



सत्यमेव जयते

**CENSUS OF MEGHALAYA GOVERNMENT
EMPLOYEES**

As on 31st March, 1977

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

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ERRATA

Page	Particular	Line No.	Sl. Nos	Col. No.	For	Read
1	2	3	4	5	6	7
1	Para 7	4	10.48	21.50
2	Para 13	1	...	...	62.67	62.67
2	Para 16	4	...	...	camunities	communities
4	Para 8	3	...	...	pieces	piece
7	Para 4	4	...	...	31268	312.68
8	Table	...	1	4	42	420
8	Table	...	4	3	8.53	89.53
8	Table	...	7	5	10000	100.00
8	Table	...	8	5	10000	100.00
10	Para. 9	5	...	...	1628	11628
13	Para. 5	1	...	...	tate	State
13	Para. 5	5	...	...	dutation	deputation
13	Para. 5	10	...	...	Government	Government
13	Para. 5	11	...	...	Gazette	Gazetted
15	Para. 9	2	...	...	mployees	employees
15	Para. 9	2	...	...	eployees	employees
15	Para. 9	3	...	...	ercent	(percent)
15	Para. 9	3	...	...	Crade VI	Grade IV
18	Table 1	...	31	13	2.28	22.85
32	Table 10	...	1	6	23.40	22.40
32	Table 10	...	4	8	2.83	2.80
33	Table 10	...	1	4	1.34,23	1,34,23
41	Table 19	...	1 (Total)	5	548	584

PREFACE

The Census of Meghalaya Government Employees as on 31st March, 1977, is presented in this Report. This Report is the fourth in the series brought out by the Directorate of Economics, Statistics and Evaluation on Meghalaya Government Employees in respect of the numbers, pay, tenure of service, sex, caste/tribe, etc.

This Report was compiled mainly by Shrimati A. Kharsyntiew and Shri P. G. Momin, Inspectors of Statistics who were assisted by Shri Franklin Marak, Computer in the tabulation under the supervision and guidance of Shri F. Syndai, Research Officer.

Comments and suggestions for improvement of future issues are most welcome.

Dated Shillong :
The 2nd May, 1980.

R. P. KHARMUJAI
Director

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SECRET

CENSUS OF MEGHALAYA GOVERNMENT EMPLOYEES

(As on 31st March, 1977)

HIGHLIGHTS

1. The total number of Meghalaya Government Employees as on 31st March, 1977 was 18973, having risen from 17758 in 1976. The strength of Meghalaya Government Employees when the State came into being on 2nd April, 1970 was 4395. Over this period the number of Meghalaya Government Employees had increased by 332 per cent.

2. Out of a total number of 18973 employees on 31st March, 1977, the female employees numbered 2569 and male employees 16404, constituting 13.54 per cent and 86.46 per cent respectively.

3. 3274 or 17.26 per cent of the employees were permanent while 15699 employees or 82.74 per cent were temporary.

4. Of the total number of employees, 1045 or 5.51 per cent were gazetted, 12775 or 67.33 per cent non-gazetted and 5153 or 27.16 per cent were Grade IV employees (including other staff borne on identical scales of pay).

5. The Police Department employed the highest number totalling to 4336 employees as on 31st March, 1977, which constituted 22.85 per cent of the total number of Meghalaya Government Employees. At the other extreme was the Directorate of Small Savings with just 4 employees on 31st March, 1977.

6. 1135 Meghalaya Government employees or 5.98 per cent were in the Secretariat, and 1548 or 8.16 per cent in the Heads of Departments while 16290 or 85.86 per cent were in other offices of the State Government.

7. The East Khasi Hills District had the largest number of Meghalaya Government employees totalling to 11787 or 62.12 per cent of the total number of Meghalaya Government employees as on 31st March, 1977. Next came the West Garo Hills District with 4079 employees (10.48) per cent and the Jaintia Hills District with 1989 employees (10.48) per cent. The share of the West Khasi Hills District and East Garo Hills District was only 690 employees (3.64 per cent) and 428 employees (2.26 per cent) respectively.

8. Out of the total of 18973 employees as on 31st March, 1977, 9044 employees or 47.67 per cent were by direct appointment by the Meghalaya Government, 9855 employees or 51.94 per cent were on deputation/absorbed from the Assam Government and 74 employees or 0.39 per cent on deputation from other Governments. The number of employees appointed directly by the Meghalaya Government was 210 only in 1970.

9. As on 31st March, 1977, 15.52 per cent of the employees drew a basic pay of less than Rs. 200 per month, 39.65 per cent between Rs.200/- and Rs.249/- per month and 41.82 per cent between 250/- and Rs.699/- per month. The employees drawing Rs.700—to Rs.1799/- per month, accounted for 2.84 per cent and employees drawing Rs.1800/- or more per month for 0.17 per cent.

10. Meghalaya Government employees drawing total emoluments of less than Rs.700/- per month constituted 94.84 per cent and those drawing monthly emoluments of Rs.700/- or more constituted 5.16 per cent.

11. According to the returns of the Census of Meghalaya Government employees, the salary bill of the State Government employees, amounted to Rs. 9.03 crores for the year ending 31st March, 1977.

12. As on 31st March, 1977, 17320 employees or 91.29 per cent were in the primary pay scales and 1582 employees or 8.34 per cent in the secondary scale of pay while 71 employees or 0.37 per cent belonged to non-regular scale of pay and fixed pay groups.

13. Out of a total of 18973 employees as on 31st March, 1977, 62.67 per cent employees were below Matric, 32.45 per cent had academic qualifications between Matric and degree in general Arts, Science or Commerce and 1.12 per cent were with Postgraduate degrees in Arts, Science or Commerce. 713 employees or 3.76 per cent only had technical qualifications such as diplomas, certificates, degrees, etc. in Engineering, Agriculture, Veterinary, Medicines, etc.

14. As on 31st March, 1977, 752 employees (3.96) per cent belonged to Scheduled Castes, 11716 (61.75) per cent to Scheduled Tribes (Hills), 208 (1.10) per cent to Scheduled Tribes (Plains), 2399 (12.64) per cent to Other Backward Classes and 3898 (20.55) per cent to other communities.

15. The ratio of employees as on 31st March, 1977 to the State's population (1971 Census) worked out to 1 : 53 in 1977 as against 1 : 57 in 1976.

16. In relation to the respective population of 1971 census, the Meghalaya Government employees population ratio (based on the number of employees on 31st March, 1977) worked out at 1 : 5 for Scheduled Castes, 1 : 68 for Scheduled Tribes, 1 : 31 for other communities including other backward classes.

CENSUS OF MEGHALAYA GOVERNMENT EMPLOYEES

(As on 31st March, 1977)

Introduction

The Census of Meghalaya Government Employees was first conducted in the year 1972. The 31st March of the year was selected as reference date of the Census in Meghalaya as was the case in other States. After 1973, the Census of Meghalaya Government employees was conducted only in alternate years as it was observed that no major changes had taken place in two consecutive years even in a small State like Meghalaya. However, provision has been made to obtain only the numbers of employees for those years in which the Census was not conducted.

2. The Census of Meghalaya Government employees as on 31st March, 1977 sought information on the employees in regard to the tenure of service, caste, tribe, place of posting, sex, pay-scales and basic pay. Also important was the information regarding the numbers on deputation from Assam and other Governments and numbers recruited directly by the Meghalaya Government.

3. For the purpose of this Census, a Meghalaya Government employee has been defined as a person in employment of the Meghalaya Government on the reference date and paid directly from the State Exchequer. This includes persons employed on permanent, temporary, work-charge or contract basis. Employees for whom a Service roll was maintained was also covered by the Census. For the purpose of this Census, an employee holding a temporary post on the reference date was treated as permanent if the incumbent has been confirmed in any post anywhere, anytime. This is besides the confirmed incumbents holding permanent posts on the reference date. All other incumbents have been taken as temporary for the purpose of this Census.

4. The Census of Meghalaya Government employees as on 31st March, 1977, covered all the officer under the State Government both in Meghalaya and elsewhere. The Census has not, however, covered the autonomous bodies, Undertakings and Corporations, like the Road Transport Corporation, Electricity Board etc., having a budget of their own.

5. The data for the Census was collected by means of a Government circular directing all the State Government offices to furnish the information required by the Directorate of Economics, Statistics and Evaluation. This circular was followed by similar instructions issued by different departments to their subordinate offices. The Directorate of Economics, Statistics and Evaluation followed-up by sending the prescribed forms to each and every Government office listed. In a number of cases, the form was sent down to the lowest level Office through the respective Heads of Departments also.

