

EXECUTIVE SUMMARY

Introduction

Public Sector Undertakings and Local Bodies are important constituents of the Government engaged in the service of citizens of U.T. Chandigarh. Over the years the responsibilities of these organisations have increased manifold and their importance can not be ignored. Having realised their importance, the Statistical Cell of U.T Chandigarh has taken up the task of collection and compilation of Statistics on the availability of manpower in Public Sector Undertakings and Local Bodies of Chandigarh Administration. This data has been presented in the report "Census of Public Sector Undertakings and Local Bodies Employees of Chandigarh Administration 2018". The report is based on the information furnished by the concerned departments to the Statistical Cell and the salient features of the report are given below:

Findings

Public Sector Undertakings: At present there are 1066 employees against 1797 sanctioned posts. Statistics draws our attention to 731 posts lying vacant under various groups, with an overall decrease of 33% in the employee strength since 1999.

The major employers are Chandigarh Industrial Tourism Development Corporation with 751 employees (70.45%), followed by Chandigarh Housing Board with 273 employees (25.61%). Out of 1066 employees, 94 employees have a Post Graduate degree against their name. In addition there are 1 Chartered Accountant and 1 Company Secretary.

Females constitute mere 14% of the employee strength (1066). The overall percentage of female employees is quite less across the groups (A, B & D) with maximum percentage touching 18% in Group C category.

Over the years percentage of Group –A and B officers have increased manifold (89 in Group A and 138 Group B). There has been a gradual decrease in the strength of Non – Gazetted employees.

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Total representation of Scheduled Castes and OBC employees in services is to the extent of 18.39% and 3.85% respectively. Disabled Employees form 2.63% of the total employee's strength.

Regular recruitments are generally not happening. Still in the year 2017-18, 14 people were recruited on contract basis.

Local Bodies: At present we have 3214 employees as against 5,054 employees in 1999. The research points out to overall decrease in strength of 37% in the employees since 1999.

Key employer is Municipal Corporation with 3150 employees (98%). Out of 3214 employees, 57 employees are Post Graduate, 1 MBBS and 1 M.Phil.

Females constitute only 12% of the employee strength (375). The overall percentage of female employees is quite less across the groups (A, B, C & D).

Over the years percentage of Group –A and B officers have increased, with gradual decrease in the strength of Non – Gazetted employees.

Out of 3214 employees, only 2 employees were on deputation from Haryana State in Group-A.

Total representation of Scheduled Castes and OBC employees in services is 50% and 5% respectively. There were 22 Disabled Employees in Local Bodies as on 31.3.2018. In the year 2017-18, no recruitments were made on regular basis.

With this skewed gender ratio and large number of posts lying vacant, the report concludes that for implementation of the various Socio-Economic & Developmental Programmes we need to fill up the vacant posts. To make these Public Sector Undertakings and Local Bodies self sufficient and technologically advanced, we need qualified human resources at all levels. The administration must build sufficient administrative capacity to move ahead towards a healthy, smart, e-governed green Chandigarh City with a healthy growth prospectus.

