

OVERVIEW OF PUBLIC SECTOR EMPLOYMENT DURING (2012-13)

INTRODUCTION

Pakistan Public Administration Research Centre (PPARC), Management Services Wing, Establishment Division is responsible to collect and compile data of Federal Government employees. For this purpose, PPARC periodically carries out different types of censuses of Federal Government employees in terms of their classification and characteristics.

2. These bulletins are compiled according to the users demand like Parliament, Establishment Division, Finance Division, Planning & Development Division, Provincial Governments, Research Institutions and Civil Society Organizations (NGOs) etc. for having authenticated data position on the human resources development of the country at Federal Government level. Consequently, fifteen annual statistical bulletins have been published so far, on the basis of fiscal years, w.e.f 1997-98 to 2011-12.

3. This is the sixteenth annual census report for the period 2012-13. It contains wide range of coverage from sanctioned and actual strength of employees including domicile / gender wise identification of all the categories of the Federal Government employees. The scope of data has been extended upto 14 services/occupational groups with detailed of basic pay scale and domicile-wise position of these groups. The bulletin also contains domicile wise data about the non-muslim employees. The compilation of this bulletin based on the

secondary source of data/information collected from various Ministries / Divisions / Departments / Offices during 2012-13. As a result of the 18th Amendment, in the Constitution of Islamic Republic of Pakistan the Federal Government has devolved 17 Federal Ministries in three phases which was the biggest-ever restructuring exercise since 1947.

ANALYSIS OF DATA

I. Sanctioned and Actual Strength

4. The bulletin contains analysis of the entire public sector employment record during the last ten years (2002-03 to 2011-12) in terms of sanctioned and actual strength of the federal employees. During last five years starting from 2007-08 to 2011-12 the size of the Federal Government in respect of its sanctioned and actual strength of employees showed sizeable increases of 3.74% and 3.82% (on average basis) respectively. The historical trend shows that the public sector employment situation showed mix trend during last ten years from 2002-03 to 2011-12. The job opportunities in public sector almost remained flactual during last six years (2007-08 to 2012-13). Resultantly, during last fiscal year (2012-13) a declined of almost 1% was witnessed in actual strength and also a slight decrease of 0.54% recorded in sanctioned strength due to normal retirement of employees, devolution of Ministries/Divisions to the provinces and continued ban on fresh employment in government sector.

5. The actual size of Federal Government in respect of sanctioned and actual strength was 497,846 and 446,816 posts at the end of

2012-13 as against 500,572 and 451,161 posts during last year, showing a decrease of 0.54% and 1% in sanctioned and actual strength respectively. In-depth analysis reveals that BPS 1-16 have little impact of devolution and ban on new appointments which exhibited a decline of 1.4% in their actual strength. However, BPS 17 and above showed a sizable increase of 8% due to officers transfer from Balochistan and non-applicability of ban on fresh recruitment. Out of total sanctioned strength, 89.75% posts were filled-in, whereas 10.25% posts remained vacant in the various Ministries/ Divisions and other government organizations during the year (2012-13). The scale wise distribution of actual strength shows that a small share of 4.96% was occupied by the BPS 17-22 officers, whereas, remaining 95.04% share went to BPS 1-16 employees.

6. The Basic Pay Scales (BPS) wise analysis further reveals that BPS-17, BPS-18 and BPS-20 showed higher trend of 12.81%, 5.72%, and 7.35% respectively as against last year's actual strength. However, BPS-19, BPS- 21 and BPS-22 showed slight decrease in actual strength of 0.93%, 2.42% and 1.01% respectively. Almost similar trends were witnessed in sanctioned strength of these basic pay scales. However, significant increases have also been witnessed in actual strength of BPS-16, BPS-4, BPS-2 and BPS-11 at the rate of 23.83%, 14.30%, 12.49%, and 4.33% respectively due to pragmatic promotion policy of the government. The overall actual strength of BPS 17-22 witnessed increase of 8% in 2012-13 while the actual strength of BPS 1-16 showed decrease of 1.4% over same period last year due to mass up-gradation, frequent transfer and

posting of Federal Government civil servants and ban on employment.

II. Female Employees

7. The actual strength of Federal female employees for the year 2012-13 was 20,022 as against 19,994 posts last year, showing a marginal increase of 0.14% as compared to a significant decrease of 5.39% in 2011-12. Out of total strength of 446,816 Federal Government employees, the percentage share of female employees in public sector stood at 4.48% during 2012-13. The distribution of actual strength also shows that 21.31% posts were occupied by the BPS 17-22 female officers and remaining share of 78.69% went to BPS 1-16 female employees.

III. Province Wise Analysis

8. The regional provincial wise analysis showed that the employment growth of GB and Balochistan witnessed a sizable increase of 3.45% and 1.18% respectively during the period under discussion over last year. Whereas, Punjab, Sindh (R), Sindh (U), KPK, AJ&K and FATA witnessed decreasing trends of 0.33%, 14.69%, 9.77%, 1.69%, 1.84% and 2.11% respectively. This may be due to normal retirements and mass transfer of employees under devolution programme and also continued ban on public sector employment.

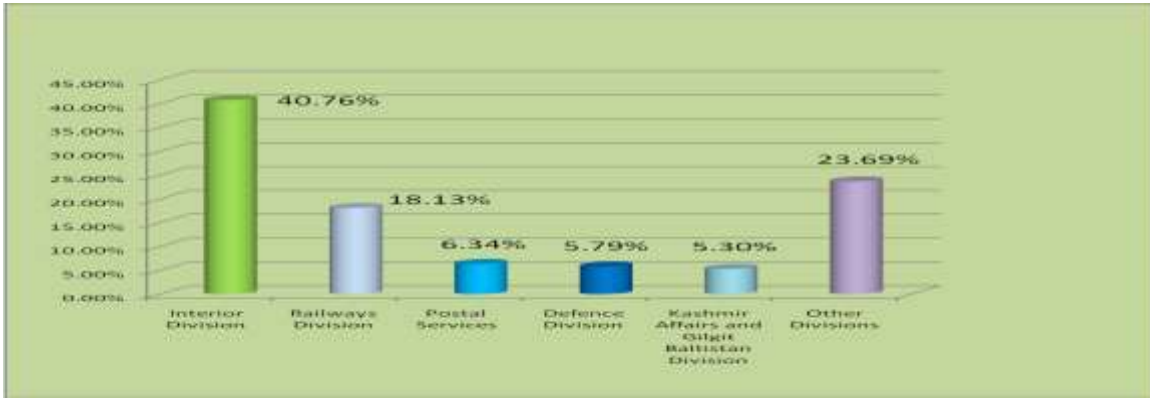
9. Overall share of the provinces on the basis of their quota in actual strength of 446,816 employees shows that Punjab has 46.05% share (including 1.89% Islamabad) followed by KPK has 27.93% share

(which is due to large number of 94,777 employees of Civil Armed Forces (CAF) having KPK domicile under Ministry of Interior). Similarly, the province of Sindh has 13.14% share (Sindh Rural 6.53% and Sindh Urban 6.60%) while share for GB, Balochistan, FATA and AJ&K remained 6.14%, 4.12%, 1.61% and 1.03%, respectively. Similar trend has also been seen in the female employment in the Federal Government. Punjab (including 5% Islamabad) enjoys the largest share of female employment to the ratio of 60.84% followed by Sindh 14.64% (Sindh Urban 9.55% and Sindh Rural 5.09%), KPK 9.04%, Balochistan 2.96%, whereas, AJ&K, GB and FATA occupied 1.44%, 10.49 % and 0.57% posts, respectively.

