

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 30 years has been included.

SCOPE AND COVERAGE:-

The publication covers all the Union-Territory, Government employees actually holding civilian posts as on 31st March, 2020 Employees on deputation from Punjab, Haryana, Himachal Pradesh and others actually serving the Union-Territory, Chandigarh as on 31st March, 2020 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.

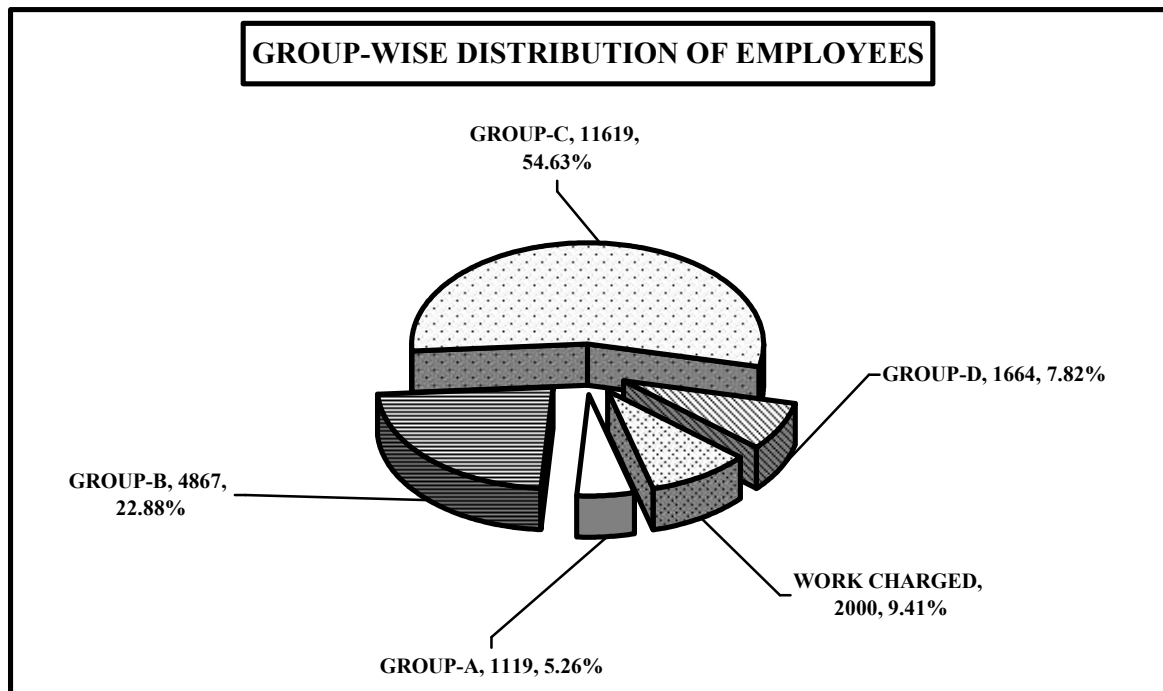
METHODOLOGY:-

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, 2020 reported to be 21269 as against the base year figures of 26,501 as on 31st March, 1991. The index of Government employees decreased to 80.26% in 2020, which showed a decrease of 19.74% over 1991. The total number of employees comprised as follows:-

Group-A (1119), Group-B (4867), Group-C (11619), Group-D (1664) and work charged employees (2000).



1. GAZETTED OFFICERS:-

GROUP-A:-

The Index of Group-A Officers stood at 356.37% (1119) in 2020 over the base year 1991(314), thereby showing a increase of 256.37%. Amongst the departments employing the maximum number of Group-A Officers, were the Colleges with(242)

followed by Medical College and Hospital (219) and Health and Family Welfare (167). The percentage of Group –A officers to the total employees was 5.26% in 2020 as against 1.18% in 1991.

