

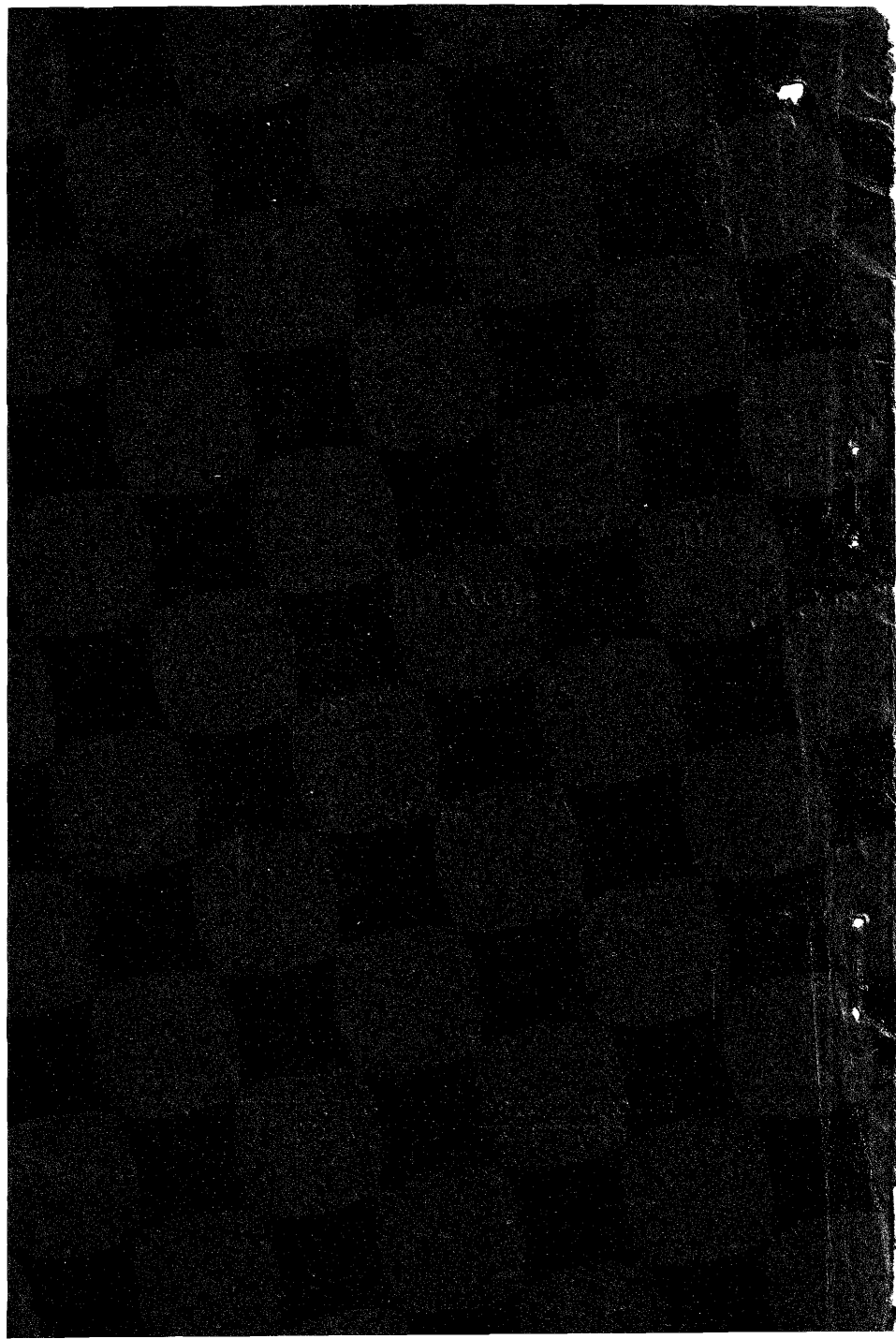


सत्यमेव जयते

**CENSUS OF MEGHALAYA GOVERNMENT  
EMPLOYEES**

**As on 31st March 1975**

**DIRECTORATE OF ECONOMICS, STATISTICS AND EVALUATION  
GOVERNMENT OF MEGHALAYA,  
SHILLONG**



## P R E F A C E :

This issue of the Census of Government employees, the third in the series, is being brought out by the Directorate of Economics, Statistics and Evaluation of the State. The main object of the publication is to assess the volume of employment in the Government. It covers data for two consecutive years, *i.e.*, 1973-74 and 1974-75 and provides an analytical account of the results of the census with 31st March 1975 as reference date.

The report was prepared by Smti. A. Kharsyntiew and S/Shri G. Momin and Late W. Sangma, Inspector of Statistics, under the supervision of Shri P. K. Baruah, Senior Research Officer. I would like to place on record my commendation and appreciation of their work.

Suggestions for improvement of the publication would be appreciated.

Shillong,  
Dated the 11th May, 1978.

J. N. MONGIA,

Economic and Statistical Adviser,  
Director of Economics, Statistics and  
Evaluation & *Ex-Officio* Secretary  
Planning (E. S. & E.), Meghalaya.



## CONTENTS

	Pages
Preface :	
Main Findings of the Census :	i—ii
<b>Sections</b>	
I : Introduction	i—ii
Analysis of Results—	
II : State Government Employees—Growth and Trends	1—2
III : State Government Employees by Status	3—12
IV : State Government Employees by Sources of Appointment	13—16
V : State Government Employees by Basic Pay and total Emolument Groups	17—21
VI : State Government Employees by Pay Scales	22—25
VII : State Government Employees by Sex	26—29
VIII : State Government Employees by Scheduled Castes/ Scheduled Tribes and Status	30—40

12/2/21

Dear Mr. [Name]

I have the pleasure to inform you that your application for the position of [Job Title] has been considered and you have been successful in securing the position. The salary for this position is £[Amount] per annum, plus a pension contribution of £[Amount] per month. The position is for a period of [Duration] and you will be required to work [Hours] per week. The start date for this position is [Date].

You will be required to provide a copy of your CV and a copy of your references to the [Department/Person] by [Date]. Please ensure that all documents are clearly legible and that you have provided the most up-to-date information. If you have any questions regarding the offer or the application process, please do not hesitate to contact me on [Phone Number] or [Email Address].

We are pleased to welcome you to the team and we look forward to your contribution to the [Company/Organization].

Yours faithfully,  
[Signature]

[Name]  
[Title]  
[Company/Organization]  
[Address]  
[City]  
[Postcode]

## MAIN FINDINGS OF THE CENSUS

(1) The total number of employees under Government of Meghalaya as on 31st March 1975, was 16,556 as against 15,277 in 1974. This shows an increase of 8.37 per cent. Out of 16,556 employees, 4,673 (28.23 per cent) employees were permanent and 11,883 (71.77 per cent) employees were temporary.

(2) Out of the total number of 16,556 employees, 789 (4.77 per cent) were gazetted, 10,644 (64.29 per cent) were non-gazetted and 5,123 (30.94 per cent) were grade IV staff, including the Police constables and other employees in the identical scales of pay.

(3) The female employees constituted 11.95 per cent as against 12.08 per cent in the previous year, *i. e.*, 1974.

(4) The State Police Department employed the highest number of employees who constituted 25.65 per cent of the total. This was followed by Health Department, Public Works Department, Education Department, Agriculture Department and Community Development Department, with 13.80 per cent, 13.25 per cent, 6.58 per cent, 5.03 per cent and 4.68 per cent respectively.

(5) Among the three districts of the State, the Khasi Hills district had the highest concentration of employees accounting for 67.64 per cent, followed by Garo Hills which had 22.43 per cent and Jaintia Hills with 9.93 per cent.

(6) State Government employees in the Shillong Secretariat constituted 4.31 per cent and in the Offices of the Heads of Departments 6.18 per cent. Other offices accounted for the remaining 89.51 per cent.

(7) The share of females in Government employment in Khasi Hills, Garo Hills and Jaintia Hills constituted 12.81 per cent, 7.27 per cent and 16.66 per cent respectively.

