



सत्यमेव जयते

# STATISTICAL SUPPLEMENT

TO

THE REPORT OF THE COMMISSION  
OF ENQUIRY

ON

EMOLUMENTS AND CONDITIONS OF SERVICE  
OF CENTRAL GOVERNMENT EMPLOYEES

1957-59

MINISTRY OF FINANCE  
GOVERNMENT OF INDIA

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**COMMISSION OF ENQUIRY**  
ON  
EMOLUMENTS AND CONDITIONS OF SERVICE  
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CENTRAL GOVERNMENT EMPLOYEES  
(1957—59)

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**STATISTICAL SUPPLEMENT**

This Supplement contains statistics relating to Central Government employment which had been collected specially for the purposes of the Commission, and certain other statistics to which reference has been made in the body of the Commission's Report, and which may be of use in appreciation of the Commission's conclusions and recommendations. The data furnished in this Supplement may also be useful for other administrative purposes.

## STATISTICAL SUPPLEMENT

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TABLE I·10—*Index numbers of wholesale prices in India*

(Base: 1952-53=100)

Year/Month	Food articles	Liquors & tobacco	Fuel, power, light & lubricants	Industrial raw materials	Manufactured articles	General	Base shifted to year ended August 1939
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1953-54 . . .	106·7	98·6	99·2	109·7	98·9	104·5	397·7
1954-55 . . .	94·6	90·6	97·1	101·9	100·6	97·4	370·7
1955-56 . . .	86·6	81·0	95·0	99·1	99·7	92·5	352·1
1956-57 . . .	102·2	85·9	104·3	116·0	106·2	105·2	400·4
1957-58 . . .	106·4	94·0	113·6	107·3	108·0	108·4	412·9
1958-59 . . .	115·2	95·4	115·4	115·7	108·3	112·8	429·3
April . . .	105·2	93·4	114·6	114·2	107·7	107·4	408·8
May . . .	107·2	92·0	114·8	113·5	107·7	108·2	411·8
June . . .	113·4	92·1	116·2	115·3	107·9	111·7	425·1
July . . .	118·4	92·6	115·9	117·6	108·1	114·7	436·5
August . . .	120·2	90·3	116·0	118·8	108·9	116·0	441·5
September . . .	121·2	90·9	116·0	119·0	108·9	116·5	443·4
October . . .	121·2	93·0	115·5	117·0	108·7	116·2	442·3
November . . .	118·0	96·0	115·1	113·2	108·8	114·0	433·9
December . . .	113·3	96·4	115·1	112·5	108·3	111·4	424·0
January . . .	114·3	103·5	114·9	114·1	108·4	112·3	427·4
February . . .	115·7	104·4	115·2	115·5	108·4	113·1	430·5
March . . .	113·7	100·3	115·1	116·2	108·1	112·2	427·0
1959-60							
April . . .	113·1	97·4	115·3	116·3	108·1	111·9	425·9
May . . .	116·0	98·8	116·2	119·4	108·3	114·0	433·9
June . . .	118·9	97·6	116·4	120·1	109·1	115·7	440·4

TABLE I. II—Consumer price index numbers for selected centres in the various States  
(Base : 1949=100)

Year/Month	Gauhati	Calcutta	Jamshedpur	Cuttack	Jabalpur	Kanpur	Delhi	Ludhiana	Ajmer
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1950 . . . . .	98	101	105	111	101	91	100	101	104
1951 . . . . .	110	104	116	123	111	94	108	102	111
1952 . . . . .	111	98	112	109	99	92	108	92	108
1953 . . . . .	102	98	112	107	100	95	106	90	104
1954 . . . . .	95	95	102	100	93	85	105	90	91
1955 . . . . .	87	92	98	99	88	78	99	84	83
1956 . . . . .	96	98	106	106	100	89	109	92	95
1957 . . . . .	103	105	115	110	107	94	114	96	99
1958 . . . . .	103	110	123	116	109	98	113	96	103
January . . . . .	103	105	120	110	107	91	109	92	96
February . . . . .	103	104	118	109	105	89	108	91	95
March . . . . .	102	105	119	109	105	89	108	92	96
April . . . . .	100	105	118	113	106	91	107	92	96
May . . . . .	101	106	119	112	107	93	108	93	97
June . . . . .	103	107	120	121	113	98	111	95	101
July . . . . .	103	112	122	121	114	101	116	98	105
August . . . . .	106	115	125	123	111	103	117	98	108
Sep . . . . .	109	116	131	121	108	104	117	99	111
October . . . . .	105	116	130	118	113	108	119	99	113
November . . . . .	103	114	128	116	113	106	120	99	114
December . . . . .	99	110	121	116	111	101	118	100	108
1959 . . . . .									
January . . . . .	94	105	115	113	109	103	122	106	107
February . . . . .	94	104	120	111	110	103	126	106	108
March . . . . .	95	104	121	113	105	99	126	106	105
April . . . . .	95	104	121	116	104	95	119	103	101
May . . . . .	96	106	125	119	104	95	116	99	103
June . . . . .	99	110	...	123	108	97	117	100	104

TABLE I. II—Consumer price index numbers for selected Centres in the various States  
(Base : 1949=100)

Year/Month	Ahmedabad	Bombay	Nagpur	Hyderabad	Madras	Bangalore	Trichur	All-India	All-India base shifted to Aug. 1939
	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
1950 . . .	104	102	99	105	101	105	102	101	360
1951 . . .	105	108	104	108	103	115	105	105	374
1952 . . .	104	110	101	106	102	115	105	103	367
1953 . . .	111	118	103	115	109	114	107	106	377
1954 . . .	98	117	99	108	106	106	107	101	360
1955 . . .	87	110	96	97	99	103	106	96	342
1956 . . .	98	115	105	116	111	114	113	105	374
1957 . . .	104	120	112	124	116	126	112	111	395
1958 . . .	110	129	119	123	124	131	119	116	414
January . . .	102	124	115	121	120	130	115	111	395
February . . .	100	124	115	119	120	130	115	110	392
March . . .	102	124	115	118	119	128	114	110	392
April . . .	105	127	116	117	119	128	115	111	395
May . . .	106	126	117	117	120	129	116	113	402
June . . .	110	129	117	121	121	130	117	116	413
July . . .	115	133	118	127	125	130	118	119	424
August . . .	116	132	118	126	126	132	120	120	427
September . . .	117	132	120	126	127	132	122	121	431
October . . .	117	132	122	126	130	132	124	123	438
November . . .	118	131	124	127	132	133	126	122	434
December . . .	117	130	125	126	133	133	128	119	424
1959									
January . . .	121	129	127	126	130	134	125	117	417
February . . .	121	130	129	126	127	134	123	118	420
March . . .	117	131	129	125	127	135	123	117	417
April . . .	119	130	130	124	128	137	125	117	417
May . . .	124	132	131	123	131	138	127	119	424
June . . .	..	..	132	128	134	..	..	121*	431

\*Provisional



TABLE I. 12—The all-India working class consumer price index

Year	Index used by the Central Pay Commission (1946)	Interim all-India index (Labour Bureau)	Current all India index (Labour Bureau)	Special linked-up index* (C.S.O.)
No. of centres covered :—	6	24	27	6/24/27
Base :—	August 1939 : 100	1944 : 100	1949 : 100	August 1939 : 100
1944 . . . . .	258	100	..	258
1945 . . . . .	263	100	..	258
1946 . . . . .	272	106	..	273
1947 . . . . .	307	120	..	310
1948 . . . . .	345	134	..	346
1949 . . . . .	350	138	100	356
1950 . . . . .	348	139	101	360
1951 . . . . .	367	145	105	374
1952 . . . . .	..	142	103	367
1953 . . . . .	..	146	106	377
1954 . . . . .	..	..	101	360
1955 . . . . .	..	..	96	342
1956 . . . . .	..	..	105	374
1957 . . . . .	..	..	111	395
1958 . . . . .	..	..	116	414

\* Starting with the six-centre average for 1944, the series proceeds on the basis of the trends revealed by the interim 24-centre series down to 1949 and thereafter on the basis of the trends revealed by the current official series. The figure for any month can be obtained by multiplying the official figure in the 1949 based series by 3.56.

TABLE I. 20—Minimum remuneration of the Central Government employees.

Year	Average minimum remuneration (Rs.)	Consumer price index (1949 : 100)	Index of the minimum remuneration in real terms @
	(1)	(2)	(3)
1947 . . . . .	55	87	92
1948 . . . . .	55	97	82
1949 . . . . .	65*	100	95
1950 . . . . .	65	101	94
1951 . . . . .	67.9†	105	94
1952 . . . . .	70	103	99
1953 . . . . .	70	106	96
1954 . . . . .	70	101	101
1955 . . . . .	70	96	106
1956 . . . . .	70	105	97
1957 . . . . .	72.5‡	111	95
1958 . . . . .	75	116	94

\*Raised from Rs. 55 to 65 with effect from 1st January, 1949.

†Raised from Rs. 65 to 70 with effect from 1st June, 1951.

‡Raised from Rs. 70 to 75 with effect from 1st July, 1957.

@Index computed by taking the minimum salary of Rs. 55 as corresponding to the consumer price index of 285 on August, 1939 as base which corresponds to a figure of 80 on 1949 as base.

TABLE I. 21—Trends in wages and salaries in Industry

Year	Average (a) annual earnings of employees drawing below Rs. 200 p.m.	Average annual earnings (b) in cash wages and sala- ries of		Average (b) annual earnings in cash & kind of all employees	Share of (b) wages, salaries & benefits in value added by manufac- ture
		workers	other employees		
	(1)	(2)	(3)	(4)	(5)
	Rs.	Rs.	Rs.	Rs.	Per cent.
1947 . . . . .	737	732	1,471	831	56.5
1948 . . . . .	890	871	1,649	973	52.2
1949 . . . . .	986	955	1,823	1,051	65.0
1950 . . . . .	967	929	1,952	1,054	60.6
1951 . . . . .	1,036	1,038	2,081	1,159	54.5
1952 . . . . .	1,112	1,104	2,326	1,221	63.7
1953 . . . . .	1,111	1,124	2,260	1,265	61.4
1954 . . . . .	1,111	1,116	2,267	1,275	58.6
1955 . . . . .	1,174	1,103	2,293	1,296	55.1
1956 . . . . .	1,213	1,156	2,432	1,365	55.4
1957 . . . . .	1,234	@	@	@	@

Source : (a) Returns under the Payment of Wages Act ; covers all perennial industries other than railway workshops.

(b) Census of Manufacturing Industries covers 29 industries only.

@ Not available.

TABLE I. 22—Average post-tax incomes of salary earners assessed to Income-tax

Year	Central Government	Other Government	Non-Government	All salary earners
	(1)	(2)	(3)	(4)
	Rs.	Rs.	Rs.	Rs.
1948-49 . . . . .	6,096	4,583	4,795	5,104
1949-50 . . . . .	5,547	4,886	5,278	5,278
1950-51 . . . . .	5,467	4,758	5,439	5,367
1951-52 . . . . .	6,014	5,409	5,855	5,823
1952-53 . . . . .	6,123	5,267	6,381	6,641
1953-54 . . . . .	6,700	6,038	7,311	7,027
1954-55 . . . . .	7,481	6,426	7,877	7,548
1955-56 . . . . .	7,461	6,911	8,173	7,876
1956-57 . . . . .	7,000	6,538	7,950	7,546
1957-58 . . . . .	7,174	6,463	8,122	7,704

Source: All-India Income-tax Revenue Statistics.

N.B.—The trend over time is affected partially by changes in the scope of the Income-tax law from year to year. The relationships between the income levels of the various groups are of greater reliability and relevance.

TABLE I·23—*Index numbers of industrial profits*

(Base: 1950:100)

Year	Gross Profits including depreciation	Gross profits excluding depreciation	Profits before tax	Profits after tax	Distributed profits
	(1)	(2)	(3)	(4)	(5)
1951 . . . . .	128·7	131·2	132·4	131·6	114·4
1952 . . . . .	99·0	94·1	86·6	78·8	102·8
1953 . . . . .	109·6	105·3	100·9	98·1	110·2
1954 . . . . .	125·1	123·5	121·6	115·2	125·5
1955 . . . . .	150·8	150·3	150·1	149·8	138·4
1956 . . . . .	165·0	164·1	167·2	158·3	149·1

Source : Reserve Bank of India.

TABLE I 24 — *Money supply with the public*

(in lakhs of Rupees)

Year	Notes in circulation	Total currency with the public*	Deposit money with the public	Total money supply
	(1)	(2)	(3)	(4)
1951-52 . . . . .	1,128,29	1,216,57	587,22	1,803,79
1952-53 . . . . .	1,119,06	1,199,25	565,46	1,764,71
1953-54 . . . . .	1,150,17	1,229,43	564,54	1,793,97
1954-55 . . . . .	1,236,44	1,311,77	608,86	1,920,63
1955-56 . . . . .	1,424,23	1,505,09	679,23	2,184,32
1956-57 . . . . .	1,483,20	1,556,50	756,39	2,312,89
1957-58 . . . . .	1,535,96	1,606,60	782,22	2,388,83
1958-59 . . . . .	1,658,36	1,724,88	772,74	2,497,63

Source : Reserve Bank of India Bulletin.

\*Including balances held at treasuries and cash in hand with banks, besides notes and coins in circulation.

TABLE I.30—Trends in national income

Year	Net output in Rs. abja*				Per capita output in Rs.			
	at current prices		at 1948-49 prices		at current prices		at 1948-49 prices	
	amount	index	amount	index	amount	index	amount	index
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1948-49 . . . . .	86.5	100.0	86.5	100.0	246.9	100.0	246.9	100.0
1949-50 . . . . .	90.1	104.2	88.2	102.0	253.9	102.8	248.6	100.7
1950-51 . . . . .	95.3	110.2	88.5	102.3	265.2	107.4	246.3	99.8
1951-52 . . . . .	99.7	115.3	91.0	105.2	274.0	110.0	250.1	101.3
1952-53 . . . . .	98.2	113.5	94.6	119.4	266.4	107.9	256.6	103.9
1953-54 . . . . .	104.8	121.2	100.3	116.8	280.7	113.7	268.7	108.8
1954-55 . . . . .	96.1	111.1	102.8	118.8	254.2	103.0	271.9	110.1
1955-56 . . . . .	99.8	145.4	104.8	121.2	260.6	105.5	273.6	110.8
1956-57 . . . . .	113.1	130.8	110.0	127.2	291.5	118.1	283.5	114.8
1957-58 . . . . .	113.6	131.3	108.3	125.2	289.1	117.1	275.6	111.6

\*abja=100 crores

Source :—Estimates of National Income  
Central Statistical Organisation.

TABLE I-31—Share of government in national output and expenditure at current prices

Year	Net output of government				government expenditure	
	administration		enterprises		amount in Rs. abja*	percent. of net national expenditure at market prices
	amount in Rs. abja*	Percent. of net domestic product	amount in Rs. abja*	percent. of net domestic product		
	(1)	(2)	(3)	(4)	(5)	(6)
1948-49 . . . . .	4.0	4.6	2.4	2.8	8.5	9.4
1949-50 . . . . .	4.1	4.5	2.7	3.0	8.1	8.6
1950-51 . . . . .	4.3	4.5	2.9	3.0	8.3	8.3
1951-52 . . . . .	4.5	4.5	3.2	3.2	8.8	8.3
1952-53 . . . . .	4.6	4.7	3.1	3.1	9.0	8.7
1953-54 . . . . .	4.9	4.7	3.2	3.0	9.8	8.9
1954-55 . . . . .	5.2	5.4	3.6	3.8	11.0	10.7
1955-56 . . . . .	5.7	5.7	4.2	4.2	12.9	12.2
1956-57 . . . . .	6.1	5.4	4.8	4.2	14.8	12.2
1957-58 . . . . .	6.6	5.8	..	..	..	..

\*abja—100 crores

Source :—Estimates of National income  
Central Statistical Organisation.



TABLE I-32—Share of wages and salaries in the gross output of government enterprises at current prices

	1948-49	1949-50	1950-51	1951-52	1952-53	1953-54	1954-55	1955-56	1956-57
Wages and salaries. (in Rs. abja)*	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Railways .	1.13	1.14	1.15	1.22	1.27	1.36	1.40	1.49	1.56
Others .	0.40	0.42	0.48	0.52	0.55	0.58	0.63	0.69	0.77
Total .	1.53	1.56	1.63	1.74	1.82	1.94	2.03	2.18	2.33
<i>Percentage to gross value of output</i>									
Railways .	48.1	43.8	43.3	41.4	46.4	49.1	48.3	46.7	44.6
Others .	48.8	43.2	42.5	42.3	44.0	43.0	41.2	40.6	39.5
All enterprises .	48.3	43.7	43.0	41.6	45.6	47.1	45.8	44.6	42.8

\*abja = 100 crores.

Source: Estimates of National Income, Central Statistical Organisation.

TABLE I 33—Index numbers of agricultural production  
(Base: Crop.—year ending June 1950—100)

Year	Food grains						Other crops	General index
	Rice	Wheat	All cereals	Gram	All pulses	All food grains		
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1950-51 . . . . .	87.9	101.1	90.3	98.0	91.7	90.5	105.9	95.6
1951-52 . . . . .	90.1	93.9	91.2	88.2	90.3	91.1	110.5	97.5
1952-53 . . . . .	96.8	112.7	101.4	109.2	98.8	101.1	103.8	102.0
1953-54 . . . . .	118.6	120.0	120.1	125.4	112.0	119.1	104.7	114.3
1954-55 . . . . .	105.8	135.4	114.5	145.9	118.5	115.0	120.9	117.0
1955-56 . . . . .	114.2	131.3	114.9	138.9	118.4	115.3	120.0	116.9
1956-57 . . . . .	119.1	141.6	119.9	163.2	124.5	120.5	130.4	123.8
1957-58 . . . . .	104.5	116.4	108.3	123.9	100.9	107.3	125.7	113.4

Source: Ministry of Food & Agriculture, Directorate of Economics and Statistics.

*Table 1.34—Index numbers of industrial production*

(Base 1951-100)

Year	Cotton textiles	Sugar	Salt	Tea	Vegetable oil products	Soap	Matches	Foot wear leather	Foot wear (rubber)	General index
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1952	102.3	734.0	103.3	98.6	110.7	103.5	107.1	90.5	98.9	103.6
1953	109.1	115.8	116.0	96.7	111.2	98.5	106.9	97.2	104.0	105.6
1954	110.9	97.4	99.4	102.0	133.9	105.5	91.5	93.3	135.4	112.9
1955	111.9	143.0	109.0	106.2	151.3	118.7	106.6	97.1	151.4	122.4
	117.5	166.5	119.5	106.0	148.3	132.1	106.6	114.3	156.6	132.6
1957	115.6	185.5	132.7	106.9	174.9	133.8	100.1	129.6	160.0	137.3
1958	108.9	175.5	151.3	112.0	171.3	147.2	106.3	132.4	159.1	139.4

Source: Central Statistical Organisation.  
Industrial Statistics Wing.

TABLE I·40—Average monthly expenditure of urban households  
April—September, 1952

	Food Rs.	Clothing Rs.	Fuel & lighting Rs.	Rent Rs.	Others*	Total Rs.
	(1)	(2)	(3)	(4)	(5)	(6)
Expenditure level per household	per household					
Upto Rs. 50 . . . . .	21·99	2·84	2·88	0·99	5·07	33·77
Rs. 51—100 . . . . .	44·18	6·06	5·13	2·35	14·59	72·31
Rs. 101—150 . . . . .	67·39	10·83	7·40	4·27	31·24	121·13
Rs. 151—300 . . . . .	101·82	18·93	10·76	8·20	61·98	201·69
Rs. 301—500 . . . . .	162·76	32·53	16·05	16·25	139·94	367·53
Rs. 501—1000 . . . . .	247·87	56·56	25·73	27·86	313·56	671·58
Rs. 1001 and above . . . . .	364·12	85·90	47·86	51·75	823·43	1373·06
All levels . . . . .	68·81	11·68	7·54	5·26	44·25	137·54
Expenditure level per capita	per capita					
Below Rs. 8 . . . . .	4·73	0·48	0·71	0·15	0·74	6·81
Rs. 8—11 . . . . .	6·75	0·81	0·76	0·17	1·15	9·64
Rs. 11—13 . . . . .	7·79	1·05	0·88	0·22	2·02	11·96
Rs. 13—15 . . . . .	9·07	1·20	1·01	0·33	2·45	14·06
Rs. 15—18 . . . . .	10·46	1·55	1·16	0·46	3·35	16·98
Rs. 18—21 . . . . .	11·49	1·66	1·25	0·51	4·26	19·17
Rs. 21—24 . . . . .	13·21	2·00	1·42	0·67	5·25	22·55
Rs. 24—28 . . . . .	14·29	2·19	1·58	1·32	6·84	26·22
Rs. 28—34 . . . . .	17·04	2·58	1·78	1·05	8·36	30·81
Rs. 34—43 . . . . .	20·04	3·44	2·10	1·62	10·78	37·98
Rs. 43—55 . . . . .	22·21	4·28	2·56	1·83	17·63	48·51
Rs. 55 and above . . . . .	34·14	7·79	3·44	3·94	41·90	91·21
All levels . . . . .	14·73	2·50	1·59	1·05	8·92	28·79
Population size	per capita by class of towns					
Below 15,000 . . . . .	12·39	1·74	1·17	0·40	4·67	20·37
15,000—50,000 . . . . .	15·36	2·61	1·64	0·55	8·96	29·12
50,000 and above (excluding the 4 major cities) . . . . .	15·07	2·60	1·63	1·32	10·23	30·85
4 major cities (Bombay, Cal- cutta, Madras and Delhi) . . . . .	16·96	3·50	2·23	2·76	13·39	38·84

\*including taxes.

