



**GOVERNMENT OF MEGHALAYA**

**CENSUS OF MEGHALAYA  
GOVERNMENT EMPLOYEES**

**As on 31st March 1981**

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

## P R E F A C E

The present report on the Census of Meghalaya Government Employees as on 31st March, 1981, <sup>is the sixth</sup> in the series brought out by the Directorate of Economics, Statistics and Evaluation. The main object of this report is to provide an insight into the composition and changes of employment in the State Government.

The brunt of the compilation of this report was borne by Shri P. G. Momin, Inspector of Statistics.

He had the help of fellow Inspector of Statistics Shri H. Sawian. The computer Shri S. Lyngwi, Shri W. M. Marak and Shri L. M. Syiemlieh, had assisted in all stages of the compilation and tabulation of the data.

Suggestions for making the publication more useful are most welcome.

Dated Shillong,  
The 8th March, 1985.

H. R. CHAKRABARTY,  
Director.

# CENSUS OF MEGHALAYA GOVERNMENT EMPLOYEES

(As on 31st March 1981)

## INTRODUCTION

1. The present report embodies the statistical information relating to the employees under the State Government as on 31st March, 1981. In Meghalaya the employees census was first conducted in the year 1971 with 31st March as the reference date as was the case in other States. The Census was conducted for the two consecutive years, i. e. 1972, and 1973. After 1973 it was decided to conduct the census every alternate year as it was observed that no significant changes had taken place between two years in the employment characteristics in a small State like Meghalaya.

2. In the Census of Meghalaya Government employees as on 31st March, 1981, the number of employees as on 31st March, 1980 was also collected alongwith the information for 1981.

3. The information incorporated in this report was based on the data collected from individual State Government establishments by correspondence as in previous censuses of Government employees.

4. The information collected under the Census were to enable a classification of the Government employees by tenure of service, sex, caste/tribe, place of posting, pay-scales and basic pay. The distribution of State Government employees by district of posting was also incorporated in this report.

5. The Census also covered the deputationists from other State Governments and Central Government. It took into account all employees holding posts under the State Government whether on permanent, temporary, workcharge or contract basis. The casual employees under the State Government, for whom a service-roll was maintained were also treated as Government employees for the purpose of the Census.

6. The classification of employees according to basic pay ranges and total emoluments provided the principal feature of this census.

7. The Directorate of Economics, Statistics and Evaluation had tried its utmost to bring out the report in time but it had not been possible to do so as returns from large number offices were not received by the prescribed date. Inevitably this led to repeated reminders of all sorts and personal contact to get the required returns for the purpose of compilation. Till the writing of this report, the Directorate had received the returns from 442 offices out of a total list of 453 offices.

The following offices had not submitted the returns till the writing of this report:

- (i) Border Areas Development Officer, Umkiang, Jaintia Hills.
- (ii) Assistant R. O., Regional Cross Breed State Livestock Breeding Farm and Seed Production (N. E. C), Kyrdemkulai.
- (iii) Livestock Census Officer, Shillong.
- (iv) Khasi-Jaintia National Government M. E. School, Mawkhar, Shillong.
- (v) Liaison Officer, Meghalaya House, Aurangzeb-Road, New Delhi-11.
- (vi) Executive Engineer, P. W. D. (R & B), Shillong West Division.
- (vii) Executive Engineer, P. W. D. (R & B), Central Division, Shillong.
- (viii) Superintendent of Police (Force Personnel), Shillong.
- (ix) District Transport Officer, East Khasi Hills, Shillong.

Two Offices i. e. Executive Engineer, P. W. D. (R & B), Nongstoin Division and Treasury Officer, East Khasi Hills, Shillong, could not be included in this report as they were received very late.

8. The data presented in this report was compiled from the information supplied by 442 offices. The eleven defaulting offices have been excluded.

9. The Directorate places on record its appreciation of the co-operation of those offices which had sent the returns and wishes that other offices also realise that without such co-operation it would be impossible to bring out in future this small but useful piece of work in time.

## THE HIGHLIGHTS

1. The total number of employees under the Government of Meghalaya as on 31st March, 1981, was 21,026 as against 20,005 as in the previous census of 1979. This shows an increase of 5.10 per cent in two years.
2. Out of 21,026 employees as on 31st March 1981, 5,407 (25.72 per cent) were permanent and 15,619 (74.28 per cent) were temporary and otherwise.
3. Of the total number 1,293 (6.15 per cent) were gazetted, 13,686 (65.09 per cent) were non-gazetted. The non-gazetted also included the police constables and other employees in the identical scales of pay. 6,047 (28.76 per cent) employees were grade IV employees.
4. Of the total 17,363 were male and 3,663 female representing 82.58 per cent and 17.42 per cent respectively as on 31st March, 1981.
5. 16,903 employees were appointed directly by the Meghalaya Government, 4,066 were on deputation from the Assam Government and 57 were on deputation from other Governments. This proportion in the total was 80.39 per cent, 19.34 per cent and 0.27 per cent respectively.
6. The population-employees ratio for Meghalaya works out at 63.53:1 on the basis of 1981 population Census.
7. East Khasi Hills district had the highest number of employees accounting for 57.47 per cent of the total number of employees. This was followed by West Garo Hills district with 21.25 per cent of the employees. The Jaintia Hills district accounted for 10.98 per cent, the East Garo Hills district for 5.88 per cent and at the bottom the West Khasi Hills district for 4.42 per cent as on 31st March, 1981.
8. In the total of 21,026 employees, the Secretariat (Shillong) contributed 6.43 per cent and the heads of departments 10.02 per cent. The remaining 83.55 per cent of the employees were accounted by other offices and establishments of the State Government.
9. 492 employees (2.34 per cent) belonged to Scheduled Castes, 14,737 (70.09 per cent) belonged to Scheduled Tribe (Hills), 418 (1.99 per cent) belonged to Scheduled Tribe (Plains), 2,145 (10.20 per cent) belonged to other Backward Classes and 3,234 (15.38 per cent) belonged to other than the above four categories.
10. As on 31st March 1981, 58.39 per cent of the Meghalaya Government employees were below Matric, 36.58 per cent between Matric and general Degree in Arts, Science or Commerce, 1.58 per cent with Post Graduate Degree in Arts, Science or Commerce and 3.45 per cent had technical qualifications like degree, diplomas, certificates etc. in engineering, agriculture, veterinary, medicines, etc.
11. The number of female employees in Meghalaya Government was 3,663 as on 31st March, 1981. 68.09 per cent of female employees were found in East Khasi Hills District while only 2.62 per cent in East Garo Hills district.
12. 9.60 per cent of the employees had a basic pay of Rs.300 or less while 76.84 per cent were drawing a basic pay of Rs.500 or less per month. At the other end, employees with a basic pay of Rs.1,500 or more accounted for 0.79 per cent.
13. Emolument-wise, 7.49 per cent of the employees got less than Rs.501 per month and 72.47 per cent were drawing Rs.750 or less per month. Employees drawing emolument of Rs.2,000 or more accounted for 0.64 per cent.
14. 14 Primary and 14 Secondary Scales of pay have been recorded. 19,087 employees were in the primary scales, 1,797 were in the Secondary scales. 142 employees were in neither of these two scales.
15. 95.87 per cent of the sanctioned posts were occupied in 1981 as against 93.33 per cent in 1980.

## CENSUS OF MEGHALAYA GOVERNMENT EMPLOYEES

(As on 31st March, 1981)

### THE RESULTS

1. The total number of Meghalaya Government employees as on 31st March, 1981 was 21,026 as against 20,005 on the 31st March, 1979.

The table below shows the trends of Meghalaya Government employment from 1970.

	Number of Employees	Percentage increase	Index (Base 1970=100)
1970	4,395	—	100
1971	5,671	29.03	129
1972	9,585	69.02	218
1973	13,306	38.82	303
1974	15,277	14.81	348
1975	16,556	8.37	377
1976	17,758	7.26	404
1977	18,973	6.84	432
1979	20,005	5.44	455
(over 1977)			
1980	19,989	(-)-0.08	455
1981	21,026	5.19	478

2. Out of the total number of 21,026 Meghalaya Government employees as on 31st March 1981, 1,293 (6.15 per cent) were Gazetted, 13,686 (65.09 per cent) were non-Gazetted while 6,047 (28.76 per cent) were Grade IV employees inclusive of other staff borne on identical scales of pay. The temporary employees constituted the bulk of the Meghalaya Government employees accounting for 74.28 per cent while 25.72 per cent of the employees were confirmed in one post or other on the reference date. The classification of the employees according to status and tenure of services is given below:—

	Permanent	Temporary	Total	Percentage to Total
Gazetted	556	737	1,293	6.15
Non-Gazetted	4,275	9,411	13,686	65.09
Grade IV	576	5,471	6,047	28.76
<b>Total</b>	<b>5,407</b>	<b>15,619</b>	<b>21,026</b>	<b>100.00</b>

