

A prescribed proforma was circulated to all the Heads of Departments /Offices for collecting the requisite information regarding the number of employees working under their control.

RESULTS:-

For implementation of the various Socio-Economic & Developmental Programmes and raising revenues, the need for staff continued to increase year after year. But there is decrease in number of employees since 1995 with the transferring of staff from the Government Departments to the “CHANDIGARH MUNICIPAL CORPORATION”. The total number of employees as on 31st March, 2018 reported to be 20491 as against the base year figures of 26,501 as on 31st March, 1991. The index of Government employees decreased to 77.32% in 2018, which showed a decrease of 22.68% over 1991. The total number of employees comprised as follows:-

Group-A (2253), Group-B (2281), Group-C (13180), Group-D (2025) and work charged employees (752).



1. GAZETTED OFFICERS:-

GROUP-A:-

The Index of Group-A Officers stood at 717.52% (2253) in 2018 over the base year 1991(314), thereby showing a increase of 617.52%. Amongst the departments employing the maximum number of Group-A Officers, were the Education Department(Schools) (780), Medical College (561), and followed by Colleges (259) & Health & Family Welfare

(168). The percentage of Group –A officers to the total employees was 11% in 2018 as against 1.18% in 1991.

GROUP-B:-

The number of Group-B Officers increased from 822 in 1991 to 2281 in 2018. As on 31.3.2018, the Index of such officers stood at 277.49%, which showed a net increase of 177.49% over the base year. The percentage of Group-B Officers to total employees was 3.10% in 1991 and 11.13% in 2018. Main employers of Group-B Officers were the District Education Office with (918) at the top followed by Medical College & Hospital with (266) and Police Department (101).

2. NON-GAZETTED EMPLOYEES:-

GROUP-C:-

Group-C employees constitute 56.86% of the total Government employees as on 31st March, 1991 and 64.32% as on 31st March, 2018. There were 15069 Group-C employees in 1991, which decreased to 13180 as on 31st March, 2018. The Index of such employees stood at 87.46% as on 31st March, 2018 as compared to the base year, which showed that there was a net decrease of 12.54% in the number of employees belonging to this category. Main employer of Group-C employees were the Home Department (Police) with (5754) followed by the Distt. Education Office 1690 & Transport (CTU) with 1843.

GROUP-D:-

The number of Group-D employees decreased from 5240 in 1991 to 2025 in 2018. The Index of Group-D employees as on 31st March, 2018 stood at 38.65% as compared to the base year showing a decrease of 61.35%. They constitute 9.88% of the total employees. Main employers of Group-D employees were the Health & Family Welfare (340) followed by the District Education Office (258) and Electrical Circle 149.

WORK CHARGED EMPLOYEES:-

The number of work charged employees stood at 752 as on 31st March, 2018. Employees belonging to this category constitute 3.67% of the total number of employees. Main employers of the work charged employees were the Construction Circle –II (634) followed by Construction Circle-I (110).