IV. OVERALL MANPOWER DISTRIBUTION IN DIVISIONS

10. Amongst the Divisions of the Federal Government, Interior Division was the largest administrative unit due to Civil Armed Forces (CAF) which comes out to be 40.76% (182,122) of the actual strength (446,816). The second largest unit was the Railways Division with 18.13%, while Postal Services, Defence and Kashmir Affairs & Gilgit Baltistan Divisions with 6.34%, 5.79% and 5.30% ranked third, fourth and fifth, respectively. Fig:1 describes the overall manpower distribution in divisions.

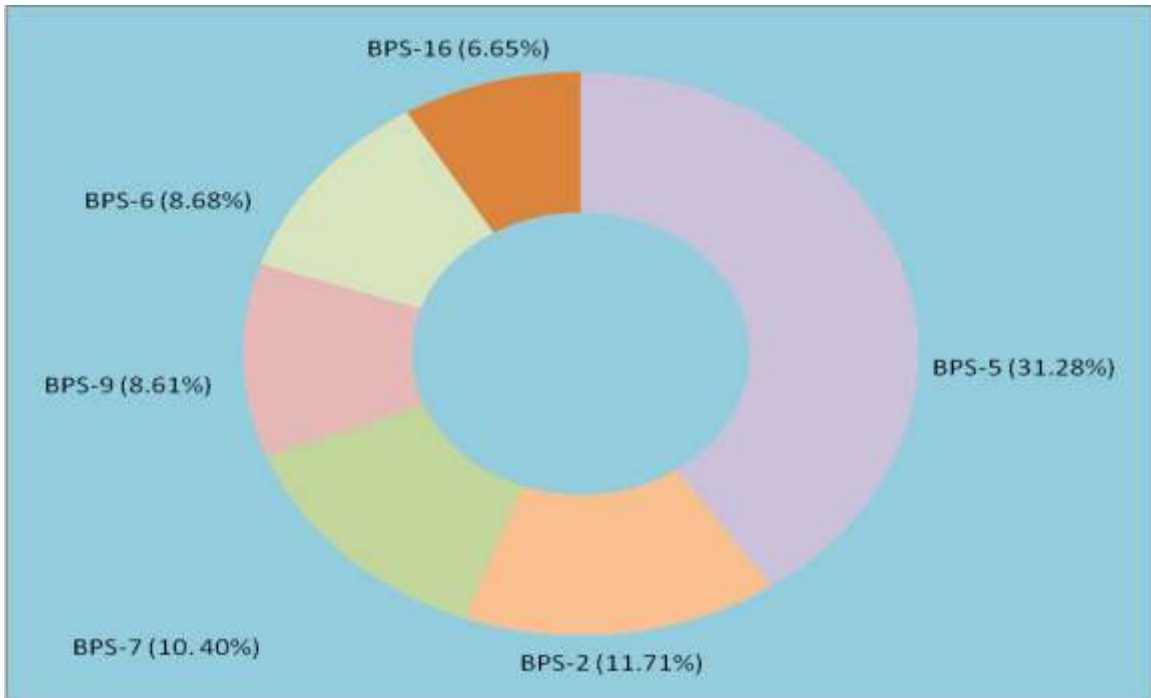
Fig:1



V. BASIC PAY SCALE-WISE DISTRIBUTION OF EMPLOYEES

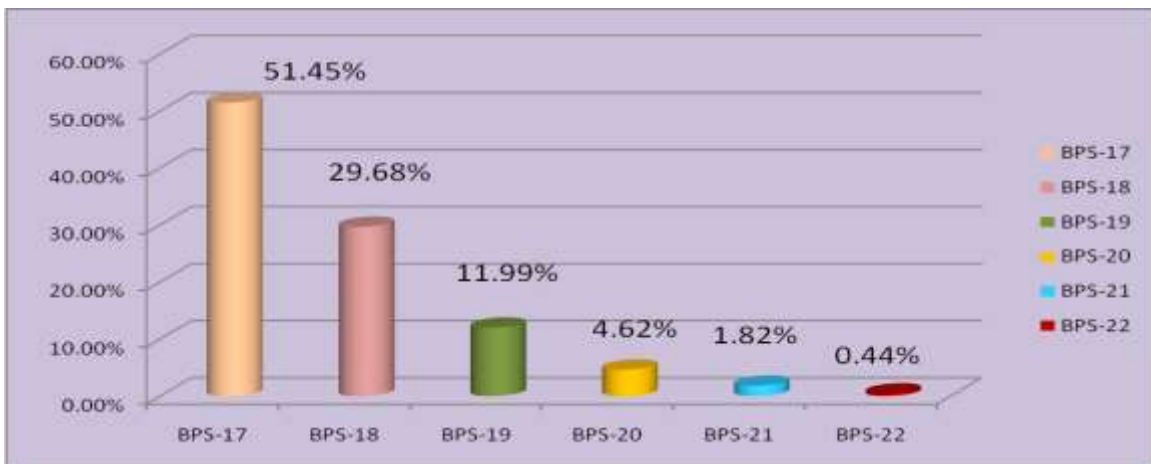
11. Basic Pay Scale (BPS) wise analysis shows that BPS-5 had largest share of 31.28% among total actual strength of BPS 1-16 (424,660) in the Federal Government employees due to Civil Armed Forces (CAF) while second position went to BPS-2, which was 11.71%. The third, fourth, fifth and sixth positions were occupied by BPS-7, BPS-6, BPS-9 and BPS-16 with 10.40%, 8.68%, 8.61% and 6.65% respectively. Fig: 2 shows actual position (BPS 1-16).

Fig:2



12. In the actual strength of officers working in BPS 17-22 (22,156), the percentage share of BPS-17, BPS-18, BPS-19, BPS-20, BPS-21 and BPS-22 with 51.45%, 29.68%, 11.99%, 4.62%, 1.82% and 0.44% of Federal Government Employees. Fig: 3 shows actual position (BPS 17-22).

