

**“ECONOMY IN EXPENDITURE, MANPOWER  
PLANNING AND RIGHTSIZING IN  
RAILWAYS THROUGH RE-DISTRIBUTION  
OF VACANCIES”**

A DISSERTATION SUBMITTED IN PARTIAL FULFILLMENT OF THE  
REQUIREMENT OF THE M. PHIL DEGREE FOR THE ADVANCED  
PROFESSIONAL PROGRAM IN PUBLIC ADMINISTRATION

By

**DARSHNITA B. AHLUWALIA**

**ROLL NO. 4803**

**Under the Guidance of**

**DR. K.K. PANDEY**

48th Advanced Professional Program in Public Administration

(2022-23)



**INDIAN INSTITUTE OF PUBLIC ADMINISTRATION  
NEW DELHI**

## **CERTIFICATE**

*I have the pleasure to certify that Darshnita B. Ahluwalia has pursued her research work and prepared the present dissertation entitled “Economy in Expenditure, Manpower Planning and Rightsizing in Railways through Re-distribution of Vacancies” under my guidance and supervision. The dissertation is the result of her own research and to the best of my knowledge no part of it has earlier comprised any other monograph, dissertation or book.*

*This is being submitted to the Panjab University, Chandigarh for the degree of Master of Philosophy in Social Sciences, in partial fulfilment of the requirement for the Advanced Professional Programme in Public Administration (APPPA), of Indian Institute of Public Administration (IIPA), New Delhi.*

*I recommend that the Dissertation of Darshnita B. Ahluwalia is worthy of consideration for the award of the M.Phil, Degree, Panjab University.*

**(Dr. K.K Pandey)**

Supervisor

Indian Institute of Public Administration

I.P Estate, Ring Road,

New Delhi-110002

## DEDICATION

*This work is dedicated to my husband,*

*Sonmoni*

*and my children*

*Sudarshinie, Maadhvesh & Daksesh*

*for their love and companionship*

## ACKNOWLEDGEMENT

I am deeply indebted to Shri S.N. Tripathi, Director General, IIPA, Dr. V.N. Alok, Course Director (48th APPPA Course) and Dr. Kusumlata, Additional Course Director for allowing me this opportunity to pursue my interest in Manpower Planning and Rightsizing by way of this study. I wish to place on record, my sincere gratitude to Dr. K.K. Pandey under whose able guidance this study has been undertaken. I have greatly benefitted from his ever-present advice and valuable suggestions which made this study possible.

I am sincerely grateful to Shri Mohit Sinha, DG(HR) for his sharp insights that helped me acquire fresh perspective and Smt. V. Bhooma, Principal Executive Director (MPP) for providing priceless inputs and expert advice on the subject that cleared many of my doubts. Thanks are also due to Shri Pawan Kalarwal, Executive Director (Statistics), Railway Board for immense help with data.

I would like to thank Shri Ashutosh Gangal, General Manager, Northern Railway for his support and inspiration. I am deeply indebted to Smt. Pramila H. Bhargava, Principal Chief Personnel Officer, Northern Railway who had given invaluable inputs and constant encouragement for the study. I also wish to thank Shri. Anurag Kapil, FA&CAO/G for his help and support throughout the study and also helping with the monetisation regarding re-distribution of the posts. I am also extremely thankful to Smt. Piyush Lal, Chief Office Superintendent for helping with the data collection regarding the re-distribution of the posts. I am grateful to Shri Mayank Rajput for the tedious work of formatting without which this work would not have seen the light of the day. I would also place on record my heartfelt gratitude to Smt. Sangeeta, Stenographer and Shri. Ravi Palliya, Clerk for his assistance throughout the study.

I wish also to place on record, my sincere thanks to Dr. Suresh Mishra, Dr. Mamta Pathania, Dr. Neetu Jain, Dr. Sachin Chaudhary and Dr. Pawan Taneja for giving their expert views on the topic in question which greatly helped me in reaching the inference. I take this opportunity to duly thank the entire office staff of APPPA Office in IIPA. They were always ready to help with a smile. I am surely grateful to my colleagues and friends who have greatly contributed information and ideas, though, I might not be able to mention them individually.

Last but not the least, I am thoroughly grateful to my husband Sonmoni who has constantly praised my efforts, supported and encouraged me throughout. Though my efforts, may be nothing special, but I believe, he definitely is.

Thanks are also due to my children Sudarshinie, Maadhvesh and Daksesh who were always there with unconditional love to help me to give my best. Their stoic acceptance of my absence at home has always prompted me to scale new heights

I am fortunate to have the blessings of my father-in-law Shri Jadab and my father and mother Late Lt. Col. K.K.S Ahluwalia and Late Mohini Ahluwalia respectively.

**(DARSHNITA B. AHLUWALIA)**

## **ABSTRACT**

In my last assignment as Chief Personal Office (Co-ordination) I was looking after the herculean task of redistribution of vacancies so as to achieve the goals of Manpower Planning, Rightsizing and Economy of Expenditure. Since Indian Railway is implementing these measures throughout India in all the zones. It was imperative that we check the feasibility of these measures

The Central Government, today, is perceived to be unwieldy, bloated and unmanageable, unconcerned with delivery of public services but skilful in perpetuating its own existence. How has this perception come about, given the fact that the civil service in its halcyon days was hailed as the ‘steel frame’? Some social historians feel that Indian bureaucracy is no different from its counterparts found all over the world. It manifests some of the common problems inherent in bureaucracies – rigid hierarchical structure, so-called objective decision-making bordering on indifference and callousness, passivity and inertia that comes to life only when self-interest is involved, a fetish for strict adherence to rules and regulations, plethora of channels and procedures leading to delays and so on. In that sense, Indian bureaucracy fitted into the generic description of bureaucracy.

While examining above position, one must however hasten to add, that with the onset of Liberalisation and Globalisation, forces have been unleashed which have not only brought about definitive changes in the methods of conduct of Business and Trade but have also impacted the Structures and Processes of not only Organisations but also of Nation States, forcing changes in them. These winds of change are blowing across nation’s borders.

The global changes have produced considerable strains and stresses on the existing Organisational Structures. Organisations have been put on notice to either respond to these changes with alacrity or get side lined in their march towards development and progress. The Railway has been conscious of the need to respond to these changes, for a considerable time now. There has been a growing realisation that unless we quickly and effectively streamline the size, structure, role and functions of the Railways machinery and harmonise it with the emerging forces of Liberalisation and Globalisation, our very survival will be at stake. Therefore, this study is significant as it does a critical analysis of the strategy of redistribution of vacancies

This study attempts to provide a brief overview of the broad spectrum of issues relating to redistribution of vacancies in the context of Manpower Planning, Rightsizing and Economy of Expenditure. Qualitative strategy was adopted to know Government mandate by document analysis. Unstructured Interviews were conducted for feedback analysis of the policy decision and to conclude monetization was done to know the Expenditure savings. Details from only three zones NR, WCR, SECR could be collected in this short span of time. These were studied and they show a saving of Rs. 123.75 Crore. Thus, this policy is feasible and should be encouraged and perused.

# CONTENTS

<b>CERTIFICATE</b> .....	II
<b>DEDICATION</b> .....	III
<b>ACKNOWLEDGEMENT</b> .....	IV
<b>ABSTRACT</b> .....	VI
<b>LIST OF FIGURES</b> .....	XII
<b>LIST OF TABLES</b> .....	XIII
<b>LIST OF ABBREVIATIONS</b> .....	XIV
<b>CHAPTER – I</b> .....	15
INTRODUCTION .....	15
STATEMENT OF PROBLEM.....	16
RATIONALE.....	17
OBJECTIVES .....	18
RESEARCH STRATEGY & RESEARCH DESIGN.....	18
RESEARCH QUESTIONS .....	19
RESEARCH METHODS AND DATA SOURCES .....	19
LIMITATIONS.....	20
<b>CHAPTER – II</b> .....	21
LITERATURE REVIEW .....	21
<b>CHAPTER – III</b> .....	30

MANPOWER PLANNING, RIGHTSIZING AND ECONOMY OF	
EXPENDITURE: CONCEPT STRUCTURING .....	30
GOOD GOVERNANCE .....	30
REINVIGORATING THE STATE.....	33
THE ROME APPROACH (RESULTS-ORIENTED MANAGEMENT AND	
EVALUATION) .....	34
GLOBAL TRENDS.....	37
NEW PUBLIC MANAGEMENT (NPM).....	40
NPM IN THE HUMAN SERVICES: THE UNITED STATES EXPERIENCE.....	42
CITIZEN’S CHARTER PROGRAMME, UNITED KINGDOM.....	43
MANPOWER PLANNING.....	44
IMPORTANCE OF MANPOWER PLANNING.....	46
NEED FOR MANPOWER PLANNING .....	47
RIGHTSIZING .....	47
A RIGHTSIZING PROCESS EXAMPLE.....	49
EXPENDITURE MANAGEMENT- ECONOMY MEASURES AND	
RATIONALISATION OF EXPENDITURE .....	50
<b>CHAPTER – IV</b> .....	<b>53</b>
DATA ANALYSIS AND DISCUSSION .....	53
<b>CHAPTER - V</b> .....	<b>91</b>
FEEDBACK ANALYSIS ON RE-DISTRIBUTION OF VACANCIES .....	91
UNSTRUCTURED INTERVIEWS .....	91

CONTENT ANALYSIS OF UNSTRUCTURED INTERVIEWS .....	92
<b>CHAPTER - VI</b> .....	102
SUMMARY AND CONCLUSION .....	102
A SYSTEM OF MANPOWER PLANNING .....	104
DEFINITION OR REDEFINITION OF ORGANISATIONAL OBJECTIVES .....	105
DETERMINING AND IMPLEMENTING BASIC REQUIREMENTS FOR MANPOWER PLANNING.....	106
THE ASSESSMENT OF FUTURE REQUIREMENTS (DEMAND) .....	107
ASSESSMENT OF CURRENT RESOURCES AND AVAILABILITY OF RESOURCES IN THE FUTURE (SUPPLY) .....	109
CONCLUSION.....	112
<b>CHAPTER - VII</b> .....	114
WAY FORWARD .....	114
FUNCTIONS AMENABLE TO OUTSOURCING.....	114
OUTSOURCING- ISSUES AND CONCERNS .....	115
WAY FORWARD .....	117
<b>BIBLIOGRAPHY</b> .....	120
<b>ANNEXURES</b> .....	133
Annexure-1 .....	133
Annexure-2 .....	134
Annexure-3 .....	135
Annexure-4 .....	136

Annexure-5 .....	138
Annexure-6 .....	139
Annexure-7 .....	141

## **LIST OF FIGURES**

- GRAPH-1:** INDEX OF GROWTH OF ORIGINATING PASSENGERS
- GRAPH-2:** INDEX OF GROWTH OF PASSENGER KILOMETRES
- GRAPH-3:** ANNUAL RAILWAY ELECTRIFICATION
- GRAPH-4:** DETAILS OF THE TOTAL NUMBER OF EMPLOYEES IN  
GROUP A, B AND C
- GRAPH-5:** ANNUAL COST FOR EMPLOYEES
- GRAPH-6:** CENTRAL RAILWAY
- GRAPH-7:** EASTERN RAILWAY
- GRAPH-8:** EAST CENTRAL RAILWAY
- GRAPH-9:** EAST COAST RAILWAY
- GRAPH-10:** NORTH CENTRAL RAILWAY
- GRAPH-11:** NORTH EASTERN RAILWAY
- GRAPH-12:** NORTH EAST FRONTIER RAILWAY
- GRAPH-13:** NORTH WESTERN RAILWAY
- GRAPH-14:** SOUTHERN RAILWAY
- GRAPH-15:** SOUTH CENTRAL RAILWAY
- GRAPH-16:** SOUTH EASTERN RAILWAY
- GRAPH-17:** SOUTH WESTERN RAILWAY
- GRAPH-18:** WESTERN RAILWAYS
- GRAPH-19:** NTKMS PER ANNUM PER ROUTE KM
- GRAPH-20:** TOTAL REDISTRIBUTION ACHIEVED

## LIST OF TABLES

<b>TABLE 1:</b>	Different characteristics of governance in the 20th and 21st Century
<b>TABLE 2:</b>	Number of Staff as on 31st March (In Thousands)
<b>TABLE 3:</b>	Summary of Redistributed Posts of Northern Railway
<b>TABLE 4:</b>	Summary of Redistribution posts of SECR from 01.01.2021 to 06.02.2023
<b>TABLE 5:</b>	Details of Posts Re-distribution of WCR as on 31.12.2022
<b>TABLE 6:</b>	Railway Zone wise total Re-distribution achieved till January, 2023
<b>TABLE 7:</b>	Position of Rolling Stock
<b>TABLE 8:</b>	Year wise Total Track Kilometres
<b>TABLE 9:</b>	Zone/Headquarter wise Total Track Kilometres
<b>TABLE 10:</b>	List of Top Officials / Experts Interviewed for the Study

## LIST OF ABBREVIATIONS

BPL	Bhopal
CR	Central Railway
Comml	Commercial
DG (HR)	Director General Human Resource
DRM	Divisional Railway Manager
Drg	Drawing
Dr	Driver
ECR	East Central Railway
ECOR	East Coast Railway
ER	Eastern Railway
Elect	Electrical
Elect(G)	Electrical General
Elect(OP)	Electrical Operations
ED (MPP)	Executive Director (Manpower Planning)
FA & CAO	Financial Advisor and Chief Accounts Officer
(G)	(General),
G/Admn	General Administration
GM	General Manager
HKA	Housekeeping assistant
JBP	Jabalpur
KTT	Kota
Loco	Locomotive
MPP	Manpower Planning

Mech	Mechanical
Mech(C&W)	Mechanical Carriage & Wagon
NGP	Nagpur
NCR	North Central Railway
NER	North Eastern Railway
NFR	Northeast Frontier Railway
NWR	North Western Railway
NR	Northern Railway
PCPO	Principal Chief Personnel Officer
PED (MPP)	Principal Executive Director (Manpower Planning)
SWI	Senior Welfare Inspector
S&T	Signal and Telecommunication
SCR	South Central Railway
SECR	South East Central Railway
SER	South Eastern Railway
SWR	South Western Railway
SR	Southern Railway
TPT	Transportation
Trunk Supdt	Trunk Superintendent
WCR	West Central Railway
WR	Western Railway

## CRACKING THE CODE

“The elements are always the same, but they keep rearranging themselves... so it’s like a kaleidoscope: the world is a matter of patterns that change, that partly repeat, but never quite repeat. It is important to realize that the game you are in keeps changing, so that it is up to you to figure out the current rules of the game.”

M. Mitchell Waldrop, “Complexity: The Emerging  
Science at the Edge of Order and Chaos

# CHAPTER – I

## INTRODUCTION

Manpower Planning is an exercise or procedure to identify requirement of Personnel for a specific task or project and to devise a strategy for their optimal use. The right kind of Personnel in right number and right place deployment are involved in such a planning exercise. Four steps are involved in Manpower Planning exercise which consists of analyzing present labour supply, forecasting labour demand, balancing projected labour demand with supply, and supporting organizational goals. The objective of such planning is to determine requirements of Personnel for different levels and job profile with the organization so that adequate and right number of Personnel are engaged or deployed for each department or division. Thus, such Manpower Planning exercise and process help organizations to design and plan accurately for employees requirements so that organizations priorities and set goals are facilitated to be accomplished, it also minimizes under utilization and enhances effective utilization of human resources. Effective use of manpower and optimum productivity will reduce the wastage. Therefore, it will lead to Economy in Expenditure.

On the other hand, “Rightsizing is aimed at bringing an organization to the right size of employees and relevant skill set”. This continuous process involves among other things, “altering job profiles and positions to maintain expertise within a company and solve business goals at the same time. Downsizing concentrates on reducing workforce to save money on pay roll and other HR expenses”. While the goal of Rightsizing is to maintain the right number of human resources. Naturally, Downsizing does not fit in

the modern HR strategy that focuses on employee development and building sustainable corporate culture. As a viable alternative to Downsizing, organizations opt for Rightsizing.

## **STATEMENT OF PROBLEM**

Modern bureaucracies and Governments are facing unique dilemma. On the one hand, the 21st century organization needs intelligent, motivated, collaborative and enterprising people, on the other hand, the efficiency of technology and new management approaches make it possible to work with fewer people. The matter becomes more complex when viewed from the context of liberalization and globalization and the forces of fierce competition which are pushing organizations into fight for survival. Rightsizing, cost cutting measures and strategies for optimizing efficiencies and productivities are new “Mantras” for survival. Rightsizing is, however, a relative notion. Determining the “right size” must be done considering the functions assigned to it, the skill profile and the fiscal outlook.

The wage bill which has inflated as seen from the study by KP Geethakrishnan (1999). He noticed that the total staff strength of Central Government including defence forces was around 5.5 million and that of Central PSU’s including banking and insurance around 3.5 million. The total staff strength of the state governments, their commercial undertakings, local bodies and aided school were around 120 lakh. Thus around 1.2 crore people get their wages through Government coffers, which works out to be 08 percent of the GDP of India. BP Mathur (2003) found that the overall wage bill of 202.50 lakh employees of Central and State Governments and bodies controlled by them is Rs. 2,16,228 Crore. This works out to be Rs. 9.70 i.e., almost 10 percent of GDP. Thus, 10 percent of India’s GDP goes to meet wage bills of employees who are at Government’s largesse. It may be noted that these figures do not reflect the

Expenditure incurred on housing, health care, such as Central Government Health Scheme and certain other fringe benefits. With such burden on account of the wage bill, curtailing the size of the workforce without the negative consequences attached to Downsizing has to be a major agenda in effecting Economy in Expenditure. It is, therefore, necessary that the delicate and complex task of Rightsizing and Manpower Planning should be approached with due preparedness and commitment.

## **RATIONALE**

C. North Lote Parikinson, a British scholar predicted a rising pyramid of bureaucracy and showed that there would be an inevitability of staff growth whether there is work or no work. He coined his findings in what has now come to be known as Parikinson's Law.

His two famous laws are:

Work expands to fill the time available for its completion and the people in any working group tends to increase regardless of the amount of work done. The Indian Railways typically represents Parkinson's characteristics. It is bloated, keeps expanding, and a large part of the workforce, does not work at its potential. No doubt there is urgent need to re-organize, restructure the Railways machinery so that Indian Railway can become a leaner and better organization.

In this imperative is Rightsizing strategies, that would enable Government to shed some fat. Manpower Planning has to be such that our objective of Rightsizing is achieved. We have to put statutory control on creation of posts. And redistribute posts / vacancies from where not required to where new assets are being created. Thus, on one hand we would be figuratively surrendering vacancies from one department. But actually, using these for creation of posts in another. Therefore, the control on creation is preserved by diverting posts to where required.

## **OBJECTIVES**

- i) To identify the vacancies which could be redistributed
- ii) To identify the department where shortage of posts exists and creation of posts required
- iii) To accomplish man-power planning by need based redistribution of vacancies
- iv) To evaluate redistribution of vacancies as strategy for Rightsizing
- v) To evaluate the Economy in Expenditure through redistribution of vacancies
- vi) To suggest way forward for Economy in Expenditure.

## **RESEARCH STRATEGY & RESEARCH DESIGN**

The research strategy is qualitative as it “is not based on a single theoretical concept, nor does it follow a single methodological approach. Rather a variety of theoretical approaches and methods are involved” (Flick,1999). The research design is critical research.

Qualitative Research is a form of non-statistical enquiry, techniques which is utilized to collect data about social phenomena. Qualitative research is different from Quantitative Research in some basic methods: -

Qualitative Research Study generates subjective and theory generating answers whereas quantitative research is objective in nature. Another important difference between the two is that qualitative research – the researcher must often interact with individual in the Group they are studying. Quantitative Researcher’s on the other hand to maintain objectivity usually maintain a distance. The most basic of the difference between the two researchers is that qualitative does not revolve around numbers whereas quantitative is based on statistical analysis.

As regards, the three types of qualitative research

- i) Explanatory Research,
- ii) Interpretatory Research
- iii) Critical Research Study

The present phenomena fall under the category of critical research and is mainly used by the public administration researchers. The primary goal of critical research is to support people in modifying their actions. It is initiated when some crisis exists in the organization. Then the researcher approaches the study of the same crises with due commitment to help the people involved.

## **RESEARCH QUESTIONS**

- i) Which are the vacancies that can be redistributed ?
- ii) Which departments are facing a shortage of posts ?
- iii) Whether Rightsizing can be achieved by redistribution of posts ?
- iv) How to accomplish Manpower Planning by redistribution of vacancies?
- v) Whether redistribution of vacancies will lead to Economy of Expenditure?
- vi) What are the major issues and concerns relating to Rightsizing of man-power in the Railways?
- vii) How far success has been achieved in the effort to Right size through redistribution of vacancies.

## **RESEARCH METHODS AND DATA SOURCES**

This study has been conducted in the Northern Railways which is one of the sixteen zones of Indian Railways. To see the effect in other zones data from South East Central Railway and West Central Railway has also been taken. The method being used is document analysis which is needed for identification of vacancies and surplus/deficit staff and Government's mandate. Besides unstructured interviews have been

conducted with top officials in Railway Board and Northern Railways as also experts in the field of Public Administration, Public Finance and Human Resource Management. In this format emphasis would be to collect qualitative data by examining the collection of printed documents, government mandate in the form of orders issued, interviews from key Personnel will be collected to ratify the inference arrived at. Thus, the aim would be to gather all possible facts pertaining to the problem through examination of Documents and Personnel Interviews to finally arrive at a conclusion.

## **LIMITATIONS**

- i) This study is restricted to Northern Railways, South East Central Railways and West Central Railways, other zones also should be studied. Details for other zones were not available for monetization.
- ii) The outsourcing resorted to after redistribution of vacancies, its costs need to be studied
- iii) The difference in efficiency between permanent employees and contractual need to be studied.
- iv) Safety issues should be checked before outsourcing
- v) Quality issues need to be studied

## **CHAPTER – II**

### **LITERATURE REVIEW**

This section brings together the key points from past studies on Manpower Planning and Rightsizing. The studies have shown how Rightsizing/Downsizing are important for Manpower Planning. Kingsbury (1995) in a study offered alternative premises and paradigms which could be applied to achieve needed Downsizing in a less-costly and disruptive way. Study showed that involuntary separation practices that are not grounded on organizational performance and interest may lead to negative consequences. Cipolla et al (1995) studied Downsizing as an effective management tool for restructuring and reengineering of organizations which can reduce expenses, increase profitability, increase competitive advantages and improve customer services, they found “careful planning and decision making before initiating Downsizing is essential. Effective Downsizing begins with series of strategic decisions that focus on organization’s mission and how best to achieve it”.

The Position paper titled, “Rightsizing the Government Workforce” by Lal Bahadur Shastri National Academy of Administration (LBSNAA, 2001) published in the Administrator Journal examined issues like “organizational restructuring, impact of technology, abolition of vacant post, freeze on recruitment, across- the-board-cut, and voluntary retirement”. It also examined the initiatives taken by the Expenditure Reforms commission It suggested a road map for rationalizing the staff and cadres of different services

Oman, Ray C., Gabriel, Ronald L., Garrett, Jacqueline J., and Malmberg, Kenneth (2003) in a study titled, “Actions by Political Officials Have Weakened the Federal Government Workplace: Downsizing has Cut Lower-Level Workers the Most

and replacing Federal employees with Private Corporations Costs Much more, creating the need for immediate Reform”, studied the effect of Downsizing on lower level employees and the current practice of replacing of federal employees with private corporations. As per their study “although Downsizing has been touted as an efficiency and economic measure, lower-level employees experienced the most cuts. The current practice of replacing federal employees with private corporations costs much more”.

Bhattacharya, Sanghamitra and Chatterjee, Leena (2005) in a study on Organizational Downsizing, its concepts and practices identified issues in understanding and managing the dynamics and processes of a sensitive and crucial exercise like Downsizing. According to their study the “negative consequences of Downsizing should be minimized by viewing it as a process of transformation, not just through incremental changes, but also by reframing existing mental models, assumptions, policies and relationships to enhance the adaptive potential of the organization”.

Advent of the knowledge and Information Technology revolution in the 1970’s and 1980’s transformed the world. Bill Gates has aptly described the acceptable pace of doing business in the current millennium as ‘business @ speed of thought’. (Mohanty et.al). Since, the 1980’s Organizations started seriously reviewing the actual utilization of their workforce and the phenomena of ‘Downsizing’ and ‘Rightsizing’ were born.

“Organizational Rightsizing consists of set of activities that are undertaken on the part of management, designed to improve Organizational efficiency, productivity and competitiveness. It represents a strategy that affects the size of the organization’s workforce and its work processes” (Cammeron, et al, 1993).

Most of the last two decades of the 20th Century witnessed a war of contradictions. The employers fought for ‘Downsizing’ as a logical and sound business strategy for survival, while the employees, the unions and the State apparatus resisted any move to cut down employment. The resultant scenario was a respectable compromise called ‘Rightsizing’; an astute term more flexible than the uni-directional ‘Downsizing’. Nevertheless, the content and the meaning of the term ‘Rightsizing’ remained much the same as ‘Downsizing’ (Mohanty et al).

Actually, all across the globe, it is the volatile business conditions that have led to drastic Downsizing. Organizations are continually changed by the changing environment, ‘to do more with less’. Changes such as technological advances, globalisation, catastrophic business crisis, a frantic competitive climate and demanding sophisticated customers, are happening in the external environment of every Organization. Internally too, re-engineering, re-structuring, Downsizing, empowerment etc. are increasingly resorted to (Carter, 2000). The National Government are struggling to sail along with the global winds of change. There is in the true sense, one integrated world market today.

Rightsizing is, however, a relative notion, determining the ‘Rightsize’ of Government workforce or of an organization must be done taking into account the functions assigned to it, the degree of centralization, the skills profile, and of course, the fiscal outlook. When “Downsizing is necessary, it should not be approached as an end in itself or merely as a reaction to fiscal problems. Without careful planning and respect for the ‘law of unintended consequences’, Retrenchment/Downsizing program carry major risks. The short- term risk is skill reduction, if the program inadvertently encourages the best people to leave. The medium-term risk is recurrence of over-staffing. If Personnel Management and Control Systems are not strengthened, long-

term risks include staff demoralization, lower quality service and loss of credibility, if retrenchment is perceived as arbitrary and opaque” (Campo et al 1997). Since the focus of this study is on Rightsizing in bureaucracy in the Government of India, it would be appropriate to understand the meaning of the term ‘bureaucracy’ before we move on the concepts related to Rightsizing. “A great deal of time and energy is currently focused on attempts to reduce, combat or at least control bureaucracy” (Garston, 1993) if a hapless citizen is asked to give his opinion on bureaucracy, he is likely to put it high on the list of what is wrong with the world. “One thing is certain that when a person, rule or Organization is called bureaucratic, it is not a compliment” (Von Mises, 1944). However, to denigrate bureaucracy is not to define it. A good starting point for understanding the concept of bureaucracy would be to consider the definition of ‘rational-legal authority’ by Max Weber. “According to Weber such an ‘authority’ (equivalent to bureaucracy) involves:

A continuous organization of official functions bound by rules.

- i) “A specified sphere of competence. The involves (a) a sphere of obligations to perform functions which has been marked off as part of a division of labour.  
(b) The provision of necessary authority to carry out these functions. (c) Necessary means of compulsion are defined and their use subject to definite conditions.
- ii) The organization of offices follows the principle of hierarchy, each lower office is under the control and supervision of a higher one.
- iii) The rules which regulate the conduct of an office may be technical rules or norms for which specialized training is necessary.
- iv) Members are completely separated from ownership.
- v) Complete absence of appropriation of his official position by the incumbent.

vi) Administrative acts, decisions and rules are formulated and recorded in writing”

(Garston, 1993)

Weber goes on to describe the ‘purely bureaucratic organization as being “from the purely technical point of view, capable of attaining the highest degree of efficiency and is in this sense formally the most rational known means of carrying out imperative control over human beings.”

While P.M. Jackson states that “bureaucracy is a particular form of organization comprised of bureaus or agencies, such that the overall bureaucracy is a system of consciously coordinated activities which has been explicitly created to achieve specific ends.” (Jackson P.M, 1982).

**Nell Garston defines bureaucracy as:**

- i) “An organizational structure characterized by a hierarchy whose occupants are appointed, whose lines of authority and responsibility are set by known rules (including precedents), and in which justification for any decision requires reference to known policies whose legitimacy is determined by authorities outside the organizational structures itself.”
- ii) “A bureaucrat is a person whose income, authority and status is largely or wholly determined by the position to which he/she is appointed in such an organizational structure and who does not directly produce any good or service for society.

(Garston, 1993)

Bureaucracy is, among other things, characterized by a large size and low productivity. Niskanen in his model of bureaucracy has attempted to mathematically show the correlation of the size of bureaucracy with its low output (Niskanen 1968).

According to Wagner's Law also, the Government tends to expand in relative size as the Economy grows – both because of a consensus in favor of enlarging access to social services and because of a tendency for all large Organizations to expand

(Campo et al).

It is in this context, that Rightsizing becomes inevitable in the present environment of cut throat competition. Downsizing and Rightsizing, a systematic elimination of positions or jobs, has unfortunately become a favorite practice with a large number of troubled organizations. What started off in 1970's as a means to cut costs and improve the bottom line, is now carried out even by organizations with record profits, in their quest to become lean and 'smart' (Singh, 2000). Various developments in Management indicate that Downsizing is here to stay. It has, in fact, turned into one of the inevitable outcomes of living in a global world where continual adjustments to products, services and the price of labour are needed to remain competitive (Kets de Vries et al, 1997). Some of the expected benefits of Downsizing are lower overheads, expedient decision-making, enhanced organizational communication, decreased product development time, increased responsiveness of a company to its customers and better earnings (De Meuse et al, 1997). The *raison d'être* is to make a company more efficient compared to its competitors.

Gary Hamel, a noted expert on restructuring, however, states, "you can get thin but it's no way to get healthy" (Singh et.al, 2000). This caution needs to be taken seriously. As a consequence of Downsizing crucial skills in human capital disappear, and organizational memory is disrupted or completely lost, in many instances. Furthermore, those who remain are often weighed down with increased workload, and the result is a group of unhappy, overworked employees (Kets de Vries and Balazs, 1997).

It is therefore, necessary that the delicate and complex task of Rightsizing/Downsizing be approached with due seriousness, preparedness and commitment. Large-scale retrenchment/removal of civil servants is socially and politically unacceptable. The assumption that Downsizing will make the Government machinery work better after trimming is also not borne out by facts in all cases.

At the outset it must be understood and acknowledged that the decision to Rightsize has to be an administrative one. Once the decision is taken two issues emerge.

- i) How much Downsizing will it involve?
- ii) What will be the direction, strategy and speed of Downsizing?

There are simply no generally accepted scientific methods to calculate the number of positions that should be cut; Downsizing is more an empirical, pragmatic and political process (Macgreggor et al, 1998). However, before an organization actually embarks on the road to Restructuring/Downsizing, it normally passes through the following phases (Cipolla et al, 1995):

**Denying:** Firstly, when confronted with pressures for change, most organizations simply deny them or assume they will go away.

**Patching:** Secondly, if the pressures persist, they engage in incremental adjustments or ‘patching’ problems.

**Cost cutting:** Thirdly, organizations make deep cost-driven cuts in their existing structure, structures, processes and resources.

**Rethinking:** Fourth Organizations return to the fundamentals of performance: mission, capacity and results. Organizations in this stage ask fundamental questions about purpose: What is the Organization’s mission? Who are the Organization’s customers? What resources, processes and other capacities are required to produce

results with quality, speed and less cost? In this stage, Organizations are not merely restructuring, reinventing and re-engineering – they are rethinking their basic mission and Goals and the means for achieving them.

The above concerns can be reduced to a small checklist for Rightsizing/Downsizing as under:

- (i) Develop a strategic plan.
  - Rethink the basis for the Organisation. What should be its reason for existence, its mission, objectives and plan?
  - Who are its customers? What kind of services are to be provided to them?
  - Should any services be off loaded?
- (ii) Re-examine the existing programmes and Works and suitably modify, amend or delete.
- (iii) Re-examine and harmonise the structure and design of the Organisation with the new objectives and tasks.
- (iv) Develop a strategy including a Human Resources Plan to manage, implement and monitor change.
- (v) Work out the direction, pace, quantum and modalities for Rightsizing.
- (vi) Assess consequences and impact of proposed Rightsizing.
- (vii) Develop a concrete plan for actual Rightsizing.
- (viii) Develop plans to take care of employee concerns and needs.
- (ix) Develop an effective communication plan and strategy.
- (x) Constantly review and make course corrections.

Macgreggor, Peterson and Schuftan (Macgreggor et al, 1998) suggest the following alternate approaches to Rightsizing:

(i) Look for the best practice in other countries that have trimmed their bureaucracy and then adapt it to the local conditions.

(ii) List the percentages of Personnel/Operations & Maintenance (O&M) / Capital investments ((CI) in Government budgets for a number of countries and thereafter:

- Rank them from highest to lowest for percentage spent on Personnel;
- Choose an appropriate goal for Rightsizing
- Estimate the number of civil servants that would be in service if their number had grown at the same rate as the population (or the overall labour force) since that last year with a good, more balanced fiscal budget.

Therefore, going through all these different studies conducted, it is clear that Organizational Rightsizing if done properly will improve Organizational Efficiency and Productivity. Now there is an emphasis in the Government of India and Indian Railways for restructuring due to the impact of technology. Therefore, there is bound to be abolition of vacant post, freeze on recruitment and across the board cut. Thus, Redistribution of Vacancies provides a roadmap for rationalizing the staff.

# **CHAPTER – III**

## **MANPOWER PLANNING, RIGHTSIZING AND ECONOMY OF EXPENDITURE: CONCEPT STRUCTURING**

### **GOOD GOVERNANCE**

Across the world, the current buzzword is ‘good governance’. The World Development Report, 1997 (WDR) published by the World Bank initiated the discussion the role of the state in the matter of ‘good governance’. It provides a global benchmark and framework for resolving the problems and issues pertaining to the effectiveness of the State at global level and the World Development Report (WDR) enumerates a number of solutions and pathways through which the growing gap between the demands on States and their capacity and capability to fulfill such demands. For such solutions, the foremost requirement is a redefinition of the state’s responsibility. It does not necessarily mean diluting or reducing the state’s role. While there is always a huge demand for advanced human welfare and such advancement necessarily depends on State’s capacity and capability. This means in order to achieve the advanced human welfare, the ability to undertake and promote collective actions efficiently – must be enhanced.

The State is always at the centre stage at the global level. As global Economy is interconnected, dependent and impacted by each other, these economic developments touch all States. Henceforth it is pertinent to deliberate on basic tenets of the government itself, to say what should be the government’s role, what government can and cannot do and what best possible ways the government should follow. The legacy of development in last seventy-five years is having mix results in

promoting of development. The government and State have resulted in benefits on one hand and the limitations on the other hand. It is worth mentioning that there has been significant progress in some sectors like Education Health, in addressing and reducing social inequality, etc. While the government has done exceptionally well in some sectors and programmes at the same time their actions also have led to poor outcomes in some other. It is to be a matter of concern as to how the State would devise planning and strategy to cope with the growing demands of the global economy.

A functioning state is essential for the provision of the institutions, laws, and services that enable people to live healthier, happier lives. Without it, both economic and social sustainability are impossible. When people said the same thing seventy-five years ago, they usually meant that development had to be funded by the government. Experience since then has taught us a message that is quite different: the state is essential to social and economic progress, not as a direct source of growth but rather as a partner, catalyst, and facilitator.

Second, what constitutes an efficient state varies greatly between nations at various phases of development. For example, what works in Nepal or India might not work in the Netherlands or New Zealand. Every state is different, even among nations with the same degree of income, due to variations in size, ethnic make-up, culture, and political structure. Nonetheless, this variation makes it necessary to investigate why and how certain nations outperform others in maintaining growth, eliminating poverty, and adapting to change.

The size and reach of government have greatly increased during the past century, especially in the industrialised nations. The necessity to remedy the severe damage that the Great Depression had done to the economic and social system was one of the driving forces for the pre-World War Two expansion. Demands for more

government action resulted from the postwar confidence in it. The Welfare State and many development methods grew as a result of Industrial Economies. The size and scope of government have greatly increased as a result. In developed Industrial nations and around a quarter of all income in emerging nations, government spending now accounts for close to half of all income.

But, this very expansion of the state's power has also changed the focus from the quantitative to the qualitative, from the size of the state and the breadth of its interventions to the efficiency with which it meets the needs of its citizens.

Similar to the 1940s, significant events in the global economy, which fundamentally altered the environment in which governments function, have sparked a renewed interest in the role of the state today. The potential for irrational and capricious behaviour has shrunk as a result of the globalisation of economies and the expansion of democracy. Economic policies, investment regulations, and taxation must all adapt more and more to the demands of a globally integrated economy. As a result of technological advancement, there are now more options to unbundle services and give markets a bigger role.

Government now plays new and distinct responsibilities as a facilitator and regulator rather than a pure provider as a result of these changes. Even in areas where the government previously appeared to function smoothly, the state has come under strain. Many Industrialised nations are forced to make difficult decisions regarding the services and benefits that the public should expect the government to deliver as a result of an unwieldy Welfare State. Markets, domestic and global, citizens who are frustrated by state shortcomings have started to demand, frequently through grassroots and other nongovernmental organisations, that government operations be conducted

transparently and that other changes be made to improve the state's capacity to achieve its set goals.

## **REINVIGORATING THE STATE**

For making the state a more credible and effective partner in the country's development, there should be a two-part strategy.

- 1) Matching the state's role to its capability- many states try to do too much with few resources and little capability.
- 2) Raising the state's capability by reinvigorating public institutions-
  - i) Designing effective rules and restraints to check arbitrary states action and combat entrenched corruption.
  - ii) subjecting state institutions to greater competition to improve their efficiency
  - iii) increasing the performance of state institutions, improving pay and incentives.
  - iv) bringing government closer to the people through broader participation and decentralization.

Thus, it not only directs attention to refocusing the state's role but also shows how countries might begin a process of rebuilding the state's capability. In this discussion we shall concentrate on the second key task of state reform i.e., reinvigorating state institutions by providing incentives for public officials to perform better while keeping arbitrary action in check.

Reinvigorating or building institutions for an effective public sector requires addressing a host of behavioural factors that distort incentives and ultimately lead to poor outcomes. Three basic mechanisms to improve capability are:

- Effective rules and restraints

- Greater competitive pressure
- Increased citizen voice and partnership

More competition can help governments become more capable and efficient in a number of areas, including employment and promotion, policymaking, and service delivery. In order to increase competition within the civil service, it is necessary to:

- Motivate employees to work hard and promote internal competition;
- Implement a merit-based internal promotion system; and
- Provide enough compensation.

Evidence from throughout the nation shows that bureaucracies with more aggressive, merit-based hiring and promotion procedures and higher salaries are more capable. Because of rising public employment at lower skill levels and budgetary restrictions on the wage bill, civil workers' wages have declined in several countries. As a result, the compensation scale for top officials has been significantly compressed, making it challenging to hire and keep qualified employees. Several nations, like Uganda, are implementing extensive changes to sharply reduce overstaffing, raise the average wage, and decompress the salary structure.

### **THE ROME APPROACH (RESULTS-ORIENTED MANAGEMENT AND EVALUATION)**

Anwar Shah writes in his paper "On Getting the Giant to Kneel - Approaches to a Change in Bureaucratic Culture" that in order to understand why the public sector in developing nations is dysfunctional, it is important to examine the goals and principles of the sector as well as its authoritarian culture and operational capabilities. He claims that because the public sector is set up for "command and control" rather than to serve the people, public sector ideals are rarely addressed in developing nations. Both formal, budgetary processes and institutions and informal institutions of

involvement and accountability make up the authorising environment. Even though the authorising environment could be present, the task at hand might not be compatible with the operational capability.

Moreover, the bureaucratic culture or incentives, such as reward seeking, command and control, corruption and favouritism, and an almost complete absence of accountability, may be used to undermine even the operational capacity.

According to Anwar Shah, civil workers in developing nations are usually underpaid for the work they perform despite receiving many benefits, and a sizable portion of these individuals have enriched themselves through bribery and corruption. They hold positions for the rest of their lives, innovation and taking risks are frowned upon, and senior officials alternate between positions, further reducing accountability. He claims that the results-oriented management and evaluation, or ROME, strategy, was responsible for the 1990s public sector reforms in Industrialised nations. A result-based chain provides a framework for evaluating the performance of the public sector under ROME. The majority of ROME-related strategies share the following components:

- Contracts or work program agreements based on prespecified outputs and performance targets and budgetary allocations
- Managerial flexibility but accountability for results
- Subsidiarity principle (that is, public sector decision making at the government closest to the people)
- Incentives for cost efficiency.

A fresh perspective on public management in the twenty-first century is offered by the ROME framework. It demands highly competitive pay, task specialisation, and the absence of official tenures. Public suppliers have the option to prosper or fail. The

foundation of this strategy is accountability for results and responsiveness to the citizenry. The ROME framework presents a significant opportunity for improving Public Sector governance in developing nations by fostering responsive and accountable governance. It might also prove to be one of the most effective tools for combating fraud and corruption in the bureaucracy. Table 1 below highlights how the characteristics of government have changed between the 20th and 21st centuries:

**TABLE 1: Different characteristics of governance in the 20th and 21st Century**

20 <sup>th</sup> century	21 <sup>st</sup> century
Centralized	Globalized and localized
Centre manages	Centre leads
Command and control	Responsive and accountable governance
Bureaucratic	Participatory
Internally dependent	Competitive
Government as the sole provider	Government as a purchaser and competitive provider of public services
Input controls	Results matter
Focus on rules and procedures	Managerial flexibility but accountability for results
Top-down accountability	Bottom-up accountability
Low wages but many perks	Competitive wages but little else
Lifelong appointments in civil service	Contractual appointments

Rotating jack-of-all-trades appointments	Task specialization but exit with persistent failures
Closed and slow	Open and quick
Intolerance for risk and innovation	Freedom to fail or succeed
Citizens as passive receivers of public services	Citizens empowered to demand accountability for government performance
Focus on government	Focus on citizen-centered governance

*Source: Anwar Shah, On Getting the Giant to Kneel – Public Management paradigm for the 21st century.*

Several countries have experimented with various versions of ROME. The experiences of New Zealand, Canada and Malaysia are discussed here.

## **GLOBAL TRENDS**

### **The New Zealand Model: New Contractualism**

By applying a private sector management and measurement methodology to fundamental governmental services, New Zealand represents one of the most audacious ventures in the transformation of the public sector. In New Zealand, all public jobs are now contractual and predicated on a predetermined set of outcomes. Functions for developing and implementing policies, funding, procuring, and providing were divided. This gave the government the freedom to concentrate on policy and funding while partnering the Private and Public sectors in the provision function. At the delivery sites, programme administration was decentralised, and managers had discretion and autonomy over budgetary allocations and programme

implementation as long as they stayed within the bounds of the established budget and the policy framework.

The Economy saw a tremendous transition as a result of New Zealand's new contractualism ROME version. The Economy underwent a transformation from one that was heavily protected and controlled to one that was open, deregulated, and had a lean and effective public sector. While increasing the quantity and calibre of public services, the central government's deficits were erased, its debt was decreased, and its net worth turned positive.

### **The Canadian Approach: New Managerialism**

In order to address ongoing public sector deficits, a significant debt, and rising citizen dissatisfaction with the public sector, Canada implemented its version of ROME in 1994. Canada chose the alternative service delivery framework when reforming the public sector utilising the new managerialism strategy. By sharing governance responsibilities with individuals, community organisations, the private sector, and other governmental entities, the alternative service delivery framework represents a dynamic consultative and participatory process of public sector restructuring. This process enhances the delivery of services to clients.

Departments and agencies were obligated to evaluate their activities and programmes in accordance with the following six principles as part of the programme review procedure under this framework:

- Public Interest Test: Does the programme or activity still further the interests of the general public?
- Governmental Role Test: Does the government have a proper and required role to play in this matter?

- Federalism Test: Is the federal government's current role suitable or is it a province-led initiative?
- Partnership test: What initiatives or initiatives could be moved to the non-profit or private sector?
- Efficiency test: How can the program's efficiency be increased if it is to continue?
- Affordability Test: Is the programme bundle reasonable given the available funds? Should they be abandoned if not?

The Canadian strategy produced outstanding outcomes. After reducing the government deficit from 7.5% of GDP in 1993, the 1998 budget was balanced and subsequent years saw surpluses. The Personnel of the Civil Service were decreased from 2,20,000 to 1,78,000, while the number of federal agencies decreased from 38 to 25. While other services suffered a drop, funding was raised for social services, justice, and science and technology. These innovations improved service performance overall, reduced spending, and increased citizen happiness.

### **The Malaysian Experience**

In order to develop responsive and accountable public sector governance, Malaysia has gradually and successfully implemented elements of result-oriented management since the early 1990s. Important components of this reform include:

- Missions and values: In order to justify their duties and instill wholesome ideals in public administration, all public agencies were expected to specify their mission and values.
- Enhancing citizen-centered government and client orientation: In 1993, a "clients' charter" was developed, requiring the establishment of criteria as the foundation for public accountability.

- Strong accountability for performance coupled with managerial flexibility: This is accomplished by implementing an activity-based accounting system and an out-based budgeting system. Capital charging and accrual accounting have also been added.
- Partnership approach to service delivery: Deregulation and active public-private collaboration in the public sector
- Ensuring financial integrity: Achieved through internal and external audit.
- Decentralized decision making: Strengthening local government by decentralising and deconcentrating federal government functions.
- Strengthening the integrity of the Malaysian Civil Service.

Malaysia is at the forefront of institutional development, innovation, and performance in the public sector in developing nations. Its challenge is to deal with implementation challenges through training and corrective action in order to strengthen the new culture of governance that it has endeavoured to establish.

## **NEW PUBLIC MANAGEMENT (NPM)**

Governments have been modernising the public sector since the 1980s by implementing NPM, a management philosophy. The wave of public sector reforms that has swept the globe during the 1980s is referred to as "new public management," a broad and extremely complex term. New public management, which is based on managerial schools of thinking and public choice, aims to increase the effectiveness of the public sector and the degree of control that the government has over it. The primary premise of the NPM-reform wave is that more market orientation in the public sector will increase governments' cost-efficiency without having a detrimental effect on other goals and factors.

Although the specifics differ from country to country, all of the programmes aim to increase governmental performance by placing a strong emphasis on cross-functional cooperation, customer service, decentralisation, market processes, and result accountability (Barazelay 1992, Caiden 1991; Osborne and Plastrik 1997; Peters 1996).

According to several contemporary authors, NPM combines disaggregation (the division of huge bureaucracies into smaller, more fragmented ones), competition (amongst various public agencies and between public agencies and private enterprises), and incentivization (On more economic/financial lines), Dunleavy, Margetts et al, 2006. By this definition, NPM dominated public management outside of the United States from the early 1980s to the early 2000s.

NPM is more focused on outcomes and efficiency through better management of the public budget than other public management philosophies. It is believed that this goal can be accomplished by bringing competition, as it is known in the private sector, to public sector organisations while putting a focus on economic and leadership principles. The recipients of public services are referred to by the new public management as customers (yet another parallel with the private sector), and people are referred to as shareholders.

The Proponents of the NPM consider this focus on performance as a significant departure from previous administrative strategies. They contend that earlier times were more suited to Max Weber's (1947) ideal of centralised bureaucratic monopolies, where rules and laws mandated standardised services and accountability required adherence to protocols (Barzelay 1192, Osborne and Plastrik 1997). These administrative traditions have been put to the test in recent decades by significant changes in politics, economics, society, and the structure of the government. As

globalisation demands adaptive economies supported by nimble public agencies, voters and elected officials now demand effective programmes that do not consume excessive tax revenues. Diverse citizenries also seek responsive services from government, which is also under pressure from cross-cutting political pressures and regulatory burdens (Cullen and Cushman 2000; Kent 2000; Peters 1996).

Many NPM proponents are convinced that the emergence of this form of management is not accidental and that it signifies an unavoidable historical transition from one paradigm to another in light of these new demands (Osborne and Plastrik, 1997). A discontinuous concept of change in management strategies and problem-solving methodologies is consistent with this view of NPM as a universal new paradigm. NPM's detractors, including Laurence Lynn, have contended that it is neither a unique paradigm nor very novel. Before 1950, federal entities had traits that supported efficient government performance at various points in the twentieth century (Wolf, 1997).

NPM is currently deemed "dead," according to critics like Dunleavy et al. (2006), who believe that the forefront of change has shifted to digital era governance, which focuses on reintegrating concerns into government control, holistic (or joined-up) government, and digitalization (exploiting the Web and digital storage and communication within government).

## **NPM IN THE HUMAN SERVICES: THE UNITED STATES EXPERIENCE**

What's new about the New Public Management, according to Stephen Page's article? Administrative Change in the Human Services, has revealed that over the past 20 years, a new wave of human services reforms has evolved in states and localities across the United States, parallel to the growth of new Public management (Kagan

1993; Waldfogel 1997). By streamlining the implementation of linked programmes like child welfare, children's mental health, juvenile justice, etc., these efforts aim to increase the performance of human services. These changes consist of at least four distinct parts:

- i) Family-friendly services
- ii) Flexible funding by the states and regulatory relief
- iii) Local governance collaborative
- iv) Accountability of collaboration for achieving broad outcomes

The administrative goal of the reforms is the same, even though the programmatic focus varies from site to site. According to the New Public management, the innovative states give local outcomes more discretion (Page, 2003). These elements have been appearing piecemeal in Alaska, California, Florida, and other states since the late 1980s.

## **CITIZEN'S CHARTER PROGRAMME, UNITED KINGDOM**

The Citizen's Charter, which was established in 1991, urged public entities to create, publicise, and adhere to a precise set of service standards. A charter must abide by the following six rules:

- i) Establish performance benchmarks and compare real performance to those benchmarks
- ii) Provide clear disclosures regarding the services, including actual performance relative to goals.
- iii) Consult with service users,
- iv) Be courteous and helpful to consumers.
- v) Be prepared to make amends when something goes wrong, including by providing cash compensation.

vi) Ascertain value for money

To sum up, the recent innovations in public management brings out the need for redefining the role of the state. It starts by questioning what should be the ideal role of the state theories, areas of governance in which its presence is desirable and areas in which its intervention should be minimal. In this light, the NPM and ROME approaches have been evaluated. Examples of application of these techniques in the global context has also been explored.

## **MANPOWER PLANNING**

Human resource planning, also known as Manpower Planning, involves placing the appropriate quantity and kind of people in the appropriate locations at the appropriate times to carry out tasks for which they are qualified.

Planning for human resources plays a significant role in the industrialization process.

Manpower Planning must follow a predetermined process and be a systems approach.

The steps are as follows:

1. Analysing the current manpower inventory
2. Making future manpower forecasts
3. Developing employment programmes
4. Design training programme

### **Steps in Manpower Planning**

**1. Analysing the current manpower inventory-** A manager must analyse the existing Personnel situation before making a forecast of future manpower. For this, the following must be taken into consideration:

- Type of organization
- Number of departments

- Number and quantity of such departments
- Employees in these work units

Once these factors are registered by a manager, he goes for the future forecasting.

**2. Making future manpower forecasts-** Once the factors affecting the future manpower forecasts are known, planning can be done for the future manpower requirements in several work units.

The Manpower forecasting techniques commonly employed by the organizations are as follows) Expert Forecasts: This includes informal decisions, formal expert surveys and Delphi technique.

- i) **Trend Analysis:** Estimating the required workforce can be accomplished by utilizing methods such as extrapolation (Predicting future patterns based on previous trends), indexation (using the base year as basis), and statistical analysis (Central tenancy measure).
- ii) **Work Load Analysis:** The determining factor for this is the type and amount of workload present in a department, branch, or division
- iii) **Work Force Analysis:** When analyzing production and time periods, it is necessary to make appropriate adjustments in order to obtain an accurate measure of net manpower management.
- iv) **Other methods:** Computers are used to forecast Personnel demands using a variety of mathematical models, including regression analysis, budget and planning analysis, and new venture analysis.

**Developing employment programmes-** The employment programmes, which will include recruitment, selection processes, and placement plans, can be formulated and built in response after the present inventory is compared to future estimates.

**Design training programs-** This will depend on the degree of diversification, future goals for growth, development initiatives, etc. Programs for training are dependent on the level of technological development and advancement. Also, it is done to enhance the workers' abilities, knowledge, and skills.

## **IMPORTANCE OF MANPOWER PLANNING**

- 1. Key to managerial functions-** The four key managerial functions - planning, organizing, directing, and controlling - are dependent on manpower. Human resources play a critical role in carrying out these managerial activities, making staffing a crucial aspect of all managerial functions.
- 2. Efficient utilization-** In today's industrialized world, effective management of Personnel has become a critical function. Large-scale enterprises require the management of significant numbers of workers, which can be accomplished efficiently through the staffing function.
- 3. Motivation-** The staffing function involves not only placing the right individuals in the appropriate positions but also developing motivational programs, such as incentive plans, to encourage the continued engagement and employment of workers in an organization. Consequently, all forms of incentive plans are an essential component of the staffing function.
- 4. Better human relations-** Effective human relations are crucial to the stability of an organization. Human relations can be strengthened through clear communication, effective supervision, and strong leadership. The staffing function is responsible for training and developing the workforce, which fosters cooperation and improves human relations within the organization.
- 5. Higher productivity-** Optimal utilization of resources leads to increased productivity levels. Higher productivity can be achieved by minimizing wastage of

time, money, effort, and energy. Staffing and its related activities, such as performance appraisal, training and development, and remuneration, facilitate this goal by ensuring effective resource allocation and utilization.

## **NEED FOR MANPOWER PLANNING**

Manpower Planning is a process that involves two phases. The first phase involves analyzing the current human resources available, while the second phase entails making manpower forecasts and developing employment programs based on those forecasts. Manpower Planning is advantageous to the firm in the following manner.

1. By using Manpower Planning, shortages and surpluses of staff can be detected, allowing for prompt action to be taken where needed.
2. All recruitment and selection programs are grounded in the principles of Manpower Planning.
3. Manpower Planning aids in reducing labour costs by identifying excess staff and preventing overstaffing.
4. Manpower Planning helps to identify talented individuals within an organization, enabling the development of targeted training programs.
5. With the help of Manpower Planning, human resources can be readily available and optimally utilized, promoting growth and diversification of the business.
6. Manpower Planning emphasizes the importance of effective Personnel Management, which in turn fosters organizational stability.

## **RIGHTSIZING**

One important aspect of deciding in which areas presence is desirable is the concept of Rightsizing, or “resizing” as it’s currently known, takes on many different meanings within organisations. It can mean reducing the workforce, “Downsizing” or

eliminating functions, reducing expenses, or redesigning systems and policies. It can also involve “upsizing” (increasing the workforce in certain areas), and “sidesizing” (repositioning the workforce to other areas). Unfortunately, it can also include “wrongsizing” or losing key talent that a company can’t afford to lose.

These days, workforce reduction is one of the most common Rightsizing activities- a decision sometimes driven by the need for short term profits. According to India Today approximately 106,950 employees across the technology industry lost their job in January 2023. And it’s not over.

Regrettably, Rightsizing will have little, if any, influence on the organisation if it is only being done to cut expenses. Removing individuals without first having a technique for figuring out how many were necessary in the first place is a temporary fix that will almost certainly quickly lead to new difficulties. The distinction between Rightsizing and Downsizing, according to management expert Anthony Tasca, co-founder of SKOPELOS, is that the former is a deliberate planning move and the latter is merely a response to prior errors.

Rightsizing is effective when it is a planned re-invention of a company that considers its business strategy, financial ramifications, and human resource concerns. A successful Rightsizing programme seeks to increase organisational efficiency and effectiveness through business process restructuring, as opposed to mass layoffs.

So, a successful Rightsizing exercise entails much more than just cost or headcount savings. Both prices and work are frequently reduced. It frequently entails putting forth more effort with fewer resources. By restructuring organisational structures and procedures, it aims to lower costs and increase productivity. The desired outcome is that resources are concentrated on key capabilities that lead to competitive advantage.

Long-term success in Rightsizing depends on tying it to the broader plan and identifying key growth areas as well as those that require consolidation. Rightsizing is a continuous process that requires ongoing assessment. It is impossible to determine a precise headcount figure. Instead, in order to achieve strategic goals and boost productivity, it is dependent on ongoing process and structural improvements.

## **A RIGHTSIZING PROCESS EXAMPLE**

If Rightsizing is required, there is a straightforward procedure that may be used to determine the degree of the reductions and minimize the damage. Remember that each phase of the process must incorporate the metrics. Without the quantifiable data, it is impossible to assess the program's effectiveness.

The elements of the Rightsizing process are: -

- Suggest ways of how the firm will appear in the short and long terms based on precise business objectives and strategies. What are the effects on staff numbers, skills, and the required organisational structure?
- Analyze the skill sets of the current workforce and the effect of average staff turnover rates. Consider the availability, time to fill, and cost of the labour market in your assessment of hiring challenges.
- Try to shift current skilled workers into any unfilled roles or areas where it is anticipated that more staff will be needed during the next six to twelve months if a workforce surplus is evident. Outplacement services are a great approach to "soften the blow" and preserve the employer's reputation if the employees cannot be kept.
- Inform everyone on a regular basis about the organisational structure, business environment, and decision-making process that led to the workforce reduction.

- Construct the most complete and generous severance package you can. Respecting and treating departing employees well benefits the remaining staff members and the reputation of the business as a whole.
- Before talking to the affected employees, explain the severance, outplacement, and rehire plans and incentives to all employees. This offers staff members and management time to evaluate unique circumstances and, if necessary, make adjustments.
- Have follow-up meetings with employees to discuss the outcomes and reconfirm the organization's strategy after the layoffs are finished.
- Stay in touch with the displaced staff by email, newsletters, direct conversation, or an employee information site.

## **EXPENDITURE MANAGEMENT- ECONOMY MEASURES AND RATIONALISATION OF EXPENDITURE**

The need for Rightsizing has been drawing the attention of the policy makers for the last two decades. However, then the problem was seen merely as that of an oversized workforce which needed to be pruned down. The attention was on the numbers and the sheer size and strength of the bureaucracy. By Downsizing the workforce, it was argued simplistically, the problem would be solved. Accordingly, a number of measures were taken to ban fresh recruitment of government staff including filling up of vacant posts. On the same rationale, posts which were vacant for more than one year were deemed abolished, revival being made possible only after fresh scrutiny by the administrative Ministry/Department justifying the existence of the post and after obtaining the concurrence of the Finance Ministry.

While these policies did check the further expansion of the bureaucracy to some extent, it had little or no impact on Rightsizing. The primary reason for this was that

even while posts were undergoing cuts on the one hand, government functions were expanding rapidly in new areas. For instance, even though there was a Department of Rural Development, a new Department of Panchayati Raj was set up to give focus to the plans and schemes falling under Panchayat institutions. A similar development was when the Ministry of Overseas Indian Affairs was set up to look into the problems of the vast Indian community settled abroad even while the Ministry of External Affairs was traditionally responsible for the affairs of the Indian diaspora.

A second reason why the Rightsizing measures had little or no effect was that there was no attempt at scientifically assessing the actual requirement of manpower by the Ministry/Departments. In the absence of such a study, the cuts on staff strength tended to be ad-hoc and unplanned and perhaps, even harmful since some important posts may have been abolished unintentionally.

Ultimate success of any policy depends on the will of the political leadership. The instant policy of Downsizing did not find much favour with the political establishment, especially the leftists, through other parties were not let behind. It entailed taking hard decisions on sensitive human issues having a major impact on employment, security, retrenchment, welfare, etc., that would affect a vast multitude of government servants who were also a very committed vote bank. An example of such brazen political nepotism is seen in the Ministry of Railways where successive Ministers have sanctioned the employment of thousands of casual labours on urgent operational grounds; of course, the same causal labour became permanent when they were compelled by the Courts to be regularised.

Another reason for the ineffectuality of Rightsizing measures was the strong opposition that came from the government servants themselves. The Association, Unions and the Joint Consultative Machinery (JCM) would have none of this

Rightsizing and were so vociferous and aggressive in their stance that no executive was ready to take on this group.

Long before the recommendations of the Fifth Central Pay Commission and the Expenditure Reforms Commission, the Government had initiated certain measures on Expenditure management which included a large component of Rightsizing. These measures were intended to curtail non-development Expenditure for releasing additional resources for meeting the objectives of the priority schemes and for promoting fiscal discipline without restricting operational efficiency of the government. In June, 1984, an order was issued by the Finance Ministry imposing ban on creation of posts in the central government. This was the first time that instructions were issued to the administrative ministries that there would be no creation of posts except for posts considered absolutely necessary and justified in the most exceptional circumstances in consultation with their Financial Advisors and approval of the Finance Ministry. This has continued even today though it has undergone a few modifications due to structural changes in the Ministries/Departments, demands of the staff associations, labour concerns raised by members of parliament and others.

Along with the ban on creation of posts, the Government imposed a ban on recruitment for filling up vacant posts. In fact, posts which were lying vacant in excess of one year considered “deemed” abolished and the administrative Ministries/Departments were not permitted to fill up such posts without first obtaining approval of the Finance Ministry. The posts in question, however, could be revived by the administrative ministry after giving full functional justification and offering matching savings by the abolition of other redundant category. In this context the present initiative of Indian Railways to redistribute the vacancies where required is the step in the right direction.

## CHAPTER – IV

### DATA ANALYSIS AND DISCUSSION

Manpower Planning consists of putting the right number, right kind of people in the right place. There are four key steps to the Manpower Planning process.

- i) Analysing present labour supply
- ii) Forecasting labour demand
- iii) Balancing projected labour demand and supply
- iv) Supporting organisational goal

The objectives of Manpower Planning is to forecast staffing level need and work with company or organisation managers to make sure that each department is properly staffed. Effective use of manpower and optimum productivity will reduce un-necessary wastage. Therefore, it will lead to Economy of Expenditure.

**TABLE 2: Number of Staff as on 31st March (In Thousands)**

Year	Number@ of staff as on 31st March (in thousands)				Expenditure@
	Groups A&B	Group C	Group D	Total	on staff (₹ in crore)
1950-51	2.3	223.5	687.8	913.6	113.8
1960-61	4.4	463.1	689.5	1,157.0	205.2
1970-71	8.1	583.2	782.9	1,374.2	459.9
1980-81	11.2	721.1	839.9	1,572.2	1,316.7
1990-91	14.3	891.4	746.1	1,651.8	5,166.3
2000-01	14.8	900.3	630.2	1,545.3	18,841.4
2010-11	16.9	1,079.2	235.9	1,332.0	51,776.6
2019-20	18.5	1,235.9	#	1,254.4	1,40,105.76
2020-21	18.6	*1,224.2	#	*1,242.7	*1,39,818.25
<b>2021-22</b>	<b>18.3</b>	<b>1,194.6</b>	<b>#</b>	<b>1,212.9</b>	<b>1,51,754.02</b>

\*revised  
 @ Includes number of Railway Protection Special Force (RPSF) personnel and expenditure on them from 1980-81 onwards. These were not included in earlier years.  
 # erstwhile Group D merged in Group C for 2019-20.