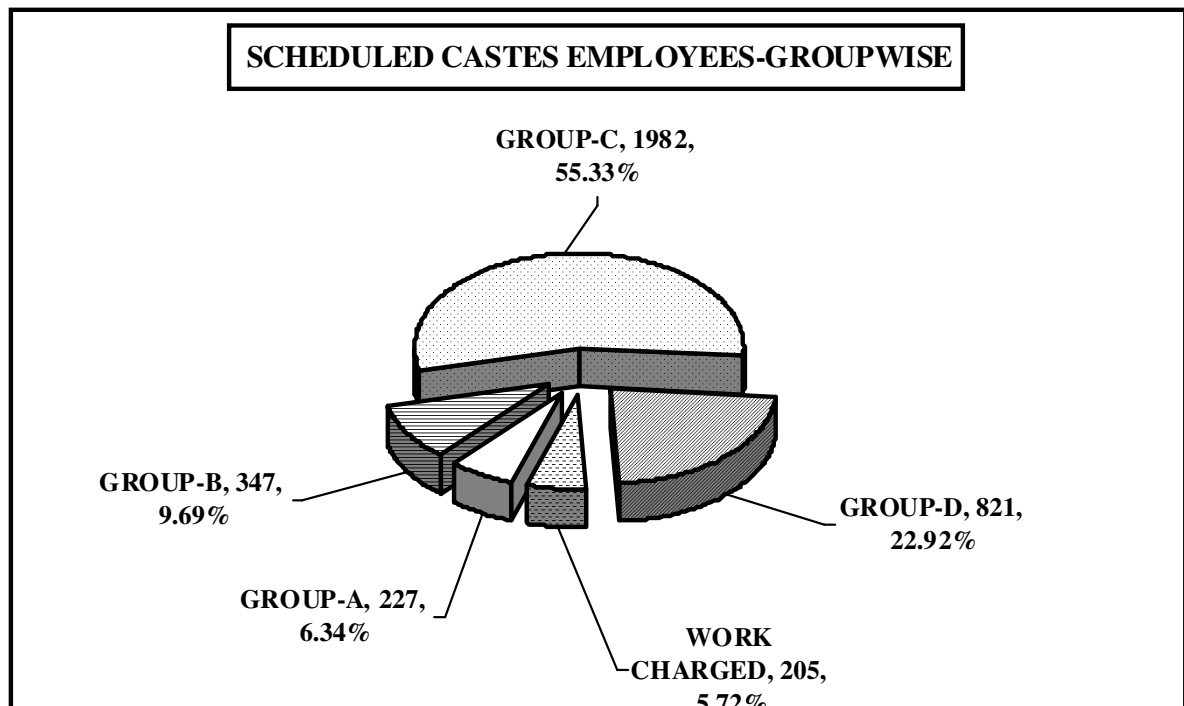
3. **SCHEDULED CASTES, SCHEDULED TRIBES, OTHER BACKWARD CLASSES, EX- SERVICEMEN AND DISABLED EMPLOYEES:-**

With a view to study the representation of Scheduled Castes, Scheduled Tribes, Other Backward Classes, Ex-Servicemen and disabled employees in the services, the information of such employees as on 31st March, 2018 were also collected, compiled and Collated as under:-

(I) **SCHEDULED CASTES:-**

Out of 20491 employees as on 31st March, 2018 Scheduled Castes employees were working against 3582 posts, which showed that their total representation in services was to the extent of (17.48%). Their class-wise representation was as under :

Group	Number of Employees
A	227
B	347
C	1982
D	821
Work Charged	205
Total	3582



(II) OTHER BACKWARD CLASSES:-

Out of 20491 employees, 2969 Other Backward Classes employees were working in the various offices of U.T. Chandigarh representing 14.49% of total employees.

Their class-wise representation was as under:

Group	Number of Employees
A	154
B	262
C	2312
D	211
Work Charged	30
Total	2969

(III) EX- SERVICEMEN EMPLOYEES:-

Out of 20491 employees, 374 Ex-Servicemen were serving in Chandigarh as on 31stMarch, 2018. The percentage of Ex-Servicemen employees to total number of employees comes to 1.83%. Their class-wise representation was as under:-

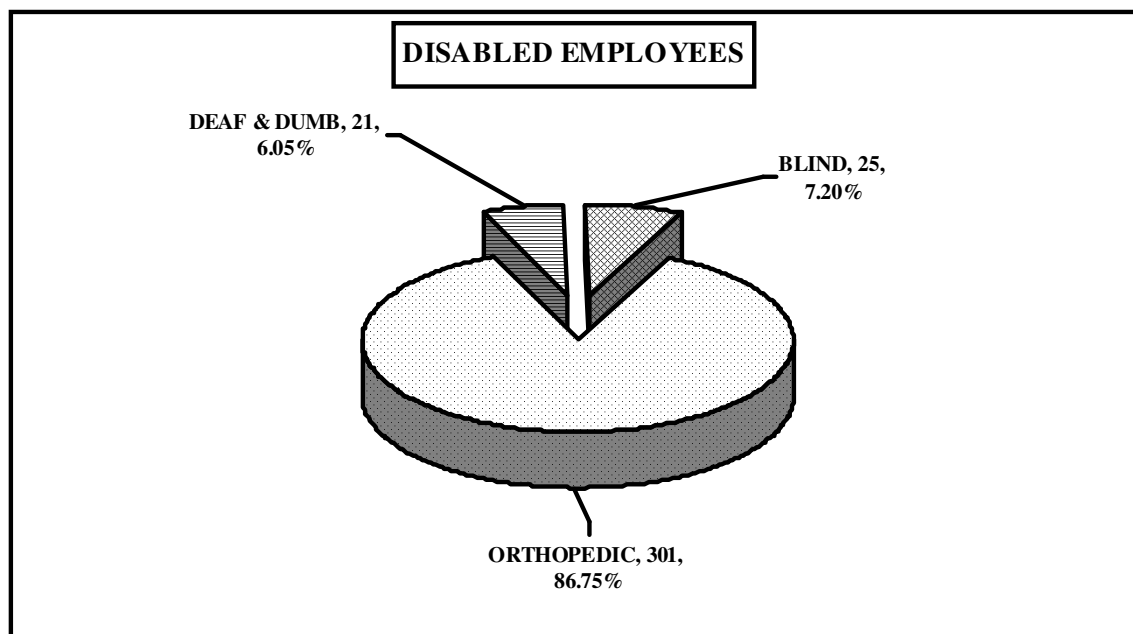
Group	Number of Employees
A	7
B	10
C	347
D	10
Work Charged	0
Total	374