Source : National Sample Survey; 4th Round.

TABLE I. 50—Revenue & Expenditure of the Central Government\*

(In Rs. crores)

Year	Revenue**	Expenditure			
		Total†	Defence Services	Tax collection	Civil administration
	(1)	(2)	(3)	(4)	(5)
1948-49 . . . . .	384.6	333.7	158.9	7.4	35.6
1949-50 . . . . .	368.1	334.9	166.5	11.7	39.3
1950-51 . . . . .	428.4	369.2	181.8	10.3	48.8
1951-52 . . . . .	530.7	402.6	186.3	12.9	53.7
1952-53 . . . . .	431.1	392.2	192.4	11.0	51.7
1953-54 . . . . .	412.2	403.7	198.1	10.7	64.2
1954-55 . . . . .	455.7	422.2	201.3	11.3	75.1
1955-56 . . . . .	503.9	463.5	188.4	12.5	94.1
1956-57 . . . . .	591.5	502.1	211.9	14.5	122.3
1957-58 . . . . .	702.9	660.8	274.0	16.6	168.0
1958-59‡ . . . . .	670.9	730.8	282.5	20.1	197.7

Source: Central Government Budgets.

\*Revenue account only.

\*\*Excluding States' share of Union excise duties.

†Including debt-services, grants-in-aid to States etc. not mentioned above.

‡Revised estimates.

TABLE I·51—Share of wages and salaries in the current account expenditure of the Central Government administration

(as percent. to total)

	1955-56	1956-57	1957-58	1958-59*
Wages and salaries	33·8	33·0	28·1	27·6
Commodities and services	29·0	32·2	34·8	32·7
Transfer payments .	37·2	34·8	37·1	39·7
<b>TOTAL .</b>	<b>100·0</b>	<b>100·0</b>	<b>100·0</b>	<b>100·0</b>

\*Revised estimates.

Source :—An Economic Classification of the Central Government Budget, 1957-58 and 1958-59 (Government of India)—Account No. I

TABLE I·52— *Budgetary position of the Central & State Governments.*

(Revised estimates for 1958-59 in Rs. crores)

	Assam	West Bengal	Bihar	Orissa	Madhya Pradesh	Uttar Pradesh	Punjab	Jammu & Kashmir
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
<b>I. Revenue Account</b>								
1 Revenue . . .	31·62	81·58	62·06	27·18	58·77	110·68	50·34	11·18
2 Expenditure . . .	29·70	80·77	62·97	26·38	55·27	110·68	46·51	9·43
3 Surplus (+) or deficit (—)	+1·92	+0·81	—0·91	+0·80	+3·50	..	+3·83	+1·75
<b>II. Capital Account</b>								
4 Loan Account receipts (net) . . .	4·53	29·30	16·71	17·77	18·81	38·67	19·65	3·01
5 Capital Outlay . . .	6·60	30·80	22·89	13·85	22·14	31·60	26·00	4·86
6 Surplus (+) or deficit (—)	—2·07	—1·50	—6·18	+3·92	—3·33	+7·07	—6·35	—1·85
<b>III. Total Surplus(+) or deficit(—)</b>								
	—0·15	—0·69	—7·09	+4·72	+0·17	+7·07	—2·52	—0·10
Met by—								
7 Floating Debt (net)	..	..	2·78	—1·11	..	..	..	..
8 Withdrawal from Cash Balances (net)	0·15	0·69	4·31	—3·61	—0·17	7·07	2·52	0·10
Opening Balance . . .	0·73	2·97	—6·67	—4·48	—2·24	—5·59	3·14	1·81
Closing Balance . . .	0·58	2·28	—10·98	—0·87	—2·07	1·48	0·62	1·71

TABLE I 52—contd. *Budgetary position of the Central and State Govts.*  
(Revised estimates for 1958-59 in Rs. crores.) \*

	Rajas- than	Bom- bay	Andhra Pradesh	Madras	Mysore*	Kerala	Total all States	Central Govern- ment
	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
<b>I. Revenue Account</b>								
1 Revenue . . . . .	35.18	132.02	68.23	69.49	50.26	35.52	824.11	670.86†
2 Expenditure . . . . .	35.75	131.58	64.80	66.84	47.86	35.81	804.35	730.81
3 Surplus(+) or deficit(—) . . . . .	—0.57	+0.44	+3.43	+2.65	+2.40	—0.29†	+19.76	—59.95
<b>II. Capital Account</b>								
4 Loan Account receipts (net) . . . . .	19.18	29.90	27.82	14.50	9.09	7.79	256.73	217.44
5 Capital Outlay . . . . .	18.71	40.80	24.12	12.07	20.72	8.18	283.34	414.18
6 Surplus (+) or deficit (—) . . . . .	+0.47	—10.90	+3.70	+2.43	—11.63	—0.39	—26.61	—196.74
<b>III. Total surplus (+) or deficit (—)</b>								
	—0.10	—10.46	+7.13	+5.08	—9.23	—0.68	—6.85	—256.69
Met by—								
7 Floating Debt (net) . . . . .	—0.09	0.43	—5.22	—3.82	..	..	—7.03	255.00
8 Withdrawal from Cash Balances (net) . . . . .	0.19	10.03	—1.91	—1.26	9.23	0.68	13.88	1.69
Opening Balance . . . . .	0.37	11.69	3.00	—0.36	10.12	0.95	15.44	51.81
Closing Balance . . . . .	0.18	1.66	4.91	0.90	0.89	0.27	1.56	50.12

\*The revenue and expenditure figures are net of working expenses of industrial concerns run by the State.

†Excluding States' share of union excise duties.

Source : State Budgets.



TABLE I.53—Financing of Plan outlay : Centre and States  
(in crores of Rs.)

Year	Plan Outlay	Budgetary resources					External assistance	Deficit financing
		Balance from current revenue	Railways contribution	Loans from the public	Small savings, unfunded debt etc.	Total		
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1951-52† . . .	259.4	183.0	37.7	—22.8	6.9	204.8	64.9	—10.3
1952-53† . . .	267.6	98.8	23.5	15.7	3.3	141.3	45.6	80.7
1953-54† . . .	343.0	86.7	12.8	2.4	144.2	246.1	18.5	78.4
1954-55† . . .	475.9	123.7	19.5	119.7	105.7	368.6	16.0	91.3
1955-56† . . .	666.5	82.1	21.9	89.4	123.1	316.5	58.2	291.8
<i>Total* First Plan</i> . . .	<i>2012.4</i>	<i>574.2</i>	<i>115.4</i>	<i>204.4</i>	<i>383.2</i>	<i>1277.3</i>	<i>203.9</i>	<i>531.9</i>
1956-57†@ . . .	638.8	145.4	34.1	145.9	36.5	361.9	37.8	239.1§
1957-58†@ . . .	845.9	155.7	40.0	78.1	—17.7	256.1	95.0	494.8§
1958-59**@ . . .	981.4	126.4	52.0	238.1	92.0	508.5	325.0	147.9§

†Actuals \*\*Likely actuals ‡ Revised estimates Source :

(a) Review of the First Five Year Plan ;

(b) Plan Resources and Outlay—Review

\* 'Actual' outlay over the five years is estimated to be Rs. 1960 crores financed as follows : budgetary resources Rs. 1352 crores, external assistance Rs. 188 crores and deficit financing Rs. 420 crores.

@Figures are subject to revision.

§Latest estimates put the deficits for the three years at Rs. 238,499 and 156 crores respectively,

TABLE 2.10—Trends in Central Government employment\*

Year/Month	Regular establishment					Non-regular establishment@
	Admini- strative and executive†	Ministerial	Skilled and semi- skilled	Unskill- ed	Total	
	(1)	(2)	(3)	(4)	(5)	
1950 . . . . .	51,860	132,003	147,956	245,567	577,386	..
1951 . . . . .	54,814	142,850	145,304	247,694	590,662	..
1952 . . . . .	58,555	150,870	145,455	260,613	615,493	..
1953 . . . . .	58,583	154,364	156,103	247,161	616,211	..
1954 . . . . .	56,680	164,067	159,282	252,707	632,736	..
1955 . . . . .	52,935	198,553	150,427	245,926	647,841	75,703
1956 . . . . .	67,021	214,009	146,790	241,619	669,439	79,820
1957 . . . . .	68,454	232,029	147,428	241,360	689,271	64,859
1958 . . . . .	71,089	236,651	153,367	242,017	703,124	64,229
January . . . . .	68,660	233,375	149,008	241,486	692,529	66,597
February . . . . .	68,125	234,427	152,347	238,835	693,734	66,380
March . . . . .	69,632	233,689	150,586	240,595	694,502	67,136
April . . . . .	69,769	234,844	151,213	239,977	695,803	64,908
May . . . . .	70,365	235,810	150,124	241,338	697,637	64,183
June . . . . .	70,990	236,207	152,667	243,434	703,298	62,610
July . . . . .	71,555	237,531	153,231	242,971	705,288	61,130
August . . . . .	71,734	238,110	154,097	243,180	707,121	62,761
September . . . . .	72,635	238,409	156,342	242,885	710,271	60,914
October . . . . .	72,745	238,636	155,961	243,211	710,553	63,241
November . . . . .	73,061	239,193	151,423	242,824	712,501	64,797
December . . . . .	73,801	239,577	157,410	243,471	714,259	66,091
1959 January . . . . .	73,851	239,743	157,812	244,253	715,659	66,084
February . . . . .	73,749	240,519	158,225	244,452	716,945	65,189
March . . . . .	74,169	241,319	158,367	245,714	719,569	64,944
April . . . . .	74,605	242,260	158,953	245,987	721,805	62,792

Source.—Directorate-General of Resettlement and Employment.

\*Excluding railways and Indian Missions abroad. These figures are known to differ from the figures published by the Central Statistical Organisation in the Census of Central Government Employees even after making the necessary adjustments for differences in coverage. The overall difference is not, however, large.

†Including supervisory personnel such as office superintendents, head clerks, supervisors and Inspectors.

@ Persons paid from contingencies, work charged staff, etc.

TABLE 2·II—Distribution of Central Government employees by (basic) pay range as on 30th June 1956\*

Pay range	1951	1953	1954	1955	1956†
	(1)	(2)	(3)	(4)	(5)
Upto Rs. 50 . . . . .	901,119	814,995	876,259	913,969	968,046
Rs. 51 to Rs. 100 . . . . .	427,034	420,839	435,226	461,773	492,808
Rs. 101 to Rs. 150 . . . . .	96,242	103,218	115,503	126,089	130,042
Rs. 151 to Rs. 200 . . . . .	54,945	53,258	57,200	55,359	57,735
Rs. 201 to Rs. 250 . . . . .	17,432	20,243	21,921	23,053	24,424
Rs. 251 to Rs. 300 . . . . .	8,582	9,741	11,594	12,038	12,502
Rs. 301 to Rs. 350 . . . . .	6,507	6,814	6,845	7,285	8,419
Rs. 351 to Rs. 500 . . . . .	8,496	8,698	9,690	9,816	10,307
Rs. 501 to Rs. 750 . . . . .	4,484	4,719	4,994	5,177	5,465
Rs. 751 to Rs. 1,000 . . . . .	2,232	2,115	2,267	2,447	2,497
Rs. 1,001 to Rs. 1,500 . . . . .	1,249	1,143	1,298	1,369	1,544
Rs. 1,501 to Rs. 2,000 . . . . .	438	497	529	546	577
Rs. 2,001 to Rs. 3,000 . . . . .	375	383	367	363	354
Above Rs. 3,000 . . . . .	64	57	69	63	69
Not known . . . . .	..	..	13,564	6,043	919
TOTAL . . . . .	1,529,199	1,446,720	1,557,326	1,625,390	1,715,708
Gazetted . . . . .	14,349	14,916	16,086	17,899	19,691
Non-Gazetted . . . . .	1,514,850	1,431,804	1,541,240	1,607,491	1,696,017

Source.—Central Statistical Organisation—Census of Central Government Employees.

\*Excluding work-charged personnel, contingency staff and locally recruited staff of the Indian missions abroad, except in 1951.

†Provisional ; subject to revision.

TABLE 2·12—Percentage distribution of Central Government employees by (basic) pay range as on 30th June, 1956\*

Pay range	1948	1951	1953	1954	1955	1956
	(1)	(2)	(3)	(4)	(5)	(6)
Upto Rs. 50 . . . . .	65·2	58·9	56·3	56·8	56·5	56·2
Rs. 51 to Rs. 250 . . . . .	33·2	39·0	41·3	40·8	41·1	41·3
Rs. 251 to Rs. 1,000 . . . . .	1·5	2·0	2·3	2·3	2·3	2·4
Above Rs. 1,000 . . . . .	0·1	0·1	0·1	0·1	0·1	0·1
TOTAL . . . . .	100·0	100·0	100·0	100·0	100·0	100·0

Source:—Central Statistical Organisation—Census of Central Government Employees.

\*Excluding work-charged personnel contingency staff and locally recruited staff of the Indian missions abroad, except in 1951.

TABLE 2·13—Number of persons employed under the Central Government as on 30th June, 1957,\* by Department

Classification	Railways	Posts & Telegraphs	Defence Civilians	Others	Total
	(1)	(2)	(3)	(4)	(5)
Class I . . . . .	2,578	485	1,307	6,021	10,391
Class II . . . . .	756	932	1,167	16,415	19,270
Class III . . . . .	224,422	146,631	58,351	123,759	553,163
Class IV . . . . .	480,882	50,333	42,767	119,336	693,318
Workshop . . . . .	288,608	6,459	156,219	15,849	467,135
Unclassified . . . . .	16	..	11,101	19,176	30,293
TOTAL . . . . .	997,262	204,840	270,912	300,556	1,773,570
Permanent . . . . .	817,354	151,465	81,881	120,120	1,170,820
Temporary . . . . .	179,892	46,916	177,930	161,260	565,998
Non-regular . . . . .	16	6,459@	11,101	19,176	36,752

\*Excludes officers of the All-India Services, viz., Indian Civil Service, Indian Administrative Service, Indian Police Service, persons appointed to diplomatic posts on an *ad-hoc* basis and local personnel employed in the Indian embassies and missions abroad. There are about 230 officers of the Indian Civil Service and Indian Administrative Service and 97 of the Indian Police and Indian Police Service in the Central Government.

Includes work charged and contingency paid staff to the extent information is available.

@Workshop staff eligible to be declared permanent after 3 years of service.

TABLE 2·14—Number of persons employed under the Central Government as on 1st November, 1958, by locality of posting\*

Classification	A Class cities	B Clas cities	C Class cities	Other places	Total
	(1)	(2)	(3)	(4)	(5)
Class I . . . . .	2,153	5,435	1,800	1,594	10,982
Class II . . . . .	3,889	13,374	2,787	3,015	23,065
Class III† . . . . .	151,777	189,483	148,655	299,289	789,204
Class IV† . . . . .	112,744	177,252	158,000	438,540	886,536
TOTAL . . . . .	270,563	385,544	311,242	742,438	1,709,787

\*The totals for the various classes of employees differ from those given in Table 2·13 because of the difference in the date of reference. The figures in this table are, moreover, incomplete.

†Includes the Workshop staff of corresponding grades.

TABLE 2·15—*Employment and cost of staff in Railways*

Year	Number of employees ('000)*				Cost of staff (Rs. crores)†			
	Classes I & II	Class III	Class IV	Total	Classes I & II	Class III	Class IV	Total
1948—49	1·7	185	670	857	2·73	35·93	59·16	97·82
1949—50	1·9	185	642	829	2·80	37·34	56·69	96·83
1950—51(a)	2·3	224	688	914	2·80	43·40	62·08	108·28
1951—52	2·2	330(a)	591(b)	923	2·57	59·46(b)	53·94(b)	115·97
1952—53	2·5	332	590	924	2·78	62·01	55·41	120·20
1953—54	2·6	342	614	959	2·86	65·05	58·03	125·94
1954—55	2·6	353	627	983	2·97	68·84	59·01	130·82
1955—56	3·0	364	658	1,025	3·09	72·16	62·58	137·83
1956—57	3·7	398	655	1,057	3·53	78·42	63·58	145·53
1957—58	4·0	428	679	1,111	4·00	88·99	68·63	161·62

\*Covers India Government Railways, Railway Board and miscellaneous offices ; includes staff engaged in construction projects.

†Includes pay, leave salary, and all allowances e.g., dearness allowance, travelling allowance, compensatory allowance, house rent allowance, grainshop concessions, passages, etc. but excludes gratuity and provident fund contributions.

(a) State railways have been covered since 1950-51.

(b) Workshop artisans formerly included under class IV, have been transferred to class III since 1951-52.

TABLE 2·16—*Employment and cost of staff in Posts & Telegraphs*

Year	Number of employees ('000)				Cost of staff (Rs. crores)			
	Gazet- ted Officers	Non- Gazet- ted Officers	Extra- Depart- mental staff	Total	Pay of Officers	Pay of estab- lish- ment	Allow- ances etc.*	Total
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1948-49	0·8	138	25	164	0·54	10·57	7·84	18·95
1949-50	0·8	140	29	170	0·56	11·17	9·63	21·36
1950-51	0·8	150	38	189	0·57	12·18	9·95	22·70
1951-52	0·9	160	53	214	0·61	12·62	11·25	24·48
1952-53	0·9	176	51	228	0·66	13·50	12·39	26·55
1953-54	1·0	178	57	236	0·68	14·13	13·38	28·19
1954-55	1·1	185	70	256	0·74	14·83	14·11	29·68
1955-56	1·2	191	85	277	0·78	15·49	14·96	31·23
1956-57	1·3	200	93	294	0·84	16·29	15·99	33·12
1957-58	1·4	206	102	309	0·90	17·16	17·93	35·99

Source: P & T Directorate.

\*Includes dearness, compensatory and house rent allowances and travelling allowances but does not include pensionary charges, gratuities, provident fund contributions, etc.



• TABLE 2·20—Number of persons employed under State Governments in 1957

State	Senior gazetted	Junior gazetted and equivalent non-gazetted	Subordinate (non-gazetted)	Class IV	Total
	(1)	(2)	(3)	(4)	(5)
Assam . . . . .	1,112	1,020	25,353	29,083	56,568
West Bengal . . . . .	1,887	1,126	90,834	31,272	125,119
Bihar . . . . .	4,226	3,175	39,283	104,491	151,175
Orissa . . . . .	1,884	1,465	38,735	29,063	71,147
Madhya Pradesh . . . . .	2,001	2,836	96,995	61,893	163,725
Uttar Pradesh . . . . .	3,683	5,028	180,524	135,347	324,582
Punjab . . . . .	3,120	3,147	67,870	30,986	105,123
Jammu & Kashmir . . . . .	1,777	3,534	18,674	13,459	37,444
Rajasthan . . . . .	2,479	1,631	74,981	67,274	146,365
Bombay . . . . .	*	*	*	*	255,473
Andhra Pradesh . . . . .	2,363	2,949	150,480	42,584	198,376
Madras . . . . .	2,077	1,245	97,239	25,635	126,196
Mysore . . . . .	*	*	*	*	154,000
Kerala . . . . .	2,042	6,376	56,738	30,744	95,900
TOTAL . . . . .	..	..	..	..	2,011,193

\*Not available.