GROUP-B:-

The number of Group-B Officers increased from 822 in 1991 to 4867 in 2020. As on 31.03.2020, the Index of such officers stood at 592.09%, which showed a net increase of 492.09% over the base year. The percentage of Group-B Officers to total employees was 3.10% in 1991 and 22.88% in 2020. Main employers of Group-B Officers were the Director School Education with (3067) at the top followed by the Medical College & Hospital with (557) and Director Health & Family Welfare with (249).

2. NON-GAZETTED EMPLOYEES:-

GROUP-C:-

Group-C employees constitute 56.86% of the total Government employees as on 31st March, 1991 and 54.63% as on 31st March, 2020. There were 15069 Group-C employees in 1991, which decreased to 11619 as on 31st March, 2020. The Index of such employees stood at 77.11% as on 31st March, 2020 as compared to the base year, which showed that there was a net decrease of 22.89% in the number of employees belonging to this category. Main employer of Group-C employees were the Home Department (Police) with (5989) followed by the Transport (CTU) with 1586 and Medical College and Hospital (995).

GROUP-D:-

The number of Group-D employees decreased from 5240 in 1991 to 1664 in 2020. The Index of Group-D employees as on 31st March, 2020 stood at 31.76% as compared to the base year showing a decrease of 68.24%. They constitute 7.82% of the total employees. Main employers of Group-D employees were the Director Health and Family Welfare(212) followed by Director School Education (168) and the Electrical Circle 135.

WORK CHARGED EMPLOYEES:-

The number of work charged employees stood at 2000 as on 31st March, 2020. Employees belonging to this category constitute 9.41% of the total number of employees. Main employers of the work charged employees were the Construction Circle –II (442) followed by the Public Health Circle with (215) employees.

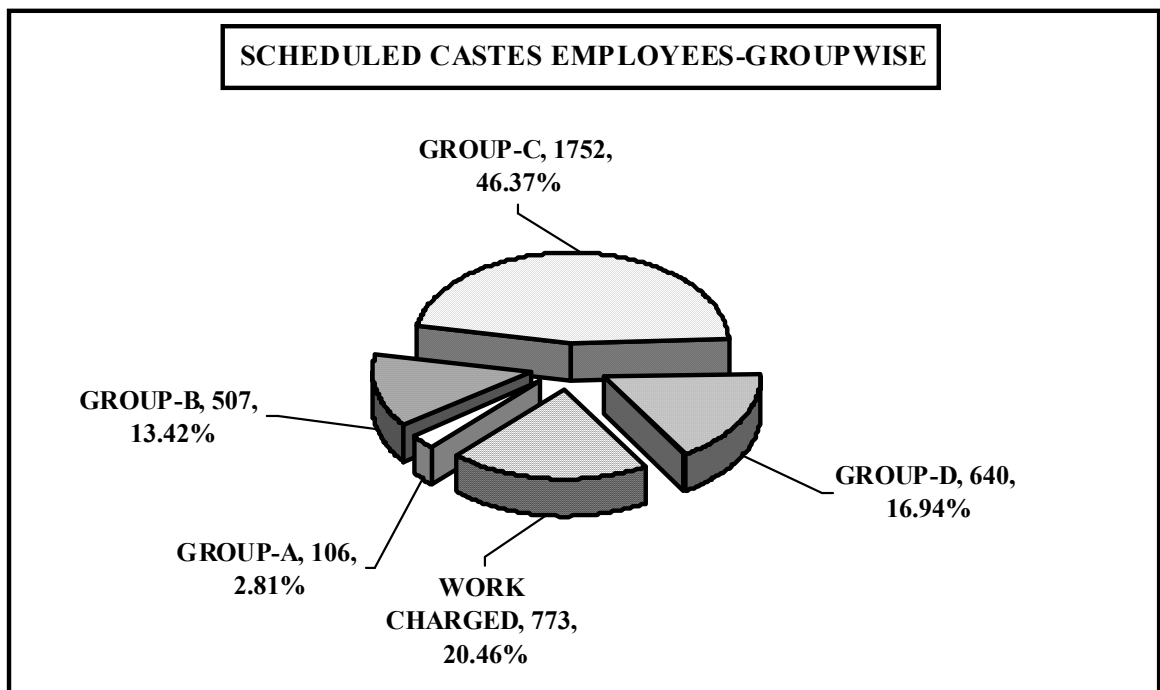
3. **SCHEDULED CASTES, SCHEDULED TRIBES, OTHER BACKWARD CLASSES, EX- SERVICEMEN AND DISABLED EMPLOYEES:-**

