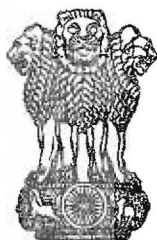


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सत्यमेव जयते

**CENSUS OF MEGHALAYA GOVERNMENT
EMPLOYEES**

As on 31st March 1972

**GOVERNMENT OF MEGHALAYA
PLANNING DEPARTMENT**

**DIRECTORATE OF ECONOMICS AND STATISTICS
MEGHALAYA SHILLONG**

Foreword

This is the first report on Census of Meghalaya Government employees (as on 31st March, 1972) being issued by the Directorate of Economics and Statistics of the Government of Meghalaya. Though the publication of such reports is quite usual with other State Governments, this could not be attempted so far in Meghalaya due to the shortage of personnel in the Directorate. It is proposed to make it an annual feature and to bring it out regularly.

The report was prepared under the supervision of Shri R. P. Kharmujai, Officer on Special Duty. Shri P. K. Baruah, Research Officer designed the proforma and prepared the report assisted by Smti. A. Kharsyntiew, Inspector of Statistics.

We would like to place on record our commendation and appreciation of their work.

Dated Shillong :

The 2nd February 1974.

RAMESH CHANDRA,
Financial Commissioner and Special
Secretary, Planning, etc.

CENSUS OF MEGHALAYA GOVERNMENT EMPLOYEES

(As on 31st March 1972)

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INTRODUCTION

Chapter I

1.1. The Census of Meghalaya Government Employees was among the first tasks undertaken by the newly established Directorate of Economics and Statistics of the State Government. As elsewhere in India, this Census will be an annual feature in the work programme of the State Directorate. The aim of the Census is to collect data that would throw light on varied aspects of the Government employees apart from measuring the changing volume of State Government Employment. These information provide the useful tools for decision making by Government in running the administration. The Census of Meghalaya Government Employees as on the 31st March, 1972 is the first in the series of the annual censuses to be undertaken. For the purpose of All-India comparison, the 31st March, of the year has been chosen as the reference date.

1.2. The scope of the present Census is somewhat limited in the sense that only certain information have been collected. This was because of the realization of the many limitations inherent in the administrative set up of a new State both at the reporting as at the receiving end, as well as of the need to bring out the report in minimum time. In course of time, the scope would be enlarged to meet the requirement of data according to changes in time.

1.3. The data collected in the present Census relates to sex, service status, tenure of service, pay scales, basic pay, emoluments and castes and tribes. Also, an important feature is the information regarding employees taken on deputation and direct recruit by Meghalaya Government.

1.4. For the purpose of the Census, a Meghalaya Government Employee has been defined as that employed under the State Government on the reference date and paid directly by the State Government. This includes a person employed on permanent, temporary, work-charged or contract basis. A casual employee for whom a service roll is maintained was also brought under the purview of the Census.

1.5. For the purpose of this Census Report, an employee holding a non-permanent post on the reference date is treated as temporary though he might be confirmed elsewhere. It may be pointed out that an employee holding currently a temporary post but confirmed in the parent department should have been treated as permanent. But as in a large number of cases the reporting offices could not give this information, many confirmed employees may have come to be classified as temporary. The number of permanent employees indicated in this Report thus does not represent the exact number of the permanent incumbents under the State Government.

1.6. The basic data were collected by means of a circular requesting all the State Government offices to furnish the required information. A prescribed proforma along with the instructions for filling it was relayed down to the lowest level office through the administrative and heads of departments through this circular.

1.7. The response was, by and large, satisfactory. As per list of State Government offices furnished to the Directorate of Economics and Statistics, there were 191 offices under the State Government which were required to furnish the returns, 186 of these offices responded to the Census. The data compiled in this Report relate only to these offices. Till writing of this Report 5 offices have not supplied the information in spite of repeated reminders from different levels. These are :—

1. Officer on Special Duty, Fisheries, Shillong.
2. Superintendent, District Jail, Shillong.
3. District Agricultural Officer, Tura.
4. Civil Surgeon, Tura.
5. Superintendent, District Jail, Tura.

1.8. To enable inter-State Comparison of the employees, data for some of the States were collected from the available publications and presented in this report in an additional Table in the Appendix.

Main findings of the Census

1. The total number of employees under the Government of Meghalaya as on 31st March, 1972 was 9585. Out of this number 3,070 (32 per cent) were permanent and 6,515 (68.0 per cent) were temporary and otherwise.

2. Out of the total number of 9585 employees, 491 (5.12 per cent) were gazetted, 4,563 (47.61 per cent) were non-gazetted and 4531 (47.27 per cent) were Grade IV employees.

3. The Female employees constitute 10.23 per cent of the total number of employees.

4. The State Police Department employed the highest number of employees with 22.32 per cent of the total. This is followed by Public Works Department, Medical and Public Health Department, Education Department and Community Development Department with 15.90 per cent, 13.23 per cent, 8.92 per cent and 8.50 per cent respectively as on 31st March 1972.

5. Among the three districts of the State of Meghalaya, Khasi Hills district had the highest concentration of these employees accounting for 61.72 per cent followed by Garo Hills (30.71 per cent) and Jaintia Hills (8.17 per cent).

6. State Government Employees in the Secretariat (Shillong) constituted 4.28 per cent and in the heads of the departments (Shillong) 6.60 per cent. The remaining 89.12 per cent of the employees were accounted by other offices.

7. The share of female in State Government employment in Khasi Hills district, Garo Hills district and Jaintia Hills district constituted 12.80 per cent, 3.87 per cent and 14.94 per cent respectively.

8. The population-employee ratio for Meghalaya works out 106:1 on the basis of the 1971 population figure.

9. Out of the total of 9,585 State Government Employees' 1,138 persons were appointed directly by the Meghalaya Government. 8,436 persons were appointed on deputation from the Government of Assam and 11 persons were appointed on deputation from other Governments. These appointments constituted 11.87 per cent, 88.02 per cent and 0.11 per cent respectively.

10. State Government Employees drawing a basic pay less than Rs.750.00 per month constituted 98.96 per cent and employees drawing Rs.750.00 or more per month constituted 1.04 per cent to the total employees as on 31st March 1972.

