



THIRTEENTH CENSUS OF FEDERAL GOVERNMENT CIVIL SERVANTS

**PAKISTAN PUBLIC ADMINISTRATION RESEARCH CENTRE,
MANAGEMENT SERVICES WING, ESTABLISHMENT DIVISION, ISLAMABAD**

FOR OFFICIAL USE



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PREFACE

Compilation and maintenance of statistics regarding the civil servants of the Federal Government is one of the functions of the Pakistan Public Administration Research Centre of Establishment Division. The Statistical Cell of the Centre have been conducting periodical census of Federal Government civil servants on triennial basis in terms of various characteristics. Twelve triennial census have been conducted and the reports published during the period 1963-2000. The thirteenth census of Federal Government civil servants has now been completed with the reference date of 1st July, 2003. The results of this census are presented in this report.

2. The objective of the census was to assess the strength of civil servants according to their basic pay scale, sex, designation of post, occupational group, place of posting, nature of appointment, basic pay, monthly emoluments, domicile, age, length of service, qualifications, fields of specialization, training within the country and abroad, religion, marital status, insurance, transport, house ownership and residential accommodation, spouse in Government service/private employment, married with foreign national, on the waiting list for allotment of Government owned accommodation and age of superannuation.

3. During the census operation, simultaneously three annual census were conducted and the annual statistical bulletins for the years 2003-2004, 2004-2005 and 2005-2006 in respect of all categories of Federal Government employees as well as employees of autonomous/semi-autonomous bodies/corporations under the Federal Government by sanctioned/actual strength were prepared and published separately. The results of these bulletins have also been reflected at the end of this report in a consolidated tabular form.

4. The sanctioned strength for the year 2003-2004 in respect of all categories of Federal Government employees was 3,93,290, while the actual strength was 3,56,055 as on 01 July, 2003. Whereas the number of Federal Government civil servants as on

collection of data through census questionnaires and enumeration of 2,34,933 civil servants of basic pay scale 1-22 scattered all over the country and abroad was a massive task which was accomplished by the Statistical Cell of the Pakistan Public Administration Research Centre within the scheduled time period.

5. It is hoped that the report will provide valuable data to all those interested and can be used as a basis for decisions by various Government functionaries and agencies governing their personnel management policies, particularly in the fields of training, recruitment, career development, housing, education, health, social security and projects for the welfare of civil servants.

6. I wish to express my profound gratitude to Sheikh Naseer-ul-Haq, Additional Secretary, Establishment Division, for his inspiration, support and guidance. I am thankful to the Secretaries/Additional Secretaries Incharge of the Ministries/Divisions and the Chief Secretaries of the Provincial Governments for their cooperation in the successful completion of this project. The co-operation extended by the Director General Mr. Saeed Ahmad and System Analyst (Mr. M.Ehsanul Aziz) of the Pakistan Computer Bureau, in getting the census results processed according to the tabulation plan provided by the Statistical Cell, are gratefully acknowledged. I appreciate the work done by census Officers who took keen interest in completion of the census operation within their respective jurisdictions. I would also like to place on record my appreciation for the efforts put in by the officers and staff of the Statistical cell in collecting, compiling and analyzing the data, particularly Sheikh Ejaz Elahi, Senior Statistical Officer, who conducted and supervised the census project.

(*SAEED-UN-NISA ABBASI*)
DIRECTOR GENERAL

NOVEMBER, 2006

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Pakistan Public Administration Research Centre, M.S.Wing, Establishment Division acknowledges the participation and cooperation extended by the officers and staff of all Ministries/Divisions/Autonomous/Semi-Autonomous Bodies/Corporations under the Federal Government of Pakistan. The efforts put in by officers and staff of the Statistical Cell of PPARC in collection, compilation and analysis of data also deserves appreciation.

2. I am grateful to Miss Saeed-un-Nisa Abbasi, Director General (PPARC) for her guidance and encouragement in compilation of this report.

(SHEIKH EJAZ ELAHI)
Senior Statistical Officer

ISLAMABAD
NOVEMBER, 2006

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REPORT ON THIRTEENTH CENSUS OF FEDERAL GOVERNMENT CIVIL SERVANTS

INTRODUCTION

The significance of accurate statistics for development planning and policy making can hardly be over emphasized. Various offices of Government of Pakistan are engaged in collection and compilation of statistics about population characteristics, agriculture, industries and current economic conditions. In the field of public administration, the necessity of maintaining the statistics relating to civil servants of the Federal Government was realized 41 years ago. A Statistical Cell was created by the Government in 1962 to collect, compile, tabulate and analyze the requisite information. For performance of this function, the periodical censuses of Federal Government civil servants have been carried out more or less on a three yearly basis. Such censuses were conducted in 1963, 1966, 1970, 1973, 1977, 1980, 1983, 1986, 1989, 1993, 1996, 2000 and published. In addition three censuses of employees of autonomous/semi-autonomous bodies/corporations under the Federal Government were conducted in 1983, 1988, 1994 and published.

2. Since 1997, the Pakistan Public Administration Research Centre has also been maintaining statistics on annual basis in respect of all categories of Federal Government employees by sanctioned and actual strength to meet the growing requirements of the Federal Government Organizations and the Donor Agencies. Nine annual statistical bulletins in this regard for the years 1997-1998, 1998-1999, 1999-2000, 2000-

sanctioned/actual strength of all categories of Federal Government employees according to basic pay scale have also been published.

3. In 1999, it was decided to also maintain statistics in respect of employees of corporations/bodies under the Federal Government on annual basis. Seven Annual Statistical Bulletins for the years 1999-2000, 2000-2001, 2001-2002, 2002-2003, 2003-2004, 2004-2005 and 2005-2006 have also been published.

4. Now the thirteenth census of Federal Government civil servants has been completed with reference date of 01 July, 2003 and the results of this census to assess civil servant's strength according to basic pay scale, sex, designation, occupational group, place of posting, nature of appointment, basic pay, monthly emoluments, domicile, age, length of service, qualifications, field of specialization, training within the country and abroad, religion, marital status, insurance, transport, house ownership and residential accommodation, spouse in Government service/private employment, age of superannuation married with foreign nationals and on the waiting list for allotment of Government accommodation have recently been finalized and are being presented in this report.

SCOPE AND COVERAGE

5. All the Federal Government civil servants on the pay roll on 1st July, 2003 were included in the census except the following categories of employees:

- a) Civilian paid out of defence estimates.
- b) Rangers and Frontier Constabulary.

- c) Employees paid from contingencies, engaged on work charged basis and those covered by the Factories Act but employed by the Federal Government.
- d) Those employees of Pakistan Railways who do not fall within the purview of civil servants.

PLANNING AND ORGANIZATION

Designing of census questionnaire form and appointment of census officers

6. For conduction of 13th triennial census of Federal Government civil servants, two d.o. letters were issued on 19th September, 2002 to Secretaries/Additional Secretaries Incharge of Ministries/Divisions and Chief Secretaries of the Provincial Governments and Government of AJ&K for making the following pre-census arrangements:-

- a) To propose any modifications to be made in the census forms used in the last census operation.
- b) To designate Section Officers (Admn.) in the Ministries/Divisions and the officers Incharge Administration in Attached Departments/Sub-ordinate Offices and Autonomous/Semi-autonomous bodies/Corporations under the Federal Government as Census Officers.
- c) To designate Section Officer (Admn.) in each Provincial Secretariat as Census Officer to carry out census operation in respect of those Federal Government civil servants working in or on deputation to the Provincial Governments and Government of Azad, Jammu and Kashmir.
- d) To intimate the particulars of the designated census officers alongwith their requirements of blank census forms.

7. Based on the suggestions/modifications proposed by the Ministries/Divisions/Departments/Offices two census questionnaire forms one for civil servants in BPS 17 to 22 and the other for civil servants in BPS 1 to 16 were finalized in order to meet the statistical requirements of the Federal Government Organizations to assess the strength of Federal Civil Servants according to basic pay scale, sex, designation, occupational group,

place of posting, nature of employment, basic pay, monthly emoluments, domicile, age, length of service, academic qualifications, field of specialization, training within country and abroad, religion, marital status, insurance, transport, house ownership, residential accommodation, spouse in Government service/private employment, age of superannuation, married with foreign national and on the waiting list for allotment of Government accommodation. To save the time on coding and to meet the requirements of electronic data processing all questions were self-coded. This made it easier for the civil servants to select the right answer from amongst the alternatives given on the questionnaire and to encircle the applicable box.

8. 670 Census Officers were designated by all Ministries/Divisions of the Federal Government and Provincial Governments to carry out census operations regarding Federal Government civil servants in their respective offices/bodies. Confirmation regarding the nomination of census officers in each and every office/body of the Federal Government etc. was received from all the Ministries/Divisions etc.

9. Two separate census forms i.e one for BPS 17 to 22 (officers) and the other for BPS 1 to 16 (staff) were got printed according to the requirements of all the designated census officers. The questionnaire forms for officers (BPS 17 to 22) and staff (BPS 1 to 16) were printed in two different colours. This helped to differentiate categories of employees while dispatching questionnaire of each category to all the designated census officers as well as on their receipt back in the Statistical Cell, Pakistan Public Administration Research Centre, after completion by Federal Government civil servants of each office/body.

SUPPLY OF BLANK CENSUS FORMS TO ALL DESIGNATED CENSUS OFFICERS AND THEIR RETURN AFTER COMPLETION

10. The blank Census Forms were sent to each Census Officer according to his requirement plus 5% extra for wastage through d.o. letters on 08 July, 2003 containing necessary instructions for their completion and return (Appendices I to III). The last date to return the completed census forms was 30th September, 2003 and all the designated census officers were constantly reminded about the last date. Out of 670 designated census officers, about 143 returned the completed forms within the stipulated date. Some organizations continued sending filled in census forms upto January, 2006 despite repeated reminders. Whereas the remaining, filled in forms were also collected personally from various defaulting offices.

MEASURES FOR COMPLETED COVERAGE

11. The following steps were taken to ensure that all the Federal Civil Servants were covered in the census:-
- i) Confirmations regarding the appointment of census officers in each and every office/body of the Federal Government etc. were obtained from all Ministries/Divisions etc.
 - ii) The census officers were required to certify that:-
 - (a) Each completed form bears its Sr. No. as well as office code number.
 - (b) Answers to the questions of each civil servants have been checked by the census officer.
 - iii) Authentication in the form of Census Completion Certificate has been obtained from each designated census officer that the duly filled in census forms in respect of civil servants on the pay roll on 01 July, 2003 have been sent to Pakistan Public Administration Research Centre.

ELECTRONIC DATA PROCESSING

12. To ensure accurate census results and for smooth running of electronic data processing the editing instructions were prepared and each completed form of the Federal civil servant was checked and edited according to the instructions. Despite instructions to the Census Officers, numbers of errors were detected and removed during the checking/editing of census forms.

13. The error listings and the complete listings (in respect of data entry of each employee) prepared by the Pakistan Computer Bureau in the form of computer print-out were scrutinized to remove the discrepancies in the electronic data processing and the entries indicated as “incorrect” by the computer were compared with the original documents (census forms) and corrected. Moreover, data in respect of the missing entries were included and duplicate entries were deleted before feeding the disc in the computer for creation of error free “Master File” on magnetic tape and for ultimate printing of various statistics tables. All these statistical tables were also checked and reconciled with source documents.

PUBLICATION OF REPORT

14. The census report makes available, 54 tables showing, comprehensive information on a number of significant aspects regarding Federal Government civil servants, 2 statistical tables in respect of all categories of Federal Government employees by sanctioned/actual strength and 2 statistical tables in respect of employees of autonomous/semi-autonomous bodies/corporations under the Federal Government by sanctioned/actual strength, 09 relevant diagrams and analysis of statistical data. The data incorporated in this report was processed by Pakistan Computer Bureau, Islamabad according to the tabulation plan provided by the PPARC.

15. The report has been composed on an in house Computer facility by Mr. Mubashir Hussain, Stenotypist (PPARC) for printing purpose. A master file on floppy diskettes has also been created for printing of requisite statistical tables.

UTILIZATION OF DATA

16. Almost all Ministries/Divisions/Departments/Offices are the users of these statistics particularly Establishment, Finance, Health, Housing & Works, Women Development, Planning & Development, Education, Religious Affairs and Minorities Affairs Divisions, Election Commission of Pakistan, Senate Secretariat, National Assembly Secretariat, Commission on Administrative Restructuring, National Reconstruction Bureau, Federal Public Service Commission, Pay Commission, IMF and World Bank etc.

ANALYSIS OF DATA

SANCTIONED / ACTUAL STRENGTH

17. The sanctioned strength for the year 2003-2004 in respect of all categories of Federal Government employees was 3,93,290, while the actual strength was 3,56,055, as on 01 July, 2003. Whereas the number of Federal Government civil servants as on 01 July, 2003 were 2,34,933.

TOTAL NUMBER OF EMPLOYEES, THEIR SEX AND DISTRIBUTION IN VARIOUS DIVISIONS/OFFICES

MANPOWER DISTRIBUTION IN DIVISION

servants was 2,34,933 on 1st July, 2003.

19. Amongst all the Divisions of the Federal Government the Railways Division was the largest administrative unit in terms of manpower, which worked out about 36.94% of the total number of civil servants under the Federal Government. The second largest unit was the Communications Division with 11.48% of the aggregate. The Revenue Division with 9.88% and the Defence Division with 7.59% were the third and fourth largest units respectively. The fifth, sixth, seventh, eighth, ninth and tenth positions went to the Kashmir Affairs, Northern Areas and States & Frontier Regions, Interior, Finance, Education, Health and Housing & Works Divisions which calculated as 7.43%, 4.35%, 3.57%, 3.27%, 2.10% and 1.33% of the total strength respectively.

BASIC PAY SCALE-WISE DISTRIBUTION OF EMPLOYEES

20. Basic pay scale wise analysis shows that BPS-1 occupied the first position among BPS 1-22, which was calculated as 16.89% of the total Federal Government civil servants, the second position went to BPS-5 with 14.41%, the third, fourth, fifth and sixth positions went to BPS 7, 2, 6 and BPS 11 with 10.76%, 10.68%, 6.41% and 5.92% respectively followed by the percentages of employees in BPS-4 (5.30%), BPS-9 (4.98%) and BPS-16 (4.28%).

21. Out of BPS 1-16 strength, the distribution in BPS 11-16, 3-10 and 1-2 was 20.08%, 50.79% and 29.13% respectively.

22. Among officers in BPS 17-22, 49.95% were in BPS 17, 28.64% in BPS-18 and 21.41% in BPS 19-22.

DISTRIBUTION OF EMPLOYEES BY BASIC PAY SCALES AND DIVISIONS

23. The largest number of officers in BPS 17-22 were in the Revenue Division being 8.96% of the total number of officers in BPS 17-22. The Education Division with 8.54% held the second position and the third position went to the Defence Division with 8.40%.

24. As regard civil servants in BPS 1-16 the Railways Division was at the top with 38.65% of such staff, the Communications Division with 11.98% stood second. The third position went to the Revenue Division with 9.93% of the total staff in BPS 1-16.

25. The number of employees in BPS 16 was also the highest in Defence Division being 19.04% of the total employees in BPS 16. The second position went to Kashmir Affairs, Northern Areas and States & Frontier Regions Division having 12.53% and the third position went to Education Division with 11.90% of the total number of employees of BPS 16.

26. As regard employees of BPS 11-15, Railways Division was at the top with 24.04% of such employees. The second position went to Revenue Division having strength of 17.85% and the third position went to Finance Division with 10.35% of the total number of employees in BPS 11-15.

27. As regard employees of BPS 3-10, Railways Division was at the top with 41.95% of such employees. The second position went to communications Division having strength of 15.70%. The third position went to Kashmir Affairs, Northern Areas and States & Frontier Regions Division with 8.15% of the total number of employees of BPS 3-10.

28. The number of employees in BPS 1-2 was the highest in Railways Division having about 10.20% of the total number of employees in BPS 1-2. Revenue Division with 11.10% held the second position. The third position went to Communications Division having 8.77% of such employees.

DISTRIBUTION OF EMPLOYEES BY OFFICE STATUS AND BASIC PAY SCALE

29. An overwhelming majority of civil servants numbering 2,14,468 were serving in Attached Departments/Sub-ordinate Offices etc. which accounted for 91.29% of the aggregate and the number of those serving in the Federal Secretariat was only 13,852 (5.90%) of the aggregate. 5696 employees (2.42%) were serving in Constitutional Bodies/others. The remaining 917 civil servants (0.39%) were serving in bodies/corporations and Provincial Governments.

30. Division-wise distribution of employees in the Federal Secretariat shows that the Foreign Affairs Division had the largest number of employees i.e. 14.01% of the total employees in the Federal Secretariat. The second and third positions went to Law, Justice & Human Rights Division & Food, Agriculture and Livestock Division with 8.97% and 8.70% respectively of the total employees in the Federal Secretariat.

31. Analysis of the employees in Attached Departments/Sub-ordinate Offices etc. under each Federal Division shows that the Railways Division had the largest number of employees i.e. 40.34% of the total number of employees in all the Attached Departments/Sub-ordinate Offices etc. The second and third positions went to the Communications Division and Revenue Division having 12.48% and 10.82% respectively of the total number of employees in all the Attached Departments/Sub-ordinate Offices etc.

Out of the strength of Federal Secretariat employees, 21270 were in BPS 17-22 and 31207 in BPS 1-16, BPS-1 occupied the first position with 20.85% of the employees working in Federal Secretariat. The second position went to BPS-11 with 9.75%. The third, fourth and fifth positions went to BPS 15, 7 and 5 with 9.15%, 7.41%, and 7.18% respectively.

33. Out of the strength of Constitutional Bodies/Others employees 13.22% were in BPS 17-22 and 86.78% in BPS 1-16. BPS-1 occupied the First position with 21.02% of the employees working in Federal Secretariat. The second position went to BPS-7 (12.29%). The third, fourth and fifth positions went to BPS 5, 4 and 17 with 9.55%, 7.55% and 6.65% respectively.

34. Out of strength of employees working in the Attached Departments/Sub-ordinate Offices etc. of the Federal Government, 4.01% were in BPS 17-22 and 95.99% in BPS 1-16, BPS 1 occupied first position with 16.59% of employees. The second position went to BPS-5, which was 15.06%. The third, fourth and fifth positions went to BPS 2, 7 and 6 with 11.12%, 10.98% and 6.91% respectively.

35. Federal civil servants on deputation to autonomous/semi-autonomous bodies / corporations under the Federal Government were 365. Out of this number BPS 19 occupied the first position with 17.81% of this categories of employees. The second position went to BPS 17 with 13.97% of such employees.

36. The numbers of Federal Civil Servants working in or on deputation to Provincial Governments were 552. Of this category of employees the Punjab Government was in leading position with 53.44% of such employees. The second position went to Sindh Government with 23.01% of such employees. The third, fourth and fifth positions went to Balochistan Government 15.22%, NWFP Government 7.61% and Azad Jammu & Kashmir Government 0.72%.

FAIR SEX

37. Out of the total civil servants 10,958, 4.66% belonged to the fair sex. Out of them 1552 were in BPS 17-22 and 9406 in BPS 1-16 (4.44%) of female employees were serving in the Federal Secretariat, whereas 94.76% were employed in Attached Departments/Sub-ordinate Offices etc, 0.47% of female employees were serving in Constitutional Bodies/Others. The female civil servants on deputation to autonomous/semi-autonomous bodies/corporations under the Federal Government were 17 (0.16%). The female civil servants working in or on deputation to Provincial Government were 19 (0.17%).

38. The BPS-wise analysis of the fair sex shows that on 1st July, 2003, an overwhelming majority of female employees were in BPS 5-15, i.e. 58.51% of the total female employees strength, 14.16% female were in BPS 17-22, 12.28% in BPS 16 and about 15.05% in BPS 1-4.

EMPLOYEES BY DESIGNATION/POST AND OCCUPATIONAL GROUP

EMPLOYEES BY DESIGNATION

39. Considering the job classifications, Secretaries, Additional Secretaries, Joint Secretaries/Financial Advisers, Deputy Secretaries/Deputy Financial Advisers and Section Officers were 0.61%, 0.55%, 0.87%, 1.69% and 4.59% respectively of the total number of employees in BPS 17-22.

40. Among Officers (BPS 17-22) the Assistant Directors having the largest number of manpower 740. The second and third positions went to Section Officers 579 and Deputy Directors 573.

41. In BPS 23, the teachers were on the top rank manpower of 2002, second position went to Superintendents 704 and third position occupied by the Inspectors 659.

42. Out of the officials in BPS 1-15, 8.79% were Naib Quasids whereas second, third, fourth and fifth position went to Lower Division Clerks, Upper Division Clerks, Teachers and Constables 5.21%, 4.21%, 3.50% and 3.12% respectively.

OCCUPATIONAL GROUPS

43. Office Management Group was the predominant which was 5.10% of the total number of employees in BPS 17-22 followed by Income Tax 5.07%, Accounts 4.60%, Railways Commercial 4.41%, Secretariat 4.10%, District Management Group 3.68%, Foreign Services Group 3.20%, Customs & Excise 2.62%, Police Service of Pakistan 2.53%, Economists & Planners 1.81%, Information 1.24%, Postal 1.03%, Commerce & Trade 0.85%, Military Lands & Cantonment 0.38% and 59.37% were ex-cadre.

