

Analysis of Central Government Personnel

Chapter 3

3.1 The Seventh CPC has been mandated by its terms of reference to examine, review and recommend changes in the principles that govern the emoluments structure for a number of employees' categories viz., Central Government employees, those belonging to All India Services, personnel of Union Territories, officers and employees of the Indian Audit and Accounts Department, Members of Regulatory Bodies, Officers and employees of the Supreme Court and personnel belonging to the Defence Forces. The focus of the Commission is primarily on personnel serving the Central Government. Therefore an essential aspect of the work of the Commission involved obtaining a clear picture of the size, composition and profile of Central Government personnel.

Background

3.2 The III, IV and V CPCs undertook an analysis of the composition of Central Government personnel. The III CPC, in its Chapter titled 'Employment under Central Government,' analysed the distribution of posts among major departments; distribution of posts in terms of classes-I, II, III and IV (as was classified at that time); distribution of posts among permanent and temporary and distribution of employees according to pay ranges.

3.3 The IV CPC, in a separate Chapter titled 'Civil Employment under the Central Government,' analysed the strength of the civil Central Government broadly in terms of (a) distribution of posts in terms of major departments (b) distribution of posts in terms of groups- Group 'A', Group 'B', Group 'C' and Group 'D' (c) distribution of industrial workers in terms of major departments and (d) distribution of permanent and temporary posts by major departments.

3.4 The V CPC in its Chapter titled 'Size of employment under Central Government' analysed the strength of the civil Central Government broadly on the lines of the IV CPC, adding greater details. It concluded *inter alia* that the statistics did not provide pointers to whether "the bureaucracy as a whole is 'bloated' or not." It did however note that the rate of growth had been arrested and that the government, if it had the will, could reduce manpower. It also supported the trend towards an officer oriented administration.

3.5 The VI CPC Report did not carry a separate analysis of Central Government personnel.

Approach of this Commission

3.6 The Commission decided to elicit data relating to personnel from all ministries/departments so as to get a comprehensive view on personnel serving the government in terms of certain broad attributes. To do so data on personnel position over time was sought along with their age profile. Further, in the context of implementation of the National Pension System w.e.f.

01.01.2004, disaggregation in terms of those recruited before or after this event was sought. Information was also obtained regarding expenditure on pay and allowances of personnel working in the Central Government; extent of deployment of contractual staff and training and skill development of personnel. The data template in which information was sought is at Annex A, B, C, D1 and D2.

3.7 To ensure integrity of data the Commission validated the data on personnel with reference to other data sources in the government on personnel viz., - (a) Expenditure Budget, Volume 1, Annex 7 of the Ministry of Finance and (b) Census of government employees prepared by the Directorate General of Employment and Training, Ministry of Labour and Employment. While undertaking this exercise infirmities in data as and where noticed were reconciled in consultation with the ministries/departments. With regard to expenditure on personnel the ministries/departments were requested to furnish this data after having it vetted by their Chief Controller of Accounts.

Scope of Analysis

3.8 Based on the data received, an analysis has been undertaken by the Commission to bring out the existing position on Central Government civilian personnel and the pointers it provides to policy makers in the government.

Personnel who are included-those in	Personnel who are excluded-those	
	Within the remit of 7 th CPC	Outside the Remit of 7 th CPC
<ul style="list-style-type: none"> ✓ Ministries/Departments ✓ Attached Offices ✓ Subordinate Offices 	<ul style="list-style-type: none"> ▪ Defence Forces 	<ul style="list-style-type: none"> ✗ Autonomous Bodies/Societies ✗ Bodies receiving grants from the Consolidated Fund of India ✗ Gramin Dak Sevaks in the Department of Posts ✗ Public Sector Companies

3.9 The Commission has obtained data regarding 33.02 lakh Central Government civil personnel, in Civil Ministries/Departments, Defence (Civilians), Posts and Railways⁵. The analysis includes 0.77 lakh personnel of Delhi Police, who are paid salaries from the Police grant of the Ministry of Home Affairs. A separate section has been added on contracted manpower in the government.

Defining a Central Government Employee

3.10 The III CPC had attempted to define who is a Central Government employee. It stated that “All persons in the civil services of the Central Government or holding civil posts under that government and paid out of the Consolidated Fund of India.”

⁵ The Commission estimates that the data received by it covers over 99 percent of all Central Government civilian personnel.

3.11 The Commission is in broad agreement with what has been stated in the III CPC Report. **For the purposes of its work, the Commission defines Central Government employees as all persons in the civil services of the Central Government or holding civil posts under that government and paid Salaries out of the Consolidated Fund of India. This however, does not include such persons appointed to serve Parliament or the Union Judiciary.**

Views of Important Stakeholders on Central Government Personnel

3.12 The Commission has received representations/memoranda on issues that broadly involve the strength, deployment and expenditure on Central Government personnel.

3.13 **Joint Consultative Machinery-Staff Side:** On the size and nature of government, the JCM-Staff Side has made the following submissions to the Commission:

- i. Majority of Central Government employees (88 percent) are either industrial or operational staff and therefore the contention that wage bill of the Central Government is for administrative purpose is ill conceived.
- ii. Existence of a large array of personnel employed by the government through contract, pushing a major segment of government functions into informal sector.
- iii. Expenditure on pay and allowances over the years as a percentage of revenue receipts and revenue expenditure has been falling.

Focus Areas of the Commission

3.14 Based on the data provided by the ministries/departments the Commission has examined and analysed trends with regard to five focus area:

- 1. Size of government- Sanctioned Strength and Persons in Position**
- 2. Personnel in Position, in terms of categories**
- 3. Personnel in Position, recruited before and on or after 01.01.2004**
- 4. Age Profile of Central Government Personnel as on 01.01.2014**
- 5. Expenditure on Pay and Allowances of Central Government Personnel**

3.15 There is a separate Section devoted to **Contractual Manpower in the Central Government.**

3.16 To strike a balance between the two ends of aggregation and details, in addition to the broad totals, particulars of the nine largest ministries/departments plus others has been included in each Section. In addition, wherever appropriate, instances of some outliers in each category have been brought out.

Size of Government- Sanctioned Strength and Persons in Position

3.17 The Commission has received data from ministries/departments on the strength of personnel in the government at three points of time viz., 01.01.2006, 01.01.2010 and 01.01.2014. The data on strength of personnel in government has been reviewed and material

from successive CPC Reports have been put together to bring out the position as has evolved over time.

Sanctioned Strength of Government over time

3.18 The IV and V CPC Reports provide a picture on the size of the government starting from 1957. With the data available the Commission is able to present a picture on the sanctioned strength of the Central Government, spanning a 57 year time frame from 1957 to 2014.

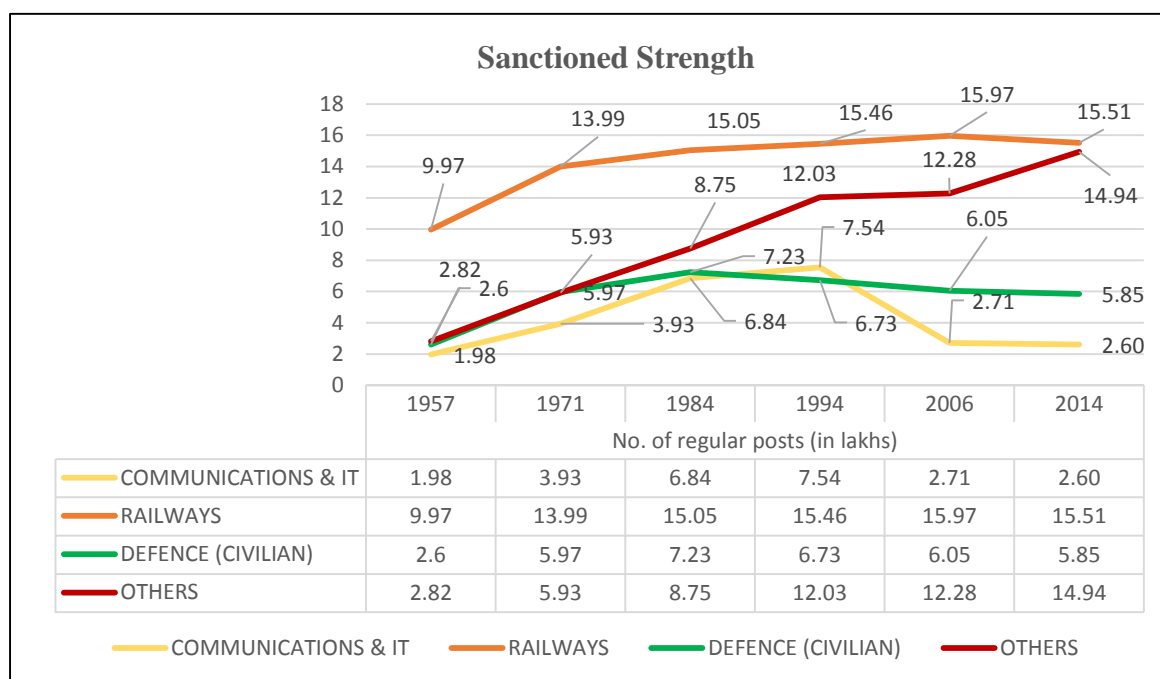
Total Sanctioned Strength

(in lakh)

1957	1971	1984	1994	2006	2014
17.37	29.82	37.87	41.76	37.01	38.90

3.19 Since the particulars of sanctioned strength available till 1994 excludes Union Territories (UTs), for purposes of consistency, the strength shown, in this paragraph, for the years 2006 and 2014 also excludes UTs.

3.20 The break-up of the total sanctioned strength of the Central Government personnel in terms of principal ministries/departments of the government during the period 1957 to 2014 is depicted in the graph below.



Notes: (i) Data upto 1994 from V CPC Report (ii) Data on 'Others' excludes personnel in Union Territories for purpose of consistency (iii) For the year 2006, in absence of data from Ministry of Health, data provided for the year 2014 has been adopted.

3.21 The data in the table/graph points to the following:

- i. **Steady increase till 1994:** The sanctioned strength of personnel in the Central Government increased significantly from 17.37 lakh in 1957 to 29.82 lakh in 1971. The

pace of growth slowed thereafter with the sanctioned strength increasing to 37.87 lakh in 1984 and 41.76 lakh in 1994.

- ii. **Corporatisation after 1994:** Some reduction in sanctioned strength of personnel has been witnessed after 1994- it came down to 37.01 lakh in 2006. The decline subsequent to 1994 has been on account of the corporatisation in the telecommunications sector and creation of the PSU Bharat Sanchar Nigam Limited.
- iii. **Decline in strength of Railways, Communications:** The personnel strength of the Railways, which accounted for 57 percent of total sanctioned strength in 1957, gradually declined to 40 percent in 2014. Defence Civilian and Communications segments have also witnessed decline in their share during the period.
- iv. **Sharp increase in 'Others':** The category 'Others' has witnessed a sharp growth in sanctioned strength from 2.82 lakh in 1957 to 14.94 lakh in 2014. The significant contributor to this growth has been increase in strength under the Ministry of Home Affairs from 3.25 lakh in 1984 to 9.72 lakh in 2014.