Source: Annual Year Book 2021-22

As can be seen from the above table the Expenditure on staff is Rs. 1,51,754.02 crore. The trend has been on the increase from the inception itself. But has become

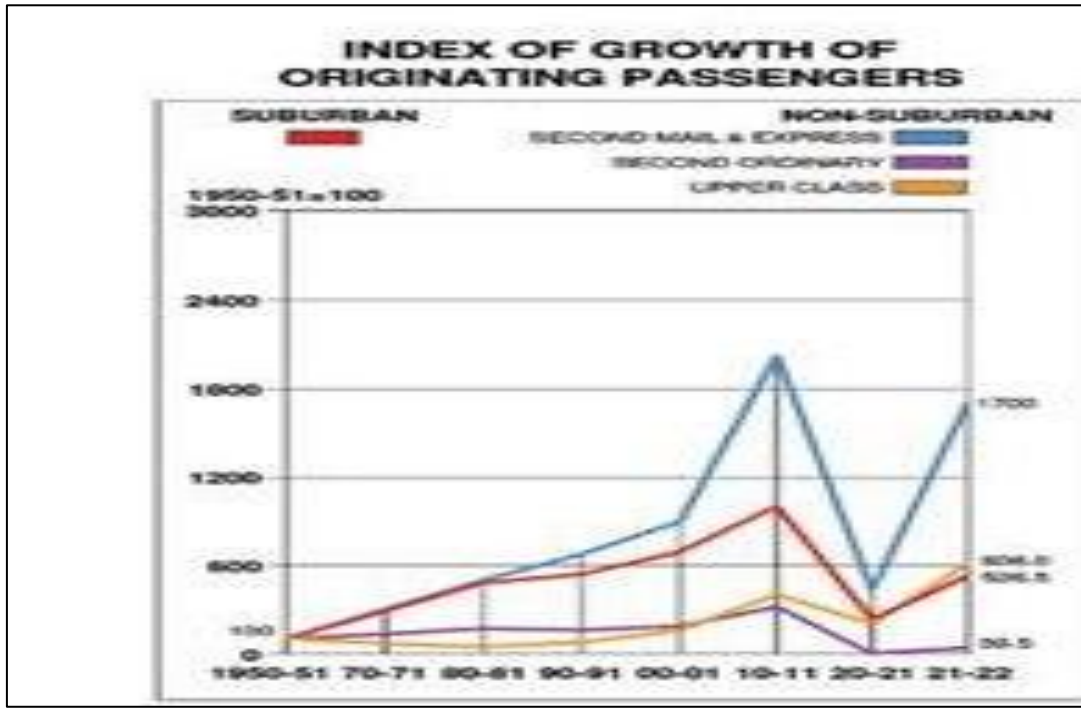
worrisome. Therefore, need was to have some austerity measures. In this background on 02.07.2020 vide RBE No. 48/2020, the Railway Board announced an Action Plan for Rationalisation of Expenditure. The Board decided to freeze new post creation except safety till further orders. (Annexure-1)

In continuation to this vide RBE No. 24/2021 dated 25.03.2021 “it has been decided that in view of Department of Expenditure (DoE) letter, creation of posts will require approval of DoE. However, GMs may explore the possibilities of redistribution of posts at their end taking into account existing vacancies on the Railways, in terms of SOP 2018, wherein full powers have been delegated regarding “variation and redistribution of non-gazetted posts within the sanctioned strength arrangement for redistribution of posts may be made for period of one year in consultation with PCPO and PFAs, where after the posts would stand restored to the concerned department” (Annexure-2).

This was a landmark decision, as creation was requiring approval of DoE. Therefore, a better option was to redistribute posts at the Zonal Level with the approval of the General Manager. This would help to expedite the process and important projects like USBRL would not be hampered.

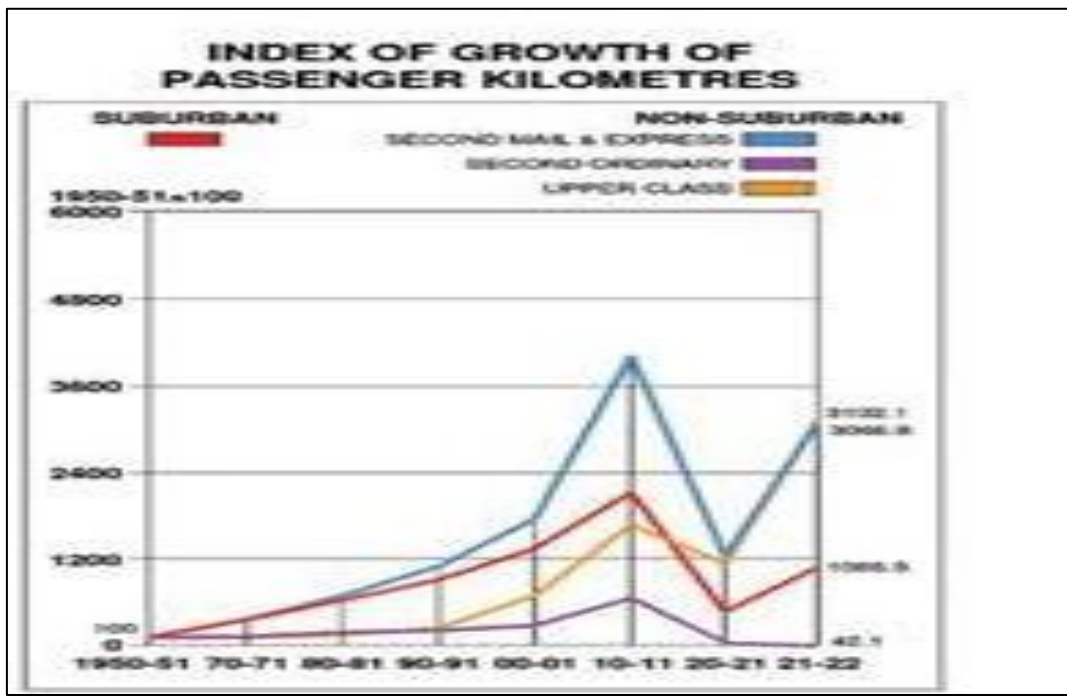
Vide RBE No. 08/2022 dated 14.01.2022 (Annexure-3), this interim arrangement was extended for a year. The Railways have already been preparing for this eventuality from 2010 by adopting rules promoting multi skilling. For this purpose, a single designation for post whose duties are similar in nature and where the official can easily be switched from one task to another was adopted (Annexure4).

**GRAPH-1: INDEX OF GROWTH OF ORIGINATING PASSENGERS**



Source: Annual Year Book 2021-22

**GRAPH-2: INDEX OF GROWTH OF PASSENGER KILOMETRES**

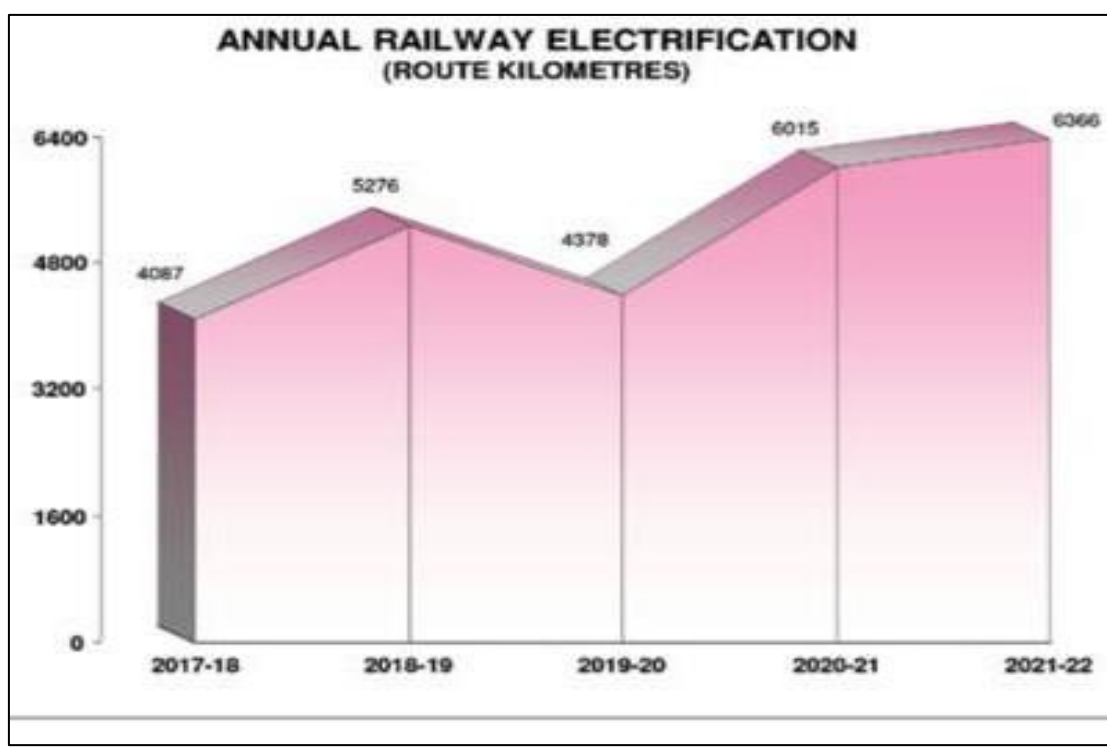


Source: Annual Year Book 2021-22

As can be seen from the above graphs the originating passenger traffic and passenger kilometres is increasing substantially. Though the COVID period does show a down slide. Yet it is again on the increase. Therefore, to cater to this bludgeoning need, we must, have the proper staffing level to increase productivity and efficiency. Rightsizing and Manpower Planning are the need of the hour.

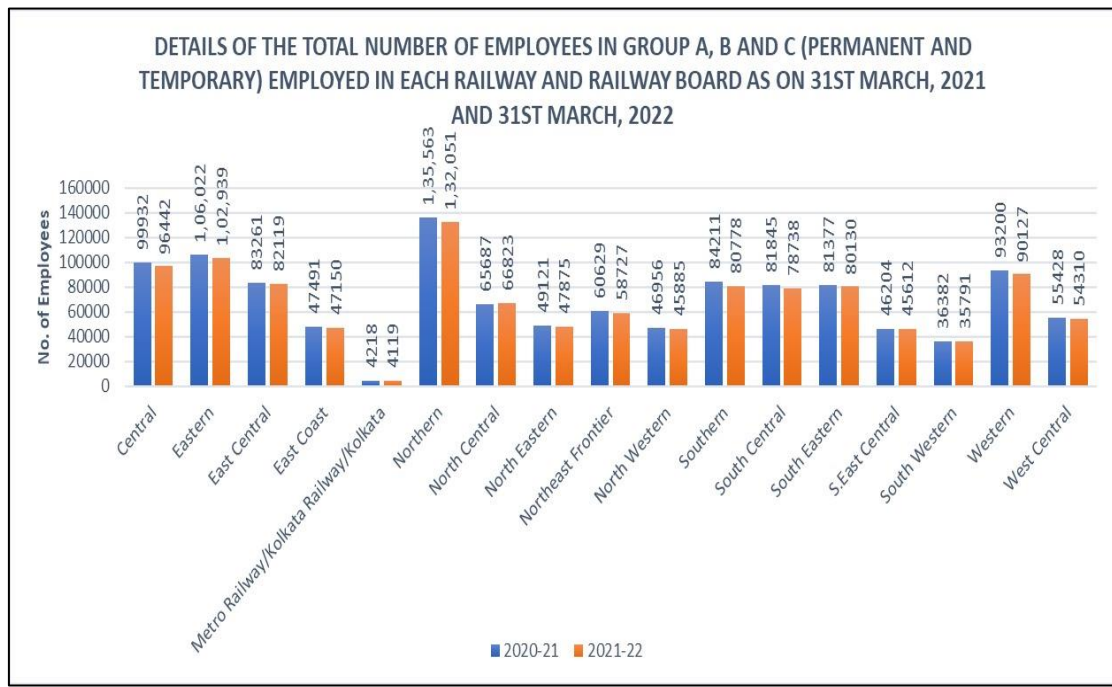
As we had seen earlier that Manpower Planning involves analysing, forecasting and balancing labour demand with supply. As can be seen from the graph below at the moment there is a acute need for electrification. Therefore, staff is being re-distributed to the Electrical Department, so that, the shortfall can be fulfilled.

**GRAPH-3: ANNUAL RAILWAY ELECTRIFICATION**



*Source: Annual Year Book 2021-22*

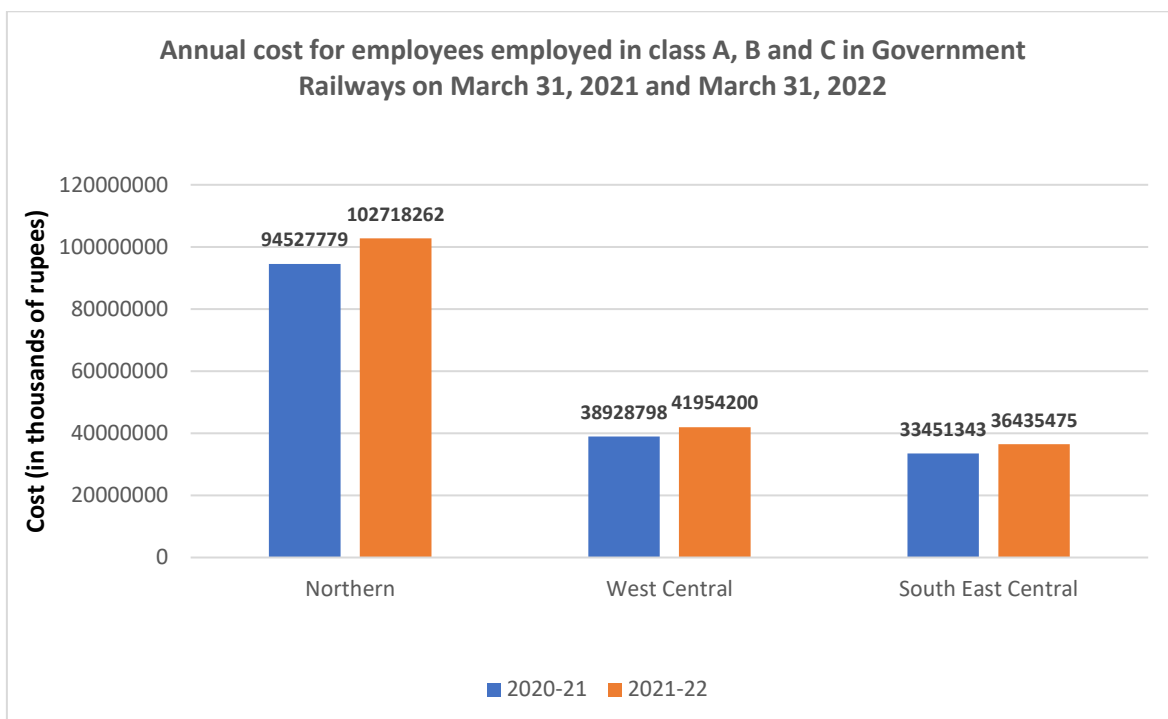
**GRAPH-4: DETAILS OF THE TOTAL NUMBER OF EMPLOYEES IN  
GROUP A, B AND C**



*Source: Provisional Annual Statistical Statements ,2021-22 (Annexure -7)*

As can be seen from the graph above that the staff strength is highest in Northern Railway where mainly this study has been carried out. Therefore, in this Railway it becomes our duty to facilitate Economy of Expenditure by redistribution of posts where required rather than creation of posts. Creation of posts would increase the financial burden and further increase the staff strength at Northern Railways.

### GRAPH-5: ANNUAL COST FOR EMPLOYEES



Source: Annual Statistical Statements 2021-22, (Annexure -7)

Three major zones out of 16 zones were analysed in this study. Here, as can be seen from above, the highest annual cost for employees was in Northern Railway. Therefore, Northern Railway has to implement re-distribution of vacancies in letter and spirit. Though they have made a good start, yet there are 1353 posts in Medical which are due for re-distribution after outsourcing, this should be expedited. Whereas, the South East Central Railway and West Central Railway have shown an incremental increase in annual cost for the employees, they also need to focus on re-distribution.

Need is to study the redistribution done by Northern Railway which has led to massive savings of Rs. 72.09 Crores in annual cost of employees. One of the major factors contributing to this enormous savings is the effective re-distribution of posts which has been successfully implemented by Northern Railways. As can be seen from the table below this has led to a savings of Rs. 72.09 Crores. This figure has been arrived at by calculating the cost of the post including the leave salary, contribution

toward passage, pensions, provident funds, bonus and special contribution toward provident fund which the holder of the post may be entitled to. Therefore, by working out the cost of staff average pay, dearness allowance, house rent allowance, transport allowance, leave salary, pf, benefit and gratuity is taken into account (Annexure - 6). If we look at the redistribution, we can see that 660 posts of various denominations have been redistributed to the Electrical Department (Annexure – 5). We saw earlier that Electrical was in dire need as the Electrical assets are on the increase and followed by almost proportional decrease in Mechanical area. There are other Departments which are under process for redistribution. When these are also completed the final savings is going to be even more astounding.

**TABLE 3: Summary of Redistributed Posts of Northern Railway**

S.No.	Department	7th CPC Level	No. of Posts	7th CPC+ Grade Pay (Rs.) Old Scale	New Pay Scale in 7th pay PC or Pay Structure (Rs.)	Mean pay /Average of pay	DA 38%	X Cities		Y Cities		Z Cities		Leave Salary	NPS	Gratuity	X Cities		
								27%	Transport	18%	Transport	9%	Transport				Total Pay for one month for 1 post	Total pay for 12 months for 1 post	Total Pay for No. of posts mentioned
1	Accounts	1	170	5200-20200+1800	18000-56900	37450	14231	10111.5	1863	6741	1179	3370.5	1179	4307	7235	2153	77351	928212	157795968.6
	Personnel	1	75			37450	14231	10111.5	1863	6741	1179	3370.5	1179	4307	7235	2153	77351	928212	69615868.5
	Mechanical	1	137			37450	14231	10111.5	1863	6741	1179	3370.5	1179	4307	7235	2153	77351	928212	127164986.5
	<b>Total</b>		<b>382</b>																<b>354576823.6</b>
2	Personnel	2	1	5200-20200+1900	19900-63200	41550	15789	11218.5	1863	7479	1179	3739.5	1179	4778	8027	2389	85615	1027384	1027384.02
	Mechanical	2	127			41550	15789	11218.5	1863	7479	1179	3739.5	1179	4778	8027	2389	85615	1027384	130477770.5
	<b>Total</b>		<b>128</b>																<b>131505154.6</b>
3	Personnel	4	4	5200-20200+2400	25500-81100	53300	20254	14391	4824	9594	2358	4797	2358	6130	10298	3065	112261	1347130	5388518.88
	Mechanical	4	16			53300	20254	14391	4824	9594	2358	4797	2358	6130	10298	3065	112261	1347130	21554075.52
	<b>Total</b>		<b>20</b>																<b>26942594.4</b>
4	Personnel	5	5	5200-20200+2800	29200-92300	60750	23085	16402.5	4968	10935	2358	5467.5	2358	6986	11737	3493	127422	1529061	7645306.5
	Mechanical	5	104			60750	23085	16402.5	4968	10935	2358	5467.5	2358	6986	11737	3493	127422	1529061	159022375.2
	<b>Total</b>		<b>109</b>																<b>166667681.7</b>
5	Mechanical	6	16	9300-34800+4200	35400-112400	73900	28082	19953	4968	13302	2358	6651	2358	8499	14277	4249	153928	1847139	29554220.16
	<b>Total</b>		<b>16</b>																<b>29554220.16</b>
6	Personnel	7	5	9300-34800+4600	44900-142400	93650	35587	25285.5	4716	16857	2358	8428.5	2358	10770	18093	5385	193486	2321836	11609178.3
	<b>Total</b>		<b>5</b>																<b>11609178.3</b>
<b>Grand Total</b>			<b>660</b>																<b>720855652.7</b>

*(In the same format, as received from Accounts Department, Northern Railway, Delhi)*

The other Railways which were studied was the South East Central Railways (SECR). In this again it has been seen that 388 posts have been redistributed leading to a lot of savings in annual cost of employees. It may be noted that the SECR has taken the figures from 01.01.2021 to 06.02.2023 whereas Northern only figures for

2022-23 have been taken into account. If we look at the table 4 below, then we see the posts which have been redistributed include vehicle drivers, housekeeping, catering, box boy. All these mainly have been outsourced and therefore, can be readily redistributed to safety categories where required. Thus, from above, we can see that the focus is now on core activities and weaning away from non-core activities in Railways.

**TABLE 4: Summary of Redistribution posts of SECR from 01.01.2021 to 06.02.2023**

*(In the same format, as received from SECR, Bilaspur)*

Srl. No.	Department	Category/Level of posts Redistributed	No. Of Post	Distributed as/ level	No. Of Post	Department	Money value per annum
1	Medical	1 Dental Hyginist,CH/ BSP/L-6	1	Lab Supdt GP-4200/L-6	1	Medical	675648
2		2 Ambulance Driver,CMS/NGP/L-5	2	Pharmacist , GP-2800/L5	2		1114488
3		1 Ambulance Driver,CH/ BSP/L-6	1	Lab Supdt GP-4200/L-6	1		675648
4		4(01 Ambulance Driver CH/BSP and 02 Sr.Cook CH/BSP & 01 Sr.Cook CMS/R)/L-4	4	Dresser-II GP-2400/L-4	4		1947456
5		3(02 post of Asst Cook of CH/BSP and 01 post Ambulance Driver of CH/BSP)/L-2	3	Dresser-III GP-1900/L2	3		1140156
6		01 post of Master cook CH/BSP/L-6	1	Physiotherapist GP 4200/ L-6	1		675648
7		2 Health Inspector, (01-BSP, 01-R)/L6	2	Dialysis Technician GP-4200/L-6	2		1351296
8		26 House Keeping Assistant (Safairwa)/L-1	26	Hospital Assistant /L-1	26		8934120
9	Commercial	Catering Inspector/L-7	1	Ch Comml Inspector/HQ/L-7	1	Comml.	856980
10		Master Cook/L-6	1	Comml Inspector/HQ/L-6	1		675648
11	Medical	Steward/L-2	1	Dresser, CH/HQ/L-2	1	Med.	380052
12		Aux-Nurse-Cum-Midwife(01 post operated in CH/HQ and 02 posts HQ Control operated under CMS in BSP/Divn/L-2	3	Dresser, CH/HQ/L-2	3		1140156
13	Gen./ Admin	Ch Telephone Cum VC Operator/L-6	2	Vigilance Inspector/L-6	2	Vigilance	1351296
14	Vigilance	Chief Typist/L-6	1	Vigilance Inspector/L-6	1	Vigilance	675648
15	Personnel( at CH/BSP)	Chief Typist/L-6	1	S&WI(CH/BSP)/L-6	1	Personnel at (CH/BSP)	675648
16	Operating	Box Boy/L-1	28	Pointsman/L-1	28	Operating	9342480
17	S&T	Sr Tech(BS)/L-6-04, Sr.Tech(HM)/L-6-02, Ch Tele cum vc Operator/L-6-04	10	Sr.Tech SM/Sig/L-6	10	S&T	6560640
		Tech-I (BS)/L-5-05, Tech-I (HM)/L-5-05	10	Tech-I SM/Sig/L-5	10		5410920
		Sup Tele Cum VC operator/L-7-01	1	SSE/Sig/L-7	1		832140
18	Mechanical	Sr Tele cum VC operator/L-4	1	Tech-II SM/Sig/L-4	1	Mechanical	472752
		Tech-I (Fitter)/L-5	8	Tech-I (Mech)/L-5	8		4328736
		Tech-II (Fitter)/L-4	3	Tech-II (Mech)/L-4	3		1418256
19	Engineering	Sr Tech(MVD)/L-6	2	Sr Tech(Welder)/L-6	2	Engineering	1312128
		Tech-I(MVD)/L-5-02, Tech-I(MTD)/L-5-02	4	Tech-I (Welder)/L-5-03, Tech-I (EBS)/L-5-01	4		2164368
		Tech-III(MTD)/L-2	1	Tech-III (EBS)/L-2	1		541092
20	Medical	Compilation Clerk/L-5	1	Tech-IL-5	1	ELS/BSP	557244
21	Mechanical	Tech-I(Mech)/L-5	35	Tech-IL-5	35	ELS/BSP	19503540
22	Mechanical	Sr Tech(BS CUM SM)/L-6	3	Sr Tech(Welder)/L-6	3	Mechanical	1968192
		Tech-I(BS CUM SM)/L-5	7	Tech-I(Welder)/L-5	7		3787644
		Tech-II(BS CUM SM)/L-4	1	Tech-II(Welder)/L-4	1		472752
		Tech-III(BS CUM SM)/L-2	2	Tech-III(Welder)/L-2	2		738072
23	Stores Department Raipur	Sr Tech/L-6	1	DMS/L-6	1	Stores Department	489600
		Tech-I/L-5	5	Sr Clerk/L-5	5		2019000
		Tech-3/L-2	2	Jr. Clerk/L-2	2		550800

		Tech-III(MTD)/L-2	1	Tech-III(EBS)/L-2	1	369036		
		MCM(Driver Wing)/L-6	2	DMS/L-6	2		979200	
24	Elect (OP)	Caretaker( Running Room ) L-1	1	Asstt. (Elect/OP)/L-1	1	Elect (OP)	333660	
25	Mech(C&W)	Asstt./C&W (L-1)	3	Asstt. (store)/Medical/L-1	3	Medical	1000980	
26	Mech(C&W)	Tech-I/C&W (L-5)	3	Sr. CC/Commercial /L-5	3	Commercial	1623276	
27	Personnel	MVD-I/L-5	2	PLF-I/ Engineering/L-5	1	Engineering	541092	
				FPOM-1/L-5	1	Engineering	541092	
28	Elect(G)	Jr. Clerk/L-2	1	Jr Clerk/L-2	1	Medical	369036	
29	Personnel	Motor Vehicle Driver Gr I/L-5	4	Technician Gr II/L-5	2	Elect (TRS)	1114488	
				Technician Gr I/L-5	2	Mech(C&W)	1114488	
30	Medical	Asstt. Cook /L-1	1	Hospital Attendent/L-I	1	Medical	343620	
31	Medical	House Keeping Assistant/L-1	3	Assistant (Sig)/L-1	12	S&T	11344440	
			9					
			5					
			8	TM-IV/L-1	22	Engg		
			7					
2								
32	Commercial	House Keeping Assistant/L-1	1	Assistant (Sig)/L-1	3	S&T(Sig)	2335620	
			1					
			1					
			1	Assistant (Tele)/L-1	4	S&T(Tele)		
			1					
			1					
33	Operating	Cabin Master/L-4	5	Tech II (Welder)/L-4	3	Engg	5200272	
				Tech II (EBS)/L-4	2	Engg		
			1	Tech II (SM)/L-4	1	S&T		
			3	Tech II (Tele)/L-4	3	S&T		
			2	Tech II (SM)/L-4	2	S&T		
34	Engineering	Helper/SSE (W)/BS/L-1	5	PMB/L-1	5	Optg	5004900	
		Choukidar/SSE(W)/MIB/L-1	1	PMB/L-1	1	Optg		
		Valve Operator/L-1	4	Assistant (Tele)/L-1	4	S&T		
		Helper/SSE(W)/MIB/L-1	5	1	5	Engg		
		Tech.II(Mason)/SSE(W)/BS/L-4	1	Tech.II/L-4	1	Elect (TRD)	945504	
		Tech.II(ECR) /SSE(W)/ ITR/L-4	1	Tech.II/L-4	1	Elect (TRD)		
		Tech I (Fitter)/SSE (W)/BS/L-5	2	Tech I (Welder)/L-5	2	Engg	4869828	
		Tech.I(Mason)/SSE(W)/ BS/L-5	1	Tech I(Sig)/L-5	1	S&T		
		Tech.I(H/M)/SSE(W)/MIB/L-5	1	Tech I(Sig)/L-5	1	S&T		
		Tech I (ECR)/SSE (W) ITR/L-5	1	Tech I(Sig)/L-5	1	S&T		
		Tech.I(Painter)/SSE/W/ITR/L-5	1	Tech I(Tele)/L-5	1	S&T		
		Tech I (Fitter)/SSE(W)/ ITR/L-5	1	Tech I (Tele)/L-5	1	S&T		
		Tech.I(Mason)/SSE/W/ITR/L-5	1	Tech II/L-5	1	Elect (TRD)		
		MDM/MTD/SSE/W/ITR/L-5	1	Tech I /Welder/L-5	1	Engg		
		Sr.Tech (Fitter)/SSE/W/BS/L-6	1	Station Master/L-6	1	Optg		3280320
		Sr.Tech (Weld)/SSEW/MIB/L-6	1	Station Master/L-6	1	Optg		
		Sr.Tech (H/M)/SSE(W)/ ITR/L-6	1	Station Master/L-6	1	Optg		
Sr.Tech (Painter)/SSE/W/ITR/L-6	1	Station Master/L-6	1	Optg				
Sr.Tech (Mason)/SSE/W/ITR/L-6	1	Station Master/L-6	1	Optg				
35	Engineering	Sr.Tech(H/M)/MCM (H/M) under SSE (W)/ MIB/L-6	1	Junior Engineer (Drawing/ Planning /Store) under Sr.DME/L-6	3	Mech. (C&W)	1968192	
		Sr.Tech(ECR)/MCM under SSE (W)/ MIB/L-6	2					

36	Education	TGT Mixed Middle School/DGG PST (Sr. Grade)/L-7	3	Ch. S&WI under Sr. DPO/SECR NGP /L7	3	Personnel	3328560
		PST (Sr. Grade) Mixed Middle School DGG/L-7	1	Ch. S&WI under Sr. DPO/SECR NGP /L7	1		656064
		PST Mixed Middle School /DGG/L-6	1	S&WI under Sr. DPO/SECR NGP /L-6	1		
37	Staff Canteen at DRM office/NGP	Assistant Canteen Manager/L-2	1	Tech. III (SM)/L-2	1	S&T	760104
		Cook/L-2	1	Tech III (Fitter)/L-2	1	Mech (C&W)	
		Tea Marker/L-1	1	Peon/L-1	1	Per.	
		Bearer/L-1	1	Peon/L-1	1	Per.	
			1	Peon/L-1	1	Per.	
			1	Assistant/Works (Helper)/L-1	1	Engg.	1718100
38	Electrical(OP)	Supdt. Typist/Sr. DEE(OP) /NGP/L-7	1	SSE(Sig)/L-7	1	S&T	856980
	Personnel	Ch. Typist/Sr. DPO/NGP/L-6	1	JE(Sig)/L-6	1	S&T	4729536
	Commercial	Ch. Typist/Sr. DCM/NGP/L-6	1	JE/L-6	1	Elect. (TRD)	
	Engineering	Ch. Typist/Sr. DEN(Co)/NGP/L-6	1	JE(PW)/L-6	1	Engg.	
	Electrical (Gen.)	Ch. Typist/Sr. DEE(RS&G)/L-6	1	Lab. Supdt./L-6	1	Med.	
	Mechanical	Ch. Typist/Sr. DME(DLS)/MIB/L-6	1	JE(PW)/L-6	1	Engg.	
	Operating	Ch. Typist/Sr. DOM/NGP/L-6	1	SML-6	1	Optg.	
	Operating	Ch. Typist/Sr. DOM/NGP/L-6	1	SML-6	1	Optg.	
	Gen. / Admin	Record Sorter/DRM office,NGP/L-1	1	Assistant (TRD)/L-1	1	Elect.(TRD)	1374480
	Personnel	Record Sorter/Sr. DPO office,NGP/L-1	1	Assistant (TRD)L-1	1	Elect.(TRD)	
Personnel	Record Sorter/Sr. DPO office,NGP/L-1	1	Assistant (TRD)L-1	1	Elect.(TRD)		
Engineering	Record Sorter/Sr. DEN(Co)	1	Peon/L-1	1	Personnel		
39	Medical/NIR	House Keeping Assistant (Safaiwala)/L-1	1	TM-IV/L-1	1	Engg.	6185160
			1	TM- IV/L-1	1	Engg.	
			1	TM-IV/L-1	1	Engg.	
			1	TM-IV/L-1	1	Engg.	
			1	TM-IV/L-1	1	Engg.	
			1	TM-IV/L-1	1	Engg.	
			1	Pointsman/L-1	1	Optg.	
			1	Pointsman/L-1	1	Optg.	
			1	Assistant (TRD)/L-1	1	Elect.(TRD)	
			1	Assistant (TRD)/L-1	1	Elect.(TRD)	
			1	Assistant (Sig)/L-1	1	S&T	
			1	Assistant (Sig)/L-1	1	S&T	
			1	Assistant (Tele)/L-1	1	S&T	
			1	Assistant (Tele)/L-1	1	S&T	
			1	MTS/L-1	1	Comm.	
1	MTS/L-1	1	Comm.				
1	TADK/L-1	1	Genl Admn				
40	Elect (RS&G)	Sr. Clerk/L-5	1	Tech-I/L-5	1	Elect. (TRD)	557244
		Tech-I (Carpainter)/L-5	1	TM-I/L-5	1	Engg.	2228976
			1		1		
			1		1		
			1	Pharmacist-II/L-5	1	Medical	

41	Engineering	Tech-I (Mason)/L-5	1	TM-IL-5	1	Engg.	3900708		
			1		1				
			1		1				
			1		1				
			1		1				
			1		1				
			1		1				
		Office Supdt /L-6	1	JE(PW)/L-6	1		2026944		
			1		1				
			1		1				
42	Mech (Loco)	Running Room Care Taker/L-2	1	Tech-III (Fitter)/L-2	1	Mech C&W	380052		
43	Personnel	Tailor/L-2	1	Dresser-III/L-2	1	Medical	380052		
44	S&T	Office Supdt./L-6	1	JE(Sig)	1	S&T	2026944		
			1		1				
			1		1				
45	Medical	Store Khalasi/L-1	2	Hospital Assistant/Hospital	2	Medical	687240		
		House Keeping Assistant(HKA)/Safaiwala/L-1	2	House Keeping Assistant(HKA)/Safaiw	2	Education	687240		
46	Operating	Cabin Master /L-4	9	STJM-II/L-4	9	OPTG	4381776		
47	Engg	Tech.I (SPOM)/MIB/L-5	1	TM-I/SSE (P.Way)/BRD/L-5	7	Engg	10030392		
		Tech.I (Mason)/MIB/L-5	1						
		Tech I (Painter)/MIB/L-5	1						
		Tech.I (HM)/MIB/L-5	1						
		Tech.I (Mason)/ITR/L-5	2						
		Tech I (ECR)/ITR/L-5	1						
		Tech.I (Mason)/TMR/L-5	2						
		Tech.I (ECR)/TMR/L-5	4						
		Tech I (HM)/G/L-5	1	TM-I/SSE (P.Way)/TAR/L-5	11				
		Tech.I (ECR)/G/L-5	3						
		Tech I (Mason)/G/L-5	1						
		Tech II (ECR)/ITR/L-4	1						
		Tech II (Mason)/BS/L-4	1					TM-I/SSE (P.Way)/TAR/L-4	4
		Tech II (Painter)/G/L-4	1						
		Tech II(Fitter)/G/L-4	1						
		Tech II (Mason)/G/L-4	1	TM-I/SSE (P.Way)/BRD/L-4	2				
		Tech II (SPOM)/G/L-4	1						
		Tech III (EBS)/BS/L-2	1						
		Tech III (Welder)/CWA/L-2	1	TM-I/SSE (P.Way)/TAR/L-2	6				
		Tech III (Mason)/MIB/L-2	1						
		Tech III(Fitter)/G/L-2	1						
		Tech.III (Mason)/G/L-2	2						
		Tech III (EBS)/DGG/L-2	1						
		Tech III (Mason)/NAB/L-2	1						
Tech III(Fitter)/NIR/L-2	1	TM-I/SSE (P.Way)/BRD/L-2	4						
Tech III (SPOM)/NIR/L-2	1								
<b>Total</b>			<b>388</b>		<b>388</b>		<b>181637544</b>		

<b>TABLE 5: Details of Posts Re-distribution of WCR as on 31.12.2022</b>						
<i>(In the same format as received from WCR, Jabalpur)</i>						
SN	Deptt	JBP	BPL	KTT	HQ	Total
		No of Redistributed Posts	No of Redistributed Posts	No of Redistributed Posts	No of Redistributed Posts	
1	Civil	200	35	92		<b>327</b>
2	Comml		4	4	5	<b>13</b>
3	Elect		25	41		<b>66</b>
4	TPT			36		<b>36</b>
5	Mech	119	217	3	1	<b>340</b>
6	Medical		27	1		<b>28</b>
7	Personnel		1		1	<b>2</b>
8	G/Admn			11		<b>11</b>
9	S&T			5		<b>5</b>
<b>Total</b>		<b>319</b>	<b>309</b>	<b>193</b>	<b>7</b>	<b>828</b>

<b>Position of Posts Redistributing Done</b>								
Mo	Divn	Deptt	Category	No. of Posts	Redistributed as	Money Value	Redistributed to	
Sep-21	BPL	DSL Shed ET	Tech/Machineman-II	1	Tech-II	472752	MEMU Car Shed Bina	<b>13.09.21</b>
			Tech/Machineman-III	3	Tech-III	1107108		
			Tech/Painter III	3	Tech-III	1107108		

Jan-22			Diesel Helper	6	Helper	2001960			
		<b>Mech</b>	Motor Driver-I	11	Tech/Artisan	5952012			
		<b>DSL Shed ET</b>	SSE/JE	2	SSE/JE	1664280	MEMU Car Shed Bina	<b>05.01.22</b>	
		<b>C&amp;W BPL</b>	SSE/JE	2	SSE/JE	1664280			
<b>Total</b>				<b>28</b>		<b>13969500</b>			
May-22	<b>JBP</b>	<b>DSL Shed NKJ</b>	Helper	4	Pointsman 'B'	1334640	DSL Shed NKJ	<b>09.05.22</b>	
		<b>R&amp;M DSL</b>	JE	4	JE/C&W	2624256	C&W (Mech)	<b>18.05.22</b>	
			Tech-III/Engine	23	Tech-III/Fitter	8487828			
			Asst.Loco Shed (DSL) Helper	28	Asst.C&W Helper I/II	9342480			
			JE	1	JE/ACTL	656064	Elect(G)		
			Tech-III/Engine	16	Tech-III/ACTL	5904576			
			Asst.Loco Shed (DSL) Helper	13	Asst.TL& AC Helper I/II	4337580			
			JE	3	JE/TRD	1968192	Elect(TRD)		
			Tech-III/Engine	16	Tech-III/TRD	5904576			
			Asst.Loco Shed (DSL) Helper	11	Asst.TRD Helper I/II	3670260			
<b>Total</b>				<b>119</b>		<b>44230452</b>			
Jun-22	<b>KTT</b>	<b>Optg./KTT</b>	Call/Box Boy	28	Pointsman' B'	9342480	Optg.	<b>06.06.22</b>	
		<b>Total</b>			<b>28</b>		<b>9342480</b>		
		<b>Comml./KTT</b>	Tech. I (Carpenter)	4	CCTC	2164368	Comml		

<b>Total</b>		<b>4</b>		<b>2164368</b>	
<b>Elect. (TRD)/ KTT</b>	Tech-I (Painter)	1	Tech.I (Electrician )	541092	Elect
	Tech-I (Mason)	1	Tech.I (Electrician )	541092	Elect
	Sr. Tech (Welder)	1	Sr. Tech. (RC)	656064	Elect
	Tech -I (Welder)	1	Tech. I (Electrician )	541092	Elect
	Sr. Tech. (Painter)	1	Sr. Tech. (Ele ctrician)	656064	Elect
	Watchman	1	Helper	333660	Elect
<b>Total</b>		<b>6</b>		<b>3269064</b>	
<b>Mech/ KTT</b>	SSE (Loco)	1	SSE (C&W)	832140	Mech
<b>Mech</b>	Sr. Tech. (BM)	1	Sr. Tech. (C&W)	656064	Mech
<b>Mech</b>	Tech.-I (Elect)	1	Tech.-I (C&W)	541092	Mech
<b>Total</b>		<b>3</b>		<b>2029296</b>	
<b>Medica l</b>	Stretcher Bearer	1	HA	333660	Medical
<b>Total</b>		<b>1</b>		<b>333660</b>	
<b>Elect/G</b>	Sr.Tech(RAC)	5	Sr.Tech(TL /AC)	3290320	Elect
	Tech-I(RAC)	9	Tech- I/(TL/AC)	4869828	Elect
	Tech-II(RAC)	1	Tech- II/(TL/AC)	472752	Elect
	Helper (RAC)	5	Helper/(TL /AC)	1668300	Elect
<b>Total</b>		<b>20</b>		<b>10301200</b>	

Jun-22	KTT	S&T/KTT	Trolleyman (Signal)	1	Helper (Signal)	333660	S&T	06.06.22
			Trunk Supdt.	1	SSE (Sig.)	832140	S&T	
			Tech -I B/Smith (Tele.)	1	Tech. I (Signal)	541092	S&T	
		<b>Total</b>		<b>3</b>		<b>1706892</b>		
		Engg	Helper/Wks	50	TM-IV	16683000	Engg	
			Sr.Tech.FPO	1	Sr.Tech/Bsmith/PW	656064	Engg	
		<b>Total</b>		<b>51</b>		<b>17339064</b>		
		Elect/TRO	Call/Box Boy	6	Helper/TRS	2001960	TRS	
		<b>Total</b>		<b>6</b>		<b>2001960</b>		
		<b>KTT Total</b>		<b>122</b>		<b>48487984</b>		
Aug-22	HQ	Comml	Ch.OS	1	Ch.Commercial Inspector	856980	Comml/HQ	24.08.22
			OS	4	Commercial Inspector	2702592		
		<b>Total</b>		<b>5</b>		<b>3559572</b>		
		Personnel	SWI	1	JE/IT	675648	Personnel/HQ	30.08.22
		<b>Total</b>		<b>1</b>		<b>675648</b>		
		Mechanical	SSE/MRR	1	SSE/Workshop	856980	Mechanical	07.10.22
				1		856980		
		<b>HQ Total</b>		<b>7</b>		<b>5092200</b>		
BPL	Elect/G	AC Attendent	10	Helper/TL	3436200	TL	29.08.22	

		<b>Total</b>	<b>10</b>		<b>3436200</b>				
<b>Engg</b>		Cook/TM	26	Helper/TM	8934120	Track Machine			
		Safaiwala/Engg	3	Helper/TM	1030860	Track Machine			
		<b>Total</b>	<b>29</b>		<b>9964980</b>				
<b>TRO/She</b>		Office Peon	3	Store Khalasi	1030860	d			
		<b>Total</b>	<b>3</b>		<b>1030860</b>				
<b>TRD</b>		Tech-I(Carpenter)	1	Tech-I/OHE	557244	TRD			
		Tech-I(Welder)	1	Tech-I/OHE	557244	TRD			
		Tech-II(Carpenter)	1	Tech-II/OHE	486864	TRD			
		<b>Total</b>	<b>3</b>		<b>1601352</b>				
<b>TRS</b>		Tech-I(Machinist)	2	Tech-I(Fitter)	1114488	TRS			
		Tech-I(Blach Smith)	2	Tech-I(Fitter)	1114488	TRS			
		Tech-III(Welder)	4	Tech-III(Fitter)	1520208	TRS			
		<b>Total</b>	<b>8</b>		<b>3749184</b>				
<b>Medical</b>		HKA(consvancy)/SW	27	Hospital Attendent	9277740	Medical			
		<b>Total</b>	<b>27</b>		<b>9277740</b>				
<b>C&amp;W</b>		AMF	1	SSE(C&W)	856980	C&W			
		<b>Total</b>	<b>1</b>		<b>856980</b>				
<b>BPL Total</b>			<b>81</b>		<b>29917296</b>				
<b>Sep-</b>	<b>BPL</b>	<b>C&amp;W</b>		SSE/C&W	2	SSE/GSU	1713960		21.09.22

Oct-22		Personnel	OS	1	JE/GSU	675648	Gati Shakti Unit BPL	
		T.Machine	SSE/TM	6	SSE/GSU	5141880		
		TRD	SSE/TRD	1	SSE/GSU	856980		
		<b>Total</b>		<b>10</b>		<b>8388468</b>		
	DSL/ET	Sr.Tech/EL	2	Tower Wagon Drive	1351296	TRD/BPL	20.09.22	
		Sr.Tech/Welder	2	Tower Wagon Drive	1351296			
		<b>Total</b>		<b>4</b>				<b>2702592</b>
	KTT	Engg	Helper	33	Track maintaner - IV	11339460	Engg	13.10.22
			Black Smith-I	5	Thermit Welder-I	2786220		
			Painter-I	2	Black Smith-I	1114488		
			Painter-III	1	Thermit welder-III	380052		
		<b>Total</b>		<b>41</b>		<b>15620220</b>		
		Optg	Helper	8	P/Man'B	2748960	Optg.	
<b>Total</b>		<b>8</b>						
TRD		Truck/Jeep Driver-III	3	Tech-II/OHE	1140156	TRD		
		Watchman	6	Helper	2061720			
<b>Total</b>		<b>9</b>		<b>3201876</b>	TRD			
S&T	Painter-I	1	Sig Maintener-I	557244	S&T			

			Mason-I	1	Sig Maintener-I	557244		
		<b>Total</b>		<b>2</b>		<b>1114488</b>		
	G/Admn		OS	11	JE/Works	7432128	Engg/Wks	
			<b>Total</b>	<b>11</b>		<b>7432128</b>		
			<b>KTT Total</b>	<b>71</b>		<b>27368712</b>		
	<b>JBP</b>	Engg	Helper/Wks	200	Track maintaner - IV	68724000	Engg	19.10.22
		<b>Total</b>		<b>200</b>		<b>68724000</b>		
<b>Nov-22</b>	<b>BPL</b>	<b>DSL/ET</b>	SSE/Loco	5	<b>SSE/TRD</b>	4284900	<b>TRD/JBP</b>	<b>04.11.22</b>
			SSE/Elect	7		5998860		
			<b>Total</b>	<b>12</b>		<b>10283760</b>		
			JE/Loco	3	<b>JE/TRD</b>	2026944		
			JE/Elect	4		2702592		
			JE/Drg	1		675648		
			<b>Total</b>	<b>8</b>		<b>5405184</b>		
			Sr.Tech/M	3	<b>Sr.Tech/TRD</b>	2026944		
			<b>Total</b>	<b>3</b>	<b>2026944</b>			
			MCM/Crain Dr.	2	<b>Sr.Tech/TRD</b>	1351296		
			<b>Total</b>	<b>2</b>	<b>1351296</b>			
			Tech-I/M	12	<b>Tech-I/TRD</b>	6686928		

		Tech-I/EL	13		7244172		
		Tech-I/Welder	3		1671732		
		Tech-I/Crane Driver.	1		557244		
		<b>Total</b>	<b>29</b>		<b>16160076</b>		
		Tech-II/M	12	Tech-II/TRD	5842368		
		Tech-II/EL	9		4381776		
		Tech-II/Welder	3		1460592		
		Tech-II/Crane Driver.	1		486864		
		<b>Total</b>	<b>25</b>		<b>12171600</b>		
		Tech-III/M	2	Tech-III/TRD	760104		
		Tech-III/EL	12		4560624		
		Tech-III/Welder	2		760104		
		Tech-III/Crain Dr.	1		380052		
		<b>Total</b>	<b>17</b>		<b>6460884</b>		
		Elect Helper/DSL	39	Genl Asst/TRD	13401180		
		DSL/Helper	46		15806520		
		Peon/Genl Asst	1		343620		
		<b>Total</b>	<b>86</b>			<b>29551320</b>	
		<b>Total</b>	<b>182</b>		<b>83411064</b>		
BPL	Comml	CBS/Cash	4	SM/Comml	2702592	Comml	03.11.22

		Total	4	2702592		
<b>Grand Total</b>			<b>828</b>	<b>334994860</b>		
<b>Summary</b>	<b>2021-22</b>	<b>28</b>				
	<b>2022-23</b>	<b>800</b>				

The above table again shows that Economy of Expenditure has been achieved by the West Central Railway, (WCR) in the year, 2021-22 to the tune of Rs. 33.50 Crores. This exorbitant amount has been arrived by Manpower Planning and Rightsizing. So that vacant posts are redistributed to the places required. Again, categories like call boy, safaiwala, have been outsourced so that pension liabilities and other benefits like bonus etc., can be minimized.

Thus, as can be seen from the examples of the three Railways Cipolla et al, 1995 theory is proved. There are four stages in the process of restructuring and Rightsizing. Firstly, confronted with pressure for change the organization simply deny them. Next, they try to do some incremental adjustments. Thirdly, organization make cost driven cuts in their structures, processes and resources. Lastly, the organization returned to the fundamentals of performance. At this stage, organization are not merely restructuring, reinventing and re-engineering- rethinking their basic mission and goals and the means for achieving them. The Indian Railways is now not only driven by cost cutting in their organizational structure, resources and processes. But it is also rethinking and re-inventing itself to perform better.

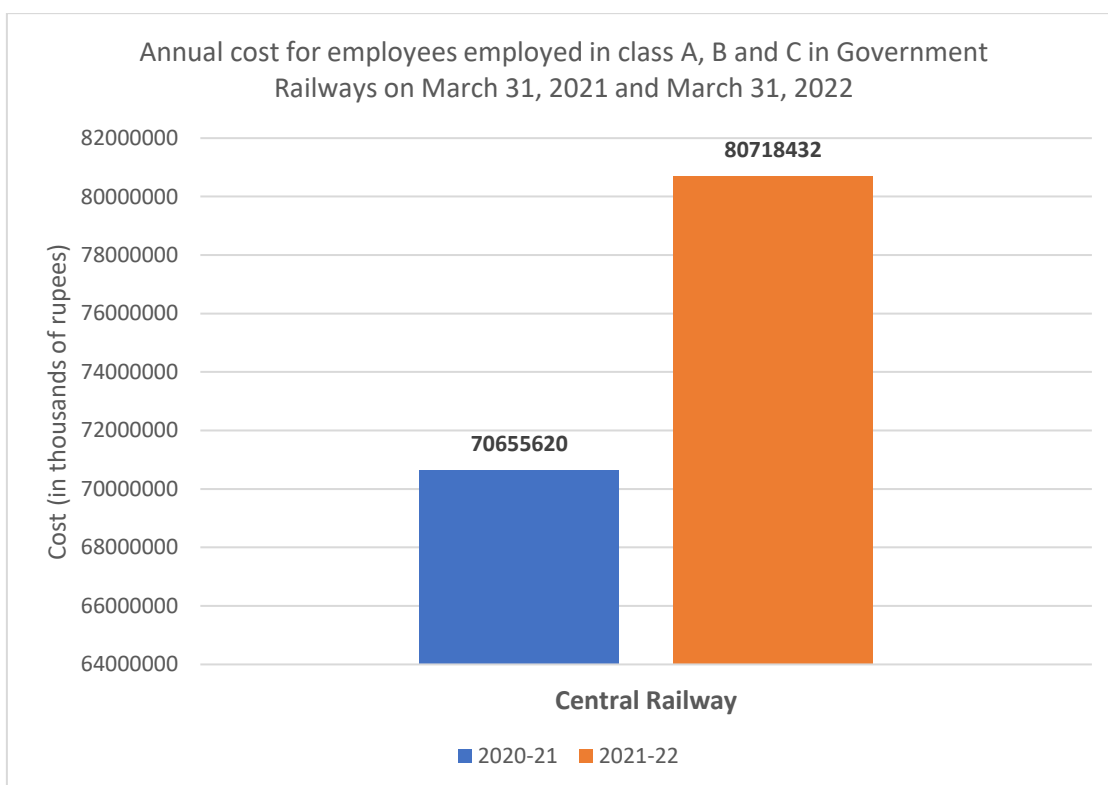
**ANALYSIS OF THE OTHER ZONES:**

It was not possible to get details about all posts which were redistributed from all the zones due to paucity of time. Yet they can be analyzed on the basis of data available.

**TABLE 6: Railway Zone wise total Re-distribution achieved till January, 2023**

<b>Railway Zones</b>	<b>Total Re-distribution achieved till January, 2023</b>
Central Railway (CR)	2899
North Central Railway (NCR)	7863
North Eastern Railway (NER)	381
North Frontier Railway (NFR)	4171
North Western Railway (NWR)	352
Southern Railway (SR)	1101
Western Railway (WR)	2823
Eastern Railway (ER)	260
East Coast Railway (ECOR)	221
East Central Railway (ECR)	72
South Central Railway (SCR)	249
South Eastern Railway (SER)	0
South Western Railway (SWR)	31

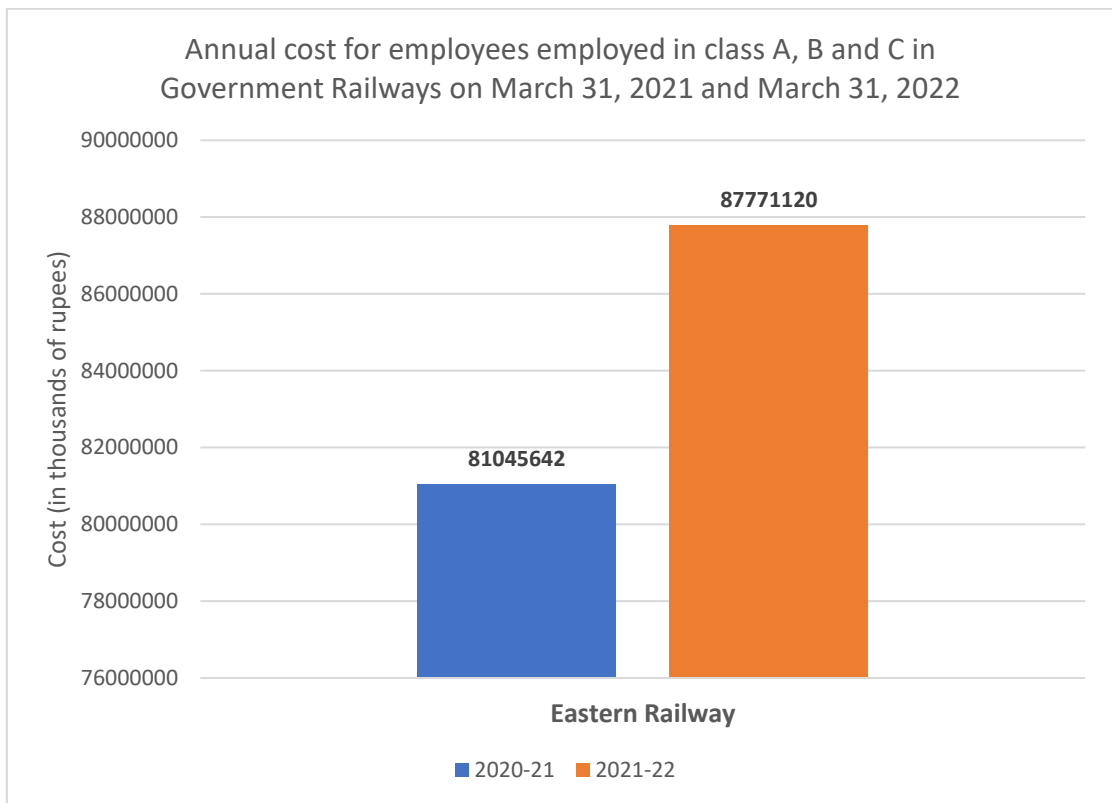
### GRAPH-6: CENTRAL RAILWAY



Source: Indian Railway Annual Statistical statement 2021-22 (Annexure 7)

Central Railway is one of the larger Railways and has shown substantial increase in staff cost, if we look at redistribution figures which shows that 2899 vacant posts have been redistributed in Central Railway which is third highest in Indian Railways. As can be seen from the table 6 above. Yet seeing their increase percentage, they need to focus more on re-distribution of posts.

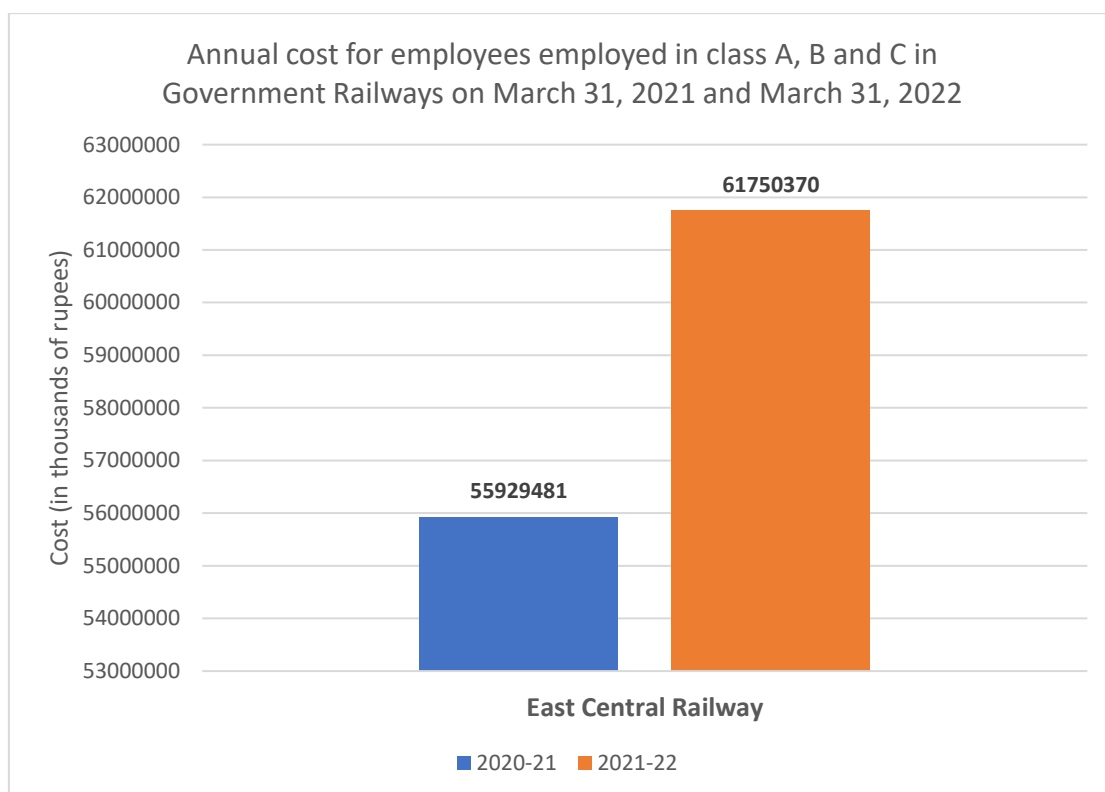
### GRAPH-7: EASTERN RAILWAY



*Source: Indian Railway Annual Statistical statement 2021-22 (Annexure 7)*

This shows a substantial increase in staff cost. This is also substantiated by the fact that only 260 posts have been redistributed. To control staff cost they need to do this re-distribution exercise ardently.

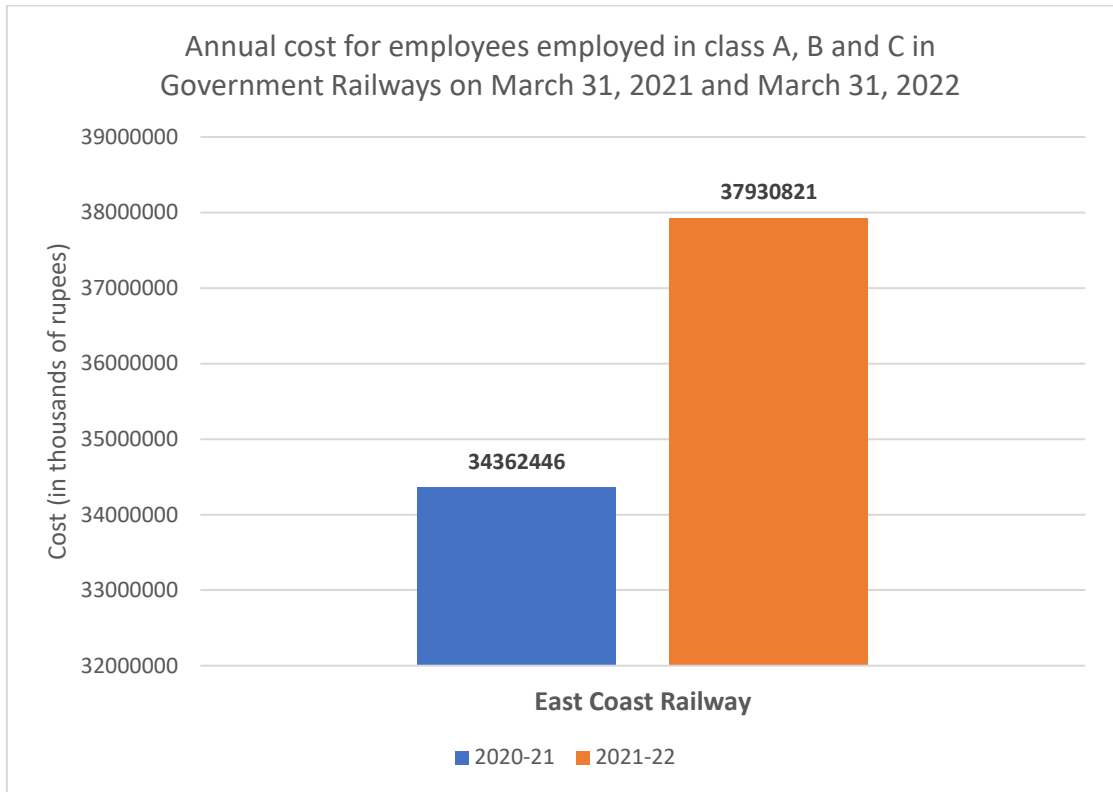
### GRAPH-8: EAST CENTRAL RAILWAY



Source: Indian Railway Annual Statistical statement 2021-22 (Annexure 7)

The East Central Railway shows a substantial increase as can be seen from the above graph. This was expected also as they have only re-distributed 72 posts.