(8) The population employee ratio for Meghalaya works out at 61 : 1 as on 31st March, 1975 as against 66 : 1 worked out for the preceding year.

(9) Out of the total of 16,556 State Govt. employees, 5,442 persons (32.87 per cent) were appointed directly by the Government, 11,090 persons (66.98 per cent) were on deputation from Govt. of Assam and 24 persons (0.15 per cent) on deputation from other Governments.

(10) State Government employees drawing a basic pay of less than Rs.700.00 per month constituted 98.56 per cent and employees drawing pay of Rs.700.00 or more per month constituted 1.44 per cent to the total number of employees as on 31st March, 1975.

(11) Seventeen different pay scales in the Primary scales and 17 different pay scales in the Secondary scales have been recorded in this

report. State Government employees drawing pay and allowances in the Primary scales numbered 15,338, in the Secondary scales 1160, while 58 persons were found drawing pay in other than Primary and Secondary scales. These employees constituted 92.64 per cent, 7.01 per cent and 0.35 per cent respectively.

(12) Out of the total number of 16,556 employees, 9340 employees (56.41 per cent) belonged to Scheduled Tribes (Hills), 327 persons (1.98 per cent) Scheduled Tribes (Plains), 2331 persons (14.08 per cent) belonged to other Backward classes, 784 persons (4.74 per cent) Scheduled Castes, and 3,774 (22.79 per cent) to communities other than those mentioned above.

(For details, the main tables may be consulted)



**CENSUS OF MEGHALAYA GOVERNMENT EMPLOYEES**  
**(As on 31st March, 1975)**

**SECTION—I**

**Introduction**

1. The first Census of Meghalaya Government Employees was conducted in the year 1972 with 31st March 1972 as the reference date. The Census was conducted for the two consecutive years, i.e., 1972 and 1973 and thereafter it was decided to conduct the Census once in two years, as it was observed that no significant changes took place between two years in respect of employment etc., in a small State like Meghalaya. No survey was conducted for the year 1974 but, the number of employees as on 31st March 1974 was collected alongwith the information for 1975.
2. The data collected for the Census of Meghalaya Government employees as on 31st March 1975 relate to sex, status, tenure of service, pay scales, basic pay, total emoluments and castes and tribes. Also, an important feature is the information regarding numbers taken on deputation from Assam and other Governments and directly recruited by Meghalaya Government. A Meghalaya Government employee has been defined as one 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 was maintained, was also brought under the purview of the Census.
3. The data for the Census under report were collected by means of a circular requesting all State Government Offices to furnish the required information in the prescribed *proforma*. The schedules used in the Census were canvassed down to the lowest level offices through the respective administrative and heads of departments.
4. The Directorate has been very keen to bring out the report within the shortest possible time but this has not been possible to do, since only a few returns were received by the prescribed date. This necessitated issuing of repeated reminders to get the returns. Till the writing of this report, the Directorate had received the returns from 304 offices out of a total list of 308 offices, which makes a coverage of 98.70 per cent. The following offices have not submitted the returns till the time of writing of this report—
  1. District Agricultural Officer, Meghalaya, Shillong,
  2. Working Plan Officer, Meghalaya, Shillong,
  3. Governor's Secretariat, Meghalaya, Shillong,
  4. Executive Engineer, Tura North Division, Garo Hills.

As such, the information presented in this report relates to data furnished by 304 offices in the State.

5. The Directorate places on record its appreciation of the co-operation of those offices which have sent the returns in time. It is expected that other offices, too, would co-operate in this very useful venture in order to enable the Directorate to produce a report which is based on 100 per cent response.

## ANALYSIS OF RESULTS

### SECTION—II

#### I. State Government Employees—Growth and Trends

1.1. In the following table, an attempt has been made to study the trends and growth of the State Government Employment during the years from 1970 to 1975.

TABLE II.1

#### Number of State Government Employees and Growth

Sl. No.	Year	No. of Employees	Percentage increase over the preceding year	Index of Employment (Base 1970—100)	Employment population Ratio
1	2	3	4	5	6
1	1970	4,395	...	100	230.19
2	1971	5,671	29.03	129	178.40
3	1972	9,585	69.02	218	105.55
4	1973	13,306	38.82	303	76.03
5	1974	15,277	14.81	348	66.22
6	1975	16,556	8.37	377	61.11

1.2. Table II.1 reveals that the increase in the State Government employment was 8.37 per cent between 1974 and 1975, 14.81 per cent between 1973 and 1974, 38.82 per cent between 1972 and 1973, 69.02 per cent between 1971 and 1972 and 29.03 per cent between 1971 and 1971. The highest percentage increase between the years 1971 and 1972 (i. e. 69.02) on account of the fact, that between these two years, most of the offices and departments both at the District and State levels were set up, after the separation of Meghalaya from Assam.

1.3. The index of employment with 1970 as the base rose to 129 in 1971, 218 in 1972, 303 in 1973, 348 in 1974, and 377 in 1975.

1.4. The employee-population ratio came down to 1:61 in 1975 as compared to the previous year.

1.5. Table II.2 below shows the employee-population ratio district-wise.

TABLE II.2

Population per State Government Employee by Districts

Sl. No.	District	Population (1971 Census)	No. of Government Employees as on 31st March, 1975	Population per Government Employee
1	2	3	4	5
1	Khasi Hills	4,91,209	11,198	44
2	Garo Hills	4,06,615	3,713	110
3	Jaintia Hills	1,13,875	1,645	69
	Total	10,11,699	16,556	61

1.6. The table reveals that employee-population ratio in Garo Hills is the highest i.e. 1:110 followed by Jaintia Hills and Khasi Hills which has been worked out at 1:69 and 1:44 respectively. The overall employee-population ratio for the State, as a whole as mentioned earlier stood at 1:61 on the reference date.

## Section—III

## 2. State Government Employees by Status

2.1 The total number of State Government employees as on 31-3-75 was 16,556.

The classification of the employees according to status is given in table III.1 below:

**TABLE III.1**  
**Classification of Employees according to Status**

Sl. No.	Status	*Permanent	*Temporary	Total	Percentage to total
1	2	3	4	5	6
1	Gazetted	358 (45.37)	431 (54.63)	789 (100.00)	4.77
2	Non-Gazetted (excluding Gr.IV)	3,309 (31.09)	7,335 (68.91)	10,644 (100.00)	64.29
3	Grade IV	1,006 (19.64)	4,117 (80.36)	5,123 (100.00)	30.94
	<b>Total</b>	<b>4,673</b> <b>(28.23)</b>	<b>11,883</b> <b>(71.77)</b>	<b>16,556</b> <b>(100.00)</b>	<b>100.00</b>

\*For the purpose of this census, an employee holding a temporary post on the reference date is treated as permanent if he has been confirmed elsewhere.

2.2 This table reveals that 4.77 per cent of the State Government employees were gazetted, 64.29 per cent were non-gazetted (excluding Grade IV) and 30.94 per cent belonged to Grade IV. It has been observed that temporary employees constituted 71.77 per cent while 28.23 per cent of the employees were holding permanent post on the reference date.

2.3 Detailed distribution of State Government employees according to status and tenure of services in various departments as on 31-3-75 is shown in table III.2.