3. The highest number of State Government employees were in the East Khasi Hills District with 12,083 employees accounting for 57.47 per cent of the total. The other four districts shared the remaining 42.53 per cent as shown below:—

	Gazetted	Non-Gazetted	Grade IV	Total	Percentage to State total
East Khasi Hills ...	814 915	7868 7228	3401 3487	12083	57.47
West Garo Hills ...	227 281	2871 3955	1370 1474	4468	21.25
Jaintia Hills ...	126 197	1485 1758	699 780	2310	10.98
East Garo Hills ...	67 88	851 956	319 512	1237	5.88
West Khasi Hills ...	59 102	611 1034	258 495	928	4.42
<b>Total</b> ...	<b>1293</b>	<b>13686</b>	<b>6047</b>	<b>21026</b>	<b>100.00</b>
	1583	14981	6748		

4. The female employees of the Meghalaya Government totalled 3663 as on 31st March 1981. The percentage of female employees in the total had come up to 17.42 in 1981 from 15.28 per cent in 1979 and 9.56 per cent way back in 1970 as will be seen from the table below:—

As on 31st March	Male		Female		Total	
	Nos.	%	Nos.	%	Nos.	%
1970*	3975	90.44	420	9.56	4395	100.00
1971	5052	89.08	619	10.92	5671	100.00
1972	8604	98.77	981	10.23	9585	100.00
1973	11913	89.35	1393	10.47	13306	100.00
1974	13431	87.92	1846	12.08	15277	100.00
1975	14577	88.04	1979	11.95	16556	100.00
1976	15504	87.31	2254	12.69	17758	100.00
1977	16404	86.46	2569	13.54	18973	100.00
1979	16949	84.72	3056	15.28	20005	100.00
1980	16535	82.72	3454	17.28	19989	100.00
1981	17363	82.58	3663	17.42	21026	100.00

\* as on 2nd April.

5. The highest number of female employees was found in the Health Department with 920 female employees also accounting for 36.33 per cent of the department's employees. This was followed by the Education Department with 562 female employees (33.61 per cent) and the Secretariat with 398 (34.02 per cent) female employees. In Small Savings Department the ratio of women was the highest i. e., 40.00 per cent of the department's employees.

6. Even with some Police establishments defaulting, the Police Department recorded the biggest number with 3492 employees accounting for 16.61 per cent of the total number of State Government employees. Next comes the Health Department with 2532 (12.04 per cent) employees and the Public Works Department with 2133 (10.15 per cent) employees. Another three departments viz., Education, Agriculture and the Secretariat each had more than one thousand employees as on 31st March, 1981. The trend in these departments is shown below:—

	1970	1971	1975	1979	1980	1981
Police	N. A.	66	4246	3663	3111	3492
		(1.2)	(25.7)	(18.31)	(15.57)	(16.61)
Health	814	1006	2194	2146	2513	2532
	(18.5)	(17.7)	(13.2)	(10.74)	(12.57)	(12.04)
Public Works	799	837	2285	2667	2113	2133
	(18.2)	(14.8)	(13.8)	(13.33)	(10.57)	(10.15)
Education	457	700	1090	1584	1605	1672
	(10.4)	(12.3)	(6.6)	(7.92)	(8.03)	(7.95)
Agriculture	222	299	832	1249	1222	1270
	(5.1)	(5.3)	(5.0)	(6.24)	(6.11)	(6.04)
Secretariat	766	768	774	1071	1057	1170
	(17.4)	(13.5)	(4.7)	(5.35)	(5.29)	(5.57)
Other Departments/Offices	1337	1995	5135	7623	8368	8757
	(30.4)	(35.2)	(31.0)	(38.11)	(41.86)	(41.64)
<b>Total:</b>	<b>4395</b>	<b>5671</b>	<b>16556</b>	<b>20005</b>	<b>19989</b>	<b>21026</b>
	(100.00)	(100.00)	(100.00)	(100.00)	(100.00)	(100.00)

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

7. Out of 21026 Meghalaya Government Employees as on 31st March 1981, 1351 (6.43 per cent) employees belonged to Secretariat including the Assembly and the Governor's Secretariats. 2107 (10.02 per cent) employees were in the heads of Departments and 17568 (83.55 per cent) employees were in the remaining categories of the offices of the State Government. The number of Meghalaya Government employees according to status of the office is shown below:—

	Gazetted	Non-Gazetted	Grade IV	Total	Percentage
Secretariat (including Governor's Secretariat and Assembly) of Shillong.	213	707	431	1351	6.43
Heads of Departments at Shillong. ...	223	1279	605	2107	10.02
Other Offices ... ..	857	11700	5011	17568	83.55
<b>Total:</b>	<b>1293</b>	<b>13686</b>	<b>7047</b>	<b>21026</b>	<b>100.00</b>

8. As on 31st March 1981, 7063 Employees were drawing a basic pay of below Rs. 351, per month. They were mainly from the Grade IV category including surveillance field workers, soil conservation field workers and a few others; but 2 employees in this category were also gazetted. 9093 employees were in the basic pay group of Rs. 351, to Rs. 500, per month; 3048 employees in the basic pay group of Rs. 501, to Rs. 750, per month; 1139 employees were in the basic pay group of Rs. 751, to Rs. 1000 per month; 515 employees were in the basic pay group of Rs. 1001 to Rs. 1500 per month; 137 employees were in the basic pay group of Rs. 1501 to Rs. 2000 per month and 31 employees were in the basic pay group of Rs. 2001 and above. The table below shows the distribution of the Meghalaya Government employees according to status and basic pay group:—

Monthly basic pay group (Rupees)	Gazetted	Non-Gazetted	Grade IV	Total
Below 351	2 (0.15)	1962 (14.34)	5099 (84.32)	7063 (33.59)
351—500	8 (0.62)	8137 (59.45)	948 (15.68)	9093 (43.25)
501—750	225 (17.40)	2823 (20.63)	...	3048 (14.49)
751—1000	469 (36.27)	670 (4.90)	...	1139 (5.42)
1001—1500	423 (32.72)	92 (0.67)	...	515 (2.45)
1501—2000	135 (10.44)	2 (0.01)	...	137 (0.65)
2001 and above	31 (2.40)	...	...	31 (0.15)
<b>Total:</b>	<b>1293</b> (100.00)	<b>13686</b> (100.00)	<b>6047</b> (100.00)	<b>21026</b> (100.00)

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



9. Emolument-wise, 1,574 of the employees were drawing less than Rs.501 per month; 13662 were drawing emolument between Rs.501 to Rs.750 per month; 3,470 were drawing between Rs.751 to Rs.1,000 per month; 1,872 were drawing between Rs.1001 to Rs.1500 per month; 313 were drawing between Rs.1501 to Rs.2,000 per month; 89 were drawing between Rs.2,001 to Rs.2500 per month and 46 were drawing Rs.2,501 and above per month. The number of employees according to status and emolument group is given below:

Monthly emolument group (Rupees)	Gazetted	Non-Gazetted	Grade IV	Total
Below 501	1 (0.08)	381 (2.78)	1,192 (19.71)	1,574 (7.49)
501—750	5 (0.39)	8,818 (64.43)	4,839 (80.02)	13,662 (64.98)
751—1,000	197 (15.23)	3,257 (23.80)	16 (0.27)	3,470 (16.50)
1,001—1,500	663 (51.28)	1,209 (8.84)	...	1,872 (8.90)
1,501—2,000	292 (22.58)	21 (0.15)	...	313 (1.49)
2,001—2,500	89 (6.88)	...	...	89 (0.42)
2,501— $\frac{3}{4}$ and above	46 (3.56)	...	...	46 (0.22)
Total : ...	1293 (100.00)	13,686 (100.00)	6,047 (100.00)	21,026 (100.00)

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

10. Out of total 21,026 Government employees as on 31st March, 1981, 70.09 per cent belonged to the Scheduled Tribes (Hills) and another 1.99 per cent to the Scheduled Tribes (Plains). Thus the Scheduled Tribes taken together accounted for 72.08 per cent of the Meghalaya Government employees. The share of the Scheduled Castes was 2.33 per cent and of other Backward Classes 10.21 per cent. The remaining 15.38 per cent of the employees belonged to "Others" group. The distribution of Meghalaya Government employees by Castes, tribes, etc. is given below:

	Gazetted	Non-Gazetted	Grade IV	Total
Scheduled Castes	21 (1.62)	237 (1.73)	233 (3.85)	492 (2.34)
Scheduled Tribes (Hills)	857 (66.28)	9,970 (72.85)	3,910 (64.66)	14,737 (70.09)
Scheduled Tribes (Plains)	8 (0.62)	247 (1.80)	163 (2.70)	418 (1.99)
Other Backward Classes	61 (4.72)	1,331 (9.73)	753 (12.45)	2,145 (10.20)
Others	346 (26.76)	1,901 (13.89)	988 (16.34)	3,234 (15.38)
Total :	1,293 (100.00)	13,686 (100.00)	6,047 (100.00)	21,026 (100.00)

11. Against the total of 21931 sanctioned posts in 1981, 21,026 employees were in position covering 95.87 per cent while in 1980 against 21,417 sanctioned posts, 19,989 employees were in position covering 93.33 per cent. It is observed that out of 21931 number of sanctioned posts in 1981, 6670 were permanent and 15,261 were temporary and in 1980, out of 21,417, 6382 were permanent and 15,035 were temporary posts.