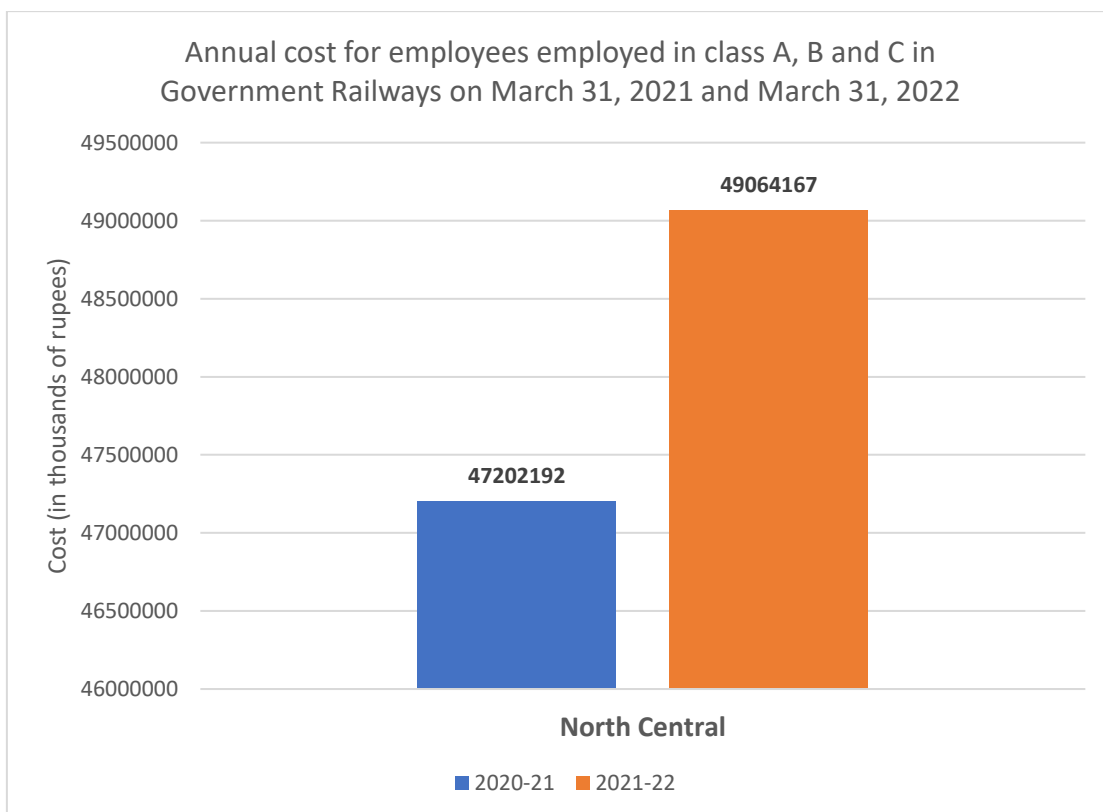
**GRAPH-9: EAST COAST RAILWAY**



*Source: Indian Railway Annual Statistical statement 2021-22 (Annexure 7)*

In East Coast Railway the staff cost has increased. There is still a lot of scope of redistribution as only 221 posts have been redistributed.

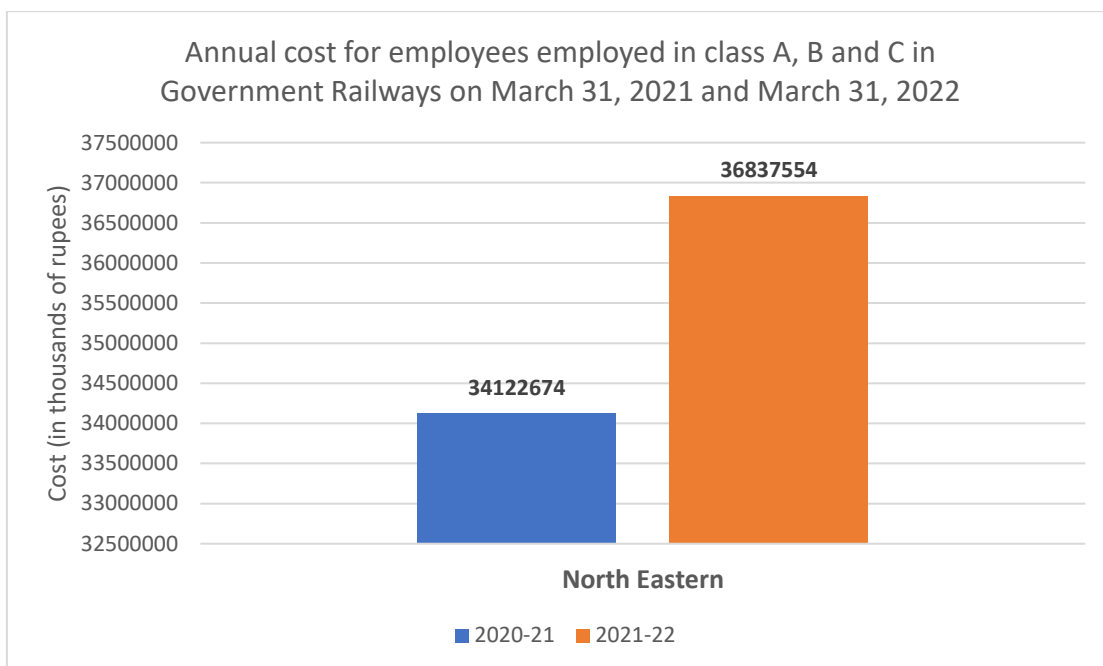
### GRAPH 10: NORTH CENTRAL RAILWAY



Source: Indian Railway Annual Statistical statement 2021-22 (Annexure 7)

The NCR has shown an incremental increase in staff cost. Though 7863 posts have been redistributed by NCR which makes it a commendable exercise done by NCR. This places them in No. 1 position in Indian Railways in terms of redistribution of posts.

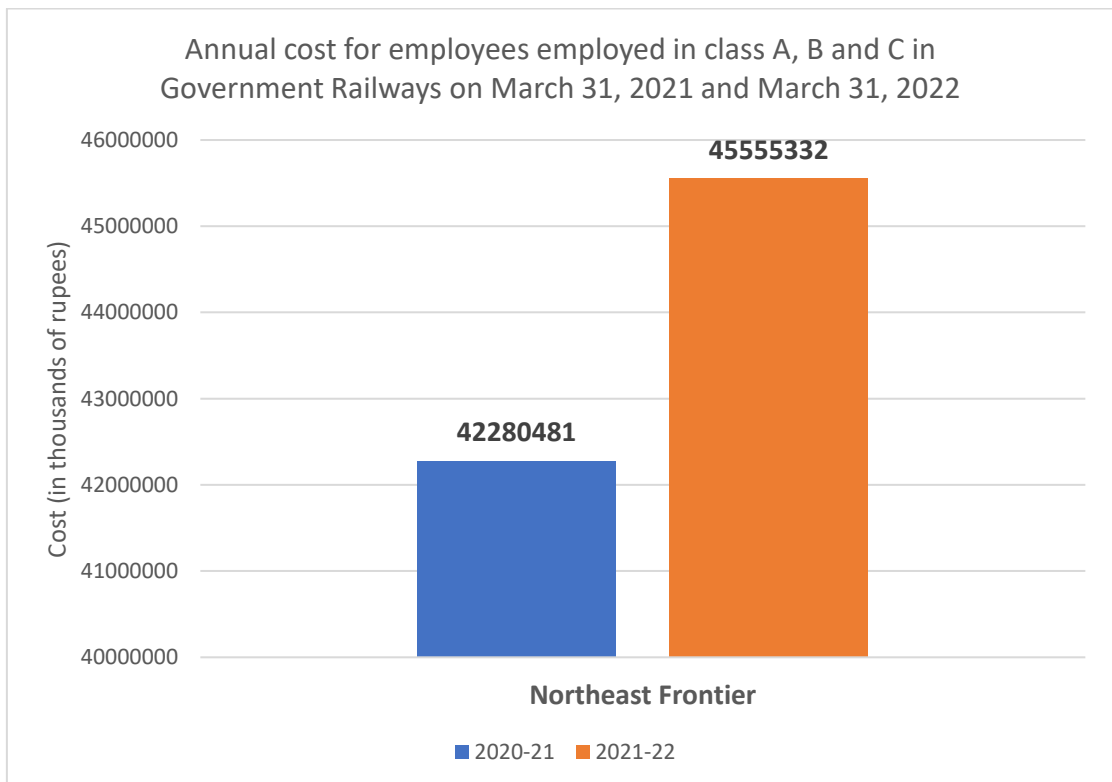
### GRAPH-11: NORTH EASTERN RAILWAY



Source: Indian Railway Annual Statistical statement 2021-22 (Annexure 7)

NER as shown above has shown an incremental increase in staff cost, they have redistributed 381 posts

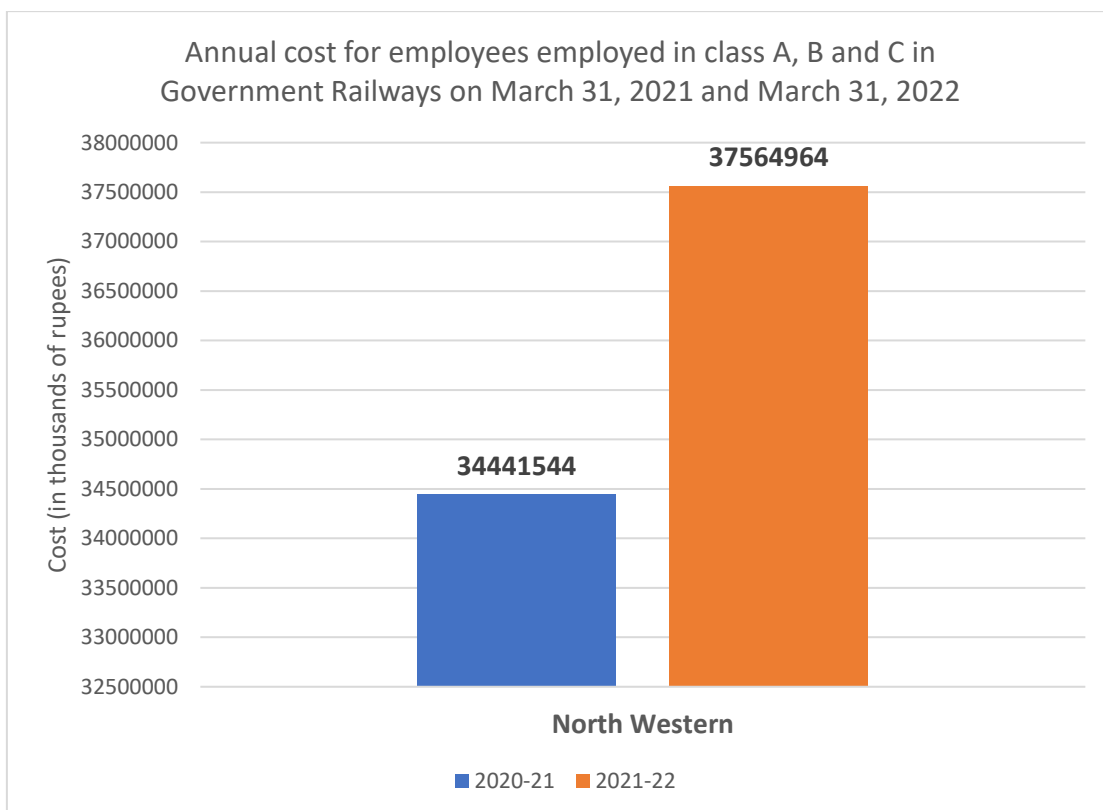
**GRAPH 12: NORTH EAST FRONTIER RAILWAY**



*Source: Indian Railway Annual Statistical statement 2021-22 (Annexure 7)*

NFR has shown an incremental increase in staff cost. Though they are the second highest in terms of redistribution throughout Indian Railway.

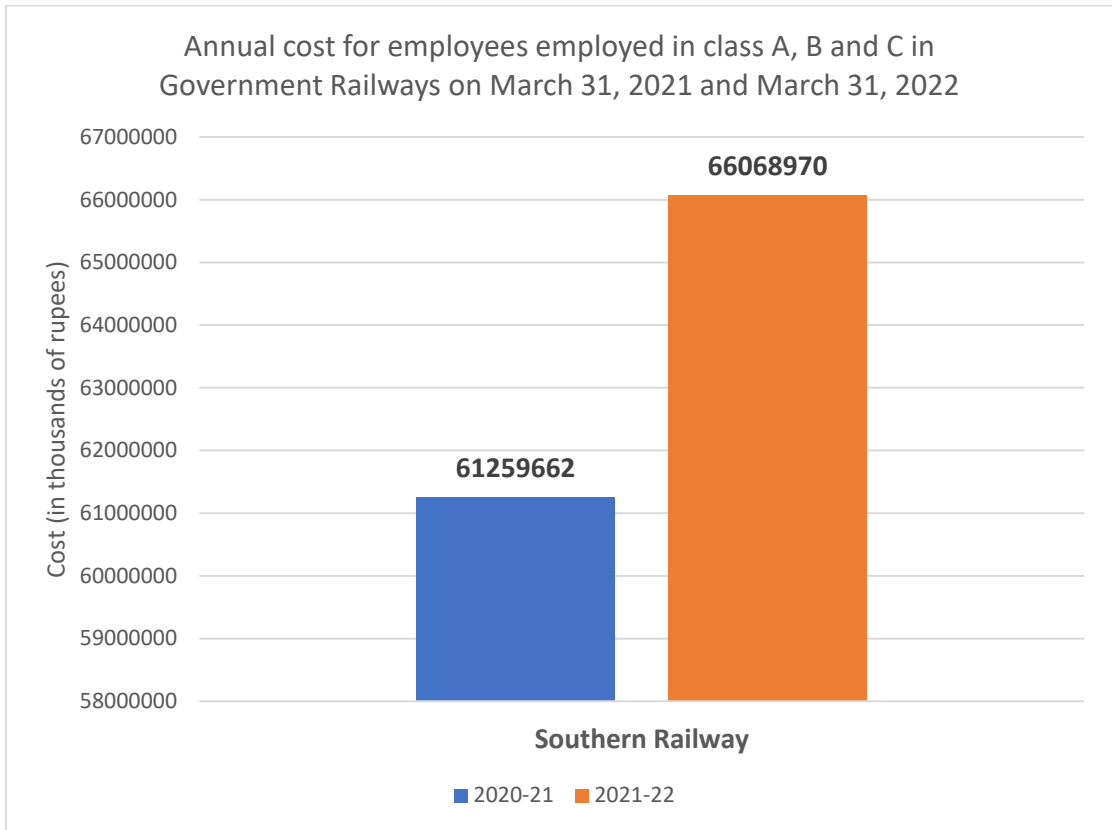
**GRAPH 13: NORTH WESTERN RAILWAY**



*Source: Indian Railway Annual Statistical statement 2021-22 (Annexure 7)*

NWR has increased staff cost it needs to further increase its redistribution figures from the present 352.

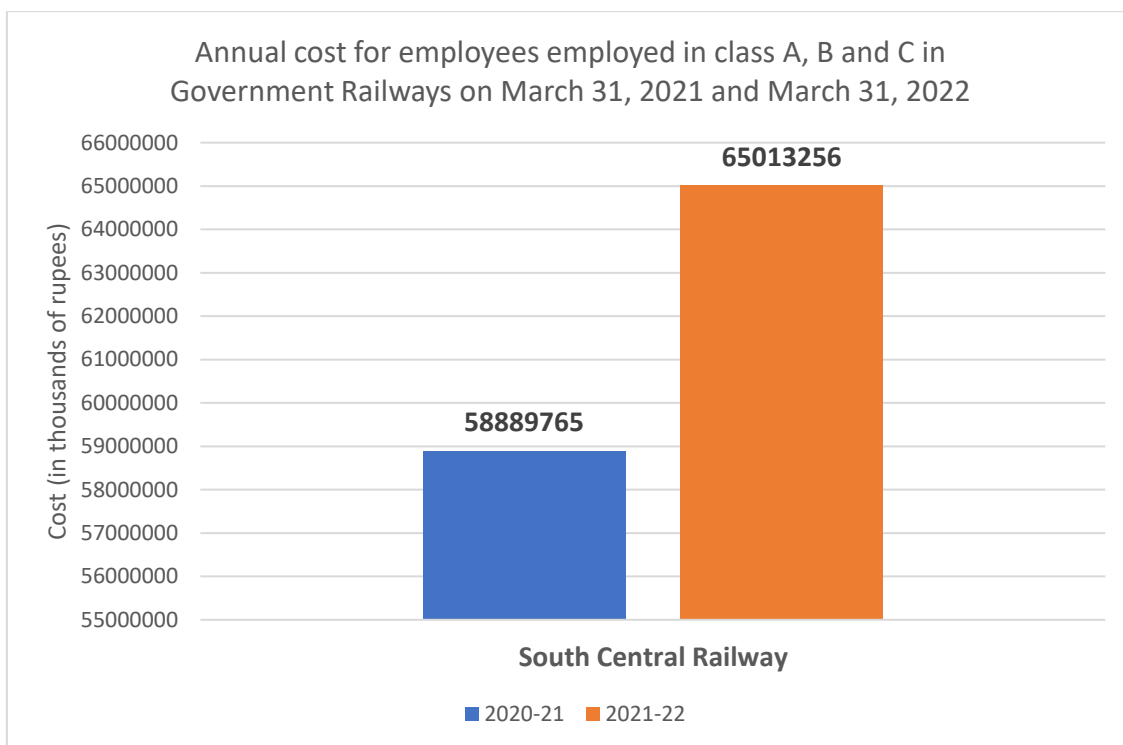
**GRAPH 14: SOUTHERN RAILWAY**



*Source: Indian Railway Annual Statistical statement 2021-22 (Annexure 7)*

The SR has also shown an increase in staff cost. Though it has redistributed 1101 posts. Therefore, it is necessary to study which level of posts have been redistributed.

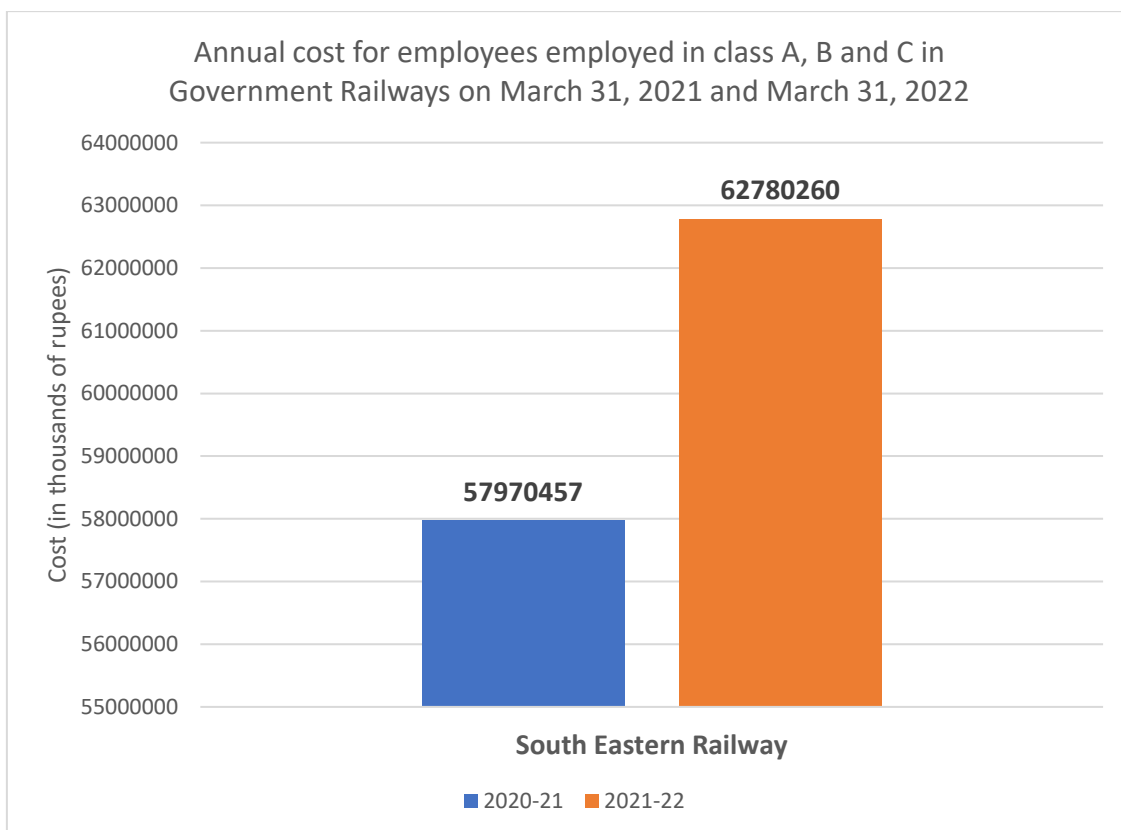
### GRAPH 15: SOUTH CENTRAL RAILWAY



Source: Indian Railway Annual Statistical statement 2021-22 (Annexure 7)

The staff cost in South Central has also increased. They have only redistributed 249 posts. They need to do this exercise of redistribution rigorously.

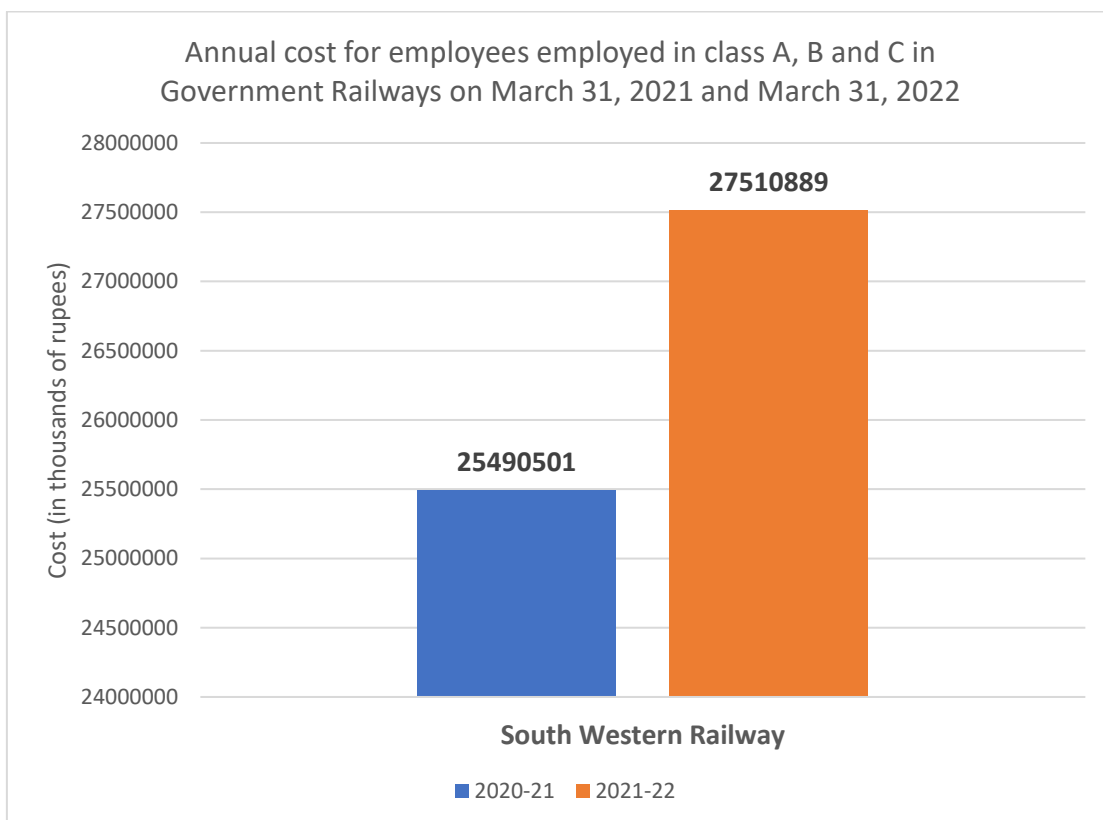
### GRAPH 16: SOUTH EASTERN RAILWAY



Source: Indian Railway Annual Statistical statement 2021-22 (Annexure 7)

The South Eastern Railway staff cost has increased substantially which is alarming. This is due to the fact that SER has not initiated redistribution of post at all till January 2023.

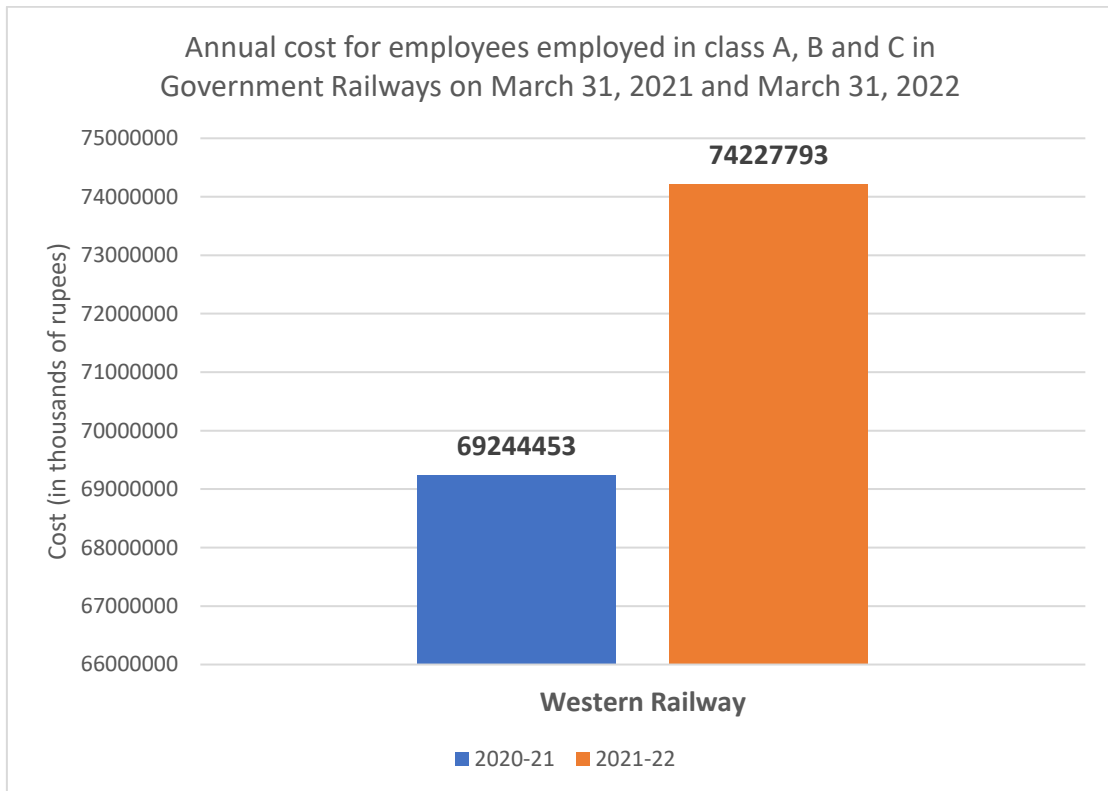
**GRAPH 17: SOUTH WESTERN RAILWAY**



*Source: Indian Railway Annual Statistical statement 2021-22 (Annexure 7)*

SWR shows an increase in staff cost which is expected also as they are second lowest in redistribution of posts in Indian Railways with a figure of only 31 to their credit.

**GRAPH 18: WESTERN RAILWAYS**



*Source: Indian Railway Annual Statistical statement 2021-22 (Annexure 7)*

WR has shown an increase, though they have done a good job in redistribution of posts with a figure of 2823. The reasons for the increase in staff cost need to be studied further.

To conclude it can be said that the staff cost is increasing across all the sixteen zones. Therefore, there is a dire need for Manpower Planning, Rightsizing through re-distribution of vacancies so that Economy of Expenditure can be achieved.

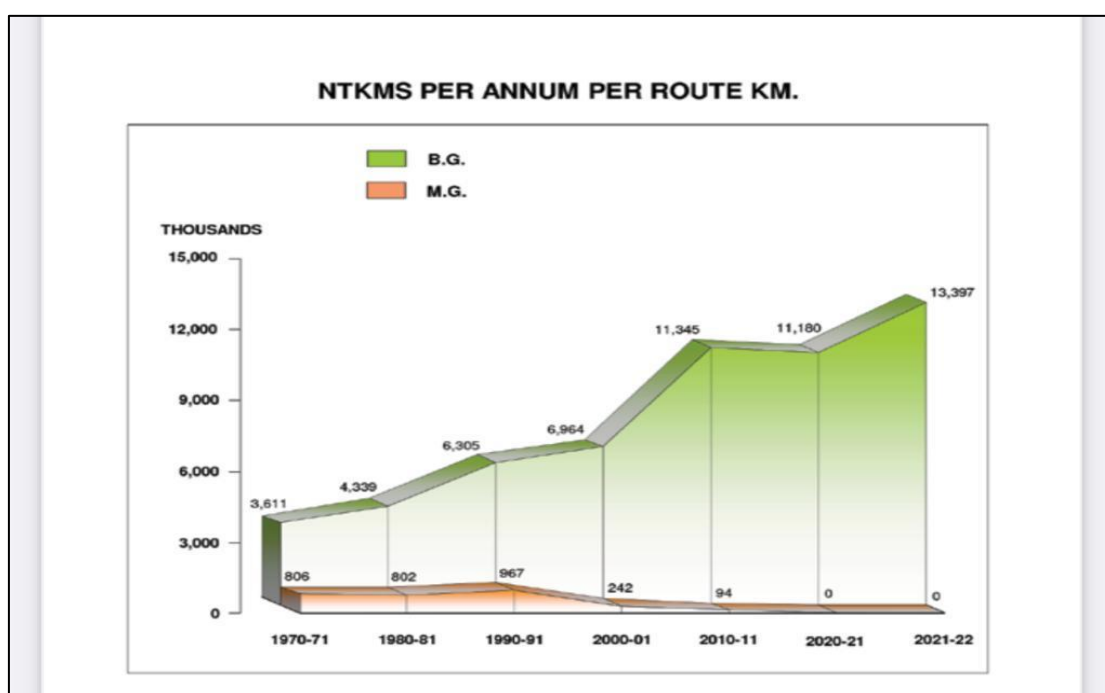
**Department where Posts are Required:**

**TABLE 7: Position of Rolling Stock**

<b>Rolling stock</b>			
Number of Locomotives	(in units)		
(i) Steam	"	39	<b>39</b>
(ii) Diesel	"	5,108	<b>4,747</b>
(iii) Electric	"	7,587	<b>8,429</b>
(iv) Total	"	12,734	<b>13,215</b>

As can be above table, electric locomotives are showing an increase whereas steam and diesel are on the decline. This was also reported when we were doing Manpower Planning in Northern railways. Posts surrendered from the Mechanical Department were redistributed to the Electrical Department. This is the age of Electrical Traction; therefore, electrical assets are on the increase and more posts are required in the Electrical Department. This is also supported by Graph 3 showing Annual Railway Electrification.

**GRAPH 19: NTKMS PER ANNUM PER ROUTE KM**



**TABLE 8: Year wise Total Track Kilometres**

<b>Year</b>	<b>Route Kms.</b>	<b>Running Track Kms.</b>	<b>Total Track Kms.</b>
1950-51	53,596	59,315	77,609
1960-61	56,247	63,602	83,706
1970-71	59,790	71,669	98,546
1980-81	61,240	75,860	1,04,480
1990-91	62,367	78,607	1,08,858
2000-01	63,028	81,865	1,08,706
2010-11	64,173	87,114	1,14,037
2016-17	66,918	93,902	1,21,407
2019-20	67,956	99,235	1,26,366
2020-21	68,103	1,00,866	1,26,611
<b>2021-22</b>	<b>68,043</b>	<b>1,02,831</b>	<b>1,28,305</b>

As can be seen from graphs 19 and table 8, the total track kilometres have been increasing. Therefore, civil engineering also needs more Manpower to look after the assets created. Now there is a mandate that only manned level crossings would be kept for these also Civil Engineering needs posts. Therefore, in Northern Railway Civil Engineering Department was not able to give any posts for redistribution to other Departments. It needs to cater to its own burgeoning need.

**TABLE 9: Zone/Headquarter wise Total Track Kilometres**

<b>Zones /Headquarters</b>	<b>Route Kms.</b>	<b>Running Track Kms.</b>	<b>Total track Kms.</b>
Central, Mumbai	4,189	6,840	9,104
Eastern, Kolkata	2,831	5,273	7,354
East Central, Hajipur	4,245	6,245	8,665
East Coast, Bhubaneshwar	2,818	4,912	6,220
Northern, New Delhi	7,331	10,256	13,562
North Central, Allahabad	3,523	6,285	6,669
North Eastern, Gorakhpur	3,472	4,700	4,911
Northeast Frontier, Maligaon, (Guwahati)	4,304	5,043	6,779

North Western, Jaipur	5,679	7,913	8,323
Southern, Chennai	5,087	7,579	9,285
South Central, Secunderabad	6,471	9,454	11,379
South Eastern, Kolkata	2,743	5,423	6,518
South East Central, Bilaspur	2,489	4,081	5,419
South Western, Hubli	3,629	5,057	6,466
Western, Mumbai	6,176	8,335	10,641
West Central, Jabalpur	3,025	5,372	6,905
Metro Railway, Kolkata	31	63	105
<b>Total</b>	<b>68,043</b>	<b>1,02,831</b>	<b>1,28,305</b>

Lastly, if you look at table 9 it can be seen that Northern Railways is the largest Railways in terms of total track kilometres. This study has extensively studied the Northern Railway and it is seen that the research questions have been effectively answered. In Northern Railways through the process of Manpower Planning, it was identified which are the vacancies which need to be redistributed. We were able to identify that Electrical Department was facing an acute shortage Therefore, 660 posts were transferred to Electrical Department. This led to Rightsizing in the Departments. Economy of Expenditure was achieved as it led to a saving of approximately Rs 72 Crore in Northern Railways. The major issues and concerns relating to Rightsizing were identification of vacancies and diversification to the Department which needed it. Last but not the least, this is the start of the redistribution process, efforts are still continuing. A lot of work is still pending in the Medical Department as regard redistribution of posts.

It is also seen that the objectives of the study have been fulfilled. The three Railways identified the vacancy which could be redistributed. As can be seen from the example of the Northern Railway, Electrical Department was identified as the

Department lacking posts. Therefore, the 660 posts were re-distributed to Electrical Department.

The third objective was to accomplish Manpower Planning by need-based re-distribution of vacancies. This has also been achieved as could be seen from the interviews of Senior Officials below. Therefore, if we evaluate the strategy of Rightsizing, it has proved to be extremely useful in getting the desired goal of Economy of Expenditure. Lastly, if we evaluate and monetize the Economy in Expenditure through re-distribution of vacancies. Then, Northern Railway has achieved a figure of Rs. 72.09 Crores. WCR has achieved a target of Rs. 33.50 Crores and SECR has achieved Rs. 18.16 Crores. This together adds up to Rs. 123.75 Crores. In the present study due to paucity of time, Northern Railway has been extensively studied and Data from two other Railways perused. Yet only three Railways have given a figure of Rs. 123.75 Crores. If this measure is implemented in letter and spirit in all 16 Railways, the Economy in Expenditure will be awe inspiring.

Thus, since the objectives were fulfilled, need was to ratify the same through unstructured interviews so that what has been seen in monetary terms can also be collaborated by the views of the Senior officials of Northern Railway and Railway Board who were dealing with the subject matter and the Subject Experts.

# **CHAPTER - V**

## **FEEDBACK ANALYSIS ON RE-DISTRIBUTION OF VACANCIES**

### **UNSTRUCTURED INTERVIEWS**

Since this study was in the domain of Indian Railways on the specialized task of re distribution of vacancies, top officials in Railway Board and Northern Railway who were responsible for this policy decision were interviewed. Therefore, for data analysis, unstructured interviews were adopted as data collection method. This is dependent about asking participants, questions, to collect data on the topic. This is also known as non-directive interview. These questions do not have set pattern and not arranged in advance. Therefore, they are qualitative in nature and focus on personal experiences. This unstructured interview is especially useful for exploratory research as a research tool. It is set to be very informal and flexible.

Advantages of un-structured interviews: -

- i) This is extremely flexible and fosters an open environment. Therefore, new topics and ideas can flow in this.
- ii) There is reduced risk of bias in this format.
- iii) Another important thing is that follow up question can be asked and therefore introduces more details and nuances.
- iv) Lastly, the respondents are more at ease and therefore with increased rapport, it can be a very dynamic process.

The only disadvantage is that it is very time consuming, since, it is one to one and takes time.

## CONTENT ANALYSIS OF UNSTRUCTURED INTERVIEWS

The key officials involved in making implementing and approving the policy of re distribution of vacancies were extensively interviewed to understand the impact of this policy and how it has been received. In total 11 people were interviewed but since there was a convergence of their views, this was decided as an appropriate sample size for unstructured interviews. The following Officers/Experts were interviewed:

**TABLE 10: List of Top Officials / Experts Interviewed for the Study**

S. No	Post /Designation
1.	Director General (Human Resource), Railway Board
2.	Principal Executive Director (Manpower Planning), Railway Board
3.	Executive Director (Manpower Planning), Railway Board
4.	General Manager, Northern Railways
5.	Principal Chief Personnel Officer, Northern Railways
6.	Financial Advisor and Chief Accounts Officer (General), Northern Railways
7.	Expert in Human Resource Management
8.	Experts in Public Finance
9.	Experts in Public Administration (03)

The highest officer in Railway Board dealing with Human Resource was interviewed regarding this. He was emphatic about the fact that re-distribution of post is very much needed and there is a lot of potential for re-distribution of posts. It was

emphasized that there is still a lot of flabs which can be removed, if the officers concerned are committed to the cause. The Principal Executive Director looking after Manpower Planning at Railway Board was also extensively interviewed regarding re-distribution of posts. Madam was of the opinion that benchmarking has to be reviewed. There has to be gainful utilization of work, we have to use manpower in such a way where it is actually needed. Madam was of the view that Manpower Planning is the tool which will lead to Rightsizing. We need to go down to the micro level till the sheds to improve efficiency by Manpower Planning. This has to be done keeping in mind the future direction and adequate planning. We have to keep in mind, the technology required and recruit accordingly or train in the required domain. The skills have to be upgraded to make it more relevant to the organization. The redundant processes can be outsourced. Madam also stressed that the Manpower Planning has to be strategic and it involves policy, talent, scouting and productivity increase. The main crux is adequate Manpower Planning and re-distribution of post where needed. It will lead to Rightsizing.

Another high official, the Executive Director of Manpower Planning was interviewed at Railway Board. According to her, re-distributing of post does lead to Economy of Expenditure, if viewed in larger perspective. Through this, post may be diverted from non-core activities to core activities where better utilization is possible and known core work may be managed through other economical ways. She also said, that it leads to Rightsizing through Manpower Planning because instead of creating new post, posts are re-distributed to core areas where activities cannot be done through contract/outsourcing This will result into Rightsizing. Since, Rightsizing does not mean reduction in post or manpower only, rather, it is optimal utilization of human resources.

The highest authority on Northern Railway i.e., General Manager was interviewed regarding re-distribution of posts. He is the approving authority for re-distribution of posts. Therefore, the best judge for the procedure. According to him, re-distribution should happen but norms should be strict with adequate checks and balances. He emphasized that re-distribution should cut across all departments, fat should not remain in any department. Every department should do a diligent exercise in cutting the excess or re-distributing the same. If a Department, needs to have more manpower in one project then it should try finding, the redistribution required within its department.

According to him, re-distribution of post will lead to Economy in Expenditure because if a vacant post persists in the Department where it is not required then there is always a temptation to recruit against it. Creation of course, leads to Expenditure therefore, this is a good initiative, to take vacant post to where required. Re-distribution of post will lead to Rightsizing with right Manpower Planning but it has to be seen that the pyramid of organizational structure does not get lopsided. Therefore, important is to implement in a pragmatic manner without making it disproportionate. It leads to reducing the flab.

The PCPO (Principal Chief Personnel Officer) of Northern Railway who was spearheading the movement for re-distribution of vacancies in Northern Railway gave an elaborate discussion /view on the above subject: -

“Manpower Planning has always been a priority concern to me as PHoD of Personnel Department. Targets for annual surrender of posts has already been laid down by Board. To meet this target, there is always a continuous assessment of unutilised posts/ feasible outsourcing of manpower areas etc undertaken through work study across all Departments by a dedicated team of Work Study Inspectors. We have

been meeting up with the minimum 1% surrender so far as per requirement of Board, however, I would like to draw attention to the following changes that has transformed the working of Railways and its manpower requirement since the implementation of 6th PC recommendations:

**A) Areas that have led to decrease in existing manpower due to digitisation/technology advancement:**

- **Payment of salary through Bank through ECS instead of Cash:** This has led to cut down in existing manpower and zero intake of Cashiers by re-deploying them in areas where they can be effectively utilised.
- **Introduction of ‘Crew Management System’(CMS) for Running staff:** This has been an effective program to monitor the crew by the click of a button, including sign-in and sign-off, breath-analyser, faulty working, generation of mileage for TA and other allowances admissible to such staff etc. This has led to cut down in economy to a large extent and also manpower.
- **Merger of many categories into one single category:** Certain NTPC that were merged included- WLIs/PIs/HOER Inspectors into one category called S&WI which required performing skills of all three categories; similarly, CC/TC/E&RC have been unified to perform all three tasks; Gangman/Gateman/Keyman/Trolleyman have been unified into one category called ‘Track Maintainer’ and they will now be required to perform all the four jobs, Typists cadre has been merged with Clerks as ‘Clerk-cum-Typist’; to name a few. Such unification of cadres have also led to reduction in manpower and utilisation of manpower effectively.
- **Multi-skilling of tasks:** The 6th CPC recommendations introduced multi-skilling, with one employee performing jobs hitherto performed by different

Group 'D' employees (DoPT OM No.AB-140171612009-Estl (RR) dated 30.04.2010)(Annexure 4).They have now been designated as MTS with changed RRs.

- **Outsourcing of certain activities:** Certain activities on Railways have been contracted out through outsourcing viz sanitation work, driving of official vehicles, cleanliness work, maintenance of stations & tracks, catering etc. This has led to surrender / re-distribution of posts and thus re-deployment/ cut-down of manpower.
- **Redundant category posts:** The merger of cadres and outsourcing of certain activities as explained above has led to certain categories being redundant. Such manpower can be utilised in other departments where core activities are being performed and no fresh intake is taking place.

**(B) Areas that have led to increase/ intake of manpower due to advancement in technology/ new projects:**

**Electrification of routes:** It has been a dream to electrify whole of Indian Railways network and so far, we have achieved around 83%. Moving forward, we need trained manpower and resources in this sector for slowly switching over from power to electric networking.

Railway Board have delegated powers to General Managers to re-distribute vacant posts in non-safety categories to other departments where there is requirement, within the sanctioned strength of the grade, vide letter No. No. E(MPP)/2021/1/13 dated 25.03.2021(RBE 24/2021) This interim arrangement for re-distribution can be done in consultation with PCPO and PFA and as of now such arrangement has been extended by Board upto 24.03.2023, whereafter these posts would stand restored to the concerned department.(Annexure 2)

This interim arrangement was issued by Board since creation of posts have been withheld on account of instructions issued by Board under RBE No. 48/2020 circulated under letter no. E(MPP) 2018/1/1 dated 02.07.2020 (Annexure 1).

**Requirement of staff for USBRL:** The USBRL (Udhampur Srinagar Baramulla Rail Link) is a national project undertaken by the Indian Railways for construction of broad-gauge Railway line through the Himalayas, with the aim of connecting the Kashmir region with rest of the country. This Project has brought in employment, prosperity and connectivity to the people. More than 500 lacs mandays of employment generated so far. This has provided connectivity to 73 villages of far-flung areas benefitting around 1.5 lacs people.

Such new upcoming projects will require posting of manpower which will have to be taken care of through redistribution of posts from redundant categories or upon outsourcing of activities etc.”

The Financial Advisor and Chief Accounts Officer of the Northern Railway was interviewed and he gave a very important point that this re-distribution of posts in account alone where 170 posts have been re-distributed to electrical department where it was required has led to a saving of Rs. 15.77 crores per annum. He was of the opinion with the increase in technology and method of operation certain posts which required cash dealing have now become redundant. Since, cash transactions have been digitalized, therefore, all those functionaries dealing with cash and pay offices have now become surfeit. These posts have not been filled up and could be effectively re-distributed to electrical which was an immediate need for creation of posts. Therefore, Economy of Expenditure has occurred because there is a shift in technology used. As creation of posts is a herculean task therefore re-distribution of posts is answer to it. All non-core activates can be outsourced.

Beside the officers experts in Public administration, Human Resource Management and Public finance were also interviewed. An expert in Public Administration commented that world over Rightsizing leads to reduction in liabilities relating to pension. There has to be right mix of outsourcing of non-core activities and keeping the core activities with oneself. Rightsizing has to be done with benchmarking. It has to be ensured that quality does not fall. This was an important idea shared because for Railway together with quality the safety should also not be compromised. Another expert in Public Administration was interviewed, Madam agreed that re-distribution of posts will lead to huge saving. She also commented that it will cut the flab leading to Rightsizing. Madam also emphasized that safety should not be compromised. Before, redistribution of the vacant posts, the pros and cons should be studied. It should also be seen if technology can take up the mantle. There should be a practical approach to employees and also to see that the security aspect is also not affected. According to her prudent approach needs to be adopted. Public Administration aspect is important in this dissertation; therefore, third expert was also interviewed who was of the opinion that re-arranging, re-distribution stops additional Expenditure and additional manpower to be employed. It is the diversion of manpower to where required. In a monolithic like Railway huge benefits can accrue through Rightsizing. Then a Public Finance expert was interviewed. He was categorical in stating that utilizing vacant posts will lead to Economy of Expenditure. But it should be a properly planned decision, and it has to be kept in mind that the re-distributed post will not be required in future. Due analysis has to be done before the redistribution. First choice should be to see that the Department is able to exercise diligence and take posts were not required to where it is required. This will lead to Rightsizing. The last person interviewed was a Human Resource Management specialist. She said that

Economy of Expenditure would be substantial with utilization of vacant posts. Railways is a huge organization but there are a lot of activities which can be done on PPP model or given to private vendor to accomplish Rightsizing and emphasized this would remove excess flab, need is to re-distribute the post. So that Railway can sustain itself. Evolution is the key; this pragmatic approach of redistribution will lead to Economy of Expenditure.

Therefore, to conclude the important points which have come forward from these unstructured interviews are as below: -

1. Creation of posts after the ban on creation and proposal to be submitted to DoE have become very difficult. Therefore, re-distribution of posts is the only alternative.
2. Activities which are non-core can be outsourced to avoid undue liabilities on the Railways.
3. If the vacant posts are not re-distributed on time, then there will a temptation to recruit against them leading to Expenditure which could have been avoided.
4. Another important point is that Manpower Planning through re-distribution of posts has huge potential for Rightsizing in Railways.
5. Multiskilling has always been emphasized in Railways and therefore, re-distribution of posts will lead to utilization of manpower wherever required.
6. Benchmarking is important to help in the process of re-distribution of posts to the right department.
7. Evolution is the key and re-arrangement has to be an ongoing dynamic process to avoid redundant posts to become burden on Railways.
8. The exercise of re-distribution of posts has to be a prudent one to avoid safety in Railways to be compromised.

9. Beside safety the quality aspects also have to be kept in mind while redistributing the posts.

10. In Northern Railway specifically, there are important project like USBRL which are at an important juncture and urgently need posts. The judicious distribution of posts can hugely benefit projects like this.

11. Last but not the least, all Departments should do this exercise diligently firstly searching for re-distribution within their own department and then approaching other departments if not available in their own. Therefore, need is for due diligence in the exercise of re-distribution of posts.

To conclude with the research objectives fulfilled, the research questions have also been effectively answered.

1. The vacancies which could be outsourced or have become redundant with technology have been outsourced.

2. As could be seen from the data above, Electrical Department is facing an acute shortage due to increase in Railway Electrification.

3. Rightsizing is being achieved by re-distribution of posts as the posts are being diverted from non-core to core activities.

4. Manpower Planning is being accomplished as PHODs are sitting together and identifying the posts which can be redistributed, staff required is being analyzed and placed where ever required.

5. The savings of Rs. 123.75 Crores from only three out of 16 zones proves that it is an exceptional method for Economy of Expenditure.

6. The major issues of Rightsizing as identified by stakeholders was that non-core activities which are outsourced should not compromise safety or quality. The staff

should not be overburdened with extra work. The morale of the staff should be enhanced.

7. Northern Railway has achieved considerable success in the effort to Rightsize through redistribution of vacancies. SECR and WCR have also shown commendable performance in Rightsizing.

# **CHAPTER - VI**

## **SUMMARY AND CONCLUSION**

Manpower Planning must have been applied in a general sense ever since people have collaborated in working groups to undertake tasks. The idea itself is, therefore, certainly not new. What is new is the emergence of the term as part of the vocabulary of management, the ever-increasing awareness of its crucial importance, and the development of a scientific approach to the use of human resources. The field as we know it today emerged from studies on labour waste and turnover conducted shortly after the end of the last war by the Tavistock Institute of Human Relationships, as well as from operational research, which initially focused on using scientific and mathematical principles to solve operational issues in industrial and military organisations. It was eventually realised that the human resources aspect of these issues could not be disregarded. As a result, the Manpower Study Group split out from the Operational Research Society in 1967, later evolving into the Manpower Society. About the same time, in 1969, the London School of Economics and the University of Sussex joined forces to form the research organisation known as the Institute of Manpower Studies.

There has never been any doubt about the significance of planning an enterprise's material resources, and much work has gone into maximising financial and capital resources. Ironically, the human resource hasn't gotten as much attention despite being ultimately the most significant and unpredictable asset. Manpower Planning continues to spark some scepticism despite significant advancements and recent shifts in attitudes. This is likely because the sceptics believe that either a process that should largely be common sense has become unnecessarily complex or that the

many variable factors in an uncertain future make the returns for the investment of effort of very doubtful worth. However, such opinions show a lack of understanding of the nature and objectives of Personnel planning. Personnel planning has undoubtedly developed into a specialised area of study for statisticians, economists, and other academics. But it is also a major worry for every management in an organisation, particularly the senior staff who are in charge of policy, resource commitments, and achievement responsibility. Making decisions in a risky and uncertain environment is fundamental to management. Effective management uses the best knowledge that is currently available and a system to reduce risk and uncertainty to the extent that this is possible in an imperfect world. A manifestation of this idea in the most crucial area of all, the use of human resources, is Manpower Planning. Whatever doubts may still exist, there are compelling signs that the momentum that Personnel planning has already gained will manifest itself in managerial practise more and more. Organizations of all types are under pressure from economic, technological, and social considerations to investigate the costs and human elements of labour considerably more deeply and meticulously than ever before. The Central Government will continue to place a high value on this issue for the same reason, and it will inevitably have a significant influencing role. Although the basic goal of Manpower Planning has been discussed, there are other specific goals in important management domains that Manpower Planning supports, including:

1. "Balancing the cost between the utilization of plant and manpower: this involves comparing costs of these two resources in different combinations and selecting the optimum. This is especially important to making sound decisions when costing projects".

2. “Determining recruitment needs; it is an essential prerequisite to the process of recruitment, i.e., to avoid problems of unexpected shortages, wastage, blockages in the promotion-flow, and needless redundancies”.
3. “Determining training needs: it is fundamentally important to planning training programmes, for which it is necessary to assess not only quantity but also quality in terms of the skills required by the organization”.
4. “Management development: a succession of trained and experienced managers is essential to the effectiveness of the organisation and this depends on accurate information about present and future situations in all management posts”.
5. “Industrial relations: the corporate plan will of necessity make assumptions about productivity and the manpower implications of merger, acquisition, and divestment decisions will have an impact of the organisation's industrial relations strategies”.

In practice, Manpower Planning is concerned with the demand and supply of labour and problems arising from the process of reconciling these factors. Whilst there is a consensus amongst the specialists about the general purpose and basic elements of Manpower Planning, they sometimes show slight variations in the shape of their proposed systems. Any system has to be based on analyses of demand and supply and the plans and decisions which follow these analyses.

## **A SYSTEM OF MANPOWER PLANNING**

The main elements of a system of Manpower Planning are:

1. “Defining or redefining organisational objectives”.
2. “Determining and implementing the basic requirements for sound Manpower Planning”.
3. “Assessing future requirements to meet objectives (demand)”.

4. “Assessing current resources and availability of resources in the future (supply)”.
5. “Producing and implementing the manpower plan in detail, i.e., balancing forecasts for demand and supply, related to short-term and/or long-term time-scales”.
6. “Monitoring the system and amending as indicated”.

The first two of these stages are preparatory; the last three are directed towards the detailed production and implementation of the plan itself.

Thus, in the present study efforts were made in the Railways to do effective Manpower Planning and Rightsizing through re-distribution of vacancies.

## **DEFINITION OR REDEFINITION OF ORGANISATIONAL OBJECTIVES**

How well the organisation has thought through and planned its corporate strategy and integrated the goals of its component departments will determine how effective the Personnel plan is. The senior directing staff of the organisation can assess the ramifications in terms of human resources once these specifics have been carefully considered and resolved. The business strategy and objectives will need to be continuously monitored and revised from time to time due to the always changing environment in which all work organisations operate, whether they advertise a product or provide a service. This calls for a corresponding, ongoing evaluation of the system for planning human resources.

In the present scenario, keeping the Expenditure in mind cooperate strategy and objective of the railway is to reduce cost. In this as the present study shows, railways has been successful as a saving of Rs. 123.75 Crore has been achieved and this is the tip of the iceberg as only three zones out of sixteen could be studied due to paucity of time.

## **DETERMINING AND IMPLEMENTING BASIC REQUIREMENTS FOR MANPOWER PLANNING**

Sound Manpower Planning needs to be based on the following principles and actions:

1. It has to be fully integrated into the other areas of the organisation's strategy and planning.
2. Senior management must give a lead in stressing its importance throughout the organisation.
3. In larger organisations a central Manpower Planning unit responsible to senior management needs to be established. The main objectives of this unit are to co-ordinate and reconcile the demands for human resources from different departments, to standardise and supervise departmental assessments of requirements and to produce a comprehensive organisational plan. In practice the Personnel department would normally play a leading role in the task. In smaller organisations these responsibilities would probably be carried out by a senior member of staff, e.g., the Senior Personnel Manager or even the Managing Director.
4. The time-span to be covered by the plan needs to be defined. Because of the abiding problem of making forecasts involving imponderable factors, a compromise is often adopted in which a general plan is produced to cover a period of several years, and a detailed plan for the first year. If the system is operated as a continuous, overlapping plan, the five-year period of general forecasting is maintained and each first year is used in turn for purposes of review and revision for the future. For example, 1980-5, 1981-6, 1982-7, 1983-8, 1984-9, 1985-90 is a series of 5-year rolling plans covering a total of ten years.
5. The scope and details of the plan have to be determined. For large organisations separate plans and forecasts may well be needed for various subsidiary units and

functions. In smaller organisations, one comprehensive plan will probably suffice for all employees. Where particular skills or occupations may pose future problems in recruitment or training special provisions will be required in the planning.

6. Manpower Planning must be based on the most comprehensive and accurate information that is possible and necessary. Such Personnel information is essential in any case for the effective management of the organisation. Details of format and contents will naturally vary, but they will normally need to include details of age, sex, qualifications and experience and of trends likely to affect future forecasts, such as labour wastage, changes in jobs, salaries, etc. Apart from the routine collection of data for Personnel records, special analyses may sometimes be necessary to provide particular information.

Railways has done a commendable job in Manpower Planning by integrating it into the other areas of organization's planning. Indian Railways has a Centralized Manpower Planning division in the Railway Board and corresponding in each zone and division. As on date, Indian Railways had been given time till March, 2023 to complete the process of re-distribution of vacancies.

## **THE ASSESSMENT OF FUTURE REQUIREMENTS (DEMAND)**

Estimating the amount and calibre of human resources necessary to achieve the organization's goals is the focus of this task. There are a variety of forecasting techniques that are frequently used, some of which are straightforward and non-technical and others sophisticated and requiring specialised mathematical and statistical knowledge and skills, such as estimates based on managers' experience, opinions, and calculations; statistical techniques; work-study techniques; and forecasts based on productivity measures. In actuality, these approaches are frequently

combined, especially in bigger organisations. The following succinct summary of each type's key characteristics.

**1. Estimates made by management:** Due to its simplicity, this form of assessment is the most widely used, particularly in small organisations. The estimates made by individual line managers and the corporate estimates created by senior management on the advice of the Personnel department serve as the two main sources for these types of assessments. These projections have a clear potential subjectivity flaw because they solely depend on individual judgements. This can be lessened, however, in two ways: first, when submitting assessments, managers should provide justifications for their claims; and second, these so-called bottom-up assessments should be compared with those created by senior management, possibly by an ad hoc manpower committee, with the aim of addressing and resolving discrepancies.

**2. Statistical methods:** Today, forecasting is done using a variety of statistical techniques that range in complexity. This is a job for specially trained Personnel, therefore major organisations of a certain kind, for which Manpower Planning presents challenging issues, are the main users of such methods. Simple extrapolation, regression analysis, based on assumptions about the stability of particular relationships, and econometric models, in which past statistical data are studied, on the assumption that relationships between a number of variables will continue in the future, are some of the techniques that are most frequently used. These techniques attempt to forecast growth or decline of a variable or set of variables for a period of time.

**3. Work-study methods:** Work-study techniques are particularly appropriate for estimating manpower requirements for work which is directed towards end products. Work study is a methodical investigation of work in terms of people, skills, materials, and equipment, with a focus on the number of man-hours required for each output unit

to produce the most output with the least amount of labour. Work-study data can be used to forecast productivity, create precise production schedules for specific time periods in the plan, and calculate the approximate number of workers required to reach production goals within a certain time frame. The production schedules may include the following information: product quantities, production processes, required and available machinery, times for separate activities, and the quantity and calibre of labour. Work-study methods are especially suitable for determining the number of workers needed for tasks that are focused on final goods.

In Indian Railways, the job study method is adopted which is a systematic analysis of work in terms of people, skills, materials, machines and manhours needed per output unit to achieve productivity. These techniques are important for estimating manpower requirements for the organization. Besides estimates are also made by the management, keeping in mind the projects in hands and the employees required for the same.

## **ASSESSMENT OF CURRENT RESOURCES AND AVAILABILITY OF RESOURCES IN THE FUTURE (SUPPLY)**

Available resources a thorough and comprehensive description of the existing situation is required as a foundation for projecting the future supply of labour. Although precise and thorough information is crucial for Manpower Planning, there is a risk of producing records that are overly detailed, which could make it harder to grasp the big picture, use up precious resources, and raise the likelihood that information won't be maintained up to date. However, some broad bases can be established for analysing the resources that are already available, such as operational functions, occupations, status and skill levels, and other specific categories. In the end, each

organisation must determine for itself the quantity and quality of information that it needs (e.g., qualifications, trainees, age-distribution, etc.).

Operational Activities Based on the categorization of Personnel into functional units, a preliminary count of all employees is done (e.g., sales department, stores branch, repair workshop etc.). If desired, specific categories resulting from further studies may be associated to these units.

Occupations, Occupational groups are used to categorise workers. In terms of the level of detail necessary, these categories may be particularly relevant to important vocations and anticipated recruitment issues. Although broad homogeneous groups typically suffice, comprehensive and specific categorisations may be required for some important jobs. The Classification of Occupations and Directory of Occupational Titles (CODOT) is published in three volumes on behalf of the Department of Employment to simplify and standardise the process of occupational analysis and definition.

Managers, supervisors, professional staff, technical employees, clerical staff, manual and other staff are the general categories typically utilised for occupational analysis (skilled; semi-skilled; and unskilled).

Rank and level of expertise in some ways, classifying employees according to their jobs also involves classifying them according to status and skill level. But it might also be essential to draw additional distinctions between, for instance, senior, middle, and junior managers; senior and junior secretaries; administrative and technical supervisors; etc. This kind of study is particularly pertinent to the process of gathering information for high level succession planning.

Additional Particular Groups in addition to the fundamental analyses mentioned above, other specific types of information are typically required to be produced, particularly for important groups and occupations. Examples of such

information include employee qualifications, records of employees undergoing training, age groups, and distribution.

In addition to keeping complete records of each employee's qualifications, experience, and unique skills and aptitudes that are pertinent to the organization's aims and functions, Manpower Planning purposes necessitate this. This will put it in a better position to plan for hiring and selection, transfers, promotions, training, retirements, etc. since it will be able to evaluate the strengths and weaknesses in both its overall pools of talents and experience and in specific areas.

“Training is systematically integrated with and dependent other important areas of Personnel management such as job analysis, recruitment and selection and performance appraisal. It is an extremely costly and time-consuming activity and must be taken into account when the supply of manpower is being analysed. For the period to be covered by the plan, the analysis will project the flow of numbers of employees passing through all forms of training programmes, both internal and external”.

The age distribution of employees in an organisation has a strong influence on questions of promotion, retirement and especially wastage. It is most important that an organisation should always be aware of the current and future age structure of its employees. It is essential information, if employers are to take timely measures to anticipate and remedy the effects of any imbalance in experience, excessive losses of all kinds of employees or those in key occupations because of simultaneous retirements.

If we look at the present study, we can gather that operational necessity like the USBRL project and the electrification of routes has made Northern Railway think of major supply gap in the electrical department. Therefore, posts from other departments like Mechanical, Personnel, Accounts have been diverted/re-distributed to Electrical

Department (Annexure - 5). Therefore, through this elaborate process of Manpower Planning, Indian Railways is trying to achieve Rightsizing and Economy in Expenditure.

## **CONCLUSION**

From the data analysis, it was clear that Economy of Expenditure has occurred due to the Manpower Planning and Rightsizing strategies adopted by the Railways. Here, we will enumerate the Rightsizing strategies adopted and implemented by the three Railways

- (1) Statutory Control on creation of new posts except safety
- (2) Outsourcing
- (3) Reduction due to induction of technology
  - (a) Computerization
  - (b) Office automation
  - (c) Creation of paperless office- We have adopted E-office
  - (d) Changes in office system and file management
- (4) Multiskilling
- (5) Benchmarking

All these have been judiciously adopted by Northern Railways which is the main focus of our study. Northern Railway has effectively implemented e-office leading to the redundancy of a number of functions. It has also been a pioneer in multiskilling so that staff can be redeployed as required (Annexure - 4). There has been effective outsourcing of the non-core activities like housekeeping, security, box boy, call boy.

There has been a statutory control on creation only redistribution of posts has been resorted to leading to immense savings. Benchmarking is also being done to know the

number of employees needed for productivity and efficiency. Thus, Northern Railway has proved that Manpower Planning and Rightsizing can lead to Economy of Expenditure.

# **CHAPTER - VII**

## **WAY FORWARD**

As could be seen from the discussion and data analysis. A lot of activities are being outsourced. The objective of the outsourcing is to identify, and contract out those functions which are not central or core to the Government's functioning, thereby relieving it from financial and administrative burden, while simultaneously improving efficiency and productivity.

### **FUNCTIONS AMENABLE TO OUTSOURCING**

A broad list of functions which can be considered for outsourcing in Railway are reproduced below: -

1. Watch and Ward/Security Services
2. Catering Services
3. Vehicles & Drivers
4. House Keeping Services
5. Travel and ticketing services
6. Construction of offices and installations and residential complexes
7. Maintenance of Government building, residential flats
8. Horticulture
9. Messenger Services

If we look at these functions they have been successfully outsourced by Indian Railways. Security Services in buildings are being done by private security agencies. Vehicles are on contractual basis with drivers. Cleaning and housekeeping even on stations have been outsourced. Ticketing online is being done by IRCTC. Construction

involves contractors and maintenance of government buildings has been outsourced. The horticulture of even DRM office garden has been outsourced. Messenger services like call boy have been dispensed with. Therefore, we can see that Railway has done considerable job in moving away from non-core activities. But there are certain concerns which Railway should keep in mind while doing the outsourcing.

## **OUTSOURCING- ISSUES AND CONCERNS**

- (1) While outsourcing the work, ensure that cost of outsourcing is significantly lesser than the erstwhile cost.
- (2) Modification to existing rules/regulations, standing order etc., regarding manner of performing the function after its outsourcing.
- (3) Redesigning the chain of command for the activity.
- (4) Providing for proper interface between the office/section in charge for monitoring the process of outsourcing, the supplier of service (contractor) and the users of the service.
- (5) Providing for effective monitoring of delivery of service by the contractor.