TABLE III·2

Detailed distribution of Employees in various Departments according to status and tenure of Service

Sl. No.	Departments	Gazetted			Non-Gazetted			Grade IV			Total	Percentage to total
		*Per- manent	Tempo- rary	Total	*Per- manent	Tempo- rary	Total	*Per- manent	Tempo- rary	Total		
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Accounts ... ..	4	2	6	34	59	93	4	18	22	121	0·73
2	Animal Husbandry and Veterinary ...	11	16	27	17	185	202	6	189	195	424	2·56
3	Agriculture ... ..	19	44	63	95	364	459	31	279	310	832	5·03
4	Assembly ... ..	3	9	12	4	27	31	...	37	37	80	0·48
5	Boilers and Factories Inspectorate ...	...	1	1	2	...	2	...	1	1	4	0·02
6	Community Development (Panchayat and C. D.).	12	43	55	27	544	571	...	148	148	774	4·68
7	Co-operation ... ..	3	...	3	70	42	112	40	33	73	188	1·14
8	Election ... ..	2	1	3	6	144	150	3	9	12	165	1·00
9	Excise .. ..	...	1	1	8	44	52	1	17	18	71	0·43
10	Education ... ..	21	81	102	112	574	686	43	259	302	1,090	6·58
11	Employment Services ... ..	3	5	8	12	40	52	8	19	27	87	0·53
12	Economics Statistics and Evaluation Department.	5	5	10	11	58	69	5	14	19	98	0·59
13	Electricity Inspectorate ... ..	1	...	1	1	7	8	...	4	4	13	0·08
14	Forest ... ..	4	8	12	51	163	214	27	118	145	371	2·24
15	Fisheries .. ..	1	...	1	8	53	61	1	39	40	102	0·62
16	Geology and Mining .. ..	9	7	16	6	27	33	..	27	27	76	0·46
17	Government Press .. ..	4	..	4	160	108	268	9	136	145	417	2·52
18	General Administration Department ...	25	3	28	46	111	157	45	112	157	342	2·07

1 <sup>d</sup>	High Court ... ..	...	...	...	...	...	...	3	3	...	3	3	6	0.04
20	Housing and Town Planning Organisation.	...	3	4	7	10	26	36	..	13	13	56	0.34	
21	Health including (P. H. Medical)	...	41	89	130	267	856	1,123	85	947	1,032	2,285	13.80	
22	Information and Public Relation	...	3	4	7	5	32	37	...	16	16	60	0.36	
23	Industries .. ..	...	6	7	13	18	86	104	6	57	63	180	1.09	
24	Judicial ... ..	...	3	...	3	5	14	19	...	12	12	34	0.21	
25	Jail ... ..	...	3	...	3	8	36	44	19	31	50	97	0.58	
26	Labour ... ..	...	2	1	3	4	16	20	...	13	13	36	0.22	
27	Land Records and Survey	...	1	1	2	11	16	27	..	54	54	83	0.50	
28	Meghalaya Public Service Commission	...	2	2	4	9	13	22	2	12	14	40	0.24	
29	Meghalaya Civil Task Force	...	...	1	1	2	2	4	...	2	2	7	0.04	
30	N. C. C. .. ..	...	...	...	...	1	24	25	...	37	37	62	0.37	
31	P. W. D. .. ..	...	32	61	93	290	1,170	1,460	109	532	641	2,194	13.25	
32	Police (including Civil Defence and Home-Guards)	...	22	1	23	1,636	1,741	3,377	523	323	846	4,246	25.65	
33	Relief and Rehabilitation	.. ..	...	...	...	1	17	18	...	5	5	23	0.14	
34	Supply and Trade .. ..	...	3	7	10	14	84	98	13	61	74	182	1.10	
35	Sericulture and Weaving	...	1	4	5	56	134	190	3	74	77	272	1.64	
36	Soil Conservation .. ..	...	3	10	13	18	112	130	5	173	178	321	1.94	
37	Secretariat ... ..	...	95	3	98	196	216	412	10	193	203	713	4.31	
38	Stationery Stores	...	1	...	1	4	3	7	...	6	6	14	0.08	
39	Social Welfare .. ..	...	1	1	2	1	1	2	...	4	4	8	0.05	
40	Small Saving .. ..	...	...	...	...	..	3	3	...	1	1	4	0.02	
41	S. S. and A. Board .. ..	...	...	1	1	2	1	3	...	1	1	5	0.03	
42	Transport .. ..	...	1	2	3	57	135	192	3	48	51	246	1.48	
43	Taxation .. ..	...	6	5	11	19	20	39	5	15	20	70	0.42	
44	Tourism .. ..	...	1	...	1	2	10	12	...	12	12	25	0.15	
45	Weights and Measures	.. ..	1	1	2	3	14	17	...	13	13	32	0.19	
Total ... ..			358	431	789	3,309	7,335	10,644	1,006	4,117	5,123	16,556	100.00	

\* An employee holding a temporary post on the reference date is treated as permanent if he has been confirmed elsewhere.

2.4 It will be observed from the table III.2 that the largest proportion of the Employees *i. e.* 25.65 per cent was in the Police Department (including Civil Defence and Home Guards) followed by Public Works Department (13.25 per cent), Health Department (13.80 per cent), Education Department (6.58 per cent), Agriculture Department (5.03 per cent) and Community Development Department (4.68 per cent). These six Departments together constituted 68.99 per cent of the total number of employees during the period under report.

2.5 The increase of employment in each of the above six Departments from 1970 to 1975 is shown in table III.3.



TABLE III.3

## State Government Employment in the six leading Departments from 1970 to 1975

Serial No.	Department	1970	1971	1972	1973	1974	1975	Total
1	2	3	4	5	6	7	8	9
1	Police .. ..	N.A.	66 (0.45)	2139 (14.57)	4083 (27.82)	4143 (28.23)	4246 (28.93)	14677 (100.00)
2	Health .. ..	799 (8.64)	837 (9.05)	1268 (13.71)	1857 (20.07)	2204 (23.83)	2285 (24.70)	9250 (100.00)
3	P.W.D. ... ..	814 (8.54)	1006 (10.56)	1524 (16.00)	1929 (20.25)	2060 (21.62)	2194 (23.03)	9527 (100.00)
4	Education ... ..	457 (8.98)	700 (13.75)	855 (16.80)	990 (19.45)	998 (19.61)	1090 (21.41)	5090 (100.00)
5	Agriculture .. ..	222 (7.61)	299 (10.26)	374 (12.83)	433 (14.86)	755 (25.90)	832 (28.54)	2915 (100.00)
6	Community Development .. ..	766 (16.29)	768 (16.34)	815 (17.34)	809 (17.21)	769 (16.36)	774 (16.46)	4701 (100.00)
7	Other Deptts./offices ... ..	1337 (7.18)	1995 (10.71)	2610 (14.01)	3205 (17.20)	4348 (23.34)	5135 (27.56)	18630 (100.00)
<b>Total</b> ... ..		4395	5671	9585	13306	15277	16556	

2.6 Table III.3 reveals that there was a rising trend in all the six departments regarding employment from 1970 to 1975. The percentage increase from 1971 to 1972 was very significant due to the fact that most of the offices, departments were set up in 1972.

2.7 Distribution of the State Government employees, employed in the Heads of the departments and the Secretariat department is shown in table III.4

**TABLE III.4**

**Distribution of State Government Employees according to the establishment**

Serial Number	Department	Gazetted	Non-gazetted (excluding Grade IV)	Grade IV	Total	Percentage to total		
1	2	3	4	5	6	7		
1	Heads of Department at Shillong.	113	683	228	1024	6.18		
2	Secretariat at Shillong	98	412	203	713	4.31		
3	At offices other than Heads of Deptts. and Secretariat.	578	9549	4692	14819	89.51		
4	Total	...	...	789	10644	5123	16556	100.00

2.8 The above table shows that the number of employees working in the Heads of departments constituted 6.18 per cent of the total employees and those working in the Secretariat at Shillong accounted for 4.31 per cent, 89.51 per cent of the employees belonged to other offices of the State.

2.9 Table III.5 shows the distribution of the State Government employees according to status and district of posting.

TABLE III.5

**Distribution of Employees according to status and District of posting**

Sl. No.	District	Gazetted	Non-Gazetted	Grade IV	Total	P. C. of District total to Grand total
1	2	3	4	5	6	7
1	Khasi Hills ...	511	7,909	2,778	11,198	67.64
2	Garo Hills ...	185	1,830	1,698	3,713	22.43
3	Jaintia Hills ...	93	905	647	1,645	9.93
	Total ...	789	10,644	5,123	16,556	100.00

2.10. The above table indicates that the highest concentration of the State Government employees was in Khasi Hills Districts, i.e., 11198 employees (67.64 per cent). This was due to the fact that the capital of the State is located in the Khasi Hills District and the heads of the departments offices and Secretariat are situated in Shillong, the capital of Meghalaya. Next to Khasi Hills, the Garo Hills District had 3713 employees (22.43 per cent) and the Jaintia Hills District had 1645 employees (9.93 per cent) on the reference date.