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, 2020 were also collected, compiled and Collated as under:-

(I) **SCHEDULED CASTES:-**

Out of 21269 employees as on 31st March, 2020 Scheduled Castes employees were working against 3778 posts, which showed that their total representation in services was to the extent of (17.76%). Their class-wise representation was as under :

Group	Number of Employees
A	106
B	507
C	1752
D	640
Work Charged	773
Total	3778



II. OTHER BACKWARD CLASSES

Out of 21269 employees, 3177 Other Backward Classes employees were working in the various offices of U.T. Chandigarh representing 14.94% of total employees.

Their class-wise representation was as under:

Group	Number of Employees
A	90
B	308
C	2367
D	165
Work Charged	247
Total	3177

(III) EX- SERVICEMEN EMPLOYEES:-

Out of 21269 employees, 529 Ex-Servicemen were serving in Chandigarh as on 31st March, 2020. The percentage of Ex-Servicemen employees to total number of employees comes to 2.49%. Their class-wise representation was as under:-

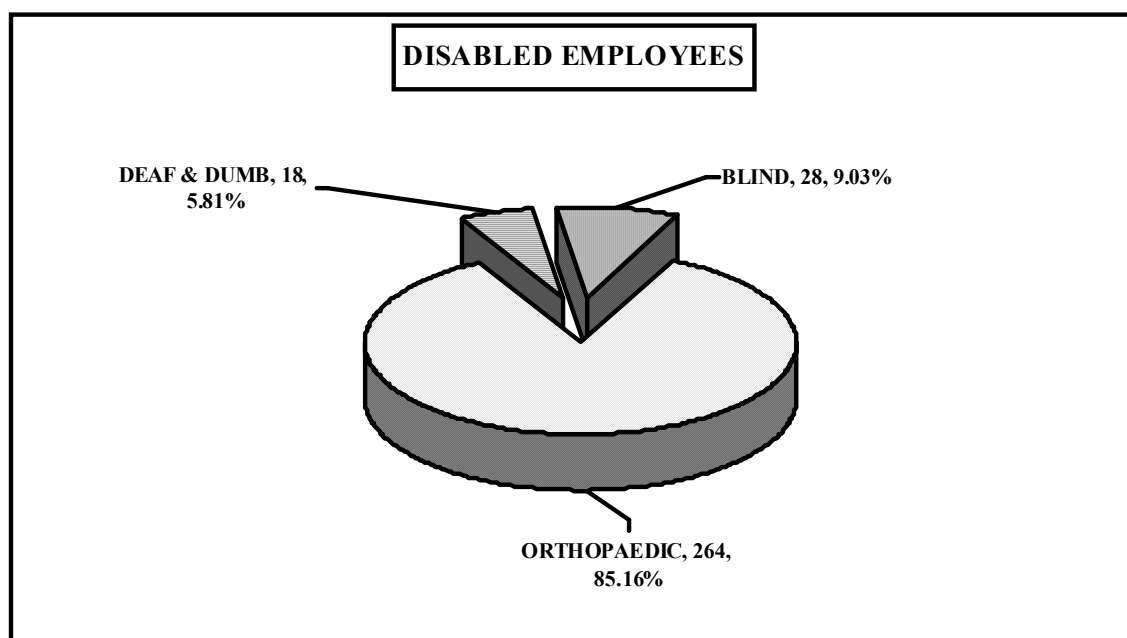
Group	Number of Employees
A	2
B	7
C	514
D	5
Work Charged	1
Total	529

(IV) DISABLED EMPLOYEES:-

Disabled employees got representation to the extent of 310 as on 31st March, 2020.