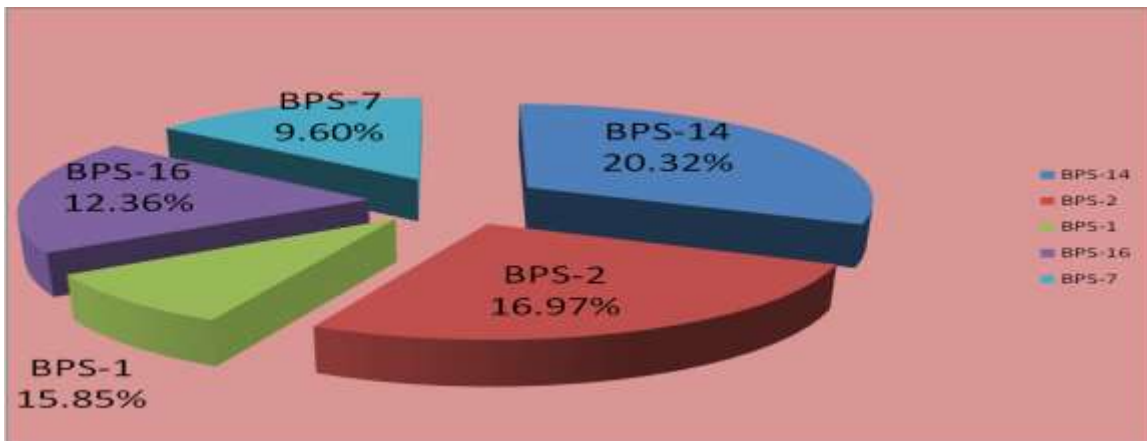
Fig: 3



VI. DISTRIBUTION OF EMPLOYEES BY BPS IN MAIN SECRETARIAT

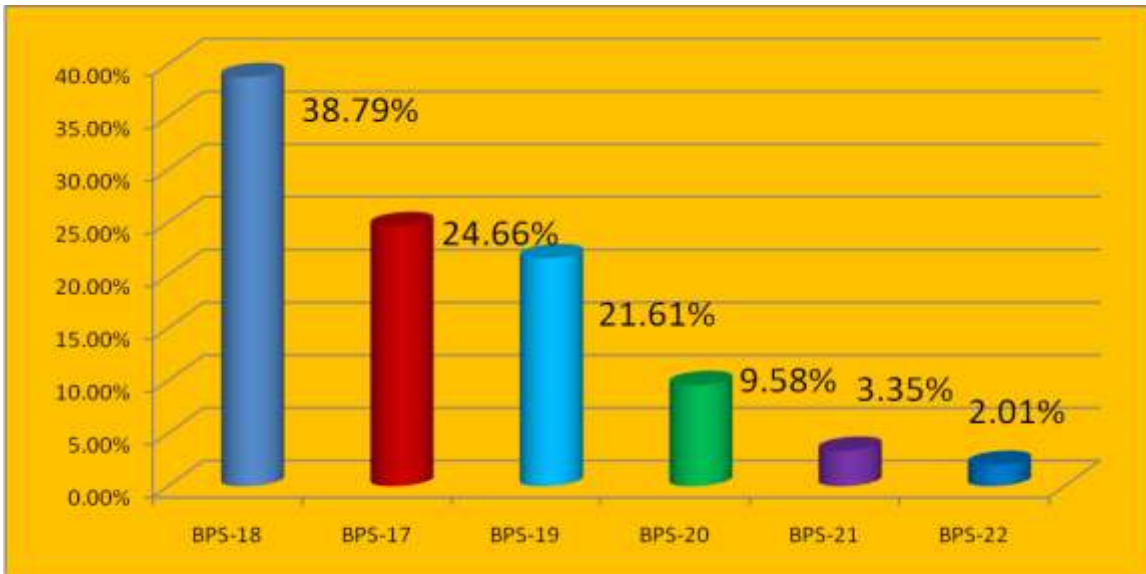
13. Basic Pay Scale (BPS) wise analysis shows that BPS-14 stood first with 20.32% in BPS 1-16 of actual strength (15,233) in respect of Main Secretariat. The second, third, fourth and fifth positions went to BPS-2, BPS-1, BPS-16 and BPS-7 with 16.97%, 15.85%, 12.36% and 9.60% respectively. Fig: 4 reveals distribution trend of these employees.

Fig:4



14. In respect of the actual strength of officers working in BPS 17-22 (2,985) BPS-18, BPS-17, BPS-19, BPS-20, BPS-21 and BPS-22 with 38.79%, 24.66%, 21.61%, 9.58%, 3.35% and 2.01% respectively of Federal Government Employees Fig: 5 shows actual position in main secretariat (BPS 17-22).

Fig:5



VII. DISTRIBUTION OF EMPLOYEES BY BPS IN ATTACHED DEPARTMENTS/SUB-ORDINATE OFFICES

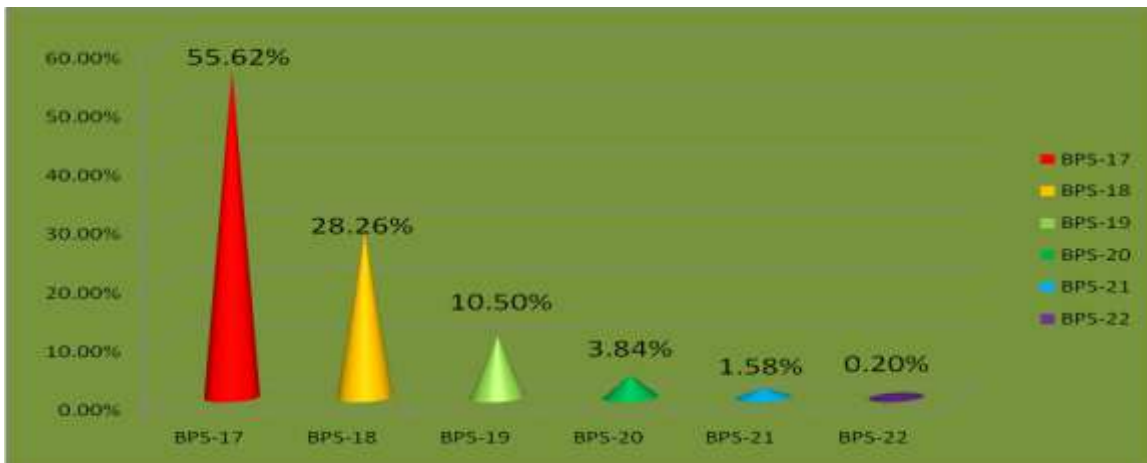
15. Basic Pay Scale (BPS) wise analysis shows that BPS-5 ranked first with 32.27% in BPS 1-16 of actual strength (409,427) in respect of Attached Departments/Sub-ordinate Offices. Same trend also appeared in the BPS 1-16 distribution of employees. The second, third, fourth and fifth positions went to BPS-2, BPS-7, BPS-6 and BPS-9 with 11.52%, 10.43%, 8.98% and 8.72% respectively. Fig:6 reveals distribution trend of these employees in attached departments/subordinate offices.

