PREFACE

Bureau of Applied Economics & Statistics, Government of West Bengal has been conducting, since 1948, the “Census of State Government Employees” to update the data series on employment profiles of the State Government Employees working all over the State of West Bengal. The present report is the forty-one in the series and presents data as on 31st January, 2014. This systematic compilation and analysis of data in respect of the employees of the Government of West Bengal would be very much useful to the State policy makers and financial managers.

The present Census was carried out through the network of the Treasuries of Accounts in the districts and Pay & Accounts Offices at Kolkata along with the active cooperation of the State Government Offices located in all the districts of this State.

I would like to thank all the functionaries of the Treasuries, Pay & Accounts Offices and State Government Establishments who have assisted in bringing out this report by providing requisite data. I would also like to place on record my appreciation of the work done by Nucleus Unit (Field) and Field Assistants of the District Offices of the Bureau for their untiring efforts for collection of the required information. Further I would like to put in my appreciation to the Staff and Officers of the Staff Census Unit, and Electronic Data Processing Unit of the Bureau for their sincere efforts in finalizing this report.

It is hoped that this report will be useful to all concerned in the Government. Suggestions for its improvement are most welcome.

Dipankar Chattopadhyay
Director
Bureau of Applied Economics & Statistics,
Government of West Bengal

Dated: The……October, 2014.
Place: Kolkata
Highlights

This report is based on the Census of State Government Employees as they stood on 31st January, 2014. It covers all the employees of the State Government and also the employees of the Educational Institutions run by the State Government across all the 19 districts of this State. The information on various employment characteristics are collected from the Treasuries of 18 districts and the Pay & Accounts Offices of Kolkata through a Schedule specially designed for this purpose by the Bureau of Applied Economics & Statistics (BAES) under Department of Statistics & Programme Implementation (DosPI)\(^1\) of the Government of West Bengal. Some of the key findings are stated below.

- All the employment characteristics furnished in this report relate to 31-01-2014.
- Only about 0.39 per cent of the total population of this State in 2013-14 was State Government employees.
- The total number of employees of the Government of West Bengal was 3.535 Lakh.
- The percentage of Female Government Employees was 19.48.
- The proportion of SC and ST employees were 17.67 per cent and 5.45 per cent respectively during the year under reference.
- The Proportion of Group A, B, C employees of the State Government was 14.10, 37.85 & 39.73 per cent and the same for Group D employees was 8.03 per cent.
- The percentage contribution of the State Government Employees was maximum in Kolkata (27.43 per cent) as expected, followed by North 24 Parganas (6.79 per cent) and Burdwan (6.67 per cent). The same was minimum in case of Dakshin Dinajpur (1.43 per cent).
- The percentage of Female Government Employees was maximum for Kolkata (21.40 per cent) and the same was minimum for Dakshin Dinajpur (1.86 per cent).
- Percentage of SC Employees in Group A was 12.86 and the same for ST Employees was 3.00.
- Average emolument of the employees of the Government of West Bengal was Rs. 27579 as on 31.01.2014.

\(^1\) This Department of the Government of West Bengal has been created on 24.02.2012.
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Chapter One

1.1 Introduction

One of the key variables for understanding the profile of the economy of a region is the job creation along with output growth. The pattern of employment therefore plays a vital role in the economy. State Government employee is one of the constituents of the public sector employment. The Survey of State Government Employees is conducted to provide the information on various characteristics pertaining to the employment in Government of West Bengal. It covers employees under the State Government as well as employees engaged in educational institutions run by the State Government. The reference year of this Census was 31st January, 2014. Information of various facets of employment under Government of West Bengal was collected through a schedule of enquiry specially designed for this purpose. Participation of female employees and also employment by social group in the State Government has been reported here. The mode of collection of Information on employees of the Government of West Bengal has been changed since 2000. Instead of tracking employment statistics through the individual offices of the State Government these information are collected through Treasuries of the 18 districts and Pay and Accounts Offices of Kolkata with due authentication made by the respective offices under the Treasuries/ Pay and Accounts Offices.

1.2 Objective

The main objectives of this Census are :-

i. To provide information at short intervals about the structure of employment in Public Sector, more specifically employees in the Government of West Bengal at the State as well as district levels to monitor changes in the levels of employment and to support evidence-based policy making.

ii. To assess the gender differentials for the State Government employees.

iii. To identify the distribution of employees by social group.

iv. To present educational profile of employees in the Government.

v. To identify the pattern of emoluments of the employees of the Government of West Bengal.

vi. To assess manpower shortages in the Government sector.

1.3 Some Concepts and Definitions

Some of the concepts and definitions used in the Census are given below :-

a) Regular Government Employees: A regular Government employee must hold a temporary/permanent post created by Government normally through Finance Department and is governed by and entitled to all benefits provided in the Service Rules framed and amended time to time by the State Government.

b) Service Groups: Regular Government employees are classified into four groups, namely, ‘A’, ‘B’, ‘C’ and ‘D’. The criteria of classifications are Scale of Pay or/and actual Basic Pay drawn by individual employees shown below:
Table 1: Distribution of Groups by Actual Grade Pay

<table>
<thead>
<tr>
<th>Actual Grade Pay of the individual or the maximum of the Pay Scale enjoyed by him/her on 31st January, 2014.</th>
<th>Group¹</th>
</tr>
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<tr>
<td>(i) Pay band no. 4 &amp; 5 with grade pay from Rs.4400 to Rs.10000</td>
<td>A</td>
</tr>
<tr>
<td>(ii) Pay band no. 3 with grade pay from Rs.3200 to Rs.4100</td>
<td>B</td>
</tr>
<tr>
<td>(iii) Pay band no. 2 with grade pay from Rs.1900 to Rs. 2900</td>
<td>C</td>
</tr>
<tr>
<td>(iv) Pay band no. 1 with grade pay from Rs.1700 to Rs.1800</td>
<td>D</td>
</tr>
</tbody>
</table>

(1) Pay band no. 4 & 5 with grade pay from Rs.4400 to Rs.10000:
(2) Pay band no. 3 with grade pay from Rs.3200 to Rs.4100:
(3) Pay band no. 2 with grade pay from Rs.1900 to Rs. 2900:
(4) Pay band no. 1 with grade pay from Rs.1700 to Rs.1800:

1.4 Coverage

This Census has got a statutory base and all the offices of the State Government are liable to provide information on employment characteristics of their regular employees through the Treasuries/ Pay and Accounts Offices. The data collected under this scheme covers only the organised sector of the economy which inter-alia covers all Public Sector organizations of the Government of West Bengal. The individual employee level data cover gender, social group, department in which he/she is employed, category of service, educational qualification and pay structure.

1.5 Reference period

All the State Government Offices furnished information of their employees as they stood on 31st January, 2014 through a specially designed schedule.

1.6 Limitations

1.6.1 Coverage: This Census does not cover the employment in Private organized sector, Unorganized sector and self employment.

1.6.2 Operational difficulties in conducting the Census:

a) The census is conducted with the co-operation of the treasuries at the district level and Pay & Accounts Offices at Kolkata under certain statutory obligation. Still the census suffers from delayed response and also there exists moderate degree of non-response from the Government offices.

b) So there is an element of estimation of employment in respect of non-responding offices.

¹ Besides the categories ‘A’, ‘B’, ‘C’ and ‘D’, employees enjoying consolidated pay/daily wages without being offered a specified Pay Scale of the Government have been classified as ‘Others’.
Chapter Two

2.1 Employees under Government of West Bengal

The total number of regular Employees under Government of West Bengal as on 31st January, 2014 was 3.535 lakhs. The following table shows overall changes noticed in the level of State Government Employees as on the 31st January, 2013 and 31st January, 2014.

<table>
<thead>
<tr>
<th>Total Employees (in lakh) as on 31st January</th>
<th>Decrease</th>
<th>Decrease</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012-2013</td>
<td>3.542</td>
<td>0.007</td>
</tr>
<tr>
<td>2013-2014</td>
<td>3.535</td>
<td>0.198</td>
</tr>
</tbody>
</table>

2.2 Employees by Department

The distribution of regular Employees in Major Departments of the Government of West Bengal is furnished in Table 2.2 below:

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Name of the Department</th>
<th>Employees (Number)</th>
<th>% of Total Employees</th>
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<tr>
<td></td>
<td></td>
<td>Male (1)</td>
<td>Female (2)</td>
</tr>
<tr>
<td>1</td>
<td>Agriculture</td>
<td>6880</td>
<td>1094</td>
</tr>
<tr>
<td>2</td>
<td>Agriculture Marketing</td>
<td>375</td>
<td>50</td>
</tr>
<tr>
<td>3</td>
<td>Animal Resource Dev.</td>
<td>6598</td>
<td>803</td>
</tr>
<tr>
<td>4</td>
<td>Backward Classes Welfare</td>
<td>614</td>
<td>187</td>
</tr>
<tr>
<td>5</td>
<td>Bio-Technology</td>
<td>10</td>
<td>3</td>
</tr>
<tr>
<td>6</td>
<td>Commerce &amp; Industries</td>
<td>1071</td>
<td>127</td>
</tr>
<tr>
<td>7</td>
<td>Consumer Affairs</td>
<td>705</td>
<td>140</td>
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<tr>
<td>8</td>
<td>Co-operation</td>
<td>1664</td>
<td>312</td>
</tr>
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<td>9</td>
<td>Disaster Management</td>
<td>132</td>
<td>24</td>
</tr>
<tr>
<td>10</td>
<td>Education</td>
<td>10144</td>
<td>2856</td>
</tr>
<tr>
<td>11</td>
<td>Environment</td>
<td>100</td>
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<td>12</td>
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<td>1499</td>
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<td>13</td>
<td>Finance</td>
<td>7014</td>
<td>1218</td>
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<tr>
<td>14</td>
<td>Fire &amp; Emergency Services</td>
<td>4779</td>
<td>142</td>
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<td>15</td>
<td>Fisheries</td>
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<tr>
<td>16</td>
<td>Food &amp; Supplies</td>
<td>4948</td>
<td>814</td>
</tr>
<tr>
<td>17</td>
<td>Food Processing Industries &amp; Horticultural</td>
<td>1224</td>
<td>171</td>
</tr>
<tr>
<td>18</td>
<td>Forest</td>
<td>7193</td>
<td>504</td>
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<tr>
<td>19</td>
<td>Health &amp; Family Welfare</td>
<td>32603</td>
<td>39470</td>
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<td>20</td>
<td>High Court</td>
<td>1596</td>
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<td>21</td>
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<td>3</td>
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<td>22</td>
<td>Home</td>
<td>121247</td>
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<td>Industrial Reconstruction</td>
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<td>25</td>
<td>Information &amp; Cultural Affairs</td>
<td>761</td>
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Contd.
Table 2.2 Distribution of State Government Employees by Department (Conclld.)