Their Class-wise representation was as under:-

Group	Orthopedically	Deaf & Dumb	Blind	Total
A	10	-	2	12
B	77	2	12	91
C	132	7	6	145
D	44	9	8	61
Work Charged	1	-	-	1
Total	264	18	28	310



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

Out of 21269 employees, in the U.T. Chandigarh as on 31st March, 2020, the total deputationists from Punjab, Haryana, Himachal Pradesh and other States were 1115 (5.24%).

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

Group	Punjab	Haryana	Himachal Pradesh	Others	Total
A	176	110	16	1	303
B	397	224	34	1	656
C	77	72	-	1	150
D	4	2	-	-	6
Total	654	408	50	3	1115

PUNJAB:-

Out of 1115 deputationists, 654(58.66%) employees were on deputation from Punjab State. Their class-wise representation was 176(26.91%) in Group-A, 397(60.70%) in Group- B and 77(11.77%) in Group-C & 4 (0.62%) in Group-D.

HARYANA:-

Out of 1115 deputationists, 408(36.59%) employees were on deputation from Haryana State. Their class-wise representation was 110(26.96%) in Group-A, 224 (54.90%) in Group- B, 72(17.65%) in Group-C and 2 (0.49%) in Group-D.

HIMACHAL PRADESH:-

Out of 1115 deputationists, 50(4.48%) employees were on deputation from Himachal Pradesh. Their class-wise representation was 16(32%) in Group A, and 34 (68%) in Group-B.

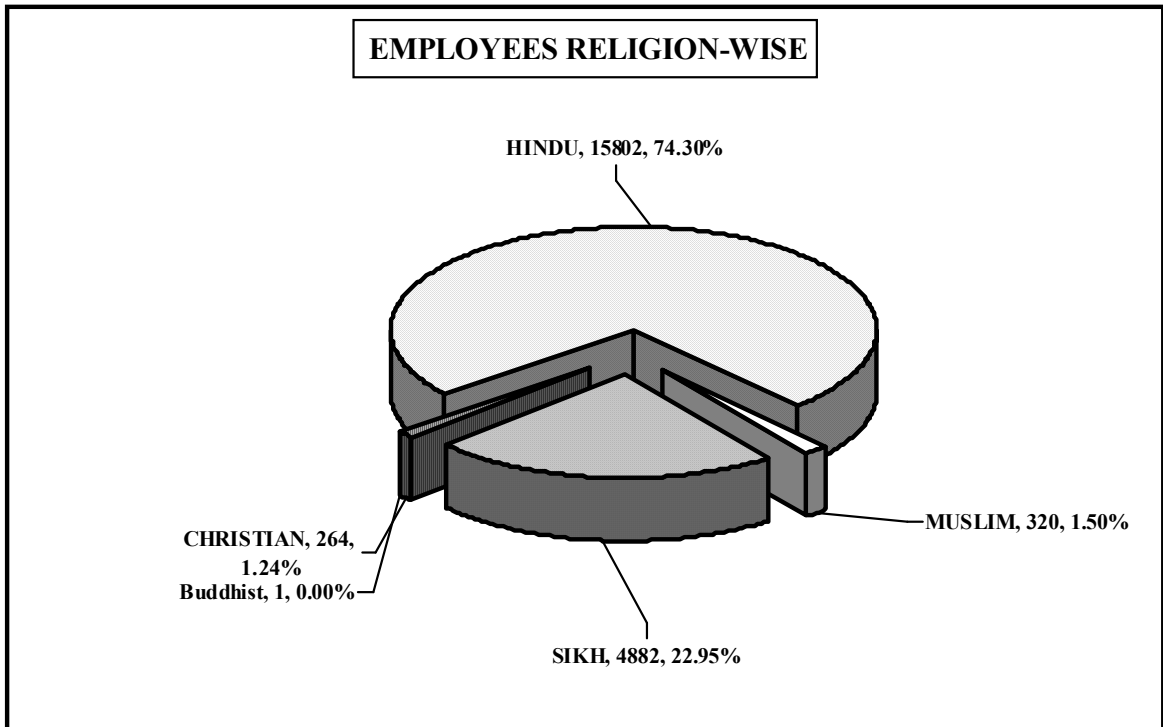
OTHERS:-

Out of 1115 deputationists, 3(0.27%) employees were on deputation from Other States. Their class-wise representation was 1 (33.33%) in Group-A, 1 (33.33%) in Group-B and 1(33.34%) in Group-C.