11. Seventeen different pay scales in the Primary Scale and 23 different pay scale in the Secondary Scale were in existence as on 31st March 1972 State Government Employees drawing pay and allowances in the Primary Scale numbered 8,885, in the Secondary Scale 678 while 22 persons were found drawing pay other than Primary and Secondary Scales. These numbers constituted 92.7 per cent, 7.1 per cent and 0.2 per cent respectively.

12. Out of the total number of 9,585 employees, 5062 (52.81 per cent) belonged to Scheduled Tribes (Hills), 143 (1.49 per cent) belonged to the Scheduled Tribes (Plains), 1,209 (12.61 per cent) belonged to Other Backward Classes and 3,059 (31.92 per cent) belonged to other than the above three categories.

CHAPTER II

ANALYSIS OF RESULTS

2. STATE GOVERNMENT EMPLOYEES.

2.1. The total number of State Government Employees as on 31st March 1972 was 9585.

The classification of these employees according to status and tenure of services is given below :

TABLE I

Classification of employees according to status and tenure of service

Status	Tenure of Service		Total (col. 2 and 3)	Percentage to Total
	Permanent	Temporary		
(1)	(2)	(3)	(4)	(5)
1. Gazetted	225 (45.8)	266 (54.2)	491 (100.0)	5.12
2. Non-Gazetted (excluding Grade IV)	1,274 (27.9)	3,289 (72.1)	4,563 (100.0)	47.61
3. Grade IV	1,571 (34.7)	2,960 (65.3)	4,531 (100.0)	47.27
Total	3,070	6,515	9585	100.0
Percentage to total	32.0	68.0	(100.0)	

2.2. The Table I above shows that 5.12 per cent of the total number of employees were gazetted, 47.61 per cent were non-gazetted and 47.27 per cent were Grade IV employees. The table also reveals that temporary employees constituted the bulk of the government employment accounting for 68.0 per cent of the total number of employees, while 32.0 per cent of the employees were permanent in their respective posts held on the reference date. The ratio varies as between gazetted and non-gazetted (excluding Grade IV) employees.

2.3. Table II below shows the distribution of Female employees on the reference date. The number of Female employees in all category of posts constituted 9.56 per cent in 1970, 10.92 per cent in 1971 and 10.23 per cent in 1972 to the total number of employees in the respective years.

TABLE II

Distribution of Female Employees

Serial No. (1)	Department (2)	1970 (3)	1971 (4)	1972 (5)
1.	Medical and Public Health	158	179	264
2.	Education	76	167	219
3.	Community Development	56	58	61
4.	Public Works Department	40	53	100
5.	Secretariat	—	41	68
6.	All other Departments	90	121	269
7.	Total Female Employees	420	619	981
	Total number of Employees	4395	5671	9585
	Percentage of Female Employees to total employees	9.56	10.92	10.23

The bulk of the Female employees were found in the Medical and Public Health Department and also in the Education Department. This was due to the appointment of female nurses and female teachers in the Medical Department and Education Department. The female employees in other departments have been mainly employed as typists and in clerical jobs.

2.4. The distribution of employee according to sex is shown in Table II (A):

TABLE II (A)

Distribution of employees according to sex as on 31st March 1972

Serial No.	Year	Number of employees		
		Male	Female	Total
1.	1970	3975 (90.44)	420 (9.56)	4395 (100.00)
2.	1971	5052 (89.08)	619 (10.92)	5671 (100.00)
3.	1972	8604 (89.77)	981 (10.23)	9585 (100.00)

2.5. Table III given below shows the distribution of employees according to status, tenure of service and sex along with the percentage to total employees in each department.

TABLE III

Detailed Distribution of Employees in various Departments according to Status, Tenure of Services and Sex as on 31st March 1972

Serial No.	Departments	Gazetted			Non-Gazetted			Grade IV			Sex			Percentage to total (5+8+11)
		Perma- nent.	Tempo- rary	Total	Perma- nent	Tempo- rary	Total	Perma- nent	Tempo- rary	Total	Male	Female	Total	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
1	Accounts	3	1	4	30	24	54	4	5	9	43	24	67	0.70
2	Animal Husbandry and Veterinary ..	3	3	6	6	40	46	1	46	47	94	5	99	1.03
3	Agriculture	13	17	30	49	166	215	8	121	129	347	27	374	3.90
4	Community Development (Panchayat and C. D.).	9	40	49	14	551	565	..	201	201	754	61	815	8.50
5	Co-operation	4	1	5	29	72	101	9	67	76	170	12	182	1.90
6	Election	2	..	2	12	47	59	4	14	18	67	12	79	0.82
7	Excise .. .. .	..	3	3	6	9	15	7	30	37	49	6	55	0.57
8	Education	17	51	68	160	374	534	52	201	253	636	219	855	8.92
9	Economics and Statistics (including Evaluation Department).	1	1	2	6	27	33	4	5	9	38	6	44	0.46

10	Employment Services	..	..	3	...	3	13	14	27	6	9	15	43	2	45	0.47
11	Forest	4	1	5	52	70	122	48	99	147	259	15	274	0.286
12	Fisheries	2	9	11	2	4	6	17	..	17	0.18	
13	Geology and Mining	..	..	3	3	6	3	6	9	..	7	7	19	3	22	0.23
14	General Administration Department	..	..	20	7	27	41	51	92	67	40	107	201	35	226	2.36
15	Government Press	..	..	..	1	1	..	2	2	..	1	1	4	..	4	0.04
16	High Court	...	..	..	..	...	..	3	3	...	2	2	5	..	5	0.05
17	Housing (including Town Planning Organisation).			1	1	2	1	..	1	..	..	..	2	1	3	0.03
18	Health Services (including P. H. Medical).			31	38	69	104	539	643	31	525	556	1,004	264	<u>1,268</u>	13.23		
19	Industries	5	4	9	14	70	84	..	47	47	123	17	140	1.46