3.22 The Ministry wise particulars of sanctioned strength, persons in position and vacancies as on 01.01.2014 has been detailed in Annex-1.

Persons in Position with Reference to Sanctioned Strength

3.23 The total number of regular civilian employees and their distribution in major departments of the Central Government (including Union Territories) in the years 2006, 2010 and 2014 is as follows:

Table 1: Sanctioned Strength and Persons in Position

(in lakh)

Sl. No.	Ministry/ Department	01.01.2006		01.01.2010		01.01.2014	
		Sanctioned Strength	Persons in Position	Sanctioned Strength	Persons in Position	Sanctioned Strength	Persons in Position
1.	Railways	15.97	14.12	15.65	13.71	15.51	13.16
2.	MHA incl. CAPF#	8.02	7.44	9.29	8.13	10.56	9.80
3.	Defence (Civil)	6.05	4.51	5.88	4.20	5.85	3.98
4.	Posts	2.60	2.18	2.55	1.96	2.50	1.90
5.	Revenue	1.34	1.05	1.35	1.03	1.76	0.96
6.	IA&AD#	0.66	0.49	0.67	0.45	0.68	0.48
7.	Urban Development	0.48	0.37	0.42	0.30	0.43	0.31
8.	Atomic Energy	0.36	0.33	0.37	0.32	0.37	0.32
9.	Health*	0.29	0.21	0.29	0.21	0.29	0.21
10.	Others	2.48	2.04	2.46	1.99	2.52	1.90
	Total	38.25	32.74	38.92	32.31	40.49	33.02

#MHA- Ministry of Home Affairs, IA&AD-Indian Audit and Accounts Department

*Ministry of Health has provided data only for the year 2014. For consistency these figures have been adopted for the years 2006 and 2010.

3.24 One of the notable aspects of the present deployment of Central Government personnel is that security related entities (Ministry of Home Affairs/Police and Defence Civilians) form a large part of civilian employment at 13.78 lakh as on 01.01.2014. Railways and Posts performing a commercial function employ another 15.06 lakh personnel. The total Central Government employment other than those in security related or commercial departments, as on 01.01.2014 is 4.18 lakh. In fact the number of personnel working in the Secretariat of ministries/departments, after excluding independent/statutory entities, attached and subordinate offices will add up to less than thirty thousand⁶. The 'core' of the government, so to say, is actually very small for the Government of India, taken as a whole.

3.25 Table 1 further indicates the following:

- i. Persons in position as a percentage of sanctioned strength has fallen from 86 percent in 2006 to 83 percent in 2010 and to 82 percent in 2014.
- ii. During the period 2006 to 2014 every major ministry/department witnessed a decline in persons in position, with the exception of MHA/Police. The total strength of the Ministry of Home Affairs witnessed an increase from 7.44 lakh to 9.80 lakh constituting a growth of 32 percent.
- iii. Excluding Ministry of Home Affairs, the persons in position in the Central Government declined from 25.29 lakh in 2006 to 24.18 lakh in 2010 and further to 23.21 lakh in 2014.

3.26 The Ministry wise particulars of persons in position and changes thereon during the period 2006 to 2014 are detailed in Annex 2.

International Comparisons

3.27 The size of Central Government across countries is not readily available on a comparable basis. One large country which has a federal structure for which comparable information is available is the USA.

Size and Deployment of Personnel: USA and India

3.28 Available literature indicates that the size of the non-postal civilian workforce for the US Federal Government in the year 2012 was 21.30 lakh⁷. This includes civilians working in US defence establishments. The corresponding persons in position in India for the Central Government in 2014 was 17.96 lakh⁸. The total number of federal/Central Government personnel per lakh of population in India and the US works out to 139 and 668 respectively⁹.

⁶ The strength of CSS (Directors, Under Secretaries, Section Officers, Assistants), CSSS (PPS, PS, Stenographers), CSCS (LDC and UDC) etc. in September 2015 was 23,860. Added to it would be about 1500 officers in the posts of Secretaries/Additional Secretaries/Joint Secretaries, Directors and Deputy Secretaries under the Central Staffing Scheme. Some technical posts also exist in a few ministries/departments.

⁷ Report of the Government Accountability Office (GAO) on Federal Workforce- Recent Trends in Federal Civilian Employment and Compensation, January 2014.

⁸ Strength of Railways and Posts have been reduced from the total PIP of 33.02 lakh.

⁹ As per the World Bank data, in 2014 the population of India and the USA was 129.50 crore and 31.89 crore respectively.

3.29 Data from the US Office of Personnel Management, indicates that a few departments accounted for a large percentage of non-postal civilian employment in the US Federal Government. The Department of Defence, Department of Veterans Affairs, Department of Homeland Security and Department of Treasury accounted for 34, 15, 9 and 5 percent respectively of US federal non-postal civilian workforce.

3.30 Deployment of Central Government personnel (excluding Railways and Posts) in India, showed an even more pronounced concentration. Three departments namely Ministry of Home Affairs, Defence Civilians and Revenue accounted for 55, 22 and 5 percent respectively of the total persons in position as on 01.01.2014.

Growth over an Eight Year Period

3.31 In case of USA, during the eight year period 2004 through 2012 the non-postal civilian work force grew by 2.5 lakh from 18.8 lakh to 21.3 lakh, representing an increase of 13 percent. In case of India, we have considered an eight year period 2006 to 2014 and it has been observed that non-postal/non-Railways workforce grew from 16.4 lakh to 18 lakh, representing an increase of 10 percent.

3.32 In the US, three Agencies, namely (i) Department of Defence (ii) Department of Homeland Security and (iii) Department of Veteran Affairs accounted for 94 percent of the growth in the federal workforce during the period 2004-2012. In India, the growth of Central Government personnel from 16.4 lakh to 18 lakh during period from 2006-2014 was under the Ministry of Home Affairs, essentially increase in Police.

Summary

3.33 The above points to the following:

- a. The size of the Central Government in India, in terms of personnel per lakh of population at 139 was much lower than the US where the corresponding figure is 668.
- b. In the US as well as in India, there is a concentration of personnel in a handful of departments, more so in India.

Reasons for Steady Decline in PIP in Recent Years

3.34 The primary reason for the steady decline in the personnel strength of the Central Government, other than in Ministry of Home Affairs/Police, are the guidelines issued by the Department of Personnel and Training in May 2001 on optimisation of direct recruitment to civilian posts, which were in operation from May 2001 to March 2009. As per these guidelines fresh recruitment was to be restricted to one percent of total civilian staff strength and with three percent of staff retiring each year the manpower reduced by two percent per annum. The objective was to achieve a reduction of 10 percent in staff strength in five years.

3.35 The impact of the instructions on optimisation of direct recruitment to civilian posts was reviewed in the Report of the VI CPC. It made the following recommendations in para 6.3.10 of its report: “*The Commission has recommended multiskilling of the government employees which would increase their operational efficiency while simultaneously optimising the staff*”

strength. It is, however, noted that while rightsizing in government is necessary given the changes in work process due to technology and consequent reduction of layers, a blanket ban on filling of vacant posts across the board can impact effective functioning. More flexibility is required in this policy for effective service delivery and care has to be taken that administrative delivery structures do not become hollow or thin in critical areas. It is, therefore, essential that the government revise the Annual Direct Recruitment Plan (ADRP) in terms of which only one third of the vacancies can be filled up. This instruction has resulted in an aging bureaucracy which does not easily adapt itself to technology. An active and younger profile in government employment is the need of the hour. Further, strengthening of the cutting edge for efficient delivery is required. New guidelines, where reduction in manpower and levels of fresh manpower intake would be assessed and prioritized by the individual ministry or department keeping its work processes, service delivery and functional requirements and budgetary savings at centre stage should, therefore, be issued.”

3.36 Based on this the government decided, in 2009, not to extend the Optimisation Scheme.

Quantum of Recruitment

3.37 The Commission has reviewed the recruitment levels in the Central Government during the period 01.01.2006 to 01.01.2014 and the summary position of this review is as under:

Table 2: Post 01.01.2004 Recruitment

Sl. No.	Name of Ministry/ Department	As on 01.01.2006	As on 01.01.2010	As on 01.01.2014	Recruitment between 2006-2010	Recruitment between 2010-2014	Recruitment between 2006-2014
1	Railways	65,288	1,55,917	3,96,260	90,629	2,40,343	3,30,972
2	MHA including Police	1,02,773	2,42,799	4,65,959	1,40,026	2,23,160	3,63,186
3	Defence (Civil)	38,853	62,094	1,02,303	23,241	40,209	63,450
4	Posts	21,220	29,679	52,263	8,459	22,584	31,043
5	Revenue	6,281	17,913	31,350	11,632	13,438	25,070
6	IA&AD	781	2,417	12,297	1,636	9,880	11,516
7	Urban Development	272	807	3,980	535	3,173	3,708
8	Atomic Energy	3,211	6,681	9,999	3,470	3,318	6,788
9	Health	NA	NA	NA	NA	NA	NA
	Total of Major ministries/departments	2,38,679	5,18,307	10,74,411	2,79,625	5,56,104	8,35,733
10	Others	16,886	24,197	38,917	7,314	14,721	22,031
	Grand Total	2,55,565	5,42,504	11,13,328	2,86,939	5,70,825	8,57,764

3.38 From Table 2 it is evident that the recruitment of civil Central Government personnel rose sharply from 2.87 lakh in the four year period 2006-2010 to 5.71 lakh in the four year period 2010 to 2014. Railways and Police with a total recruitment of 4.63 lakh during the period 2010 to 2014 accounted for 81 percent of all new civilian recruits in the Central Government. While

no causality can be established between recruitment during the period 01.01.2010 and 01.01.2014 compared to the period 01.01.2006 and 01.01.2010 and the withdrawal of orders on the Optimisation Scheme, it is notable that recruitment in the period after 01.01.2010 has been significantly higher.

3.39 The Commission notes that on an average the intake of new civilian recruits in the Central Government during the period 2006 to 2014 has been slightly over a lakh each year. The Report of the 'Working Group on Labour Force and Employment Projections' constituted for the Eleventh Five Year Plan estimated that during the period 2012-17 the labour force is projected to increase by 4.46 crore, which translates to an average increase each year of over 89 lakh. This suggests that the Central Government is at best a marginal source for employment generation. The quantum of intake of fresh personnel by the Central Government is an insignificant percentage of the total entrants in India's labour force.

3.40 **Recruiting Agencies:** The data from ministries/departments with regard to recruitments on or after 01.01.2004 suggests that certain departments which undertake recruitment through their own dedicated Boards/Agencies have shown recruitments of larger numbers. Examples include Railways, Departments of Posts, Atomic Energy, Space etc.