5. The Directorate of Economics, Statistics and Evaluation has been very eager to complete the Census and bring out the results within a short time in order that the data become of fullest use. This has, however, only remained an aim because only a few Offices had responded with the returns by the stipulated date. This necessitated repeated reminders at regular intervals in order to get the number of returns considered reasonable for the compilation to be taken up. While it was understandable that big Offices like the Directorate of Health Services, Agriculture, Public Instruction and the District Police Establishments etc., would take some time, it is beyond one's comprehension that small Offices with only 20 or 30 members on their staff should find it impossible to submit the simple returns for this census. Till writing of this Report, eleven Offices have not submitted the returns. These are—

- 1* The Estate Officer, Meghalaya, Shillong.
2. The District Transport Officer, Meghalaya, Shillong.
3. The Assistant Agronomist, (Land Use Survey), Meghalaya, Shillong.
- 4* Agronomist, (Indo-Danish Project), Upper Shillong.
- 5* Assistant Malaria Officer, Khasi and Jaintia Hills, Shillong.
- 6* Medical Superintendent, Ganesh Das Hospital, Shillong.
- 7* Executive Engineer, Tura North Division, Tura.
- 8* District Transport Officer, West Garo Hills District, Tura.
- 9* Secretary, Regional Transport Authority, West Garo Hills, Tura.
- 10* District Malaria Officer, West Garo Hills District, Tura.
11. Executive Engineer, (Public Health Engineering), Rural Water Supply Division, Jowai.

7. The number of Meghalaya Government Offices on 31st March, 1977 totalled to 395 according to the lists furnished by the different departments to the Directorate of Economics, Statistics and Evaluation. 384 of these Offices had submitted information sought by the Directorate. This Report was compiled mainly on the information supplied by these 384 Offices. In order that the Report becomes as complete as possible some information submitted in the preceding Census by 8 of the above 11 defaulting offices (in asterisks) were also made use of in the compilation.

8. The Directorate of Economics, Statistics and Evaluation places on record its gratitude for the help and co-operation of all concerned in enabling it to compile this small but useful piece of work.

Census of Meghalaya Government Employees
(as on 31st March 1977)

RESULTS

The number of Meghalaya Government Employees in the different districts and different Offices of the State Government totalled 18973 as on 31st March, 1977 as against 17758 on 31st March, 1976. The strength of the State Government employees has come to this level from a figure of 16556 in 1975, the year in which the immediately preceding census was taken and from a beginning of 4395 on 2nd April, 1970, the inaugural day of the Meghalaya State. The index of Meghalaya Government Employment (base 1970-100) thus worked out to 432 during the year 1977. The rate of increase of Meghalaya Government Employees during 1977 worked out at 6.84 per cent as against 7.26 per cent in 1976 and 8.37 per cent in 1975. In the initial years of the State the rate of increase in the number of employees was understandably phenomenal, for example, 69.02 per cent in 1972. The rate of increase since 1975 has been not only moderate but gradually coming down suggesting that growth was gradually becoming normal. The broad trends are shown below:—

Sl. No.	Year (as on 31st March)	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
7	1976	17,758	7.26	404	56.97
8	1977	18,973	6.84	432	53.32

*As on 2nd April, 1970.

2. Out of the total number of 18973 Meghalaya Government employees as on 31st March, 1977, 1045 employees (5.51 per cent) were gazetted, 12775 employees (67.33 per cent) non-gazetted while 5153 employees (27.16 per cent) were grade IV inclusive of other staff borne on identical scales of pay. The number of employees holding permanent post at one-time or other was 3274 (17.26 per cent) and 15699 employees (82.74 per cent) were temporary. The number of Meghalaya Government employees as on 31st March, 1977 by status and according to tenure of service is given below—

Number of Meghalaya Government Employees according to Status

Sl. No.	Status	Permanent	Temporary	Total	Percentage to total
1	2	3	4	5	6
1	Gazetted	418 (40.00)	627 (60.00)	1,045 (100.00)	5.51
2	Non-Gazetted	2,415 (18.91)	10,360 (81.09)	12,775 (100.00)	67.33
3	Grade IV	441 (8.56)	4,712 (91.44)	5,153 (100.00)	27.16
	Total:	(3,274) (17.26)	(15,699) (82.74)	(18,973) (100.00)	100.00

N. B. Figures in brackets are percentages.

The East Khasi Hills District had the largest number of Meghalaya Government employees with 11787 employees or 62.12 per cent of the State total as on 31st March, 1977.

This was the inevitable because of the seat of the State Capital being located in the district. At the other extreme, the East Garo Hills District had just 428 Meghalaya Government employees or 2.26 per cent. on 31st March, 1977 in view of the fact that the district had just come into being. The district-wise position of Meghalaya Government employees is shown below:—

**Number of Meghalaya Government Employees according
to Status and Districts of posting**

Sl. No.	District	Gazetted	Non-Gazetted	Grade IV	Total	Percentage of District total to State total
1	2	3	4	5	6	7
1	East Khasi Hills ...	664	8,218	2,905	11,787	62.12
2	West Garo Hills ...	214	2,602	1,263	4,079	21.50
3	Jaintia Hills ...	118	1,283	588	1,989	10.48
4	West Khasi Hills ...	25	451	214	690	3.64
5	East Garo Hills ..	24	221	183	428	2.26
Total ...		1,045	12,775	5,153	18,973	100.00

4. Out of the total of 18,973 Meghalaya Government employees as on 31st March, 1977, 16,404 were male and 2,569 were female. During the eight years from 1970 to 1977, while the number of male employees had increased 312.68 per cent. the

number of female employees had increased at a faster rate, being 511.67 per cent, incidently, the greater job opportunities awarded to female coincided with the International Decade for Women. The trend of Meghalaya Government employees by sex is shown below:—

Number of Meghalaya Employees according to Sex

Sl. No.	Year (as on 31st March)	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 (87.53)	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 (88.04)	1,979 (11.95)	16,556 (100.00)
7	1976	15,504 (87.31)	2,254 (12.69)	17,758 (100.00)
8	1977	16,404 (86.46)	2,569 (13.54)	18,973 (100.00)

* as on 2nd April

N. B.— Figures in brackets indicate percentage.

5. The number of female employees was 420 when the Meghalaya State came into being. The number of female employees on 31st March, 1977 had come up to 2,569 showing an increase of 511.67 per cent during these 8 years. The Health Department continued to enjoy the distinction of being the biggest employer of women since the creation of the Meghalaya State. The Educational Department next followed not far behind. In 1970 these two departments together employed more than half of the female workers of the State Government. In 1977, the share of these two departments, with 1,064 female employees among them, was 41.42 per cent. In recent years, particularly from 1976, the Secretariat also was fast coming up as a major employer of women.

6. Out of 18,973 Meghalaya Government employees as on 31st March, 1977, the Police Department accounted for 4,336 employees or 22.85 per cent. Next came the Public Works Department with 2,617 employees (13.79 per cent) and Health Department with 2,617 employees (10.91 per cent). Only two other departments, namely, the Education Department and the Agriculture Department had more than one thousand employees as on 31st March, 1977. Thus the five departments taken together accounted for 59.26 per cent of the total number of employees under State Government as shown below:—

Trend of Employment in the five leading Departments from 1970 to 1977 as on 31st March, 1977

Serial No.	Departments	1970	1971	1972	1973	1974	1975	1976	1977
1	2	3	4	5	6	7	8	9	10
1	Police	N.A.	66 (1.2)	2139 (22.3)	4083 (30.7)	4143 (27.1)	4246 (25.7)	4380 (24.7)	4336 (22.9)
2	P.W.D.	799 (18.2)	837 (14.8)	1268 (13.2)	1857 (14.0)	2204 (14.4)	2285 (13.8)	2494 (14.0)	2617 (13.8)
3	Health	814 (18.5)	1006 (17.7)	1524 (15.9)	1929 (14.5)	2060 (13.5)	2194 (13.2)	2598 (14.6)	2069 (10.9)
4	Education...	457 (10.4)	708 (12.3)	855 (8.9)	990 (7.4)	998 (6.5)	1090 (6.6)	1118 (6.3)	1204 (6.4)
5	Agriculture	222 (5.1)	299 (5.3)	374 (3.9)	433 (3.2)	755 (5.0)	832 (5.0)	893 (5.0)	1017 (5.3)
6	Other Offices	2103 (47.9)	2763 (48.7)	3425 (35.8)	4014 (30.2)	5117 (33.5)	5909 (35.7)	6275 (35.4)	7739 (40.7)
Total		4395 (100.0)	5671 (100.0)	9585 (100.0)	13306 (100.0)	15277 (100.0)	16556 (100.0)	17758 (100.0)	18973 (100.0)

N.B.—Figures in brackets are percentages to total.

7. Out of 18973 Meghalaya Government Employees as on 31st March 1977, 1,135 employees worked in the Secretariat and another 1,548 Employees in the Heads of Departments. The vast majority of the State Government employees numbering 16,290 or 85.86 per cent worked in other offices. The number of Meghalaya Government employees according to the status of the offices is given below:—

Distribution of Meghalaya Government Employees according to Office Status

Serial Number	Department	Gazetted	Non-gazetted	Grade IV	Total	Percentage to total
1	2	3	4	5	6	7
1	Secretariat at Shillong	148	603	384	1,135	5.98
2	Heads of Department at Shillong.	184	908	384	1,548	8.16
3	Other Offices	713	11,192	4,385	16,290	85.86
	Total	1,045	12,775	5,153	18,973	100.00

8. As on 31st March, 1977, 27.79 per cent of the Meghalaya Government employees received emoluments less than Rs.300 per month. Another 58.11 per cent received emoluments between Rs.300 and Rs.499 per month.