12. Out of 45 departments, only 5 filled up cent per cent of the sanctioned posts during the both years 1980 and 1981. It was observed that the big departments had a few sanctioned posts unfilled. There were 5 departments which entertained staff in excess of the number of sanctioned posts in 1981. This mainly was on account of persons holding post against leave vacancies as on the reference date. The distribution of the number of sanctioned posts and number of employees in position according to tenure of service during 1980 and 1981 was briefly as below :

	1980		1981	
	Number of sanctioned posts	number in position	Number of sanctioned posts	Number in position
Permanent	6,382	5,200	6,670	5,407
Temporary	15,035	14,789	15,261	15,619
Total	21,417 (100.00)	19,989 (93.33)	21,931 (100.00)	21,026 (95.87)

13. The results of the census of Meghalaya Government Employees as on 31st March 1981 is presented in greater detail in 30 tables.

Figures in brackets are percentages in total.

The total of 21,931 Government employees as on 31st March 1981, 21,026 were in position and 908 were in leave vacancies. The total of 21,417 Government employees as on 31st March 1980, 19,989 were in position and 1,428 were in leave vacancies. The share of the scheduled class was 13.33 per cent and of other class was 86.67 per cent. The remaining 13.33 per cent of the employees belonged to "Other" group. The distribution of Meghalaya Government employees by Class, which are given below:

Class	1980	1981
Scheduled Class	2,871 (13.41)	2,871 (13.10)
Scheduled Tribes (Hills)	9,970 (46.52)	9,970 (45.46)
Scheduled Tribes (Plains)	282 (1.32)	282 (1.28)
Other Backward Class	1,331 (6.17)	1,331 (6.07)
Other	1,963 (9.16)	1,963 (8.95)
Total	13,687 (100.00)	13,687 (100.00)

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**The Tables of the Census of the Meghalaya Government Employees as on  
31st March, 1981**

1. Number of Employees according to status and sex.
2. Number of Employees according to tenure of services, status and district.
3. Number of Employees in primary and secondary scales of pay.
4. Number of Employees in primary scales of pay by scales.
5. Number of Employees in secondary scales of pay by scales.
6. Number of Employees borne neither in primary nor secondary scales of pay.
7. Number of Employees according to Basic Pay Groups.
8. Number of Employees according to total emoluments.
9. Estimated expenditure on basic pay of the employees by basic pay groups for the year ended 31st March, 1981.
10. Estimated expenditure on emoluments of the employees by total emolument groups for the year ended 31st March, 1981.
11. Estimated expenditure on basic pay, dearness allowance, compensatory allowance, house rent allowance, hill allowance, medical allowance, winter allowance and other allowances of the employees for the year ended 31st March, 1981, according to district.
12. Number of Employees according to sex and district of posting.
13. Trend in employment of women by Meghalaya Government.
14. Number of female employees by status during 1979 and 1981.
15. Number of employees by status and by departments.
16. Percentage distribution of employees by status and by departments.
17. Number of employees departmentwise according to sex.
18. Number of employees according to Castes/Tribes.
19. Percentage distribution of employees according to Castes/Tribes.
20. Number of employees departmentwise according to Castes/Tribes.
21. Percentage distribution of employees department wise according to Castes/Tribes.
22. Distribution of scheduled Tribes in Meghalaya Government Service according to status by main tribe.
23. Districtwise distribution of scheduled tribes in Meghalaya Government service as on 31st March, 1981.
24. Number of employees according to status and academic qualification.
25. Number of employees appointed directly/absorbed by Meghalaya Government, on deputation from Assam Government and on deputation from other Governments.
26. Number of employees appointed directly/absorbed by Meghalaya Government, on deputation from Assam Government and on deputation from other Governments by status of office of current posting.
27. Distribution of Meghalaya Government employees appointed directly/absorbed by Meghalaya Government, on deputation from Assam Government and on deputation from other Governments by District of posting.
28. Classification of Grade IV employees as on 31st March, 1981.
29. District-wise distribution of scheduled Tribes in Meghalaya Government service according to status and tenure of services as on 31st March, 1981.
30. Number of sanctioned posts and number in position for the years 1980 and 1981 by departments.

TABLE—1  
 The Tables of the Census of the Mizoram Government Employees as on  
 Number of Employees according to status and sex.

Status	Male	Female	Total
<b>Gazetted</b>	1102 (5.24)	191 (0.91)	1293 (6.15)
<b>Non-Gazetted</b>	10696 (50.87)	2990 (14.22)	13686 (65.09)
<b>Grade—IV</b>	5565 (26.47)	482 (2.29)	6047 (28.76)
<b>Total</b>	17363 (82.58)	3663 (17.42)	21026 (100.00)

Figures in brackets are percentages.

TABLE 2

## Number of Employees according to tenure of services, status and district

Tenure of Services	Status	Jaintia Hills	East Khasi Hills	West Khasi Hills	East Garo Hills	West Garo Hills	Total
1	2	3	4	5	6	7	8
Permanent	Gazetted	31 (13·14)	392 (11·50)	8 (4·19)	12 (5·11)	113 (8·45)	556 (10·28)
	Non-Gazetted	181 (76·69)	2678 (78·58)	166 (86·91)	197 (83·83)	1053 (78·76)	4275 (79·07)
	Grade IV	24 (10·17)	338 (9·92)	17 (8·90)	26 (11·06)	171 (12·79)	576 (10·55)
	<b>Total:</b>	236 (100·00)	3408 (100·00)	191 (100·00)	235 (100·00)	1337 (100·00)	5407 (100·00)
Temporary	Gazetted	95 (4·58)	422 (4·86)	51 (6·92)	55 (5·49)	114 (3·64)	737 (4·72)
	Non-Gazetted	1304 (62·87)	5190 (59·83)	445 (60·38)	654 (65·27)	1818 (58·07)	9411 (60·25)
	Grade IV	675 (32·55)	3063 (35·31)	241 (32·70)	293 (29·24)	1199 (38·29)	5471 (35·03)
	<b>Total:</b>	2074 (100·00)	8675 (100·00)	737 (100·00)	1002 (100·00)	3131 (100·00)	15619 (100·00)
All Employees	Gazetted	126 (5·45)	814 (6·74)	59 (6·36)	67 (5·42)	227 (5·08)	1293 (6·15)
	Non-Gazetted	1485 (64·29)	7668 (65·11)	611 (65·84)	851 (68·79)	2871 (64·26)	13686 (65·09)
	Grade IV	699 (30·26)	3401 (28·15)	258 (27·80)	319 (25·79)	1370 (30·66)	6047 (28·76)
	<b>Total:</b>	2310 (100·00)	12083 (100·00)	928 (100·00)	1237 (100·00)	4468 (100·00)	21026 (100·00)

TABLE 3

Number of Employees in Primary and Secondary Scales of Pay

Pay Scale	Gazetted	Non-Gazetted	Grade IV	Total
1	2	3	4	5
Primary Scale	880	12244	5963	19087
	(4.19)	(58.23)	(28.36)	(90.78)
Secondary Scale	364	1433	...	1797
	(1.73)	(6.82)	...	(8.55)
Non-regular Scale (including fixed pay)	49	9	84	142
	(0.23)	(0.04)	(0.40)	(0.67)
<b>Total</b>	<b>1293</b>	<b>13636</b>	<b>6047</b>	<b>21026</b>
	(6.15)	(65.09)	(28.76)	(100.00)

N. B.—Figures in brackets are percentages.

All Employees				
Pay Scale	Gazetted	Non-Gazetted	Grade IV	Total
1	2	3	4	5
Primary Scale	880	12244	5963	19087
	(4.19)	(58.23)	(28.36)	(90.78)
Secondary Scale	364	1433	...	1797
	(1.73)	(6.82)	...	(8.55)
Non-regular Scale (including fixed pay)	49	9	84	142
	(0.23)	(0.04)	(0.40)	(0.67)
<b>Total</b>	<b>1293</b>	<b>13636</b>	<b>6047</b>	<b>21026</b>
	(6.15)	(65.09)	(28.76)	(100.00)