Fig: 6



16. As regards the actual strength of officers in BPS 17-22 (19,171) BPS-17, BPS-18, BPS-19, BPS-20, BPS-21 and BPS-22 with 55.62%, 28.26%, 10.50%, 3.84%, 1.58% and 0.20% of Federal Government Employees. Fig: 7 shows actual position possessed by them in attached departments/subordinate offices BPS (17-22).

Fig: 7



VIII. OFFICE STATUS WISE DISTRIBUTION OF EMPLOYEES FOR BPS 17-22 AND BPS 1-16

A. OVERALL POSITION IN DIVISIONS

17. Out of total actual strength of 446,816 employees, only 22,156 posts were occupied by the BPS 17-22. Out of which, 20.55% officers belonged to Capital Administration & Development Division ranked first followed by Finance Division with 16.37%, Defence, Revenue and Kashmir Affairs & Gilgit Baltistan Divisions were 8.42%, 7.79% and 7.26% respectively. The horizontal bars chart at Fig:8 shows office wise status and distribution of employees.

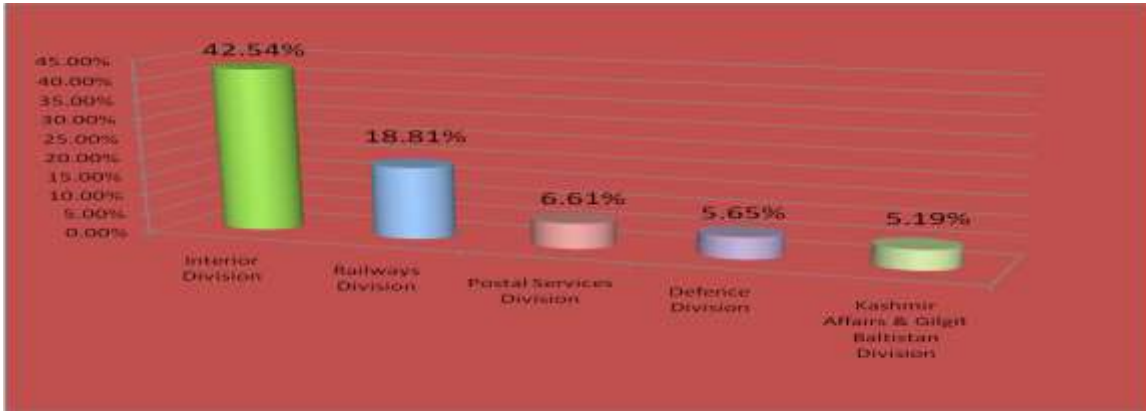
Fig:8



18. Moreover, for actual strength, BPS 1-16 employees in number (424,660), Interior Division with 42.54% ranked first due to Civil Armed Forces (CAF), followed by Railways Division with 18.81%, while, Postal Services, Defence and Kashmir Affairs & Gilgit Baltistan Divisions ranked third, fourth and fifth with 6.61%, 5.65%

and 5.19% respectively. The vertical bars at Fig:9 shows actual position.

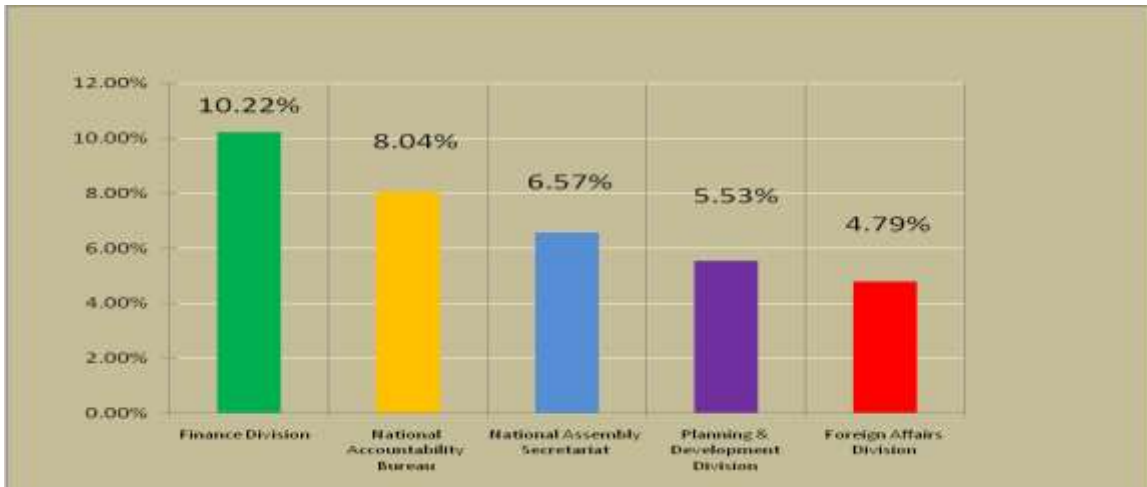
Fig:9



B. MAIN SECRETARIAT

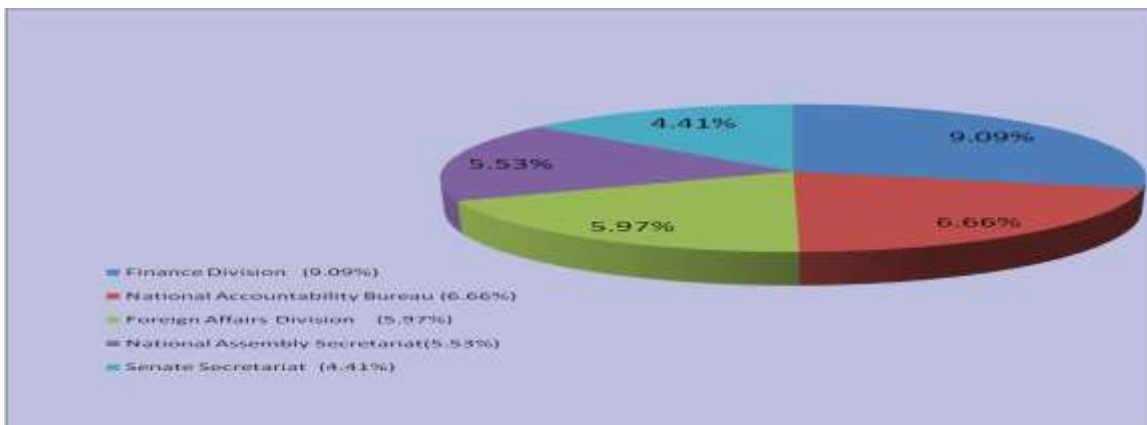
19. The Finance Division ranked first with 10.22% of the actual strength of BPS 17-22 (2,985) officers working in that Division, followed by National Accountability Bureau with 8.04%. National Assembly Secretariat with 6.57%, Planning & Development Division with 5.53%, Foreign Affairs Division with 4.79% ranked second, third, fourth and fifth respectively. The actual position of employees working in Main Secretariat can be depicted from Fig:10

Fig: 10



20. With regard to Federal Government Employees in BPS 1-16 (15,233), Finance Division was first with 9.09% followed by National Accountability Bureau and Foreign Affairs Division with 6.66% and 5.97%, respectively. The National Assembly Secretariat and Senate Secretariat with 5.53% and 4.41% ranked at fourth and fifth respectively. The pie chart at Fig:11 shows actual employees BPS 1-16 working in Main Secretariat.