3.41 **The Commission has not obtained data on the skill profile of Central Government employees. It, however, notes that based on the medium term goals and priorities of the government, a determination of skills and competencies required to meet them, needs to be made across Central Government ministries/departments. This will have implications both for recruitment policy as well as the size and composition of the government.**

Variation in Persons in Position as per Sources Reporting Data on Personnel

3.42 The V CPC, in its Chapter titled 'Size of employment under Central Government,' pointed to the varied sources that reported on size of the civilian Central Government employees together with the fact that "*these sources were often dated, not sufficiently comprehensive, incognate and yield conflicting results.*" The examination by this Commission of the existing data sources confirms the conclusions arrived at by the V CPC.

3.43 The data received from ministries/departments on the strength of personnel was validated with reference to two sources of data in the government on personnel- (a) Expenditure Budget, Volume 1, Annex 7 of the Ministry of Finance and (b) Census of government employees prepared by the Directorate General of Employment and Training (DGET), Ministry of Labour and Employment. The examination of data confirms the view of the V CPC regarding the quality of data. As an illustration, the position in respect of some ministries/departments where the variation is substantial has been brought out below together with the reasons, arrived at, after review of the numbers.

Table 3: Variation in Reported Data

Sl. No.	Ministry/ Department	As per Expenditure Budget (Actuals for 2014)	As per DGET (2011)	As per data obtained by 7 th CPC (01.01.2014)	Remarks
1	Ministry of Defence (Civil)	34,483	3,75,309	3,98,422	Expenditure Budget data widely understates the actual numbers
2	Department of Posts	4,59,948	2,09,047	1,89,771	Expenditure Budget data included data on Gramin Dak Sevaks and hence not a like comparison.
3	Ministry of External Affairs	10,433	6,398	3,037	Expenditure Budget data overstated on account of inclusion of personnel in Autonomous Bodies
4	Ministry of Commerce and Industry	9,223	5,345	3,771	Expenditure Budget data overstated on account of inclusion of personnel in Autonomous Bodies and PSUs.

3.44 While the data of Directorate General of Employment and Training is a closer approximation of the actuals of personnel as obtained and verified by the Commission, it is dated. In the case of data on personnel in the Expenditure Budget, available each year, the variation in numbers with the actuals as obtained by the Commission is substantial, as Table 3 testifies.

3.45 To ensure integrity and availability of consistent data on personnel in the government, the Commission is of the view that the database on personnel needs to be standardised on an IT platform, across all civil ministries/departments. This will facilitate ease in compilation, aggregation and make reliable data readily available to concerned stakeholders.

Persons in Position in Terms of Categories: Groups A, B and C

3.46 All Central Government civil posts of the Union are categorised under the Central Civil Services (Classification, Control and Appeal) Rules, 1965. There are currently three categories of Central Government personnel—Group 'A', Group 'B' and Group 'C'. This categorisation is made by the government based on the pay band and grade pay or the pay scales as applicable.

3.47 The data provided by the ministries/departments is consolidated in terms of the three categories of personnel as per Table 4.

Table 4: Groupwise Distribution of Personnel

Sl. No	Ministry/ Department	Persons in Position as on 01.01.2014	Group `A`	Group `B`	Group `C`
1.	Railways	13,15,688	8,493	7,283	12,99,912
			(<1)	(<1)	(99)
2.	MHA incl. CAPFs	9,80,114	16,090	60,162	9,03,862
			(2)	(6)	(92)
3.	Defence (Civil)	3,98,422	17,160	59,415	3,21,847
			(4)	(15)	(81)
4.	Posts	1,89,771	527	6,826	1,82,418
			(<1)	(4)	(96)
5.	Revenue	95,812	5827	40,907	49,078
			(6)	(43)	(51)
6.	IA&AD	48,164	605	32,105	15,454
			(1)	(67)	(32)
7.	Urban Development	30,665	1539	6967	22159
			(5)	(23)	(72)
8.	Atomic Energy	32,330	8,515	12,404	11,411
			(27)	(38)	(35)
9.	Health	21,061	2997	4972	13092
			(14)	(24)	(62)
10.	Others	1,89,509	29,748	49,851	1,09,910
	Total	33,01,536	91,501	2,80,892	29,29,143

3.48 The five ministries/departments with largest percentage in Group `A` are listed in the Table 5. These ministries/departments are not depicted individually in Table 4.

Table 5: Largest Population in Group A

Name of Ministry/ Department	Total in Group `A`	Total Personnel in Position (PIP)	%age of PIP in Group `A`
Space	8555	15011	57
Electronics and IT	5260	3004	57
New and Renewable Energy	80	187	43
Civil Aviation	396	977	41
External Affairs	1130	3037	37

3.49 Tables 4 and 5 bring out the following:

- Of the total 33.02 lakh civilian workforce 89 percent are in Group `C`, 8 percent are in Group `B` and 3 percent are in Group `A`.
- While 89 percent of civilian Central Government personnel are in Group `C`, the Railways, Department of Posts and MHA have a significantly higher proportion in Group `C` at 99 percent, 96 percent and 92 percent respectively.
- Scientific and technical focused ministries/departments have a high percentage of Group `A` Officers.

3.50 The Ministry-wise particulars of composition of personnel in terms of Group `A`, `B` and `C` are detailed in Annex 4.

3.51 The Commission notes that in addition to details on composition of personnel in terms of the Group `A', `B' and `C' it would be useful, both for purposes of management information and decision making, if reliable data on personnel in terms of job families is collected.

Personnel in Position, Recruited Before or on or After 01.01.2004

3.52 About a decade back the government notified the defined contribution National Pension System which became effective for all employees entering Central Government on or after 01.01.2004, except those in the three defence forces. Thus, as on date, there are two categories of serving civil Central Government personnel - those covered by the earlier defined benefits scheme- viz., pre 01.01.2004 appointees and those covered by the defined contribution scheme viz., those appointed on or after 01.01.2004 (post 01.01.2004 recruits).

3.53 The data provided by the ministries/departments, consolidated in terms of pre and post 01.01.2004 personnel, is indicated in Table 6. (This does not include personnel of the three defence forces)

Table 6: Post 01.01.2004 Recruits

Sl. No.	Ministry/ Department	Persons in Position as on 01.01.2014 (in lakh)	Pre 01.01.2004 recruits (in lakh)	Post 01.01.2004 recruits (in lakh)	Post 01.01.2004 recruits as a %age of PIP
1.	Railways	13.16	9.20	3.96	30
2.	MHA incl. CAPFs	9.80	5.14	4.66	48
3.	Defence (Civil)	3.98	2.96	1.02	26
4.	Posts	1.90	1.38	0.52	27
5.	Revenue	0.96	0.65	0.31	32
6.	IA&AD	0.48	0.36	0.12	25
7.	Urban Development	0.31	0.27	0.04	13
8.	Atomic Energy	0.32	0.22	0.10	31
9.	Health	0.21	0.20	0.01	5
10.	Others	1.90	1.50	0.40	21
	Total	33.02	21.88	11.14	34

- i. Of the total 11.14 lakh post 01.01.2004 recruits, Ministry of Home Affairs, Railways, Defence (Civilians) and Posts accounted for 10.16 lakh recruits.
- ii. All other departments accounted for 0.98 lakh new recruits- about 9 percent of all new recruits.

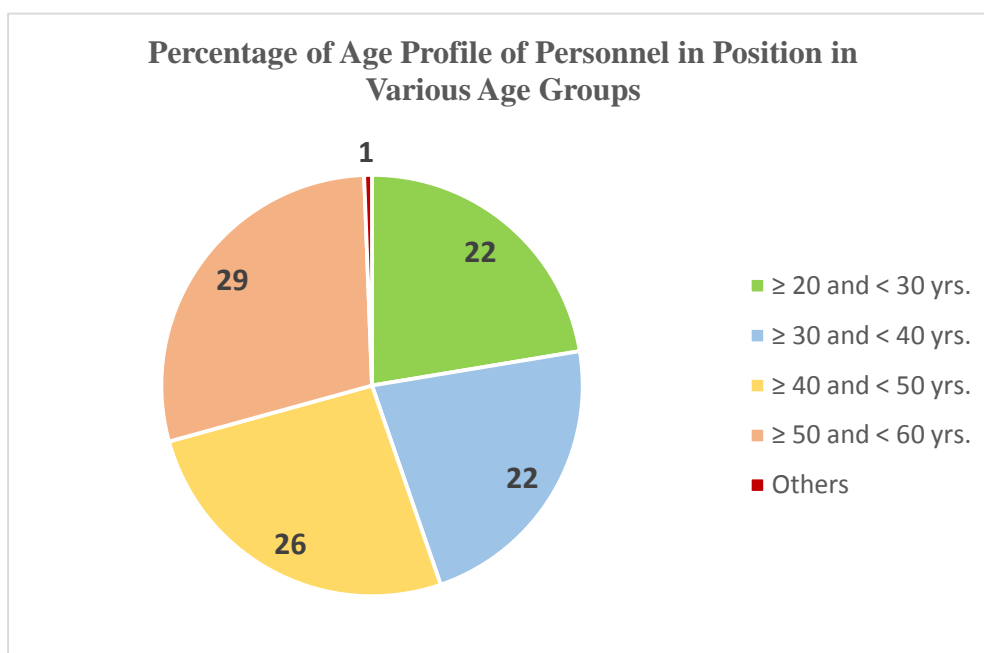
3.54 **Post 01.01.2004 Recruits and Defined Contribution Pension:** For all civil recruits in the Central Government recruited on or after 01.01.2004, the government and the employee each make a ten percent contribution of the basic pay and dearness allowance towards the pension

fund accumulation of the employee. The government contribution¹⁰ for the defined contribution pension scheme has been ₹924 crore in 2011-12, ₹1,200 crore in 2012-13 and ₹1,600 crore in 2013-14 respectively.

Age Profile of Central Government Personnel as on 01.01.2014

3.55 With a view to determining the age profile of personnel serving in the Central Government, this Commission obtained data of its personnel from each ministry/department in terms of distinct age groups viz., those less than 20 years, 20-30 years, 30-40 years, 40 to 50 years, 50-60 years and over 60 years.