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Name of the Department</th>
<th>Employees( Number)</th>
<th>% of Total Employees</th>
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</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>26</td>
<td>Information Technology</td>
<td>12</td>
<td>2</td>
</tr>
<tr>
<td>27</td>
<td>Irrigation &amp; Waterways</td>
<td>8542</td>
<td>739</td>
</tr>
<tr>
<td>28</td>
<td>Judicial</td>
<td>5811</td>
<td>1029</td>
</tr>
<tr>
<td>29</td>
<td>Labour</td>
<td>3220</td>
<td>1199</td>
</tr>
<tr>
<td>30</td>
<td>Land &amp; Land Reforms</td>
<td>21655</td>
<td>3002</td>
</tr>
<tr>
<td>31</td>
<td>Law</td>
<td>97</td>
<td>16</td>
</tr>
<tr>
<td>32</td>
<td>Micro &amp; Small Scale Enterprise</td>
<td>2873</td>
<td>487</td>
</tr>
<tr>
<td>33</td>
<td>Minority Affairs &amp; Madrasha Educ.</td>
<td>157</td>
<td>13</td>
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<td>34</td>
<td>Municipal Affairs</td>
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<tr>
<td>35</td>
<td>North Bengal Dev. Deptt.</td>
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<td>36</td>
<td>Panchayat &amp; Rural Dev.</td>
<td>954</td>
<td>143</td>
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<td>37</td>
<td>Parliamentary Affairs</td>
<td>54</td>
<td>2</td>
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<td>38</td>
<td>Paschimanchal Unnyan Affairs</td>
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<td>39</td>
<td>Planning</td>
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<td>29</td>
</tr>
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<td>40</td>
<td>Power &amp; NES</td>
<td>117</td>
<td>17</td>
</tr>
<tr>
<td>41</td>
<td>Public Enterprises</td>
<td>42</td>
<td>8</td>
</tr>
<tr>
<td>42</td>
<td>Public Health Engineering</td>
<td>4491</td>
<td>355</td>
</tr>
<tr>
<td>43</td>
<td>Public Service Commission</td>
<td>363</td>
<td>64</td>
</tr>
<tr>
<td>44</td>
<td>Public Works</td>
<td>11691</td>
<td>1322</td>
</tr>
<tr>
<td>45</td>
<td>Refugee, Relief &amp; Rehabilitation</td>
<td>479</td>
<td>193</td>
</tr>
<tr>
<td>46</td>
<td>Science &amp; Technology</td>
<td>54</td>
<td>13</td>
</tr>
<tr>
<td>47</td>
<td>Self Help Group &amp; Self Employment</td>
<td>25</td>
<td>7</td>
</tr>
<tr>
<td>48</td>
<td>Sports</td>
<td>152</td>
<td>19</td>
</tr>
<tr>
<td>49</td>
<td>Statistics &amp; Programme Implementation</td>
<td>858</td>
<td>130</td>
</tr>
<tr>
<td>50</td>
<td>Staff Selection Commission</td>
<td>42</td>
<td>1</td>
</tr>
<tr>
<td>51</td>
<td>Sundarban Affairs</td>
<td>544</td>
<td>20</td>
</tr>
<tr>
<td>52</td>
<td>Tourism</td>
<td>264</td>
<td>36</td>
</tr>
<tr>
<td>53</td>
<td>Transport</td>
<td>568</td>
<td>62</td>
</tr>
<tr>
<td>54</td>
<td>Urban Development</td>
<td>750</td>
<td>120</td>
</tr>
<tr>
<td>55</td>
<td>Water Resources Investigation &amp; Dev.</td>
<td>2186</td>
<td>404</td>
</tr>
<tr>
<td>56</td>
<td>Women &amp; Child Dev. &amp; Social Welfare</td>
<td>2658</td>
<td>2775</td>
</tr>
<tr>
<td>57</td>
<td>W.B. Legislative Assembly</td>
<td>563</td>
<td>91</td>
</tr>
<tr>
<td>58</td>
<td>Youth Services</td>
<td>749</td>
<td>132</td>
</tr>
<tr>
<td></td>
<td>All Combined</td>
<td>284664</td>
<td>68861</td>
</tr>
</tbody>
</table>

It is observed from Table 2.2 above that Home Department (36.44%) of the Government of West Bengal employed maximum employees followed by Health & Family Welfare (20.39%) and Land & Land Reforms (6.97%) in 2013-14. Further, 78 percent of the employees were engaged in major departments of the Government like, Agriculture, Education, Finance, Health & Family Welfare, Home, Irrigation & Waterways, Land & Land Reforms and Public Works. The remaining 22 percent of employees were engaged in other departments of the Government of West Bengal.

2.3 Women Employment in Government of West Bengal

Women employment under Government of West Bengal has been found to the extent of 68 thousand which is 19.48 per cent of the total State Government Employment in 2013-14. Women employees together with their proportion in the total employment in the major departments are shown in Table 2.3.
<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Name of Department</th>
<th>Female Employees</th>
<th>Percentage to Total Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Agriculture</td>
<td>1094</td>
<td>1.59</td>
</tr>
<tr>
<td>2</td>
<td>Agriculture Marketing</td>
<td>50</td>
<td>0.07</td>
</tr>
<tr>
<td>3</td>
<td>Animal Resource Dev.</td>
<td>803</td>
<td>1.17</td>
</tr>
<tr>
<td>4</td>
<td>Backward Classes Welfare</td>
<td>187</td>
<td>0.27</td>
</tr>
<tr>
<td>5</td>
<td>Bio-Technology</td>
<td>3</td>
<td>0.00</td>
</tr>
<tr>
<td>6</td>
<td>Commerce &amp; Industries</td>
<td>127</td>
<td>0.18</td>
</tr>
<tr>
<td>7</td>
<td>Consumer Affairs</td>
<td>140</td>
<td>0.20</td>
</tr>
<tr>
<td>8</td>
<td>Co-operation</td>
<td>312</td>
<td>0.45</td>
</tr>
<tr>
<td>9</td>
<td>Disaster Management</td>
<td>24</td>
<td>0.03</td>
</tr>
<tr>
<td>10</td>
<td>Education</td>
<td>2856</td>
<td>4.15</td>
</tr>
<tr>
<td>11</td>
<td>Environment</td>
<td>14</td>
<td>0.02</td>
</tr>
<tr>
<td>12</td>
<td>Excise</td>
<td>147</td>
<td>0.21</td>
</tr>
<tr>
<td>13</td>
<td>Finance</td>
<td>1218</td>
<td>1.77</td>
</tr>
<tr>
<td>14</td>
<td>Fire &amp; Emergency Services</td>
<td>142</td>
<td>0.21</td>
</tr>
<tr>
<td>15</td>
<td>Fisheries</td>
<td>151</td>
<td>0.22</td>
</tr>
<tr>
<td>16</td>
<td>Food &amp; Supplies</td>
<td>814</td>
<td>1.18</td>
</tr>
<tr>
<td>17</td>
<td>Food Processing Industries &amp; Horticultural</td>
<td>171</td>
<td>0.25</td>
</tr>
<tr>
<td>18</td>
<td>Forest</td>
<td>504</td>
<td>0.73</td>
</tr>
<tr>
<td>19</td>
<td>Health &amp; Family Welfare</td>
<td>39470</td>
<td>57.32</td>
</tr>
<tr>
<td>20</td>
<td>High Court</td>
<td>226</td>
<td>0.33</td>
</tr>
<tr>
<td>21</td>
<td>Hill Affairs</td>
<td>3</td>
<td>0.00</td>
</tr>
<tr>
<td>22</td>
<td>Home</td>
<td>7583</td>
<td>11.01</td>
</tr>
<tr>
<td>23</td>
<td>Housing</td>
<td>171</td>
<td>0.25</td>
</tr>
<tr>
<td>24</td>
<td>Industrial Reconstruction</td>
<td>6</td>
<td>0.01</td>
</tr>
<tr>
<td>25</td>
<td>Information &amp; Cultural Affairs</td>
<td>134</td>
<td>0.19</td>
</tr>
<tr>
<td>26</td>
<td>Information Technology</td>
<td>2</td>
<td>0.00</td>
</tr>
<tr>
<td>27</td>
<td>Irrigation &amp; Waterways</td>
<td>739</td>
<td>1.07</td>
</tr>
<tr>
<td>28</td>
<td>Judicial</td>
<td>1029</td>
<td>1.49</td>
</tr>
<tr>
<td>29</td>
<td>Labour</td>
<td>1199</td>
<td>1.74</td>
</tr>
<tr>
<td>30</td>
<td>Land &amp; Land Reforms</td>
<td>3002</td>
<td>4.36</td>
</tr>
<tr>
<td>31</td>
<td>Law</td>
<td>16</td>
<td>0.02</td>
</tr>
<tr>
<td>32</td>
<td>Micro &amp; Small Scale Enterprise</td>
<td>487</td>
<td>0.71</td>
</tr>
<tr>
<td>33</td>
<td>Minority Affairs &amp; Madrasha Educ.</td>
<td>13</td>
<td>0.02</td>
</tr>
<tr>
<td>34</td>
<td>Municipal Affairs</td>
<td>77</td>
<td>0.11</td>
</tr>
<tr>
<td>35</td>
<td>North Bengal Dev. Deptt.</td>
<td>4</td>
<td>0.01</td>
</tr>
<tr>
<td>36</td>
<td>Panchayat &amp; Rural Dev.</td>
<td>143</td>
<td>0.21</td>
</tr>
<tr>
<td>37</td>
<td>Parliamentary Affairs</td>
<td>2</td>
<td>0.00</td>
</tr>
<tr>
<td>38</td>
<td>Paschimanchal Unnyan Affairs</td>
<td>0</td>
<td>0.00</td>
</tr>
<tr>
<td>39</td>
<td>Planning</td>
<td>29</td>
<td>0.04</td>
</tr>
<tr>
<td>40</td>
<td>Power &amp; NES</td>
<td>17</td>
<td>0.02</td>
</tr>
<tr>
<td>41</td>
<td>Public Enterprises</td>
<td>8</td>
<td>0.01</td>
</tr>
<tr>
<td>42</td>
<td>Public Health Engineering</td>
<td>355</td>
<td>0.52</td>
</tr>
<tr>
<td>43</td>
<td>Public Service Commission</td>
<td>64</td>
<td>0.09</td>
</tr>
<tr>
<td>44</td>
<td>Public Works</td>
<td>1322</td>
<td>1.92</td>
</tr>
<tr>
<td>45</td>
<td>Refugee, Relief &amp; Rehabilitation</td>
<td>193</td>
<td>0.28</td>
</tr>
</tbody>
</table>

Contd.
Table 2.3 Women Employment of Government of West Bengal by Department (Concl.)

