

## **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 gender 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 29 years has been included.

### **SCOPE AND COVERAGE:-**

The publication covers all the Union-Territory, Government employees actually holding civilian posts as on 31<sup>st</sup> March, 2019 Employees on deputation from Punjab, Haryana, Himachal Pradesh and others actually serving the Union-Territory, Chandigarh as on 31<sup>st</sup> March, 2019 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.

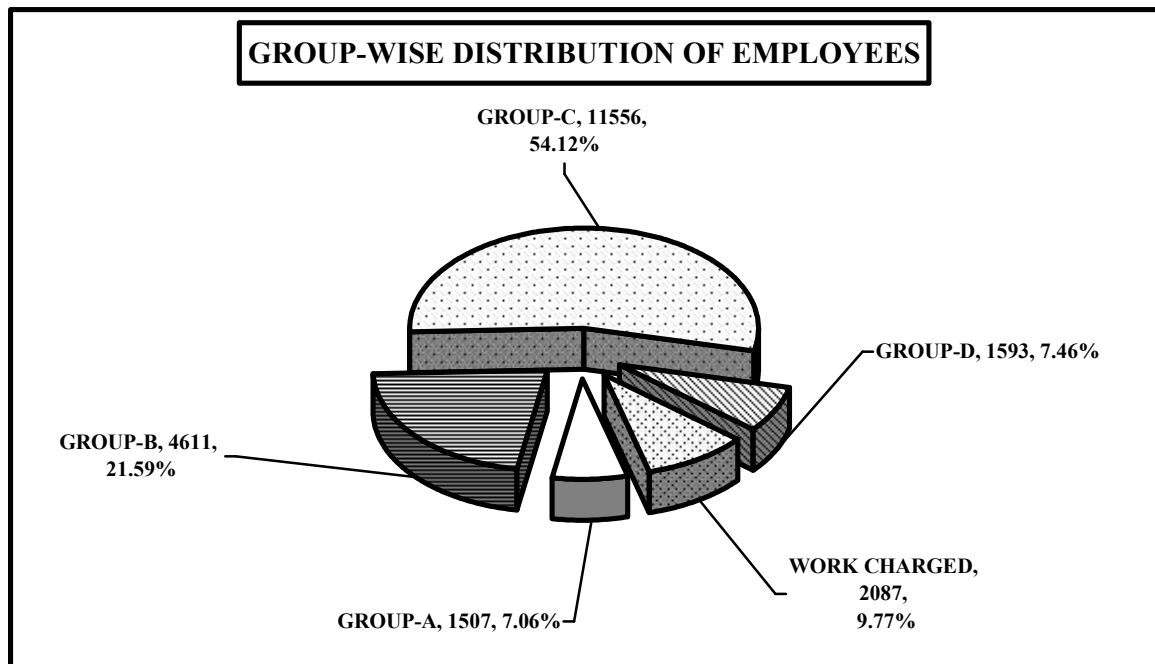
## **METHODOLOGY:-**

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 31<sup>st</sup> March, 2019 reported to be 21354 as against the base year figures of 26,501 as on 31<sup>st</sup> March, 1991. The index of Government employees decreased to 80.58% in 2019, which showed a decrease of 19.42% over 1991. The total number of employees comprised as follows:-

Group-A (1507), Group-B (4611), Group-C (11556), Group-D (1593) and work charged employees (2087).



### **1. GAZETTED OFFICERS:-**

#### **GROUP-A:-**

The Index of Group-A Officers stood at 479.94% (1507) in 2019 over the base year 1991(314), thereby showing a increase of 379.94%. Amongst the departments employing the maximum number of Group-A Officers, were the Medical College & Hospital (567) Education Department(Schools) (241)and followed by Health and Family Welfare (169)

The percentage of Group –A officers to the total employees was 7.06% in 2019 as against 1.18% in 1991.

**GROUP-B:-**

The number of Group-B Officers increased from 822 in 1991 to 4611 in 2019. As on 31.03.2019, the Index of such officers stood at 560.95%, which showed a net increase of 460.95% over the base year. The percentage of Group-B Officers to total employees was 3.10% in 1991 and 21.59% in 2019. Main employers of Group-B Officers were the Director School Education with (3122) at the top followed by Director Health Services(249) and Medical College & Hospital with (276).