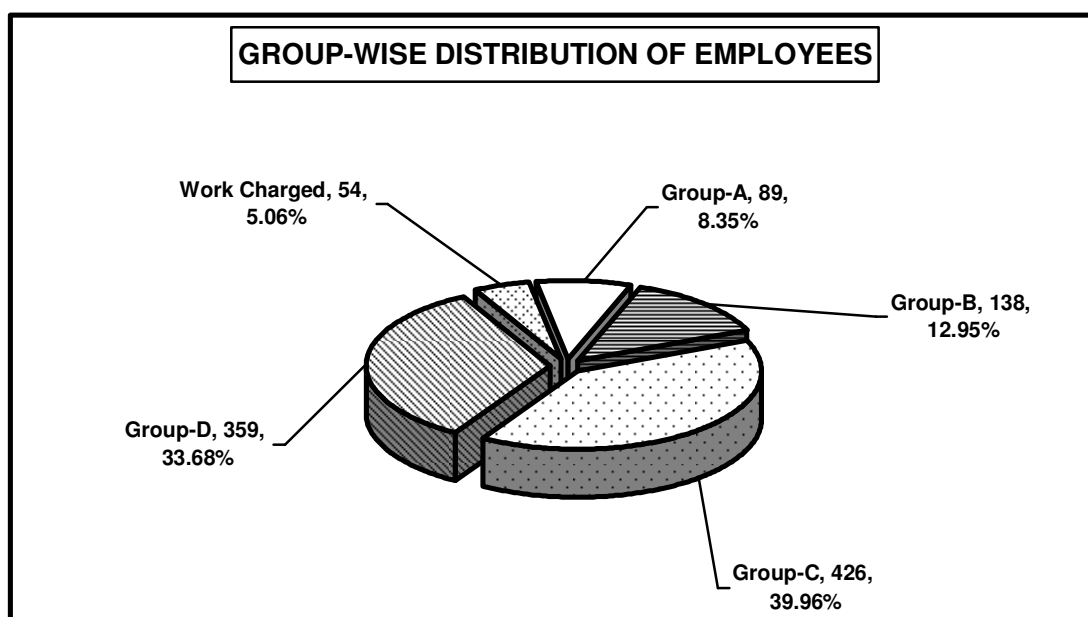
RESULTS:-

PUBLIC SECTOR UNDERTAKINGS

1. GROUP-WISE DISTRIBUTION OF PSU's EMPLOYEES:

The total number of employees as on 31st March, 2018 reported to be 1066 as against the base year figures of 1588 as on 31st March, 1999. The index decreased to 67.13% in 2018, which showed a decrease of 32.87% over 1999. The total number of employees comprised as follows:-

Group-A(89), Group-B(138), Group-C(426), Group-D(359)and work charged employees (54).



GROUP-A:-

The Index of Group-A Officers stood at 370.83% (89) in 2018 over the base year 1999, thereby showing a net increase of 270.83%. Amongst the PSU's employing the maximum number of Group-A Officers, were the Chandigarh Housing Board (54) and followed by the Chandigarh Industrial & Tourism Development Corporation (CITCO) 31.

GROUP-B:-

The number of Group-B Officers increased from 68 in 1999 to 138 in 2018. As on 31.3.2018, the Index of such officers stood at 202.94%, which showed a net increase of 102.94% over the base year 1999. The percentage of Group-B Officers to total employees was 4.28% in 1999 and 12.95% in 2018. Main employers of Group-B Officers were the Chandigarh Industrial & Tourism Development Corporation (69) followed by Chandigarh Housing Board with (60).

GROUP-C:-

Group-C employees constitute 51.51% of the total PSU's employees as on 31st March, 1999 and 39.96% as on 31st March, 2018. There were 818 Group-C employees in 1999, which decreased to 426 as on 31st March, 2018. The Index of such employees stood at 52.08% as on 31st March, 2018 as compared to the base year 1999, which showed that there was a net decrease of 47.92%. Main employer of Group-C employees were the CITCO with (339), followed by the Chandigarh Housing Board (68).

GROUP-D:-

The Index of Group-D employees as on 31st March, 2018 stood at 58.28% as compared to the base year 1999 showing a decrease of 41.72%. They constitute 33.68% of the total employees. Main employers of Group-D employees were the CITCO (308) followed by Chandigarh Housing Board (41).

WORK CHARGED EMPLOYEES:-

The number of work charged employees stood at 54 as on 31st March, 2018. Employees belonging to this category constitute 5.06% of the total number of employees. The main employer of the work charged employees was the Chandigarh Housing Board with (50).

2. 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:-

(i) SCHEDULED CASTES:-

Out of 1066 filled-up posts as on 31st March, 2018, Scheduled Castes employees were working against 196 posts, which showed that their total representation in services was to the extent of (18.39%). Class-wise representation of the Scheduled Castes employees in U.T. Chandigarh was, 1 in Group-A, 23 in Group-B, 56 in Group-C, 110 in Group-D and 6 in work-Charged employees.