TABLE 4

**Number of Employees in Primary Scales of Pay by Scales**

Primary Scales (Rupees)	Gazetted	Non- Gazetted	Grade IV	Total
1	2	3	4	5
300—5—330—6—390—7—425	...	...	5834	5834
325—7—360—EB—8—400—EB—10—500	...	3066	129	3195
350—10—400—EB—11—510—EB—13—575	...	1064	...	1064
375—12—435—EB—13—500—EB—15—650	...	4309	...	4309
400—14—470—EB—15—620—EB—16—700	...	1301	...	1301
425—15—500—EB—16—660—EB—18—750	...	608	...	608
450—17—535—EB—18—625—EB—20—825	..	515	...	515
475—18—565—EB—22—675—EB—25—925	...	382	...	382
525—20—625—EB—25—750—EB—30—1050	12	721	...	733
575—25—700—EB—30—850—EB—35—1200	88	277	...	365
625—30—775—EB—35—950—EB—40—1350	73	1	..	74
675—35—850—EB—40—1050—EB—40—1450	23	...	..	23
700—40—900—EB—40—1100—EB—45—1550	544	...	...	544
725—40—925—EB—45—1150—EB—50—1650	140	...	...	140
Total:	880	12244	5963	19087
	(4·19)	(58·23)	(28·36)	(90·78)

TABLE 5

## Number of Employees in Secondary Scales of Pay by Scales

Secondary Scales (Rupees)	Gazetted	Non- Gazetted	Grade IV	Total
1	2	3	4	5
500—15—575—EB—20—775	...	608	...	608
525—20—625—EB—25—875	...	52	...	52
550—25—675—EB—30—975	...	287	...	287
575—30—725—EB—30—1025	...	293	...	293
700—35—875—EB—35—1225	...	90	...	90
800—35—940—EB—40—1300	3	101	...	104
875—35—1015—EB—40—1375	40	2	...	42
900—40—1180—EB—45—1450	13	..	...	13
825—55—1210—EB—60—1750	37	...	...	37
1000—55—1330—EB—60—1750	70	...	...	70
1200—60—1620—EB—70—1900	137	...	...	137
1400—65—1725—EB—75—2100	48	...	...	48
1600—75—1900—EB—80—2300	7	...	...	7
1800—85—2140—EB—90—2500	9	...	...	9
<b>Total:</b>	364	1433	...	1797
	(1·73)	(6·82)	...	(8·55)



TABLE 6

## Number of Employees borne neither Primary nor Secondary Scales of Pay

Pay Scales (Rupees)				Gazetted	Non-Gazetted	Grade IV	Total
1				2	3	4	5
Fixed pay of 100 and below	...	...	...	...	3	55	58
Fixed Pay of 128	...	...	...	...	1	1	2
„ „ „ 140	...	...	...	...	1	...	1
„ „ „ 150	...	...	...	...	...	2	2
„ „ „ 160	...	...	...	...	...	1	1
„ „ „ 175	...	...	...	...	1	...	1
„ „ „ 180	...	...	...	...	...	1	1
„ „ „ 190	...	...	...	...	...	1	1
„ „ „ 240	...	...	...	...	...	4	4
„ „ „ 250	...	...	...	1	...	3	4
„ „ „ 265	...	...	...	...	1	...	1
„ „ „ 270	...	...	...	...	...	12	12
„ „ „ 300	...	...	...	...	1	4	5
„ „ „ 360	...	...	...	...	1	...	1
„ „ „ 900	...	...	...	1	...	...	1
„ „ „ 1000	...	...	...	1	...	...	1
„ „ „ 1500	...	...	...	1	...	...	1
„ „ „ 1600	...	...	...	1	...	...	1
„ „ „ 1800	...	...	...	1	...	...	1
„ „ „ 700—1300	...	...	...	5	...	...	5
„ „ „ 1200—2000	...	...	...	9	...	...	9
„ „ „ 1200—2500	...	...	...	12	...	...	12
„ „ „ 2000—2500	...	...	...	4	...	...	4
„ „ „ 2500—2750	...	...	...	12	...	...	12
„ „ „ 3000	...	...	...	1	...	...	1
Total	...	...	...	49 (0.23)	9 (0.04)	84 (0.40)	142 (0.67)

TABLE 7

## Number of Employees according to Basic Pay Groups

Monthly Basic Pay Group (Rupees)	Gazetted	Non-Gazetted	Grade IV	Total
i	2	3	4	5
300 and below ... ..	1 (0.08)	795 (5.81)	1223 (20.22)	2019 (9.60)
301 to 350 ... ..	1 (0.08)	1167 (8.53)	3876 (64.10)	5044 (23.99)
351 to 500 ... ..	8 (0.62)	8137 (59.45)	948 (15.68)	9093 (43.25)
501 to 750 ... ..	225 (17.40)	2823 (20.63)	...	3048 (14.50)
751 to 1000 ... ..	469 (36.27)	670 (4.90)	...	1139 (5.42)
1001 to 1500 ... ..	423 (32.71)	92 (0.67)	...	515 (2.45)
1501 to 2000 ... ..	135 (10.44)	2 (0.01)	...	137 (0.65)
2001 to 2500 ... ..	22 (1.70)	...	...	22 (0.10)
2501 to 2999 ... ..	8 (0.62)	...	...	8 (0.04)
3000 and above ... ..	1 (0.08)	...	...	1 (—)
Total ... ..	1293 (100.00)	13686 (100.00)	6047 (100.00)	21026 (100.00)

N. B.—Figures in brackets are percentages to total “(—)” denotes negligible.

TABLE 8

## Number of Employees according to total emoluments

Monthly Emoluments Groups (Rupees)	Gazetted	Non-Gazetted	Grade IV	Total
1	2	3	4	5
500 and below	1 (0·08)	381 (2·78)	1192 (19·71)	1574 (7·49)
501 to 600	1 (0·08)	2895 (21·16)	4512 (74·62)	7408 (35·23)
601 to 750	4 (0·31)	5923 (43·28)	327 (5·41)	6254 (29·75)
751 to 1000	197 (15·24)	3257 (23·80)	16 (0·26)	3470 (16·50)
1001 to 1500	663 (51·28)	1209 (8·83)	..	1872 (8·90)
1501 to 2000	292 (22·58)	21 (0·15)	..	313 (1·49)
2001 to 2500	89 (6·88)	..	..	89 (0·42)
2501 to 3000	28 (2·16)	..	..	28 (0·13)
3001 and above	18 (1·39)	..	..	18 (0·09)
Total	1293 (100·00)	13686 (100·00)	6047 (100·00)	21026 (100·00)

N.B.—1. Emoluments had been taken to comprise basic pay, dearness allowance, hills allowance, house rent allowance, etc.

2. Figures in brackets are percentages to total.

TABLE 9

**Estimated expenditure on basic pay of the employees by basic pay groups for the year ended 31st March, 1981**

Monthly basic pay groups (Rupees)	Employees		Expenditure		Expenditure per employee per annum (Rupees)
	Number	Per cent	Amount (Rs. '000)	Per cent	
1	2	3	4	5	6
Below 351	7,063	33.59	26,199	23.10	3,709
351 — 500	9,093	43.25	44,463	39.21	4,890
501 — 750	3,048	14.49	20,548	18.12	6,742
751 — 1000	1,139	5.42	11,137	9.82	9,779
1001 — 1500	515	2.45	7,396	6.52	14,362
1501 — 2000	137	0.65	2,768	2.44	20,209
2001 and above	31	0.15	901	0.79	29,079
<b>Total</b>	<b>21,026</b>	<b>100.00</b>	<b>1,13,412</b>	<b>100.00</b>	<b>5,394</b>

*N.B.*—Figures arrears drawn as on 31st March, 1981.

TABLE 10

**Estimated expenditure on Emoluments of the employees by Monthly Emoluments groups for the year ended 31st March, 1981**

Monthly total Emolument groups (Rupees)	Employees		Expenditure		Expenditure per employee per annum (Rupees)
	Number	Percent	Amount (Rs. '000)	Percent	
1	2	3	4	5	6
Below 501	1,547	7.49	8,611	4.92	5,566
501 — 750	13,662	64.98	96,396	55.07	7,056
751 — 1000	3,470	16.50	33,854	19.34	9,756
1001 — 1500	1,872	8.90	26,053	14.88	13,917
1501 — 2000	313	1.49	6,349	3.63	20,284
2001 — 2500	89	0.42	2,262	1.29	25,413
2501 and above	46	0.22	1,522	0.87	33,095
<b>Total</b>	<b>21,026</b>	<b>100.00</b>	<b>1,75,047</b>	<b>100.00</b>	<b>8,325</b>

TABLE 11

**Estimated expenditure on Basic Pay, Dearness Allowance, Compensatory Allowance, House Rent Allowance, Hill Allowance, Medical Allowance, Winter Allowance and Other Allowances of the employees for the year ended 31st March, 1981, according to district.**

(Rupees in '000)

Sl. No.	Pay/Allowances	Jaintia Hills	East Khasi Hills	West Khasi Hills	East Garo Hills	West Garo Hills	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1.	Basic Pay	12180 (61.98)	66230 (65.95)	4612 (60.47)	6453 (65.96)	23937 (63.72)	113412 (64.79)
2.	Dearness Allowance	2838 (14.44)	14265 (14.21)	1101 (14.44)	1467 (15.00)	6568 (17.48)	26239 (14.99)
3.	Compensatory Allowance	...	490 (0.49)	16 (0.21)	18 (0.18)	30 (0.08)	554 (0.32)
4.	House Rent Allowance	930 (4.73)	5387 (5.36)	332 (4.35)	247 (2.53)	1243 (3.31)	8139 (4.65)
5.	Hill Allowance	1444 (7.35)	4023 (4.01)	685 (8.98)	962 (9.83)	2881 (7.67)	9995 (5.71)
6.	Medical Allowance	951 (4.84)	4152 (4.13)	331 (4.34)	444 (4.54)	1875 (4.99)	7753 (4.43)
7.	Winter Allowance	873 (4.44)	4888 (4.87)	405 (5.31)	...	...	6166 (3.52)
8.	Other Allowances	436 (2.22)	982 (0.98)	145 (1.90)	192 (1.96)	1034 (2.75)	2789 (1.59)
9.	Total:	19652 (100.00)	100417 (100.00)	7627 (100.00)	9783 (100.00)	37568 (100.00)	175047 <sup>*</sup> (100.00)

N.B.—Figures in Brackets indicate percentages.