9. As on 31st March, 1977, there were 2945 employees (15.52 per cent) drawing a basic pay of below Rs.200 per month. With the exception of one employee all of them belonged to the category of Grade IV including Soil Conservation Field Workers, Forest Guards, etc. borne on identical pay scales. 1628 employees (61.29 percent) had a basic pay of Rs.200—299 per month and 81.01 percent of the employees in this pay group were non-gazetted and the remaining 18.99 per cent were Grade IV. There was only one Grade IV employee with a basic pay of Rs.300/- and above per month.

10. Among the non-gazetted, 73.74 per cent had a basic pay of less than Rs. 300/- per month, another 22.35 per cent were in the basic pay group of Rs. 300 to Rs.499 per month. The table below summarises the distribution of the Meghalaya Government Employees according to status and basic pay groups.

**Number of Meghalaya Government Employees according to
Status and Basic pay Group**

Serial No.	Pay Group (Monthly)	Gazetted	Non-Gazetted	Grade IV	Total
1	2	3	4	5	6
1	Below Rs.200	1 (0·09)	...	2,944 (57·13)	2,945 (15·52)
2	Rs.200—Rs.299	...	9,420 (73·74)	2,208 (42·85)	11,628 (61·29)
3	Rs.300—Rs.499	151 (14·46)	2,855 (22·35)	1 (0·02)	3,007 (15·85)
4	Rs.500—Rs.699	385 (36·84)	437 (3·42)	...	822 (4·33)
5	Rs.700—Rs.1,599	458 (43·83)	63 (0·49)	...	521 (2·75)
6	Rs.1,600 and above	50 (4·78)	...	..	50 (0·26)
Total		1,045 (100·00)	12,775 (109·00)	5,153 (100·00)	18,973 (100·00)

N.B. Figures in brackets indicate percentage.

11. Of the total 18,973 of Meghalaya Government Employees as on 31st March, 1977, 61.75 per cent belonged to the Scheduled Tribes (Hills) and another 1.10 per cent to the Scheduled Tribes (Plains). Scheduled tribes thus accounted for 62.85 per cent of the Meghalaya Government Employees during 1977. The share of the Scheduled Castes was 3.96 per cent and of the other Backward Classes 12.64 per cent. The remaining 20.55 per cent of the employees belonged to other population groups. The distribution of Meghalaya Government employees by castes, tribes, etc., is summarised in the table below:--

Number of Meghalaya Government Employees by Castes/Tribes, etc.

Sl. No.	Castes/Tribes	Gazetted	Non Gazetted	Grade IV	Total	Percentage to total
1	2	3	4	5	6	7
1	Scheduled Tribes (Hills).	584	8,150	2,982	11,716	61.75
2	Scheduled Castes	18	532	202	752	3.96
3	Scheduled Tribes (Plains).	16	151	41	208	1.10
4	Other Backward Classes.	40	1,528	831	2,399	12.64
5	Others	387	2,414	1,097	3,898	20.55
Total ...		1,045	12,775	5,153	18,973	100.00

12. The result of the Census of Meghalaya Government Employees as on 31st March, 1977 is presented in greater details in the 19 tables described in the next chapter.

THE TABLES

The figures presented in the tables relate to the numbers as on 31st March, 1977 unless otherwise indicated.

Table 1: gives the distribution of the employees department-wise according to status and tenure of service. It will be seen from this table that the Police Department had the largest number of Meghalaya Government employees accounting for 22.85 per cent. Next in line came the Public Works Department (17.17 per cent), Health Department (10.91 per cent), Education Department (6.72 per cent), Agriculture Department (5.36 per cent) and Community Development Department (4.03 per cent).

Table 2: gives the distribution of the State Government employees according to status, tenure of service and district of posting. This table shows that 11,787 employees or 62.12 per cent were posted in the East Khasi Hills District. Of these employees, 22.99 per cent were incumbents with permanent posts and 77.01 per cent incumbents holding temporary posts. Next came the West Garo Hills District with a total of 4079 employees, of whom 8.16 per cent were permanent and 91.84 per cent temporary. The Jaintia Hills had 1989 State Government employees of whom 8.65 per cent were permanent and 91.35 per cent temporary. In the West Khasi Hills District there were 690 Meghalaya Government employees of whom 11 employees (1.59 per cent) were permanent and 679 (98.41 per cent) were temporary. The number of Meghalaya Government employees was the smallest in the East Garo Hills District totalling only 428 employees on 31st March, 1977, of these employees, 48 (11.22 per cent) were permanent and 380 employees (88.78 per cent) temporary.

Table 3: gives the distribution of the Meghalaya Government employees as on 31st March, 1977 according to academic attainments. It will be seen that the bulk of State Government employees (62.67 per cent) were below matric. Another 23.03 per cent had passed Matric and P.U. standard. 10.54 per cent of the employees had degrees and/or Post-graduate degree in Arts, Science and Commerce, 2.17 per cent of the employees were technically qualified with diploma/certificates in Engineering, etc. and another 1.57 per cent with degrees and/or Post-graduate degrees in engineering, veterinary, agriculture etc. Doctorates, such as Ph.D., D.Litt., etc. accounted for 0.02 per cent.

Table 4: gives the distribution of the State Government employees by authority of recruitment. This table shows that out of 18,973 State Government employees as on 31st March, 1977, 9,044 employees (47.67 per cent) were appointed directly by the Government of Meghalaya and 9,855 employees (51.93 per cent) were on deputation and/or absorbed from Assam Government and 74 employees (0.40 per cent) were on deputation from other Governments. The majority of the Grade IV staff on 31st March, 1977 were directly appointed by the Meghalaya Government while those on deputation and/or absorbed from Assam Government, still formed the majority among the gazetted and non-gazette staff.

Table 5: shows that out of 1135 employees in the Secretariat, 605 employees (53.30 per cent) were appointed directly by the Government of Meghalaya while those on deputation and/or absorbed from Assam Government numbered 497 (43.79 per cent) and those on deputation from other Governments were 33 in number (2.91 per cent).

In the heads of departments, out of a total of 1,548 employees, 887 employees, (57.30 per cent) were those directly appointed by the Meghalaya Government while 655 (42.31 per cent) were on deputation and/or absorbed from Assam Government and only 6 (0.39 per cent) on deputation from other Governments.

Among the employees in other offices of the State Government numbering 16,290 on 31st March, 1977, 7,552 (46.36 per cent) were by direct appointment by the Meghalaya Government, 8,703 employees (53.43 per cent) were by deputation and/or absorption from the Assam Government and 35 (0.21 per cent) on deputation from other Governments.

Table 6: gives the distribution of Meghalaya Government employees and source of recruitment and district of posting. The number of employees directly appointed by the Government of Meghalaya was 5,322 in the East Khasi Hills District, 1894 in the West Garo Hills District, 1177 in the Jaintia Hills District, 398 in the West Khasi Hills District and 253 in the East Garo Hills District. These numbers formed 45.15 per cent, 46.43 per cent, 59.18 per cent and 59.11 per cent of the total number of employees in the districts respectively.

Employees who were on deputation/absorbed from Assam Government numbered 6410 in the East Khasi Hills District, 2178 in West Garo Hills District, 804 in the Jaintia Hills District, 291 in the West Khasi Hills District and 172 in the East Garo Hills District. These numbers give 54.38 per cent, 53.40 per cent, 40.42 per cent, 42.17 per cent and 40.19 per cent of the total number of employees of the districts respectively.

Employees on deputation from other Governments stood at 55 in the East Khasi Hills District, 7 in the West Garo Hills District, 8 in the Jaintia Hills District, 1 in the West Khasi Hills District and 3 in the East Garo Hills District.

Table 7: gives the distribution of the Meghalaya Government employees according to pay-groups. This table shows that 15.52 per cent State Government employees as on 31st March, 1977 were in a basic pay-range of less than Rs.200 per month. Another 61.29 per cent of the employees were drawing a basic pay ranging from Rs.200 to Rs.299 per month and 20.18 per cent employees were in the basic pay range of Rs.300 to Rs.699 per month and 1.97 per cent were drawing a basic pay between Rs.700 to Rs.999/- per month. The percentage of employees drawing a basic pay of Rs.1000 to Rs.1999 per month was 0.92 and employees with a basic pay of Rs.2000 or more per month accounted for 0.12 per cent.