PLACE OF POSTING

Overall Posting in Pakistan

44. Out of the total civil servants 41.88%, 20.31%, 6.23% and 5.10% were posted in the Provinces of Punjab, Sindh, NWFP and Balochistan respectively, whereas 18.29% were posted in Federal Capital, 0.28% in Azad Jammu & Kashmir and 7.14% in Northern Areas. The remaining 0.16% and 0.61% were posted in the Tribal Areas and Foreign countries respectively.

13. 20,129 of the total civil servants were posted in Lahore district, 20,076 in Rawalpindi district, 19,076 in Rawalpindi district, 3.37% in Gilgit district, 3.19% in Quetta district and 3.16% in Peshawar district. The districts/agencies in which the least number of civil servants were posted in Tribal Areas adjoining Kohat and Tribal Areas adjoining D.I.Khan districts each (01 employee), Awaran District (4 employees), Jaffarabad (07 employees).

Punjab

46. 98,387 civil servants were posted in the Federal Government offices located in Province of the Punjab. Lahore district was at the top in this regard. 43.33% Federal Government civil servants of this province were posted in Lahore district. The second, third, fourth and fifth credit went to Rawalpindi district, Multan district, Faisalabad district and Jhelum district with 18.37%, 7.99%, 4.38% and 2.61% respectively. The least number of Federal Government civil servants posted in this Province was Pak Pattan district (93 employees).

Sindh

47. 47,727 civil servants were posted in the Federal Government Offices situated in Sindh Province. In this regard Karachi district was at the top, 65.63% civil servants of this province were posted in Karachi district. The second, third, fourth and fifth positions went to Sukkur district, Hyderabad district, Mirpur Khas district and Nawabshah district with 11.86%, 8.73%, 2.98% and 1.95% respectively.

48. The district in which least number of civil servants posted was Tharparkar (46 employees).

NWFP

49. 14632 civil servants were posted in the Federal Government offices in North West Frontier Province. In this regard the Peshawar district was at the top. 50.76% civil servants of this province were posted in Peshawar district.

50. The second, third and fourth position went to Abbottabad district, Nowshera district, Kohat district and Mardan district with 6.46%, 6.43%, 5.77% and 5.06%.

51. The district in which least number of civil servants posted was Sangla district (18 employees).

Balochistan

52. 11,980 civil servants were posted in the Federal Government offices, located in Balochistan Province. In this regard the Quetta district was at the top. 62.51% civil servants of this province were posted in Quetta district. The second position went to Sibi 13.41% employees and third position went to Chagai district 9.23% respectively.

53. The district in which least number of civil servants posted was Awaran district (4 employees).

Azad Jammu & Kashmir

54. 660 civil servants were posted in the Federal Government offices located at AJ&K.

Northern Areas

55. 16,787 civil servants were posted in the Federal Government offices situated in this area. Gilgit district was at the top in this regard with manpower of 7917 employees followed by Diamir district 2986 and Baltistan 2825.

NATURE OF EMPLOYMENT

Direct Recruitment

56. Of the total strength of civil servants in BPS 1-22, 65.67% were appointed to their present posts by direct recruitment. Out of which 2.36% were in BPS 17-22 and 63.31% in BPS 1-16.

57. The Railways Division employed the largest number of employees, with 33.19% of employees. The second, third and fourth positions went to Communications Division 11.08%, Revenue Division 9.58% and Kashmir Affairs, Northern Areas & States & Frontier Regions Division 8.94%.

58. Of this category of total civil servants (BPS 1-22) 3.60% were in BPS 17-22 and 96.40% in BPS 1-16.

Promotion

59. Of the total strength of civil servants, 32.92% were appointed to their present posts by promotion, 2.41% were in BPS 17-22 and 30.51% in BPS 1-16.

Transfer

60. 0.98% of the total civil servants were appointed to their present posts by transfer. Of this category of the total civil servants (BPS 1-22), 0.47% were in BPS 17-22 and 0.51% in BPS 1-16.

61. 2319 civil servants were on transfer. Out of this number, 552 civil servants 23.80% were working in or on deputation to the Provincial Governments whereas 365, 15.74% Federal Civil Servants were on deputation to Autonomous/Semi-autonomous bodies/Corporations under the Federal Government and the rest of 1402 civil servants 60.46% were deputed to various Ministries/Divisions/Departments/Offices of the Federal Government.

62. Of this category of total civil servants (BPS 1-22), 47.95% were in BPS 17-22 and 52.05% in BPS 1-16.

Induction

63. Of the total strength of civil servants 0.16% were appointed to their present posts by induction in civil services. 0.05% were in BPS 17-22 and 0.11% in BPS 1-16.

64. Communications Division employed the largest number of such employees with 21.09% of this category of employees.

65. Out of this category of total civil servants (BPS 1-22), 32.03% were in BPS 17-22 and 67.97% in BPS 1-16.

Re-employed

66. The percentage of employees working after retirement was 0.09%, 0.01% were in BPS 17-22 and 0.08% in BPS 1-16 of the total employees (BPS 1-22)

67. Out of this category of total employees (BPS 1-22) 10.61% were in BPS 17-22 and 89.39% in BPS 1-16.

On contract basis

68. Of the total employees (BPS 1-22), the percentage of employees working on contract basis was 0.18%. 0.07% was in BPS 17-22 and 0.11% in BPS 1-16.

69. Education Division was at the top with 16.27% of such employees. The second and third position went to Health Division and Railways Division with 13.40% and 10.29% respectively.

70. Out of this category of total employees (BPS 1-22), 37.32% were in BPS 17-22 and 62.68% in BPS 1-16.

PAY

Monthly Basic pay

71. The total basic pay of civil servants of the Federal Government on 1st July, 2003 amounted to about 1057 million rupees.

72. The average monthly basic salaries of officers in BPS 17 and above, BPS 18, BPS 19 were Rs. 21650, Rs.15179, Rs. 11059 respectively, whereas the average monthly basic salaries of officials in BPS 11 to 16, BPS 3 to 10 and BPS 1 & 2 were Rs. 6440, Rs. 3619, and Rs. 2750 respectively.

73. On an overall basis, the average basic salary of a Federal Government employee worked out at Rs. 4500 per month.

74. The largest number of officers in BPS 17 (23.70%), BPS 18 (30.30%), BPS 19 (28.89%) and BPS 20-22 (43.87%) were drawing their monthly basic pay in the pay groups of Rs.11010-12609, Rs.14210-15809, Rs.19010-20609 and Rs.23810-25409 respectively.

75. The maximum number of employees in BPS 11 to 16 (12.88%) came under the pay group of Rs.5870-6369, whereas the largest number of employees of BPS 3 to 10 (16.37%) and BPS 1 and 2 (44.44%) were drawing their monthly basic pay in the pay groups of Rs.4370-4869 and Rs.3370-3869 respectively.

Monthly Emoluments

76. The total emoluments of 2,34,933 employees of the Federal Government for the month of 1st July, 2003 amounted to about 1436 million rupees.

77. The average total monthly pay per employee of the Federal Government as a whole was rupees 6112 per month.

78. The average total monthly pay of officers (BPS 17-22) was rupees 20,218. Whereas the average total monthly pay of officials (BPS 1-16) was rupees 5311.

79. The largest number of officers (BPS 17-22) i.e. 11.15% were drawing their total pay in the pay group Rs. 14210-15809.

80. 13.42% of civil servants (BPS 1-16) were drawing total pay in the pay group of Rs. 4370-4869.

NUMBER OF EMPLOYEES HOLDING INSURANCE POLICIES

Insured Employees in BPS 1-22

81. Out of 2,34,933 civil servants only 53,500 employees i.e. 22.77%, were holding insurance policies. Their distribution among officers (BPS 17-22) and Staff (BPS 1-16) were 4.90% and 95.10% respectively.

82. Out of 2,34,933 civil servants 1,79,777 employees i.e. 76.52% were not insured, while 1656 employees i.e. 0.70% did not respond.

DOMICILE

Overall Position

83. Out of the total civil servants about 54.94%, 18.91%, 11.09% and 4.51% were domiciled in the Provinces of the Punjab, Sindh, NWFP and Balochistan respectively. 1.30% were domiciled in Azad Jammu & Kashmir. Whereas 7.77% employees were domiciled in the Northern Areas and Tribal Areas. 1.48% did not respond.

84. 14.77% of the total civil servants were domiciled in Lahore district, about 9.34% in Karachi district, 8.93% in Rawalpindi district, 2.98% in Islamabad district, 2.65% in Peshawar district and 2.36% in Quetta district.

Punjab

85. Out of 1,29,078 civil servants having Punjab domicile, the employees belonging to Lahore were on the top i.e 26.88%. Whereas second, third, fourth and fifth positions went to employees belonging to Rawalpindi district 16.25%, Multan 5.79%, Islamabad 5.43% and Faisalabad 4.95%, respectively.

86. The last position 0.21% was shared by employees having domicile of Pakpattan.

Sindh

87. Of the total 44,415 civil servants having Sindh domicile, the employees belonging to Karachi district being 49.39% was the largest share. Whereas second, third, fourth and fifth positions went to Sukkur district 12.12%, Hyderabad district 10.37%, Dadu district 4.27% and Mirpur Khas district 3.72% respectively. The employees having domicile of Ghotki district at the last position 0.62%.

88. Of the total 26,060 civil servants having NWFP domicile, the employees belonging to Peshawar district were at the top 23.94%. The second, third and fourth positions went to Abbottabad district 11.45%, Mardan district 9.02%, Nowshera district 7.17%. The last position went to employees having domicile of Kohistan district 0.11%.

Balochistan

89. Of the total 10,588 civil servants having Balochistan domicile, the employees belonging to Quetta district were 52.32%, the second, third and fourth positions went to Sibi district 15.06%, Chagai district 10.43%, Bolan district 3.79% respectively. The last position 0.11% went to Awaran district.

Azad Jammu & Kashmir

90. Of the total 3,053 civil servants having domicile of AJ&K, the employees belonging to Bagh district 31.02% were at the top. The second and third positions went to Muzaffarabad district 30.26% and Poonch district 16.28%. The last position went to Sandhoti district 2.10%.

Northern Areas

91. Of the total 17,052 civil servants having domicile of Northern Areas, the employees of Gilgit district 41.75% were at the top. The second and third positions went to Diamir district 19.77% and Baltistan 16.42%. The last position went to Ghanche district 10.49%.

Federally Administered Tribal Areas

92. Of the total 1214 civil servants having domicile of Federally Administered Tribal Areas, the employees of Mohmand Agency 20.18% were at the top. The second and third positions went to Khyber Agency 18.86% and Kurram Agency 13.76%. The last position went to Tribal Area Adjoining Tank district 1.15%.

NATURE OF APPOINTMENT BY PROVINCE/ REGION OF DOMICILE

93. Of total civil servants, 65.67% were directly recruited from all the Provinces/Regions.

94. Out of this category of employees, 3.60% were directly recruited in BPS 17-22 and 96.40% were directly recruited in BPS 1-16 with respect of their province of domicile.

95. The share of various Provinces/Regions with regard to domicile in respect of civil servants by direct recruitment went to Punjab 53.07%, Sindh 19.81%, NWFP 11.92%, Northern Areas & FATA 7.99%, Balochistan 4.51% and Azad Jammu & Kashmir 1.42%. Whereas 1.28% employees did not respond.

AGE AND LENGTH OF SERVICE

Age

96. The average age of civil servants was 43 years. The average age of officers (BPS 17-22) was about 53 years and that of staff (BPS 1-16) was 43 years. 5.83% civil servants were serving in the Federal Government having ages of less than 26 years. Whereas 44.55% civil servants were between ages 26 to 40

0.01% were above 60 years.

Length of Service

97. The average length of service of an employee was 18 years. For officers and staff, these figures were 26 years and 17 years respectively. 11.07% civil servants had put in below 5 years service, 68.62% between 5 to 24 years, 15.58% between 25 to 30 years and 4.73 % had above 30 years of service.

ACADEMIC QUALIFICATIONS, FIELDS OF SPECIALIZATION AND FOREIGN TRAINING

Academic Qualifications

98. Out of the total employees or civil servants about 56.05% possessed educational qualifications of or above Matriculation. About 25.72% were under Matriculates, 19.64% Matriculates, 12.71% Intermediates, 14.47% Graduates, 9.06% were holding Master's Degree, 0.16% were Ph.Ds, 17.25% had no formal education and 1876 (0.80%) employees had reported qualifications other than the aforesaid. Whereas 435 (0.19%) employees were silent about their qualifications. 171 employees of BPS 17-19 were only Matriculates. Out of 374 employees holding Doctorate Degree, 102 were working against BPS 17 post. In BPS-1 and 2, 140 employees were Master Degree holders.

99. Out of 12,618 employees of BPS 17-22, 742 (5.88%) were specialized in Economics, 418 (3.31%) in Finance, 153 (1.21%) in Commerce, 27 (0.21%) in Industry, 49 (0.39%) in Animal Husbandry, 230 (1.82%) in Agriculture/Forestry, 666(5.28%) in Accounts, 365 (2.89%) in Statistics, 1610 (12.77%) in General Education, 84(0.67%) in Religious Education, 1005 (7.96%) in Engineering, 914 (7.24%) in Medicine, 573 (4.54%) in Natural Sciences, 1458 (11.55%) in Administration Management, 503 (3.99%) in Law, 230 (1.82%) in Computer Science, 2038 (16.15%) in fields other than the aforesaid ones and 874 (6.94%) employees had reported that they had no fields of specialization, whereas the remaining 679 (5.38%) had not disclosed their fields of specialization.

Training

100. Among employees of BPS 17-22; 73.74% were trained within country. Of the trained employees (within country) 94.83% were utilizing their training in their respective field of training.

101. Out of officers (BPS 17-22); the percentage of officers trained abroad was 24.69%. Among the foreign trained officers, 90.05% were utilizing their training in their respective fields of training. Whereas 9.95% were not being utilized in the fields in which they had been trained.

RELIGION

Overall Position

102. An overwhelming majority 97.51% of the civil servants were Muslims, 250 (0.11%) were Ahmadis, 499 (0.21%) were Hindus (Caste and Non-Caste), 23 were Buddhists, 4731 (2.01%) were Christians and 22 belonged to the religions other than the aforesaid ones and 0.14% did not disclose their religion.

Muslim

103. Out of the strength of BPS 19-22 employees, 97.59% were Muslims whereas 97.88% of BPS 17-18; 99.01% of BPS 16; 98.74% of BPS 11-15; 98.96% of BPS 3 to 10 and 94.03% of BPS 1-2 employees were belonged to Muslim religion.

Ahmadi

104. The analysis of Ahmadi statistics shows that out of the strength of BPS 19-22 employees, 0.48% were Ahmadi. Whereas 0.21% of BPS 17 and 18; 0.16% of BPS 16; 0.15% of BPS 11 to 15; 0.09% of BPS 3 to 10 and 0.06% of BPS 1 to 2 belonged to Ahmadi religion.

Hindu (Caste and Non-Caste)

105. The BPS-wise analysis shows that only 5 in BPS 19 to 22 belonged to Hindu religion. Whereas 19 in BPS 17 to 18; 5 in BPS 16; 24 in BPS 11 to 15; 79 in BPS 3 to 10 and 367 in BPS 1 to 2 were of Hindu religion.

Buddhist

106. The BPS-wise analysis shows that 23 civil servants belonged to Buddhist religion. Whereas 2 were in BPS 11; 2 in BPS 7; 1 in BPS 5; 3 in BPS 4; 2 in BPS 3; 2 in BPS 2 and 11 in BPS 1.

Christian

107. Analysis of the employees belonging to Christian religion indicates that an overwhelming majority of Christian employees 3387 were in BPS 1 to 2; whereas 897 in BPS 3 to 10; 340 in BPS 11 to 15; 70 in BPS 16; 33 in BPS 17 to 18 and 4 in BPS 19.

MARITAL STATUS

Marital Status

108. 88.37% of the civil servants were married, 10.95% were unmarried, 0.48% were widower/widow, 0.07% belonged to separated married persons, 0.13% were divorced. Among the officers, 91.26% were married and in respect of staff, the percentage of married employees was 88.20%.

109. Of the total civil servants in BPS 19 to 22, the percentage of married officers was very high 95.48%. The percentage of single officers was 2.59%. Whereas only 0.56% divorced their wives and 0.30% belonged to separate married persons. 1.07% were widower/widow of this class of civil servants.

110. Among civil servants in BPS 17 to 18, 90.11% were married officers, 8.41% were single officers. Only 0.36% divorced their wives and 0.16% belonged to separated married persons, 0.96% were widower or widow of this class of employee.

111. 44,644 officials were in BPS 11 to 16, out of this number the highest percentage was of the married officials 89.44%. Only 9.67% were single, 0.19% divorced their wives and 0.12% belonged to separated married persons. 0.58% were widower or widow of this class of employees.

112. 1,12,922 officials were in BPS 3 to 10, out of this number the highest percentage (88.38%) was of the married officials. Only 11.17% were single, 0.09% divorced their wives and 0.05% belonged to separated married persons. 0.31% were widower or widow of this class of employees.

married officials. Only 12.18% were single, 0.09% divorced their wives and 0.06% belonged to separated married persons, 0.63% were widower or widow of this class of employees.

EMPLOYEES WHO OWN TRANSPORT AND HOUSE (s)

Transport

114 71.55% of the total employees did not have any transport of their own. 34,535 employees (14.71%) owned bicycles, 23,757(10.11%) employees owned scooter/motor cycle. 7,781 (3.31%) employees owned a car and 0.32% employees were silent about the transport in their possession. Out of 7,781 car owners; 4,821,

(61.96%) were in BPS 17 to 22. 2,960 (38.04%) were in BPS 1 to 16. Out of the 23,757 Scooter/Motor cycle owners, 1493 (6.28%) were in BPS 17-22. 22,264 (93.72%) were in BPS 1 to 16. Out of 34,535 bicycles owners; 34,214 (99.07%) were in BPS 1 to 16; 321 (0.93%) were in BPS 17-22.

- i. Car:- Out of Car owners, 4,821 and 2,960 employees belonged to BPS 17-22 and BPS 1-16 respectively. The highest number in this regard was of employees belonging to BPS 17-19, which was 87.37% of the car owners with regard to BPS 17-22.
- ii. Scooter/Motor Cycle:- The highest number of Scooter/Motor Cycle owners was in BPS-7 with 19.12% of this category of employees. The next credit in this regard went to the officials of BPS 11, which accounted for 13.45% of the strength of such employees.
- iii. Cycle:- The highest number of cycle owners was in BPS-1 with 18.82% of this category of employees. The next credit in this regard went to the employees of BPS 2, which accounted for 13.36% of such employees.
- iv. No Transport:- The highest number of employees who did not possess any form of transport belonged to BPS 1 to 7 which accounted for 74.34% of this category of employees.

employees their percentage was 40.30%.

Officials Owning House (s)

116. Majority of the employees 67.05% did not own any house. Whereas 32.95% of the total employees had their own houses. Out of 77,407 house owners, 5.91% were in BPS 17 to 22 and 94.09% were in BPS 1 to 16.

- i. BPS 1 to 2:- Of the total employees in BPS 1 and 2, only 32.46% owned houses in their own names whereas 67.54% did not own any house.
- ii. BPS 3 to 10:- Out of employees in BPS 3 to 10, only 33.69% owned houses in their own names whereas 66.31% did not own house.
- iii. BPS 11 to 15:- Of the total employees in BPS 11 to 15 only 29.31% owned houses in their own names, whereas 70.69% did not own any house.
- iv. BPS 16:- Out of civil servants in BPS 16, only 36.19% owned houses in their own names whereas 63.81% did not own any house.
- v. BPS 17 to 18:- Of the strength of civil servants in BPS 17 to 18, 35.15% owned houses in their own names whereas 64.85% did not own any house.
- vi. BPS 19 to 22:- Among the officers in BPS 19 to 22, 40.21% owned houses in their own names whereas 59.79% did not own any house.

RESIDENTIAL ACCOMMODATION

117. Of the total civil servants, 14.09% were provided with Government owned accommodation, 7.66% were residing in Government hired and requisitioned houses. 22.35% were residing in their own/wive's houses and 15% in rented houses whereas 40.90% employees had some other arrangements.

118. Among officers (BPS 17-22), 48.45% were residing in accommodation provided by the Government. Out of staff (BPS 1-16), only 20.23% were residing in the accommodation provided by the Government.

Government Accommodation

119. The highest percentage (61.43%) of officials residing in Government accommodation was those belonged to BPS 20-22. The second position in this regard went to officers in BPS 17-19 with 47.31% of employees of the said BPS. The least percentage (14.45%) in this regard was among the employees belonging to BPS 1-2.

Own / Wives's Houses

120. The highest percentage of officials residing in their own/wive's houses was those belonged to BPS 16 with 24.22% of total employees of (BPS 16). The second credit in this regard went to the employees belonging to BPS 3-10 with 23.16% of total employees of (BPS 3-10). The third position went to BPS 1-2 which is 22.45% of total employees of (BPS 1-2). The fourth position went to BPS 17-19 with 21.54% of total

employees of (BPS 1-2), the third position went to BPS 20-22 with 18.06% of total employees of (BPS 1-2), and the least percentage 18.06%, BPS 20-22, of total employees of (BPS 20-22).

Rented Houses

121. The highest percentage of employees residing in the rented house was those belonged to BPS 1-2 with 16.43% of employees of (BPS 1-2). The second position went to employees belonging to BPS 3-10 with 14.81% of such employees and the least percentage 6.58%, BPS 20-22 of total employees of (BPS 20-22).