TABLE 2·21—Number of persons employed under the Administrations of Union Territories as on 30th June, 1957

Territory	Class I	Class II	Class III	Class IV	Non-regular and unclassified	Total
Delhi . . . . .	66	431	18,849	2,093	1,477	22,916
Himachal Pradesh . . . . .	74	262	7,908	2,769	353	11,366
Tripura . . . . .	34	284	6,533	3,945	783	11,579
Manipur . . . . .	25	31	3,391	2,476	..	5,923
Andaman & Nicobar Islands . . . . .	15	44	1,580	661	1,843	4,143
Laccadive & Minicoy Island . . . . .	1	9	176	163	..	349
TOTAL . . . . .	215	1,061	38,437	12,107	4,456	56,276

TABLE 2.22—Minimum rates of pay and dearness allowance applicable to Central and State Government employees in 1947 and 1959

State	Class IV Employee						Matriculate Clerk 1959	
	1947			1959			Secretariat	Other Offices
	Basic Pay (Rs.)	Dearness Allowance (Rs.)	Total at start (Rs.)	Basic Pay (Rs.)	Dearness allowance (Rs.)	Total at start (Rs.)		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	
Centre . . . . .	30.00	25.00	55.00	30.00	45.00	75.00	115	115
Assam . . . . .	22.00	22.50	44.50	28.00	38.50*	66.50	131.50	103.50
West Bengal . . . . .	20.00	20.00	40.00	20.00	35.00†	55.00	126	106
Bihar . . . . .	22.50	17.50	40.00	22.50‡	27.50	50.00	94	80
Orissa . . . . .	18.00	14.00	32.00	18.00**	27.00	45.00	88	80
Madhya Pradesh . . . . .	20.00	20.00	40.00	20.00(a)	26.00	46.00	81	76
				25.00(b)	26.00	51.00		
Uttar Pradesh . . . . .	20.00	12.50	32.50	22.00	27.50	49.50	90	90
Punjab . . . . .	27.00	25.00	52.00	30.00	30.00	60.00	100	100
Jammu-Kashmir . . . . .	..	..	..	25.00	8.00	33.00	70	58
Rajasthan . . . . .	25.00	12.00	37.00	25.00	25.00	50.00	95	95
Bombay . . . . .	30.00	25.00	55.00	30.00	40.00	70.00	120	86
Andhra Pradesh . . . . .	18.00	16.00	34.00	26.00	30.00	56.00	84	84
Madras . . . . .	18.00	16.00	34.00	18.00£	35.00	53.00	90	84
Mysore . . . . .	14.00	12.00	26.00	25.00	30.00(c) 25.00(d)	55.00 50.00	60	55
Kerala . . . . .	..	..	..	30.00	37.00	67.00	95	79
Delhi . . . . .	..	..	..	30.00	40.00	70.00		
Himachal Pradesh . . . . .	..	..	..	27.00	30.00	57.00		
Manipur . . . . .	..	..	..	25.00	16.00	41.00		
Tripura . . . . .	..	..	..	20.00	30.00	50.00		
Andaman & Nicobar Islands . . . . .	..	..	..	30.00	40.00	70.00		

\*Rs. 41.50 for Khasi & Jaintia hills.

†Includes Rs. 5 in lieu of subsidised food supply.

‡Rs. 17.50 for menial staff.

\*\*Rs. 16 for menial staff.

£Rs. 15.00 for cleaners.

(a) for employees of former Madhya Pradesh and (b) for employees of former Madhya Bharat.  
(c) for large cities and (d) for small towns.

TABLE 2.23—Average monthly emoluments of officers of various classes employed by the State Governments in 1958-59@

State	Class I			Class II			Class III		
	B.P. Rs.	D.A. Rs.	Total Rs.	B.P. Rs.	D.A. Rs.	Total Rs.	B.P. Rs.	D.A. Rs.	Total Rs.
Centre . . . . .	892	75	967	416	75	491	128	59	187
Assam* . . . . .	817	..	817	433	..	433	127	40	167
West Bengal* . . . . .	1,031	154	1,185	422	80	502	89	45	134
Bihar . . . . .	828	84	912	415	73	488	112	38	150
Orissa . . . . .	892	29	921	440	35	475	99	29	128
Madhya Pradesh . . . . .	661	47	708	401	64	465	80	33	113
Uttar Pradesh** . . . . .	977	..	977	442	14	456	82	27	109
Punjab‡ . . . . .	1,060	55	1,115	520	74	594	120	42	162
Jammu & Kashmir . . . . .	437	31	468	242	18	260	81	12	93
Rajasthan . . . . .	703	38	741	467	26	493	100	33	133
Bombay . . . . .	702	83	785	398	70	468	116	52	168
Andhra Pradesh† . . . . .	827	74	901	422	69	491	106	31	137
Madras . . . . .	921	70	991	444	71	515	101	40	141
Kerala‡ . . . . .	1,159	41	1,200	398	67	465	114	45	159

TABLE 2.23—contd.

State	Class IV			All Classes			
	B.P. Rs.	D.A. Rs.	Total Rs.	B.P. Rs.	D.A. Rs.	Total Rs.	
Centre	36	45	81	88	52	140	
Assam*	37	35	72	85	37	122	@The average salary is calculated on the basis of the salary scales attached to the posts and not the emoluments actually drawn by the officers.
West Bengal*	32	35	67	84	44	128	
Bihar	27	28	55	74	33	107	
Orissa	29	28	57	83	29	112	
Madhya Pradesh	28	30	58	65	32	97	
Uttar Pradesh**	35	25	60	71	26	97	**Position as obtaining before 31st March, 1959.
Panjab§	30	33	63	109	40	149	§Position as obtaining before the pay revision of 1958.
Jammu & Kashmir	31	8	39	77	11	88	
Rajasthan	37	27	64	79	30	109	†Position as obtaining before the pay revision of 1958-59.
Bombay	38	41	79	114	50	164	
Andhra Pradesh†	26	25	51	92	30	122	†Classes III and IV of the State classification taken as Class III and Class V taken as class IV.
Madras	30	31	61	73	36	109	
Kerala‡	39	41	80	80	44	124	

B.P. = basic pay ; D.A. = dearness allowance.

\*D.A. includes grain compensation.

TABLE 2·24—*Relationship between per capita revenue of the State and average emoluments of the State employees.*

State	Per capita revenue excluding resources transferred from the Centre. @	Per capita revenue including resources transferred from the Centre. @	Average monthly emoluments of State employees.*
	(1)	(2)	(3)
	Rs.	Rs.	Rs.
Assam . . . . .	16.4	30.9	122
West Bengal . . . . .	16.4	28.9	128
Bihar . . . . .	78.1	15.0	107
Orissa . . . . .	9.0	17.7	112
Madhya Pradesh . . . . .	12.3	19.6	97
Uttar Pradesh . . . . .	9.9	15.5	97
Punjab . . . . .	18.5	26.9	149
Jammu-Kashmir . . . . .	11.3	24.2	88
Rajasthan . . . . .	12.2	19.9	109
Bombay . . . . .	17.6	24.7	164
Andhra Pradesh . . . . .	12.9	20.0	122
Madras . . . . .	14.4	20.8	109
Myosre . . . . .	14.2	23.0	..
Kerala . . . . .	14.2	21.6	124

@Annual average for the three-year period 1957-58 to 1959-60.

\*Position as in 1958-59 except in the case of Punjab and Andhra Pradesh the figures for which reflect the position as obtaining before the pay revisions of 1958-59.

TABLE 2.30—Minimum monthly wages and salaries in certain organised industries in the private sector.

Industry	Basic wage	Dearness allowance*	Industry	Basic pay.	Dearness allowance*
	(1)	(2)		(1)	(2)
<i>Unskilled Worker</i>			<i>Matriculate Clerk.</i>		
<i>Cotton Mills:</i>			<i>Cotton Mills:</i>		
Bombay . . . . .	30.00	81.58	Bombay . . . . .	70.00	85.72@
Ahmedabad . . . . .	29.00	75.31	Ahmedabad . . . . .	65.00	%
Baroda . . . . .	26.00	67.78	West Bengal . . . . .	70.00	35.00
Nagpur . . . . .	26.00	54.99	<i>Jute Mills:</i>		
Sholapur . . . . .	26.00	44.01	West Bengal . . . . .	78.00	32.50
Indore . . . . .	30.00	55.17	<i>Silk Mills:</i>		
Kanpur . . . . .	30.06	58.48	Bombay . . . . .	60.00	67.18
West Bengal . . . . .	28.17	31.25	<i>Engineering:</i>		
Madras . . . . .	30.00	55.84	West Bengal . . . . .	65.00	47.00
<i>Jute Mills:</i>			Life Insurance Corp. . . . .	75.00	50.00
West Bengal . . . . .	34.67	32.50	Reserve Bank of India . . . . .	90.00	52.50
<i>Silk Mill:</i>			State Bank of India . . . . .		
Bombay . . . . .	30.00	61.18	Area I . . . . .	85.00	25.50
<i>Engineering:</i>			Area II . . . . .	77.00	23.10
West Bengal . . . . .	35.00	36.00	Area III . . . . .	73.00	21.90
			Area IV . . . . .	66.00	19.80

\*Average for the year 1958.  
%Not available.

@Average for January-August 1958.

TABLE 2-31—Distribution of Indian personnel of selected categories employed in certain foreign firms in India, according to their monthly emoluments.

	Below Rs. 1000	Rs. 1000 to 1199	Rs. 1200 to 1399	Rs. 1400 to 1599	Rs. 1600 to 1799	Rs. 1800 to 1999	Rs. 2000 to 2499	Rs. 2500 <sup>a</sup> to 2999	Rs. 3000 to 3999	Rs. 4000 & above	Total
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Administrative, managerial & ex- ecutive	..	59	46	35	13	16	32	15	18	6	240
Departmental assis- tants . . . . .	2	71	68	39	29	15	35	7	5	..	271
Engineers . . . . .	6	67	47	29	13	8	26	8	6	1	211
Accountants . . . . .	4	16	16	18	11	13	18	6	6	2	110

Source: Ministry of Commerce and Industry.

TABLE 2.32—Average annual earnings of factory employees drawing Rs. 200 or less per month, by industry, 1957

Industry	Earnings	Industry	Earnings
	Rs.		
Textiles. . . . .	1243.3	Non-metallic mineral products.	835.3
Footwear, wearing apparel and made up textile goods. . . . .	1308.1	Basic metal industries. . . . .	1463.2
Wood & cork, except furniture. . . . .	726.8	Metal products n.e.c.. . . . .	1145.4
Furniture & fixtures . . . . .	958.6	Machinery, except electrical. . . . .	1189.3
Paper & paper products . . . . .	1157.6	Electrical machinery, apparatus, etc.. . . . .	1437.9
Printing, publishing etc. . . . .	1217.5	Transport equipment. . . . .	1481.5
Leather & leather products. . . . .	889.8	Miscellaneous manufactures. . . . .	1249.0
Rubber & rubber products. . . . .	1497.2	Electricity, gas & steam. . . . .	1591.8
Chemical & chemical products. . . . .	1147.3	Water & sanitary services. . . . .	1147.5
Products of petroleum & coal. . . . .	1990.3		
		All industries . . . . .	1233.9

Source: Indian Labour Gazette, Labour Bureau.



TABLE 2.33—Average annual earnings of factory employees drawing Rs. 200 or less per month, by State, 1957

State	Basic wages Rs.	Dearness & other cash allowances. Rs.	Money value of concessions in kind Rs.	Bonus Rs.	Arrears Rs.	Total earnings. Rs.
	(1)	(2)	(3)	(4)	(5)	(6)
Assam . . . . .	849.5	536.4	198.3	244.1	5.3	1833.6
West Bengal . . . . .	@	@	@	@	@	1173.6
Bihar . . . . .	775.3	286.8	60.8	163.5	12.8	1299.2
Orissa . . . . .	652.5	235.4	0.2	66.8	1.9	956.8
Madhya Pradesh . . . . .	@	@	@	@	@	1138.7
Uttar Pradesh . . . . .	633.3	419.0	1.2	13.3	4.7	1077.5
Delhi . . . . .	889.1	515.0	0.5	81.9	6.9	1493.4
Punjab . . . . .	865.2	77.3	0.2	5.4	7.2	955.3
Rajasthan . . . . .	590.2	266.8	15.1	23.4	6.6	907.1
Bombay . . . . .	706.8	669.0	1.8	70.8	4.2	1452.6
Andhra Pradesh . . . . .	548.0	377.1	7.3	97.0	1.4	1030.8
Madras . . . . .	495.1	322.3	86.7	72.9	1.9	978.9
Mysore . . . . .	@	@	@	@	@	967.3
Kerala . . . . .	532.6	223.0	0.5	41.3	7.6	805.0

@Break-down not available. Source: Indian Labour Gazette, Labour Bureau.

TABLE 3·10—Classification of Class I and Class II Officers employed under the Central Government as on 30th June, 1957.

Category	Class I		Class II		Total
	Perma- nent	tempo- rary	perma- nent	tempo- rary	
<i>Secretariat Services</i>					
(i) Central Secretariat Service . . . . .	813	450	4589	1761	7613
(ii) Central Secretariat Stenographers Service . . . . .	..	..	1121	566	1687
(iii) Railway Board Secretariat Service . . . . .	34	33	36	38	131
(iv) Armed Forces Hqrs. (civilian officers) . . . . .	8	3	165	95	271
<i>Foreign Services</i>					
(i) Foreign Service (A) . . . . .	184	59	..	..	243
(ii) Foreign Service (B) . . . . .	111	..	354	604	1069
<i>Revenue Services</i>					
(i) Income Tax . . . . .	537	185	523	440	1685
(ii) Customs . . . . .	48	10	177	69	304
(iii) Central Excise . . . . .	141	47	202	95	485
<i>Audit &amp; Accounts Services</i>					
(i) Audit & Accounts . . . . .	351	14	310	223	898
(ii) Defence Accounts . . . . .	125	..	240	146	511
(iii) Railway Accounts . . . . .	169	39	65	14	287
(iv) P & T Accounts . . . . .	3	1	27	25	56
(v) Central Excise Accounts . . . . .	..	..	12	..	12
(vi) Civilian Accountants in Defence Ministry . . . . .	..	..	1	3	4
<i>Economic and Statistical Services</i> . . . . .	67	165	103	320	655
<i>Engineering Services</i>					
(i) Civil Engineering . . . . .	902	819	393	463	2577
(ii) Mechanical & Electrical Engineering . . . . .	765	405	184	203	1557
(iii) Tele-communication Engineering . . . . .	364	141	728	704	1937
(iv) Mining Engineering . . . . .	71	94	29	13	207
(v) Chemical Engineering . . . . .	2	16	4	1	23
(vi) Aviation, Marine & other Engineering . . . . .	235	45	43	28	351

TABLE 3·10—Classification of Class I and Class II Officers employed under the Central Government as on 30th June, 1957—contd.

Category	Class I		Class II		Total
	Perma- nent	tempo- rary	perma- nent	tempo- rary	
<i>Medical Services</i> . . . . .	142	73	71	298	684
<i>Scientific Services</i> . . . . .	455	474	622	805	2356
<i>Legal Staff</i> . . . . .	27	50	32	145	254
<i>Railway T. T. &amp; C. D. Services</i>					
<i>Post and Telegraph Services</i> . . . . .	436	72	113	25	646
(i) Postal Service . . . . .	121	28	119	28	296
(ii) Post Master Service . . . . .	..	..	31	7	38
(iii) Telegraph Traffic Service . . . . .	7	3	72	14	96
<i>Information Services</i>					
(i) All India Radio . . . . .	25	39	331	317	712
(ii) Press Information Bureau . . . . .	10	35	18	87	150
(iii) External Publicity . . . . .	44	..	..	52	96
<i>Labour Officers etc.</i> . . . . .	..	3	74	59	136
<i>Others</i> . . . . .	@	@	@	@	1638*
Total . . . . .	6197	3303	10879	7646	29661

@ Not available

\*Of these 891 are Class I Officers and 747 are Class II Officers.

**TABLE 3·II—Sub-classification of Class I and Class II Engineers employed under the Central Government as on 30th June, 1957.**

	Civil Engineers	Mechanical Electrical Engineers	Tele-communication Engineers	Mining Engineer	Chemical Engineers	Aviation and Marine Engineers	Total
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Defence (Civilian)	460	240	2	..	5	..	707
Railways . . .	1061	692	142	..	..	..	1895
Transport & Communications .	48	..	942	..	..	351	1341
Works, Housing & Supply .	577	120	..	..	..	..	697
Steel, Mines & Fuel . . .	13	1	..	97	12	..	123
Irrigation & Power	371	133	..	..	..	..	504
Information & Broadcasting .	..	..	851	..	..	..	851
Commerce & Industry . . .	5	230	..	..	3	..	238
Food & Agriculture . . .	4	7	..	..	..	..	11
Labour & Employment .	14	51	..	70	..	..	135
Education & Scientific Research .	5	2	..	32	..	..	39
Health . . .	13	..	..	..	..	..	13
Rehabilitation . . .	3	5	..	..	..	..	8
Finance . . .	..	31	..	..	..	..	31
Atomic Energy . . .	3	45	..	8	3	..	59
Total . . .	2577	1557	1937	207	23	351	6652

TABLE 3·12—Distribution of Class I Officers employed under the Central Government as on 30th June, 1957, according to the scales of pay with specified minima and maxima.

Minimum of the scale	Maximum of the scale					Total
	Upto Rs. 850	Rs. 851 to Rs. 1150	Rs. 1151 to Rs. 1600	Rs. 1601 to Rs. 2250	Above Rs. 2250	
Below Rs. 350 . . . .	14	..	..	..	..	14
Rs. 350 to Rs. 599 . . .	4,523(a)	106	..	..	..	4,629
Rs. 600 to Rs. 999 . . .	66	3,823(b)	211(c)	85	..	4,185
Rs. 1000 to Rs. 1599 . .	..	8	917(d)	229(e)	..	1,154
Rs. 1600 to Rs. 2249 . .	..	..	..	306(f)	2	308
Rs. 2250 and above . . .	..	..	..	23	56	79
<b>TOTAL</b> . . . . .	<b>4,603</b>	<b>3,937</b>	<b>1,128</b>	<b>643</b>	<b>58</b>	<b>10,369</b>
Scales unspecified . . . .	..	..	..	..	..	22
<b>GRAND TOTAL</b> . . . .	..	..	..	..	..	<b>10,391</b>

(a) Of these, 3,577 were in the scale of Rs. 350—850; and 803 were in the scale of Rs. 530—800.

(b) Of these, 2,842 were in the scale of Rs. 600—1150; and 625 were in the scale of Rs. 800—1150.

(c) Of these, 82 were in the scale of Rs. 600—1300; and 56 were in the scale of Rs. 800—1300.

(d) Of these, 335 were in the scale of Rs. 1000—1400; and 484 were in the scale of Rs. 1300—1600.

(e) Of these, 155 were in the scale of Rs. 1100—1800; and 53 were in the scale of Rs. 1300—1800.

(f) Of these, 73 were in the scale of Rs. 1600—1800; 115 were in the scale of Rs. 1800—2000 ; and 59 were in the scale of Rs. 1800—2250.

TABLE 3·13—Distribution of Class II officers employed under the Central Government as on 30th June, 1957, according to the scales of pay with specified minima and maxima.

Minimum of the scale	Maximum of scale						Total
	Upto Rs. 330	Rs. 331 to Rs. 450	Rs. 451 to Rs. 500	Rs. 501 to Rs. 650	Rs. 651 to Rs. 800	Above Rs. 800	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Below Rs. 160	30	44	..	..	..	..	74
Rs. 160 to Rs. 249	1,439 (a)	5,629 (b)	147	66	..	..	7,281
Rs. 250 to Rs. 274	..	256	1,389 (c)	..	35	..	1,680
Rs. 275 to Rs. 349	..	21	2,077 (d)	948 (e)	4,095 (g)	4	7,145
Rs. 350 to Rs. 499	..	..	70	705 (f)	995 (h)	13	1,783
Rs. 500 & above	..	..	..	30	1,260 (i)	12	1,302
TOTAL	1,469	5,950	3,683	1,749	6,385	29	19,265
Scale unspecified	..	..	..	..	..	..	5
GRAND TOTAL	..	..	..	..	..	..	19,270

(a) All these were in the scale of Rs. 160—330.

(b) Of these, 5601 were in the scale of Rs. 160—450.

(c) Of these, 1207 were in the scale of Rs. 250—500.

(d) Of these, 1752 were in the scale of Rs. 275—500.

(e) Of these, 664 were in the scale of Rs. 275—650; and 182 were in the scale of Rs. 325—590;

(f) Of these, 392 were in the scale of Rs. 350—650; and 149 were in the scale of Rs. 350—620.

(g) Of these, 3,866 were in the scale of Rs. 275—800.

(h) Of these, 805 were in the scale of Rs. 350—800.

(i) Of these, 1,037 were in the scale of Rs. 500—800.

TABLE 3·14—Distribution of Class I and Class II Engineers employed under the Central Government as on 30th June, 1957, according to scales of pay with specified minima and maxima

Minimum of the scale	Maximum of the Scale						Total
	Upto Rs. 500	Rs. 501 to 850	Rs. 851 to 1150	Rs. 1151 to 1600	Rs. 1601 to 2250	Above Rs. 2250	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
			Civil Engineers				
Below Rs. 275 .	..	..	..	..	..	..	..
Rs. 275 to 349 .	..	855	..	..	..	..	855
Rs. 350 to 599 .	..	863	..	..	..	..	863
Rs. 600 to 999 .	..	..	661	1	..	..	662
Rs. 1000 to 1599 .	..	..	..	135	17	..	152
Rs. 1600 to 2249 .	..	..	..	..	37	..	37
Rs. 2250 & Above	..	..	..	..	..	8	8
TOTAL .	..	718	661	136	54	8	2,577

Electrical and Mechanical Engineers

Below Rs. 275 .	78	..	..	..	..	..	78
Rs. 275 to 349 .	..	285	..	..	..	..	285
Rs. 350 to 599 .	..	580	..	..	..	..	580
Rs. 600 to 999 .	..	..	441	5	..	..	446
Rs. 1000 to 1599 .	..	..	..	107	27	..	134
Rs. 1600 to 2249 .	..	..	..	..	34	..	34
Rs. 2250 & above	..	..	..	..	..	..	..
TOTAL .	78	865	441	112	61	..	1,557

TABLE 3.1.1.—Distribution of Class I and Class II Engineers Employed under the Central Government as on 30th June, 1957, according to scales of pay with specified minima and maxima—contd.