Table 8: gives the distribution of State Government employees according to their emoluments. This table shows that 27.79 per cent of the employees were drawing emoluments totalling less than Rs.300 per month and 67.04 per cent employees were drawing monthly emoluments ranging from Rs.300 to Rs.699 while 3.36 per cent employees were drawing emoluments ranging from Rs.700 to Rs.999 per month. The percentage of employees drawing emoluments ranging from Rs.1000/- to Rs.1999/- per month was 1.57 only. The percentage of employees drawing emoluments of Rs.2,000 or more per month was 0.24. [For this purpose, the emolument of the employee has been taken as the gross salary income comprising the basic pay and other allowances admissible to the employee, like Dearness Allowance, Compensatory Allowance, House Rent Allowance, Winter Allowance, etc.].

Table 9: gives the expenditure on basic pay by monthly pay group

Table 9 (A): shows the expenditure on emoluments by monthly emoluments groups.

Table 10: shows the total expenditure on basic pay, dearness allowance, compensatory allowance, house-rent allowance and other allowances which are admissible to the Meghalaya Government employees for the year ended 31.3.1977 according to district of posting of the employees. According to the census, a total of Rs.9.03 crores was spent on this account during the year ended 31.3.1977. It will be seen that 73.84 per cent of the expenditure went towards meeting the basic pay. Another 17.57 per cent was spent on dearness allowance.

It is interesting to note that the East Khasi Hills District with 62.12 per cent of the State Government employees claimed 63.07 per cent of the expenditure; West Garo Hills district with 21.50 per cent employees for 21.15 per cent of the expenditure; the Jaintia Hills District with 10.48 per cent employees for 10.15 per cent of the expenditure; the West Khasi Hills District with 3.64 per cent employees for 3.47 per cent of the expenditure and the East Garo Hills District with 2.26 per cent employees for 2.16 per cent of the expenditure.

Table 11: shows the distribution of Meghalaya Government employees in primary and secondary, etc., scales of pay. It will be seen that 91.29 per cent of the Meghalaya Government employees as on 31.3.1977 were borne on the primary scales of pay and 8.34 per cent in the secondary scales of pay. A total of 71 employees (0.37 per cent) were neither in the primary nor secondary scales of pay but in the non-regular scales and fixed pay. Among the gazetted, 66.03 per cent were in primary scales and 29.19 per cent in the secondary scales while 4.78 per cent in other non-regular pay scales. Among the non-gazetted, 89.95 per cent were in primary scales, 10.00 per cent in the secondary scales and 0.05 per cent in non-regular scales. Among the Grade IV, 99.73 per cent were in the primary scales of pay. No Grade IV was found in the secondary pay scales. 14 other Grade IV were in other non-regular pay scales or fixed pay.

Table 12, 13 and 14: show the distribution of the Meghalaya Government employees in the various scales of pay in force in the State.

Table 15: gives the composition of the Meghalaya Government employees as on 31-3-77 according to the sex and status. Out of total of 18,973 employees, 16,404 employees were male and 2,569 employees were female. These represent 86.46 per cent and 13.54 per cent respectively of the total number of State Government employees.

Among the male employees, 938 employees or 5.72 per cent were gazetted, 1,063 employees or 64.81 per cent were non-gazetted and 4,835 employees or 29.47 per cent were Grade IV. (In this report the Grade IV employee was taken to also include such personnel as the soil conservation field worker, forest guard, etc. who were borne on the pay scales identical as those of the office Grade IV, etc.)

Among the females, 107 employees (4.17 per cent) were gazetted, 2,144 employees (83.45 per cent) were non-gazetted, and 318 employees (12.38 per cent) were Grade VI.

Table 16: gives the composition of employees by sex and district of posting. It will be seen that among the male employees, 61.06 per cent were posted in the East Khasi Hills district, 22.77 per cent in the West Garo Hills District, 9.83 per cent in the Jaintia Hills District, 3.86 per cent in the West Khasi Hills District and 2.48 per cent in the East Garo Hills District. Among the females, the corresponding figures were 68.94 per cent, 13.39 per cent, 14.67 per cent, 2.18 per cent and 0.82 per cent respectively.

It will also be seen that in relation to the total number employees of the districts, the Jaintia Hills has stolen the lead in employing women. In the Jaintia Hills, the female employees accounted for 13.95 per cent of the total number of State Government employees in the district. In the East Khasi Hills District the female employees percentage was 15.03. In the remaining districts the percentage was even lower, being 8.43 in West Garo Hills, 8.12 in West Khasi Hills and 4.91 in East Garo Hills District. The State average of female employees was 13.54 per cent.

Table 17: shows the trend in the number of female employees under the Meghalaya Government as also the number of female employees in the major departments employing them.

Table 18: shows the number of female employees by status in relation to total employees. It will be seen that among the gazetted employees 10.24 per cent were female, among the non gazetted, 16.78 per cent were female and among the Grade IV, 6.17 per cent were female. Compared to 1976 there has been an improvement in the share of female in all the classes during the year 1977.

Table 19: gives the distribution of employees by caste, tribe, etc. Out of a total of 18973 Meghalaya Government employees on 31st March, 1977, 11,716 or 61.75 per cent were Schedule Tribes (Hills), 208 or 1.10 per cent Scheduled Tribes (Plains), 752 or 3.96 per cent Scheduled Castes and 2,399 or 12.64 per cent were other Backward Classes while 3,898 or 20.55 per cent belonged to other population groups. Thus 79.45 per cent of the Meghalaya Government employment was drawn from the weaker sections. These sections constituted 62.97 per cent in the gazetted, 81.10 per cent in the non-gazetted, and 78.71 per cent in the Grade IV categories.

District-wise, the Scheduled Tribes constituted 59.65 per cent in the East Khasi Hills, 63.35 per cent in the West Garo Hills, 76.06 per cent in Jaintia Hills, 72.89 per cent in West Khasi Hills, and 68.46 per cent in the East Garo Hills. The percentage of the Scheduled Castes in the districts was 4.20, 4.68, 2.41, 1.74 and 1.40 respectively. The other Backward Classes accounted for 12.14 per cent, 12.14 per cent, 11.71 per cent, 7.25 per cent and 12.15 per cent respectively.

TABLE I

Number of Meghalaya Government Employees as on 31st March, 1977 according to status and tenure of Services by Departments

Sl. No.	Departments	Gazetted			Non-Gazetted			Grade IV			All employees	
		Per- manent	Tempo- rary	Total	Per- manent	Tempo- rary	Total	Per- manent	Tempo- rary	Total	Total	Percent
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Accounts	5	1	6	58	66	124	1	41	42	172	0.91
2	Animal Husbandry and Veterinary ...	12	28	40	13	239	252	1	271	272	564	2.97
3	Agriculture	30	101	131	35	522	557	1	328	329	1,017	5.36
4	Assembly Secretariat	6	6	12	3	38	41	...	68	68	121	0.64
5	Boilers and Factories Inspectorate ...	...	1	1	1	5	6	...	2	2	9	0.05
6	Community Development	6	46	52	22	548	570	1	142	143	765	4.03
7	Co-operation	3	2	5	24	112	136	18	53	71	212	1.12
8	Civil Defence and Home Guards and Civil Task Force.	3	1	4	19	68	87	...	50	50	141	0.74
9	Election	2	1	3	8	50	58	6	38	44	105	0.55
10	Excise	1	...	1	7	75	82	...	6	6	89	0.47
11	Education including Technical Education and N. C. C.	23	106	129	132	650	782	54	310	364	1,275	6.72
12	Employment Services	6	5	11	8	60	68	5	39	44	123	0.65
13	Economics, Statistics and Evaluation Department.	7	2	9	11	75	86	5	17	22	117	0.62
14	Electricity Inspectorate ... ..	...	1	1	1	11	12	...	5	5	18	0.09
15	Forest	6	5	11	71	266	337	18	114	132	480	2.53
16	Fisheries	1	...	1	5	79	84	1	58	59	144	0.76
17	Geology and Mining	11	12	23	9	47	56	2	38	40	119	0.63