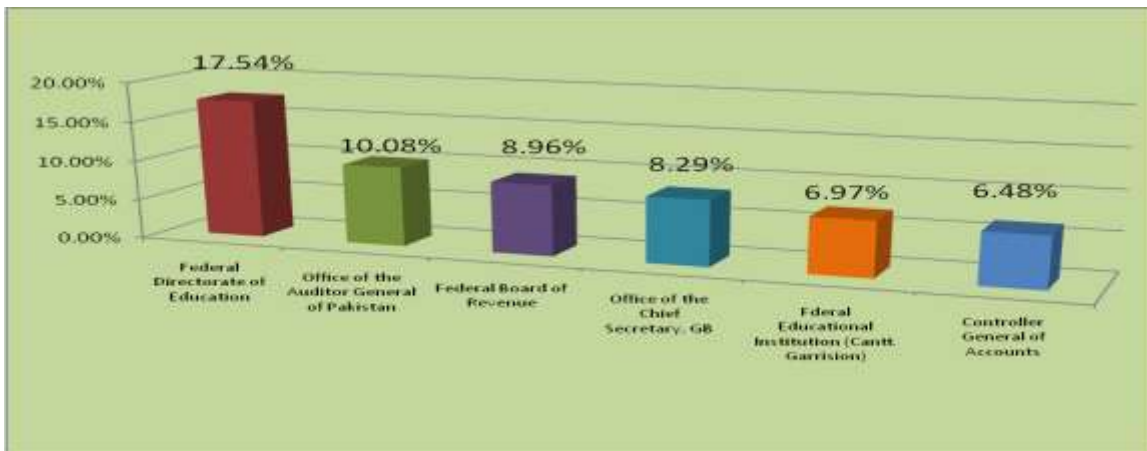
Fig: 11



C. ATTACHED DEPARTMENTS/ SUB-ORDINATE OFFICES

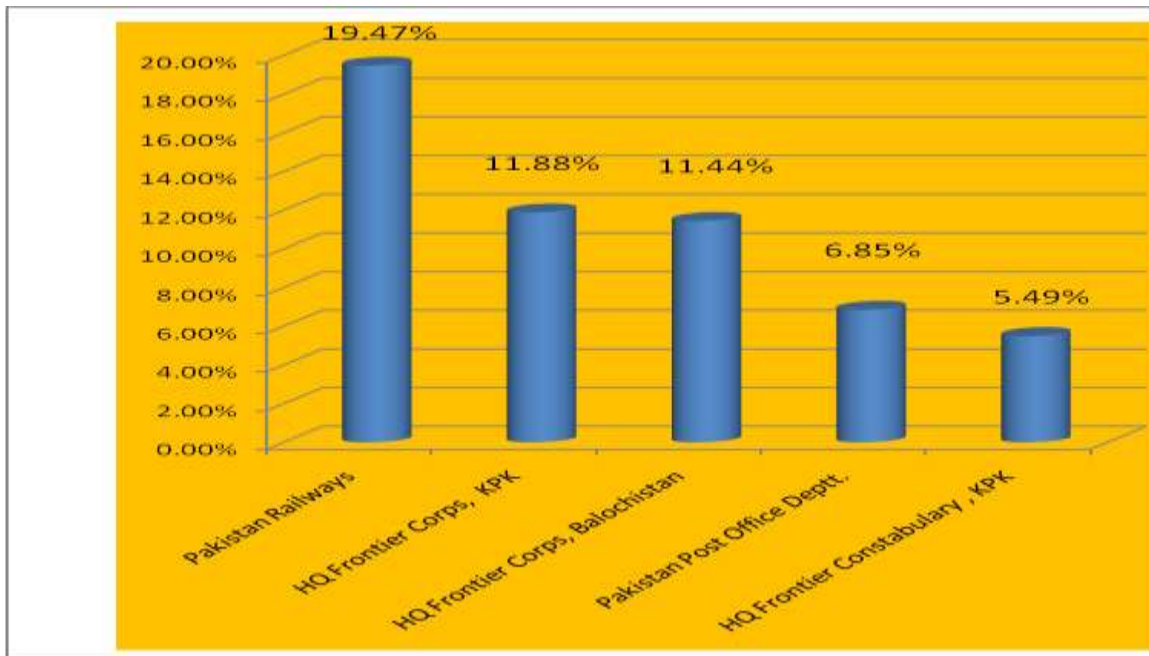
21. The Federal Directorate of Education ranked first in the Attached Departments / Sub-ordinate Offices with 17.54% in BPS 17-22 (19,171) followed by Office of the Auditor General of Pakistan and Federal Board of Revenue with 10.08% and 8.96%, respectively. Office of the Chief Secretary, Gilgit Baltistan and Federal Government Educational Institutions (Cantt/Garrison) Directorate and Controller General of Accounts with 8.29%, 6.97% and 6.48% remained fourth, fifth and sixth positions respectively. A graph at Fig:12 describes the actual position.

Fig: 12



22. As regards employees in BPS 1-16, (409,427) Pakistan Railways and HQ Frontier Corps KPK, ranked first and second with 19.47% and 11.88% respectively, whereas third, fourth and fifth in ranking went to HQ Frontier Corps Balochistan, Pakistan Post Office Department and HQ Frontier Constabulary KPK with 11.44%, 6.85% and 5.49%, respectively.(Fig:13).