It is noted that large many efforts at outsourcing have not succeeded because the agency contacted could not fulfil its contractual obligations. The study suggests specific reforms in the procurement process of contractors that includes: -

- i) Select the agency/contractor very prudently and judiciously, not letting factors other than merits interfere in the decision making.
- ii) Clearly define and standardize the requirement of work/functions expected from the contractor.
- iii) Quality control mechanism should be effectively designed.
- iv) Release of payment should be linked to the quality and timeliness of delivery of service. Failure clause should be effectively build in the contract.

v) Accountability and pin pointing of responsibility should be clearly prescribed in the contract.

In line with recommendations of the Second National Labour Commission, it is also suggested that: -

1. Functions should be classified as core and non-core functions as also perennial functions and seasonal functions. At the same time contract labour should not be engaged for core production/service activities.

2. It is further suggested that perennial non-core services like canteen, watch and ward, cleaning etc., need to be offloaded subject to the following three conditions:

(a) Perennial core services are not transferred to other agencies.

(b) Where employees are working on perennial non-core activities which are proposed to be outsourced, no outsourcing should be done without consulting unions.

(c) Where outsourcing of such activities does not involve any employee who is currently in service, management will be free to entrust the service to the outside agency.

(d) Government would be the Principal Employer in case of work which is contracted out.

(e) Contract labour should need to be remunerated at the rate of a regular worker engaged in the same organization, doing work of comparable nature.

(f) Onus and responsibility of proof to show and ensure that the employer (contractor) is paying such contract workers the wages of a regular employee doing comparable work or in its absence that of the lowest skilled regular employee would be on the Principal Employer.

- (g) The Principal Employer should also ensure that the prescribed security and other benefits are extended to the contract labour.

## **WAY FORWARD**

In line with the emphasis on creation of new infrastructure including new lines, multi tracking works and another asset being created. It will be necessary to provide manpower for operation and maintenance. Further, with an increase in traffic intensity (Graph 1 & 2) and the policy on manning of all gates, there is a need for additional manpower to be provided for these core activities. As these have safety implications, the importance of manning these posts is self-evident.

Two major projects for new lines of USBRL and UNRK are under completion in Northern Railway for which new posts are to be created. Apart from that, Electrification has led to a substantial increase in staff for Electrical/TRD. Since, new creations are not allowed at Zonal level, posts for new assets are being arranged by redistribution of vacant posts. Total 1,931 posts for USBRL and further 1,745 posts for other requirements are under various stages of redistribution of posts. If these are also accomplished the saving in terms of Economy of Expenditure to Railways will be mammoth.

Thus, the way forward, is to redistribute the posts to where required so that Rightsizing, Manpower Planning and Economy of Expenditure can be effectively achieved.

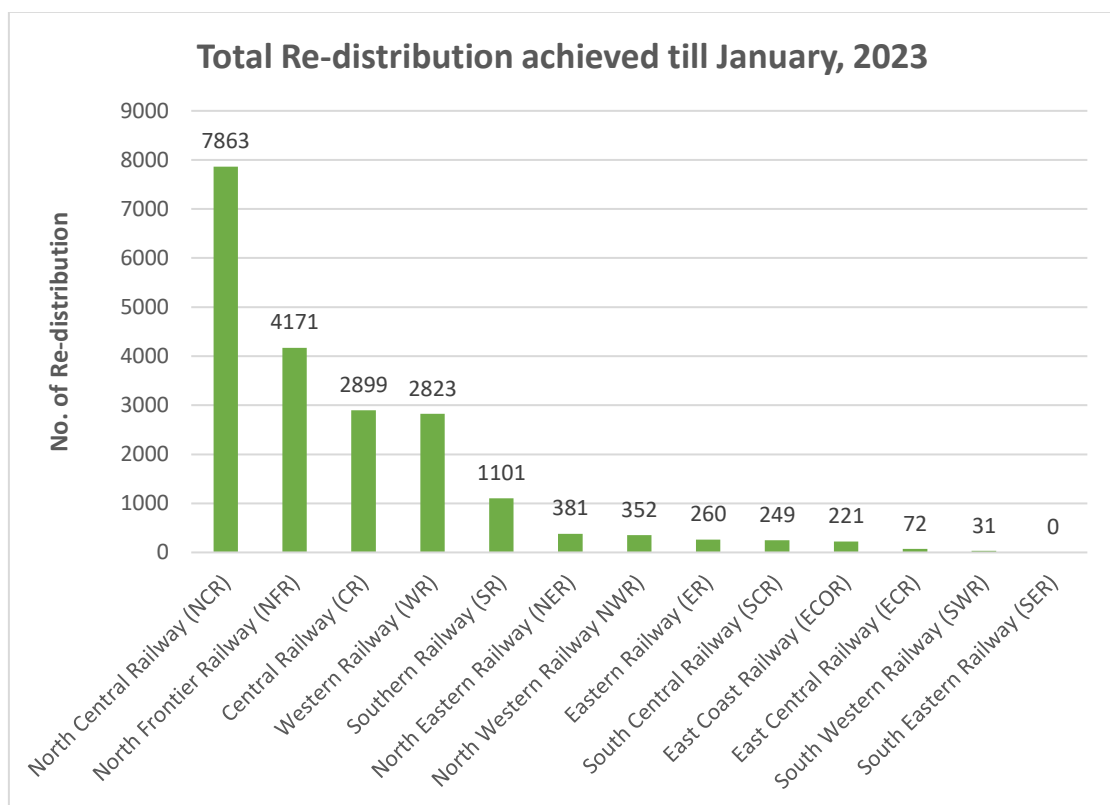
In this context the way forward is to expedite the 1363 posts in Medical Department in Northern Railways which have to be redistributed once the housekeeping work is outsourced Therefore to conclude it can safely be said that this measure of redistribution of vacant posts has proved to be effective in Rightsizing .The test of the pudding is in the taste , same was applicable here the test of this measure

was whether it has accrued savings in Expenditure .In one year of its implementation in Northern Railways it has garnered Rs. 72.09 crores of savings. The same is true for WCR where 33.50 crores have been saved and Rs. 18.16 crores in SECR.

The lifeline of common Indian Man is Indian Railways is Asia’s biggest Rail Network as well as it is the 4th biggest Rail Network in the World. Indian railways is operational in 16 zones across the Country. In the present study only 3 zones figures could be evaluated. If all zones are taken in terms of Economy of Expenditure, the savings will be awe spiring.

The graph below gives the present status of redistribution in the other zones.

**GRAPH- 20: Total Redistribution Achieved**



All zones have actively done the Manpower Planning by assessing the demand and supply of the employee requirement. They have prudently re-distributed the vacancies from where not required to the Departments which are facing acute shortage of Staff.

To summarize, if an evaluation of the policy of re-distribution of vacancies is done then this study has effectively proved that the policy has been successful in its objective of Rightsizing and Economy of Expenditure through the process of Manpower Planning.

## BIBLIOGRAPHY

1. Anwar Shah, On Getting the Giant to Kneel: Approaches to a Change in the Bureaucratic Culture, Public Sector Governance and Accountability Series: Fiscal Management, World Bank, Washington D.C, pp 211-226
2. Andrew Masey, Globalisation and marketisation of government services: comparing contemporary public sector developments, (London, Macmillan, 1997)
3. Anjana Das and others - Power: The Critical Infrastructure in Kirit S. India Development Report 1999-2000. (Oxford, University Press, 1999)
4. Asha Gupta; Towards Privatisation (B.R. Publishing Co.Ltd., 1999)
5. Bhattacharjee. D.K, Human Resource Planning, Excel books india ,2009
6. Bhattacharya, Sanghamitra and Chatterjee, Leena (2005). "Organisational Downsizing: From Concept to Practices", Vikalpa, Vol. 30, Nos 3, July-September, pp 65-77
7. Bond, Gary and Laurence Carter. Financing private infrastructure projects: emerging trends from IFC's experience. (Washington, D.C.: The World Bank, 1994)
8. Brunetti, Aymo; Credibility of rules and economic growth: evidence from a worldwide survey of the private sector, (Washington, DC: World Bank, 1997)
9. Bidwai Praful, 'Lost glory' of bureaucracy in india, LataSinha Weblog

10. Biewener J, Downsizing and the New American Workplace: Rethinking the High-Performance Paradigm, *Review Radical Political Economics*, 29(4), 1997
11. Cameron K.S Freeman. S.J & Mishra. A.K, Downsizing and Redesigning Organisations, in Huber & Glick, (*Organisational Change and Redesign, Ideas and Insights for improving Performance*), (Ed), Oxford University Press, 1993
12. Campo Salvatore Schiavo, Tommaso Giulio & Mukherjee A, *Government Employment and Pay in Global Perspective: A Selective Syntheses of International Facts, Policies and Experiences*, 1997, Public Sector Management and Information Technology Team, World Bank
13. Cipolla. F.P & Goodwin. L.K “Effective Downsizing: Lessons learned”, *The Public Manager*, Summer, pp 23-26
14. Connor. E.P Lake. K.L & Stackman. R.W *Managing Organisational Change*, Praeger Publishers, 2003
15. Canning David. *Infrastructure's contribution to aggregate output.* (Washington, D.C.: The World Bank, 1999)
16. Comptroller and Auditor General of India: *Report on Disinvestment of Government Shareholding in Selected Public Sector Enterprises during 1991-92* (1993)

17. Dagli, Vadilal, (ed.) Infrastructure for the Indian Economy . (Bombay: Vora & Co. Publishers Private Ltd., 1970)
18. Dailami, Mansoor and Danny Leipziger. Infrastructure project finance and capital flows: a new perspective. (Washington, D.C.: The World Bank, 1997)
19. Dailami, Mansoor and Michael Klein. Government support to private infrastructure projects in emerging markets. (Washington, D.C.: The World Bank, 1997)
20. Debendra K. Das; Privatisation of public sector undertakings rationals and feasibility, (New Delhi: Deep and Deep, 1994)
21. Dhameja Nand and Sastry K.S.: Privatisation: Theory and Practice (Wheeler Publication, 1998)
22. De Meuse K.P Bergmann T.J &Vanderheiden P.A Corporate Downsizing: Separating Myth from Fact, Journal of Management Enquiry, June 1997.
23. Eichengree, Barry. Financing infrastructure in developing countries: lessons from the Railway Age. (Washington, D.C.: The World Bank, 1994)
24. Ellen Doree Rosen; Improving Public Sector Productivity Concepts and Practice (Sage Publication, 1993)
25. Estache, Antonio. Privatisation and regulation of transport infrastructure in the 1990s: success and bugs to fix for the next millennium. (Washington, D.C.: The World Bank, 1999)

26. Ferreira, David and Kamran Khatami. Financing Private Infrastructure in developing countries. (Washington, D.C.: The World Bank, 1996)
27. Fox William F; Strategic options for urban infrastructure management, (Washington, D.C.: World Bank, 1994)
28. Garston Neil Ed., Bureaucracy:Three Paradigms, Kluwer Academic Publisher, 1993
29. G.S. Batra and Narinder Kaur, Privatisation of public enterprises: emerging dimensions, (New Delhi: Anmol, 1995)
30. Ganesh G; Privatisation Experience Around the World (Mittal, New Delhi, 1998)
31. Guislain, Pierre; The privatisation challenge: a strategic legal and institutional analysis of International experience, (Washington, DC: The World Bank,1997)
32. Huber. G.P & Glick W.H (Ed) Organizational Change and Redesign: Ideas and Insights for improving performance, oxford university press, 1993
33. Hau, Timothy D. Economic fundamentals of road pricing: a diagrammatic analysis. (Washington, DC: The World Bank, 2101992)
34. India. Committee on Power. Report. (New Delhi: Department of Power, Ministry of Energy, 1980)

35. International Bank for Reconstruction and Development. A World Bank glossary: glossary of urban infrastructure maintenance (English-French-Spanish). (Washington, DC. The World Bank, 1987)
36. International Bank for Reconstruction and Development. Financing private infrastructure. (Washington, D.C.: The World Bank, 1996)
37. Israel, Arturo. Issues for infrastructure management in the 1990s. (Washington, D.C.: The World bank, 1992)
38. Iyer R. Ramaswamy; A Grammar of Public Enterprises (Rawat Publications, 1991)
39. Jack L Upper and George B. Baldwin; Public enterprises restructuring and privatisation, (Washington, D.C.: International Law Institute, 1995)
40. Jan-Erik Lane; The public sector concepts, models and approaches, (London, Sage, 2000)
41. Jackson P.M, The Political Economy of Bureaucracy, Oxford; Philip Alan Publishing Limited, 1982.
42. K.P. Singh, Infrastructure in India (edited) (Ghaziabad: National Institute of Management Technology, 1998)
43. Khandwala Pradeep N.; Excellent management in the Public Sector Cases and Models (Vision Books, 1990).

44. Khera S.S.; Government in Business; (National Publishing House, New Delhi, 1977)
45. Klingebielk, Danniela and Jeff Ruster. Why infrastructure financing facilities often fall short of their objectives. (Washington, D.C.: The World Bank, 2000)
46. Kranton, Rachel E. Pricing, cost recovery and production efficiency in transport: a critique. (Washington, DC: The World Bank, 1990)
47. Kranton, Rachel E., Pricing, cost recovery, and production efficiency in transport, a critique by Rachel E. Kranton,(Washington, D.C.: IBRD, 1990)
48. Kulwant Singh, Florian Steinberg and Nathaniel Von Einsiedal; Integrated urban infrastructure development in Asia (New Delhi: Oxford University Press, 1996)
49. Kets De Vries, Manfred F.R & Katherina Balazs, The Downside of Downsizing, Human Relations 1997
50. Kingsbury Nancy, Smaller Government: New Paradigm for Reduction in Force, the Public Manager, the New Bureaucrat, Summer 1995
51. Lee W. Huff and Louis S. Thompson; Techniques for Railway Restructuring, (Washington, D.C.: IBRD, 1990)

52. Lal Bahadur Shastri National Academy of Administration (LBSNAA) (2001).  
“Rightsizing the Government Workforce”, *The Administrator*, Vol. XLIV,  
July, pp 57-63
53. M.C. Gupta and R.K.Tiwari; *Restructuring Government*, (New Delhi, Indian  
Institute of Public Administration, 1998)
54. *Management of the privatisation process: a guide to policy T making and  
implementation by Commonwealth Secretariat*, (London: : Management and  
Training Services Division, Commonwealth Secretariat, 1994)
55. Martin S. Feldstein, Robert P. Inman; *The economics of public service*,  
(International Economic Association, London, Macmillan, 1977)
56. Mechandez, Aurelio; *Access to basic infrastructure by the urban poor*,  
(Washington, D.C.: IBRD, 1991)
57. Meredith M. Brown and Giles Ridley; *Privatisation current issues*, (London:  
Graham & Trotman, 1994)
58. MuGuigan, James R.; *Managerial economics: private and public sector  
decision analysis*, (Hinsdale: dryden press, 1975)
59. Macgregor. J Peterson S. &Schuftan C *Downsizing the Civil Service in  
Developing Countries: The golden handshake option revisited*, *Public  
Administration & Development* 18 (1998)
60. Maheshwari .S.R, *Administrative Reforms in India* Macmillian, 2002

61. Maheshwari. S.R, Bloated Bureaucracy, Economic Times, 20.11.01
62. Mohanty P.K & Mohapatra SK, Economic Mobilization and India: A study of Government and Firm Level Response
63. N. Venkateshwara Rao; Administration and finance in public services, (New Delhi: Kanishka, 1996)
64. National Institute of Urban Affairs (January 1988) India's Urban Sector Projects (Research Study Series No.61)
65. Neil E. Moyer and Louis S. Thompson; Options for reshaping the Railway, (Washington, D.C.: 1992)
66. Niskanen. W Non-Market Decision Making: The Peculiar Economics of Bureaucracy) American Economic Review, 58 (May 1968)
67. Ohame Kenichi, The end of the Nation State,The Rise Of Regional economies,Simon and Schuster,(1995)
68. Oman, Ray C., Gabriel, Ronald L. Garrett, Jacqueline J., and Malmberg, Kenneth B. (2003). "Action by Political officials have weekend the federal government workplace: Downsizing has cut lower level workers the most and replacing federal employees with private cooperation costs much more, creating the need for immediate reform", International Journal of Public Administration, Vol. 26, Nos. 10 & 11 pp. 1259-1288.

69. Osborne David & Hutchinson .P, The Price of Government Basic Books, (2004)
70. Parikh, Kirit S., ed. India development report 1999-2000. (New Delhi: Oxford University Press, 1999)
71. Paul, Samuel; Emerging issues of privatisation and the public sector, (Washington, DC: BBRD, 1980) (Policy, Planning and Research Working Papers).
72. President's Commission on Privatisation, Report on Privatisation: Towards More Effective Government, Contracting out Prisons, (Washington, March, 1988)
73. Railway Board, Ministry of Railways (2021-2022), Provisional Indian Railway-Annual Statistical Statement, Railway Board
74. Railway Board, Ministry of Railways (2021-22), Indian Railway Year Book 2021-22, Railway Board
75. Rama Martin, Efficient Public Sector Downsizing, Policy Research Working Paper, World Bank Development Research Group( 1977)
76. Report of the Fifth Central Pay Commission, Ministry of Finance, Government of India, (1997)
77. Report of the National Commission on Labour, Ministry of Labour Government of India, 2002

78. Rondinelli D.A & lacono Max, Strategic Management of Privatization: A framework for planning and implementation, public administration and development Vol. 16, 1996
79. Reddy M.S, Globalization and Manpower Planning, Discovery Publishing house, (2005)
80. Raghavan, S.N.; Public sector in India: changing perspectives, New Delhi, (Asian Institute of Transport development, 1994)
81. Rakesh Mohan Committee Report (1996), The India Infrastructure Report: Policy Imperatives for Growth and Welfare Ministry of Finance, Government of India.
82. Ramanadhan V.V.; (Ed.); Privatisation in Developing Countries (Routledge London and New York, 1989)
83. Ramanadhan V.V.; The structure of Public Enterprise in India; (Asia Publishing House, Bombay, 1961)
84. Rangarajan C: Report on Disinvestment of Shares of PSUs, (Government of India, 1993)
85. Ravi Ramamurti and Roynold Vernon (Ed.); Privatisation and Control of State owned enterprises (EDI Development Studies, The World Bank, 1991)

86. Reinikka, Ritva and Jakob Sevansson. How inadequate provision of public infrastructure and services affects private investment. (Washington, D.C.: The World Bank, 1999)
87. Sah, A.K. Power management in India. (Delhi: Standing Conference of Public Enterprises, 1987)
88. Sathe V.; Restructuring of public sector in India, Vikas, 1989)
89. Satish Chandra and Mala Chandra; Privatisation of public enterprises: a constitutional anatomy, (New Delhi: Deep and Deep, 1997)
90. Sebastian Morris: Power Sector Reforms and Regulations: The Road Ahead in India Infrastructure Report 2001 (Ed.) (Oxford University press, 2000)
91. Shah, Anwar; Public infrastructure and private sector profitability and productivity in Mexico, (Washington, DC.: IBRD, 1988)
92. Shankar, T.L. and Venugopal Reddy.Y.; Privatisation of activities and enterprises in the public sector in India, (New Delhi: Oxford and IBH, 1991)
93. Shirley, Mary and Nellis Johns: Public Enterprises Reform: The Lessons of Experience (EDI Development Studies, The World Bank, 1991)
94. Singh Aparna & Ray Pranabesh, The Impact of Downsizing on surviving Employees in Organisations: An Indian Perspective Management & Change, Vol. 4 No. 2 (July-Dec 2000)
95. Singh Sujata, Politics of Pay Package, Mainstream, 2.8.1997

96. Smith Adam, An Enquiry into the Nature and Cause of the Wealth of Nation  
(ed) Edwin Cannan, Methuen & Co. Ltd. London, 1904
97. Tendulkar Suresh, Pruning has to begin at top, Economic Times, 13.2.1997
98. Trotman D.I-Dickenson; Economics of Public Sector (Macmillan Press,  
London, 1996)
99. United Nations. Economic Commission for Europe. Public- private  
partnerships: a new concept for infrastructure development. (New York and  
Geneva, 1998)
100. United Nations; A practical Guide to performance Improvement  
Programme in Public Organisation; (U.N. New York, 1977)
101. United Nations; Measures for Improving Performance of Public  
Enterprises in Developing Countries, (U.N., New York, 1973)
102. Von Mises Ludwig, Bureaucracy, New Haven: Yale University Press,  
1944
103. Waldrop, Mitchell, Complexity, the Emerging Science at the Edge of  
Order and Chaos, Open Road Media 2019
104. Weber Max, The Theory of Social and Economic Organisation, Vol. I,  
trans., A.M Henderson & Talcott Parsons. N.Y and London: Free Press, 1964
105. White Sheiya, Reduction in Force-Benefit or Detriment? International  
Journal of Public Administration Vol. 26 (No. 10 & 11), 2003.

106. William Glade and Rossana Corona, Bigger economies, smaller governments: privatisation in Latin America, (Oxford: Westview Press, 1996)
107. Wind Jerry Y & Main Jeremy, Driving Change: How the Best Companies are preparing for the 21st Century, Kogan Page, 1998.

# ANNEXURES

## Annexure-1

**GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS  
RAILWAY BOARD**

RBE No. 48/2020  
Dated. 02/07/2020

No. E(MPP)2018/1/1

**The General Managers,  
All Indian Railways, including Production Units and  
Others**

**Sub:** Review of Policy on creation of posts.

**Ref:** 1. Board's letter no. E(MPP)2018/1/1 dtd. 04/04/2018 (RBE No. 52/2018)  
and E(MPP)2018/1/11 dated 19/12/2018 (RBE No. 198/2018).  
2. FC's D.O. no 2015-B-235 dated 19/06/2020 to GMs Indian Railways.

Board (CRB,FC) has approved following in an Action plan for Economic Measure and Rationalization of Expenditure :


- a) Freezing new posts creation except safety, till further orders;
- b) Reviewing of posts created in last two years and if, recruitment has not been done against these posts, reviewing the same for surrendering; and
- c) Surrendering 50% of existing vacancies, in other than Safety category.

2. The aforesaid decision of Board is hereby communicated for strict compliance.

3. Instructions regarding review of pending indents(non safety) with RRB is being issued separately.

4. This issues with the concurrence of Finance Directorate of the Ministry of Railways.

5. Please acknowledge receipt.

  
**(Ajay Jha)  
Joint Director (MPP)  
Railway Board**

## Annexure-2

RBE.No. 24/2021

GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS  
(RAILWAY BOARD)

No. E(MPP)/2021/1/13

Dated: 25.03.2021

The General Managers  
All Zonal Railways/PUs

The DG RDSO, DG NAIR  
Directors/CTIs

Sub: Creation of Non-Gazetted safety posts.

Ref: GM/SCR letter no. SCR/P-HQ/39/HQrs Bank/Policy dtd. 14/12/2020.

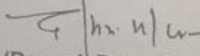
GM/SCR, vide his letter addressed to the Chairman Railway Board has mentioned that proposals for creation of posts have been withheld on account of instructions issued by Ministry of Finance and circulated vide Board's letter no.2015-B-235 dated 10/09/2020. Further, the request for continuation of the earlier process of creation has been made.

2. The matter has been considered by Board and it has been decided that in view of Department of Expenditure (DoE) letter, creation of posts will require the approval of DoE. However, GMs may explore the possibilities of redistribution of posts at their end taking into account existing vacancies on the Railways, in terms of SOP 2018, wherein full powers have been delegated regarding "variation and redistribution of non-gazetted posts within the sanctioned strength of the grade" as well as "Transfer of posts and grades". This interim arrangement for redistribution of posts may be made for a period of one year in consultation with PCPOs & PFAs, where after the posts would stand restored to the concerned department.

3. This disposes off GM/SCR's proposal under reference and also all the proposals received from Railways/PUs for creation of posts in Board office.

4. This issues with the approval of Board (CRB & MF).

Please acknowledge receipt.

  
(Deepak Peter Gabriel)  
Principal Executive Director/IR  
RAILWAY BOARD

## Annexure-3

GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS  
(RAILWAY BOARD)

No. E(MPP)/2021/1/13

RBE No. 08/2022  
Dated: 14.01.2022

The General Managers  
All Zonal Railways/PUs  
DG/RDSO, DG/NAIR  
Directors/CTIs

Sub: Creation of Non-Gazetted safety posts.

Ref: 1. PCPO/WR letter No. WR/HQ/ESTT/HHRD/49/2020 dt. 08.09.2021 & 26.10.2021.  
2. This office letter of even no. dated 25/03/2021.

Vide Board's letter under reference (2) above, all GMs have been advised to explore the possibilities of redistribution of posts at their end taking into account existing vacancies on the Railways, in terms of SOP 2018. This interim arrangement for redistribution of posts was made for a period of one year.

2. A letter was received from PCPO/WR, in reference to aforesaid instructions on redistribution of posts, issued vide Railway Board's letter under reference (2) above.

3. The matter has been examined in Board office and it has been decided to extend the currency of interim arrangement made vide Board's letter of even no. dated 25.03.2021 for another one year, beyond 24.3.2022.

4. This disposes off PCPO/WR's proposal under reference.

5. This issues with the approval of Board (MF and CRB & CEO).

6. Please acknowledge receipt.

*(Signature)*  
(Deepak Peter Gabriel)  
Principal Executive Director/IR as  
Principal Executive Director (Trg. & MPP)  
RAILWAY BOARD

Copy forwarded for information to:

1. PFAs, All Indian Railways and Production Units, DG/RDSO, DG/NAIR & CTIs.  
2. The Dy. Comptroller & Auditor General of India (Railways), Room No 224, Rail Bhawan, New Delhi.

*(Signature)*  
For Member Finance /Railway Board

*o/c*

*15/01/22*

## Annexure-4

No.AB-14017/6/2009-Estt (RR)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
Department of Personnel & Training

New Delhi, dated the 30<sup>th</sup> April 2010

### OFFICE MEMORANDUM

**Subject:- Model Recruitment Rules for Group 'C' posts in Pay Band-1, with Grade Pay of Rs.1800/- (pre-revised Group 'D' posts)**

\*\*\*\*

The 6<sup>th</sup> CPC recommended that all Group 'D' posts in the Government will stand upgraded to Group 'C', Pay Band-1 with Grade Pay of Rs.1800, along with the incumbents (after suitable training, wherever required). The other recommendations of the Commission, in this regard include:

- (i) There will be no further recruitment in Group 'D'.
- (ii) The existing Group 'D' posts will be placed in Group 'C' Pay Band-1 with Grade Pay of Rs.1800.
- (iii) The minimum qualification for appointment to this level will be either 10<sup>th</sup> pass or ITI equivalent
- (iv) Multi- skilling, with one employee performing jobs hitherto performed by different Group 'D' employees.
- (v) Common Designation for these posts.

2. Model Recruitment Rules (Annex-I) have been framed keeping in view the recommendations of the Pay Commission. All the Ministries/ Departments are requested to amend the Recruitment Rules for the erstwhile Group 'D' posts as per the Model RRs and the recommendations of the Pay Commission.

3. Powers for framing/ amendment of RRs for Group 'C' posts have already been delegated to Ministries/ Departments. Therefore the RRs may be framed accordingly, in consultation with Ministry of Law without further reference to this Department. This Department needs to be consulted only if any deviations from the model RRs are proposed.

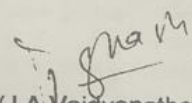
(.....2/-)

4. Ministries/ Departments may adopt the designation of **MULTI-TASKING STAFF** for some common categories of posts in the secretariat offices. Annex-II indicates the categories of erstwhile Group 'D' posts which may be given this designation and illustrative list of duties attached to these posts. For other categories of posts, Ministries/ Departments may adopt single designation for posts whose duties are similar in nature and where the officials can easily be switched from one task to another. In all cases it may be ensured that:

- a) The posts are classified as Group 'C'
- b) The posts are placed in Pay Band-1 with Grade Pay of Rs.1800.
- c) The minimum qualification for appointment is prescribed as 10<sup>th</sup> pass. Where technical qualifications are considered necessary, ITI in the relevant subject may be prescribed as the minimum qualification.

5. Ministry of Home affairs etc. are requested to bring the contents of this O.M to the notice of all their Attached/ Subordinate Offices. The autonomous/ statutory bodies may adopt the same with the approval of the competent authority as per their rules/ statutes.

6. Hindi version follows.

  
(J.A. Vaidyanathan)

Deputy Secretary to the Government of India  
Tel. 2309 2112

To

1. All Ministries/Departments of Government of India
2. The President's Secretariat, New Delhi.
3. The Vice-President's Secretariat, New Delhi
4. The Prime Minister's Office, New Delhi.
5. The Cabinet Secretariat, New Delhi.
6. The Comptroller and Auditor General of India, New Delhi.
7. The Union Public Service Commission, New Delhi.
8. The Staff Selection Commission, New Delhi

## Annexure-5

### NORTHERN RAILWAY

Baroda House,

Headquarters office,

New Delhi.

No. 807-E/Rationalization/MPP/RB/2022(overall)

Date: .2.2023

Sub.: Redistribution of posts for Electrical TRD

Ref.: AEE/Plg letter no: 186-Elect/G/Creation of Posts/Misc dated 26.10.2022

In reference to Railway Board's letter no Railway Board's letter no E (MPP) 2022/1/1 dated 18.4.2022, FA&CAO/F&G has concurred the proposal and General Manager has accorded approval, regarding transferring the **660 posts to Electrical (TRD) from different department i.e. Mechanical, Personnel and Accounts after redistributed of vacancy as per SOP-18 para 2 of Esstt matter.** The details of posts with grade, category and unit in which posts after redistribution are to be utilized are as under. These posts should be included in BOS accordingly

S N	CATEGOR Y	GRADE	Grade Pay	Lev el	No. of Post	Distribution of Posts to Electrical TRD						Total
						TRD / LKO	TRD / FZR	TRD / MB	TRD/ UMB	USBRL		
										LOC O	GP S	
1	SSE	44900-142400	4600	7	5	0	3	1	0	1	0	5
2	JE	35400-112400	4200	6	16	0	8	4	0	2	2	16
3	Tech-I	29200-92300	2800	5	109	5	50	15	15	18	6	109
4	Tech-II	25500-81100	2400	4	20	0	1	15	4	0	0	20
5	Tech-III	19900-63200	1900	2	128	16	32	35	16	20	9	128
6	Assistant	18000-56900	1800	1	382	105	89	88	41	34	25	382
		<b>TOTAL</b>			<b>660</b>	<b>126</b>	<b>183</b>	<b>158</b>	<b>76</b>	<b>75</b>	<b>42</b>	<b>660</b>

Details of posts being used for Redistribution from different departments are as below: (the details of posts are enclosed in Annexure 'A') .These posts should be excluded from the BOS of concerned cadre of the unit:

Sn	Grade Pay	Personnel	Accounts	Mech	Total Posts
1	4600	5	0	0	5
2	4200	0	0	16	16
3	2800	5	0	104	109
4	2400	4	0	16	20
5	1900	1	0	127	128
6	1800	75	170	137	382
<b>Total</b>		<b>90</b>	<b>170</b>	<b>400</b>	<b>660</b>

For FA&CAO (CASHISH SAINI)  
Copy to: Dy. FA Finance

(Dinesh Singh Bisht)  
For General Manager(P)

1. PCEE, Baroda House, New Delhi.
2. PCPO, Baroda House, New Delhi
3. PFA, Baroda House, New Delhi
4. PCME, Baroda House, New Delhi
5. FA&CAO/F&G, Baroda House, New Delhi.
6. Sr. DPO/FZR, Sr. DPO/DLI, Sr. DPO/LKO, Sr. DPO/MB, Sr. DPO/UMB
7. Sr. DFM/FZR, Sr. DFM/DLI, Sr. DFM/LKO, Sr. DFM/MB, Sr. DFM/UMB
8. Dy. CPO/M&E., Baroda House, New Delhi.
9. Dy. CPO/HQ, Baroda House, New Delhi

## Annexure-6

GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS  
(RAILWAY BOARD)

No. F(E)I/2018/Misc./5

New Delhi, dated: 13.09.2019

The General Manager,  
All Indian Railways / PUs,  
(As per standard mailing list).

**Sub: Inconsistency in estimation of cost of staff for creation of work charged establishment reg.**

Office of C&AG, vide para 3.7.1.1 in Chapter 3 of their Report No.24 of 2015 regarding inconsistency in estimation of cost of staff for creation of work charged post, had inter alia pointed out the non adherence to provisions of Para 776 of Indian Railway Financial Code Vol.-I by several Railways, while working out the cost of staff for creation of work charged establishment.

The said para 776 of IRFC Vol.-I inter-alia provides that the cost of a post includes the leave salary and contributions towards passages, pensions, provident fund, bonus and special contribution to provident fund, which the holder of the post may be entitled to. Therefore, while working out the cost of staff for creation of work charged establishment, Average Pay, Dearness Allowance, House Rent Allowance, Transport Allowance, Leave Salary, P.F. Benefits and Gratuity etc. should be taken into account.

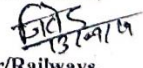
Railways / PUs are advised to review the position obtaining on respective Railway / Production Unit in this regard and ensure strict compliance of the codal provision.

  
(Jitendra Kumar)  
Dy. Director Finance Estt-I  
Railway Board

No. F(E)I/2018/Misc./5

New Delhi, dated: 13.09.2019

Copy to: Deputy Comptroller and Auditor General of India (Rlys.), R.No.222, Rail Bhavan,  
New Delhi.

  
for Financial Commissioner/Railways.

No. F(E)I/2018/Misc./5

New Delhi, dated: 13.09.2019

Copy forwarded to: Principal Financial Adviser, All Indian Railways including Construction Units, Production Units etc.

  
(Jitendra Kumar)  
Dy. Director Finance Estt-I  
Railway Board

ESTABLISHMENT CHARGES AS PER NEW PAY SCALE W.E.F.01.07.2022 ONWARDS											
7th CPC Level	6th CPC+ GradePay (Rs.) Old Scale	New Pay Scale in 7th pay PC or Pay Structure (Rs.)	Mean pay/Average of pay	DA 38%	X Cities		Leave Salary	NPS	Gratuity	X Cities	
					HRA	Transport				Total Pay for one month	Total pay for 12 months
					27%	7				12	13
1											
1	5200-20200+1800	18000-56900	37450	14231	10111.5	1863	4307	7235	2153	77351	928212
2	5200-20200+1900	19900-63200	41550	15789	11218.5	1769	4778	8027	2389	85521	1026250
3	5200-20200+2000	21700-69100	45400	17252	12258	4716	5221	8771	2611	96229	1154745
4	5200-20200+2400	25500-81100	53300	20254	14391	4716	6130	10298	3065	112153	1345834
5	5200-20200+2800	29200-92300	60750	23085	16402.5	4716	6986	11737	3493	127170	1526037
6	9300-34800+4200	35400-112400	73900	28082	19953	4716	8499	14277	4249	153676	1844115
7	9300-34800+4600	44900-142400	93650	35587	25285.5	4716	10770	18093	5385	193486	2321836
8	9300-34800+4800	47600-151100	99350	37753	26824.5	4716	11425	19194	5713	204976	2459710
9	9300-34800+5400	53100-167800	110450	41971	29821.5	9432	12702	21339	6351	232066	2784793
10	15600-39100+5400	56100-177500	116800	44384	31536	9936	13432	22566	6716	245370	2944437
11	15600-39100+6600	67700-208700	138200	52516	37314	9432	15893	26700	7947	288002	3456021
12	15600-39100+7600	78800-209200	144000	54720	38880	9432	16560	27821	8280	299693	3596314
13	37400-67000+8700	118500-214100	166300	63194	44901	9432	19125	32129	9562	344643	4135715
13-A	37400-67000+8900	131100-216600	173850	66063	46939.5	9432	19993	33588	9996	359861	4318337
14	37400-67000+10000	144200-218200	181200	68856	48924	9432	20838	35008	10419	374677	4496122
15	67000+79000+10000	182200-224100	203150	77197	54850.5	9432	23362	39249	11681	418921	5027057
16	75500+80000+10000	205400-224400	214900	81662	58023	9432	24714	41519	12357	442606	5311271
17	80000 FIXED	2,25,000	225000	85500	60750	9432	25875	43470	12938	462965	5555574
18	90000 FIXED	250000	250000	95000	67500	9432	28750	48300	14375	513357	6160284

10368063

## Annexure-7

436

<b>विवरण-40 (I)</b>					
<b>सरकारी रेलों तथा महानगर परिवहन परियोजनाओं (रेलवे) में कुल कर्मचारी</b>					
31 मार्च, 2021 और 31 मार्च, 2022 को प्रत्येक रेलवे और रेलवे बोर्ड में नियोजित वर्ग क, ख और ग में (स्थायी और अस्थायी-चालू लाइन और निर्माण) कर्मचारियों की कुल संख्या का विवरण					
31 मार्च को कर्मचारियों की संख्या					
रेलवे Railway	वर्ष Year	चालू लाइन / Open line			जोड़ Total
		वर्ग क Group A	वर्ग ख Group B	वर्ग ग Group C	
1	2	3	4	5	6
(I) सरकारी रेलें – Government Railways –					
मध्य Central	2020-21 2021-22	878 805	441 451	98,613 95,186	99,932 96,442
पूर्व Eastern	2020-21 2021-22	691 676	404 377	1,04,927 1,01,886	1,06,022 1,02,939
पूर्व मध्य East Central	2020-21 2021-22	506 493	427 402	82,328 81,224	83,261 82,119
पूर्व तट East Coast	2020-21 2021-22	359 328	234 252	46,898 46,570	47,491 47,150
मेट्रो रेलवे/कोलकाता रेलवे/कोलकाता Metro Railway/Kolkata Railway/Kolkata	2020-21 2021-22	64 61	27 26	4,127 4,032	4,218 4,119
उत्तर Northern	2020-21 2021-22	1,034 973	515 497	1,34,014 1,30,581	1,35,563 1,32,051
उत्तर मध्य North Central	2020-21 2021-22	435 414	221 256	65,031 66,153	65,687 66,823
पूर्वोत्तर North Eastern	2020-21 2021-22	366 365	260 250	48,495 47,260	49,121 47,875
पूर्वोत्तर सीमा Northeast Frontier	2020-21 2021-22	469 457	334 346	59,826 57,924	60,629 58,727
उत्तर पश्चिम North Western	2020-21 2021-22	452 438	275 285	46,229 45,162	46,956 45,885
दक्षिण Southern	2020-21 2021-22	657 606	422 466	83,132 79,706	84,211 80,778
दक्षिण मध्य South Central	2020-21 2021-22	738 690	412 433	80,695 77,615	81,845 78,738
दक्षिण पूर्व South Eastern	2020-21 2021-22	476 457	308 339	80,593 79,334	81,377 80,130
दक्षिण पूर्व मध्य S.East Central	2020-21 2021-22	301 286	160 160	45,743 45,166	46,204 45,612
दक्षिण पश्चिम South Western	2020-21 2021-22	322 329	171 154	35,889 35,308	36,382 35,791
पश्चिम Western	2020-21 2021-22	845 831	400 420	91,955 88,876	93,200 90,127
पश्चिम मध्य West Central	2020-21 2021-22	384 386	265 293	54,779 53,631	55,428 54,310
जोड़ (i)	2020-21	8,977	5,276	11,63,274	11,77,527
Total (i)	2021-22	8,595	5,407	11,35,614	11,49,616

Source of data is I PAS since 2019-20  
Erstwhile Group 'D' is merged with Group 'C' since 2019-20

**STATEMENT— 40 (I)****Total staff on Government Railways and Metropolitan transport projects (Railways)**

Statement showing the total number of staff Groups A, B &amp; C (Permanent and temporary—Open line and Construction) employed on each Railway and under the Railway Board as on 31 March, 2021 and 31 March, 2022.

Number of Staff as on 31st March							
निर्माण/Construction			जोड़ Total	जोड़ (घातू, लाइन और निर्माण) Total (Open line and Construction)			
वर्ग क Group A	वर्ग ख Group B	वर्ग ग Group C		वर्ग क Group A	वर्ग ख Group B	वर्ग ग Group C	जोड़ Total
7	8	9	10	11	12	13	14
59	45	891	995	937	486	99,504	1,00,927
62	43	837	942	867	494	96,023	97,384
47	46	695	788	738	450	1,05,622	1,06,810
48	36	638	722	724	413	1,02,524	1,03,661
57	25	497	579	563	452	82,825	83,840
56	24	519	599	549	426	81,743	82,718
53	34	682	769	412	268	47,580	48,260
51	34	660	745	379	286	47,230	47,895
--	--	--	--	64	27	4,127	4,218
--	--	--	--	61	26	4,032	4,119
133	113	1,883	2,129	1,167	628	1,35,897	1,37,692
133	105	1,789	2,027	1,106	602	1,32,370	1,34,078
45	12	568	625	480	233	65,599	66,312
43	19	524	586	457	275	66,677	67,409
38	34	695	767	404	294	49,190	49,888
42	29	628	699	407	279	47,888	48,574
109	130	1,732	1,971	578	464	61,558	62,600
99	125	1,643	1,867	556	471	59,567	60,594
82	32	521	635	534	307	46,750	47,591
76	34	557	667	514	319	45,719	46,552
56	65	950	1,071	713	487	84,082	85,282
60	63	887	1,010	666	529	80,593	81,788
73	43	878	994	811	455	81,573	82,839
68	40	856	964	758	473	78,471	79,702
41	64	706	811	517	372	81,299	82,188
41	58	661	760	498	397	79,995	80,890
49	38	820	907	350	198	46,563	47,111
49	30	797	876	335	190	45,963	46,488
63	45	676	784	385	216	36,565	37,166
59	44	641	744	388	198	35,949	36,535
65	39	935	1,039	910	439	92,890	94,239
60	41	848	949	891	461	89,724	91,076
19	27	480	526	403	292	55,259	55,954
19	22	471	512	405	315	54,102	54,822
989	792	13,609	15,390	9,966	6,068	11,76,883	11,92,917
966	747	12,956	14,669	9,561	6,154	11,48,570	11,64,285

<b>विवरण-40 (I)</b>					
<b>सरकारी रेलों तथा महानगर परिवहन परियोजनाओं (रेलवे) में कुल कर्मचारी</b>					
31 मार्च, 2021 और 31 मार्च, 2022 को प्रत्येक रेलवे और रेलवे बोर्ड में नियोजित वर्ग क, ख और ग में (स्थायी और अस्थायी-चालू लाइन और निर्माण) कर्मचारियों की कुल संख्या का विवरण					
31 मार्च को कर्मचारियों की संख्या					
रेलवे Railway	वर्ष Year #	चालू लाइन / Open line			जोड़ Total
		वर्ग क Group A	वर्ग ख Group B	वर्ग ग Group C	
1	2	3	4	5	6
<b>(II) उत्पादन कारखाने, रेलवे बोर्ड और अन्य रेल कार्यालय</b>					
Production Units, Railway Board and other Railway Offices					
चित्तारंजन रेल इंजन कारखाना Chittaranjan Locomotive Works	2020-21 2021-22	100 88	57 68	10,087 9,626	10,244 9,782
पटियाला रेल इंजन कारखाना Patiala Locomotive Works	2020-21 2021-22	55 56	42 38	3,183 2,980	3,280 3,074
बनारस रेल इंजन कारखाना Banaras Locomotive Works	2020-21 2021-22	101 87	58 67	5,922 5,900	6,081 6,054
सवारी डिब्बा कारखाना Integral Coach Factory	2020-21 2021-22	83 89	82 71	9,797 9,541	9,962 9,701
रेल पहिया कारखाना Rail Wheel Factory	2020-21 2021-22	48 53	37 33	2,195 2,090	2,280 2,176
रेल सवारी डिब्बा कारखाना Rail Coach Factory	2020-21 2021-22	84 95	59 40	6,662 6,490	6,805 6,625
रेल पहिया संयंत्र Rail Wheel Plant	2020-21 2021-22	25 23	5 6	925 945	955 974
आधुनिक रेल डिब्बा कारखाना Modern Coach Factory	2020-21 2021-22	76 80	50 53	2,243 2,299	2,369 2,432
रेलवे बोर्ड और अन्य रेल कार्यालय (रेल सुरक्षा विशेष बल सहित) @@	2020-21 2021-22	650 657	902 1,003	6,278 6,119	7,830 7,779
जोड़ Total (ii)	2020-21 2021-22	1,222 1,228	1,292 1,379	47,292 45,990	49,806 48,597
जोड़ Total [(i)+(ii)]	2020-21 2021-22	10,199 9,823	6,568 6,786	12,10,566 11,81,604	12,27,333 11,98,213
<b>(III) महानगर परिवहन परियोजनाएं (रेलवे)</b>					
Metropolitan Transport Projects (Railways)	2020-21 2021-22	16,767 --	-- --	-- --	-- --
कुल जोड़ Grand Total [(i)+(ii)+(iii)]	2020-21 2021-22	26,966 9,823	6,568 6,786	12,10,566 11,81,604	12,44,100 11,98,213

\*संशोधित/Revised

@@ For the year 2020-21, source of data is I PAS except ICF, RCF, RWF &amp; Other Railway Offices (Except RPSF)

<b>STATEMENT— 40 (I)</b>							
<b>Total staff on Government Railways and Metropolitan transport projects (Railways)</b>							
Statement showing the total number of staff Groups A, B & C (Permanent and temporary—Open line and Construction) employed on each Railway and under the Railway Board as on 31 March, 2021 and 31 March, 2022.							
Number of Staff as on 31st March							
निर्माण/Construction			जोड़ (चालू लाइन और निर्माण) Total (Open line and Construction)				
वर्ग क Group A	वर्ग ख Group B	वर्ग ग Group C	जोड़ Total	वर्ग क Group A	वर्ग ख Group B	वर्ग ग Group C	जोड़ Total
7	8	9	10	11	12	13	14
--	--	--	--	100	57	10,087	10,244
--	--	--	--	88	68	9,626	9,782
--	--	--	--	55	42	3,183	3,280
--	--	--	--	56	38	2,980	3,074
--	--	--	--	101	58	5,922	6,081
--	--	--	--	87	67	5,900	6,054
--	--	--	--	83	82	9,797	9,962
--	--	--	--	89	71	9,541	9,701
--	--	--	--	48	37	2,195	2,280
--	--	--	--	53	33	2,090	2,176
--	--	--	--	84	59	6,662	6,805
--	--	--	--	95	40	6,490	6,625
--	--	--	--	25	5	925	955
--	--	--	--	23	6	945	974
--	--	--	--	76	50	2,243	2,369
--	--	--	--	80	53	2,299	2,432
--	--	--	--	650	902	6,278	7,830
--	--	--	--	657	1,003	6,119	7,779
--	--	--	--	1,222	1,292	47,292	49,806
--	--	--	--	1,228	1,379	45,990	48,597
989	792	13,609	15,390	11,188	7,360	12,24,175	12,42,723
966	747	12,956	14,669	10,789	7,533	11,94,560	12,12,882
3	3	38	44	16,770	3	38	16,811
3	1	30	34	3	1	30	34
992	795	13,647	15,434	27,958	7,363	12,24,213	12,59,534
969	748	12,986	14,703	10,792	7,534	11,94,590	12,12,916

2020-21 एवं 2021-22 के लिए रेलवे सुरक्षा विशेष बल के कर्मचारियों की संख्या का वर्गवार वितरण इस प्रकार है:-  
Group-wise distribution of Railway Protection Special Force Staff for 2020-21 and 2021-22 is as under :-

	<u>2020-21</u>	<u>2021-22</u>
वर्ग क/Group A	59	61
वर्ग ख/Group B	--	--
वर्ग ग/Group C	9,762	9,722
जोड़/Total	9,821	9,783

## विवरण-40 (II)

### सरकारी रेलों में कर्मचारियों की संख्या और लागत - जारी

31 मार्च, 2021 और 31 मार्च, 2022 को सरकारी रेलों में प्रवर्तित वेतन कोटियों के अन्तर्गत वर्ग क, ख और ग (स्थायी और अस्थायी-चालू लाइन और निर्माण) में नियोजित कर्मचारियों की कुल संख्या और उन पर वार्षिक लागत का विवरण

(क) वर्ग 'क' और 'ख' के कर्मचारी

रेलवे Railway	वर्ष Year	संख्या (यूनिट में)/Number (in Units)				लागत (हजार रुपयों में)/Cost (in thousands of rupees)					
		स्थायी Permanent	अस्थायी Temporary			वेतन और छुट्टी वेतन Pay and leave salary	रनिंग भत्ता Running allowances	समयोपरी भत्ता Overtime allowance	महंगाई भत्ता और अनाज की दुकानों की रियायतों का मूल्य D.A. & value of grain shops concessions	\$ कार्यक्षेत्र के आधार पर अन्य प्रतिकर भत्ता Other C.A. depending upon the area of such work	
1	2	3	4(a)	4(b)	5	6	7	8	9	10	11
मध्य	2020-21	1,423	--	--	1,423	1,423	15,83,765	4	56	2,74,266	93,612
Central	2021-22	1,361	--	--	1,361	1,361	16,19,317	6	286	4,49,943	1,02,246
पूर्व	2020-21	1,188	--	--	1,188	1,188	14,83,780	421	--	2,79,906	1,88,969
Eastern	2021-22	1,137	--	--	1,137	1,137	14,59,256	267	--	4,27,274	2,06,182
पूर्व मध्य	2020-21	1,015	--	--	1,015	1,015	12,06,379	224	--	2,07,109	50,604
East Central	2021-22	975	--	--	975	975	12,07,161	7	--	3,32,139	55,921
पूर्व तट	2020-21	680	--	--	680	680	8,51,401	--	--	1,46,595	28,605
East Coast	2021-22	665	--	--	665	665	8,52,186	87	--	2,34,706	35,179
मेट्रो रेलवे / कोलकाता	2020-21	91	--	--	91	91	1,45,719	--	--	23,992	18,528
Metro Railway/Kolkata	2021-22	87	--	--	87	87	1,45,928	--	--	38,899	21,003
उत्तर	2020-21	1,795	--	--	1,795	1,795	22,00,785	134	--	3,79,471	1,63,367
Northern	2021-22	1,708	--	--	1,708	1,708	21,87,507	30	--	6,03,416	1,83,127
उत्तर मध्य	2020-21	713	--	--	713	713	8,76,063	--	--	2,43,004	38,676
North Central	2021-22	732	--	--	732	732	9,13,205	1	--	2,54,436	45,337
पूर्वी उत्तर	2020-21	698	--	--	698	698	8,42,495	--	--	1,45,218	85,325
North Eastern	2021-22	686	--	--	686	686	8,72,578	--	--	2,41,196	64,081
पूर्वी उत्तर सीमा	2020-21	1,042	--	--	1,042	1,042	12,49,948	--	--	2,13,192	36,865
Northeast Frontier	2021-22	1,027	--	--	1,027	1,027	12,45,580	--	--	3,41,870	43,750
उत्तर पश्चिम	2020-21	841	--	--	841	841	10,29,611	--	--	1,73,319	81,006
North Western	2021-22	833	--	--	833	833	10,40,203	--	--	2,82,399	90,898
दक्षिण	2020-21	1,200	--	--	1,200	1,200	14,33,814	--	21	2,56,618	1,51,240
Southern	2021-22	1,195	--	--	1,195	1,195	15,29,106	--	--	4,12,072	1,66,744
दक्षिण मध्य	2020-21	1,266	--	--	1,266	1,266	15,10,954	5	--	2,58,575	1,79,602
South Central	2021-22	1,231	--	--	1,231	1,231	15,33,187	117	--	4,18,727	1,98,339
दक्षिण पूर्व	2020-21	889	--	--	889	889	11,36,392	869	1	1,96,980	64,463
South Eastern	2021-22	895	--	--	895	895	10,89,529	4	--	3,03,249	70,513
दक्षिण पूर्व मध्य	2020-21	548	--	--	548	548	7,08,678	--	--	1,20,798	14,427
S.East Central	2021-22	525	--	--	525	525	6,82,765	--	--	1,88,018	15,901
दक्षिण पश्चिम	2020-21	601	--	--	601	601	7,88,935	--	--	1,35,853	62,508
South Western	2021-22	586	--	--	586	586	7,92,921	--	--	2,17,925	68,627
पश्चिम	2020-21	1,349	--	--	1,349	1,349	15,79,062	792	115	2,71,855	76,774
Western	2021-22	1,352	--	--	1,352	1,352	16,25,748	604	27	4,49,972	93,646
पश्चिम मध्य	2020-21	695	--	--	695	695	8,71,361	197	--	1,45,697	50,652
West Central	2021-22	720	--	--	720	720	8,99,288	1	--	2,43,090	63,149

@ इस कालम में दिखाई गई औसत संख्या संबंधित वित्तीय वर्ष के 12 महीनों के प्रत्येक अंतिम दिन उस कोटि के वास्तविक रूप में कार्यरत, स्थायी, स्थानापन्न या अस्थायी कर्मचारियों की संख्या का गणितीय औसत है।

The average number shown in this column is the arithmetical average of the number of staff whether permanent, officiating or temporary actually working in the category on the last day of each of the 12 months of the financial year concerned.

\$ यह नगर प्रतिकर भत्ता, मकान किराया भत्ता, दूषित जलवायु भत्ता, असम प्रतिकर भत्ता, दूरवर्ती भत्ता, स्थान भत्ता को प्रकट करता है।

This represents City compensatory allowance, house-rent allowance, bad climate allowance, Assam compensatory allowance, remote locality allowance.

डीए- महंगाई भत्ता और सीए-वतिपूर्ति भत्ता आदि को प्रकट करता है।

D.A. - Dearness Allowance and C.A. - Compensatory Allowance etc.



<b>विवरण-40 (II)</b>											
<b>सरकारी रेलों में कर्मचारियों की संख्या और लागत – जारी</b>											
31 मार्च, 2021 और 31 मार्च, 2022 को सरकारी रेलों में प्रचलित वेतन कोटियों के अन्तर्गत वर्ग क, ख और ग (स्थायी और अस्थायी-चालू लाइन और निर्माण) में नियोजित कर्मचारियों की कुल संख्या और उन पर वार्षिक लागत का विवरण											
(क) वर्ग 'क' और 'ख' के कर्मचारी											
रेलवे Railway	वर्ष Year	संख्या (यूनिट में)/Number (in Units)				लागत (हजार रुपये में)/Cost (in thousands of rupees)					
		स्थायी Permanent	अस्थायी Temporary		कुल Total	औसत संख्या (@ नियोजित कर्मचारियों की औसत संख्या Average number of staff employed)	वेतन और छुट्टी वेतन Pay and leave salary	रनिंग भत्ता Running allowances	समयोपरी भत्ता Overtime allowance	महंगाई भत्ता और अनाज की दुकानों की रियायतों का मूल्य D.A. & value of grain shops concessions	S कामक्षेत्र के आधार पर अन्य प्रतिकर भत्ता Other C.A. depending upon the area of such work.
1	2	3	4(a)	4(b)			5	6	7	8	9
चित्तारंजन रेल इंजन कारखाना Chittaranjan Locomotive Works	2020-21	157	--	--	157	157	2,02,682	--	--	34,400	2,474
	2021-22	156	--	--	156	156	1,95,401	--	--	52,911	3,022
पटियाला रेल इंजन कारखाना Patiala Locomotive Works	2020-21	97	--	--	97	97	1,42,073	--	--	24,291	3,866
	2021-22	94	--	--	94	94	1,32,791	--	--	36,702	4,208
बनारस रेल इंजन कारखाना Banaras Locomotive Works	2020-21	159	--	--	159	159	2,16,573	--	--	36,945	4,694
	2021-22	154	--	--	154	154	2,20,777	--	--	60,680	5,612
सवारी डिब्बा कारखाना Integral Coach Factory	2020-21	165	--	--	165	180	2,62,237	--	--	41,202	34,204
	2021-22	160	--	--	160	160	2,31,316	--	--	64,029	33,342
रेल पहिया कारखाना Rail Wheel Factory	2020-21	85	--	--	85	85	1,58,209	--	6	23,180	18,079
	2021-22	86	--	--	86	86	1,24,992	109	--	34,927	10,477
रेल सवारी डिब्बा कारखाना Rail Coach Factory	2020-21	143	--	--	143	143	2,14,533	4,430	--	35,394	3,074
	2021-22	135	--	--	135	150	2,14,190	4,904	--	55,420	2,710
रेल पहिया संयंत्र Rail Wheel Plant	2020-21	30	--	--	30	30	41,338	--	--	7,078	1,894
	2021-22	29	--	--	29	29	40,812	--	--	11,228	2,004
आधुनिक रेल डिब्बा कारखाना Modern Coach Factory	2020-21	126	--	--	126	126	1,70,209	--	--	28,841	844
	2021-22	133	--	--	133	133	1,82,078	--	--	49,973	890
रेलवे बोर्ड और अन्य रेल कार्यालय (रेल सुरक्षा विशेष बल सहित) @@ Railway Board and other Railway Offices (Including Railway Protection Special Force)	2020-21	1,552	--	--	1,552	1,552	19,86,692	8	--	3,33,895	1,88,676
	2021-22	1,660	--	--	1,660	1,660	20,46,384	--	--	5,55,633	2,21,934
कुल जोड़ Grand Total	2020-21	18,548	--	--	18,548	18,563	2,28,93,688	7,084	199	40,37,674	16,43,028
	2021-22	18,322	--	--	18,322	18,337	2,30,84,206	6,137	313	63,60,834	18,08,842

@@ For the year 2020-21, source of data is I PAS except ICF, RCF, RWF &amp; Other Railway Offices (Except RPSF)

\*संशोधित / Revised

<b>STATEMENT— 40 (II)</b>														
<b>GOVERNMENT RAILWAYS-- NUMBER AND COST OF STAFF-Contd.</b>														
Statement showing the total number and annual cost of staff Groups A, B and C under selected pay categories (Permanent and temporary-- Open line and Construction) employed on Government Railways as on 31st March, 2021 and 31st March, 2022														
(a) Groups 'A' & 'B' staff														
लागत (हजार रुपयों में)/ Cost (in thousands of rupees)														
यात्रा भत्ते छोड़कर कार्यक्षेत्र पर अनाधारित अन्य अधिकार भत्ते Other C.A. not depending upon the area of work excluding T.A.	उत्पादकता सम्बद्ध बोनस Productivity Linked Bonus	शुल्क वेतन (कॉलम 7-13) Total wages (Cols. 7-13)	यात्रा भत्ता Travelling allowance	कर्मकार प्रतिकार अधिनियम के अन्तर्गत कतिपय Compensation under Workmen's Compensation Act.	इनाम आदि Rewards etc.	कठिन श्रुटी भत्ता Hard duty allowance	‡ भविष्य निधि में अंशदान Provident Fund contribution	§ उपदान या भविष्य निधि में विशेष अंशदान Gratuity or Special contribution to P.F.	पेंशनीय लाभ Pensionary Benefits		जोड़ (कॉलम 14 से 22) Total (Cols. 14 to 22)	प्रति कर्मचारी औसत वार्षिक वेतन (रुपयों में) Average annual wage per employee (in Rupees)**		
									पेंशन Pension	उपदान Gratuity		कॉलम 14 के जोड़ के आधार पर Taking total in Col. 14	कॉलम 13 के जोड़ के आधार पर Taking total in Col. 23	
12	13	14	15	16	17	18	19	20	21	22	23	24(a)	24(b)	
46,037	285	2,85,878	1,241	--	--	--	41,942	4,259	22,154	16,227	3,71,701	18,20,879	23,67,522	
58,468	381	3,10,183	1,337	--	--	--	40,755	4,610	25,364	34,970	4,17,219	19,88,353	26,74,481	
33,020	72	2,03,322	143	--	--	--	28,128	1,823	2,494	26,333	2,62,243	20,96,103	27,03,536	
32,260	86	2,06,047	206	--	--	--	25,891	2,205	9,884	20,484	2,64,717	21,91,989	28,16,138	
52,604	84	3,10,900	279	--	--	--	46,805	3,037	3,618	24,027	3,88,666	19,55,346	24,44,440	
54,151	106	3,41,326	788	--	--	--	47,037	3,622	3,740	21,982	4,18,495	22,16,403	27,17,500	
--	12	3,37,655	652	--	--	--	20,561	--	4,250	25,560	3,88,678	18,75,861	21,59,322	
33,911	90	3,62,688	439	--	--	--	59,345	3,229	6,208	14,000	4,45,909	22,66,800	27,86,931	
9,286	49	2,08,809	375	--	98	--	--	--	8,204	15,236	2,32,722	24,56,576	27,37,906	
18,954	36	1,89,495	218	--	88	--	28,215	2,105	5,895	2,000	2,28,016	22,03,430	26,51,349	
6,420	--	2,63,851	4,587	--	--	--	--	--	5,466	13,948	2,87,852	18,45,112	20,12,951	
5,525	--	2,82,749	3,462	--	41	--	48,004	3,503	6,433	32,000	3,76,192	18,84,993	25,07,947	
6,446	92	56,848	239	--	18,492	--	7,315	707	36,42,888	1,905	37,28,394	18,94,933	12,42,79,800	
6,342	39	60,425	224	--	28,350	--	7,053	845	8,46,453	2,095	9,45,445	20,83,621	3,26,01,552	
36,348	--	2,36,242	734	--	--	--	31,105	5,178	2,512	23,094	2,98,865	18,74,937	23,71,944	
28,836	18	2,61,795	1,465	--	--	--	32,006	6,395	2,480	10,208	3,14,349	19,68,383	23,63,526	
4,43,996	2,074	29,55,341	24,806	--	3	--	4,39,707	27,779	2,59,407	2,12,502	39,19,545	19,04,215	25,25,480	
4,77,789	2,435	33,04,175	28,978	--	38	--	4,23,328	41,041	2,64,143	2,05,979	42,67,682	19,90,467	25,70,893	
50,25,860	15,082	3,36,22,615	4,60,753	1,738	65,936	--	39,20,113	5,61,204	2,22,84,489	21,56,744	63,07,359,22	18,11,271	33,97,812	
55,62,303	18,069	3,68,40,704	5,43,912	1,428	77,706	--	38,05,081	6,93,047	2,08,35,278	24,06,710	65,20,386,09	20,09,091	35,55,863	

\*\* कॉलम 24(a) और (b) में दर्शित प्रति माह नियोजित कर्मचारियों की औसत संख्या से लागत को विभाजित करके औसत निकाली गई है।  
Average has been worked out by dividing the cost of average number of staff employed as shown in column 24(a) & (b).