Other arrangements

122. The highest percentage of employees having other living arrangements was those which belonged to BPS 1-2 with 46.68% of this class of employees. The second position went to employees belonging to BPS 3-10 with 44.06%. The least percentage in this regard was of the employees belonging to BPS 20-22 with 13.94% of total employees of BPS 20-22.

FEDERAL GOVERNMENT CIVIL SERVANTS ON WAITING LIST FOR ALLOTMENT OF GOVERNMENT OWNED ACCOMMODATION

123. 1,166 civil servants were on waiting list for allotment of Government owned accommodation in accordance with their own statement. Their distribution at Federal and Provincial Capitals was 29.33% at Federal Capital (Islamabad), 11.32% at Provincial Capital (Lahore), 17.58% at Provincial Capital (Karachi), 5.75% at Provincial Capital (Peshawar), 0.94% at Provincial Capital (Quetta), while the remaining, 35.08% were on other stations.

SPOUSE IN GOVERNMENT SERVICE/ PRIVATE EMPLOYMENT

124. Out of the total 2,23,975 male civil servants (BPS1-22), only 2.12% of their wives were in service, 58.95% were serving in the Government departments/offices whereas 41.05% were in private employment.

125. Of 10,958 female civil servants (BPS 1-22), 69.53% of their husbands were in Government service, whereas the percentage of their husbands in private employment was only 30.47%.

FEDERAL GOVERNMENT CIVIL SERVANTS MARRIED WITH FOREIGN NATIONAL

126. Of the total 2,34,933 Federal Civil servants, only 796 (0.34%) were married with foreign nationals. In this regard only ten senior civil servants belonging to BPS 20-22 were married with the foreign nationals.

AGE OF SUPERANNUATION

127. The Strength of Federal Government Civil Servants on the pay roll on 1st July, 2003 was 2,34,933. The number of civil servants to be retired up to 2006 was 5,641 (2.40%). Whereas civil servants to be retired upto 2010 was 7.69%, 40.95% upto 2020, 81.05% upto 2030, 98.51% upto 2040 and 100% upto 2049.

128. Civil Servants belonging to BPS 17-22 on the pay roll on 1st July, 2003 was 12,618. The number of civil servants to be retired upto 2006 was 1346 (10.67%). Whereas civil servants to be retired upto 2010 was 29.05%; 70% upto 2020; 92.92% upto 2030; 100% upto 2040.

129. Civil servants belonging to grade 18 on the pay roll on 1st July, 2003 was 2,22,220. The number of civil servants to be retired upto 2006 was 4,295 (1.93%). Whereas civil servants to be retired upto 2010 was 6.48%, 39.31% upto 2020; 80.38% upto 2030; 98.43% upto 2040 and 100% upto 2049.

130. Maximum number of civil servants to be retired in year 2023 is to be 5.26%. The next five highest positions in this regard goes to the years 2,022 (5.22%) 2,020 (5.12%) 2,025 (4.93%) 2,024 (4.81%) and 2,021 (4.72%).

131. The per annum gross rate of retirement in respect of civil servants on the pay roll on 1st July, 2003 during the period 2003-2008 is to be 0.81%; during 2009-2013 is to be 1.74%; in 2014-2018 to be 3.62%; in 2019-2023 to be 4.90%; in 2024-2028 is to be 3.99%; in 2029-2033 to be 2.33%; in 2034-2038 to be 1.78%, in 2039-2043 to be 0.65% and during 2044-2048 to be 0.03%.

A COMPARATIVE PICTURE OF FEDERAL GOVERNMENT CIVIL SERVANTS AS REVEALED BY THE CENSUS REPORTS OF 1977, 1980, 1983, 1986, 1989, 1993, 1996, 2000 AND 2003.

132. The census conducted by the Pakistan Public Administration Research Centre, Management Services Wing of the Establishment Division has revealed that there has been a steady increase in the overall number of Federal Government civil servants since 1977. The working strength of the Federal Government civil servants seems to be decreased in 1993 for the reason that the employees of Postal and T&T organizations were not enumerated in census 1993 due to change of their office status as Corporations. Actually the strength of Federal Government civil servants has been increased in 1993 when it is compared with census data 1989 (after excluding the 65,672 employees of Postal and T&T organizations).

133. The per annum compound growth rate of Federal Government employees during the period 1977-80, 1980-89, 1989-93, 1993-96, 1996-2000 and 2000-2003 was 2.7%, 7%, 3%, 6.5%, 2.5% and 0.18% respectively.

134. The reasons for this increasing trend in the work force in the civil side may be many and could be made a subject of separate study. After imposition of Martial Law in country in the July, 1977 a ban on fresh recruitment was imposed which was partially relaxed, due to this, the per annum compound growth rate was only 2.7%, during the period 1977-80. The per annum compound growth rate suddenly shoot to 7% during the period 1980-89 due to relaxation of ban on fresh recruitment and creation of several Ministries/Divisions as well as new departments and expansion of old ones. The per annum compound growth rate fell to 3% during the period 1989-93 due to ban on fresh recruitment and privatization in public sectors. Which shoot to 6.5% during the period 1993-96 due to enumeration of employees of Pakistan Postal Offices and creation of new Ministries/Divisions. The per annum compound growth rate was 2.5% during the period 1996-2000, which was actually declined from 6.5% (1993-96) to 2.5% (1996-2000) as a result of Government policy for downsizing and rightsizing of Ministries/Divisions/Departments/Offices etc during the period 2000-2003. There was ban on fresh recruitment and the employees were appointed from surplus pool. However the per annum compound growth rate was .18%.

STATISTICAL TABLES

TABLE-1
FEDERAL GOVERNMENT CIVIL SERVANTS BY BPS WORKING IN
FEDERAL / PROVINCIAL / AJ&K GOVERNMENTS

BPS	ALL FEDERAL CIVIL SERVANTS	PERCENTAGE BY BPS (%)	FEDERAL GOVERNMENT				TOTAL	** PROVINCIAL / AJ&K GOVERNMENTS					TOTAL
			SECRE- TARIAT	DEPA RTME NTS/ OFFIC ES	CONSTITU TIONAL BODIES/ OTHERS	*CORP ORATI ON/ BODY		PUNJAB	SINDH	NWFP	BALUCH- ISTAN	AJ&K	
1	2	3	4	5	6	7	8	9	10	11	12	13	14
22	67	0.03	46	10	3	5	64	1	1	0	1	0	3
21	211	0.10	94	61	12	25	192	10	3	1	2	3	19
20	741	0.31	256	261	47	47	611	75	31	3	20	1	130
19	1682	0.71	424	888	99	65	1476	118	45	13	30	0	206
18	3614	1.54	833	2408	213	50	3504	55	28	6	21	0	110
17	6303	2.68	816	4981	379	51	6227	35	18	13	10	0	76
Sub-Total	12618	5.37	2469	8609	753	243	12074	294	126	36	84	4	544
16	10065	4.28	570	9187	284	23	10064	0	0	1	0	0	1
15	4638	1.97	1267	2997	358	15	4637	0	0	1	0	0	1
14	9964	4.24	422	9456	83	3	9964	0	0	0	0	0	0
13	593	0.25	47	546	0	0	593	0	0	0	0	0	0
12	5469	2.34	912	4310	242	4	5468	0	0	1	0	0	1
11	13915	5.92	1350	12220	325	16	13911	0	1	3	0	0	4
10	2708	1.15	94	2569	45	0	2708	0	0	0	0	0	0
9	11691	4.98	104	11446	140	1	11691	0	0	0	0	0	0
8	2155	0.92	93	2053	9	0	2155	0	0	0	0	0	0
7	25282	10.76	1027	23546	700	9	25282	0	0	0	0	0	0
6	15064	6.41	108	14814	142	0	15064	0	0	0	0	0	0
5	33851	14.41	995	32300	544	12	33851	0	0	0	0	0	0
4	12443	5.30	552	11451	430	10	12443	0	0	0	0	0	0
3	9728	4.14	74	9524	129	1	9728	0	0	0	0	0	0
2	25060	10.67	880	23860	315	4	25059	1	0	0	0	0	1
1	39689	16.89	2888	35580	1197	24	39689	0	0	0	0	0	0
Sub-Total	222315	94.63	11383	205859	4943	122	222307	1	1	6	0	0	8
G.Total	234933	100	13852	214468	5696	365	234381	295	127	42	84	4	552
Percentage	100		5.90%	91.29%	2.42%	0.16%	99.77%	0.12%	0.05%	0.02%	0.04%	0.00%	0.23%

* Federal Civil Servants who are on Deputation to Autonomous/ Semi-autonomous Bodies / Corporations under various Ministries/ Divisions from Federal Government Offices

** Federal Civil Servants who are working in or on Deputation to Provincial / AJ&K Government

TABLE-2
FEDERAL GOVERNMENT CIVIL SERVANTS BY DIVISION, PROVINCIAL/
AJ&K GOVERNMENTS AND BPS

DIVISION /ORGANIZATION AND PROVINCIAL GOVERNMENT	BPS 1-22 Total	PERCENTAGE (%)	BPS 17-22 Total	BASIC PAY SCALE					
				17	18	19	20	21	22
1	2	3	4	5	6	7	8	9	10
1 Cabinet	1048	0.45	125	49	42	20	10	3	1
2 Commerce	794	0.33	156	55	45	31	14	8	3
3 Communications	26961	11.48	332	158	97	55	16	5	1
4 Defence	17835	7.59	1060	679	273	96	10	2	0
5 Defence Production	146	0.06	24	5	11	5	1	1	1
6 Economic Affairs	323	0.13	66	20	31	8	5	1	1
7 Education	7684	3.27	1077	571	339	144	19	3	1
8 Establishment	1015	0.43	185	54	64	32	27	6	2
9 Environment	793	0.34	93	32	39	13	5	3	1
10 Finance	8385	3.57	769	474	203	47	26	15	4
11 Food, Agriculture & Livestock	1782	0.76	249	132	76	23	15	3	0
12 Foreign Affairs	1943	0.83	464	87	129	116	75	37	20
13 Health	4926	2.10	783	362	301	85	28	6	1
14 Housing & Works	3124	1.33	388	258	105	19	2	4	0
15 Industries & Production	658	0.28	100	39	33	17	9	1	1
16 Information & Broadcasting	1285	0.55	151	76	46	20	8	0	1
17 Information Technology and Telecommunications	263	0.11	74	26	24	9	9	5	1
18 Interior	10220	4.35	316	176	85	28	18	8	1
19 Kashmir Affairs, Northern Areas and States & Frontier Regions	17458	7.43	978	649	248	66	10	4	1
20 Labour, Manpower & Overseas Pakistanis	1155	0.49	208	103	61	29	11	2	2
21 Law, Justice & Human Rights	1242	0.53	134	52	30	7	35	10	0
22 Local Government and Rural Development	194	0.08	35	13	10	8	3	0	1
23 Minorities,Culture, Sports, Tourism & Youth Affairs	1401	0.60	120	55	37	18	6	3	1
24 Narcotics Control	838	0.36	46	27	14	2	2	0	1
25 Petroleum & Natural Resources	1151	0.49	223	122	64	26	10	0	1

DIVISION /ORGANIZATION AND PROVINCIAL GOVERNMENT	BPS 1-22 Total	PERCENTAGE (%)	BPS 17-22 Total	BASIC PAY SCALE					
				17	18	19	20	21	22
1	2	3	4	5	6	7	8	9	10
26 Parliamentary Affairs	58	0.02	7	0	4	1	1	0	1
27 Planning & Development	670	0.29	159	32	68	30	21	5	3
28 Population Welfare	1059	0.45	160	76	50	29	3	1	1
29 Privatization	61	0.02	14	1	7	2	1	3	0
30 Railways	86797	36.95	861	432	262	107	48	10	2
31 Religious Affairs, Zakat & Ushr	526	0.22	82	40	25	10	5	1	1
32 Revenue	23203	9.88	1131	485	324	215	83	22	2
33 Statistics	2043	0.87	404	292	79	19	10	3	1
34 Scientific & Technological Research	146	0.06	36	8	11	9	6	1	1
35 Water & Power	238	0.10	50	13	13	12	9	2	1
36 Women Development, Social Welfare & Special Education	1260	0.54	261	195	41	19	3	2	1
Sub-Total	228685	97.34	11321	5848	3291	1377	564	180	61
<u>Constitutional Bodies / Others</u>									
37 President's Secretariat (Public)	150	0.06	20	4	8	4	3	1	0
38 President's Secretariat (Personal)	407	0.17	14	7	7	0	0	0	0
39 Prime Minister's Secretariat (Public)	937	0.41	172	45	69	40	13	4	1
40 Prime Minister's Secretariat (Internal)	407	0.17	12	5	6	1	0	0	0
41 National Assembly Secretariat	798	0.34	151	90	33	18	6	4	0
42 Election Commission of Pakistan	1669	0.71	197	131	38	14	13	1	0
43 Federal Public Service Commission	479	0.20	88	51	24	9	4	0	0
44 Supreme Court of Pakistan	465	0.20	68	38	21	7	1	0	1
45 Wafaqi Mohtasib (Ombudsman)'s Secretariat	384	0.16	31	8	7	6	7	2	1
Sub-Total	5696	2.42	753	379	213	99	47	12	3
<u>Provincial Governments</u>									
46 Punjab Government	295	0.13	294	35	55	118	75	10	1
47 Sindh Government	127	0.05	126	18	28	45	31	3	1
48 NWFP Government	42	0.02	36	13	6	13	3	1	0
49 Balochistan Government	84	0.04	84	10	21	30	20	2	1
50 Azad, Jammu & Kashmir Government	4	0.00	4	0	0	0	1	3	0
Sub-Total	552	0.23	544	76	110	206	130	19	3
G.Total	234933	100	12618	6303	3614	1682	741	211	67

**FEDERAL GOVERNMENT CIVIL SERVANTS BY DIVISION,
PROVINCIAL /
AJ&K GOVERNMENTS AND BPS**

DIVISION / ORGANIZATION AND PROVINCIAL GOVERNMENT	BPS 1-16 Total	BASIC PAY SCALE															
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
1 Cabinet	923	257	61	19	45	98	32	124	9	14	16	56	54	5	20	63	50
2 Commerce	638	136	61	2	16	50	3	110	0	21	6	52	42	4	25	49	61
3 Communications	2662	152	414	38	80	525	64	940		106			13		101		
	9	8	9	2	6	7	2	0	79	4	96	893	6	10	2	216	959
4 Defence	1677	235			10	350		234		260	23		17	11	195		191
	5	4	726	56	7	7	65	2	20	2	2	366	0	7	8	237	6
5 Defence Production	122	38	7	1	6	9	4	6	1	0	3	13	9	0	5	13	7
6 Economic Affairs	257	48	18	0	7	9	1	22	0	3	3	51	30	0	18	35	12
		156								114	16				116		119
7 Education	6607	1	210	4	57	198	16	244	2	4	9	98	61	3	8	474	8
8 Establishment	830	268	44	2	31	45	7	95	0	11	0	106	46	0	33	69	73
9 Environment	700	365	26	4	19	67	7	50	1	17	9	40	25	3	4	30	33
1		131			10							194	16			116	
0 Finance	7616	6	408	51	8	456	19	733	18	162	36	7	8	10	295	0	729
1																	
1 Food, Agriculture & Livestock	1533	390	85	3	86	178	19	176	3	34	16	129	65	44	31	83	191
1					10								20				
2 Foreign Affairs	1479	416	21	4	1	150	0	74	1	5	0	222	3	0	16	215	51
1		117			38		28										
3 Health	4143	9	553	22	4	280	7	287	60	243	22	169	38	1	386	85	147
1																	
4 Housing & Works	2736	451	119	12	23	906	5	365	10	56	3	463	24	0	31	73	195
1																	
5 Industries & Production	558	115	54	3	17	40	6	76	3	16	3	63	33	2	33	60	34
1					11												
6 Information & Broadcasting	1134	256	66	25	2	141	5	109	2	20	29	92	65	33	21	79	79
1																	
7 Information Technology and Telecommunications	189	44	7	0	15	12	1	10	0	2	16	15	6	0	20	19	22
1 Interior	9904	969	120	22	22	455	38	149	48	102	81	175	96	1	611	83	356
					3	5		8		8							

192022324567	Kashmir Affairs, Northern Areas and States & Frontier Regions Labour, Manpower & Overseas Pakistanis Law, Justice & Human Rights Local Government and Rural Development Minorities,Culture, Sports, Tourism & Youth Affairs Narcotics Control Petroleum & Natural Resources Parliamentary Affairs Planning & Development	16480 947 1108 159 1281 792 928 51 511	4073 256 356 48 674 106 325 5 103	821 54 86 8 93 15 49 7 46	160 1 5 1 12 0 45 0 1	720 59 68 6 51 25 45 7 21	3414 72 132 13 93 339 74 8 36	504 16 9 0 19 6 8 1 8	1772 109 142 18 59 113 144 8 48	193 1 29 0 5 1 0 0 0	2185 23 3 5 17 47 38 0 3	251 2 46 3 9 0 4 0 0 0	307 101 46 14 63 32 53 3 60	120 73 32 11 41 4 27 0 45	13 0 1 0 3 1 2 0 1	594 58 2 9 29 22 16 1 16	92 63 108 12 42 23 49 6 84	1261 59 43 11 71 58 49 5 39
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DIVISION / ORGANIZATION AND PROVINCIAL GOVERNMENT	BPS 1-16 Total	BASIC PAY SCALE															
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
2 8 Population Welfare	899	308	30	2	57	110	12	67	55	2	5	90	39	0	39	33	50
2 9 Privatization	47	14	2	1	5	6	0	4	0	0	0	5	0	0	0	4	6
3 0 Railways	85936	1692 0	1237 7	738 0	7783	1128 9	1308 1	3788	152 2	2222	310	4661	231 3	51	100 6	282	951
3 1 Religious Affairs, Zakat & Ushr	444	103	30	4	28	48	6	51	0	13	0	36	25	0	17	41	42
3 2 Revenue	22072	3013	4173	136 4	863	1550	56	2333	37	453	114 2	2435	110 9	28 6	207 4	269	915
3 3 Statistics	1639	182	49	9	41	96	17	101	4	64	148	545	52	2	250	41	38
3 3 Scientific & Technological 4 Research	110	25	15	1	4	3	1	4	0	0	0	18	8	0	4	20	7
3 5 Water & Power	188	48	15	0	11	13	0	14	0	2	0	24	11	0	6	22	22
3 3 Women Development, Social 6 Welfare & Special Education	999	242	139	1	56	53	21	86	42	32	3	143	45	0	51	45	40
Sub-Total	21736 4	3849 2	2474 4	959 9	1201 3	3330 7	1492 2	2458 2	214 6	1155 1	266 3	1358 6	522 6	59 3	988 1	427 9	9780
<u>Constitutional Bodies / Others</u>																	
3 7 President's Secretariat (Public)	130	16	24	0	20	4	2	19	0	1	0	6	8	0	8	16	6
3 8 President's Secretariat (Personal)	393	138	4	51	25	22	54	42	3	15	0	13	1	0	3	13	9
3 9 Prime Minister's Secretariat (Public)	765	146	45	8	82	67	18	77	1	11	12	56	70	0	15	98	59
4 0 Prime Minister's Secretariat (Internal)	395	134	5	49	29	36	38	37	1	14	4	21	4	0	4	11	8
4 1 National Assembly Secretariat	647	92	59	2	58	95	2	100	0	16	0	55	38	0	5	62	63

2	Pakistan	1472	390	78	6	157	204	11	282	1	59	0	81	52	0	15	46	90
4	Federal Public Service Commission	391	64	28	5	16	37	3	48	0	0	16	54	43	0	21	36	20
4	Supreme Court of Pakistan	397	131	42	5	21	67	6	39	2	6	12	13	14	0	6	29	4
4	Wafaqi Mohtasib (Ombudsman)'s Secretariat	353	86	30	3	22	12	8	56	1	18	1	26	12	0	6	47	25
	Sub-total	4943	1197	315	129	430	544	142	700	9	140	45	325	242	0	83	358	284
	<u>Provincial Governments</u>																	
4	Punjab Government	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4	Sindh Government	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
4	NWFP Government	6	0	0	0	0	0	0	0	0	0	0	3	1	0	0	1	1
4	Balochistan Government	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5	Azad, Jammu & Kashmir Government	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	Sub- Total	8	0	1	0	0	0	0	0	0	0	0	4	1	0	0	1	1
	G.TOTAL	22231	3968	2506	972	1244	3385	1506	2528	215	1169	270	1391	546	59	996	463	1006
		5	9	0	8	3	1	4	2	5	1	8	5	9	3	4	8	5

TABLE-4
FEDERAL GOVERNMENT CIVIL SERVANTS BY BPS AND SEX

BPS	MALE	FEMALE	TOTAL
1	2	3	4
22	67	0	67
21	208	3	211
20	693	48	741
19	1503	179	1682
18	3180	434	3614
17	5415	888	6303
Sub-total	11066	1552	12618
16	8720	1345	10065
15	4208	430	4638
14	8109	1855	9964
13	576	17	593
12	5369	100	5469
11	13543	372	13915
10	2478	230	2708
9	9701	1990	11691
8	2086	69	2155
7	24597	685	25282
6	15027	37	15064
5	33224	627	33851
4	12191	252	12443
3	9709	19	9728
2	24658	402	25060
1	38713	976	39689
Sub-total	212909	9406	222315
G. Total	223975	10958	234933
Percentage	95.34	4.66	100

AJ & K GOVERNMENTS

BPS	FEMALE FEDERA L CIVIL SERVAN TS	PERCENTA GE BY BPS(%)	FEDERAL GOVERNMENT				** PROVINCIAL / AJ&K GOVERNMENTS						
			SECR E- TARIA T	DEPAR T- MENTS / OFFICE S	CONSTIT- UTIONAL SECRETARI AT BODIES/ OTHERS	*CORPO- RATION/BO DY	TOTA L	PUNJA B	SIND H	NWF P	BALUCHIST AN	AJ& K	TOTA L
1	2	3	4	5	6	7	8	9	10	11	12	13	14
22	0	0	0	0	0	0	0	0	0	0	0	0	0
21	3	0.03	2	1	0	0	3	0	0	0	0	0	0
20	48	0.44	27	14	2	1	44	2	2	0	0	0	4
19	179	1.63	21	140	6	5	172	4	2	1	0	0	7
18	434	3.96	61	362	4	5	432	2	0	0	0	0	2
17	888	8.10	62	812	4	4	882	3	2	1	0	0	6
Sub- Total	1552	14.16	173	1329	16	15	1533	11	6	2	0	0	19
16	1345	12.27	8	1337	0	0	1345	0	0	0	0	0	0
15	430	3.92	44	380	6	0	430	0	0	0	0	0	0
14	1855	16.93	25	1828	1	1	1855	0	0	0	0	0	0
13	17	0.15	4	13	0	0	17	0	0	0	0	0	0
12	100	0.91	26	72	2	0	100	0	0	0	0	0	0
11	372	3.39	60	305	6	1	372	0	0	0	0	0	0
10	230	2.10	5	225	0	0	230	0	0	0	0	0	0
9	1990	18.16	4	1984	2	0	1990	0	0	0	0	0	0
8	69	0.64	26	43	0	0	69	0	0	0	0	0	0
7	685	6.25	32	647	6	0	685	0	0	0	0	0	0
6	37	0.34	1	35	1	0	37	0	0	0	0	0	0
5	627	5.72	46	576	5	0	627	0	0	0	0	0	0
4	252	2.31	0	252	0	0	252	0	0	0	0	0	0
3	19	0.17	0	19	0	0	19	0	0	0	0	0	0
2	402	3.67	3	398	1	0	402	0	0	0	0	0	0
1	976	8.91	30	941	5	0	976	0	0	0	0	0	0
Sub- Total	9406	85.84	314	9055	35	2	9406	0	0	0	0	0	0
G. Total	10958	100	487	10384	51	17	10939	11	6	2	0	0	19
Percenta ge	100		4.44	94.76	0.47	0.16	99.83	0.10	0.05	0.02	0.00	0.00	0.17

* Federal female Civil Servants who are on deputation to Autonomous / Semi-autonomous, Corporations / Bodies under various Ministries / Divisions for Federal Government offices.

