

# JCM

**STAFF SIDE OF NATIONAL COUNCIL – JCM**

*for*

**CENTRAL GOVERNMENT EMPLOYEES**

**MEMORANDUM**

Submitted to

**8<sup>th</sup> Central Pay  
Commission**

On Common Service Matters of  
**Central Government Employees**  
&  
**Existing Pensioners Demands**

**14<sup>th</sup> of April, 2026**

# 1. Pay Matters:

The following categories on the Pay Matters are applicable:

• <b>Basic Pay</b>	• <b>Minimum Pay</b>	• <b>Increment/Annual Increment</b>
• <b>Level in Pay Matrix</b>	• <b>Maximum of Pay Level</b>	• <b>Any Other</b>

## STAFF SIDE OF NATIONAL COUNCIL - JCM MEMORANDUM SUBMITTED TO 8<sup>TH</sup> CENTRAL PAY COMMISSION (CPC) PAY MATTERS FOR CENTRAL GOVERNMENT EMPLOYEES

### SCIENTIFIC MINIMUM PAY CALCULATION

- FAMILY TREATED AS 5 UNITS (EMPLOYEE + SPOUSE + 2 CHILDREN + 2 PARENTS)
- CONFORMS TO MAINTENANCE ACT & SOCIAL SECURITY CODE
- LIVING WAGE FORMULA: FOOD, HOUSING, EDUCATION, HEALTH, TRANSPORT, TECHNOLOGY

**STAFF SIDE PROPOSED MINIMUM PAY:  
RS. 69,000/-**

### PAY STRUCTURE & INCREMENTS

- ANNUAL INCREMENT: INCREASE 3% → 6%
- FITMENT FACTOR: 3.833

PROPOSED PAY SCALES (SELECT MERGERS)

Existing Level	Proposed Pay Scale	New Min. Pay (Rs)
Level 1 (18,000-56,900)	Pay Scale 1	69,000
Level 2 & 3 (21,700-69,100)	Pay Scale 2	83,200
Level 4 & 5 (29,200-92,300)	Pay Scale 3	1,12,000

MIN-MAX DISPARITY RATIO: NOT MORE THAN 1:12


### GOVT. CAPACITY & ECONOMIC JUSTIFICATION

- INDIA'S ECONOMIC STRENGTH: 4<sup>TH</sup> GLOBAL GDP (2025), \$4.3T, GROWING 6.5%
- PROJECTIONS: 3<sup>RD</sup> LARGEST ECONOMY BY 2027, GDP > \$5T
- SIGNIFICANT GROWTH (since 2014-15): GDP (165.23%), TAX REVENUE (205.41%)
- DEMONSTRATES ENHANCED FISCAL CAPACITY TO ABSORB FINANCIAL IMPLICATIONS

### PRINCIPLES & OTHER PROPOSALS

- GOVT. AS MODEL EMPLOYER: FAIRNESS, TRANSPARENCY, TRUST (SUPREME COURT)
- PERIODIC PAY REVISIONS: IDEALLY EVERY 5 YEARS
- EXTENSION OF REVISED PAY STRUCTURES: PENSIONERS, AUTONOMOUS BODIES, GDS, BSNL/DoT (w.e.f. 1/1/2026)
- EXEMPTION FROM PROFESSIONAL TAX
- CGEs: BACKBONE OF GOI, DRIVERS OF GOVERNANCE AND DEVELOPMENT (Only 1.6% of population)

INVESTMENT IN HUMAN CAPITAL AND ECONOMIC GROWTH



www.staffnews.in  
Web Diary for Central Govt Employees, Defence Personnel, Railway Employees, Pensioner, Ex-serviceman etc.

## **Pay Matters**

Q 1. What concerns / views do you have related to pay matters ?