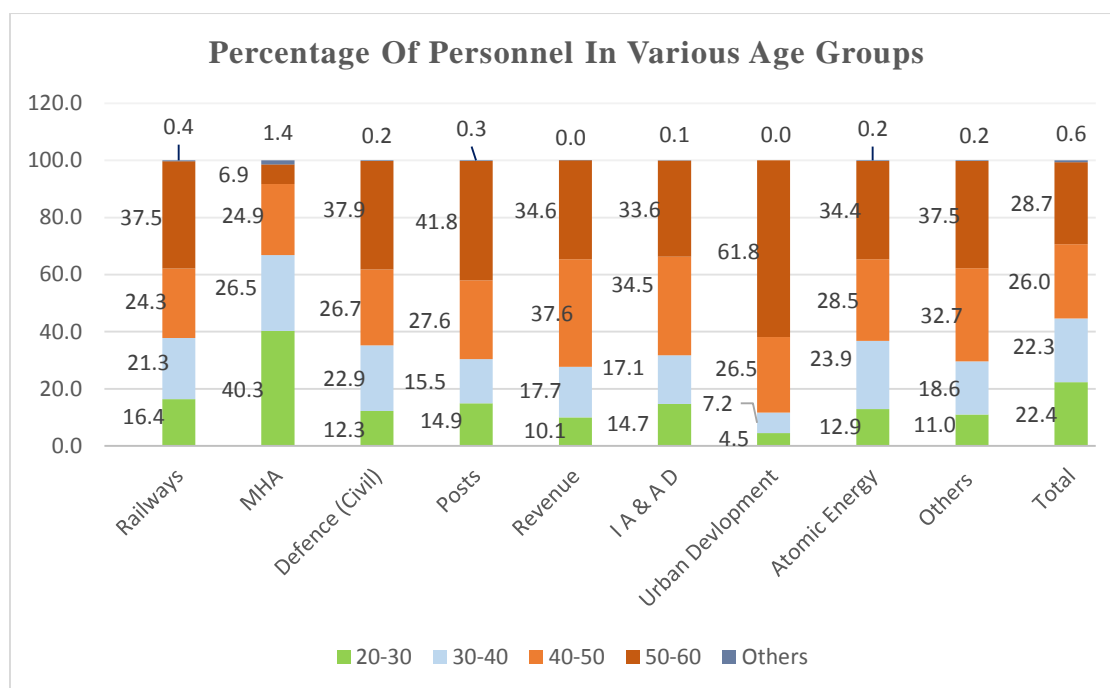
3.56 **Aggregate Position:** Of the total 33.02 lakh persons in position as on 01.01.2014, the break up in various age groups is indicated in the pie chart below.



Note: 'Others' accounts for those below 20 years and over 60 years of age.

3.57 **Disaggregate Position:** While at an aggregate level, which covers all persons in position in the government, the distribution of personnel in various age groups is quite even, this picture changes significantly when the data is analysed at a disaggregate level. In terms of the breakup of personnel amongst the largest ministries/departments in terms of age the graph below brings out the position.

¹⁰ Excluding Railways.



In the age groups, Others includes those below 20 years and over 60 years of age.

- i. The composition of personnel in the age groups 20-30 years and 30-40 years is very substantial amongst personnel in MHA.
- ii. Larger departments like Railways, MHA (Police), Posts and IA&AD had relatively larger percentages in the 20-30 years age group compared to other ministries which comprise the rest of the smaller ministries/departments of the government.

3.58 Pattern with regard to smaller ministries/departments: On an analysis of the age composition of personnel, the Commission noted a discernible pattern as regards ministries/departments which were comparatively smaller. A review of all ministries/departments with persons in positions (PIP) less than 500 was undertaken. The findings pointed to the fact that in most of these ministries/departments the percentage of personnel in the age group 20-30 years was significantly lower than in the larger departments in the government.

Table 7: Percentage of Personnel in Various Age Groups¹¹

Ministry/Department	Total PIP	(Age Groups)			
		20-30	30-40	40-50	50-60
Drinking Water and Sanitation	78	14.1	17.9	29.5	38.5
Panchayati Raj	82	3.7	26.8	31.7	37.8
Food Processing Industries	114	3.5	11.4	37.7	47.4
Overseas Indian Affairs	118	4.2	17.8	30.5	47.5
Parliamentary Affairs	123	7.3	21.1	32.5	35.0
Minority Affairs	148	7.4	16.9	32.4	37.8
AYUSH	164	6.1	12.2	30.5	51.2

¹¹ Those below 20 years and above 60 years of age are not included.

Ministry/Department	Total PIP	(Age Groups)			
		20-30	30-40	40-50	50-60
New and Renewable Energy	187	7.0	12.8	28.3	51.9
Tribal Affairs	197	7.6	19.3	32.0	41.1
Steel	210	2.4	23.8	38.1	35.7
Petroleum and Natural Gas	230	1.7	12.2	26.1	60.0
Central Vigilance Commission	232	10.8	25.9	40.5	22.8
Heavy Industries and Public Enterprises	246	4.1	9.8	30.1	56.1
Development of NER	259	9.3	15.4	30.5	43.6
Youth Affairs and Sports	281	5.7	28.8	18.9	44.1
Coal	305	3.6	6.5	25.6	64.3
Rural Development	476	3.8	13.4	38.7	44.1
Social Justice and Empowerment	492	6.1	26.6	28.4	38.6
Tourism	500	2.8	14.4	65.2	17.6

3.59 **Personnel in Age Group of 50 to 60:** With a view to ascertaining the retirements that would take place in the coming few years the Commission reviewed the data for all ministries/departments in the age group of 50 to 60 years. Of the total 33.02 lakh persons in position, as on 01.01.2014, 9.48 lakh persons, constituting about 29 percent of personnel were in the age group of 50 to 60 years.

3.60 Table 8 brings out the position in this regard amongst the largest ministries/departments.

Table 8: Proportion of Personnel in 50-60 Age Group

Sl. No.	Ministry/Department	PIP as on 01.01.2014 (in lakh)	PIP in the age group of 50-60 (in lakh)	%age of 50-60 age group in PIP
1.	Railways	13.16	4.94	38
2.	MHA incl. CAPFs	9.80	0.68	7
3.	Defence (Civil)	3.98	1.51	38
4.	Posts	1.90	0.79	42
5.	Revenue	0.96	0.33	34
6.	IA&AD	0.48	0.16	33
7.	Urban Development	0.31	0.19	62
8.	Atomic Energy	0.32	0.11	34
9.	Health	0.21	0.07	33
10.	Others	1.86	0.70	38
	Total¹²	32.98	9.48	29

¹² Total of PIP in Table 8 is marginally different from PIP in other tables since data on age groups was not furnished by a few ministries/departments.

3.61 Data provided to the Commission indicates an unusually large percentage of personnel in the 50-60 years age group in certain ministries/departments- 75 percent in Textiles, 64 percent in Coal, 62 percent in Urban Development, 60 percent in Petroleum and Natural Gas, 57 percent in Science and Technology, 56 percent in Heavy Industry, 52 percent in New and Renewable Energy, 51 percent in AYUSH and 50 percent in Power. This is a ready pointer to the number of retirements that would take place in the next ten years.

3.62 The Ministry wise particulars of age profile of personnel as on 01.01.2014 is detailed in Annex 5.

3.63 The Commission notes that losing experienced high level personnel entails unquantifiable costs as new recruits will require training and on the job skills. At the same time it presents ministries/departments the opportunity to align their personnel requirement in line with their current and future challenges.

Expenditure on Pay and Allowances on Central Government Personnel

3.64 Expenditure on pay and allowances of Central Government personnel is specifically budgeted and accounted for in the books of the government under the head ‘Salaries’ in the case of all civil ministries/departments. To ensure integrity of data on expenditure, all ministries/departments were requested to ensure that the data being provided was vetted by their Chief Controller of Accounts.

3.65 The total expenditure on pay and allowances for civil personnel of Central Government in the recent years is brought out in Table 9.

Table 9: Expenditure on Pay and Allowances

	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13
Amount (₹ crore)	51,664	80,110	1,07,402	1,07,550	1,17,565	1,29,599
As a percent of GDP ¹³	1.04	1.42	1.66	1.38	1.33	1.30

The Commission has obtained details of expenditure from each ministry/department for up to FY 2012-13. Of the total expenditure on pay and allowances of ₹1,29,599 crore for the financial year 2012-13 the break up in terms of the principal ministries/departments is brought out in Table 10.

¹³ GDP for FY 2011-12 and 2012-13 are based on New Series Estimates.

Table 10: Per Capita Expenditure of Pay and Allowances

Sl. No.	Ministry/ Department	PIP as on 01.01.2014 (in lakh)	Total Expenditure on Pay and Allowances in FY 2012-13 (₹ crore)	Per Capita Expenditure on Pay and Allowances in FY 2012-13 (₹ lakh)	Percentage of PIP- Group wise		
					A	B	C
1.	Railways	13.16	55,038	4.18	<1	<1	99
2.	MHA incl. CAPFs	9.80	29,076	2.97	2	6	92
3.	Defence (Civil)	3.98	12,888	3.24	4	15	81
4.	Posts	1.90	7,730	4.07	<1	4	96
5.	Revenue	0.96	4,894	5.10	6	43	51
6.	IA&AD	0.48	2,317	4.83	1	67	32
7.	Urban Development	0.31	1,112	3.59	5	23	72
8.	Atomic Energy	0.32	2,107	6.58	27	38	35
9.	Health	0.21	1,414	6.73	14	24	62
10.	Others	1.90	13,023	6.85	16	26	58
	Total	33.02	1,29,599	3.92	3	9	88

3.66 The expenditure per capita on pay and allowances for civil Central Government personnel for FY 2012-13 was ₹3.92¹⁴ lakh per annum.

3.67 Five ministries/departments with highest per capita expenditure on Pay and Allowances.

Table 11: Ministries with Highest Per Capita Expenditure on Pay and Allowances

	Ministry/ Department	Persons in Position as on 01.01.2014	Total Expenditure on Pay and Allowances in FY 2012-13 (₹ crore)	Per Capita Expenditure on Pay and Allowances in FY 2012-13 (₹ lakh)	Percentage in Groups		
					A	B	C
1.	External Affairs#	3,037	1061.45	34.95	37	38	25
2.	New and Renewable Energy	187	19.91	10.65	43	19	38
3.	Food Processing	114	9.46	8.29	37	26	37
4.	Electronics and IT	5,260	404.31	7.70	57	27	16
5.	Power	1,044	77.49	7.42	31	30	39

Inclusive of salaries and allowances paid abroad hence distinct from others.

3.68 Data on expenditure on pay and allowances for personnel clearly points to a positive relationship between ministries/departments with most of workforce in Group 'A' and the per capita expenditure on pay and allowances.

¹⁴ Per capita expenditure figure will be marginally lower since, as per the Commission's estimate, the coverage of personnel is around 99 percent.

Expenditure on Pay and Allowances: Issues for Review

3.69 With regard to expenditure on pay and allowances for personnel in the Central Government two issues merit specific mention and the Commission is recommending review of existing arrangements in this regard.

