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GOVERNMENT OF INDIA

ANNUAL REPORT

ON

PAY AND ALLOWANCES

OF

CENTRAL GOVERNMENT CIVILIAN EMPLOYEES

2018-19

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

PREFACE

The Pay Research Unit (PRU) of the Department of Expenditure, Ministry of Finance brings out an "**Annual Report on Pay and Allowances of Central Government Regular Civilian Employees**" for each financial year. As in the past, the **Annual Report for 2018-19** provides statistical information on expenditure incurred by different Ministries/Departments of the Central Government on Pay and Allowances including Dearness Allowance, House Rent Allowance, Transport Allowance, Overtime Allowance, etc. in respect of its regular employees. The Annual Report also contains information on the group-wise number of sanctioned posts and of employees in position in various Ministries/ Departments.

2. The data in the Annual Report has been compiled on the basis of quarterly returns on expenditure on pay and allowances and annual returns on the strength of Central Government Civilian Employees furnished by the Central Government establishments to the PRU.

3. The Annual Report may be of use for personnel planning and for preparation of reliable estimates of financial implications of various proposals concerning pay and allowances of Central Government employees. While all efforts have been made to present the data in a meaningful manner, suggestions for further improvement would be welcome.

4. Ministry of Finance would like to thank all the Central Government Ministries/ Departments/ Organizations for their cooperation in furnishing data, without which this compilation would not have been possible. This Ministry would also like to acknowledge the contribution of the National Informatics Centre (North Block), 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 is ₹ 208960.17 crore in 2018-19 as compared to ₹ 194591.98 crore in 2017-18. Thus, there is an increase in expenditure by ₹ 14368.19 crore over previous year which in relative terms works out to around 7.38%.
2. The total expenditure on pay and allowances as a percentage of Revenue Receipts and Revenue Expenditure of the Central Government during the financial year 2018-19 is 10.49% and 8.69% as compared 10.94% and 8.77% respectively during the financial year 2017-18.
3. Almost 80% of the total expenditure was incurred by five major Ministries/ Departments (Railways, Defence(Civil), Home Affairs, Posts and Revenue) during 2018-19.
4. Of the total expenditure on Pay and Allowances in 2018-19, the Ministry of Railways continues to have the largest share i.e 36.78% , marginally decreasing from 37.82% in 2017-18. Share of Ministry of Home Affairs has decreased from 24.63% to 24.25% and Department of Posts has been increased from 5.76% to 5.88% . Share of Ministry of Defence (Civil) has increased from the previous year i.e. from 12.86% to 13.55%.
5. The expenditure of UT Administrations is ₹4504.92 crore in 2018-19 as compared to ₹4062.49 crore in 2017-18. Thus, there is an increase in expenditure by ₹442.43 crore over previous year which in relative terms works out to around 10.89%.
6. The expenditure of Indian Missions/ Embassies abroad is ₹1710.34 crore in 2018-19 as compared to ₹1554.85 crore in 2017-18. Thus, there is an increase in expenditure by ₹155.49 crore over previous year which in relative terms works out to around 10.00%.

7. Out of the total expenditure of ₹208960.17 crore on Pay and Allowances of Central Government Civilian Employees including employees of UTs & Missions, the percentage expenditure on Pay, Dearness Allowance (DA), House Rent Allowance (HRA) and other allowances are 70.91%, 6.41%, 6.75% and 15.93% respectively.

8. Out of the total expenditure of ₹ 14105.53 crore on HRA in 2018-19, the HRA expenditure for 'X' class cities is ₹ 6150.35 crore which is around 43.60% of the total expenditure on HRA.

9. The total number of regular Central Government Civilian Employees in position (including UTs) as on 01.03.2019, is 31.43 lakh as against the sanctioned strength of 40.66 lakh and approximately 22.69 % 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 30.88 lakh (excluding UTs), the percentage share of the Railways is 39.57%, Home Affairs 31.18%, Defence (Civil) 12.18%, Posts 5.74%, Revenue 3.45% and all other Ministries/ Departments 7.88% .

11. Against the sanctioned strength of 10.07 lakh in Central Police Forces, 9.15 lakh employees were in position as on 01.03.2019. In Union Territories (UTs) 0.54 lakhs employees were in position as against a sanctioned strength of 0.67 lakhs as on 01.03.2019.

CHAPTER - II

Total Expenditure

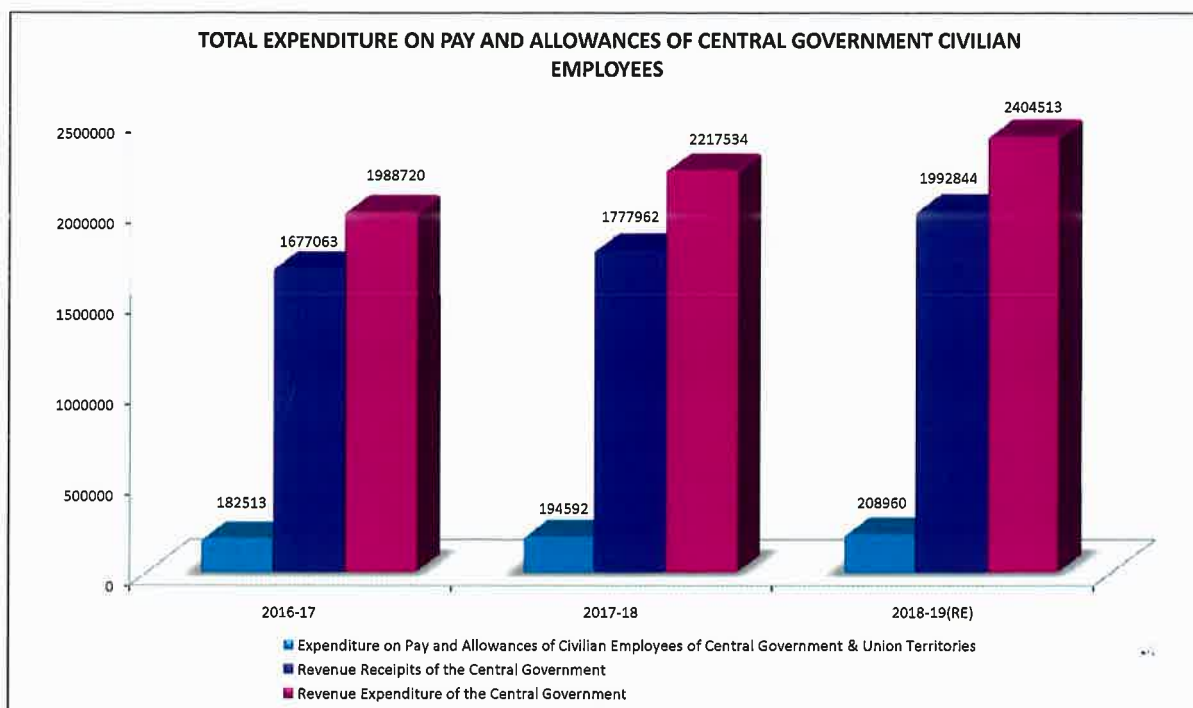
A faint, colorful illustration of a family of six people holding hands in a circle. The family consists of two adults and four children. The colors used are yellow, light blue, and pink. The illustration is positioned behind the main title.

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

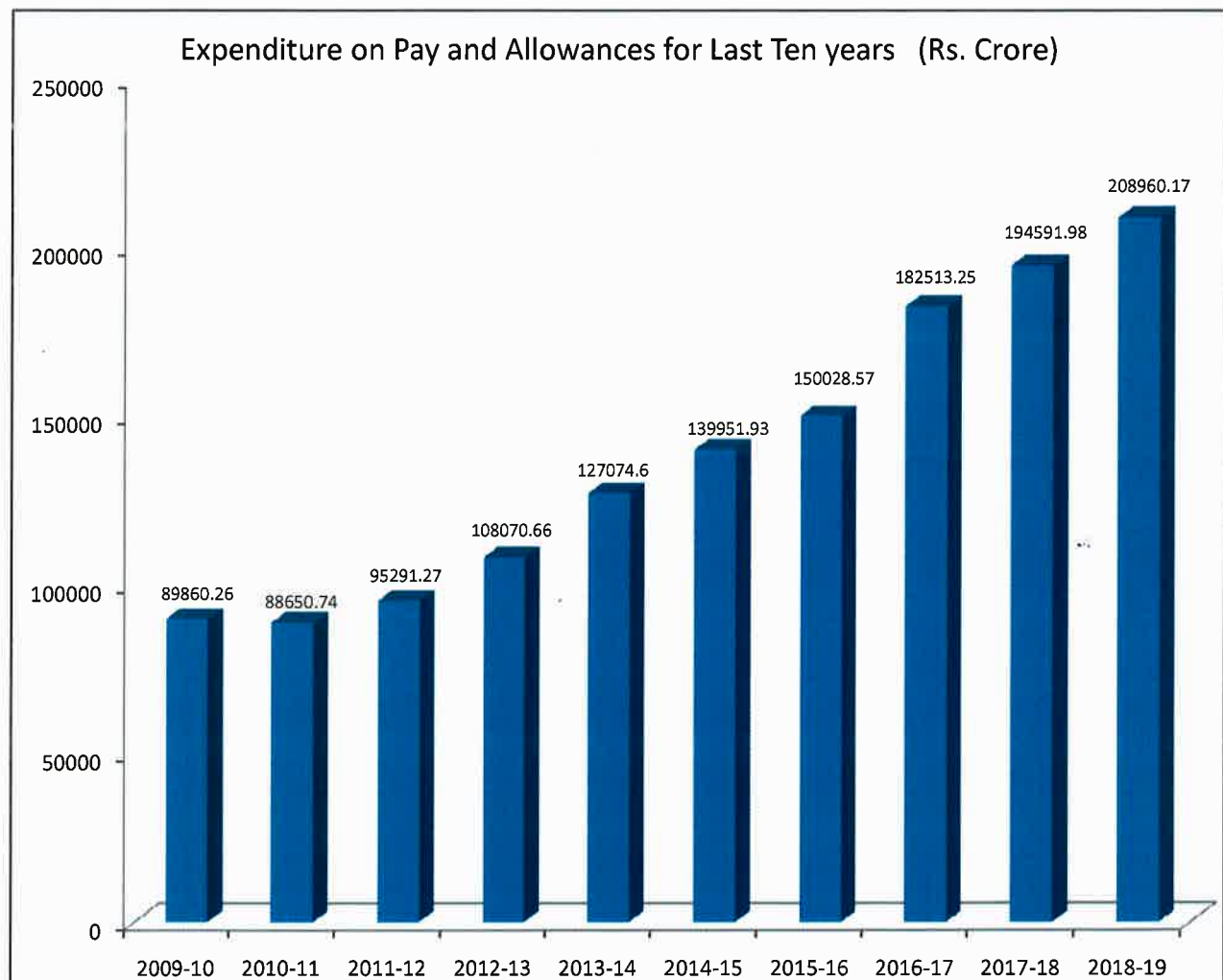
(' in crore)

Year	Expenditure on Pay and Allowances of Civilian Employees of Central Government & Union Territories	Revenue Receipts of the Central Government	Revenue Expenditure of the Central Government	Expenditure on Pay and Allowances as percentage of Revenue Receipts	Expenditure on Pay and Allowances as percentage of Revenue Expenditure
2016-17	182513	1677063	1988720	10.88	9.18
2017-18	194592	1777962	2217534	10.94	8.78
2018-19(RE)	208960	1992844	2404513	10.49	8.69

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

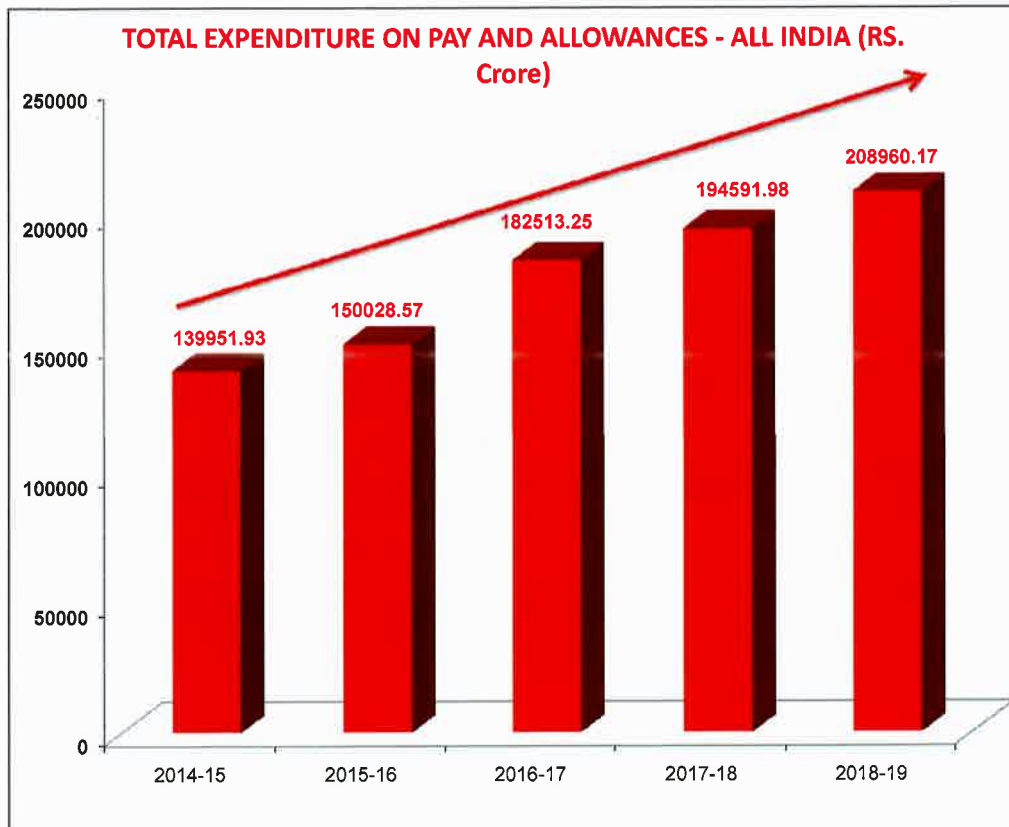


Expenditure on Pay and Allowances for Last Ten years			
Sl. No.	Year	Expenditure	% increase over Previous year
1	2009-10	89860.26	33.20
2	2010-11	88650.74	-1.35
3	2011-12	95291.27	7.49
4	2012-13	108070.66	13.41
5	2013-14	127074.6	17.58
6	2014-15	139951.93	10.13
7	2015-16	150028.57	7.20
8	2016-17	182513.25	21.65
9	2017-18	194591.98	6.62
10	2018-19	208960.17	7.38