5. RELIGION-WISE:-

There were 21269 employees as on 31.03.2020 and their religion-wise classification according to Group-wise were as under:-

Group	Hindu	Muslim	Sikh	Buddhist	Christian	Others	Total
A	854	7	223	1	34	-	1119
B	3556	82	1174	-	55	-	4867
C	8660	188	2610	-	161	-	11619
D	1383	17	259	-	5	-	1664
Work Charged	1349	26	616	-	9	-	2000
Total	15802	320	4882	1	264	-	21269



GROUP-A:-

Out of 1119 employees, Hindu were 854, Muslim 7, Sikh 223, 1 Buddhist and 34 Christian.

GROUP-B:-

Out of 4867 employees, Hindu were 3556, Muslim 82, Sikh 1174 and 55 Christian.

GROUP- C:-

Out of 11619 employees, Hindu were 8660, Muslim 188, Sikh 2610, and 161 Christian.

GROUP-D:-

Out of 1664 employees, Hindu were 1383, Muslim 17, Sikh 259 and 5 Christian.

WORK CHARGED:-

Out of 2000 employees, Hindu were 1349, Muslim 26 and Sikh 616 and 9 Christian.

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

GROUP-A:-

Against sanctioned posts of 1738, (1119) posts were filled-up, which showed that 619 (35.62%) posts were lying vacant.

GROUP-B:-

Against sanctioned posts of 6521, (4867) posts were filled-up, which showed that 1654 (25.36%) posts were lying vacant.

GROUP-C:-

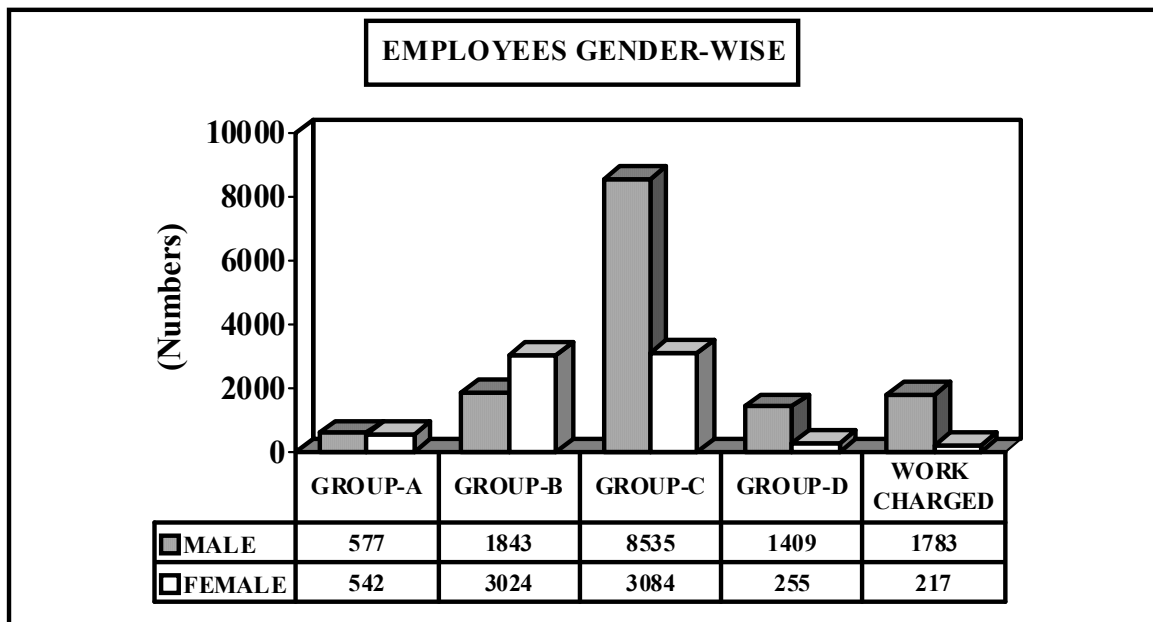
Against sanctioned posts of 15380, (11619) posts were filled-up, which showed that 3761 (24.45%) posts were lying vacant.