3.70 ***Gramin Dak Sevaks:*** Examination of the existing classification of expenditure provisions of the Department of Posts reveals that expenditure on personnel in respect of pay and allowances of regular Central Government personnel serving in the department as well as that of Gramin Dak Sevaks are clubbed together under the head ‘Salaries.’ Since Gramin Dak Sevaks are not reckoned as Central Government personnel, expenditure on pay and allowances of this category of personnel should be distinct from regular Central Government personnel. **The Commission accordingly recommends that the Department of Posts budget and account for remuneration of Gramin Dak Sevaks under a head distinct from ‘Salaries,’ as they are not reckoned as Central Government employees.**

3.71 ***Expenditure on Allowances:*** At present substantial amount of expenditure is being incurred by the Central Government on payment of Allowances to its personnel. Allowances however are not being separately budgeted or accounted for in the books of the Central Government- they are subsumed in the head “Salaries.” This applies to Civil Ministries, Railways, Defence Services and Posts. Hence the expenditure on Allowances as is available in some documents like the Expenditure Budget or in publications of the Pay Research Unit (PRU) is at best an approximation. There is a need for transparent and reliable data on Allowances to be available in public domain. **For the purposes of transparency and availability of information in the public domain, the Commission recommends that a separate Object head may be created to capture expenditure on Allowances- in Civil, Defence, Railways and Posts.**

Contractual Manpower in Government

3.72 The General Financial Rules provide for outsourcing of services in the interest of economy and efficiency. Broad guidance is provided in the Rules on identification of contractors and the tendering process.

There are three kinds of contractual appointments:

- i. Tasks of a routine nature, typically those relating to housekeeping, maintenance, related activities, data entry, driving, and so on, which are normally bundled and entrusted to agencies. These agencies then depute the necessary persons to carry out these tasks.
- ii. The VI CPC had recommended introduction of contractual appointments for selected posts, particularly those requiring high professional skills. Under this, suitable persons from outside could be inducted in the government on negotiated salaries/emoluments.
- iii. The third category relates to retirees from government, whose skills, expertise, knowledge that was acquired while in government service is found to be useful to government, and therefore the services of such persons are taken on a contractual basis for varying lengths of time.

3.73 The Commission had through its Questionnaire sought the views of all stakeholders regarding their experience with outsourcing at various levels in the government and whether there existed a case for streamlining it. The Commission also sought to ascertain if there existed a clear identification of jobs that can be outsourced.

3.74 **Response of Ministries on Contractual Manpower:** The response received by the Commission on the issue of outsourcing from ministries/departments has been a mixed one. The Department of Personnel and Training has stated that with the removal of the category of Group D employees, those existing therein were to be moved up to Group 'C' cadre through a process of training. Therefore unskilled functions in the government sector would be contracted from outsources. The Ministry of Defence stated that the experience of outsourcing in conservancy services and transport had been quite good. The Department of Atomic Energy while supporting outsourcing, recommended that a standard operating procedure may be introduced through legislative means to enable outsourcing for routine activities like maintenance, transport services, canteen services etc. through professional agencies so as to avoid legal complications and exploitation of persons who have been taken on contract. The Central Board of Direct Taxes (CBDT) also supported outsourcing, though it felt the need for effecting some streamlining. The Ministry of AYUSH also supported outsourcing of routine administrative works.

3.75 On the other hand, there were a number of ministries/departments whose support for outsourcing was qualified. The Department of Posts stated that outsourcing in core operation was not suitable since outsourced manpower keep on changing frequently and it is difficult to train them. They were, however, not against outsourcing for housekeeping, maintenance related activities, driving staff and secretarial assistance. The Department of Economic Affairs was strongly against outsourcing and stated that it should be used in the rarest of rare case for duties of a peripheral nature. They were clearly against outsourcing of data processing. They, however, did feel that in the more commonplace functions the experience of outsourcing has been good. The Ministry of Power stated that outsourcing could only temporarily supplement the requirements of government. They noted their concerns with regard to confidentiality and accountability of outsourced personnel. However, jobs of drivers, multi-level tasking staff and DEO could be outsourced on need basis. The National Informatics Centre (NIC) was also against outsourcing stating that it entailed duplication of work done by regular employees.

3.76 **Views of JCM-Staff Side:** The JCM-Staff Side has, in its memorandum to the Commission, strongly opposed outsourcing stating that the existence of a large array of personnel employed by the government through contractors is pushing a major segment of government functions into the informal sector.

3.77 **Nature of Deployment:** The Commission had sought from all ministries/departments information with regard to remuneration levels of contacted manpower to ascertain the level of work being assigned to them. In most ministries/departments that have provided information, it is evident that the nature of jobs being contracted out were of a routine nature, involving a low level of remuneration. However Department of Electronics and Information Technology did engage a fair number of contractual personnel at higher levels of

remuneration¹⁵. Railways and Ministry of Home Affairs also reported deployment of some contract personnel with higher remuneration.

3.78 Expenditure on Contractual Manpower: The Commission also sought information from all ministries/departments on expenditure towards engagement of contractual manpower. The information provided is brought out in Table 12.

Table 12: Annual Expenditure on Contractual Manpower

(₹ in crore)

Sl. No.	Name of Ministry/ Departments	Annual Expenditure on Contractual Manpower
		(F.Y. 2012-13)
1	Railways	34.94
2	Police incl. CAPFs	25.72
3	Posts	19.55
4	IA&AD	28.47
5	Urban Development	0.99
6	Atomic Energy	9.93
7	Health	26.90
8	Others	153.99
	Total	300.49

3.79 While the expenditure incurred on contractual manpower is relatively small compared to expenditure on Salaries of personnel serving in the government, they are in their own right significant and also likely to increase in the coming years. This warrants streamlining the existing regime governing outsourcing of contracted manpower, as has also been suggested by some ministries.

3.80 The responses and data received by the Commission suggests that there is a general consensus that routine administrative jobs in the government can continue to be outsourced. **In this regard the Commission is of the view that a clear guidance from the government on jobs that can and should be contracted out would be appropriate. While doing so the concerns of confidentiality and accountability may be kept in view. Further, to bring about continuity and to address the concerns regarding exploitation of contractual manpower, uniform guidelines/model contract agreements may be devised by the government.**

3.81 Earlier in this chapter the fact that in a number of ministries/departments a large percentage of personnel will be retiring in the near future has been brought out. Loss of experienced high level personnel can entail unquantifiable costs as new recruits will require investment in terms of training, mentoring etc. In this light utilisation of retiring personnel with suitable skill sets can also be considered.

¹⁵ Remuneration of over ₹50,000 per month per person.

3.82 The Commission is also of the view that a database should be available with the government which can enable it to draw upon high level retiring personnel, who have the required capabilities to be utilised through contractual appointments.

Conclusions and Recommendations

3.83 The following are the conclusions and recommendations:

- i. The Commission notes that based on the medium term goals and priorities of the government, a determination of skills and competencies required to meet them, needs to be made across Central Government ministries/departments. This will have implications both for recruitment policy as well as the size and composition of the government.
- ii. To ensure integrity and availability of consistent data on personnel in the government, the Commission is of the view that the database on personnel needs to be standardised on an IT platform, across all civil ministries/departments. This will facilitate ease in compilation, aggregation and make reliable data readily available to concerned stakeholders.
- iii. The Commission notes that in addition to details on composition of personnel in terms of the Group `A`, `B` and `C` it would be useful both for purposes of management information and decision making if reliable data on personnel in terms of job families is collected.
- iv. Retiring personnel in a number of ministries/departments are substantial and this presents two sets of implications. At one level losing experienced high level personnel entails unquantifiable costs as new recruits will require training and on the job skills. At the same time it presents ministries/departments the opportunity to align their personnel requirement in line with their current and future challenges.
- v. The Commission recommends that the Department of Posts budget and account for remuneration of Gramin Dak Sevaks under a head distinct from Salaries, as they are not reckoned as Central Government employees.
- vi. For the purposes of transparency and availability of information in the public domain, it is recommended that a separate Object head may be created to capture expenditure on Allowances in Civil, Defence, Railways and Posts.
- vii. The Commission is of the view that a clear guidance from the government on jobs that can and should be contracted out would be appropriate. While doing so the concerns of confidentiality and accountability may be kept in view. Further, to bring about continuity and to address the concerns regarding exploitation of contractual manpower, uniform guidelines/model contract agreements may be devised by the government.
- viii. The Commission is also of the view that a database should be available with the government which can enable it to draw upon high level retiring personnel, who have subject matter knowledge, experience and skills to be utilised through contractual appointments.

Annex 1: Sanctioned Strength, Persons in Position and Vacancies as on 01.01.2014

Sl. No.	Name of Ministry/Department	Sanctioned Strength as on 01.01.2014	Persons in Position (PIP) as on 01.01.2014	Vacancies as on 01.01.2014	Vacancies as a percent of Sanctioned Strength
1	Ministry of Agriculture	9,561	7,679	1,882	20
2	Department of Atomic Energy	36,806	32,330	4,476	12
3	Ministry of AYUSH	275	162	113	41
4	Ministry of Chemicals and Fertilizers	737	570	167	23
5	Ministry of Civil Aviation	1,757	977	780	44
6	Ministry of Coal	415	305	110	27
7	Ministries of Commerce and Industry	5,187	3,771	1,416	27
8	Ministry of Communications and Information Technology	2,60,488	1,97,872	62,616	24
	<i>of which Department of Posts</i>	2,49,588	1,89,771	59,817	24
9	Ministry of Consumer Affairs, Food and Public Distribution	2,584	1,775	809	31
10	Ministry of Corporate Affairs	2,361	1,411	950	40
11	Ministry of Culture	11,193	7,979	3,214	29
12	Ministry of Defence (Civil)	5,85,476	3,98,422	1,87,054	32
13	Ministry of Development of North Eastern Region	341	259	82	24
14	Ministry of Drinking Water and Sanitation	125	78	47	38
15	Ministry of Earth Sciences	7,398	5,214	2,184	30
16	Ministry of Environment, Forests and Climate Change	4,871	3,083	1,788	37
17	Ministry of External Affairs	4,577	3,037	1,540	34
18	Ministry of Finance	1,76,260	95,863	80,397	46
	<i>of which</i>				
	<i>Central Board of Direct Taxes</i>	78,544	42,069	36,475	46
	<i>Central Board of Excise and Customs</i>	73,853	50,912	22,941	31
19	Ministry of Food Processing Industries	149	114	35	23
20	Ministry of Health and Family Welfare	29,463	21,061	8,402	29
21	Ministry of Heavy Industries and Public Enterprises	372	246	126	34
22	Ministry of Home Affairs	9,71,875	9,02,631	69,244	7
23	Ministry of Human Resources Development	1,909	1,246	663	35
24	Ministry of Information and Broadcasting	6,696	4,485	2,211	33
25	Ministry of Labour and Employment	6,816	4,953	1,863	27
26	Ministry of Law and Justice	2,018	1,416	602	30
27	Ministry of Micro, Small and Medium Enterprises	2,692	1,880	812	30
28	Ministry of Mines	14,069	9,116	4,953	35
29	Ministry of Minority Affairs	249	148	101	41
30	Ministry of New and Renewable Energy	300	187	113	38
31	Ministry of Overseas Indian Affairs	188	118	70	37
32	Ministry of Panchayati Raj	114	82	32	28
33	Ministry of Parliamentary Affairs	159	123	36	23
34	Ministry of Personnel Public Grievances and Pensions (including CVC)	8,776	7,449	1,327	15
35	Ministry of Petroleum and Natural Gas	301	230	71	24
36	NITI Aayog	1,836	1,279	557	30
37	Ministry of Power	1,895	1,044	851	45
38	Ministry of Road, Transport and Highways	1,999	1,706	293	15