Serial No.	Department	Gazetted		Total	Non-Gazetted		Total	Grade IV		Total	Sex		Total (5+8+11)	Percentage to total	
		Perma- nent	Tempo- rary		Perma- net	Tempo- rary		Perma- nent	Tempo- rary		Male	Female			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	
20	Information and Public Relation	..	2	1	3	17	9	21	7	10	17	39	2	41	0.43
21	Judicial	...	1	..	1	3	2	5	...	7	7	13	...	13	0.14
22	Land Records and Survey	...	...	...	..	1	...	1	...	...	...	...	1	1	0.01
23	N. C. G.	...	..	..	..	1	17	18	1	40	41	54	5	59	0.62
24	P. W. D.	...	27	45	72	191	715	906	105	441	546	1,424	100	1524	15.90
25	Police	...	11	6	17	248	167	415	1134	573	1707	2113	26	2139	22.32
26	Relief and Rehabilitation	...	...	25	25	7	27	34	2	91	93	148	4	152	1.59

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	
27 Supply and Trade	4	2	6	18	39	57	7	32	39	92	10	102	1.06
28 Sericulture and Weaving	2	1	3	51	42	98	21	21	42	110	28	138	1.44
29 Soil Conservation	3	1	4	23	43	66	39	111	141	200	11	211	2.20
30 Secretariat	46	7	53	129	80	209	9	139	148	342	68	410	4.28
31 Stationery Stores	4	...	4	1	6	7	11	...	11	0.11
32 Selection Board	2	2	6	1	7	..	12	12	15	6	21	0.22
33 Social Welfare	1	1	..	1	1	...	1	1	2	1	3	0.03
34 Transport	1	1	2	13	49	62	5	27	32	87	9	96	1.00
35 Taxation	8	1	9	20	12	32	6	15	21	51	11	62	0.65
36 Tourism	1	...	1	2	2	4	...	...	...	5	...	5	0.05
37 Weights and Measures	1	1	3	9	12	...	10	10	23	...	23	0.24
Total ..			225	266	491	1274	3289	4563	1571	2960	4531	8604	981	9585	100.00

The above table reveals that the Police Department employed the highest number of persons (*i. e.*, 22.32 per cent) followed by P.W.D. (15.90 per cent), Medical and Public Health (13.23 per cent), Education (8.92 per cent), and Community Development (3.90 per cent). The above four departments together accounted for 68.9 per cent of the total number of employees of the State Government.

2.6. The percentage of employment in each of the above five departments in the year 1970, 1971 and 1972 is given in Table III (A) below:—

TABLE III(A)

Percentage of Employment

Sl. No.	Departments	1970	1971	1972
(1)	(2)	(3)	(4)	(5)
1.	Police Department	...	11.17	22.43
2.	Public Works Department	18.50	17.85	15.90
3.	Health Services (Medical Public Health)	18.18	14.85	13.23
4.	Education Department	10.40	12.42	8.92
5.	Community Development Department	17.43	13.45	8.50

2.7. The table IV below reveals that the highest number of State Government Employees were posted in Khasi Hills district which accounted for 61.12 per cent, followed by Garo Hills and Jaintia Hills district with 30.71 per cent and 8.17 per cent to the total number of employees respectively.

TABLE IV

Distribution of Employees according to status and district of posting

Sl. No.	District	Gazetted	Non-gazetted (Excluding Grade IV)	Grade IV	Total	Percentage of district total to grand total
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Khasi Hills ..	305	2,807	2,746	5,858	61.12
2.	Garo Hills ...	143	1,293	1,508	2,944	30.71
3.	Jaintia Hills ..	43	463	277	783	8.17
	Total ...	491	4,563	4,531	9,585	100.00

2.8. Table IV (A) below shows the distribution of State Government employees in the Head of Departments and the Secretariat. The Government employees including gazetted, non-gazetted and Grade IV in the Secretariat constituted 4.28 per cent, while those in the Heads of Departments at Shillong constituted 6.60 per cent. All other offices accounted 89.12 per cent to the total number of employees.

TABLE IV(A)

Distribution of State Government Employees [in the Heads of Departments and the Secretariat

Department	Gazetted	Non-gazetted (Excluding Grade IV)	Grade IV	Total	Percentage to total
(1)	(2)	(3)	(4)	(5)	(6)
1. Heads of Departments at Shillong.	61	405	167	633	6.60
2. Secretariat at Shillong ...	53	209	148	410	4.28
3. At Offices other than Heads of Departments and the Secretariat.	377	3,949	4,216	8,542	89.12
Total ..	491	4,563	4,531	9,585	100.00

2.9. Table V below shows the distribution of Government employees according to sex and district of posting.

TABLE V

Distribution of Employees according to Sex and District of Posting

Sl. No.	District	Male	Female	Total	Percentage of Femal Employees to total No. of district Em. ployees.
(1)	(2)	(3)	(4)	(5)	(6)
1. Khasi Hills	5,108	750	5,858	12.80
2. Garo Hills	2,830	114	2,944	3.87
3. Jaintia Hills	666	117	783	14.94
Total	8,604	981	9,585	10.23

2.10. The above table shows that among the three districts of Meghalaya, the Khasi Hills has the highest number of female employees, followed by the Jaintia Hills district and Garo Hills district. The Jaintia Hills, however, recorded the highest percentage (14.94) of female employees.

The percentage of female employees to total number of State Government Employees was 10.23 per cent on the reference date of the Census.

211. The distribution of State Government Employees according to status, tenure of services and district of posting is shown below in Table VI.

TABLE VI

Distribution of Employees according to status, tenure and district of posting

Sl. No.	District	GAZETTED		Total	NON-GAZETTED		Total	GRADE IV		Total	Total (5+8+11)
		P	T		P	T		P	T		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
1. Khasi Hills	...	171	134	305	881	1,926	2,807	970	1,776	2,746	5,858
2. Garo Hills	...	39	104	143	298	995	1,293	545	963	1,508	2,944
3. Jaintia Hills	...	15	28	43	95	368	463	56	221	277	783
Total	..	225	266	491	1,274	3,289	4,563	1,571	2,960	4,531	9,585

P=Permanent
T=Temporary

2-12. Table VII below shows the population per State Government Employees according to district.