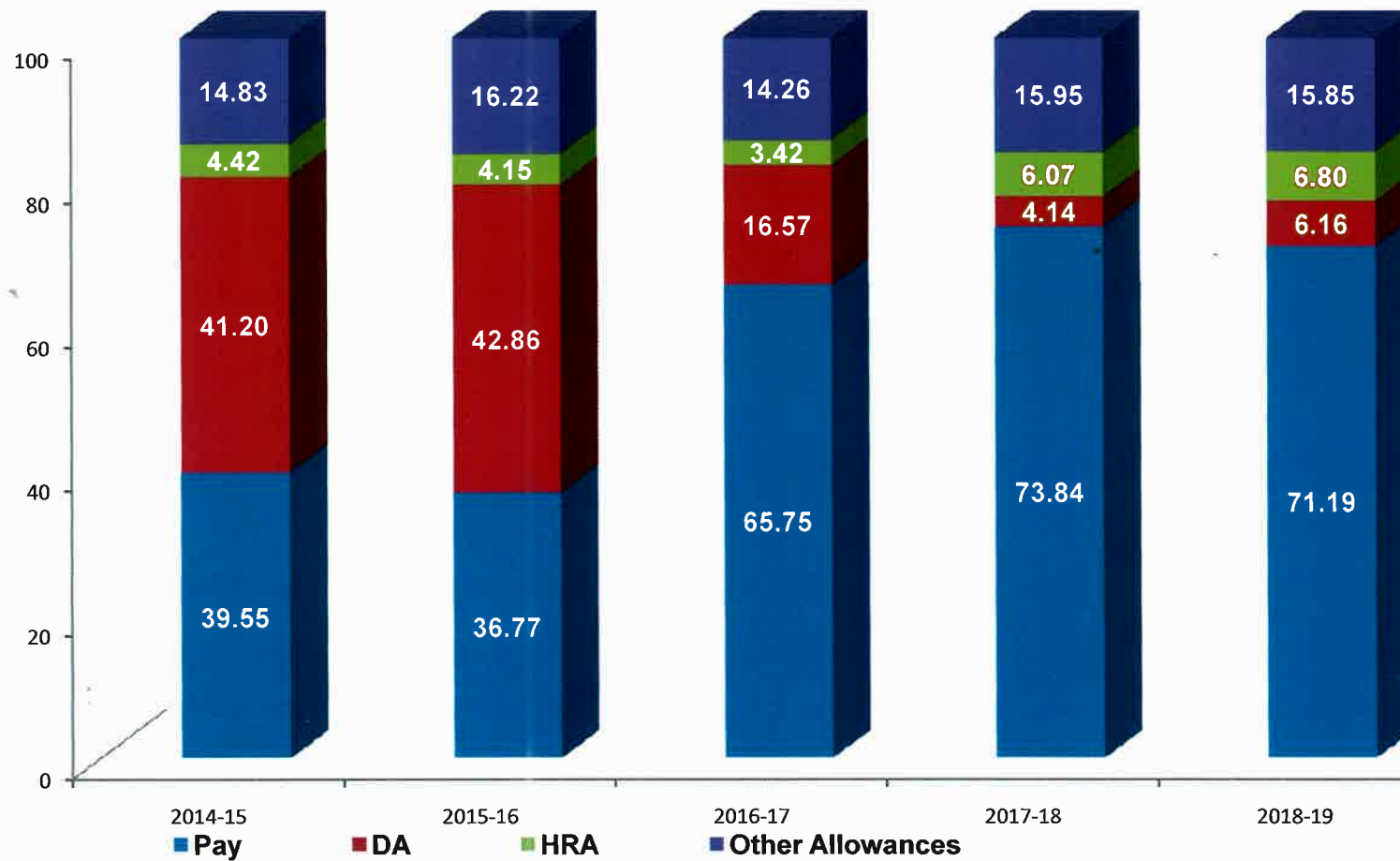


EXPENDITURE ON MAJOR COMPONENTS OF PAY AND ALLOWANCES OF THE CENTRAL GOVERNMENT
CIVILIAN EMPLOYEES INCLUDING EMPLOYEES OF THE UNION TERRITORIES FOR LAST FIVE YEARS
(₹ in crore)

Year	Pay	DA	Other Allowances	Total
2014-15	55355.07	57653.48	26943.38	139951.93
2015-16	55162.69	64304.33	30561.55	150028.57
2016-17	120001.81	30244.92	32266.52	182513.25
2017-18	143696.11	8051.73	42844.14	194591.98
2018-19	147534.20	12775.59	48650.38	208960.17



Share of Major Components in Total Expenditure (in %)

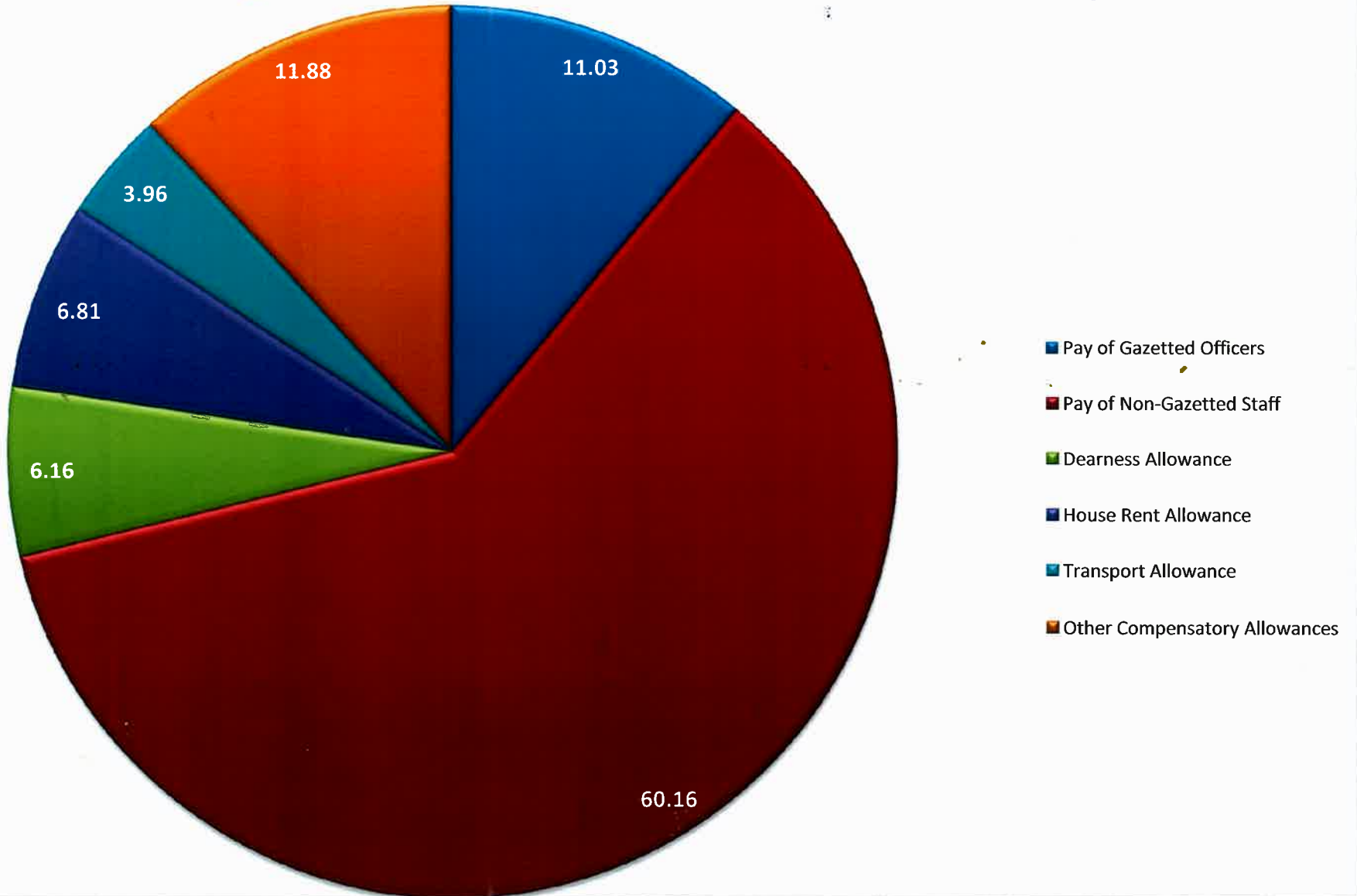


**SHARE OF MAJOR COMPONENTS IN TOTAL EXPENDITURE OF CENTRAL GOVERNMENT
CIVILIAN EMPLOYEES INCLUDING EMPLOYEES OF THE UNION TERRITORIES DURING
THE LAST FIVE YEARS (Expressed as percentage to total)**

Year	Pay	DA	HRA	Other Allowances	Total
2014-15	39.55	41.20	4.42	14.83	100.00
2015-16	36.77	42.86	4.15	16.22	100.00
2016-17	65.75	16.57	3.42	14.26	100.00
2017-18	73.84	4.14	6.07	15.95	100.00
2018-19	71.19	6.16	6.80	15.85	100.00

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Percentage Distribution of Expenditure incurred on different components of pay and allowances of the Central Government Employee including employees of UTs during 2018-19



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

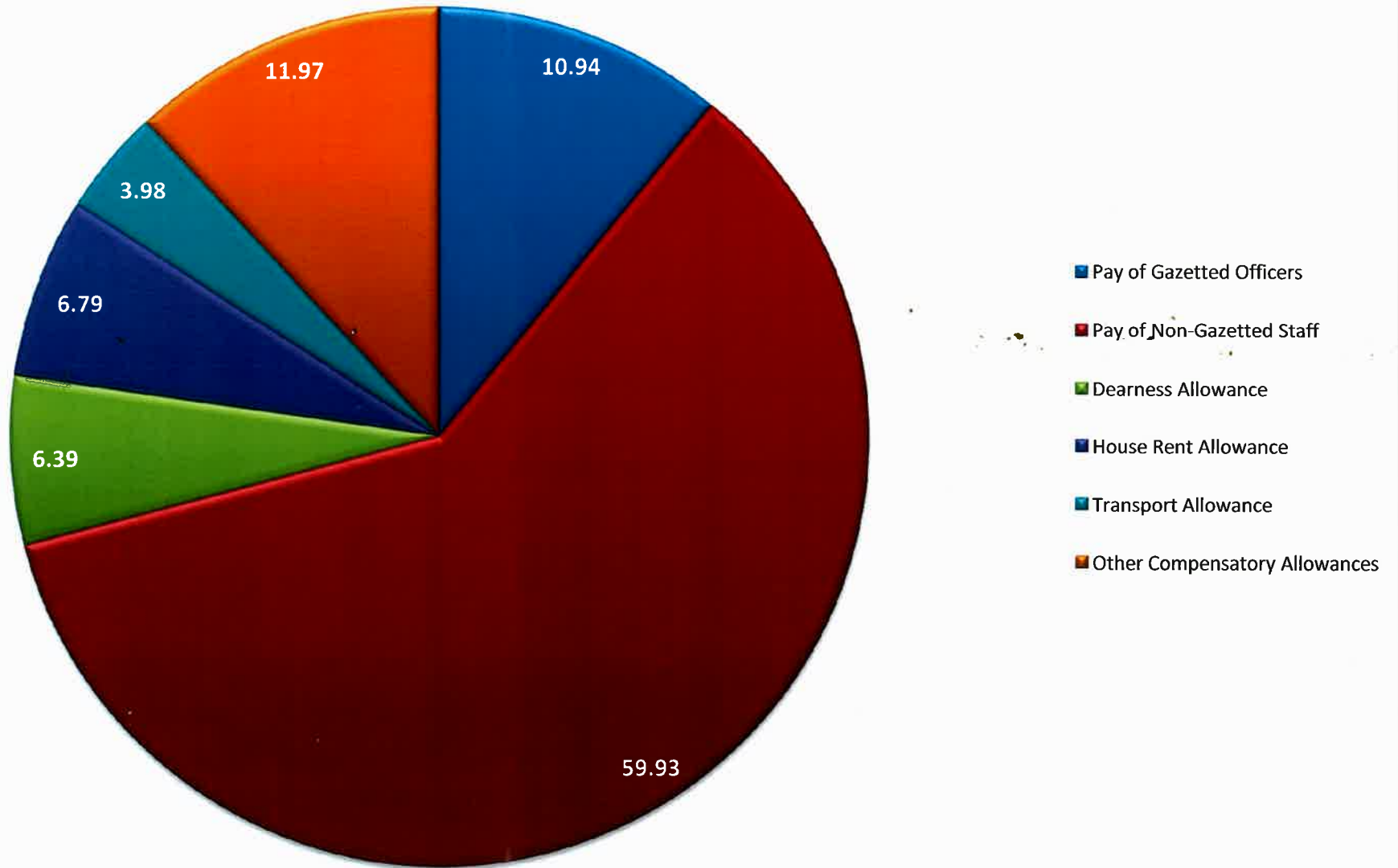
(₹ in crore)

S.No.	Pay/Allowances	2014-15	2015-16	2016-17	2017-18	2018-19
1	2	3	4	5	6	7
1	Pay of Gazetted Officers	7418.15	7541.31	17103.85	21102.12	22868.33
2	Pay of Non-Gazetted Staff	47936.92	47621.38	102897.96	122593.99	124665.87
3	Dearness Allowance	57653.48	64304.33	30244.92	8051.73	12775.59
	Sub-Total (i)	113008.55	119467.02	150246.73	151747.84	160309.79
1	House Rent Allowance	6189.43	6225.14	6253.93	11813.19	14105.53
2	Overtime Allowance	1673.43	1674.40	1725.14	2049.16	2175.57
3	Transport Allowance	5820.18	6250.71	6585.42	7842.59	8214.01
4	Spl. Pay & Deput. (Duty) Allowance	199.76	235.69	246.08	297.01	428.88
5	Composite Hill Compen. Allowance	196.27	301.16	312.03	333.34	0.00
6	Children Education Allowance	1899.33	1886.92	1976.88	2225.23	2488.02
7	Reimbursement of Medical Charges	965.80	1012.35	1056.24	1221.91	1395.36
8	Leave Travel Concession	1020.37	938.93	996.46	1201.18	1759.02
9	Other Compensatory Allowances	8978.81	12036.25	13114.34	15860.53	16373.65
	Sub-Total (ii)	26943.38	30561.55	32266.52	42844.14	46940.04
	Grand Total (i) + (ii)	139951.93	150028.57	182513.25	194591.98	207249.83
	Travelling Allowance	3660.76	4897.67	4898.48	5153.52	6090.25

Note: This does not include the expenditure incurred on Productivity Linked Bonus/Ad hoc Bonus, Honorarium and Encashment of Earned Leave.