2.11. The number of State Government employees according to status, tenure of services and district of posting is shown in table III.6.

TABLE III. 6

## Distribution of Employees according to status and District of posting

Serial No.	District	Gazetted			Non-Gazetted			Grade IV			All Total
		*Permanent	Temporary	Total	*Permanent	Temporary	Total	*Permanent	Temporary	Total	
1	2	3	4	5	6	7	8	9	10	11	12
1	Khasi Hills	283 (2·53)	228 (2·03)	511 (4·56)	2869 (25·62)	5040 (45·01)	7909 (70·63)	356 (3·18)	2422 (21·63)	2778 (24·81)	11198 (100·00)
2	Garó Hills	56 (1·51)	129 (3·47)	185 (4·98)	334 (9·00)	1496 (40·29)	1830 (49·29)	562 (15·14)	1136 (30·59)	1698 (45·73)	3713 (100·00)
3	Jaintia Hills	19 (1·15)	74 (4·50)	93 (5·65)	106 (6·45)	799 (48·57)	905 (55·02)	88 (5·35)	559 (33·98)	647 (39·33)	1645 (100·00)
<b>Total</b>		358 (2·16)	431 (2·61)	789 (4·77)	3309 (19·99)	7335 (44·30)	10644 (64·29)	1066 (6·08)	4117 (24·86)	5123 (30·94)	16556 (100·00)

\*An employee holding a temporary post on the reference date is treated as permanent, if he has been confirmed elsewhere

2.12. It will be observed from table III.6 that the number of permanent employees for Gazetted, Non-gazetted and Grade IV constitute 31.33 per cent in Khasi Hills, 25.65 per cent in Garo Hills and 12.95 per cent in Jaintia Hills district. The temporary employees for the above three categories of employees constitute 68.67 per cent, 74.35 per cent and 87.05 per cent in Khasi Hills, Garo Hills and Jaintia Hills respectively.

2.13 Table III.7 shows the distribution of the State Government employees according to status and religion.

TABLE III.7

**Distribution of State Government Employees according to Status and Religion**

Sl. No.	Status	Bhuddhist	Christian	Hindu	Muslim	Others	Total
1	2	3	4	5	6	7	8
1	Gazetted	5 (0.63)	411 (52.09)	320 (40.56)	17 (2.16)	36 (4.56)	789 (100.00)
2	Non-gazetted	2 (0.02)	5,858 (55.03)	4,031 (37.87)	333 (3.13)	420 (3.95)	10,644 (100.00)
3	Grade IV	7 (0.14)	2,523 (49.25)	2,264 (44.19)	101 (1.97)	228 (4.45)	5,123 (100.00)
Total		14 (0.08)	8,792 (53.11)	6,615 (39.96)	451 (2.72)	684 (4.13)	16,556 (100.00)

Figures within brackets indicate percentage to total.

2.14. It reveals that the highest number of State Government Employees were Christians (53.11 per cent) followed by Hindu (39.96 per cent), Muslims (2.72 per cent), Buddhists (0.08 per cent) and others (4.13 per cent).

2.15. The classification of employees according to status and general academic qualifications is depicted in the Table III.8.

TABLE III.8

**Distribution of Employees according to status and General Educational Qualification**

Sl. No.	General Educational qualification	Gazetted	Non-Gazetted	Grade IV	Total	Percentage to total	
1	2	3	4	5	6	7	
1	Below Matric	...	3	5,804	5,016	10,823	65.37
2	Matriculate	...	16	1,951	86	2,053	12.40
3	P. U. or Intermediate	...	36	1,383	21	1,440	8.70
4	Graduate ...	...	503	1,385	...	1,888	11.40
5	Post-Graduate	...	197	87	...	284	1.72
6	Diploma Holder	...	16	30	...	46	0.28
7	Foreign Degree	...	18	4	...	22	0.13
Total		...	789	10,644	5,123	16,556	100.00

2.16. The above Table reveals that the bulk of the State Government employees were below matric standard accounting for 65.37 per cent while only 12.40 per cent were matriculate.

2.17. It is interesting to note further, that 8.70 per cent of the State Government employees were P.U. or Intermediate while graduate employees constituted 11.40 per cent. Employees with post Graduate degree formed 1.72 per cent and employees holding diploma and foreign degree constituted 0.28 per cent and 0.13 per cent respectively.

## Section IV

## 3. State Government Employees by Sources of Appointment.

3.1 Table IV.1 shows the distribution of State Government employees, appointed directly by Meghalaya Government and those appointed on deputation from other Governments.

TABLE IV.1

**Distribution of Employees appointed directly by Meghalaya Government, on deputation from Assam Government and on deputation from other Governments as on 31st March, 1975**

Serial No.	Status	Appointed directly by Meghalaya Government	On deputation from Assam Government	On deputation from other Governments	Total
1	2	3	4	5	6
1	Gazetted .. ..	215	558	16	789
2	Non-Gazetted .. ..	3,365	7,271	8	10,644
3	Grade IV .. ..	1,862	3,261	...	5,123
	Total .. ..	5,442	11,090	24	16,556
5	Percentage to total .. ..	32.87	66.98	0.15	100.00

3.2. The above Table reveals that out of 16,556 employees as on 31st March 1975, 11,090 employees (66.98 per cent) were on deputation from the Government of Assam, 5,442 employees (32.87 per cent) had been directly appointed by the State Government and 24 employees (0.15 per cent) were on deputation from other Governments.

3.3. The distribution of the State Government employees recruited directly by Meghalaya Government and as on deputation from other Governments in the Heads of Departments, Secretariat Departments and other offices of the State is given in Table IV. 2.

TABLE IV.2

**Distribution of State Government Employees appointed directly by Meghalaya Government, on deputation from Assam Government and on deputation from other Government in the Heads of Departments and Secretariat**

Serial No.	Department	Appointed directly by Meghalaya Government	On deputation from Assam Government	On deputation from other Governments	Total
1	2	3	4	5	6
1	Heads of Department at Shillong	425 (41.50)	594 (58.01)	5 (0.49)	1024 (100.00)
2	Secretariat (Shillong)	227 (31.84)	481 (67.46)	5 (0.70)	713 (100.00)
3	All offices other than heads of Department and Secretariat.	4790 (32.32)	10015 (67.58)	14 (0.10)	14819 (100.00)
	Total ... ..	5442 (32.87)	11090 (66.98)	24 (0.15)	16556 (100.00)

3.4. It has been observed from the above Table that out of the total 16,556 employees working under Meghalaya Government 5,442 persons (32.87 per cent) were appointed directly by Meghalaya Government, 11,090 persons (66.98 per cent) were on deputation from Government of Assam and only 24 persons (0.15) per cent were on deputation from other Governments.

3.5. The data presented in Table IV. 3 indicated the distribution of State Government employees appointed directly by Meghalaya Government on deputation from Government of Assam and on deputation from other Governments, District-wise during the period from 1970 to 1975.



TABLE IV.3

**District-wise distribution of Employees appointed directly by  
Meghalaya Government, on deputation from Assam  
Government and on deputation from other  
Governments**

Serial No.	District	Year	Appointed directly by Meghalaya Government	On deputation from Assam Government	On deputation from other Governments	Total	Percentage increase (+) decrease (-)	
1	2	3	4	5	6	7	8	
1	Khasi Hills ...	...	1970	93	2143	...	2236	
			1971	313	2892	1	3206	+43.38
			1972	646	5204	8	5858	+82.71
			1973	1634	7499	13	9146	+56.12
			1974	3064	7279	12	10355	+13.21
			1975	3641	7545	12	11198	+7.52
2	Garo Hills ...	...	1970	96	1525	2	<b>1623</b>	
			1971	272	1632	2	1906	+17.43
			1972	394	2548	2	2944	+54.45
			1973	416	2759	4	3179	+7.48
			1974	944	2561	3	3508	+10.34
			1975	1089	2617	7	<b>3713</b>	+5.84
3	Jaintia Hills ...	...	1970	21	515	..	536	
			1971	68	541	...	609	+13.61
			1972	98	684	1	783	+28.57
			1973	118	862	1	981	+25.28
			1974	527	879	8	1414	+44.13
			1975	712	928	5	1645	+16.34

3.6. It will be observed from Table IV. 3 that the highest percentage increase in the number of employees was 82.71 per cent in 1972 in Khasi Hills district due to the fact that most of the offices were set up in that year. Similarly there was an increase of employees by 54.45 per cent in Garo Hills district in 1972 because many new offices were set up. As regards the Jaintia Hills district, the percentage increase of employees in 1974 was 44.13 per cent which was highest, due to the fact that the Jaintia Hills was declared as a separate district after 1973 and many new offices were set up in the new district.