** Federal female Civil Servants who are working in or on deputation to Provincial / AJ&K Governments.

TABLE-6
FEDERAL GOVERNMENT CIVIL SERVANTS BY DIVISION, PROVINCIAL/
AJ&K GOVERNMENTS SEX AND BPS

DIVISION / ORGANIZATION AND PROVINCIAL GOVERNMENT	SEX	BPS 1-22 Total	PERCENTAGE (%)	BPS 17-22 Total	BASIC PAY SCALE					
					17	18	19	20	21	22
1	2	3	4	5	6	7	8	9	10	11
1 Cabinet	MF	1048	0.45	125	49	42	20	10	3	1
	F	27	0.25	4	0	3	1	0	0	0
2 Commerce	MF	794	0.34	156	55	45	31	14	8	3
	F	14	0.13	1	0	0	1	0	0	0
3 Communications	MF	26961	11.48	332	158	97	55	16	5	1
	F	432	3.94	17	10	5	2	0	0	0
4 Defence	MF	17835	7.59	1060	679	273	96	10	2	0
	F	2568	23.43	342	257	65	19	1	0	0
5 Defence Production	MF	146	0.06	24	5	11	5	1	1	1
	F	2	0.02	0	0	0	0	0	0	0
6 Economic Affairs	MF	323	0.14	66	20	31	8	5	1	1
	F	20	0.18	11	2	8	1	0	0	0
7 Education	MF	7684	3.27	1077	571	339	144	19	3	1
	F	3129	28.55	470	249	155	59	7	0	0
8 Establishment	MF	1015	0.43	185	54	64	32	27	6	2
	F	48	0.44	11	4	6	1	0	0	0
9 Environment	MF	793	0.34	93	32	39	13	5	3	1
	F	13	0.12	4	4	0	0	0	0	0
10 Finance	MF	8385	3.57	769	474	203	47	26	15	4
	F	263	2.40	40	26	8	3	3	0	0
11 Food, Agriculture & Livestock	MF	1782	0.76	249	132	76	23	15	3	0
	F	43	0.39	7	5	1	1	0	0	0
12 Foreign Affairs	MF	1943	0.83	464	87	129	116	75	37	20
	F	51	0.47	40	5	8	9	16	2	0
13 Health	MF	4926	2.10	783	362	301	85	28	6	1
	F	928	8.47	191	99	75	12	4	1	0
14 Housing & Works	MF	3124	1.33	388	258	105	19	2	4	0
	F	22	0.20	5	5	0	0	0	0	0
15 Industries & Production	MF	658	0.28	100	39	33	17	9	1	1
	F	24	0.22	4	1	2	1	0	0	0
16 Information & Broadcasting	MF	1285	0.55	151	76	46	20	8	0	1
	F	45	0.41	21	11	4	4	2	0	0
17 Information Technology &	MF	263	0.11	74	26	24	9	9	5	1

18	Interior	MF	10220	4.35	316	176	85	28	18	8	1
		F	392	3.58	7	4	2	0	1	0	0
19	Kashmir Affairs, Northern Areas and States & Frontier Regions	MF	17458	7.43	978	649	248	66	10	4	1
		F	1574	14.36	83	39	29	15	0	0	0
20	Labour, Manpower & Overseas Pakistanis	MF	1155	0.49	208	103	61	29	11	2	2
		F	30	0.27	11	9	1	1	0	0	0
21	Law, Justice & Human Rights	MF	1242	0.53	134	52	30	7	35	10	0
		F	29	0.26	5	2	1	0	2	0	0
22	Local Government & Rural Development	MF	194	0.08	35	13	10	8	3	0	1
		F	5	0.05	1	0	1	0	0	0	0
23	Minorities, Culture, Sports, Tourism and Youth Affairs	MF	1401	0.60	120	55	37	18	6	3	1
		F	14	0.13	3	2	0	1	0	0	0
24	Narcotics Control	MF	838	0.36	46	27	14	2	2	0	1
		F	5	0.04	1	0	1	0	0	0	0
25	Petroleum & Natural Resources	MF	1151	0.49	223	122	64	26	10	0	1
		F	15	0.14	3	2	1	0	0	0	0
26	Parliamentary Affairs	MF	58	0.02	7	0	4	1	1	0	1
		F	0	0.00	0	0	0	0	0	0	0
27	Planning & Development	MF	670	0.28	159	32	68	30	21	5	3
		F	27	0.25	7	0	5	1	1	0	0
28	Population Welfare	MF	1059	0.45	160	76	50	29	3	1	1
		F	129	1.18	42	25	13	4	0	0	0
29	Privatization	MF	61	0.02	14	1	7	2	1	3	0
		F	1	0.01	0	0	0	0	0	0	0
30	Railways	MF	86797	36.94	861	432	262	107	48	10	2
		F	416	3.80	19	10	8	1	0	0	0
31	Religious Affairs,Zakat & Ushr	MF	526	0.22	82	40	25	10	5	1	1
		F	7	0.06	2	1	1	0	0	0	0
32	Revenue	MF	23203	9.88	1131	485	324	215	83	22	2
		F	319	2.91	84	40	15	26	3	0	0
33	Statistics	MF	2043	0.87	404	292	79	19	10	3	1
		F	43	0.39	16	14	1	0	1	0	0
34	Scientific & Technological Research	MF	146	0.06	36	8	11	9	6	1	1
		F	1	0.01	1	0	1	0	0	0	0
35	Water & Power	MF	238	0.10	50	13	13	12	9	2	1
		F	2	0.02	0	0	0	0	0	0	0
36	Women Development, Social Welfare & Special Education	MF	1260	0.54	261	195	41	19	3	2	1
		F	242	2.21	61	52	6	2	1	0	0
Sub-Total		MF	228685	97.34	11321	5848	3291	1377	564	180	61
		F	10888	99.36	1517	878	428	166	42	3	0

37	President's Secretariat (Public)	MF	150	0.06	20	4	8	4	3	1	0
		F	4	0.04	0	0	0	0	0	0	0
38	President's Secretariat (Personal)	MF	407	0.17	14	7	7	0	0	0	0
		F	1	0.01	0	0	0	0	0	0	0
39	Prime Minister's Secretariat (Public)	MF	937	0.40	172	45	69	40	13	4	1
		F	10	0.09	4	1	0	3	0	0	0
40	Prime Minister's Secretariat (Internal)	MF	407	0.17	12	5	6	1	0	0	0
		F	0	0.00	0	0	0	0	0	0	0
41	National Assembly Secretariat	MF	798	0.34	151	90	33	18	6	4	0
		F	9	0.08	2	0	1	1	0	0	0
42	Election Commission of Pakistan	MF	1669	0.71	197	131	38	14	13	1	0
		F	9	0.08	3	1	0	1	1	0	0
43	Federal Public Service Commission	MF	479	0.21	88	51	24	9	4	0	0
		F	5	0.05	5	2	2	0	1	0	0
44	Supreme Court of Pakistan	MF	465	0.20	68	38	21	7	1	0	1
		F	4	0.04	1	0	1	0	0	0	0
45	Wafaqi Mohtasib (Ombudsman)'s Secretariat	MF	384	0.16	31	8	7	6	7	2	1
		F	9	0.08	1	0	0	1	0	0	0
Sub-Total		MF	5696	2.42	753	379	213	99	47	12	3
		F	51	0.47	16	4	4	6	2	0	0
Provincial Governments											
46	Punjab Government	MF	295	0.13	294	35	55	118	75	10	1
		F	11	0.10	11	3	2	4	2	0	0
47	Sindh Government	MF	127	0.05	126	18	28	45	31	3	1
		F	6	0.05	6	2	0	2	2	0	0
48	NWFP Government	MF	42	0.02	36	13	6	13	3	1	0
		F	2	0.02	2	1	0	1	0	0	0
49	Balochistan Government	MF	84	0.04	84	10	21	30	20	2	1
		F	0	0.00	0	0	0	0	0	0	0
50	Azad, Jammu & Kashmir Government	MF	4	0.00	4	0	0	0	1	3	0
		F	0	0.00	0	0	0	0	0	0	0
Sub-Total		MF	552	0.24	544	76	110	206	130	19	3
		F	19	0.17	19	6	2	7	4	0	0
G.TOTAL		MF	234933	100	12618	6303	3614	1682	741	211	67
		F	10958	100	1552	888	434	179	48	3	0

**FEDERAL GOVERNMENT CIVIL SERVANTS BY DIVISION,
PROVINCIAL/ AJ&K GOVERNMENTS SEX AND BPS**

DIVISION / ORGANIZATION AND PROVINCIAL GOVERNMENT	S E X	BPS 1-16 Tot al	BASIC PAY SCALE															
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
1 Cabinet	M	923	257	61	19	45	98	32	124	9	14	16	56	54	5	20	63	50
	F	23	2	0	0	0	4	0	7	0	1	0	2	1	0	1	2	3
2 Commerce	M	638	136	61	2	16	50	3	110	0	21	6	52	42	4	25	49	61
	F	13	0	0	0	0	1	0	7	0	1	0	1	1	1	1	0	0
3 Communications	M	266	152	414	38		525		940		106		13	1	1	10	21	
	F	29	8	9	2	806	7	642	0	79	4	96	893	6	0	12	6	959
4 Defence	F	415	27	3	8	2	53	1	193	1	13	2	13	9	0	61	6	23
	M	167	235				350		234		260	23		17	1	19	23	191
5 Defence Production	F	75	4	726	56	107	7	65	2	20	2	2	366	0	7	58	7	6
	F	222										10				55		
6 Economic Affairs	F	6	147	24	4	1	149	11	70	1	588	0	12	11	4	4	95	455
	M	122	38	7	1	6	9	4	6	1	0	3	13	9	0	5	13	7
7 Education	F	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
	M	257	48	18	0	7	9	1	22	0	3	3	51	30	0	18	35	12
8 Establishment	F	9	0	0	0	0	1	0	0	0	1	0	2	4	0	1	0	0
	M	660	156								114	16				11	47	119
	F	7	1	210	4	57	198	16	244	2	4	9	98	61	3	68	4	8
	F	265														69	20	
	F	9	240	45	1	3	5	4	53	1	701	88	4	7	0	0	8	609
	M																	
8 Establishment	F	830	268	44	2	31	45	7	95	0	11	0	106	46	0	33	69	73

		F	37	1	0	0	0	2	0	9	0	1	0	11	5	0	1	5	2
9	Environment	M																	
		F	700	365	26	4	19	67	7	50	1	17	9	40	25	3	4	30	33
1		F	9	2	0	0	0	0	0	0	0	0	1	1	1	1	0	0	3
0	Finance	M	761	131										194	16	1	29	11	
		F	6	6	408	51	108	456	19	733	18	162	36	7	8	0	5	60	729
1	Food, Agriculture &	F	223	1	0	0	0	8	0	18	0	1	1	81	6	1	15	48	43
1	Livestock	M	153													4			
		F	3	390	85	3	86	178	19	176	3	34	16	129	65	4	31	83	191
1		F	36	5	0	0	0	8	0	7	0	0	0	2	3	3	0	4	4
2	Foreign Affairs	M	147												20			21	
		F	9	416	21	4	101	150	0	74	1	5	0	222	3	0	16	5	51
1		F	11	0	0	0	0	2	0	0	0	0	0	5	0	0	0	3	1
3	Health	M	414	117													38		
		F	3	9	553	22	384	280	287	287	60	243	22	169	38	1	6	85	147
																	30		
1		F	737	95	152	0	30	9	14	12	2	29	0	13	1	0	8	3	69
4	Housing & Works	M	273																
		F	6	451	119	12	23	906	5	365	10	56	3	463	24	0	31	73	195
1	Industries &	F	17	1	0	0	0	9	0	2	0	2	0	1	0	0	1	0	1
5	Production	M																	
		F	558	115	54	3	17	40	6	76	3	16	3	63	33	2	33	60	34
1	Information &	F	20	0	0	0	0	1	0	5	0	4	0	2	1	2	4	1	0
6	Broadcasting	M	113													3			
		F	4	256	66	25	112	141	5	109	2	20	29	92	65	3	21	79	79
1	Information	F	24	6	0	0	0	1	0	5	0	0	0	4	2	0	0	1	5
7	Technology &	M																	
	Telecommunication	F	189	44	7	0	15	12	1	10	0	2	16	15	6	0	20	19	22
s		F	5	2	0	0	0	0	0	1	0	0	0	1	0	0	0	1	0
1		M	990					455		149		102					61		
8	Interior	F	4	969	120	22	223	5	38	8	48	8	81	175	96	1	1	83	356
		F	385	9	0	1	1	229	1	46	0	60	0	7	0	0	20	1	10
1	Kashmir Affairs,	M	164	407		16		341		177	19	218	25		12	1	59		126
9	Northern Areas	F	80	3	821	0	720	4	504	2	3	5	1	307	0	3	4	92	1

	States & Territories	F	1	146	115	1	213	68	2	154	9	545	12	36	1	0	1	1	87
2	Regions	M																	
0	Labour, Manpower & Overseas	F	947	256	54	1	59	72	16	109	1	23	2	101	73	0	58	63	59
	Pakistanis	F	19	2	1	0	0	1	0	5	0	0	0	1	0	0	5	4	0
2	Law, Justice &	M	110															10	
1	Human Rights	F	8	356	86	5	68	132	9	142	29	3	46	46	32	1	2	8	43
		F	24	4	0	0	0	1	1	5	1	0	0	3	1	0	0	6	2
2	Local Government	M																	
2	& Rural	F	159	48	8	1	6	13	0	18	0	5	3	14	11	0	9	12	11
	Development	F	4	0	0	0	0	0	0	0	0	1	0	0	0	0	3	0	0
2	Minorities, Culture,	M	128																
3	Sports,	F	1	674	93	12	51	93	19	59	5	17	9	63	41	3	29	42	71
	Tourism and Youth																		
	Affairs	F	11	3	1	0	0	1	0	0	0	1	0	2	0	0	2	1	0
2		M																	
4	Narcotics Control	F	792	106	15	0	25	339	6	113	1	47	0	32	4	1	22	23	58
		F	4	0	0	0	0	1	0	1	0	0	0	1	0	0	0	1	0
2	Petroleum &	M																	
5	Natural Resources	F	928	325	49	45	45	74	8	144	0	38	4	53	27	2	16	49	49
		F	12	1	0	0	0	1	0	2	0	1	0	0	3	0	3	1	0
2	Parliamentary	M																	
6	Affairs	F	51	5	7	0	7	8	1	8	0	0	0	3	0	0	1	6	5
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	Planning &	M																	
7	Development	F	511	103	46	1	21	36	8	48	0	3	0	60	45	1	16	84	39
		F	20	0	1	0	0	0	0	0	0	0	0	1	4	1	1	12	0
2		M																	
8	Population Welfare	F	899	308	30	2	57	110	12	67	55	2	5	90	39	0	39	33	50
		F	87	9	0	0	0	20	0	7	25	0	0	18	0	0	5	1	2
2		M																	
9	Privatization	F	47	14	2	1	5	6	0	4	0	0	0	5	0	0	0	4	6
		F	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
3		M	859	169	123	73	778	112	130	378	15	222	31	466	23	5	10	28	
0	Railways	F	36	20	77	80	3	89	81	8	22	2	0	1	13	1	06	2	951

3 1	Religious Affairs, Zakat & Ushr	F	397	217	3	2	1	22	2	24	11	20	1	46	7	0	36	2	3
		M																	
		F	444	103	30	4	28	48	6	51	0	13	0	36	25	0	17	41	42
3 2	Revenue	F	5	3	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0
		M	220	301	417	13		155		233			11	243	11	8	20	26	
		F	72	3	3	64	863	0	56	3	37	453	42	5	09	6	74	9	915
3 3	Statistics	F	235	23	16	2	1	21	0	40	3	7	20	22	28	4	27	7	14
		M	163										14				25		
		F	9	182	49	9	41	96	17	101	4	64	8	545	52	2	0	41	38
3 4	Scientific & Technological Research	F	27	0	0	0	0	4	0	0	0	0	2	7	1	0	7	3	3
		M																	
		F	110	25	15	1	4	3	1	4	0	0	0	18	8	0	4	20	7
3 5	Water & Power	F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		M																	
		F	188	48	15	0	11	13	0	14	0	2	0	24	11	0	6	22	22
3 6	Women Development, Social Welfare & Special Education	F	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0
		M																	
		F	999	242	139	1	56	53	21	86	42	32	3	143	45	0	51	45	40
	Sub-Total	F	181	25	40	0	0	0	0	6	15	10	1	64	1	0	7	6	6
		M	217	384	247	95	120	333	149	245	21	115	26	135	52	5	98	42	978
		F	364	92	44	99	13	07	22	82	46	51	63	86	26	3	81	79	0
	<u>Constitutional Bodies / Others</u>	F	937																
		F	1	971	401	19	252	622	36	679	69	198	23	366	98	1	18	42	134
		F																	
3 7	President's Secretariat (Public)	M																	
		F	130	16	24	0	20	4	2	19	0	1	0	6	8	0	8	16	6
		F	4	1	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0

3	Secretariat	M																	
8	(Personal)	F	393	138	4	51	25	22	54	42	3	15	0	13	1	0	3	13	9
		F	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3	Prime Minister's	M																	
9	Secretariat (Public)	F	765	146	45	8	82	67	18	77	1	11	12	56	70	0	15	98	59
		F	6	2	0	0	0	1	0	0	0	0	0	0	1	0	0	2	0
	Prime Minister's																		
4	Secretariat	M																	
0	(Internal)	F	395	134	5	49	29	36	38	37	1	14	4	21	4	0	4	11	8
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4	National Assembly	M																	
1	Secretariat	F	647	92	59	2	58	95	2	100	0	16	0	55	38	0	5	62	63
		F	7	0	0	0	0	1	0	2	0	2	0	2	0	0	0	0	0
	Election																		
4	Commission of	M	147																
2	Pakistan	F	2	390	78	6	157	204	11	282	1	59	0	81	52	0	15	46	90
		F	6	0	0	0	0	1	0	3	0	0	0	1	0	0	0	1	0
	Federal Public																		
4	Service	M																	
3	Commission	F	391	64	28	5	16	37	3	48	0	0	16	54	43	0	21	36	20
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4	Supreme Court of	M																	
4	Pakistan	F	397	131	42	5	21	67	6	39	2	6	12	13	14	0	6	29	4
		F	3	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0
4	Wafaqi Mohtasib	M																	
5	(Ombudsman)'s	F	353	86	30	3	22	12	8	56	1	18	1	26	12	0	6	47	25
	Secretariat	F	8	0	1	0	0	2	0	1	0	0	0	3	0	0	0	1	0
Sub-Total		M	494	119		12									24			25	
		F	3	7	315	9	430	544	142	700	9	140	45	325	2	0	83	8	284
		F	35	5	1	0	0	5	1	6	0	2	0	6	2	0	1	6	0
<u>Provincial Governments</u>																			
4	Punjab	M																	
6	Government	F	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