(ii) OTHER BACKWARD CLASSES:-

Out of 1066 filled-up posts, 41 Other Backward Classes employees were working in the various offices of PSU's representing 3.85% of total employees.

(iii) **DISABLED EMPLOYEES:-**

Disabled employees got representation to the extent of 28 as on 31st March, 2018. Their Class-wise representation was as under:-

Group-A	:	01 Orthopedically.
Group-B	:	05 Orthopedically
Group-C	:	10 Orthopedically.
	:	01 Deaf & Dumb
	:	03 Blind
Group-D	:	05 Orthopedically.
	:	01 Deaf & Dumb.
	:	01 Blind
Work Charged	:	01 Orthopedically

3. **DEPUTATIONISTS FROM PUNJAB, HARYANA, HIMACHAL PRADESH AND OTHERS:**

Out of 1066 filled-up posts in the PSU's as on 31st March, 2018 the total deputationists from Punjab, Haryana, Himachal Pradesh and others States were 4.

PUNJAB:-

Out of 4 deputationists, 2 employees were on deputation from Punjab State in Group-A.

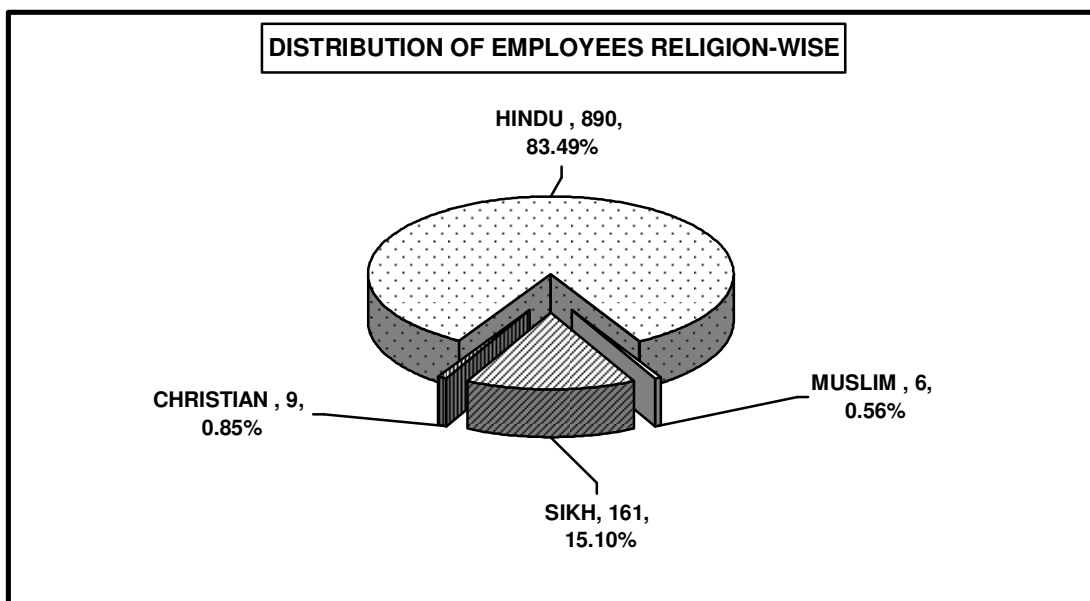
HARYANA:-

Out of 4 deputationists, 1 employee was on deputation from Haryana in Group-A.

OTHERS:-

Out of 4 deputationists, 1 employee was on deputation from Other State in Group-A.

4. **RELIGION-WISE:-** There were 1066 employees as on 31.3.2018 and their religion-wise classification according to Group-wise were as under:-



GROUP-A:-

Out of 89 filled-up posts, Hindu were 68, 20 Sikh & 1 Christian

GROUP-B:-

Out of 138 filled-up posts, Hindu were 112, 2 Muslim, 23 Sikh & 1 Christian.

GROUP- C:-

Out of 426 filled-up posts, Hindu were 349, 1 Muslim, Sikh 71, and 5 Christian.