Select those which are applicable

Basic Pay

Minimum Pay

Increment / Annual Increment

Level in Pay Matrix

Maximum of Pay Level

Any Other

## **Answer :-**

### **(1626 WORDS & 9756 CHARACTERS)**

Central Government Employees are the backbone of Government of India and plays a very important role in implementing its policies and programs and ensure that the same reaches the citizens throughout the country. The major workforce are in the Group C & B category who are Industrial Employees in the Railways and Ministry of Defence. Pay is the foundation of Dignity, Motivation and Efficiency in Public Service. 8<sup>th</sup> CPC must ensure that real wages are protected and reasonably enhanced and not merely adjusted. Minimum Pay must be based on a scientific living wage formula covering Food, Housing, Education, Health Care, Transport and the Technological / Digital Needs. The Present system of treating a family as 3 Units should be dispensed with and the Family should be treated as 5 Units (employee 1 Unit, Spouse 1 Unit (No Gender Discrimination), 2 Children, 0.8 Units each of the parents 0.8 Units. This works out to a total of 5.2 Units (Rounded off to 5 Units). This is in conformity with the legal obligations under the Maintenance and Welfare of Parents and Senior Citizens Act which mandates Children to support dependent parents. It is pertinent to mention here that in the Social Security Code 2020 in the definition of "family" dependent parents, and female employees can include their parent-in-laws as part of their family. The fact is that Government services is not merely contractual but a status that carries expectation of fairness and dignity. The observations of the Hon'ble Supreme Court in Bhupendra Nath Hazarika Vs State of Assam highlight that the legitimate aspirations of employees should not be frustrated and that the government must act as a model employer by ensuring fairness, trust, and transparency in its treatment of employees. The current Minimum Pay is inadequate and must ensure a decent standard of living and not subsistence.

## **Food and Nutrition Norms**

The earlier **2700 Kcal** norm is inadequate.

The **ICMR recommendation of ~3490 Kcal** should be adopted, especially for physically demanding work.

The food basket must include:

- Adequate protein sources (milk, eggs, meat, fish)
- Dairy consumption (~30–35 litres/month for 5 units)
- Fruits, vegetables, and balanced nutrition
- Spices, beverages, and processed food

Nutrition must ensure **health, productivity, and dignity**, not mere survival.

Government employees are Drivers of Governance and Development. Fair Pay enhances Productivity, Morale and Talent Retention. Pay Revision is an investment in human capital and economic growth, not merely expenditure. Therefore, considering the average retail prices of the Food items, Clothing expenditure, 7.5% for Housing, 20% for Fuel, Electricity, Water Charges, 25% for Skill Development, 25% for Additional Expenditure towards marriage, recreation, festival etc., as per Supreme Court Judgment of 1991 and Technology Charges at the rate of 5%, the minimum pay computed by the Staff Side National Council (JCM) is Rs. 69,000/- for 5 Unit Family. Accordingly, the Fitment Formula for the existing employees and pensioners will be 3.833. The Minimum Wage and the Fitment Factor calculated by us is enclosed as Annexure—I of this Memorandum.

We propose the rate of annual increment should be increased from the existing 3% to 6%. We propose the following Merger of Pay Scales and the Revised Pay Scales of 8<sup>th</sup> CPC.

#### **MERGER OF PAY SCALE**

- 1) Level 2 & Level 3 should be merged in to one pay scale at level 3.
- 2) Level 4 & Level 5 should be merged in to one pay scale at level 5.
- 3) Level 7 & Level 8 should be merged in to one pay scale at level 8.
- 4) Level 9 & Level 10 should be merged in to one pay scale at level 10.
- 5) Existing employees in Level 5 should be upgraded and merged with Level 6 as a one time measure.