**2. NON-GAZETTED EMPLOYEES:-**

**GROUP-C:-**

Group-C employees constitute 56.86% of the total Government employees as on 31<sup>st</sup> March, 1991 and 54.12% as on 31<sup>st</sup> March, 2019. There were 15069 Group-C employees in 1991, which decreased to 11556 as on 31<sup>st</sup> March, 2019. The Index of such employees stood at 76.69% as on 31<sup>st</sup> March, 2019 as compared to the base year, which showed that there was a net decrease of 23.31% in the number of employees belonging to this category. Main employer of Group-C employees were the Home Department (Police) with (5663) followed by the Medical College and Hospital (803) and Transport (CTU) with (1702).

**GROUP-D:-**

The number of Group-D employees decreased from 5240 in 1991 to 1593 in 2019. The Index of Group-D employees as on 31<sup>st</sup> March, 2019 stood at 30.40% as compared to the base year showing a decrease of 69.60%. They constitute 7.46% of the total employees. Main employers of Group-D employees were the Director School Education (179) followed by the Electrical Circle (148).

**WORK CHARGED EMPLOYEES:-**

The number of work charged employees stood at 2087 as on 31<sup>st</sup> March, 2019. Employees belonging to this category constitute 9.77% of the total number of employees. Main employers of the work charged employees were the Construction Circle –II (395) followed by Construction Circle-I (110).

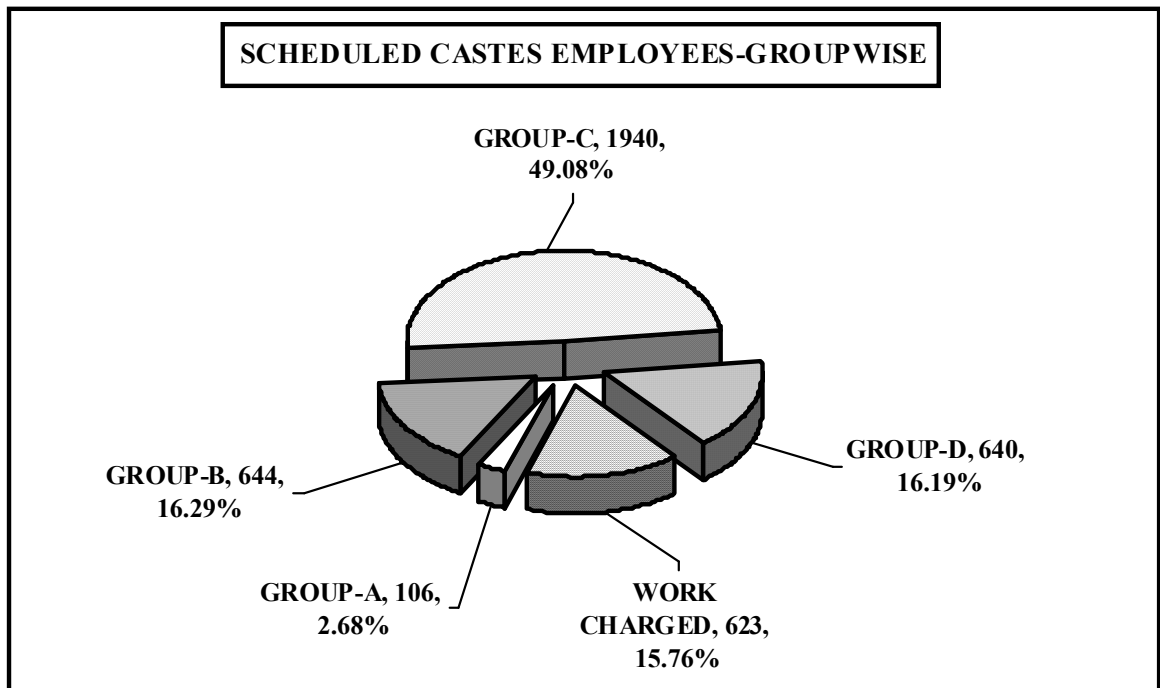
3. **SCHEDULED CASTES, SCHEDULED TRIBES, OTHER BACKWARD CLASSES, EX- SERVICEMEN AND DISABLED EMPLOYEES:-**