GROUP-D:-

Out of 359 filled-up posts, Hindu were 322, 3 Muslim, Sikh 32 and 2 Christian.

WORK CHARGED:-

Out of 54 filled-up posts, Hindu were 39 & 15 Sikh.

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

GROUP-A:-

Against sanctioned posts of 119, 89 posts were filled-up, which showed that 30 (25.21%) posts were lying vacant.

GROUP-B:-

Against sanctioned posts of 301, 138 posts were filled-up, which showed that 163(54.15%) posts were lying vacant.

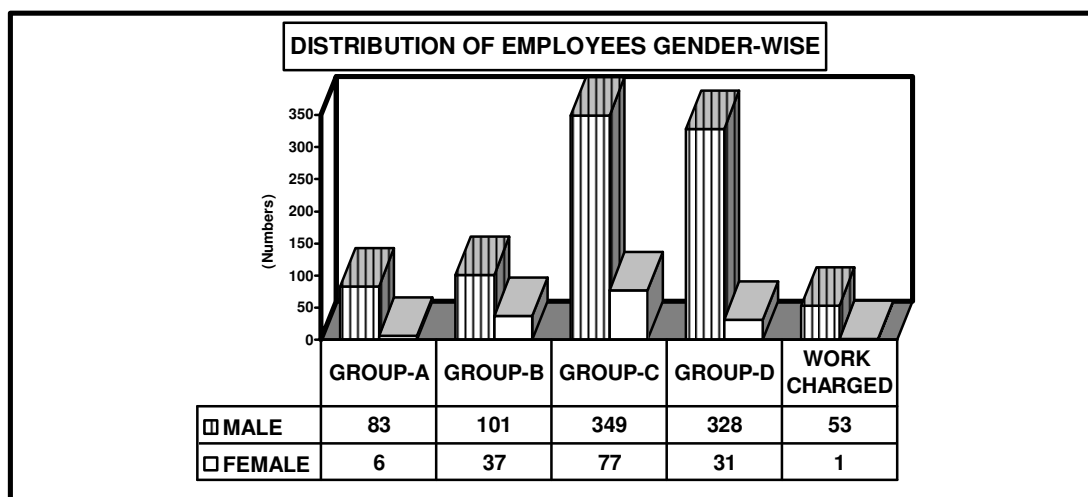
GROUP-C:-

Against sanctioned posts of 739, 426 posts were filled-up, which showed that 313(42.35%) posts were lying vacant.

GROUP-D:- Against sanctioned posts of 638, 359 posts were filled-up, which showed that 279 (43.73%) posts were lying vacant.

6. GENDER-WISE DISTRIBUTION OF EMPLOYEES:-

Out of 1066 employees, Male constitute 914 (85.74%), Female constitute 152 (14.26%) and their Group-wise representation in services were as under:-



GROUP-A:-

Out of 89 filled-up posts, 83(93.26%) were Males and 6(6.74%) were Females.

GROUP-B:-

Out of 138 filled-up posts, 101(73.19%) were Males and 37(26.81%) were Females.

GROUP-C:-

Out of 426 filled-up posts, 349 (81.92%) were Males and 77 (18.08%) were Females.

GROUP-D :-

Out of 359 filled-up posts, 328(91.36%) were Males and 31 (8.64%) were Females.

WORK CHARGED:-

Out of 54 filled-up posts, 53 (98.15%) were Males and 1(1.85%) were females.

7. MAIN EMPLOYERS:-

Main Employer of the Employees as on 31st March, 2018 were the Chandigarh Industrial Tourism Development Corporation (CITCO) with 751 (70.45%) and followed by Chandigarh Housing Board 273 (25.61%).

8. RECRUITMENT AND RETIREMENT:-

14 Recruitments were made during the year 2017-2018 on Contract basis. 46

employees retired on Superannuation, 3 Voluntary retired, 2 Died in services and 2 resigned.