GROUP-D:-

Against sanctioned posts of 2820, (1664) posts were filled-up, which showed that 1156 (40.99%) posts were lying vacant.

And 2000 posts were filled up on work charged basis.

7. GENDER-WISE DISTRIBUTION OF EMPLOYEES:-



Out of 21269 employees, Males constitute 14147(66.51%), Females constitute 7122(33.49%) and their Group-wise representation in services were as under:-

GROUP-A:-

Out of 1119 filled-up posts, 577 (51.56%) were Males and 542 (48.44%) were Females.

GROUP-B:-

Out of 4867 filled-up posts, 1843(37.87%) were Males and 3024 (62.13%) were Females.

GROUP-C:-

Out of 11619 filled-up posts, 8535 (73.46%) were Males and 3084 (26.54%) were Females.

GROUP-D (Excluding Sweepers):-

Out of 1414 filled-up posts, 1220 (86.28%) were Males and 194(13.72%) were Females.

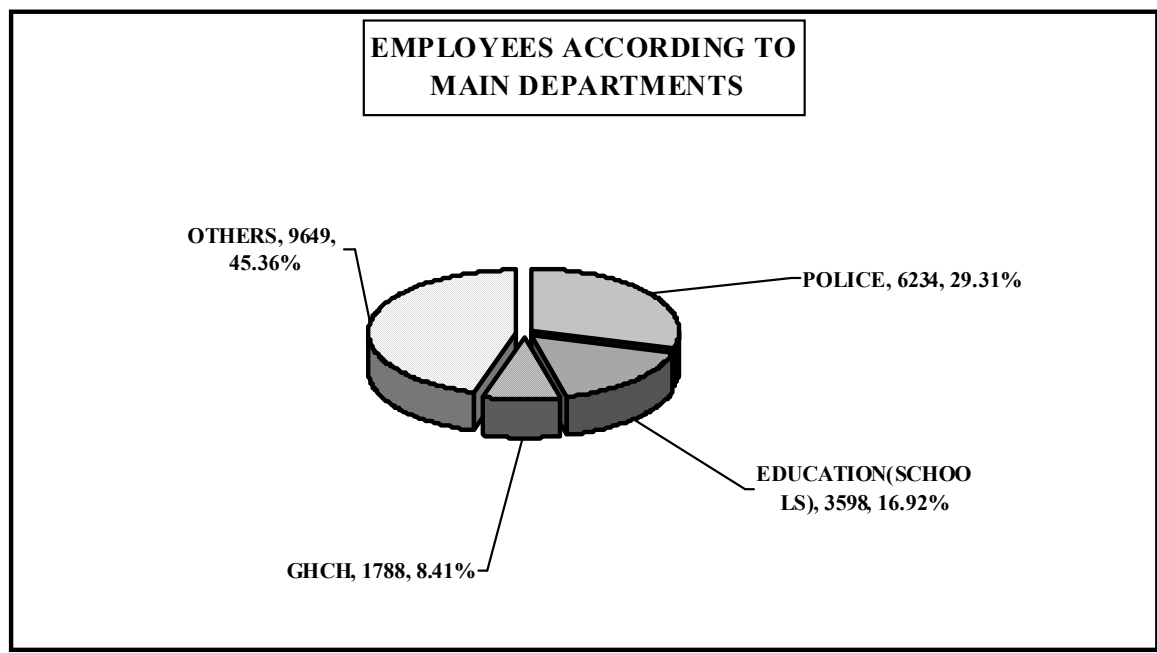
GROUP-D (Sweepers):-

Out of 250 filled-up posts, 189(75.60%) were Males and 61 (24.40%) were Females.