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 31<sup>st</sup> March, 2019 were also collected, compiled and Collated as under:-

(I) **SCHEDULED CASTES:-**

Out of 21354 employees as on 31<sup>st</sup> March, 2019 Scheduled Castes employees were working against 3953 posts, which showed that their total representation in services was to the extent of (18.51%). Their class-wise representation was as under :

Group	Number of Employees
A	106
B	644
C	1940
D	640
Work Charged	623
Total	3953



**(II) OTHER BACKWARD CLASSES:-**

Out of 21354 employees, 3334 Other Backward Classes employees were working in the various offices of U.T. Chandigarh representing 15.61% of total employees.

Their class-wise representation was as under:

Group	Number of Employees
A	83
B	341
C	2557
D	179
Work Charged	174
Total	3334

**(III) EX- SERVICEMEN EMPLOYEES:-**

Out of 21354 employees, 339 Ex-Servicemen were serving in Chandigarh as on 31<sup>st</sup>March, 2019. The percentage of Ex-Servicemen employees to total number of employees comes to 1.59%. Their class-wise representation was as under:-

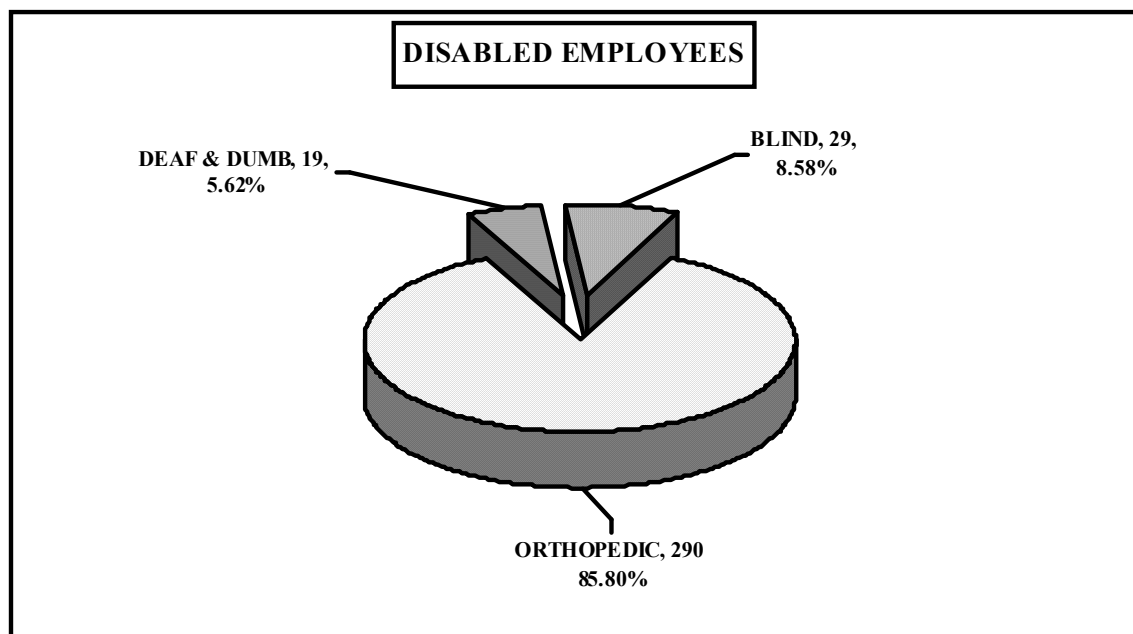
Group	Number of Employees
A	1
B	8
C	322
D	8
Work Charged	0
Total	339

**(IV) DISABLED EMPLOYEES:-**

Disabled employees got representation to the extent of 338 as on 31<sup>st</sup> March, 2019.