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Name of Department</th>
<th>Female Employees</th>
<th>Percentage to Total Female Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Number (3)</td>
<td></td>
</tr>
<tr>
<td>46</td>
<td>Science &amp; Technology</td>
<td>13</td>
<td>0.02</td>
</tr>
<tr>
<td>47</td>
<td>Self Help Group &amp; Self Employment</td>
<td>7</td>
<td>0.01</td>
</tr>
<tr>
<td>48</td>
<td>Sports</td>
<td>19</td>
<td>0.03</td>
</tr>
<tr>
<td>49</td>
<td>Statistics &amp; Programme Implementation</td>
<td>130</td>
<td>0.19</td>
</tr>
<tr>
<td>50</td>
<td>Sundarban Affairs</td>
<td>20</td>
<td>0.03</td>
</tr>
<tr>
<td>51</td>
<td>Staff Selection Commission</td>
<td>1</td>
<td>0.00</td>
</tr>
<tr>
<td>52</td>
<td>Tourism</td>
<td>36</td>
<td>0.05</td>
</tr>
<tr>
<td>53</td>
<td>Transport</td>
<td>62</td>
<td>0.09</td>
</tr>
<tr>
<td>54</td>
<td>Urban Development</td>
<td>120</td>
<td>0.17</td>
</tr>
<tr>
<td>55</td>
<td>Water Resources Investigation &amp; Dev.</td>
<td>404</td>
<td>0.59</td>
</tr>
<tr>
<td>56</td>
<td>Women &amp; Child Dev. &amp; Social Welfare</td>
<td>2775</td>
<td>4.03</td>
</tr>
<tr>
<td>57</td>
<td>W.B. Legislative Assembly</td>
<td>91</td>
<td>0.13</td>
</tr>
<tr>
<td>58</td>
<td>Youth Services</td>
<td>132</td>
<td>0.19</td>
</tr>
<tr>
<td></td>
<td><strong>All Combined</strong></td>
<td><strong>68861</strong></td>
<td><strong>100.00</strong></td>
</tr>
</tbody>
</table>

It is seen from above Table 2.3 that participation of women to total Female Employees was highest in Health & Family Welfare (57.32%) followed by Home (11.01%) and Land & Land Reforms (4.36%). It is observed that female participation was significantly low in the departments like Bio-Technology, Information Technology, Parliamentary Affairs, Staff Selection Commission, Hill Affairs etc. and was nil in the department of Paschimanchal Unnyan Affairs.

2.4 Employees of Government of West Bengal by District

Table 2.4 Distribution of State Government Employees by District

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Name of the District</th>
<th>Employees (No.)</th>
<th>% of Total Employees</th>
<th>% of Women Employment in respect of the same District</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Male (3)</td>
<td>Female (4)</td>
<td>Total (5)</td>
</tr>
<tr>
<td>1</td>
<td>Darjeeling</td>
<td>13163</td>
<td>3988</td>
<td>17151</td>
</tr>
<tr>
<td>2</td>
<td>Coochbehar</td>
<td>6382</td>
<td>1866</td>
<td>8248</td>
</tr>
<tr>
<td>3</td>
<td>Jalpaiguri</td>
<td>11575</td>
<td>2436</td>
<td>14011</td>
</tr>
<tr>
<td>4</td>
<td>Uttar Dinajpur</td>
<td>5661</td>
<td>1373</td>
<td>7034</td>
</tr>
<tr>
<td>5</td>
<td>Dakshin Dinajpur</td>
<td>3787</td>
<td>1278</td>
<td>5065</td>
</tr>
<tr>
<td>6</td>
<td>Malda</td>
<td>6578</td>
<td>1942</td>
<td>8520</td>
</tr>
<tr>
<td>7</td>
<td>Murshidabad</td>
<td>12152</td>
<td>3529</td>
<td>15681</td>
</tr>
<tr>
<td>8</td>
<td>Nadia</td>
<td>12324</td>
<td>3734</td>
<td>16058</td>
</tr>
<tr>
<td>9</td>
<td>North 24 Parganas</td>
<td>19850</td>
<td>4162</td>
<td>24012</td>
</tr>
<tr>
<td>10</td>
<td>South 24 Parganas</td>
<td>16184</td>
<td>4760</td>
<td>20944</td>
</tr>
<tr>
<td>11</td>
<td>Kolkata</td>
<td>82232</td>
<td>14737</td>
<td>96969</td>
</tr>
<tr>
<td>12</td>
<td>Hooghly</td>
<td>10800</td>
<td>2825</td>
<td>13625</td>
</tr>
<tr>
<td>13</td>
<td>Purba Medinipur</td>
<td>10531</td>
<td>3750</td>
<td>14281</td>
</tr>
<tr>
<td>14</td>
<td>Purulia</td>
<td>7440</td>
<td>2402</td>
<td>9842</td>
</tr>
<tr>
<td>15</td>
<td>Bankura</td>
<td>12931</td>
<td>353525</td>
<td>353525</td>
</tr>
<tr>
<td>16</td>
<td>Purulia</td>
<td>9726</td>
<td>1978</td>
<td>11704</td>
</tr>
<tr>
<td>17</td>
<td>Burdwan</td>
<td>18923</td>
<td>4646</td>
<td>23569</td>
</tr>
<tr>
<td>18</td>
<td>Birbhum</td>
<td>7807</td>
<td>2202</td>
<td>10009</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>284664</td>
<td>68861</td>
<td>353525</td>
</tr>
</tbody>
</table>
Interestingly, proportion of women employment was highest in Hooghly (26.26%), followed by Dakshin Dinajpur (25.23%) and Purba Medinipur (24.41%). Out of 19 districts of the state proportion of Female employees was lowest (15.20%) in Kolkata. Combining all the districts overall female employment stands at 19.48%.

2.5 Female Employees of Government of West Bengal by District

Table 2.5: Percentage of Female State Government Employees by District

<table>
<thead>
<tr>
<th>District</th>
<th>2012-13 Employees (in No.)</th>
<th>2013-14 Employees (in No.)</th>
<th>% Difference of Female Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(2)</td>
<td>(2)</td>
<td>(8)=(7)-(4)</td>
</tr>
<tr>
<td>Darjeeling</td>
<td>4051</td>
<td>17289</td>
<td>6.00</td>
</tr>
<tr>
<td>Coochbehar</td>
<td>1896</td>
<td>8584</td>
<td>2.81</td>
</tr>
<tr>
<td>Jalpaiguri</td>
<td>2528</td>
<td>14459</td>
<td>3.75</td>
</tr>
<tr>
<td>Uttar Dinajpur</td>
<td>1394</td>
<td>7456</td>
<td>2.07</td>
</tr>
<tr>
<td>Dakshin Dinajpur</td>
<td>1245</td>
<td>5297</td>
<td>1.84</td>
</tr>
<tr>
<td>Malda</td>
<td>1935</td>
<td>9205</td>
<td>2.87</td>
</tr>
<tr>
<td>Murshidabad</td>
<td>3168</td>
<td>15142</td>
<td>4.69</td>
</tr>
<tr>
<td>Nadia</td>
<td>3704</td>
<td>16838</td>
<td>5.49</td>
</tr>
<tr>
<td>North 24 Parganas</td>
<td>4246</td>
<td>26355</td>
<td>6.29</td>
</tr>
<tr>
<td>South 24 Parganas</td>
<td>4206</td>
<td>20437</td>
<td>6.23</td>
</tr>
<tr>
<td>Kolkata</td>
<td>14510</td>
<td>87414</td>
<td>21.5</td>
</tr>
<tr>
<td>Howrah</td>
<td>2811</td>
<td>14742</td>
<td>4.17</td>
</tr>
<tr>
<td>Hooghly</td>
<td>3524</td>
<td>14664</td>
<td>5.22</td>
</tr>
<tr>
<td>Purba Medinipur</td>
<td>2211</td>
<td>9929</td>
<td>3.28</td>
</tr>
<tr>
<td>Paschim Medinipur</td>
<td>4044</td>
<td>22155</td>
<td>5.99</td>
</tr>
<tr>
<td>Bankura</td>
<td>3029</td>
<td>15191</td>
<td>4.49</td>
</tr>
<tr>
<td>Purulia</td>
<td>1998</td>
<td>12577</td>
<td>2.96</td>
</tr>
<tr>
<td>Burdwan</td>
<td>4693</td>
<td>25569</td>
<td>6.95</td>
</tr>
<tr>
<td>Birbhum</td>
<td>2297</td>
<td>10929</td>
<td>3.40</td>
</tr>
<tr>
<td>Total</td>
<td>67490</td>
<td>354232</td>
<td>100.00</td>
</tr>
</tbody>
</table>

A comparison of percentage of female employees of the Government of West Bengal by districts has been presented in Table 2.5 above. It is observed that the percentage of female employees with respect to the total female employees was highest in Kolkata (21.40%) for the year 2013-2014. South 24 Pgs. ranked second in respect of female employment in this State. The over all distribution of female employees by district remained more or less same during the periods 2012-13 & 2013-14. The graph below shows the above pattern.
Chart- I

Districtwise comparison of percentage of Female employees to total Female employees for the year 2012-13 & 2013-14

2012-13
2013-14
Chapter Three

3.1 Employees by Status of Service and Service Group

The distribution of employees of the Government of West Bengal by status of service and service group is presented in Table 3.1 below:

<table>
<thead>
<tr>
<th>Service Group</th>
<th>Total Employees (In No.)</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Permanent</td>
<td>Temporary</td>
</tr>
<tr>
<td>Group A</td>
<td>45322</td>
<td>4548</td>
</tr>
<tr>
<td>Group B</td>
<td>128691</td>
<td>5102</td>
</tr>
<tr>
<td>Group C</td>
<td>121993</td>
<td>18455</td>
</tr>
<tr>
<td>Group D</td>
<td>22449</td>
<td>5929</td>
</tr>
<tr>
<td>Others</td>
<td>662</td>
<td>374</td>
</tr>
<tr>
<td>Total</td>
<td>319117</td>
<td>34408</td>
</tr>
</tbody>
</table>

It is observed from Table 3.1 that 90.27 per cent of the State Government employees were permanent in 2013-14. Amongst the groups of service percentage of permanent employees was maximum in Group ‘B’ (96.19%).