9. BACKLOG OF SC, OBC & DISABLED:-

Total backlog of posts of SC , OBC and Disabled as on 31.3.2018 were 39, 32 and 3 respectively. Out of 39 backlog posts for SC, 1 in Group-B, 25 in Group-C and 13 in Group D. Out of 32 backlog posts for OBC, 1 in Group-B, 9 in Group C, and 22 in Group D. Out of 3 backlog posts for disabled, 1 in Group-C and 2 in Group-D.

10. Contract Employees:-

253 employees were engaged on contract basis as on 31.3.2018. Out of these 162 (64.03%) were males and 91 (35.97%) were females. Main employers were the Chandigarh Child and Women Development Corporation with (120) employees and followed by Chandigarh Industrial and Tourism Development Corporation (CITCO) with (102).

11. 19 employees were working on outsource basis against non-sanctioned posts as on 31.3.2018. Out of these 12 were male and 7 were female.

12. 575 employees were working on outsource basis against sanctioned posts as on 31.3.2018. Out of these 430 were male and 145 were female.

13. EDUCATIONAL PROFILE:

Out of 1066 employees, 1 CS , 1 CA, 2 MBA & 2 MCA.

Master Degree:- 2 in Engineering, Arts 26, Science 21, in Commerce 10, 19 in others.

Bechelor Degree:- 5 in Engineering, Hotel Management 38, Graduate in Arts 163, Science 13, B.A(Hons.) 9, B.Sc. Hons. 2, Commerce 51, AMIE 12, 1 B.Ed & 9 LLB.

Certificate Holder/Diploma Holder:-

20 Certificate Holder and 76 Diploma Holder in any stream .

Higher Secondary 87, Matric 190, Middle 155, Primary 96 and 55 illiterate.

LOCAL BODIES

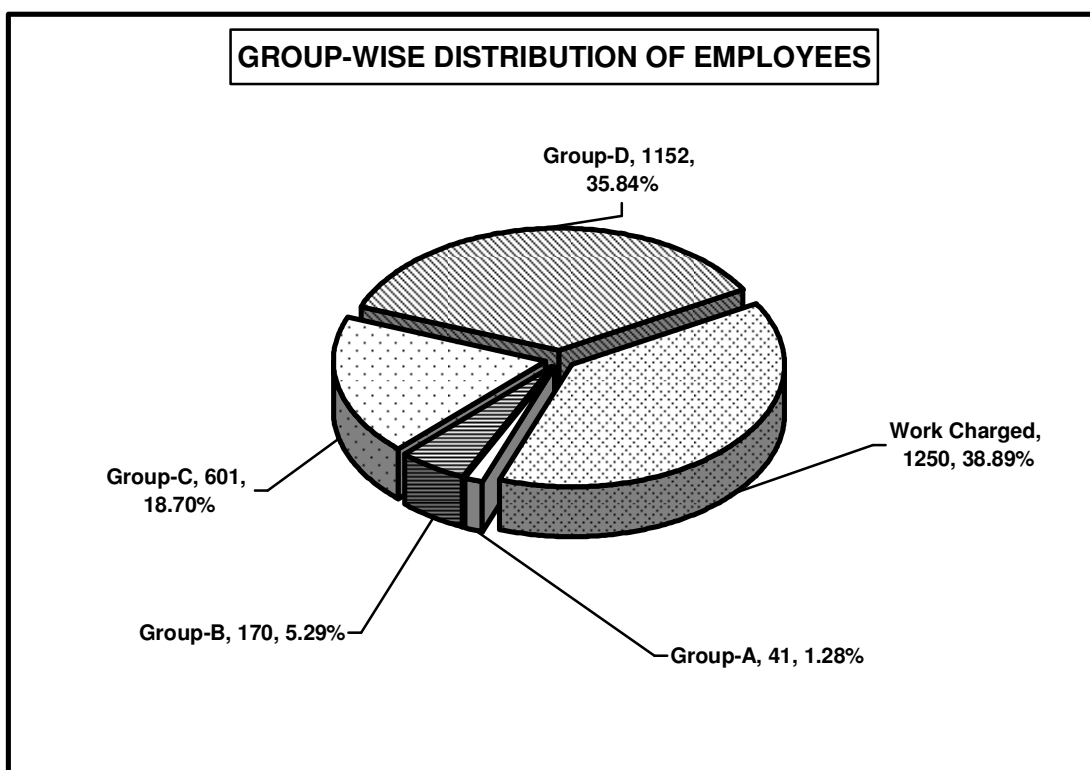
1. GROUP WISE DISTRIBUTION OF LOCAL BODIES EMPLOYEES