TABLE VII

Population per State Government Employees by District

Sl. No.	District	Population (1971 Census)	No. of Government Employees as on 31st March, 1972.	Population per Government Employees
(1)	(2)	(3)	(4)	(5)
1	Khasi and Jaintia Hills	605,084	6,641	92
2	Garro Hills	406,615	2,944	138
	Total	10,11,699	9,535	106

2-13. The above table reveals that the employee-population was higher in the Garo Hills District than in the Khasi and Jaintia Hills taken together. The 'Employee-population' ratio for Meghalaya as a whole works out at one employee for every one hundred and six persons of the population.

2.14. Table VIII below shows the distribution of employees appointed directly by the Meghalaya Government and appointed on deputation from other Governments according to status on the reference date.

TABLE VIII

Distribution of employees appointed directly by Meghalaya Government on deputation from Assam Government and on deputation from other Government according to status

Sl. No.	Status	Appointed directly by Meghalaya Government	On deputation from Assam Government	On deputation from other Government	Total
(1)	(2)	(3)	(4)	(5)	(6)
1	Gazetted	53	431	7	491
2	Non-gazetted (excluding Gr. IV)	499	4,060	4	4,563
3	Grade IV	586	3,945	...	4,531
	Total	1,138	8,436	11	9,585
	Percentage to Total	11.87	88.02	0.11	100.00

2.15. During the period under reference, 8,436 employees have been in position on deputation from the Government of Assam and 11 employees from other Governments while 1138 persons were appointed directly by the Meghalaya Government. The appointment on deputation from Government of Assam, deputation from other Governments and appointment directly by the Meghalaya Government constituted 88.02 per cent, 0.11 per cent and 11.87 per cent respectively.

2:16. Table VIII (A) gives the department-wise distribution of from the Government of Assam and from other Governments according to

TABLE—

Department-wise—Distribution of Employees appointed directly and on deputation from the other Govern

Serial No.	Department	Gazetted				Total (3+4+5)	Appointed directly by Meghalaya Government
		Appointed directly by Meghalaya Government	On deputation from Assam Government.	On deputation from other Government			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	
1	Accounts .. .. .	..	4	..	4	7
2	Animal Husbandry and Veterinary ..	..	6	..	6	8
3	Agriculture	3	27	..	30	36	
4	Community Development (Panchayat and C. D.).	..	49	..	49	45	
5	Co-operation	1	4	..	5	..	
6	Election ... .. .	..	2	..	2	38
7	Excise ... .. .	..	3	..	3	..
8	Education	18	50	..	68	53	
9	Economics and Statistics (including Evaluation Department).	..	2	..	2	11	
10	Employment Services ... .. .	..	3	..	3	..
11	Forest ... .. .	..	5	..	5	20
12	Fisheries .. .. .	..	..	..	..	4
13	Geology and Mining ... .. .	..	6	..	6	..
14	General Administration Department.	..	27	..	27	3	
15	Government Press ... .. .	..	1	..	1	..
16	High Court ... .. .	..	..	..	..	2
17	Housing (including Town Planning Organisation),	1	1	..	2	..	

employees appointed directly by the Meghalaya Government, on deputation status on the reference date.

VIII (A)

by Meghalaya Government on deputation from Assam Government according to status as on 31st March 1972.

Non-Gazetted			Grade IV				
On deputation from Assam Government	On deputation from other Government	Total (7+8+9)	Appointed directly by Meghalaya Government	On deputation from Assam Government	On deputation from other Government	Total (11+12+13)	Total (6+10+14)
(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
47	..	54	..	9	..	9	67
38	..	46	13	34	..	47	99
179	..	215	52	77	..	129	374
519	1	565	22	179	..	201	815
101	..	101	2	74	..	76	182
21	..	59	10	8	..	18	79
15	..	15	1	36	..	37	55
481	..	534	36	217	..	253	855
22	..	33	1	8	..	9	44
27	..	27	..	15	..	15	45
102	..	122	23	124	..	147	274
7	..	11	1	5	..	6	17
9	..	9	..	7	..	7	22
89	..	92	7	106	..	107	226
2	..	2	1	..	..	1	4
1	..	3	2	..	..	2	5
1	..	1	..	..	..	..	3

TABLE

Serial No.	Departments	Gazetted				Appointed directly by Meghalaya Government
		Appointed directly by Meghalaya Government	On deputation from Assam Government	On deputation from other Government	Total (3+4+5)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
18.	Industries .. .. .	...	8	1	9	13
19.	Information and Public Relation ..	...	3	...	3	..
20.	Judicial ... .. .	...	1	...	1	...
21.	Land Records and Survey ..	...	...	...	..	...
22.	N. C. C. .. .. .	...	...	...	..	..
23.	Health Services (including P. H. Medical).	15	51	3	69	68
24.	Public Works Department ..	12	60	...	72	140
25.	Police .. .. .	...	17	..	17	...
26.	Relief and Rehabilitation ...	..	25	...	25	2
27.	Supply and Trade ... .. .	...	6	..	6	5
28.	Sericulture and Weaving ..	...	3	...	3	18
29.	Soil Conservation ... .. .	..	3	1	4	3
30.	Secretariat	1	50	2	53	7
31.	Stationery Stores .. .. .	..	...	...	..	...
32.	Selection Board	2	..	:	2	..
33.	Social Welfare ... .. .	...	1	...	1	...
34.	Transport ... .. .	..	2	...	2	7
35.	Taxation .. .. .	...	9	...	9	3
36.	Tourism .. .. .	...	1	..	1	...
37.	Weights and Measures ..	..	1	...	1	6
Total		53	431	7	491	499
Percentage to total		0.55	4.50	0.07	5.12	5.21

2.17. Among the gazetted ranks, 53 persons were appointed directly Government of Assam and 7 persons from other Government. In the Government, 4060 persons were on deputation from Government of Assam 586 employees have been recruited directly by the Meghalaya Government, from other Governments.