4		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7	Sindh Government	F	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4	NWFP	M																
8	Government	F	6	0	0	0	0	0	0	0	0	0	0	3	1	0	0	1
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4	Balochistan	M																
9	Government	F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Azad, Jammu &																	
5	Kashmir	M																
0	Government	F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sub-Total		M																
		F	8	0	1	0	0	0	0	0	0	0	0	4	1	0	0	1
		F	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0
G. TOTAL															5			
		M	222	396	250	97	124	338	150	252	21	116	27	139	54	9	99	46
		F	315	89	60	28	43	51	64	82	55	91	08	15	69	3	64	38
			940									199	23		10	1	18	43
		F	6	976	402	19	252	627	37	685	69	0	0	372	0	7	55	0

**FEDERAL GOVERNMENT CIVIL SERVANTS WORKING IN FEDERAL
SECRETARIAT BY DIVISION AND BPS**

DIVISION /ORGANIZATION	BPS 1-22 Total	PERCENTAGE (%)	BPS 17-22 Total	BASIC PAY SCALE					
				17	18	19	20	21	22
1	2	3	4	5	6	7	8	9	10
1 Cabinet	598	4.32	82	33	31	10	5	3	0
2 Commerce	287	2.07	54	19	18	11	3	2	1
3 Communications	171	1.23	29	8	13	5	1	1	1
4 Defence	399	2.88	57	12	24	15	5	1	0
5 Defence Production	146	1.05	24	5	11	5	1	1	1
6 Economic Affairs	323	2.33	66	20	31	8	5	1	1
7 Education	408	2.95	102	31	36	24	7	3	1
8 Establishment	532	3.84	116	33	43	22	16	1	1
9 Environment	159	1.15	38	11	14	6	3	3	1
10 Finance	1031	7.44	173	58	71	25	11	8	0
11 Food, Agriculture & Livestock	1205	8.70	188	108	51	14	12	3	0
12 Foreign Affairs	1940	14.01	461	87	129	114	75	37	19
13 Health	207	1.49	44	16	17	7	2	1	1
14 Housing & Works	160	1.16	24	12	7	2	1	2	0
15 Industries & Production	279	2.01	48	20	18	7	3	0	0
16 Information & Broadcasting	201	1.45	37	17	11	6	2	0	1
17 Information Technology and Telecommunications	108	0.78	23	9	3	1	6	3	1
18 Interior	531	3.83	54	19	21	6	5	2	1
19 Kashmir Affairs, Northern Areas and States & Frontier Regions	166	1.20	32	8	12	7	3	1	1
20 Labour, Manpower & Overseas Pakistanis	279	2.01	50	22	14	8	5	0	1
21 Law, Justice & Human Rights	1242	8.97	134	52	30	7	35	10	0
22 Local Government and Rural Development	91	0.66	18	7	4	4	2	0	1
23 Minorities,Culture, Sports, Tourism & Youth Affairs	279	2.01	53	20	18	10	3	1	1
24 Narcotics Control	50	0.36	8	2	3	2	0	0	1
25 Petroleum & Natural Resources	269	1.94	59	16	24	12	6	0	1

DIVISION /ORGANIZATION	BFS 1-22 Total	PERCENTAGE (%)	BFS 17-22 Total	PERCENTAGE					
				17	18	19	20	21	22
1	2	3	4	5	6	7	8	9	10
26 Parliamentary Affairs	58	0.42	7	0	4	1	1	0	1
27 Planning & Development	670	4.84	159	32	68	30	21	5	3
28 Population Welfare	1059	7.65	160	76	50	29	3	1	1
29 Privatization	0	0	0	0	0	0	0	0	0
30 Railways	288	2.08	32	10	12	6	2	1	1
31 Religious Affairs, Zakat & Ushr	287	2.07	49	21	18	5	4	0	1
32 Revenue	0	0	0	0	0	0	0	0	0
33 Statistics	65	0.47	10	4	2	1	2	0	1
Scientific & Technological									
34 Research	138	1.00	28	7	10	7	3	0	1
35 Water & Power	89	0.64	21	9	5	4	1	1	1
36 Women Development, Social Welfare & Special Education	137	0.99	29	12	10	3	2	2	0
Sub-Total	13852	100	2469	816	833	424	256	94	46
G.Total	13852	100	2469	816	833	424	256	94	46

**TABLE
9**

**FEDERAL GOVERNMENT CIVIL SERVANTS WORKING IN FEDERAL
SECRETARIAT BY DIVISION AND BPS**

DIVISION / ORGANIZATION AND PROVINCIAL GOVERNMENT	BPS 1-16 Total	BASIC PAY SCALE															
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
1 Cabinet	516	97	41	17	34	63	31	44	6	4	3	41	48	1	14	46	26
2 Commerce	233	44	27	1	4	18	1	21	0	3	0	31	22	0	10	39	12
3 Communications	142	38	15	2	6	10	1	12	0	1	1	19	2	0	7	20	8
4 Defence	342	89	28	2	18	33	3	36	0	5	1	37	24	0	18	38	10
5 Defence Production	122	38	7	1	6	9	4	6	1	0	3	13	9	0	5	13	7
6 Economic Affairs	257	48	18	0	7	9	1	22	0	3	3	51	30	0	18	35	12
7 Education	306	74	23	2	16	2	0	16	0	3	1	52	46	0	17	41	13
8 Establishment	416	108	27	1	10	27	3	24	0	2	0	72	39	0	22	57	24
9 Environment	121	29	6	1	2	16	3	8	0	1	0	16	14	0	2	14	9
10 Finance	858	203	75	10	21	45	4	73	0	13	3	137	72	0	47	108	47
11 Food, Agriculture & Livestock	1017	266	76	3	46	124	9	127	0	13	16	105	50	43	27	63	95
12 Foreign Affairs	1479	416	21	4	1	150	0	74	1	5	0	222	3	0	16	215	1
13 Health	163	26	12	1	6	21	0	20	0	0	3	28	6	0	7	26	7
14 Housing & Works Industries & Production	136	33	7	0	6	14	2	17	0	1	0	17	12	0	5	17	51
15 Information & Broadcasting	231	44	29	2	4	8	4	20	0	5	0	29	23	0	21	31	11
16	164	32	6	0	5	15	0	12	0	0	0	24	24	0	9	26	1

7	Technology and Telecommunications	85	26	6	0	8	9	0	4	0	1	0	9	1	0	3	13	5
1																		1
8	Interior	477	140	44	2	33	31	1	71	0	13	5	49	25	0	15	34	4
1	Kashmir Affairs,																	
9	Northern Areas and States & Frontier Regions	134	14	18	0	3	15	0	17	0	3	0	17	14	0	11	14	8
2	Labour, Manpower & Overseas	229	62	18	1	10	12	1	21	1	3	0	28	23	0	18	22	9
0	Pakistanis																	
2	Law, Justice & Human Rights	1108	356	86	5	68	132	9	142	29	3	46	46	32	1	2	108	4
1	Local Government and Rural Development	73	14	7	1	1	1	0	11	0	2	3	8	4	0	7	8	3
2	Minorities, Culture, Sports, Tourism & Youth Affairs	226	61	11	4	12	12	4	13	0	5	0	26	23	1	15	30	6
2																		
4	Narcotics Control	42	11	4	0	1	2	0	5	0	0	0	5	3	0	2	4	5
2	Petroleum & Natural Resources	210	65	12	0	8	13	1	19	0	2	0	23	18	0	13	23	1
5																		3
2	Parliamentary Affairs	51	5	7	0	7	8	1	8	0	0	0	3	0	0	1	6	5
6	Planning & Development	511	103	46	1	21	36	8	48	0	3	0	60	45	1	16	84	3
2																		9
8	Population Welfare	899	308	30	2	57	110	12	67	55	2	5	90	39	0	39	33	5
2																		0
9	Privatization	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3				11														1
0	Railways	256	22	3	5	8	7	1	18	0	3	0	27	16	0	8	17	1
3	Religious Affairs, Zakat & Ushr	238	49	17	3	7	29	1	25	0	2	0	23	19	0	9	30	2
1																		4
3	Revenue	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2																		
3	Statistics	55	16	5	1	1	5	0	6	0	1	0	5	3	0	3	6	3
3	Scientific & Technological Research	110	25	15	1	4	3	1	4	0	0	0	18	8	0	4	20	
4																		7

5	Water & Power	68	10	6	0	4	3	0	3	0	0	0	12	8	0	3	13	6
3	Development, Social																	1
6	Welfare & Special Education	108	16	17	1	7	3	2	13	0	2	1	7	7	0	8	13	1
	Sub-Total	1138 3	288 8	88 0	74	55 2	995	108	1027	93	10 4	94	135 0	91 2	47	42 2	126 7	5 7 0
	<u>Constitutional Bodies / Others</u>																	
3	President's																	
7	Secretariat (Public)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3	President's																	
8	Secretariat (Personal)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3	Prime Minister's																	
9	Secretariat (Public)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4	Prime Minister's																	
0	Secretariat (Internal)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4	National Assembly																	
1	Secretariat	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4	Election Commission																	
2	of Pakistan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4	Federal Public																	
3	Service Commission	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4	Supreme Court of																	
4	Pakistan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4	Wafaqi Mohtasib																	
5	(Ombudsman)'s	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Secretariat																	
	Sub-Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0
	<u>Provincial Governments</u>																	
4																		
6	Punjab Government	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4																		
7	Sindh Government	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4																		
8	NWFP Government	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

9 Government																	
5 Azad, Jammu & 0 Kashmir Government	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sub-Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G. TOTAL	1138 3	288 8	88 0	74	55 2	995	108	1027	93	10 4	94	135 0	91 2	47	42 2	126 7	5 7 0

TABLE-10
**FEDERAL GOVERNMENT CIVIL SERVANTS WORKING IN ATTACHED DEPARTMENTS/
SUB-ORDINATE OFFICES BY DIVISION AND BPS**

DIVISION /ORGANIZATION	BPS 1-22 Total	PERCENTAGE (%)	BPS 17-22 Total	BASIC PAY SCALE					
				17	18	19	20	21	22
1	2	3	4	5	6	7	8	9	10
1 Cabinet	425	0.20	28	14	5	5	3	0	1
2 Commerce	491	0.23	86	35	27	17	6	1	0
3 Communications	26762	12.48	282	142	77	46	14	3	0
4 Defence	17429	8.13	998	667	248	79	3	1	0
5 Defence Production	0	0	0	0	0	0	0	0	0
6 Economic Affairs	0	0	0	0	0	0	0	0	0
7 Education	7257	3.38	959	537	298	117	7	0	0
8 Establishment	445	0.21	32	10	16	4	2	0	0
9 Environment	634	0.30	55	21	25	7	2	0	0
10 Finance	7345	3.42	588	415	131	20	15	4	3
11 Food, Agriculture & Livestock	572	0.27	56	22	25	7	2	0	0
12 Foreign Affairs	0	0	0	0	0	0	0	0	0
13 Health	4714	2.20	736	346	283	76	26	5	0
14 Housing & Works	2959	1.38	362	246	97	17	1	1	0
15 Industries & Production	372	0.17	45	18	14	6	5	1	1
16 Information & Broadcasting	1078	0.50	108	58	35	12	3	0	0
17 Information Technology and Telecommunications	113	0.05	26	7	14	3	1	1	0
18 Interior	9674	4.51	250	152	63	19	11	5	0
19 Kashmir Affairs, Northern Areas and States & Frontier Regions	17292	8.06	946	641	236	59	7	3	0
20 Labour, Manpower & Overseas Pakistanis	866	0.40	153	81	46	20	5	0	1

22	Local Government and Rural Development	103	0.05	17	6	6	4	1	0	0
23	Minorities, Culture, Sports, Tourism & Youth Affairs	1112	0.52	57	35	18	3	1	0	0
24	Narcotics Control	788	0.37	38	25	11	0	2	0	0
25	Petroleum & Natural Resources	881	0.41	163	106	40	13	4	0	0
26	Parliamentary Affairs	0	0	0	0	0	0	0	0	0
27	Planning & Development	0	0	0	0	0	0	0	0	0
28	Population Welfare	0	0	0	0	0	0	0	0	0
29	Privatization	0	0	0	0	0	0	0	0	0
30	Railways	86508	40.34	828	422	250	100	46	9	1
31	Religious Affairs, Zakat & Ushr	239	0.11	33	19	7	5	1	1	0
32	Revenue	23203	10.82	1131	485	324	215	83	22	2
33	Statistics	1978	0.92	394	288	77	18	8	3	0
34	Scientific & Technological Research	0	0	0	0	0	0	0	0	0
35	Water & Power	138	0.06	18	4	6	5	2	1	0
36	Women Development, Social Welfare & Special Education	1090	0.51	220	179	29	11	0	0	1
Sub-Total		214468	100	8609	4981	2408	888	261	61	10
G.Total		214468	100	8609	4981	2408	888	261	61	10

**TABLE
11**

**FEDERAL GOVERNMENT CIVIL SERVANTS WORKING IN
ATTACHED DEPARTMENTS /
SUB-ORDINATE OFFICES BY
DIVISION AND BPS**

DIVISION / ORGANIZATION AND PROVINCIAL GOVERNMENT	BPS 1-16 Total	BASIC PAY SCALE															
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
1 Cabinet	397	160	20	2	11	33	1	78	3	10	13	15	6	4	4	15	22
2 Commerce	405	92	34	1	12	32	2	89	0	18	6	21	20	4	15	10	49
	264	149	413	38		524		938		106		13			10	19	94
3 Communications	80	0	4	0	800	7	641	8	79	3	95	871	4	10	05	4	9
	164	226				347		230		259	23		14	11	19	19	19
4 Defence	31	5	698	54	89	4	62	6	20	7	1	328	6	7	40	9	05
5 Defence Production	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6 Economic Affairs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	629	148								114	16				11	43	11
7 Education	8	7	187	2	41	196	16	228	2	1	8	46	15	3	50	2	84
8 Establishment	413	160	17	1	21	18	4	71	0	9	0	34	7	0	11	11	49
9 Environment	579	336	20	3	17	51	4	42	1	16	9	24	11	3	2	16	24
1	675	111										181			24	10	68
0 Finance	7	3	333	41	87	411	15	660	18	149	33	0	95	10	8	52	2
1 Food, Agriculture &																	14
1 Livestock	516	124	9	0	40	54	10	49	3	21	0	24	15	1	4	20	2
1																	
2 Foreign Affairs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1	397	115													37		14
3 Health	8	2	541	21	378	258	287	267	60	243	19	141	32	1	9	59	0
1	259																18
4 Housing & Works	7	418	112	12	17	892	3	348	10	55	3	445	12	0	26	56	8
1 Industries &																	
5 Production	327	71	25	1	13	32	2	56	3	11	3	34	10	2	12	29	23
1 Information &																	
6 Broadcasting	970	224	60	25	107	126	5	97	2	20	29	68	41	33	12	53	68
1 Information	87	15	1	0	4	3	1	5	0	1	16	4	5	0	17	4	11

1	Telecommunications	942					452		142		101					59		34
8	Interior	4	829	76	20	190	4	37	7	48	5	76	125	71	1	6	47	2
1	Kashmir Affairs,	163	405		16		339		175	19	218	25	10			58		12
9	Northern Areas and States & Frontier Regions	46	9	803	0	717	9	504	5	3	2	1	290	6	13	3	78	53
2	Labour, Manpower & Overseas	713	194	35	0	49	59	15	87	0	19	2	73	50	0	40	41	49
2	Pakistanis																	
2	Law, Justice & Human Rights	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	Local Government and Rural	86	34	1	0	5	12	0	7	0	3	0	6	7	0	2	4	5
2	Development																	
2	Minorities, Culture,	105																
3	Sports, Tourism & Youth Affairs	5	613	82	8	39	81	15	46	5	12	9	37	18	2	14	12	62
2																		
4	Narcotics Control	750	95	11	0	24	337	6	108	1	47	0	27	1	1	20	19	53
2	Petroleum & Natural																	
5	Resources	718	260	37	45	37	61	7	125	0	36	4	30	9	2	3	26	36
2																		
6	Parliamentary Affairs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	Planning &																	
7	Development	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2																		
8	Population Welfare	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2																		
9	Privatization	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3		856	168	122	73	777	112	130	377	15	221	31	463	22		99	26	94
0	Railways	80	98	64	75	5	82	80	0	22	9	0	4	97	51	8	5	0
3	Religious Affairs,																	
1	Zakat & Ushr	206	54	13	1	21	19	5	26	0	11	0	13	6	0	8	11	18
3		220	301	417	13		155		233			11	243	11	28	20	26	91
2	Revenue	72	3	3	64	863	0	56	3	37	453	42	5	09	6	74	9	5
3		158										14				24		
3	Statistics	4	166	44	8	40	91	17	95	4	63	8	540	49	2	7	35	35
	Scientific &																	
3	Technological																	
4	Research	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

5	Water & Power	120	38	9	0	7	10	0	11	0	2	0	12	3	0	3	9	16
3	Women Development,																	
6	Social Welfare & Special Education	870	220	121	0	47	48	19	72	42	30	2	133	35	0	43	31	27
	Sub-Total	205	355	238	95	114	323	148	235	20	114	25	122	43	54	94	29	91
		859	80	60	24	51	00	14	46	53	46	69	20	10	6	56	97	87
	<u>Constitutional Bodies / Others</u>																	
3	President's																	
7	Secretariat (Public)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3	President's																	
8	Secretariat (Personal)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3	Prime Minister's																	
9	Secretariat (Public)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4	Prime Minister's																	
0	Secretariat (Internal)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4	National Assembly																	
1	Secretariat	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4	Election Commission																	
2	of Pakistan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4	Federal Public																	
3	Service Commission	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4	Supreme Court of																	
4	Pakistan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4	Wafaqi Mohtasib																	
5	(Ombudsman)'s	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Secretariat																	
	Sub-Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0
	<u>Provincial Governments</u>																	
4																		
6	Punjab Government	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4																		
7	Sindh Government	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4																		
8	NWFP Government	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4	Balochistan																	
9	Government	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5	Azad, Jammu &																	
0	Kashmir Government	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sub-Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	G. Total	205859	35580	23860	9524	11451	32300	14814	23546	2053	11446	2569	12220	4310	546	9456	2997	9187

TABLE-12 FEDERAL GOVERNMENT CIVIL SERVANTS WORKING ON DEPUTATION TO AUTONOMOUS /SEMI- AUTONOMOUS BODIES/ CORPORATIONS UNDER VARIOUS DIVISIONS BY BPS									
DIVISION /ORGANIZATION	BPS 1-22 Total	PERCENTAGE (%)	BPS 17-22 Total	BASIC PAY SCALE					
				17	18	19	20	21	22
1	2	3	4	5	6	7	8	9	10
1 Cabinet	25	6.85	15	2	6	5	2	0	0
2 Commerce	16	4.38	16	1	0	3	5	5	2
3 Communications	28	7.67	21	8	7	4	1	1	0
4 Defence	7	1.92	5	0	1	2	2	0	0
5 Defence Production	0	0	0	0	0	0	0	0	0
6 Economic Affairs	0	0	0	0	0	0	0	0	0
7 Education	19	5.21	16	3	5	3	5	0	0
8 Establishment	38	10.41	37	11	5	6	9	5	1
9 Environment	0	0	0	0	0	0	0	0	0
10 Finance	9	2.47	8	1	1	2	0	3	1
11 Food, Agriculture & Livestock	5	1.37	5	2	0	2	1	0	0
12 Foreign Affairs	3	0.82	3	0	0	2	0	0	1
13 Health	5	1.37	3	0	1	2	0	0	0
14 Housing & Works	5	1.37	2	0	1	0	0	1	0
15 Industries & Production	7	1.92	7	1	1	4	1	0	0
16 Information & Broadcasting	6	1.64	6	1	0	2	3	0	0
17 Information Technology and Telecommunications	42	11.51	25	10	7	5	2	1	0
18 Interior	15	4.12	12	5	1	3	2	1	0
19 Kashmir Affairs, Northern Areas and States & Frontier Regions	0	0	0	0	0	0	0	0	0
20 Labour, Manpower & Overseas Pakistanis	10	2.74	5	0	1	1	1	2	0
21 Law, Justice & Human Rights	0	0	0	0	0	0	0	0	0
22 Local Government and Rural Development	0	0	0	0	0	0	0	0	0
23 Minorities,Culture, Sports, Tourism & Youth Affairs	10	2.74	10	0	1	5	2	2	0
24 Narcotics Control	0	0	0	0	0	0	0	0	0
25 Petroleum & Natural Resources	1	0.27	1	0	0	1	0	0	0

DIVISION / ORGANIZATION	BPS 1-22 Total	PERCENTAGE (%)	BPS 17-22 Total	BASIC PAY SCALE					
				17	18	19	20	21	22
1	2	3	4	5	6	7	8	9	10
26 Parliamentary Affairs	0	0	0	0	0	0	0	0	0
27 Planning & Development	0	0	0	0	0	0	0	0	0
28 Population Welfare	0	0	0	0	0	0	0	0	0
29 Privatization	61	16.71	14	1	7	2	1	3	0
30 Railways	1	0.27	1	0	0	1	0	0	0
31 Religious Affairs, Zakat & Ushr	0	0	0	0	0	0	0	0	0
32 Revenue	0	0	0	0	0	0	0	0	0
33 Statistics	0	0	0	0	0	0	0	0	0
34 Scientific & Technological Research	8	2.19	8	1	1	2	3	1	0
35 Water & Power	11	3.01	11	0	2	3	6	0	0
36 Women Development, Social Welfare & Special Education	33	9.04	12	4	2	5	1	0	0
Sub-Total	365	100	243	51	50	65	47	25	5
G. Total	365	100	243	51	50	65	47	25	5