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Percentage Distribution of Expenditure incurred on different components of pay and allowances of the Central Government employee including mission abroad (excluding employees of UTs) during 2018-19



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

(₹ in crore)

S.No.	Pay/Allowances	2014-15	2015-16	2016-17	2017-18	2018-19
1	2	3	4	5	6	7
1	Pay of Gazetted Officers	7176.54	7273.92	16635.15	20515.77	22374.64
2	Pay of Non-Gazetted Staff	46928.78	46623.24	100899.93	120150.03	122539.05
3	Dearness Allowance	56339.06	62834.35	29601.58	7895.99	13064.07
	Sub-Total (i)	110444.38	116731.51	147136.66	148561.79	157977.76
1	House Rent Allowance	6007.72	6063.49	6084.38	11607.66	13885.97
2	Overtime Allowance	1654.28	1666.72	1719.18	2038.87	2172.62
3	Transport Allowance	5757.27	6186.05	6519.10	7757.07	8129.93
4	Spl. Pay & Deput. (Duty) Allowance	197.33	231.76	241.94	294.47	425.88
5	Composite Hill Compen. Allowance	196.27	301.16	312.03	333.34	0.00
6	Children Education Allowance	1894.94	1882.52	1972.14	2218.43	2667.94
7	Reimbursement of Medical Charges	928.95	972.42	1016.63	1179.81	1455.63
8	Leave Travel Concession	990.61	909.12	966.55	1164.45	1777.16
9	Other Compensatory Allowances	8687.22	11701.63	12762.72	15373.60	15962.36
	Sub-Total (ii)	26314.59	29914.87	31594.67	41967.70	46477.49
	Grand Total (i) + (ii)	136758.97	146646.38	178731.33	190529.49	204455.25
	Travelling Allowance	3638.81	4868.06	4873.15	5119.93	6258.00

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

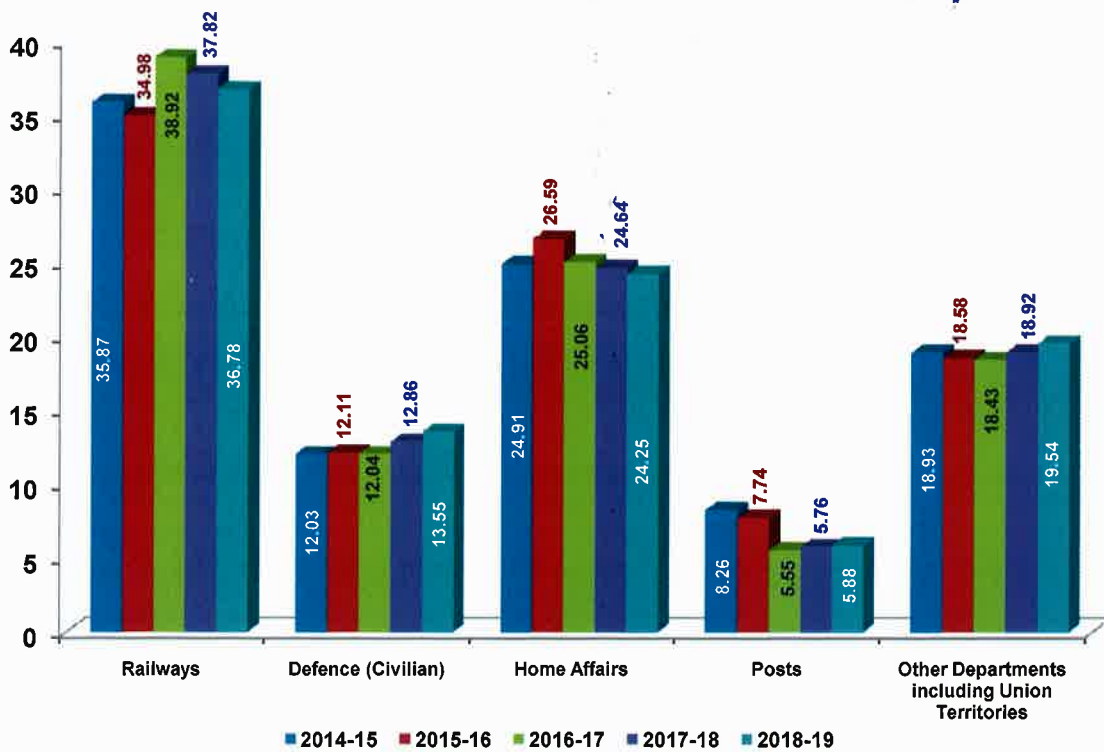
CHAPTER - III

Components of Expenditure

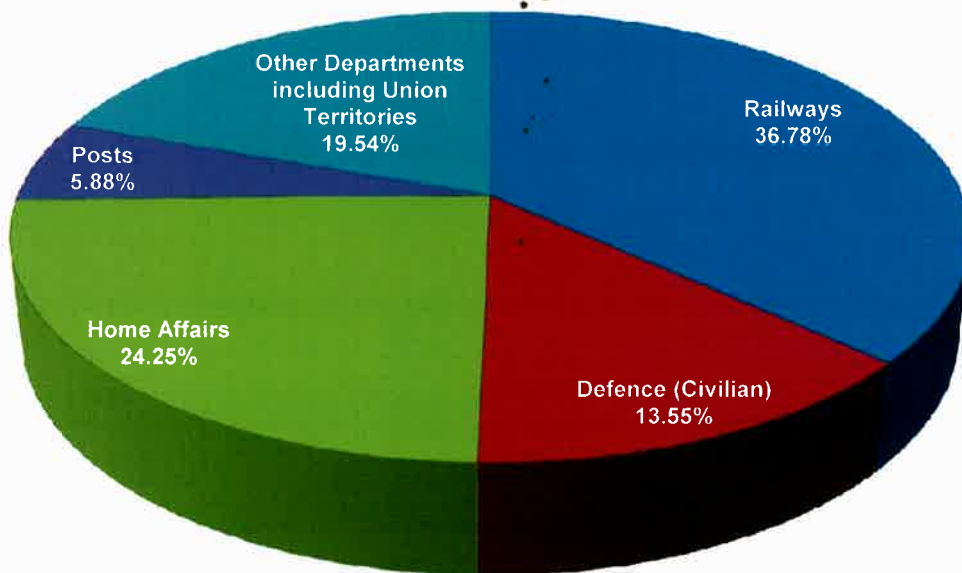


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SHARE OF MAJOR MINISTRIES/DEPARTMENTS IN TOTAL EXPENDITURE(in %)



Share of Major Ministries/ Departments in Total Expenditure in 2018-19



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

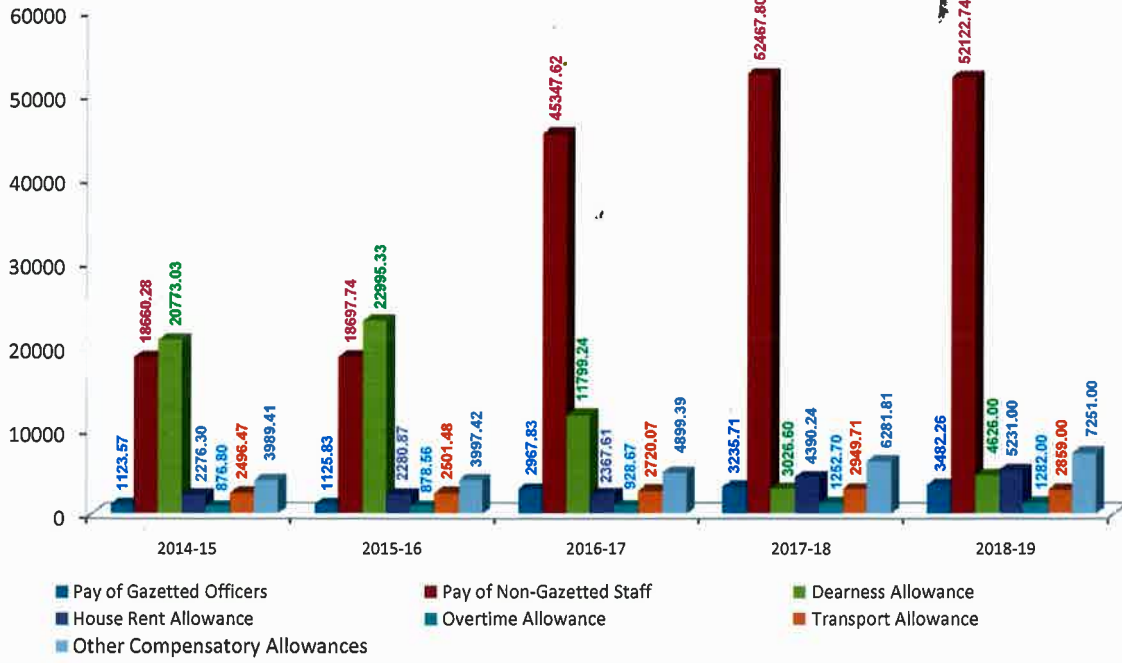
(₹ in crore)

Year	All India	Railways	Defence (Civilian)	Posts	Home Affairs
2014-15	139951.93	50195.86	16831.69	11563.16	34861.42
2015-16	150028.57	52477.23	18173.93	11619.14	39898.98
2016-17	182513.25	71030.43	21975	10135.5	45744.32
2017-18	194591.98	73604.57	25017.67	11200.16	47940.14
2018-19	208960.17	76854.00	28304.75	12279.86	50678.95

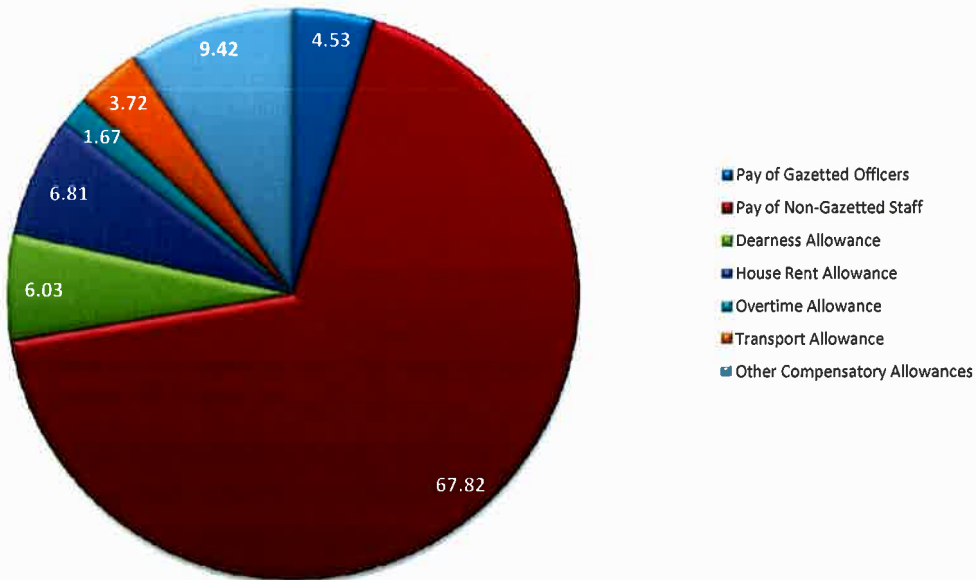
**SHARE OF MAJOR MINISTRIES/DEPARTMENTS IN TOTAL EXPENDITURE DURING LAST
FIVE YEARS (Expressed as percentage to total)**

Year	Railways	Defence (Civilian)	Home Affairs	Posts	Other Departments including Union Territories	Total
2014-15	35.87	12.03	24.91	8.26	18.93	100.00
2015-16	34.98	12.11	26.59	7.74	18.58	100.00
2016-17	38.92	12.04	25.06	5.55	18.43	100.00
2017-18	37.82	12.86	24.64	5.76	18.92	100.00
2018-19	36.78	13.55	24.25	5.88	19.54	100.00

20
Expenditure on Pay and Allowances of the Employees of M/o Railways
(Rs. Crore)



Percentage distribution Expenditure on Pay and Allowances of The Employees of M/o Railways during 2018-19



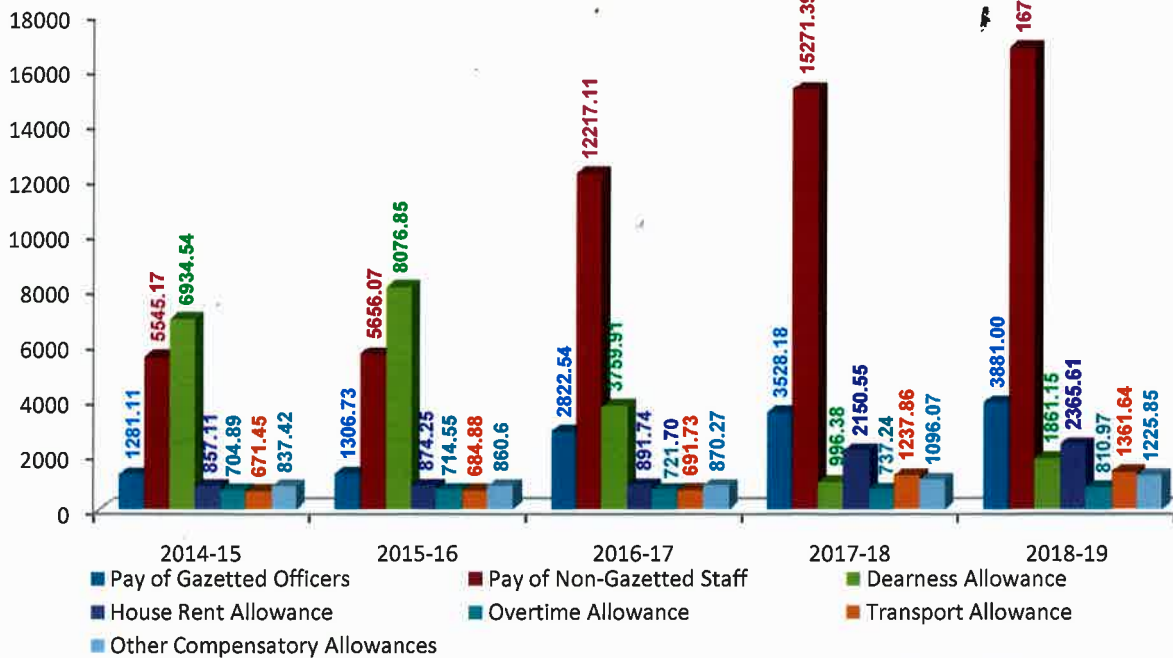
EXPENDITURE ON PAY AND ALLOWANCES OF THE EMPLOYEES OF M/o RAILWAYS

₹ (in crore)

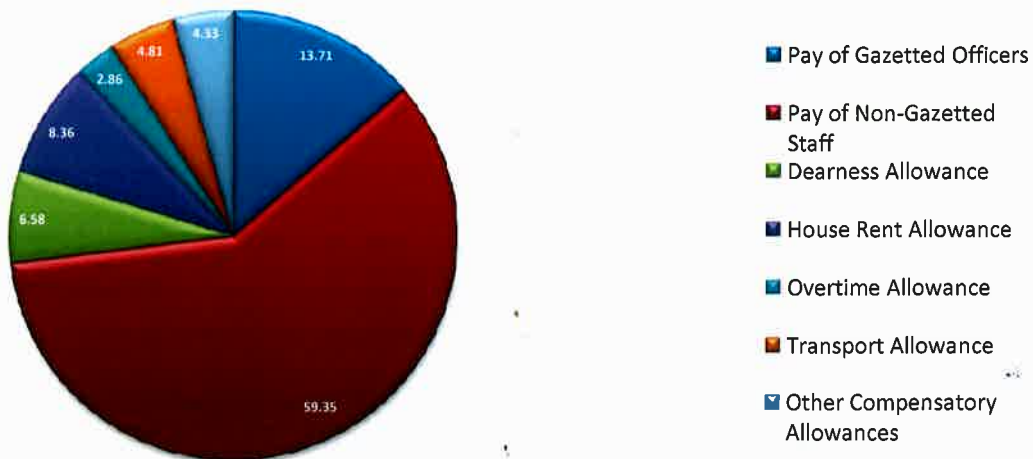
Sl. No.	Pay/Allowances	2014-15	2015-16	2016-17	2017-18	2018-19
1	2	3	4	5	6	7
1	Pay of Gazetted Officers	1123.57	1125.83	2967.83	3235.71	3482.26
2	Pay of Non-Gazetted Staff	18660.28	18697.74	45347.62	52467.80	52122.74
3	Dearness Allowance	20773.03	22995.33	11799.24	3026.80	4626.00
	Sub-Total (i)	40556.88	42818.9	60114.69	58730.11	60231.00
1	House Rent Allowance	2276.30	2280.87	2367.61	4390.24	5231.00
2	Overtime Allowance	876.80	878.56	928.67	1252.70	1282.00
3	Transport Allowance	2496.47	2501.48	2720.07	2949.71	2859.00
4	Special Pay and Deput.(Duty) Allowance	40.96	41.04	44.28	47.34	110.64
5	Composite Hill Compensatory Allowance	0.80	0.80	1.98	1.95	0.00
6	Children Education Allowance	640.40	641.69	753.96	917.44	1069.13
7	Reimbursement of Medical Charges	74.14	74.29	88.46	115.15	391.04
8	Leave Travel Concession #	167.54	167.88	167.64	256.86	534.03
9	Other Compensatory Allowances	3065.57	3071.72	3843.07	4943.07	5146.16
	Sub - Total (ii)	9638.98	9658.33	10915.74	14874.46	16623.00
	Grand Total (i) + (ii)	50195.86	52477.23	71030.43	73604.57	76854.00
	Travelling Allowance	1327.29	1393.65	1410.88	1706.10	2399.00

The Employees of Railways get free passes.