## विवरण-40 (II)

### सरकारी रेलों में कर्मचारियों की संख्या और लागत – जारी

31 मार्च, 2021 और 31 मार्च, 2022 को सरकारी रेलों में प्रवर्तित वेतन कोटियों के अन्तर्गत वर्ग क, ख और ग (स्थायी और अस्थायी-चालू लाइन और निर्माण) में नियोजित कर्मचारियों की कुल संख्या और उन पर वार्षिक लागत का विवरण

(ख) वर्ग 'ग' के कर्मचारी – कारखाना और शिल्पी कर्मचारी (वरिष्ठ तकनीशियन, पर्यवेक्षी (मिस्त्री), तकनीशियन ग्रेड- I, II और III)

रेलवे Railway	वर्ष Year	संख्या (यूनिट में)/ Number (in Units)				लागत (हजार रुपयों में)/ Cost (in thousands of rupees)					
		स्थायी Permanent	अस्थायी Temporary								
			3 वर्ष और अधिक सेवा वाले 3 years service & over	3 वर्ष से कम सेवा वाले Less than 3 years service	जोड़ स्थायी और अस्थायी Total permanent and temporary	@ नियोजित कर्मचारियों की औसत संख्या Average number of staff employed	वेतन और छुट्टी वेतन Pay and leave salary	रनिंग भत्ता Running allowances	समयापारि भत्ता Overtime allowance	महंगाई भत्ता और अनाज की दुकानों की रियायतों का मूल्य D.A. & value of grain shops concessions	S कार्यक्षेत्र के आधार पर अन्य प्रतिकर भत्ता Other C.A. depending upon the area of such work
1	2	3	4(a)	4(b)	5	6	7	8	9	10	11
मध्य Central	2020-21	8,576	--	--	8,576	8,576	36,10,440	140	9,952	6,11,940	6,71,498
	2021-22	7,849	--	--	7,849	7,849	34,03,113	1	8,566	9,35,333	6,70,847
पूर्व Eastern	2020-21	12,193	2,797	1,024	16,014	16,014	65,30,483	--	7,669	11,07,766	11,58,351
	2021-22	16,235	--	--	16,235	16,235	72,39,916	--	9,435	19,83,192	14,14,769
पूर्व मध्य East Central	2020-21	2,251	--	--	2,251	2,251	8,86,871	32	3,605	1,49,939	87,827
	2021-22	2,201	--	--	2,201	2,201	9,01,914	85	6,909	2,46,762	47,350
पूर्व तट East Coast	2020-21	1,578	--	--	1,578	1,578	6,76,814	--	1,065	1,15,294	69,719
	2021-22	1,493	--	--	1,493	1,493	6,68,814	--	443	1,82,672	73,428
मेट्रो रेलवे / कोलकाता Metro Railway/Kolkata	2020-21	--	--	--	--	--	--	--	--	--	--
	2021-22	--	--	--	--	--	--	--	--	--	--
उत्तर Northern	2020-21	11,660	--	--	11,660	11,660	48,27,963	1	70,260	8,11,904	8,60,218
	2021-22	10,847	--	--	10,847	10,847	46,82,021	--	63,390	12,72,110	5,26,416
उत्तर मध्य North Central	2020-21	4,188	--	--	4,188	4,188	16,69,228	--	2,081	3,82,985	3,28,407
	2021-22	4,050	--	--	4,050	4,050	16,82,900	2	803	4,60,490	2,73,418
पूर्वोत्तर North Eastern	2020-21	5,469	--	--	5,469	5,469	23,09,104	87	230	3,89,767	3,79,534
	2021-22	5,486	--	--	5,486	5,486	22,64,045	95	378	6,17,509	2,80,857
पूर्वोत्तर सीमा Northeast Frontier	2020-21	2,761	--	--	2,761	2,761	11,48,518	--	773	1,94,223	28,713
	2021-22	2,727	--	--	2,727	2,727	11,36,973	--	244	3,11,101	31,664
उत्तर पश्चिम North Western	2020-21	4,993	--	--	4,993	4,993	22,95,391	--	5,738	3,88,242	3,08,836
	2021-22	4,748	--	--	4,748	4,748	22,05,680	--	7,026	6,03,074	3,30,660
दक्षिण Southern	2020-21	9,465	--	--	9,465	9,465	42,72,734	1,071	80,415	7,24,423	8,15,555
	2021-22	9,366	--	--	9,366	9,366	40,12,886	1,412	69,205	11,09,406	8,43,064
दक्षिण मध्य South Central	2020-21	5,493	--	--	5,493	5,493	22,40,945	8	2,684	3,79,427	3,31,162
	2021-22	5,248	--	--	5,248	5,248	22,04,990	10	2,381	6,01,034	3,65,398
दक्षिण पूर्व South Eastern	2020-21	7,113	--	--	7,113	7,113	31,72,096	--	12,795	5,38,216	1,35,427
	2021-22	6,772	--	--	6,772	6,772	31,50,281	--	398	8,60,188	1,49,351
दक्षिण पूर्व मध्य S.East Central	2020-21	1,775	--	--	1,775	1,775	7,59,441	--	133	1,28,721	84,039
	2021-22	1,697	--	--	1,697	1,697	7,47,044	--	203	2,03,592	91,051
दक्षिण पश्चिम South Western	2020-21	4,096	--	--	4,096	4,096	16,26,599	265	2,896	2,75,147	2,26,293
	2021-22	3,969	--	--	3,969	3,969	16,39,910	342	2,711	4,47,069	2,55,044
पश्चिम Western	2020-21	6,586	--	--	6,586	6,586	28,60,712	121	39,779	4,84,585	4,33,280
	2021-22	6,269	--	--	6,269	6,269	27,76,260	22	33,297	7,59,127	4,70,162
पश्चिम मध्य West Central	2020-21	3,557	--	--	3,557	3,557	15,96,797	2	2,807	2,69,488	1,91,380
	2021-22	3,434	--	--	3,434	3,434	15,58,131	1	2,612	4,25,816	2,06,718

नोट- पाद टिप्पणियां पृष्ठ 436 से 443 पर देखें।  
Note-See foot notes at pages 436 to 443.

<b>STATEMENT— 40 (II)</b>													
<b>GOVERNMENT RAILWAYS-- NUMBER AND COST OF STAFF-Contd.</b>													
Statement showing the total number and annual cost of staff Groups A, B and C under selected pay categories (Permanent and temporary-- Open line and Construction) employed on Government Railways as on 31st March, 2021 and 31st March, 2022													
(b) Group 'C' —Workshop and artisan staff (Senior Technician, Supervisor (Mistry), Technician Grade-I, II & III)													
लागत (हजार रुपयों में)/Cost (in thousands of rupees)													
योजना भन्ने छंडकर कार्यलेख पर अनाधारित अन्य प्रतिभार भन्ने Other C.A. not depending upon the area of work excluding T.A.	उत्पादकता सम्बद्ध बोनस Productivity Linked Bonus	कुल वेतन (कॉलम 7-13) Total wages (Cols. 7-13)	यात्रा भत्ता Travelling allowance	कर्मचारी प्रतिभार अधिनियम के अन्तर्गत क्षतिपूर्ति Compensation under Workmen's Compensation Act.	इनाम आदि Rewards etc.	कठिन श्रुती भत्ता Hard duty allowance	‡ भविष्य निधि में अंशदान Provident Fund contribution	§ उपदान या भविष्य निधि में विशेष अंशदान Gratuity or Special contribution to P.F.	पेंशनीय लाभ Pensionary Benefits Π		जोड़ (कॉलम 14 से 22) Total (Cols. 14 to 22)	प्रति कर्मचारी औसत वार्षिक वेतन (रुपयों में) Average annual wage per employee (in Rupees)**	
									पेंशन Pension	उपदान Gratuity		कॉलम 14 के जोड़ के आधार पर Taking total in Col. 14	कॉलम 13 के जोड़ के आधार पर Taking total in Col. 23
12	13	14	15	16	17	18	19	20	21	22	23	24(a)	24(b)
8.76,658	1,45,791	59,26,419	5,721	--	--	--	5,75,188	1,33,293	37,17,741	7,96,377	1,11,54,739	6,91,047	13,00,693
11,06,009	1,52,160	62,76,029	7,365	--	--	--	4,89,340	1,66,674	36,85,073	8,64,118	1,14,88,599	7,99,596	14,63,702
23,39,874	3,02,861	1,14,47,004	3,860	6,938	22,773	--	14,30,558	2,51,312	70,74,274	11,46,263	2,13,82,982	7,14,812	13,35,268
28,06,472	2,95,366	1,37,49,150	5,492	33,583	21,830	--	14,77,964	3,59,183	85,67,253	14,03,648	2,56,18,103	8,46,883	15,77,955
94,973	38,375	12,61,622	6,336	--	1,385	--	73,727	58,984	40,14,368	82,295	54,98,717	5,60,472	24,42,789
1,59,381	38,221	14,00,622	73,896	--	1,084	--	70,799	69,054	7,52,502	65,695	24,33,652	6,36,357	11,05,703
4,00,975	28,572	12,92,439	304	--	8,702	--	1,01,390	37,573	2,57,270	1,27,376	18,25,054	8,19,036	11,56,561
4,31,513	29,243	13,86,113	819	--	1,094	--	85,204	48,199	2,72,833	1,46,301	19,40,563	9,28,408	12,99,774
--	--	--	--	--	--	--	--	--	--	--	--	--	--
12,18,667	1,95,587	79,84,600	10,915	6,436	7,253	--	6,34,070	2,41,647	26,29,423	6,91,345	1,22,05,689	6,84,786	10,46,800
13,73,719	1,95,006	81,12,662	17,734	1,687	6,016	--	5,65,231	2,92,775	27,00,680	7,42,136	1,24,38,921	7,47,918	11,46,761
4,44,276	68,292	28,95,269	2,511	4,85,525	--	--	1,79,030	82,236	93,22,862	1,99,289	1,31,66,722	6,91,325	31,43,916
4,22,534	67,547	29,07,694	4,389	--	--	--	1,68,587	1,00,698	1,01,99,129	2,29,489	1,36,09,986	7,17,949	33,60,490
6,22,117	98,240	37,99,079	2,549	--	--	--	4,17,170	95,045	4,13,251	2,10,008	49,37,102	6,94,657	9,02,743
6,63,010	91,397	39,17,291	3,625	--	900	--	3,93,333	1,06,340	4,10,981	3,08,765	51,41,235	7,14,052	9,37,155
6,45,600	49,898	20,67,725	719	1,00,192	2,057	--	1,84,279	52,189	20,51,219	1,94,382	46,52,762	7,48,904	16,85,173
5,28,860	48,537	20,57,379	754	1,40,716	1,957	--	1,77,351	61,526	21,55,378	1,74,779	47,69,840	7,54,448	17,49,116
7,43,765	87,939	38,29,911	2,069	1,031	264	--	4,25,133	93,308	52,71,666	4,10,598	1,00,33,980	8,26,136	14,02,417
6,90,710	85,346	39,22,496	5,486	--	--	--	3,81,513	1,20,083	22,15,430	3,95,181	70,40,189	8,26,136	14,82,769
10,60,318	1,73,557	71,28,073	6,458	--	455	--	4,63,971	2,35,064	46,48,694	6,17,587	1,31,00,302	7,53,098	13,84,078
11,42,334	1,65,904	73,44,211	17,260	--	381	--	4,52,579	2,62,548	50,06,476	5,98,176	1,36,81,631	7,84,135	14,60,776
8,41,783	97,335	38,93,344	4,581	--	--	--	2,16,157	1,27,749	77,08,161	3,10,128	1,22,60,120	7,08,783	22,31,953
8,85,313	92,711	41,51,837	6,603	--	--	--	1,91,233	1,53,324	80,90,214	2,74,635	1,28,67,846	7,91,127	24,51,952
7,08,459	1,26,240	46,93,233	2,472	--	--	--	5,46,569	1,18,365	11,77,421	3,96,901	69,34,961	6,59,811	9,74,970
7,24,452	1,22,308	50,06,978	2,091	--	--	--	5,10,631	1,46,089	12,59,638	4,60,275	73,85,702	7,39,365	10,90,623
1,97,901	32,002	12,02,237	1,353	--	--	--	71,853	46,318	10,30,225	66,331	24,18,317	6,77,317	13,62,432
2,19,775	31,379	12,93,044	1,298	--	--	--	66,840	51,044	6,30,467	1,06,183	21,48,876	7,61,959	12,66,279
6,87,001	72,418	28,90,619	1,884	--	911	--	1,66,907	1,04,382	11,69,062	1,99,893	45,33,658	7,05,718	11,06,850
5,40,883	71,164	29,57,123	3,906	--	721	--	1,51,781	1,24,390	13,32,403	2,46,697	48,17,021	7,45,055	12,13,661
10,11,716	1,18,614	49,48,807	6,811	--	--	--	4,13,128	1,19,925	36,90,266	4,60,962	96,39,899	7,51,413	14,63,696
8,27,074	1,14,978	49,80,920	8,555	--	--	--	3,73,543	1,45,712	14,26,296	4,90,671	74,25,697	7,94,532	11,84,511
5,48,237	65,156	26,73,867	1,992	--	2,214	--	1,83,056	70,908	1,04,468	1,98,927	32,35,432	7,51,720	9,09,596
5,83,761	63,833	28,40,872	1,447	--	2,114	--	1,70,471	84,597	1,05,653	2,29,645	34,34,799	8,27,278	10,00,233

## विवरण-40 (II)

### सरकारी रेलों में कर्मचारियों की संख्या और लागत – जारी

31 मार्च, 2021 और 31 मार्च, 2022 को सरकारी रेलों में प्रवर्तित वेतन कोटियों के अन्तर्गत वर्ग क, ख और ग (स्थायी और अस्थायी-चालू लाइन और निर्माण) में नियोजित कर्मचारियों की कुल संख्या और उन पर वार्षिक लागत का विवरण

(ख) वर्ग 'ग' के कर्मचारी – कारखाना और शिल्पी कर्मचारी (वरिष्ठ तकनीशियन, पर्यवेक्षी (मिस्त्री), तकनीशियन ग्रेड- I, II और III)

रेलवे Railway	वर्ष Year	संख्या (यूनिट में)/ Number (in Units)				लागत (हजार रुपयों में)/ Cost (in thousands of rupees)					
		स्थायी Permanent	अस्थायी Temporary								
			3 वर्ष और अधिक सेवा वाले 3 years service & over	3 वर्ष से कम सेवा वाले Less than 3 years service	जोड़ स्थायी और अस्थायी Total permanent and temporary	@ नियोजित कर्मचारियों की औसत संख्या Average number of staff employed	वेतन और छुट्टी वेतन Pay and leave salary	रनिंग भत्ता Running allowances	समयोपरी भत्ता Overtime allowance	सहमाई भत्ता और अनाज की दुकानों की प्रियायतों का मूल्य D.A. & value of grain shops concessions	\$ कार्यक्षेत्र के आधार पर अन्य प्रतिकर भत्ता Other C.A. depending upon the area of such work
1	2	3	4(a)	4(b)	5	6	7	8	9	10	11
चिततरंजन रेल इंजन कारखाना Chittaranjan Locomotive Works	2020-21	8,105	--	--	8,105	8,105	35,99,656	64	1,08,438	6,09,627	67,551
	2021-22	7,320	--	--	7,320	7,320	37,27,485	162	66,547	10,13,135	76,278
पटियाला रेल इंजन कारखाना Patiala Locomotive Works	2020-21	2,527	--	--	2,527	2,527	14,97,177	--	87	2,53,963	71,185
	2021-22	2,451	--	--	2,451	2,451	14,68,312	--	10	3,98,250	78,037
बनारस रेल इंजन कारखाना Banaras Locomotive Works	2020-21	4,724	--	--	4,724	4,724	21,66,253	702	9,229	3,66,709	1,44,730
	2021-22	4,523	--	--	4,523	4,523	21,95,644	875	5,707	5,98,599	1,62,566
सवारी डिब्बा कारखाना Integral Coach Factory	2020-21	7,049	--	--	7,049	7,933	46,03,286	394	6,411	6,08,514	7,21,531
	2021-22	9,188	--	--	9,188	9,188	48,71,756	4	50,392	13,32,436	9,88,408
रेल पहिया कारखाना Rail Wheel Factory	2020-21	1,238	188	--	1,426	1,426	6,28,677	--	4,729	96,366	1,36,348
	2021-22	243	--	--	243	243	1,10,302	26	905	30,175	15,724
रेल सवारी डिब्बा कारखाना Rail Coach Factory	2020-21	4,445	--	--	4,445	4,445	25,96,125	1,18,456	26,828	4,26,724	81,697
	2021-22	4,736	--	--	4,736	4,886	26,30,435	1,23,868	43,269	6,74,287	75,585
रेल पहिया संयंत्र Rail Wheel Plant	2020-21	715	--	--	715	715	3,05,233	--	--	51,778	15,663
	2021-22	706	--	--	706	706	3,17,285	--	134	86,968	17,357
रेल सवारी डिब्बा कारखाना Modren Coach Factory	2020-21	2,178	--	--	2,178	2,178	9,29,399	--	--	1,57,060	13,373
	2021-22	2,143	--	--	2,143	2,143	9,46,487	--	91	2,59,926	14,892
रेलवे बोर्ड और अन्य रेल कार्यालय (रेल सुरक्षा विशेष बल सहित) @@ Railway Board and other Railway Offices (Including Railway Protection Special Force)	2020-21	--	--	--	--	--	--	--	--	--	--
	2021-22	--	--	--	--	--	--	--	--	--	--
कुल जोड़ Grand Total	2020-21	1,22,735	2,985	1,024	1,26,744	1,27,628	5,68,09,942	1,21,343	3,98,604	95,22,808	73,62,317
	2021-22	1,23,701	--	--	1,23,701	1,23,851	5,65,42,584	1,26,905	3,75,056	1,54,12,251	74,59,044

नोट पाद टिप्पणियां पृष्ठ 436 से 443 पर देखें।

Note—See foot notes at pages 436 to 443

\* संशोधित/Revised

<b>STATEMENT— 40 (II)</b>													
<b>GOVERNMENT RAILWAYS-- NUMBER AND COST OF STAFF-Contd.</b>													
Statement showing the total number and annual cost of staff Groups A, B and C under selected pay categories (Permanent and temporary-- Open line and Construction) employed on Government Railways as on 31st March, 2021 and 31st March, 2022													
(b) Group 'C' —Workshop and artisan staff (Senior Technician, Supervisor (Mistry), Technician Grade-I, II & III)													
लागत (हजार रुपयों में) / Cost (in thousands of rupees)													
यात्रा कर्ते छोड़कर कार्यक्षेत्र पर अनाधारित अन्य प्रतिकार कर्ते Other C.A. not depending upon the area of work excluding T.A.	उत्पादकता सम्बन्धित बोनस Productivity Linked Bonus	कुल वेतन (कॉलम 7-13) Total wages (Cols. 7-13)	यात्रा भत्ता Travelling allowance	कर्मकार प्रतिकार अधिनियम के अन्तर्गत हानिपूर्ति Compensation under Workmen's Compensation Act.	इनाम आदि Rewards etc.	कठिन द्यूरी भत्ता Hard duty allowance	† भविष्य निधि में अंशदान Provident Fund contribution	§ उपदान या भविष्य निधि में विशेष अंशदान Gratuity or Special contribution to P.F.	पेंशनीय लाभ Pensionary Benefits π		जोड़ (कॉलम 14 से 22) Total (Cols. 14 to 22)	प्रति कर्मचारी औसत वार्षिक वेतन (रुपयों में) Average annual wage per employee (in Rupees)**	
									पेंशन Pension	उपदान Gratuity		कॉलम 14 के जोड़ के आधार पर Taking total in Col. 14	कॉलम 13 के जोड़ के आधार पर Taking total in Col. 23
12	13	14	15	16	17	18	19	20	21	22	23	24(a)	24(b)
11,11,160	1,23,757	56,20,253	11,293	--	--	--	8,76,789	1,19,380	11,43,670	3,27,389	80,98,774	6,93,430	9,99,232
13,36,189	1,39,136	63,58,932	14,936	--	--	--	9,21,111	1,41,531	11,90,168	4,44,294	90,70,972	8,68,707	12,39,204
6,13,331	49,220	24,84,963	781	--	3	--	4,52,302	24,757	2,69,445	2,11,711	34,43,962	9,83,365	13,62,866
5,71,206	47,407	25,63,222	1,954	--	3	--	4,05,668	32,742	2,57,718	3,06,895	35,68,202	10,45,786	14,55,815
5,36,956	85,816	33,10,395	3,095	--	--	--	3,67,076	1,25,113	1,07,499	1,04,866	40,18,044	7,00,761	8,50,560
5,96,175	82,040	36,41,606	4,988	--	--	--	3,65,795	1,42,567	1,09,862	1,05,966	43,70,784	8,05,131	9,66,346
--	1,27,190	60,67,326	1,945	585	560	--	3,27,545	--	1,81,549	2,64,498	68,44,008	7,64,821	8,62,726
16,00,042	1,58,885	90,01,923	18,891	1,317	1,704	--	10,67,405	1,99,467	3,56,468	2,34,067	1,08,81,242	9,79,748	11,84,288
4,12,080	24,533	13,02,733	201	--	476	--	--	--	1,19,486	67,097	14,89,993	9,13,558	10,44,876
47,650	4,592	2,09,374	82	--	928	--	17,070	5,604	16,658	4,827	2,54,543	8,61,621	10,47,502
35,853	87,319	33,73,002	18,963	--	--	--	--	--	1,69,895	1,77,542	37,39,402	7,58,831	8,41,260
19,962	92,139	36,59,545	9,065	--	473	169	5,30,651	1,01,430	2,25,671	2,77,457	48,04,461	7,48,986	9,83,312
44,342	12,487	4,29,503	1,092	--	2,59,597	--	3,959	32,642	3,35,388	--	10,62,181	6,00,703	14,85,568
48,400	12,570	4,82,714	1,241	--	2,44,590	--	4,234	37,051	9,46,681	5,113	17,21,624	6,83,731	24,38,561
1,16,951	38,179	12,54,962	3,712	--	--	--	23,455	91,345	43,437	14,640	14,31,551	5,76,199	6,57,278
1,32,427	37,932	13,91,755	7,134	--	--	--	23,962	1,00,773	39,970	23,519	15,87,113	6,49,442	7,40,603
--	--	--	--	--	--	--	--	--	--	--	--	--	--
--	--	--	--	--	--	--	--	--	--	--	--	--	--
1,53,12,993	22,49,378	9,17,77,385	1,01,617	6,00,707	3,06,650	--	81,33,312	22,61,535	5,66,50,740	72,76,405	16,71,08,351	7,19,101	13,09,339
1,74,57,851	22,39,801	9,96,13,492	2,19,011	1,77,303	2,83,795	169	90,62,296	30,53,401	5,19,53,602	81,38,532	17,25,01,601	8,04,301	13,92,816

विवरण-40 (II)											
सरकारी रेलों में कर्मचारियों की संख्या और लागत - जारी											
31 मार्च, 2021 और 31 मार्च, 2022 को सरकारी रेलों में प्रवर्तित वेतन कोटियों के अन्तर्गत वर्ग क, ख और ग (स्थायी और अस्थायी-चालू लाइन और निर्माण) में नियोजित कर्मचारियों की कुल संख्या और उन पर वार्षिक लागत का विवरण											
(फ) इफ़े फ़ - पॉफ़यड् थ्रुडेंड											
रेलवे Railway	वर्ष Year	संख्या (यूनिट में) Number (in Units)				लागत (हजार रुपये में) Cost (in thousands of rupees)					
		स्थायी Permanent	अस्थायी Temporary			वेतन और छुट्टी वेतन Pay and leave salary	रनिंग भत्ता Running allowances	समयोपरि भत्ता Overtime allowance	महंगाई भत्ता और अनाज की दुकानों की प्रियायों का मूल्य D.A. & value of grain shops concessions	S कार्यालय के आधार पर अन्य प्रतिकर भत्ता Other C.A. depending upon the area of such work	
3	4(a)	4(b)	5	6	7						8
			3 वर्ष और अधिक सेवा वाले 3 years service & over	3 वर्ष से कम सेवा वाले Less than 3 years service	जोड़ स्थायी और अस्थायी Total permanent and temporary	@ नियोजित कर्मचारियों की औसत संख्या Average number of staff employed					
मध्य Central	2020-21	11,638	--	--	11,638	11,638	67,19,043	24,24,917	2,57,954	14,58,625	12,57,753
	2021-22	12,167	--	--	12,167	12,167	69,50,007	32,98,007	4,75,889	24,26,706	14,32,632
पूर्व Eastern	2020-21	9,487	--	--	9,487	9,487	53,31,922	16,32,827	27,003	11,65,901	10,15,553
	2021-22	9,869	--	--	9,869	9,869	54,26,901	21,24,969	41,610	19,14,439	11,28,161
पूर्व मध्य East Central	2020-21	12,841	--	--	12,841	12,841	63,72,804	23,76,089	1,32,738	13,89,512	5,47,497
	2021-22	13,610	--	--	13,610	13,610	66,33,208	28,30,265	24,918	23,38,499	6,40,554
पूर्व तट East Coast	2020-21	9,750	--	--	9,750	9,750	45,87,375	29,04,592	3,23,037	10,06,281	5,49,111
	2021-22	10,605	--	--	10,605	10,605	49,17,611	18,55,156	5,66,899	17,43,721	6,44,981
मेट्रो रेलवे / कोलकाता Metro Railway/Kolkata	2020-21	298	--	--	298	298	2,68,227	1,21,700	--	58,034	94,850
	2021-22	286	--	--	286	286	2,67,190	78,292	--	93,016	86,365
उत्तर Northern	2020-21	14,119	--	--	14,119	14,119	70,29,802	25,56,181	15,994	15,22,660	16,38,512
	2021-22	15,477	--	--	15,477	15,477	73,95,889	32,70,197	14,787	25,94,476	14,08,771
उत्तर मध्य North Central	2020-21	10,186	--	--	10,186	10,186	50,35,219	24,62,472	1,02,971	17,85,442	10,80,984
	2021-22	11,881	--	--	11,881	11,881	55,46,778	24,04,966	36,926	19,48,405	9,88,424
पूर्वोत्तर North Eastern	2020-21	4,817	--	--	4,817	4,817	23,56,525	7,63,269	7,300	5,06,793	4,38,137
	2021-22	4,961	--	--	4,961	4,961	24,37,336	9,46,737	2,266	8,55,711	3,83,344
पूर्वोत्तर सीमा Northeast Frontier	2020-21	4,499	--	--	4,499	4,499	22,66,579	7,93,382	11,515	4,87,894	1,22,744
	2021-22	4,448	--	--	4,448	4,448	22,81,879	10,93,390	16,223	7,98,593	1,55,243
उत्तर पश्चिम North Western	2020-21	4,898	--	--	4,898	4,898	24,57,508	11,87,882	30,782	5,29,235	2,90,492
	2021-22	4,926	--	--	4,926	4,926	25,08,156	14,81,436	78,780	8,66,875	3,35,015
दक्षिण Southern	2020-21	6,347	--	--	6,347	6,347	35,72,515	10,96,906	44,257	7,74,224	7,02,877
	2021-22	6,335	--	--	6,335	6,335	35,96,866	16,66,770	85,141	12,63,099	7,82,486
दक्षिण मध्य South Central	2020-21	10,916	--	--	10,916	10,916	58,64,741	19,45,166	1,72,305	12,66,007	9,62,478
	2021-22	12,032	--	--	12,032	12,032	60,67,050	27,15,952	3,83,982	21,26,462	10,91,618
दक्षिण पूर्व South Eastern	2020-21	10,241	--	--	10,241	10,241	54,64,001	18,40,134	5,83,117	11,88,993	5,77,193
	2021-22	10,616	--	--	10,616	10,616	56,14,900	20,36,234	1,67,191	19,82,333	6,74,486
दक्षिण पूर्व मध्य S.East Central	2020-21	9,107	--	--	9,107	9,107	47,69,585	24,10,696	4,96,620	10,39,926	5,40,189
	2021-22	9,323	--	--	9,323	9,323	49,29,430	20,05,680	7,55,617	17,37,330	6,18,935
दक्षिण पश्चिम South Western	2020-21	4,141	--	--	4,141	4,141	19,39,783	7,95,151	40,908	4,18,201	3,55,085
	2021-22	4,281	--	--	4,281	4,281	19,76,972	10,01,264	98,930	6,94,454	4,06,848
पश्चिम Western	2020-21	9,565	--	--	9,565	9,565	54,06,475	19,57,324	2,00,847	11,65,119	9,61,229
	2021-22	9,419	--	--	9,419	9,419	54,74,266	25,24,250	2,87,068	19,00,043	10,93,772
पश्चिम मध्य West Central	2020-21	7,053	--	--	7,053	7,053	39,57,460	16,69,890	1,27,463	8,48,758	4,97,318
	2021-22	7,244	--	--	7,244	7,244	40,76,438	20,58,312	51,461	14,21,097	5,69,421

नोट- पाद टिप्पणियां पृष्ठ 436 से 443 पर देखें।  
Note-See foot notes at pages 436 to 443.

<b>STATEMENT— 40 (II)</b>													
<b>GOVERNMENT RAILWAYS-- NUMBER AND COST OF STAFF-Contd.</b>													
Statement showing the total number and annual cost of staff Groups A, B and C under selected pay categories (Permanent and temporary-- Open line and Construction) employed on Government Railways as on 31st March, 2021 and 31st March, 2022													
(c) Group 'C'— Running staff													
लागत (हजार रुपयों में) / Cost (in thousands of rupees)													
यात्रा बसें छोड़कर कार्यालय पर अन्वयित अन्य प्रतिभार बसे Other C.A. not depending upon the area of work excluding T.A.	उत्पादकता सम्बद्ध बोनस Productivity Linked Bonus	कुल वेतन (कॉलम 7-13) Total wages (Cols. 7-13)	यात्रा भत्ता Travelling allowance	कर्मचार प्रतिकार अधिनियम के अन्तर्गत कार्यपूरी Compensation under Workmen's Compensation Act.	इनाम आदि Rewards etc.	कठिन श्रुती भत्ता Hard duty allowance	† भविष्य निधि में अदान Provident Fund contribution	§ उपदान या भविष्य निधि में विशेष अदान Gratuity or Special contribution to P.F.	पेंशनीय लाभ Pensionary Benefits		जोड़ (कॉलम 14 से 22) Total (Cols. 14 to 22)	प्रति कर्मचारी औसत वार्षिक वेतन (रुपयों में) Average annual wage per employee (in Rupees)**	
									Π	उपदान Gratuity		कॉलम 14 के जोड़ के आधार पर Taking total in Col. 14	कॉलम 13 के जोड़ के आधार पर Taking total in Col. 23
12	13	14	15	16	17	18	19	20	21	22	23	24(a)	24(b)
6,59,464	2,00,202	1,29,77,958	1,552	--	--	--	8,18,708	3,85,564	79,82,772	6,13,199	2,27,79,753	11,15,136	19,57,360
13,14,453	2,07,200	1,61,04,894	2,452	--	--	--	7,85,088	4,50,616	94,56,257	6,29,077	2,74,28,384	13,23,654	22,54,326
8,97,942	1,62,381	1,02,33,529	1,309	5,664	4,264	--	7,68,992	3,77,957	57,75,906	5,96,411	1,77,64,032	10,78,690	18,72,460
10,64,671	1,73,342	1,18,74,093	900	5,315	3,457	--	7,02,430	4,65,958	64,21,847	7,33,530	2,02,07,530	12,03,171	20,47,576
10,88,169	2,09,572	1,21,16,381	57,307	--	557	--	5,02,196	5,54,036	38,70,360	5,35,121	1,76,35,958	9,43,570	13,73,410
11,50,397	2,31,007	1,38,48,848	497	--	45	--	4,71,717	6,91,352	46,23,725	5,53,396	2,01,89,580	10,17,549	14,83,437
5,31,072	1,52,671	1,00,54,139	738	--	10,132	--	4,10,503	4,03,028	17,43,751	2,01,269	1,28,23,560	10,31,194	13,15,237
7,73,220	1,58,586	1,06,60,174	3,579	--	7,769	--	3,91,454	4,85,268	20,06,072	2,43,355	1,37,97,671	10,05,203	13,01,053
26,002	5,719	5,74,532	35	--	--	--	87,435	7,109	--	32,000	7,01,111	19,27,960	23,52,721
43,188	5,468	5,73,519	25	--	--	--	83,652	8,469	--	20,000	6,85,665	20,05,311	23,97,430
8,60,389	2,39,738	1,38,63,276	5,393	2,029	78,593	--	5,68,802	6,24,914	31,83,947	5,60,680	1,88,87,634	9,81,888	13,37,746
13,43,420	2,42,084	1,62,69,624	1,135	2,407	8,584	--	5,46,883	7,52,067	38,53,455	5,10,954	2,19,45,109	10,51,213	14,17,917
5,37,985	1,64,439	1,11,69,512	394	11,49,867	--	--	4,19,716	4,30,915	51,07,947	2,82,526	1,85,60,877	10,96,555	18,22,195
8,97,658	1,72,233	1,19,95,390	2,116	5,84,763	--	--	4,02,771	5,09,476	55,88,049	3,82,158	1,94,64,723	10,09,628	16,38,307
2,81,544	74,235	44,27,803	3,580	--	--	--	2,09,043	2,09,891	4,21,113	1,44,484	54,15,914	9,19,203	11,24,333
4,28,703	82,237	51,36,334	541	--	967	--	1,97,478	2,66,637	4,42,438	1,79,620	62,24,015	10,35,342	12,54,589
4,75,306	67,019	42,24,439	874	79,992	545	--	2,97,621	1,62,752	17,94,817	1,93,124	67,54,164	9,38,973	15,01,259
5,27,394	77,631	49,50,353	406	87,280	645	--	2,83,066	2,05,062	13,47,111	2,49,148	71,23,071	11,12,939	16,01,410
4,69,947	75,407	50,41,253	493	--	--	--	2,89,922	1,94,733	20,30,623	2,77,759	78,34,783	10,29,247	15,99,588
4,91,920	87,741	58,49,923	6,430	--	--	--	2,64,466	2,50,234	22,98,486	2,85,435	89,54,974	11,87,560	18,17,900
6,55,567	1,06,929	69,53,275	2,254	--	99	--	4,56,671	2,38,341	38,86,864	3,38,925	1,18,76,429	10,95,522	18,71,188
7,12,628	1,10,520	82,17,510	2,131	--	83	--	4,18,070	2,96,462	41,86,012	3,46,191	1,34,66,459	12,97,160	21,25,724
10,00,216	1,83,264	1,13,94,177	6,144	--	--	--	4,73,663	4,70,057	41,11,877	4,31,572	1,68,87,490	10,43,805	15,47,040
10,51,610	1,93,349	1,36,30,023	11,805	--	--	--	4,38,842	5,76,833	43,15,680	4,06,912	1,93,80,095	11,32,814	16,10,713
8,50,727	1,65,040	1,06,69,205	1,711	--	--	--	6,83,152	3,90,180	20,97,960	3,04,372	1,41,46,580	10,41,813	13,81,367
8,87,908	1,74,736	1,15,37,788	520	--	--	--	6,70,085	4,57,368	22,44,456	3,19,884	1,52,30,101	10,86,830	14,34,636
7,34,993	1,50,418	1,01,42,427	549	--	--	--	4,84,870	3,96,949	8,68,105	2,03,537	1,20,96,437	11,13,696	13,28,257
8,16,611	1,63,441	1,10,27,044	651	--	--	--	4,86,758	4,51,832	10,39,682	2,88,440	1,32,94,407	11,82,779	14,25,980
3,25,612	57,760	39,32,500	1,021	--	861	--	1,44,373	1,75,496	12,55,817	1,23,480	56,33,548	9,49,650	13,60,432
3,46,184	65,305	45,89,957	1,227	--	716	--	1,29,332	2,17,280	14,37,142	1,19,976	64,95,630	10,72,169	15,17,316
8,95,143	1,56,362	1,07,42,499	2,775	--	--	--	7,00,017	3,15,717	16,83,268	3,60,797	1,38,05,073	11,23,105	14,43,290
9,81,255	1,62,581	1,24,23,235	3,692	--	--	--	6,69,554	3,80,068	21,40,581	4,89,887	1,61,07,017	13,18,955	17,10,056
6,40,148	1,20,058	78,61,095	165	--	1,240	--	5,05,539	2,75,961	28,31,557	2,44,839	1,17,20,396	11,14,575	16,61,760
6,47,991	1,24,827	89,49,547	258	--	1,235	--	5,06,951	3,10,946	29,28,919	2,64,222	1,29,62,078	12,35,443	17,89,354

<b>विवरण-40 (II)</b>											
<b>सरकारी रेलों में कर्मचारियों की संख्या और लागत – जारी</b>											
31 मार्च, 2021 और 31 मार्च, 2022 को सरकारी रेलों में प्रवर्तित वेतन कोटियों के अन्तर्गत वर्ग क, ख और ग (स्थायी और अस्थायी-चालू लाइन और निर्माण) में नियोजित कर्मचारियों की कुल संख्या और उन पर वार्षिक लागत का विवरण											
( फ) इफ़ै र्फ - पॉफपड श्रद्धे											
रेलवे Railway	वर्ष Year	संख्या (यूनिट में) Number (in Units)				लागत (हजार रुपये में) Cost (in thousands of rupees)					
		स्थायी Permanent	अस्थायी Temporary		5	6	7	8	9	10	11
			3 वर्ष और अधिक सेवा वाले 3 years service & over	3 वर्ष से कम सेवा वाले Less than 3 years service	जोड़ स्थायी और अस्थायी Total permanent and temporary	@ नियोजित कर्मचारियों की औसत संख्या Average number of staff employed	वेतन और छुट्टी वेतन Pay and leave salary	रनिंग भत्ता Running allowances	समयोपरी भत्ता Overtime allowance	महंगाई भत्ता और अनाज की दुकानों की रियाजतों का मूल्य D.A. & value of grain shops concessions	S कार्यक्षेत्र के आधार पर अन्य प्रतिकर भत्ता Other C. A. depending upon the area of such work
1	2	3	4(a)	4(b)	5	6	7	8	9	10	11
चिततरंजन रेल इंजन कारखाना Chittaranjan Locomotive Works	2020-21	13	--	--	13	13	5,714	4,075	1,483	1,259	358
	2021-22	13	--	--	13	13	5,900	2,234	357	2,102	56
पटियाला रेल इंजन कारखाना Patiala Locomotive Works	2020-21	--	--	--	--	--	--	--	--	--	--
	2021-22	--	--	--	--	--	--	--	--	--	--
बनारस रेल इंजन कारखाना Banaras Locomotive Works	2020-21	--	--	--	--	--	--	--	--	--	--
	2021-22	--	--	--	--	--	--	--	--	--	--
सवारी डिब्बा कारखाना Integral Coach Factory	2020-21	--	--	--	--	--	--	--	--	--	--
	2021-22	--	--	--	--	--	--	--	--	--	--
रेल पहिया कारखाना Rail Wheel Factory	2020-21	--	--	--	--	--	--	--	--	--	--
	2021-22	--	--	--	--	--	--	--	--	--	--
रेल सवारी डिब्बा कारखाना Rail Coach Factory	2020-21	--	--	--	--	--	--	--	--	--	--
	2021-22	--	--	--	--	--	--	--	--	--	--
रेल पहिया संयंत्र Rail Wheel Plant	2020-21	--	--	--	--	--	--	--	--	--	--
	2021-22	--	--	--	--	--	--	--	--	--	--
आधुनिक रेल डिब्बा कारखाना Modern Coach Factory	2020-21	--	--	--	--	--	--	--	--	--	--
	2021-22	--	--	--	--	--	--	--	--	--	--
रेलवे बोर्ड और अन्य रेल कार्यालय (रेल सुरक्षा विशेष बल सहित) @@	2020-21	58	--	--	58	58	33,240	22,985	5,325	7,299	5,168
Railway Board and other Railway Offices (Including Railway Protection Special Force)	2021-22	55	--	--	55	55	31,928	18,076	6,820	11,223	5,220
कुल ज़रूर Grand Total	2020-21	1,39,974	--	--	1,39,974	1,39,974	7,34,38,518	2,89,65,638	25,81,619	1,66,20,163	1,16,37,528
	2021-22	1,47,548	--	--	1,47,548	1,47,548	7,61,38,705	3,34,12,187	30,94,865	2,67,18,584	1,24,46,332

नोट- पाद टिप्पणियां पृष्ठ 436 से 443 पर देखें।

Note-See foot notes at pages 436 to 443.

\* संशोधित /Revised

<b>STATEMENT— 40 (II)</b>													
<b>GOVERNMENT RAILWAYS-- NUMBER AND COST OF STAFF-Contd.</b>													
Statement showing the total number and annual cost of staff Groups A, B and C under selected pay categories (Permanent and temporary-- Open line and Construction) employed on Government Railways as on 31st March, 2021 and 31st March, 2022													
(c) Group 'C'— Running staff													
लागत (हजार रुपयों में) / Cost (in thousands of rupees)													
यात्रा मत्तें छोड़कर कार्यक्षेत्र पर अनुमार्जित अन्य प्रतिकार मत्तें Other C.A. not depending upon the area of work excluding T.A.	उत्पादकता सम्बन्ध बोनस Productivity Linked Bonus	कुल वेतन (कॉलम 7-13) Total wages (Cols. 7-13)	यात्रा मत्ता Travelling allowance	कर्मचार प्रतिकार अधिनियम के अन्वयगत क्षतिपूर्ति Compensation under Workmen's Compensation Act.	इनाम आदि Rewards etc.	कठिन श्रुती मत्ता Hard duty allowance	‡ मन्विष्य निधि में अर्पण Provident Fund contribution	§ उपदान या मन्विष्य निधि में विशेष अर्पण Gratuity or Special contribution to P.F.	पेंशनीय लाभ Pensionary Benefits π		जोड़ (कॉलम 14 से 22) Total (Cols. 14 to 22)	प्रति कर्मचारी औसत वार्षिक वेतन (रुपयों में) Average annual wage per employee (in Rupees)**	
									पेंशन Pension	उपदान Gratuity		कॉलम 14 के जोड़ के आधार पर Taking total in Col. 14	कॉलम 13 के जोड़ के आधार पर Taking total in Col. 23
12	13	14	15	16	17	18	19	20	21	22	23	24(a)	24(b)
1,023	220	14,132	--	--	--	--	1,232	236	--	1,215	16,815	10,87,077	12,93,462
870	248	11,767	0	--	--	--	1,106	349	--	98	13,320	9,05,154	10,24,615
--	--	--	--	--	--	--	--	--	--	--	--	#DIV/0!	#DIV/0!
--	--	--	--	--	--	--	--	--	--	--	--	#DIV/0!	#DIV/0!
--	--	--	--	--	--	--	--	--	--	--	--	#DIV/0!	#DIV/0!
--	--	--	--	--	--	--	--	--	--	--	--	#DIV/0!	#DIV/0!
--	--	--	--	--	--	--	--	--	--	--	--	#DIV/0!	#DIV/0!
--	--	--	--	--	--	--	--	--	--	--	--	#DIV/0!	#DIV/0!
--	--	--	--	--	--	--	--	--	--	--	--	#DIV/0!	#DIV/0!
--	--	--	--	--	--	--	--	--	--	--	--	#DIV/0!	#DIV/0!
--	--	--	--	--	--	--	--	--	--	--	--	#DIV/0!	#DIV/0!
--	--	--	--	--	--	--	--	--	--	--	--	#DIV/0!	#DIV/0!
5,802	1,050	80,869	60	--	--	--	5,766	1,470	--	--	88,165	13,94,293	15,20,086
6,472	972	80,711	29,856	--	--	--	5,240	1,854	--	--	1,17,661	14,67,473	21,39,291
1,09,37,051	22,92,484	14,64,73,001	86,354	12,37,552	96,291	--	78,28,221	56,15,306	4,86,46,684	54,45,310	21,54,28,719	10,46,430	15,39,062
1,34,86,553	24,33,508	16,77,30,734	68,221	6,79,765	23,501	--	74,54,943	67,78,131	5,43,29,912	60,22,283	24,30,87,490	11,36,788	16,47,515

विवरण-40 (II)											
सरकारी रेलों में कर्मचारियों की संख्या और लागत - जारी											
31 मार्च, 2021 और 31 मार्च, 2022 को सरकारी रेलों में प्रचलित वेतन कोटियों के अन्तर्गत वर्ग क, ख और ग (स्थायी और अस्थायी-चालू लाइन और निर्माण) में नियोजित कर्मचारियों की कुल संख्या और उन पर वार्षिक लागत का विवरण											
(घ) वर्ग 'ग' के अन्य कर्मचारी											
रेलवे Railway	वर्ष Year	संख्या (यूनिट में)/ Number (in Units)				लागत (हजार रुपयों में)/ Cost (in thousands of rupees)					
		स्थायी Permanent	अस्थायी Temporary								
			3 वर्ष और अधिक सेवा वाले 3 years service & over	3 वर्ष से कम सेवा वाले Less than 3 years service	जोड़ स्थायी और अस्थायी Total permanent and temporary	⑥ नियोजित कर्मचारियों की औसत संख्या Average number of staff employed	वेतन और छुट्टी वेतन Pay and leave salary	रनिंग भत्ता Running allowances	समयाति भत्ता Overtime allowance	महंगाई भत्ता और अनाज की दुकानों की रियासतों का मूल्य D.A. & value of grain shops concessions	\$ कार्यक्षेत्र के आधार पर अन्य प्रतिकर भत्ता Other C.A. depending upon the area of each work
1	2	3	4(a)	4(b)	5	6	7	8	9	10	11
मध्य Central	2020-21 2021-22	79,290 76,007	-- --	-- --	79,290 76,007	79,290 76,007	3,30,01,260 3,24,23,560	16,899 31,141	2,90,424 3,99,332	55,85,602 88,38,425	44,40,744 48,37,345
पूर्व Eastern	2020-21 2021-22	80,121 76,420	-- --	-- --	80,121 76,420	80,121 76,420	3,56,97,641 3,43,60,899	12,568 14,865	3,40,454 3,32,862	60,61,942 93,80,629	52,79,552 55,35,204
पूर्व मध्य East Central	2020-21 2021-22	67,733 65,932	-- --	-- --	67,733 65,932	67,733 65,932	2,72,23,927 2,77,17,446	11,949 12,480	1,41,504 1,00,773	46,07,882 75,40,869	16,45,579 18,51,481
पूर्व तट East Coast	2020-21 2021-22	36,252 35,132	-- --	-- --	36,252 35,132	36,252 35,132	1,52,46,688 1,52,72,385	5,481 2,841	91,227 1,52,665	25,84,191 41,70,698	10,72,021 11,76,927
मेट्रो रेलवे / कोलकाता Metro Railway/Kolkata	2020-21 2021-22	3,829 3,746	-- --	-- --	3,829 3,746	3,829 3,746	15,74,812 15,85,369	178 65	175 --	2,67,399 4,31,499	4,83,683 3,70,924
उत्तर Northern	2020-21 2021-22	1,10,118 1,06,046	-- --	-- --	1,10,118 1,06,046	1,10,118 1,06,046	4,50,64,719 4,47,59,750	5,053 6,943	3,44,738 3,59,498	76,08,631 1,21,99,756	77,38,795 52,35,449
उत्तर मध्य North Central	2020-21 2021-22	51,225 50,746	-- --	-- --	51,225 50,746	51,225 50,746	1,98,90,759 1,99,33,422	8,882 8,450	16,549 15,535	48,44,472 54,19,053	30,17,424 21,06,677
पूर्वोत्तर North Eastern	2020-21 2021-22	38,904 37,441	-- --	-- --	38,904 37,441	38,904 37,441	1,61,86,519 1,60,80,352	5,485 4,478	1,37,447 65,301	27,31,935 43,81,178	22,53,720 15,12,871
पूर्वोत्तर सीमा Northeast Frontier	2020-21 2021-22	54,298 52,392	-- --	-- --	54,298 52,392	54,298 52,392	2,21,00,803 2,19,51,181	8,964 9,759	84,738 80,914	37,41,055 60,00,522	7,51,708 8,45,148
उत्तर पश्चिम North Western	2020-21 2021-22	36,859 36,045	-- --	-- --	36,859 36,045	36,859 36,045	1,59,07,716 1,58,58,493	6,214 7,470	71,366 2,26,163	26,78,117 43,04,134	12,60,864 13,80,880
दक्षिण Southern	2020-21 2021-22	68,270 64,892	-- --	-- --	68,270 64,892	68,270 64,892	2,82,79,113 2,78,56,309	4,569 9,515	2,32,283 4,69,975	47,96,069 75,90,915	37,84,413 41,00,856
दक्षिण मध्य South Central	2020-21 2021-22	65,164 61,191	-- --	-- --	65,164 61,191	65,164 61,191	2,65,42,530 2,61,65,723	14,016 16,375	3,38,989 7,86,292	44,92,451 71,33,156	30,75,434 33,58,023
दक्षिण पूर्व South Eastern	2020-21 2021-22	63,945 62,607	-- --	-- --	63,945 62,607	63,945 62,607	2,74,47,344 2,75,32,850	7,215 7,418	85,749 53,375	46,52,492 75,22,224	21,41,081 23,57,165
दक्षिण पूर्व मध्य S.East Central	2020-21 2021-22	35,681 34,943	-- --	-- --	35,681 34,943	35,681 34,943	1,42,33,499 1,42,71,567	10,106 10,626	1,00,405 1,84,980	24,08,574 39,04,452	8,85,229 9,85,569
दक्षिण पश्चिम South Western	2020-21 2021-22	28,328 27,699	-- --	-- --	28,328 27,699	28,328 27,699	1,11,44,977 1,09,28,274	2,648 2,687	2,19,363 4,15,818	18,85,943 29,76,642	12,72,177 13,87,500
पश्चिम Western	2020-21 2021-22	76,739 74,036	-- --	-- --	76,739 74,036	76,739 74,036	3,29,39,104 3,20,29,926	11,825 12,364	4,83,752 5,34,884	55,73,850 87,21,066	37,95,835 40,70,784
पश्चिम मध्य West Central	2020-21 2021-22	44,649 43,424	-- --	-- --	44,649 43,424	44,649 43,424	1,80,00,529 1,76,57,817	16,319 14,216	1,83,927 1,05,039	30,16,730 47,96,827	13,86,937 15,16,749

नोट- पाद टिप्पणियां पृष्ठ 436 से 443 पर देखें।  
Note-See foot notes at pages 436 to 443.

<b>STATEMENT— 40 (II)</b>													
<b>GOVERNMENT RAILWAYS-- NUMBER AND COST OF STAFF-Contd.</b>													
Statement showing the total number and annual cost of staff Groups A, B and C under selected pay categories (Permanent and temporary-- Open line and Construction) employed on Government Railways as on 31st March, 2021 and 31st March, 2022													
(d) Group 'C'— Other staff													
लागत (हजार रुपयों में) / Cost (in thousands of rupees)													
आज्ञा सस्ते (खंडकर काटने पर समाहित) अन्य प्रतिकार सस्ते Other C.A. not depending upon the area of work excluding T.A.	उत्पादकता सम्बंधी बोनस Productivity Linked Bonus	कुल वेतन (कॉलम 7-13) Total wages (Cols. 7-13)	यात्रा भत्ता Travelling allowance	कर्मचार प्रतिकार अधिनियम के अन्तर्गत क्षतिपूर्ति Compensation under Workmen's Compensation Act.	इनाम आदि Rewards etc.	कठिन द्यूरी भत्ता Hard duty allowance	† भविष्य निधि में अर्पणदान Provident Fund contribution	§ अर्पणदान या भविष्य निधि में विशेष अर्पणदान Gratuity or Special contribution to P.F.	पेंशनीय लाभ Pensionary Benefits π		जोड़ (कॉलम 14 से 22) Total (Cols. 14 to 22)	प्रति कर्मचारी औसत वार्षिक वेतन (रुपयों में) Average annual wage per employee (in Rupees)**	
									पेंशन Pension	अर्पणदान Gratuity		कॉलम 14 के जोड़ के आधार पर Taking total in Col. 14	कॉलम 13 के जोड़ के आधार पर Taking total in Col. 23
12	13	14	15	16	17	18	19	20	21	22	23	24(a)	24(b)
48,05,735	13,02,380	4,94,43,044	11,99,896	--	--	--	31,70,764	17,44,018	3,08,80,939	35,84,694	9,00,23,355	6,23,572	11,35,368
79,90,688	12,74,383	5,57,94,874	15,18,880	--	--	--	29,00,926	20,10,354	3,27,60,886	38,82,690	9,88,68,610	7,34,075	13,00,783
82,87,675	13,35,102	5,70,14,934	5,78,049	37,928	19,152	--	52,17,015	17,39,917	3,86,70,165	39,21,083	10,71,98,243	7,11,610	13,37,954
87,48,730	12,94,407	5,96,67,596	4,64,346	7,086	4,608	--	46,90,320	19,85,970	4,06,60,512	43,80,053	11,18,60,491	7,80,785	14,63,759
61,00,870	11,19,372	4,08,51,083	10,79,274	--	3,326	--	22,83,033	16,41,516	1,68,08,579	20,56,887	6,47,23,698	6,03,119	9,21,865
63,16,273	11,15,016	4,46,54,340	9,75,070	--	4,866	--	21,82,681	19,29,285	2,23,94,117	21,97,646	7,43,38,005	6,77,279	11,27,495
22,28,287	6,00,057	2,18,27,952	5,83,351	--	14,767	--	17,52,350	7,95,490	57,95,560	8,39,090	3,16,08,560	6,02,117	8,71,912
31,94,915	5,99,688	2,45,70,119	7,12,592	--	25,739	--	16,91,118	9,10,253	62,30,163	10,27,425	3,51,67,409	6,99,366	10,01,008
2,17,707	55,886	25,99,840	18,398	--	--	--	2,35,678	86,050	1,79,415	1,35,972	32,55,353	6,78,987	8,50,184
4,37,744	55,498	28,81,099	20,156	--	--	--	2,14,270	1,02,260	1,90,182	2,01,846	36,09,813	7,69,113	9,63,645
75,46,136	17,75,786	7,00,83,858	19,51,850	16,586	7,827	--	47,39,200	24,42,740	2,48,32,490	45,17,539	10,85,92,090	6,36,443	9,86,143
1,05,40,226	17,55,884	7,48,57,506	20,97,435	16,496	58,818	--	44,62,960	28,71,900	2,64,03,272	43,37,410	11,51,05,797	7,05,897	10,85,433
32,10,525	8,22,035	3,18,10,646	9,18,970	22,83,852	29,732	--	16,53,284	12,58,701	4,63,09,472	16,60,787	8,59,25,444	6,20,998	16,77,412
44,38,624	8,20,068	3,27,41,829	10,67,118	32,03,829	26,653	--	15,28,719	14,37,432	5,06,62,156	18,98,830	9,25,66,566	6,45,210	18,24,116
27,31,334	6,33,595	2,46,80,035	7,32,527	--	9,870	--	22,10,755	8,44,328	28,89,262	15,72,731	3,29,39,508	6,34,383	8,46,687
37,29,860	6,31,898	2,64,05,938	7,55,525	--	6,393	--	20,62,423	9,83,501	29,18,987	17,67,310	3,49,00,077	7,05,268	9,32,135
64,86,316	8,70,645	3,40,44,229	8,74,111	2,56,476	7,413	--	27,26,906	12,54,661	12,82,012	17,91,743	4,22,37,551	6,26,989	7,77,884
67,13,870	8,64,436	3,64,65,830	10,26,174	2,55,200	6,413	--	25,90,198	14,46,823	18,85,956	20,75,557	4,57,52,151	6,96,019	8,73,266
35,34,056	6,13,939	2,40,72,272	6,49,379	1,437	16,190	--	19,40,492	8,66,074	1,25,84,878	15,65,898	4,16,96,620	6,53,091	11,31,247
37,25,847	6,14,822	2,61,17,809	9,28,696	--	--	--	18,14,069	10,16,028	1,68,18,700	17,39,638	4,84,34,940	7,24,589	13,43,735
67,51,396	11,10,557	4,49,58,400	10,80,690	--	23,010	--	31,20,609	16,36,654	3,07,67,412	30,36,088	8,46,22,863	6,58,538	12,39,532
68,69,275	10,74,128	4,79,70,973	15,25,755	--	22,429	--	28,09,763	18,90,041	3,31,35,395	32,12,763	9,05,67,119	7,39,243	13,95,659
58,22,245	10,44,062	4,13,29,727	12,25,414	--	--	--	23,59,495	14,86,498	2,09,35,839	25,70,573	6,99,07,546	6,34,242	10,72,794
61,84,069	10,32,874	4,46,76,512	14,85,769	--	--	--	21,67,869	17,57,967	2,19,73,517	25,93,499	7,46,55,133	7,30,116	12,20,035
55,69,740	10,59,033	4,09,62,654	7,00,418	--	--	--	40,99,211	11,78,007	1,06,94,162	21,49,891	5,97,84,343	6,40,592	9,34,934
59,68,557	10,44,331	4,44,85,920	5,92,661	--	--	--	39,36,065	13,54,427	1,14,40,913	26,55,221	6,44,65,207	7,10,558	10,29,680
29,25,669	5,82,127	2,11,45,609	5,54,442	--	6,259	--	13,13,690	7,95,654	34,58,229	7,60,573	2,80,34,456	5,92,629	7,85,697
31,58,109	5,78,375	2,30,93,678	7,98,469	--	1,114	--	13,18,011	8,69,168	38,54,860	10,80,464	3,10,15,764	6,60,896	8,87,610
25,58,819	4,49,719	1,75,33,646	6,05,792	--	8,104	--	9,65,396	7,06,920	88,09,964	9,08,847	2,95,38,669	6,18,951	10,42,738
25,87,379	4,41,104	1,87,39,404	6,78,988	--	8,104	--	8,79,073	8,25,836	92,98,624	9,96,316	3,14,26,345	6,76,537	11,34,566
71,56,269	12,80,683	5,12,41,318	15,90,263	--	--	--	36,15,494	16,33,994	1,38,73,562	32,36,768	7,51,91,399	6,67,735	9,79,833
76,05,692	12,50,944	5,42,25,662	15,74,883	--	--	--	33,78,460	18,66,058	1,68,24,213	40,08,694	8,18,77,970	7,32,423	11,05,921
38,12,696	7,36,647	2,71,53,785	7,79,265	--	9,845	--	17,03,450	10,46,703	1,52,46,122	17,39,046	4,76,78,216	6,08,161	10,67,845
39,49,735	7,33,673	2,87,74,056	7,43,160	--	9,358	--	15,49,886	12,11,225	1,67,06,503	20,09,065	5,10,03,253	6,62,630	11,74,541

<b>विवरण-40 (II)</b>											
<b>सरकारी रेलों में कर्मचारियों की संख्या और लागत – जारी</b>											
31 मार्च, 2021 और 31 मार्च, 2022 को सरकारी रेलों में प्रवर्तित वेतन कोटियों के अन्तर्गत वर्ग क, ख और ग (स्थायी और अस्थायी-चालू लाइन और निर्माण) में नियोजित कर्मचारियों की कुल संख्या और उन पर वार्षिक लागत का विवरण											
(घ) वर्ग 'ग' के अन्य कर्मचारी											
रेलवे Railway	वर्ष Year	संख्या (यूनिट में)/ Number (in Units)				लागत (हजार रुपये में)/ Cost (in thousands of rupees)					
		स्थायी Permanent	अस्थायी Temporary		औसत संख्या Average number of staff employed		वेतन और छुट्टी वेतन Pay and leave salary	चलाना भत्ता Running allowances	समयोपारि भत्ता Overtime allowance	महंगाई भत्ता और अनाज की दुकानों की रियाजतों का मूल्य D.A. & value of grain shops concessions	अन्य C.A. के आधार पर अन्य प्रतिकर भत्ता Other C.A. depending upon the area of such work
1	2	3	4(a)	4(b)	5	6	7	8	9	10	11
चित्तारजन रेल इंजन कारखाना Chittaranjan Locomotive Works	2020-21	1,969	--	--	1,969	1,969	14,32,115	248	72,734	2,41,924	33,990
	2021-22	2,293	--	--	2,293	2,293	11,62,102	264	38,566	3,16,294	32,069
पटियाला रेल इंजन कारखाना Patiala Locomotive Works	2020-21	656	--	--	656	656	3,38,718	--	1,362	57,399	14,684
	2021-22	529	--	--	529	529	3,00,116	--	1,754	80,929	13,883
बनारस रेल इंजन कारखाना Banaras Locomotive Works	2020-21	1,198	--	--	1,198	1,198	5,98,323	--	3,433	1,00,072	44,573
	2021-22	1,377	--	--	1,377	1,377	5,94,904	--	14,229	1,61,347	49,760
सवारी डिब्बा कारखाना Integral Coach Factory	2020-21	2,748	--	--	2,748	2,965	15,62,623	--	2,882	2,35,688	2,59,000
	2021-22	353	--	--	353	353	29,842	--	9	8,012	1,806
रेल पहिया कारखाना Rail Wheel Factory	2020-21	622	147	--	769	769	5,14,788	--	935	74,538	1,06,339
	2021-22	1,847	--	--	1,847	1,847	8,55,914	803	9,385	2,33,540	1,41,734
रेल सवारी डिब्बा कारखाना Rail Coach Factory	2020-21	2,217	--	--	2,217	1,850	9,78,160	45,781	7,335	1,61,381	41,046
	2021-22	1,754	--	--	1,754	1,765	9,92,015	44,096	9,971	2,43,312	18,219
रेल पहिया संयंत्र Rail Wheel Plant	2020-21	210	--	--	210	210	1,08,319	69	--	18,323	4,391
	2021-22	239	--	--	239	239	1,10,656	59	93	30,172	5,059
आधुनिक रेल डिब्बा कारखाना Modern Coach Factory	2020-21	65	--	--	65	65	17,789	--	--	2,917	843
	2021-22	156	--	--	156	156	23,917	--	--	6,428	1,440
रेलवे बोर्ड और अन्य रेल कार्यालय (रेल सुरक्षा विशेष बल सहित) @@ Railway Board and other Railway Offices (Including Railway Protection Special Force)	2020-21	6,220	--	--	6,220	6,220	32,88,325	446	5,349	5,55,228	3,77,211
	2021-22	6,064	--	--	6,064	6,064	33,24,201	405	8,915	9,06,099	4,12,257
कुल जोड़ Grand Total	2020-21	9,57,310	147	--	9,57,457	9,57,307	39,93,21,100	1,94,915	32,57,120	6,89,84,805	4,51,67,273
	2021-22	9,23,311	--	--	9,23,311	9,23,322	39,37,78,990	2,17,320	43,66,328	10,72,98,178	4,33,05,783

नोट- पाद टिप्पणियां पृष्ठ 436 से 443 पर देखें।

Note-See foot notes at pages 436 to 443.