**Standardized Pay Scales / Number of Pay Scales after Merger of Pay Scales**

<b><u>S.NO</u></b>	<b><u>Proposed Level</u></b>	<b><u>Existing Pay Matrix</u></b>	<b><u>Proposed Minimum of the proposed 8<sup>th</sup> CPC Pay Scale by applying 3.833 fitment factor</u></b>
1	Pay Scale -1 (existing Level - 1)	Existing 18,000 - 56,900	Rs. 69,000
2	Pay Scale-2 (after Merger of existing Level 2 & 3)	Existing 21,700 - 69,100	Rs.83,200
3	Pay Scale-3 (after merger of existing Level 4 & 5)	Existing 29,200 - 92,300	Rs. 1,12,000
4	Pay Scale- 4 (existing Level 6)	Existing 35,400 - 1,12,400	Rs. 1,35,700
5	Pay Scale- 5 (after merger of existing Level 7 & 8)	Existing 47,600 - 1,51,100	Rs. 1,82,500
6	Pay Scale - 6 (after merger of existing Level 9 & 10)	Existing 56,100 - 1,77,500	Rs. 2,15,100
7	Existing Level 11 to Level 17 may be renumbered as Pay Scale - 7, Pay Scale - 8, Pay Scale - 9, Pay Scale - 10, Pay Scale - 11 Pay Scale -12, Pay Scale -13	Can be retained by using Fitment Factor 3.833	

Annual Increment as already mentioned will be 6% of the Basic Pay in the proposed Pay Scale.

The gap between Minimum and Maximum Pay should be balanced to avoid excess disparity. The ratio should not be more than 1:12. This will help in reducing income inequality, improving morale and reinforcing the Government's role as a model employer committed to fairness and Social Justice. Moreover the Pay Scales also should not have a

wide gap between one pay scale and the other pay scale and a structural balance may be maintained.

### **Government Expenditure on Salaries**

At present, the Central Government spends approximately **13% of its revenue expenditure** on salaries, allowances, and pensions. With the implementation of the **8th Central Pay Commission (CPC)**, this expenditure is expected to rise during 2026–27.

However, such expenditure should be viewed as an **investment rather than a burden** because:

- Higher salaries increase purchasing power
- Increased consumption boosts demand
- Higher demand leads to greater tax collections

Thus, pay revisions contribute positively to **economic growth and fiscal sustainability**.

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### **Need for a Sound Pay Structure**

A fair and rational pay structure is essential to:

- Attract talented individuals to government service
- Retain skilled and experienced personnel
- Ensure efficiency in governance

In view of:

- Rising cost of living
- Changing economic conditions

There is a strong need for **periodic pay revision**, ideally every **five years**, to maintain adequacy and relevance.

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### **Principle of Fair Treatment**

The **7th Central Pay Commission (Para 1.29)** emphasized that government service is not merely contractual but carries a status with expectations of fairness and dignity.

Further, the Hon'ble Supreme Court in *Bhupendra Nath Hazarika vs State of Assam* observed that:

- Legitimate aspirations of employees should not be frustrated
- The Government must act as a **model employer**
- Fairness, transparency, and trust must guide employer-employee relations

### **Contribution of Central Government Employees**

Central Government employees contribute significantly across sectors:

- **Revenue Departments** – Enhance tax collection

- **Defence & Paramilitary Forces including** Defence Civilian Employees – Protect national security
- **Railways** – Ensure transportation
- **Scientific Community** – Drive innovation
- **Administrative Services** – Implement policies

Their role is fundamental to national development.

The functioning of government departments cannot be judged on **profit and loss principles**, as the State has a **social obligation** to provide essential services such as defence, infrastructure, health, food security, postal services, and public utilities. Moreover, India is one of the lowest ratios of Government employees to population globally. Only about 1.6% of the population is employed in Government service.

### **India's Economic Strength and Capacity**

In the Union Budget 2025-26 the Central Government has allotted Rs. 2.85 Lakh Crore for salaries and Rs. 2.65 Lakh Crore for pensions, together making up nearly Rs. 5.5 Lakh Crore of Expenditure. Expenditure on pay and allowances and pension is approximately accounting for about 12 to 15 % of the total union budget expenditure including pension for the Armed Forces, Pay & Allowances. Excluding Defence it is 7.1 % on salary + 4% on pension.