Distribution of State Government employees by group of posts held for 2012-2013 & 2013-2014 have been given in Table 3.2 below:

<table>
<thead>
<tr>
<th>Service Group</th>
<th>Total Employees (In No.)</th>
<th>Percentage Change</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2012-13</td>
<td>2013-14</td>
</tr>
<tr>
<td></td>
<td>(1)</td>
<td>(2)</td>
</tr>
<tr>
<td>Group A</td>
<td>48681 (13.74)</td>
<td>49870 (14.10)</td>
</tr>
<tr>
<td>Group B</td>
<td>137489 (38.81)</td>
<td>133793 (37.85)</td>
</tr>
<tr>
<td>Group C</td>
<td>135351 (38.21)</td>
<td>140448 (39.73)</td>
</tr>
<tr>
<td>Group D</td>
<td>31612 (8.93)</td>
<td>28378 (8.03)</td>
</tr>
<tr>
<td>Others</td>
<td>1099 (0.31)</td>
<td>1036 (0.29)</td>
</tr>
<tr>
<td>Total</td>
<td>354232 (100.00)</td>
<td>353525 (100.00)</td>
</tr>
</tbody>
</table>

It is observed from Table 3.2 that total employees of the Government of West Bengal had decreased by around 0.28 per cent in 2013-14 as compared to its level for the year 2012-13. It is also seen that Group ‘A’ & ‘C’ employees have increased by around 2.44 & 3.77 per cent in 2013-14 respectively and decrease in number of employees was moderate in Group ‘B’ (2.69 %) and maximum in Group ‘C’ (10.23%).

Table 3.3 Distribution of Female State Government Employees by Service Group

<table>
<thead>
<tr>
<th>Year</th>
<th>Category</th>
<th>Group A</th>
<th>Group B</th>
<th>Group C</th>
<th>Group D</th>
<th>Others</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>(1)</td>
<td>(2)</td>
<td>(3)</td>
<td>(4)</td>
<td>(5)</td>
<td>(6)</td>
</tr>
<tr>
<td>2012-13</td>
<td>Total Female</td>
<td>48681</td>
<td>9478 (19.47)</td>
<td>137489</td>
<td>34110 (24.81)</td>
<td>135351</td>
<td>9124 (13.74)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>31612</td>
<td>5410 (17.11)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1099 (0.31)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>354232 (100.00)</td>
<td>9478 (19.47)</td>
<td>137489 (38.81)</td>
<td>135351 (38.21)</td>
<td>31612 (8.93)</td>
<td>1099 (0.31)</td>
</tr>
<tr>
<td>2013-14</td>
<td>Total Female</td>
<td>49870</td>
<td>935 (19.72)</td>
<td>133793</td>
<td>34397 (25.71)</td>
<td>140448</td>
<td>9124 (19.72)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>28378</td>
<td>5189 (18.29)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1099 (0.29)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>353525 (100.00)</td>
<td>935 (19.72)</td>
<td>133793 (38.21)</td>
<td>140448 (39.73)</td>
<td>28378 (8.03)</td>
<td>1099 (0.29)</td>
</tr>
</tbody>
</table>

Note: Figures in parentheses indicate percentage of female employees to total employees.

It is observed from Table 3.3 that female employees in Group ‘A’ and Group ‘B’ had increased by 3.77 percent and 0.84 percent respectively in 2013-14. In case of Group ‘C’ female employees had increased by 5.53 and reduced by 4.09 percent in Group ‘D’ in 2013-14. The same pattern had been followed in ‘Others’ group in 2013-14.
Table 3.4 Department wise Distribution of State Government Employees by Group of Service

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Name of the Department</th>
<th>Employees (No.)</th>
<th>No. of Group B &amp; Group C Employees per Group A Employee</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Group A</td>
<td>Group B</td>
</tr>
<tr>
<td>1</td>
<td>Agriculture</td>
<td>1284</td>
<td>2531</td>
</tr>
<tr>
<td>2</td>
<td>Agriculture Marketing</td>
<td>57</td>
<td>189</td>
</tr>
<tr>
<td>3</td>
<td>Animal Resource Dev.</td>
<td>1754</td>
<td>1370</td>
</tr>
<tr>
<td>4</td>
<td>Backward Classes Welfare</td>
<td>99</td>
<td>270</td>
</tr>
<tr>
<td>5</td>
<td>Bio-Technology</td>
<td>5</td>
<td>2</td>
</tr>
<tr>
<td>6</td>
<td>Commerce &amp; Industries</td>
<td>94</td>
<td>695</td>
</tr>
<tr>
<td>7</td>
<td>Consumer Affairs</td>
<td>207</td>
<td>341</td>
</tr>
<tr>
<td>8</td>
<td>Co-operation</td>
<td>473</td>
<td>930</td>
</tr>
<tr>
<td>9</td>
<td>Disaster Management</td>
<td>18</td>
<td>70</td>
</tr>
<tr>
<td>10</td>
<td>Education</td>
<td>5482</td>
<td>2829</td>
</tr>
<tr>
<td>11</td>
<td>Environment</td>
<td>23</td>
<td>56</td>
</tr>
<tr>
<td>12</td>
<td>Excise</td>
<td>257</td>
<td>1035</td>
</tr>
<tr>
<td>13</td>
<td>Finance</td>
<td>2977</td>
<td>3063</td>
</tr>
<tr>
<td>14</td>
<td>Fire &amp; Emergency Services</td>
<td>280</td>
<td>2695</td>
</tr>
<tr>
<td>15</td>
<td>Fisheries</td>
<td>346</td>
<td>533</td>
</tr>
<tr>
<td>16</td>
<td>Food &amp; Supplies</td>
<td>224</td>
<td>2483</td>
</tr>
<tr>
<td>17</td>
<td>Food Processing Industries &amp; Horticultural</td>
<td>83</td>
<td>212</td>
</tr>
<tr>
<td>18</td>
<td>Forest</td>
<td>201</td>
<td>1074</td>
</tr>
<tr>
<td>19</td>
<td>Health &amp; Family Welfare</td>
<td>15972</td>
<td>31349</td>
</tr>
<tr>
<td>20</td>
<td>High Court</td>
<td>345</td>
<td>489</td>
</tr>
<tr>
<td>21</td>
<td>Hill Affairs</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>22</td>
<td>Home</td>
<td>6300</td>
<td>53744</td>
</tr>
<tr>
<td>23</td>
<td>Housing</td>
<td>224</td>
<td>354</td>
</tr>
<tr>
<td>24</td>
<td>Industrial Reconstruction</td>
<td>11</td>
<td>16</td>
</tr>
<tr>
<td>25</td>
<td>Information &amp; Cultural Affairs</td>
<td>93</td>
<td>286</td>
</tr>
<tr>
<td>26</td>
<td>Information Technology</td>
<td>6</td>
<td>2</td>
</tr>
<tr>
<td>27</td>
<td>Irrigation &amp; Waterways</td>
<td>1584</td>
<td>1483</td>
</tr>
<tr>
<td>28</td>
<td>Judicial</td>
<td>1032</td>
<td>1995</td>
</tr>
<tr>
<td>29</td>
<td>Labour</td>
<td>933</td>
<td>1736</td>
</tr>
<tr>
<td>30</td>
<td>Land &amp; Land Reforms</td>
<td>3035</td>
<td>10567</td>
</tr>
<tr>
<td>31</td>
<td>Law</td>
<td>30</td>
<td>40</td>
</tr>
<tr>
<td>32</td>
<td>Micro &amp; Small Scale Enterprise</td>
<td>439</td>
<td>1087</td>
</tr>
<tr>
<td>33</td>
<td>Minority Affairs &amp; Madrasha Educ.</td>
<td>52</td>
<td>28</td>
</tr>
<tr>
<td>35</td>
<td>North Bengal Dev. Deptt.</td>
<td>17</td>
<td>8</td>
</tr>
<tr>
<td>36</td>
<td>Panchayat &amp; Rural Dev.</td>
<td>200</td>
<td>426</td>
</tr>
<tr>
<td>37</td>
<td>Parliamentary Affairs</td>
<td>6</td>
<td>19</td>
</tr>
</tbody>
</table>

Contd.

10
Department wise number of employees by group of service has been furnished in Table 3.4 above. It is observed that number of Group 'B' and Group 'C' employees per Group 'A' employee was maximum in the Department of Forest (30), followed by Food & Supplies (20), Home (19) and the state average being 6.