VIII (A)—*contd.*

Non-Gazetted			Grade IV				
On deputation from Assam Government	On deputation from other Government	Total (7+8+9)	Appointed directly by Meghalaya Government	On deputation from Assam Government	On deputation from other Government	Total (11+12+13)	Total (6+10+14)
(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
71	..	84	17	30	..	47	140
21	...	21	1	16	..	17	41
5	..	5	..	7	..	7	13
1	..	1	...	...	...	..	1
18	..	18	1	40	..	41	59
575	..	643	72	484	..	556	1268
766	..	908	86	460	..	546	1524
415	...	415	3	1704	..	1707	2139
32	..	34	84	9	..	93	152
52	...	57	3	36	..	39	102
75	..	93	13	29	..	42	138
63	...	66	1	140	..	141	211
199	3	209	105	43	..	148	410
4	..	4	5	2	..	7	11
7	...	7	12	...	..	12	21
1	...	1	..	1	..	1	3
55	...	62	1	31	..	32	96
29	...	32	7	14	...	21	62
4	...	4	...	..	...	...	3
6	..	12	4	6	...	10	23
4060	4	4563	586	3945	..	4531	9585
42.36	0.04	47.61	6.11	41.16	...	47.27	100.00

by the Meghalaya Government, 431 persons appointed on deputation from non-gazetted rank 499 persons were appointed directly by the Meghalaya and 4 persons from other Governments. Similarly in the Grade IV services, 3945 persons were on deputation from the Government of Assam and none

2.18. Table VIII (B) below show the distribution of Government employees appointed directly by the Government, ondeputation from Government of Assam and other Government district-wise, according to status:

TABLE VIII (B)

District-wise distribution of employees appointed directly by Meghalaya Government on deputation from Assam Government and on deputation from other Government according to status.

Serial No.	Districts	Years	Gazetted				Non-gazetted				Grade IV				Grand Total (7+9+10+11+15)
			Appointed directly by Meghalaya Government.	On deputation from Assam Govern- ment.	On deputation from Other Govern- ment.	Total (4+5+6)	Appointed directly by Meghalaya Government.	On deputation from Assam Govern- ment.	On deputation from Other Govern- ment.	Total (8+9+10)	Appointed directly by Meghalaya Government.	On deputation from Assam Govern- ment.	On deputation from Other Govern- ment.	Total	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
		1970	2	111	..	113	58	1,205	...	1,263	33	827	..	860	2,236
1	Khasi Hills	..	1971	10	184	1	195	119	1,717	...	1,836	184	991	...	3,206
			1972	26	274	5	305	277	2,527	3	2,807	343	2,403	1	5,850
			1970	2	67	1	70	51	793	1	845	43	665	..	1,623
2	Garohills	...	1971	6	105	1	112	84	831	1	916	182	646	1	1,856
			1972	18	124	1	143	167	1,125	1	1,293	209	1,299	...	2,944
			1970	1	17	...	18	15	321	...	336	5	177	...	536
3	Jaintia Hills	...	1971	1	17	..	18	47	333	..	380	20	191	...	609
			1972	9	33	1	43	55	408	..	463	34	243	..	783

2.19. While classifying the State Government employees according to status and different basic pay groups (in pay ranges) it has been observed that the lowest basic pay of the State Government employees was below Rs.99 as against Rs.3,000 per month in the highest pay range. Table IX below shows the distribution of employees according to status and pay groups.

TABLE IX

**Distribution of Employees according to Status and Pay-Groups
as on 31st March 1972**

Serial No.	Pay-Groups (Monthly)	No. of Gazetted employees.	No. of non-Gazetted employees	No. of Grade IV employees	Total	Percentage to total
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Below Rs.99. ...	...	14	3,009	3,023	31.54
2	Rs.100 to Rs.149 ...	3	1,899	1,496	3,398	35.45
3	Rs.150 to Rs.199 ..	..	953	26	979	10.21
4	Rs.200 to Rs.299 ...	35	1,161	...	1,196	12.48
5	Rs.300 to Rs.399 ..	113	371	..	484	5.05
6	Rs.400 to Rs.499 ..	99	144	...	243	2.54
7	Rs.500 to Rs.750 ..	141	21	...	162	1.69
8	Rs.750 to Rs.999 ..	52	...	..	52	0.54
9	Rs.1,000 to Rs.1,499	39	...	..	39	0.41
10	Rs.1,500 to Rs.1,999	6	...	..	6	0.06
11	Rs.2,000 to Rs.2,999	2	...	...	2	0.02
12	Above Rs.3,000 ..	1	..	...	1	0.01
Total ...		491	4,563	4,531	9,585	100.00

2.20. The above table reveals that 35.45 per cent of the State Government Employees belonged to the pay group of Rs.100—Rs.149 per month. The number of employees drawing pay less than 750 per month constituted 98.96 per cent while the number of employees drawing pay more than Rs. 750 per month constituted 1.04 per cent as on 31st March, 1972.

2.21. The distribution of Government employees according to status and pay groups as on 31st March 1972 is summarised below in Table IX (A)

TABLE IX (A)

Distribution of Employees according to Status and Pay-Groups (Summary) as on 31st March 1972

Serial No.	Pay-Groups (Monthly)	Gazetted	Non-Gazetted (Excluding Grade IV)	Grade IV	Total	Percentage to total
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Below Rs.100 ...	—	14	3,009	3,023	31.54
2.	Rs.100 and above but below Rs.200.	3	2,852	1,522	4,377	45.67
3.	Rs.200 and above but below Rs.500.	247	1,676	...	1,923	20.06
4.	Rs.500 and above but below Rs.750.	141	21	...	162	1.69
5.	Rs.750 and above but below Rs.1,500.	91	...	...	91	0.95
6.	Rs.1,500 and above	9	...	...	9	0.09
Total		491	4,563	4,531	9,585	100.00

2.22. The total emolument of an employee consists of pay and all other allowances including Winter Allowances, Compensatory Allowances, etc., whichever was admissible under the rules. The amount payable from the pay of the employee on account of income-tax, professional tax, contribution to the General Provident Fund, etc., are also included in the emoluments. The emolument does not include the Travelling Allowance and occasional honoraria. Table 10 below gives the distribution of employees according to emolument groups and status:—

TABLE X

Distribution of employees according to emolument groups and status as on 31st March, 1972

Serial No.	Emolument Group (Monthly)	Gazetted I and II	Non-gazetted III	Grade IV	Total	P. C. to total
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Rs.100 and above but below Rs.250.	3	1,815	4,500	6,318	65.91
2	Rs.250 and above but below Rs.500.	131	2,510	31	2,672	27.88
3	Rs.500 and above but below Rs.750.	203	236	...	439	4.58
4	Rs.750 and above but below Rs.1,500.	136	2	...	138	1.44
5	Rs.1,500 and above.	18	..	..	18	0.19
Total		491	4,563	4,531	9,585	100.00

2.23. The above table reveals that the monthly emolument of 65.91 per cent of the State Government Employees was less than Rs.250 p.m. and the monthly emolument of 0.19 per cent of the total employees exceeded Rs.1,500 p.m.