Their Class-wise representation was as under:-

Group	Orthopedically	Deaf & Dumb	Blind	Total
A	9	1	2	12
B	74	3	12	89
C	142	7	6	155
D	52	8	8	68
Work Charged	13	-	1	14
Total	290	19	29	338



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

Out of 21354 employees, in the U.T. Chandigarh as on 31<sup>st</sup> March, 2019, the total deputationists from Punjab, Haryana, Himachal Pradesh and other States were 1156 (5.41%).

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

<b>Group</b>	<b>Punjab</b>	<b>Haryana</b>	<b>Himachal Pradesh</b>	<b>Others</b>	<b>Total</b>
<b>A</b>	<b>199</b>	<b>120</b>	<b>22</b>	<b>2</b>	<b>343</b>
<b>B</b>	<b>388</b>	<b>222</b>	<b>30</b>	<b>1</b>	<b>641</b>
<b>C</b>	<b>87</b>	<b>77</b>	<b>-</b>	<b>3</b>	<b>167</b>
<b>D</b>	<b>3</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>5</b>
<b>Total</b>	<b>677</b>	<b>421</b>	<b>52</b>	<b>6</b>	<b>1156</b>

**PUNJAB:-**

Out of 1156 deputationists, 677(58.56%) employees were on deputation from Punjab State. Their class-wise representation was 199(29.39%) in Group-A, 388(57.31%) in Group- B and 87(12.86%) in Group-C & 3 (0.44%) in Group-D.

**HARYANA:-**

Out of 1156 deputationists, 421(36.42%) employees were on deputation from Haryana State. Their class-wise representation was 120(28.50%) in Group-A, 222 (52.73%) in Group- B, 77(18.29%) in Group-C and 2 (0.48%) in Group-D.

**HIMACHAL PRADESH:-**

Out of 1156 deputationists, 52(4.50%) employees were on deputation from Himachal Pradesh. Their class-wise representation was 22(42.31%) in Group A, and 30 (57.69%) in Group-B.