8	Government Press	4	1	5	126	124	250	5	118	123	378	1-99
19	General Administration Department Including D.C.'s offices, Meghalaya Houses, etc.	13	29	42	47	165	212	45	166	211	465	2-45
20	Governor's Secretariat	4	...	4	8	2	10	14	23	37	51	0-27
21	Housing and Town Planning Organisation.	2	7	9	8	48	56	..	24	24	39	0-47
22	Health	52	78	130	187	381	1,068	85	786	871	2,069	10-91
23	Information and Public Relation .. .. .	...	7	7	4	42	46	...	25	25	78	0-41
24	Industries	8	15	23	17	109	126	2	64	66	215	1-13
25	Judicial including High Court	3	2	5	4	29	33	...	26	26	64	0-34
26	Jail	3	...	3	6	74	80	1	25	26	109	0-57
27	Labour	2	2	4	5	8	13	...	8	8	25	0-13
28	Land Records including Survey	2	3	5	14	27	41	...	56	56	102	0-54
29	Meghalaya Public Service Commission	4	2	6	8	15	23	3	11	14	43	0-23
30	Public Works Department (including P.H.E.)	45	96	141	268	1,842	2,110	108	398	1,006	3,257	17-17
31	Police	17	13	30	988	3,076	4,064	10	232	242	4,336	22-8
32	Relief and Rehabilitation .. .. .	...	...	...	1	7	8	...	3	3	11	0-06
33	Supply and Trade	5	5	10	15	59	74	3	61	64	148	0-78
34	Sericulture and Weaving	3	4	7	31	211	242	3	86	89	338	1-78
35	Soil Conservation	4	11	15	13	260	273	17	172	189	477	2-51
36	Secretariat	113	19	132	205	347	552	27	252	279	963	5-08
37	Stationery Stores	1	...	1	4	4	8	...	9	9	18	0-09
38	Social Welfare	1	2	3	...	7	7	...	8	8	18	0-09
39	Small Saving .. .. .	...	...	...	...	3	3	...	1	1	4	0-02
40	Transport .. .. .	...	2	2	7	45	52	...	23	23	77	0-41
41	Taxation	7	9	16	18	23	41	4	16	20	77	0-41
42	Tourism .. .. .	...	2	2	2	20	22	1	25	26	50	0-26
43	Weights and Measures	3	...	3	2	21	23	...	14	14	40	0-21
Total		418	627	1,045	2,415	10,360	1,2775	441	4,712	5,153	18,973	100-00

TABLE : IA

Classification of Grade IV Employees as on 31st March, 1977

(in numbers)

Serial No.	Grade IV Employees	Secretariat (Shillong)	Heads of Departments (Shillong)	Other District offices	Total
1	2	3	4	5	6
1	Peons/Process server, etc. ...	238	276	1,564	2,078
2	Chowkidar	23	30	849	902
3	Khalasi/ Fireman and Laskar ...	8	...	435	443
4	Surveillance Field Worker and Soil Conservation Field Worker.	..	...	266	266
5	Sweeper	15	10	222	247
6	Handyman/Mechanic,/Assistant Machineman, etc.	...	3	206	209
7	Maji ... ..	..	6	186	192
8	Cook	3	6	116	125
9	Bull/Poultry/Pig attendant ...	..	...	91	91
10	Vaccinator/Ward boy/Girl/Female/Male Attendant, etc.	...	...	88	88
11	Assistant Tractor Operator and Assistant Power Tiller Operator.	..	..	67	67
12	Fisherman/Boatman/River Guard, etc.	...	8	57	65
13	Duffry	24	20	49	93
14	Laboratory/Boiler/Feedmill attendant.	..	3	43	46
15	Porter ... ..	..	..	24	24
16	Water Carrier	3	...	23	26
17	Cleaners	59	16	22	97
18	Gate Keeper .. ..	...	..	19	19
19	Dhobi	3	...	16	19
20	Ferro Printer/Blue Printer/Gorge Reader.	..	1	14	15
21	Liftman/Chainman, etc. ..	4	5	11	20
22	Rubber Tapper ... ..	..	...	8	8
23	Shoemaker and Barber ..	...	..	5	5
24	Tailor	1	...	4	5
25	Khitmagar	3	...	..	3
Total		384	384	4,385	5,153

TABLE—2

TABLE 2

Number of Meghalaya Government Employees according to tenure of services, status and district of posting

Serial No.	Tenure of service	Status	East Khasi Hills	West Garo Hills	Jaintia Hills	West Khasi Hills	East Garo Hills	Total
1	2	3	4	5	6	7	8	9
1	Permanent	Gazetted	348 (12·84)	30 (9·01)	28 (16·28)	5 (45·46)	7 (14·58)	418 (12·77)
		Non-Gazetted	2,063 (76·13)	233 (66·97)	111 (64·53)	3 (27·27)	15 (31·25)	2,415 (73·76)
		Grade IV	299 (11·03)	80 (24·02)	33 (19·19)	3 (27·27)	26 (54·17)	441 (13·47)
		Total	2,701 (100·00)	333 (100·00)	172 (100·00)	11 (100·00)	48 (100·00)	3,274 (100·00)

2	Temporary ...	...	..	316	184	90	20	17	627
	Gazetted ..	..	..	(3.48)	(4.91)	(4.95)	(2.94)	(4.47)	(3.99)
	Non-Gazetted ...	...	...	6,155	2,379	1,172	448	206	10,360
				(67.81)	(63.51)	(64.50)	(65.98)	(54.21)	(65.99)
	Grade IV ..	..	..	2,606	1,183	555	211	157	4,712
				(28.71)	(31.58)	(30.55)	(31.08)	(41.32)	(30.02)
	Total ...	...	...	9,077	3,746	1,817	679	380	15,699
				(100.00)	(100.00)	(100.00)	(100.00)	(100.00)	(100.00)
3	All Employees	...	...	664	214	118	25	24	1,045
	Gazetted ..	..	..	(5.63,	(5.25)	(5.93)	(3.62)	(5.61)	(5.51)
	Non-Gazetted ...	...	...	8,218	2,602	1,283	451	221	12,775
				(69.72)	(63.79)	(64.51)	(65.36)	(51.63)	(67.33)
	Grade IV ...	...	...	2,905	1,263	588	214	183	5,153
				(24.65)	(30.96)	(29.56)	(31.02)	(42.76)	(27.16)
	Total ..	..	..	11,787	4,079	1,989	690	428	18,973
				(100.00)	(100.00)	(100.00)	(100.00)	(100.00)	(100.00)

N.B.—Figures in brackets indicate percentage.

TABLE 3

**Number of Meghalaya Government Employees according to status
and academic qualification**

Serial No.	Educational qualification	Gazetted	Non Gazetted	Grade IV	Total
1	2	3	4	5	6
1.	Below Matric	30 (2·87)	6,816 (53·35)	5,044 (97·88)	11,890 (62·67)
2	Matriculate	28 (2·68)	2,529 (19·80)	92 (1·79)	2,649 (13·96)
3	P. U./Intermediate	60 (5·74)	1,643 (12·86)	17 (0·33)	1,720 (9·07)
4	Diploma Engineering/Agriculture/Medical/Veterinary.	100 (9·57)	311 (2·43)	...	411 (2·17)
5	Degree in Arts/Science/Commerce	364 (34·83)	1,424 (11·15)	...	1,788 (9·42)
6	Degree in Engineering/Agriculture/Medical/Veterinary.	250 (23·92)	7 (0·05)	...	257 (1·35)
7	Post Graduate in Arts/Science/Commerce.	170 (16·28)	43 (0·34)	..	213 (1·12)
8	Post Graduate in Engineering/Agriculture/Medical/Veterinary.	39 (3·73)	2 (0·02)	...	41 (0·22)
9	Ph.D./D. Litt./D. Phil.	4 (0·38)	...	..	4 (0·02)
	Total	1,045 (100·00)	12,775 (100·00)	5,153 (100·00)	18,973 (100·00)

N.B.—Figures in brackets are percentages to total.

TABLE 4

Number of Meghalaya Government Employees appointed directly by Meghalaya Government, on deputation/absorbed from Assam Government and on deputation from other Governments

Serial No.	Status	Appointed directly by Meghalaya Government	On deputation/absorbed from Assam Government	On deputation from other Governments	Total
1	2	3	4	5	6
1	Gazetted	400 (38.28)	587 (56.17)	58 (5.55)	1,045 (100.00)
2	Non-Gazetted ...	5,604 (43.87)	7,155 (56.01)	16 (0.12)	12,775 (100.00)
3	Grade IV	3,040 (58.99)	2,113 (41.01)	...	5,153 (100.00)
	Total	9,044 (47.67)	9,855 (51.93)	74 (0.40)	18,973 (100.00)

N.B.—Figures in brackets are percentages to total.

TABLE 5

Number of Meghalaya Government Employees appointed directly by Meghalaya Government, on deputation/absorbed from Assam Government and on deputation from other Governments by status of office of current posting

Serial No.	Departments	Appointed directly by Meghalaya Government	On deputation from Assam Government	On deputation from other Governments	Total
1	2	3	4	5	6
1	Secretariat (Shillong) ..	605 (53.30)	497 (43.79)	33 (2.91)	1,135 (100.00)
2	Heads of Departments at Shillong	887 (57.30)	655 (42.31)	6 (0.39)	1,548 (100.00)
3	Other Departments/offices	7,552 (46.36)	8,703 (53.43)	35 (0.21)	16,290 (100.00)
	Total	9,044 (47.67)	9,855 (51.94)	74 (0.39)	18,973 (100.00)

N.B.:—Figures in brackets are percentages to total.