## Section V

## 4. State Government Employees by Basic Pay and Total Emolument Groups

4.1. The distribution of the State Government employees according to the status and different pay groups is given in Table V.1 below:

TABLE V.1

## Distribution of Employees according to Status and Basic Pay Group

Serial No.	Pay Group (monthly)	Gazetted	Non Gazetted	Grade IV	Total	Percentage to Total
1	2	3	4	5	6	7
1	Below Rs.100 .. ..	...	5	269	274	1.66
2	Rupees 100 to Rs.149 ..	1	445	96	542	3.27
3	Rupees 150 to Rs.199 ...	...	593	2521	3114	18.81
4	Rupees 200 to Rs 299 ...	39	7322	2237	9598	57.97
5	Rupees 300 to Rs.399 ...	134	1344	...	1478	8.93
6	Rupees 400 to Rs.499 ..	155	714	..	869	5.25
7	Rupees 500 to Rs.699 ..	248	195	...	443	2.67
8	Rupees 700 to Rs.999 ...	117	26	...	143	0.86
9	Rupees 1000 to Rs.1,499 ...	55	..	...	55	0.33
10	Rupees 1500 to Rs.1,999 ..	29	...	...	29	0.18
11	Rupees 2000 to Rs.2,999 ...	10	..	...	10	0.06
12	Rupees 3,000 and above ...	1	..	..	1	0.01
	Total ..	789	10,644	5,123	16,556	100.00

4.2. Table V. 1 reveals that 1.66 per cent of the State Government employees were drawing a basic pay of less than Rs. 100.00 per month, 80.05 per cent were drawing basic pay between Rs. 100.00 to Rs. 299.00 per month, 16.85 per cent between Rs. 300.00 to Rs. 699.00 per month, while 1.43 per cent were in the basic pay group of Rs. 700.00 to Rs. 2999.00 per month. Only one person, constituting 0.01 per cent of the total No. of State Government employees was found drawing basic pay of above Rs. 3000 per month, on the reference date.

4.3. It may be mentioned that of the total State Government employees, 701 gazetted employees, 1400 non-gazetted employees and 337, grade IV staff were still drawing a basic pay in the pre-revised scale as on 31st March 1975.

4.4. The summary table below shows the distribution of State Government employees according to status and pay group.

TABLE V. 2

**Distribution of Employees according to Status and Basic Pay Group (Summary)**

Serial No.	Pay group (monthly)	Gazetted	Non-Gazetted	Grade IV	Total	Percentage to total
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Below Rs.100	..	5	269	274	1.66
2	Rs.100 and above but below Rs.200.	1	1,038	2,617	3,656	22.08
3	Rs.200 and above but below Rs.500.	328	9,380	2,237	11,945	72.15
4	Rs.500 and above but below Rs.699.	248	195	..	443	2.67
5	Rs.700 and above but below Rs.1,500.	172	26	...	198	1.20
6	Rs.1,500 above	40	..	...	40	0.24
Total ...		789	10,644	5,123	16,556	100.00

4.5. Table V.3 below gives the distribution of employees according to emolument groups:—

TABLE V.3

**Distribution of Employees according to Total Emolument group**

Serial No.	Emolument group (monthly)	Gazetted	Non-Gazetted	Grade IV	Total	Percentage to total	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	
1	Below Rs. 100 ... ..	...	..	22	22	0.14	
2	Rs.100 to Rs.149 .. ..	1	2	41	44	0.27	
3	Rs.150 to Rs.199 .. ..	..	1	134	135	0.81	
4	Rs.200 to Rs.299 ... ..	...	5,796	4,902	10,698	64.62	
5	Rs.300 to Rs.399 .. ..	14	2,836	24	2,874	17.36	
6	Rs.400 to Rs.499 ... ..	138	1,184	...	1,322	7.98	
7	Rs.500 to Rs.699 ... ..	273	730	...	1,003	6.06	
8	Rs.700 to Rs.999 .. ..	203	95	..	298	1.80	
9	Rs.1,000 to Rs.1,499 .. ..	102	...	...	102	0.61	
10	Rs.1,500 to Rs.1,999 ... ..	43	..	..	43	0.26	
11	Rs.2,000 to Rs.2,999 .. ..	14	..	...	14	0.08	
12	Rs.3,000 and above ... ..	1	..	..	1	0.01	
Total		..	789	10,644	5,123	16,556	100.00

4.6. The above table shows that 65.84 per cent of the State Government employees were drawing emoluments less than Rs. 300.00 per month while 34.16 per cent were drawing emoluments between Rs. 300.00 and Rs. 3,000 above per month.

4.7. The emolument of an employee has been taken as the gross salary income consisting pay and all other admissible allowances like Dearness allowance, compensatory allowance, House-rent allowance, etc, for the purpose of this report.

4.8. Table V. 4 gives the estimated expenditure during the year (1st April 1974—31st March 1975) on basic pay according to broad basic pay groups.

TABLE V.4

**Estimated Annual Expenditure on Basic Pay by basic pay groups (From 1-4-1974 to 31-3-1975)**

Serial No.	Basic pay groups (monthly)	No. of Employees	Percentage to total No. of Employees	Average of annual basic pay per employee	Annual expenditure on basic pay payable to the Employees (Rs.0.0)	Percentage of basic pay to total expenditure
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	Below Rs.99 ... ..	274	1.66	1,011	277	0.54
2	Rs.100 and above but below Rs.200.	3,656	22.08	2,136	7809	15.32
3	Rs.200 and above but below Rs.300.	9,598	57.97	2,736	26519	52.02
4	Rs.300 and above but below Rs.500.	2,376	14.35	4,433	10533	20.66
5	Rs.500 and above but below Rs.1,000.	564	3.41	7,552	4259	8.35
6	Rs.1,000 and above but below Rs.2,000.	75	0.45	16,483	1239	2.42
7	Rs.2,000 and above ..	13	0.08	26,912	350.	0.69
	Total ..	16,556	100.00	3,079	5,09,86	100.00

4.9. The above table reveals that 15.86 per cent of the expenditure on basic pay went to employees drawing pay less than Rs. 200.00 per month, 52.02 per cent to those employees who received basic pay between Rs. 200 and less than Rs. 300.00 per month. These two categories of employees taken together constituted 81.71 per cent of the number of employees and 67.88 per cent of the total expenditure on account of basic pay. Next in order, 20.66 per cent of the total basic pay was paid to those employees in the basic pay group between Rs. 300.00 and Rs. 499.00 per month, while 8.35 per cent of the total basic pay went to employees who were drawing basic pay between Rs. 500.00 and Rs. 999.00 per month. Both these categories of employees constituted 17.76 per cent of the total number of employees. Further 3.11 per cent of the total basic pay went to those employees in the pay group of Rs. 1,000.00 to Rs. 2,000.00 and above per month which constituted 0.53 per cent of the total number of employees.

4.10. Table V.5 gives the annual expenditure on basic pay, Dearness Allowance, Compensatory Allowance, House-rent allowance, Hills allowance and Interim relief according to the District of posting.