TABLE 12

Number of Employees according to sex and district of posting.

District	Male	Female	Total	Female employees as percentage of district total.
(1)	(2)	(3)	(4)	(5)
Jaintia Hills	1805	505	2310	21.86
East Khasi Hills	9589	2494	12083	20.64
West Khasi Hills	806	122	928	13.15
East Garo Hills	1141	96	1237	7.76
West Garo Hills	4022	446	4468	9.98
State :	17363	3663	21026	17.42

TABLE 13

## Trend in employment of Women by Meghalaya Government

( in numbers )

Departments	1970	1971	1972	1973	1974	1975	1976	1977	1979	1980	1981
I	2	3	4	5	6	7	8	9	10	11	12
Health (Medical) ...	158 (100)	179 (113)	264 (167)	407 (257)	496 (314)	549 (347)	569 (360)	648 (410)	656 (415)	915 (579)	920 (582)
Education ...	76 (100)	167 (220)	219 (288)	320 (421)	312 (410)	326 (429)	346 (455)	416 (547)	473 (622)	521 (685)	562 (739)
Secretariat ...	...	41 (100)	68 (166)	92 (224)	154 (376)	164 (503)	291 (710)	293 (715)	335 (817)	379 (924)	398 (971)
Public Works ...	40 (100)	53 (132)	100 (250)	144 (360)	157 (392)	196 (490)	244 (610)	266 (665)	311 (778)	276 (690)	234 (585)
Community Development.	56 (100)	58 (103)	61 (109)	73 (130)	80 (143)	98 (175)	94 (168)	107 (191)	103 (184)	93 (166)	106 (189)
Other Departments	90 (100)	121 (134)	269 (299)	357 (397)	647 (719)	646 (718)	710 (789)	839 (932)	1,178 (1,309)	1,295 (1,439)	1,443 (1,603)
Total Female employees.	420 (100)	619 (147)	981 (233)	1,393 (332)	1,846 (439)	1,979 (471)	2,254 (537)	2,569 (612)	3,056 (728)	3,479 (828)	3,663 (872)

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



TABLE 14

## Number of female employees by Status during 1979 and 1981

Status	1979			1981		
	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
Gazetted	1,178	125	10.61	1,293	191	14.77
Non-Gazetted	13,210	2,577	19.51	13,686	2,990	21.85
Grade IV	5,617	354	6.30	6,047	482	7.97
Total	20,005	3,056	15.28	21,026	3,663	17.42

TABLE 15

## Number of Employees by Status and by Departments

Serial No.	Departments	Gazetted	Non-Gazetted	Grade IV	Total
1	2	3	4	5	6
1	Accounts ... ..	7	115	43	165
2	Agriculture ... ..	140	670	460	1,270
3	Animal Husbandry and Veterinary ... ..	73	358	468	899
4	Assembly Secretariat ... ..	12	50	65	127
5	Boilers and Factories Inspectorate ... ..	...	7	2	9
6	Border Areas Development ... ..	12	36	37	85
7	Civil Defence and Home Guards and Civil Task Force ... ..	13	137	74	224
8	Community Development ... ..	37	577	101	715
9	Co-operation ... ..	8	160	60	228
10	Economics, Statistics & Evaluation ... ..	16	123	29	168
11	Education including Technical Education & N. C. C. ... ..	154	1,019	499	1,672
12	Election ... ..	3	109	69	181
13	Electricity Inspectorate ... ..	2	16	8	26
14	Employment Services ... ..	15	94	44	153
15	Excise ... ..	8	149	9	166
16	Fisheries ... ..	1	98	75	174
17	Forests ... ..	20	530	195	745
18	General Administration including D. C. Offices, Meghalaya Houses, etc.	38	276	248	562
19	Geology & Mining ... ..	23	66	48	137
20	Government Press ... ..	4	310	81	395
21	Governor's Secretariat ... ..	4	14	36	54
22	Health ... ..	183	1,302	1,047	2,532

TABLE 15 (contd.)

## Number of Employees by Status and by Departments

Serial No.	Departments	Gazetted	Non-Gazetted	Grade IV	Total
1	2	3	4	5	6
23	Housing and Town Planning	13	59	22	94
24	Industries	23	150	80	253
25	Information & Public Relations	12	64	31	107
26	Jail	8	89	29	126
27	Judicial including High Court	4	51	30	85
28	Labour	6	20	13	39
29	Land Records including Surveys	8	100	152	260
30	Police	40	3,236	216	3,492
31	Public Health Engineering	47	527	221	795
32	Public Service Commission	7	27	15	49
33	Public Works	65	1,388	680	2,133
34	Secretariat	197	643	330	1,170
35	Sericulture and Weaving	12	264	98	374
36	Small Savings	...	4	1	5
37	Social Welfare	8	31	20	59
38	Soil Conservation	23	482	208	713
39	Stationery and Stores	1	13	12	26
40	Supply and Trade	20	151	43	214
41	Taxation	11	52	24	87
42	Tourism	7	27	27	61
43	Transport	4	66	73	143
44	Weights & Measures	4	26	24	54
	Total	1,293	13,686	6,047	21,026

TABLE 16

## Percentage distribution of employees by Status and by Departments

Serial No.	Departments	Percentage of Department's Total				Percentage of State Total			
		Gazetted	Non-Gazetted	Grade IV	Total	Gazetted	Non-Gazetted	Grade IV	Total
1	2	3	4	5	6	7	8	9	10
1	Accounts ... ..	4.24	69.70	26.06	100.00	0.54	0.84	0.71	0.78
2	Agriculture .. ...	11.02	52.76	36.22	100.00	10.83	4.89	7.61	6.04
3	Animal Husbandry & Veterinary ...	8.12	39.82	52.06	100.00	5.65	2.62	7.74	4.28
4	Assembly Secretariat ... ..	9.45	39.37	51.18	100.00	0.93	0.36	1.07	0.60
5	Boilers and Factories Inspectorate ...	...	77.73	22.22	100.00	...	0.05	0.03	0.04
6	Border Areas Development ... ..	14.12	42.35	42.53	100.00	0.93	0.26	0.61	0.40
7	Civil Defence and Home Guards & Civil Task Force.	5.80	61.16	33.04	100.00	1.00	1.00	1.22	1.07
8	Community Development ... ..	5.17	80.70	14.13	100.00	2.86	4.22	1.67	3.40
9	Co-operation .. ...	3.51	70.17	26.32	100.00	0.62	1.17	0.99	1.09
10	Economics, Statistics & Evaluation	9.52	73.22	17.26	100.00	1.24	0.90	0.43	0.86
11	Education including Technical Education and N. C. C.	9.21	60.95	29.84	100.00	11.91	7.44	8.25	7.95
12	Election ... ..	1.66	60.22	38.12	100.00	0.23	0.80	1.14	0.86
13	Electricity Inspectorate ... ..	7.69	61.54	30.77	100.00	0.15	0.12	0.13	0.12
14	Employment Services ... ..	9.80	61.44	28.76	100.00	1.16	0.69	0.72	0.73
15	Excise ... ..	4.82	89.76	5.42	100.00	0.62	1.09	0.15	0.79
16	Fisheries ... ..	0.58	56.32	43.10	100.00	0.08	0.72	1.24	0.83
17	Forests ... ..	2.68	71.14	26.18	100.00	1.55	3.87	3.23	3.54
18	General Administration including D.C. Offices, Meghalaya Houses, etc.	6.76	49.11	44.13	100.00	2.94	2.02	4.10	2.67
19	Geology & Mining .. ...	16.79	48.17	35.04	100.00	1.78	0.48	0.79	0.65
20	Government Press ... ..	1.01	78.48	20.51	100.00	0.31	2.27	1.34	1.88
21	Governor's Secretariat ... ..	7.41	25.92	66.67	100.00	0.31	0.10	0.60	0.26
22	Health ... ..	7.23	51.42	41.35	100.00	14.15	9.51	17.31	12.04
23	Housing and Town Planning ..	13.83	62.77	23.40	100.00	1.00	0.43	0.36	0.45
24	Industries ... ..	9.09	59.29	31.62	100.00	1.78	1.10	1.32	1.20

TABLE 16—(contd.)