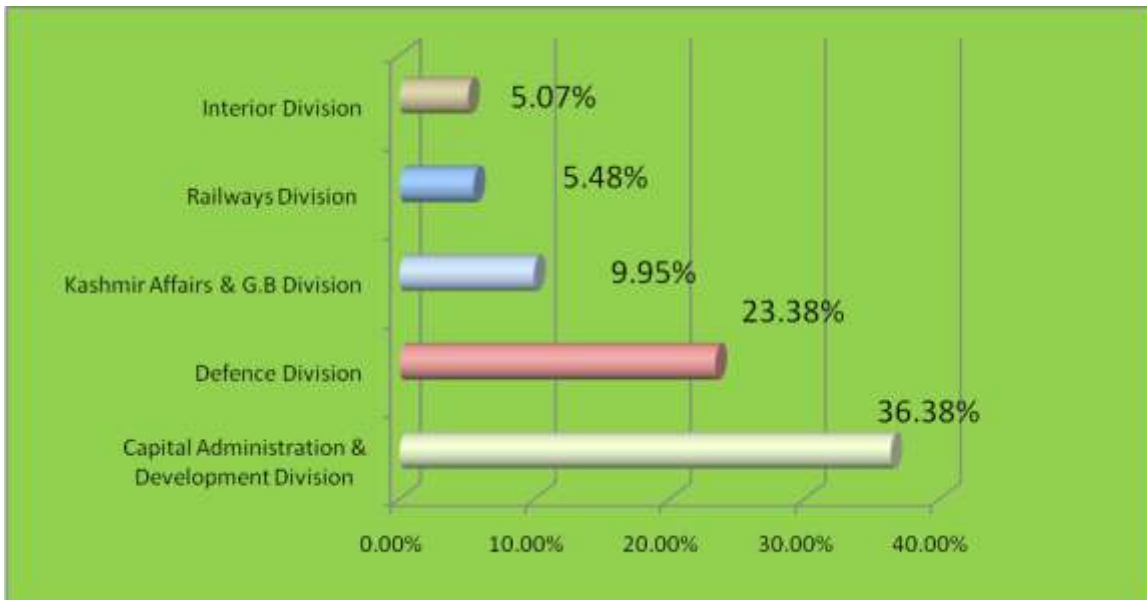
Fig: 13



D. OVERALL MANPOWER DISTRIBUTION OF FEMALE EMPLOYEES IN DIVISIONS

23. In the Federal Government, the Capital Administration & Development Division was the largest administrative unit in terms of female manpower, which remained 36.38% of the total female employees (20,022) which is due to large number of female teachers and nurses. The second largest unit was the Defence Division with 23.38% of the total female employees, because of sizeable employment in its educational units. Kashmir Affairs & Gilgit Baltistan, Railways and Interior Divisions remained ranked third, fourth and fifth which accounted for 9.95%, 5.48% and 5.07% respectively of the total female employees. Horizontal bars chart at Fig:14 reflects over all manpower distribution of female employees in the above mentioned five Divisions.

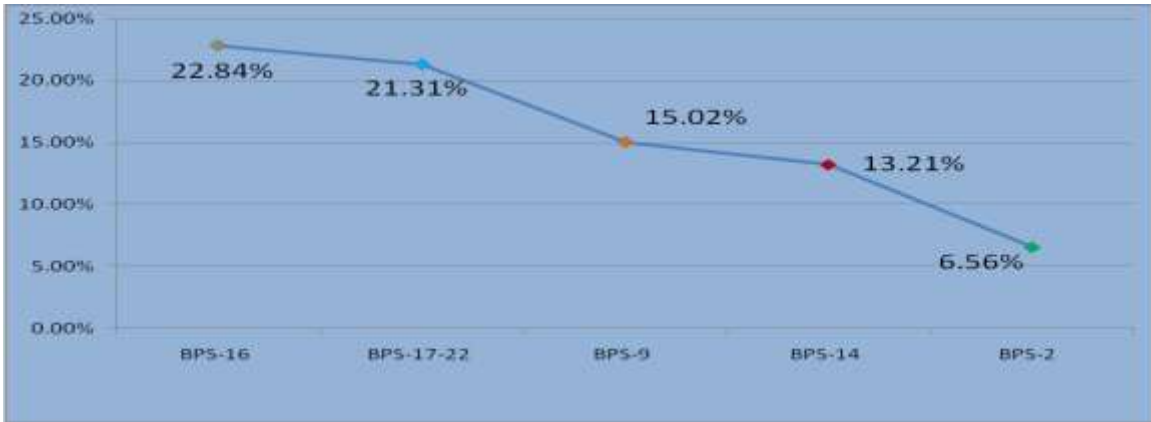
Fig: 14



E. OVERALL BASIC PAY SCALE-WISE DISTRIBUTION OF FEMALE EMPLOYEES

24. BPS wise analysis of actual strength shows that BPS-16 ranked first with 22.84% among BPS1-22 (20,022) female employees. The second largest share went to combined strength of BPS 17-22 with 12.31%, while third position BPS-9 with 15.02% due to female teachers and female nurses working in their respective departments. The BPS-14 and BPS-2 employees with their share of 13.21% and 6.56% ranked fourth and fifth respectively. A line chart at Fig:15 reflects the actual position of overall BPS-wise distribution of female employees.

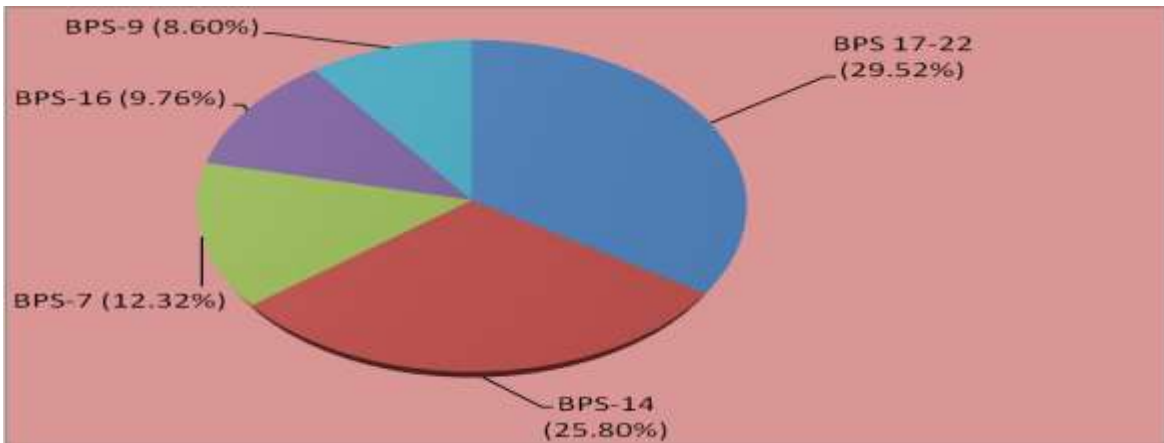
Fig:15



F. DISTRIBUTION OF FEMALE EMPLOYEES BY BPS IN FEDERAL SECRETARIAT

25. In Federal Secretariat combined strength of BPS 17-22 (29.52%) ranked first in BPS 1-22 (779) female employees while BPS-14 and BPS-7 with 25.80% and 12.32% ranked second and third respectively. The BPS-16 and BPS-9 with their share of 9.76% and 8.60%, ranked fourth and fifth as indicated in Fig:16.