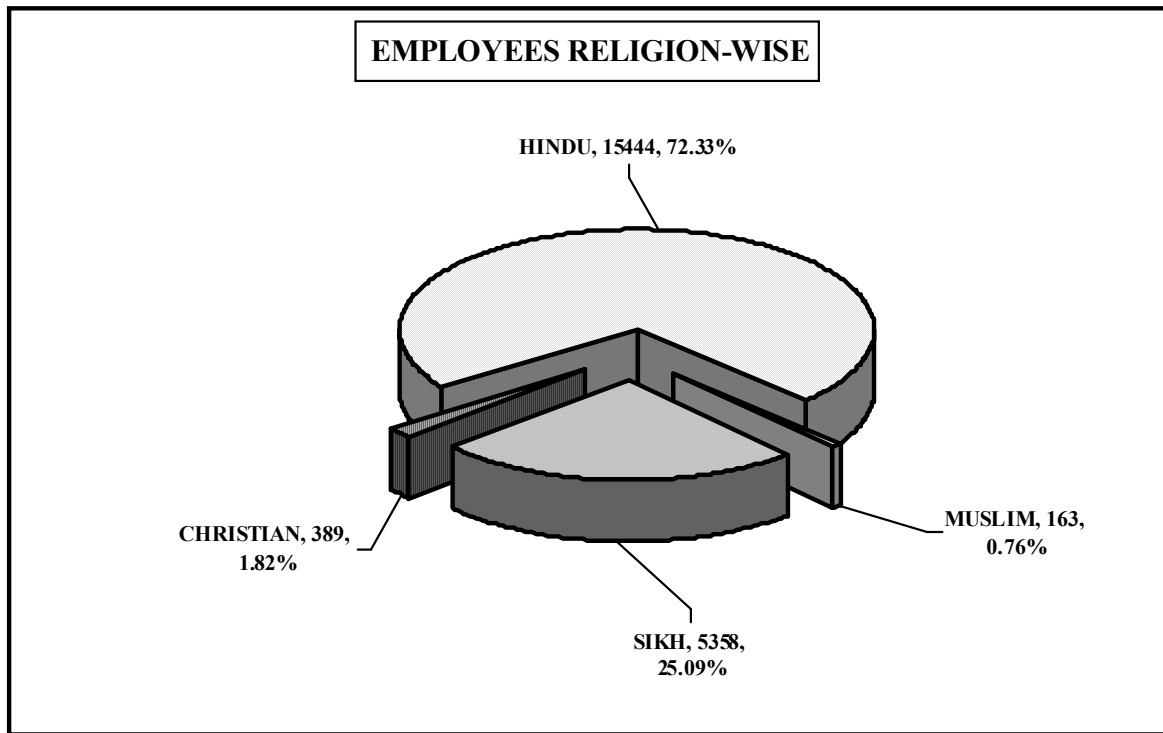
**OTHERS:-**

Out of 1156 deputationists, 6(0.52%) employees were on deputation from Other States. Their class-wise representation was 2 (33.33%) in Group-A, 1 (16.67%) in Group- B and 3(50%) in Group-C.

##### 5. RELIGION-WISE:-

There were 21354 employees as on 31.03.2019 and their religion-wise classification according to Group-wise were as under:-

Group	Hindu	Muslim	Sikh	Buddhist	Christian	Others	Total
A	1093	6	366	-	42	-	1507
B	3397	20	1139	-	55	-	4611
C	8163	87	3028	-	278	-	11556
D	1327	17	243	-	6	-	1593
Work Charged	1464	33	582	-	8	-	2087
Total	15444	163	5358	-	389	-	21354



##### **GROUP-A:-**

Out of 1507 employees, Hindu were 1093, Muslim 6, Sikh 366, and 42 Christian.

##### **GROUP-B:-**

Out of 4611 employees, Hindu were 3397, Muslim 20, Sikh 1139 and 55 Christian.

##### **GROUP- C:-**

Out of 11556 employees, Hindu were 8163, Muslim 87, Sikh 3028, and 278 Christian.

##### **GROUP-D:-**

Out of 1593 employees, Hindu were 1327, Muslim 17, Sikh 243 and 6 Christian.



**WORK CHARGED:-**

Out of 2087 employees, Hindu were 1464, Muslim 33 and Sikh 582 and 8 Christian.

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

**GROUP-A:-**

Against sanctioned posts of 1954, (1507) posts were filled-up, which showed that 447 (22.88%) posts were lying vacant.

**GROUP-B:-**

Against sanctioned posts of 6386, (4611) posts were filled-up, which showed that 1775 (27.80%) posts were lying vacant.

**GROUP-C:-**

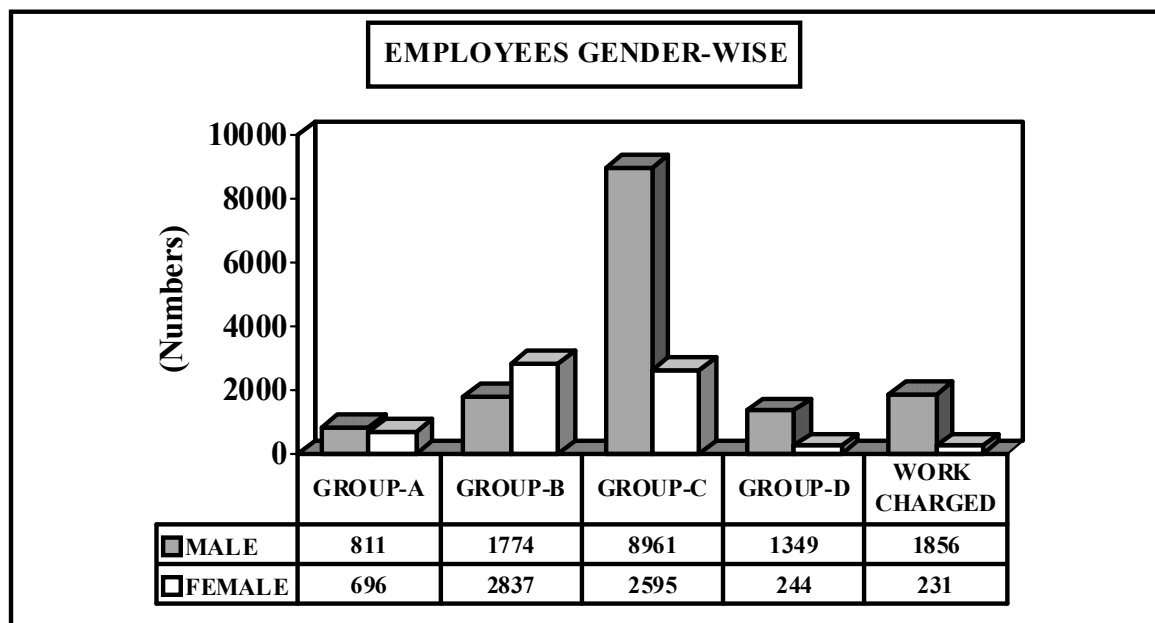
Against sanctioned posts of 15879, (11556) posts were filled-up, which showed that 4323 (27.22%) posts were lying vacant.