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Name of the Department</th>
<th>Employees (No.)</th>
<th>No. of Group B &amp; Group C Employees per Group A Employee</th>
</tr>
</thead>
<tbody>
<tr>
<td>38</td>
<td>Paschimanchal Unnyan Affairs</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>39</td>
<td>Planning</td>
<td>33 73 55 18 1 1</td>
<td>4</td>
</tr>
<tr>
<td>40</td>
<td>Power &amp; NES</td>
<td>23 47 46 18</td>
<td>4</td>
</tr>
<tr>
<td>41</td>
<td>Public Enterprises</td>
<td>10 21 11 8 0 0</td>
<td>3</td>
</tr>
<tr>
<td>42</td>
<td>Public Health Engineering</td>
<td>999 819 2717 304 7</td>
<td>4</td>
</tr>
<tr>
<td>43</td>
<td>Public Service Commission</td>
<td>65 197 108 57</td>
<td>5</td>
</tr>
<tr>
<td>44</td>
<td>Public Works</td>
<td>2546 2465 6021 1965</td>
<td>16 13013 3</td>
</tr>
<tr>
<td>45</td>
<td>Refugee, Relief &amp; Rehabilitation</td>
<td>104 231 283 51 3</td>
<td>6 72 5</td>
</tr>
<tr>
<td>46</td>
<td>Science &amp; Technology</td>
<td>27 13 12 15 0 0</td>
<td>1</td>
</tr>
<tr>
<td>47</td>
<td>Self Help Group &amp; Self Employment</td>
<td>7 13 5 7 0 32</td>
<td>3</td>
</tr>
<tr>
<td>48</td>
<td>Sports</td>
<td>14 40 90 24 3 171</td>
<td>9</td>
</tr>
<tr>
<td>49</td>
<td>Statistics &amp; Programme Implementation</td>
<td>60 514 357 54 3</td>
<td>988 15</td>
</tr>
<tr>
<td>50</td>
<td>Staff Selection Commission</td>
<td>18 21 4 0 0 43</td>
<td>1</td>
</tr>
<tr>
<td>51</td>
<td>Sundarban Affairs</td>
<td>75 157 310 22 0</td>
<td>0 564 6</td>
</tr>
<tr>
<td>52</td>
<td>Tourism</td>
<td>28 95 111 66 0 3</td>
<td>0 300 7</td>
</tr>
<tr>
<td>53</td>
<td>Transport</td>
<td>67 304 220 37 2</td>
<td>630 8</td>
</tr>
<tr>
<td>54</td>
<td>Urban Development</td>
<td>104 252 407 105 2</td>
<td>870 6</td>
</tr>
<tr>
<td>55</td>
<td>Water Resources Investigation &amp; Dev.</td>
<td>770 766 833 198 23</td>
<td>2590 2</td>
</tr>
<tr>
<td>56</td>
<td>Women &amp; Child Dev. &amp; Social Welfare</td>
<td>367 3155 1364 537 10</td>
<td>5433 12</td>
</tr>
<tr>
<td>57</td>
<td>W.B. Legislative Assembly</td>
<td>109 148 232 165 0</td>
<td>654 3</td>
</tr>
<tr>
<td>58</td>
<td>Youth Services</td>
<td>43 231 404 189 14</td>
<td>881 15</td>
</tr>
<tr>
<td></td>
<td>All Combined</td>
<td>49870 133793 140448 28378 1036 353525</td>
<td>6</td>
</tr>
</tbody>
</table>

Table 3.5 District wise Distribution of State Government Employees by Group of Service

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Name of the District</th>
<th>Group A</th>
<th>Group B</th>
<th>Group C</th>
<th>Group D</th>
<th>Others</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Darjeeling</td>
<td>2189</td>
<td>6446</td>
<td>6764</td>
<td>1729</td>
<td>23</td>
<td>17151</td>
</tr>
<tr>
<td>2</td>
<td>Coochbehar</td>
<td>1039</td>
<td>3558</td>
<td>2959</td>
<td>682</td>
<td>10</td>
<td>8248</td>
</tr>
<tr>
<td>3</td>
<td>Jalpaiguri</td>
<td>1706</td>
<td>4152</td>
<td>6798</td>
<td>1298</td>
<td>57</td>
<td>14011</td>
</tr>
<tr>
<td>4</td>
<td>Uttar Dinajpur</td>
<td>800</td>
<td>2839</td>
<td>2904</td>
<td>476</td>
<td>15</td>
<td>7034</td>
</tr>
<tr>
<td>5</td>
<td>Dakshin Dinajpur</td>
<td>588</td>
<td>2345</td>
<td>1721</td>
<td>402</td>
<td>9</td>
<td>5065</td>
</tr>
<tr>
<td>6</td>
<td>Malda</td>
<td>1122</td>
<td>3416</td>
<td>2954</td>
<td>1020</td>
<td>8</td>
<td>8520</td>
</tr>
<tr>
<td>7</td>
<td>Murshidabad</td>
<td>2061</td>
<td>6335</td>
<td>5907</td>
<td>1319</td>
<td>59</td>
<td>15681</td>
</tr>
<tr>
<td>8</td>
<td>Nadia</td>
<td>2244</td>
<td>5747</td>
<td>6659</td>
<td>1332</td>
<td>76</td>
<td>16058</td>
</tr>
<tr>
<td>9</td>
<td>North 24 Parganas</td>
<td>2734</td>
<td>8409</td>
<td>11369</td>
<td>1490</td>
<td>10</td>
<td>24012</td>
</tr>
<tr>
<td>10</td>
<td>South 24 Parganas</td>
<td>3169</td>
<td>9583</td>
<td>6671</td>
<td>1491</td>
<td>30</td>
<td>20944</td>
</tr>
</tbody>
</table>

Contd.
<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Name of the District</th>
<th>Employees (Number)</th>
<th>Employees (Percentage)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Group A</td>
<td>Group B</td>
</tr>
<tr>
<td>12</td>
<td>Howrah</td>
<td>1776</td>
<td>6089</td>
</tr>
<tr>
<td>13</td>
<td>Hooghly</td>
<td>2393</td>
<td>5978</td>
</tr>
<tr>
<td>14</td>
<td>Purba Medinipur</td>
<td>1688</td>
<td>3975</td>
</tr>
<tr>
<td>15</td>
<td>Paschim Medinipur</td>
<td>2662</td>
<td>9177</td>
</tr>
<tr>
<td>16</td>
<td>Bankura</td>
<td>1870</td>
<td>4832</td>
</tr>
<tr>
<td>17</td>
<td>Purulia</td>
<td>1270</td>
<td>3871</td>
</tr>
<tr>
<td>18</td>
<td>Burdwan</td>
<td>3280</td>
<td>9343</td>
</tr>
<tr>
<td>19</td>
<td>Birbhum</td>
<td>1315</td>
<td>3949</td>
</tr>
<tr>
<td></td>
<td><strong>West Bengal</strong></td>
<td><strong>49870</strong></td>
<td><strong>133793</strong></td>
</tr>
</tbody>
</table>

### Table 3.6 Districtwise Percentage Distribution of Employees by Group of Service

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Name of the District</th>
<th>Employees (Percentage)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Group A</td>
</tr>
<tr>
<td>1</td>
<td>Darjeeling</td>
<td>4.39%</td>
</tr>
<tr>
<td>2</td>
<td>Coochbehar</td>
<td>2.08%</td>
</tr>
<tr>
<td>3</td>
<td>Jalpaiguri</td>
<td>3.42%</td>
</tr>
<tr>
<td>4</td>
<td>Uttar Dinapur</td>
<td>1.60%</td>
</tr>
<tr>
<td>5</td>
<td>Dakshin Dinapur</td>
<td>1.18%</td>
</tr>
<tr>
<td>6</td>
<td>Malda</td>
<td>2.25%</td>
</tr>
<tr>
<td>7</td>
<td>Murshidabad</td>
<td>4.13%</td>
</tr>
<tr>
<td>8</td>
<td>Nadia</td>
<td>4.50%</td>
</tr>
<tr>
<td>9</td>
<td>North 24 Parganas</td>
<td>5.48%</td>
</tr>
<tr>
<td>10</td>
<td>South 24 Parganas</td>
<td>6.35%</td>
</tr>
<tr>
<td>11</td>
<td>Kolkata</td>
<td>32.01%</td>
</tr>
<tr>
<td>12</td>
<td>Howrah</td>
<td>3.56%</td>
</tr>
<tr>
<td>13</td>
<td>Hooghly</td>
<td>4.80%</td>
</tr>
<tr>
<td>14</td>
<td>Purba Medinipur</td>
<td>3.38%</td>
</tr>
<tr>
<td>15</td>
<td>Paschim Medinipur</td>
<td>5.34%</td>
</tr>
<tr>
<td>16</td>
<td>Bankura</td>
<td>3.75%</td>
</tr>
<tr>
<td>17</td>
<td>Purulia</td>
<td>2.55%</td>
</tr>
<tr>
<td>18</td>
<td>Burdwan</td>
<td>6.58%</td>
</tr>
<tr>
<td>19</td>
<td>Birbhum</td>
<td>2.64%</td>
</tr>
<tr>
<td></td>
<td><strong>West Bengal</strong></td>
<td><strong>100.00%</strong></td>
</tr>
</tbody>
</table>

District wise percentage distribution of State Government employees by group of service has been presented in Table 3.6. The corresponding figures in Kolkata are 32.01%, 25.22%, 28.21%, 25.85% and 29.25% in respect of Group A, B, C, D and Others respectively which surpasses other districts with quite a good margin. It is also observed that over all groups more than 27 per cent were employed in Kolkata.

### 3.2 Classification of Employees by Social Group

#### Table 3.7 Employees of Government of West Bengal by Social Category

<table>
<thead>
<tr>
<th>Social Category</th>
<th>Total Employees (In No.)</th>
<th>Percentage Change</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2012-13</td>
<td>2013-14</td>
</tr>
<tr>
<td>(1)</td>
<td>(2)</td>
<td>(3)</td>
</tr>
<tr>
<td>Scheduled Caste</td>
<td>59573 (16.82)</td>
<td>62462(17.67)</td>
</tr>
<tr>
<td>Scheduled Tribe</td>
<td>16946 (4.78)</td>
<td>19274(5.45)</td>
</tr>
<tr>
<td>O.B.C.</td>
<td>12267 (3.46)</td>
<td>15001(4.24)</td>
</tr>
<tr>
<td>General</td>
<td>265446 (74.94)</td>
<td>256788(72.64)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>354232 (100.00)</strong></td>
<td><strong>353525(100.00)</strong></td>
</tr>
</tbody>
</table>
It is seen from Table 3.7 that number of General employees had decreased by 3.26 per cent in 2013-14 as compared to 2012-13. However, in case of Scheduled Caste (S.C.), Scheduled Tribe (S.T.) and O.B.C. the number of employees in Government of West Bengal had increased by 4.85 per cent, 13.74 per cent and 22.29 per cent respectively in 2013-14 as compared to 2012-13, although, as mentioned earlier, at aggregate level the total number of State Government employees had decreased in 2013-14 by 0.20 per cent.