\*संशोधित@Revised

<b>STATEMENT— 40 (II)</b>														
<b>GOVERNMENT RAILWAYS-- NUMBER AND COST OF STAFF-Contd.</b>														
Statement showing the total number and annual cost of staff Groups A, B and C under selected pay categories (Permanent and temporary-- Open line and Construction) employed on Government Railways as on 31st March, 2021 and 31st March, 2022														
(d) Group 'C'— Other staff														
लागत (हजार रुपयों में) / Cost (in thousands of rupees)														
जमा करें जोड़कर कार्यों पर अन्तर्गत अन्य प्रतिकार करें Other C.A. not depending upon the area of work excluding T.A.	उत्पादकता सम्बद्ध बोनस Productivity Linked Bonus	कुल वेतन (कॉलम 7-13) Total wages (Cols. 7-13)	यात्रा भत्ता Travelling allowance	कर्मचार प्रतिकार अधिनियम के अन्तर्गत महिलाओं Compensation under Workmen's Compensation Act.	इनाम आदि Rewards etc.	कठिन इयूटी भत्ता Hard duty allowance	† मण्डिष निधि में अंशदान Provident Fund contribution	‡ उपदान या मण्डिष निधि में विशेष अंशदान Gratuity or Special contribution to P.F.	पेंशनीय लाभ Pensionary Benefits			प्रति कर्मचारी औसत वार्षिक वेतन (रुपयों में) Average annual wage per employee (in Rupees)**	कॉलम 14 के जोड़ के आधार पर Taking total in Col. 14	कॉलम 13 के जोड़ के आधार पर Taking total in Col. 23
									पेंशन Pension	उपदान Gratuity	जोड़ (कॉलम 14 से 22) Total (Cols. 14 to 22)			
12	13	14	15	16	17	18	19	20	21	22	23	24(a)	24(b)	
4.07,051	60,376	22,48,438	8,479	--	--	--	3,40,435	42,812	2,77,839	1,92,927	31,10,930	11,41,919	15,79,954	
2,74,671	36,579	18,60,545	12,162	--	--	--	2,38,307	46,065	3,72,822	1,62,243	26,92,144	8,11,402	11,74,071	
83,866	9,161	5,05,190	303	--	5	--	83,310	7,847	12,766	52,788	6,62,209	7,70,107	10,09,465	
73,235	8,318	4,78,235	439	--	5	--	70,098	8,210	55,623	61,266	6,73,876	9,04,036	12,73,868	
1,38,009	15,168	8,99,578	2,468	--	--	--	1,52,235	18,781	27,262	56,191	11,56,515	7,50,900	9,65,371	
1,41,702	16,938	9,78,880	2,609	--	--	--	1,50,612	21,347	33,448	58,341	12,45,237	7,10,879	9,04,312	
--	41,550	21,01,743	4,148	--	2,816	--	1,26,829	--	70,775	1,13,787	24,20,098	7,08,851	8,16,222	
6,477	572	46,718	1,986	--	--	--	757	1,246	13,695	--	64,402	1,32,346	1,82,442	
81,281	12,616	7,90,497	1,155	--	845	--	--	--	60,032	42,064	8,94,593	10,27,954	11,63,320	
3,47,922	32,342	16,21,640	1,549	--	1,158	--	1,32,592	42,806	1,28,464	54,879	19,83,088	8,77,986	10,73,681	
30,722	30,785	12,95,210	13,465	--	7	314	--	--	84,737	52,976	14,46,709	7,00,114	7,82,005	
40,020	30,284	13,77,917	10,938	--	292	--	1,98,628	1,93,036	1,04,078	92,987	19,77,876	7,80,690	11,20,610	
17,141	2,916	1,51,159	1,728	--	1,24,174	--	9,564	6,587	98,506	173	3,91,891	7,19,805	18,66,148	
23,139	3,047	1,72,225	1,351	--	1,04,110	--	11,027	7,382	8,17,016	3,906	11,17,017	7,20,607	46,73,711	
9,754	330	31,633	340	--	--	--	1,114	949	1,296	1,844	37,176	4,86,662	5,71,938	
13,345	340	45,470	1,249	--	--	--	1,433	1,201	2,910	2,291	54,554	2,91,474	3,49,705	
5,45,021	1,05,054	48,76,634	1,64,041	--	--	--	4,94,442	1,56,737	42,229	1,16,464	58,50,547	7,84,025	9,40,602	
5,66,976	1,02,574	53,21,427	1,64,384	--	205	--	4,64,132	1,81,328	21,735	1,37,486	62,90,697	8,77,544	10,37,384	
<b>8,10,58,320</b>	<b>1,56,69,581</b>	<b>61,36,53,114</b>	<b>1,53,18,216</b>	<b>25,96,279</b>	<b>2,83,342</b>	<b>314</b>	<b>4,43,14,751</b>	<b>2,13,91,638</b>	<b>28,46,93,504</b>	<b>3,66,77,424</b>	<b>1,01,89,28,582</b>	<b>6,41,020</b>	<b>10,64,370</b>	
<b>9,36,47,080</b>	<b>1,54,12,523</b>	<b>65,80,26,202</b>	<b>1,71,62,344</b>	<b>34,82,611</b>	<b>2,80,265</b>	<b>--</b>	<b>4,14,44,397</b>	<b>2,49,71,149</b>	<b>31,57,08,747</b>	<b>4,06,37,826</b>	<b>1,10,17,13,541</b>	<b>7,12,673</b>	<b>11,93,206</b>	

## विवरण-40 (II)

### सरकारी रेलों में कर्मचारियों की संख्या और लागत - जारी

31 मार्च, 2021 और 31 मार्च, 2022 को सरकारी रेलों में प्रवर्तित वेतन कोटियों के अन्तर्गत वर्ग क, ख और ग (स्थायी और अस्थायी-चालू लाइन और निर्माण) में नियोजित कर्मचारियों की कुल संख्या और उन पर वार्षिक लागत का विवरण

(ड) कुल कर्मचारी - विवरण (क) से (घ) का जोड़

रेलवे Railway	वर्ष Year	संख्या (यूनिट में) Number (in Units)				लागत (हजार रुपयों में)/ Cost (in thousands of rupees)					
		स्थायी Permanent	अस्थायी Temporary								
1	2	3	4(a)	4(b)	5	6	7	8	9	10	11
			3 वर्ष और अधिक सेवा वाले 3 years service & over	3 वर्ष से कम सेवा वाले Less than 3 years service	जोड़ स्थायी और अस्थायी Total permanent and temporary	@ नियोजित कर्मचारियों की औसत संख्या Average number of staff employed	वेतन और छुट्टी वेतन Pay and leave salary	चलाना Running allowances	समयापारि भत्ता Overtime allowance	महंगाई भत्ता और अगल की दुकानों की रियासतों का मूल्य D.A. & value of grain shops concessions	\$ कार्यक्षेत्र के आधार पर अन्य प्रतिकर भत्ता Other C.A. depending upon the area of such work
मध्य Central	2020-21 2021-22	1,00,927 97,384	-- --	-- --	1,00,927 97,384	1,00,927 97,384	4,49,14,508 4,43,95,997	24,41,960 33,29,155	5,58,386 8,84,073	79,30,433 1,26,50,407	64,63,607 70,43,070
पूर्व Eastern	2020-21 2021-22	1,02,989 1,03,661	2,797 --	1,024 --	1,06,810 1,03,661	1,06,810 1,03,661	4,90,43,826 4,84,86,972	16,45,816 21,40,101	3,75,126 3,83,907	86,15,515 1,37,05,534	76,42,425 82,84,316
पूर्व मध्य East Central	2020-21 2021-22	83,840 82,718	-- --	-- --	83,840 82,718	83,840 82,718	3,56,89,981 3,64,59,729	23,88,294 28,42,837	2,77,847 1,32,600	63,54,442 1,04,58,269	23,31,507 25,95,308
पूर्व गट East Coast	2020-21 2021-22	48,260 47,895	-- --	-- --	48,260 47,895	48,260 47,895	2,13,62,278 2,17,10,996	29,10,073 18,58,084	4,15,329 7,20,007	38,52,361 63,31,797	17,19,456 19,30,515
मेट्रो रेलवे/कोलकाता Metro Railway/Kolkata	2020-21 2021-22	4,218 4,119	-- --	-- --	4,218 4,119	4,218 4,119	19,88,758 19,98,487	1,21,878 78,357	175 --	3,49,425 5,63,414	5,97,061 4,78,292
उत्तर Northern	2020-21 2021-22	1,37,692 1,34,078	-- --	-- --	1,37,692 1,34,078	1,37,692 1,34,078	5,91,23,269 5,90,25,167	25,61,369 32,77,170	4,30,992 4,37,675	1,03,22,666 1,66,69,758	1,04,00,892 73,53,763
उत्तर मध्य North Central	2020-21 2021-22	66,312 67,409	-- --	-- --	66,312 67,409	66,312 67,409	2,74,71,269 2,80,76,305	24,71,354 24,13,419	1,21,601 53,264	72,55,903 80,82,384	44,65,491 34,13,856
पूर्वोत्तर North Eastern	2020-21 2021-22	49,888 48,574	-- --	-- --	49,888 48,574	49,888 48,574	2,16,94,643 2,16,54,311	7,68,841 9,51,310	1,44,977 67,945	37,73,713 60,95,594	31,56,716 22,41,153
पूर्वोत्तर सीमा Northeast Frontier	2020-21 2021-22	62,600 60,594	-- --	-- --	62,600 60,594	62,600 60,594	2,67,65,848 2,66,15,613	8,02,346 11,03,149	97,026 97,381	46,36,364 74,52,086	9,40,030 10,75,805
उत्तर पश्चिम North Western	2020-21 2021-22	47,591 46,552	-- --	-- --	47,591 46,552	47,591 46,552	2,16,90,226 2,16,12,532	11,94,096 14,88,906	1,07,886 3,11,969	37,68,913 60,56,482	19,41,198 21,37,453
दक्षिण Southern	2020-21 2021-22	85,282 81,788	-- --	-- --	85,282 81,788	85,282 81,788	3,75,58,176 3,69,95,167	11,02,546 16,77,697	3,56,976 6,24,321	65,51,334 1,03,75,492	54,54,085 58,93,150
दक्षिण मध्य South Central	2020-21 2021-22	82,839 79,702	-- --	-- --	82,839 79,702	82,839 79,702	3,61,59,170 3,59,70,950	19,59,195 27,32,454	5,13,978 11,72,655	63,96,460 1,02,79,379	45,48,676 50,13,378
दक्षिण पूर्व South Eastern	2020-21 2021-22	82,188 80,890	-- --	-- --	82,188 80,890	82,188 80,890	3,72,19,833 3,73,87,560	18,48,218 20,43,656	6,81,662 2,20,964	65,76,681 1,06,67,994	29,18,164 32,51,515
दक्षिण पूर्व मध्य S.East Central	2020-21 2021-22	47,111 46,488	-- --	-- --	47,111 46,488	47,111 46,488	2,04,71,203 2,06,30,806	24,20,802 20,16,306	5,97,158 9,40,800	36,98,019 60,33,392	15,23,884 17,11,456
दक्षिण पश्चिम South Western	2020-21 2021-22	37,166 36,535	-- --	-- --	37,166 36,535	37,166 36,535	1,55,00,294 1,53,38,077	7,98,064 10,04,293	2,63,167 5,17,459	27,15,144 43,36,090	19,16,063 21,18,019
पश्चिम Western	2020-21 2021-22	94,239 91,076	-- --	-- --	94,239 91,076	94,239 91,076	4,27,85,353 4,19,06,200	19,70,062 25,37,240	7,24,493 8,55,276	74,95,409 1,18,30,208	52,67,118 57,28,366
पश्चिम मध्य West Central	2020-21 2021-22	55,954 54,822	-- --	-- --	55,954 54,822	55,954 54,822	2,44,26,147 2,41,91,674	16,86,408 20,72,530	3,14,197 1,59,112	42,80,673 68,86,830	21,26,287 23,56,037

नोट- पाद टिप्पणियां पृष्ठ 436 से 443 पर देखें।  
Note-See foot notes at pages 436 to 443.

<b>STATEMENT— 40 (II)</b>														
<b>GOVERNMENT RAILWAYS-- NUMBER AND COST OF STAFF-Contd.</b>														
Statement showing the total number and annual cost of staff Groups A, B and C under selected pay categories (Permanent and temporary-- Open line and Construction) employed on Government Railways as on 31st March, 2021 and 31st March, 2022														
(e) Total Staff-- Statements (a) to (d)														
लागत (हजार रुपयों में) / Cost (in thousands of rupees)														
यात्रा करने जोड़कर कार्यक्षेत्र पर अभावित अन्य प्रतिकार नते Other C. A. not depending upon the area of work excluding T.A.	उत्पादकता सम्बन्धित बोनस Productivity Linked Bonus	कुल वेतन (कॉलम 7-13) Total wages (Cols. 7-13)	यात्रा भत्ता Travelling allowance	कर्मकार प्रतिकार अधिनियम के अन्तर्गत हस्तियुक्ति Compensation under Workmen's Compensation Act.	इनाम आदि Rewards etc.	कठिन श्रुटी भत्ता Hard duty allowance	† मन्विष्य निधि में अंशदान Provident Fund contribution	§ उपदान या मन्विष्य निधि में विशेष अंशदान Gratuity or Special contribution to P.F.	पेंशनीय लाभ Pensionary Benefits Π			प्रति कर्मचारी औसत वार्षिक वेतन (रुपयों में) Average annual wage per employee (in Rupees)**	कॉलम 14 के जोड़ के आधार पर Taking total in Col. 14	कॉलम 13 के जोड़ के आधार पर Taking total in Col. 23
									पेंशन Pension	उपदान Gratuity	जोड़ (कॉलम 14 से 22) Total (Cols. 14 to 22)			
12	13	14	15	16	17	18	19	20	21	22	23	24(a)	24(b)	
66,97,641	16,49,085	7,06,55,620	12,44,821	-	-	-	48,09,588	23,07,411	4,39,56,346	51,19,410	12,32,83,608	7,00,067	12,21,513	
1,07,81,169	16,34,561	8,07,18,432	15,85,492	-	-	-	44,20,637	26,84,412	4,73,95,164	55,19,944	13,79,03,444	8,28,867	14,16,079	
1,19,21,715	18,01,219	8,10,45,642	6,02,717	52,110	46,823	-	77,20,189	24,06,411	5,31,27,681	58,54,693	14,31,36,077	7,58,783	13,40,100	
1,30,06,343	17,63,947	8,77,71,120	4,96,851	47,412	30,821	-	71,54,098	28,54,934	5,73,76,400	66,83,864	15,52,61,402	8,46,713	14,97,780	
75,19,233	13,68,177	5,59,29,481	11,72,891	-	16,978	-	30,56,368	22,88,920	2,49,80,381	27,67,301	8,71,55,952	6,67,098	10,39,551	
78,76,737	13,84,890	6,17,50,370	10,80,419	-	17,188	-	28,99,674	27,29,587	2,81,01,579	29,13,229	9,65,92,372	7,46,517	11,67,731	
33,21,145	7,81,804	3,43,62,446	6,02,118	-	33,601	-	24,11,128	12,55,146	81,20,213	12,28,064	4,56,01,588	7,12,027	9,44,915	
45,91,254	7,88,168	3,79,30,821	7,38,506	-	34,602	-	23,03,741	14,66,350	88,56,706	15,15,232	5,05,42,217	7,91,958	10,55,271	
2,68,011	61,612	33,86,920	19,044	-	-	-	3,53,897	94,421	1,90,793	1,86,129	38,77,307	8,02,968	9,19,229	
5,06,244	60,984	36,85,778	20,718	-	-	-	3,25,933	1,12,526	2,02,243	2,39,744	42,61,009	8,94,824	10,34,477	
1,01,15,904	22,11,978	9,51,67,070	20,16,404	25,051	93,673	-	63,01,556	33,72,037	3,10,50,647	59,46,522	13,76,71,404	6,91,159	9,99,850	
1,37,60,692	21,94,037	10,27,18,262	21,71,999	20,590	73,418	-	59,00,340	39,93,817	3,33,82,663	57,78,744	14,81,39,493	7,66,108	11,04,875	
43,61,236	10,55,338	4,72,02,192	9,40,737	39,19,244	29,732	-	23,89,785	18,00,262	6,08,97,385	21,88,926	11,69,78,478	7,11,820	17,64,062	
59,63,889	10,61,050	4,90,64,167	10,96,652	37,88,592	26,653	-	22,31,974	20,82,864	6,66,21,205	25,94,202	12,52,74,335	7,27,858	18,58,422	
37,77,080	8,06,704	3,41,22,674	7,59,471	-	9,870	-	30,12,076	11,70,595	38,65,179	20,01,067	4,19,28,856	6,83,986	8,40,460	
50,21,192	8,06,049	3,68,37,554	7,81,620	-	8,542	-	28,11,552	13,82,456	39,30,801	23,62,346	4,53,03,319	7,58,380	9,32,666	
80,50,625	9,88,242	4,22,80,481	9,00,363	4,36,660	10,015	-	34,60,406	15,00,129	1,28,20,120	23,24,596	6,02,72,364	6,75,407	9,62,817	
82,20,067	9,91,231	4,55,55,332	10,61,275	4,83,196	9,015	-	32,85,874	17,48,909	1,34,71,114	26,12,673	6,49,41,514	7,51,813	10,71,748	
49,61,607	7,77,618	3,44,41,544	6,73,618	2,626	16,610	-	28,07,846	11,86,825	2,17,62,659	23,39,021	6,04,22,903	7,23,699	12,69,629	
51,69,010	7,88,612	3,75,64,964	9,66,900	-	-	-	26,00,734	14,26,288	2,33,29,816	25,42,951	6,58,30,919	8,06,946	14,14,137	
88,44,298	13,92,247	6,12,59,662	11,13,246	-	57,076	-	42,98,603	21,47,148	4,08,62,945	41,87,312	10,96,27,389	7,18,319	12,85,469	
91,50,797	13,52,346	6,60,68,970	15,76,007	-	58,484	-	39,24,387	24,93,214	4,40,07,925	43,49,764	11,85,54,364	8,07,808	14,49,532	
79,86,450	13,25,836	5,88,89,765	12,83,281	-	-	-	32,73,428	21,26,011	3,32,46,780	34,77,785	9,90,23,622	7,10,894	11,95,374	
85,24,161	13,20,279	6,50,13,256	15,56,458	-	-	-	30,05,625	25,40,582	3,48,94,645	34,89,943	10,74,94,884	8,15,704	13,48,710	
73,74,705	13,51,194	5,79,70,457	7,25,669	-	-	-	55,58,606	17,10,859	1,43,88,855	29,80,270	7,77,76,110	7,05,340	9,46,320	
78,66,460	13,42,111	6,27,80,260	6,16,137	-	-	-	53,22,557	19,86,296	1,53,93,599	35,62,136	8,43,38,428	7,76,119	10,42,631	
39,75,156	7,65,121	3,34,51,343	5,71,295	-	6,259	-	19,80,730	12,57,106	67,28,408	10,71,642	4,30,86,053	7,10,054	9,14,565	
43,28,924	7,73,791	3,64,35,475	8,22,529	-	1,144	-	19,71,723	13,94,047	71,06,824	15,47,520	4,73,07,539	7,83,761	10,17,629	
37,17,315	5,80,454	2,54,90,501	6,25,415	-	10,909	-	13,98,664	10,08,775	1,14,02,550	12,96,259	3,98,34,409	6,85,855	10,71,797	
36,18,896	5,78,055	2,75,10,889	7,01,862	-	10,394	-	12,77,911	11,92,731	1,22,64,890	14,32,817	4,31,13,583	7,53,001	11,80,062	
94,45,200	15,56,818	6,92,44,453	16,46,894	-	-	-	49,57,516	21,11,414	1,95,10,020	41,82,535	9,66,95,316	7,34,775	10,26,065	
98,40,399	15,30,104	7,42,27,793	16,35,829	-	-	-	46,45,364	24,41,496	2,06,98,120	51,54,435	10,41,57,673	8,15,009	11,43,635	
51,72,403	9,22,683	3,89,28,798	7,98,631	-	13,597	-	25,24,395	14,14,774	1,83,67,651	22,47,347	6,17,70,798	6,95,729	11,03,957	
53,64,437	9,23,580	4,19,54,200	7,62,303	-	13,021	-	23,63,131	16,31,675	1,99,30,258	25,86,454	6,68,77,911	7,65,280	12,19,910	

<b>विवरण-40 (II)</b>											
<b>सरकारी रेलों में कर्मचारियों की संख्या और लागत - जारी</b>											
31 मार्च, 2021 और 31 मार्च, 2022 को सरकारी रेलों में प्रचलित वेतन कोटियों के अन्तर्गत वर्ग क, ख और ग (स्थायी और अस्थायी-चालू लाइन और निर्माण) में नियोजित कर्मचारियों की कुल संख्या और उन पर वार्षिक लागत का विवरण											
(ङ) कुल कर्मचारी - विवरण (क) से (घ) का जोड़											
रेलवे Railway	वर्ष Year	संख्या (यूनिट में)/ Number (in Units)				लागत (हजार रुपयों में)/ Cost (in thousands of rupees)					
		स्थायी Permanent	अस्थायी Temporary			वेतन और छुट्टी वेतन Pay and leave salary	चलाना Running allowances	समयोपरि भत्ता Overtime allowance	महंगाई भत्ता और अनाज की दुकानों की रियाजतों का मूल्य D.A. & value of grain shops concessions	S कार्यक्षेत्र के अन्तर्गत अन्य प्रतिकर भत्ता Other C.A. depending upon the area of such work	
3 वर्ष और अधिक सेवा वाले 3 years service & over	3 वर्ष से कम सेवा वाले Less than 3 years service	जोड़ स्थायी और अस्थायी Total permanent and temporary	@ नियोजित कर्मचारियों की औसत संख्या Average number of staff employed	7	8						9
1	2	3	4(a)	4(b)	5	6	7	8	9	10	11
चित्तारंजन रेल इंजन कारखाना Chittaranjan Locomotive Works	2020-21	10,244	--	--	10,244	10,244	52,40,167	4,387	1,82,655	8,87,210	1,04,373
	2021-22	9,782	--	--	9,782	9,782	50,90,888	2,600	1,05,470	13,84,442	1,11,425
पटियाला रेल इंजन कारखाना Patiala Locomotive Works	2020-21	3,280	--	--	3,280	3,280	19,77,968	--	1,449	3,35,653	89,735
	2021-22	3,074	--	--	3,074	3,074	19,01,219	--	1,764	5,15,881	96,128
बनारस रेल इंजन कारखाना Banaras Locomotive Works	2020-21	6,081	--	--	6,081	6,081	29,81,149	702	12,662	5,03,726	1,93,997
	2021-22	6,054	--	--	6,054	6,054	30,11,325	875	19,936	8,20,626	2,17,938
सवारी डिब्बा कारखाना Integral Coach Factory	2020-21	9,962	--	--	9,962	11,078	64,28,146	394	9,293	8,85,404	10,14,735
	2021-22	9,701	--	--	9,701	9,701	51,32,914	4	50,401	14,04,477	10,23,556
रेल पहिया कारखाना Rail Wheel Factory	2020-21	1,945	335	--	2,280	2,280	13,01,674	--	5,670	1,94,084	2,60,766
	2021-22	2,176	--	--	2,176	2,176	10,91,208	938	10,290	2,98,642	1,67,935
रेल सवारी डिब्बा कारखाना Rail Coach Factory	2020-21	6,805	--	--	6,805	6,438	37,88,818	1,68,667	34,163	6,23,499	1,25,817
	2021-22	6,625	--	--	6,625	6,801	38,36,640	1,72,868	53,240	9,73,019	96,514
रेल पहिया संयंत्र Rail Wheel Plant	2020-21	955	--	--	955	955	4,54,890	69	--	77,179	21,948
	2021-22	974	--	--	974	974	4,68,753	59	227	1,28,368	24,420
आधुनिक रेल डिब्बा कारखाना Modren Coach Factory	2020-21	2,369	--	--	2,369	2,369	11,17,397	--	--	1,88,818	15,060
	2021-22	2,432	--	--	2,432	2,432	11,52,482	--	91	3,16,327	17,222
रेलवे बोर्ड और अन्य रेल कार्यालय (रेल सुरक्षा विशेष बल सहित) @@ Railway Board and other Railway Offices (Including Railway Protection Special Force)	2020-21	7,830	--	--	7,830	7,830	53,08,257	23,439	10,674	8,96,422	5,71,055
	2021-22	7,779	--	--	7,779	7,779	54,02,513	18,481	15,735	14,72,955	6,39,411
कुल जोड़ Grand Total	2020-21	12,38,567	3,132	1,024	12,42,723	12,43,472	55,24,63,248	2,92,88,980	62,37,542	9,91,65,450	6,58,10,146
	2021-22	12,12,882	--	--	12,12,882	12,13,058	54,95,44,485	3,37,62,549	78,36,562	15,57,89,847	6,50,20,001

नोट- पाद टिप्पणियां पृष्ठ 436 से 443 पर देखें।  
Note-See foot notes at pages 436 to 443.

\*संशोधित/Revised

<b>STATEMENT— 40 (II)</b>													
<b>GOVERNMENT RAILWAYS-- NUMBER AND COST OF STAFF-Contd.</b>													
Statement showing the total number and annual cost of staff Groups A, B and C under selected pay categories (Permanent and temporary-- Open line and Construction) employed on Government Railways as on 31st March, 2021 and 31st March, 2022													
(e) Total Staff-- Statements (a) to (d)													
लागत (हजार रुपयों में)/ Cost (in thousands of rupees)													
यात्रा बत्ते छोड़कर कार्यक्षेत्र पर अन्वयित अन्य प्रतिकार बत्ते Other C.A. not depending upon the area of work excluding T.A.	उत्पादकता सम्बन्धित बोनस Productivity Linked Bonus	कुल वेतन (कॉलम 7-13) Total wages (Cols. 7-13)	यात्रा भत्ता Travelling allowance	कर्मचार प्रतिकार अधिनियम के अन्तर्गत क्षतिपूर्ति Compensation under Workmen's Compensation Act.	इनाम आदि Rewards etc.	कठिन श्रम भत्ता Hard duty allowance	† मरिच्य निधि में अंशदान Provident Fund contribution	‡ उपदान या मरिच्य निधि में विशेष अंशदान Gratuity or Special contribution to P.F.	पेंशनीय लाभ Pensionary Benefits			प्रति कर्मचारी औसत वार्षिक वेतन (रुपयों में) Average annual wage per employee (in Rupees)**	
									पेंशन Pension	उपदान Gratuity	π		
12	13	14	15	16	17	18	19	20	21	22	23	24(a)	24(b)
15,65,271	1,84,638	81,68,701	21,013	--	--	--	12,60,398	1,66,687	14,43,663	5,37,758	1,03,37,822	7,97,413	10,09,159
16,70,198	1,76,344	85,41,427	28,435	--	--	--	12,01,279	1,92,555	15,88,354	6,41,605	1,09,92,376	8,73,178	11,23,735
7,30,217	58,453	31,93,475	1,227	--	8	--	5,63,740	34,427	2,84,705	2,90,832	38,04,674	9,73,620	11,59,962
6,76,701	55,811	32,47,504	2,599	--	8	--	5,01,657	43,157	3,23,225	3,88,645	40,05,138	10,56,442	13,02,908
7,27,569	1,01,068	45,20,873	5,842	--	--	--	5,66,116	1,46,931	1,38,379	1,85,084	49,97,109	7,43,442	8,21,758
7,92,028	99,084	49,61,812	8,385	--	--	--	5,63,444	1,67,536	1,47,050	1,86,289	54,71,072	8,19,592	9,03,712
--	1,68,752	85,06,724	6,745	585	3,376	--	4,74,935	--	2,56,574	4,03,845	91,77,849	7,67,893	8,28,475
16,40,430	1,59,547	94,11,329	21,316	1,317	1,704	--	11,27,507	2,03,942	3,76,371	2,48,067	1,02,64,046	9,70,140	10,58,040
5,02,647	37,198	23,02,039	1,731	--	1,419	--	--	--	1,87,722	1,24,397	26,17,308	10,09,666	11,47,942
4,14,526	36,970	20,20,509	1,849	--	2,174	--	1,77,877	50,515	1,51,017	61,706	22,87,770	9,28,543	10,51,365
72,995	1,18,104	49,32,063	37,015	--	7	314	--	--	2,60,098	2,44,466	54,73,963	7,66,086	8,50,258
65,507	1,22,423	53,20,211	23,465	--	806	169	7,77,283	2,97,969	3,36,182	4,02,444	63,81,246	7,82,269	9,38,281
67,929	15,495	6,37,510	3,059	--	4,02,263	--	20,838	39,936	40,76,782	2,078	51,61,628	6,67,550	54,04,846
77,881	15,656	7,15,364	2,816	--	3,77,050	--	22,314	45,278	26,10,150	11,114	37,61,772	7,34,460	38,62,189
1,63,053	38,509	15,22,837	4,786	--	--	--	55,674	97,472	47,245	39,578	17,11,918	6,42,818	7,22,633
1,74,608	38,290	16,99,020	9,848	--	--	--	57,401	1,08,369	45,360	36,018	18,98,615	6,98,610	7,80,681
9,94,819	1,08,178	79,12,844	1,88,907	--	3	--	9,39,915	1,85,986	3,01,636	3,28,966	89,18,342	10,10,580	11,38,996
10,51,237	1,05,981	87,06,313	2,23,218	--	243	--	8,92,700	2,24,223	2,85,878	3,43,465	97,83,340	11,19,207	12,57,660
<b>11,23,34,224</b>	<b>2,02,26,525</b>	<b>88,33,65,768</b>	<b>1,59,66,940</b>	<b>44,36,276</b>	<b>7,52,219</b>	<b>314</b>	<b>6,41,96,397</b>	<b>2,98,29,683</b>	<b>41,22,75,417</b>	<b>5,15,55,883</b>	<b>1,39,81,82,500</b>	<b>7,10,403</b>	<b>11,24,418</b>
<b>13,01,53,787</b>	<b>2,01,03,901</b>	<b>96,22,11,132</b>	<b>1,79,80,824</b>	<b>43,41,107</b>	<b>2,88,217</b>	<b>169</b>	<b>6,16,87,002</b>	<b>3,53,42,081</b>	<b>44,01,72,029</b>	<b>5,72,05,351</b>	<b>1,51,75,40,910</b>	<b>7,93,211</b>	<b>12,51,004</b>

## विवरण-40 (II)

### सरकारी रेलों में कर्मचारियों की संख्या और लागत - जारी

31 मार्च, 2021 और 31 मार्च, 2022 को सरकारी रेलों में प्रवर्तित वेतन कोटियों के अन्तर्गत वर्ग क, ख और ग (स्थायी और अस्थायी-चालू लाइन और निर्माण) में नियोजित कर्मचारियों की कुल संख्या और उन पर वार्षिक लागत का विवरण

(च) क्षेत्रीय रेलों में चालू लाइन पर कुल कर्मचारी

रेलवे Railway	वर्ष Year	संख्या (यूनिट में)/ Number (in Units)				लागत (हजार रुपयों में)/ Cost (in thousands of rupees)					
		स्थायी Permanent	अस्थायी Temporary			वेतन और छुट्टी वेतन Pay and leave salary	रनिंग भत्ता Running allowances	समाकर्म भत्ता Overtime allowance	मार्गार्थ भत्ता और अनाज की दुकानों की रिश्तियों का मूल्य D.A. & value of grain shops concessions	अन्य C.A. के आधार पर अन्य प्रतिफल भत्ता Other C.A. depending upon the area of such work	
1	2	3	4(a)	4(b)	5	6	7	8	9	10	11
मध्य Central	2020-21 2021-22	99,932 96,442	- -	- -	99,932 96,442	99,932 96,442	4,42,78,297 4,37,82,518	24,41,936 33,29,147	5,57,867 8,82,843	78,23,581 1,24,85,079	63,78,148 69,54,099
पूर्व Eastern	2020-21 2021-22	1,02,201 1,02,939	2,797 -	1,024 -	1,06,022 1,06,022	1,06,022 1,02,939	4,84,89,039 4,79,61,416	16,45,611 21,39,844	3,73,575 3,83,139	85,21,595 1,35,63,248	75,50,482 81,90,962
पूर्व मध्य East Central	2020-21 2021-22	83,261 82,119	- -	- -	83,261 82,119	83,261 82,119	3,52,86,449 3,60,39,705	23,88,070 28,42,831	2,77,847 1,32,600	62,86,493 1,03,44,195	22,35,635 25,39,517
पूर्व तट East Coast	2020-21 2021-22	47,491 47,150	- -	- -	47,491 47,150	47,491 47,150	2,08,45,752 2,11,86,630	29,10,073 18,57,913	4,14,926 7,19,597	37,65,077 61,89,499	16,82,955 18,88,502
मेट्रो रेलवे / कोलकाता Metro Railway/Kolkata	2020-21 2021-22	4,218 4,119	- -	- -	4,218 4,119	4,218 4,119	19,88,758 19,98,487	1,21,878 78,357	175 -	3,49,425 5,63,414	5,97,061 4,78,292
उत्तर Northern	2020-21 2021-22	1,35,563 1,32,051	- -	- -	1,35,563 1,32,051	1,35,563 1,32,051	5,77,97,978 5,77,28,421	25,61,339 32,77,170	4,30,991 4,37,675	1,00,99,992 1,63,18,604	97,86,600 71,68,791
उत्तर मध्य North Central	2020-21 2021-22	65,687 66,823	- -	- -	65,687 66,823	65,687 66,823	2,71,01,402 2,77,22,843	24,71,335 24,13,412	1,21,601 53,264	71,93,560 79,86,618	44,25,850 33,73,146
पूर्वांचल North Eastern	2020-21 2021-22	49,121 47,875	- -	- -	49,121 47,875	49,121 47,875	2,12,27,617 2,12,16,786	7,68,841 9,51,310	1,44,977 67,945	36,95,084 59,77,606	31,04,804 21,87,192
पूर्वांचल सीमा Northeast Frontier	2020-21 2021-22	60,629 58,727	- -	- -	60,629 58,727	60,629 58,727	2,56,16,263 2,54,91,031	8,02,338 11,03,149	90,372 94,147	44,42,327 71,44,639	8,70,561 9,98,807
उत्तर पश्चिम North Western	2020-21 2021-22	46,956 45,885	- -	- -	46,956 45,885	46,956 45,885	2,12,36,045 2,11,49,459	11,94,096 14,88,906	1,07,865 3,11,969	36,92,711 59,30,327	18,95,453 20,85,091
दक्षिण Southern	2020-21 2021-22	84,211 80,778	- -	- -	84,211 80,778	84,211 80,778	3,67,90,471 3,62,58,968	11,02,546 16,77,697	3,55,844 6,22,833	64,22,033 1,01,76,468	53,23,701 57,57,045
दक्षिण मध्य South Central	2020-21 2021-22	81,845 78,738	- -	- -	81,845 78,738	81,845 78,738	3,54,86,890 3,53,06,551	19,59,127 27,32,454	5,13,978 11,72,648	62,83,154 1,00,99,994	44,33,446 48,89,800
दक्षिण पूर्व South Eastern	2020-21 2021-22	81,377 80,130	- -	- -	81,377 80,130	81,377 80,130	3,66,71,646 3,68,76,110	18,48,019 20,43,656	6,81,662 2,20,964	64,83,974 1,05,28,968	28,54,820 31,86,801
दक्षिण पूर्व मध्य S.East Central	2020-21 2021-22	46,204 45,612	- -	- -	46,204 45,612	46,204 45,612	1,99,81,351 2,01,40,901	24,20,722 20,16,306	5,97,139 9,40,800	36,15,685 59,00,079	14,94,539 16,80,071
दक्षिण पश्चिम South Western	2020-21 2021-22	36,382 35,791	- -	- -	36,382 35,791	36,382 35,791	1,50,24,394 1,48,72,861	7,98,062 10,04,292	2,63,167 5,17,459	26,34,618 42,09,501	18,54,750 20,53,113
पश्चिम Western	2020-21 2021-22	90,127 93,200	- -	- -	90,127 93,200	90,127 93,200	4,12,41,437 4,20,80,461	25,37,240 19,70,062	8,54,309 7,23,097	1,16,50,081 73,76,524	56,29,380 51,71,056
पश्चिम मध्य West Central	2020-21 2021-22	55,428 54,310	- -	- -	55,428 54,310	55,428 54,310	2,41,12,086 2,38,87,388	16,86,371 20,72,480	3,14,167 1,59,093	42,28,093 68,04,398	20,91,611 23,18,792
कुल जोड़ Grand Total	2020-21 2021-22	11,52,368 11,52,689	2,797 -	1,024 -	11,56,189 11,52,689	11,74,454 11,52,689	51,31,75,875 51,37,00,536	2,96,57,604 3,29,98,986	61,00,462 74,40,073	9,71,87,483 14,15,99,161	6,22,09,796 6,09,21,077

नोट- पाद टिप्पणियां पृष्ठ 436 से 443 पर देखें।

Note-See foot notes at pages 436 to 443.

\*संशोधित/Revised

<b>STATEMENT— 40 (II)</b>																
<b>GOVERNMENT RAILWAYS-- NUMBER AND COST OF STAFF-Contd.</b>																
Statement showing the total number and annual cost of staff Groups A, B and C under selected pay categories (Permanent and temporary-- Open line and Construction) employed on Government Railways as on 31st March, 2021 and 31st March, 2022																
(f) Total Staff of open line on Zonal Railways																
लागत (हजार रुपयों में) / Cost (in thousands of rupees)																
यात्रा बत्ते छोड़कर कार्यक्षेत्र पर अनायासित अन्य प्रतिकार बत्ते Other C.A. not depending upon the area of work excluding T.A.	उत्पादकता सम्बन्ध बोनस Productivity Linked Bonus	कुल वेतन (काष्ठम 7-13) Total wages (Cols. 7-13)	यात्रा भत्ता Travelling allowance	कर्मकार प्रतिकार अधिनियम के अन्तर्गत वारिपूर्ति Compensation under Workmen's Compensation Act.	इनाम आदि Rewards etc.	कठिन श्रुती भत्ता Hard duty allowance	† मविद्य निधि में अंशदान Provident Fund contribution	§ उपदान या मविद्य निधि में विशेष अंशदान Granuity or Special contribution to P.F.	पेंशनीय लाभ Pensionary Benefits		जॉइ (काष्ठम 14 से 22) Total (Cols. 14 to 22)	प्रति कर्मचारी औसत वार्षिक वेतन (रुपयों में) Average annual wage per employee (in Rupees)**		कॉलम 14 के आधार पर Taking total in Col. 14	कॉलम 13 के आधार पर Taking total in Col. 23	
									π			जॉइ (काष्ठम 14 से 22) Total (Cols. 14 to 22)	Average annual wage per employee (in Rupees)**			
									पेंशन Pension	उपदान Gratuity			23			24(b)
12	13	14	15	16	17	18	19	20	21	22	23	24(a)	24(b)			
65.46,749	16.31,935	6.96,58,513	12.07,017	--	--	--	46,88,492	22,92,621	4,33,67,939	50,17,346	12,62,31,928	6,97,059	12,63,178			
1,06,35,486	16,19,323	7,96,88,495	15,38,037	--	--	--	43,12,800	26,65,723	4,67,89,975	53,77,777	14,03,72,807	8,26,284	14,55,515			
1,18,05,757	17,87,812	8,01,73,871	5,98,700	51,519	46,587	--	76,01,562	23,88,963	5,25,26,696	57,74,042	14,91,61,940	7,56,200	14,06,896			
1,28,67,110	17,50,467	8,68,56,186	4,90,239	46,899	30,489	--	70,47,856	28,34,620	5,67,54,468	65,77,432	16,06,38,189	8,43,764	15,60,518			
74,61,888	13,59,235	5,52,95,617	11,65,396	--	13,467	--	29,99,248	22,74,812	2,27,11,852	27,46,786	8,72,07,178	6,64,124	10,47,395			
78,08,385	13,75,759	6,10,82,992	10,72,947	--	16,195	--	28,48,105	27,12,014	2,78,97,688	28,82,594	9,85,12,535	7,43,835	11,99,631			
32,54,278	7,69,754	3,36,42,815	5,70,652	--	33,107	--	23,26,546	12,41,180	79,22,362	11,94,617	4,69,31,279	7,08,404	9,88,214			
45,24,988	7,76,548	3,71,43,677	7,01,781	--	34,119	--	22,19,162	14,50,228	86,43,141	14,70,922	5,16,63,030	7,87,777	10,95,716			
2,68,011	61,612	33,86,920	19,044	--	--	--	3,53,897	94,421	1,90,793	1,86,129	42,31,204	8,02,968	10,03,130			
5,06,244	60,984	36,85,778	20,718	--	--	--	3,25,933	1,12,526	2,02,243	2,39,744	45,86,942	8,94,824	11,13,606			
98,26,677	21,75,115	9,26,78,692	19,30,019	24,455	93,272	--	60,72,636	33,22,404	2,98,76,785	57,67,837	13,97,66,100	6,83,658	10,31,005			
1,34,89,938	21,60,726	10,05,81,325	20,71,074	20,312	72,426	--	56,95,650	39,36,080	3,29,07,325	55,80,285	15,08,64,477	7,61,685	11,42,471			
42,91,842	10,44,257	4,66,49,847	9,14,267	39,19,244	29,337	--	23,18,984	17,88,911	6,00,56,348	21,42,844	11,78,19,782	7,10,184	17,93,654			
58,86,205	10,50,633	4,84,86,121	10,67,386	37,55,476	26,378	--	21,68,733	20,69,265	6,60,83,400	25,28,225	12,61,84,624	7,25,590	18,88,341			
36,88,009	7,92,357	3,34,21,689	7,27,177	--	9,072	--	29,13,597	11,56,239	38,24,069	18,53,377	4,39,05,220	6,80,395	8,93,818			
49,36,355	7,92,981	3,61,30,175	7,49,100	--	8,440	--	27,25,038	13,66,042	37,82,088	22,83,008	4,70,43,891	7,54,677	9,82,640			
77,16,409	9,56,174	4,04,94,444	8,50,021	4,25,638	9,694	--	32,56,862	14,49,888	77,17,660	21,71,010	5,63,75,217	6,67,906	9,29,839			
78,95,608	9,60,840	4,36,88,221	9,81,057	4,72,174	8,694	--	31,05,080	16,87,819	1,28,04,869	24,42,017	6,51,89,931	7,43,921	11,10,050			
48,86,601	7,67,991	3,37,80,762	6,43,176	2,626	16,610	--	27,36,203	11,70,675	2,02,12,958	23,06,844	6,08,69,854	7,19,413	12,96,317			
50,82,011	7,79,441	3,68,27,204	9,28,513	--	--	--	25,34,707	14,05,699	2,28,09,837	24,95,080	6,70,01,040	8,02,598	14,60,195			
87,32,771	13,73,966	6,01,01,332	10,79,510	--	53,692	--	41,39,542	21,29,788	4,08,62,945	40,36,979	11,24,03,788	7,13,699	13,34,787			
89,97,104	13,35,307	6,48,25,422	15,34,979	--	58,484	--	37,80,959	24,72,724	4,40,07,925	42,17,143	12,08,97,636	8,02,513	14,96,665			
78,85,369	13,09,496	5,78,71,460	12,38,888	--	--	--	31,55,372	21,09,975	3,14,22,840	33,84,343	9,91,82,878	7,07,086	12,11,838			
83,77,295	13,04,585	6,38,83,327	14,97,872	--	--	--	28,97,497	25,19,720	3,44,17,497	33,72,378	10,85,88,291	8,11,340	13,79,109			
72,80,578	13,37,720	5,71,58,419	6,93,725	--	--	--	54,44,276	16,93,682	1,40,13,279	29,06,877	8,19,10,258	7,02,390	10,06,553			
77,71,909	13,29,192	6,19,57,600	5,76,296	--	--	--	52,20,644	19,66,649	1,51,27,141	34,88,863	8,83,37,193	7,73,214	11,02,423			
39,32,185	7,50,820	3,27,92,441	5,31,334	--	5,657	--	19,26,238	12,33,171	64,60,080	10,44,461	4,39,93,382	7,09,732	9,52,155			
42,53,039	7,59,626	3,56,90,822	7,76,335	--	1,144	--	19,19,516	13,67,363	67,83,233	14,95,294	4,80,33,707	7,82,488	10,53,094			
36,20,191	5,70,304	2,47,65,486	5,96,424	--	10,909	--	13,22,147	9,92,417	1,13,77,875	12,49,838	4,03,15,096	6,80,707	11,08,106			
35,20,834	5,68,209	2,67,46,269	6,71,610	--	9,573	--	12,05,441	11,74,706	1,20,14,818	13,64,953	4,31,87,370	7,47,290	12,06,654			
96,90,178	15,12,942	7,31,15,567	15,82,728	--	--	--	45,42,890	24,23,653	2,06,81,051	50,26,830	10,73,72,719	8,11,250	11,91,349			
93,23,330	15,38,390	6,81,82,920	15,94,551	--	--	--	48,44,589	20,95,767	1,95,10,020	41,82,535	10,04,10,382	7,31,576	10,77,365			
50,77,079	9,13,241	3,84,22,648	7,74,841	--	13,597	--	24,75,402	14,03,020	1,82,76,925	22,16,928	6,35,83,361	6,93,199	11,47,134			
53,12,160	9,14,877	4,14,69,188	7,37,030	--	13,021	--	23,18,531	16,18,209	1,99,23,437	25,40,820	6,86,20,236	7,63,565	12,63,492			
10,59,64,572	1,91,14,731	83,34,10,523	1,51,22,919	44,23,482	3,35,001	--	5,82,73,894	2,91,65,820	39,15,02,457	4,90,27,088	1,38,12,61,184	7,09,615	11,76,088			
12,11,88,001	1,90,77,888	89,69,25,722	1,70,09,525	42,94,861	2,78,963	--	5,51,69,881	3,34,55,154	43,04,59,105	5,25,39,070	1,49,01,32,281	7,78,116	12,92,744			

<b>विवरण-40 (II)</b>										
<b>सरकारी रेलों में कर्मचारियों की संख्या और लागत – जारी</b>										
31 मार्च, 2021 और 31 मार्च, 2022 को सरकारी रेलों में प्रवर्तित वेतन कोटियों के अन्तर्गत वर्ग क, ख और ग (स्थायी और अस्थायी-चालू लाइन और निर्माण) में नियोजित कर्मचारियों की कुल संख्या और उन पर वार्षिक लागत का विवरण										
(छ) कुल कर्मचारी-महानगर परिवहन परियोजनाएं (रेलवे)										
रेलवे Railway	वर्ष Year	संख्या (यूनिट में)/ Number (in Units)				लागत (हजार रुपयों में)/ Cost (in thousands of rupees)				
		स्थायी Permanent	अस्थायी Temporary		जोड़ Total permanent and temporary	@ नियोजित कर्मचारियों की औसत संख्या Average number of staff employed	वेतन और छुट्टी वेतन Pay and leave salary	रनिंग भत्ता Running allowances	समयोपेक्षित भत्ता Overtime allowance	महंगाई भत्ता और अनाज की दुकानों की वियायतों का मूल्य D.A. & value of grain shops concessions
3	4(a)	4(b)	5	6						
<b>(क) वर्ग 'क' और 'ख' के कर्मचारी</b>										
म.प.प. मुम्बई M.T.P. Mumbai	2020-21	--	--	--	--	--	--	--	--	--
	2021-22	--	--	--	--	3	--	--	--	--
म.प.प. कोलकत्ता M.T.P. Kolkata	2020-21	--	--	--	--	--	--	--	--	--
	2021-22	--	--	--	--	--	--	--	--	--
म.प.प. चेन्नई M.T.P. Chennai	2020-21	6	--	--	6	6	8,581	--	--	1,459 976
	2021-22	4	--	--	4	4	7,492	--	--	1,976 1,006
<b>जोड़</b>	<b>2020-21</b>	<b>6</b>	<b>--</b>	<b>--</b>	<b>6</b>	<b>6</b>	<b>8,581</b>	<b>--</b>	<b>--</b>	<b>1,459 976</b>
<b>Total</b>	<b>2021-22</b>	<b>4</b>	<b>--</b>	<b>--</b>	<b>4</b>	<b>7</b>	<b>7,492</b>	<b>--</b>	<b>--</b>	<b>1,976 1,006</b>
<b>(ख) वर्ग 'ग' कर्मचारी – कारखाना शिल्पी और रनिंग कर्मचारियों को छोड़कर</b>										
म.प.प. मुम्बई M.T.P. Mumbai	2020-21	--	--	--	--	--	--	--	--	--
	2021-22	--	--	--	--	--	--	--	--	--
म.प.प. कोलकत्ता M.T.P. Kolkata	2020-21	--	--	--	--	--	--	--	--	--
	2021-22	--	--	--	--	--	--	--	--	--
म.प.प. चेन्नई M.T.P. Chennai	2020-21	38	--	--	38	38	28,188	--	--	4,762 8,483
	2021-22	30	--	--	30	30	23,878	--	--	6,402 5,880
<b>जोड़</b>	<b>2020-21</b>	<b>38</b>	<b>--</b>	<b>--</b>	<b>38</b>	<b>38</b>	<b>28,188</b>	<b>--</b>	<b>--</b>	<b>4,762 8,483</b>
<b>Total</b>	<b>2021-22</b>	<b>30</b>	<b>--</b>	<b>--</b>	<b>30</b>	<b>30</b>	<b>23,878</b>	<b>--</b>	<b>--</b>	<b>6,402 5,880</b>
<b>(घ) कुल कर्मचारी – सभी वर्ग</b>										
म.प.प. मुम्बई M.T.P. Mumbai	2020-21	--	--	--	--	--	--	--	--	--
	2021-22	--	--	--	--	3	--	--	--	--
म.प.प. कोलकत्ता M.T.P. Kolkata	2020-21	--	--	--	--	--	--	--	--	--
	2021-22	--	--	--	--	--	--	--	--	--
म.प.प. चेन्नई M.T.P. Chennai	2020-21	44	--	--	44	44	36,769	--	--	6,221 9,459
	2021-22	34	--	--	34	34	31,370	--	--	8,378 6,886
<b>जोड़</b>	<b>2020-21</b>	<b>44</b>	<b>--</b>	<b>--</b>	<b>44</b>	<b>44</b>	<b>36,769</b>	<b>--</b>	<b>--</b>	<b>6,221 9,459</b>
<b>Total</b>	<b>2021-22</b>	<b>34</b>	<b>--</b>	<b>--</b>	<b>34</b>	<b>37</b>	<b>31,370</b>	<b>--</b>	<b>--</b>	<b>8,378 6,886</b>

नोट- पाद टिप्पणियां पृष्ठ 436 से 443 पर देखें।  
Note-See foot notes at pages 436 to 443.

<b>STATEMENT— 40 (II)</b>														
<b>GOVERNMENT RAILWAYS-- NUMBER AND COST OF STAFF-Contd.</b>														
Statement showing the total number and annual cost of staff Groups A, B and C under selected pay categories (Permanent and temporary-- Open line and Construction) employed on Government Railways as on 31st March, 2021 and 31st March, 2022														
(g) Total Metropolitan Transport Projects (Railways)														
लागत (हजार रुपयों में) / Cost (in thousands of rupees)														
योजना वाले जोड़कर कार्यक्षेत्र पर अभावस्थिति अन्य प्रतिस्कार भन्ने Other C.A. not depending upon the area of work excluding T.A.	उत्पादकता सम्बन्ध बोनास Productivity Linked Bonus	कुल वेतन (कॉलम 7-13) Total wages (Cols. 7-13)	यात्रा भत्ता Travelling allowance	कर्मकार प्रतिस्कार अधिनियम के अन्तर्गत क्षतिपूर्ति Compensation under Workmen's Compensation Act.	इनाम आदि Rewards etc.	कठिन श्रुटी भत्ता Hard duty allowance	‡ भविष्य निधि में अंशदान Provident Fund contribution	§ उपदान या भविष्य निधि में विशेष अंशदान Gratuity or Special contribution to PF.	पेंशनीय लाभ Pensionary Benefits Π		जोड़ (कॉलम 14 से 22) Total (Cols. 14 to 22)	प्रति कर्मचारी औसत वार्षिक वेतन (रुपयों में) Average annual wage per employee (in Rupees)**		
									पेंशन Pension	उपदान Gratuity		कॉलम 14 के जोड़ के आधार पर Taking total in Col. 14	कॉलम 13 के जोड़ के आधार पर Taking total in Col. 23	
12	13	14	15	16	17	18	19	20	21	22	23	24(a)	24(b)	
(a) Group A & B officers														
--	--	--	--	--	--	--	--	--	--	--	--	#DIV/0!	#DIV/0!	
--	--	--	--	--	--	--	--	--	--	--	--	--	--	
--	--	--	--	--	--	--	--	--	--	--	--	#DIV/0!	#DIV/0!	
--	--	--	--	--	--	--	--	--	--	--	--	#DIV/0!	#DIV/0!	
427	18	11,461	264	--	--	--	1,597	9	--	--	13,331	19,10,167	22,21,833	
500	18	10,992	285	--	--	--	1,319	9	--	--	12,605	27,48,000	31,51,250	
<b>427</b>	<b>18</b>	<b>11,461</b>	<b>264</b>	--	--	--	<b>1,597</b>	<b>9</b>	--	--	<b>13,331</b>	<b>19,10,167</b>	<b>22,21,833</b>	
<b>500</b>	<b>18</b>	<b>10,992</b>	<b>285</b>	--	--	--	<b>1,319</b>	<b>9</b>	--	--	<b>12,605</b>	<b>15,70,286</b>	<b>18,00,714</b>	
(b) Group C Staff-- Other than workshop and artisan staff														
--	--	--	--	--	--	--	--	--	--	--	--	#DIV/0!	#DIV/0!	
--	--	--	--	--	--	--	--	--	--	--	--	#DIV/0!	#DIV/0!	
--	--	--	--	--	--	--	--	--	--	--	--	#DIV/0!	#DIV/0!	
--	--	--	--	--	--	--	--	--	--	--	--	#DIV/0!	#DIV/0!	
465	831	42,729	1,144	--	--	--	8,368	109	--	--	52,350	11,24,447	13,77,632	
2,629	657	39,446	1,361	--	42	--	7,648	107	--	--	48,604	13,14,867	16,20,133	
<b>465</b>	<b>831</b>	<b>42,729</b>	<b>1,144</b>	--	--	--	<b>8,368</b>	<b>109</b>	--	--	<b>52,350</b>	<b>11,24,447</b>	<b>13,77,632</b>	
<b>2,629</b>	<b>657</b>	<b>39,446</b>	<b>1,361</b>	--	<b>42</b>	--	<b>7,648</b>	<b>107</b>	--	--	<b>48,604</b>	<b>13,14,867</b>	<b>16,20,133</b>	
(d) Total Staff--- All Groups														
--	--	--	--	--	--	--	--	--	--	--	--	#DIV/0!	#DIV/0!	
--	--	--	--	--	--	--	--	--	--	--	--	--	--	
--	--	--	--	--	--	--	--	--	--	--	--	#DIV/0!	#DIV/0!	
--	--	--	--	--	--	--	--	--	--	--	--	#DIV/0!	#DIV/0!	
892	849	54,190	1,408	--	--	--	9,965	118	--	--	65,681	12,31,591	14,92,750	
3,129	675	50,438	1,646	--	42	--	8,967	116	--	--	61,209	14,83,471	18,00,265	
<b>892</b>	<b>849</b>	<b>54,190</b>	<b>1,408</b>	--	--	--	<b>9,965</b>	<b>118</b>	--	--	<b>65,681</b>	<b>12,31,591</b>	<b>14,92,750</b>	
<b>3,129</b>	<b>675</b>	<b>50,438</b>	<b>1,646</b>	--	<b>42</b>	--	<b>8,967</b>	<b>116</b>	--	--	<b>61,209</b>	<b>13,63,189</b>	<b>16,54,297</b>	

<b>विवरण-40 (II)</b>												
<b>सरकारी रेलों में कर्मचारी अवशेष – जारी</b>												
31 मार्च, 2020-21 और 31 मार्च, 2021-22 में सेवा निवृत्त कर्मचारियों की कुल संख्या का विवरण												
(ट) कर्मचारी अवशेष												
व्योरा Particulars	मध्य Central		पूर्व Eastern		पूर्व मध्य East Central		पूर्व तट East Coast		मेट्रो रेलवे / कोलकाता Metro Railway/ Kolkata Rly.		उत्तर Northern	
	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
1	2	3	4	5	6	7	8	9	10	11	12	13
	<b>1. वर्ष में सेवानिवृत्त कर्मचारियों की संख्या</b>											
वर्ग क / Group A	33	37	48	43	4	24	17	22	6	8	81	46
वर्ग ख / Group B	39	32	46	46	12	28	12	14	5	5	47	50
वर्ग ग / Group C	4,711	4,397	4,946	4,730	2,083	2,144	867	846	153	205	7,052	4,475
जोड़ सभी वर्ग/Total-All Groups	4,783	4,466	5,040	4,819	2,099	2,196	896	882	164	218	7,180	4,571
	<b>2. वर्ष में सेवानिवृत्त कर्मचारियों में से निम्नलिखित द्वारा शासित कर्मचारियों की संख्या</b>											
(i) अंशदायी भविष्य निधि नियम C.P.F. Rules :-												
वर्ग क / Group A	--	--	--	--	--	--	--	--	--	--	--	--
वर्ग ख / Group B	--	--	--	--	--	--	--	--	--	--	--	--
वर्ग ग / Group C	--	--	--	--	--	--	--	--	--	--	--	--
जोड़ सभी वर्ग/Total-All Groups	--	--	--	--	--	--	--	--	--	--	--	--
(ii) पेंशनरीय नियम Pensionary Rules:-												
वर्ग क / Group A	33	37	48	43	4	24	17	22	6	8	81	46
वर्ग ख / Group B	39	32	46	46	12	28	12	14	5	5	47	50
वर्ग ग / Group C	4,711	4,397	4,946	4,730	2,083	2,144	867	846	153	205	7,052	4,475
जोड़ सभी वर्ग/Total-All Groups	4,783	4,466	5,040	4,819	2,099	2,196	896	882	164	218	7,180	4,571
	<b>3. 31 मार्च को पेंशन संस्थापनाओं के अधीन कर्मचारियों की संख्या*</b>											
वर्ग क / Group A	1,311	1,348	475	500	267	291	389	411	124	132	744	723
वर्ग ख / Group B	1,818	1,850	770	787	988	1,016	3,592	3,606	77	82	1,157	1,147
वर्ग ग / Group C	2,39,889	2,44,286	1,45,032	1,47,941	59,288	61,432	26,772	27,618	3,172	3,377	1,19,519	1,18,326
जोड़ सभी वर्ग/Total-All Groups	2,43,018	2,47,484	1,46,277	1,49,228	60,543	62,739	30,753	31,635	3,373	3,591	1,21,420	1,20,196
	<b>4. निम्नलिखित स्थानों पर पेंशन लेने वाले कर्मचारियों की संख्या</b>											
(i) महानगरों में Metropolitan Cities:-												
वर्ग क / Group A	699	727	318	--	--	--	--	--	--	--	515	505
वर्ग ख / Group B	736	758	401	--	--	--	--	--	--	--	737	729
वर्ग ग / Group C	54,300	56,671	24,048	--	--	--	--	--	--	--	24,246	24,007
जोड़ सभी वर्ग/Total-All Groups	55,735	58,156	24,767	--	--	--	--	--	--	--	25,498	25,241
(ii) अन्य स्थानों में Other Localities:-												
वर्ग क / Group A	612	621	157	500	267	291	389	411	124	132	229	218
वर्ग ख / Group B	1,082	1,092	369	787	988	1,016	3,592	3,606	77	82	420	418
वर्ग ग / Group C	1,85,589	1,87,615	1,20,984	1,47,941	59,288	61,432	26,772	27,618	3,172	3,377	95,273	94,319
जोड़ सभी वर्ग/Total-All Groups	1,87,283	1,89,328	1,21,510	1,49,228	60,543	62,739	30,753	31,635	3,373	3,591	95,922	94,955

Source of data is IPAS since 2019-20  
Erstwhile Group 'D' is merged with Group 'C' since 2019-20

<b>STATEMENT— 40 (II)</b>															
<b>GOVERNMENT RAILWAYS — STAFF WASTAGES – Contd.</b>															
Statement showing the total number of retired staff on Government Railways as on 31 March, 2020-21 and 31 March, 2021-22															
<b>(k) STAFF WASTAGES</b>															
उत्तर मध्य North Central		पूर्वोत्तर North Eastern		पूर्वोत्तर सीमा N. Frontier		उत्तर पश्चिम N. Western		दक्षिण Southern		दक्षिण मध्य S. Central		दक्षिण पूर्व S. Eastern		दक्षिण पूर्व मध्य S.E. Central	
2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29
<b>1. No. of staff who retired during the year</b>															
9	16	16	24	44	34	20	10	42	49	44	52	19	29	14	21
4	14	21	32	32	39	24	30	67	110	49	56	16	39	8	14
2,899	2,169	1,870	1,809	2,044	1,883	2,109	1,977	3,499	4,494	2,958	2,370	456	2,501	937	1,087
<b>2,912</b>	<b>2,199</b>	<b>1,907</b>	<b>1,865</b>	<b>2,120</b>	<b>1,956</b>	<b>2,153</b>	<b>2,017</b>	<b>3,608</b>	<b>4,653</b>	<b>3,051</b>	<b>2,478</b>	<b>491</b>	<b>2,569</b>	<b>959</b>	<b>1,122</b>
<b>2. Out of the staff who reired during the year, the number governed by--</b>															
--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
9	16	16	24	44	34	20	10	42	49	44	52	19	29	14	21
4	14	21	32	32	39	24	30	67	110	49	56	16	39	8	14
2,899	2,169	1,870	1,809	2,044	1,883	2,109	1,977	3,499	4,494	2,958	2,370	456	2,501	937	1,087
<b>2,912</b>	<b>2,199</b>	<b>1,907</b>	<b>1,865</b>	<b>2,120</b>	<b>1,956</b>	<b>2,153</b>	<b>2,017</b>	<b>3,608</b>	<b>4,653</b>	<b>3,051</b>	<b>2,478</b>	<b>491</b>	<b>2,569</b>	<b>959</b>	<b>1,122</b>
<b>3. Number borne on pension establishments on 31st March</b>															
441	457	599	623	1,657	1,696	987	997	1,504	1,533	820	872	240	269	184	205
205	275	1,208	1,240	1,243	1,272	1,014	1,044	2,525	2,585	1,060	1,116	499	538	332	346
64,024	66,677	1,04,092	1,05,901	79,958	81,846	80,925	82,902	1,69,888	1,73,922	1,02,253	1,04,623	59,868	62,369	44,052	45,139
<b>64,670</b>	<b>67,409</b>	<b>1,05,899</b>	<b>1,07,764</b>	<b>82,858</b>	<b>84,814</b>	<b>82,926</b>	<b>84,943</b>	<b>1,73,917</b>	<b>1,78,040</b>	<b>1,04,133</b>	<b>1,06,611</b>	<b>60,607</b>	<b>63,176</b>	<b>44,568</b>	<b>45,690</b>
<b>4. Number who draw their pension in</b>															
--	--	79	82	4	3	--	--	1,022	1,035	820	872	4	15	26	38
--	--	42	43	3	1	--	--	1,750	1,777	1,060	1,116	8	9	65	68
--	--	1,370	1,394	128	--	--	--	50,927	52,729	3,488	3,488	260	361	121	368
--	--	<b>1,491</b>	<b>1,519</b>	<b>135</b>	<b>4</b>	--	--	<b>53,699</b>	<b>55,541</b>	<b>5,368</b>	<b>5,368</b>	<b>272</b>	<b>385</b>	<b>212</b>	<b>474</b>
441	457	520	541	1,653	1,693	987	997	482	498	--	--	236	254	158	167
205	275	1,166	1,197	1,240	1,271	1,014	1,044	775	808	--	--	491	529	267	278
64,024	66,677	1,02,722	1,04,507	79,830	81,846	80,925	82,902	1,18,961	1,21,193	98,765	--	59,608	62,008	43,931	44,771
<b>64,670</b>	<b>67,409</b>	<b>1,04,408</b>	<b>1,06,245</b>	<b>82,723</b>	<b>84,810</b>	<b>82,926</b>	<b>84,943</b>	<b>1,20,218</b>	<b>1,22,499</b>	<b>98,765</b>	<b>--</b>	<b>60,335</b>	<b>62,791</b>	<b>44,356</b>	<b>45,216</b>