(IV) DISABLED EMPLOYEES:-

Disabled employees got representation to the extent of 347 as on 31st March, 2018.

Their Class-wise representation was as under:-

Group	Orthopedically	Deaf & Dumb	Blind	Total
A	23	1	4	28
B	45	2	4	51
C	161	9	8	178
D	59	9	9	77
Work Charged	13	-	-	13
Total	301	21	25	347



4. DEPUTATIONISTS FROM PUNJAB, HARYANA, HIMACHAL PRADESH AND OTHERS:-

Out of 20491 employees, in the U.T. Chandigarh as on 31st March, 2018, the total deputationists from Punjab, Haryana, Himachal Pradesh and other States were 1046 (5.10%).

Their State-wise and class-wise representation was as under:-

Group	Punjab	Haryana	Himachal Pradesh	Others	Total
A	282	160	20	5	467
B	108	105	5	2	220
C	215	128	6	7	356
D	2	1	-	-	3
Total	607	394	31	14	1046

PUNJAB:-

Out of 1046 deputationists, 607(58.03%) employees were on deputation from Punjab State. Their class-wise representation was 282(46.46%) in Group-A, 108 (17.79%) in Group- B and 215(35.42%) in Group-C & 2 (0.33%) in Group-D.

HARYANA:-

Out of 1046 deputationists, 394(37.67%) employees were on deputation from Haryana State. Their class-wise representation was 160(40.61%) in Group-A, 105 (26.65%) in Group- B, 128(32.49%) in Group-C and 1 (0.25%) in Group-D.

HIMACHAL PRADESH:-

Out of 1046 deputationists, 31(2.96%) employees were on deputation from Himachal Pradesh. Their class-wise representation was 20(64.52%) in Group A, and 5 (16.13%) in Group-B and 6 (19.35%) in Group-C.