2.25. The Meghalaya Government has adopted the pay scales of the Government of Assam pending evolving their own pay scales. Table XI and Table XI (A) below show the distribution of State Government employees according to pay scales as on 31st March 1972, according to the Primary and Secondary scales.

TABLE XI

Distribution of State Government Employees according to pay scale as on 31st March 1972

Serial No.	Primary Scale	Gazetted	Non-gazetted	Grade IV	Total
(1)	(2)	(3)	(4)	(5)	(6)
1	Rs.80-1-90-2-100-2.50-115-3-130 ..	...	2	2,215	2,117
2	Rs.85-1-90-2-100-2.50-105-3-135 ...	..	5	216	221
3	Rs.90-2-98-3-140 .. ..	...	3	1,936	1,933
4	Rs.100-3-115-E.B.-3-130-E.B.-3-150 ..	2	153	14	169
5	Rs.110-3-125-E.B.-3-140-E.B.-3-149 -4-165.	...	758	239	997
6	Rs.125-4-145-E.B.-4-165-E.B.-5-200 ..	1	1,498	17	1,516
7	Rs.140-4-160-E.B.-4-180-E.B.-5-225 ...	...	156	...	156
8	Rs.140-6-170-E.B.-7-205-E.B.-7-275 ...	...	378	...	378
9	Rs.150-7.50-180-E.B.-7.50-210-E.B.-9-300 ...	...	132	...	132
10	Rs.175-10-225-E.B.-10-275-E.B.-12.50-400 ...	...	176	...	176
11	Rs.200-12.50-250-E.B.-12.50-275-15-350- E.B.-15-500.	..	568	...	568
12	Rs.225-15-285-E.B.-15-360-E.B.-20-600	38	98	...	136
13	Rs.250-20-400-E.B.-25-550-E.B.-25-700	10	58	...	68
14	Rs.300-20-400-E.B.-25-550-E.B.-25-800	66	7	..	73
15	Rs.300-25-450-E.B.-30-600-E.B.-30-900	22	...	...	22
16	Rs.350-30-500-E.B.-30-680-E.B.-35-925	196	...	..	196
17	Rs.350-30-500-E.B.-30-650-E.B.-35-1,000	27	..	...	27
Total		362	3,992	4,531	8,885

TABLE XI (A)

Distribution of Government Employees according to pay scale as on 31st March, 1972.

Serial No.	Secondary Scale	Gazetted	Non-gazetted	Grade IV	Total
(1)	(2)	(3)	(4)	(5)	(6)
1	Rs.200-6-236-E.B.-8-300 ...	...	276	...	276
2	Rs.225-7-260-E.B.-7-302-8-350	...	52	...	52
3	Rs.250-8-298-E. B.-8-314-9-350	...	7	...	7
4	Rs.275-10-325-E.B.-10-375 ...	...	23	...	23
5	Rs.275-10-325-E.B.-10-375-12.50-425.	...	75	...	75
6	Rs.300-12.50-350-E. B. -12.50-425	...	6	...	6
7	Rs.300-12.50-350-E. B. -12.50-425-12.50-450.	...	98	...	98
8	Rs.325 -12.50-375-E. B.-12.50-450	...	1	...	1
9	Rs.350-20-450-E.B.-20-550 ...	1	3	...	4
10	Rs.375-20-475-E.B.-20-575 ...	...	11	...	11
11	Rs.400-12.50-E. B. -15-480-E. B.-20-600.	...	2	...	2
12	Rs.410-20-450-E.B.-25-700 ...	...	17	...	17
13	Rs.500-25-600-E.B.-25-700 ...	16	...	...	16
14	Rs.550-25-650-E.B.-25-750 ...	...	...	...	...
15	Rs.425-15-500-E. B. -20-600-25-650-E. B. -25-750-40-950-E. B.-50-1,100.	12	...	...	12
16	Rs.550-40-830-E.B.-45-1,100 ...	9	...	...	9
17	Rs.750-40-950-E.B.-50-1,100 ...	...	...	...	...
18	Rs.750-50-950-E.B.-50-1,200 ..	43	...	..	43
19	Rs.1,000-50-1,150-E. B. -50-1,300	15	..	..	15
20	Rs.1,200-60-1,380-E. B. -60-1,500	3	...	...	3
21	Rs.1,300-60-1,480-E. B. -60-1,600	2	...	...	2
22	Rs.1,500-60-1,680-E. B. -60-1,800	2	...	...	2
23	Rs.1,800 and above	4	...	...	4
Total ..		107	571	...	678

2.26. The above tables show that there were 8885 employees in the Primary scale and 678 employees in the Secondary scale.

2.27. The distribution of the State Government employees with no regular pay scales (i.e. other than Primary and Secondary scales of Table XI and Table XI (A)) is given below in Table XI (B) according to the status:

TABLE XI (B)

Distribution of State Government Employees who are serving other than primary and Secondary scales according to status as on 31st March 1972

Serial No.	Pay Scale	Gazetted	Non-Gazetted	Grade IV	Total
(1)	(2)	(3)	(4)	(5)	(6)
1	Rs.425—Rs.600	5	...	...	5
2	Rs.450—Rs.1,250	1	...	...	1
3	Rs.740—Rs.1,300	1	...	...	1
4	Rs.900—Rs.1,800	15	...	...	15
	Total ...	22	...	...	22

2.28. The Table XI (C) given below shows the distribution of State Government employees in Primary and Secondary scales according to the status.