## Percentage distribution of employees by status and by departments

Serial No.	Departments	Percentage of department's Total				Percentage of State Total			
		Gazetted	Non-Gazetted	Grade IV	Total	Gazetted	Non-Gazetted	Grade IV	Total
1	2	3	4	5	6	7	8	9	10
25	Information and Public Relations ...	11.22	59.81	28.97	100.00	0.93	0.47	0.51	0.51
26	Jail ...	6.35	70.63	23.02	100.00	0.62	0.65	0.43	0.60
27	Judicial including High Court ...	4.71	60.00	35.29	100.00	0.31	0.37	0.50	0.40
28	Labour ...	15.39	51.28	33.33	100.00	0.46	0.15	0.21	0.19
29	Land Records including Surveys ...	3.08	38.46	58.46	100.00	0.62	0.73	2.51	1.24
30	Police ...	1.14	92.67	6.19	100.00	3.09	23.64	3.57	16.61
31	Public Health Engineering ...	5.91	66.29	27.80	100.00	3.63	3.85	9.66	3.78
32	Public Service Commission ...	14.29	55.10	30.61	100.00	0.54	0.20	0.25	0.33
33	Public Works ...	3.05	65.07	31.88	100.00	5.03	10.14	11.25	10.15
34	Secretariat ...	16.84	54.96	28.20	100.00	15.23	4.70	5.46	5.57
35	Sericulture and Weaving ...	3.21	70.59	26.20	100.00	0.93	1.93	1.62	1.78
36	Small Savings ...	...	80.00	20.00	100.00	...	0.03	0.02	0.02
37	Social Welfare ...	13.56	52.54	33.90	100.00	0.62	0.23	0.33	0.28
38	Soil Conservation ...	3.23	67.60	29.17	100.00	1.78	3.52	3.44	3.29
39	Stationery and Stores ...	3.85	50.00	46.15	100.00	0.08	0.09	0.20	0.13
40	Supply and Trade ...	9.35	70.56	20.09	100.00	1.55	1.10	0.71	1.02
41	Taxation ...	12.64	59.77	27.59	100.00	0.85	0.38	0.40	0.41
42	Tourism ...	11.48	44.26	44.26	100.00	0.54	0.20	0.45	0.29
43	Transport ...	2.80	46.15	51.05	100.00	0.31	0.48	1.21	0.68
44	Weights and Measures ...	7.41	48.15	44.44	100.00	0.31	0.19	0.40	0.26
45	All Departments ...	6.15	65.09	28.76	100.00	100.00	100.00	100.00	100.00

TABLE 17

Percentage distribution of employees by status by department

**Number of employees department wise according to sex**

Serial No.	Departments	Male		Female		Total	
		Number	Percentage	Number	Percentage	Number	Percentage
1	2	3	4	5	6	7	8
1	Accounts .. ...	127	76.97	38	23.03	165	100.00
2	Agriculture ... ..	1123	88.43	147	11.57	1270	100.00
3	Animal Husbandry & Veterinary	820	91.21	79	8.79	899	100.00
4	Assembly Secretariat ... ..	87	68.50	40	31.50	127	100.00
5	Boilers and Factories Inspectorate	7	77.78	2	22.22	9	100.00
6	Border Areas Development ...	75	88.24	10	11.76	85	100.00
7	Civil Defence and Home Guards & Civil Task Force.	191	85.27	33	14.73	224	100.00
8	Community Development ...	609	85.17	106	14.33	715	100.00
9	Co-operation ... ..	176	77.19	52	22.81	228	100.00
10	Economics, Statistics & Evaluation	144	85.71	24	14.29	168	100.00
11	Education including Technical Education and N. C.C.	1110	66.39	562	33.61	1672	100.00
12	Election ... ..	140	77.35	41	22.65	181	100.00
13	Electricity Inspectorate ...	19	73.08	7	26.92	26	100.00
14	Employment Services ...	125	81.70	28	18.30	153	100.00
15	Excise ... ..	154	92.77	12	7.23	166	100.00
16	Fisheries ... ..	160	91.95	14	8.05	174	100.00
17	Forest ... ..	679	91.14	66	8.86	745	100.00
18	General Administration including D. C.'s Offices, Meghalaya Houses, etc.	441	78.47	121	21.53	562	100.00
19	Geology and Mining ... ..	122	89.05	15	10.95	137	100.00
20	Government Press ... ..	382	96.71	13	3.29	395	100.00
21	Governor's Secretariat ...	47	87.04	7	12.96	54	100.00
22	Health ... ..	1612	63.67	920	36.33	2532	100.00

TABLE 17—(contd).

## Number of employees department wise according to sex

Serial No.	Departments	Male		Female		Total	
		Number	Percentage	Number	Percentage	Number	Percentage
1	2	3	4	5	6	7	8
23	Housing and Town Planning ...	75	79.79	19	20.21	94	100.00
24	Industries ... ..	204	80.63	49	19.37	253	100.00
25	Information & Public Relations	95	88.79	12	11.21	107	100.00
26	Jail ... ..	110	87.30	16	12.70	126	100.00
27	Judicial including High Court	67	78.82	18	21.18	85	100.00
28	Labour ... ..	28	71.79	11	28.21	39	100.00
29	Land Records including Surveys	217	83.46	43	16.54	260	100.00
30	Police ... ..	3379	96.76	113	3.24	3492	100.00
31	Public Health Engineering ...	657	82.64	138	17.36	795	100.00
32	Public Service Commission ...	33	67.35	16	32.65	49	100.00
33	Public Works ... ..	1899	89.03	234	10.97	2133	100.00
34	Secretariat ... ..	772	65.98	398	34.02	1170	100.00
35	Sericulture and Weaving ...	272	72.73	102	27.27	374	100.00
36	Small Savings ... ..	3	60.00	2	40.00	5	100.00
37	Social Welfare ... ..	41	69.49	18	30.51	59	100.00
38	Soil Conservation .. ..	676	94.81	37	5.19	713	100.00
39	Stationery and Stores ... ..	19	73.08	7	26.92	26	100.00
40	Supply and Trade ... ..	169	78.97	45	21.03	214	100.00
41	Taxation ... ..	64	73.56	23	26.44	87	100.00
42	Tourism ... ..	51	83.61	10	16.39	61	100.00
43	Transport ... ..	131	91.61	12	8.39	143	100.00
44	Weights and Measures ..	49	90.74	5	9.26	54	100.00
45	All Departments ... ..	17363	82.58	3663	17.42	21026	100.00

TABLE - 18

## Number of Employees according to Caste/Tribe

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
Gazetted	Permanent	11 (1.98)	351 (68.13)	3 (0.54)	22 (3.96)	169 (30.39)	556 (100.00)
	Temporary	10 (1.35)	506 (68.66)	5 (0.68)	39 (5.29)	177 (24.02)	737 (100.00)
	<b>Total</b>	<b>21</b> (1.62)	<b>857</b> (66.28)	<b>8</b> (0.62)	<b>61</b> (4.72)	<b>346</b> (26.76)	<b>1293</b> (100.00)
Non-Gazetted	Permanent	89 (2.08)	2574 (60.21)	91 (2.13)	734 (17.17)	787 (18.41)	4275 (100.00)
	Temporary	148 (1.57)	7396 (78.59)	156 (1.66)	597 (6.34)	1114 (11.84)	9411 (100.00)
	<b>Total</b>	<b>237</b> (1.73)	<b>9970</b> (72.85)	<b>247</b> (1.80)	<b>1331</b> (9.73)	<b>1901</b> (13.89)	<b>13686</b> (100.00)
Grade IV	Permanent	36 (6.25)	275 (47.75)	23 (3.99)	75 (13.02)	167 (28.99)	576 (100.00)
	Temporary	197 (3.60)	3635 (66.44)	140 (2.56)	678 (12.39)	821 (15.01)	5471 (100.00)
	<b>Total</b>	<b>233</b> (3.85)	<b>3910</b> (64.66)	<b>163</b> (2.70)	<b>753</b> (12.45)	<b>988</b> (16.34)	<b>6047</b> (100.00)
All Employees	Permanent	136 (2.52)	3200 (59.18)	117 (2.16)	831 (15.37)	1123 (20.77)	5407 (100.00)
	Temporary	355 (2.27)	11537 (73.87)	301 (1.93)	1314 (8.41)	2112 (13.52)	15619 (100.00)
	<b>Total</b>	<b>491</b> (2.33)	<b>14737</b> (10.09)	<b>418</b> (1.99)	<b>2145</b> (10.21)	<b>3235</b> (15.38)	<b>21026</b> (100.00)

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





TABLE 20

## Number of Employees, departmentwise according to Caste, Tribe

Sl. No.	Departments	Scheduled Caste	Scheduled Tribes	Other Backward Classes	Others	Total
1	2	3	4	5	6	7
1	Accounts	—	142	11	12	165
2	Agriculture	27	1035	94	114	1270
3	Animal Husbandry & Veterinary	22	666	138	73	899
4	Assembly Secretariat	...	98	3	26	127
5	Boilers and Factories Inspectorate	—	8	—	1	9
6	Border Areas Development	—	82	1	2	85
7	Civil Defence and Home Guards & Civil Task Force.	7	186	8	23	224
8	Community Development	3	619	31	62	715
9	Co-operation	2	164	13	49	228
10	Economics, Statistics & Evaluation	1	135	10	22	168
11	Education including Technical Education & N. G. C.	47	1350	89	186	1672
12	Election	...	170	3	3	181
13	Electricity Inspectorate...	—	23	1	2	26
14	Employment Services	5	104	5	39	153
15	Excise	13	135	15	3	166
16	Fisheries	4	154	14	2	174
17	Forests	7	522	56	160	745
18	General Administration including D. C's Offices Meghalaya Houses, etc.	21	420	32	89	562
19	Geology and Mining	—	98	4	35	137
20	Government Press	16	157	118	104	395
21	Governor's Secretariat	6	14	1	33	54
22	Health	41	1866	138	487	2532
23	Housing and Town Planning	—	78	3	13	94
24	Industries	...	200	33	20	253
25	Information & Public Relations	3	95	6	3	107

TABLE 20—(contd.)