TABLE 6

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

(in numbers)

Serial No.	District	Appointed directly by Meghalaya Government	On deputation/ absorbed from Assam Government	On deputation from other Governments	Total
1	2	3	4	5	6
1	East Khasi Hills	5,322 (45·15)	6,410 (54·38)	55 (0·47)	11,787 (100·00)
2	West Garo Hills	1,894 (46·43)	2,178 (53·40)	7 (0·17)	4,079 (100·00)
3	Jaintia Hills	1,177 (59·18)	804 (40·42)	8 (0·40)	1,989 (100·00)
4	West Khasi Hills	398 (57·68)	291 (42·17)	1 (0·15)	690 (100·00)
5	East Garo Hills	253 (59·11)	172 (40·19)	3 (0·70)	428 (100·00)
	Total	9,044 (47·67)	9,855 (51·94)	74 (0·39)	18,973 (100·00)

N.B.:—Figures in brackets are percentages to total.

TABLE 7

**Number of Meghalaya Government Employees according
to Basic Pay group**

Serial No.	Monthly Basic pay group	Gazetted	Non-Gazetted	Grade IV	Total
1	2	3	4	5	6
1	Below Rs. 200	1 (0·10)	..	2,944 (57·13)	2,945 (15·52)
2	Rs.200—Rs.249	..	5,316 (41·61)	2,206 (42·81)	7,522 (39·65)
3	Rs.250—Rs.299	..	4,104 (32·13)	2 (0·04)	4,106 (21·64)
4	Rs.300—Rs.399	15 (1·44)	1,683 (13·17)	1 (0·02)	1,699 (8·96)
5	Rs.400—Rs.499	136 (13·01)	1,172 (9·17)	..	1,308 (6·89)
6	Rs.500—Rs.699	385 (36·84)	437 (3·42)	..	822 (4·33)
7	Rs.700—Rs.899	236 (22·58)	61 (0·48)	..	297 (1·57)
8	Rs.900—Rs.999	74 (7·08)	1 (0·01)	..	75 (0·40)
9	Rs.1,000—Rs.1,199	87 (8·33)	1 (0·01)	..	88 (0·46)
10	Rs.1,200—Rs.1,599...	61 (5·84)	..	..	61 (0·32)
11	Rs.1,600—Rs.1,799...	18 (1·72)	..	..	18 (0·09)
12	Rs.1,800—Rs.1,999...	10 (0·96)	..	..	10 (0·05)
13	Rs.2,000—Rs.2,249...	8 (0·76)	..	..	8 (0·04)
14	Rs.2,250—Rs.2,499...	6 (0·57)	..	..	6 (0·03)
15	Rs.2,500—Rs.2,999...	7 (0·67)	..	..	7 (0·04)
16	Rs.3,000 and above..	1 (0·10)	..	..	1 (0·01)
	Total	1,045 (100·00)	12,775 (100·00)	5,153 (100·00)	18,973 (100·00)

N.B.—Figures in brackets are percentages to total,

TABLE 8

Number of Meghalaya Government Employees according to total emoluments

Serial No.	Monthly emolument groups	Gazetted	Non-Gazetted	Grade IV	Total
1	2	3	4	5	6
1	Below Rs.200	1 (0·10)	...	87 (1·69)	88 (0·46)
2	Rs.200—Rs.249	2 (0·19)	...	207 (4·02)	209 (1·10)
3	Rs.250—Rs.299 ... ..	...	816 (6·38)	4161 (80·75)	4977 (26·23)
4	Rs.300—Rs.399	4 (0·38)	7946 (62·20)	698 (13·54)	8648 (45·58)
5	Rs.400—Rs.499	89 (8·52)	2289 (17·92)	..	2378 (12·53)
6	Rs.500—Rs.699	240 (22·97)	1455 (11·39)	...	1695 (8·93)
7	Rs.700—Rs.899	264 (25·26)	230 (1·80)	...	494 (2·61)
8	Rs.900—Rs.999	113 (10·81)	29 (0·23)	..	142 (0·75)
9	Rs.1,000—Rs.1,199 ..	130 (12·44)	8 (0·06)	...	138 (0·73)
10	Rs.1,200—Rs.1,599 ...	118 (11·29)	1 (0·01)	...	119 (0·63)
11	Rs.1,600—Rs.1,799 ...	26 (2·49)	1 (0·01)	..	27 (0·14)
12	Rs.1,800—Rs.1,999 ...	14 (1·34)	...	...	14 (0·07)
13	Rs.2,000—Rs.2,249 ...	19 (1·82)	...	..	19 (0·10)
14	Rs.2,250—Rs.2,499 ..	16 (1·53)	..	..	16 (0·09)
15	Rs.2,500—Rs.2,999 ..	8 (0·76)	...	...	8 (0·04)
16	Rs.3,000 and above ...	1 (0·10)	...	...	1 (0·01)
Total		1045 (100·00)	12775 (100·00)	5153 (100·00)	13973 (100·00)

N.B.—1. Emolument has been taken to comprise basic pay, dearness allowances, Hill allowance and House Rent allowance, etc.

2. Figures in brackets are percentages to total.

TABLE 9

**Expenditure on Basic Pay of the Employees by basic pay groups
for the year ended 31st March, 1977**

Serial No.	Monthly basic pay groups	Employees		Expenditure		Expenditure per employee (Rs.)
		Number	Per cent	Amount (Rs.'000')	Per cent	
1	2	3	4	5	6	7
1	Below Rs.200 ...	2,945	15.52	68,33	10.24	2,320
2	Rs.200 and above but below Rs.300.	11,628	61.29	3,34,85	50.16	2,880
3	Rs.300 and above but below Rs.500.	3,007	15.85	1,39,69	20.92	4,645
4	Rs.500 and above but below Rs.700.	822	4.33	56,16	8.41	6,832
5	Rs.700 and above but below Rs.1,200.	460	2.42	45,84	6.87	9,965
6	Rs.1,200 and above but below Rs.2,000.	89	0.47	16,72	2.50	18,786
7	Rs.2,000 and above	22	0.12	6,02	0.90	27,364
Total		18,973	100.00	6,67,61	100.00	3,519

TABLE 9A

Expenditure on emoluments of the Employees by total emoluments group for the year ended 31st March, 1977

Serial No.	Monthly total Emoluments group	Employees		Expenditure		Expenditure per employee (Rs.)
		Number	Per cent	Amount (Rs.'000*)	Per cent	
1	2	3	4	5	6	7
1	Below Rs.200 ...	88	0.46	129	0.14	1,466
2	Rs.200 and above but below Rs.300.	5,186	27.33	17,717	19.61	3,416
3	Rs.300 and above but below Rs.500.	11,026	58.12	48,139	53.29	4,366
4	Rs.500 and above but below Rs.700.	1,695	8.93	12,010	13.30	7,086
5	Rs.700 and above but below Rs.1,200.	774	4.08	8,258	9.14	10,669
6	Rs.1,200 and above but below Rs.2,000.	160	0.85	2,847	3.15	17,794
7	Rs.2,000 and above	44	0.23	1,236	1.37	28,091
	Total ..	18,973	100.00	9,03,36	100.00	4,761

TABLE 10

Expenditure on Basic Pay, Dearness allowance, Compensatory allowance, House-rent allowance, Hills allowance and other allowances of the Employees according to District of posting for the year ended 31st March, 1977

(Rs. in '000')

Serial No.	Allowances	East Khasi Hills	West Garo Hills	Jaintia Hills	West Khasi Hills	East Garo Hills	Total
1	2	3	4	5	6	7	8
1	Basic Pay ...	4,31,23 (75.69)	1,34,23 (70.26)	65,71 (71.65)	23,40 (71.36)	14,04 (72.00)	6,67,61 (73.84)
2	Dearness allowance	1,00,28 (17.60)	32,76 (17.15)	16,13 (17.59)	5,50 (17.52)	3,65 (18.72)	1,58,32 (17.57)
3	Compensatory Allowance.	10,04 (1.76)	3,70 (1.94)	1 (0.01)	71 (2.26)	1 (0.05)	14,47 (1.60)
4	House-rent Allowance.	19,44 (3.41)	3,26 (1.71)	2,45 (2.67)	6 (0.19)	2 (0.10)	25,23 (2.83)
5	Hills allowance ...	6,97 (1.23)	16,03 (8.39)	7,11 (7.75)	2,16 (6.88)	1,71 (8.77)	33,98 (3.77)
6	Other allowance ...	1,76 (0.31)	1,06 (0.55)	30 (0.33)	56 (1.79)	7 (0.36)	3,75 (0.42)
	Total ...	5,69,72 (100.00)	1,91,04 (100.00)	91,71 (100.00)	31,39 (100.00)	19,50 (100.00)	9,03,36 (100.00)

N. B. Figures in brackets indicate percentages to total expenditure.

TABLE 11

Number of Meghalaya Government Employees in Primary and Secondary Scale, etc., according to status.

Sl. No.	Pay Scales	Gazetted	Non-gazetted	Grade IV	Total
1	2	3	4	5	6
1	Primary Scale	690 (66.03)	11,491 (89.95)	5,139 (99.73)	17,320 (91.29)
2	Secondary Scale:	305 (29.19)	1,277 (10.00)	...	1,582 (8.34)
3	Non-regular Scales (including fixed pay).	50 (4.78)	7 (0.05)	14 (0.27)	71 (0.37)
	Total ..	1,045 (100.00)	12,775 (100.00)	5,153 (100.00)	18,973 (100.00)

N. B.—Figures in brackets are percentages to total number of employees.

TABLE 11 (A)

Percentage distribution of Meghalaya Government Employees by status of Pay Scales and status of post.