Expenditure on Pay And Allowances of The Civilian Employees of M/O Defence (Civil) (In Rs. Crore)



Percentage of Expenditure on Pay and Allowances of the Civilian Employees of M/O Defence (Civil) (in %)

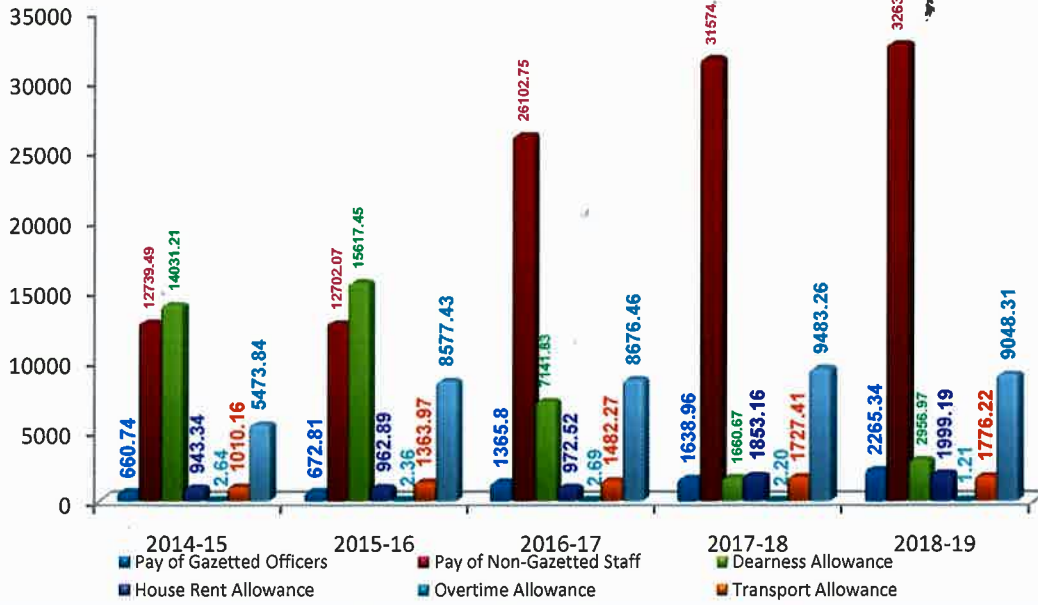


**EXPENDITURE ON PAY AND ALLOWANCES OF THE CIVILIAN EMPLOYEES OF M/o DEFENCE
(CIVIL)**

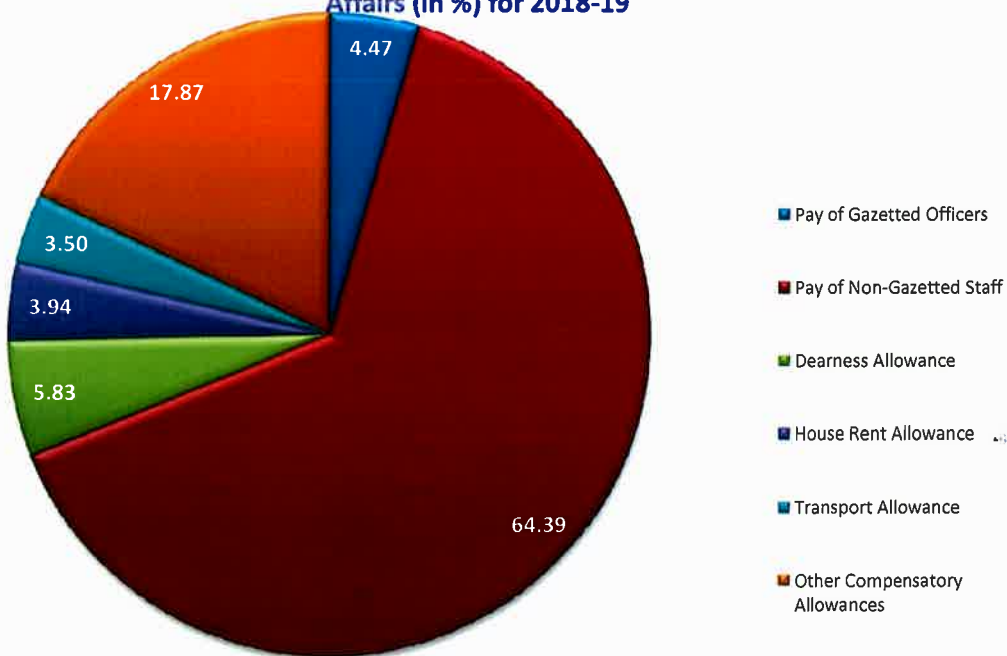
₹ in crore)

SI. No.	Pay/Allowances	2014-15	2015-16	2016-17	2017-18	2018-19
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Pay of Gazetted Officers	1281.11	1306.73	2822.54	3528.18	3881.00
2	Pay of Non-Gazetted Staff	5545.17	5656.07	12217.11	15271.39	16798.53
3	Dearness Allowance	6934.54	8076.85	3759.91	996.38	1861.15
	Sub-Total (i)	13760.82	15039.65	18799.56	19795.95	22540.68
1	House Rent Allowance	857.11	874.25	891.74	2150.55	2365.61
2	Overtime Allowance	704.89	714.55	721.70	737.24	810.97
3	Transport Allowance	671.45	684.88	691.73	1237.86	1361.64
4	Special Pay and Deput.(Duty) Allowance	85.74	87.45	89.20	104.51	148.65
5	Composite Hill Compensatory Allowance	19.32	19.71	20.10	21.91	0.00
6	Children Education Allowance	140.28	149.51	151.01	182.48	211.30
7	Reimbursement of Medical Charges	169.84	173.24	174.97	194.94	214.44
8	Leave Travel Concession	123.75	126.23	127.49	195.90	215.49
9	Other Compensatory Allowances	298.49	304.46	307.50	396.33	435.97
	Sub - Total (ii)	3070.87	3134.28	3175.44	5221.72	5764.07
	Grand Total (i) + (ii)	16831.69	18173.93	21975.00	25017.67	28304.75
	Travelling Allowance	326.41	332.94	330.00	335.20	290.41

EXPENDITURE ON PAY AND ALLOWANCES OF THE EMPLOYEES OF MINISTRY OF HOME AFFAIRS (in Rs. Crore)



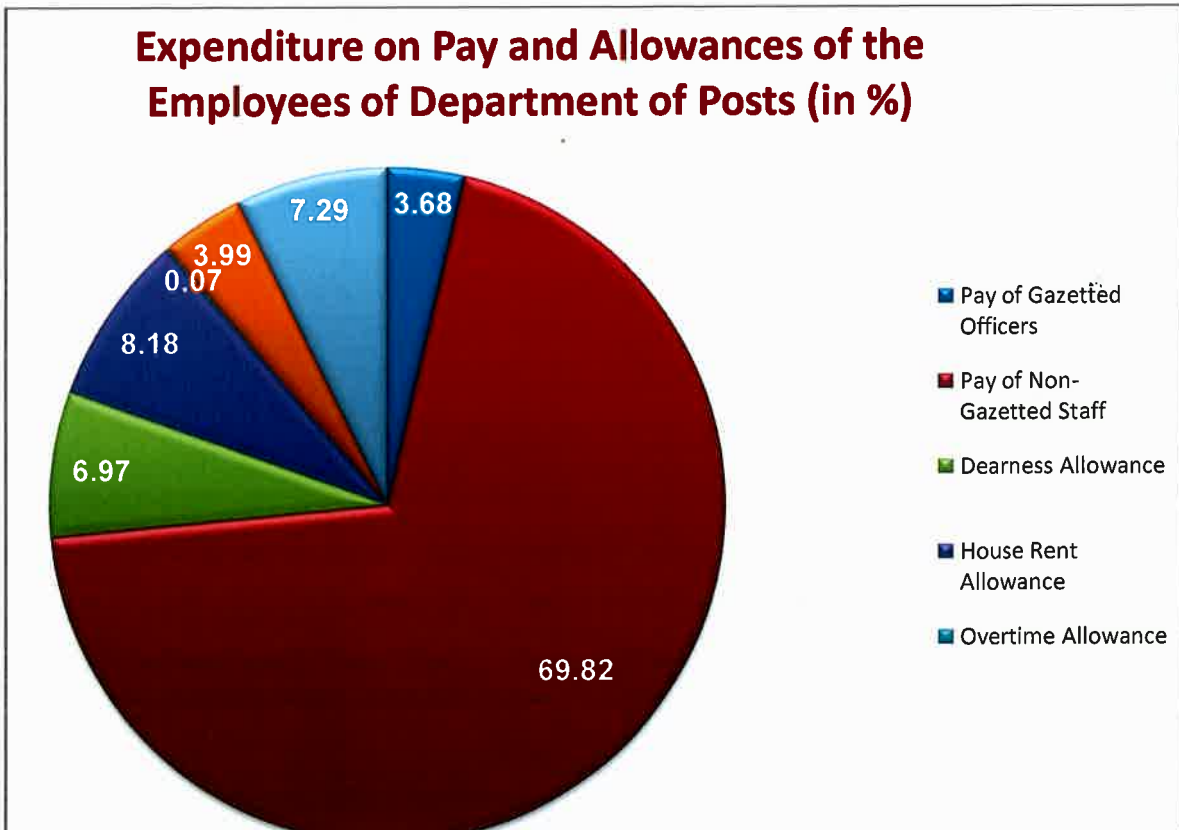
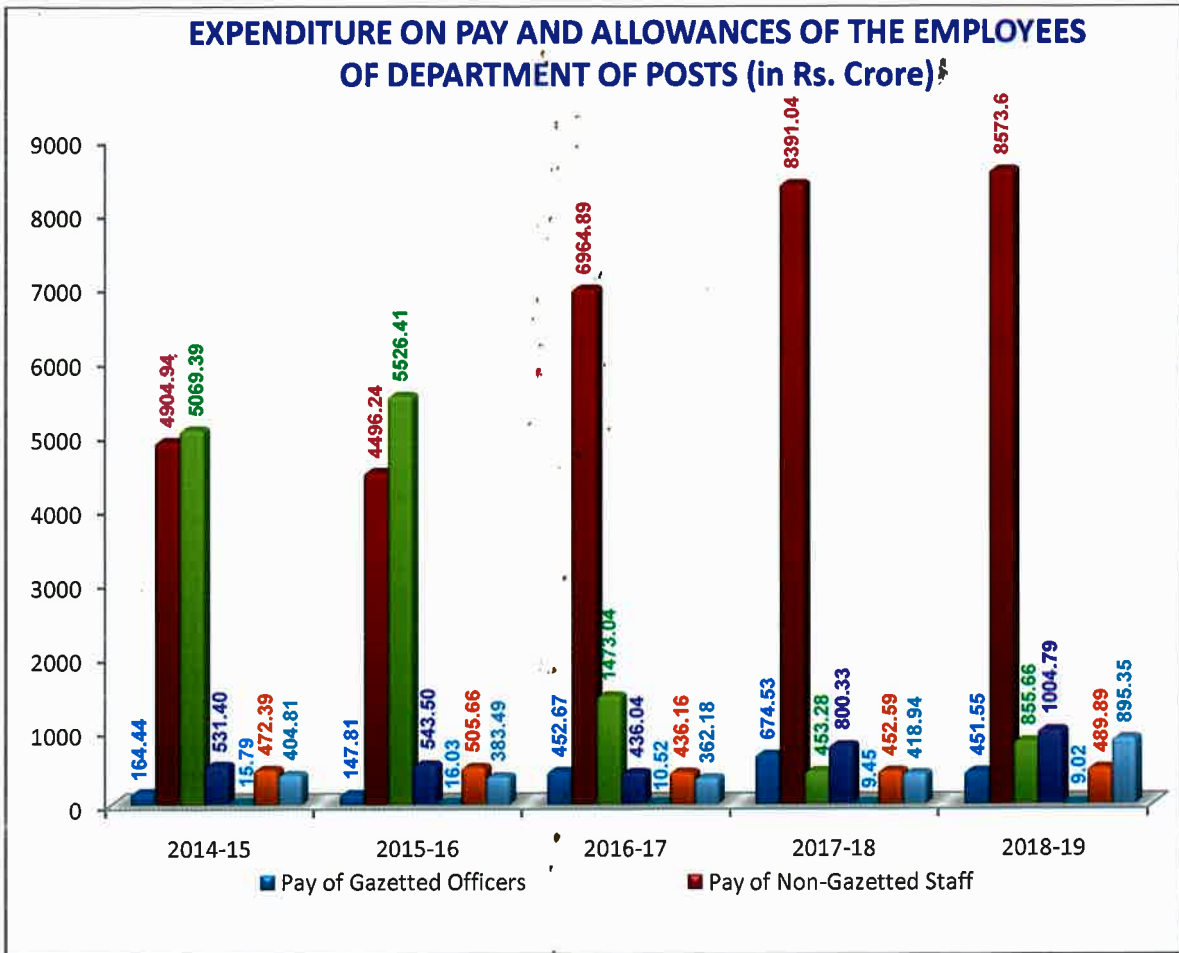
Expenditure on Pay and Allowances of the Employees of Ministry of Home Affairs (in %) for 2018-19