TABLE-13
FEDERAL GOVERNMENT CIVIL SERVANTS WORKING ON DEPUTATION
TO AUTONOMOUS /SEMI-AUTONOMOUS BODIES /
CORPORATIONS UNDER VARIOUS
DIVISIONS BY BPS

DIVISION / ORGANIZATION	BPS 1-16 Total	BASIC PAY SCALE														
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1 Cabinet	10	0	0	0	0	2	0	2	0	0	0	0	0	0	2	2
2 Commerce	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3 Communications	7	0	0	0	0	0	0	0	0	0	0	3	0	0	0	2
4 Defence	2	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1
5 Defence Production	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6 Economic Affairs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7 Education	3	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
8 Establishment	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1

9	Environment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1																		
0	Finance	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
1																		
1	Food, Agriculture & Livestock	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1																		
2	Foreign Affairs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1																		
3	Health	2	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
1																		
4	Housing & Works	3	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	2
1																		
5	Industries & Production	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1																		
6	Information & Broadcasting	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1																		
7	Information Technology and Telecommunications	17	3	0	0	3	0	0	1	0	0	0	2	0	0	0	2	6
1																		
8	Interior	3	0	0	0	0	0	0	0	0	0	0	1	0	0	0	2	0
1																		
9	Kashmir Affairs, Northern Areas and States & Frontier Regions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2																		
0	Labour, Manpower & Overseas Pakistanis	5	0	1	0	0	1	0	1	0	1	0	0	0	0	0	0	1
2																		
1	Law, Justice & Human Rights	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2																		
2	Local Government and Rural Development	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	Minorities, Culture, Sports, Tourism &	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3	Youth Affairs																	
2																		
4	Narcotics Control	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2																		
5	Petroleum & Natural Resources	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2																		
6	Parliamentary Affairs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2																		
7	Planning & Development	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

8	Population Welfare	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2																	
9	Privatization	47	14	2	1	5	6	0	4	0	0	0	5	0	0	0	4
3																	
0	Railways	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3																	
1	Religious Affairs, Zakat & Ushr	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3																	
2	Revenue	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3																	
3	Statistics	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3																	
4	Scientific & Technological Research	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3																	
5	Water & Power	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3	Women Development, Social																
6	Welfare & Special Education	21	6	1	0	2	2	0	1	0	0	0	3	3	0	0	1
	Sub-Total	122	24	4	1	10	12	0	9	0	1	0	16	4	0	3	1
	G. Total	122	24	4	1	10	12	0	9	0	1	0	16	4	0	3	1

		TABLE-14						
		FEDERAL GOVERNMENT CIVIL SERVANTS BY DESIGNATION AND BPS						
DESIGNATION	BPS 17-22 Total	BASIC PAY SCALE						
		17	18	19	20	21	22	
1	2	3	4	5	6	7	8	
1 Accountant General	1	0	0	0	0	1	0	
2 Accounts Officer	259	188	68	3	0	0	0	
3 Additional Accountant General	4	0	0	0	4	0	0	
4 Additional Secretary	70	0	0	34	0	36	0	
5 Administrative Officer	34	31	2	1	0	0	0	
6 Agriculture Census Commissioner	1	0	0	1	0	0	0	
7 Assistant Accountant General	31	28	3	0	0	0	0	
8 Assistant Agriculture Census Commissioner	7	7	0	0	0	0	0	
9 Assistant Auditor General	8	2	5	1	0	0	0	
10 Assistant Chief	101	12	89	0	0	0	0	
11 Assistant Chief Controller	2	1	1	0	0	0	0	
12 Assistant Collector	109	107	1	1	0	0	0	
13 Assistant Commissioner	41	41	0	0	0	0	0	
14 Assistant Commissioner (I.T)	166	156	4	6	0	0	0	
15 Assistant Director	740	680	60	0	0	0	0	
16 Assistant Educational Advisor	22	1	21	0	0	0	0	
17 Assistant Engineer	22	20	2	0	0	0	0	
18 Assistant Financial Advisor (AFA)	27	13	14	0	0	0	0	
19 Assistant Meteorologist	48	46	2	0	0	0	0	
20 Assistant Professor	277	1	269	7	0	0	0	
21 Assistant Programmer	12	12	0	0	0	0	0	
22 Assistant Secretary	16	4	12	0	0	0	0	
23 Assistant Security Officer	13	12	1	0	0	0	0	
24 Assistant Superintendent (Police)	20	20	0	0	0	0	0	
25 Associate Physician	9	0	9	0	0	0	0	
26 Associate Professor	81	0	9	72	0	0	0	
27 Associate Surgeon	13	0	12	1	0	0	0	
28 Ambassador (Diplomatic)	50	0	1	0	20	19	10	
29 Auditor General	3	0	0	0	1	2	0	
30 Chief	27	0	0	0	26	1	0	
31 Chief Accounts Officer	15	3	11	0	1	0	0	
32 Chief Controller	2	0	1	1	0	0	0	
			70					

DESIGNATION		BPS 17-22 Total	BASIC PAY SCALE					
			17	18	19	20	21	22
	1	2	3	4	5	6	7	8
33	Chief Engineer	4	0	0	3	1	0	0
34	Chief Programmer	1	0	0	1	0	0	0
35	Chief Statistical Officer	37	0	37	0	0	0	0
36	Collector	23	0	0	3	20	0	0
37	Commissioner	6	0	0	0	6	0	0
38	Commissioner (Income Tax)	38	0	0	4	31	3	0
39	Computer Operator	6	6	0	0	0	0	0
40	Counsellor (Diplomatic)	51	0	1	48	2	0	0
41	Controller	5	0	1	2	2	0	0
42	Data Processing Officer	19	17	2	0	0	0	0
43	Deputy Accountant General	12	2	10	0	0	0	0
44	Deputy Agriculture Census Commissioner	4	0	4	0	0	0	0
45	Deputy Auditor General	1	0	0	1	0	0	0
46	Deputy Chief	44	0	2	41	1	0	0
47	Deputy Chief Controller	3	2	1	0	0	0	0
48	Deputy Collector	95	4	91	0	0	0	0
49	Deputy Commissioner	37	0	35	2	0	0	0
50	Deputy Controller	19	5	14	0	0	0	0
51	Deputy Director General	26	0	7	7	12	0	0
52	Deputy Director	573	0	530	43	0	0	0
53	Deputy Educational Advisor	7	0	0	7	0	0	0
54	Deputy Financial Advisor	9	0	0	9	0	0	0
55	Deputy Inspector General (Police)	40	0	0	12	28	0	0
56	Deputy Secretary	204	0	32	172	0	0	0
57	Director General	135	0	0	0	111	21	3
58	Director	365	0	0	318	46	1	0
59	Director (Statistics)	3	0	0	2	1	0	0
60	Divisional Engineer	10	0	10	0	0	0	0
61	Electrical Engineer	59	12	46	1	0	0	0
62	Executive Engineer	58	3	55	0	0	0	0
63	Financial Advisor	2	0	0	0	1	1	0
64	First Secretary	38	0	35	3	0	0	0
65	Income Tax Officer	2	0	2	0	0	0	0
66	Inspector General (Police)	6	0	0	0	1	4	1
67	Joint Agriculture Census Commissioner	3	0	1	2	0	0	0
			71					

		17-22 Total						
			17	18	19	20	21	22
	1	2	3	4	5	6	7	8
68	Joint Director	37	0	16	20	1	0	0
69	Joint Educational Advisor	3	0	0	1	2	0	0
70	Joint Secretary	108	0	0	0	104	4	0
71	Lecturer	487	485	2	0	0	0	0
72	Mechanical Engineer	11	6	4	1	0	0	0
73	Medical Officer	408	271	137	0	0	0	0
74	Meteorologist	6	0	1	2	2	1	0
75	Minister (Diplomatic)	14	0	0	1	13	0	0
76	Physician	7	0	0	7	0	0	0
77	Principal	186	17	52	108	6	3	0
78	Principal Secretary	10	0	5	3	1	0	1
79	Private Secretary	236	161	73	2	0	0	0
80	Professor	6	0	0	2	4	0	0
81	Programmer	44	39	5	0	0	0	0
82	Research Officer	96	93	3	0	0	0	0
83	Second Secretary	62	6	56	0	0	0	0
84	Section Officer	579	273	306	0	0	0	0
85	Secretary	77	0	0	0	33	5	39
86	Security Officer	84	59	25	0	0	0	0
87	Senior Joint Secretary	9	0	0	0	0	9	0
88	Senior Meteorologist	7	0	6	1	0	0	0
89	Senior Research Officer	27	13	12	2	0	0	0
90	Senior Statistician / Senior Statistical Officer	2	0	2	0	0	0	0
91	Senior Superintendent (Police)	37	0	11	25	1	0	0
92	Statistical Officer	220	218	2	0	0	0	0
93	Superintendent Engineer	20	0	0	20	0	0	0
94	Superintendent (Police)	26	0	25	1	0	0	0
95	Surgeon	14	0	0	12	2	0	0
96	System Analyst	24	0	24	0	0	0	0
97	Third Secretary	38	32	3	2	1	0	0
98	Vice Principal	74	24	48	0	2	0	0
99	Others	5483	3170	1283	663	254	100	13
	TOTAL	12618	6303	3614	1682	741	211	67

**TABLE-
15
FEDERAL GOVERNMENT CIVIL SERVANTS BY
DESIGNATION AND BPS**

DESIGNATION	BPS 1-16 Total	BASIC PAY SCALE															
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
1 Accounts Officer	104	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	104
2 Accountant Administrative	258	0	0	0	0	0	0	0	25	21	7	130	5	2	2	35	31
3 Officer	83	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	83
4 Appraiser Assistant	147	0	0	0	0	0	0	0	0	0	0	8	0	1	0	3	5
5 Accounts Officer Assistant Income	196	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	196
6 Tax Officer Assistant	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
7 Engineer Assistant	16	0	0	0	0	0	0	0	0	0	0	0	0	0	1	4	11
8 Incharge	82	0	0	0	0	0	0	0	0	0	0	0	0	0	0	81	1
9 Assistant	348	0	0	0	0	0	0	0	0	0	0	267	0	0	0	76	13
10 Audit Assistant	6	0	0	0	0	0	0	0	0	0	0	9	33	0	0	1	0
11 Auditor	21	0	0	0	0	0	0	0	0	0	0	19	0	0	0	2	0
12 Assistant Field Coordinator	467	0	0	0	0	0	0	14	3	2	0	7	0	0	7	0	4
13 Assistant Sub- Inspector	2	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
14 Cashier	239	0	0	0	0	0	0	0	0	193	0	3	451	0	1	5	0
15 Cataloguer	0	0	0	0	0	0	0	0	0	0	3	1	0	1	22	7	33
16	106	0	0	0	0	0	0	72	1	22	0	3	0	0	5	0	3
17	68	0	0	0	0	0	0	0	0	1	3	1	0	1	22	7	33

6	Assistant	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	4
1		317	306															
7	Chowkidar	3	4	79	21	9	0	0	0	0	0	0	0	0	0	0	0	0
1																		
8	Cleaner	418	398	15	5	0	0	0	0	0	0	0	0	0	0	0	0	0
1	Computer																	
9	Operator	92	0	0	0	0	0	0	5	0	7	14	4	6	0	12	4	40
2																		
0	Co-ordinator	2	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0
2																		
1	Compounder	95	0	0	0	0	3	14	0	77	1	0	0	0	0	0	0	0
2		661		179	57		416											
2	Constable	6	0	5	4	0	4	10	67	0	6	0	0	0	0	0	0	0
2																		
3	Cypher Assistant	7	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	4
2		142		133														
4	Daftry	7	0	2	95	0	0	0	0	0	0	0	0	0	0	0	0	0
2	Data Processing																	
5	Officer	8	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	2
2														10				
6	Data Coder	123	0	0	0	0	0	0	18	1	0	0	1	2	0	1	0	0
2	Data Processing																	
7	Supervisor	51	0	0	0	0	0	0	0	0	0	7	0	3	0	29	1	11
2																		
8	Despatch Rider	333	0	0	0	234	37	29	33	0	0	0	0	0	0	0	0	0
2																		
9	Dispenser	297	0	0	0	0	5	175	50	56	1	2	1	0	0	5	0	2
3																		
0	Draftsman	142	0	0	0	0	0	0	0	0	0	0	123	4	1	2	2	10
3		475				305												
1	Driver	6	0	0	0	1	338	290	627	8	8	1	431	0	0	2	0	0
3	Duplicating																	
2	Machine Operator	224	0	0	0	137	82	0	3	0	0	2	0	0	0	0	0	0
3	Electronic																	
3	Assistant	10	0	0	0	0	0	0	0	0	0		1	0	8	1	0	0
3																		
4	Electrician	91	0	0	0	0	46	7	6	0	31	0	1	0	0	0	0	0
3																		
5	Enumerator	4	0	0	0	0	1	0	1	0	0	0	1	0	0	0	0	1

63739404142484555	Examiner	100	0	0	0	0	0	0	0	0	0	0	82	5	0	4	0	9
73839404142484555	Field Assistant	61	0	0	0	0	17	0	29	0	5	5	4	0	0	1	0	0
83839404142484555	Field Investigator	6	0	0	0	0	0	0	1	0	0	0	2	0	0	2	0	1
9404142484555	Foreman	88	0	0	0	0	0	0	11	0	1	0	6	4	0	8	0	58
0404142484555	Frash	579	555	14	6	4	0	0	0	0	0	0	0	0	0	0	0	0
404142484555	Gestetner	24	0	0	0	11	3	0	2	0	1	0	4	0	0	1	0	2
1404142484555	Operator	201	0	0	19	112	0	0	652	2	30	0	5	0	0	0	0	0
2404142484555	Havaladar	4	0	0	0	14	1	0	0	23	110	12	102	40	6	1	7	5
404142484555	Head Clerk	169	3	0	0	0	0	0	0	0	0	0	0	1	6	1	7	5
3404142484555	Head Nurse	102	0	0	0	0	0	0	4	0	0	0	0	1	0	69	0	28
404142484555	Imam	10	0	0	0	0	5	0	1	0	1	0	1	0	0	0	0	2
5404142484555	Income Tax	152	0	0	0	0	0	0	0	0	0	0	3	0	0	12	0	137
6404142484555	Officer	329	2	0	0	0	0	0	0	0	0	0	179	51	8	30	6	659
7404142484555	Inspector	2	0	0	0	0	0	0	0	0	0	0	6	9	8	6	4	659
404142484555	Junior Auditor	721	0	0	0	0	430	1	285	0	0	3	2	0	0	0	0	0
8404142484555	Junior Statistical	7	0	0	0	0	7	0	0	0	0	0	0	0	0	0	0	0
9404142484555	Clerk	487	0	0	0	0	0	0	0	0	0	47	8	4	3	0	2	0
50404142484555	Key Punch	109	0	0	0	0	16	0	4	0	77	5	3	1	0	1	0	2
10404142484555	Operator	373	0	0	0	0	63	9	183	0	28	72	13	2	0	2	1	0
51404142484555	Khateeb	303	55	229	4	0	5	0	6	0	1	3	0	0	0	0	0	0
55404142484555	Laboratory	66	0	0	0	0	0	0	0	0	57	0	9	0	0	0	0	0
25404142484555	Assistant	42	0	0	0	0	0	0	0	0	2	0	9	0	0	4	12	15
55404142484555	Laboratory																	
35404142484555	Attendent																	
55404142484555	Lady Health																	
45404142484555	Visitor																	
55404142484555	Librarian																	

6	Lineman	52	0	0	0	28	2	9	2	0	1	5	1	0	0	2	2	0
5	Lower Division	110					934		170									
7	Clerk	67	0	0	0	0	1	24	2	0	0	0	0	0	0	0	0	0
5		141	126															
8	Mali	5	1	33	90	6	16	1	8	0	0	0	0	0	0	0	0	0
5	Mechanical																	
9	Assistant	13	0	0	0	0	7	0	0	0	0	0	2	0	0	0	1	3
6																		
0	Messenger	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6																		
1	Mechanic	62	0	0	0	0	20	33	0	1	3	1	1	1	0	0	0	2
6	Meteorological																	
2	Assistant	94	0	0	0	0	0	0	2	0	0	0	0	90	2	0	0	0
6		186	165	197														
3	Naib Quasid	48	68	9	64	37	0	0	0	0	0	0	0	0	0	0	0	0
6																		
4	Observer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6																		
5	Oversear	91	0	0	0	0	0	83	0	1	0	0	3	0	0	0	0	4
6																		
6	Packer	519	44	417	36	16	4	1	1	0	0	0	0	0	0	0	0	0
6	Professional														6			
7	Assistant	73	0	0	0	0	0	0	0	0	0	0	1	1	8	0	0	3
6																		
8	Proof Reader	13	0	0	0	0	0	0	0	0	0	0	6	0	1	0	4	2
6																		
9	Quasid	390	0	306	75	6	2	0	1	0	0	0	0	0	0	0	0	0
7																		
0	Radio Mechanic	43	0	0	0	0	0	0	39	0	1	0	0	0	0	1	2	0
7																		
1	Receptionist	97	0	0	0	0	81	0	7	0	3	0	2	0	0	3	1	0
7																		
2	Record Keeper	57	0	0	1	1	11	6	5	0	30	0	2	0	0	0	1	0
7																		
3	Record Sorter	59	0	44	3	3	6	1	0	0	2	0	0	0	0	0	0	0
7	Research																	
4	Assistant	15	0	0	0	0	0	0	0	0	0	0	4	0	7	4	0	0
7																		
5	Runner	830	17	750	11	46	6	0	0	0	0	0	0	0	0	0	0	0

6	Security Officer	11	0	0	0	0	0	0	0	0	0	0	3	1	0	0	1	6
7		411					277		102									
7	Security Guard	6	267	31	0	3	8	3	8	2	4	0	0	0	0	0	0	0
7		323											194				97	
8	Senior Auditor	4	0	0	0	0	0	0	0	0	21	1	3	8	4	35	6	246
7																		
9	Senior Observer	255	0	0	0	0	0	0	233	0	3	3	3	1	0	1	3	8
8		156							132									
0	Sorter	6	0	7	21	34	4	69	9	1	101	0	0	0	0	0	0	0
8	Statistical															20		
1	Assistant	660	0	0	0	0	0	0	0	0	0	0	450	0	0	5	5	0
8																		
2	Staff Car Driver	455	0	0	0	217	44	126	66	0	0	0	0	0	0	1	1	0
8																		
3	Staff Nurse	49	0	0	0	0	0	0	0	0	0	0	0	0	0	27	18	4
8																		
4	Statistical Clerk	8	0	0	0	0	0	0	8	0	0	0	0	0	0	0	0	0
8		210															14	
5	Stenographer	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	97	604
8		345												25		91		
6	Stenotypist	9	0	0	0	0	0	0	0	0	0	0	0	06	9	3	31	0
8																		
7	Store Keeper	173	0	0	0	0	20	63	49	2	11	3	7	0	2	15	1	0
8		162														15		
8	Sub Inspector	3	0	0	0	0	0	0	0	0	25	16	11	1	0	64	1	5
8																		
9	Superintendent	704	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	704
9		115								10		78						
0	Supervisor	9	0	0	0	0	20	39	35	4	70	4	57	22	9	9	5	5
9		981									336	44			1	23	45	239
1	Teacher	5	0	0	0	0	0	0	654	3	4	0	88	26	4	78	7	1
9	Teleprinter																	
2	Supervisor	28	0	0	0	0	0	0	11	0	16	0	0	1	0	0	0	0
9	Telephone																	
3	Operator	126	0	0	0	0	3	0	119	1	2	0	1	0	0	0	0	0
9	Teleprinter																	
4	Operator	76	0	0	0	0	7	0	63	1	3	0	0	0	0	2	0	0
9																		
5	Telex Operator	28	0	0	0	0	4	0	19	1	0	0	3	0	0	1	0	0

6	Typist	43	0	0	0	0	11	0	18	0	8	3	0	0	0	3	0	0
9	Upper Division	893							725		158							
7	Clerk	3	0	0	0	0	0	0	9	91	3	0	0	0	0	0	0	0
9																		
8	Warder	226	125	46	39	2	9	0	5	0	0	0	0	0	0	0	0	0
9																		
9	Others	114	173	179	84	858	151	140	105	17	409	72	450	17	5	37	70	460
		399	35	83	93	4	12	71	44	51	6	6	2	13	4	24	5	6
TOTAL		222	396	250	97	124	338	150	252	21	116	27	139	54	5	99	46	100
		315	89	60	28	43	51	64	82	55	91	08	15	69	3	64	38	65

TABLE-16
**FEDERAL GOVERNMENT CIVIL SERVANTS BY OCCUPATIONAL/
FUNCTIONAL GROUP AND BPS**

OCCUPATIONAL / FUNCTIONAL GROUP	SEX	BPS 17-22 Total	BASIC PAY SCALE					
			17	18	19	20	21	22
1	2	3	4	5	6	7	8	9
1 Accounts	MF	581	311	183	48	28	7	4
	F	6	3	1	1	1	0	0
2 Commerce & Trade	MF	107	39	34	20	12	2	0
	F	3	0	1	2	0	0	0
3 Customs & Excise	MF	331	131	80	77	35	7	1
	F	23	14	3	5	1	0	0
4 District Management	MF	464	59	84	150	131	28	12
	F	25	7	7	6	5	0	0
5 Economists & Planners	MF	228	75	112	22	14	3	2
	F	14	5	8	0	1	0	0
6 Foreign Service of Pakistan	MF	404	74	111	94	71	37	17
	F	39	5	9	7	16	2	0