## Number of Employees, departmentwise according to Caste/Tribes

Sl. No.	Departments	Scheduled Caste	Scheduled Tribes	Other Backward Classes	Other	Total
1	2	3	4	5	6	7
26	Jail ... ..	2	70	9	45	126
27	Judicial including High Court ... ..	—	63	5	17	85
28	Labour ... ..	—	39	—	—	39
29	Land Records including Surveys ... ..	6	220	32	2	260
30	Police ... ..	102	2001	766	623	3492
31	Public Health Engineering ... ..	27	451	65	252	795
32	Public Service Commission ... ..	—	45	—	4	49
33	Public Works ... ..	74	1281	259	519	2133
34	Secretariat ... ..	19	1074	35	42	1170
35	Sericulture and Weaving ... ..	11	287	43	33	374
36	Small Savings ... ..	—	4	1	—	5
37	Social Welfare ... ..	2	55	1	1	59
38	Soil Conservation ... ..	9	612	50	42	713
39	Stationery and Stores ... ..	—	23	—	3	26
40	Supply and Trade ... ..	7	167	4	36	214
41	Taxation ... ..	1	61	22	3	87
42	Tourism ... ..	3	50	8	—	61
43	Transport ... ..	4	80	10	49	143
44	Weights & Measures ... ..	—	51	3	—	54
45	All Departments ... ..	492	15155	2145	3234	21026
		(2·34)	(72·08)	(10·20)	(15·39)	(100·00)

TABLE 21

## Percentage distribution of employees departmentwise according to Caste/Tribe

Sl No.	Departments	Scheduled Caste	Scheduled Tribes	Other Backward Classes	Others	Total
1	2	3	4	5	6	7
1	Accounts ... ..	—	86.06	6.67	7.27	100.00
2	Agriculture ... ..	2.12	81.50	7.40	8.98	100.00
3	Animal Husbandry & Veterinary	2.45	74.08	15.35	8.12	100.00
4	Assembly Secretariat ... ..	—	77.17	2.36	20.47	100.00
5	Boilers and Factories Inspectorate	—	88.89	—	11.11	100.00
6	Border Areas Development ...	—	96.47	1.18	2.35	100.00
7	Civil Defence and Home Guards and Civil Task Force	3.12	83.04	3.57	10.27	100.00
8	Community Development ...	0.42	86.57	4.34	8.67	100.00
9	Co-operation .. ...	0.88	71.93	5.70	21.49	100.00
10	Economics, Statistics and Evaluation	0.59	80.36	5.95	13.10	100.00
11	Education including Technical Education and N. C. C.	2.81	80.74	5.32	11.13	100.00
12	Election ... ..	—	93.92	4.42	1.66	100.00
13	Electricity Inspectorate ... ..	—	88.46	3.85	7.69	100.00
14	Employment Services ... ..	3.27	67.97	3.27	25.49	100.00
15	Excise ... ..	7.83	81.32	9.04	1.81	100.00
16	Fisheries ... ..	2.30	88.50	8.05	1.15	100.00
17	Forests ... ..	0.94	70.07	7.51	21.48	100.00
18	General Administration including D. C.'s offices, Meghalaya Houses, etc.	3.74	74.73	5.69	15.84	100.00
19	Geology and Mining ... ..	—	71.53	2.92	25.55	100.00
20	Government Press ... ..	4.05	39.75	29.87	26.33	100.00
21	Governor's Secretariat ... ..	11.11	25.93	1.85	61.11	100.00
22	Health ... ..	1.62	73.69	5.45	19.24	100.00

TABLE-21 (contd.)

## Percentage distribution of employees departmentwise according to Caste/Tribe

Sl. No.	Departments	Scheduled Castes	Scheduled Tribes	Other Backward Classes	Others	Total
1	2	3	4	5	6	7
23	Housing and Town Planning	—	82.98	3.19	13.83	100.00
24	Industries	—	79.05	13.04	7.91	100.00
25	Information & Public Relation	2.80	88.79	5.61	2.80	100.00
26	Jail	1.59	55.56	7.14	35.71	100.00
27	Judicial including High Court	—	74.12	5.88	20.00	100.00
28	Labour	—	100.00	—	—	100.00
29	Land Records including Surveys	2.31	84.61	12.31	0.77	100.00
30	Police	2.92	57.30	21.94	17.84	100.00
31	Public Health Engineering	3.39	56.73	3.18	31.70	100.00
32	Public Service Commission	—	91.84	—	8.16	100.00
33	Public Works	3.47	60.06	12.14	24.33	100.00
34	Secretariat	1.62	91.80	2.99	3.59	100.00
35	Sericulture and Weaving	2.94	76.74	11.50	8.82	100.00
36	Small Savings	—	80.00	20.00	—	100.00
37	Social Welfare	3.39	93.23	1.69	1.69	100.00
38	Soil Conservation	1.26	85.84	7.01	5.89	100.00
39	Stationery and Stores	—	88.46	—	11.54	100.00
40	Supply and Trade	3.27	78.04	1.87	16.82	100.00
41	Taxation	1.15	70.11	25.29	3.45	100.00
42	Tourism	4.92	81.97	13.11	—	100.00
43	Transport	2.80	55.94	6.99	34.27	100.00
44	Weights & Measures	—	94.44	5.56	—	100.00
45	All Departments :	2.34	72.08	10.20	15.38	100.00

TABLE 22

**Distribution of Scheduled Tribes in Meghalaya Government Service According to Status by Main Tribe**

Status		Khasi-Jaintia	Garos	Other Tribes	Total
1		2	3	4	5
Gazetted	...	681	165	19	865 (4.12)
Non-Gazetted	...	6755	3088	374	10217 (48.59)
Grade IV	...	2475	1425	173	4073 (19.37)
<b>Total:</b>	...	<b>9911</b> (47.14)	<b>4678</b> (22.25)	<b>566</b> (2.69)	<b>15155</b> (72.08)

(Figures in brackets indicate percentages to all employees).

45 All Departments: ... 100.00

TABLE 23

**Districtwise Distribution of Scheduled Tribes in Meghalaya Government  
Service as on 31st March, 1981**

District	Khasi-Jaintia	Garo	Other Tribes	Total
1	2	3	4	5
Jaintia Hills	1814	37	48 (0.23)	1899 (9.03)
East Khasi Hills	7283	1101	209 (0.99)	8598 (40.89)
West Khasi Hills	719	48	7 (0.03)	774 (3.68)
East Garo Hills	18	847	41 (0.20)	906 (4.31)
West Garo Hills	72	2645	261 (1.24)	2978 (14.17)
<b>Total:</b>	<b>9911</b> (47.14)	<b>4678</b> (22.25)	<b>566</b> (2.69)	<b>15155</b> (72.08)

(Figures in brackets indicate percentages to all employees).

TABLE 24

## Number of Employees According to Status and academic qualification

Educational qualification	Gazetted	Non-Gazetted	Grade IV	Total
1	2	3	4	5
Below Matric	46 (3.56)	6374 (46.57)	5858 (96.87)	12278 (58.39)
Matriculate	28 (2.17)	3371 (24.63)	173 (2.86)	3572 (16.99)
P. U./Intermediate	81 (6.26)	1930 (14.10)	10 (0.17)	2021 (9.61)
Diploma Engineering/ Medical/Agriculture/ Veterinary.	105 (8.12)	261 (1.91)	...	366 (1.74)
Degree in Arts/Science/ Commerce.	421 (32.56)	1672 (12.22)	6 (0.10)	2099 (9.98)
Degree in Engineering/ Agriculture/Medical/Veterinary.	291 (22.51)	9 (0.07)	...	300 (1.43)
Post Graduate in Arts/ Science/Commerce.	254 (19.64)	69 (0.50)	...	323 (1.54)
Post Graduate in Engineering/ Agriculture/Medical/Veterinary.	58 (4.48)	...	...	58 (0.28)
Ph.D/D.Litt./D.Phil.	9 (0.70)	...	...	9 (0.04)
Total: ...	1293 (100.00)	13686 (100.00)	6047 (100.00)	21026 (100.00)

N. B. :—Figures in brackets indicate Percentages to total.



TABLE 25

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

Status	Appointed directly/ absorbed by Megha- laya Government.	On deputation from Assam Government.	On deputation from Other Governments.	Total
(1)	(2)	(3)	(4)	(5)
Gazetted	1014 (78.42)	225 (17.40)	54 (4.18)	1293 (100.00)
Non-Gazetted	10925 (79.83)	2758 (20.15)	3 (0.02)	13686 (100.00)
Grade IV	4964 (82.09)	1083 (17.91)	...	6047 (100.00)
Total:	16903 (80.39)	4066 (19.34)	57 (0.27)	21026 (100.00)

N.B. Figures in Brackets are percentages to total.