	(1)	(2)	(3)	(4)	(5)	(6)	(7)
			Tele-communication Engineers				
Below Rs. 275 .	433	..	..	..	..	..	433
Rs. 275 to 349 .	..	655	..	..	..	..	655
Rs. 350 to 599 .	..	513	..	..	..	..	513
Rs. 600 to 999 .	..	..	259	10	..	..	269
Rs. 1000 to 1599 .	..	..	..	54	2	..	56
Rs. 1600 to 2249 .	..	..	..	..	11	..	11
Rs. 2250 & Above	..	..	..	..	..	..	..
<b>TOTAL</b> .	<b>433</b>	<b>1,168</b>	<b>259</b>	<b>64</b>	<b>13</b>	<b>..</b>	<b>1,937</b>

Mining Engineers

Below Rs. 275 .	..	..	..	..	..	..	..
Rs. 275 to 349 .	..	30	..	..	..	..	30
Rs. 350 to 599 .	..	94	..	..	..	..	94
Rs. 600 to 999 .	..	..	54	2	..	..	56
Rs. 1000 to 1599	..	..	..	24	..	..	24
Rs. 1600 to 2249 .	..	..	..	..	3	..	3
Rs. 2250 & above	..	..	..	..	..	..	..
<b>TOTAL</b>	<b>..</b>	<b>124</b>	<b>54</b>	<b>26</b>	<b>3</b>	<b>..</b>	<b>207</b>

Chemical Engineers

Below Rs. 275 .	..	..	..	..	..	..	..
Rs. 275 to 349 .	..	5	..	..	..	..	5
Rs. 350 to 599 .	..	7	..	..	..	..	7
Rs. 600 to 999 .	..	..	4	2	..	..	6
Rs. 1000 to 1599 .	..	..	..	1	1	..	2
Rs. 1600 to 2249 .	..	..	..	..	3	..	3
Rs. 2250 & above	..	..	..	..	..	..	..
<b>TOTAL</b> .	<b>..</b>	<b>12</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>..</b>	<b>23</b>



TABLE 3·14.—Distribution of Class I and Class II Engineers employed under the Central Government as on 30th June, 1957, according to scales of pay with specified minima and maxima—contd.

	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Other Engineers							
Below Rs. 275 .	4	..	..	..	..	..	4
Rs. 275 to 349 .	7	53	..	..	..	..	60
Rs. 350 to 599 .	..	79	..	..	..	..	79
Rs. 600 to 999 .	..	..	112	47	..	..	159
Rs. 1000 to 1599 .	..	..	1	32	6	..	39
Rs. 1600 to 2249 .	..	..	..	..	10	..	10
Rs. 2250 & above .	..	..	..	..	..	..	..
TOTAL .	11	132	113	79	16	..	351

All Engineers							
Below Rs. 275 .	515(a)	..	..	..	..	..	515
Rs. 275 to 349 .	7	1883(b)	..	..	..	..	1,890
Rs. 350 to 599 .	..	2,136(c)	..	..	..	..	2,136
Rs. 600 to 999 .	..	..	1,531(d)	67	..	..	1,598
Rs. 1000 to 1599 .	..	..	1	353(e)	53	..	407
Rs. 1600 to 2249 .	..	..	..	..	98	..	98
Rs. 2250 & above .	..	..	..	..	..	8	8
TOTAL .	522	4,019	1,532	420	151	8	6,652

(a) Of these, 506 were in the scale of Rs. 250—500.

(b) Of these, 1847 were in the scale of Rs. 275—800.

(c) Of these, 1743 were in the scale of Rs. 350—850.

(d) Of these, 1421 were in the scale of Rs. 600—1150.

(e) Of these, 246 were in the scale of Rs. 1300—1600.

TABLE 3·15.—Distribution of Class I & Class II Scientists employed under the Central Government as on 30th June, 1957, according to scales of pay with specified minima & maxima.

Minimum of the scale.	Maximum of the scale.						Total
	Upto Rs. 500.	Rs. 501 to Rs. 850.	Rs. 851 to Rs. 1150.	Rs. 1151 to Rs. 1600.	Rs. 1601 to Rs. 2250.	Above Rs. 2250.	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Below Rs. 275 .	406(a)	38	..	..	..	..	444
Rs. 275 to 349 .	52	907(b)	..	..	..	..	959
Rs. 350 to 599 .	..	404(c)	21	..	..	..	425
Rs. 600 to 999 .	..	..	392(d)	15	..	..	407
Rs. 1000 to 1599 .	..	..	..	95(e)	8	..	103
Rs. 1600 to 2249 .	..	..	..	..	17	1	18
Rs. 2250 & above	..	..	..	..	..	..	..
TOTAL .	458	1,349	413	110	25	1	2,356

(a) Of these, 329 were in scale of Rs. 250—500.

(b) Of these, 498 were in the scale of Rs. 275—800.

(c) Of these, 366 were in the scale of Rs. 350—850.

(d) Of these, 366 were in the scale of Rs. 600—1150.

(e) Of these, 55 were in the scale of Rs. 1000—1400; and 36 were in the scale of Rs. 1300—1600.

TABLE 3·16.—Distribution of Class I and Class II Medical Officers employed under the Central Government as on 30th June, 1957, according to scales of pay with specified minima & maxima.

Minimum of the scale.	Maximum of the scale						Total
	Upto Rs. 500.	Rs. 501 to Rs. 850.	Rs. 851 to Rs. 1150.	Rs. 1151 to Rs. 1600.	Rs. 1601 to Rs. 2250.	Above Rs. 2250.	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Below Rs. 275 .	199(a)	79(b)	..	..	..	..	278
Rs. 275 to 349 .	21	122(c)	..	..	..	..	143
Rs. 350 to 599 .	..	60(d)	1	..	..	..	61
Rs. 600 to 999 .	..	..	67(e)	80	..	..	147
Rs. 1000 to 1599 .	..	..	..	31	2	..	33
Rs. 1600 to 2249	..	..	..	..	21	..	21
Rs. 2250 & above	..	..	..	..	..	1	1
TOTAL .	220	261	68	111	23	1	684

(a) Of these, 174 were in the scale of Rs. 260—500.

(b) Of these, 39 were in the scale of Rs. 225—600; and 32 were in the scale of Rs. 260—750.

(c) Of these, 72 were in the scale of Rs. 300—800; and 39 were in the scale of Rs. 275—800.

(d) Of these, 33 were in the scale of Rs. 375—800.

(e) Of these, 37 were in the scale of Rs. 600—1150; and 25 were in the scale of Rs. 600—1300.

TABLE 3·17.—Distribution of Class I and Class II Economists and Statisticians employed under the Central Government as on 30th June, 1957, according to scales of pay with specified minima and maxima

Minimum of the scale.	Maximum of the scale.						Total
	Upto Rs. 500.	Rs. 501 to Rs. 850.	Rs. 851 to Rs. 1150.	Rs. 1151 to Rs. 1600.	Rs. 1601 to Rs. 2250.	Above Rs. 2250.	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Below Rs. 275 .	113(a)	..	..	..	..	..	113
Rs. 275 to 349 .	147(b)	50	..	..	..	..	197
Rs. 350 to 599 .	..	208(c)	..	..	..	..	208
Rs. 600 to 999	..	5	107(d)	2	..	..	114
Rs. 1000 to 1599	..	..	..	14	6	..	20
Rs. 1600 to 2249	..	..	..	..	2	..	2
Rs. 2250 & above	..	..	..	..	..	1	1
TOTAL	260	263	107	16	8	1	655

(a) Of these, 103 were in the scale of Rs. 250—500.

(b) All these were in the scale of Rs. 275—500.

(c) Of these, 98 were in the scale of Rs. 350—850; and 102 were in the scale of Rs. 350—800.

(d) Of these, 71 were in the scale of Rs. 600—1150; and 26 were in the scale of Rs. 600—1000.

TABLE 3·18.—Distribution of Class I and Class II Audit and Accounts Officers employed under the Central Government as on 30th June, 1957, according to scale of pay with specified minima and maxima

Minimum of the scale.	Maximum of the scale.						Total
	Upto Rs. 500.	Rs. 501 to Rs. 850.	Rs. 851 to Rs. 1150.	Rs. 1151 to Rs. 1600.	Rs. 1601 to Rs. 2250.	Above Rs. 2250.	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Below Rs. 275 .	..	..	..	..	..	..	..
Rs. 275 to 349 .	2	82(a)	..	..	..	..	84
Rs. 350 to 599 .	..	1,364(b)	..	..	..	..	1,364
Rs. 600 to 999 .	..	..	205(c)	..	..	..	205
Rs. 1000 to 1599	..	..	..	59(d)	..	..	59
Rs. 1600 to 2249	..	..	..	..	54(e)	..	54
Rs. 2250 & above	..	..	..	..	..	..	..
<b>TOTAL .</b>	<b>2</b>	<b>1,446</b>	<b>205</b>	<b>59</b>	<b>54</b>	<b>..</b>	<b>1,766*</b>

(a) Of these, 79 were in the scale of Rs. 275—800.

(b) Of these, 381 were in the scale of Rs. 350—850; and 983 were in the scale of Rs. 500—800.

(c) All these were in the scale of Rs. 600—1150.

(d) All these were in the scale of Rs. 1300—1600.

(e) Of these, 41 were in the scales of Rs. 1800 to 2000, Rs. 2000 to 2250 or Rs. 1800—2250.

\*Excluding 2 posts for which scales have not yet been fixed.

TABLE 3·19.—Distribution of Class I and Class II officers of the Revenue Services employed under the Central Government as on 30th June, 1957, according to scales of pay with specified minima and maxima

Minimum of the scale.	Maximum of the scale.						Total
	Upto Rs. 500.	Rs. 501 to Rs. 850.	Rs. 851 to Rs. 1150.	Rs. 1151 to Rs. 1600.	Rs. 1601 to Rs. 2250.	Above Rs. 2250.	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Below Rs. 275 .	..	..	..	..	..	..	..
Rs. 275 to 349 .	..	1,429(a)	..	..	..	..	1,429
Rs. 350—599 .	..	440(b)	..	..	..	..	440
Rs. 600—999 .	..	..	392(c)	..	..	..	392
Rs. 1000—1599 .	..	..	..	184(d)	..	..	184
Rs. 1600—2249 .	..	..	..	..	29	..	29
Rs. 2250 & above.	..	..	..	..	..	..	..
TOTAL	..	1,869	392	184	29	..	2,474

(a) Of these, 1260 were in the scale of Rs. 275—800.

(b) Of these, 363 were in the scale of Rs. 350—850.

(c) All these were in the scale of Rs. 600—1150.

(d) Of these, 176 were in the scale of Rs. 1000—1400.

**TABLE 3·20.—Distribution of Class I and Class II officers of the various Secretariat Services employed under the Central Government as on 30th June, 1957, according to scales of pay with specified minima and maxima**

Minimum of the scale.	Maximum of the scale.						Total
	Upto Rs. 500.	Rs. 501 to Rs. 850.	Rs. 851 to Rs. 1150.	Rs. 1151 to Rs. 1600.	Rs. 1601 to Rs. 2250.	Above Rs. 2250.	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Below Rs. 275 .	6,566(a)	..	..	..	..	..	6,566
Rs. 275—349 .	1,536(b)	54	..	..	..	..	1,590
Rs. 350—599 .	24	717(c)	..	..	..	..	741
Rs. 600—999 .	..	172(d)	479(e)	..	..	..	651
Rs. 1000—1599 .	..	..	..	..	152(f)	..	152
Rs. 1600—2249 .	..	..	..	..	..	..	..
Rs. 2250 & above	..	..	..	..	..	..	..
<b>TOTAL</b> .	<b>8,126</b>	<b>943</b>	<b>479</b>	<b>..</b>	<b>152</b>	<b>..</b>	<b>9,700</b>

(a) Of these, 5000 were in the scale of Rs. 160—450.

(b) All these were in the scale of Rs. 275/325—500.

(c) Of these, 709 were in the scale of Rs. 530—800.

(d) All these were in the scale of Rs. 650—800.

(e) All these were in the scale of Rs. 800—1150.

(f) All these were in the scale of Rs. 1100—1800.

TABLE 3·30.—Classification of Class III staff employed under the Central Government as on 30th June, 1957

Category	Permanent	Temporary	Classification not known	Total
	(1)	(2)	(3)	(4)
<i>Common Categories :</i>				
Ministerial . . . . .	107,010	68,621	110,009	285,640
Accounts . . . . .	3,623	2,695	17,687	24,005
Engineering . . . . .	10,890	12,608	12,567	36,065
Medical . . . . .	577	1,113	3,758	5,448
Scientific . . . . .	2,343	2,427	..	4,770
Economic & Statistical . . . . .	143	749	..	892
Teaching . . . . .	72	610	1,506	2,188
Store-keeping . . . . .	4,643	5,753	..	10,396
Drivers of motor vehicles . . . . .	1,705	6,621	..	8,326
Police, Security, Watch & Ward . . . . .	2,485	5,169	..	7,654
<i>Departmental categories.</i>				
Railways . . . . .	..	..	71,748	71,748
P. & T. . . . .	56,300	16,225	..	72,525
Defence (Civilians) . . . . .	463	1,883	..	2,346
Others . . . . .	6,792	6,488	..	13,280
Miscellaneous : . . . . .	..	..	7,880	7,880
TOTAL . . . . .	197,046	130,962	225,155	553,163



TABLE 3.31—Sub-classification of Class III Ministerial Staff\* employed under the Central Government as on 30th June, 1957

Department/Office	Number	Category	Number
Railways . . . . .	110,009	Supervisory . . . . .	8,874
Posts & Telegraphs . . . . .	70,366	Assistants, Upper Division & Senior Clerks . . . . .	59,553
Defence (Civilian) . . . . .	25,674	Lower Division, Junior Clerks & Typists . . . . .	123,624
Others : Secretariat . . . . .	10,437	Stenographers, Steno-typists and Confidential Assistants . . . . .	6,430
Attached Offices . . . . .	15,915	Commercial Clerks (Rlys.) . . . . .	23,580
Subordinate Offices . . . . .	53,239	Post-masters, Dy. Post-masters Sub-post-masters, Head Sorters, etc. (P. & T.) . . . . .	63,490
		Cashiers, Asstt. Cashiers & Misc. . . . .	89
<b>TOTAL</b> . . . . .	<b>285,640</b>	<b>TOTAL</b> . . . . .	<b>285,640</b>

\*Including commercial clerks in Railways and the P. & T. clerks.

TABLE 3.32—Sub-classification of Class III Accounting Staff employed under the Central Government as on 30th June, 1957

Category	Number	Category	Number
<b>A. Categories who have to pass an examination in accounts such as S.A.S.</b>		<b>B. Other categories</b>	
Senior Accountants (Rlys.) . . . . .	322	Pay Clerks in Railways . . . . .	714
Junior Accountants (Rlys.) . . . . .	240	Accounts Clerks in Railways . . . . .	13,813
Senior Accountants (P. & T.) . . . . .	119	Others in Railways . . . . .	2,598
Junior Accountants (P. & T.) . . . . .	94	Assistant Accountants in P. & T. . . . .	293
S.A.S. Accountants . . . . .	4,061	Accountants, Accounts Clerks, etc. in other Departments . . . . .	658
Divisional Accountants . . . . .	1,093		
<b>TOTAL</b> . . . . .	<b>5,929</b>	<b>TOTAL</b> . . . . .	<b>18,076</b>

TABLE 3·33—Sub-classification of Class III Engineering Staff employed under the Central Government as on 30th June, 1957

	Civil Engineering	Mechanical and Electrical Engineering	Tele-communication Engineering	Mining Engineering	Marine and Aeronautical Engineering	Draftsmen, Surveyors, Tracers	Total
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Defence (Civilians) . . . . .	1,833	8,091	..	..	..	2,224	12,148
Railways . . . . .	2,919	7,647	1,352	..	..	3,568	15,486
Transport & Communications . . . . .	129	..	2,256	..	187	327	2,899
Works, Housing & Supply . . . . .	1,523	..	..	..	..	845	2,368
Steel, Mines & Fuel . . . . .	207	99	..	202	..	286	794
Irrigation & Power . . . . .	56	822	..	..	..	510	1,388
• Informaion & Broadcasting . . . . .	..	..	130	..	..	24	154
Commerce & Industry . . . . .	..	..	..	..	..	4	4
Food & Agriculture . . . . .	23	8	..	..	..	42	73
Labour & Employment . . . . .	26	..	..	19	..	35	80
Education & Scientific Research . . . . .	153	77	..	38	..	2	270
Health . . . . .	1	..	..	..	..	71	72
Rehabilitation . . . . .	..	..	..	..	..	61	61
Home Affairs . . . . .	..	..	..	..	..	1	1
External Affairs . . . . .	..	..	..	..	..	1	1
Finance . . . . .	4	..	..	..	..	13	17
Planning Commission . . . . .	..	..	..	..	..	6	6
Atomic Energy . . . . .	28	52	..	..	..	48	128
Others . . . . .	..	..	..	..	..	115	115
TOTAL . . . . .	6,902	16,796	3,738	259	187	8,183	36,065

TABLE 3.34—Sub-classification of the Class III Medical Staff employed under the Central Government as on 30th June, 1957

Designation	Pay Range*	Railways	Defence (Civil- ians)	Health	Others	Total
	Rs.					
Doctors . . . . .	100 to 500	1,000	95	30	137	1,262
Nurses . . . . .	40 to 400	542	116	258	184	1,100
Midwives . . . . .	40 to 185	335	13	20	65	433
Dressers . . . . .	40 to 130	517	..	49	..	566
Compounders & Dispensers ..	40 to 225	950	113	151	159	1,373
Sanitary & Malaria Inspectors .	60 to 300	414	166	..	134	714
<b>TOTAL . . . . .</b>		<b>3,758</b>	<b>503</b>	<b>508</b>	<b>679</b>	<b>5,448</b>

\*Indicates the range between the minimum pay on the lowest scale and the maximum pay on the highest scale on which they are employed.

TABLE 3.35—Sub-classification of Class III Staff (Departmental) employed under the Central Government as on 30th June, 1957

Category	Number	Category	Number
<i>Railways</i>		<i>Posts and Telegraphs</i>	
Station Masters, Assistant Station Masters, Yard Masters, Controllers etc. . . . .	22,907	Postmen . . . . .	35,843
Drivers . . . . .	12,662	Telephone Operators . . . . .	10,114
Guards . . . . .	12,226	Linemen . . . . .	9,890
Ticket Examiners . . . . .	10,095	Telegraphists . . . . .	4,028
Shunters . . . . .	5,661	Mechanics & Cable jointers . . . . .	2,909
Signallers . . . . .	4,678	Head Postmen . . . . .	2,817
Firemen . . . . .	2,280	Sub-Inspectors of Telegraphs . . . . .	1,798
Cabinmen . . . . .	1,239	Cash/Mail Overseers . . . . .	2,213
		Telephone Inspectors . . . . .	778
		Inspectors of Post Offices . . . . .	637
TOTAL . . . . .	71,748	Mail Guards . . . . .	624
		Telephone Monitors . . . . .	619
<i>Other Civil Departments</i>		Telephone Masters . . . . .	427
Inspectors of Central Excise . . . . .	6,241	Town Inspectors . . . . .	346
Supervisors of Central Excise . . . . .	3,310	Wireless Licence Inspectors . . . . .	192
Notice Servers . . . . .	1,280	Line Inspectors . . . . .	150
Income Tax Inspectors . . . . .	862	Inspectors of R.M.S. . . . .	140
Preventive Officers . . . . .	764	TOTAL . . . . .	72,525
Deputy Superintendents, Central Excise . . . . .	647	<i>Defence (Civilian)</i>	
Customs Examiners . . . . .	127	Supervisory (Non-technical) . . . . .	520
Women Searchers . . . . .	49	Telephone Operators . . . . .	524
TOTAL . . . . .	13,280	Fire Staff . . . . .	902
		Hollerith Staff . . . . .	207
		Gate-keepers . . . . .	193
		TOTAL . . . . .	2,346

TABLE 3·36—Distribution of Class III Staff employed under the Central Government as on 30th June, 1957, according to the scales of pay with specified minima and maxima

Minimum of the scale	Maximum of the scale								Total
	Upto-Rs. 50	Rs. 51—75	Rs. 76—100	Rs. 101—130	Rs. 131—170	Rs. 170—220	Rs. 221—330	Above Rs. 330	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Rs.									
Below 50	46,868 (a)	443	1,684	72	1	..	..	..	49,068
50—59	..	978	12,040 (c)	2,696	373	..	..	..	16,087
60—79	..	11,976 (b)	7,451	146,084 (d)	103,668 (e)	2,022	..	..	271,201
80—99	..	..	107	226	26,523 (f)	83,816 (g)	..	..	110,672
100—149	..	..	..	425	1,154	25,631 (h)	6,378	1,333	34,921
150—199	..	..	..	..	..	519	35,118 (i)	2,425	38,062
200—259	..	..	..	..	..	..	9,251	13,112 (j)	22,363
260 & above	..	..	..	..	..	..	..	10,789 (k)	10,789
TOTAL	46,868	13,397	21,282	149,503	131,719	111,988	50,747	27,659	553,163

- (a) Of these, 46,332 were in the scale of Rs. 35—50.  
 (b) Of these, 11,974 were in the scale of Rs. 60—75.  
 (c) Of these, 11,093 were in the scale of Rs. 55—85.  
 (d) Of these, 139,671 were in the scale of Rs. 60—130.  
 (e) Of these, 70,628 were in the scale of Rs. 60—170; and 26,698 were in the scale of Rs. 60—150.  
 (f) Of these, 21,422 were in the scale of Rs. 80—170; and 5,093 were in the scale of Rs. 80—160.  
 (g) Of these, 72,800 were in the scale of Rs. 80—220; and 10,191 were in the scale of Rs. 80—185.  
 (h) Of these, 23,042 were in the scale of Rs. 100—185.  
 (i) Of these, 15,813 were in the scale of Rs. 150—225; and 11,534 were in the scale of Rs. 160—330.  
 (j) Of these, 8,518 were in the scale of Rs. 200—500.  
 (k) Of these, 3,837 were in the scale of Rs. 260—350; and 2,873 were in the scale of Rs. 300—400..