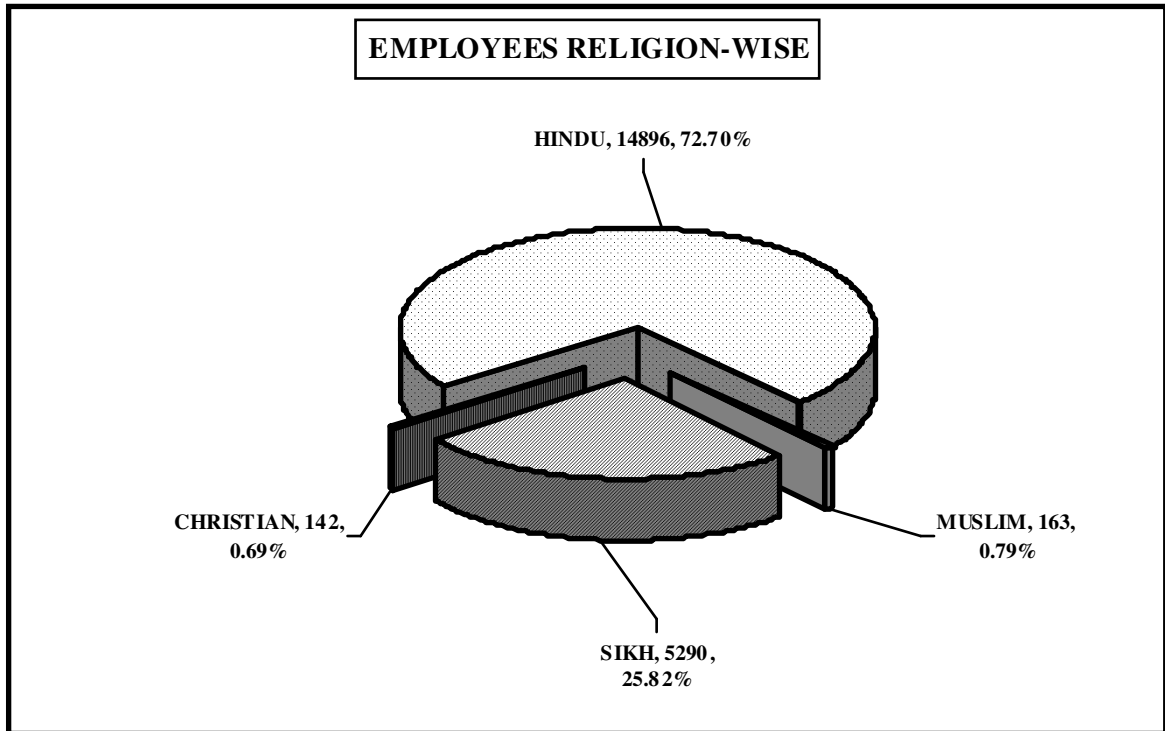
OTHERS:-

Out of 1046 deputationists, 14(1.34%) employees were on deputation from Other States. Their class-wise representation was 5 (35.71%) in Group-A, 2 (14.29%) in Group-B and 7(50%) in Group-C.

5. RELIGION-WISE:-

There were 20491 employees as on 31.3.2018 and their religion-wise classification according to Group-wise were as under:-

Group	Hindu	Muslim	Sikh	Buddhist	Christian	Others	Total
A	1616	12	578	-	47	-	2253
B	1685	19	564	-	13	-	2281
C	9387	87	3631	-	75	-	13180
D	1617	34	367	-	7	-	2025
Work Charged	591	11	150	-	-	-	752
Total	14896	163	5290	-	142	-	20491



GROUP-A:-

Out of 2253 employees, Hindu were 1616, Muslim 12, Sikh 578, and 47 Christian.

GROUP-B:-

Out of 2281 employees, Hindu were 1685, Muslim 19, Sikh 564 and 13 Christian.

GROUP- C:-

Out of 13180 employees, Hindu were 9387, Muslim 87, Sikh 3631, and 75 Christian.

GROUP-D:-

Out of 2025 employees, Hindu were 1617, Muslim 34, Sikh 367 and 7 Christian.

WORK CHARGED:-

Out of 752 employees, Hindu were 591, Muslim 11 and Sikh 150.

6. SANCTIONED V/S FILLED-UP POSTS:-

GROUP-A:-

Against sanctioned posts of 3370, (2253) posts were filled-up, which showed that 1117 (33.15%) posts were lying vacant.

GROUP-B:-

Against sanctioned posts of 3096, (2281) posts were filled-up, which showed that 815 (26.32%) posts were lying vacant.