Table 3.8 Distribution of State Government Employees by Social Category and Group of Service

<table>
<thead>
<tr>
<th>Year</th>
<th>Category</th>
<th>Scheduled Caste</th>
<th>Scheduled Tribe</th>
<th>O.B.C.</th>
<th>General</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>(1)</td>
<td>(2)</td>
<td>(3)</td>
<td>(4)</td>
<td>(5)</td>
</tr>
<tr>
<td>2012-13</td>
<td>Group A</td>
<td>6074</td>
<td>1393</td>
<td>1052</td>
<td>40162</td>
<td>48681</td>
</tr>
<tr>
<td></td>
<td>Group B</td>
<td>20008</td>
<td>5390</td>
<td>3566</td>
<td>108525</td>
<td>137489</td>
</tr>
<tr>
<td></td>
<td>Group C</td>
<td>26390</td>
<td>7557</td>
<td>6283</td>
<td>95121</td>
<td>135351</td>
</tr>
<tr>
<td></td>
<td>Group D</td>
<td>6970</td>
<td>2572</td>
<td>1328</td>
<td>20742</td>
<td>31612</td>
</tr>
<tr>
<td></td>
<td>Others</td>
<td>131</td>
<td>34</td>
<td>38</td>
<td>896</td>
<td>1099</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>59573</td>
<td>16946</td>
<td>12267</td>
<td>265446</td>
<td>354232</td>
</tr>
<tr>
<td>2013-14</td>
<td>Group A</td>
<td>6412</td>
<td>1498</td>
<td>1207</td>
<td>40753</td>
<td>49870</td>
</tr>
<tr>
<td></td>
<td>Group B</td>
<td>20136</td>
<td>6049</td>
<td>4232</td>
<td>103376</td>
<td>133793</td>
</tr>
<tr>
<td></td>
<td>Group C</td>
<td>29498</td>
<td>9638</td>
<td>8157</td>
<td>93155</td>
<td>140448</td>
</tr>
<tr>
<td></td>
<td>Group D</td>
<td>6302</td>
<td>2054</td>
<td>1374</td>
<td>18648</td>
<td>28378</td>
</tr>
<tr>
<td></td>
<td>Others</td>
<td>114</td>
<td>35</td>
<td>31</td>
<td>866</td>
<td>1036</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>62462</td>
<td>19274</td>
<td>15001</td>
<td>256788</td>
<td>353525</td>
</tr>
</tbody>
</table>

% Change

<table>
<thead>
<tr>
<th>Year</th>
<th>Category</th>
<th>Scheduled Caste</th>
<th>Scheduled Tribe</th>
<th>O.B.C.</th>
<th>General</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>(1)</td>
<td>(2)</td>
<td>(3)</td>
<td>(4)</td>
<td>(5)</td>
</tr>
<tr>
<td></td>
<td>Group A</td>
<td>5.57</td>
<td>7.54</td>
<td>14.73</td>
<td>1.47</td>
<td>2.00</td>
</tr>
<tr>
<td></td>
<td>Group B</td>
<td>0.64</td>
<td>12.23</td>
<td>18.68</td>
<td>-5.00</td>
<td>-2.69</td>
</tr>
<tr>
<td></td>
<td>Group C</td>
<td>11.78</td>
<td>27.54</td>
<td>29.83</td>
<td>-3.02</td>
<td>3.77</td>
</tr>
<tr>
<td></td>
<td>Group D</td>
<td>-9.58</td>
<td>-20.14</td>
<td>3.46</td>
<td>-10.10</td>
<td>-10.23</td>
</tr>
<tr>
<td></td>
<td>Others</td>
<td>-12.98</td>
<td>2.94</td>
<td>-18.42</td>
<td>-4.46</td>
<td>-5.73</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>4.85</td>
<td>13.74</td>
<td>22.29</td>
<td>-3.00</td>
<td>-0.20</td>
</tr>
</tbody>
</table>

Table 3.8 shows that Group ‘A’ employees in all the social categories had increased in 2013-14. In case of Group ‘B’ number of employees had increased in all categories except general and total in 2013-14. In case of Group ‘C’ number of employees in all categories had also been increased except general in 2013-14. The number of Group ‘D’ employees under all categories except OBC (i.e. SC, ST and Others) had been decreased in 2013-14.

Table 3.9 District wise Percentage Distribution of SC, ST and OBC Employees

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>District</th>
<th>Scheduled Caste</th>
<th>Scheduled Tribe</th>
<th>OBC</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Darjeeling</td>
<td>20.63</td>
<td>17.98</td>
<td>6.86</td>
</tr>
<tr>
<td>2</td>
<td>Coochbehar</td>
<td>30.24</td>
<td>6.05</td>
<td>3.55</td>
</tr>
<tr>
<td>3</td>
<td>Jalpaiguri</td>
<td>28.43</td>
<td>11.73</td>
<td>4.96</td>
</tr>
<tr>
<td>4</td>
<td>Uttar Dinajpur</td>
<td>23.88</td>
<td>6.24</td>
<td>3.37</td>
</tr>
<tr>
<td>5</td>
<td>Dakshin Dinajpur</td>
<td>19.21</td>
<td>7.58</td>
<td>3.87</td>
</tr>
<tr>
<td>6</td>
<td>Malda</td>
<td>18.52</td>
<td>4.62</td>
<td>4.72</td>
</tr>
<tr>
<td>7</td>
<td>Murshidabad</td>
<td>17.45</td>
<td>2.44</td>
<td>3.90</td>
</tr>
<tr>
<td>8</td>
<td>Nadia</td>
<td>19.07</td>
<td>2.73</td>
<td>4.66</td>
</tr>
<tr>
<td>9</td>
<td>North 24 Parganas</td>
<td>20.05</td>
<td>4.39</td>
<td>7.01</td>
</tr>
<tr>
<td>10</td>
<td>South 24 Parganas</td>
<td>20.00</td>
<td>2.07</td>
<td>2.97</td>
</tr>
<tr>
<td>11</td>
<td>Kolkata</td>
<td>15.71</td>
<td>3.09</td>
<td>3.42</td>
</tr>
</tbody>
</table>

Contd.
District wise percentage distribution of SC, ST and OBC employees of the Government of West Bengal has been presented in Table 3.8 above. It is seen from the above Table that Schedule Caste employees were maximum in Coochbehar while Scheduled Tribe employees were maximum in Darjeeling. In case of Other Backward Classes (OBC) percentage of State Government employees was maximum for Purulia in 2013-14. The graph hereunder exhibits this pattern:

3.3 Classification of Employees by Age Group and by Group of Service

<table>
<thead>
<tr>
<th>Age Groups (In years)</th>
<th>Group A</th>
<th>Group B</th>
<th>Group C</th>
<th>Group D</th>
<th>Others</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Below 30</td>
<td>5.18</td>
<td>4.19</td>
<td>23.76</td>
<td>12.87</td>
<td>21.96</td>
<td>12.87</td>
</tr>
<tr>
<td>31-40</td>
<td>23.49</td>
<td>14.36</td>
<td>20.78</td>
<td>32.69</td>
<td>21.28</td>
<td>19.58</td>
</tr>
<tr>
<td>41-50</td>
<td>32.15</td>
<td>36.96</td>
<td>19.57</td>
<td>35.35</td>
<td>34.97</td>
<td>29.26</td>
</tr>
<tr>
<td>51-60</td>
<td>39.18</td>
<td>44.49</td>
<td>35.89</td>
<td>19.09</td>
<td>21.79</td>
<td>38.29</td>
</tr>
<tr>
<td>Total</td>
<td>100.00</td>
<td>100.00</td>
<td>100.00</td>
<td>100.00</td>
<td>100.00</td>
<td>100.00</td>
</tr>
</tbody>
</table>

Percentage distribution of State Government employees by age group has been furnished in Table 3.10. It is evident from the said Table that employees in Groups ‘A’, ‘B’ and ‘C’ are mostly concentrated in the age group 51-60. In case of Group ‘D’ maximum employees belonged to the age group 41-50 in 2013-14. Percentage of employees in the age group “Below 30 years” was more or less 5 in Groups ‘A’ & ‘B’ in 2013-14. For the State as a whole the percentage of employees in the age group “Below 30 years” was 12.87 in 2013-14. The graph below depicts the same.
From the graph it is revealed that increasing pattern in number of employees has been observed across Age Group for Group A, Group B and Total, but this not true in case of Group C, Group D and others.

Table 3.11 Percentage differential over years of operation of State Government Employees by Age Group and Group of Service

<table>
<thead>
<tr>
<th>Year</th>
<th>Age Group (In years)</th>
<th>Group A</th>
<th>Group B</th>
<th>Group C</th>
<th>Group D</th>
<th>Others</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(1)</td>
<td>(2)</td>
<td>(3)</td>
<td>(4)</td>
<td>(5)</td>
<td>(6)</td>
<td>(7)</td>
</tr>
<tr>
<td>2012-13</td>
<td>Below 30</td>
<td>2153</td>
<td>4900</td>
<td>18865</td>
<td>2891</td>
<td>211</td>
<td>29020</td>
</tr>
<tr>
<td></td>
<td>31-40</td>
<td>10701</td>
<td>17880</td>
<td>23256</td>
<td>8245</td>
<td>286</td>
<td>60368</td>
</tr>
<tr>
<td></td>
<td>41-50</td>
<td>15096</td>
<td>47502</td>
<td>31993</td>
<td>11709</td>
<td>323</td>
<td>106623</td>
</tr>
<tr>
<td></td>
<td>51-60</td>
<td>20731</td>
<td>67207</td>
<td>61237</td>
<td>8767</td>
<td>279</td>
<td>158221</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>48681</td>
<td>137489</td>
<td>135351</td>
<td>31612</td>
<td>1099</td>
<td>354232</td>
</tr>
<tr>
<td>2013-14</td>
<td>Below 30</td>
<td>2585</td>
<td>5570</td>
<td>33446</td>
<td>3672</td>
<td>228</td>
<td>45501</td>
</tr>
<tr>
<td></td>
<td>31-40</td>
<td>11680</td>
<td>19052</td>
<td>29022</td>
<td>9241</td>
<td>219</td>
<td>69214</td>
</tr>
<tr>
<td></td>
<td>41-50</td>
<td>16073</td>
<td>49450</td>
<td>27519</td>
<td>10036</td>
<td>363</td>
<td>103441</td>
</tr>
<tr>
<td></td>
<td>51-60</td>
<td>19532</td>
<td>59721</td>
<td>50461</td>
<td>5429</td>
<td>226</td>
<td>135369</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>49870</td>
<td>133793</td>
<td>140448</td>
<td>28378</td>
<td>1036</td>
<td>353525</td>
</tr>
</tbody>
</table>