	F	55	21	11	21	2	0	0
8 Information	MF	156	63	49	34	9	0	1
	F	25	11	6	6	2	0	0
9 Military Lands & Cantonment	MF	48	13	21	13	1	0	0
	F	2	1	0	1	0	0	0
10 Office Management	MF	644	289	326	24	3	1	1
	F	34	22	10	2	0	0	0
11 Police Service of Pakistan	MF	319	80	91	77	51	17	3
	F	1	0	1	0	0	0	0
12 Postal	MF	130	60	36	20	11	2	1
	F	7	3	3	1	0	0	0
13 Railways Commercial & Trade	MF	556	286	173	81	14	2	0
	F	2	2	0	0	0	0	0
14 Secretariat	MF	518	105	68	193	96	41	15
	F	27	10	4	10	3	0	0
15 Ex-Cadre	MF	7492	4489	2046	686	216	47	8
	F	1265	784	346	117	17	1	0
TOTAL	MF	12618	6303	3614	1682	741	211	67
	F	1528	888	410	179	48	3	0

TABLE-17
FEDERAL GOVERNMENT CIVIL SERVANTS BY BPS AND PROVINCE/DISTRICT OF POSTING

PROVINCE/DISTRICT OF POSTING	BPS 1-22 Total	PERCENTAGE (%)	BPS 17-22 Total	BASIC PAY SCALE					
				17	18	19	20	21	22
1	2	3	4	5	6	7	8	9	10
<u>PUNJAB</u>									
1 Attock	1178	0.50	29	22	2	4	1	0	0
2 Rawalpindi	18076	7.69	618	354	162	75	22	4	1
3 Jhelum	2565	1.09	27	17	6	3	1	0	0
4 Chakwal	421	0.18	10	10	0	0	0	0	0
5 Sargodha	1671	0.71	63	40	12	5	6	0	0
6 Bhakkar	405	0.17	2	1	0	0	1	0	0
7 Khushab	422	0.18	6	3	1	2	0	0	0
8 Mianwali	1481	0.63	13	11	2	0	0	0	0
9 Faisalabad	4311	1.83	134	79	33	14	8	0	0
10 Jhang	986	0.42	23	15	4	4	0	0	0
11 Toba Tek Singh	403	0.17	7	4	3	0	0	0	0
12 Gujranwala	1722	0.73	85	54	21	4	6	0	0
13 Hafizabad	83	0.04	1	1	0	0	0	0	0
14 Gujrat	1143	0.49	38	25	10	3	0	0	0
15 Mandi bahaudin	369	0.16	5	2	3	0	0	0	0
16 Sialkot	1533	0.65	52	31	13	5	3	0	0
17 Narowal	228	0.10	6	4	0	2	0	0	0
18 Lahore	42630	18.15	1431	684	352	230	141	21	3
19 Kasur	695	0.30	8	5	3	0	0	0	0
20 Okara	378	0.16	23	15	6	2	0	0	0
21 Sheikhpura	1075	0.46	16	12	3	1	0	0	0
22 Vehari	380	0.16	7	7	0	0	0	0	0
23 Sahiwal	1176	0.50	45	33	9	2	1	0	0
24 Pakpattan	93	0.04	3	1	2	0	0	0	0
25 Multan	7857	3.34	178	111	43	19	4	1	0
26 Khaniwal	1408	0.60	13	8	2	3	0	0	0

27	Lodhran	242	0.20	5	1	2	0	0	0	0
28	Dera Ghazi Khan	626	0.27	16	10	5	1	0	0	0
29	Rajanpur	169	0.07	1	0	1	0	0	0	0
30	Leiah	262	0.11	4	3	1	0	0	0	0
31	Muzaffargarh	691	0.29	4	2	2	0	0	0	0
32	Bahawalpur	2323	0.99	59	34	13	7	5	0	0
33	Bahawalnagar	536	0.23	9	8	0	1	0	0	0
34	Rahimyar Khan	849	0.36	16	11	3	2	0	0	0
Sub-Total		98387	41.87	2955	1618	719	389	199	26	4
35	Federal Capital Islamabad	42959	18.29	5321	2318	1731	775	333	122	42
<u>SINDH</u>										
36	Jaccobabad	651	0.28	10	7	2	1	0	0	0
37	Shikarpur	210	0.09	7	3	3	0	1	0	0
38	Larkana	725	0.31	36	28	6	2	0	0	0
39	Khairpur	338	0.14	9	6	1	1	1	0	0
40	Sukkur	5663	2.41	81	48	22	8	3	0	0
41	Ghotki	139	0.06	3	3	0	0	0	0	0
42	Nawabshah	929	0.40	21	20	0	1	0	0	0
Naushahro										
43	Feroze	231	0.10	5	3	0	2	0	0	0
44	Dadu	975	0.42	5	2	1	2	0	0	0
45	Hyderabad	4165	1.77	148	78	43	19	8	0	0
46	Badin	101	0.04	1	0	1	0	0	0	0
47	Thatta	309	0.13	3	3	0	0	0	0	0
48	Sanghar	501	0.21	9	3	4	2	0	0	0
49	Mirpur Khas	1420	0.60	21	17	2	2	0	0	0
50	Tharparkar	46	0.02	1	0	1	0	0	0	0
51	Karachi	31324	13.33	1497	712	444	226	97	16	2
Sub-Total		47727	20.31	1857	933	530	266	110	16	2
<u>NWFP</u>										
52	Chitral	308	0.13	4	1	1	1	1	0	0
53	Dir (Lower)	91	0.04	4	3	1	0	0	0	0
54	Dir (Upper)	28	0.01	1	1	0	0	0	0	0
55	Swat	238	0.10	13	8	4	1	0	0	0

56	Shangra	10	0.01	0	0	0	0	0	0	0
57	Buner	267	0.11	8	5	2	1	0	0	0
58	Malakand	115	0.05	5	4	1	0	0	0	0
59	Kohistan	22	0.01	1	1	0	0	0	0	0
60	Mansehra	244	0.10	5	4	1	0	0	0	0
61	Batgram	52	0.02	3	2	0	0	0	1	0
62	Abbottabad	945	0.40	53	36	11	5	0	1	0
63	Hangu	69	0.03	3	3	0	0	0	0	0
64	Haripur	374	0.17	9	4	4	1	0	0	0
65	Mardan	741	0.32	20	13	3	4	0	0	0
66	Swabi	156	0.07	4	4	0	0	0	0	0
67	Charsadda	176	0.07	7	5	2	0	0	0	0
68	Peshawar	7427	3.16	421	242	116	41	12	10	0
69	Nowshera	941	0.40	24	17	4	2	0	1	0
70	Kohat	844	0.36	23	15	7	1	0	0	0
71	Karak	171	0.07	2	2	0	0	0	0	0
72	Bannu	514	0.22	28	22	4	2	0	0	0
73	Lakki Marwat	122	0.05	2	2	0	0	0	0	0
74	Dera Ismail Khan	678	0.29	34	24	9	1	0	0	0
75	Tank	91	0.04	2	2	0	0	0	0	0
Sub-Total		14632	6.23	679	423	170	60	13	13	0
<u>BALUCHISTAN</u>										
76	Quetta	7489	3.19	436	239	110	58	25	3	1
77	Pishin	50	0.02	1	1	0	0	0	0	0
78	Killa Abdullah	56	0.02	3	2	0	1	0	0	0
79	Chagai	1106	0.47	3	3	0	0	0	0	0
80	Loralai	41	0.02	6	2	3	1	0	0	0
81	Musakhel	28	0.01	1	1	0	0	0	0	0
82	Barkhan	51	0.02	1	1	0	0	0	0	0
83	Killa Saif-ullah	63	0.03	0	0	0	0	0	0	0
84	Zhob	45	0.02	3	3	0	0	0	0	0
85	Sibi	1606	0.68	11	6	5	0	0	0	0
86	Ziarat	9	0.00	2	2	0	0	0	0	0
87	Kohlu	11	0.00	1	1	0	0	0	0	0

88	Dera Bugti	9	0.00	0	0	0	0	0	0	0
89	Jafarabad	7	0.00	3	1	0	2	0	0	0
90	Nasirabad	81	0.03	1	1	0	0	0	0	0
91	Jhal Magsi	22	0.01	3	2	0	0	1	0	0
92	Bolan	551	0.23	2	1	0	0	1	0	0
93	Kalat	14	0.01	2	1	1	0	0	0	0
94	Mastung	128	0.06	2	1	1	0	0	0	0
95	Khuzdar	96	0.04	14	10	3	1	0	0	0
96	Awaran	4	0.00	0	0	0	0	0	0	0
97	Kharan	12	0.01	0	0	0	0	0	0	0
98	Lasbela	91	0.04	5	5	0	0	0	0	0
99	Kech	86	0.04	3	3	0	0	0	0	0
100	Gwader	264	0.11	10	5	3	1	1	0	0
101	Panjgur	60	0.03	2	2	0	0	0	0	0
Sub-Total		11980	5.09	515	293	126	64	28	3	1
<u>AZAD JAMMU AND KASHMIR</u>										
102	Muzaffarabad	240	0.10	12	8	0	0	1	3	0
103	Poonch	157	0.07	3	2	1	0	0	0	0
104	Sandhoti	11	0.00	0	0	0	0	0	0	0
105	Bagh	31	0.01	1	1	0	0	0	0	0
106	Mirpur	113	0.05	3	1	1	1	0	0	0
107	Bhimber	48	0.02	3	1	2	0	0	0	0
108	Kotli	60	0.03	1	0	0	1	0	0	0
Sub-Total		660	0.28	23	13	4	2	1	3	0
<u>NORTHERN AREAS</u>										
109	Gilgit	7917	3.37	560	333	183	39	4	1	0
110	Ghizer	1517	0.65	75	56	12	7	0	0	0
111	Ghanche	1542	0.66	59	43	7	8	1	0	0
112	Baltistan	2825	1.20	104	88	14	2	0	0	0
113	Diamir	2986	1.27	133	110	19	3	0	1	0
Sub-Total		16787	7.15	931	630	235	59	5	2	0

	<u>Federally Administered Tribal Areas</u>									
114	Bajuar Agency	88	0.03	12	9	3	0	0	0	0
115	Mohmand Agency	17	0.01	2	1	1	0	0	0	0
116	Khyber Agency	40	0.02	3	2	1	0	0	0	0
117	Kurram Agency	57	0.02	1	1	0	0	0	0	0
118	Orakzai Agency	14	0.01	4	3	1	0	0	0	0
119	North									
	Waziristan Agency	120	0.05	3	3	0	0	0	0	0
120	South									
	Waziristan Agency	16	0.01	2	2	0	0	0	0	0
121	Tribal Area									
	Adjoining									
	Peshawar, District	14	0.01	0	0	0	0	0	0	0
122	Tribal Area									
	Adjoining		0.00							
	Kohat, District	1		0	0	0	0	0	0	0
123	Tribal Area									
	Adjoining		0.00							
	Bannu, District	0		0	0	0	0	0	0	0
124	Tribal Area									
	Adjoining		0.00							
	D.I.Khan District	1		0	0	0	0	0	0	0
125	Tribal Area Ajoining									
	Tank, District	0	0.00	0	0	0	0	0	0	0
	Sub-Total	368	0.16	27	21	6	0	0	0	0
	Foreign Countries	1433	0.62	310	54	93	67	52	26	18
	G.TOTAL	234933	100	12618	6303	3614	1682	741	211	67

TABLE-10
FEDERAL GOVERNMENT CIVIL SERVANTS BY BPS AND PROVINCE/DISTRICT OF POSTING

PROVINCE/DISTRICT OF POSTING	BPS 1-16 Total	BASIC PAY SCALE															
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
<u>PUNJAB</u>																	
1 Attock	1149	159	126	207	64	147	38	200	7	66	5	21	24	0	60	2	23
2 Rawalpindi	17458	3182	2153	475	854	2278	1701	1913	149	1007	244	995	356	25	971	266	889
3 Jhelum	2538	422	401	27	124	486	433	271	38	61	9	70	62	2	72	8	52
4 Chakwal	411	24	54	1	10	85	12	179	1	7	3	8	3	0	14	1	9
5 Sargodha	1608	313	272	53	77	217	41	281	11	88	24	63	31	6	66	6	59
6 Bhakkar	403	56	15	203	26	29	14	27	2	5	1	9	10	0	4	0	2
7 Khushab	416	38	142	78	25	39	4	53	0	9	2	13	2	0	3	2	6
8 Mianwali	1468	305	154	188	129	119	184	167	14	35	3	101	37	0	20	1	11
9 Faisalabad	4177	597	547	397	229	656	317	428	59	95	104	235	120	32	201	22	138
10 Jhang	963	144	237	116	45	128	44	95	6	35	5	37	26	4	25	2	14
11 Toba Tek Singh	396	45	63	112	18	61	4	41	2	2	5	14	6	0	12	1	10
12 Gujranwala	1637	286	178	40	106	234	25	301	16	58	50	87	51	6	103	5	91
13 Hafizabad	82	12	6	12	2	10	2	14	1	4	1	7	2	1	4	0	4
14 Gujrat	1105	167	102	43	115	164	51	217	15	4	1	7	2	1	4	0	4
15 Mandi Bahauddin	364	68	50	59	31	45	11	40	7	11	1	13	12	0	8	0	8
16 Sialkot	1481	208	238	58	42	231	16	304	3	50	39	101	28	9	77	14	63
17 Narowal	222	35	43	7	6	51	3	47	0	5	3	5	4	0	5	2	6
18 Lahore	41199	6949	4545	1022	2884	5696	6121	3962	444	2047	453	3237	839	101	1073	570	1256

19 Kasur	687	77	125	130	32	116	15	99	10	23	2	12	15	0	19	1	11
20 Okara	355	56	72	18	21	32	4	47	0	29	9	16	8	0	17	1	25
21 Sheikhpura	1059	105	169	178	48	147	20	175	6	29	8	24	12	2	89	2	45
22 Vehari	373	22	51	109	26	51	6	58	1	9	4	14	7	0	8	0	7
23 Sahiwal	1131	149	132	187	66	151	44	177	8	49	23	46	28	4	44	5	18
24 Pakpattan	90	19	11	14	5	9	0	7	1	5	1	5	6	0	7	0	0
25 Multan	7679	1497	1009	581	411	1357	760	589	129	207	68	336	183	21	279	29	223
26 Khanewal	1395	271	192	94	144	161	108	132	29	43	4	62	50	2	59	2	42
27 Lodhran	239	41	14	75	15	23	3	25	4	4	2	3	9	0	12	0	9
28 Dera Ghazi Khan	610	74	132	23	44	113	23	110	2	10	3	34	14	1	15	3	9
29 Rajanpur	168	35	34	29	16	21	5	7	0	4	1	4	8	0	0	2	2
30 Leiah	258	34	30	81	21	27	3	37	1	7	0	3	8	0	2	0	4
31 Muzaffargarh	687	90	78	119	55	98	38	126	4	16	0	25	12	0	15	2	9
32 Bahawalpur	2264	453	126	431	170	283	159	224	16	63	21	147	42	7	68	7	47
33 Bahawalnagar	527	98	120	84	31	34	11	76	3	21	3	13	8	1	17	1	6
34 RahimyarKhan	833	139	108	135	59	89	25	104	27	13	9	48	40	3	20	2	12
Sub-Total	95432	16170	11729	5386	5951	13388	10245	10533	1016	4181	1121	5863	2087	228	3426	960	3148
35 Federal Capital Islamabad	37638	6877	2135	290	1259	6612	568	4168	160	2672	518	2590	1197	65	3096	2297	3134
<u>SINDH</u>																	
36 Jaccobabad	641	76	208	59	55	88	31	52	12	9	0	23	7	0	11	2	8
37 Shikarpur	203	22	54	19	0	40	2	27	4	7	1	12	5	0	3	0	7
38 Larkana	689	135	81	121	41	101	27	68	6	15	3	25	20	2	17	4	23
39 Khairpur	329	38	110	10	18	50	1	28	0	4	2	18	0	0	23	4	23

40 Sukkur	5582	1126	1167	342	467	684	661	301	85	115	57	362	168	9	131	21	86
41 Ghotki	136	28	21	20	11	16	2	8	1	3	0	7	8	0	6	1	4
42 Nawabshah	908	117	144	19	48	173	38	136	14	12	10	74	24	2	58	5	34
43 Naushahro Feroze	226	32	38	11	11	43	6	42	6	8	0	12	9	0	3	1	4
44 Dadu	970	198	72	113	89	108	97	79	9	41	4	69	69	0	13	4	5
45 Hyderabad	4017	654	543	208	255	531	177	601	54	121	48	226	183	20	224	33	139
46 Badin	100	9	27	5	3	20	4	19	0	5	0	4	0	0	2	0	2
47 Thatta	306	16	56	117	39	34	0	17	1	4	0	8	6	0	1	0	7
48 Sanghar	492	36	232	11	33	48	2	74	2	6	1	16	15	1	8	1	6
49 Mirpur Khas	1399	337	187	128	105	182	82	129	24	27	7	88	58	1	24	4	16
50 Tharparkar	45	8	2	2	1	10	1	8	0	0	1	5	1	0	1	1	4
51 Karachi	29827	5073	3410	1143	1759	4594	1590	3723	278	1416	485	2096	928	169	144	0	1262
Sub-Total	45870	7905	6152	2328	2935	6722	2721	5312	496	1793	619	3045	1501	204	196	5	1630
<u>NWFP</u>																	
52 Chitral	304	46	44	20	14	49	4	63	7	14	9	15	3	1	3	8	4
53 Dir (Lower)	87	11	15	2	5	13	5	15	1	5	0	3	2	0	0	2	8
54 Dir (Upper)	27	9	1	1	0	2	2	3	0	2	0	1	2	0	1	3	0
55 Swat	225	58	24	3	3	32	7	41	0	4	4	20	4	0	2	8	15
56 Shangla	15	4	2	0	0	2	0	4	0	0	0	1	1	0	1	0	0
57 Buner	259	40	24	9	13	46	15	30	4	19	0	24	5	4	13	2	11
58 Malakand	110	11	12	1	1	10	4	22	0	6	1	17	0	1	8	10	6
59 Kohistan	21	1	1	1	3	5	0	6	0	1	0	2	0	0	1	0	0
60 Mansehra	239	31	41	8	13	33	6	65	1	5	2	16	3	0	4	7	4
61 Batgram	49	5	17	0	8	5	2	6	1	0	1	3	0	0	0	0	1

62 Abbottabad	892	169	74	12	31	88	18	211	13	50	5	60	9	0	56	24	72
63 Hangu	66	18	18	1	1	9	2	8	0	1	0	1	1	0	3	2	1
64 Haripur	365	33	77	54	19	49	8	74	3	6	3	17	3	0	4	4	11
65 Mardan	721	75	150	77	26	70	18	143	0	19	7	49	7	2	36	21	21
66 Swabi	152	14	27	3	10	33	1	29	0	2	1	16	0	0	7	4	5
67 Charsadda	169	24	15	9	1	27	0	36	2	7	1	21	2	0	4	11	9
68 Peshawar	7006	1251	826	405	334	950	172	945	34	243	76	695	121	38	305	262	349
69 Nowshera	917	104	170	105	20	72	19	123	6	59	5	81	26	2	79	9	37
70 Kohat	821	151	144	61	49	102	46	132	10	34	2	37	7	0	14	13	19
71 Karak	169	11	51	9	4	22	3	34	0	5	0	11	3	0	5	3	8
72 Bannu	486	52	85	7	19	71	9	106	0	19	7	50	4	1	25	13	18
73 Lakki Marwat	120	14	24	3	2	26	1	26	0	5	0	7	0	0	1	9	2
74 Dera Ismail Khan	644	72	88	5	24	125	14	147	0	24	9	53	5	4	22	23	29
75 Tank	89	8	29	3	8	10	5	14	0	3	2	3	0	0	1	2	1
Sub-Total	13953	2212	1959	799	608	1851	361	2283	82	533	135	1203	208	53	595	440	631
<u>BALUCHISTAN</u>																	
76 Quetta	7053	1342	1166	264	425	976	449	695	114	240	36	587	181	22	197	133	226
77 Pishin	49	15	10	0	4	7	0	5	0	1	0	3	0	0	0	0	4
78 Killa Abdullah	53	12	7	4	2	5	1	3	0	3	0	10	1	0	1	1	3
79 Chagai	1103	185	196	324	113	145	36	20	21	3	6	25	14	0	10	1	4
80 Loralai	35	8	1	3	3	3	0	5	0	0	0	6	0	0	0	3	3
81 Musakhel	27	5	5	2	1	1	4	2	0	1	0	4	0	0	1	0	1
82 Barkhan	50	6	7	10	7	5	1	5	0	3	0	4	2	0	0	0	0
83 Killa Saif-ullah	63	2	55	1	2	1	0	1	0	0	0	1	0	0	0	0	0