The total number of employees as on 31st March, 2018 reported to be 3214 as against the base year figures of 5054 as on 31st March, 1999. The index decrease to 63.34% in 2018, which showed a decrease of 36.66% over 1999. The total number of employees comprised as follows:-

Group-A (41), Group-B (170), Group-C (601), Group-D (1152) and work charged employees (1250).

GROUP-A:-

The Index of Group-A Officers stood at 372.73% (41) in 2018 over the base year 1999, thereby showing a net increase of 272.73%. Amongst the Local Bodies employees the maximum number of Group-A Officers, were the Municipal Corporation with (40).



GROUP-B:-

The number of Group-B Officers 29 in 1999 and 170 in 2018. As on 31.3.2018, the Index of such officers stood at 586.21%, which showed increase of 486.21% over the base year 1999. The percentage of Group-B Officers to total employees was 0.57% in 1999 and 5.29% in 2018. Main employer of Group-B Officers was the Municipal Corporation with (160).

GROUP-C:-

Group-C employees constitute 27.34 % of the total Local Bodies employees as on 31st March, 1999 and 18.70% as on 31st March, 2018. There were 1382 Group-C employees in 1999, which decreased to 601 as on 31st March, 2018. The Index of such employees stood at 43.49% as on 31st March, 2018 as compared to the base year 1999, which showed that there was a net decrease of 56.51%. Main employer of Group-C employees were the Municipal Corporation with (579), followed by the Market Committee (17) and the Panchayat Samiti with (3).

GROUP-D:-

The Index of Group-D employees as on 31st March, 2018 stood at 48.59% as compared to the base year 1999 showing a decrease of 51.41%. They constitute 35.84% of the total employees. Main employers of Group-D employees were the Municipal Corporation (1121) followed by the Market Committee (26) and Panchayat Samiti (3).

WORK CHARGED EMPLOYEES:-

The number of work charged employees stood at 1250 as on 31st March, 2018. Employees belonging to this category constitute 38.89% of the total number of employees. Only employer of the work charged employees was the Municipal Corporation with (1250).

2. 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:-

(i) SCHEDULED CASTES:-

Out of 3214 filled-up posts as on 31st March, 2018 Scheduled Castes employees were working against 1609 posts, which showed that their total representation in services was to the extent of (50.06%). Class-wise representation of the Scheduled Castes employees were 7 in Group A, 17 in Group B, 112 in Group C, 1008 in Group-D and 465 in work-Charged employees.

(ii) OTHER BACKWARD CLASSES:-

Out of 3214 filled-up posts, 171 Other Backward Classes employees were working in the various offices of Local Bodies representing 5.32% of total employees.

(iii) EX- SERVICEMEN EMPLOYEES:-

Out of 3214 filled-up posts, 3 Ex-Servicemen was serving in the Local Bodies as on 31st March, 2018. The percentage of Ex- Servicemen employees to total number of employees comes to 0.09%.