EXPENDITURE ON PAY AND ALLOWANCES OF THE EMPLOYEES OF MINISTRY OF HOME AFFAIRS-

(₹ in crore)

Sl. No.	Pay/Allowances	2014-15	2015-16	2016-17	2017-18	2018-19
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Pay of Gazetted Officers	660.74	672.81	1365.8	1638.96	2265.34
2	Pay of Non-Gazetted Staff	12739.49	12702.07	26102.75	31574.48	32631.71
3	Dearness Allowance	14031.21	15617.45	7141.83	1660.67	2956.97
	Sub-Total (i)	27431.44	28992.33	34610.38	34874.11	37854.02
1	House Rent Allowance	943.34	962.89	972.52	1853.16	1999.19
2	Overtime Allowance	2.64	2.36	2.69	2.20	1.21
3	Transport Allowance	1010.16	1363.97	1482.27	1727.41	1776.22
4	Special Pay and Deput.(Duty) Allowance	30.88	71.45	72.88	105.36	124.43
5	Composite Hill Compensatory Allowance	163.40	267.37	272.72	297.26	0
6	Children Education Allowance	646.37	606.12	618.24	673.88	701.04
7	Reimbursement of Medical Charges	219.83	224.82	229.32	249.96	202.45
8	Leave Travel Concession	143.31	155.52	158.63	172.91	187.1
9	Other Compensatory Allowances	4270.05	7252.15	7324.67	7983.89	7833.29
	Sub - Total (ii)	7429.98	10906.65	11133.94	13066.03	12824.93
	Grand Total (i) + (ii)	34861.42	39898.98	45744.32	47940.14	50678.95
	Travelling Allowance	1005.76	2068.78	2078.39	1900.55	2071.06

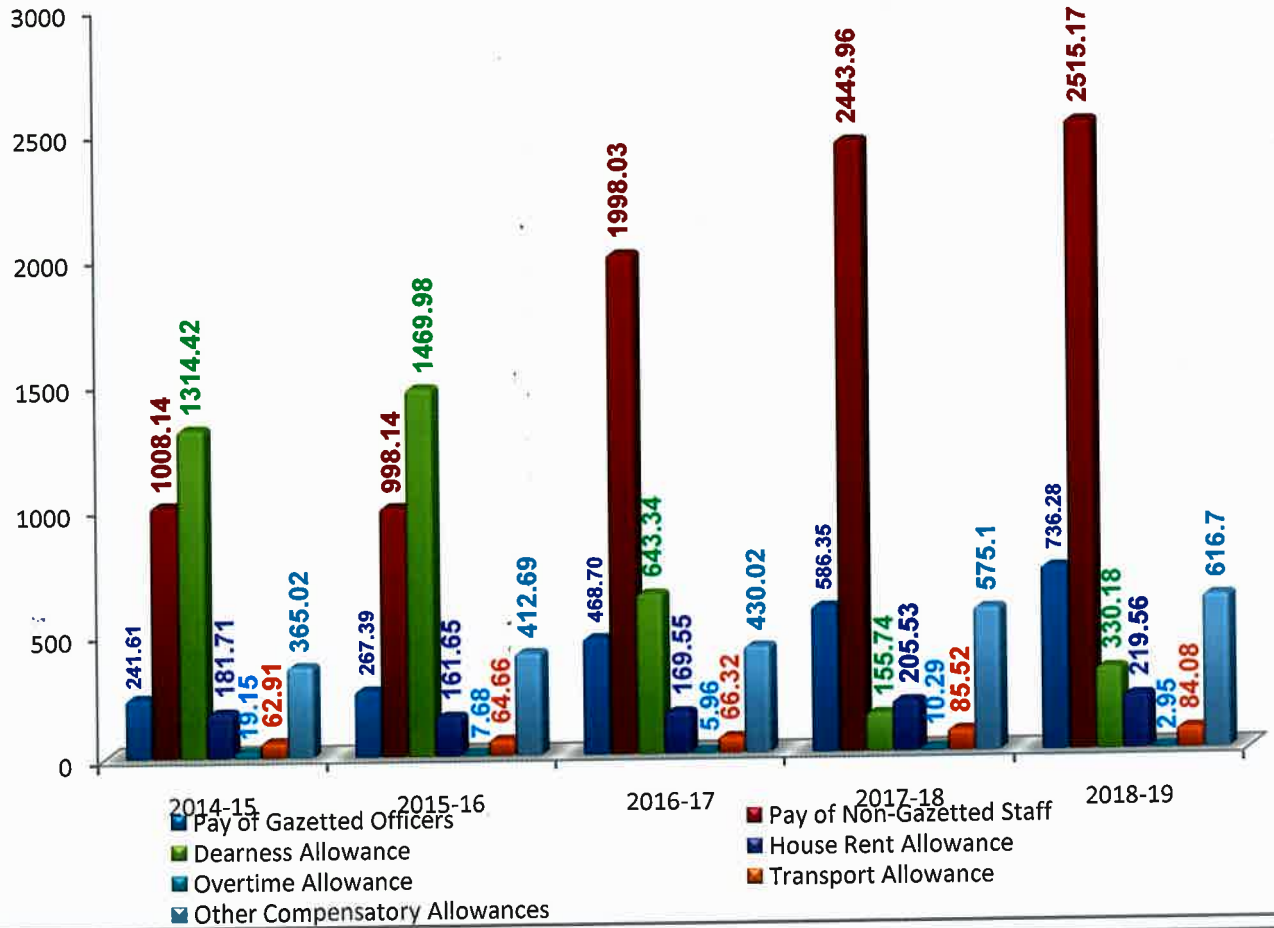


EXPENDITURE ON PAY AND ALLOWANCES OF THE EMPLOYEES OF DEPARTMENT OF POSTS

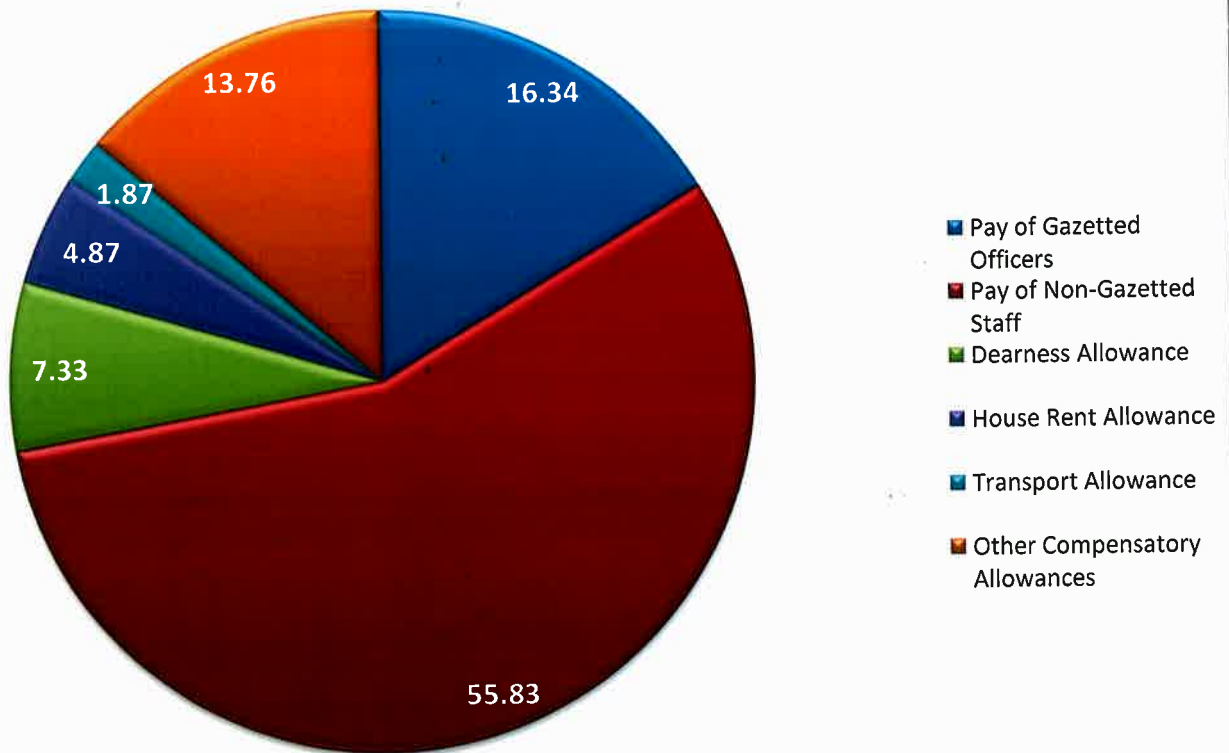
(₹ in crore)

Sl. No.	Pay/Allowances	2014-15	2015-16	2016-17	2017-18	2018-19
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Pay of Gazetted Officers	164.44	147.81	452.67	674.53	451.55
2	Pay of Non-Gazetted Staff	4904.94	4496.24	6964.89	8391.04	8573.60
3	Dearness Allowance	5069.39	5526.41	1473.04	453.28	855.66
	Sub-Total (i)	10138.77	10170.46	8890.60	9518.85	9880.81
1	House Rent Allowance	531.40	543.50	436.04	800.33	1004.79
2	Overtime Allowance	15.79	16.03	10.52	9.45	9.02
3	Transport Allowance	472.39	505.66	436.16	452.59	489.89
4	Special Pay and Deput.(Duty) Allowance	11.58	4.36	6.99	3.13	4.14
5	Composite Hill Compensatory Allowance	4.12	4.19	6.50	3.33	0.00
6	Children Education Allowance	90.96	99.93	82.95	84.94	146.87
7	Reimbursement of Medical Charges	56.73	59.27	53.68	59.49	67.58
8	Leave Travel Concession	89.20	58.49	52.34	73.42	99.33
9	Other Compensatory Allowances	152.22	157.25	159.72	194.63	577.43
	Sub - Total (ii)	1424.39	1448.68	1244.90	1681.31	2399.05
	Grand Total (i) + (ii)	11563.16	11619.14	10135.50	11200.16	12279.86
	Travelling Allowance	71.57	81.50	69.45	108.88	153.80

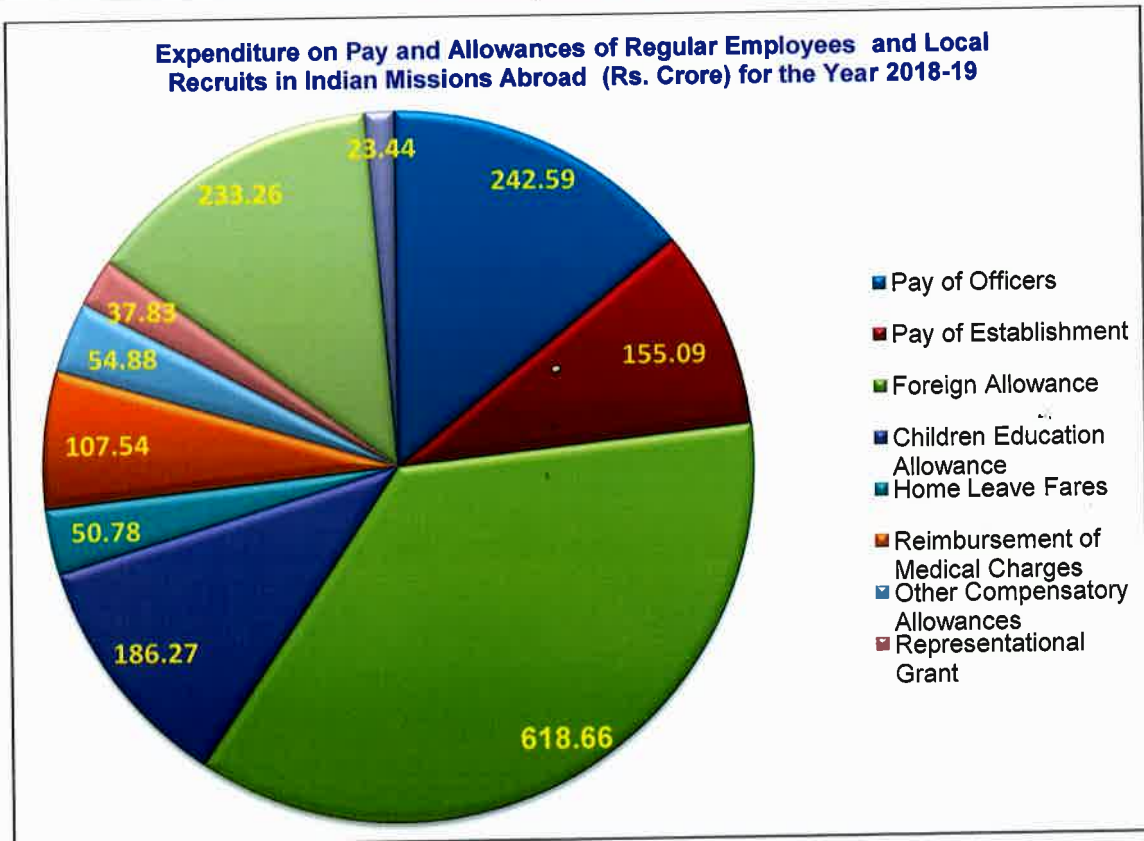
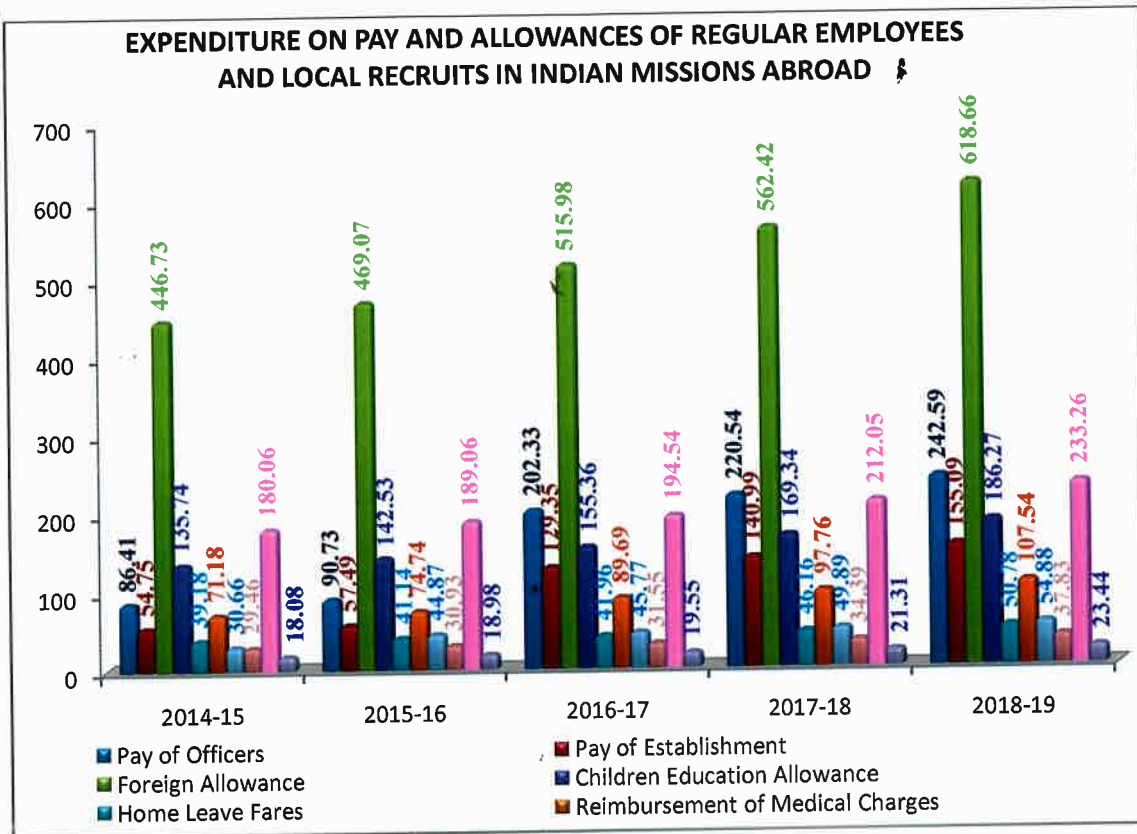
Expenditure on Pay and Allowances of the Employees of Union Territory Administrations (in Rs. Crore)