**GROUP-D:-**

Against sanctioned posts of 2638, (1593) posts were filled-up, which showed that 1045 (39.61%) posts were lying vacant.

And 2087 posts were filled up on work charged basis.

**7. GENDER-WISE DISTRIBUTION OF EMPLOYEES:-**



Out of 21354 employees, Males constitute 14751(69.08%), Females constitute 6603(30.92%) and their Group-wise representation in services were as under:-

**GROUP-A:-**

Out of 1507 filled-up posts, 811 (53.82%) were Males and 696 (46.18%) were Females.

**GROUP-B:-**

Out of 4611 filled-up posts, 1774 (38.47%) were Males and 2837 (61.53%) were Females.

**GROUP-C:-**

Out of 11556 filled-up posts, 8961 (77.54%) were Males and 2595 (22.46%) were Females.

**GROUP-D (Excluding Sweepers):-**

Out of 1369 filled-up posts, 1175 (85.83%) were Males and 194(14.17%) were Females.

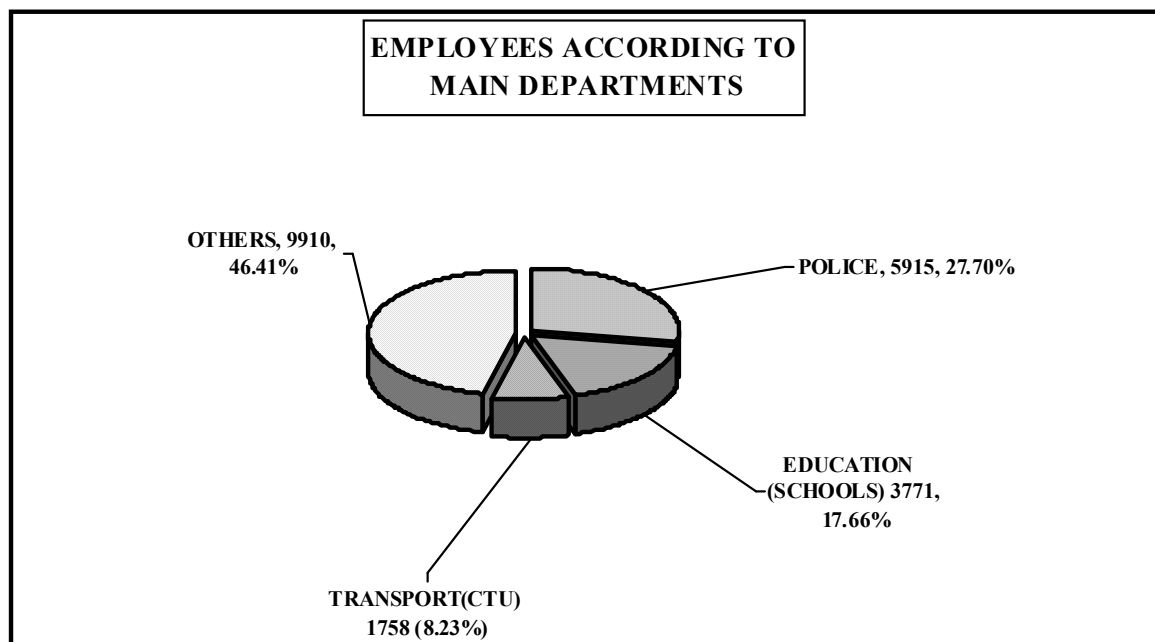
**GROUP-D (Sweepers):-**

Out of 224 filled-up posts, 174 (77.68%) were Males and 50 (22.32%) were Females.