(iv) **DISABLED EMPLOYEES:-**

Disabled employees got representation to the extent of 22 as on 31st March, 2018. Their Class-wise representation were as under:-

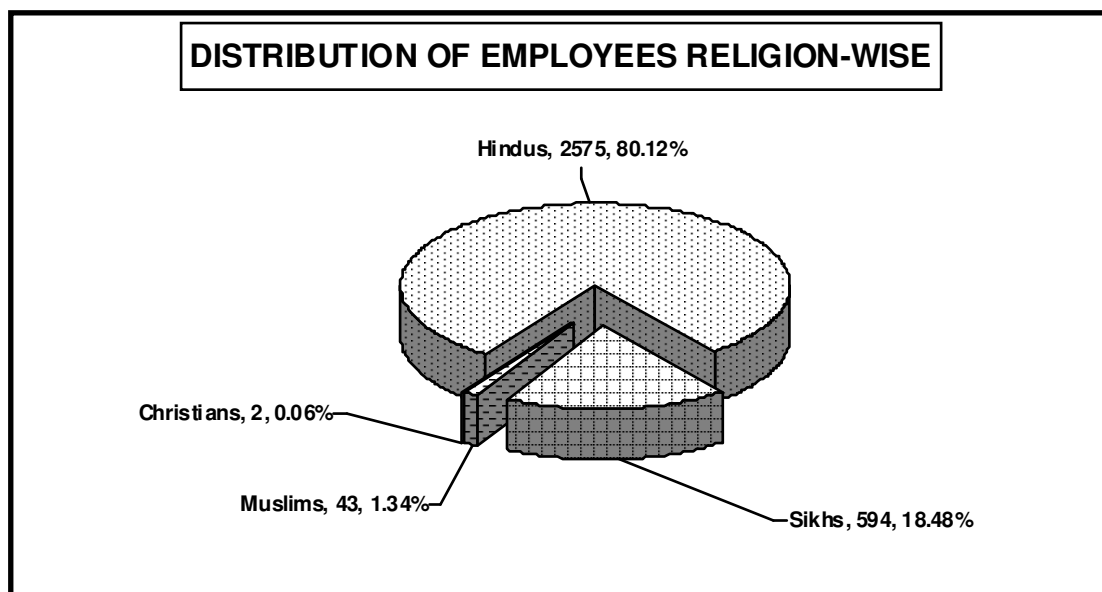
Group-B	:	3 Orthopedically
Group-C	:	4 Orthopedically
Group-D	:	12 Orthopedically
	:	1 Deaf & Dumb
	:	1 Blind
Work Charged	:	1 Orthopedically

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

Out of 3214 filled-up posts in the Local Bodies as on 31st March, 2018 only 2 employees were on deputation from Haryana State in Group –A.

4. **RELIGION-WISE:-**

There were 3214 employees as on 31.3.2018 and their religion-wise classification according to Group-wise were as under:-



GROUP-A:-

Out of 41 filled-up posts, Hindu were 30, 2 Muslim & 9 Sikh.

GROUP-B:-

Out of 170 filled-up posts, Hindu were 122, 46 Sikh and 2 Christian.

GROUP- C:-

Out of 601 filled-up posts, Hindu were 363, Muslim 28 and Sikh 210.

GROUP-D:-

Out of 1152 filled –up posts, Hindu were 1108, 7 Muslim & 37 Sikh.

WORK CHARGED:-

Out of 1250 filled-up posts, Hindu were 952, Muslim 6 & Sikh 292.

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

GROUP-A:-

Against sanctioned posts of 74, 41 posts were filled-up, which showed that 33 (44.59%) posts were lying vacant.

GROUP-B:-

Against sanctioned posts of 347, 170 posts were filled-up, which showed that 177(51.01%) posts were lying vacant.

GROUP-C:-

Against sanctioned posts of 1317, 601 posts were filled-up, which showed that 716(54.37%) posts were lying vacant.

GROUP-D:-

Against sanctioned posts of 2132, 1152 posts were filled-up, which showed that 980 (45.97%) posts were lying vacant.

6. GENDER-WISE DISTRIBUTION OF EMPLOYEES:-

Out of 3214 employees, Males constitute 2839 (88.33%), Females constitute 375 (11.67%) and their Group-wise representation in services were as under:-

GROUP-A:-

Out of 41 filled-up posts, 40 (97.56%) were Males & 1(2.44%) female.