Percentage Distribution of Expenditure on Pay and Allowances of the Employees of Union Territory Administrations (in %)



EXPENDITURE ON PAY AND ALLOWANCES OF THE EMPLOYEES OF UNION TERRITORY ADMINISTRATIONS						
						₹
						(₹ in crore)
Sl. No.	Pay / Allowances	2014-15	2015-16	2016-17	2017-18	2018-19
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Pay of Gazetted Officers	241.61	267.39	468.70	586.35	736.28
2	Pay of Non-Gazetted Staff	1008.14	998.14	1998.03	2443.96	2515.17
3	Dearness Allowance	1314.42	1469.98	643.34	155.74	330.18
	Sub-Total (i)	2564.17	2735.51	3110.07	3186.05	3581.63
1	House Rent Allowance	181.71	161.65	169.55	205.53	219.56
2	Overtime Allowance	19.15	7.68	5.96	10.29	2.95
3	Transport Allowance	62.91	64.66	66.32	85.52	84.08
4	Special Pay and Deput. (Duty) Allow.	2.43	3.93	4.14	2.54	3.00
5	Children Education Allowance	4.39	4.40	4.74	6.80	6.35
6	Reimbursement of Medical Charges	36.85	39.93	39.61	42.10	47.27
7	Leave Travel Concession	29.76	29.81	29.91	36.73	32.64
8	Other Compensatory Allowances	291.59	334.62	351.62	486.93	527.44
	Sub-Total (ii)	628.79	646.68	671.85	876.44	923.29
	Grand Total (i) + (ii)	3192.96	3382.19	3781.92	4062.49	4504.92
	Travelling Allowance	21.95	29.61	25.33	33.59	32.25



EXPENDITURE ON PAY AND ALLOWANCES OF REGULAR EMPLOYEES AND LOCAL RECRUITS IN INDIAN MISSIONS ABROAD ₹						
(₹ in crore)						
Sl.No.	Pay/Allowances	2014-15	2015-16	2016-17	2017-18	2018-19
(1)	(2)	(3)	(4)	(5)	(6)	(7)
	<u>INDIA BASED</u>					
1	Pay of Officers	86.41	90.73	202.33	220.54	242.59
2	Pay of Establishment	54.75	57.49	129.35	140.99	155.09
3	Foreign Allowance	446.73	469.07	515.98	562.42	618.66
4	Children Education Allowance	135.74	142.53	155.36	169.34	186.27
5	Home Leave Fares	39.18	41.14	41.96	46.16	50.78
6	Reimbursement of Medical Charges	71.18	74.74	89.69	97.76	107.54
7	Other Compensatory Allowances	30.66	44.87	45.77	49.89	54.88
8	Representational Grant	29.46	30.93	31.55	34.39	37.83
	<u>LOCAL RECRUITS</u>					
9	Pay	180.06	189.06	194.54	212.05	233.26
10	Allowances	18.08	18.98	19.55	21.31	23.44
	Grand Total (i)+(ii)+(iii)	1030.42	1092.25	1159.54	1426.08	1554.85

EXPENDITURE INCURRED ON PAY AND ALLOWANCES BY THE CENTRAL MINISTRIES/ DEPARTMENTS ON CIVILIAN EMPLOYEES DURING 2018-19

Sl. No.	Ministry/Department	(₹ in crore)										
		Pay	DA	HRA	OTA	TPT	Others	Total	Travel Allowance	Bonus	Honararium	Encashment of E.L.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1	Agricultural Research & Education	3.58	0.21	0.56	0.00	0.29	0.41	5.05	0.34	0.01	0.00	0.00
2	Agriculture and Cooperation	232.13	19.90	33.16	0.10	18.57	23.21	327.07	22.35	0.99	1.33	2.32
3	Animal Husbandry, Dairying & Fisheries	120.19	9.81	12.50	1.05	9.05	8.49	161.09	6.70	1.53	0.33	1.55
4	Atomic Energy	2468.49	216.10	210.70	58.38	149.29	1008.42	4111.38	60.44	0.00	0.38	87.07
5	AYUSH	13.63	1.25	2.09	0.00	1.06	1.76	19.79	2.45	0.06	0.04	0.23
6	Bio-Technology	15.47	1.25	1.71	0.00	1.09	0.95	20.47	2.11	0.06	0.00	0.84
7	Cabinet Secretariat	25.17	2.18	2.54	0.06	1.66	2.35	33.96	0.95	0.26	0.14	0.56
8	Chemicals, Petrochemicals & Pharmaceuticals	13.12	1.43	1.94	0.00	0.94	0.61	18.04	0.83	0.10	0.05	0.13
9	Civil Aviation	94.73	9.01	12.47	0.00	7.53	7.23	130.97	11.85	0.58	0.31	2.67
10	Coal	13.53	1.17	1.93	0.00	0.87	1.53	19.03	1.24	0.07	0.00	0.17
11	Commerce	293.30	31.77	54.50	0.43	22.54	16.09	418.63	25.74	2.07	1.30	8.67
12	Consumer Affairs	65.99	5.80	11.99	0.01	4.44	3.94	92.17	1.84	0.40	0.06	1.02
13	Corporate Affairs	99.14	9.20	16.72	0.00	7.65	7.32	140.03	5.97	0.47	0.15	2.29
14	Culture	306.47	27.84	42.90	0.03	21.06	16.30	414.60	16.35	1.99	0.50	11.18
15	Defence (Civil)	20679.53	1861.15	2365.61	810.97	1361.64	1225.85	28304.75	290.41	197.71	4.45	625.75
16	Development of NE Region	16.64	1.44	1.67	0.00	0.93	1.86	22.54	1.12	0.11	0.05	1.29
17	Disinvestment	5.64	0.49	0.61	0.00	0.35	0.66	7.75	1.96	0.02	0.02	0.24
18	Drinking Water & Sanitation	9.75	0.85	1.34	0.01	0.69	0.78	13.42	1.66	0.05	0.06	0.47
19	Empowerment of Persons with Disabilities	6.91	0.60	1.10	0.00	0.05	0.32	8.98	0.45	0.04	0.03	0.06
20	Earth Sciences	283.38	23.65	33.17	0.00	18.79	32.61	391.60	14.33	1.71	0.25	18.94
21	Economic Affairs	85.74	6.79	10.88	0.03	6.04	4.84	114.32	8.57	0.50	0.37	4.36
22	Environment & Forests	165.71	15.36	20.51	0.07	13.45	27.34	242.44	35.44	1.06	0.34	1.31

23	Expenditure	78.08	6.52	11.23	0.00	6.39	8.11	110.33	5.19	0.42	0.39	3.38
24	External Affairs *	480.64	38.45	34.94	0.01	18.31	18.37	590.72	39.05	1.33	0.04	13.35
25	Fertilizers	13.88	1.20	1.97	0.01	1.07	0.69	18.82	0.60	0.08	0.07	0.12
26	Financial Services	101.21	8.10	5.20	0.00	2.26	2.17	118.94	0.79	0.26	0.00	0.00
27	Food & Public Distribution	51.49	4.63	6.79	0.04	5.83	3.94	72.72	3.21	0.14	0.30	2.59
28	Food Processing Industries	12.01	2.32	1.63	0.01	0.78	0.62	17.37	1.60	0.05	0.05	0.68
29	Health & Family Welfare	1655.84	135.63	245.61	0.93	135.37	126.11	2299.49	32.17	8.33	0.58	25.09
30	Health Research	1.93	0.16	0.29	0.00	0.16	0.15	2.69	0.11	0.01	0.00	0.03
31	Heavy Industry	14.64	1.33	1.87	0.01	1.14	1.25	20.24	1.75	0.08	0.00	0.91
32	Higher Education	55.83	8.02	11.20	0.00	4.56	11.80	91.41	3.27	0.48	0.12	1.77
33	Home Affairs	34897.05	2956.97	1999.19	1.21	1776.22	9048.31	50678.95	2071.06	199.09	5.54	185.64
34	Indian Audit & Accounts	3347.23	343.81	477.63	0.11	213.58	211.55	4593.91	210.58	18.81	3.67	114.03
35	Industrial Policy & Promotion	152.16	16.74	30.43	0.02	15.22	11.44	226.01	7.61	1.67	1.22	15.22
36	Information and Broadcasting	210.92	15.50	27.21	0.03	13.25	20.03	286.94	7.06	2.24	1.29	3.64
37	Electronics and Information Technology	578.88	49.47	72.47	0.02	28.47	162.94	892.25	10.65	0.73	0.18	7.95
38	Labour & Employment	279.55	26.46	29.02	0.00	15.45	21.64	372.12	13.51	1.81	0.45	9.68
39	Land Resources	6.57	0.51	0.67	0.00	0.45	0.61	8.81	0.29	0.03	0.00	0.08
40	Law and Justice	144.00	12.16	20.86	0.05	9.88	10.07	197.02	8.68	0.73	0.94	1.22
41	Micro, Small and Medium Enterprises	115.49	7.53	16.59	0.00	8.55	11.74	159.90	3.88	0.64	0.00	2.42
42	Mines	546.93	43.87	77.43	0.01	40.81	35.12	744.17	49.90	1.63	0.27	6.17
43	Minority Affairs	16.24	1.30	2.31	0.01	0.85	23.86	44.57	10.93	0.07	0.07	0.10
44	New & Renewable Energy	18.70	1.61	2.58	0.00	1.49	1.93	26.31	1.84	0.09	0.08	0.25
45	Panchayati Raj	8.95	0.82	1.05	0.00	0.63	0.77	12.22	0.85	0.03	0.03	0.69
46	Parliamentary Affairs	8.13	0.69	1.49	0.01	0.64	0.71	11.67	0.73	0.05	0.02	0.75
47	Personnel, Public Grievances & Pensions	495.84	41.17	63.45	0.08	37.83	134.88	773.25	44.74	4.16	0.64	6.21

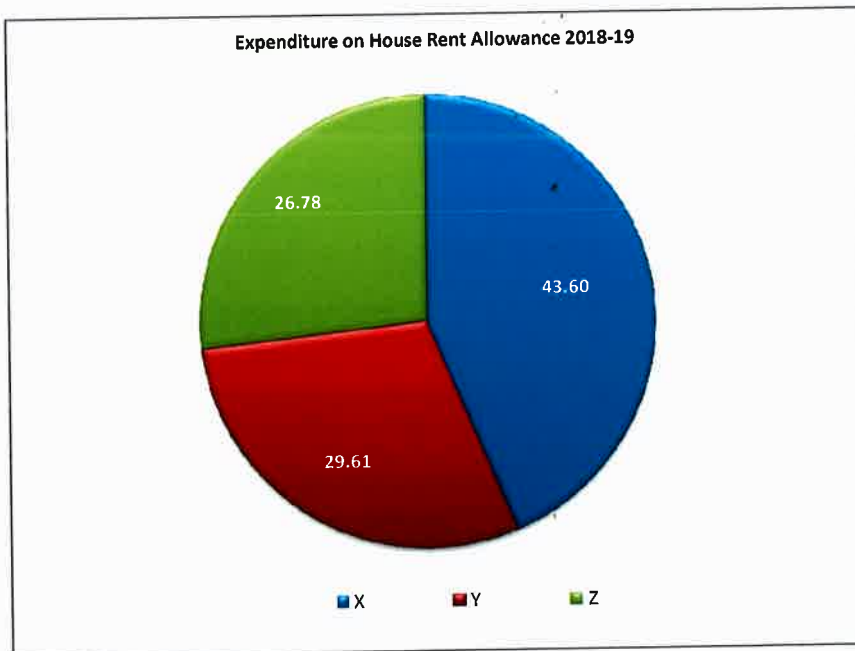
48	Petroleum and Natural Gas	19.01	1.92	2.30	0.00	1.45	1.17	25.85	1.79	0.09	0.01	0.19
49	Niti Ayog	37.17	2.98	10.84	0.00	5.22	3.62	59.83	5.18	0.34	0.10	0.15
50	Posts	9025.15	855.66	1004.79	9.02	489.89	895.35	12279.86	153.80	245.57	6.43	408.66
51	Power	99.09	8.86	7.96	0.01	6.08	5.20	127.20	5.70	0.51	0.16	4.64
52	President's Secretariat	17.22	1.38	1.19	0.07	1.31	0.32	21.49	0.01	0.13	0.13	0.59
53	Prime Minister's Office	26.57	2.24	2.51	0.04	1.98	3.27	36.61	1.37	0.17	0.18	0.27
54	Public Enterprises	6.37	0.52	0.90	0.00	0.44	0.61	8.84	0.16	0.02	0.03	0.33
55	Railways	55605.00	4626.00	5231.00	1282.00	2859.00	7251.00	76854.00	2399.00	1974.00	32.00	2903.00
56	Revenue	6582.98	583.66	1008.50	2.79	409.10	393.47	8980.50	211.58	42.90	3.57	111.51
57	Road Transport & Highways	65.50	5.65	10.94	0.00	7.57	3.72	93.38	8.00	0.48	0.00	0.12
58	Rural Development	26.02	2.49	4.25	0.02	1.94	2.19	36.91	2.68	0.16	0.12	1.17
59	School Education and Literacy	17.64	1.51	2.26	0.00	1.22	1.03	23.66	0.84	0.10	0.04	0.78
60	Science & Technology	274.84	23.67	35.15	0.02	17.61	26.70	377.99	14.78	2.11	0.61	15.87
61	Scientific & Industrial Research	6.88	0.59	0.88	0.00	0.44	0.54	9.33	0.33	0.05	0.02	0.40
62	Shipping	106.07	9.12	8.64	0.01	6.15	12.53	142.52	9.89	0.91	0.10	2.32
63	Skill Development & Entrepreneurship	116.22	9.30	0.69	1.04	0.51	0.40	128.16	1.53	0.03	0.03	2.81
64	Social Justice & Empowerment	32.35	3.31	5.28	0.02	2.61	2.93	46.50	3.70	0.19	0.16	1.62
65	Space	1320.23	105.62	186.77	0.83	103.16	767.78	2484.39	71.48	0.00	0.82	39.17
66	Statistics & Programme Implementation	275.15	31.76	40.93	0.00	17.97	15.92	381.73	18.88	0.72	0.20	3.31
67	Steel	16.68	1.54	2.51	0.00	1.34	1.28	23.35	2.50	0.09	0.09	0.66
68	Telecommunication	300.48	24.04	39.84	0.03	24.12	25.66	414.17	28.50	0.45	0.46	9.73
69	Textiles	140.69	11.81	19.15	0.02	8.80	1.96	182.43	10.45	1.43	0.10	4.17
70	Tourism	24.16	2.02	1.30	0.00	1.72	0.92	30.12	1.28	0.16	0.00	0.13
71	Tribal Affairs	16.80	1.41	2.26	0.00	1.11	0.10	21.68	2.12	0.13	0.04	0.27