Sl. No.	Pay Scales	Gazetted	Non-Gazetted	Grade IV	Total
1	2	3	4	5	6
1	Primary Scale	3.98	66.35	29.67	100.00
2	Secondary Scale	19.28	80.72	...	100.00
3	Non-regular scale (including fixed pay).	70.42	9.86	19.72	100.00
	Total	5.51	67.83	27.16	100.00

TABLE 12

**Number of Meghalaya Government Employees in
Primary Scales according to status**

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 ... ..	...	...	4243	4243
2	Rs.195—3—225—4—265—5—270 ... ..	...	...	440	440
3	Rs.200—4—224—5—294—6—300 .. ..	...	...	456	456
4	Rs.205—5—225—EB—6—285—EB—8—325 .. ..	...	3692	...	3692
5	Rs.220—5—270—EB—6—300—EB—8—340 ... ..	...	1091	...	1091
6	Rs.240—5—265—EB—7—335—EB—9—380 .. ..	...	3762	...	3762
7	Rs.255—6—315—EB—7—350—EB—10—400 ... ..	...	233	...	233
8	Rs.260—7—295—EB—8—375—EB—10—425 .. ..	...	832	...	832
9	Rs.275—9—320—EB—10—420—EB—11—475 ... ..	...	294	...	294
10	Rs.300—12—360—EB—14—500—EB—15—575 .. ..	...	352	...	352
11	Rs.325—15—400—EB—16—560—EB—18—650 ... ..	...	872	...	872
12	Rs.350—15—425—EB—20—625—EB—25—750	9	237	...	246
13	Rs.400—20—500—EB—25—750—EB—30—900	109	119	..	228
14	Rs.450—25—575—EB—30—875—EB—30—1,025	82	6	...	88
15	Rs.475—30—625—EB—30—775—EB—35—1,125	36	1	...	37
16	Rs.500—35—745—EB—35—1,025—EB—40—1,225	382	..	...	382
17	Rs.525—35—700—E—40—1,100—EB—45—1,325	72	...	...	72
Total—		690	11,491	5,139	17,320

TABLE 13

**Number of Meghalaya Government Employees in
secondary scales of pay by status**

Serial No.	Secondary Scale	Gazetted	Non-Gazetted	Grade IV	Total
1	2	3	4	5	6
1	Rs.350—10—400—EB—15—550	..	525	..	525
2	Rs.375—15—400—EB—15—600	...	98	..	98
3	Rs.400—15—473—EB—17.50—650	...	230	...	230
4	Rs.425—15—500—EB—20—700	1	288	...	289
5	Rs.525—25—700—EB—25—900	1	75	...	76
6	Rs.600—25—800—EB—30—950	17	58	...	75
7	Rs.650—27.50—815—EB—30—1,025	42	3	..	45
8	Rs.675—30—855—EB—35—1,100	7	..	...	7
9	Rs.600—45—825—EB—50—1,425	30	..	..	30
10	Rs.700—45—925—EB—50—1,425	51	...	...	51
11	Rs.900—55—1,285—EB—60—1,525	108	...	...	108
12	Rs.1,100—50—1,300—EB—50—1,500	5	...	..	5
13	Rs.1,150—55—1,315—EB—60—1,675	11	...	..	11
14	Rs.1,200—55—1,365—EB—60—1,725	22	...	...	22
15	Rs.1,300—60—1,540—EB—65—1,800	3	...	...	3
16	Rs.1,400—60—1,640—EB—65—1,900	3	...	...	3
17	Rs.1,600—60—1,840—EB—65—2,100	4	...	...	4
Total		305	1,277	...	1,582

TABLE 14

Number of Meghalaya Government Employees not borne in
Primary and Secondary scales of pay according to status.

Serial No.	Pay Scales	Gazetted	Non-gazetted	Grade IV	Total
1	2	3	4	5	6
1	Fixed pay of Rs.30 ...	...	...	1	1
2	Fixed pay of Rs.40 ...	..	...	1	1
3	Fixed pay of Rs.50 ....	...	...	1	1
4	Fixed pay of Rs.60 ...	...	...	1	1
5	Fixed pay of Rs.75 ...	...	...	1	1
6	Fixed pay of Rs.80 ..	...	...	1	1
7	Fixed pay of Rs.100 ...	...	...	3	3
8	Fixed pay of Rs.125 ...	1	...	...	1
9	Fixed pay of Rs.150 ..	..	...	4	4
10	Fixed pay of Rs.200 ...	2	..	1	3
11	Fixed pay of Rs.250 ...	...	3	...	3
12	Fixed pay of Rs.300 ...	1	2	...	3
13	Fixed pay of Rs.350 ...	..	2	..	2
14	Fixed pay of Rs.733 ...	1	...	..	1
15	Fixed pay of Rs.760 ...	1	...	...	1
16	Fixed pay of Rs.913 ...	1	...	...	1
17	Fixed pay of Rs.1500 ...	2	...	...	2
18	Fixed pay of Rs.1622 ...	1	...	...	1
19	Rs.900 to Rs.1600 ...	1	...	...	1
20	Rs.1100 to Rs.1600 ...	2	...	...	2
21	Fixed pay of Rs.1800 ...	1	...	...	1
22	Rs.1400 to Rs.1900 ...	1	...	...	1
23	Rs.1200 to Rs.2000 ...	14	...	...	14
24	Rs.1800 to Rs.2000 ...	4	...	...	4
25	Rs.2000 to Rs.2500 ...	9	..	...	9
26	Rs.2500 to Rs.2750 ...	7	...	...	7
27	Fixed pay of Rs.4000 ...	1	...	...	1
Total		50	7	14	71

TABLE 15

Number of Meghalaya Government Employees according to status and sex as on 31st March '77.

Serial No.	Status	Male	Female	Total
1	2	3	4	5
1	Gazetted	938 (89·76)	107 (10·24)	1045 (100·00)
2	Non-gazetted	10631 (83·22)	2144 (16·78)	12775 (100·00)
3	Grade IV	4835 (93·83)	318 (6·17)	5153 (100·00)
Total—		16404 (86·46)	2569 (13·54)	18973 (100·00)

N.B.—Figures in brackets are percentages to total.

TABLE 15-A

Percentage distribution of Meghalaya Government Employees by Sex and Status,

Serial No.	Status	Male	Female	Total
1	2	3	4	5
1	Gazetted	5·72	4·17	5·51
2	Non-gazetted	64·81	83·45	67·33
3	Grade IV	29·47	12·38	27·16
Total—		100·00	100·00	100·00

TABLE-16

Number of Meghalaya Government Employees according to sex and district of posting.

Sj. No.	District	Male	Female	Total	Female employees as percentage of district total
1	2	3	4	5	6
1	East Khasi Hills	10016	1771	11787	15.03
2	West Garo Hills	3735	344	4079	8.43
3	Jaintia Hills	1612	377	1989	18.95
4	West Khasi Hills	634	56	690	8.12
5	East Garo Hills	407	21	428	4.91
	State	16404	2569	18973	13.54

TABLE 17

Trend in Employment of Women by Meghalaya Government

(in numbers)

Sl. No.	Departments	1970	1971	1972	1973	1974	1975	1976	1977
1	2	3	4	5	6	7	8	9	10
1	Medical	158 (100)	179 (113)	264 (167)	407 (257)	496 (314)	549 (347)	569 (360)	648 (410)
2	Education	76 (100)	167 (220)	219 (288)	320 (421)	312 (410)	326 (429)	346 (455)	416 (547)
3	Secretariat	...	41 (100)	68 (166)	92 (224)	154 (376)	164 (500)	291 (710)	293 (715)
4	P. W. D.	40 (100)	53 (132)	100 (250)	144 (360)	157 (392)	196 (490)	244 (610)	266 (665)
5	Community Development	56 (100)	58 (103)	61 (109)	73 (130)	80 (143)	98 (175)	94 (168)	107 (191)
6	Other Departments	90 (100)	121 (134)	269 (299)	357 (397)	647 (719)	646 (718)	710 (789)	839 (932)
	Total Female employees.	420 (100)	619 (147)	981 (233)	1393 (332)	1846 (439)	1979 (471)	2254 (537)	2569 (612)

N. B.—Figures in brackets are indices with base 1970=100.

TABLE 18

**Number of Female Employees by status during
1976 and 1977**

Sl. No.	Status	1976			1977			
		All employees	Female employees	Percentage of female employees to all employees.	All employees	Female employees	Percentage of female employees to all employees	
1	2	3	4	5	6	7	8	
1	Gazetted	...	940	96	10·21	1045	107	10·24
2	Non-gazetted	...	11852	1884	15·90	12775	2144	16·78
3	Grade IV	...	4966	274	5·52	5153	318	6·17
Total:—			17758	2234	12·69	18973	2569	13·54

TABLE 19

Number of Meghalaya Government Employees as on 31st March, 1977 according to Caste/Tribe, etc., by status and tenure of services.