<b>विवरण-40 (II)</b>										
<b>सरकारी रेलों में कर्मचारी अवशेष – जारी</b>										
<b>31 मार्च, 2020-21 और 31 मार्च, 2021-22 में सेवा निवृत्त कर्मचारियों की कुल संख्या का विवरण</b>										
<b>(द) कर्मचारी अवशेष</b>										
व्योत Particulars	दक्षिण पश्चिम S. Western		पश्चिम Western		पश्चिम मध्य Western Central		चि. र. का. C.L.W.		प. र. इ. का. P.L.W.	
	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
1	30	31	32	33	34	35	36	37	38	39
	<b>1. वर्ष में सेवानिवृत्त कर्मचारियों की संख्या</b>									
वर्ग क / Group A	18	24	39	49	17	17	5	5	7	3
वर्ग ख / Group B	16	14	36	68	16	25	11	11	5	5
वर्ग ग / Group C	1,347	971	4,158	3,920	2,188	2,002	551	524	212	251
<b>जोड़ सभी वर्ग/Total-All Groups</b>	<b>1,381</b>	<b>1,009</b>	<b>4,233</b>	<b>4,037</b>	<b>2,221</b>	<b>2,044</b>	<b>567</b>	<b>540</b>	<b>224</b>	<b>259</b>
	<b>2. वर्ष में सेवानिवृत्त कर्मचारियों में से निम्नलिखित द्वारा शासित कर्मचारियों की संख्या</b>									
(i) अंशदायी नविष्य निधि नियम C.P.F. Rules :-										
वर्ग क / Group A	--	--	--	--	--	--	--	--	--	--
वर्ग ख / Group B	--	--	--	--	--	--	--	--	--	--
वर्ग ग / Group C	--	--	--	--	--	--	--	--	--	--
<b>जोड़ सभी वर्ग/Total-All Groups</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>--</b>
(ii) पेंशनरीय नियम Pensionary Rules:-										
वर्ग क / Group A	18	24	39	49	17	17	5	5	7	3
वर्ग ख / Group B	16	14	36	68	16	25	11	11	5	5
वर्ग ग / Group C	1,347	971	4,158	3,920	2,188	2,002	551	524	212	251
<b>जोड़ सभी वर्ग/Total-All Groups</b>	<b>1,381</b>	<b>1,009</b>	<b>4,233</b>	<b>4,037</b>	<b>2,221</b>	<b>2,044</b>	<b>567</b>	<b>540</b>	<b>224</b>	<b>259</b>
	<b>3. 31 मार्च को पेंशन संस्थापनाओं के अधीन कर्मचारियों की संख्या</b>									
वर्ग क / Group A	227	247	625	698	306	312	118	123	88	92
वर्ग ख / Group B	257	271	451	504	288	475	86	97	64	65
वर्ग ग / Group C	42,289	43,482	1,33,539	1,49,150	75,298	77,149	20,553	21,077	1,506	1,776
<b>जोड़ सभी वर्ग/Total-All Groups</b>	<b>42,773</b>	<b>44,000</b>	<b>1,34,615</b>	<b>1,50,352</b>	<b>75,892</b>	<b>77,936</b>	<b>20,757</b>	<b>21,297</b>	<b>1,658</b>	<b>1,933</b>
	<b>4. निम्नलिखित स्थानों पर पेंशन लेने वाले कर्मचारियों की संख्या</b>									
(i) महानगरों में Metropolitan Cities:-										
वर्ग क / Group A	56	66	625	451	98	102	118	123	--	--
वर्ग ख / Group B	47	51	451	382	118	123	86	97	--	--
वर्ग ग / Group C	333	343	1,33,539	47,331	29,048	30,119	2,824	2,876	1	--
<b>जोड़ सभी वर्ग/Total-All Groups</b>	<b>436</b>	<b>460</b>	<b>1,34,615</b>	<b>48,164</b>	<b>29,264</b>	<b>30,344</b>	<b>3,028</b>	<b>3,096</b>	<b>1</b>	<b>--</b>
(ii) अन्य स्थानों में Other Localities:-										
वर्ग क / Group A	171	181	--	247	208	210	--	--	88	92
वर्ग ख / Group B	210	220	--	122	170	352	--	--	64	3
वर्ग ग / Group C	41,956	43,139	--	1,01,819	46,250	47,030	17,729	18,201	1,505	1,776
<b>जोड़ सभी वर्ग/Total-All Groups</b>	<b>42,337</b>	<b>43,540</b>	<b>--</b>	<b>1,02,188</b>	<b>46,628</b>	<b>47,592</b>	<b>17,729</b>	<b>18,201</b>	<b>1,657</b>	<b>1,871</b>

<b>STATEMENT— 40 (II)</b>															
<b>GOVERNMENT RAILWAYS — STAFF WASTAGES — Contd.</b>															
Statement showing the total number of retired staff on Government Railways as on 31 March, 2020-21 and 31 March, 2021-22															
(k) STAFF WASTAGES															
व. र. वृ. का. B.L.W.		स.दि. का. I.C.F.		रे. प. का. R.W.F.		रे. स. दि. का. R.C.F.		रे. प. स. R.W.P.		आ. रे. दि. का. M.C.F.		रेलवे बोर्ड और अन्य रेल कार्यालय Rly. Board & other Rly. Offices		कुल जॉइ Grand Total	
2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55
<b>1. No. of staff who retired during the year</b>															
8	5	7	11	4	1	5	6	8	5	2	1	53	--	570	542
4	4	3	5	4	1	2	5	4	--	--	--	32	--	515	647
122	125	287	458	158	60	241	236	17	12	--	4	38	--	45,903	43,650
134	134	297	474	166	62	248	247	29	17	2	5	123	--	46,988	44,839
<b>2. Out of the staff who retired during the year, the number governed by –</b>															
--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
8	5	7	11	4	1	5	6	8	5	2	1	53	--	570	542
4	4	3	5	4	1	2	5	4	--	--	--	32	--	515	647
122	125	287	458	158	60	241	236	17	12	--	4	38	--	45,903	43,650
134	134	297	474	166	62	248	247	29	17	2	5	123	--	46,988	44,839
<b>3. Number borne on pension establishments on 31st March</b>															
133	138	135	146	22	23	116	122	22	27	5	9	1,171	--	12,683	12,121
170	174	315	320	32	33	110	115	9	9	4	4	1,058	--	19,319	95,632
10,552	10,677	13,664	14,122	4,010	4,070	3,211	3,447	38	51	3	11	1,965	--	16,05,319	16,51,309
10,855	10,989	14,114	14,588	4,064	4,126	3,437	3,684	69	87	12	24	4,194	--	16,37,321	17,59,062
<b>4. Number who draw their pension in</b>															
--	--	135	146	--	--	--	--	--	--	--	--	1,160	--	5,679	4,165
--	--	315	320	--	--	--	--	--	--	--	--	1,031	--	6,850	5,474
--	--	13,664	14,122	--	--	--	--	--	--	--	--	1,575	--	3,39,872	3,34,944
--	--	14,114	14,588	--	--	--	--	--	--	--	--	3,766	--	3,52,401	3,44,583
133	138	--	--	22	23	116	122	22	27	5	9	11	--	7,004	7,793
170	174	--	--	32	33	110	115	9	9	4	4	27	--	12,469	13,422
10,552	10,677	--	--	4,010	4,070	3,211	3,447	38	51	3	11	390	--	12,65,447	13,16,365
10,855	10,989	--	--	4,064	4,126	3,437	3,684	69	87	12	24	428	--	12,84,920	13,37,580

\* संशोधित/Revised

विवरण-40 (III)												
सरकारी रेलों में विभागानुसार कर्मचारियों संख्या - जारी												
31 मार्च, 2021 और 31 मार्च, 2022 को सरकारी रेलों, रेलवे बोर्ड और अन्य रेल कर्मचारियों में वर्ग क और ख (स्थायी और अस्थायी, चालू लाइन तथा निर्माण) में नियोजित रेल कर्मचारियों की विभागानुसार संख्या का विवरण												
(क) वर्ग 'क' के कर्मचारी												
व्योरा Particulars	मध्य Central		पूर्व Eastern		पूर्व मध्य East Central		पूर्व तट East Coast		मेट्रो रेलवे/कोलकाता Metro Railway/ Kolkata Rly.		उत्तर Northern	
	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
1	2	3	4	5	6	7	8	9	10	11	12	13
1. प्रशासन / Administration	70	77	61	57	48	51	49	45	5	6	92	99
2. लेखा / Accounts	50	52	33	40	20	25	16	23	4	4	52	51
3. इंजीनियरी / Engineering	189	191	80	93	107	112	76	82	9	10	186	181
4. सिगनल और दूर-संचार/ Signal and Telecommunication	57	60	38	41	45	44	27	36	6	7	66	59
5. परिवहन / Transportation	38	36	23	23	29	26	27	29	6	5	146	209
6. वाणिज्यिक / Commercial	27	27	17	17	22	22	16	17	--	--	61	55
7. यांत्रिक इंजीनियरी/ Mechanical Engineering	50	54	131	135	65	65	36	39	3	2	95	102
8. भंडार / Stores	31	37	32	28	17	17	14	17	4	4	44	43
9. बिजली / Electrical	140	129	53	48	49	47	35	36	14	16	65	60
10. चिकित्सा / Medical	189	246	226	227	115	122	69	76	6	6	239	249
11. रेलवे सुरक्षा बल/ Rly. Protection Force	26	28	30	29	32	32	14	12	4	4	60	59
12. रेलवे बोर्ड तथा अन्य रेल कार्यालय Rly. Board and other Rly. Offices	--	--	--	--	--	--	--	--	--	--	--	--
13. जोड़ / Total	867	937	724	738	549	563	379	412	61	64	1,106	1,167
14. पिछले वर्ष की तुलना में वृद्धि (+) या कमी (-) Increase (+) or decrease (-)	-70		-14		-14		-33		-3		-61	
(ख) वर्ग 'ख' के कर्मचारी												
व्योरा Particulars	मध्य Central		पूर्व Eastern		पूर्व मध्य East Central		पूर्व तट East Coast		मेट्रो रेलवे/कोलकाता Metro Railway/ Kolkata Rly.		उत्तर Northern	
	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
1	2	3	4	5	6	7	8	9	10	11	12	13
over the previous year												
1. प्रशासन / Administration	62	65	68	67	43	53	44	44	7	6	76	82
2. लेखा / Accounts	109	110	111	110	112	102	64	61	2	2	128	133
3. इंजीनियरी / Engineering	90	88	65	72	104	110	51	47	9	8	124	137
4. सिगनल और दूर-संचार/ Signal and Telecommunication	33	36	22	24	34	34	18	19	3	3	63	76
5. परिवहन / Transportation	26	26	16	18	21	25	8	10	1	3	17	14
6. वाणिज्यिक / Commercial	23	23	20	23	22	24	9	9	--	--	22	27
7. यांत्रिक इंजीनियरी/ Mechanical Engineering	33	34	29	34	21	21	16	10	--	--	44	47
8. भंडार / Stores	21	19	26	30	13	16	9	9	2	3	19	20
9. बिजली / Electrical	39	41	21	25	23	29	25	23	1	1	56	50
10. चिकित्सा / Medical	56	42	31	42	31	35	42	36	1	1	52	41
11. रेलवे सुरक्षा बल/ Rly. Protection Force	2	2	4	5	2	3	--	--	--	--	1	1
12. रेलवे बोर्ड तथा अन्य रेल कार्यालय Rly. Board and other Rly. Offices	--	--	--	--	--	--	--	--	--	--	--	--
13. जोड़ / Total	494	486	413	450	426	452	286	268	26	27	602	628
14. पिछले वर्ष की तुलना में वृद्धि (+) या कमी (-) Increase (+) or decrease (-) over the previous year	8		-37		-26		18		-1		-26	

नोट- पाद टिप्पणियां पृष्ठ 436 से 443 पर देखें।  
Note-See foot notes at pages 436 to 443.

## STATEMENT— 40 (III)

### GOVERNMENT RAILWAYS — DEPARTMENT-WISE NUMBER OF STAFF — Contd.

Statement showing Department-wise number of Groups A & B Staff (Permanent & temporary — Open line and construction) employed on Government Railways, Railway Board and other Railway Offices as on 31st March, 2021 and 31st March, 2022

(a) Group 'A' Staff															
उत्तर मध्य North Central		पूर्वांचल North Eastern		पूर्वांचल सीमा Northeast Frontier		उत्तर पश्चिम North Western		दक्षिण Southern		दक्षिण मध्य South Central		दक्षिण पूर्व South Eastern		दक्षिण पूर्व मध्य South East Central	
2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29
42	39	43	37	77	79	102	104	58	60	94	97	39	42	37	37
26	25	18	20	30	29	47	43	31	34	68	93	25	27	19	22
75	83	71	75	138	145	110	122	89	89	111	124	77	79	65	65
50	57	26	26	45	43	38	33	40	44	114	119	40	43	39	38
26	26	23	24	14	17	14	19	34	29	31	32	28	28	23	20
18	16	11	10	20	22	18	20	21	21	23	20	14	14	7	7
51	54	48	52	46	47	40	39	59	64	44	47	51	53	37	37
23	27	18	18	20	21	15	19	23	25	25	24	20	21	17	18
55	56	37	33	31	29	34	36	49	50	47	48	49	51	29	31
75	80	93	90	100	109	79	81	232	266	177	178	130	136	49	62
16	17	19	19	35	37	17	18	30	31	24	29	25	23	13	13
--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
457	480	407	404	556	578	514	534	666	713	758	811	498	517	335	350
-23		3		-22		-20		-47		-53		-19		-15	
(a) Group 'B' Staff															
उत्तर मध्य North Central		पूर्वांचल North Eastern		पूर्वांचल सीमा Northeast Frontier		उत्तर पश्चिम North Western		दक्षिण Southern		दक्षिण मध्य South Central		दक्षिण पूर्व South Eastern		दक्षिण पूर्व मध्य South East Central	
2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29
42	30	39	41	82	73	83	88	62	54	74	81	44	50	32	34
65	66	79	81	99	101	68	68	121	117	119	98	74	63	49	44
57	43	46	48	103	108	51	41	121	104	85	80	63	70	45	53
34	18	20	22	28	29	17	12	37	35	43	48	32	35	14	15
2	2	19	17	15	17	9	7	13	16	26	30	22	19	7	6
8	12	13	13	10	14	5	5	14	15	15	16	13	11	9	10
6	8	18	23	20	20	13	18	31	33	29	24	32	34	8	12
10	10	8	8	13	12	15	16	15	18	18	16	16	17	10	9
15	13	21	23	21	24	7	7	32	31	32	30	42	45	12	12
34	30	14	16	80	66	51	45	82	62	30	30	59	27	4	3
2	1	2	2	--	--	--	--	1	2	2	2	--	1	--	--
--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
275	233	279	294	471	464	319	307	529	487	473	455	397	372	190	198
42		-15		7		12		42		18		25		-8	

<b>विवरण-40 (III)</b>										
<b>सरकारी रेलों में विभागानुसार कर्मचारियों संख्या – जारी</b>										
31 मार्च, 2021 और 31 मार्च, 2022 को सरकारी रेलों, रेलवे बोर्ड और अन्य रेल कर्मचारियों में वर्ग क और ख (स्थायी और अस्थायी, चालू लाइन तथा निर्माण) में नियोजित रेल कर्मचारियों की विभागानुसार संख्या का विवरण										
(क) वर्ग 'क' के कर्मचारी										
व्योरा Particulars	दक्षिण पश्चिम South Western		पश्चिम Western		पश्चिम मध्य Western Central		वि. र. का. C.L.W.		प. र. द. का. P.L.W.	
	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
1	30	31	32	33	34	35	36	37	38	39
1. प्रशासन / Administration	61	59	148	144	59	61	11	11	3	3
2. लेखा / Accounts	37	39	34	33	37	35	5	7	4	4
3. इंजीनियरी / Engineering	73	71	115	121	64	64	2	3	1	1
4. सिगनल और दूर-संचार/ Signal and Telecommunication	30	27	59	62	30	29	1	1	--	--
5. परिवहन / Transportation	16	20	40	44	24	20	--	--	--	--
6. वाणिज्यिक / Commercial	15	14	22	23	10	10	--	--	--	--
7. यांत्रिक इंजीनियरी/ Mechanical Engineering	34	36	58	69	42	42	10	14	12	15
8. भंडार / Stores	17	18	62	63	20	22	14	14	16	13
9. बिजली / Electrical	26	23	60	67	41	39	25	29	10	9
10. चिकित्सा / Medical	67	65	265	257	66	69	18	18	9	9
11. रेलवे सुरक्षा बल/ Rly. Protection Force	12	13	28	27	12	12	2	3	1	1
12. रेलवे बोर्ड तथा अन्य रेल कार्यालय Rly. Board and other Rly. Offices	--	--	--	--	--	--	--	--	--	--
13. जोड़ / Total	388	385	891	910	405	403	88	100	56	55
14. पिछले वर्ष की तुलना में वृद्धि (+) या कमी (-) Increase (+) or decrease (-) over the previous year	3		-19		2		-12		1	
(ख) वर्ग 'ख' के कर्मचारी										
व्योरा Particulars	दक्षिण पश्चिम S. Western		पश्चिम Western		पश्चिम मध्य Western Central		वि. र. का. C.L.W.		प. र. द. का. P.L.W.	
	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
1	30	31	32	33	34	35	36	37	38	39
1. प्रशासन / Administration	39	45	95	90	49	56	9	10	8	7
2. लेखा / Accounts	55	54	106	99	81	53	11	6	4	6
3. इंजीनियरी / Engineering	49	54	89	87	53	55	3	3	2	2
4. सिगनल और दूर-संचार/ Signal and Telecommunication	17	15	28	27	33	35	--	--	--	--
5. परिवहन / Transportation	5	8	19	21	12	14	--	--	--	--
6. वाणिज्यिक / Commercial	3	5	17	15	11	10	--	--	--	--
7. यांत्रिक इंजीनियरी/ Mechanical Engineering	9	12	33	33	14	13	16	11	11	14
8. भंडार / Stores	8	6	19	19	11	10	10	10	6	6
9. बिजली / Electrical	11	15	27	15	15	12	7	8	4	3
10. चिकित्सा / Medical	2	2	27	32	33	32	12	9	3	3
11. रेलवे सुरक्षा बल/ Rly. Protection Force	--	--	1	1	3	2	--	--	--	1
12. रेलवे बोर्ड तथा अन्य रेल कार्यालय Rly. Board and other Rly. Offices	--	--	--	--	--	--	--	--	--	--
13. जोड़ / Total	198	216	461	439	315	292	68	57	38	42
14. पिछले वर्ष की तुलना में वृद्धि (+) या कमी (-) Increase (+) or decrease (-) over the previous year	-18		22		23		11		-4	

नोट- पाद टिप्पणियां पृष्ठ 436 से 443 पर देखें।

Note-See foot notes at pages 436 to 443.

\*संशोधित/Revised

## STATEMENT— 40 (III)

### GOVERNMENT RAILWAYS — DEPARTMENT-WISE NUMBER OF STAFF — *Contd.*

Statement showing Department-wise number of Groups A & B Staff (Permanent & temporary — Open line and construction) employed on Government Railways, Railway Board and other Railway Offices as on 31st March, 2021 and 31st March, 2022

#### (a) Group 'A' Staff

व. र. क. का. B.L.W.		स.रि. का. I.C.F.		रे. प. का. R.W.F.		रे. स. रि. का. R.C.F.		रे. प. स. R.W.P.		आ. र. रि. का. M.C.F.		कुल जोड़ Grand Total	
2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
40	41	42	43	44	45	46	47	48	49	50	51	52	53
6	8	4	5	4	6	20	7	1	1	3	6	1,137	1,141
6	13	10	6	6	4	4	3	1	1	5	4	588	637
2	2	2	2	1	2	4	2	1	1	2	3	1,650	1,723
--	--	--	--	--	--	--	--	--	--	--	--	751	769
--	--	--	--	--	--	--	--	--	--	--	--	542	607
--	--	--	--	--	--	--	--	--	--	--	--	322	315
22	31	28	25	17	15	30	33	14	15	33	33	1,056	1,118
19	14	17	15	8	8	16	17	2	2	17	15	511	520
18	15	10	10	4	1	7	7	--	1	6	3	894	874
12	15	16	18	10	9	11	12	3	3	11	10	2,267	2,413
2	3	2	2	3	3	3	3	1	1	3	2	414	421
--	--	--	--	--	--	--	--	--	--	--	--	657	709
87	101	89	83	53	48	95	84	23	25	80	76	10,789	11,247
-14		6		5		11		-2		4		-458	10,378

#### (a) Group 'B' Staff

व. र. क. का. B.L.W.		स.रि. का. I.C.F.		रे. प. का. R.W.F.		रे. स. रि. का. R.C.F.		रे. प. स. R.W.P.		आ. र. रि. का. M.C.F.		कुल जोड़ Grand Total	
2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
40	41	42	43	44	45	46	47	48	49	50	51	52	53
13	11	11	12	7	5	15	17	2	1	6	7	1,012	1,029
8	4	6	13	7	7	2	7	--	1	5	5	1,485	1,411
2	2	4	5	3	2	2	5	2	2	5	4	1,228	1,230
--	--	--	--	--	--	1	1	--	--	2	2	479	486
--	--	--	--	--	--	--	--	--	--	--	--	238	253
--	--	--	--	--	--	--	--	--	--	--	--	214	232
17	22	34	32	7	12	8	14	--	1	24	18	473	500
10	9	10	12	3	4	7	7	2	--	9	10	290	296
4	2	5	7	4	7	5	6	--	--	1	1	430	430
13	8	1	1	2	--	--	2	--	--	1	2	661	567
--	--	--	--	--	--	--	--	--	--	--	1	20	24
--	--	--	--	--	--	--	--	--	--	--	--	1,003	902
67	58	71	82	33	37	40	59	6	5	53	50	7,533	7,360
9		-11		-4		-19		1		3		173	

<b>विवरण-40 (III)</b>												
<b>सरकारी रेलों में विभागानुसार कर्मचारियों संख्या – जारी</b>												
31 मार्च, 2021 और 31 मार्च, 2022 को सरकारी रेलों, रेलवे बोर्ड और अन्य रेल कर्मचारियों में वर्ग क और ख (स्थायी और अस्थायी, चालू लाइन तथा निर्माण) में नियोजित रेल कर्मचारियों की विभागानुसार संख्या का विवरण												
(क) वर्ग 'क' और 'ख' के कर्मचारी												
व्याप्त Particulars	मध्य Central		पूर्व Eastern		पूर्व मध्य East Central		पूर्व तट East Coast		मेट्रो रेलवे / कोलकाता Metro Railway/ Kolkata Rly.		उत्तर Northern	
	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
1	2	3	4	5	6	7	8	9	10	11	12	13
1. प्रशासन Administration	132	142	129	124	91	104	93	89	12	12	168	181
2. लेखा Accounts	159	162	144	150	132	127	80	84	6	6	180	184
3. इंजीनियरी Engineering	279	279	145	165	211	222	127	129	18	18	310	318
4. सिगनल और दूर संचार Signal and Telecommunication	90	96	60	65	79	78	45	55	9	10	129	135
5. परिवहन Transportation	64	62	39	41	50	51	35	39	7	8	163	223
6. वाणिज्यिक Commercial	50	50	37	40	44	46	25	26	--	--	83	82
7. यांत्रिक इंजीनियरी Mechanical Engineering	83	88	160	169	86	86	52	49	3	2	139	149
8. मंठार Stores	52	56	58	58	30	33	23	26	6	7	63	63
9. बिजली Electrical	179	170	74	73	72	76	60	59	15	17	121	110
10. चिकित्सा Medical	245	288	257	269	146	157	111	112	7	7	291	290
11. रेलवे सुरक्षा बल Rly Protection Force	28	30	34	34	34	35	14	12	4	4	61	60
12. रेलवे बोर्ड तथा अन्य रेल कार्यालय Rly Bd. & other Rly. offices	--	--	--	--	--	--	--	--	--	--	--	--
13. जोड़ / Total	1,361	1,423	1,137	1,188	975	1,015	665	680	87	91	1,708	1,795
14. पिछले वर्ष की तुलना में वृद्धि (+) या कमी (-) increase (+) or decrease (-) over the previous year	-62		-51		-40		-15		-4		-87	

नोट- पाद टिप्पणियां पृष्ठ 436 से 443 पर देखें।  
Note-See foot notes at pages 436 to 443.

## STATEMENT— 40 (III)

### GOVERNMENT RAILWAYS — DEPARTMENT-WISE NUMBER OF STAFF — *Contd.*

Statement showing Department-wise number of Groups A & B Staff (Permanent & temporary — Open line and construction) employed on Government Railways, Railway Board and other Railway Offices as on 31st March, 2021 and 31st March, 2022

<b>(a) Group 'A' and 'B' Staff</b>															
उत्तर मध्य North Central		पूर्वोत्तर North Eastern		पूर्वोत्तर सीमा Northeast Frontier		उत्तर पश्चिम North Western		दक्षिण Southern		दक्षिण मध्य South Central		दक्षिण पूर्व South Eastern		दक्षिण पूर्व मध्य South East Central	
2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29
84	69	82	78	159	152	185	192	120	114	168	178	83	92	69	71
91	91	97	101	129	130	115	111	152	151	187	191	99	90	68	66
132	126	117	123	241	253	161	163	210	193	196	204	140	149	110	118
84	75	46	48	73	72	55	45	77	79	157	167	72	78	53	53
28	28	42	41	29	34	23	26	47	45	57	62	50	47	30	26
26	28	24	23	30	36	23	25	35	36	38	36	27	25	16	17
57	62	66	75	66	67	53	57	90	97	73	71	83	87	45	49
33	37	26	26	33	33	30	35	38	43	43	40	36	38	27	27
70	69	58	56	52	53	41	43	81	81	79	78	91	96	41	43
109	110	107	106	180	175	130	126	314	328	207	208	189	163	53	65
18	18	21	21	35	37	17	18	31	33	26	31	25	24	13	13
--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
732	713	686	698	1,027	1,042	833	841	1,195	1,200	1,231	1,266	895	889	525	548
19		--12		--15		--8		--5		--35		6		--23	

<b>विवरण-40 (III)</b>										
<b>सरकारी रेलों में विभागानुसार कर्मचारियों संख्या – जारी</b>										
31 मार्च, 2021 और 31 मार्च, 2022 को सरकारी रेलों, रेलवे बोर्ड और अन्य रेल कर्मचारियों में वर्ग क और ख (स्थायी और अस्थायी, चालू लाइन तथा निर्माण) में नियोजित रेल कर्मचारियों की विभागानुसार संख्या का विवरण										
(क) वर्ग 'क' और 'ख' के कर्मचारी										
वर्ग Particulars	दक्षिण पश्चिम South Western		पश्चिम Western		पश्चिम मध्य Western Central		चित्तारंजन रेल इंजन कारखाना Chittaranjan Locomotive Works		पटियाला रेल इंजन कारखाना Patiala Locomotive Works	
	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
1	30	31	32	33	34	35	36	37	38	39
1. प्रशासन Administration	100	104	243	234	108	117	20	21	11	10
2. लेखा Accounts	92	93	140	132	118	88	16	13	8	10
3. इंजीनियरी Engineering	122	125	204	208	117	119	5	6	3	3
4. सिगनल और दूर संचार Signal and Telecommunication	47	42	87	89	63	64	1	1	--	--
5. परिवहन Transportation	21	28	59	65	36	34	--	--	--	--
6. वाणिज्यिक Commercial	18	19	39	38	21	20	--	--	--	--
7. यांत्रिक इंजीनियरी Mechanical Engineering	43	48	91	102	56	55	26	25	23	29
8. मंदार Stores	25	24	81	82	31	32	24	24	22	19
9. बिजली Electrical	37	38	87	82	56	51	32	37	14	12
10. चिकित्सा Medical	69	67	292	289	99	101	30	27	12	12
11. रेलवे सुरक्षा बल Rly. Protection Force	12	13	29	28	15	14	2	3	1	2
12. रेलवे बोर्ड तथा अन्य रेल कार्यालय Rly. Bd. & other Rly. offices	--	--	--	--	--	--	--	--	--	--
14. जोड़ Total	586	601	1,352	1,349	720	695	156	157	94	97
15. पिछले वर्ष की तुलना में वृद्धि (+) या कमी (-) increase (+) or decrease (-) over the previous year	-15		3		25		-1		-3	

नोट- पाद टिप्पणियां पृष्ठ 436 से 443 पर देखें।

Note-See foot notes at pages 436 to 443.

\*संशोधित/ Revised

## STATEMENT— 40 (III)

### GOVERNMENT RAILWAYS — DEPARTMENT-WISE NUMBER OF STAFF – *Contd.*

Statement showing Department-wise number of Groups A & B Staff (Permanent & temporary — Open line and construction) employed on Government Railways, Railway Board and other Railway Offices as on 31st March, 2021 and 31st March, 2022

(a) Group 'A' and 'B' Staff													
बनारस रेल इंजन कारखाना Banaras Locomotive Works		सवारी डिब्बा कारखाना Integral Coach Factory		रेल पहिया कारखाना Rail Wheel Factory		रेल सवारी डिब्बा कारखाना Rail Coach Factory		रेल पहिया संयंत्र Rail Wheel Plant		आधुनिक रेल डिब्बा कारखाना Modern Coach Factory		कुल जोड़ Grand Total	
2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
40	41	42	43	44	45	46	47	48	49	50	51	52	53
19	19	15	17	11	11	35	24	3	2	9	13	2,149	2,170
14	17	16	19	13	11	6	10	1	2	10	9	2,073	2,048
4	4	6	7	4	4	6	7	3	3	7	7	2,878	2,953
--	--	--	--	--	--	1	1	--	--	2	2	1,230	1,255
--	--	--	--	--	--	--	--	--	--	--	--	780	860
--	--	--	--	--	--	--	--	--	--	--	--	536	547
39	53	62	57	24	27	38	47	14	16	57	51	1,529	1,618
29	23	27	27	11	12	23	24	4	2	26	25	801	816
22	17	15	17	8	8	12	13	--	1	7	4	1,324	1,304
25	23	17	19	12	9	11	14	3	3	12	12	2,928	2,980
2	3	2	2	3	3	3	3	1	1	3	3	434	445
--	--	--	--	--	--	--	--	--	--	--	--	1,660	1,611
<b>154</b>	<b>159</b>	<b>160</b>	<b>165</b>	<b>86</b>	<b>85</b>	<b>135</b>	<b>143</b>	<b>29</b>	<b>30</b>	<b>133</b>	<b>126</b>	<b>18,322</b>	<b>18,607</b>
-5		-5		1		-8		-1		7		-285	

<b>विवरण-40 (III)</b>												
<b>सरकारी रेलों में विभागानुसार कर्मचारियों संख्या – जारी</b>												
31 मार्च, 2021 और 31 मार्च, 2022 को सरकारी रेलों, रेलवे बोर्ड और अन्य रेल कर्मचारियों में वर्ग क और ख (स्थायी और अस्थायी, चालू लाइन तथा निर्माण) में नियोजित रेल कर्मचारियों की विभागानुसार संख्या का विवरण												
(क) वर्ग 'क' और 'ख' के कर्मचारी												
खीर Particulars	मध्य Central		पूर्व Eastern		पूर्व मध्य East Central		पूर्व तट East Coast		मेट्रो रेलवे / कोलकाता Metro Railway/ Kolkata Rly.		उत्तर Northern	
	सीधे नहीं Directly Recruited	पदोन्नत Promoted	सीधे नहीं Directly Recruited	पदोन्नत Promoted	सीधे नहीं Directly Recruited	पदोन्नत Promoted	सीधे नहीं Directly Recruited	पदोन्नत Promoted	सीधे नहीं Directly Recruited	पदोन्नत Promoted	सीधे नहीं Directly Recruited	पदोन्नत Promoted
1	2	3	4	5	6	7	8	9	10	11	12	13
1. प्रशासन Administration	45	87	61	68	48	43	43	89	2	9	55	113
2. लेखा Accounts	34	125	19	40	20	112	14	27	2	4	43	137
3. इंजीनियरी Engineering	159	120	80	65	107	104	74	53	3	13	121	189
4. सिगनल और दूर संचार Signal and Telecommunication	40	50	38	22	45	34	25	20	5	6	39	90
5. परिवहन Transportation	17	47	40	36	29	21	22	13	2	5	62	101
6. वाणिज्यिक Commercial	16	34	14	71	22	22	13	12	--	--	33	50
7. यांत्रिक इंजीनियरी Mechanical Engineering	38	45	131	29	65	21	32	20	3	1	43	96
8. मंडार Stores	21	31	32	26	17	13	12	11	1	6	16	47
9. बिजली Electrical	99	80	53	21	49	23	32	28	8	7	39	82
10. चिकित्सा Medical	188	57	226	31	115	31	69	42	6	--	274	17
11. रेलवे सुरक्षा बल Rly. Protection Force	8	20	30	4	32	2	9	5	2	2	--	61
12. रेलवे बोर्ड तथा अन्य रेल कार्यालय Rly. Bd. & other Rly. offices	--	--	--	--	--	--	--	--	--	--	--	--
13. जोड़ / Total	665	696	724	413	549	426	345	320	34	53	725	983

## STATEMENT— 40 (III)

### GOVERNMENT RAILWAYS — DEPARTMENT-WISE NUMBER OF STAFF — Contd.

Statement showing Department-wise number of Groups A & B Staff (Permanent & temporary — Open line and construction) employed on Government Railways, Railway Board and other Railway Offices as on 31st March, 2021 and 31st March, 2022

(a) Group 'A' and 'B' Staff															
उत्तर मध्य North Central		पूर्वोत्तर North Eastern		पूर्वोत्तर सीमा Northeast Frontier		उत्तर पश्चिम North Western		दक्षिण Southern		दक्षिण मध्य South Central		दक्षिण पूर्व South Eastern		दक्षिण पूर्व मध्य South East Central	
सीधे भर्ती Directly Recruited	पदोन्नत Promoted	सीधे भर्ती Directly Recruited	पदोन्नत Promoted	सीधे भर्ती Directly Recruited	पदोन्नत Promoted	सीधे भर्ती Directly Recruited	पदोन्नत Promoted	सीधे भर्ती Directly Recruited	पदोन्नत Promoted	सीधे भर्ती Directly Recruited	पदोन्नत Promoted	सीधे भर्ती Directly Recruited	पदोन्नत Promoted	सीधे भर्ती Directly Recruited	पदोन्नत Promoted
14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29
42	42	32	50	55	65	69	116	60	60	102	61	35	58	37	32
26	65	39	58	17	58	65	50	27	125	163	44	44	47	19	49
75	57	46	71	54	118	84	75	78	132	144	37	64	85	65	45
50	34	18	28	17	36	36	19	38	39	106	51	33	45	39	14
26	2	17	25	20	20	12	11	23	24	35	18	20	29	23	7
18	8	10	14	11	34	10	13	12	23	21	16	11	14	7	9
51	6	26	40	26	40	35	18	42	48	46	29	43	45	37	8
23	10	10	16	11	19	14	16	11	27	27	16	16	23	17	10
55	15	23	35	9	23	35	8	32	49	49	30	35	61	29	12
75	34	42	65	342	10	96	34	216	98	201	8	121	42	49	4
16	2	8	13	42	--	6	11	30	1	22	5	8	16	13	--
--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
457	275	271	415	604	423	462	371	569	626	916	315	430	465	335	190

### विवरण-40 (III)

#### सरकारी रेलों में विभागानुसार कर्मचारियों संख्या – जारी

31 मार्च, 2021 और 31 मार्च, 2022 को सरकारी रेलों, रेलवे बोर्ड और अन्य रेल कर्मचारियों में वर्ग क और ख (स्थायी और अस्थायी, चालू लाइन तथा निर्माण) में नियोजित रेल कर्मचारियों की विभागानुसार संख्या का विवरण

#### (क) वर्ग 'क' और 'ख' के कर्मचारी

व्योरा Particulars	दक्षिण पश्चिम South Western		पश्चिम Western		पश्चिम मध्य Western Central		चित्तारजन रेल डूजन कारखाना Chittaranjan Locomotive Works		पटियाला रेल डूजन कारखाना Patiala Locomotive Works	
	सीधे भर्ती Directly Recruited	पदोन्नत Promoted	सीधे भर्ती Directly Recruited	पदोन्नत Promoted	सीधे भर्ती Directly Recruited	पदोन्नत Promoted	सीधे भर्ती Directly Recruited	पदोन्नत Promoted	सीधे भर्ती Directly Recruited	पदोन्नत Promoted
1	30	31	32	33	34	35	36	37	38	39
1. प्रशासन Administration	30	31	32	33	34	35	36	37	38	39
	52	48	233	10	52	56	3	14	4	7
2. लेखा Accounts	34	58	140	---	37	81	4	12	1	7
3. इंजीनियरी Engineering	58	64	200	4	57	60	2	3	---	3
4. सिगनल और दूर संचार Signal and Telecommunication	25	22	85	2	28	35	1	1	---	---
5. परिवहन Transportation	16	5	59	1	21	15	---	---	---	---
6. वाणिज्यिक Commercial	14	4	39	---	10	11	---	---	---	---
7. यांत्रिक इंजीनियरी Mechanical Engineering	28	15	89	2	41	15	10	23	6	21
8. भंडार Stores	12	13	71	10	20	11	17	9	8	13
9. बिजली Electrical	22	15	84	3	31	25	28	6	8	6
10. चिकित्सा Medical	67	2	292	---	65	34	21	---	9	---
11. रेलवे सुरक्षा बल Rly. Protection Force	12	---	28	---	12	3	2	---	---	1
12. रेलवे बोर्ड तथा अन्य रेल कार्यालय Rly. Bd. & other Rly. offices	--	--	--	--	--	--	--	--	--	--
13. जोड़ / Total	340	246	1,320	32	374	346	88	68	36	58

## STATEMENT— 40 (III)

### GOVERNMENT RAILWAYS — DEPARTMENT-WISE NUMBER OF STAFF — *Contd.*

Statement showing Department-wise number of Groups A & B Staff (Permanent & temporary — Open line and construction) employed on Government Railways, Railway Board and other Railway Offices as on 31st March, 2021 and 31st March, 2022

(a) Group 'A' and 'B' Staff													
बनारस रेल इंजन कारखाना Banaras Locomotive Works		सवारी डिब्बा कारखाना Integral Coach Factory		रेल पहिया कारखाना Rail Wheel Factory		रेल सवारी डिब्बा कारखाना Rail Coach Factory		रेल पहिया संयंत्र Rail Wheel Plant		आधुनिक रेल डिब्बा कारखाना Modern Coach Factory		कुल जोड़ Grand Total	
सीधे भर्ती Directly Recruited	पदोन्नत Promoted	सीधे भर्ती Directly Recruited	पदोन्नत Promoted	सीधे भर्ती Directly Recruited	पदोन्नत Promoted	सीधे भर्ती Directly Recruited	पदोन्नत Promoted	सीधे भर्ती Directly Recruited	पदोन्नत Promoted	सीधे भर्ती Directly Recruited	पदोन्नत Promoted	सीधे भर्ती Directly Recruited	पदोन्नत Promoted
40	41	42	43	44	45	46	47	48	49	50	51	52	53
40	41	42	43	44	45	46	47	48	49	50	51	52	53
5	14	2	20	4	7	1	--	2	33	3	6	1,047	1,108
6	8	4	12	3	8	1	1	2	4	5	5	769	1,137
1	3	1	5	1	3	--	3	2	4	2	5	1,478	1,321
--	--	--	--	--	--	--	--	--	1	--	2	668	551
--	--	--	--	--	--	--	--	--	--	--	--	444	380
--	--	--	--	--	--	--	--	--	--	--	--	261	335
8	31	15	40	9	14	5	9	30	8	33	24	892	648
17	12	15	12	8	7	1	3	17	6	17	9	431	376
14	8	4	12	1	9	--	1	7	5	6	1	752	565
12	13	15	1	9	--	3	--	11	--	11	1	2,535	524
1	1	1	1	3	--	1	--	3	--	3	--	292	148
--	--	--	--	--	--	--	--	--	--	--	--	737	923
64	90	57	103	38	48	12	17	74	61	80	53	10,306	8,016

<b>विवरण-40 (III)</b>												
<b>सरकारी रेलों में विभागानुसार कर्मचारियों संख्या – जारी</b>												
<b>31 मार्च, 2021 और 31 मार्च, 2022 को सरकारी रेलों, रेलवे बोर्ड और अन्य रेल कार्यालयों में नियोजित वर्ग 'ग' के (स्थायी और अस्थायी – चालू लाइन तथा निर्माण) कर्मचारियों की विभागानुसार संख्या का विवरण</b>												
<b>(ख) वर्ग 'ग' कारखाना और शिल्पी कर्मचारी (वरिष्ठ तकनीशियन, पर्यवेक्षी (मिस्ट्री), तकनीशियन ग्रेड I, II और III)</b>												
व्योरा Particulars	मध्य Central		पूर्व Eastern		पूर्व मध्य East Central		पूर्व तट East Coast		मेट्रो रेलवे/कोलकाता Metro Railway/ Kolkata Rly.		उत्तर Northern	
	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
1	2	3	4	5	6	7	8	9	10	11	12	13
1. प्रशासन / Administration	--	1	563	628	8	9	12	13	--	--	59	58
2. लेखा / Accounts	--	--	87	90	--	--	--	--	--	--	3	3
3. इंजीनियरी / Engineering	748	685	1	4	1,038	1,043	--	--	--	--	760	788
4. सिगनल और दूर-संचार/ Signal and Telecommunication	263	298	--	--	--	6	--	--	--	--	251	262
5. परिवहन / Transportation	--	--	--	--	--	--	--	--	--	--	2	2
6. वाणिज्यिक / Commercial	--	--	--	--	--	--	--	--	--	--	--	--
7. यांत्रिक इंजीनियरी/ Mechanical Engineering	4,771	5,312	12,629	12,395	1,001	1,027	1,224	1,273	--	--	8,889	9,633
8. स्टोर / Stores	193	223	86	193	1	2	--	56	--	--	2	2
9. बिजली / Electrical	1,874	2,057	2,841	2,672	135	139	257	236	--	--	879	908
10. चिकित्सा / Medical	--	--	28	32	--	3	--	--	--	--	2	4
11. रेलवे सुरक्षा बल Rly. Protection Force	--	--	--	--	18	22	--	--	--	--	--	--
12. रेलवे बोर्ड तथा अन्य रेल कार्यालय Rly. Board and other Rly. Offices	--	--	--	--	--	--	--	--	--	--	--	--
13. जोड़ / Total	7,849	8,576	16,235	16,014	2,201	2,251	1,493	1,578	--	--	10,847	11,660
14. पिछले वर्ष की तुलना में वृद्धि (+) या कमी (-) Increase (+) or decrease (-) over the previous year	-727		221		-50						-813	
<b>(ग) वर्ग 'ग' रनिंग कर्मचारी</b>												
व्योरा Particulars	मध्य Central		पूर्व Eastern		पूर्व मध्य East Central		पूर्व तट East Coast		मेट्रो रेलवे/कोलकाता Metro Railway/ Kolkata Rly.		उत्तर Northern	
	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
1	2	3	4	5	6	7	8	9	10	11	12	13
1. प्रशासन / Administration	6	28	--	--	--	--	--	--	--	--	3	4
2. लेखा / Accounts	--	--	--	--	--	--	--	--	--	--	--	1
3. इंजीनियरी / Engineering	3	4	6	5	2	1	4	--	--	--	--	1
4. सिगनल और दूर-संचार/ Signal and Telecommunication	--	--	1	1	--	--	--	--	--	--	--	--
5. परिवहन / Transportation	6,716	6,627	2,266	2,256	2,951	2,940	2,295	2,270	2	2	2,666	2,715
6. वाणिज्यिक / Commercial	1	1	4	2	--	2	--	--	--	--	6	10
7. यांत्रिक इंजीनियरी/ Mechanical Engineering	1,741	1,679	3,015	2,939	995	3,202	3,885	5,001	--	--	10,681	9,713
8. स्टोर / Stores	--	--	--	--	--	--	--	--	--	--	1	--
9. बिजली / Electrical	3,699	3,298	4,577	4,284	9,662	6,696	4,421	2,479	284	296	2,118	1,673
10. चिकित्सा / Medical	--	1	--	--	--	--	--	--	--	--	2	2
11. रेलवे सुरक्षा बल Rly. Protection Force	1	--	--	--	--	--	--	--	--	--	--	--
12. रेलवे बोर्ड तथा अन्य रेल कार्यालय Rly. Board and other Rly. Offices	--	--	--	--	--	--	--	--	--	--	--	--
13. जोड़ / Total	12,167	11,638	9,869	9,487	13,610	12,841	10,605	9,750	286	298	15,477	14,119
14. पिछले वर्ष की तुलना में वृद्धि (+) या कमी (-) Increase (+) or decrease (-) over the previous year	529		382		769		855		-12		1,358	

नोट- पाद टिप्पणियां पृष्ठ 436 से 443 पर देखें।  
Note-See foot notes at pages 436 to 443.

## STATEMENT— 40 (III)

### GOVERNMENT RAILWAYS — DEPARTMENT-WISE NUMBER OF STAFF — *Contd.*

Statement Showing Department-wise number of Groups 'C' Staff (Permanent & Temporary — Open line and Construction) employed on Government Railways, Railway Board, and other Railway Offices as on 31st March, 2021 and 31st March, 2022.

#### (b) Group 'C' — Workshop and artisan staff (Senior Technician, Supervisor (Mistry), Technician Grade-I, II and III)

उत्तर मध्य North Central		पूर्वोत्तर North Eastern		पूर्वोत्तर सीमा Northeast Frontier		उत्तर पश्चिम North Western		दक्षिण Southern		दक्षिण मध्य South Central		दक्षिण पूर्व South Eastern		दक्षिण पूर्व मध्य South East Central	
2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29
75	82	7	8	5	8	134	146	17	23	--	--	14	15	--	--
18	17	9	11	--	--	--	--	13	18	--	--	6	6	--	--
99	100	177	187	148	157	--	--	317	354	128	137	340	359	--	--
--	--	574	575	--	--	15	32	586	570	193	210	--	--	--	--
--	--	--	--	--	--	7	--	--	--	--	--	3	3	--	--
--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
3,661	3,789	4,346	4,310	2,248	2,274	4,571	4,789	6,989	6,992	4,192	4,347	5,380	5,653	1,694	1,775
11	11	--	1	--	1	--	--	54	62	145	153	5	6	--	--
182	185	373	377	326	321	21	25	1,312	1,357	557	603	1,023	1,070	3	--
4	4	--	--	--	--	--	1	--	--	--	11	1	1	--	--
--	--	--	--	--	--	--	--	78	89	33	32	--	--	--	--
--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
4,050	4,188	5,486	5,469	2,727	2,761	4,748	4,993	9,366	9,465	5,248	5,493	6,772	7,113	1,697	1,775
-138		17		-34		-245		-99		-245		-341		-78	

#### (c) Group 'C' — Running Staff

उत्तर मध्य North Central		पूर्वोत्तर North Eastern		पूर्वोत्तर सीमा Northeast Frontier		उत्तर पश्चिम North Western		दक्षिण Southern		दक्षिण मध्य South Central		दक्षिण पूर्व South Eastern		दक्षिण पूर्व मध्य South East Central	
2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29
--	--	--	--	--	--	--	--	--	--	--	1	1	--	--	--
5	5	--	3	2	2	7	5	3	3	11	10	1	1	11	8
--	--	--	--	--	--	--	--	1	1	--	--	--	--	2	--
2,279	2,359	1,038	1,026	1,128	1,139	1,279	1,139	1,455	1,474	2,721	2,626	2,287	2,316	2,022	2,068
10	5	1	1	4	5	1	23	--	--	3	--	1	1	--	3
1,784	1,704	3,914	3,779	3,286	3,326	3,626	3,723	1,268	1,975	7,663	8,215	736	779	918	1,271
--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
7,798	6,108	8	8	28	27	13	7	3,607	2,893	1,631	62	7,590	7,144	6,370	5,757
--	--	--	--	--	--	--	1	--	--	2	1	--	--	--	--
--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
11,881	10,186	4,961	4,817	4,448	4,499	4,926	4,898	6,335	6,347	12,032	10,916	10,616	10,241	9,323	9,107
1,695		144		-51		28		-12		1,116		375		216	

### विवरण-40 (III)

#### सरकारी रेलों में विभागानुसार कर्मचारियों संख्या – जारी

31 मार्च, 2021 और 31 मार्च, 2022 को सरकारी रेलों, रेलवे बोर्ड और अन्य रेल कार्यालयों में नियोजित वर्ग 'ग' के (स्थायी और अस्थायी – चालू लाइन तथा निर्माण) कर्मचारियों की विभागानुसार संख्या का विवरण

(ख) वर्ग 'ग' कारखाना और शिल्पी कर्मचारी (वरिष्ठ तकनीशियन, पर्यवेक्षी (मिस्त्री), तकनीशियन ग्रेड I, II और III)

व्योक्त Particulars	दक्षिण पश्चिम South Western		पश्चिम Western		पश्चिम मध्य Western Central		चित्तारंजन रेल इंजन कारखाना Chittaranjan Locomotive Works		पटियाला रेल इंजन कारखाना Patiala Locomotive Works	
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
1	30	31	32	33	34	35	36	37	38	39
1. प्रशासन / Administration	--	--	14	16	2	3	332	375	88	89
2. लेखा / Accounts	--	--	--	--	--	--	159	179	--	--
3. इंजीनियरी / Engineering	6	6	480	461	--	--	78	87	109	127
4. सिग्नल और दूर-संचार/ Signal and Telecommunication	--	--	168	173	--	--	12	8	--	--
5. परिवहन / Transportation	--	--	--	--	--	--	--	--	--	--
6. वाणिज्यिक / Commercial	--	--	--	--	--	--	--	--	--	--
7. यांत्रिक इंजीनियरी/ Mechanical Engineering	3,431	3,536	4,545	4,820	3,245	3,356	4,331	4,711	1,882	2,000
8. भंडार / Stores	9	12	4	5	1	1	151	212	202	203
9. बिजली / Electrical	523	542	1,053	1,104	186	197	2,257	2,407	98	107
10. चिकित्सा / Medical	--	--	1	2	--	--	--	126	1	1
11. रेलवे सुरक्षा बल/ Rly. Protection Force	--	--	4	5	--	--	--	--	71	--
12. रेलवे बोर्ड तथा अन्य रेल कार्यालय Rly. Board and other Rly. Offices	--	--	--	--	--	--	--	--	--	--
13. जोड़ / Total	3,969	4,096	6,269	6,586	3,434	3,557	7,320	8,105	2,451	2,527
14. पिछले वर्ष की तुलना में वृद्धि (+) या कमी (-) Increase (+) or decrease (-) over the previous year	-127		-317		-123		-785		-76	

(ग) वर्ग 'ग' रनिंग कर्मचारी

व्योक्त Particulars	दक्षिण पश्चिम South Western		पश्चिम Western		पश्चिम मध्य Western Central		चित्तारंजन रेल इंजन कारखाना Chittaranjan Locomotive Works		पटियाला रेल इंजन कारखाना Patiala Locomotive Works	
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
1	30	31	32	33	34	35	36	37	38	39
1. प्रशासन / Administration	6	6	6	5	1	--	--	--	--	--
2. लेखा / Accounts	--	--	--	--	--	--	--	--	--	--
3. इंजीनियरी / Engineering	2	10	3	3	1	1	--	--	--	--
4. सिग्नल और दूर-संचार/ Signal and Telecommunication	1	2	--	--	--	--	--	--	--	--
5. परिवहन / Transportation	842	815	2,302	2,335	3,408	3,303	--	--	--	--
6. वाणिज्यिक / Commercial	--	1	1	2	3	2	--	--	--	--
7. यांत्रिक इंजीनियरी/ Mechanical Engineering	2,319	3,121	6,271	6,231	1,568	1,557	13	13	--	--
8. भंडार / Stores	--	--	1	1	--	--	--	--	--	--
9. बिजली / Electrical	1,110	186	835	988	2,262	2,189	--	--	--	--
10. चिकित्सा / Medical	1	--	--	--	1	1	--	--	--	--
11. रेलवे सुरक्षा बल/ Rly. Protection Force	--	--	--	--	--	--	--	--	--	--
12. रेलवे बोर्ड तथा अन्य रेल कार्यालय Rly. Board and other Rly. Offices	--	--	--	--	--	--	--	--	--	--
13. जोड़ / Total	4,281	4,141	9,419	9,565	7,244	7,053	13	13	--	--
14. पिछले वर्ष की तुलना में वृद्धि (+) या कमी (-) Increase (+) or decrease (-) over the previous year	140		-146		191		--		--	

\* संशोधित / Revised

## STATEMENT— 40 (III)

### GOVERNMENT RAILWAYS — DEPARTMENT-WISE NUMBER OF STAFF — *Contd.*

Statement Showing Department-wise number of Groups 'C' Staff (Permanent & Temporary — Open line and Construction) employed on Government Railways, Railway Board, and other Railway Offices as on 31st March, 2021 and 31st March, 2022.

#### (b) Group 'C' — Workshop and artisan staff (Senior Technician, Supervisor (Mistry), Technician Grade-I, II and III)

बनारस रेल इंजन कारखाना Banaras Locomotive Works		सवारी डिब्बा कारखाना Integral Coach Factory		रेल पहिया कारखाना Rail Wheel Factory		रेल सवारी डिब्बा कारखाना Rail Coach Factory		रेल पहिया संयंत्र Rail Wheel Plant		आधुनिक रेल डिब्बा कारखाना Modern Coach Factory		कुल जोड़ Grand Total	
2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
40	41	42	43	44	45	46	47	48	49	50	51	52	53
206	288	357	--	1	2	--	41	12	13	102	96	2,008	1,914
--	2	267	--	--	1	--	3	--	--	57	58	619	388
216	211	310	--	1	85	--	125	--	--	54	53	5,010	4,969
--	--	--	--	--	10	--	23	--	--	25	28	2,087	2,195
--	--	--	--	--	--	--	--	--	--	--	--	12	5
--	--	--	--	--	--	--	--	--	--	--	--	--	--
3,102	3,366	6,333	6,152	198	1,083	4,257	3,792	508	511	1,479	1,511	94,906	98,407
494	513	409	--	39	74	--	13	53	50	161	167	2,020	1,960
503	337	1,105	897	4	171	479	435	133	140	231	233	16,355	16,520
1	6	121	--	--	--	--	10	--	1	33	34	192	236
1	1	286	--	--	--	--	--	--	--	1	1	492	150
--	--	--	--	--	--	--	--	--	--	--	--	--	--
4,523	4,724	9,188	7,049	243	1,426	4,736	4,442	706	715	2,143	2,181	1,23,701	1,26,744
--201	--	2,139	--	-1,183	--	--	--	-9	--	--	--	-3,043	--

#### (c) Group 'C' — Running Staff

बनारस रेल इंजन कारखाना Banaras Locomotive Works		सवारी डिब्बा कारखाना Integral Coach Factory		रेल पहिया कारखाना Rail Wheel Factory		रेल सवारी डिब्बा कारखाना Rail Coach Factory		रेल पहिया संयंत्र Rail Wheel Plant		आधुनिक रेल डिब्बा कारखाना Modern Coach Factory		कुल जोड़ Grand Total	
2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
40	41	42	43	44	45	46	47	48	49	50	51	52	53
--	--	--	--	--	--	--	--	--	--	--	--	29	50
--	--	--	--	--	--	--	--	--	--	--	--	1	2
--	--	--	--	--	--	--	--	--	--	--	--	61	62
--	--	--	--	--	--	--	--	--	--	--	--	5	4
--	--	--	--	--	--	--	--	--	--	--	--	37,657	37,410
--	--	--	--	--	--	--	--	--	--	--	--	35	58
--	--	--	--	--	--	--	--	--	--	--	--	53,683	58,228
--	--	--	--	--	--	--	--	--	--	--	--	2	1
--	--	--	--	--	--	--	--	--	--	--	--	56,013	44,095
--	--	--	--	--	--	--	--	--	--	--	--	6	6
--	--	--	--	--	--	--	--	--	--	--	--	1	--
--	--	--	--	--	--	--	--	--	--	--	--	55	58
--	--	--	--	--	--	--	--	--	--	--	--	1,47,548	1,39,974
--	--	--	--	--	--	--	--	--	--	--	--	7,574	--

विवरण-40 (III)												
सरकारी रेलों में विभागानुसार कर्मचारियों संख्या – जारी												
31 मार्च, 2021 और 31 मार्च, 2022 को सरकारी रेलों, रेलवे बोर्ड और अन्य रेल कार्यालयों में नियोजित वर्ग 'ग' के (स्थायी और अस्थायी – चालू लाइन तथा निर्माण) कर्मचारियों की विभागानुसार संख्या का विवरण												
(घ) वर्ग 'ग' के अन्य कर्मचारी												
विभाग Department	मध्य Central		पूर्व Eastern		पूर्व मध्य East Central		पूर्व तट East Coast		मेट्रो रेलवे/कोलकाता Metro Railway/ Kolkata Rly.		उत्तर Northern	
	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
1	2	3	4	5	6	7	8	9	10	11	12	13
1. प्रशासन/ Administration	1,996	2,177	2,089	1,966	1,752	1,810	873	856	155	155	2,313	2,346
2. लेखा/ Accounts	1,271	1,343	1,556	1,809	1,171	1,241	749	796	96	104	1,884	1,992
3. इंजीनियरी/ Engineering	20,066	21,122	18,283	18,825	20,324	20,467	11,605	12,062	289	292	28,649	29,772
4. सिगनल और दूर-संचार/ Signal and Telecommunication	5,010	5,176	4,068	4,229	5,136	5,209	2,144	2,206	183	191	6,343	6,954
5. परिवहन/ Transportation	8,727	9,385	9,323	10,124	9,724	9,991	4,508	4,687	1,020	1,040	12,273	12,727
6. वाणिज्यिक/ Commercial	7,979	8,353	5,791	5,647	4,753	4,915	2,342	2,353	2	1	9,061	9,333
7. यांत्रिक इंजीनियरी/ Mechanical Engineering	10,154	10,393	11,712	12,918	9,063	9,390	5,081	5,252	--	--	17,339	18,051
8. भंडार/ Stores	911	993	1,676	1,787	573	569	219	175	64	70	1,865	1,990
9. बिजली/ Electrical	12,209	12,428	11,552	12,108	7,060	7,563	4,440	4,618	1,055	1,071	13,269	13,706
10. चिकित्सा/ Medical	2,634	2,655	2,821	2,968	1,523	1,606	906	905	46	48	2,922	3,041
11. रेलवे सुरक्षा बल Rly. Protection Force	5,050	5,265	7,549	7,740	4,853	4,972	2,265	2,342	836	857	10,128	10,206
12. रेलवे बोर्ड तथा अन्य रेल कार्यालय Rly. Board and other Rly. Offices	--	--	--	--	--	--	--	--	--	--	--	--
13. जोड़/ Total	76,007	79,290	76,420	80,121	65,932	67,733	35,132	36,252	3,746	3,829	1,06,046	1,10,118
14. पिछले वर्ष की तुलना में वृद्धि (+) या कमी (-) Increase (+) or decrease (-) over the previous year	-3,283		-3,701		-1,801		-1,120		-83		-4,072	
(ङ) वर्ग 'ग' के कुल कर्मचारी [विवरण (ख+ग)]												
विभाग Department	मध्य Central		पूर्व Eastern		पूर्व मध्य East Central		पूर्व तट East Coast		मेट्रो रेलवे/कोलकाता Metro Railway/ Kolkata Rly.		उत्तर Northern	
	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
1	2	3	4	5	6	7	8	9	10	11	12	13
1. प्रशासन/ Administration	2,002	2,206	2,652	2,594	1,760	1,819	885	869	155	155	2,375	2,408
2. लेखा/ Accounts	1,271	1,343	1,643	1,899	1,171	1,241	749	796	96	104	1,887	1,996
3. इंजीनियरी/ Engineering	20,817	21,811	18,290	18,834	21,364	21,511	11,609	12,062	289	292	29,409	30,561
4. सिगनल और दूर-संचार/ Signal and Telecommunication	5,273	5,474	4,069	4,230	5,136	5,215	2,144	2,206	183	191	6,594	7,216
5. परिवहन/ Transportation	15,443	16,012	11,589	12,380	12,675	12,931	6,803	6,957	1,022	1,042	14,941	15,444
6. वाणिज्यिक/ Commercial	7,980	8,354	5,795	5,649	4,753	4,917	2,342	2,353	2	1	9,067	9,343
7. यांत्रिक इंजीनियरी/ Mechanical Engineering	16,666	17,384	27,356	28,252	11,059	13,619	10,190	11,526	--	--	36,909	37,397
8. भंडार/ Stores	1,104	1,216	1,762	1,980	574	571	219	231	64	70	1,868	1,992
9. बिजली/ Electrical	17,782	17,783	18,970	19,064	16,857	14,398	9,118	7,333	1,339	1,367	16,266	16,287
10. चिकित्सा/ Medical	2,634	2,656	2,849	3,000	1,523	1,609	906	905	46	48	2,926	3,047
11. रेलवे सुरक्षा बल Rly. Protection Force	5,051	5,265	7,549	7,740	4,871	4,994	2,265	2,342	836	857	10,128	10,206
12. रेलवे बोर्ड तथा अन्य रेल कार्यालय Rly. Board and other Rly. Offices	--	--	--	--	--	--	--	--	--	--	--	--
13. जोड़/ Total	96,023	99,504	1,02,524	1,05,622	81,743	82,825	47,230	47,580	4,032	4,127	1,32,370	1,35,897
14. पिछले वर्ष की तुलना में वृद्धि (+) या कमी (-) Increase (+) or decrease (-) over the previous year	-3,481		-3,098		-1,082		-350		-95		-3,527	

नोट- पाद टिप्पणियां पृष्ठ 436 से 443 पर देखें।  
Note-See foot notes at pages 436 to 443.

## STATEMENT— 40 (III)

### GOVERNMENT RAILWAYS — DEPARTMENT-WISE NUMBER OF STAFF — Contd.

Statement Showing Department-wise number of Groups 'C' Staff (Permanent & Temporary — Open line and Construction) employed on Government Railways, Railway Board, and other Railway Offices as on 31st March, 2021 and 31st March, 2022.