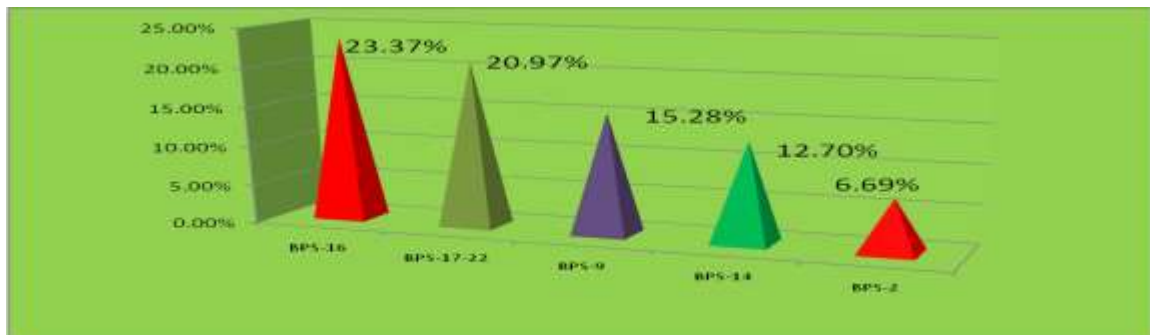
Fig: 16



G. DISTRIBUTION OF FEMALE EMPLOYEES BY BPS IN ATTACHED DEPARTMENTS/SUB-ORDINATE OFFICES

26. Almost same trend was noticed in Attached Departments/ Sub-ordinate Offices in overall BPS wise distribution of female employees with slight difference. BPS-16 with 23.37% ranked first among BPS 1-22 (19,243) female employees. The second largest share went to BPS 17-22 with 20.97%, BPS-9, BPS-14 and BPS-2 with 15.28%, 12.70% and 6.69%, respectively ranked third, fourth and fifth in their share. Fig:17 shows BPS-wise female employees working in Attached Departments/Sub-ordinate Offices.

Fig: 17

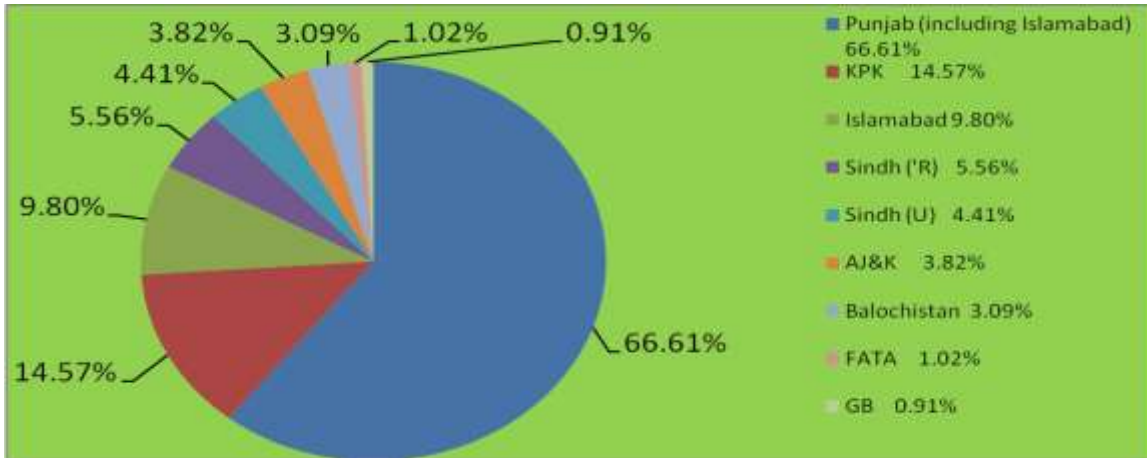


H. DOMICILE-WISE POSITIONS OF FEDERAL GOVERNMENT EMPLOYEES IN MAIN SECRETARIAT

27. Among Federal Government Employees in BPS 1-22 Punjab with 66.61% (including 9.80% Islamabad) ranked first while second largest share went to Khyber Pakhtunkhwa with 14.57%. The third, fourth and fifth positions went to Islamabad with 9.80%, Sindh (R) 5.56%, and Sindh (U) 4.41%. The AJ&K 3.82%, Balochistan 3.09%,

FATA 1.02% and GB 0.91% with their share sixth, seventh, eighth & ninth respectively. Fig: 18 indicate domicile wise positions of Federal Government Employees in Main Secretariat.

Fig: 18



I. DOMICILE-WISE POSITION OF FEMALE EMPLOYEES IN MAIN SECRETARIAT

28. Among female employees working in Main Secretariat, the Punjab Province with 71.76% (including 9.24% Islamabad) had largest share while Islamabad and Sindh (U) with 9.24% and 8.73% ranked second & third in their share. Khyber Pakhtunkhwa with 8.34%, Sindh (R) with 4.36% and Balochistan with 2.70%, respectively remained fourth, fifth and sixth in their share. The AJ&K 2.44%, GB 0.90% and FATA 0.77% got position seventh, eighth and ninth. The actual domicile-wise position of female employees in Main Secretariat is given at Fig:19

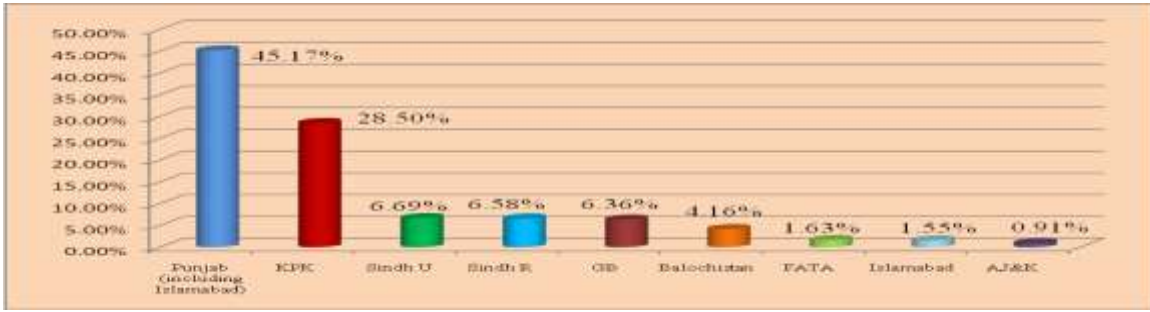
Fig: 19



J. DOMICILE-WISE POSITION OF FEDERAL GOVERNMENT EMPLOYEES WORKING IN ATTACHED DEPARTMENTS / SUB-ORDINATE OFFICES

29. Among Federal Government Employees working in Attached Departments / Sub-Ordinate Offices, Punjab with 45.17%, (including 1.55% Islamabad), Khyber Pakhtaukhwa with 28.50%, Sindh (U) 6.69%, Sindh (R) 6.58%, and GB 6.36% ranked first, second, third, fourth and fifth respectively in their share. The Balochistan 4.16%, FATA 1.63%, Islamabad 1.55% and AJ&K 0.91% got position sixth, seventh, eighth and ninth respectively. Domicile wise position of Federal Government Employees working in Attached Departments/Sub-ordinate Offices as shown in Fig:20.