TABLE V.5

**Estimated Annual Expenditure on Basic Pay, Dearness allowance, Compensatory allowance, House-rent allowance, Hills allowance and Interim Relief according to District of posting**

Serial No.	Allowances	Khasi Hills	Garo Hills	Jaintia Hills	Total
(1)	(2)	(3)	(4)	(5)	(6)
1	Basic Pay ... ..	34,849 (82.25)	11,211 (82.95)	4,926 (79.25)	50,986 (82.10)
2	Dearness allowance ...	4,109 (9.70)	878 (6.50)	578 (9.29)	5,565 (8.97)
3	Compensatory allowance..	1,065 (2.50)	..	..	1,065 (1.71)
4	House-rent allowance ...	1,550 (3.66)	239 (1.77)	180 (2.90)	1,969 (3.17)
5	Hills allowance ... ..	486 (1.15)	1,117 (8.26)	468 (7.53)	2,071 (3.33)
6	Interim relief ... ..	312 (0.74)	70 (0.52)	64 (1.03)	446 (0.72)
	<b>Total ...</b>	<b>42,371 (100.00)</b>	<b>13,515 (100.00)</b>	<b>6,216 (100.00)</b>	<b>62,102 (100.00)</b>

4.11. It is seen from the above table that the total estimated annual expenditure on Basic pay, dearness allowance, compensatory allowance, house-rent allowance, Hills allowance and interim relief in the Khasi Hills district, Garo Hills district and Jaintia Hills district was Rs. 42,371.00, Rs. 13,515.00 and Rs. 6,216.00 respectively. The expenses in Khasi Hills district is the highest due to the fact that the State headquarter (*i. e.*, Shillo ng) is located in this district.

## Section VI

## 5. State Government Employees by Pay Scales

5.1. The distribution of State Government employees according to pay scales (as per the Meghalaya Services-Revision of Pay Rules, 1975) is given in tables VI.1 and VI.2 below:

TABLE VI.1

**Distribution of State Government Employees according to the primary scale of pay**

Serial No.	Primary Scales.	Gazetted	Non-Gazetted	Grade IV	Total
(1)	(2)	(3)	(4)	(5)	(6)
1	Rs.190-2-200-3-242-4-250 ... ..	...	...	3669	3669
2	Rs.195-3-225-4-265-5-270 ... ..	...	...	395	395
3	Rs.200-4-224-5-294-6-300 .. ..	...	...	1029	1029
4	Rs.205-5-225-EB-6-285-EB-8-325 .. ..	...	3010	...	3010
5	Rs.220-5-270-EB-6-300-EB-8-340 ... ..	...	1604	...	1604
6	Rs.240-5-265-EB-7-335-EB-9-380 .. ..	...	2521	...	2521
7	Rs.255-6-315-EB-7-350-EB-10-400 ... ..	...	208	...	208
8	Rs.260-7-295-EB-8-375-EB-10-425 .. ..	...	640	...	640
9	Rs.275-9-320-EB-10-420-EB-11-475 .. ..	...	382	...	382
10	Rs.360-12-360-EB-14-500-EB-15-575 .. ..	...	248	...	248
11	Rs.325-15-400-EB-16-560-EB-18-650 .. ..	8	787	...	795
12	Rs.350-15-425-EB-20-625-EB-25-750 ... ..	10	176	...	186
13	Rs.400-20-500-EB-25-750-EB-30-900 ... ..	67	85	..	152
14	Rs.450-25-575-EB-30-875-EB-30-1,025 .. ..	76	35	...	111
15	Rs.475-30-625-EB-30-775-EB-35-1,125 .. ..	16	13	...	29
16	Rs.500-35-745-EB-35-1,025-EB-40-1,225 .. ..	319	..	...	319
17	Rs.525-35-700-EB-40-1,100-EB-45-1,325 .. ..	40	...	...	40
Total -		536	9,709	5,093	15,338



TABLE VI.2

**Distribution of Government Employees according to the secondary scale of pay**

Serial No.	Secondary Scale	Gazetted	Non-Gazetted	Grade IV	Total
(1)	(2)	(3)	(4)	(5)	(6)
1	Rs.350—10—400—EB—15—550	..	430	..	430
2	Rs.375—15—480—EB—15—600	...	84	..	84
3	Rs.400—15—473—EB—17·50—650	...	183	...	183
4	Rs.425—15—500—EB—20—700	...	186	...	186
5	Rs.525—25—700—EB—25—900	1	41	...	42
6	Rs.600—25—800—EB—30—950	35	9	...	44
7	Rs.650—27·50—815—EB—30—1,025	27	2	..	29
8	Rs.675—30—855—EB—35—1,100	4	...	...	4
9	Rs.600—45—825—EB—50—1,425	18	..	..	18
10	Rs.700—45—925—EB—50—1,425	40	...	...	40
11	Rs.900—55—1,285—EB—60—1,525	60	...	...	60
12	Rs.1,100—50—1,300—EB—50—1,500	2	...	..	2
13	Rs.1,150—55—1,315—EB—60—1,675	24	...	—	24
14	Rs.1,200—55—1,365—EB—60—1,725				
15	Rs.1300—60—1,540—EB—65—1,800	3	...	...	3
16	Rs.1,400—60—1,640—EB—65—1,900	6	...	...	6
17	Rs.1,600—60—1840—EB—65—2,100	5	...	...	5
	Total	225	935		1160

5.2. Tables VI.1 and VI.2 show that out of the total number of State Government employees, 15,338 employees were in the Primary Scale of pay and 1,160 employees were in the Secondary Scale of pay during the period under report.

5.3. The distribution of the State Government employees with no regular pay scales (*i. e.*, other than Primary and Secondary scales of pay shown in tables VI. 1 and VI. 2) and those employed on fixed pay according to status is shown in table VI. 3.

TABLE VI-3

**Distribution of State Govt. Employees not borne in Primary and secondary scales according to status**

Serial No.	Pay scale	Gazetted	Non-Gazetted	Grade IV	Total
(1)	(2)	(3)	(4)	(5)	(6)
1	Rs.400—Rs.600	1	...	...	1
2	Rs.1,100—Rs.1,500	1	..	...	1
3	Rs.1,200—Rs.2,000	15	...	...	15
4	Rs.2,000—Rs.2,250	4	..	...	4
5	Rs.2,500—Rs.2,750	2	...	...	2
6	Fixed pay of Rs.4,000	1	...	...	1
7	.. .. Rs.1,622	1	...	...	1
8	.. .. Rs.1,500	2	...	...	2
9	.. .. Rs.150	...	..	2	2
10	.. .. Rs.125	1	...	...	1
11	.. .. Rs.100	...	...	6	6
12	.. .. Rs.90	...	...	1	1
13	.. .. Rs.60	...	..	10	10
14	.. .. Rs.50	...	...	7	7
15	.. .. Rs.45	...	..	1	1
16	.. .. Rs.30	...	..	2	2
17	.. .. Rs.20	...	..	1	1
	<b>Total</b>	28	...	30	58

5-4. Table VI.4 shows that 92.64 per cent of the employees were in the primary scales, 7.01 per cent in the secondary scale and 0.35 per cent are in other scales and fixed pay range.

TABLE VI-4

**Distribution of State Government Employees in Primary and Secondary Scales, etc. according to Status**

Serial No.	Category of scale•	Gazetted	Non Gazetted	Grade IV	Total	Percentage to total
1	2	3	4	5	6	7
1	Primary Scale ... ..	536	9709	5093	15338	92.64
2	Secondary Scale ... ..	225	935	...	1160	7.01
3	Other Scale (including fixed pay) ... ..	28	...	30	58	0.35
	Total ... ..	789	10644	5123	16556	100.00

## Section VII

## 6. Growth of Employees by Sex

6.1 The distribution of State Government employees according to sex is given in table VII. 1 below:

Table VII.1

## Distribution of Employees according to sex

Sl. No.	Year	Male	Female	Total
1	2	3	4	5
1	1970	3,975 (90.44)	420 (9.56)	4,395 (100.00)
2	1971	5,052 (89.08)	619 (10.92)	5,671 (100.00)
3	1972	8,604 (89.77)	981 (10.23)	9,585 (100.00)
4	1973	11,913 (89.53)	1,393 (10.47)	13,306 (100.00)
5	1974	13,431 (87.92)	1,846 (12.08)	15,277 (100.00)
6	1975	14,577 (88.05)	1,979 (11.95)	16,556 (100.00)

6.2 The above table shows that the percentage of female employees to total number of employees was 11.95 per cent in 1975, 12.08 per cent in 1974, 10.47 per cent in 1973, 10.23 per cent in 1972, 10.92 per cent in 1971 and 9.56 per cent in 1970.