72	Union Public Service Commission	77.02	6.69	10.93	0.01	6.57	8.28	109.50	0.75	0.69	1.83	4.96
73	Housing and Urban Affairs	1219.22	104.94	187.44	2.90	130.84	99.57	1744.91	15.64	14.39	4.80	18.61
74	Vice President's Secretariat	2.62	0.24	0.19	0.06	0.25	0.57	3.93	0.36	0.03	0.00	0.00
75	Water Resources and River Development	460.86	39.47	69.31	0.02	30.24	36.47	636.37	39.01	3.94	1.15	4.21
76	Women & Child Development	33.10	2.95	1.31	0.01	2.53	2.52	42.42	1.32	0.25	0.10	0.70
77	Youth Affairs and Sports	21.23	1.84	2.24	0.00	1.59	1.47	28.37	2.22	0.19	0.03	0.00
	Total	144282.75	12445.41	13885.97	2172.62	8231.93	21828.23	202744.91	6058.00	2742.98	79.42	4713.44

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

Class of City	Expenditure on House Rent Allowance	
	2018-19	(₹ in crore)
X	6150.35	
	(43.60)	
Y	4177.30	
	(29.61)	
Z	3777.88	
	(26.78)	
Total	14105.53	
	(100.00)	

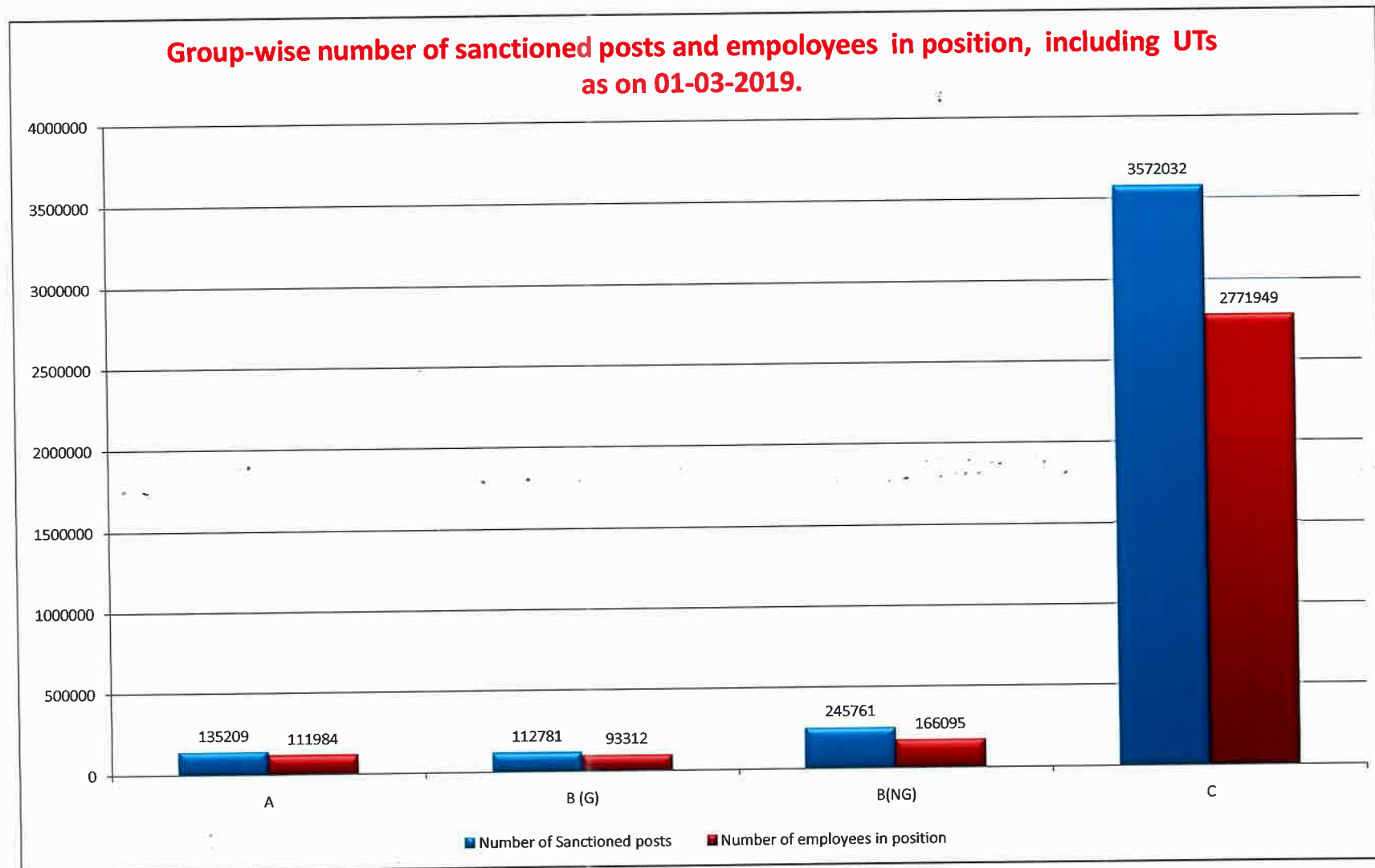
N.B.: Figures in parentheses are the percentages to the total expenditure on House Rent Allowance.



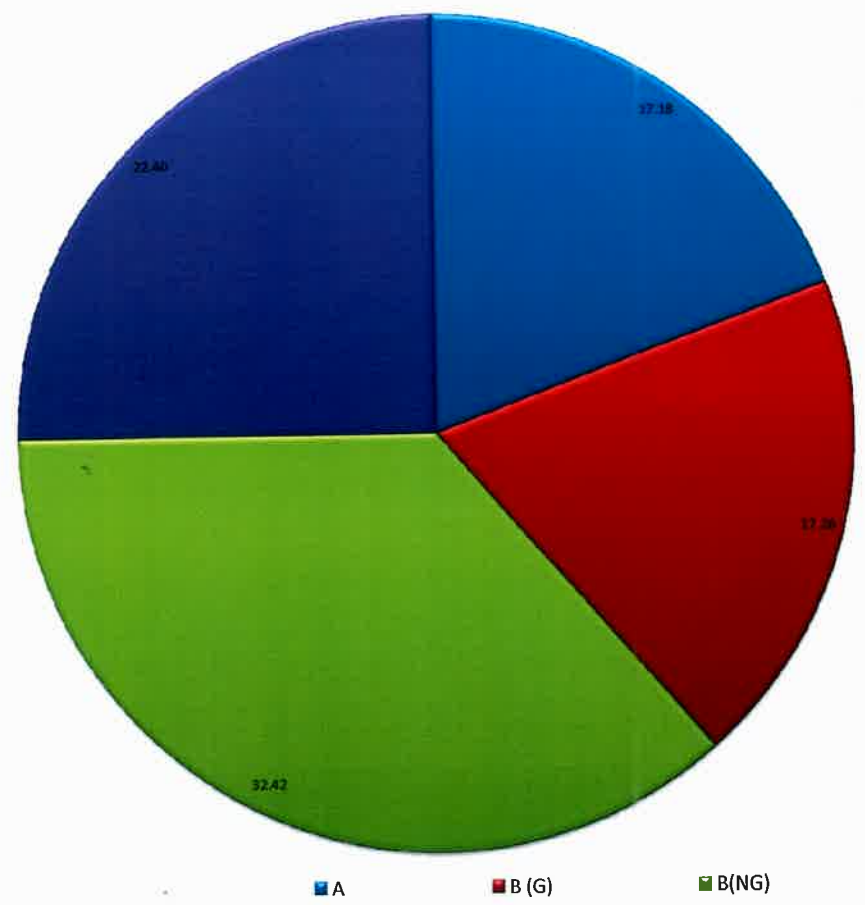
CHAPTER - IV

Sanctioned strength and
Employees in position in
Central Government as on
01.03.2019

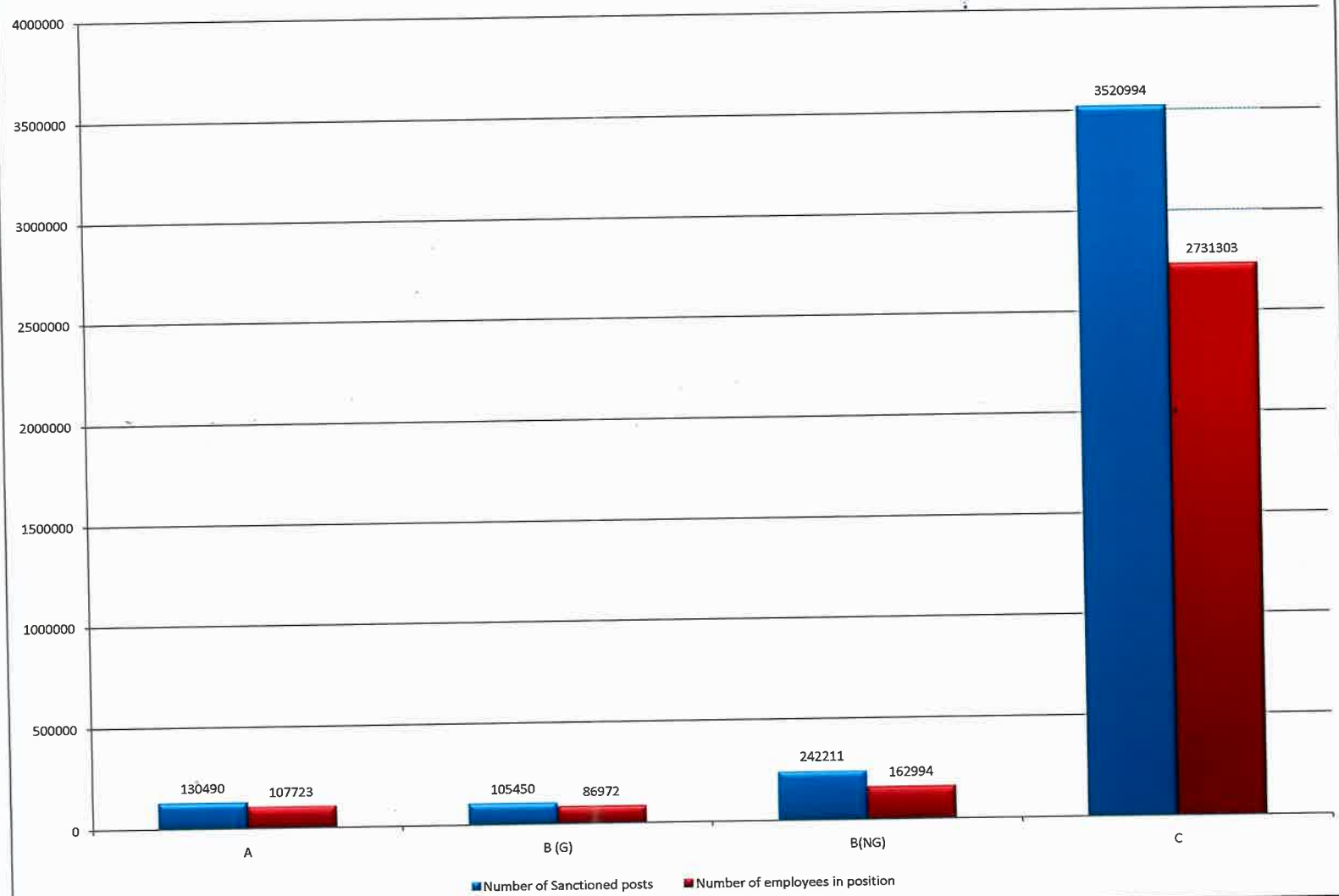
Group-wise number of sanctioned posts and employees in position, vacancies and their percentage to total sanctioned posts as on 01.03.2019 including UTs.				
Group	Number of Sanctioned posts	Number of employees In position	Number of vacant Posts	Percentage of vacant posts to total sanctioned posts in the group
A	135209	111984	23225	17.18
B (G)	112781	93312	19469	17.26
B(NG)	245761	166095	79666	32.42
C	3572032	2771949	800083	22.40
Total	4065783	3143340	922443	22.69



Group-wise Percentage (%) of vacancies in relation to sanctioned posts as on 01.03.2019 including UTs.



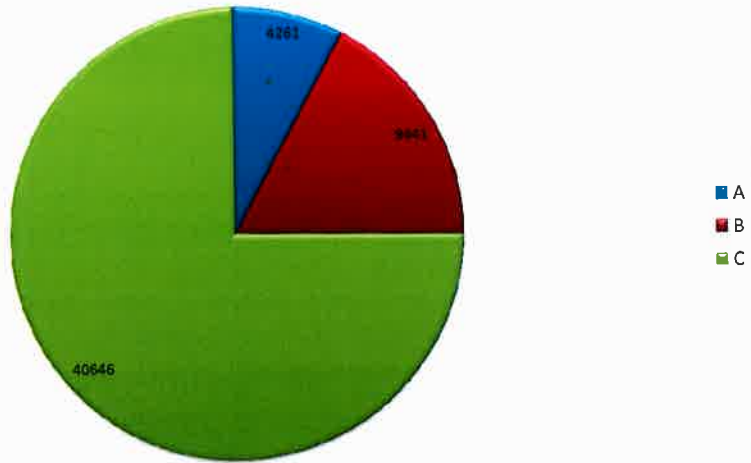
**Group-wise number of sanctioned posts and employees in position as on 01.03.2019
excluding UTs.**



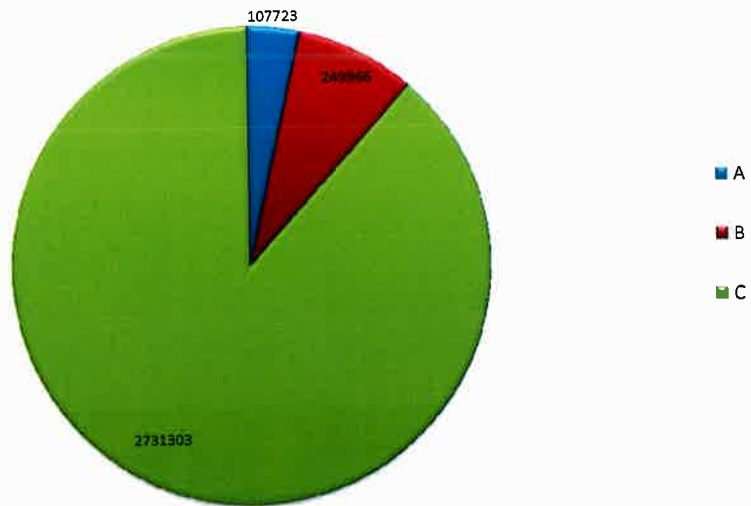
Group-wise number of sanctioned posts and employees in position, vacancies and their percentage to total sanctioned posts as on 01.03.2019 Excluding UTs.