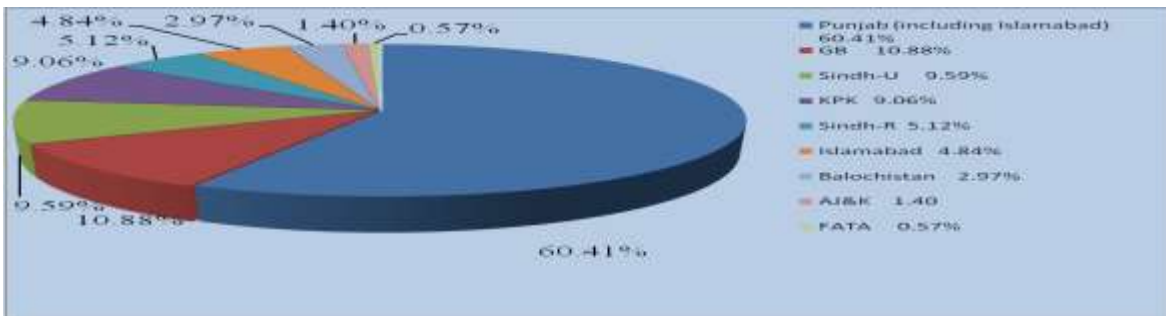
Fig: 20



K. DOMICILE-WISE POSITION OF FEMALE EMPLOYEES WORKING IN ATTACHED DEPARTMENTS / SUB-ORDINATE OFFICES

30. Among female employees working in Attached Departments/ Sub-ordinate Offices, the largest share of 60.41% went to the Punjab (including 4.84% Islamabad) while GB with 10.88%, Sindh (U) with 9.59%, Khyber Pakhtunkhwa with 9.06% and Sindh (R) with 5.12% respectively ranked second, third, fourth, fifth, and Islamabad with 4.84%, Balochistan 2.97%, AJ&K 1.40% and FATA 0.57% ranked their share sixth, seventh, eighth and ninth. Fig:21 shows domicile-wise position of female employees working in Attached Departments/Sub-ordinate Offices.

Fig:21



L (i) OCCUPATIONAL GROUPS

31. Inland Revenue Services remained predominant with strength of (935) 4.22% of the total number of employees (22,156) in BPS 17-22 followed by Pakistan Administrative Service (790) 3.56%, Pakistan Audit & Accounts Service (730) 3.29%, Police Service of Pakistan (677) 3.06%, Secretariat (508) 2.29%, Pakistan Customs Service (480) 2.17%, Foreign Service of Pakistan (452) 2.04%, Office Management (447) 2.02%, Information (264) 1.19%, Commerce & Trade (239) 1.08%, Postal (206) 0.93%, Railways (Commercial & Transportation) (121) 0.55%, Military Lands & Cantonments (62) 0.28%, Economists (44) 0.20% and (16,201) 73.12% employees were ex-cadre. The detail can be seen at Tables 7 and 7A.

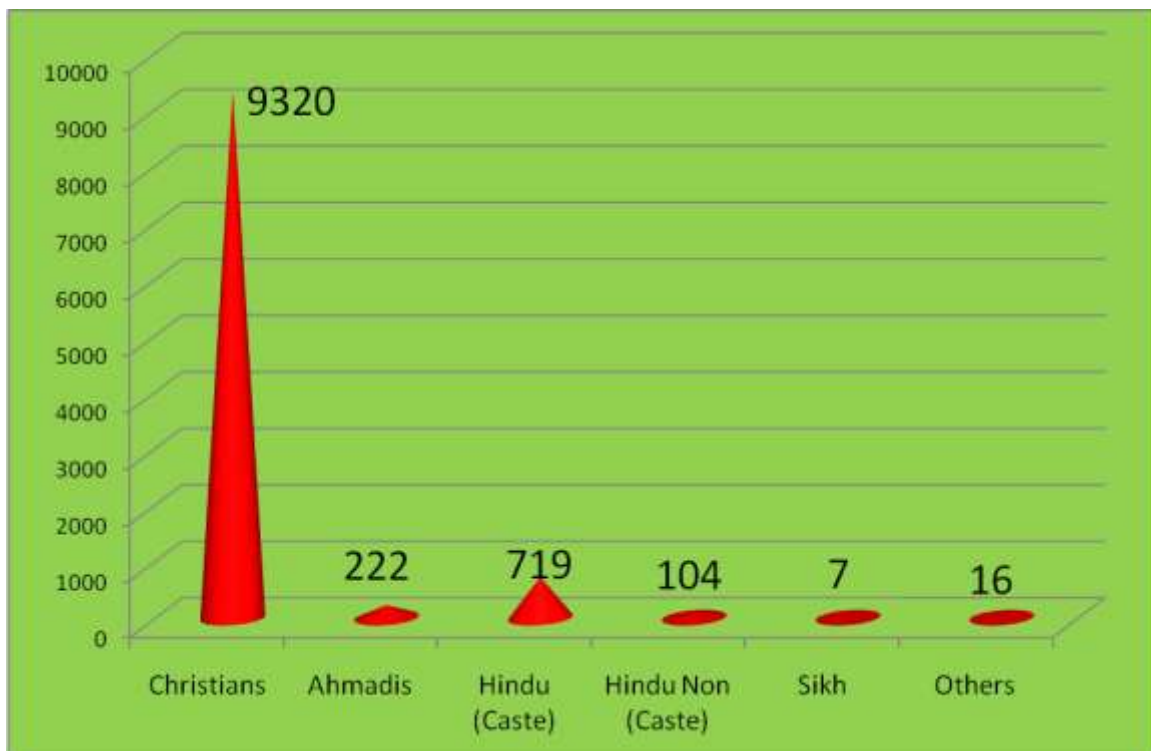
(ii) OCCUPATIONAL GROUPS (FEMALE)

32. Inland Revenue Services was the predominant which was (173) 4.06% of the total number of employees (4,266) in BPS 17-22 followed by Pakistan Administrative Service (111) 2.60%, Pakistan Audit & Accounts Service (92) 2.16%, Pakistan Customs Service (87) 2.04%, Information (69) 1.62%, Foreign Service of Pakistan (68) 1.59%, Office Management (49) 1.15%, Commerce & Trade (39) 0.91%, Secretariat (34) 0.80%, Postal (27) 0.63%, Railways (Commercial & Transportation) (18) 0.42%, Police Service of Pakistan (17) 0.40%, Economists (7) 0.16%, Military Lands & Cantonments (6) 0.14% and (3,469) 81.32% employees were ex-cadre. The detail can be seen at Tables 8 and 8A.

M. OVERALL POSITION OF NON-MUSLIMS

33. Out of total strength of 10,388 Federal Government Non-Muslims Employees a sizable number of 9,320 were Christians, 222 were Ahmadis, 719 were Hindus (caste), 104 were Hindus (Non-caste), 7 Sikhs and 16 belonged to the other religions. The detail can be seen at Table Nos. 14 to 14 (F) and Fig: 22.

Fig: 22



STATISTICAL TABLES