India is currently ranked **4th in global GDP (2025)**, with an economy valued at approximately **\$4.3 trillion** and growing at around **6.5%**.

According to IMF projections:

- India is expected to become the **3rd largest economy by 2027**
- GDP likely to cross **\$5 trillion**
- Growth projected at **6.2% (2025)** and **6.3% (2026)**

Comparatively:

- China: ~4.0%
- USA: ~1.8%
- Global average: ~2.8%

This demonstrates that India's economic position is **strong and expanding**, providing adequate fiscal space to ensure fair compensation for government employees.

At this juncture, it is considered appropriate to briefly advert to the growth trends of two additional macroeconomic parameters over the same period. The first pertains to India's GDP at current prices. As

reported in the Economic Survey 2025-26, GDP at current prices has increased from Rs. 1,24,67,959 crore in FY 2014-15 to Rs. 3,30,68,145 crore, reflecting a growth of 165.23%.

The second parameter relates to the revenue collection of the Government. As per figures reported in the respective Union Finance Bills of India, the combined direct and indirect tax revenue has risen from Rs. 12,41,681 Crore in FY 2014-15 to Rs. 37,92,250 crore, registering a growth of 205.41%.

Both these parameters assume considerable significance, as they represent the aggregate outcome of policy implementation in which Government employees play a pivotal role. More importantly, the substantial and sustained growth, particularly in revenue collection, clearly evidences the enhanced fiscal capacity of the Government. This, in turn, establishes that the Government is well-positioned to comfortably absorb the financial implications arising from a meaningful revision of minimum wages and the broader expenditure associated with the implementation of revised pay structures pursuant to the recommendations of the 8th Central Pay Commission.

**Revision of Pay structure to following shall also be recommended with effect from 1/1/2026**

- Extension of revised pay structures to Central Government Pensioners who are retired before 1/1/2026
- Extension of revised pay structures to **autonomous bodies** approved by Parliament and other Autonomous Institutions of Government of India and Union Territories (effective **1 January 2026**)
- Revision of **Gramin Dak Sevaks (GDS)** pay scales to strengthen rural services.
- BSNL & DoT Pensioners

**Conclusion**

The fixation of salaries and allowances for Central Government employees should not be guided solely by revenue expenditure considerations. It must take into account:

- Their critical role in nation-building
- The need to attract and retain talent
- The broader economic benefits of higher wages

A **fair, transparent, and dynamic pay structure**, supported by a **permanent pay review mechanism**, is essential to ensure motivated, efficient, and accountable public service.

We also propose that all Central Government employees may be exempted from Professional Tax being recovered by the State Governments from the salary of the employees. Already the employees are subjected to payment of Income Tax and GST etc. Over and above this the Central Government employees are burdened with the recovery of Professional Tax. 8<sup>th</sup> CPC may kindly recommend for exemption of Professional Tax from the Wages of the employees.

**MINIMUM WAGE :**

The following table suggest the increase in wages as per NNI:

Pay commission	Net average National Income	Average growth of per capita income	Growth %	Minimum wage as per CPC
IV CPC-01-01-1986	Rs 258	149.8		Rs 750
V CPC-01-01-1996	Rs 837	224.4	324.6	Rs 2550
VI CPC-01-01-2006	Rs 2166	158.6	258.6	Rs 7000
VII CPC-01-01-2016	Rs 7221	233.4	334.4	Rs 19900 for 3 units  Rs 33,166 For 5 units
VIII CPC-01-01-2026	Rs 16,680 as on 1/1/25	131.0* as on 1/1/25 136% estimated as on 1/1/2026		Rs 80,444/ as on 1/1/2026 for 5 units

Table 1:

Minimum Wage as on Jan 2026 for average of 2025 prices  
As per retail prices - Retail prices All India - 5 units