TABLE 26

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

Departments	Appointed directly/ absorbed by Megha- laya Government.	On deputation from Assam Government.	On deputation from Other Governments.	Total
(1)	(2)	(3)	(4)	(5)
Secretariat (Shillong). (82.00)	974 (72.09)	345 (25.54)	32 (2.37)	1351 (100.00)
Heads of Departments (Shillong).	1787 (84.81)	316 (15.00)	4 (0.19)	2107 (100.00)
Other Departments/ Offices.	14142 (80.50)	3405 (19.38)	21 (0.12)	17568 (100.00)
Total: (80.00)	16903 (80.39)	4066 (19.34)	57 (0.27)	21026 (100.00)

N B. Figures in brackets are percentages to total.

TABLE 27

**Distribution of Meghalaya Government Employees Appointed directly/absorbed by Meghalaya Government on deputation from Assam Government and on deputation from other Governments by District of posting.**

Districts	Appointed directly/ absorbed by Meghalaya Government.	On deputation from Assam Government.	On deputation from Other Governments.	Total
(1)	(2)	(3)	(4)	(5)
Jaintia Hills	2001 (11.84)	308 (7.57)	1 (1.75)	2310 (10.98)
East Khasi Hills	9382 (55.50)	2651 (65.20)	50 (87.73)	12083 (57.47)
West Khasi Hills	821 (4.86)	106 (2.61)	1 (1.75)	928 (4.42)
East Garo Hills	1042 (6.16)	193 (4.75)	2 (3.51)	1237 (5.88)
West Garo Hills	3657 (21.64)	808 (19.87)	3 (5.26)	4468 (21.25)
Total:	16903 (100.00)	4066 (100.00)	57 (100.00)	21026 (100.00)

Figures in brackets indicate percentages to total.

TABLE 28

## Classification of Grade IV employees as on 31st March, 1981

Serial No.	Grade IV Employees	Secretariat (Shillong)	Heads of Departments (Shillong)	District and other offices	Total
1	2	3	4	5	6
1	Peons/Process Services, etc.	257	312	1453	2022
2	Chowkidars	38	42	1039	1119
3	Khalasi/Firemen/Laskar	9	122	279	410
4	Surveillance Field Workers/ Soil Conservation Field Workers.	...	...	233	223
5	Sweepers	30	8	254	292
6	Handyman/Mechanic/Assistant Machinemen, etc.	...	17	207	224
7	Mali	6	...	230	236
8	Cook	3	...	138	141
9	Bull/Poultry/Pig Attendant	...	...	97	97
10	Ward Boy/Girl/Male/Female Attendant, etc.	...	40	360	400
11	Assistant Tractor Operator/ Assistant Power Tiller Operator.	...	...	92	92
12	Fisherman/Boatman/River Guard, etc.	...	9	84	93
13	Duftry	17	21	72	110
14	Laboratory/Boiler/Feedmil Attendant.	...	3	81	84
15	Potter	...	...	1	1
16	Water Carrier	3	...	26	29
17	Cleaner	64	21	53	138
18	Gate Keeper	...	...	45	45
19	Dhohi	3	...	8	11
20	Perro Printer/Blue Printer Gauge Reader.	...	3	35	38
21	Liftman/Chairman, etc.	...	7	14	21
22	Rubber Tapper	...	...	19	19
23	Shoe Maker/Barber	...	...	14	14
24	Tailor	1	...	3	4
25	Interpreter and others	...	...	184	184
<b>Total</b>		<b>431</b>	<b>605</b>	<b>5011</b>	<b>6047</b>

41  
**TABLE 29**

**Districtwise distribution of Scheduled Tribes in Meghalaya Government service according to Status and Tenure of services as on 31st March, 1981**

Status	Tenure of Service	Tribe	DISTRICT					Total	
			Jaintia Hills	East Khasi Hills	West Khasi Hills	East Garo Hills	West Garo Hills		
1	2	3	4	5	6	7	8	9	
Gazetted	Permanent	Khasi-Jaintia	20	235	5	4	8	272 ✓	
		Garo	...	14	...	3	52	69 ✓	
		Other Tribes	1	11	...	...	1	13 ✓	
	Temporary	Khasi-Jaintia	71	288	40	2	8	409 ✓	
		Garo	1	18	1	24	52	96	
		Other Tribes	4	2	...	...	...	6	
Non-Gazetted	Permanent	Khasi-Jaintia	91	1,304	89	2	21	1,507 ✓	
		Garo	3	339	24	104	539	1,009 ✓	
		Other Tribes	6	79	2	8	54	149	
	Temporary	Khasi-Jaintia	1,096	3,733	378	8	33	5,248 ✓	
		Garo	27	445	15	464	1,128	2,079 ✓	
		Other Tribes	27	85	3	22	88	225	
	Grade IV	Permanent	Khasi-Jaintia	19	121	14	...	...	154 ✓
			Garo	...	14	...	16	90	120 ✓
			Other Tribes	...	2	...	2	20	24
Temporary		Khasi-Jaintia	517	1,607	193	2	2	2,321 ✓	
		Garo	6	271	8	236	784	1,305	
		Other Tribes	10	30	2	9	98	149	
Total		...	1,899	8,598	774	906	2,978	15,155	

TABLE-30

Number of sanctioned posts and number in position for the years  
1980 and 1981 by departments.

Serial No.	Department	1980		1981	
		Number of Sanctioned posts	Number in position	Number of Sanctioned posts	Number in position
1	2	3	4	5	6
1	Accounts	180	162	180	165
2	Agriculture	1314	1212	1337	1270
3	Animal Husbandry & Veterinary	1045	895	1074	899
4	Assembly Secretariat	127	127	127	127
5	Boilers & Factories Inspectorate	12	9	12	9
6	Border Areas Development	85	79	87	85
7	Civil Defence & Home Guards and Civil Task Force.	242	213	243	224
8	Community Development	723	697	732	715
9	Co operation	213	204	234	228
10	Economics, Statistics & Evaluation	202	157	210	168
11	Education including Technical Education & N. C. C.	1611	1605	1653	1672
12	Election	193	173	200	181
13	Electricity Inspectorate	27	23	27	26
14	Employment Services	172	145	174	153
15	Excise	161	150	167	166
16	Fisheries	196	174	197	174
17	Forests	733	699	770	745
18	General Administration including D. C. Offices, Meghalaya Houses, etc.	569	554	595	562
19	Geology and Mining	172	134	172	137
20	Government Press	384	384	384	395

TABLE—30 (contd.)

Number of sanctioned posts and number in position for the years 1980 and 1981 by departments.

Serial No.	Departments	1980		1981	
		Number of sanctioned posts	Number in position	Number of sanctioned posts	Number in position
1	2	3	4	5	6
21	Governor's Secretariat ... ..	65	53	65	54
22	Health ... ..	2791	2513	2794	2532
23	Housing and Town Planning ...	102	88	105	94
24	Industries ... ..	306	249	307	253
25	Information and Public Relations	112	97	112	107
26	Jail ... ..	129	122	129	126
27	Judicial including High Court ...	82	80	82	85
28	Labour ... ..	38	35	39	39
29	Land Records & Survey ... ..	282	244	283	260
30	Police ... ..	3141	3111	3319	3492
31	Public Health Engineering ... ..	761	734	767	795
32	Public Service Commission .. ..	45	45	49	49
33	Public Works ... ..	2247	2113	2257	2133
34	Secretariat ... ..	1151	1057	1170	1170
35	Sericulture and Weaving ... ..	422	369	424	374
36	Small Savings ... ..	5	5	5	5
37	Social Welfare ... ..	56	47	60	59
38	Soil Conservation ... ..	747	699	790	713
39	Stationery and Stores ... ..	26	26	26	26
40	Supply and Trade ... ..	206	194	208	214
41	Taxation ... ..	85	85	87	87
42	Tourism ... ..	69	61	69	61
43	Transport ... ..	123	102	149	143
44	Weights and Measures .. ..	59	54	60	54
45	All Departments :— ... ..	21417 (100.00)	19989 (93.33)	21931 (100.00)	21026 (95.87)