Group	Number of Sanctioned posts	Number of employees in position	Number of vacant Posts	Percentage of vacant posts to total sanctioned posts in the group
A	130490	107723	22767	17.45
B (G)	105450	86972	18478	17.52
B(NG)	242211	162994	79217	32.71
C	3520994	2731303	789691	22.43
Total	3999145	3088992	910153	22.76

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



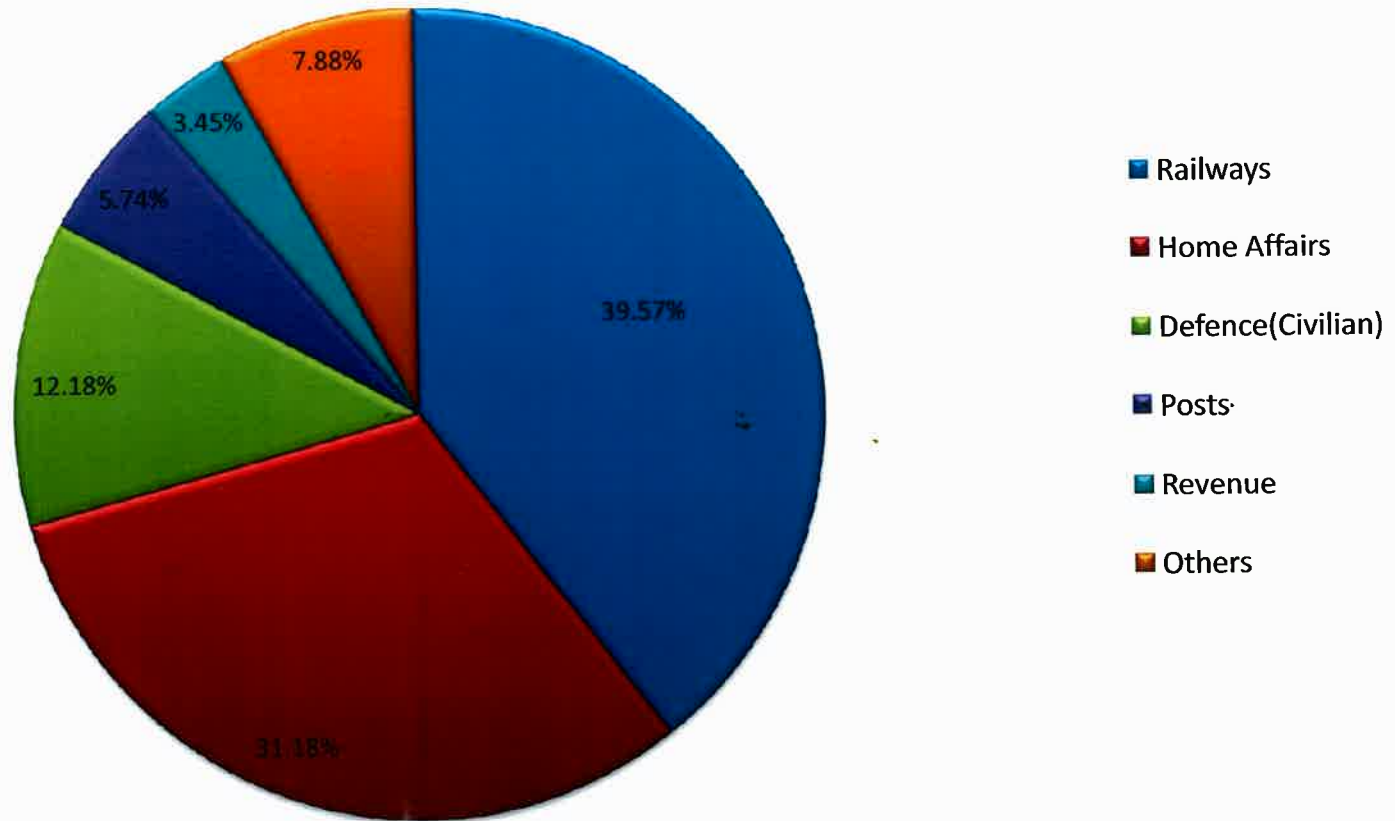
DISTRIBUTION OF REGULAR CIVILIAN EMPLOYEES (GROUP-WISE) IN POSITION CENTRAL GOVERNMENT



DISTRIBUTION OF REGULAR CIVILIAN EMPLOYEES (GROUP-WISE) IN POSITION CENTRAL GOVERNMENT AND UNION TERRITORY ADMINISTRATIONS AS ON 01.03.2019

Sl. No.	Central Government / Union Territory Administrations	Group of Posts			
		A	B	C	Total
(1)	(2)	(3)	(4)	(5)	(6)
1	CENTRAL GOVERNMENT	107723	249966	2731303	3088992
2	UNION TERRITORY ADMINISTRATIONS	4261	9441	40646	54348
	TOTAL	111984	259407	2771949	3143340

Percentage of Employees In Position as on 1st March 2019 in Major Ministries/ Departments (Excluding UTs)



**GROUP-WISE AND STATUS-WISE ESTIMATED NUMBER OF CENTRAL GOVERNMENT CIVILIAN
REGULAR EMPLOYEES AS ON 01.03.2019 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	13662	5318	620	1488094	1507694	12118	4349	0	1205969	1222436
	(10.47)	(5.04)	(0.26)	(42.26)	(37.70)	(11.25)	(5.00)	(0.00)	(44.15)	(39.57)
Home Affairs	23649	4920	49974	995204	1073747	19909	7462	38546	897169	963086
	(18.12)	(4.67)	(20.63)	(28.26)	(26.85)	(18.48)	(8.58)	(23.65)	(32.85)	(31.18)
Defence(Civilian)	18107	24283	95067	495682	633139	14267	20139	58401	283345	376152
	(13.88)	(23.03)	(39.25)	(14.08)	(15.83)	(13.24)	(23.16)	(35.83)	(10.37)	(12.18)
Posts	561	441	10239	255863	267104	671	404	9343	167022	177440
	(0.43)	(0.42)	(4.23)	(7.27)	(6.68)	(0.62)	(0.46)	(5.73)	(6.12)	(5.74)
Revenue	12923	32565	34234	100433	180155	8977	25683	18901	53141	106702
	(9.90)	(30.88)	(14.13)	(2.85)	(4.50)	(8.33)	(29.53)	(11.60)	(1.95)	(3.45)
Others	85237	42843	52077	185718	337306	51781	28935	37803	124657	243176
	(65.32)	(40.63)	(21.50)	(5.27)	(8.44)	(48.07)	(33.27)	(23.19)	(4.56)	(7.88)

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

Sl. No.	Name of the Central Police Force	Number of Sanctioned posts (as on 1st March)		Number in Position (as on 1st March)	
		2018	2019	2018	2019
(1)	(2)	(4)	(5)	(7)	(8)
1	Border Security Force (BSF)	257025	264384	250826	242120
2	Central Reserve Police Force (CRPF)	313799	324824	293836	299761
3	Central Industrial Security Force (CISF)	125705	156013	125705	142396
4	Indo Tibetan Border Police(ITBP)	89430	89439	78787	79582
5	Assam Rifles	67030	66412	64069	62885
6	Special Service Bureau(SSB)	94170	94760	78220	77850
7	National Security Guard(NSG)	10384	10844	9660	10153
TOTAL		957543	1006676	901103	914747

GROUP-WISE AND STATUS-WISE (G/NG) ESTIMATED NUMBER OF CENTRAL GOVERNMENT CIVILIAN REGULAR EMPLOYEES AS ON 01.03.2019

S.No.	Ministry/Department	Number of Sanctioned Posts					Number in Position				
		A(G)	B(G)	B(NG)	C(NG)	Total	A(G)	B(G)	B(NG)	C(NG)	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
1	Agricultural Research & Education	19	11	10	14	54	14	5	4	5	28
2	Agriculture , Cooperation & Farmer Welfare	625	523	588	4104	5840	427	360	401	2737	3925
3	Animal Husbandry Dairying & Fisheries	346	137	114	3332	3929	205	76	69	1853	2203
4	Atomic Energy	11874	573	9523	16110	38080	11966	594	8749	11547	32856
5	AYUSH	48	16	46	50	160	59	6	42	23	130
6	Bio-Technology	95	46	42	72	255	58	25	31	54	168
7	Cabinet Secretariat	84	59	87	131	361	68	44	80	118	310
8	Chemicals, Petrochemicals & Pharmaceuticals	88	6	99	127	320	94	9	83	112	298
9	Civil Aviation	781	72	354	857	2064	471	48	198	457	1174
10	Coal	62	55	109	208	434	43	37	90	124	294
11	Commerce	849	897	1157	2639	5542	519	463	886	1512	3380
12	Consumer Affairs	206	188	259	622	1275	167	134	170	316	787
13	Corporate Affairs	540	138	780	1107	2565	375	57	545	511	1488
14	Culture	495	244	1525	8661	10925	266	130	886	5594	6876
15	Defence (Civilian)	18107	24283	95067	495682	633139	14267	20139	58401	283345	376152
16	Development of NE Region	66	46	83	141	336	50	32	46	97	225
17	Drinking Water & Sanitation	56	34	47	29	166	38	12	37	15	102
18	Empowerment of Persons with Disabilities	33	28	49	15	125	28	12	36	8	84
19	Earth Sciences	766	1654	2247	2841	7508	315	1201	1819	1443	4778
20	Economic Affairs	386	164	238	827	1615	295	139	205	469	1108
21	Environment , Forests & Climate Change	735	238	1282	2681	4936	548	129	668	1455	2800
22	Expenditure	287	514	293	506	1600	177	391	174	248	990
23	External Affairs	1657	1659	1963	2634	7913	1440	1120	1465	1983	6008
24	Fertilizers	27	62	11	149	249	26	57	9	134	226
25	Financial Services	294	141	408	797	1640	223	101	296	668	1288
26	Food & Public Distribution	198	136	322	632	1288	128	107	242	346	823
27	Food Processing Industries	56	33	40	52	181	53	17	24	38	132
28	Health & Family Welfare	2545	710	1117	18638	23010	2455	686	1078	17987	22206
29	Health Research	5	1	2	34	42	3	1	1	21	26
30	Heavy Industry	56	40	47	91	234	46	17	44	66	173
31	Higher Education	192	204	336	349	1081	166	128	292	234	820
32	Home Affairs	23649	4920	49974	995204	1073747	19909	7462	38546	897169	963086

33	Indian Audit & Accounts	5239	14241	780	48434	68694	4337	11671	858	29210	46076
34	Industrial Policy & Promotion	298	367	591	1311	2567	295	367	423	1170	2255
35	Information and Broadcasting	496	557	763	3851	5667	358	355	606	2428	3747
36	Electronics & Information Technology	4047	184	400	1820	6451	3459	143	334	1185	5121
37	Investment & Public Asset Management	30	14	19	14	77	27	8	14	12	61
38	Labour & Employment	1236	510	1021	4025	6792	721	337	727	2783	4568
39	Land Resources	36	28	27	31	122	30	4	18	24	76
40	Law and Justice	391	390	443	1218	2442	255	254	300	824	1633
41	Micro, Small and Medium Enterprises	379	517	214	1286	2396	174	387	122	708	1391
42	Mines	4397	1443	3173	4932	13945	2748	853	1480	2212	7293
43	Minority Affairs	78	67	52	73	270	68	41	35	59	203
44	New & Renewable Energy	142	47	50	91	330	82	23	45	78	228
45	Panchayati Raj	38	23	24	42	127	29	7	21	19	76
45	Parliamentary Affairs	23	22	45	60	150	20	13	30	54	117
47	Personnel, Public Grievances & Pensions	990	1186	2702	6222	11100	711	727	1912	4920	8270
48	Petroleum and Natural Gas	81	64	71	132	348	74	44	45	77	240
49	Niti Aayog	251	272	55	128	706	148	196	47	191	582
50	Posts	561	441	10239	255863	267104	671	404	9343	167022	177440
51	Power	719	282	107	730	1838	573	127	96	365	1161
52	President's Secretariat	37	43	72	190	342	32	42	57	149	280
53	Prime Minister's Office	119	12	148	230	509	122	20	128	96	366
54	Public Enterprises	33	10	25	51	119	25	7	15	24	71
55	Railways	13662	5318	620	1488094	1507694	12118	4349	0	1205969	1222436
56	Revenue	12923	32565	34234	100433	180155	8977	25683	18901	53141	106702
57	Road Transport & Highways	335	115	230	338	1018	364	88	161	242	855
58	Rural Development	126	106	103	190	525	97	58	79	143	377
59	School Education and Literacy	54	47	81	94	276	37	28	65	53	183
60	Science & Technology	626	726	3120	7932	12404	232	500	1447	2374	4553
61	Scientific & Industrial Research	13	4	6	93	116	8	2	4	62	76
62	Shipping	292	234	553	1437	2516	207	165	367	916	1655
63	Skill Development and Entrepreneurship	367	124	811	685	1987	280	71	522	455	1328
64	Social Justice & Empowerment	134	104	172	263	673	82	63	128	216	489
65	Space	9704	161	4032	4805	18702	9258	133	3089	2319	14799
66	Statistics & Programme Implementation	543	1791	2763	1293	6390	344	1467	1995	864	4670
67	Steel	58	44	88	107	297	51	33	61	86	231
68	Telecommunication	987	235	1328	996	3546	951	228	808	929	2916
69	Textiles	319	206	725	3489	4739	262	180	665	3131	4238

70	Tourism	75	102	134	268	579	60	95	115	192	462
71	Tribal Affairs	81	52	50	153	336	64	37	32	78	211
72	Union Public Service Commission	231	276	408	933	1848	192	148	326	586	1252
73	Housing and Urban Affairs	3203	3255	526	12893	19877	2893	2970	409	11481	17753
74	Vice President's Secretariat	6	5	8	43	62	5	5	5	36	51
75	Water Resources, River Development and Ganga Rejuvenation	1737	1237	2720	5826	11520	1271	812	1366	3405	6854
76	Women & Child Development	99	112	163	370	744	72	30	116	208	426
77	Youth Affairs and Sports	67	79	96	189	431	40	58	60	118	276
	Total	130490	105450	242211	3520994	3999145	107723	86972	162994	2731303	3088992