S/no	Item	Per month	Rate	Amount
		5 units	Average	
1	Rice/Wheat Super fine	71.25	60.00	4275.000
2	Dal (Toor/Urid/Moong)	12.00	139	1668.000
3	Raw Vegetables	15.00	62	930.000
4	Green Vegetables	18.75	37	693.750
5	Other Vegetables	11.25	60	675.000
6	Fruits	18.00	120	2160.000

7	Milk	30.00	63.00	1890.000
8	Sugar/Jaggery	8.40	55.00	462.000
9	Edible Oil	6.00	180.00	1080.000
10	Fish	4.16	688	2862.080
11	Meat	8.33	804	6697.320
12	Egg	150.00	7.0	1050.000
13	Total food			24443.150
14	Other food items including beverages ,dry fruits, proteins , spices etc 10% of food charges			2444.315
15	Detergents	Lumpsum	655	655.000
16	Clothes	9.2	222	2035.000
17	Stitching charges for cloths & other clothing	Lumpsum		3000.000
18	Total (13 to 17)			32577.465
19	Housing @ 7.5% of 18			2443.310
20	Fuel , Electricity , Water charges at 20% of (18+19)			7004.155
21	Provide for skill by adding 25% (18 to 20)			10506.232
22	Provide additional expenses towards Marriage , recreation , festivals etc @ 25% (18 to 21)			13132.791
23	Technology charges @ 5% (18 to 22)	0		3283.198
24	Grand total	0		68947.151
25	Minimum pay for Group C Rounded off			69000.000
26	Fitment formula :			3.833

**Table :2 Other Food items**

**Rates as per Hyderabad society**

Spices List per month			
Slno	Item	Qty	Amount
1	Cloves	50 gms	51

2	Cardamom	25 gms	94
3	Cumin	250 gms	107
4	Turmeric	500 gms	142
5	Coriander	250 gms	48
6	Garam Masala	50 gms	49
7	Black pepper	50 gms	48
8	Cinnamon	50 gms	23
9	Fennel	100 gms	40
10	Bay leaves	50 gms	12
11	Red chilly	250 gms	50
12	Asafetida	50 gms	85
13	Fenugreek	100 gms	19
14	Saffron	5 gms	150
15	Jeera	100 gms	90
16	Mustard	100 gms	50
	Total	Rs	1058

	Other Important		
1	Coffee powder/Tea powder	2 kg	1800
2	Salt	2 kg	50
3	Tarmind	1 kg	250
4	Other beverages	LS	200
5	Processed food	LS	500
	Total	Rs	2800

Total : Rs 1058+2800 = Rs

**Table 3**

**Non Food items - Monthly needs**

Sln0	Item	Qty	Amount
1	Hair oil	1/2 lt	100
2	Bathroom cleaner	1 lt	115
3	Foot wear	LS	500
4	Tooth brush	4	70
5	Tooth paste	1	80
6	Hair cutting	4	400
7	Bucket	2	500
8	Internet and mobile pack	4	1000
9	News paper		150
10	Electric bulb		100
11	Shaving razor		80
	Total	Rs	<b>3095</b>

**Table 4**

**Non Food items yearly needs -digital expenses**

Sln0	Item	Qty	Amount	
1	Mobile hand set	4	20000	3 years life
2	Television	1	15000	5 years life
3	Fan	4	6000	6 years life
4	Iron Box	1	1500	7 years life
5	Lap top / Computer	1	50000	5 years life
6				5 years life
7	Refrigerator	LS	8000	5 years life

8	Watch	LS	5000	3 years life
9	Washing machine	LS	5000	5 years life
10	Mixi / Grinder		5000	5 years life
	Total		115500	
	Every Month expenses in Rs		1925	

Non Digital

Sln	Item	Qty	Amount	
1	Vessel	LS	10000	3 years life
2	Stove	1	1500	
	Basic Furniture	LS	30000	
	Total		41500	
	Every Month expenses in Rs		1383.33	