% Change

<table>
<thead>
<tr>
<th></th>
<th>Below 30</th>
<th>31-40</th>
<th>41-50</th>
<th>51-60</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Below 30</td>
<td>20.07</td>
<td>13.67</td>
<td>77.29</td>
<td>-11.14</td>
<td>-5.73</td>
</tr>
<tr>
<td>31-40</td>
<td>12.08</td>
<td>12.38</td>
<td>-13.98</td>
<td>-17.60</td>
<td>-8.06</td>
</tr>
<tr>
<td>41-50</td>
<td>-2.98</td>
<td>-9.91</td>
<td>-14.29</td>
<td>-38.07</td>
<td>-14.44</td>
</tr>
<tr>
<td>51-60</td>
<td>-14.44</td>
<td>-19.00</td>
<td>-12.38</td>
<td>-38.07</td>
<td>-5.73</td>
</tr>
</tbody>
</table>

Table 3.11 portrays a comparison of State Government employees by age group and group of service over the years 2012-13 and 2013-14. It is seen from this table that out of decrease in total employees at aggregate level by 0.20 per cent in 2013-14, maximum decrease had observed in the age group 51-60 (14.44%) and also the decreasing trend in that age group is revealed in all the group of services A, B, C, D and Others. There is also a very high increasing trend that prevails in the age-group “below 30”. The age-group “41-50” reveals decreasing trend for Group-C & Group-D.
District wise percentage distribution of employees of the Government of West Bengal over the age group has been furnished in Table 3.12. It is seen from Table 3.12 that more than 67 percent of the employees of the Government were in the age groups 41-50 and 51-60. The percentage of employees in the highest age group was maximum for Birbhum (45.24%). However, this percentage in the lowest age group (Up to 30 years) was maximum in case of North 24 Parganas (26.67%).

**Districtwise percentage distribution of employees by age-group has been furnished in chart-IV**

![Chart - IV](image-url)
3.4 Classification of Employees by Educational Qualification

The percentage distribution of State Government employees classified by their educational qualification has been furnished in Table 3.13 below.

<table>
<thead>
<tr>
<th>Educational Qualifications</th>
<th>Percentage of Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2012-13</td>
</tr>
<tr>
<td>(1)</td>
<td>2013-14</td>
</tr>
<tr>
<td>Non Madhyamik Non-Technical</td>
<td>26.70</td>
</tr>
<tr>
<td>Non Madhyamik Technical</td>
<td>3.34</td>
</tr>
<tr>
<td>Madhyamik</td>
<td>29.36</td>
</tr>
<tr>
<td>Madhyamik Technical</td>
<td>8.71</td>
</tr>
<tr>
<td>General Graduate &amp; above</td>
<td>22.81</td>
</tr>
<tr>
<td>Technical Graduate &amp; above</td>
<td>4.89</td>
</tr>
<tr>
<td>Not Specified</td>
<td>4.19</td>
</tr>
<tr>
<td>All</td>
<td>100.00</td>
</tr>
</tbody>
</table>

It is seen from Table 3.13 that more than 70 per cent of the employees had educational qualification secondary level and above for 2013-14. Also educational qualifications of around 30 per cent of the State Government employees were below secondary level and having no technical qualification. Further, more than 30 per cent of the employees had educational qualification of graduate level and above (either in general or technical stream).

Table 3.14 Percentage Distribution of Employees by Group of Service and by Educational Qualification over the years

<table>
<thead>
<tr>
<th>Educational Qualifications</th>
<th>2012-13</th>
<th>2013-14</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(1)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non Madhyamik Non-Technical</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non Madhyamik Technical</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Madhyamik</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Madhyamik Technical</td>
<td></td>
<td></td>
</tr>
<tr>
<td>General Graduate &amp; above</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Technical Graduate &amp; above</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not Specified</td>
<td></td>
<td></td>
</tr>
<tr>
<td>All</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

It is observed from Table 3.14 that both in 2012-13 and 2013-14 around 73 per cent of Group A employees were either General Graduate & above or Technical Graduate & above qualification. Also educational qualifications of Group B Employees around 66 per cent in 2012-13 and 66 per cent in 2013-14 were either Madhyamik or General Graduate & above. Around 73 per cent in 2012-13 and 75 per cent in 2013-14 of Group C Employees were either Non Madhyamik Non-Technical or Madhyamik Qualification. Further, more than 70 per cent in 2012-13 and 65 per cent in 2013-14 of Group D Employees possessed Non Madhyamik Non-Technical qualification and Non Madhyamik Technical.
Chapter Four

4.1 Employees by Pay Range

The concept of pay used in Census refers to Basic Pay and also to Total Emoluments (including allowances, special pay etc. as admissible by the Government of West Bengal). The distribution of employees of the Government of West Bengal by basic pay group is presented in Table 4.1 below:

### Table 4.1 Number of State Government Employees by Basic Pay Group

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Basic Pay Group</th>
<th>2012-13 Employees</th>
<th>2013-14 Employees</th>
<th>Difference in % (7)=(6)-(4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Up to Rs.6600</td>
<td>3294</td>
<td>3473</td>
<td>0.05</td>
</tr>
<tr>
<td>2</td>
<td>Rs.6601- Rs.10770</td>
<td>97263</td>
<td>94747</td>
<td>-0.66</td>
</tr>
<tr>
<td>3</td>
<td>Rs.10771- Rs.12840</td>
<td>60555</td>
<td>60029</td>
<td>-0.14</td>
</tr>
<tr>
<td>4</td>
<td>Rs.12841- Rs.15760</td>
<td>63055</td>
<td>64001</td>
<td>0.3</td>
</tr>
<tr>
<td>5</td>
<td>Rs.15761- Rs.19620</td>
<td>68921</td>
<td>65049</td>
<td>-1.06</td>
</tr>
<tr>
<td>6</td>
<td>Rs.19621- Rs.24460</td>
<td>34501</td>
<td>38066</td>
<td>1.03</td>
</tr>
<tr>
<td>7</td>
<td>Rs.24461- Rs.27520</td>
<td>8047</td>
<td>8691</td>
<td>0.29</td>
</tr>
<tr>
<td>8</td>
<td>Rs.27521- Rs.28560</td>
<td>1522</td>
<td>1621</td>
<td>0.03</td>
</tr>
<tr>
<td>9</td>
<td>Rs.28561- Rs.33580</td>
<td>5869</td>
<td>6075</td>
<td>0.06</td>
</tr>
<tr>
<td>10</td>
<td>Rs.33581- Rs.45270</td>
<td>7075</td>
<td>6883</td>
<td>-0.05</td>
</tr>
<tr>
<td>11</td>
<td>Rs.45271- Rs.51130</td>
<td>1059</td>
<td>1916</td>
<td>0.24</td>
</tr>
<tr>
<td>12</td>
<td>Rs.51131 &amp; Above</td>
<td>1872</td>
<td>1938</td>
<td>0.02</td>
</tr>
<tr>
<td>13</td>
<td>Not classified by Basic Pay</td>
<td>1099</td>
<td>1036</td>
<td>0.01</td>
</tr>
<tr>
<td>All</td>
<td></td>
<td>354232</td>
<td>353525</td>
<td>100.00</td>
</tr>
</tbody>
</table>

It is observed from Table 4.1 that maximum employees are concentrated at the lower basic pay range and minimum at the ends. Around 27 per cent of the employees of the Government of West Bengal were in the basic pay group Rs.6601- Rs.10770 for the years 2012-13 & 2013-14. It is also observed that more than 90 per cent of the Government employees fell in the basic pay range Rs.6601- Rs.24460.

4.2 Classification of Employees by Emoluments Group

### Table 4.2 Number of State Government Employees by Emolument group as on 31.01.2014

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Emoluments</th>
<th>Employees</th>
<th>% of Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Below Rs.11000</td>
<td>2180</td>
<td>0.62</td>
</tr>
<tr>
<td>2</td>
<td>Rs.11001- Rs.13000</td>
<td>10112</td>
<td>2.86</td>
</tr>
<tr>
<td>3</td>
<td>Rs.13001- Rs.25000</td>
<td>179648</td>
<td>50.82</td>
</tr>
<tr>
<td>4</td>
<td>Rs.25001- Rs.40000</td>
<td>127259</td>
<td>36.00</td>
</tr>
<tr>
<td>5</td>
<td>Rs.40001- Rs.60000</td>
<td>22614</td>
<td>6.40</td>
</tr>
<tr>
<td>6</td>
<td>Rs.60001- Rs.75000</td>
<td>4657</td>
<td>1.32</td>
</tr>
<tr>
<td>7</td>
<td>Rs.75001- Rs.100000</td>
<td>5318</td>
<td>1.50</td>
</tr>
<tr>
<td>8</td>
<td>Rs.100001 &amp; Above</td>
<td>1737</td>
<td>0.49</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>353525</td>
<td>100.00</td>
</tr>
</tbody>
</table>

It is observed from Table 4.2 that most of the employees (around 87 per cent) were in the monthly emolument range from Rs.13001 to Rs.40000. It is least at the two ends of the emolument groups i.e. below Rs.11000 and Rs.100001 and above.
Table 4.3 Average Emoluments per Employee by Service Group

<table>
<thead>
<tr>
<th>Service Group</th>
<th>2012-13</th>
<th>2013-14</th>
<th>Percentage Increase of Average Emoluments</th>
</tr>
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<td>% of Employees</td>
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<td>% of Employees</td>
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It is seen from Table 4.3 that average emoluments of the employees of the Government of West Bengal had been increased by 5.4 per cent in 2013-14 as compared to its level for the year 2012-13. Of the four groups of service the increase in average emoluments in Group ‘D’ was minimum (1.5 per cent) in 2013-14. However, it was negative for the category ‘Others’ (having consolidated pay) and for this category the decrease in average emoluments was 24 per cent. The graph hereunder is explanatory.
Chapter Five

5.1 Trend in Total Employment

The trend observed in the employees of the Government of West Bengal has been furnished in Table 5.1 below:

Table 5.1 Trend in Employees of the Government of West Bengal

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Employee (Number)</th>
<th>Estimated Mid-year population (in lakh) as on 1st October</th>
<th>No. of employees per lakh of Population</th>
<th>Index with base 1960=100</th>
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<td></td>
<td></td>
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</tr>
<tr>
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<td>(1)</td>
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<tr>
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<td>1980</td>
<td>365610</td>
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<tr>
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<td>634</td>
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<td>217</td>
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<tr>
<td>2005</td>
<td>395203</td>
<td>848.42</td>
<td>466</td>
<td>195</td>
</tr>
<tr>
<td>2006</td>
<td>382847</td>
<td>857.68</td>
<td>446</td>
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<td>2007</td>
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<td>353525</td>
<td>956.17</td>
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<td>174</td>
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</table>

Total employees, estimated mid-year population and number of employees per lakh of population have been furnished from 1960 onwards (decadal up to 2000 and year wise from 2005) in the Table 5.1 above. Index for employees and population (with base 1960=100) shows that index of employees was higher than the same for population up to 1990 but from 2000 onwards these indices moved in reverse direction.