TABLE 3-37—Distribution of Class III Ministerial Staff employed under the Central Government as on 30th June, 1957, according to the scales of pay with specified minima and maxima

Minimum of the scale	Maximum of the scale								Total
	Upto Rs. 50	Rs. 51 to Rs. 75	Rs. 76 to Rs. 100	Rs. 101 to Rs. 130	Rs. 131 to Rs. 170	Rs. 171 to Rs. 220	Rs. 221 to Rs. 330	Above Rs. 330	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Rs.									
Below 50	..	5	8	3	..	..	..	..	16
50—59	..	..	9,334 (a)	2	161	..	..	..	9,497
60—79	..	..	249	1,14,977 (b)	75,626 (c)	81	..	..	1,90,933
80—99	..	..	..	..	869	61,512 (d)	..	..	62,381
100—149	..	..	..	..	55	6,558 (e)	48	..	6,661
150—199	..	..	..	..	..	..	9,949 (f)	1,480 (h)	11,429
200—259	..	..	..	..	..	..	2,712 (g)	731	3,443
260 & above	..	..	..	..	..	..	..	1,280	1,280
TOTAL	..	5	9,591	1,14,982	76,711	68,151	12,709	3,491	2,85,640

(a) Of these, 9,332 were in the scale of Rs. 55—85.

(b) Of these, 1,14,971 were in the scale of Rs. 60—130.

(c) Of these, 59,118 were in the scale of Rs. 60—170; and 16,506 were in the scale of Rs. 60—150.

(d) Of these, 61,490 were in the scale of Rs. 80—220.

(e) Of these, 6,490 were in the scale of Rs. 100—185.

(f) Of these, 8,257 were in the scale of Rs. 160—250.

(g) Of these, 1,852 were in the scale of Rs. 200—300.

(h) Of these, 1,477 were in the scale of Rs. 160—450.

TABLE 3.38—Distribution of Class III Accounting Staff employed under the Central Government as on 30th June, 1957, according to scales of pay with specified minima and maxima

Minimum of the scale	Maximum of the scale								Total
	Upto Rs. 50	Rs. 51 to Rs. 75	Rs. 76 to Rs. 100	Rs. 101 to Rs. 130	Rs. 131 to Rs. 170	Rs. 171 to Rs. 220	Rs. 221 to Rs. 330	Above Rs. 330	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Rs.									
Below 50	..	..	..	..	..	..	..	..	..
50 to 59	..	..	..	..	..	..	..	..	..
60 to 79	..	..	..	9,182 (a)	10	..	..	..	9,192
80 to 99	..	..	2	1	1	5,635 (c)	..	..	5,639
100 to 149	..	..	..	..	465 (b)	73	4	1,327 (f)	1,869
150 to 199	..	..	..	..	..	1	2,221 (d)	20	2,242
200 to 259	..	..	..	..	..	..	273 (e)	4,408 (g)	4,681
260 & above	..	..	..	..	..	..	..	382 (h)	382
TOTAL	..	..	2	9,183	476	5,709	2,498	6,137	24,005

- (a) All the 9,182 were in the scale of Rs. 60—130.  
 (b) Of these, 454 were in the scale of Rs. 100—135.  
 (c) Of these, 5,341 were in the scale of Rs. 80—220.  
 (d) Of these, 2,141 were in the scale of Rs. 160—250.  
 (e) Of these, 246 were in the scale of Rs. 200—300.  
 (f) Of these, 1,321 were in the scale of Rs. 130—355.  
 (g) Of these, 4,204 were in the scale of Rs. 200—500.  
 (h) Of these, 322 were in the scale of Rs. 300—500.

TABLE 3-39—Distribution of Class III engineering staff employed under the Central Government as on 30th June, 1957, according to scales of pay with prescribed minima and maxima

Minimum of the scale	Maximum of the scale								Total
	Upto Rs. 50	Rs. 51 to Rs. 75	Rs. 76 to Rs. 100	Rs. 101 to Rs. 130	Rs. 131 to Rs. 170	Rs. 171 to Rs. 220	Rs. 221 to Rs. 330	Above Rs. 330	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
<i>Civil Engineering staff</i>									
Rs.									
Below 50	..	..	..	..	..	..	..	..	..
50—59	..	..	..	..	..	..	..	..	..
60—79	..	..	..	..	..	..	..	..	..
80—99	..	..	..	..	45	..	..	..	45
100—149	..	..	..	..	..	58	2,720	..	2,778
150—199	..	..	..	..	..	..	1,830	19	1,849
200—259	..	..	..	..	..	..	724	1,224	1,948
260 & above	..	..	..	..	..	..	..	282	282
TOTAL	..	..	..	..	45	58	5,274	1,525	6,902

*Mechanical and Electrical Engineering staff*

Rs.									
Below 50	..	..	..	..	..	..	..	..	..
50—59	..	..	..	..	..	..	..	..	..
60—79	..	..	..	645	12	..	..	..	657
80—99	..	..	..	5	..	..	..	..	5
100—149	..	..	..	..	20	4,316	1,044	..	5,380
150—199	..	..	..	..	..	..	5,307	19	5,326
200—259	..	..	..	..	..	..	1,495	512	2,007
260 & above	..	..	..	..	..	..	..	3,420	3,420
TOTAL	..	..	..	650	32	4,316	7,846	3,951	16,795@

@Excluding one post for which pay scale has not been fixed.



**TABLE 3.39.—Distribution of Class III engineering staff employed under the Central Government as on 30th June, 1957, according to scales of pay with prescribed minima and maxima—contd.**

Minimum of the scale	Maximum of the scale								Total
	Upto Rs. 50	Rs. 51 to Rs. 75	Rs. 76 to Rs. 100	Rs. 101 to Rs. 130	Rs. 131 to Rs. 170	Rs. 171 to Rs. 220	Rs. 221 to Rs. 330	Above Rs. 330	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
<i>Tele-communications Engineering staff</i>									
Rs. Below 50	..	..	..	..	..	..	..	..	..
50—59	..	..	..	..	..	..	..	..	..
60—79	..	..	..	..	..	..	..	..	..
80—99	..	..	..	..	..	912	..	..	912
100—149	..	..	..	..	..	..	1,344	..	1,344
150—199	..	..	..	..	..	..	648	130	778
200—259	..	..	..	..	..	..	408	..	408
260 & above	..	..	..	..	..	..	..	296	296
<b>TOTAL</b>	..	..	..	..	..	912	2,400	426	3,738
<i>Mining Engineering staff.</i>									
Rs. Below 50	..	..	..	..	..	..	..	..	..
50—59	..	..	..	..	..	..	..	..	..
60—79	..	..	..	..	..	..	..	..	..
80—99	..	..	..	..	..	..	..	..	..
100—149	..	..	..	..	..	..	..	..	..
150—199	..	..	..	..	..	..	98	19	117
200—259	..	..	..	..	..	..	..	142	142
260 & above	..	..	..	..	..	..	..	..	..
<b>TOTAL</b>	..	..	..	..	..	..	98	161	259
<i>Marine and Aeronautical Engineering staff</i>									
Rs. Below 50	..	..	..	..	..	..	..	..	..
50—59	..	..	..	..	..	..	..	..	..
60—79	..	..	..	..	..	..	..	..	..
80—99	..	..	..	..	..	..	..	..	..
100—149	..	..	..	..	3	..	..	..	3
150—199	..	..	..	..	14	..	3	..	17
200—259	..	..	..	..	..	..	2	156	158
260 & above	..	..	..	..	..	..	..	9	9
<b>TOTAL</b>	..	..	..	..	17	..	5	165	187

TABLE 3. 39.—Distribution of Class III engineering staff employed under the Central Government as on 30th June, 1957, according to scales of pay with prescribed minima and maxima—concl'd.

Minimum of the scale	Maximum of the scale								Total
	Upto Rs. 50	Rs. 51 to Rs. 75	Rs. 76 to Rs. 100	Rs. 101 to Rs. 130	Rs. 131 to Rs. 170	Rs. 171 to Rs. 220	Rs. 221 to Rs. 330	Above Rs. 320	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
<i>Draftsmen, Surveyors and Tracers.</i>									
Rs.									
Below 50	..	..	..	..	..	..	..	..	..
50—59	..	..	..	5	..	..	..	..	5
60—79	..	4	..	12	2,826	..	..	..	2,842
80—99	..	..	..	..	1	..	..	..	1
100—149	..	..	..	..	39	2,767	197	..	3,003
150—199	..	..	..	..	..	1	1,732	..	1,733
200—259	..	..	..	..	..	..	28	24	52
260 & above	..	..	..	..	..	..	..	547	547
TOTAL	..	4	..	17	2,866	2,768	1,957	571	8,183
<i>All Engineering staff</i>									
Rs.									
Below 50	..	..	..	..	..	..	..	..	..
50—59	..	..	..	5	..	..	..	..	5
60—79	..	4	..	657	2,838(a)	..	..	..	3,499
80—99	..	..	..	5	46	912	..	..	963
100—149	..	..	..	..	62	7,141(b)	5305(c)	..	12,508
150—199	..	..	..	..	14	1	9,618(d)	187	9,820
200—259	..	..	..	..	..	..	2,657(e)	2,058(f)	4,715
260 & above	..	..	..	..	..	..	..	4,554(g)	4,554
TOTAL	..	4	..	667	2,960	8,054	17,580	6,799	36,064@

(a) Of these, 2779 were in the scale of Rs. 60—150.

(b) Of these, 7132 were in the scale of Rs. 100—185.

(c) Of these, 3785 were in the scale of Rs. 100—300.

(d) Of these, 9171 were in the scale of Rs. 150—225.

(e) Of these, 2310 were in the scale of Rs. 200—300.

(f) Of these, 1224 were in the scale of Rs. 250—400.

(g) Of these 2808 were in the scale of Rs. 260—350.

@Excluding one post for which pay scale has not been fixed.

TABLE 3.40—Distribution of Class III Scientific staff employed under the Central Government as on 30th June, 1957, according to scales of pay with prescribed minima and maxima

Minimum of the scale	Maximum of the scale								Total
	Upto Rs. 50	Rs. 51 to Rs. 75	Rs. 76 to Rs. 100	Rs. 101 to Rs. 130	Rs. 131 to Rs. 170	Rs. 171 to Rs. 220	Rs. 221 to Rs. 330	Above Rs. 330	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Rs.									
Below 50	..	2	..	78	..	..	..	..	80
50—59	..	..	..	53	..	..	..	..	53
60—79	..	4	..	142 (a)	645 (b)	..	..	..	791
80—99	..	..	..	..	3	59	..	..	62
100—149	..	..	..	..	16	1,071(c)	227	..	1,314
150—199	..	..	..	..	..	..	1,425 (d)	522 (e)	1,947
200—259	..	..	..	..	..	..	73	450 (f)	523
260 & above	..	..	..	..	..	..	..	..	..
<b>TOTAL</b>	..	6	..	273	664	1,130	1,725	972	4,770

(a) Of these, 117 were in the scale of Rs. 60—130.

(b) All these were in the scale of Rs. 60—150.

(c) Of these, 791 were in the scale of Rs. 100—220; and 275 were in the scale of Rs. 100—200.

(d) Of these, 1,377 were in the scale of Rs. 160—330.

(e) Of these, 509 were in the scale of Rs. 330 with selection scales going upto Rs. 500.

(f) Of these, 264 were in the scale of Rs. 250—500.

TABLE 3·41—Distribution of Class III Economic and Statistical staff employed under the Central Government as on 30th June, 1957, according to scales of pay with prescribed minima and maxima

Minimum of the scale	Maximum of the scale								Total
	Upto Rs. 50	Rs. 51 to Rs. 75	Rs. 76 to Rs. 100	Rs. 101 to Rs. 130	Rs. 131 to Rs. 170	Rs. 171 to Rs. 220	Rs. 220 to Rs. 330	Above Rs. 330	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Rs.									
Below 50	..	..	..	..	..	..	..	..	..
50—59	..	..	..	..	..	..	..	..	..
60—79	..	..	..	..	..	..	..	..	..
80—99	..	..	..	..	..	84 (a)	..	..	84
100—149	..	..	..	..	..	41	..	3	44
150—199	..	..	..	..	..	..	587 (b)	70 (c)	657
200—259	..	..	..	..	..	..	8	99 (d)	107
260 & above	..	..	..	..	..	..	..	..	..
TOTAL	..	..	..	..	..	125	595	172	892

(a) All these were in the scale of Rs. 80—220.

(b) Of these, 584 were in the scale of Rs. 160—330.

(c) Of these, 62 were in the scale of Rs. 160—450.

(d) Of these, 92 were in the scale of Rs. 250—500.

TABLE 3·42—Distribution of certain miscellaneous categories of Class III staff employed under the Government of India as on 30th June, 1957, classified according to scales of pay with specified minima and maxima

Minimum of the scale	Maximum of the scale								Total
	Upto Rs. 50	Rs. 51 to Rs. 75	Rs. 76 to Rs. 100	Rs. 101 to Rs. 130	Rs. 131 to Rs. 170	Rs. 171 to Rs. 220	Rs. 221 to Rs. 330	Above Rs. 330	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)

*Drivers of motor-vehicles*

Rs.									
Below 50	1	1	280(b)	..	..	..	..	..	282
50—59	..	22	1	..	..	..	..	..	23
60—79	..	7,282(a)	119(c)	596(d)	..	..	..	..	7,997
80—99	..	..	5	1	2	..	..	..	8
100—149	..	..	..	..	2	14	..	..	16
150—199	..	..	..	..	..	..	..	..	..
200—259	..	..	..	..	..	..	..	..	..
260 & above	..	..	..	..	..	..	..	..	..
<b>TOTAL</b>	<b>1</b>	<b>7,305</b>	<b>405</b>	<b>597</b>	<b>4</b>	<b>14</b>	<b>..</b>	<b>..</b>	<b>8,326</b>

*Police/Security/Watch and Ward staff*

Rs.									
Below 50	4,670	352(f)	..	..	3	..	..	..	5,025
50—59	..	693(g)	4	..	..	..	..	..	697
60—79	..	..	421	6	..	..	..	..	427
80—99	..	..	(h)	..	505	25	..	..	530
100—149	..	..	..	..	35	143	..	..	178
150—199	..	..	..	..	..	..	375	..	375
200—259	..	..	..	..	..	..	123	21	144
260 & above	..	..	..	..	..	..	..	278	278
<b>TOTAL</b>	<b>4,670</b>	<b>1,045</b>	<b>425</b>	<b>6</b>	<b>543</b>	<b>168</b>	<b>498</b>	<b>299</b>	<b>7,654</b>

TABLE: 3.42—Distribution of certain miscellaneous categories of class III staff employed under the Government of India as on 30th June, 1957, classified according to scales of pay with specified minima and maxima.

Minimum of the scale	Maximum of the scale								Total
	Upto Rs. 50	Rs. 51 to Rs. 75	Rs. 76 to Rs. 100	Rs. 101 to Rs. 130	Rs. 131 to Rs. 170	Rs. 171 to Rs. 220	Rs. 221 to Rs. 330	Above Rs. 330	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
<i>Store keeping staff</i>									
Rs.									
Below 50	..	..	..	..	..	..	..	..	..
50—59	..	..	3	216 (n)	..	..	..	..	219
60—79	..	6	..	5,799 (p)	15	39	..	..	5,859
80—99	..	..	..	446	254 (q)	278	..	..	978
100—149	..	..	..	..	..	1,222 (r)	30	..	1,252
150—199	..	..	..	..	..	..	801 (s)	..	801
200—259	..	..	..	..	..	..	481 (t)	271 (u)	752
260 & above	..	..	..	..	..	..	..	535 (v)	535
TOTAL	..	6	3	6,461	269	1,539	1,312	806	10,396

- (a) All these were in the scale of Rs. 60—75.  
 (b) Of these, 278 were in the scale of Rs. 45—85.  
 (c) Of these, 108 were in the scale of Rs. 60—100.  
 (d) Of these, 550 were in the scale of Rs. 60—130.  
 (e) All these were in the scale of Rs. 35—50.  
 (f) All these were in the scale of Rs. 40—60.  
 (g) All these were in the scale of Rs. 55—75.  
 (h) All these were in the scale of Rs. 60—100.  
 (i) All these were in the scale of Rs. 80—160.  
 (j) Of these, 142 were in the scale of Rs. 120—200.  
 (k) Of these, 295 were in the scale of Rs. 150—225.  
 (l) All these were in the scale of Rs. 200—300.  
 (m) Of these, 134 were in the scale of Rs. 275—500.  
 (n) All these were in the scale of Rs. 55—105.  
 (p) Of these, 5,787 were in the scale of Rs. 60—130.  
 (q) Of these, 251 were in the scale of Rs. 80—160.  
 (r) Of these, 452 were in the scale of Rs. 100—185; 332 were in the scale of Rs. 100—200; and 226 were in the scale of Rs. 100—200.  
 (s) Of these, 770 were in the scale of Rs. 150—225.  
 (t) Of these, 368 were in the scale of Rs. 200—300.  
 (u) Of these, 254 were in the scale of Rs. 200—410.  
 (v) Of these, 266 were in the scale of Rs. 300—400; and 156 were in the scale of Rs. 260—350.

TABLE 3·43—Distribution of Class III staff of Departmental categories employed under the Defence Ministry (Civilian) of the Central Government as on 30th June, 1957, according to scales of pay with specified minima and maxima

Minimum of the scale	Maximum of the scale								Total
	Up to Rs. 50	Rs. 51 to Rs. 75	Rs. 76 to Rs. 100	Rs. 101 to Rs. 130	Rs. 131 to Rs. 170	Rs. 171 to Rs. 220	Rs. 221 to Rs. 330	Above Rs. 330	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)

*Supervisory (non-technical)*

Below Rs. 50 .	..	..	..	..	..	..	..	..	..
Rs. 50—59 .	..	..	..	..	..	..	..	..	..
Rs. 60—79 .	..	210(a)	..	150(b)	..	..	..	..	360
Rs. 80—99 .	..	..	..	37	4	..	..	..	41
Rs. 100—149 .	..	..	..	..	..	24	64	..	88
Rs. 150—199 .	..	..	..	..	..	..	..	28	28
Rs. 200—259 .	..	..	..	..	..	..	..	..	..
Rs. 260 & above	..	..	..	..	..	..	..	3	3
<b>TOTAL .</b>	..	210	..	187	4	24	64	31	520

*Telephone operators*

Below Rs. 50 .	..	..	..	..	..	..	..	..	..
Rs. 50—59 .	..	..	..	..	..	..	..	..	..
Rs. 60—79 .	..	..	..	87	436(c)	..	..	..	523
Rs. 80—99 .	..	..	..	..	..	..	..	..	..
Rs. 100—149 .	..	..	..	..	..	..	..	..	..
Rs. 150—199 .	..	..	..	..	..	..	..	..	..
Rs. 200—259 .	..	..	..	..	..	..	1	..	1
Rs. 260 & above	..	..	..	..	..	..	..	..	..
<b>TOTAL .</b>	..	..	..	87	436	..	1	..	524

TABLE: 3·43—Distribution of Class III staff of Departmental categories employed under the Defence Ministry (Civilian) of the Central Government as on 30th June, 1957, according to scales of pay with specified minima and maxima

Minimum of the scale	Maximum of the scale								Total
	Up to Rs. 50	Rs. 51 to Rs. 75	Rs. 76 to Rs. 100	Rs. 101 to Rs. 130	Rs. 131 to Rs. 170	Rs. 171 to Rs. 220	Rs. 221 to Rs. 330	Above Rs. 330	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
<i>Fire staff</i>									
Below Rs. 50 .	..	..	682(d)	..	..	..	..	..	682
Rs. 50—59 .	..	..	..	13	..	..	..	..	13
Rs. 60—79 .	..	..	..	4	..	..	..	..	4
Rs. 80—99 .	..	..	..	128(e)	..	..	..	..	128
Rs. 100—149 .	..	..	..	..	..	43	..	..	43
Rs. 150—199 .	..	..	..	..	..	..	31	..	31
Rs. 200—259 .	..	..	..	..	..	..	1	..	1
Rs. 260 & above	..	..	..	..	..	..	..	..	..
<b>TOTAL .</b>	..	..	682	145	..	43	32	..	902

*Hollerith staff*

Below Rs. 50 .	..	..	..	..	..	..	..	..	..
Rs. 50—59 .	..	..	..	..	..	..	..	..	..
Rs. 60—79 .	..	..	..	148(f)	..	..	..	..	148
Rs. 80—99 .	..	..	..	..	..	16	..	..	16
Rs. 100—149 .	..	..	..	..	..	..	..	..	..
Rs. 150—199 .	..	..	..	..	..	..	9	34	43
Rs. 200—259 .	..	..	..	..	..	..	..	..	..
Rs. 260 & above	..	..	..	..	..	..	..	..	..
<b>TOTAL .</b>	..	..	..	148	..	16	9	34	207



TABLE: 3·43—Distribution of Class III staff of Departmental categories employed under the Defence Ministry (Civilian) of the Central Government as on 30th June, 1957, according to scales of pay with specified minima and maxima

Minimum of the scale	Maximum of the scale								Total
	Upto Rs. 50	Rs. 51 to Rs. 75	Rs. 76 to Rs. 100	Rs. 101 to Rs. 130	Rs. 131 to Rs. 170	Rs. 171 to Rs. 220	Rs. 221 to Rs. 330	Above Rs. 330	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
<i>Gate keepers</i>									
Below Rs. 50 .	..	..	..	..	..	..	..	..	..
Rs. 50—59 .	..	..	..	..	..	..	..	..	..
Rs. 60—79 .	..	..	..	26	..	..	..	..	26
Rs. 80—99 .	..	..	..	..	..	..	..	..	..
Rs. 100—149 .	..	..	..	..	..	123(g)	..	..	123
Rs. 150—199 .	..	..	..	..	..	..	44	..	44
Rs. 200—259 .	..	..	..	..	..	..	..	..	..
Rs. 260 & above	..	..	..	..	..	..	..	..	..
TOTAL .	..	..	..	26	..	123	44	..	193

- (a) All these were in the scale of Rs. 60—75.  
 (b) Of these, 91 were in the scale of Rs. 75—105.  
 (c) Of these 405 were in the scale of Rs. 60—170  
 (d) All these, were in the scale of Rs. 45—85.  
 (e) All these were in the scale of Rs. 80—120.  
 (f) All these were in the scale of Rs. 60—130  
 (g) All these were in the scale of Rs. 100—185.