**Total Expenses per month = Rs.6403/-**

**Prices of various grocery items, vegetables , fruits, fish, meat etc as on 2025 & 15th Feb 2026 - City wise**

**Prices of essential commodities collected from various cities across the county - 2025**

Sln	Item	Unit	Bengaluru	Chennai	Hyderabad	Mumbai	Delhi	Kolkata	Karnal Harayana	Pattana	Jammu	BB SR	Average
1	Rice Super fine	kg	74	76	64		107	62	80	60	65		74
2	Wheat	kg	52	64	49		30	49	35	38	40	54	46
												Average	60
3	Dal - Toor	kg	207	144	122		171	145	140	150	150	138	152

4	Dal Urid	kg	160	148	116		118	134	120	135	120	132	131
5	Dal – Moong	kg	134	152	116		130	172	130	120	120	134	134
												Av era ge	139
6	Onion	kg	45	45	60	56	50	70	55	66	68	70	59
7	Potato	kg	49	40	40	40	30	45	41	41	45	42	41
8	Tomato	kg	26	25	31	31	30	31	30	28	24	25	28
9	Beans	kg	45	76	75	70	86	48	71	65	75	76	69
10	Radish	kg	55	46	45	40	40	45	41	30	42		43
11	Brinjal	kg	49	51	50	60	30	44	55	55	51	52	50
12	Carrot	kg	77	75	75	70		70	65	65	64	39	67
13	Mushroom	kg	140	130	120	140	171	112	120	148	115	149	135
14	Green peas	kg	81	70	92	91	92	90	85	92	94	95	88
												Av era ge	64
14	Spinach / Palak	kg	50	21	18	28	60	50	40	40	32	28	37
15	Apple	kg	225	298	231		200		200	180	220	299	232
16	Orange	kg	102	115	88		90	20	80	100	70	129	88
17	Banana	kg	94	114	78		80	84		60	60	75	81
18												Av era ge	133
19	Milk	kg	58	55	60	55	66	70	70	65	74	58	63
20	Sugar	kg	43.81				50	57	48	48	47	47	49
	Jaggery	kg	66				82	65	50	45	50	67.5	61
21												Av era ge	55
22	Refined oil	Lt	160		141		160	166	190	190	175	179	170
	Ground nut Oil	Lt	202		162		238	170	200	175	185		190
23												Av era ge	180

24	Fish-Pomfret	kg	720	680	665	635	850	700	680	650	660	635	688
	Meat	kg	750	800	775	735	1000	860	790	760	770	800	804
25	Egg	unit	5.04	7			8	7	7	7	7		7
26	Detergents	kg	420										420
27	Clothes - Cotton	Mt	159										159

**Prices of essential commodities collected from various cites across the county - Jan 2026**

Sln o	Item	Unit	Bengaluru	Chennai	Hyderabad	Mumbai	Delhi	Kolkata	Kerala	Pattana	Jammu	BB SR	Average
1	Rice Super fine	kg	84	90		60		62					74
2	Wheat	kg	57	60		50		48					54
												Average	64
3	Dal - Toor	kg	140	150		170		180					160
4	Dal Urid	kg	142	130		170		150					148
5	Dal - Moong	kg	142	110		160		136					137
												Average	148
6	Onion	kg	50	45	53	50	51	50	50	45	55	50	50
7	Potato	kg	45	44	43	44	41	42	45	43	41	45	43
8	Tomato	kg	45	40	45	44	75	40	38	35	40	45	45
9	Beans	kg	68	71	73	70	72	71	70	70	70	71	71
10	Radish	kg	43	45	44	50	52	40	50	41	45	50	46
11	Brinjal	kg	53	65	62	50	54	55	65	65	50	65	58
12	Carrot	kg	60	55	56	61	61	60	55	65	62	60	60
13	Mushroom	kg	120	115	128	120	125	115	50	118	115	110	112
14	Green peas	kg	72	73	65	75	63	72	73	75	73	75	72