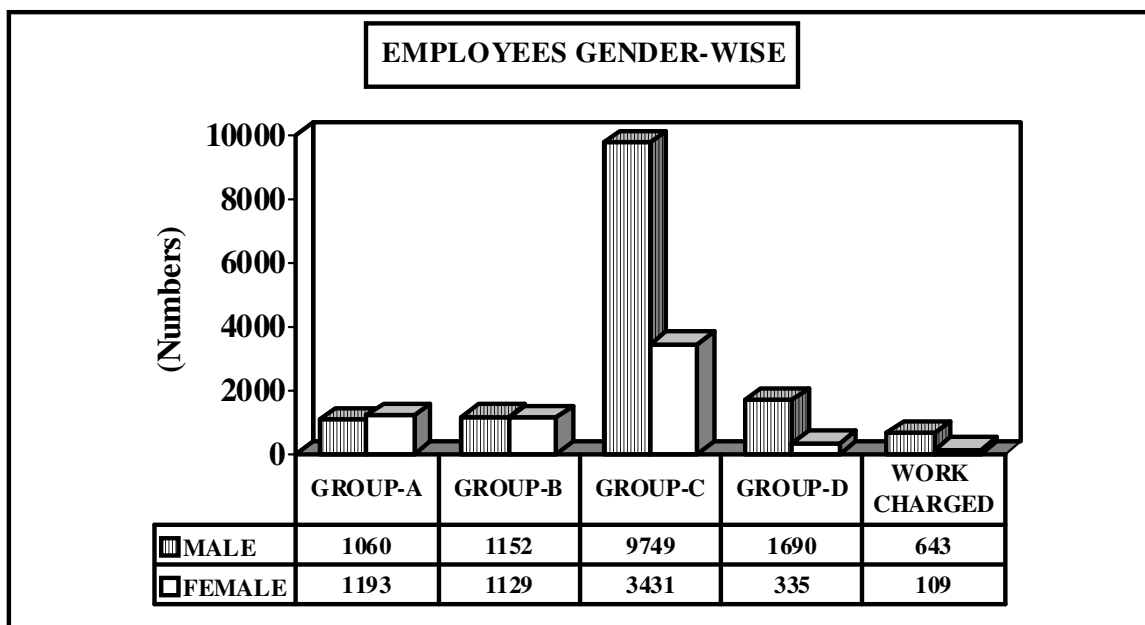
GROUP-C:-

Against sanctioned posts of 17510, (13180) posts were filled-up, which showed that 4330 (24.73%) posts were lying vacant.

GROUP-D:-

Against sanctioned posts of 2967, (2025) posts were filled-up, which showed that 942 (31.75%) posts were lying vacant.

7. GENDER-WISE DISTRIBUTION OF EMPLOYEES:-



Out of 20491 employees, Males constitute 14294(69.76%), Females constitute 6197(30.24%) and their Group-wise representation in services were as under:-

GROUP-A:-

Out of 2253 filled-up posts, 1060 (47.05%) were Males and 1193 (52.95%) were Females.

GROUP-B:-

Out of 2281 filled-up posts, 1152 (50.50%) were Males and 1129 (49.50%) were Females.

GROUP-C:-

Out of 13180 filled-up posts, 9749 (73.97%) were Males and 3431 (26.03%) were Females.

GROUP-D (Excluding Sweepers):-

Out of 1688 filled-up posts, 1440 (85.31%) were Males and 248(14.69%) were Females.

GROUP-D (Sweepers):-

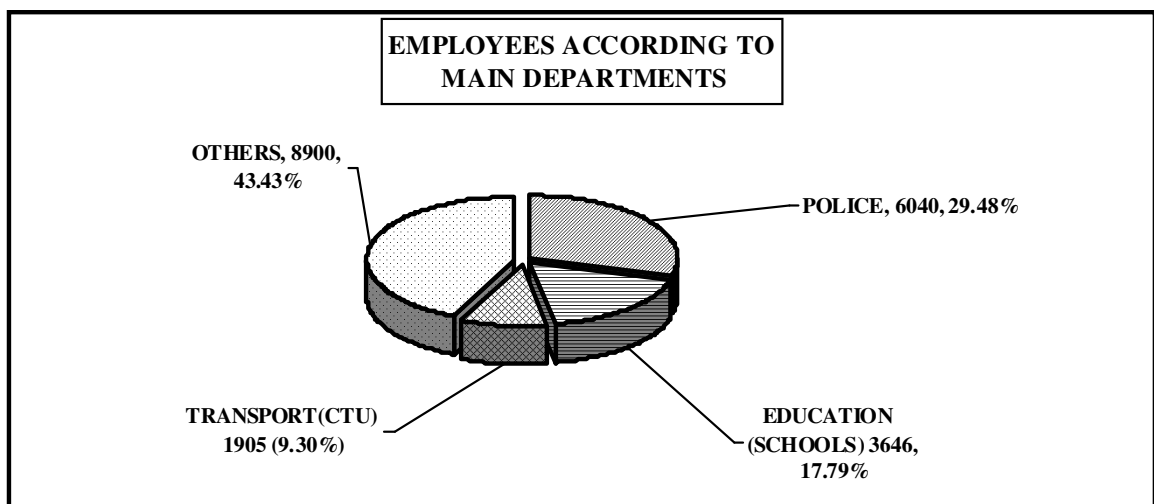
Out of 337 filled-up posts, 250 (74.18%) were Males and 87 (25.82%) were Females.

WORK CHARGED:-

Out of 752 filled-up posts, 643 (85.51%) were Males and 109(14.49%) were Females.