GROUP-B:-

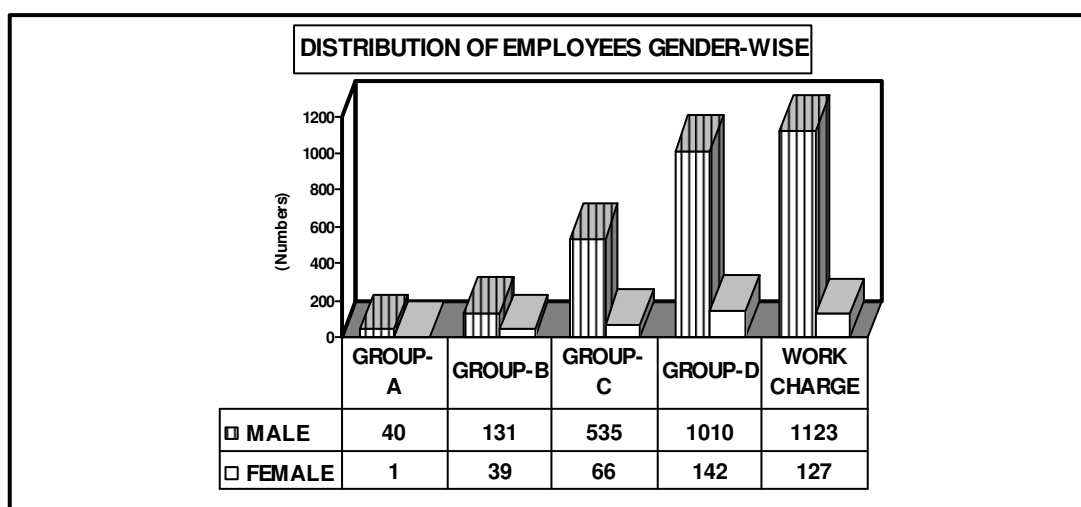
Out of 170 filled-up posts, 131 (77.06%) were Males and 39 (22.94%)Females.

GROUP-C:-

Out of 601 filled-up posts, 535 (89.02%) were Males & 66(10.98%) Females.

GROUP-D

Out of 1152 filled-up posts, 1010 (87.67%) were Males and 142 (12.33%) were Females.



WORK CHARGED:-

Out of 1250 filled-up posts, 1123 (89.84%) were Males and 127(10.16%) were Females.

7. MAIN EMPLOYERS:-

Main Employers of the Employees as on 31st March, 2018 were the Municipal Corporation with 3150(98.01%) employees and followed by Market Committee 48(1.49%) employees.

8. RETIREMENT:-

75 employees retired on superannuation, 27 died in service and 5 posts were abolished during the year 2017-2018.

9. BACKLOG OF SC, OBC & DISABLED:-

The backlog of SC, OBC & disabled posts as on 31.3.2018 for SC 90, OBC 97 and 8 disabled. Out of 90 SC, 9 in Group-B, 44 in Group-C & 37 in Group-D. Out of 97 OBC, 4 in Group-B, 26 in Group-C, 67 in Group-D. Out of 8 disabled, 2 in Group-B & 6 in Group-D.

10. CONTRACT:-

291 employees were engaged on contract basis as on 31.3.2018 and out of these 205 were Males and 86 were Females.

11. 77 employees were working on outsource basis as on 31.3.2018 (against sanction posts). Out of these 50 were males and 27 were females.

12. 2888 employees working on outsource basis as on 31.3.2018 (against non sanctioned posts). Out of these 2517 were males and 371 were females

13. EDUCATIONAL PROFILE:

Out of 3214 employees, 1 MBBS, 1 LLM, 2 MCA & 1 M.Phil.

Master Degree:- In Arts 44, Science 4 & Commerce 8.

Bechelor Degree:- In Engineering 38, B.Ed. 4, Arts 306, Science 20, Pharmacy 1, Agriculture 3, B.A. Hons. 27, B.Sc. Hons. 25, Commerce 30, AMIE 9, LLB 4, Diploma in any stream 55, Certificate in any stream 15, Higher Secondary 181, Matric 281, Middle 213, Primary 356 & 1585 illiterate.