TABLE: 3.44—Distribution of Class III staff of Departmental categories employed in the Department of Posts and Telegraphs under the Central Government as on 30th June, 1957, according to scales of pay with specified minima and maxima

Minimum of the scale	Maximum of the scale								Total
	Upto Rs. 50	Rs. 51 to Rs. 75	Rs. 76 to Rs. 100	Rs. 101 to Rs. 130	Rs. 131 to Rs. 170	Rs. 171 to Rs. 220	Rs. 221 to Rs. 330	Above Rs. 330	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Below Rs. 50 .	46,357 (a)	..	..	..	..	..	..	..	46,357
Rs. 50—59 .	..	..	4,030 (b)	1,798 (c)	..	..	..	..	5,828
Rs. 60—79 .	..	..	..	..	14,334 (d)	3,255 (e)	..	..	17,589
Rs. 80—99 .	..	..	..	..	..	1,415 (f)	..	..	1,415
Rs. 100—149 .	..	..	..	..	150	..	..	..	150
Rs. 150—199 .	..	..	..	..	..	..	1,186 (g)	..	1,186
Rs. 200—259 .	..	..	..	..	..	..	..	..	..
Rs. 260 & above	..	..	..	..	..	..	..	..	..
TOTAL .	46,357	..	4,030	1,798	14,484	4,670	1,186	..	72,525

(a) All these were in the scale of Rs. 35—50.

(b) All these were in the scale of Rs. 55—85.

(c) All these were in the scale of Rs. 55—105.

(d) Of these, 10,306 were in the scale of Rs. 60—170; and rest were in the scale of Rs. 72—170.

(e) Of these, 2,909 were in the scale of Rs. 60—130 with a selection scale of Rs. 125—185.

(f) All these were in the scale of Rs. 80—220.

(g) Of these, 759 were in the scale of Rs. 160—250; and the rest were in the scale of Rs. 160—330.

**TABLE: 3.45—Distribution of Class III staff of the Departmental categories employed in Departments of the Central Government other than Defence P & T. and Railway as on 30th June, 1957, according to scales of pay with specified minima and maxima**

Minimum of the scale	Maximum of the scale								Total
	Upto Rs. 50	Rs. 51 to Rs. 75	Rs. 76 to Rs. 100	Rs. 101 to Rs. 130	Rs. 131 to Rs. 170	Rs. 171 to Rs. 220	Rs. 221 to Rs. 330	Above Rs. 330	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Below Rs. 50 .	1,280 (a)	..	..	..	..	..	..	..	1,280
Rs. 50—59 .	..	..	..	..	..	..	..	..	..
Rs. 60—79 .	..	..	..	3,310 (b)	..	..	..	..	3,310
Rs. 80—99 .	..	..	..	..	49	..	..	..	49
Rs. 100—149 .	..	..	..	..	..	427	7,009 (c)	464	7,900
Rs. 150—199 .	..	..	..	..	..	..	..	..	..
Rs. 200—259 .	..	..	..	..	..	..	..	94	94
Rs. 260 & above	..	..	..	..	..	..	..	647	647
<b>TOTAL .</b>	<b>1,280</b>	<b>..</b>	<b>..</b>	<b>3,310</b>	<b>49</b>	<b>427</b>	<b>7,009</b>	<b>1,205</b>	<b>13,280</b>

(a) All these were in the scale of Rs. 35—50.

(b) All these were in the scale of Rs. 60—130.

(c) Of these, 6,241 were in the scale of Rs. 100—220 with a selection scale of Rs. 200—300.

TABLE: 3.50—Classification of Class IV staff employed under the Central Government as on 30th June, 1957

	Permanent	Temporary	Classification not known	Total
	(1)	(2)	(3)	(4)
<i>Common categories</i> . . . . .	33,374	62,166	55,507*	151,047
<i>Departmental categories</i>				
Railways . . . . .	..	..	405,219	405,219†
P & T. . . . .	27,205	7,375	..	34,580
Defence (Civilians) . . . . .	1,578	8,933	..	10,511
Other Departments . . . . .	8,048	13,221	1,560	22,829
<i>Uncategorised</i> . . . . .	43	67	69,022	69,132
<b>TOTAL</b> . . . . .	70,248	91,762	531,308	693,318

\*Of these, an estimated number of 6,650 employees are probably permanent.

†Includes 2,182 Brakesmen and 7,020 Firemen since brought over to Class III scales of pay. Of this total, an estimated number of 48,546 employees are probably permanent.

TABLE: 3·51—Sub-classification of the Class IV staff of common categories employed under the Central Government as on 30th June, 1957

	Railways	P & T.	Defence	Other Deptts.	Total
	(1)	(2)	(3)	(4)	(5)
Peons, Call boys . . . .	6,375	9,454	13,285	29,254	58,368
Sweepers . . . . .	32,218	799	7,797	3,107	43,921
Laskers, Mazdoors, Box boys .	1,659	2,532	5,760	2,749	12,700
Chowkidars, Watchmen .	4,299	1,392	..	5,981	11,672
Watermen, Water carriers, Bhisties . . . . .	8,559	247	943	..	9,749
Daftries . . . . .	796	475	828	4,457	6,556
Jamadars . . . . .	549	29	91	2,385	3,054
Cleaners . . . . .	@	446	764	108	1,318
Malis . . . . .	485	128	523	..	1,136
Farashes . . . . .	..	171	6	786	963
Gestetner Operators . . . .	..	..	30	726	756
Record sorters . . . . .	567	..	187	..	754
Khalasis . . . . .	@	88	12	..	100
TOTAL . . . . .	55,507	15,761	30,226	49,553	151,047

@ Treated as departmental category.

TABLE: 3·52—Distribution of Class IV staff employed under the Central Government as on 30th June, 1957, according to the scales of pay with specified minima and maxima

Minimum of the scale	Maximum of the scale				Total
	Upto Rs. 35	Rs. 36—50	Rs. 51—75	Above Rs. 75	
	(1)	(2)	(3)	(4)	(5)
Below Rs. 30 . . . . .	7,457	3	..	..	7,460
Rs. 30 to Rs. 34 . . . . .	523,925 (a)	9	..	..	523,934
Rs. 35 to Rs. 39 . . . . .	..	85,382 (b)	9,030	..	94,412
Rs. 40 to Rs. 49 . . . . .	..	18,365 (c)	48,580 (d)	..	66,945
Rs. 50 & Above . . . . .	..	..	543	24	567
<b>TOTAL</b> . . . . .	<b>531,382</b>	<b>103,759</b>	<b>58,153</b>	<b>24</b>	<b>693,318</b>

- (a) All these were in the grade of Rs. 30—35.  
 (b) Of these, 74,240 were in the grade of Rs. 35—50.  
 (c) Of these, 18,299 were in the grade of Rs. 40—50.  
 (d) Of these, 48,565 were in the grade of Rs. 40—60.

**TABLE: 3.53—Distribution of the Class IV staff of common categories employed with the Central Government as on 30th June, 1957, according to scales of pay with specified minima and maxima**

Minimum of the scale	Maximum of the scale				Total
	Upto Rs. 35	Rs. 36 to Rs. 50	Rs. 51 to Rs. 75	Rs. 76 and above	
	(1)	(2)	(3)	(4)	(5)
Below Rs. 30 .. . .	..	..	..	..	..
Rs. 30 to Rs. 34 . . .	139,927 (a)	..	..	..	139,927
Rs. 35 to Rs. 39 . . .	..	9,610 (b)	..	..	9,610
Rs. 40 to Rs. 49 . . .	..	..	1,510 (c)	..	1,510
Rs. 50 & above . . . .	..	..	..	..	..
<b>TOTAL</b> . . . . .	<b>139,927</b>	<b>9,610</b>	<b>1,510</b>	<b>..</b>	<b>151,047</b>

(a) All these were in the scale of Rs. 30—35.

(b) All these were in the scale of Rs. 35—50.

(c) All these were in the scale Rs. 40—60.

TABLE: 3.54—Distribution of the Class IV staff of Departmental categories employed under the Central Government as on 30th June, 1957, according to scales of pay with specified minima and maxima

Minimum of the scale	Maximum of the scale				Total
	Up to Rs. 35	Rs. 36 to Rs. 50	Rs. 51 to Rs. 75.	Rs. 76 & above.	
	(1)	(2)	(3)	(4)	(5)
		<i>Railways</i>			
Below Rs. 30 . . .	..	..	..	..	..
Rs. 30 to Rs. 34 . . .	290,481 (a)	..	..	..	290,481
Rs. 35 to Rs. 39 . . .	..	55,057 (b)	1,780	..	56,837
Rs. 40 to Rs. 49 . . .	..	17,961	39,940(c)	..	57,901
Rs. 50 & above . . .	..	..	..	..	..
<b>TOTAL . . .</b>	<b>290,481</b>	<b>73,018</b>	<b>41,720</b>	<b>..</b>	<b>405,219</b>
		<i>Posts and Telegraph</i>			
Below Rs. 30 . . .	5,007 (d)	..	..	..	5,007
Rs. 30 to Rs. 34 . . .	27,054 (a)	..	..	..	27,054
Rs. 35 to Rs. 39 . . .	..	1,813 (b)	..	..	1,813
Rs. 40 to Rs. 49 . . .	..	..	706 (c)	..	706
Rs. 50 and above . . .	..	..	..	..	..
<b>TOTAL . . .</b>	<b>32,061</b>	<b>1,813</b>	<b>706</b>	<b>..</b>	<b>34,580</b>
		<i>Defence</i>			
Below Rs. 30 . . .	162	..	..	..	162
Rs. 30 to Rs. 34 . . .	4,184 (a)	..	..	..	4,184
Rs. 35 to Rs. 39 . . .	..	4,107 (b)	98	..	4,205
Rs. 40 to Rs. 49 . . .	..	..	1,960 (c)	..	1,960
Rs. 50 and above . . .	..	..	..	..	..
<b>TOTAL . . .</b>	<b>4,346</b>	<b>4,107</b>	<b>2,058</b>	<b>..</b>	<b>10,511</b>
		<i>Other Ministries</i>			
Below Rs. 30 . . .	..	..	..	..	..
Rs. 30 to Rs. 34 . . .	13,590 (a)	..	..	..	13,590
Rs. 35 to Rs. 39 . . .	..	4,877 (b)	1,477	..	6,354
Rs. 40 to Rs. 49 . . .	..	..	2,577 (c)	..	2,577
Rs. 50 & above . . .	..	..	308	..	308
<b>TOTAL . . .</b>	<b>13,590</b>	<b>4,877</b>	<b>4,362</b>	<b>..</b>	<b>22,829</b>

(a) All these were in the scale of Rs. 30—35

(b) Of these, 59,359 were in the scales of Rs. 35—50

(c) All these were in scales of Rs. 40—60; of these 9,202 have since been transferred to scale of Rs. 50—80

(d) All these were in the scale of Rs. 20—25



TABLE: 3.55—Classification of the Workshop staff employed under the Central Government as on 30th June, 1957

Category	Railways	P. & T.	Defence Civilians	Others	Total
	(1)	(2)	(3)	(4)	(5)
Highly skilled . . .	7,717	438	1,923	3,542	13,620
Permanent . . .	..	..	572	1,795	2,367
Temporary . . .	..	..	1,351	1,747	3,098
Not known . . .	7,717	438	..	..	8,155
Skilled . . . . .	122,277	2,097	42,597	5,892	172,863
Permanent . . .	..	..	13,547	3,140	16,687
Temporary . . .	..	..	29,050	2,752	31,802
Not known . . .	122,277	..	..	..	124,374
Semi-skilled . . .	60,635	2,039	28,512	3,416	94,602
Permanent . . .	..	..	10,236	969	11,205
Temporary . . .	..	..	18,276	2,447	20,723
Not known . . .	60,635	2,039	..	..	62,674
Unskilled . . . . .	97,979	1,885	83,187	2,999	186,050
Permanent . . .	..	..	26,946	1,204	28,150
Temporary . . .	..	..	56,241	1,795	58,036
Not known . . .	97,979	1,885	..	..	99,864
All categories . . .	288,608	6,459	156,219	15,849	467,135
Permanent . . .	..	..	51,301	7,108	58,409
Temporary . . .	..	..	104,918	8,741	113,659
Not known . . .	288,608	6,459	..	..	295,067

TABLE: 3.56—Distribution of the workshop staff employed under the Central Government as on 30th June, 1957, according to scales of pay with specified minima and maxima

Minimum of the scale	Maximum of the scale								TOTAL	
	Upto Rs. 35	Rs. 36 to Rs. 50	Rs. 51 to Rs. 75	Rs. 76 to Rs. 105	Rs. 106 to Rs. 130	Rs. 131 to Rs. 160	Rs. 161 to Rs. 185	Rs. 186 & above		
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	
				<i>Highly skilled</i>						
Below Rs. 30 .	..	..	..	..	..	..	..	..	..	
Rs. 30-34 .	..	..	..	..	..	..	..	..	..	
Rs. 35-39 .	..	..	..	..	..	..	..	..	..	
Rs. 40-49 .	..	..	..	..	..	..	..	..	..	
Rs. 50-59 .	..	..	..	..	1,547	..	..	..	1,547	
Rs. 60-79 .	..	..	..	..	1,143	..	..	..	1,143	
Rs. 80-99 .	..	..	..	..	151	4,963	1,752	..	6,866	
Rs. 100-124 .	..	..	..	..	..	293	2,503	136	2,932	
Rs. 125 & above .	..	..	..	..	1	..	933	198	1,132	
TOTAL .	..	..	..	..	2,842	5,256	5,188	334	13,620	

*Skilled*

Below Rs. 30 .	..	..	..	..	..	..	..	..	..
Rs. 30-34 .	..	..	..	..	..	..	..	..	..
Rs. 35-39 .	..	..	..	..	..	..	..	..	..
Rs. 40-49 .	..	..	19,349	799	..	..	..	..	20,148
Rs. 50-59 .	..	..	4,960	1,182	..	..	..	..	6,142
Rs. 60-79 .	..	..	633	17,581	126,325	..	..	..	144,539
Rs. 80-99 .	..	..	..	..	1,252	..	..	..	1,252
Rs. 100-124 .	..	..	..	..	406	376	..	..	782
Rs. 125 & above .	..	..	..	..	..	..	..	..	..
TOTAL .	..	..	24,942	19,562	127,983	376	..	..	172,863

TABLE: 3.56—Distribution of the workshop staff employed under the Central Government as on 30th June, 1957, according to scales of pay with specified minima and maxima—(contd.)

<i>Maximum of the scale</i>									
Minimum of the scale	Upto Rs. 35	Rs. 36 to Rs. 50	Rs. 51 to Rs. 75	Rs. 76 to Rs. 105	Rs. 106 to Rs. 130	Rs. 131 to Rs. 160	Rs. 161 to Rs. 185	Rs. 186 & above	TOTAL
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
<i>Semi-skilled</i>									
Below Rs. 30 .	..	..	..	..	..	..	..	..	..
Rs. 30—34 .	..	225	I	..	..	..	..	..	226
Rs. 35—39 .	..	29,144	56,573	..	..	..	..	..	85,717
Rs. 40—49 .	..	2,961	4,316	..	..	..	..	..	7,277
Rs. 50—59 .	..	..	1,382	..	..	..	..	..	1,382
Rs. 60—79 .	..	..	..	..	..	..	..	..	..
Rs. 80—99 .	..	..	..	..	..	..	..	..	..
Rs. 100—124 .	..	..	..	..	..	..	..	..	..
Rs. 125 & above .	..	..	..	..	..	..	..	..	..
TOTAL .	..	32,330	62,272	..	..	..	..	..	94,602
<i>Unskilled</i>									
Below Rs. 30 .	43	..	..	..	..	..	..	..	43
Rs. 30—34 .	172,406	13,601	..	..	..	..	..	..	186,007
TOTAL .	172,449	13,601	..	..	..	..	..	..	186,050
<i>All Categories</i>									
Below Rs. 30 .	43	..	..	..	..	..	..	..	43
Rs. 30—34 .	172,406 (a)	13,826 (b)	I	..	..	..	..	..	186,233
Rs. 35—39 .	..	29,144 (c)	56,573 (d)	..	..	..	..	..	85,717
Rs. 40—49 .	..	2,961	23,665 (e)	799	..	..	..	..	27,425
Rs. 50—59 .	..	..	6,342 (f)	1,182	1,547	..	..	..	9,071
Rs. 60—79 .	..	..	633	17,581 (g)	127,468 (h)	..	..	..	145,682
Rs. 80—99 .	..	..	..	..	1,403	4,963 (i)	1,752	..	8,118
Rs. 100—124 .	..	..	..	..	406	669	2,503	136	3,714
Rs. 125 & above .	..	..	..	..	I	..	933	198	1,132
TOTAL .	172,449	45,931	87,214	20,562	130,825	5,632	5,188	334	467,135

(a) All these were in the grade of Rs. 30—35.

(b) Of these, 13,601 were in the grade of Rs. 32—40.

(c) Of these, 28,924 were in the grade of Rs. 35—50.

(d) Of these, 56,406 were in the grade of Rs. 35—60.

(e) Of these, 10,016 were in the grade of Rs. 40—75; and 8,222 were in the grade of Rs. 40—60.

(f) Of these, 3,541 were in the grade of Rs. 50—75.

(g) Of these, 11,277 were in the grade of Rs. 60—105.

(h) Of these, 1,26,323 were in the grade of Rs. 60—130.

(i) Of these, 4,656 were in the grade of Rs. 80—160.

TABLE 4·10—Weekly working hours of Central Government employees.