5.2 Trend in Female Employment

Table 5.2 Trend in Female Employees of Government of West Bengal

<table>
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<tr>
<th>Year</th>
<th>Employees ('000 Number)</th>
<th>% of Female to Total</th>
<th>Index with base 1960=100</th>
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<td>1970</td>
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</tr>
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<td>2010-11</td>
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It is observed from Table 5.2 above that percentage of female employees to total has been increased since 1960. Further, it is evident from this Table that indices for female employees were consistently higher than that for total employees over past five decades.
5.3 Trend in Employment at District Level

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Notes: (i) Figures for 1960, 1970, 1980 and 1990 for the combined district Dinajpur have been shown against Dakshin Dinajpur. (ii) Figures for 1960, 1970 and 1980 for the combined district 24 Parganas have been shown against North 24 parganas. (iii) Figures for 1960, 1970, 1980, 1990 and 2000 for the combined district Medinipur have been shown against Paschim Medinipur.

It is observed from Table 5.3 that maximum number of persons was employed in Kolkata over the decades. Also more than 50 per cent of the State Government employees were concentrated in the districts namely, Kolkata, Burdwan, 24 Parganas (North & South) and Paschim Medinipur. The three graphs overleaf explain the said observations.
Chart - VI

No. of Employees per lakh of Population for West Bengal

Chart – VII

Percentage of Female Employees to Total for West Bengal
APPENDIX – I

Districtwise Detailed Tables
Distribution of employees of Govt. of West Bengal by Districts, by Sex and by Group of Service as on 31.01.2014

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ALL DISTRICT 40035  9835  49870  99396  34397  133793  121192  19256  140448  23189  5189  28378  852  184  1036  284664  68861  353525
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Staff Census, 2013-14: Table-A.2

Distribution of employees of Govt. of W. B. by District, by Group of Service and by Social group (SC, ST & OBC) as on 31.01.2014
### Staff Census, 2013-14: Table A.3

Distribution of Female employees of Govt. of W. B. by District by Group of Service and by Social group (SC, ST, & OBC) as on 31.01.2014

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**ALL DISTRICT**

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### Percentage Distribution of employees of Govt. of W. B. by District, by Group & by status of service as on 31.01.2014

**Staff Census, 2013-14: Table-A.4**

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**ALL DISTRICT**

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### Distribution of employees of Govt. of W. B. by District & by Scale of pay as on 31.01.2014

#### Staff Census, 2013-14: Table-A.5

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28
### Codes for ROPA 2009 Scale

#### Distribution of employees of Govt. of W. B. by District & by Scale of pay as on 31.01.2014

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29
Staff Census, 2013-14: Table-A.6
Distribution of employees of Govt. of W. B. by District and by Basic pay group as on 31.01.2014

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**AVERAGE**

| AVERAGE | 50663 | 29771 | 20034 | 14507 | 13830 | 27579 |
Percentage distribution of employees of Govt. of West Bengal categorised by Educational Qualification districtwise as on 31.01.2014

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</table>

| ALL DISTRICT  | 353525         | 26.62                        | 2.37                    | 30.07               | 9.05                            | 23.46                         | 4.95                          | 3.48          | 100   |
| DISTRICT CODE | <30 | 31  | 41  | 51  | <30 | 31  | 41  | 51  | <30 | 31  | 41  | 51  | <30 | 31  | 41  | 51  | <30 | 31  | 41  | 51  | TOTAL |
|---------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|--------|
| 01            | 9.0 | 16.2| 12.7| 12.0| 19.6| 36.9| 42.1| 38.0| 59.0| 32.4| 33.9| 43.3| 12.2| 14.3| 11.2| 6.6 | 0.2 | 0.2 | 0.1 | 0.1 | 100  |
| 02            | 16.6| 25.0| 11.8| 8.4 | 33.7| 30.5| 49.0| 42.0| 38.3| 27.1| 31.6| 44.1| 10.1| 17.4| 7.5 | 5.4 | 1.3 | 0.0 | 0.1 | 0.1 | 100  |
| 03            | 5.4 | 24.1| 12.8| 10.9| 7.0 | 24.3| 37.6| 39.9| 83.4| 38.1| 34.0| 41.8| 4.0 | 13.1| 14.5| 7.4 | 0.2 | 0.4 | 1.1 | 0.0 | 100  |
| 04            | 6.0 | 17.1| 13.8| 9.1 | 10.6| 34.3| 52.4| 48.6| 77.2| 37.5| 24.6| 38.8| 6.2 | 10.9| 8.9 | 3.1 | 0.0 | 0.2 | 0.3 | 0.4 | 100  |
| 05            | 12.3| 17.0| 10.5| 9.4 | 26.2| 35.4| 54.0| 51.6| 46.5| 34.5| 26.5| 36.1| 14.1| 12.7| 9.0 | 2.9 | 0.9 | 0.4 | 0.0 | 0.0 | 100  |
| 06            | 13.7| 21.4| 13.9| 8.6 | 28.0| 26.0| 42.1| 48.0| 39.0| 32.0| 29.4| 38.8| 19.3| 20.3| 14.6| 4.4 | 0.0 | 0.3 | 0.0 | 0.2 | 100  |
| 07            | 12.3| 20.1| 13.8| 9.9 | 20.7| 30.5| 47.4| 44.6| 54.3| 35.4| 28.8| 40.5| 11.4| 13.6| 9.6 | 4.9 | 1.3 | 0.4 | 0.4 | 0.1 | 100  |
| 08            | 7.2 | 16.9| 17.4| 12.3| 13.0| 31.0| 40.6| 40.6| 70.1| 34.4| 30.8| 43.9| 8.7 | 17.1| 10.5| 3.0 | 1.0 | 0.6 | 0.7 | 0.2 | 100  |
| 09            | 2.2 | 14.5| 15.2| 14.5| 3.4 | 32.0| 52.5| 50.2| 90.4| 41.0| 23.5| 32.5| 4.0 | 12.5| 8.8 | 2.7 | 0.0 | 0.0 | 0.0 | 0.1 | 100  |
| 10            | 7.9 | 16.8| 17.1| 14.2| 18.8| 33.0| 52.5| 52.1| 62.4| 38.1| 22.8| 29.8| 10.8| 11.9| 7.4 | 3.8 | 0.1 | 0.2 | 0.2 | 0.1 | 100  |
| 11            | 2.6 | 14.3| 17.5| 22.1| 9.2 | 21.3| 47.2| 41.8| 79.4| 52.7| 25.2| 33.0| 8.2 | 11.5| 9.5 | 2.9 | 0.6 | 0.2 | 0.6 | 0.2 | 100  |
| 12            | 6.4 | 11.4| 14.8| 14.2| 16.0| 31.3| 56.0| 50.4| 70.9| 48.6| 22.3| 31.9| 6.7 | 8.6 | 6.7 | 3.3 | 0.0 | 0.1 | 0.2 | 0.2 | 100  |
| 13            | 9.8 | 18.8| 18.4| 16.1| 19.3| 30.5| 49.0| 46.4| 57.9| 38.7| 23.2| 33.9| 12.1| 11.6| 9.2 | 3.4 | 0.9 | 0.4 | 0.2 | 0.2 | 100  |
| 14            | 20.1| 23.8| 18.6| 12.4| 17.5| 32.5| 42.1| 46.8| 46.2| 30.2| 28.2| 35.9| 14.5| 13.0| 10.9| 4.9 | 1.7 | 0.5 | 0.2 | 0.0 | 100  |
| 15            | 7.7 | 17.9| 11.6| 10.8| 14.1| 27.7| 56.5| 43.7| 67.6| 39.2| 24.4| 40.7| 10.5| 15.0| 7.5 | 4.7 | 0.1 | 0.2 | 0.0 | 0.1 | 100  |
| 16            | 4.9 | 19.9| 15.7| 11.3| 13.8| 28.4| 42.3| 38.0| 75.4| 36.1| 31.3| 46.0| 5.2 | 15.3| 9.8 | 4.6 | 0.7 | 0.3 | 0.9 | 0.1 | 100  |
| 17            | 3.9 | 20.5| 14.1| 9.3 | 11.0| 24.1| 48.4| 43.9| 81.4| 42.5| 25.5| 39.5| 3.4 | 12.8| 11.8| 7.1 | 0.3 | 0.1 | 0.2 | 0.2 | 100  |
| 18            | 7.9 | 16.7| 15.8| 12.7| 20.0| 29.3| 46.8| 43.7| 55.2| 34.5| 25.3| 39.3| 14.0| 17.6| 11.7| 3.5 | 2.9 | 1.9 | 0.4 | 0.8 | 100  |
| 19            | 12.0| 19.9| 13.8| 10.4| 21.1| 26.6| 47.4| 42.7| 52.5| 33.9| 27.7| 43.1| 14.4| 19.6| 11.0| 3.7 | 0.0 | 0.0 | 0.1 | 0.1 | 100  |

**Staff Census, 2013-14: Table A.10**

Percentage Distribution of employees of Govt. of West Bengal by District & by Group of Service and Age group as on 31.01.2014
## Distribution of employees of Govt. of West Bengal by District and by Religion as on 31.01.2014

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<th>CHRISTIAN</th>
<th>SIKH</th>
<th>BUDDHIST</th>
<th>JAIN</th>
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APPENDIX – II

Code List
Table A.12  Code List for the Districts of West Bengal

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## Table A.13 Code List for Scale of Pay of Employees as on 31-01-2014

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