6.3 Growth and distribution of female employees are shown in table VII.2.

TABLE—VII-2

**Growth and Distribution of Female Employees**

Serial No.	Departments	( from 1970 to 1975 )							
		1970	1971	1972	1973	1974	1975		
1	2	3	4	5	6	7	8		
1	Medical and Public Health	...	...	158	179	264	407	496	549
2	Education	..	..	76	167	219	320	312	326
3	Community Development	..	..	56	58	61	73	80	98
4	Public Works Department	..	..	40	53	100	144	157	196
5	Secretariat	...	...	...	41	68	92	154	164
6	All Other Departments	..	..	90	121	269	357	647	646
7	Total Female Employees	...	...	420	619	981	1393	1846	1979
8	Total number of Employees	..	..	4395	5671	9585	13306	15277	16556
9	Percentage of female Employees to total Employees.	..	..	9.56	10.92	10.23	10.47	12.08	11.95

6.4 The total number of female employees as indicated in the above table constituted 11.95 per cent in 1975, as against 12.08 per cent in 1974, 10.47 per cent in 1973 and 9.56 per cent in 1970. The table shows that the Health and Education Department had the highest concentration of female employees, followed by Public Works Department, Secretariat and Community Development Department.

6.5 Table VII 3 shows the number of female employees for 1974 and 1975, classified under gazetted, non-gazetted and grade IV.

TABLE—VII-3

**Distribution of Female Employees in different Status of Government Employment**

Serial No.	Status	1974			1975					
		All Employees	Female Employees	Percentage of Female Employees to all employees (Col.3)	All Employees	Female Employees	Percentage of Female Employees to all employees (Col.6)			
		2	3	4	5	6	7	8		
1	Gazetted	...	...	...	716	68	9.48	789	76	9.63
2	Non-Gazetted	..	..	..	9,969	1,558	15.63	10,644	1,666	15.62
3	Grade—IV	...	...	...	4,502	220	4.80	5,123	237	4.63
4	Total	...	...	...	15,277	1,846	12.08	16,556	1,979	11.95

6.6 It is observed from the above table that the number of female employees accounted for 9.63 per cent of the total gazetted employees, 15.62 per cent of the total non-gazetted employees and 4.63 per cent of the total Grade IV employees of the State, during the period under reference as against 9.48 per cent, 15.63 per cent and 4.80 per cent respectively for the year 1974.

6.7 The following table shows the distribution of employees according to sex and district of posting.

TABLE VII.4

**Distribution of Employees according to sex and District of posting**

Sl. No.	District		Male	Female	Total	P.C. of female employees to total number of District Employees
1	2		3	4	5	6
1	Khasi Hills	...	9,763	1,435	11,198	12.81
2	Garo Hills	...	3,443	270	3,713	7.27
3	Jaintia Hills	...	1,371	274	1,645	16.66
	Total	...	14,577	1,979	16,556	11.95

6.8 The above table indicates that in Khasi Hills district the number of female employees were 1435 (12.81 per cent) in Garo Hills 270 (7.27 per cent) and in Jaintia Hills 274 (16.66 per cent) to the total number of district employees on the reference date.

## Section VIII

## 7 State Government Employees by Schedule Castes/Scheduled Tribes and Status.

7.1 Information on the distribution of employees according to Caste, Tribe and Status was also collected in the Census and the results obtained are shown in the table VIII. 1.

TABLE VIII.1

## Distribution of Government Employees among Scheduled Castes/Scheduled Tribes and others

Sl. No.	Castes/Tribes of Govt. employe	Gazetted	Non Gazetted	Grade IV	Total	Percentage to total
1	2	3	4	5	6	7
1	Scheduled Tribes (Hills).	415	6,233	2,692	9,340	56.41
2	Scheduled Tribes (Plains).	$\frac{12}{427}$	$\frac{264}{6477}$	$\frac{51}{2743}$	$\frac{327}{9667}$	1.98
3	Scheduled Castes	20	570	194	784	4.74
4	Other Backward Classes.	43	1,225	1,063	2,331	14.08
5	Others	299	2,352	1,123	3,774	22.79
Total ...		789	10,644	5,123	16,556	100.00

7.2 The above table reveals that 56.41 per cent of the employees belonged to Scheduled Tribes (Hills), 1.98 per cent were Scheduled Tribes (Plains), 4.74 per cent were Scheduled Castes and 14.08 per cent belonged to other backward classes. Communities other than the communities mentioned above constituted 22.79 per cent of the total number of State Government employees during the period under review.



**TABLE—VIII.2**

7.3 The distribution of Scheduled Tribes (Hills), Scheduled Tribes status, tenure of services and district of posting on the reference date

TABLE

**Distribution of State Government Employees according to**

Sl. No.	District	Tribes/Castes	Gazetted		
			*Permanent	Temporary	Total
1	2	3	4	5	6
1	Khasi Hills	Scheduled Tribe Hills ...	158	133	291
		Scheduled Tribe Plains ..	7	2	9
		Scheduled Castes ...	5	4	9
		Other Backward Classes ...	13	10	23
		Others ... ..	100	79	179
2	Garo Hills	Scheduled Tribes Hills ...	20	49	69
		Scheduled Tribes Plains ..	1	2	3
		Scheduled Castes ...	4	4	8
		Other Backward Classes ..	14	4	18
		Others ... ..	17	70	87
3	Jaintia Hills	Scheduled Tribes Hills ...	16	39	55
		Scheduled Tribes Plains ...	..	..	..
		Scheduled Castes ..	..		3
		Other Backward Classes ...	1	1	2
		Others ... ..	2	31	33
Total .. ..			358	431	789

\*An employee holding a temporary post on the reference date

(Plains), Scheduled Castes, Other Backward Classes, etc., according to is given in table VIII. 2 :

## VIII-2

**Caste/Tribe, Status, tenure of services and district of posting**

Non-Gazetted			Grade IV			Total (6+9+12)
*Permanent	Temporary	Total	*Permanent	Temporary	Total	
7	8	9	10	11	12	13
1,426	3,092	4,518	110	1,220	1,330	6,139
120	100	220	...	20	20	249
290	183	473	4	100	104	586
388	582	970	120	554	674	1,667
645	1,083	1,728	122	528	650	2,557
184	784	968	310	725	1,035	2,072
13	24	37	1	25	26	66
6	65	71	13	64	77	156
67	153	220	160	109	269	507
64	470	534	78	213	291	912
86	661	747	35	292	327	1,129
1	6	7	...	5	5	12
4	26	30	3	10	13	46
4	23	27	35	85	120	149
11	83	94	15	167	182	309
3,309	7,335	10,644	1,006	4,117	5,123	16,556

is treated as permanent if he has been confirmed else where.

## 7.4 Distribution of Scheduled Tribes/Castes according to status is

TABLE—

## Departmentwise Representation of Scheduled Tribes/

Sl. No.	Departments	Gazetted					Total
		Scheduled Tribe Hills	Scheduled Tribe Plains	Other Backward Classes	Scheduled Castes	Others	
1	2	3	4	5	6	7	8
1	Accounts .. .. .	2	...	1	...	3	6
2	A. H. and Veterinary .. .. .	12	..	2	8	5	27
3	Agriculture .. .. .	34	1	9	6	13	63
4	Assembly .. .. .	10	..	..	..	2	12
5	Boilers and Factories Inspectorate	1	..	..	..	..	1
6	Community Development (Panchayat and C. D.)	34	..	4	1	16	55
7	Co-operation .. .. .	1	..	1	..	1	3
8	Election .. .. .	3	..	..	..	..	3
9	Excise .. .. .	..	1	..	..	..	1
10	Education .. .. .	57	..	1	..	44	102
11	Employment Services .. .. .	6	..	..	..	2	8
12	Economics and Statistics & Evaluation Deptt.	7	..	..	..	3	10
13	Electrical Inspectorate.. .. .	1	..	..	..	..	1
14	Forest .. .. .	7	1	..	..	4	12
15	Fisheries .. .. .	1	..	..	..	..	1
16	Geology and Mining .. .. .	16	..	..	..	..	16
17	Government Press .. .. .	2	..	..	..	2	4

shown in table VIII.3.