Sl. No.	Name of Ministry/Department	Sanctioned Strength as on 01.01.2014	Persons in Position (PIP) as on 01.01.2014	Vacancies as on 01.01.2014	Vacancies as a percent of Sanctioned Strength
39	Ministry of Rural Development	653	476	177	27
40	Ministry of Science and Technology	12,503	6,680	5,823	47
41	Ministry of Shipping	2,934	1,885	1,049	36
42	Ministry of Social Justice and Empowerment	645	492	153	24
43	Department of Space	18,412	15,011	3,401	18
44	Ministry of Statistics and Programme Implementation	5,987	4,198	1,789	30
45	Ministry of Steel	263	210	53	20
46	Ministry of Textiles	3,789	3,095	694	18
47	Ministry of Tourism	583	500	83	14
48	Ministry of Tribal Affairs	307	197	110	36
49	*Ministry of Urban Development (including Housing and Urban Poverty Alleviation)	42,675	30,665	12,010	28
50	Ministry of Water Resources, River Development and Ganga Rejuvenation	15,697	11,051	4,646	30
51	Ministry of Women and Child Development	698	519	179	26
52	Ministry of Youth Affairs and Sports	458	281	177	39
53	Ministry of Railways	15,51,215	13,15,688	2,35,527	15
54	Union Public Service Commission	1,990	1,464	526	26
55	Indian Audit and Accounts Department	68,374	48,164	20,210	30
56	Election Commission	641	365	276	43
	Total (excluding UTs and Delhi Police)	38,90,112	31,61,242	7,28,870	19
	Andaman and Nicobar Islands	29,915	27,516	2,399	8
	Chandigarh	31,153	25,200	5,953	19
	Dadra Nagar Haveli	3,761	3,025	736	20
	Daman and Diu	3,465	2,316	1,149	33
	Lakshadweep	5,765	4,754	1,011	18
	Delhi Police	84536	77483	7,053	8
	Grand Total	40,48,707	33,01,536	7,47,171	18

(i) Departments, within Ministries, with larger than one percent of total Person in Position(PIP) of Central Government have been distinctly included in Annex 1 to 5.

(ii) *Ministry of Urban Development is also the Cadre Controlling Ministry in respect of Personnel in the Ministry of Housing and Poverty Alleviation (HUPA).

Annex 2: Persons in Position over the Years

Sl. No.	Name of Ministry/Department	Persons in Position as on 01.01.2006	Persons in Position as on 01.01.2010	Change between 2006-2010	Persons in Position as on 01.01.2014	Change between 2010-2014
1	Ministry of Agriculture	9,517	8,388	-1,129	7,679	-709
2	Department of Atomic Energy	32,964	32,170	-794	32,330	160
3	Ministry of AYUSH	162	162	0	162	0
4	Ministry of Chemicals and Fertilizers	745	631	-114	570	-61
5	Ministry of Civil Aviation	1,322	1,272	-50	977	-295
6	Ministry of Coal	331	321	-10	305	-16
7	Ministry of Commerce and Industry	4,680	4,180	-500	3,771	-409
8	Ministry of Communications and Information Technology	2,25,418	2,03,251	-22,167	1,97,872	-5,379
	<i>of which Department of Posts</i>	<i>2,17,808</i>	<i>1,95,883</i>	<i>-21,925</i>	<i>1,89,771</i>	<i>-6,112</i>
9	Ministry of Consumer Affairs, Food and Public Distribution	2,211	2,015	-196	1,775	-240
10	Ministry of Corporate Affairs	1,519	1,443	-76	1,411	-32
11	Ministry of Culture	7,993	8,084	91	7,979	-105
12	Ministry of Defence (Civil)	4,51,163	4,19,943	-31,220	3,98,422	-21,521
13	Ministry of Development of North Eastern Region	232	258	26	259	1
14	Ministry of Drinking Water and Sanitation	0	67	67	78	11
15	Ministry of Earth Sciences	6,732	6,062	-670	5,214	-848
16	Ministry of Environment, Forests and Climate Change	4,350	5,081	731	3,083	-1,998
17	Ministry of External Affairs	1,806	2,792	986	3,037	245
18	Ministry of Finance	1,05,193	1,02,957	-2,236	95,863	-7,094
	<i>of which</i>					
	<i>Central Board of Direct Taxes</i>	<i>43,157</i>	<i>42,346</i>	<i>-811</i>	<i>42,069</i>	<i>-277</i>
	<i>Central Board of Excise and Customs</i>	<i>58,338</i>	<i>57,315</i>	<i>-1,023</i>	<i>50,912</i>	<i>-6,403</i>
19	Ministry of Food Processing Industries	229	111	-118	114	3
20	Ministry of Health and Family Welfare #	21,061	21,061	0	21,061	0
21	Ministry of Heavy Industries and Public Enterprises	284	299	15	246	-53
22	Ministry of Home Affairs (including Delhi Police)	7,44,067	8,13,051	68,984	9,80,114	1,67,063
23	Ministry of Human Resource Development	1,640	1,460	-180	1,246	-214
24	Ministry of Information and Broadcasting	5,528	5,013	-515	4,485	-528
25	Ministry of Labour And Employment	6,001	5,183	-818	4,953	-230
26	Ministry of Law and Justice	1,683	1,544	-139	1,416	-128
27	Ministry of Micro, Small And Medium Enterprises	1,933	1,927	-6	1,880	-47
28	Ministry of Mines	12,214	10,081	-2,133	9,116	-965
29	Ministry of Minority Affairs	186	163	-23	148	-15
30	Ministry of New And Renewable Energy	256	262	6	187	-75
31	Ministry of Overseas Indian Affairs	146	146	0	118	-28
32	Ministry of Panchayati Raj	52	78	26	82	4
33	Ministry of Parliamentary Affairs	149	129	-20	123	-6
34	Ministry of Personnel, Public Grievances and Pensions (including CVC)	6,663	6,988	325	7,449	461

Sl. No.	Name of Ministry/Department	Persons in Position as on 01.01.2006	Persons in Position as on 01.01.2010	Change between 2006-2010	Persons in Position as on 01.01.2014	Change between 2010-2014
35	Ministry of Petroleum and Natural Gas	269	264	-5	230	-34
36	NITI Aayog	1,496	1,362	-134	1,279	-83
37	Ministry of Power	1,768	1,343	-425	1,044	-299
38	Ministry of Road, Transport and Highways	3,265	1,334	-1,931	1,706	372
39	Ministry of Rural Development	599	510	-89	476	-34
40	Ministry of Science and Technology	10,173	8,346	-1,827	6,680	-1,666
41	Ministry of Shipping	2,701	2,207	-494	1,885	-322
42	Ministry of Social Justice and Empowerment	536	516	-20	492	-24
43	Department of Space	14,679	14,780	101	15,011	231
44	Ministry of Statistics and Programme Implementation	4,619	4,077	-542	4,198	121
45	Ministry of Steel	199	250	51	210	-40
46	Ministry of Textiles	5,097	4,990	-107	3,095	-1,895
47	Ministry of Tourism	579	560	-19	500	-60
48	Ministry of Tribal Affairs	216	219	3	197	-22
49	Andaman and Nicobar Islands	23,661	26,377	2,716	27,516	1,139
50	Chandigarh	19,371	24,308	4,937	25,200	892
51	Dadra Nagar Haveli	2,860	3,266	406	3,025	-241
52	Daman and Diu	2,839	2,371	-468	2,316	-55
53	Lakshadweep	5,472	5,316	-156	4,754	-562
54	*Ministry of Urban Development (including Housing and Urban Poverty Alleviation)	36,517	29,970	-6,547	30,665	695
55	Ministry of Water Resources, River Development and Ganga Rejuvenation	14,164	12,500	-1,664	11,051	-1,449
56	Ministry of Women and Child Development	645	572	-73	519	-53
57	Ministry of Youth Affairs and Sports	350	337	-13	281	-56
58	Ministry of Railways	14,11,913	13,71,133	-40,780	13,15,688	-55,445
59	Union Public Service Commission	1,718	1,651	-67	1,464	-187
60	Indian Audit and Accounts Department	49,283	45,478	-3,805	48,164	2,686
61	Election Commission	327	319	-8	365	46
	GRAND TOTAL	32,73,746	32,30,929	-42,817	33,01,536	70,607

#Ministry of Health has provided data only for the year 2014. For consistency these figures have been adopted for the years 2006 and 2010.

*Ministry of Urban Development is also the Cadre Controlling Ministry in respect of Personnel in the Ministry of Housing and Poverty Alleviation (HUPA).

Annex 3: Post 01.01.2004 Recruitment over the Post 01.01.2004 Recruitment over the Years

Sl. No.	Name of Ministry/ Department	Post 01.01.2004 Recruits, as on 01.01.2006	Post 01.01.2004 Recruits, as on 01.01.2010	Recruitment between 2006-2010	Post 01.01.2004 Recruits, as on 01.01.2014	Recruitment between 2010-2014
1	Ministry of Agriculture	839	984	145	1,359	375
2	Department of Atomic Energy	3,211	6,681	3,470	9,999	3,318
3	Ministry of AYUSH	0	4	4	4	0
4	Ministry of Chemicals and Fertilizers	3	27	24	70	43
5	Ministry of Civil Aviation	9	23	14	49	26
6	Ministry of Coal	3	7	4	12	5
7	Ministry of Commerce and Industry	98	206	108	410	204
8	Ministry of Communications and Information Technology	21,320	30,315	8,995	53,586	23,271
	<i>of which Department of Posts</i>	<i>21,220</i>	<i>29,679</i>	<i>8,459</i>	<i>52,263</i>	<i>22,584</i>
9	Ministry of Consumer Affairs, Food and Public Distribution	35	148	113	293	145
10	Ministry of Corporate Affairs	90	117	27	335	218
11	Ministry of Culture	461	851	390	1,235	384
12	Defence (Civil)	38,853	62,094	23,241	1,02,303	40,209
13	Ministry of Development of North Eastern Region	13	21	8	44	23
14	Ministry of Drinking Water and Sanitation	0	67	67	78	11
15	Ministry of Earth Sciences	51	93	42	144	51
16	Ministry of Environment , Forests and Climate Change	97	394	297	875	481
17	Ministry of External Affairs	256	396	140	966	570
18	Ministry of Finance	6,281	17,913	11,632	31,351	13,438
	<i>of which</i>					
	<i>Central Board of Direct Taxes</i>	<i>2,398</i>	<i>7,058</i>	<i>4,660</i>	<i>11,686</i>	<i>4,628</i>
	<i>Central Board of Excise and Customs</i>	<i>3,740</i>	<i>10,577</i>	<i>6,837</i>	<i>19,069</i>	<i>8,492</i>
19	Ministry of Food Processing Industries	0	1	1	10	9
20	Ministry of Health and Family Welfare			0	699	699
21	Ministry of Heavy Industries and Public Enterprises	0	4	4	8	4
22	Ministry of Home Affairs (including Delhi Police)	1,02,773	2,42,799	1,40,026	4,65,959	2,23,160
23	Ministry of Human Resource Development	176	180	4	238	58
24	Ministry of Information and Broadcasting	1,231	1,211	-20	1,135	-76
25	Ministry of Labour And Employment	456	595	139	835	240
26	Ministry of Law and Justice	0	0	0	0	0
27	Ministry of Micro, Small And Medium Enterprises	183	79	-104	140	61
28	Ministry of Mines	288	764	476	2,404	1,640
29	Ministry of Minority Affairs	6	9	3	7	-2
30	Ministry of New and Renewable Energy	0	0	0	34	34
31	Ministry of Overseas Indian Affairs	0	19	19	18	-1
32	Ministry of Panchayati Raj	0	4	4	10	6