TABLE XI (C)

Distribution of State Government Employees in Primary and Secondary Scale, etc. according, to status

Serial No.	Category of Scale	Gazetted	Non-Gazetted	Grade IV	Total
(1)	(2)	(3)	(4)	(5)	(6)
1	Primary Scale	... 362	3,992	4,531	8,885 (92.7 P.C.)
2	Secondary Scale	... 107	571	...	678 (7.1 P.C.)
3	Other Scale	... 22	...	...	22 (0.2 P.C.)
	TOTAL ...	491	4,563	4,531	9,585 (100.00 P.C.)

2.29. The distribution of Government employees according to Castes/Tribes and status is given below in Table XII.

TABLE XII

Distribution of Employees according to Caste/Tribes and Status

Serial No.	Caste/Tribes	Gazetted	Non-Gazetted	Grade IV	Total	percentage to total
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Other Backward Classes	28	369	812	1,209	12.61
2	Scheduled Tribes (Hills)	241	2,873	1,948	5,062	52.81
3	Scheduled Tribes (Plains)	8	69	66	143	1.49
4	Scheduled Castes	10	44	58	112	1.17
5	Others	204	1,208	1,647	3,059	31.92
Total		491	4,563	4,531	9,585	100.00

2.30. The above table reveals that out of the total number of employees, the Scheduled Tribes (Hills) employees constituted 52.81 per cent followed by other Backward Classes (12.61 per cent), Scheduled Tribes (Plains) (1.49 per cent) and Scheduled Castes (1.17 per cent). Other communities account for 31.92 per cent to the total number of State Government employees.

TABLE XII(A)

2.31. The Table XII (A) below shows the distribution of Scheduled Backward Classes according to status, tenure of service and district of

TABLE

Distribution of Scheduled Tribes (Hills), Scheduled Tribes according to status, tenure of service and

Serial No.	Districts	Tribes/Castes	Gazetted		
			P	T	Total
(1)	(2)	(3)	(4)	(5)	(6)
		Scheduled Tribes (Hills) ...	95	68	163
		Scheduled Tribes (Plains) ...	7	...	7
1	Khasi Hills ...	Scheduled (Castes) ..	5	3	8
		Other Backward Classes ..	5	9	14
		Others	59	54	113
		Scheduled Tribes (Hills) ..	13	41	54
		Scheduled Tribes (Plains) ...	...	1	1
2	Garo Hills ...	Scheduled Castes ...	...	2	2
		Other Backward Classes ...	2	8	10
		Others	24	52	76
		Scheduled Tribes (Hills) ..	10	14	24
		Scheduled Tribes (Plains) ..	...	..	...
3	Jaintia Hills	Scheduled Castes ..	..	...	..
		Other Backward Classes ..	1	3	4
		Others	4	11	15
Total			225	266	491

P :—Permanent.

T :—Temporary.

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Tribes (Hills), Scheduled Tribes (Plains), Scheduled Castes and Other
posting on the reference date.

XII (A)

(Plains), Scheduled Castes and Other Backward Classes
district of posting as on 31st March, 1972.

Non-Gazetted			Grade IV			Total (6+9+12)
P	T	Total	P	T	Total	
(7)	(8)	(9)	(10)	(11)	(12)	(13)
596	1,246	1,842	224	645	869	2,874
8	9	17	17	17	34	58
4	7	11	1	16	17	36
70	126	196	214	382	596	806
203	538	741	514	716	1,230	2,084
142	560	642	339	561	900	1,596
10	39	49	15	17	32	82
4	25	29	14	27	41	72
31	137	168	46	116	162	340
111	294	405	131	242	373	854
88	301	389	40	139	179	592
...	3	3	...	...	...	3
1	3	4	...	..	...	4
3	2	5	16	38	54	63
3	59	62	...	44	44	121
1,274	3,289	4,563	1,571	2,960	4,531	9,585

Table XII (B) below shows the distribution of Scheduled Tribes/ as on 31st March, 1972.

TABLE

Distribution of Scheduled Tribes/Castes in Government services in

Serial No.	Department	Gazetted					Total (3+4+5+6+7).
		Scheduled Tribes (Hills).	Scheduled Tribes (Plains).	Other Backward Classes.	Scheduled Castes	Others	
1	2	3	4	5	6	7	8
1	Accounts	1	..	..	..	3	4
2	Animal Husbandry and Veterinary.	2	..	..	1	3	6
3	Agriculture	16	..	4	..	10	30
4	Community Development (Panchayat and C. D.)	30	..	5	..	14	49
5	Co-operation	3	..	..	..	2	5
6	Election	2	..	..	..	..	2
7	Excise	1	..	1	..	1	3
8	Education	37	..	2	1	28	68
9	Economics and Statistics (including Evaluation Department).	1	..	..	..	1	2
10	Employment Services	3	..	..	..	..	3
11	Forest	2	..	..	..	3	5
12	Fisheries .. .. .	..	..	..	..	..	..
13	Geology and Mining .. .. .	..	..	..	6	..	6
14	General Administration Department.	16	..	..	1	10	27
15	Government Press	1	..	..	..	..	..
16	High Court .. .. .	..	..	..	..	..	..

Castes in Government services in various departments according to status

XII (B)

various departments according to status as on 31st March, 1972

Non-Gazetted				Grade IV								
Scheduled Tribes (Hills).	Scheduled Tribes (Plains).	Other Backward Classes.	Scheduled Castes	Others	Total (9+10+11+12+13).	Scheduled Tribes (Hills).	Scheduled Tribes (Plains).	Other Backward Classes.	Scheduled Castes	Others	Total (15+16+17+18+19).	Total (8+14+20)
9	10	11	12	13	14	15	16	17	18	19	20	21
42	1	1	...	10	54	3	...	1	...	5	9	67
41	..	..	...	5	46	29	2	3	...	18	47	99
169	1	11	2	32	215	67	...	36	7	19	129	374
414	14	34	5	98	565	140	1	19	3	38	201	815
27	2	5	...	67	101	13	...	5	2	56	76	182
51	...	...	...	8	59	15	...	1	...	2	18	79
12	...	...	...	3	15	14	...	11	1	11	37	55
410	1	23	1	99	534	167	...	52	4	30	253	855
18	1	2	...	12	33	2	...	1	...	6	9	44
6	..	..	4	17	27	5	..	2	...	8	15	45
58	3	19	1	41	122	65	1	29	...	52	147	274
5	...	2	2	2	11	3	...	1	1	1	6	17
4	1	4	9	7	7	22
82	..	3	..	7	92	68	...	16	...	23	107	226
2	2	1	1	4
1	2	3	1	1	...	2	5