WORK CHARGED:-

Out of 2000 filled-up posts, 1783 (89.15%) were Males and 217(10.85%) were Females.

MAIN EMPLOYERS:- Main Employers of the Employees as on 31st March, 2020 were the Police Department with 6234 employees (29.31%), followed by Director School Education 3598 employees (16.92%) and Govt. Medical College and Hospital with 1788 employees(8.41%).



9. ESTIMATED EXPENDITURE ON CHANDIGARH ADMINISTRATION EMPLOYEES:-

i) PAY BAND + GRADE PAY :-

During the year 2019-2020 the Chandigarh Administration is estimated to have spent a sum of Rs. 43.25 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. 2019-2020 worked out to Rs. 519.02 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. 851.19 crores during the year 2019-2020 in the form of Dearness Allowance to its employees.

10. RECRUITMENT AND RETIREMENT:-

Out of 198 Recruitment were made during the year 2019-2020, 49 (24.75%) were on Regular basis, and 149 (75.25%) on Contract basis. 405 Employees Retired on Superannuation, 26 Voluntary Retired, 77 Compulsory Retired, 1 Terminated, 2 Dismissed, 70 Resigned, 24 Died in services, 1 in others and 13 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 31.3.2020 were 980, 567 and 105 respectively. Out of 980 backlog of posts for SC, 47 in Group A, 476 in Group-B, 293 in Group-C and 164 in Group-D. Out of 567 backlog of posts for OBC, 24 in Group-A, 234 in Group-B, 204 in Group-C and 105 in Group-D. Out of 105 backlog of posts for disabled 2 in Group A, 57 in Group B, 28 in Group-C and 18 in Group-D.

12. EDUCATIONAL PROFILE:-

Out of 21269 employees, 270 employees were Ph.D.

Master Degree:- 126 M. Phil, 4 C.S, 10 MBA, 21 Veterinary, 2 Pharmacy, 1 Homeopathy, 1 Ayurvedic, 11 Home Science, 10 MCA, 46 Fine Arts, 3 Architect, 15 in Engineering, 286 M.Ed., 32 LLM, 1285 in Arts, 299 in Science, 117 in Commerce and 39 M.Lib, and 179 in others.

Bachelor Degree:- 16 B.Lib, 3 BAMS/BHMS, 356 MBBS, 30 BDS, 3 Home Science, 186 Pharmacy, 21 BBA, 36 Fine Arts, 19 Architect, 145 in Engineering, 1107 B.Ed., 78 LLB, 40 AMIE, 3486 in Arts, 400 in Science, 9 in Agriculture, 169 in B.A (Hons.), 63 in B.Sc. (Hons.), 229 in Commerce .

Certificate Holder:- 743 Certificate holder and 734 diploma holder 4089 Higher Secondary, 4436 Matric, 1062 Middle, 477 Primary and 575 illiterate.

13. CONTRACT EMPLOYEES:-

1509 employees were engaged on contract basis as on 31.3.2020. The total number of contract employees comprised as follow:-

Group	Male	Female	Number of Employees
A	148	308	456
B	111	341	452
C	184	195	379
D	183	39	222
Total	626	883	1509

14. OUTSOURCE EMPLOYEES WORKING AGAINST SANCTIONED POSTS:-

1390 employees were working on outsource basis as on 31.3.2020. The total number of outsource employees comprised as follow:-

Group	Male	Female	Number of Employees
A	9	12	21
B	31	57	88
C	487	209	696
D	407	178	585
Total	934	456	1390

15. OUTSOURCE EMPLOYEES WORKING AGAINST NON SANCTIONED POSTS:-

5462 employees were working on outsource basis as on 31.3.2020. The total number of outsource employees comprised as follow:-

Group	Male	Female	Number of Employees
A	12	12	24
B	42	56	98
C	1838	591	2429
D	2367	544	2911
Total	4259	1203	5462

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