Sj. No.	Status	Tenure of Service	Scheduled Caste	Scheduled Tribe (Hills)	Scheduled Tribe (Plains)	Other Backward Classes	Others	Total
1	2	3	4	5	6	7	8	9
1	Gazetted	Permanent	8 (1.91)	238 (56.94)	6 (1.44)	13 (3.11)	153 (36.60)	418 (100.00)
		Temporary	10 (1.59)	346 (55.19)	10 (1.59)	27 (4.31)	234 (37.32)	627 (100.00)
		Total—	18 (1.72)	548 (55.89)	16 (1.53)	40 (3.83)	387 (37.03)	1045 (100.00)
2	Non-Gazetted	Permanent	44 (1.82)	1336 (55.32)	17 (0.71)	370 (15.32)	648 (26.83)	2415 (100.00)
		Temporary	488 (4.71)	6814 (65.77)	134 (1.29)	1158 (11.18)	1766 (17.05)	10360 (100.00)
		Total—	532 (4.16)	8150 (63.80)	151 (1.18)	1528 (11.96)	2414 (18.90)	12775 (100.00)
3	Grade IV	Permanent	14 (3.18)	189 (42.86)	8 (1.81)	89 (20.18)	141 (31.97)	441 (100.00)
		Temporary	188 (3.99)	2793 (59.27)	33 (0.70)	742 (15.75)	956 (20.29)	4712 (100.00)
		Total—	202 (3.92)	2982 (57.87)	41 (0.79)	831 (16.13)	1097 (21.29)	5153 (100.00)
4	All Employees	Permanent	66 (2.01)	1763 (53.85)	31 (0.95)	472 (14.42)	942 (28.77)	3274 (100.00)
		Temporary	686 (4.37)	9953 (63.40)	177 (1.13)	1927 (12.27)	2956 (18.83)	15699 (100.00)
		Total—	752 (3.96)	11716 (61.75)	208 (1.10)	2399 (12.64)	3898 (20.55)	18973 (100.00)

N. B. Figures in brackets indicate percentage.

TABLE 19-B

... of ... and ... of ...

TABLE 19-B

TABLE 19-B

Number of Meghalaya Government Employees according to Caste/Tribe/Status/Tenure of Services and District of posting as on 31st March, 1977

Serial No.	Tribes/Castes	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	
EAST KHASI HILLS DISTRICT--												
1	Scheduled Caste	7	2	9	49	340	380	14	92	106	495	
2	Scheduled Tribe (Hills).	196	197	393	1156	3942	5098	96	1359	1455	6946	
3	Scheduled Tribe (Plains).	6	5	11	12	51	63	1	10	11	85	
4	Other Backward Classes.	8	11	19	330	704	1034	59	457	516	1569	
5	Others	131	101	232	525	1118	1643	129	688	817	2692	
Total		...	348	316	664	2063	6155	8218	299	2606	2905	11787
WEST GARO HILLS DISTRICT--												
1	Scheduled Caste	1	5	6	3	107	110	..	75	75	191	
2	Scheduled Tribe (Hills).	15	70	85	107	1455	1562	64	782	846	2493	
3	Scheduled Tribe (Plains).	..	3	3	3	64	67	5	16	21	91	
4	Other Backward Classes.	4	11	15	14	344	358	4	118	122	495	
5	Others	10	95	105	96	409	505	7	192	199	809	
Total		...	30	184	214	223	2379	2602	80	1183	1263	4079

JAINTIA HILLS DISTRICT—

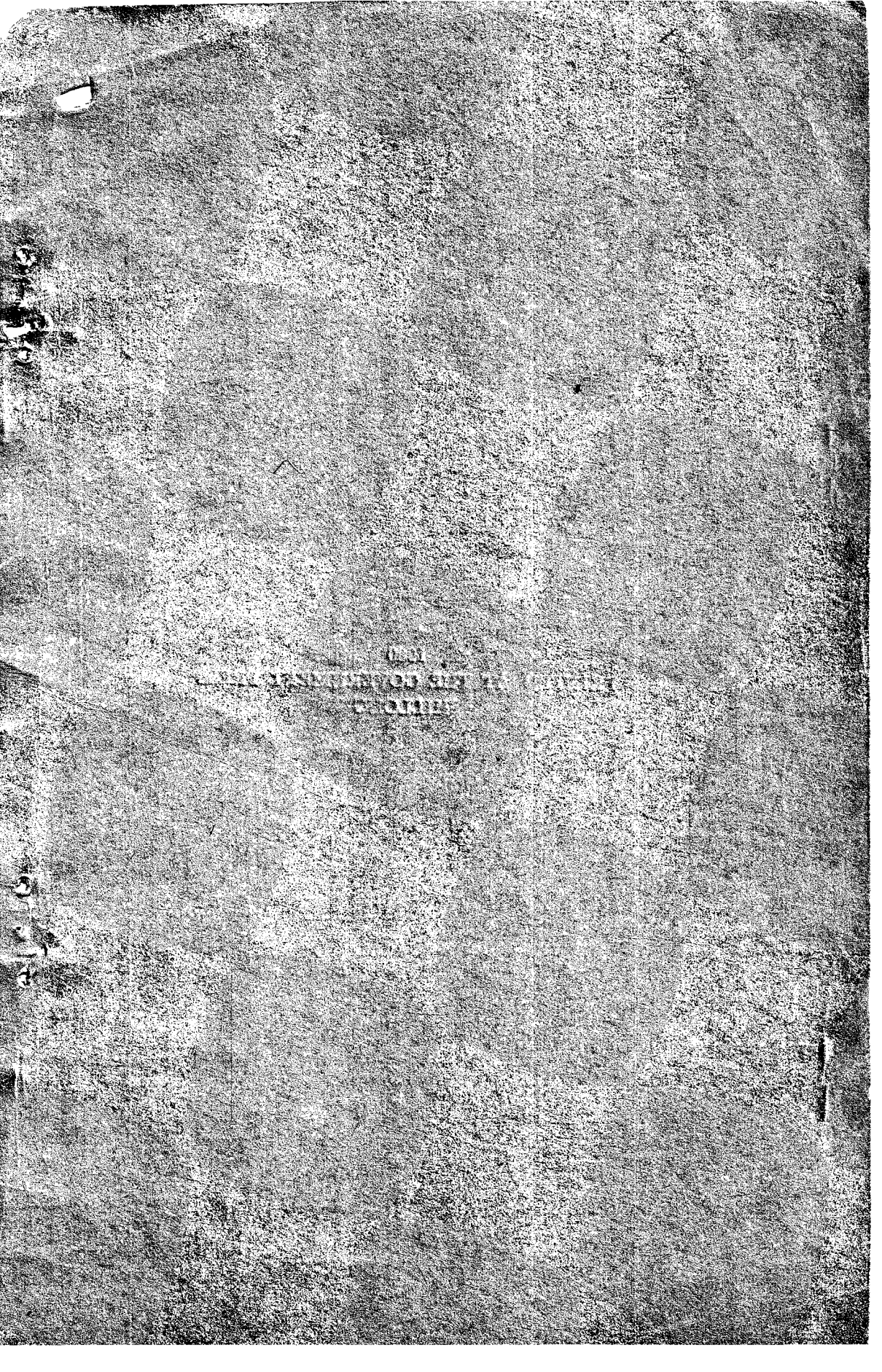
1 Scheduled Caste	3	3	30	31	..	14	14	48
2 Scheduled Tribe (Hills)	19	80	962	1025	20	368	388	1493
3 Scheduled Tribe (Plains)	..	2	11	13	..	5	5	20
4 Other Backward Classes.	..	4	67	91	13	125	138	269
5 Others	9	20	102	123	..	43	43	195
Total	28	90	1172	1283	33	555	588	1989

WEST KHASI HILLS DISTRICT—

1 Scheduled Caste	..	..	9	9	..	3	3	12
2 Scheduled Tribe (Hills)	5	13	320	322	..	159	159	494
3 Scheduled Tribe (Plains)	..	..	6	6	1	2	3	9
4 Other Backward Classes.	..	..	24	24	2	24	26	50
5 Others	..	12	89	90	..	23	23	125
Total	5	20	448	451	3	211	214	690

EAST GARO HILLS DISTRICT—

1 Scheduled Caste	..	..	2	2	..	4	4	6
2 Scheduled Tribe (Hills)	3	10	135	143	9	125	134	290
3 Scheduled Tribe (Plains)	..	..	2	2	1	..	1	3
4 Other Backward Classes.	1	1	19	21	11	18	29	52
5 Others	3	6	48	53	5	10	15	77
Total	7	17	206	221	26	157	183	428



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