8. MAIN EMPLOYERS:-

Main Employers of the Employees as on 31st March, 2018 were the Police Department with 6040 employees (29.48%), followed by District Education (Schools & Office)3646 employees (17.79%)and Transport (CTU) with 1905 employees (9.30%)



9. ESTIMATED EXPENDITURE ON CHANDIGARH ADMINISTRATION EMPLOYEES:-

i) PAY BAND + GRADE PAY :-

During the year 2017-2018 the Chandigarh Administration is estimated to have spent a sum of Rs. 45.55 crores on its employees by way of monthly basic pay. The estimates of total burden on the Government ex-cheque on this account for the whole year i.e. 2017-2018 worked out to Rs. 547.02 crores on the Basic Pay of the employees.

ii) DEARNESS ALLOWANCE:-

On account of the rise in the cost of living, the Government started paying Dearness Allowance to its employees with every increase in the Consumer Price Index after six months in January and July. The Chandigarh Administration is estimated to have paid Rs. 776.13 crores during the year 2017-2018 in the form of Dearness Allowance to its employees.

10. RECRUITMENT AND RETIREMENT:-

Out of 351 Recruitment made during the year 2017-2018, 314 (89.46%) were on Regular basis, and 37 (10.54%) on Contract basis. 530 Employees Retired on Superannuation, 42 Voluntary Retired, 1 Compulsory Retired, 3 Terminated, 6 Dismissed, 370 Resigned, 48 Died in services, 5 in others and 2 posts were abolished during the year.

11. BACKLOG OF S.C/ O.B.C & DISABLED:-

Total backlog of posts of SC, OBC and disabled as on 31.3.2018 were 256, 193 and 58 respectively. Out of 256 backlog of posts for SC, 35 in Group A, 33 in Group-B, 149 in Group-C and 39 in Group-D. Out of 193 backlog of posts for OBC, 16 in Group-A, 12 in Group-B, 94 in Group-C and 71 in Group-D. Out of 58 backlog of posts for disabled 2 in Group A, 12 in Group B, 32 in Group-C and 12 in Group-D.

12. EDUCATIONAL PROFILE:-

Out of 20491 employees, 226 employees were Ph.D.

Master Degree:- 94 M. Phil, 4 C.S, 9 MBA, 21 Veterinary, 1 Pharmacy, 1 Homeopathy, 1 Ayurvedic, 120 Allopathy, 22 Home Science, 8 MCA, 7 Fine Arts, 14 Architect, 38 in Engineering, 123 M.Ed., 10 LLM, 1200 in Arts, 364 in Science, 110 in Commerce and 39 M.Lib, and 15 in others.

Bachelor Degree:- 13 B.Lib, 3 BAMS/BHMS, 508 MBBS, 45 BDS, 30 Home Science, 107 Pharmacy, 16 BBA, 17 Fine Arts, 24 Architect, 62 in Engineering, 1058 B.Ed., 123 LLB, 57 AMIE, 3471 in Arts, 418 in Science, 1 in Agriculture, 243 in B.A (Hons.), 182 in B.Sc. (Hons.), 298 in Commerce .

Certificate Holder:- 281 Certificate holder and 778 diploma holder 3692 Higher Secondary, 4239 Matric, 1019 Middle, 628 Primary and 744 illiterate.

13. CONTRACT EMPLOYEES:-

1264 employees were engaged on contract basis as on 31.3.2018. The total number of contract employees comprised as follow:-

Group	Male	Female	Number of Employees
A	136	275	411
B	93	139	232
C	235	129	364
D	197	60	257
Total	661	603	1264

14. OUTSOURCE EMPLOYEES AGAINST SANCTIONED POSTS:-

614 employees were working on outsource basis as on 31.3.2018. The total number of outsource employees comprised as follow:-

Group	Male	Female	Number of Employees
A	1	1	2
B	5	2	7
C	257	105	362
D	174	69	243
Total	437	177	614

15. OUTSOURCE EMPLOYEES AGAINST NON SANCTIONED POSTS:-

3088 employees were working on outsource basis as on 31.3.2018. The total number of outsource employees comprised as follow:-

Group	Male	Female	Number of Employees
A	13	20	33
B	21	9	30
C	669	141	810
D	1862	353	2215
Total	2565	523	3088

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**CHANDIGARH ADMINISTRATION EMPLOYEES AS ON 31st MARCH
1991 and 2001 to 31st MARCH 2018**