												Av era ge	62
14	Spinach / Palak	kg	18	20	21	22	23	22	20	20	17	24	21
15	Apple	kg	170	180	220	150	200		190				185
16	Sapota	kg	60	49	90	80	80		66				71
17	Banana	kg	60	80	80	65			65				70
18	Grapes	kg	130	130	80	82			120				108
19	Mango	kg	120	110	70	113			120				107
												Av era ge	109
20	Milk	kg	58			90						58	69
21	Sugar	kg	51.0 0			45						47	48
22	Jaggery	kg	66			80						67. 5	71
												Av era ge	59
23	Refined oil	Lt	202			220		178				179	195
24	Ground nut Oil	Lt	180			250							215
												Av era ge	205
25	Fish- Pomfret	kg	880			120 0		900				635	904
26	Meat	kg	850			800		800				800	813
27	Egg	uni t	6.50			7		7					7
28	Deterge nts	kg	420										420
29	Clothes - Cotton	Mt	159										159

**Table 4.2: Average calorie, protein and fats requirements of households with casual and regular wage earnings as their main source of livelihood.**

Age –Sex – Occupation* Composition		Population (%)	Nutrient requirements per day per person						
			Calorie K/cal	Protein Grams	Fat grams	Weighted nutrient requirements**			
						Calorie	Protein	Fat	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)		
Less than 1		1.51	585	10.2	19	8.8	0.2	0.3	
1-3		5.76	1060	16.7	27	61.1	1.0	1.6	
4-6		5.94	1350	20.1	25	80.2	1.2	1.5	
7-9		6.5	1690	29.5	30	109.9	1.9	2.0	
10-12		6	2100	40	35	126.0	2.4	2.1	
13-14	Male	2.37	2750	54.3	45	65.2	1.3	1.1	
	Female	2.1	2330	51.9	40	48.9	1.1	0.8	
15-59	Male	Sedentary	0.18	2320	60	25	4.2	0.11	0.05
		Moderate	8.5	2730	60	30	232.1	5.1	2.6
		Heavy	21.95	3490	60	40	766.1	13.2	8.8
		Non-worker	4.73	2320	60	25	109.7	2.8	1.2
	Female	Sedentary	0.11	1900	55	20	2.1	0.1	0.02
		Moderate	2.1	2230	55	25	46.8	1.2	0.5
		Heavy	8.93	2850	55	30	254.5	4.9	2.7
	Non-worker	17.08	1900	55	20	324.5	9.4	3.4	
60 & above	Male	3.05	2320	60	25	70.8	1.8	0.8	
60 & above	Female	3.2	1900	55	20	60.8	1.8	0.6	
<b>All</b>		<b>100</b>				<b>2371.6</b>	<b>49.3</b>	<b>29.9</b>	

**Source:** Col. 2 based on EUS 2011-12, Cols. 3, 4 and 5 based on ICMR 2010, and Cols. 6, 7 and 8 based on the Committee's estimate.

**Note:** \* The types of work have been classified into sedentary, moderate and heavy, using the National Classification of Occupations (NCO) 2004 codes at the 3-digit level. The Committee has categorized sedentary workers as those engaged in occupations with codes between 111 and 246; moderate between 311 and 644; and heavy between 811 and 933. \*\* The weighted average has been estimated by multiplying each nutrient requirement per person per day by the population share in each category.

4.16 Furthermore, a 10 per cent margin in the calorie consumption may be allowed instead of fixing the same as a single point unit. Literature reflects that a lower or higher intake of calorie consumption in the margin of 10 per cent on a daily basis is not likely to affect a person's working capacity (Sukhatme, 1981; GoI., 2014). This allows a variation in the calorie requirements in the range of 2,160-2640 K/cal. per day per adult person. Allowing a 10 per cent margin in calorie intake also helped capture a larger number of households in the CES 2011-12 sample for the purpose of estimating a 'balanced diet' consumption basket, compared to fixing the calorie norm at 2,400 K/cal as a single point.