Department	Total hours	Lunch break	Net hours
<b>A. Office Staff</b>			
1. Central Secretariat, attached and subordinate offices in general . . . . .	382	2½	36
2. Ministry of Defence			
2·1 Army Headquarters . . . . .	41	5	36
2·2 Air & Naval Headquarters . . . . .	41	5	36
2·3 Chief Administration Office . . . . .	38½	2½	36
2·4 Southern Command . . . . .	...	..	36
2·5 Western & Eastern Commands . . . . .	43	5	38
2·6 DGOF— } Gazetted . . . . .	41	5	36
} Non-gazetted. . . . .	38½	2½	36
} Class IV . . . . .	41	2½	38½
3. Ministry of Transport and Communications			
3·1 Mercantile Marine Bombay (Class IV) . . . . .	44½	2½	42
3·2 Marine Engineering Training Directorate . . . . .	41	7½	33½
4. Ministry of Food & Agriculture			
4·1 Potato Research Institute other than Class IV Class IV . . . . .	38½	2½	36
. . . . .	48	3	45
4·2 Rice Research Institute . . . . .	41	5	36
4·3 Soil Conservation Research . . . . .	42	5	37
5. Ministry of Labour & Employment			
5·1 Central Training Institute . . . . .	45	2	43
5·2 Mica Mines Welfare Fund . . . . .	39	3	36
6. Ministry of Health (certain subordinate offices) . . . . .			
	36 to 39½	1½ to 3	34½ to 36½
7. Ministry of Railways. . . . .			
	39	2½	36½
8. Defence Accounts . . . . .			
	36	2½ to 5	31 to 33½
<b>B. Operational &amp; Maintenance Staff</b>			
9. Ministry of Transport and Communications			
9·1 Post Offices . . . . .	48	3	45
9·2 Telegraph Offices . . . . .	48	3	45
9·3 Telephone exchanges . . . . .	45	3	42
9·4 R.M.S. sorting sections . . . . .	30 to 36	3 to 3½	27 to 32½
9·5 R.M.S. Transit Sections . . . . .	42 to 48	4 to 5	38 to 43
9·6 R.M.S. Mail Officers   . . . . .	48	3	45
9·7 P. & T. Boy Messengers & Peons . . . . .	36	..	36
9·8 Civil Aviation . . . . .	42	..	42
9·9 Overseas Communications . . . . .	48	3	45
9·10 Meteorological . . . . .	34	..	34
9·11 Mercantile Marine, Calcutta (Telephone Operators) . . . . .	28	..	28
9·12 Nautical & Engineering College, Bombay . . . . .	42	3	39
10. Ministry of Railways			
10·1 Intensive workers . . . . .	..	..	42 to 45
10·2 Essentially intermittent workers . . . . .	..	..	72 to 75
10·3 Continuous workers . . . . .	..	..	48 to 54
11. Ministry of Works, Housing & Supply			
11·1 Printing & Stationery Deptt. . . . .	46½	2½	44
Day shift . . . . .	38	..	38
Night shift . . . . .	42	..	42
11·2 Estate Office (Telephone Operators) . . . . .	42	..	42
11·3 D.G.S.&D. . . . .	47½	2½	45



TABLE 4·II—*Weekly working hours of Office staff in certain other countries.*

Country	Total hours	Lunch, tea or coffee breaks	Net hours
1. U. K. . . . .	42	5	37
London . . . . .	42	5	37
Other places . . . . .	44	5	39
Post Offices . . . . .	48	4	44
2. Canada { . . . . .	37½	..	37½
{ . . . . .	38½	..	38½
3. Australia . . . . .	41½	5	36½
4. Newzealand . . . . .	42½ <sup>11</sup> / <sub>12</sub>	6½	36½

TABLE 4·12—*Weekly working hours of Office staff in States.*

		Total hours	Lunch break	Net hours
1. Assam (b)	{ Summer . . . . .	35½	..	35½
	{ Winter . . . . .	33	..	33
2. Tripura . . . . .		42	3	39
3. West Bengal (b) . . . . .		38½	2½	36
4. Orissa	{ Summer . . . . .	33	..	33
	{ Winter . . . . .	36	..	36
5. Bihar . . . . .		39	..	39
6. Uttar Pradesh . . . . .		39	..	39
7. Punjab (a) . . . . .		..	..	40
8·1 Kashmir	{ Summer . . . . .	36	..	36
	{ Winter . . . . .	33	..	33
8·2 Jammu	{ Summer . . . . .	30	..	30
	{ Winter . . . . .	36	..	36
9. Himachal Pradesh . . . . .		36	..	36
10. Rajasthan (b) . . . . .		36	..	36
11. Andhra Pradesh (a) . . . . .		39	3	36
12. Madras (a) . . . . .		36	3	33
13. Mysore . . . . .		42	3	39
14. Kerala (b) . . . . .		38½	3½	34½

(a) Saturdays are full working days except for one week in each month. The hours mentioned refer to the normal week.

(b) Saturdays are half working days.

TABLE 4·13—*Rest periods for persons not entitled to weekly holidays.*

Ministry/Department.	Category of staff.	Period of rest.	
1. Railways . . . . .	Continuous and intensive workers.	30 consecutive hours per week.	
	Locomotive and Traffic Running staff.	4 periods of 30 consecutive hours or 5 periods 22 hours per month each period including a full night at headquarters.	
	Essentially intermittent workers.	24 consecutive hours including a full night.	
	Excluded Class IV staff.	48 consecutive hours per month or 24 consecutive hours per fortnight.	
2. Transport and Communications.	Other excluded categories.	Nil.	
	2·1 Posts and Telegraphs	RMS Running staff.	No regular weekly rest, but sufficient rest available throughout week.
		Chowkidars, Malis, Rest-house Attendants etc. Line staff and other employees on call duty.	Nil.
	2·2 Civil Aviation . . . . .	Technical Assistants (Gr. II)	Irregular. Rest of 14 to 34 hours between shifts.
		Fire-Foremen, Fire-operator, M. T. Fitter, Drivers, M. T. Mistries, Traffic Hands, E. M. Cleaners.	Nil.
		Chowkidars. . . . .	Nil; a day off every fortnight.
		Communication Assistants, Radio Technicians, Radio Operators, Technical Assistants, Teleprinter Operators, Traffic peons, Telephone Operators, Traffic Cleaners.	No regular weekly rest, but about 36 hours allowed after every four shifts of 6 hours each.
	2·3 Meteorological Deptt.	Officers and staff working in forecasting and observatory offices.	No regular weekly rest, but turn-off for one day allowed after every 4 shifts of 6 hours each.
	2·4 Mercantile Marine Deptt.	Telephone Operators, Engine Drivers, Serangs, Laskars, Greasers, etc.	Nil.
	3. Defence . . . . .	Chowkidars and Un-enrolled Non-Combatants such as Cooks, Water-Carriers, Sweepers, Bootmakers, Dhobies and Barbars.	Nil.
4. Labour & Employment : Coal & Mica Mines Labour Welfare Funds.	Chowkidars	Nil.	



TABLE 4·13—Rest period for persons not entitled to weekly holidays—contd.

(1)	(2)	(3)
5. Finance		
5·1 Security Press, Nasik .	Chowkidars	No regular weekly rest, but are allowed compensatory off.
5·2 Defence Accounts . .	Chowkidars	—do—
5·3 Opium Department .	Watch & Ward and Medical staff.	Nil
6. Scientific Research and Cultural Affairs.		
6·1 Polytechnic . . . .	Chowkidars and Sweepers	Nil
6·2 War memorial . . . .	Custodian, Curators	Nil
6·3 Indian School of Mines and Applied Geology.	Chowkidars	Nil
6·4 Zoological Survey of India.	Watchmen	Nil
7. Food and Agriculture		
7·1 Soil Conservation Research & Demonstration Centre	Watchmen	Nil
7·2 Zoological Park Delhi	Asstt. Store Keeper, Work Supervisors Zoo Guards.	Nil
7·3 Extension Training Centre, Nilokheri	Farm Attendants, Malis and Sweepers	one day in a fortnight. Nil
7·4 Veterinary Research Institute Izatnagar	Chowkidars and Sweepers	Nil
7·5 Directorate of Plant Protection, Quarantine & Storage	Chowkidars	Nil
8. Works, Housing & Supply		
8·1 Subordinate Offices under DGS&D (except Inspection Directorate)	Durwans & Chowkidars	Nil
8·2 Department of Explosives	Watchmen	Nil
8·3 C.P.W.D.	Chowkidars	Nil
9. Health		
9·1 C.H.S. Scheme*	Chowkidars	Nil
9·2 Central Research, Institute, Kasauli	Animal attendants and sweepers	Nil
9·3 BCG Laboratory Madras	Chowkidars	8 hours a week
	Night watchmen	12 hours a week.

\*Doctors attached to the dispensary are placed on emergency duty by rotation.

TABLE 4.13—*Rest periods for persons not entitled to weekly holidays—contd.*

(1)	(2)	(3)
9.4 Hospital for Mental Diseases	Class IV and Ward Staff	One day in a fortnight.
9.5 Port Health Deptt., Bombay	Port quarantine and non-quarantine staff.	Nil
9.6 Air Port Health Department, Calcutta	Class I Officers, Engine Drivers, Launch staff.	Nil
	Class II & III Officers and Sanitary Inspectors.	Every third Sunday
	Motor Drivers	One day in a fortnight

TABLE 4·20—Overtime rates admissible to Central Government employees.

Ministry/Department and category of employment	Prescribed weekly working hours (gross)	Overtime allowance admissible	Special rates payable for work on Sundays and other holidays
	(1)	(2)	(3)
<b>1. Central Secretariat, Attached and Subordinate Offices</b>			
a) Non-gazetted	38½	7 P.M. to 9 P.M.— Re. 1·00 9 P.M. to 11 P.M.— Re. 2·00 beyond 11 P.M.— Re. 3·00	Not exceeding 3 hours— Rs. 1·00 Exceeding 3 hours— Rs. 2·00
b) Class IV with normal duty	38½	7 P.M. to 9 P.M.— Re. 0·75 9 P.M. to 11 P.M.— Re. 1·00 beyond 11 P.M.—Rs. 1·25	Not exceeding 3 hours— Re. 0·75 Exceeding 3 hours— Rs. 1·00
c) Class IV with different hours	38½	Upto 2 hours—Nil. 2 to 4 hours—Re. 0·75 4 to 6 hours—Re. 1·00 exceeding 6 hrs.— Rs. 1·25	As above
<b>2. Railways</b>			
a) Intensive workers	45	} One and a half times pay plus dearness allowance.	
b) Continuous workers	54		
c) Essentially intermittent workers	75		
<b>3. Transport &amp; Communications</b>			
<b>3·1 P. &amp; T.</b>			
a) Non-supervisory operational & technical staff except postal staff, Telephone Operators & Wireless Operators but including Htd Sorters in R.M.S.	48	One and a half times pay plus d.a. for persons on a pay of Rs. 100 or less and one and a quarter times for those above.	25 percent above the rates shown in col. 2.
b) Telephone Operators & Wireless Operators (for whom no weightage is given for night duty)	45	Slightly higher than for (a)	Slightly higher than for (a)
c) Postmen & Packers	48	Nil	Re. 1·00 per day.
<b>3·2 Civil Aviation</b>			
Communications Assistants, Radio Operators and Radio Technicians, Aerodrome Operators, Technical Assistants, Teleprinter Operators	12	Rates vary from As 8½ to Rs. 2/2 according to pay.	..

TABLE 4.20—Overtime rates admissible to Central Government employees—contd.

(1)		(2)	(3)
3.3 Overseas Communi- cations			
a) Shift duty Class II, III	42	Rates vary from Re. 0.37 to Rs.	..
b) Others Class II, III	48	4.00 according to pay	..
c) Class IV	48	Re. 0.31 for those paid upto Rs. 30 p.m. and Re. 0.50 for those above.	
3.4 Mercantile Marine Deptt:			
a) Surveyors in all ports and Radio Inspectors at Calcutta and Bombay.	38½	Rates from Rs. 16 to Rs. 37.50 per ship for every inspection/ survey done between 5 P.M. & 7 P.M.	Rates vary from Rs. 30 to Rs. 50 per ship for sur- vey/inspection.
b) Registrar of Ships or Principal officers	38½	Rs. 3.50 for endorsing change of Master on certificate of Registry outside office hours.	..
c) Shipping Masters	38½	Rs. 8 } Rs. 6 } for engagement of sea- Rs. 4 } men on ships outside Rs. 3 } office hours.	Rs. 12 Rs. 8 Rs. 6 Rs. 4
	38½		
	38½		
	38½		
4. Defence :			
Certain categories of employees not covered by Factories Act.	38½ to 43	Rates vary upto one and a half times pay plus dearness allow- ance.	..
5. Health:			
5.1 College of Nursing Compounders & Cleaners	48	Re. 0.37 per hour.	..
5.2 Port Health Deptts. all except Sweepers	38½ to 66	1/60 of pay for less than 3 hours 1/30 of pay for 3 hours or more.	
6. Works, Housing & Supply :			
6.1 Printing & Stationery Deptt. Time Keepers, Papers Issuers, Store Transit and Despatch Clerks.	44/38	Twice the normal rate.	..
7. Scientific Reserch and Cultural Affairs.			
7.1 Survey of India non- supervisory Class III staff employed in draw- ing and computing	38½/48	1/180 of monthly pay per hour.	..

TABLE 4.20—Overtime rates admissible to Central Government employees—contd.

	(1)	(2)	(3)
8. Information and Broadcasting			
8.1 All India Radio—Engineering staff	38½ to 60	Nil	..
9. Finance			
9.1 Defence Accounts			
a) Key Punch & Machine Operators	38½	1/134 of monthly pay plus duty allowance per hour.	..
b) Daftries	38½	As 2 per hour.	..
9.2 Mints and Silver Refineries—Staff not covered by Factroy Act.	40 to 62	Time rate.	..
9.3 Security Press—Ministerial staff	41 to 50	1/4 day's pay for every 1½ hours.	One and a quarter time to normal rate.
9.4 Custom Houses			
a) Appraisers & Examiners including Principal Appraisers	39	Rs. 2 per hour for baggage work and Rs. 3 per hour for other work, subject to a maximum of Rs. 7 on Government account ; Rs. 2 per hour at day time and Rs. 3 per hour at night subject to a maximum of Rs. 5 on private account.	Rates as in col. 2 but subject to a maximum of Rs. 10 for Govt. account and a minimum of Rs. 10 on private account on ordinary holidays; double the rates on Sundays and closed holidays.
b) Preventive Inspectors including Chief Preventive Inspectors	54	Rs. 10 for 6 hours on baggage work and Rs. 10 for night on other work on Govt. account Rs. 10 for 6 hours at night on private account.	Rs. 10 by day and Rs. 10 per 6 hrs. at night on ordinary holidays and double the rates on Sundays and closed holidays.
c) Preventive Officers	54	Re. 1 per hour at day time and Rs. 1.50 per hour at night on Government account. Rs. 1.50 per hour between 18 hours and 0 hrs. subject to minimum of Rs. 7.50 and Rs. 9 between 0 hrs. and 6 hrs. on private account.	Rs. 5 per 9 hrs. plus Re. 1 per hr. at day time and Rs. 1.50 per hr. at night for baggage work and Re. 1 per hr. subject to a minimum of Rs. 5 for other work on Govt. account; double the rates on Sundays and closed holidays.
d) Officers drawing less than Rs. 75/-	54	As. 8 per hr. at day time and As. 12 per hr. at night.	Rs. 5 for 9 hrs. plus As. 8 per hr. at day time and As. 12 per hr. at night for baggage work and As. 8 per hr. subject to a maximum of Rs. 2/8 for other work; double the rates on Sundays and closed holidays,

TABLE 4.20—Overtime rates admissible to Central Government employees conclud.

	(1)	(2)	(3)
e) Launch Drivers .	54	As. 4 to Re. 1 per hr.	..
f) Station Van Drivers	54	As. 4 subject to minimum of Re. 1 and maximum of Rs. 1/8 per hour.	..
g) Serangs, Firemen	54	As. 4 to As. 6 per hr.	..
h) Lascars	54	As. 3 to As. 6 per hr.	
i) Peons . . . . .	48	As. 6 per hr. subject to max. of Re. 1 by night or As. 8 per shift.	As. 6 per hr. with a maximum of Re. 1 for day or night. On closed holidays Re. 1 per day or night.
j) Sepoys (Calcutta)	54	As. 3 per hr. between 6 A.M. & 9 A.M. and As. 6 per hr. subject to a maximum of Re. 1 at evening and night.	Double the rates shown in Col. (2) on Govt. account. As. 3 per hr. from 6 A.M. to 9 P.M. As. 12 between 9 A.M. to 6 P.M. subject to a maximum of Re. 1 between 6 A.M. and 6 P.M. and As. 6 per hr. subject to a max. of Re. 1 between 6 P.M. and 6 A.M. on private account.
k) Sepoys (Bombay)	54	As. 6 per hr. subject to a maximum of Re. 1 at day time and Rs. 1/8 at night.	Double the rates shown in Col. 2.
l) Sepoys (Madras & Cochin)	54	As. 2 per hr. for evening and night duty.	Double the rate shown in Col. 2.
9.5 Postal Appraising Deptt. and Ministerial Staff	38½	As. 8 per hour subject to a maximum of Rs. 2/8 per day.	..
9.6 Central Excise staff employed in Land Customs			
a) Dy. Supdts. .	38½	..	Re. 1 per hr. subject to a maximum of Rs. 4.
b) Inspectors .	38½	..	As. 12 per hour subject to a maximum of Rs. 3.
c) Supervisors & Women Searchers	38½	..	As. 8 per hour subject to a maximum of Rs. 2.
d) Peons and Jamadars	38½	..	As. 4 per hour subject to a maximum of Re. 1.

TABLE 4.30—Public holidays allowed to employees of the Central and State Governments and certain nationalised undertakings

	No. of holidays
1. Central Government . . . . .	23*
2. Assam . . . . .	29
3. West Bengal . . . . .	31
4. Bihar . . . . .	32
5. Orissa . . . . .	27
6. Madhya Pradesh . . . . .	26
7. Uttar Pradesh . . . . .	33
8. Punjab . . . . .	12 (Including 6 optional holidays)
9. Rajasthan . . . . .	38
10. Bombay . . . . .	31
11. Andhra Pradesh . . . . .	32†
12. Madras . . . . .	28
13. Mysore . . . . .	18†
14. Kerala . . . . .	33
15. Delhi . . . . .	23
16. Himachal Pradesh . . . . .	23
17. Manipur . . . . .	39†
18. Andaman & Nicobar Islands . . . . .	22†
19. Life Insurance Corporation . . . . .	22
20. Reserve Bank of India	
20.1 Bombay . . . . .	25
20.2 Calcutta . . . . .	23
20.3 Delhi . . . . .	21

\*In addition, 4 restricted holidays are allowed on a communal basis—2 for Sikhs, 1 for Muslims and 1 for Jains.

†Data relating to 1952. The figure shown against Andhra Pradesh refers to Hyderabad.

TABLE 4·31—Holidays admissible to workers employed in industrial establishments of the Central Government

	No. of holidays
1. Ministry of Defence	
1·1 Ordnance Factories, etc. . . . .	14
2. Ministry of W. H. & S.	
2·1 C.P.W.D. Workcharged . . . . .	10
2·2 Government Presses . . . . .	23
3. Ministry of Transport & Communications	
3·1 P & T establishments . . . . .	16
3·2 P & T Workcharged . . . . .	10
3·3 Civil Aviation . . . . .	23
3·4 Overseas Communications (Rotary) . . . . .	12
3·5 Overseas Communications (Others) . . . . .	23
3·6 Meteorological workshops . . . . .	23
3·7 Kandla Port . . . . .	23
3·8 Cochin Port . . . . .	12
4. Ministry of S. R. & C. A.	
4·1 Survey . . . . .	23
4·2 Photo Litho Printing . . . . .	23
4·3 Archaeology . . . . .	11
5. Ministry of Health	
5·1 Medical Stores Depots . . . . .	23
6. Ministry of Finance	
6·1 Bombay Mint . . . . .	23
6·2 Alipore Mint . . . . .	10/16
6·3 Security Press . . . . .	20
6·4 Opium Factory (Gazipur) . . . . .	10
6·5 Opium Factory (Neemuch) . . . . .	21
7. Ministry of Food & Agriculture	
7·1 Experimental Sugar Factory . . . . .	23
7·2 Veterinary Research Institute . . . . .	23



TABLE 4.31—Holidays admissible to workers employed in Industrial establishments of the Central Government—contd.