## VIII.3

**Castes in Government Services according to status**

Non-Gazetted						Grade IV						All Total
Scheduled Tribe Hills	Scheduled Tribe Plains	Other Backward Classes	Scheduled Castes	Others	Total	Scheduled Tribe Hills	Scheduled Tribe Plains	Other Backward Classes	Scheduled Castes	Others	Total	
9	10	11	12	13	14	15	16	17	18	19	20	21
75	2	3	2	11	93	13	...	3	..	6	22	121
158	...	15	12	17	202	92	3	54	12	34	195	424
375	3	20	12	49	459	214	6	57	3	30	310	832
30	...	...	...	1	31	18	...	9	...	10	37	80
2	..	...	...	..	2	1	..	...	..	...	1	4
477	...	21	7	66	571	112	1	20	...	15	148	774
73	1	4	1	33	112	20	...	15	1	37	73	188
135	...	8	..	7	150	9	...	2	...	1	12	165
31	...	11	2	8	52	16	...	1	..	1	18	71
561	7	20	6	92	686	199	2	59	3	39	302	1,090
32	1	4	2	13	52	14	...	4	1	8	27	87
54	1	5	..	9	69	11	1	2	...	5	19	98
6	...	...	...	..	8	3	...	...	...	1	4	13
119	6	36	4	49	214	68	3	33	1	40	145	371
54	...	2	1	4	61	34	...	5	...	1	40	102
16	...	...	...	17	33	18	..	4	...	5	27	76
89	1	81	3	94	268	30	3	39	7	66	145	417

TABLE

## Departmentwise Representations of Scheduled Tribes

Sl. No.	Departments	Gazetted					Total		
		Scheduled Tribe Hills	Scheduled Tribe Plains	Other Backward Classes	Scheduled Castes	Others			
1	2	3	4	5	6	7	8		
18	General Administration Deptt- ...	..	14	..	..	..	14	28	
19	High Court ... ..	..	..	..	..	..	..	..	
20	Housing and Town Planning Organisation	..	4	..	..	..	3	7	
21	Health (including P. H. Medical)	..	56	3	6	..	65	130	
22	Information and Public Relations	..	6	..	..	..	1	7	
23	Industries ... ..	..	5	..	2	1	5	13	
24	Judicial .. ..	..	..	..	2	..	..	1	3
25	Jail .. ..	..	1	1	1	..	..	3	
26	Labour .. ..	..	2	..	..	..	1	3	
27	Land Record and Survey ... ..	..	1	..	..	..	1	2	
28	Meghalaya Public Service Commission ..	..	4	..	..	..	..	4	
29	Meghalaya Civil Task Force ... ..	..	1	..	..	..	..	1	
30	N. C. C. .. ..	..	..	..	..	..	..	..	
31	P. W. D. ... ..	..	13	1	9	2	68	93	
32	Police including Civil Defence and Home Guards	7	..	..	4	..	12	23	
33	Relief and Rehabilitation .. ..	..	..	..	..	..	..	..	
34	Supply and Trade .. ..	..	7	1	1	..	1	10	
35	Sericulture and Weaving ... ..	..	4	..	..	..	1	5	

## VIII-3

## Castes in Government Services according to status

Non-Gazetted						Grade IV						All Total
Scheduled Tribe Hills	Scheduled Tribe Plains	Other Backward Classes	Scheduled Castes	Others	Total	Scheduled Tribe Hill	Scheduled Tribe Plains	Other Backward Classes	Scheduled Castes	Others	Total	
9	10	11	12	13	14	15	16	17	18	19	20	21
125	...	6	-	26	157	82	...	33	6	36	157	342
1	...	...	...	2	3	1	...	1	...	1	3	6
24	...	2	...	10	36	10	...	1	...	2	13	56
742	13	69	29	270	1,123	497	5	189	49	292	1,032	2,285
30	...	3	...	4	37	8	...	1	...	7	16	60
85	...	6	1	12	104	38	...	13	...	12	63	180
13	...	1	..	5	19	7	.	4	1	..	12	34
26	...	10	..	8	44	15	...	11	1	23	50	97
8	...	1	1	10	20	4	2	1	...	6	13	36
27	...	...	...	...	27	29	...	4	19	2	54	83
22	...	...	...	...	22	10	...	3	...	1	14	40
4	...	...	..	...	4	2	...	...	...	...	2	7
8	...	7	1	9	25	10	1	18	...	8	37	62
810	24	92	31	503	1,460	296	5	149	21	170	641	2,194
1,067	203	762	421	924	3,377	354	15	287	30	160	846	4,246
10	...	1	1	6	18	3	..	...	...	2	5	23
75	...	8	...	15	98	51	...	8	...	15	74	182
131	...	14	20	25	190	35	...	6	3	32	77	274

TABLE—

## Department-wise Representation of Scheduled Tribes

Sl. No.	Departments		Gazetted					Total		
			Scheduled Tribe Hills	Scheduled Tribe Plains	Other Backward Classes	Scheduled Castes	Others			
1	2		3	4	5	6	7	8		
36	Soil Conservation	...	...	14	..	...	...	2	13	
37	Secretariat	...	..	...	66	...	2	1	29	98
38	Stationery Stores	...	..	...	1	..	...	..	..	1
39	Social Welfare	...	..	...	1	..	..	1	...	2
40	Small Saving	...	...	...	...	..	..	..	...	...
41	S. S. and A Board	...	..	...	1	..	...	...	...	1
42	Transport	..	...	...	3	...	..	..	...	3
43	Taxation	...	...	...	10	1	..	...	...	11
44	Tourism	...	...	...	1	..	..	...	...	1
45	Weights and Measures	...	...	2	...	..	...	...	...	2
Total		..	...	415	12	43	20	299	789	
Percentage to Total		...	...	2.51	0.07	0.27	0.12	1.81	4.77	



## VIII.3

## Castes in Government Services according to Status

Non Gazetted						Grade IV						All Total
Scheduled Tribe Hills	Scheduled Tribe Plains	Other Backward Classes	Scheduled Castes	Others	Total	Scheduled Tribe Hills.	Scheduled Tribe Plains	Other Backward Classes	Scheduled Castes	Others	Total	
9	10	11	12	13	14	15	16	17	18	19	20	21
110	1	3	11	5	130	132	4	16	6	20	178	321
392	..	6	..	14	412	175	..	1	18	9	203	713
7	...	...	...	...	7	4	...	..	1	1	6	14
2	...	...	..	...	2	1	...	..	1	2	4	8
3	...	...	...	...	3	1	..	...	...	...	1	4
3	...	...	...	...	3	1	...	...	...	..	1	5
167	...	1	1	23	192	30	...	..	10	11	51	246
24	1	3	1	10	39	8	...	6	...	6	20	70
12	..	...	...	...	12	5	...	3	...	4	12	25
16	...	...	...	1	17	11	...	1	...	1	13	32
6,233	264	1,225	570	2,352	10,644	2,692	51	1,063	194	1,123	5,123	16,556
37.65	1.59	7.40	3.44	14.21	64.29	16.26	0.30	6.42	1.17	6.78	30.94	(100.00)

7.5 It will be observed from table VIII.3 that the number of Scheduled Tribes (Hills), Scheduled Tribes (Plains), other backward classes, Scheduled Castes and others were accounted for 9340 persons (56.42 per cent), 327 persons (1.96 per cent), 2331 persons (14.09 per cent), 784 persons (4.73 per cent), 3774 persons (22.80 per cent) respectively for all three categories of posts (i. e., Gazetted, Non-gazetted and Grade IV).



1978  
PRINTED AT THE GOVERNMENT PRESS  
SHILLONG