#### (d) Other Group 'C' Staff

उत्तर मध्य North Central		पूर्वोत्तर North Eastern		पूर्वोत्तर सीमा Northeast Frontier		उत्तर पश्चिम North Western		दक्षिण Southern		दक्षिण मध्य South Central		दक्षिण पूर्व South Eastern		दक्षिण पूर्व मध्य South East Central	
2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29
1,193	1,248	1,221	1,230	1,596	2,041	1,486	1,562	1,800	1,813	1,657	1,696	1,865	1,962	1,062	1,002
716	764	805	888	954	1,018	798	858	1,169	1,343	1,121	1,194	1,227	1,424	602	616
16,230	16,740	11,386	11,873	18,768	19,188	12,111	12,418	17,443	18,382	21,118	21,616	18,263	18,587	12,640	13,154
4,295	4,027	2,500	2,547	2,799	2,932	2,119	2,133	3,702	3,767	3,891	3,992	3,618	3,664	2,343	2,309
6,068	6,356	4,203	4,415	5,883	5,990	4,861	5,147	7,999	8,485	7,099	7,780	7,171	7,463	4,031	4,042
4,298	4,473	2,931	3,046	2,772	2,947	2,813	2,792	6,367	6,521	4,581	4,546	3,249	3,432	2,240	2,272
6,294	5,833	5,223	5,445	6,946	7,277	4,124	4,102	9,747	10,397	8,411	10,136	9,671	9,649	4,936	4,956
566	603	658	706	713	780	551	606	798	904	840	898	1,062	1,125	409	427
7,068	7,097	3,444	3,458	4,067	3,930	3,949	3,929	9,201	9,710	7,383	7,987	9,730	9,707	4,247	4,427
1,321	1,301	1,369	1,525	2,473	2,613	1,156	1,188	2,527	2,515	1,786	1,879	2,440	2,502	911	909
2,697	2,783	3,701	3,771	5,421	5,582	2,077	2,124	4,139	4,433	3,304	3,440	4,311	4,430	1,522	1,567
--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
50,746	51,225	37,441	38,904	52,392	54,298	36,045	36,859	64,892	68,270	61,191	65,164	62,607	63,945	34,943	35,681
-479		-1,463		-1,906		-814		-3,378		-3,973		-1,338		-738	

#### (e) Total Group 'C' Staff [Statement (b+c)]

उत्तर मध्य North Central		पूर्वोत्तर North Eastern		पूर्वोत्तर सीमा Northeast Frontier		उत्तर पश्चिम North Western		दक्षिण Southern		दक्षिण मध्य South Central		दक्षिण पूर्व South Eastern		दक्षिण पूर्व मध्य South East Central	
2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29
1,273	1,335	1,228	1,238	1,601	2,049	1,620	1,708	1,818	1,837	1,658	1,697	1,879	1,977	1,062	1,002
734	781	814	899	954	1,018	798	858	1,182	1,361	1,121	1,195	1,234	1,430	602	616
16,334	16,845	11,563	12,063	18,918	19,347	12,118	12,423	17,763	18,739	21,257	21,763	18,604	18,947	12,651	13,162
4,295	4,027	3,074	3,122	2,799	2,932	2,134	2,165	4,289	4,338	4,084	4,202	3,618	3,664	2,345	2,309
8,347	8,715	5,241	5,441	7,011	7,129	6,147	6,286	9,454	9,959	9,820	10,406	9,461	9,782	6,053	6,110
4,308	4,478	2,932	3,047	2,776	2,952	2,814	2,815	6,367	6,521	4,584	4,546	3,250	3,433	2,240	2,275
11,739	11,326	13,483	13,534	12,480	12,877	12,321	12,614	18,004	19,364	20,266	22,698	15,787	16,081	7,548	8,002
577	614	658	707	713	781	551	606	852	966	985	1,051	1,067	1,131	409	427
15,048	13,390	3,825	3,843	4,421	4,278	3,983	3,961	14,120	13,960	9,571	8,652	18,343	17,921	10,620	10,184
1,325	1,305	1,369	1,525	2,473	2,613	1,156	1,190	2,527	2,515	1,788	1,891	2,441	2,503	911	909
2,697	2,783	3,701	3,771	5,421	5,582	2,077	2,124	4,217	4,522	3,337	3,472	4,311	4,430	1,522	1,567
--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
66,677	65,599	47,888	49,190	59,567	61,558	45,719	46,750	80,593	84,082	78,471	81,573	79,995	81,299	45,963	46,563
1,078		-1,302		-1,991		-1,031		-3,489		-3,102		-1,304		-600	

### विवरण-40 (III)

#### सरकारी रेलों में विभागानुसार कर्मचारियों संख्या – जारी

31 मार्च, 2021 और 31 मार्च, 2022 को सरकारी रेलों, रेलवे बोर्ड और अन्य रेल कार्यालयों में नियोजित वर्ग 'ग' के (स्थायी और अस्थायी – चालू लाइन तथा निर्माण) कर्मचारियों की विभागानुसार संख्या का विवरण

(घ) वर्ग 'ग' के अन्य कर्मचारी										
विभाग Department	दक्षिण पश्चिम South Western		पश्चिम Western		पश्चिम मध्य Western Central		चित्तारंजन रेल इंजन कारखाना Chittaranjan Locomotive Works		पटियाला रेल इंजन कारखाना Patiala Locomotive Works	
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
1	30	31	32	33	34	35	36	37	38	39
1. प्रशासन / Administration	871	805	3,760	3,911	1,423	1,420	117	53	13	10
2. लेखा / Accounts	411	436	1,297	1,433	702	745	20	23	117	125
3. इंजीनियरी / Engineering	9,158	9,670	20,893	21,910	15,145	15,634	410	453	--	5
4. सिगनल और दूर-संचार/ Signal and Telecommunication	1,719	1,715	5,087	5,272	3,464	3,544	--	--	1	1
5. परिवहन / Transportation	3,631	3,786	8,938	9,311	4,769	4,933	--	--	--	--
6. वाणिज्यिक / Commercial	2,047	1,924	6,532	6,852	3,002	2,999	--	--	--	1
7. यांत्रिक इंजीनियरी / Mechanical Engineering	5,275	5,334	10,108	10,098	6,406	6,577	542	335	250	289
8. भंडार / Stores	441	477	901	989	475	502	329	358	4	5
9. बिजली / Electrical	2,098	2,020	9,602	9,765	5,479	5,632	128	45	68	83
10. चिकित्सा / Medical	792	810	2,201	2,381	978	1,023	319	227	76	65
11. रेलवे सुरक्षा बल / Rly. Protection Force	1,256	1,351	4,717	4,817	1,581	1,640	428	475	--	72
12. रेलवे बोर्ड तथा अन्य रेल कार्यालय Rly. Board and other Rly. Offices	--	--	--	--	--	--	--	--	--	--
13. जोड़ / Total	27,699	28,328	74,036	76,739	43,424	44,649	2,293	1,969	529	656
14. पिछले वर्ष की तुलना में वृद्धि (+) या कमी (-) Increase (+) or decrease (-) over the previous year	-629		-2,703		-1,225		324		-127	
(ङ) वर्ग 'ग' के कुल कर्मचारी [विवरण (ख+ग)]										
व्योरा Particulars	दक्षिण पश्चिम South Western		पश्चिम Western		पश्चिम मध्य Western Central		चित्तारंजन रेल इंजन कारखाना Chittaranjan Locomotive Works		पटियाला रेल इंजन कारखाना Patiala Locomotive Works	
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
1	30	31	32	33	34	35	36	37	38	39
1. प्रशासन / Administration	877	811	3,780	3,932	1,426	1,423	449	428	101	99
2. लेखा / Accounts	411	436	1,297	1,433	702	745	179	202	117	125
3. इंजीनियरी / Engineering	9,166	9,686	21,376	22,374	15,146	15,635	488	540	109	132
4. सिगनल और दूर-संचार/ Signal and Telecommunication	1,720	1,717	5,255	5,445	3,464	3,544	12	8	1	1
5. परिवहन / Transportation	4,473	4,601	11,240	11,646	8,177	8,236	--	--	--	--
6. वाणिज्यिक / Commercial	2,047	1,925	6,533	6,854	3,005	3,001	--	--	--	1
7. यांत्रिक इंजीनियरी / Mechanical Engineering	11,025	11,991	20,924	21,149	11,219	11,490	4,886	5,059	2,132	2,289
8. भंडार / Stores	450	489	906	995	476	503	480	570	206	208
9. बिजली / Electrical	3,731	2,748	11,490	11,857	7,927	8,018	2,385	2,452	166	190
10. चिकित्सा / Medical	793	810	2,202	2,383	979	1,024	319	353	77	66
11. रेलवे सुरक्षा बल / Rly. Protection Force	1,256	1,351	4,721	4,822	1,581	1,640	428	475	71	72
12. रेलवे बोर्ड तथा अन्य रेल कार्यालय Rly. Board and other Rly. Offices	--	--	--	--	--	--	--	--	--	--
13. जोड़ / Total	35,949	36,565	89,724	92,890	54,102	55,259	9,626	10,087	2,980	3,183
14. पिछले वर्ष की तुलना में वृद्धि (+) या कमी (-) Increase (+) or decrease (-) over the previous year	-616		-3,166		-1,157		-461		-203	

\* संशोधित / Revised

## STATEMENT— 40 (III)

### GOVERNMENT RAILWAYS — DEPARTMENT-WISE NUMBER OF STAFF – *Contd.*

Statement Showing Department-wise number of Groups 'C' Staff (Permanent & Temporary — Open line and Construction) employed on Government Railways, Railway Board, and other Railway Offices as on 31st March, 2021 and 31st March, 2022.

(d) Other Group 'C' Staff													
बनारस रेल इंजन कारखाना Banaras Locomotive Works		सवारी डिब्बा कारखाना Integral Coach Factory		रेल पहिया कारखाना Rail Wheel Factory		रेल सवारी डिब्बा कारखाना Rail Coach Factory		रेल पहिया संयंत्र Rail Wheel Plant		आधुनिक रेल डिब्बा कारखाना Modern Coach Factory		कुल जोड़ Grand Total	
2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
40	41	42	43	44	45	46	47	48	49	50	51	52	53
121	133	--	537	103	105	263	230	22	22	--	--	27,751	29,090
190	211	--	243	75	68	109	102	25	25	--	--	17,065	18,801
132	134	--	354	142	40	177	70	24	24	--	--	2,73,256	2,82,792
--	--	--	--	16	4	56	35	--	--	--	--	58,494	59,907
--	--	--	--	--	--	--	--	--	--	--	--	1,10,228	1,15,662
--	--	--	--	--	--	--	--	--	--	--	--	70,760	72,407
207	255	343	688	1,062	289	390	958	72	49	89	3	1,33,445	1,38,674
14	11	--	426	152	117	273	277	14	14	--	--	13,508	14,809
389	129	5	100	195	56	100	158	29	10	10	--	1,16,777	1,19,737
116	120	--	131	61	56	154	152	20	18	1	1	29,553	30,639
208	205	5	269	41	24	232	235	33	58	56	61	66,410	68,719
--	--	--	--	--	--	--	--	--	--	--	--	6,064	15,785
1,377	1,198	353	2,748	1,847	759	1,754	2,217	239	220	156	65	9,23,311	--
179	--	-2,395	--	1,088	--	1,754	--	19	--	--	--	--	--
(e) Total Group 'C' Staff [Statement (b+c)]													
बनारस रेल इंजन कारखाना Banaras Locomotive Works		सवारी डिब्बा कारखाना Integral Coach Factory		रेल पहिया कारखाना Rail Wheel Factory		रेल सवारी डिब्बा कारखाना Rail Coach Factory		रेल पहिया संयंत्र Rail Wheel Plant		आधुनिक रेल डिब्बा कारखाना Modern Coach Factory		कुल जोड़ Grand Total	
2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
40	41	42	43	44	45	46	47	48	49	50	51	52	53
327	421	357	537	104	107	263	271	34	35	102	96	29,788	31,054
190	213	267	243	75	69	109	105	25	25	57	58	17,685	19,191
348	345	310	354	143	125	177	195	24	24	54	53	2,78,327	2,87,823
--	--	--	--	16	14	56	58	--	--	25	28	60,586	62,106
--	--	--	--	--	--	--	--	--	--	--	--	1,47,897	1,53,077
--	--	--	--	--	--	--	--	--	--	--	--	70,795	72,465
3,309	3,621	6,676	6,840	1,260	1,372	4,647	4,750	580	560	1,568	1,514	2,82,034	2,95,309
508	524	409	426	191	191	273	290	67	64	161	167	15,530	16,770
892	466	1,110	997	199	227	579	593	162	150	241	233	1,89,145	1,80,352
117	126	121	131	61	56	154	162	20	19	34	35	29,751	30,881
209	206	291	269	41	24	232	235	33	58	57	62	66,903	68,869
--	--	--	--	--	--	--	--	--	--	--	--	6,119	15,843
5,900	5,922	9,541	9,797	2,090	2,185	6,490	6,659	945	935	2,299	2,246	11,94,560	12,33,740
-22	--	-256	--	-95	--	--	--	10	--	--	--	-39,180	--

### विवरण-40 (III)

#### सरकारी रेलों में विभागानुसार कर्मचारियों संख्या - जारी

31 मार्च, 2021 और 31 मार्च, 2022 को सरकारी रेलों, रेलवे बोर्ड और अन्य रेल कार्यालयों में नियोजित वर्ग 'ग' के (स्थायी और अस्थायी - चालू लाइन तथा निर्माण) कर्मचारियों की विभागानुसार संख्या का विवरण

(ज) कुल कर्मचारी - [ जोड़ (क) से (छ) तक - (ड) को छोड़कर ]												
विभाग Department	मध्य Central		पूर्व Eastern		पूर्व मध्य East Central		पूर्व तट East Coast		मेट्रो रेलवे/कोलकाता Metro Railway/ Kolkata Rly.		उत्तर Northern	
	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
1	2	3	4	5	6	7	8	9	10	11	12	13
1. प्रशासन / Administration	2,134	2,348	2,781	2,718	1,851	1,923	978	958	167	167	2,543	2,589
2. लेखा / Accounts	1,430	1,505	1,787	2,049	1,303	1,368	829	880	102	110	2,067	2,180
3. इंजीनियरी / Engineering	21,096	22,090	18,435	18,999	21,575	21,733	11,736	12,191	307	310	29,719	30,879
4. सिगनल और दूर-संचार/ Signal and Telecommunication	5,363	5,570	4,129	4,295	5,215	5,293	2,189	2,261	192	201	6,723	7,351
5. परिवहन / Transportation	15,507	16,074	11,628	12,421	12,725	12,982	6,838	6,996	1,029	1,050	15,104	15,667
6. वाणिज्यिक / Commercial	8,030	8,404	5,832	5,689	4,797	4,963	2,367	2,379	2	1	9,150	9,425
7. यांत्रिक इंजीनियरी/ Mechanical Engineering	16,749	17,472	27,516	28,421	11,145	13,705	10,242	11,575	3	2	37,048	37,546
8. नंडार / Stores	1,156	1,272	1,820	2,038	604	604	242	257	70	77	1,931	2,055
9. बिजली / Electrical	17,961	17,953	19,044	19,137	16,929	14,474	9,178	7,392	1,354	1,384	16,387	16,397
10. चिकित्सा / Medical	2,879	2,944	3,106	3,269	1,669	1,766	1,017	1,017	53	55	3,217	3,337
11. रेलवे सुरक्षा बल/ Rly. Protection Force	5,079	5,295	7,583	7,774	4,905	5,029	2,279	2,354	840	861	10,189	10,266
12. रेलवे बोर्ड तथा अन्य रेल कार्यालय Rly. Board and other Rly. Offices	--	--	--	--	--	--	--	--	--	--	--	--
13. जोड़ / Total	97,384	1,00,927	1,03,661	1,06,810	82,718	83,840	47,895	48,260	4,119	4,218	1,34,078	1,37,692
14. पिछले वर्ष की तुलना में वृद्धि (+) या कमी (-) Increase (+) or decrease (-) over the previous year	-3,543	--	-3,149	--	-1,122	--	-365	--	-99	--	-3,614	--
(ज) कुल कर्मचारी - [ जोड़ (क) से (छ) तक - (ड) को छोड़कर ]												
विभाग Department	दक्षिण पश्चिम South Western		पश्चिम Western		पश्चिम मध्य Western Central		विवरजन रेल इंजन कारखाना Chittaranjan Locomotive Works		पटियाला रेल इंजन कारखाना Patiala Locomotive Works			
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022		
1	30	31	32	33	34	35	36	37	38	39		
1. प्रशासन / Administration	977	915	4,023	4,166	1,534	1,540	469	449	112	109		
2. लेखा / Accounts	503	529	1,437	1,565	820	833	195	215	125	135		
3. इंजीनियरी / Engineering	9,288	9,811	21,580	22,582	15,263	15,754	493	546	112	135		
4. सिगनल और दूर-संचार/ Signal and Telecommunication	1,767	1,759	5,342	5,534	3,527	3,608	13	9	1	1		
5. परिवहन / Transportation	4,494	4,629	11,299	11,711	8,213	8,270	--	--	--	--		
6. वाणिज्यिक / Commercial	2,065	1,944	6,572	6,892	3,026	3,021	--	--	--	1		
7. यांत्रिक इंजीनियरी/ Mechanical Engineering	11,068	12,039	21,015	21,251	11,275	11,545	4,912	5,084	2,155	2,318		
8. नंडार / Stores	475	513	987	1,077	507	535	504	594	228	227		
9. बिजली / Electrical	3,768	2,786	11,577	11,939	7,983	8,069	2,417	2,489	180	202		
10. चिकित्सा / Medical	862	877	2,494	2,672	1,078	1,125	349	380	89	78		
11. रेलवे सुरक्षा बल/ Rly. Protection Force	1,268	1,364	4,750	4,850	1,596	1,654	430	478	72	74		
12. रेलवे बोर्ड तथा अन्य रेल कार्यालय Rly. Board and other Rly. Offices	--	--	--	--	--	--	--	--	--	--		
13. जोड़ / Total	36,535	37,166	91,076	94,239	54,822	55,954	9,782	10,244	3,074	3,280		
14. पिछले वर्ष की तुलना में वृद्धि (+) या कमी (-) Increase (+) or decrease (-) over the previous year	-631	--	-3,163	--	-1,132	--	-462	--	-206	--		

## STATEMENT— 40 (III)

### GOVERNMENT RAILWAYS — DEPARTMENT-WISE NUMBER OF STAFF — Contd.

Statement Showing Department-wise number of Groups 'C' Staff (Permanent & Temporary — Open line and Construction) employed on Government Railways, Railway Board, and other Railway Offices as on 31st March, 2021 and 31st March, 2022.

(h) Total Staff— [ Total (a) to (g) except (e) ]															
उत्तर मध्य North Central		पूर्वांचल North Eastern		पूर्वोत्तर सीमा Northeast Frontier		उत्तर पश्चिम North Western		दक्षिण Southern		दक्षिण मध्य South Central		दक्षिण पूर्व South Eastern		दक्षिण पूर्व मध्य South East Central	
2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22	2020-21	2021-22
14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29
1,357	1,404	1,310	1,316	1,760	2,201	1,805	1,900	1,938	1,951	1,826	1,875	1,962	2,069	1,131	1,073
825	872	911	1,000	1,083	1,148	913	969	1,334	1,512	1,308	1,386	1,333	1,520	670	682
16,466	16,971	11,680	12,186	19,159	19,600	12,279	12,586	17,973	18,932	21,453	21,967	18,744	19,096	12,761	13,280
4,379	4,102	3,120	3,170	2,872	3,004	2,189	2,210	4,366	4,417	4,241	4,369	3,690	3,742	2,398	2,362
8,375	8,743	5,283	5,482	7,040	7,163	6,170	6,312	9,501	10,004	9,877	10,468	9,511	9,829	6,083	6,136
4,334	4,506	2,956	3,070	2,806	2,988	2,837	2,840	6,402	6,557	4,622	4,582	3,277	3,458	2,256	2,292
11,796	11,388	13,549	13,609	12,546	12,944	12,374	12,671	18,094	19,461	20,339	22,769	15,870	16,168	7,593	8,051
610	651	684	733	746	814	581	641	890	1,009	1,028	1,091	1,103	1,169	436	454
15,118	13,459	3,883	3,899	4,473	4,331	4,024	4,004	14,201	14,041	9,650	8,730	18,434	18,017	10,661	10,227
1,434	1,415	1,476	1,631	2,653	2,788	1,286	1,316	2,841	2,843	1,995	2,099	2,630	2,666	964	974
2,715	2,801	3,722	3,792	5,456	5,619	2,094	2,142	4,248	4,555	3,363	3,503	4,336	4,454	1,535	1,580
--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
67,409	66,312	48,574	49,888	60,594	62,600	46,552	47,591	81,788	85,282	79,702	82,839	80,890	82,188	46,488	47,111
1,097	--	-1,314	--	-2,006	--	-1,039	--	-3,494	--	-3,137	--	-1,298	--	-623	--
(h) Total Staff-- [ Total (a) to (g) except (e) ]															
बनारस रेल इंजन कारखाना Banaras Locomotive Works		सवारी डिब्बा कारखाना Integral Coach Factory		रेल पहिया कारखाना Rail Wheel Factory		रेल सवारी डिब्बा कारखाना Rail Coach Factory		रेल पहिया संघ Rail Wheel Plant		आधुनिक रेल डिब्बा कारखाना Modern Coach Factory		कुल जोड़ Grand Total			
2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022		
40	41	42	43	44	45	46	47	48	49	50	51	52	53		
346	440	372	554	115	118	298	295	37	37	111	109	31,937	33,224		
204	230	283	262	88	80	115	115	26	27	67	67	19,758	21,239		
352	349	316	361	147	129	183	202	27	27	61	60	2,81,205	2,90,776		
--	--	--	--	16	14	57	59	--	--	27	30	61,816	63,361		
--	--	--	--	--	--	--	--	--	--	--	--	1,48,677	1,53,937		
--	--	--	--	--	--	--	--	--	--	--	--	71,331	73,012		
3,348	3,674	6,738	6,897	1,284	1,399	4,685	4,797	594	576	1,625	1,565	2,83,563	2,96,927		
537	547	436	453	202	203	296	314	71	66	187	192	16,331	17,586		
914	483	1,125	1,014	207	235	591	606	162	151	248	237	1,90,469	1,81,656		
142	149	138	150	73	65	165	176	23	22	46	47	32,679	33,861		
211	209	293	271	44	27	235	238	34	59	60	65	67,337	69,314		
--	--	--	--	--	--	--	--	--	--	--	--	7,779	17,454		
6,054	6,081	9,701	9,962	2,176	2,270	6,625	6,802	974	965	2,432	2,372	12,12,882	12,52,347		
-27	--	-261	--	-94	--	--	--	9	--	--	--	-39,465	--		



	13	1,865	2,482	452	728	1,780	7,320	--	--	3	1	2	--	7	13
भिरखन रेल इंजन कारखाना / Chittaranjan Locomotive Works															
पटियाला रेल इंजन कारखाना / Patiala Locomotive Works	205	741	492	264	233	516	2,451	--	--	--	--	--	--	--	--
बनारस रेल इंजन कारखाना / Banaras Locomotive Works	129	826	1,194	225	651	1,518	4,523	--	--	--	--	--	--	--	--
सवारी डिब्बा कारखाना / Integral Coach Factory	--	2,520	2,912	437	997	2,322	9,188	--	--	--	--	--	--	--	--
रेल पहिया कारखाना / Rail Wheel Factory	--	73	63	30	27	50	243	--	--	--	--	--	--	--	--
रेल सवारी डिब्बा कारखाना / Rail Coach Factory	2	141	203	70	83	207	706	--	--	--	--	--	--	--	--
रेल पहिया संयंत्र / Rail Wheel Plant	53	493	601	293	173	530	2,143	--	--	--	--	--	--	--	--
आर्जुनिक रेल डिब्बा कारखाना / Moolten Coach Factory	1,313	--	1,775	363	489	796	4,736	--	--	--	--	--	--	--	--
रेलवे बोर्ड और अन्य रेल कार्यालय / Rly. Board and other Railway Offices	--	--	--	--	--	--	--	--	--	--	--	--	--	--	55
<b>कुल जोड़ / Grand Total</b>	<b>4,124</b>	<b>31,780</b>	<b>35,921</b>	<b>12,500</b>	<b>20,416</b>	<b>18,960</b>	<b>1,23,701</b>	<b>7,044</b>	<b>53,619</b>	<b>15,902</b>	<b>7,941</b>	<b>30,142</b>	<b>53</b>	<b>32,777</b>	<b>1,47,548</b>

नोट— पाद टिप्पणीएं पृष्ठ 436 से 443 पर देखें।  
Note— See foot notes at pages 436 to 443.

<p style="text-align: center;"><b>विवरण-40 (IV)</b>  <b>सरकारी रेलों में कर्मचारियों का ग्रेड-वार वितरण - जारी</b>  <b>STATEMENT—40 (IV)</b>  <b>GOVERNMENT RAILWAYS—GRADE-WISE DISTRIBUTION OF STAFF - Contd.</b></p>												
रेलवे Railway	(a) Statement showing the number of Group 'C' Staff (Permanent and temporary; Open line and Construction) employed on each of the Government Railways, Railway Board and other Railway Offices as on 31st March, 2022 in the revised Grade Pay as noted below or in Grades corresponding thereto.											
	पी बी-2 ग्रेड पे. रू. 4600 PB-2 Grade Pay Rs. 4600	पी बी-2 ग्रेड पे. रू. 4200 PB-2 Grade Pay Rs. 4200	पी बी-1 ग्रेड पे. रू. 2800 PB-1 Grade Pay Rs. 2800	पी बी-1 ग्रेड पे. रू. 2400 PB-1 Grade Pay Rs. 2400	पी बी-1 ग्रेड पे. रू. 2000 PB-1 Grade Pay Rs. 2000	पी बी-1 ग्रेड पे. रू. 1900 PB-1 Grade Pay Rs. 1900	अन्य रेलमैन Other Scales	जॉर (कॉलम 18 से 25) Total (Columns 18 to 25)	24	25	26	27
1	18	19	20	21	22	23	24	25	26	27	27	
मध्य/Central पूर्व/Eastern	8,038	13,195	7,796	8,747	5,464	13,552	15,253	3,962	76,007	96,023		
पूर्व मध्य/East Central पूर्व तट/East Coast मेट्रो रेलवे/कोलकाता/Metro Railway/Kolkata	7,081	13,759	8,894	8,837	5,733	12,337	16,393	3,386	76,420	1,02,524		
उत्तर मध्य/North Central पूर्वोत्तर/North Eastern	5,769	9,942	7,640	7,549	4,317	11,010	17,220	2,485	65,932	81,743		
पूर्वोत्तर सीमा/Northeast Frontier उत्तर पश्चिम/North Western	3,165	5,501	4,670	3,324	2,232	6,550	8,181	1,509	35,132	47,230		
दक्षिण मध्य/Southern दक्षिण मध्य/South Central दक्षिण पूर्व/South Eastern	339	587	349	364	434	627	960	86	3,746	4,032		
दक्षिण पश्चिम/South Western पश्चिम पश्चिम/Western	9,173	18,223	11,582	12,194	9,062	19,095	23,058	3,659	1,06,046	1,32,370		
उत्तर मध्य/North Central पूर्वोत्तर/North Eastern	4,363	7,461	4,636	6,041	2,333	9,663	13,519	2,740	50,746	66,677		
पूर्वोत्तर सीमा/Northeast Frontier उत्तर पश्चिम/North Western	3,627	5,260	4,055	4,999	2,643	6,729	8,492	1,636	37,441	47,888		
दक्षिण मध्य/Southern दक्षिण मध्य/South Central दक्षिण पूर्व/South Eastern	5,124	7,284	5,863	6,598	4,866	8,686	11,906	2,065	52,392	59,567		
दक्षिण पश्चिम/South Western पश्चिम पश्चिम/Western	3,610	5,909	4,123	4,527	1,746	6,038	7,893	2,199	36,045	45,719		
उत्तर मध्य/North Central पूर्वोत्तर/North Eastern	6,700	12,807	7,932	6,973	2,973	10,737	12,527	4,243	64,892	80,593		
दक्षिण मध्य/Southern दक्षिण मध्य/South Central दक्षिण पूर्व/South Eastern	6,283	10,566	7,099	6,665	2,971	12,344	12,917	2,346	61,191	78,471		
दक्षिण पश्चिम/South Western पश्चिम पश्चिम/Western	5,332	9,568	8,053	6,499	5,677	13,147	11,713	2,418	62,607	79,995		
उत्तर मध्य/North Central पूर्वोत्तर/North Eastern	2,884	5,221	4,411	3,482	2,213	6,200	8,479	2,053	34,943	45,963		
दक्षिण मध्य/Southern दक्षिण मध्य/South Central दक्षिण पूर्व/South Eastern	2,787	4,686	3,099	2,525	1,017	5,980	5,912	1,693	27,699	35,949		
दक्षिण पश्चिम/South Western पश्चिम पश्चिम/Western	7,368	12,712	7,838	7,638	4,691	12,988	16,068	4,713	74,036	89,724		
उत्तर मध्य/North Central पूर्वोत्तर/North Eastern	3,557	6,184	4,454	5,469	1,847	7,940	11,092	2,881	43,424	54,102		

वर्ग 'ग' के कर्मचारी - (i) कारखाना और शिल्पी कर्मचारी (ii) रनिंग कर्मचारी (iii) अन्य कर्मचारी - जारी  
 Group 'C' Staff - (i) Workshop and Artisan staff (ii) Running Staff (iii) Other Staff - Contd.

(iii) अन्य कर्मचारी / Other Staff

नोट- पाद टिप्पणियां पृष्ठ 436 से 443 पर देखें।  
 Note- See foot notes at pages 436 to 443.

चितरंजन रेल इंजन कारखाना/ Chittaranjan Locomotive Works	389	543	204	186	228	185	320	238	2,293	9,626
पटियाला रेल इंजन कारखाना/ Patiala Locomotive Works	91	133	34	18	16	44	65	128	529	2,980
बनारस रेल इंजन कारखाना/ Banaras Locomotive Works	144	191	188	141	69	88	77	479	1,377	5,900
सवारी सिन्ध कारखाना/ Integral Coach Factory	5	51	31	--	--	--	--	266	353	9,541
रेल भद्रिया कारखाना/ Rail Wheel Factory	164	394	333	190	43	241	374	108	1,847	2,090
रेल सवारी सिन्ध कारखाना/ Rail Coach Factory	43	44	18	11	16	16	19	72	239	945
रेल पस्विया संयंत्र/ Rail Wheel Plant	2	11	4	6	33	--	2	98	156	2,299
आधुनिक रेल सिन्ध कारखाना/ Modern Coach Factory	308	372	198	88	162	138	248	240	1,754	6,490
रेलवे बोर्ड और अन्य रेल कार्यालय/ Rly. Board and other Railway Offices	--	--	--	--	--	--	--	--	6,064	--
कुल जोड़ / Grand Total	86,546	1,50,604	1,03,514	1,03,071	60,786	1,64,335	2,02,688	45,703	9,23,311	11,94,560

## विवरण-40 (IV)

### सरकारी रेलों में कर्मचारियों का ग्रेड-वार वितरण - जारी

(ख) 31 मार्च, 2022 को सरकारी रेलों, रेलवे बोर्ड और अन्य रेल कार्यालयों में निम्नलिखित संशोधित ग्रेड पे या उनके समकक्ष ग्रेडों में नियोजित वर्ग 'ग' (स्थायी और अस्थायी, चालू लाईन और निर्माण) के कर्मचारियों की विभागानुसार संख्या का विवरण वर्ग 'ग' के कर्मचारी - (i) कारखाना और शिल्पी कर्मचारी (ii) रनिंग कर्मचारी (iii) अन्य कर्मचारी

#### (i) कारखाना और शिल्पी कर्मचारी / Workshop and Artisan Staff

विभाग Department	वरिष्ठ तकनीशियन Senior Tech.	सुपरवाइजर (मिस्ट्री) Supervisor (Mistry)	तकनीशियन ग्रेड-I Technician Grade-I	तकनीशियन ग्रेड-II Technician Grade-II	तकनीशियन ग्रेड-III Technician Grade-III	अन्य वेतनमान Other Scales	जोड़ (कॉलम 2 से 7) Total (Cols. 2 to 7)
	पी बी-2, ग्रेड पे. रु. 4200	वर्ष 2003 से कति. इ.जि. ग्रेड-2 में समाहित	पी बी-1, ग्रेड पे. रु. 2800	पी बी-1, ग्रेड पे. रु. 2400	पी बी-1, ग्रेड पे. रु. 1900		
	PB-2, Grade Pay Rs. 4200	Upgraded & merged with JE Gr. II Since 2003	PB-1, Grade Pay Rs. 2800	PB-1, Grade Pay Rs. 2400	PB-1, Grade Pay Rs. 1900		
1	2	3	4	5	6	7	8
1. प्रशासन / Administration	17	332	146	269	393	854	2,011
2. लेखा / Accounts	--	131	28	16	53	392	620
3. इंजीनियरी / Engineering	244	953	973	557	939	1,335	5,001
4. सिगनल और दूर-संचार / Signal and Telecommunication	52	586	572	186	355	336	2,087
5. परिवहन / Transportation	--	7	--	1	2	2	12
6. वाणिज्यिक / Commercial	--	--	--	--	--	--	--
7. यांत्रिक इंजीनियरी / Mechanical Engineering	3,275	24,982	29,020	9,670	15,674	12,285	94,906
8. मंज़ार / Stores	1	545	215	129	263	869	2,022
9. बिजली / Electrical	551	4,128	4,890	1,570	2,722	2,495	16,356
10. चिकित्सा / Medical	--	25	8	6	15	140	194
11. रेलवे सुरक्षा बल / Rly. Protection Force	--	75	69	96	--	252	492
12. रेलवे बोर्ड तथा अन्य रेल कार्यालय / Rly. Board and other Rly. Offices	--	--	--	--	--	--	--
13. जोड़ / Total	4,140	31,764	35,921	12,500	20,416	18,960	1,23,701

#### (iii) अन्य कर्मचारी

विभाग Department	पी बी-2, ग्रेड पे. रु. 4600	पी बी-2, ग्रेड पे. रु. 4200	पी बी-1, ग्रेड पे. रु. 2800	पी बी-1, ग्रेड पे. रु. 2400	पी बी-1, ग्रेड पे. रु. 2000
	PB-2, Grade Pay Rs. 4600	PB-2, Grade Pay Rs. 4200	PB-1, Grade Pay Rs. 2800	PB-1, Grade Pay Rs. 2400	PB-1, Grade Pay Rs. 2000
1	18	19	20	21	22
1. प्रशासन / Administration	7,170	7,151	2,002	1,088	1,307
2. लेखा / Accounts	3,393	3,438	1,008	641	808
3. इंजीनियरी / Engineering	11,658	13,947	23,884	48,841	7,280
4. सिगनल और दूर-संचार / Signal and Telecommunication	5,121	10,742	7,946	4,384	2,171
5. परिवहन / Transportation	14,583	23,501	1,110	4,590	6,241
6. वाणिज्यिक / Commercial	17,199	30,281	9,081	1,048	6,628
7. यांत्रिक इंजीनियरी / Mechanical Engineering	11,415	26,403	22,363	11,897	2,165
8. मंज़ार / Stores	2,803	2,590	908	935	1,256
9. बिजली / Electrical	7,763	21,963	21,322	10,347	2,571
10. चिकित्सा / Medical	3,774	1,912	1,198	2,361	4,644
11. रेलवे सुरक्षा बल / Rly. Protection Force	1,667	8,676	12,692	16,939	25,715
12. रेलवे बोर्ड तथा अन्य रेल कार्यालय / Rly. Board and other Rly. Offices	--	--	--	--	--
13. जोड़ / Total	86,546	1,50,604	1,03,514	1,03,071	60,786

## STATEMENT— 40 (IV)

### GOVERNMENT RAILWAYS — DEPARTMENT-WISE NUMBER OF STAFF — Contd.

(b) Statement showing Department-wise Group 'C' Staff (Permanent and Temporary-- Open line and Construction) employed on each of the Government Railways, Railway Board and other Railway Offices as on 31st March, 2022 in the revised Grade Pay as noted below or in Grades corresponding thereto.

#### Group C Staff — (i) Workshop and Artisan Staff (ii) Running Staff (iii) Other Staff

(ii) रनिंग कर्मचारी / Running Staff								
पी बी-2, ग्रेड पे. रु. 4200 (1000/- रु. अति भत्ते समेत)	पी बी-2, ग्रेड पे. रु. 4200 (500/- रु. अति भत्ते समेत)	पी बी-2, ग्रेड पे. रु. 4200 (500/- रु. अतिरिक्त भत्ते समेत)	पी बी-1, ग्रेड पे. रु. 2800	पी बी-1, ग्रेड पे. रु. 2400	पी बी-1, ग्रेड पे. रु. 1900	पी बी-1, ग्रेड पे. रु. 1800	अन्य वेतनमान	जोड़ (कॉलम 9 से 16)
PB-2, Grade Pay Rs. 4200 (with additional allowance of Rs. 1000/- pm)	PB-2, Grade Pay Rs. 4200 (with additional allowance of Rs. 500/- pm)	PB-2, Grade Pay Rs. 4200 (without additional allowance of Rs. 500/- pm)	PB-1, Grade Pay Rs. 2800	PB-1, Grade Pay Rs. 2400	PB-1, Grade Pay Rs. 1900	PB-1, Grade Pay Rs. 1800	Other Scales	Total (Cols. 9 to 16)
9	10	11	12	13	14	15	16	17
--	3	--	--	--	5	--	21	29
--	--	--	--	--	1	--	--	1
--	17	6	8	--	22	1	7	61
--	1	--	2	--	2	--	--	5
385	13,341	12,983	7,822	6	1,061	9	2,050	37,657
--	3	8	11	--	8	--	5	35
3,700	19,363	1,384	39	4	13,693	40	15,460	53,683
--	--	1	--	--	--	--	1	2
2,959	20,891	1,519	57	5	15,348	3	15,231	56,013
--	--	1	1	--	2	--	2	6
--	--	--	1	--	--	--	--	1
--	--	--	--	--	--	--	--	55
7,044	53,619	15,902	7,941	15	30,142	53	32,777	1,47,548
(iii) Other Staff								
पी बी-1, ग्रेड पे. रु. 1900 PB-1, Grade Pay Rs. 1900	पी बी-1, ग्रेड पे. रु. 1800 PB-1, Grade Pay Rs. 1800	अन्य वेतनमान Other Scales	जोड़ (कॉलम 18 से 25) Total (Cols. 18 to 25)	कुल जोड़ (i), (ii) और (iii) (कॉलम 8+17+26) Grand Total (i), (ii) & (iii) (Cols. 8+17+26)				
23	24	25	25	27				
2,961	3,532	2,540	27,751	29,791				
1,186	982	5,609	17,065	17,686				
61,621	1,00,140	5,885	2,73,256	2,78,318				
11,805	14,861	1,464	58,494	60,586				
29,766	22,313	8,124	1,10,228	1,47,897				
2,234	3,195	1,094	70,760	70,795				
24,077	24,841	10,284	1,33,445	2,82,034				
1,940	2,507	569	13,508	15,532				
23,488	23,957	5,366	1,16,777	1,89,146				
5,125	6,257	4,282	29,553	29,753				
132	103	486	66,410	66,903				
--	--	--	6,064	6,119				
1,64,335	2,02,688	45,703	9,23,311	11,94,560				

<b>विवरण-40 (V)</b>				
<b>सरकारी रेलों में जन-दिवस की हानि – जारी</b>				
2021-22 में सरकारी रेलों, रेलवे बोर्ड और अन्य रेल कार्यालयों में वर्ग 'क' और 'ख' से भिन्न वर्गों में बीमारी और श्रमिक अशान्ति के कारण जन-दिवस की हानि का विवरण				
<b>STATEMENT— 40 (V)</b>				
<b>GOVERNMENT RAILWAYS — MAN-DAYS LOST— Contd.</b>				
Statement showing man-days lost due to sickness and labour unrest on Government Railways, Railway Board and other Railway Offices for groups other than 'A' and 'B' during 2021-22.				
रेलवे (कॉलम 2+4) Railway	हड़तालों, तालाबन्दी आदि के कारण हुई जन-दिवस की हानि Man-days lost due to strikes, lockouts etc.	कर्मचारियों की अस्वस्थता के कारण हुई जन-दिवस की हानि Man-days lost due to sickness		कुल जोड़ (कॉलम 2+4) Grand Total (Cols. 2+4)
		व्यावसायिक Occupational	कुल Total	
1	2	3	4	5
मध्य/Central	--	--	7,51,143	7,51,143
पूर्व/Eastern	--	1,92,339	1,92,339	1,92,339
पूर्व मध्य/East Central	22,020	38,875	38,875	60,895
पूर्व तट/East Coast	--	--	1,17,167	1,17,167
मेट्रो रेलवे/कोलकाता रेलवे/ कोलकाता/Metro Railway/Kolkata Railway/Kolkata	--	--	9,029	9,029
उत्तर/Northern	--	--	3,84,128	3,84,128
उत्तर मध्य/North Central	--	20,586	2,47,757	2,47,757
पूर्वोत्तर/North Eastern	--	12,008	1,91,613	1,91,613
पूर्वोत्तर सीमा/Northeast Frontier	13,953	1,19,339	1,33,292	1,47,245
उत्तर पश्चिम/North Western	--	3,789	1,08,264	1,08,264
दक्षिण/Southern	--	29,013	7,01,505	7,01,505
दक्षिण मध्य/South Central	--	27,236	8,70,225	8,70,225
दक्षिण पूर्व/South Eastern	--	2,42,727	2,42,727	2,42,727
दक्षिण पूर्व मध्य/S.East Central	--	3,12,281	3,12,281	3,12,281
दक्षिण पश्चिम/South Western	--	2,72,238	2,86,220	2,86,220
पश्चिम/Western	--	30,182	4,76,692	4,76,692
पश्चिम मध्य/West Central	--	3,80,282	4,03,359	4,03,359
चितरंजन रेल इंजन कारखाना/Chittaranjan Locomotive Works	--	--	19,915	19,915
पटियाला रेल इंजन कारखाना/Patiala Locomotive Works	--	17	11,487	11,487
बनारस रेल इंजन कारखाना/Banaras Locomotive Works	--	31,394	36,414	36,414
सवारी डिब्बा कारखाना/Integral Coach Factory	--	10,667	79,127	79,127
रेल पहिया कारखाना/Rail Wheel Factory	--	11,696	11,696	11,696
रेल सवारी डिब्बा कारखाना/Rail Coach Factory	--	851	17,751	17,751
रेल पहिया संयंत्र/Rail Wheel Plant	--	638	3,178	3,178
आधुनिक रेल डिब्बा कारखाना/Modren Coach Factory	--	4,867	5,472	5,472
रेलवे बोर्ड और अन्य रेल कार्यालय/ Rly. Board and other Railway Offices	--	--	12,575	12,575
<b>कुल जोड़/Grand Total</b>	<b>35,973</b>	<b>17,41,025</b>	<b>56,64,231</b>	<b>57,00,204</b>

<b>विवरण-40 (VI)</b>									
<b>सरकारी रेलों में कर्मचारियों रोगों के आंकड़े – जारी</b>									
2020-21 और 2021-22 के दौरान विविध रोगों के आक्रमण और उनसे हुई मृत्यु की संख्या का विवरण									
<b>STATEMENT— 40 (VI)</b>									
<b>GOVERNMENT RAILWAYS — MAN-DAYS LOST— Contd.</b>									
Statement showing the number of attacks and deaths under various diseases during 2020-21 and 2021-22.									
रेलवे Railway	वर्ष Year	तैजा Cholera		मलेरिया Malaria		क्षयरोग Tuberculosis		आन्तरिक ज्वर Enteric fever	
		आक्रमण Attacks	मृत्यु Deaths	आक्रमण Attacks	मृत्यु Deaths	आक्रमण Attacks	मृत्यु Deaths	आक्रमण Attacks	मृत्यु Deaths
1	2	3	4	5	6	7	8	9	10
मध्य	2020-21	--	--	410	--	111	6	--	--
Central	2021-22	--	--	196	--	101	--	--	--
पूर्व	2020-21	--	--	24	--	72	3	421	--
Eastern	2021-22	--	--	32	--	122	--	397	--
पूर्व मध्य	2020-21	10	--	11	--	138	2	987	--
East Central	2021-22	--	--	2,551	--	108	2	2,555	--
पूर्व तट	2020-21	--	--	62	--	65	--	--	--
East Coast	2021-22	--	--	15	--	50	2	--	--
मेट्रो रेलवे / कोलकाता	2020-21	--	--	7	--	3	--	2	--
Metro Railway/Kolkata	2021-22	--	--	29	--	2	--	--	--
उत्तर	2020-21	--	--	58	--	56	--	3,100	--
Northern	2021-22	--	--	4	--	13	--	2,980	--
उत्तर मध्य	2020-21	--	--	--	--	8	--	--	--
North Central	2021-22	--	--	1	--	103	4	--	--
पूर्वोत्तर	2020-21	--	--	16	--	60	1	161	--
North Eastern	2021-22	--	--	2	--	72	4	96	--
पूर्वोत्तर सीमा	2020-21	--	--	--	--	8	--	7	--
Northeast Frontier	2021-22	--	--	--	--	41	--	92	--
उत्तर पश्चिम	2020-21	--	--	2	--	27	--	64	--
North Western	2021-22	--	--	2	--	37	--	395	--
दक्षिण	2020-21	--	--	20	--	115	7	--	--
Southern	2021-22	--	--	9	--	56	3	--	--
दक्षिण मध्य	2020-21	--	--	30	--	146	--	235	--
South Central	2021-22	--	--	99	--	156	--	458	--
दक्षिण पूर्व	2020-21	--	--	40	--	62	2	--	--
South Eastern	2021-22	--	--	18	--	29	--	--	--
दक्षिण पूर्व मध्य	2020-21	--	--	--	--	31	--	--	--
S.East Central	2021-22	--	--	5	--	38	--	--	--
दक्षिण पश्चिम	2020-21	--	--	2	--	16	1	--	--
South Western	2021-22	--	--	--	--	13	--	--	--
पश्चिम	2020-21	--	--	243	--	48	3	--	--
Western	2021-22	--	--	278	--	106	2	--	--
पश्चिम मध्य	2020-21	--	--	474	--	29	--	--	--
West Central	2021-22	--	--	218	--	14	--	--	--
चित्तारंजन रेल इंजन कारखाना	2020-21	--	--	2	--	10	--	88	--
Chittaranjan Locomotive Works	2021-22	--	--	--	--	22	1	--	--
पटियाला रेल इंजन कारखाना	2020-21	--	--	--	--	3	--	--	--
Patiala Locomotive Works	2021-22	--	--	--	--	8	--	20	--
बनारस रेल इंजन कारखाना	2020-21	--	--	--	--	3	--	212	--
Banaras Locomotive Works	2021-22	--	--	2,952	--	37	--	5,547	--
सवारी डिब्बा कारखाना	2020-21	--	--	--	--	--	--	--	--
Integral Coach Factory	2021-22	--	--	8	--	22	--	--	--
रेल पश्चिम कारखाना	2020-21	--	--	--	--	3	--	--	--
Rail Wheel Factory	2021-22	--	--	--	--	9	--	--	--
रेल सवारी डिब्बा कारखाना	2020-21	--	--	--	--	--	--	--	--
Rail Coach Factory	2021-22	--	--	--	--	--	--	--	--
रेल पश्चिम संयंत्र	2020-21	--	--	--	--	4	--	--	--
Rail Wheel Plant	2021-22	--	--	--	--	6	--	4	--
आधुनिक रेल डिब्बा कारखाना	2020-21	--	--	--	--	--	--	9	--
Modern Coach Factory	2021-22	--	--	--	--	2	--	58	--
रेलवे बोर्ड और अन्य रेल कार्यालय	2020-21	--	--	--	--	--	--	8	--
Rly. Board and other Railway Offices	2021-22	--	--	--	--	--	3	6	--
कुल जोड़	2020-21	10	--	1,401	--	1,014	25	5,294	--
Grand Total	2021-22	--	--	6,419	--	1,161	21	12,604	--

## विवरण-40 (VI)

**सरकारी रेलों में कर्मचारियों रोगों के आंकड़े – जारी**

2020-21 और 2021-22 के दौरान विविध रोगों के आक्रमण और उनसे हुई मृत्यु की संख्या का विवरण

## STATEMENT— 40 (VI)

**GOVERNMENT RAILWAYS — MAN-DAYS LOST— Contd.**

Statement showing the number of attacks and deaths under various diseases during 2020-21 and 2021-22.

रेलवे Railway	वर्ष Year	इन्फ्लूएन्जा Influenza		कनपेड़े Mumps		खसरा Measles		लघु मसुरिका Chicken pox		काली खांसी Whooping cough		जोड़ Total		
		आक्रमण Attacks	मृत्यु Deaths	आक्रमण Attacks	मृत्यु Deaths	आक्रमण Attacks	मृत्यु Deaths	आक्रमण Attacks	मृत्यु Deaths	आक्रमण Attacks	मृत्यु Deaths	आक्रमण Attacks	मृत्यु Deaths	
		1	2	11	12	13	14	15	16	17	18	19	20	21
मध्य	2020-21	--	--	--	--	2	--	--	--	--	--	--	523	6
Central	2021-22	--	--	--	--	10	--	--	--	--	--	--	307	--
पूर्व	2020-21	1,207	--	6	--	5	--	131	--	--	--	--	1,866	3
Eastern	2021-22	972	--	3	--	7	--	83	--	--	--	--	1,616	--
पूर्व मध्य	2020-21	14	--	--	--	4	2	--	--	--	1	--	1,164	5
East Central	2021-22	--	2	--	--	2	--	1	--	--	--	--	5,217	4
पूर्व तट	2020-21	463	--	4	--	5	--	18	--	--	--	--	617	--
East Coast	2021-22	348	--	3	--	4	--	39	--	--	--	--	459	2
मेट्रो रेलवे/ कोलकाता	2020-21	--	--	--	--	--	--	--	--	--	--	--	12	--
Metro Railway/Kolkata	2021-22	--	--	--	--	--	--	--	--	--	--	--	31	--
उत्तर	2020-21	--	--	--	--	27,319	--	5	--	--	--	--	30,538	--
Northern	2021-22	--	--	--	--	23,782	--	--	--	--	--	--	26,779	--
उत्तर मध्य	2020-21	--	--	--	--	--	--	--	--	--	--	--	8	--
North Central	2021-22	--	--	--	--	--	--	--	--	--	--	--	104	4
पूर्वोत्तर	2020-21	892	--	6	--	--	--	5	--	--	--	--	1,140	1
North Eastern	2021-22	811	--	3	--	--	--	3	--	--	--	--	987	4
पूर्वोत्तर सीमा	2020-21	--	--	--	--	--	--	5	--	--	--	--	20	--
Northeast Frontier	2021-22	--	--	--	--	--	--	19	--	--	--	--	152	--
उत्तर पश्चिम	2020-21	40	--	--	--	--	--	5	--	--	--	--	138	--
North Western	2021-22	373	--	--	--	--	--	--	--	--	--	--	807	--
दक्षिण	2020-21	--	--	4	--	--	--	59	--	--	--	--	198	7
Southern	2021-22	--	--	1	--	--	--	51	--	--	--	--	117	3
दक्षिण मध्य	2020-21	--	--	--	--	--	--	--	--	--	--	--	411	--
South Central	2021-22	130	--	11	--	11	--	32	--	--	--	--	897	--
दक्षिण पूर्व	2020-21	--	--	23	--	5	--	26	--	--	--	--	156	2
South Eastern	2021-22	988	--	26	--	8	--	42	--	--	--	--	1,111	--
दक्षिण पूर्व मध्य	2020-21	153	--	8	--	--	--	7	--	--	--	--	199	--
S East Central	2021-22	166	--	5	--	1	--	1	--	--	--	--	216	--
दक्षिण पश्चिम	2020-21	--	--	--	--	--	--	--	--	--	--	--	18	1
South Western	2021-22	--	--	--	--	--	--	--	--	--	--	--	13	--
पश्चिम	2020-21	--	--	--	--	--	--	--	--	--	--	--	291	3
Western	2021-22	--	--	--	--	--	--	--	--	--	--	--	384	2
पश्चिम मध्य	2020-21	--	--	--	--	--	--	--	--	--	--	--	503	--
West Central	2021-22	--	--	--	--	--	--	--	--	--	--	--	232	--
चितरंजन रेल इंजन कारखाना	2020-21	5	--	--	--	1	--	1	--	--	--	--	107	--
Chittaranjan Locomotive Works	2021-22	--	--	--	--	--	--	--	--	--	--	--	22	1
पटियाला रेल इंजन कारखाना	2020-21	--	--	--	--	--	--	--	--	--	--	--	3	--
Patiala Locomotive Works	2021-22	1	--	1	--	--	--	1	--	--	--	--	31	--
बनारस रेल इंजन कारखाना	2020-21	--	--	--	--	--	--	--	--	--	--	--	215	--
Banaras Locomotive Works	2021-22	--	--	--	--	--	--	--	--	--	--	--	8,536	--
सवारी डिब्बा कारखाना	2020-21	--	--	--	--	--	--	--	--	--	--	--	--	--
Integral Coach Factory	2021-22	--	--	--	--	--	--	--	--	--	--	--	30	--
रेल पहिया कारखाना	2020-21	--	--	--	--	--	--	--	--	--	--	--	3	--
Rail Wheel Factory	2021-22	--	--	--	--	--	--	--	--	--	--	--	9	--
रेल सवारी डिब्बा कारखाना	2020-21	--	--	--	--	--	--	--	--	--	--	--	--	--
Rail Coach Factory	2021-22	--	--	--	--	--	--	--	--	--	--	--	--	--
रेल पहिया संयंत्र	2020-21	--	--	--	--	--	--	4	--	--	--	--	8	--
Rail Wheel Plant	2021-22	--	--	2	--	--	--	3	--	--	--	--	15	--
आधुनिक रेल डिब्बा कारखाना	2020-21	--	--	--	--	--	--	3	--	--	--	--	12	--
Modern Coach Factory	2021-22	--	--	--	--	--	--	--	--	--	--	--	60	--
रेलवे बोर्ड और अन्य रेल कार्यालय	2020-21	--	--	6	--	--	--	10	--	--	--	--	24	--
Rly. Board and other Railway Offices	2021-22	--	--	6	4	--	--	--	--	--	--	--	12	7
कुल जोड़	2020-21	2,774	--	57	--	27,341	2	275	--	--	--	1	38,166	28
Grand Total	2021-22	3,789	2	59	4	23,825	--	272	--	--	--	--	48,129	27

## विवरण-40 (VII)

### सरकारी रेलों में महिला कर्मचारी – जारी

(क) 31 मार्च, 2022 को प्रत्येक सरकारी रेलवे, रेलवे बोर्ड और अन्य रेल कार्यालयों में नियोजित (स्थायी और अस्थायी, चालू लाइन और निर्माण) महिला कर्मचारियों की कुल संख्या का विवरण

## STATEMENT— 40 (VII)

### GOVERNMENT RAILWAYS — MAN-DAYS LOST— Contd.

(a) Statement showing the total number of Female Employees (Permanent and temporary – Open line and Construction) employed on each of the Government Railways, Railway Board and other Railway offices as on 31st March, 2022.

		वर्ग 'ग' कर्मचारी Group 'C' staff						
		कारखाना और शिल्पी कर्मचारियों से गिन OTHER THAN WORK SHOP AND ARTISAN STAFF						
रेलवे Railway	अधिकारी 'क' और 'ख'  Officers (Groups) 'A' & 'B'	कारखाना और शिल्पी कर्मचारी  Workshop and Artisan Staff	लिपिक Clerks	आश्चुलिक Steno- Graphers	नर्स Nurses	अध्यापिकाएं Teachers	अन्य Others	जोड़ Others
1	2	3	4	5	6	7	8	9
मध्य / Central	211	499	738	61	333	25	7,101	8,968
पूर्व / Eastern	124	952	833	29	429	38	6,828	9,233
पूर्व मध्य / East Central	63	58	354	14	212	26	3,080	3,807
पूर्व तट / East Coast	57	73	203	12	152	7	2,801	3,305
मेट्रो रेलवे / कोलकाता रेलवे / कोलकाता / Metro Railway/Kolkata Railway/Kolkata	11	-	41	6	10	-	327	395
उत्तर / Northern	277	370	913	52	247	26	6,826	8,711
उत्तर मध्य / North Central	61	184	336	6	83	8	2,840	3,518
पूर्वोत्तर / North Eastern	46	199	238	7	118	13	1,697	2,318
पूर्वोत्तर सीमा / Northeast Frontier	95	295	298	44	246	86	4,943	6,007
उत्तर पश्चिम / North Western	88	296	222	16	59	1	2,084	2,766
दक्षिण / Southern	245	814	904	98	485	78	10,046	12,670
दक्षिण मध्य / South Central	152	501	551	45	286	23	6,214	7,772
दक्षिण पूर्व / South Eastern	73	660	365	27	343	69	6,191	7,728
दक्षिण पूर्व मध्य / S.East Central	30	118	239	8	69	41	2,884	3,389
दक्षिण पश्चिम / South Western	77	404	310	33	111	5	2,746	3,686
पश्चिम / Western	227	274	679	5	204	22	5,108	6,519
पश्चिम मध्य / West Central	56	179	258	34	78	17	2,763	3,385
चित्तोजन रेल इंजन कारखाना / Chittaranjan Locomotive Works	8	377	34	-	51	6	311	787
पटियाला रेल इंजन कारखाना / Patiala Locomotive Works	10	130	9	1	14	-	79	243
बनारस रेल इंजन कारखाना / Banaras Locomotive Works	5	198	14	2	23	6	149	397
सवारी डिब्बा कारखाना / Integral Coach Factory	24	1,180	-	-	-	-	73	1,277
रेल पहिया कारखाना / Rail Wheel Factory	15	11	27	7	13	-	190	263
रेल सवारी डिब्बा कारखाना / Rail Coach Factory	12	135	95	13	25	114	-	394
रेल पहिया संयंत्र / Rail Wheel Plant	3	46	-	-	-	-	10	59
आधुनिक रेल डिब्बा कारखाना / Modren Coach Factory	-	10	-	-	4	-	7	21
रेलवे बोर्ड और अन्य रेल कार्यालय / Rly. Board and other Railway Offices	266	-	17	63	3	1	469	819
<b>कुल जोड़ / Grand Total</b>	<b>2,236</b>	<b>7,963</b>	<b>7,678</b>	<b>583</b>	<b>3,598</b>	<b>612</b>	<b>75,767</b>	<b>98,437</b>

<b>विवरण-40 (VII)</b> <b>सरकारी रेलों में महिला कर्मचारी – जारी</b> (क) 31 मार्च, 2022 को प्रत्येक सरकारी रेलवे, रेलवे बोर्ड और अन्य रेल कार्यालयों में नियोजित (स्थायी और अस्थायी, चालू लाइन और निर्माण) महिला कर्मचारियों की कुल संख्या का विवरण <b>STATEMENT— 40 (VII)</b> <b>GOVERNMENT RAILWAYS — MAN-DAYS LOST— Contd.</b> <b>(a) Statement showing the total number of Female Employees (Permanent and temporary – Open line and Construction)</b> <b>employed on each of the Government Railways, Railway Board and other Railway offices as on 31st March, 2022.</b>				
रेलवे Railway	अधिकारी 'क' Officers 'A'	अधिकारी 'ख' Officers 'B'	अधिकारी 'ग' Officers 'C'	जोड़ Total
1	2	3	4	5
1. प्रशासन Administration	121	99	6,488	6,708
2. लेखा Accounts	125	188	3,206	3,519
3. इंजीनियरी Engineering	40	25	13,839	13,904
4. सिगनल और दूर संचार Signal and Telecommunication	56	13	4,708	4,777
5. परिवहन Transportation	51	8	8,233	8,292
6. वाणिज्यिक Commercial	42	18	10,929	10,989
7. यांत्रिक इंजीनियरी Mechanical Engineering	18	5	18,075	18,098
8. मंडार Stores	24	17	2,423	2,464
9. बिजली Electrical	69	9	10,852	10,930
10. चिकित्सा Medical	787	245	10,839	11,871
11. रेलवे सुरक्षा बल Rly. Protection Force	7	1	6,058	6,066
12. रेलवे बोर्ड और अन्य रेल कार्यालय Rly. Board and other Railway Offices	53	211	555	819
जोड़ Total	1,393	839	96,205	98,437

Source of data is I PAS since 2019-20  
 Erstwhile Group 'D' is merged with Group 'C' since 2019-20

## विवरण-40 (VIII)

### सरकारी रेलों में क्वार्टरधारी कर्मचारी – जारी

(क) 31 मार्च, 2022 को प्रत्येक सरकारी रेलवे पर वर्ग 'ग' (स्थायी और अस्थायी, चालू लाइन और निर्माण) के क्वार्टरधारी कर्मचारियों की संख्या का विवरण

## STATEMENT— 40 (VIII)

### GOVERNMENT RAILWAYS—STAFF HOUSED – Contd.

(a) Statement showing number of Group 'C' Staff (Permanent and temporary – Open line and Construction) housed on each of the Government Railways as on 31st March, 2022.

रेलवे Railway	वर्ग ग के क्वार्टरधारी कर्मचारियों की कुल संख्या Total number of Group C Staff				वर्ग ग के क्वार्टरधारी कर्मचारियों की कुल संख्या Total number of Group C Staff housed				प्रतिशत Percentage			
	अनिवार्य Essential		गैर अनिवार्य Non-essential	जोड़ Total	अनिवार्य Essential		गैर अनिवार्य Non-essential	जोड़ Total	अनिवार्य Essential		गैर अनिवार्य Non-essential	जोड़ Total
	रनिंग कर्मचारी Running staff	रनिंग कर्म- चारियों इतर Other than Running staff			रनिंग कर्मचारी Running staff	रनिंग कर्म- चारियों इतर Other than Running staff			रनिंग कर्मचारी Running staff	रनिंग कर्म- चारियों इतर Other than Running staff		
	2	3	4	5	6	7	8	9	10	11	12	13
मध्य / Central	12,167	65,044	18,812	96,023	1,340	14,579	3,561	19,480	11	22	19	20
पूर्व / Eastern	9,301	74,650	18,573	1,02,524	1,233	11,577	2,669	15,479	13	16	14	15
पूर्व मध्य / East Central	13,610	14,898	53,235	81,743	2,843	5,119	16,867	24,829	19	10	32	30
पूर्व तट / East Coast	10,605	35,132	1,493	47,230	808	12,261	521	13,590	8	35	35	29
मेट्रो रेलवे / कोलकाता रेलवे Metro Railway/Kolkata Railway	286	9	3,737	4,032	255	833	86	1,174	89	9,256	2	29
उत्तर / Northern	15,477	52,601	64,292	1,32,370	2,246	30,927	6,902	40,075	15	59	11	30
उत्तर मध्य / North Central	11,861	4,070	50,746	66,677	2,527	3,517	2,071	8,115	21	86	4	12
पूर्वोत्तर / North Eastern	3,167	15,448	29,273	47,888	2,214	4,866	6,753	13,833	70	31	23	29
पूर्वोत्तर सीमा / Northeast Frontier	4,465	21,492	33,610	59,567	4,443	10,443	22,677	37,563	100	49	67	63
उत्तर पश्चिम / North Western	6,713	2,690	36,316	45,719	13,307	9,239	2,279	24,825	198	343	6	54
दक्षिण / Southern	6,335	57,074	17,184	80,593	570	8,603	2,039	11,212	9	15	12	14
दक्षिण मध्य / South Central	8,068	13,097	57,306	78,471	787	2,256	13,433	16,476	10	17	23	21
दक्षिण पूर्व / South Eastern	15,918	2,705	61,372	79,995	21,451	14,202	4,814	40,467	135	525	8	51
दक्षिण पूर्व मध्य / South East Central	9,323	28,452	8,188	45,963	1,368	13,725	4,321	19,414	15	48	53	42
दक्षिण पश्चिम / South Western	4,283	7,441	24,225	35,949	291	5,382	1,512	7,185	7	72	6	20
पश्चिम / Western	13,597	1,349	74,778	89,724	21,150	19,410	3,866	44,426	156	1,439	5	124
पश्चिम मध्य / West Central	7,244	37,580	9,278	54,102	889	13,694	2,289	16,872	12	36	25	31
जोड़ / Total	1,52,420	4,33,732	5,62,418	11,48,570	77,722	1,80,633	96,660	3,55,015	51	42	17	31