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TABLE

Distribution of Scheduled Tribes/Castes in Government services in

Serial No.	Department	Gazetted					Total (3+4+5+6+7).	
		Scheduled Tribes (Hills).	Scheduled Tribes (Plains).	Other Backward Classes.	Schedule Castes	Others		
1	2	3	4	5	6	7	7	
17	Housing (including Town Planning Organisation).	1	...	...	...	1	2
18	Health Services (including P. H. Medical).	23	2	3	..	41	69	
19	Industries	5	...	...	...	4	9
20	Information and Public Relation	3	...	...	...	...	3
21	Judicial ... ..	..	...	1	...	...	1
22	Land Record and Survey	...	...	...	..	...	...
23	N. C. C. .. ..	...	..	..	...	...	...
24	P. W. D. .. ..	...	11	8	...	53	72
25	Police ... ..	..	7	1	...	9	17
26	Relief and Rehabilitation	...	21	2	..	2	25	
27	Supply and Trade ..	...	1	3	...	2	6
28	Sericulture and Weaving	..	...	1	..	2	3
29	Soil Conservation ...	..	2	2	...	..	4
30	Secretariat ... ..	..	40	..	..	13	53
31	Stationery Stores ...	...	..	..	..	...	...
32	Selection Board .. ..	..	2	...	..	..	2
33	Social Welfare ... ..	...	..	..	...	1	1
34	Transport .. ..	...	2	...	..	...	2
35	Taxation ... ..	..	6	1	..	1	9
36	Tourism ... ..	..	1	..	...	..	1
37	Weights and Measures ...	..	1	...	..	...	1
TOTAL		...	241	8	28	10	204	491
P. C. TO TOTAL		..	2.52	0.09	0.29	0.10	2.13	5.12

XII (B)

various departments according to status as on 31st March, 1972

Non-Gazetted				Grade-IV								
Scheduled Tribes (Hills)	Scheduled Tribes (Plains)	Others Backward Classes	Scheduled Castes	Others	Total (9+10+11 +12+13)	Scheduled Tribes (Hill)	Scheduled Tribes (Plain)	Other Backward Classes	Scheduled Castes	Others	Total (15+16+ 17+18+19)	Total (8+14+20)
9	10	11	12	13	14	15	16	17	18	19	20	21
1	...	..	...	...	1	...	...	..	...	...	..	3
353	11	53	7	219	643	275	5	85	2	189	556	1,268
75	...	7	..	2	84	27	..	20	..	..	47	140
16	..	..	..	5	21	7	...	5	...	5	17	41
2	...	..	...	3	5	4	...	3	..	...	7	13
1	...	..	...	..	1	..	...	...	..	...	...	1
4	..	5	...	9	18	8	..	26	..	7	41	59
504	15	75	3	309	906	270	8	115	5	148	546	1,524
133	12	81	8	181	415	449	44	292	29	893	1,707	2,139
14	..	16	4	...	34	45	3	20	...	25	93	152
36	..	...	2	19	57	18	...	9	2	10	39	102
62	3	9	4	15	93	23	..	15	..	4	42	138
49	2	15	...	...	66	82	2	8	..	49	147	211
202	...	...	...	7	209	115	...	17	...	16	148	410
4	...	...	...	...	4	5	..	1	...	1	7	11
7	...	...	..	...	7	9	..	8	...	..	12	21
1	...	...	...	..	1	...	...	..	...	1	1	3
35	1	3	...	23	62	3	...	8	...	21	32	96
16	2	5	..	9	32	9	...	5	1	6	21	62
4	..	..	...	...	4	...	...	...	...	..	..	5
12	...	...	...	...	12	7	...	2	...	1	10	23
2,873	69	369	44	1,208	4,563	1,948	66	812	58	1,647	4,531	9,585
29.98	0.72	3.85	0.46	12.60	47.61	20.32	0.69	8.47	0.61	17.18	47.27	100.00

The following Table gives the total number of Gazetted and Non-Gazetted employees in different States

APPENDIX

Number of Gazetted and Non-gazetted employees in different States (in ranking order)

Serial No.	State	Gazetted		Non-Gazetted		P. C. to total	
		No. of employees	P. C. to total	No. of employees	P. C. to total	No. of employees	P. C. to total
1	Uttar Pradesh (1961)	8,385	3.18	3,76,076	97.82	3,84,461	100.00
2	Punjab (1962)	4,610	1.87	2,42,959	98.13	2,46,669	100.00
3	Madhya Pradesh (1960)	5,199	2.15	2,35,607	87.85	2,40,806	100.00
4	West Bengal (1963)	6,495	2.82	2,23,671	97.18	2,30,166	100.00
5	Maharashtra (1960)	5,633	2.75	1,98,852	97.25	2,04,485	100.00
6	Mysore (1962)	3,807	2.34	1,58,590	97.66	1,62,397	100.00
7	Rajasthan (1961)	5,470	3.46	1,52,697	96.54	1,58,167	100.00
8	Kerala (1961)	4,462	2.94	1,46,818	97.06	1,51,280	100.00
9	Orissa (1967)	8,182	5.44	1,42,291	94.56	1,50,473	100.00
10	Bihar (1958)	4,327	3.00	1,39,668	97.00	1,43,995	100.00
11	Himachal Pradesh (1970)	1,543	1.28	1,19,301	98.72	1,20,844	100.00
12	Assam (1967)	3,149	3.71	81,690	96.29	84,839	100.00
13	Delhi (1961)	1,000	3.89	24,700	96.11	25,700	100.00
14	Nagaland (1968)	572	3.08	18,027	96.92	18,599	100.00
15	Tripura (1963)	529	3.11	14,997	96.59	15,526	100.00
16	Meghalaya (1972)	491	5.12	9,094	94.88	9,585	100.00
17	Manipur (1963)	364	4.60	7,542	95.40	7,906	100.00
18	Pondicherry (1967)	224	3.02	7,186	96.98	7,410	100.00

N.B.—Figures relate to the years indicated in brackets.

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