**8. WORK CHARGED:-**

Out of 2087 filled-up posts, 1856 (88.93%) were Males and 231(11.07%) were Females.

**MAIN EMPLOYERS:-** Main Employers of the Employees as on 31st March, 2019 were the Police Department with 5915 employees (27.70%), followed by Director School Education 3771 employees (17.66%) and Transport (CTU) with 1758 employees(8.23%)



**9. ESTIMATED EXPENDITURE ON CHANDIGARH ADMINISTRATION EMPLOYEES:-**

**i) PAY BAND + GRADE PAY :-**

During the year 2018-2019 the Chandigarh Administration is estimated to have spent a sum of Rs. 44.59 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. 2018-2019 worked out to Rs. 535.10 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. 823.94 crores during the year 2018-2019 in the form of Dearness Allowance to its employees.

**10. RECRUITMENT AND RETIREMENT:-**

Out of 181 Recruitment made during the year 2018-2019, 144 (79.56%) were on Regular basis, and 37 (20.44%) on Contract basis. 470 Employees Retired on Superannuation, 72 Voluntary Retired, 17 Compulsory Retired, 5 Terminated, 5 Dismissed, 75 Resigned, 40 Died in services, 2 in others and 3 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 31.3.2019 were 989, 532 and 107 respectively. Out of 989 backlog of posts for SC, 47 in Group A, 494 in Group-B, 290 in Group-C and 158 in Group-D. Out of 532 backlog of posts for OBC, 30 in Group-A, 232 in Group-B, 182 in Group-C and 88 in Group-D. Out of 107 backlog of posts for disabled 3 in Group A, 55 in Group B, 32 in Group-C and 17 in Group-D.

**12. EDUCATIONAL PROFILE:-**

Out of 21354 employees, 268 employees were Ph.D.

Master Degree:- 145 M. Phil, 6 C.S, 14 MBA, 21 Veterinary, 2 Pharmacy, 1 Homeopathy, 1 Ayurvedic, 120 Allopathy, 15 Home Science, 12 MCA, 46 Fine Arts, 15 Architect, 27 in Engineering, 298 M.Ed., 31 LLM, 1143 in Arts, 274 in Science, 117 in Commerce, 39 M.Lib, and 152 in others.

**Bachelor Degree:-** 19 B.Lib, 3 BAMS/BHMS, 478 MBBS, 49 BDS, 31 Home Science, 168 Pharmacy, 21 BBA, 39 Fine Arts, 16 Architect, 108 in Engineering, 1115 B.Ed., 103 LLB, 50 AMIE, 3487 in Arts, 367 in Science, 1 in Hotel Management, 142 in B.A (Hons.), 65 in B.Sc. (Hons.), 237 in Commerce .

**Certificate Holder:-** 739 Certificate holder and 761 diploma holder 3799 Higher Secondary, 4679 Matric, 1031 Middle, 462 Primary and 637 illiterate.

**13. CONTRACT EMPLOYEES:-**

1650 employees were engaged on contract basis as on 31.3.2019. The total number of contract employees comprised as follow:-

Group	Male	Female	Number of Employees
A	140	261	401
B	204	482	686
C	154	175	329
D	182	52	234
Total	680	970	1650

**14. OUTSOURCE EMPLOYEES WORKING AGAINST SANCTIONED POSTS:-**

2141 employees were working on outsource basis as on 31.3.2019. The total number of outsource employees comprised as follow:-

Group	Male	Female	Number of Employees
A	8	6	14
B	33	60	93
C	716	385	1101
D	669	264	933
Total	1426	715	2141

**15. OUTSOURCE EMPLOYEES WORKING AGAINST NON SANCTIONED POSTS:-**

3661 employees were working on outsource basis as on 31.3.2019. The total number of outsource employees comprised as follow:-

Group	Male	Female	Number of Employees
A	7	15	22
B	20	38	58
C	1293	438	1731
D	1365	485	1850
Total	2685	976	3661

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