Sl. No.	Name of Ministry/ Department	Post 01.01.2004 Recruits, as on 01.01.2006	Post 01.01.2004 Recruits, as on 01.01.2010	Recruitment between 2006-2010	Post 01.01.2004 Recruits, as on 01.01.2014	Recruitment between 2010-2014
33	Ministry of Parliamentary Affairs	5	10	5	20	10
34	Ministry of Personnel, Public Grievances and Pensions (including CVC)	184	1,051	867	1,773	722
35	Ministry of Petroleum and Natural Gas	15	15	0	21	6
36	NITI Aayog	443	537	94	640	103
37	Ministry of Power	12	127	115	198	71
38	Ministry of Road Transport and Highways	1,541	221	-1,320	365	144
39	Ministry of Rural Development	4	27	23	66	39
40	Ministry of Science and Technology	495	717	222	700	-17
41	Ministry of Shipping	288	424	136	487	63
42	Ministry of Social Justice and Empowerment	1	5	4	74	69
43	Department of Space	1,676	3,617	1,941	5,696	2,079
44	Ministry of Statistics and Programme Implementation	771	1,059	288	1,692	633
45	Ministry of Steel	6	5	-1	7	2
46	Ministry of Textiles	159	225	66	364	139
47	Ministry of Tourism	0	0	0	85	85
48	Ministry of Tribal Affairs	48	51	3	29	-22
49	Andaman and Nicobar Islands	2,171	2,299	128	4,362	2,063
50	Chandigarh	620	2,033	1,413	2,743	710
51	Dadra Nagar Haveli	56	521	465	379	-142
52	Daman and Diu	1,786	1,467	-319	1,475	8
53	Lakshadweep	1,592	1,370	-222	1,831	461
54	Ministry of Urban Development (including Housing and Urban Poverty Alleviation)	272	807	535	3,980	3,173
55	*Ministry of Water Resources, River Development and Ganga Rejuvenation	541	1,387	846	2,722	1,335
56	Ministry of Women and Child Development	4	15	11	74	59
57	Ministry of Youth Affairs and Sports	1	3	2	19	16
58	Ministry of Railways	65,288	1,55,917	90,629	3,96,260	2,40,343
59	Union Public Service Commission	50	137	87	274	137
60	Indian Audit and Accounts Department	781	2,417	1,636	12,297	9,880
61	Election Commission	22	34	12	86	52
	Grand Total	2,55,565	5,42,504	2,86,939	11,13,329	5,70,825

*Ministry of Urban Development is also the Cadre Controlling Ministry in respect of Personnel in the Ministry of Housing and Poverty Alleviation (HUPA)

Annex 4: Composition of Personnel in various Groups ('A', 'B', 'C')

Sl. No.	Name of Ministry/ Department	Persons in Position (PIP) as on 01.01.2014				Percentage of Total		
		Gr. A	Gr. B	Gr. C	Total	Gr. A	Gr. B	Gr. C
1	Ministry of Agriculture	606	2,123	4,950	7,679	8	28	64
2	Department of Atomic Energy	8,515	12,404	11,411	32,330	27	38	35
3	Ministry of AYUSH	59	42	61	162	36	26	38
4	Ministry of Chemicals and Fertilizers	91	191	288	570	16	34	51
5	Ministry of Civil Aviation	396	163	418	977	41	17	43
6	Ministry of Coal	40	102	163	305	13	33	53
7	Ministry of Commerce and Industry	802	1,171	1,798	3,771	21	31	48
8	Ministry of Communications and Information Technology	4,395	8,980	1,84,497	1,97,872	2	5	93
	<i>of which Department of Posts</i>	<i>527</i>	<i>6,826</i>	<i>1,82,418</i>	<i>1,89,771</i>	<i>0</i>	<i>4</i>	<i>96</i>
9	Ministry of Consumer Affairs, Food and Public Distribution	227	527	1,021	1,775	13	30	58
10	Ministry of Corporate Affairs	385	488	538	1,411	27	35	38
11	Ministry of Culture	241	872	6,866	7,979	3	11	86
12	Ministry of Defence(Civil)	17,160	59,415	3,21,847	3,98,422	4	15	81
13	Ministry of Development of North Eastern Region	54	86	119	259	21	33	46
14	Ministry of Drinking Water and Sanitation	19	40	19	78	24	51	24
15	Ministry of Earth Sciences	313	2,975	1,926	5,214	6	57	37
16	Ministry of Environment, Forests and Climate Change	665	707	1,711	3,083	22	23	55
17	Ministry of External Affairs	1,130	1,156	751	3,037	37	38	25
18	Ministry of Finance	5,847	40,925	49,091	95,863	6	43	51
	<i>of which</i>							
	<i>Central Board of Direct Taxes</i>	<i>3,375</i>	<i>5,765</i>	<i>32,929</i>	<i>42,069</i>	<i>8</i>	<i>14</i>	<i>78</i>
	<i>Central Board of Excise and Customs</i>	<i>2,056</i>	<i>34,150</i>	<i>14,706</i>	<i>50,912</i>	<i>4</i>	<i>67</i>	<i>29</i>
19	Ministry of Food Processing Industries	42	30	42	114	37	26	37
20	Ministry of Health and Family Welfare	2,997	4,972	13,092	21,061	14	24	62
21	Ministry of Heavy Industries and Public Enterprises	69	80	97	246	28	33	39
22	Ministry of Home Affairs (including Delhi Police)	16,090	60,162	9,03,862	9,80,114	2	6	92
23	Ministry of Human Resource Development	215	509	522	1,246	17	41	42

Sl. No.	Name of Ministry/ Department	Persons in Position (PIP) as on 01.01.2014				Percentage of Total		
		Gr. A	Gr. B	Gr. C	Total	Gr. A	Gr. B	Gr. C
24	Ministry of Information and Broadcasting	304	958	3,223	4,485	7	21	72
25	Ministry of Labour and Employment	826	895	3,232	4,953	17	18	65
26	Ministry of Law and Justice	190	412	814	1,416	13	29	58
27	Ministry of Micro, Small and Medium Enterprises	240	618	1,022	1,880	13	33	54
28	Ministry of Mines	2,483	692	5,941	9,116	27	8	65
29	Ministry of Minority Affairs	38	48	62	148	26	32	42
30	Ministry of New and Renewable Energy	80	35	72	187	43	19	39
31	Ministry of Overseas Indian Affairs	26	40	52	118	22	34	44
32	Ministry of Panchayati Raj	30	31	21	82	37	38	26
33	Ministry of Parliamentary Affairs	21	39	63	123	17	32	51
34	Ministry of Personnel, Public Grievances and Pensions (including CVC)	855	1,978	4,616	7,449	11	27	62
35	Ministry of Petroleum and Natural Gas	51	103	76	230	22	45	33
36	NITI Aayog	391	423	465	1,279	31	33	36
37	Ministry of Power	323	313	408	1,044	31	30	39
38	Ministry of Road Transport and Highways	303	438	965	1,706	18	26	57
39	Ministry of Rural Development	117	203	156	476	25	43	33
40	Ministry of Science and Technology	402	2,059	4,219	6,680	6	31	63
41	Ministry of Shipping	185	560	1,140	1,885	10	30	60
42	Ministry of Social Justice and Empowerment	83	163	246	492	17	33	50
43	Department of Space	8,555	3,416	3,040	15,011	57	23	20
44	Ministry of Statistics and Programme Implementation	393	2,842	963	4,198	9	68	23
45	Ministry of Steel	39	86	85	210	19	41	40
46	Ministry of Textiles	145	749	2,201	3,095	5	24	71
47	Ministry of Tourism	64	103	333	500	13	21	67
48	Ministry of Tribal Affairs	49	62	86	197	25	31	44
49	Andaman and Nicobar Islands	614	7,351	19,551	27,516	2	27	71
50	Chandigarh	1,975	3,925	19,300	25,200	8	16	77
51	Dadra Nagar Haveli	47	1,902	1,076	3,025	2	63	36
52	Daman and Diu	56	1,371	889	2,316	2	59	38
53	Lakshadweep	40	1,288	3,426	4,754	1	27	72
54	*Ministry of Urban Development (including Housing and Urban Poverty Alleviation)	1,539	6,967	22,159	30,665	5	23	72

Sl. No.	Name of Ministry/ Department	Persons in Position (PIP) as on 01.01.2014				Percentage of Total		
		Gr. A	Gr. B	Gr. C	Total	Gr. A	Gr. B	Gr. C
55	Ministry of Water Resources, River Development and Ganga Rejuvenation	1,237	2,391	7,423	11,051	11	22	67
56	Ministry of Women and Child Development	82	154	283	519	16	30	55
57	Ministry of Youth Affairs and Sports	35	87	159	281	12	31	57
58	Ministry of Railways	8,493	7,283	12,99,912	13,15,688	<1	<1	99
59	Union Public Service Commission	157	527	780	1,464	11	36	53
60	Indian Audit and Accounts Department	605	32,105	15,454	48,164	1	67	32
61	Election Commission	70	155	140	365	19	42	38
	GRAND TOTAL	91,501	2,80,892	29,29,143	33,01,536	3	9	89

**Ministry of Urban Development is also the Cadre Controlling Ministry in respect of Personnel in the Ministry of Housing and Poverty Alleviation (HUPA)*