	No. of holidays
8. Ministry of Commerce & Industry	
8.1 Salt Deptt. Workshop (Tondiarpet) . . . . .	23
8.2 Salt Wagon Workshop (Khargoda) . . . . .	23
9. Ministry of Irrigation & Power	
9.1 Hirakud Dam Project . . . . .	10
10. Ministry of Information & Broadcasting	
10.1 A.I.R. Workcharged . . . . .	23

TABLE 4.32—Casual leave entitlement in the Central Government, its establishments and undertakings and in some of the States

Department/Category	No. of days	Department/Category	No. of days
(1)	(2)	(1)	(2)
1. Secretariat, Attached and Sub-ordinate Offices	15	4. Daily-rated staff	nil.
		5. Major Ports	
2. Central Govt. factories—		5.1 Calcutta—	
2.1 Generally	15	Artisans, etc.	15
2.2 Defence Ministry	5	Class IV staff.	nil.
2.3 Finance Ministry—		5.2 Bombay—	
Mints	5	Artisans, etc.	10
Security Press	4-5	Class IV staff.	10
Silver Refinery Project	14	5.3 Madras—	
Assay Deptt. Bombay	5	Artisans, etc.	nil.
Narcotics Commission	5	Class IV staff	nil.
2.4 Food & Agriculture Ministry—Veterinary Research Institute	14	5.4 Cochin—	
		Artisans, etc.	5
3. Work-charged staff—		5.5 Visakhapatnam—	
3.1 Archaeology Deptt.	15	Artisans etc.	15
3.2 Water & Power Commission.	15	5.6 Kandla—	
3.3 All India Radio	15	Artisans, etc.	15
3.4 Overseas Communications	15	6. Nationalised undertakings	
3.5 P. & T	15	6.1 Reserve Bank	15
3.6 Railways	15	6.2 Life Insurance Corporation	15
3.7 C.P.W.D.	15	7. States	
3.8 President's Secretariat	15	7.1 Uttar Pradesh	14
3.9 Hiraakud Project	5	7.2 Rajasthan.	15
3.10 Indian Agricultural Research Institute	10	7.3 Jammu & Kashmir	15
		7.4 Orissa	10
		7.5 Mysore	20

TABLE 4.40—Housing accommodation provided to employees of the Central Government and of certain Central Government undertakings as in June, 1957

Department	Class of employees.	Number of persons in employment.	Number of persons provided with accommodation.	Percentage of employees provided with accommodation.
1. Railways . . . . .	a. Class I & II	3,334	2,080	62.4
	b. Class III	354,416	122,642	34.6
	c. Class IV	639,496	240,197	37.6
	d. Total	997,262*	364,919	36.6
2. Posts & Telegraphs . . . . .	a. Class I & II	1,417	116	8.2
	b. Class III	149,166	5,439	3.6
	c. Class IV	54,257	3,359	6.2
	d. Total	204,840	8,914	4.4
3. Other Civil Departments . . . . .	a. Class I & II	22,436	4,440	19.8
	b. Class III	133,193	42,735	32.1
	c. Class IV	125,751	16,486	13.1
	d. Total	300,556**	63,661	21.2
4. Total, Civil Departments . . . . .	a. Class I & II	27,187	6,636	24.4
	b. Class III	636,775	170,816	26.8
	c. Class IV	819,504	260,042	31.7
	d. Total	1,502,658	437,494	29.1
5. Air Force Civilians . . . . .	a. Class I & II	20	..	..
	b. Class III	1,550	77	5.0
	c. Class IV	11,247	2,252	20.0
	d. Total	12,817	2,329	18.2
6. Navy Civilians . . . . .	a. Class I & II	113	30	26.5
	b. Class III	3,989	1,029	27.5
	c. Class IV	1,933	..	..
	d. Total	6,035	1,129	18.7
7. Other Defence Civilians . . . . .	All classes.	252,060	@	..
8. Twenty five Central Govt. Undertakings . . . . .	All classes.	149,378	25,262	16.9

\*including 16 unclassified employees.

\*\*including 19,176 unclassified employees.

@ information not available.

N.B. Class III and Class IV include the corresponding Workshop categories.

TABLE 4.50—Number of Class II and Class III Officers of the Central Government liable to all—India transfers

Ministry/Department	Class II			Class III		
	Total strength	No. liable to transfer	Percentage to total	Total strength	No. liable to transfer	Percentage to total
	(1)	(2)	(3)	(4)	(5)	(6)
Railways . . . . .	756	..	..	224,422	..	..
Posts & Telegraphs . . . . .	932	743	..	146,631	819	0.56
Defence Civilians . . . . .	1,167	950	81.41	58,351	32,193	55.17
Defence Accounts . . . . .	386	386	100.00	11,982	11,739	98.81
Finance (Revenue) . . . . .	1,508	..	..	33,386	89	0.26
Comptroller & Auditor General	533	91	17.07	29,180	335	1.14
Works, Housing & Supply . . . . .	803	211	26.28	7,110	323	4.54
Transport & Communications	962	903	93.87	4,079	2,950	72.32
Information & Broadcasting . . . . .	1,383	1,110	80.26	3,076	866	28.15
Other Ministries . . . . .	10,840	2,226	20.53	34,946	14,413	41.24
<b>TOTAL . . . . .</b>	<b>19,270</b>	<b>6,620</b>	<b>34.35</b>	<b>553,163</b>	<b>63,727</b>	<b>11.52</b>

TABLE 4. 60—Extent of Work-charged staff in certain departments of the Central Government  
(excluding Railways and Defence)

Ministry/Department	Class III	Class IV	Total
<b>Transport &amp; Communications</b>			
Transport (Ports) . . . . .	117	312	429
Posts & Telegraphs . . . . .	@	@	@
<b>Works, Housing &amp; Supply</b>			
C.P.W.D. . . . .	4436	9524	13,960
Estate Office . . . . .	4	173	177
President's Estate . . . . .	..	313	313
<b>Food &amp; Agriculture</b>			
Tubewells Organization .. . . .	..	152	152
Sugarcane Research . . . . .	..	56	56
<b>Information &amp; Broadcasting</b>			
A. I. R. . . . .	@	@	@
<b>Irrigation &amp; Power</b>			
C.W.P.C. . . . .	141	173	314
<b>Scientific Research &amp; Cultural Affairs</b>			
Archaeology . . . . .	@	@	@
<b>TOTAL . . . . .</b>	<b>4,698</b>	<b>10,703</b>	<b>15,401</b>

@Not available.

N.B. Allowing for the non-availability of information in respect of some of the Departments the total is estimated to be between 18,000 and 19,000.

STATEMENT SHOWING THE RECOMMENDATIONS OF THE PAY COMMISSION AND  
GOVERNMENT'S DECISIONS THEREON

Pay Commission's recommendation	Government's Decision																											
<p>1. With the present magnitude of unemployment and under-employment in the country and the low levels of income, the present minimum of Rs. 75, which compares favourably with the rate in organised private industry, is sufficient to attract recruits of right type. While it is necessary to keep inflationary pressures in check, a modest increase in minimum remuneration is called for in the interest of contentment of the staff. The minimum remuneration should be increased from Rs. 75 to Rs. 80 p. m.</p>	<p>Accepted.</p>																											
<p>2. Dearness allowance should continue as a separate element for employees whose salaries are below Rs. 300 p. m. and should be at the following rates:—</p> <table style="margin-left: 40px; border: none;"> <tr> <td style="padding-right: 20px;">Basic pay below Rs. 150</td> <td style="padding-right: 20px;">...</td> <td style="padding-right: 20px;">...</td> <td>Rs. 10</td> </tr> <tr> <td>Basic pay of Rs. 150 or above but below Rs. 300</td> <td>...</td> <td>...</td> <td>Rs. 20</td> </tr> </table> <p>There should be marginal adjustments for employees drawing a basic pay of Rs. 300 or above but upto Rs. 320.</p>	Basic pay below Rs. 150	...	...	Rs. 10	Basic pay of Rs. 150 or above but below Rs. 300	...	...	Rs. 20	<p>Accepted.</p>																			
Basic pay below Rs. 150	...	...	Rs. 10																									
Basic pay of Rs. 150 or above but below Rs. 300	...	...	Rs. 20																									
<p>3. The entire remuneration of the higher paid employees should be in the form of salary with no separate dearness allowance.</p>	<p>Accepted.</p>																											
<p>4. The Commission have recommended typical scales of pay for all services and posts.</p>	<p>These are being examined by Government and will be adopted with such modifications as may be found necessary.</p>																											
<p>5. <u>House Rent Allowance:</u> Present classification of localities on basis of population should continue and the revised rates of house rent allowance should be as follows:—</p> <table style="margin-left: 40px; border: none; width: 100%;"> <thead> <tr> <th rowspan="2"></th> <th colspan="3" style="text-align: center;">Class of cities</th> </tr> <tr> <th style="text-align: center;">'A'</th> <th style="text-align: center;">'B'</th> <th style="text-align: center;">'C'</th> </tr> <tr> <th></th> <th style="text-align: center;">Rs</th> <th style="text-align: center;">Rs.</th> <th style="text-align: center;">Rs.</th> </tr> </thead> <tbody> <tr> <td>Below Rs. 75</td> <td style="text-align: center;">10</td> <td style="text-align: center;">7.50</td> <td style="text-align: center;">5</td> </tr> <tr> <td>Rs. 75 and above but below Rs. 100</td> <td style="text-align: center;">15</td> <td style="text-align: center;">10.00</td> <td style="text-align: center;">7.50</td> </tr> <tr> <td>Rs. 100 and above but below Rs. 200</td> <td style="text-align: center;">20</td> <td style="text-align: center;">15.00</td> <td style="text-align: center;">7.50 for those drawing below Rs. 150</td> </tr> <tr> <td>Rs. 200 and above</td> <td style="text-align: center;">10 % of pay</td> <td style="text-align: center;">7½ % of pay</td> <td style="text-align: center;">Nil</td> </tr> </tbody> </table> <p>Where application of these rates results in reduction of house rent allowance being drawn at present, the reduction may be spread over three years or so.</p>		Class of cities			'A'	'B'	'C'		Rs	Rs.	Rs.	Below Rs. 75	10	7.50	5	Rs. 75 and above but below Rs. 100	15	10.00	7.50	Rs. 100 and above but below Rs. 200	20	15.00	7.50 for those drawing below Rs. 150	Rs. 200 and above	10 % of pay	7½ % of pay	Nil	<p>Accepted with the following modifications in respect of 'A' class cities:—</p> <p style="margin-left: 40px;">The rate of house rent allowance will be 15 % of pay subject to a minimum of Rs. 20 for the pay range Rs. 100-499 and 12½ % of pay for the pay range Rs. 500 to Rs. 999.</p>
		Class of cities																										
	'A'	'B'	'C'																									
	Rs	Rs.	Rs.																									
Below Rs. 75	10	7.50	5																									
Rs. 75 and above but below Rs. 100	15	10.00	7.50																									
Rs. 100 and above but below Rs. 200	20	15.00	7.50 for those drawing below Rs. 150																									
Rs. 200 and above	10 % of pay	7½ % of pay	Nil																									
<p>6. The condition of residence within the limits of the qualifying city for the purpose of house rent allowance should be abrogated for both gazetted and non-gazetted staff.</p>	<p>Accepted.</p>																											

STATEMENT BY THE FINANCE MINISTER IN THE LOK SABHA  
ON MONDAY, THE 30TH NOVEMBER, 1959, REGARDING  
THE RECOMMENDATIONS OF THE PAY COMMISSION.

With your permission, Sir, I rise to make a brief statement about the recommendations of the Commission of Enquiry on Emoluments and Conditions of Service of Central Government Employees, otherwise referred to as the Pay Commission.

2. As the House is aware, a Commission under the Chairmanship of Shri Justice Jagannadhadas, Judge of the Supreme Court, was set up in August 1957 to examine the principles which should govern the structure of emoluments and conditions of service of the Central Government employees and recommend such changes as might be considered desirable. The Commission submitted towards the end of 1957 an Interim Report on which Government issued orders in December 1957. The final Report of the Commission was received towards the end of August 1959 and the Government have now considered and taken decisions on some of the major recommendations contained in the Report. I have laid on the Table of the House a statement showing these recommendations and Government's decisions thereon. Copies of the Report of the Commission together with copies of summaries of the main recommendations are being sent to the Library of the House for the use of Hon'ble Members. A resolution embodying the decisions of Government is being issued separately.

3. One of the major recommendations of the Commission is that the minimum remuneration of a Central Government employee which is at present Rs. 75 should be increased to Rs. 80 per month. Another important recommendation is to merge with the basic pay the full rates of dearness allowance as they existed prior to the grant of interim relief in 1957. A third important recommendation is to split the minimum remuneration of Rs. 80/- into a basic pay of Rs. 70 related to the cost of living index of 100 for 1949 and a separate dearness allowance of Rs. 10 related to the average cost of living index for the year 1958. This rate of Rs. 10 will be applied to salaries below Rs. 150 and thereafter there will be a dearness allowance of Rs. 20 per month for salaries upto Rs. 300 per month with marginal adjustments upto a total of Rs. 320/-. The basic minimum pay of a Central Government employee will thus become Rs. 70 per month instead of the present Rs. 50, (made up of a pay of Rs. 30 and a dearness pay of Rs. 20) and similarly there will be a substantial increase in pay in the higher ranges, which will count as emoluments for calculating retirement benefits. Government have accepted all these recommendations as well as some other improvements suggested by the Commission in the matter of retirement benefits. Government have also accepted with some improvements the Commission's recommendations in respect of House Rent and Compensatory Allowances in the costlier localities.

4. The various improvements in pay and allowances will cost about Rs. 16 crores per annum and will have effect from the 1st November, 1959. For service rendered during the period 1st July, 1959 to 31st October, 1959, the amounts will be worked out on the basis of the revised rates of pay and allowances and credited to the provident fund accounts of the employees as an *ex gratia* contribution by Government. In addition, the increased pensionary benefits resulting from the Government's decisions will also cost a substantial amount which will be of the order of about Rs. 2 crores per annum. The additional commitments on account of pay and allowances and pensionary charges will increase progressively over a period of years and the effect on Government finances will, therefore, in the long run, be considerably more than the minimum recurring cost of Rs. 18 crores per annum.

The House will appreciate that, in the present state of national economy, when the execution of the various development plans is of primary importance, this involves a serious burden on the available resources. It is Government's intention to take certain measures to mitigate the effect of this additional burden and to avert any possible inflationary tendencies that may result from the increase in remuneration. Government have accepted the Commission's recommen-

dation to make subscription to a general provident fund compulsory for all employees. Those who are already required to subscribe at the higher rate of 8-1/3% of pay to a contributory or non-contributory provident fund will be required to continue to subscribe at that higher rate, and the others will be required to subscribe at least 6% of their pay to a general provident fund. Government also intend to rationalise the existing procedures, particularly, in executive and operational agencies which are responsible for a large proportion of public expenditure. The results of the works and methods studies already carried out lead me to hope that substantial economies can be achieved which will, to some extent, keep in check the mounting costs of administration. It is expected that some of the staff will become surplus following the proposed rationalisation and simplification of procedures and improvement of existing methods. It is Government's intention that the surplus personnel should be absorbed in future vacancies and not retrenched from their existing employments.

5. The Commission have recommended an increase in the age of superannuation to 58 for those who are now governed by the superannuation rule of 55. In the case of categories who are eligible to serve upto the age of 60, the Commission's recommendation is to bring down the age to 58 for future recruits while allowing the existing persons to continue upto 60. Government have carefully considered this matter and come to the conclusion that on balance it would be advisable to maintain the status quo and to make no changes in the existing superannuation age limits. In taking this decision, Government have been influenced by two considerations, viz.

- (1) the adverse effect which raising the retirement age would have on the employment opportunities available to educated young men and women in the immediate future on account of the continuance in service for three more years of persons who will otherwise retire from service;

and

- (2) the adverse consequences of the retention of inefficient persons beyond the age of 55.

These considerations acquire added importance because of the likelihood of surplus personnel resulting from improved work-methods, since the process of their absorption will be delayed in the event of the superannuation age being raised by 3 years. It is Government's intention that grant of extension of service should continue to be governed by the existing orders, viz., extension is to be given freely to scientific and technical personnel, but extension for the rest would be an exception rather than the rule and would have to be justified strictly on grounds of public interest.

6. Government have also taken a decision on the Commission's recommendation about holidays, casual leave and hours of work of staff in administrative offices of the Central Government. It is proposed to reduce the number of holidays from 23 to 16 in a year, casual leave from 15 to 12 and to make one Saturday in a month a full holiday. On the other Saturdays of the month, however, the hours of work will be the same as on other working days. With the improvements in the minimum remuneration and in retirement benefits, Government are confident that public opinion will support these small increases in working hours and join with Government in calling upon workers in all Government services for the maximum and uninterrupted output and increased production.

7. In addition to the recommendations on which decisions have already been taken by Government, the Commission have made a number of other recommendations on various matters concerning the conditions of service of Central Government employees. These recommendations are being examined by Government and decisions will be taken as early as possible.

8. I should like to take this opportunity of placing on record Government's deep appreciation of the invaluable work done by the Commission in dealing with this complicated matter and presenting a lucid and illuminating Report on the various issues involved.



Pay Commission's recommendation

7. Employees whose place of duty, though outside, is in the proximity of a qualified city, and who, of necessity, reside within the city, may be given the house rent allowance admissible in that city.
8. The present basis, and general scheme of the city compensatory allowance do not call for revision; but the rates should be as follows:—

	Class of cities		
	'A' Rs.	'B' Rs.	'C' Rs.
Below Rs. 150	10 % of pay subject to a minimum of Rs. 7.50 and a maximum of Rs. 12.50.	5 % of pay subject to a minimum of Rs. 5 and a maximum of Rs. 10 for all persons drawing below Rs. 500 p. m.	Nil
Rs. 150 and above but below Rs. 300	8 % of pay subject to a minimum of Rs. 12.50 and a maximum of Rs. 17.50		
Rs. 300 and above	6 % of pay subject to a maximum of Rs. 75.		

Where the application of the proposed rates would result in reduction of the amount being drawn at present, the reduction may be spread over three years or so.

9. Working hours of office staff are on the low side and an increase would be justified, but an attempt should first be made to obtain better output within the present hours. The present 5½-day week should be replaced by alternate weeks of 5 and 6 days.
10. The number of public holidays should be reduced to 16 where they exceed that number.
11. Casual leave should be reduced to 12 days in a year for office staff.
12. The age of superannuation should be 58 years for all classes of public servants including those for whom the retirement age at present is 60, but persons already in service may continue upto the age of 60 if they are at present entitled to do so.
13. Scientific and technical personnel may ordinarily be retained in service upto the age of 60 by grant of extension or re-employment for two years.

Government's decision

Accepted.

Accepted subject to the following modification in respect of 'A' class cities:—

The rate of compensatory allowance for the pay range Rs. 150 and above will be 8 % of pay subject to a minimum of Rs. 12.50 and a maximum of Rs. 75.

One Saturday in the month should be a full holiday, and on all the other Saturdays the normal hours of work should be observed.

Accepted.

Accepted.

There should be no change in the existing position regarding the age of retirement and the present rules of superannuation should remain unchanged. Grant of extensions of service should continue to be governed by the existing orders, viz., extensions should be given freely to

Pay Commission's recommendation

14. The rate of gratuity should be changed so as to make the maximum amount available on completion of 30 years' qualifying service.
15. Temporary service when followed by permanency, whether in the same or any other post, should count in full for pension.
16. Leave taken out of India should count for pension to the same extent as leave taken in India.
17. When the total period of qualifying service exceeds completed years by more than six months, an additional benefit of half a year's pension may be allowed for the purpose of determining the quantum of pension.
18. (1) Officiating, special and personal pay may continue to count in full in cases in which it so counts at present.
- (2) In other cases, officiating, special and personal pay drawn during the last three years of service should be taken into account at the following scales:—
- (i) Officiating pay (i. e., the difference between substantive pay and the pay actually drawn in a higher officiating appointment) or pay drawn in a non-substantive capacity should count to the extent of half in every case; and
- (ii) special pay or personal pay should count (a) in full if the post to which it was attached was held in a substantive capacity, and (b) to the extent of half in all other cases, including special pays drawn in tenure posts.
19. Categories of staff who are at present required to subscribe to a provident fund at the rate of 8-1/3 % of their pay or will be required to subscribe at that rate even after being brought on to the pension scheme should continue to subscribe at that rate, and all other employees should subscribe at least 6½ % of pay to a general provident fund.

Government's decision

scientific and technical personnel, but extension for the rest should be an exception rather than the rule and would have to be justified strictly on grounds of public interest.

Accepted. The rate of earning gratuity will be increased accordingly from 9/20ths of a month's emoluments to 10/20ths of a month's emoluments for each completed year of qualifying service.

Accepted.

Accepted.

Accepted subject to the following modifications:—

(1) The additional benefit will be allowed even when the total period of qualifying service exceeds completed years by exactly six months; and

(2) the benefit will also be allowed in respect of gratuity.

(1) Personal pay will count in full if it was granted to compensate for loss in substantive pay or if the post in which it was drawn was held in a substantive capacity. In all other cases, personal pay will count to the extent of half.

(2) Officiating pay will count to the extent of half in every case.

(3) Special pay will not count in any circumstances.

A scheme of compulsory subscription to the general provident fund should be introduced—the rate being 6 NP. per rupee for employees other than those who are already required to contribute at the higher rate of 8-1/3 NP. per rupee or may be required to do so under the Pay Commission's recommendations.

Pay Commission's recommendation	Government's decision
<p>20. The initial pay of an employee who is brought over to the revised scale of pay should be fixed on a "point-to-point" basis, subject to the conditions: (a) that refixation should not result in a reduction of emoluments; and (b) the additional emoluments should not exceed certain specified ceiling limits.</p>	Accepted.
<p>21. Employees affected by the revision of scales should, irrespective of the change over, be allowed to draw their annual increment on the dates on which they would have drawn the increment if there was no revision.</p>	Accepted.
<p>22. In the process of rationalisation it is unavoidable that though there is a general improvement in the rates of remuneration, there would be a few cases in which the new rate would be unfavourable to small groups of staff. The remedy in such cases is to allow the existing employees to retain their present rates of remuneration.</p>	Accepted.
<p>23. The revised scales of pay and dearness allowance should be given effect to from 1-7-1959.</p>	<p>The date of effect for pay, dearness allowance, house rent and compensatory allowances should be 1st November, 1959, but in respect of actual service rendered during the period 1st July, 1959 to 31st October, 1959, Government will make an <u>ex-gratia</u> contribution of a suitable amount. This amount will be worked out on the basis of the revised rates of pay and allowances and credited in due course to the provident fund accounts of the employees.</p>