Annex 5: Age Profile of Persons in Position as on 01.01.2014

Sl. No.	Name of Ministry/ Department	≥ 20 and < 30 yrs.	≥ 30 and < 40 yrs.	≥ 40 and < 50 yrs.	≥ 50 and < 60 yrs.	Others	Total
1	Ministry of Agriculture	837	1,012	2,530	3,298	2	7,679
2	Department of Atomic Energy	4,177	7,735	9,228	11,136	54	32,330
3	Ministry of AYUSH	10	20	50	84	0	164
4	Ministry of Chemicals and Fertilizers	47	106	220	197	0	570
5	Ministry of Civil Aviation	161	88	288	439	1	977
6	Ministry of Coal	11	20	78	196	0	305
7	Ministry of Commerce and Industry	118	486	1,337	1,830	0	3,771
8	Ministry of Communications and Information Technology	28,833	30,140	54,632	80,933	493	1,95,031
	<i>of which Department of Posts</i>	<i>28,370</i>	<i>29,333</i>	<i>52,289</i>	<i>79,295</i>	<i>484</i>	<i>1,89,771</i>
9	Ministry of Consumer Affairs, Food and Public Distribution	197	247	515	817	0	1,776
10	Ministry of Corporate Affairs	161	337	499	411	3	1,411
11	Ministry of Culture	325	1,504	2,647	3,502	1	7,979
12	Ministry of Defence (Civil)	48,849	91,303	1,06,256	1,51,161	853	3,98,422
13	Ministry of Development of North Eastern Region	24	40	79	113	3	259
14	Ministry of Drinking Water and Sanitation	11	14	23	30	0	78
15	Ministry of Earth Sciences	309	370	2,274	2,258	3	5,214
16	Ministry of Environment, Forests and Climate Change	78	458	1,390	1,154	3	3,083
17	Ministry of External Affairs	282	495	1,060	1,200	0	3,037
18	Ministry of Finance	9,603	16,877	36,019	33,307	57	95,863
	<i>of which</i>						
	<i>Central Board of Direct Taxes</i>	<i>4,987</i>	<i>7,593</i>	<i>16,339</i>	<i>13,132</i>	<i>18</i>	<i>42,069</i>
	<i>Central Board of Excise and Customs</i>	<i>4,375</i>	<i>8,863</i>	<i>18,634</i>	<i>19,040</i>	<i>0</i>	<i>50,912</i>
19	Ministry of Food Processing Industries	4	13	43	54	0	114
20	Ministry of Health and Family Welfare	2,019	3,982	7,225	7,296	539	21,061
21	Ministry of Heavy Industries and Public Enterprises	10	24	74	138	0	246
22	Ministry of Home Affairs (including Delhi Police)	3,94,548	2,59,660	2,43,913	67,933	14,060	9,80,114
23	Ministry of Human Resource Development	77	138	405	626	0	1,246
24	Ministry of Information and Broadcasting	313	599	1,566	2,004	3	4,485
25	Ministry of Labour and Employment	342	962	1,671	1,948	30	4,953
26	Ministry of Law and Justice	83	337	459	513	24	1,416
27	Ministry of Micro, Small and Medium Enterprises	78	452	668	685	0	1,883
28	Ministry of Mines	1,069	1,327	2,495	4,223	2	9,116
29	Ministry of Minority Affairs	11	25	48	56	8	148
30	Ministry of New and Renewable Energy	13	24	53	97	0	187

31	Ministry of Overseas Indian Affairs	5	21	36	56	0	118
32	Ministry of Panchayati Raj	3	22	26	31	0	82
33	Ministry of Parliamentary Affairs	9	26	40	43	5	123
34	Ministry of Personnel, Public Grievances and Pensions (including CVC)	652	1,675	3,313	1,794	15	7,449
35	Ministry of Petroleum and Natural Gas	4	28	60	138	0	230
36	NITI Aayog						1,279
37	Ministry of Power	69	125	326	523	1	1,044
38	Ministry of Road, Transport and Highways	108	417	620	557	4	1,706
39	Ministry of Rural Development	18	64	184	210	0	476
40	Ministry of Science and Technology	212	1,050	1,628	3,787	3	6,680
41	Ministry of Shipping	119	291	796	679	0	1,885
42	Ministry of Social Justice and Empowerment	30	131	140	190	1	492
43	Department of Space	2,854	3,993	3,196	4,764	204	15,011
44	Ministry of Statistics and Programme Implementation	842	702	1,030	1,624	0	4,198
45	Ministry of Steel	5	50	80	75	0	210
46	Ministry of Textiles	61	258	448	2,328	0	3,095
47	Ministry of Tourism	14	72	326	88	0	500
48	Ministry of Tribal Affairs	15	38	63	81	0	197
49	Andaman and Nicobar Islands	3,074	7,196	10,113	7,101	32	27,516
50	Chandigarh	5,215	4,940	7,910	7,004	131	25,200
51	Dadra Nagar Haveli	220	522	1,207	1,070	6	3,025
52	Daman and Diu	451	674	845	346		2,316
53	Lakshadweep	519	1,166	1,451	1,618	0	4,754
54	*Ministry of Urban Development (including Housing and Urban Poverty Alleviation)	1,371	2,212	8,120	18,962	0	30,665
55	Ministry of Water Resources, River Development and Ganga Rejuvenation	724	1,077	3,239	6,011	0	11,051
56	Ministry of Women and Child Development	52	70	149	248	0	519
57	Ministry of Youth Affairs and Sports	16	81	53	124	7	281
58	Ministry of Railways	2,16,355	2,80,517	3,20,262	4,93,609	4,945	13,15,688
59	Union Public Service Commission	149	156	522	634	3	1,464
60	Indian Audit and Accounts Department	7,087	8,233	16,616	16,188	40	48,164
61	Election Commission	49	87	164	64	1	365
	GRAND TOTAL	7,32,902	7,34,689	8,60,708	9,47,586	21,537	32,98,701

**Ministry of Urban Development is also the Cadre Controlling Ministry in respect of Personnel in the Ministry of Housing and Poverty Alleviation (HUPA)*

Annex A: Data Template for ministries/departments issued from 7th Central CPC (CPC)

Data on Personnel				
Name of Ministry/ Department :				
Personnel - Disaggregate:				
Group	Particulars	01-01-2006 ^[1]	01-01-2010	01-01-2014
Group A	Sanctioned Strength			
Group A	Number in position			
Group A	Recruited prior to 01.01.2004			
Group A	Recruited on and after 01.01.2004			
Group A	Vacancy			
Group B	Sanctioned Strength			
Group B	Number in position			
Group B	Recruited prior to 01.01.2004			
Group B	Recruited on and after 01.01.2004			
Group B	Vacancy			
Group C	Sanctioned Strength			
Group C	Number in position	-	-	-
Group C	Recruited prior to 01.01.2004			
Group C	Recruited on and after 01.01.2004			
Group C	Vacancy	-	-	-
All Groups	Sanctioned Strength			
All Groups	Number in position			
All Groups	Recruited prior to 01.01.2004	-	-	-
All Groups	Recruited on and after 01.01.2004	-	-	-
All Groups	Vacancy	-	-	-
Note :- ^[1] For 1/1/2006 data on Group C and D may be clubbed together.				
<u>Age profile of employees (All Groups):-</u>				
Of the total number of personnel in position as on 1/1/2014 in the Table above*				
Those less than 20 years of age		:		
20 or more but less than 30 years of age		:		
30 or more but less than 40 years of age		:		
40 or more but less than 50 years of age		:		
50 or more but less than 60 years of age		:		
60 or more years of age		:		
Note:- * In case of mismatch between G30 and E38, indicate the reason for the same in the Remarks/ Clarifications box below.				
<u>Autonomous Bodies under the Ministry/ Department (As on 1/1/2014):</u>				
Number of Central Autonomous Bodies		:		
No of personnel in Central Autonomous Bodies		:		
<u>Remarks/Clarifications if any with regard to data in Annex A (50 words):</u>				

Annex B: Data Template for Ministries/Departments Issued from Seventh Central Pay Commission

Data on Expenditure on Salaries and allowances: (in ₹ lakh)			
Particulars	FY 2010-11	FY 2011-12	FY 2012-13
1. Total Plan expenditure			
2. Plan expenditure on Salaries and allowances			
3. Total Non Plan expenditure			
4. Non Plan expenditure on Salaries and allowances			
5. Total expenditure (1+3)			
6. Total expenditure on Salaries and allowances (2+4)			
7. Expenditure on Grants in aid Salaries			
<u>Autonomous Bodies</u>			
Grants in aid Salaries paid to Central Autonomous Bodies: (in ₹ lakh)			
Particulars	FY 2010-11	FY 2011-12	FY 2012-13
Grants in aid Salaries			
Note: 1. Salary data should be based on Object heads 'Salaries' and 'Grants in aid Salaries.' 2. Expenditure figures for Civil ministries should be based on figures provided by the concerned Principal CCA/ CCA			
<u>Remarks/Clarifications if any with regard to data in Annex B (50 words):</u>			

Annex C: Data Template for Ministries/Departments Issued from Seventh Central Pay Commission

Data on Contractual Manpower:			
Ministries/departments have, in the recent past, outsourced various services through manpower engaged on contractual basis. In this regard the following data is sought:			
Data on Contractual Manpower	FY 2010-11	FY 2011-12	FY 2012-13
1. Man months of deployment at various remuneration levels (a) to (d)			
1.(a) 10,000 and less per month#			
1.(b) From 10,001 to 20,000 per month#			
1.(c) From 20,001 to 50,000 per month#			
1.(d) Over 50,000 per month#			
2. Expenditure incurred on contract manpower (in lakh)			
Note: 1. # The remuneration figures should be exclusive of service tax. 2. Expenditure figures for Civil ministries should be based on figures provided by the concerned Principal CCA/ CCA. Object head to which expenditure on contractual manpower incurred : 			
<u>Remarks/Clarifications if any with regard to data in Annex C (50 words):</u>			

Annex D1: Data Template for Ministries/Departments Issued from Seventh Central Pay Commission

Data on Training of Employees:											
	Number in Position as on 01.01.2014		Number of posts identified for core competencies		Number of posts identified for specialised competencies		Numbers trained during 2012-13			Numbers trained during 2013-14	
							For core competencies	For specialised competencies		For core competencies	For specialised competencies
Group A											
Group B											
Group C											
Total	-	-	-	-	-	-	-	-	-	-	-
Remarks/Clarifications if any with regard to data in Annex D1 (50 words):											

Annex D2: Data Template for Ministries/Departments Issued from Seventh Central Pay Commission

Statement providing details of Training (Category of Posts wise):											
Training Budget for 2013-14 (where such budget exists) (₹ in lakh)									:		
Actual Budget utilisation for 2013-14 (₹ in lakh)									:		
Category of Posts	Formulation of Training Plans				Status of creation of training Infrastructure				Monitoring and evaluation		
	Training Plan (Y/N)	Annual Training Plan (Y/N)	Core competencies identified (Y/N)	Specialized competencies identified (Y/N)	Training cell created (Y/N)	Whether centralized Training Institute(s) exists (Y/N)	Physical infrastructure created Fully (F)/ Partially (P)/ Not yet (N)	No of In house faculty/ Master trainers/ Instructors	Database of personnel trained maintained (Y/N)	Evaluation of training done Annually (A)/ Half yearly (H)/ Quarterly (Q)/ Monthly (M)/ Not done (N)	Status of training objectives met fully (F)/ Partially(P)/ Not substantial (N)
-1	-2	-3	-4	-5	-6	-7	-8	-9	-10	-11	-12
Remarks/Clarifications if any with regard to data in Annex D2 (50 words):											