84 Zhob	42	11	3	1	0	5	0	7	0	5	0	2	2	0	3	0	3
85 Sibi	1595	268	499	74	150	178	169	61	38	6	7	75	33	1	20	10	6
86 Ziarat	7	3	0	0	2	1	0	1	0	0	0	0	0	0	0	0	0
87 Kohlu	10	1	1	0	1	0	0	2	0	2	0	3	0	0	0	0	0
88 Dera Bugti	9	1	0	1	1	1	0	2	0	1	0	0	0	0	1	0	1
89 Jaffarabad	4	0	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
90 Nasirabad	80	1	14	39	10	7	0	3	0	3	0	1	0	0	0	0	2
91 Jhal Magsi	19	4	3	2	0	3	0	3	0	0	1	1	0	0	1	0	1
92 Bolan	549	79	197	43	70	82	11	11	16	6	5	15	6	1	5	1	1
93 Kalat	12	3	2	0	1	2	1	2	0	1	0	0	0	0	0	0	0
94 Mastung	126	14	80	2	9	16	1	2	0	0	0	0	0	0	1	0	1
95 Khuzdar	82	18	6	3	2	22	0	12	0	1	1	5	0	0	3	1	8
96 Awaran	4	0	1	0	0	0	0	2	0	0	1	0	0	0	0	0	0
97 Kharan	12	3	1	0	3	0	0	3	0	1	0	0	0	0	0	0	1
98 Lasbela	86	18	23	2	10	6	0	5	1	2	2	5	2	0	3	1	6
99 Kech	83	11	10	26	5	13	4	6	0	1	1	2	1	1	2	0	0
100 Gwadar	254	54	42	8	16	56	6	27	7	3	6	15	3	0	6	2	3
101 Panjgur	58	3	13	1	0	22	1	4	0	8	0	1	0	0	2	1	2
Sub-Total	11465	2067	2343	811	838	1558	684	889	197	291	66	765	245	25	256	154	276
<u>AZAD JAMMU AND KASHMIR</u>																	
102 Muzaffarabad	228	21	29	2	5	46	5	69	1	18	0	5	1	1	14	2	9
103 Poonch	154	4	17	2	5	36	12	66	0	4	0	2	1	0	2	1	2
104 Sandhoti	11	0	0	0	2	2	0	2	0	1	0	2	0	0	0	0	2

5 Bagh 10	30	7	1	0	1	4	1	6	0	5	1	2	0	0	0	0	2
6 Mirpur 10	110	9	13	3	8	20	2	42	0	2	2	4	2	0	2	0	1
7 Bhimber 10	45	4	6	1	1	18	1	7	0	1	0	0	0	0	4	0	2
8 Kotli	59	4	11	1	0	19	0	19	0	3	1	1	0	0	0	0	0
Sub-Total	637	49	77	9	22	145	21	211	1	34	4	16	4	1	22	3	18
<u>NORTHERN AREAS</u>																	
10 9 Gilgit	7357	1774	198	48	376	1701	277	720	120	901	84	183	69	10	232	69	595
11 0 Ghizer	1442	376	39	1	37	309	18	141	10	259	34	21	8	1	66	6	116
11 1 Ghanche	1483	380	59	7	55	299	30	176	10	256	16	21	8	1	55	6	104
11 2 Baltistan	2721	610	177	12	162	524	52	366	32	387	41	29	5	3	116	7	198
11 3 Diamir	2853	789	75	18	94	596	75	401	30	372	70	32	13	1	115	9	163
TOTAL	15856	3929	548	86	724	3429	452	1804	202	2175	245	286	103	16	584	97	1176
<u>Federally Administered Tribal Areas</u>																	
11 4 Bajaur Agency	76	16	29	6	0	4	3	2	0	2	0	3	1	0	0	5	5
11 5 Mohmand Agency	15	2	0	0	0	3	0	0	0	1	0	5	0	0	0	1	3
11 6 Khyber Agency	37	8	0	1	0	2	0	3	0	3	0	5	0	0	7	3	5
11 7 Kurram Agency	56	11	17	1	2	2	1	4	0	0	0	4	1	1	3	5	4
11 8 Orakzai Agency	10	2	0	0	0	0	0	2	0	0	0	2	0	0	0	2	2
11 9 North Waziristan Agency	117	25	42	8	1	7	7	9	0	1	0	4	1	0	3	5	4
120 South Waziristan Agency	14	0	0	0	0	8	0	3	0	0	0	0	0	0	2	5	4
12 Tribal Area 1 Adjoining Peshawar, District	14	2	3	1	1	3	1	1	0	0	0	0	0	0	1	0	1

2 Adjoining Kohat, District	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
12 Tribal Area																		
3 Adjoining Bannu, District	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12 Tribal Area																		
4 Adjoining D.I.Khan, District	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
12 Tribal Area																		
5 Adjoining Tank, District	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sub-Total	341	66	91	17	4	29	12	24	0	7	0	25	3	1	16	22	24	
Foreign Countries	1123	414	26	2	102	117	0	58	1	5	0	122	121	0	4	123	28	
G.Total	22231	3968																
	5	9	25060	9728	12443	33851	15064	25282	2155	11691	2708	13915	5469	593	996	463	1006	
															4	8	5	

TABLE-19
PERCENTAGE PROPORTION OF FEDERAL GOVERNMENT CIVIL SERVANTS
BY NATURE OF
APPOINTMENT

BPS	DIRECT RECRUITMENT (%)	PROMOTION (%)	TRANSFER (%)	INDUCTION (%)	RE- EMPLOYMENT (%)	ON CONTRACT BASIS (%)
1	2	3	4	5	6	7
17-22	2.36	2.41	0.47	0.05	0.01	0.07
1.-16	63.31	30.51	0.51	0.11	0.08	0.11
TOTAL	65.67	32.92	0.98	0.16	0.09	0.18

**FEDERAL GOVERNMENT CIVIL SERVANTS BY DIVISION, PROVINCIAL / AJ & K GOVERNMENTS
AND NATURE OF APPOINTMENT ON THEIR PRESENT
POST**

DIVISION / ORGANIZATION AND PROVINCIAL GOVERNMENT	BPS 1-22 Total	BPS 17-22 Total	Direct Recruitment	Promotion	Transfer	Induction	Re- Employment	On Contract
1	2		3	4	5	6	7	8
1 Cabinet	1048	125	28	72	22	2	0	
2 Commerce	794	156	64	69	23	0	0	
3 Communications	26961	332	153	145	29	4	0	
4 Defence	17835	1060	449	564	33	6	1	
5 Defence Production	146	24	2	15	1	1	1	
6 Economic Affairs	323	66	30	27	7	1	1	
7 Education	7684	1077	466	566	34	7	0	
8 Establishment	1015	185	48	96	40	1	0	
9 Environment	793	93	49	37	2	3	1	
10 Finance	8385	769	213	526	18	11	1	
11 Food, Agriculture & Livestock	1782	249	130	135	12	2	0	
12 Foreign Affairs	1943	464	219	136	58	15	0	
13 Health	4926	783	500	203	30	18	1	3
14 Housing & Works	3124	388	163	214	9	2	0	
15 Industries & Production	658	100	31	61	7	1	0	
16 Information & Broadcasting	1285	151	72	70	8	1	0	
17 Information Technology and Telecommunications	263	74	15	29	25	0	0	
18 Interior	10220	316	142	129	26	2	0	1
19 Kashmir Affairs, Northern Areas and States & Frontier Regions	17458	978	422	531	13	2	1	
20 Labour, Manpower & Overseas Pakistanis	1155	208	78	119	6	4	0	
21 Law, Justice & Human Rights	1242	134	38	65	21	2	0	
22 Local Government and Rural Development	194	35	16	12	2	3	1	
23 Minorities, Culture, Sports, Tourism & Youth Affairs	1401	120	34	68	12	3	1	
24 Narcotics Control	838	46	13	30	1	2	0	
25 Petroleum & Natural Resources	1151	223	151	69	1	2	0	
26 Parliamentary Affairs	58	7	3	4	0	0	0	

28	Population Welfare	1059	160	80	70	5	1	1	
29	Privatization	61	14	0	0	14	0	0	
30	Railways	86797	861	520	317	5	2	1	1
31	Religious Affairs, Zakat & Ushr	526	82	27	46	4	5	0	
32	Revenue	23203	1131	668	415	35	4	2	
33	Statistics	2043	404	212	183	3	4	1	
	Scientific & Technological								
34	Research	146	36	12	13	11	0	0	
35	Water & Power	238	50	10	24	16	0	0	
	Women Development, Social								
36	Welfare & Special Education	1260	261	182	52	14	3	4	
	Sub-Total	228685	11321	5302	5202	552	115	19	13
	<u>Constitutional Bodies / Others</u>								
	-								
37	President's Secretariat (Public)	150	20	6	14	0	0	0	
38	President's Secretariat (Personal)	407	14	4	6	1	0	0	
39	Prime Minister's Secretariat (Public)	937	172	54	88	3	5	0	2
	Prime Minister's Secretariat								
40	(Internal)	407	12	4	8	0	0	0	
41	National Assembly Secretariat	798	151	85	52	11	3	0	
42	Election Commission of Pakistan	1669	197	36	158	2	0	1	
43	Federal Public Service Commission	479	88	27	61	0	0	0	
44	Supreme Court of Pakistan	465	68	22	45	0	0	1	
45	Wafaqi Mohtasib (Ombudsman)'s Secretariat	384	31	6	25	0	0	0	
	Sub-Total	5696	753	244	457	17	8	2	2
	<u>Provincial Governments</u>								
46	Punjab Government	295	294	0	0	294	0	0	
47	Sindh Government	127	126	0	0	126	0	0	
48	NWFP Government	42	36	0	0	36	0	0	
49	Balochistan Government	84	84	1	0	83	0	0	
	Azad, Jammu & Kashmir								
50	Government	4	4	0	0	4	0	0	
	Sub-Total	552	544	1	0	543	0	0	
	G. TOTAL	234933	12618	5547	5659	1112	123	21	15

**FEDERAL GOVERNMENT CIVIL SERVANTS BY DIVISION, PROVINCIAL / AJ&K GOVERNMENTS
AND NATURE OF APPOINTMENT ON THEIR PRESENT POST**

DIVISION / ORGANIZATION AND PROVINCIAL GOVERNMENT	BPS 1-16 Total	Direct Recruitment	Promotion	Transfer	Induction	Re- Employment	On Contra ct
1	2	3	4	5	6	7	8
1 Cabinet	923	674	220	21	3	2	3
2 Commerce	638	451	171	12	3	0	1
3 Communications	26629	16938	9396	156	77	28	34
4 Defence	16775	11896	4747	64	24	43	1
5 Defence Production	122	92	27	3	0	0	0
6 Economic Affairs	257	174	78	0	0	1	4
7 Education	6607	5231	1229	74	7	2	64
8 Establishment	830	646	166	10	1	2	5
9 Environment	700	583	110	5	2	0	0
10 Finance	7616	5300	2245	46	13	12	0
11 Food, Agriculture & Livestock	1533	1239	267	18	1	4	4
12 Foreign Affairs	1479	887	568	23	1	0	0
13 Health	4143	3653	423	37	3	2	25
14 Housing & Works	2736	2331	374	19	2	7	3
15 Industries & Production	558	398	144	14	0	1	1
16 Information & Broadcasting	1134	800	329	2	0	3	0
17 Information Technology and Telecommunications	189	127	41	20	0	1	0
18 Interior	9904	7214	2613	55	15	4	3
19 Kashmir Affairs, Northern Areas and States & Frontier Regions	16480	13367	3043	32	9	20	9
20 Labour, Manpower & Overseas Pakistanis	947	743	184	9	1	2	8
21 Law, Justice & Human Rights	1108	886	181	31	7	2	1
22 Local Government and Rural Development	159	121	25	2	2	0	9
23 Minorities, Culture, Sports, Tourism & Youth Affairs	1281	1066	198	5	4	3	5
24 Narcotics Control	792	617	171	0	2	0	2
25 Petroleum & Natural Resources	928	774	149	1	0	1	3
26 Parliamentary Affairs	51	41	10	0	0	0	0
27 Planning & Development	511	369	140	0	0	0	2
28 Population Welfare	899	745	138	11	2	0	3

DIVISION / ORGANIZATION AND PROVINCIAL GOVERNMENT	BPS 1-16 (TOTAL)	Direct Recruitment	Promotion	Transfer	Induction	Re- Employment	On Contra ct
29 Privatization	47	0	0	47	0	0	0
30 Railways	85936	50692	34916	253	30	18	27
31 Religious Affairs, Zakat & Ushr	444	340	97	6	1	0	0
32 Revenue	22072	14111	7789	138	17	6	11
33 Statistics	1639	1367	237	16	13	3	3
34 Scientific & Technological Research	110	79	27	4	0	0	0
35 Water & Power	188	132	55	0	0	1	0
Women Development, Social							
36 Welfare	999	858	112	24	2	2	1
Special Education							
Sub-Total	217364	144942	70620	1158	242	170	232
<u>Constitutional Bodies / Others</u>							
-							
37 President's Secretariat (Public)	130	98	29	0	0	3	0
38 President's Secretariat (Personal)	393	311	72	4	0	0	6
39 Prime Minister's Secretariat (Public)	765	569	153	15	8	2	18
Prime Minister's Secretariat							
40 (Internal)	395	309	81	1	1	0	3
41 National Assembly Secretariat	647	507	135	4	1	0	0
42 Election Commission of Pakistan	1472	1121	340	7	1	0	3
43 Federal Public Service Commission	391	270	112	3	6	0	0
44 Supreme Court of Pakistan	397	311	80	3	2	1	0
45 Wafaqi Mohtasib (Ombudsman)'s	353	300	47	5	0	1	0
Secretariat							
Sub-Total	4943	3796	1049	42	19	7	30
<u>Provincial Governments</u>							
46 Punjab Government	1	1	0	0	0	0	0
47 Sindh Government	1	0	0	1	0	0	0
48 NWFP Government	6	0	0	6	0	0	0
49 Balochistan Government	0	0	0	0	0	0	0
Azad, Jammu & Kashmir							
50 Government	0	0	0	0	0	0	0
Sub-Total	8	1	0	7	0	0	0
G. TOTAL	222315	148739	71669	1207	261	177	262

**FEDERAL GOVERNMENT CIVIL SERVANTS (BPS 17-22) BY THEIR MONTHLY
BASIC PAY GROUP**

BASIC PAY SCALE										
BASIC PAY GROUPS (RS)	BPS 17 TO 22		BPS 17		BPS 18		BPS 19		BPS 20 TO 22	
	Numbers	Amount (Rs)	Numbers	Amount (Rs)	Numbers	Amount (Rs)	Numbers	Amount (Rs)	Numbers	Amount (Rs)
1	2	3	4	5	6	7	8	9	10	11
6210-7809	1133	7841690	1133	7841690	0	0	0	0	0	0
7810-9409	817	7013943	687	5871483	130	1142460	0	0	0	0
9410-11009	1300	13307111	1094	11207015	206	2100096	0	0	0	0
11010- 12609	1778	21201667	1494	17855720	260	3048347	24	297600	0	0
12610- 14209	1365	18458857	825	11176441	509	6860264	31	422152	0	0
14210- 15809	2305	34462375	1070	15752732	1095	16509201	129	2036001	11	164441
15810- 17409	800	13280050	0	0	548	9068604	242	4046274	10	165172
17410- 19009	718	13009643	0	0	482	8699891	221	4035132	15	274620
19010- 20609	918	17909951	0	0	384	7431249	486	9515546	48	963156
20610- 22209	174	3698530	0	0	0	0	136	2884565	38	813965
22210- 23809	426	9738016	0	0	0	0	353	8058401	73	1679615
23810- 25409	507	12630865	0	0	0	0	60	1467652	447	11163213
25410- 27009	172	4560995	0	0	0	0	0	0	172	4560995
27010- 28609	111	3088262	0	0	0	0	0	0	111	3088262
28610- 30209	56	1650567	0	0	0	0	0	0	56	1650567
30210- 31809	36	1121991	0	0	0	0	0	0	36	1121991
31810- 33409	0	0	0	0	0	0	0	0	0	0
33410 & above	2	69880	0	0	0	0	0	0	2	69880
TOTAL	12618	183044393	6303	69705081	3614	54860112	1682	32763323	1019	25715877

TABLE-23
FEDERAL GOVERNMENT CIVIL SERVANTS (BPS 1-16) BY THEIR MONTHLY
BASIC PAY GROUP

BASIC PAY SCALE								
BASIC PAY GROUPS (RS)	BPS 1 TO 16		BPS 1 TO 2		BPS 3 TO 10		BPS 11 TO 16	
	Numbers	Amount (Rs)	Numbers	Amount (Rs)	Numbers	Amount (Rs)	Numbers	Amount (Rs)
1	2	3	4	5	6	7	8	9
1870-2369	19787	42417610	10000	22550000	9787	19867610	0	
2370-2869	37475	89398643	21964	51527077	14962	36247475	549	1624
2870-3369	15640	44872240	4008	11502960	10000	28000000	1632	5369
3370-3869	43307	138334486	28777	92536024	13167	41429353	1363	4369
3870-4369	19649	71043201	0	0	18291	65949574	1358	5093
4370-4849	20102	82729913	0	0	18481	75929829	1621	6800
4870-5369	17114	78898810	0	0	14733	67767964	2381	11130
5370-5869	11140	57232688	0	0	7136	36645549	4004	20587
5870-6369	10290	57603621	0	0	4542	25470526	5748	32133
6370-6869	6177	37608242	0	0	1226	7447525	4951	30160
6870-7369	4892	32325363	0	0	559	3709144	4333	28616
7370-7869	3666	26161098	0	0	38	270865	3628	25890
7870-8369	3053	23290925	0	0	0	0	3053	23290
8370-8869	2614	21301585	0	0	0	0	2614	21301
8870-9369	2852	24630159	0	0	0	0	2852	24630
9370-9869	1335	12243111	0	0	0	0	1335	12243
9870-10369	1115	10807062	0	0	0	0	1115	10807
10370-10869	350	3689642	0	0	0	0	350	3689
10870-11369	1302	14444244	0	0	0	0	1302	14444
11370-11869	292	3344353	0	0	0	0	292	3344
11870-12369	106	1277129	0	0	0	0	106	1277
12370 & above	57	712470	0	0	0	0	57	712
TOTAL	222315	874366595	64749	178116061	112922	408735414	44644	287515

TABLE-

24

**FEDERAL GOVERNMENT CIVIL SERVANTS (BPS 17-22) BY GROUP
OF TOTAL MONTHLY EMOLUMENTS DRAWN**

GROUP OF TOTAL MONTHLY EMOLUMENTS DRAWN (Rs)	BPS 17-22	
	NUMBERS	AMOUNT (RS)
1	2	3
6210-7809	171	1263747
7810-9409	626	5471558
9410-11009	786	8047642
11010-12609	882	10451813
12610-14209	1007	13492746
14210-15809	1407	21143868
5810-17409	1395	23141047
17410-19009	1313	23936299
19010-20609	1071	21180557
20610-22209	748	15982568
22210-23809	581	13372054
23810-25409	519	12748133
25410-27009	342	8964328
27010-28609	260	7247192
28610-30209	230	6747975
30210-31809	193	5979116
31810-33409	203	6620243
34410-35009	140	4808706
35010-36609	209	7632958
36610-38209	48	1873633
38210-39809	45	1826476
39810-41409	34	1438213
41410-43009	44	1959653
43010-44609	15	701456
44610-44209	13	627480
46210-47809	16	800297
47810-49409	7	361578
49410-51009	7	374511
51010-52609	306	26912860
52610-54209	0	0
54210 & Above	0	0
TOTAL	12618	255108707

TABLE-25
FEDERAL GOVERNMENT CIVIL SERVANTS (BPS 1-16) BY GROUP
OF TOTAL MONTHLY EMOLUMENTS DRAWN

GROUP OF TOTAL MONTHLY EMOLUMENTS DRAWN (Rs)	BPS 1 - 16	
	NUMBERS	AMOUNT (RS)
1	2	3
1870-2369	4137	9140783
2370-2869	5587	15043100
2870-3369	11485	36260635
3370-3869	19702	71618722
3870-4369	28303	116872534
4370-4849	29825	134360637
4870-5369	24765	20402520
5370-5869	20170	113179315
5870-6369	17361	106011101
6370-6869	11615	76674984
6870-7369	8433	59762802
7370-7869	6141	46678225
7870-8369	5655	45791787
8370-8869	4774	40998245
8870-9369	4218	38345932
9370-9869	4760	45749724
9870-10369	3268	32902944
10370-10869	1695	17971621
10870-11369	1856	20565547
11370-11869	1012	11745013
11870-12369	966	11671315
12370-12869	1117	14081581
12870-13369	537	7035671
13370-13869	867	11812414
13870-14369	890	7069740
14370-14869	786	7307980
14870-15369	689	10388176
15370 & ABOVE	1701	51308690
Total	222315	1180751738

**FEDERAL GOVERNMENT CIVIL SERVANTS BY BPS
AND HOLDING INSURANCE POLICIES**

BPS	TOTAL	INSURED	NOT INSURED	NO RESPONSE
1	2	3	4	5
22	67	23	42	2
21	211	64	146	1
20	741	187	548	6
19	1682	389	1281	12
18	3614	754	2830	30
17	6303	1204	5051	48
Sub-total	12618	2621	9898	99
16	10065	2048	7913	104
15	4638	598	3993	47
14	9964	1744	8136	84
13	593	90	498	5
12	5469	1230	4201	38
11	13915	2922	10852	141
10	2708	451	2242	15
9	11691	2016	9610	65
8	2155	885	1264	6
7	25282	3450	21619	213
6	15064	5975	9023	66
5	33851	9617	24033	201
4	12443	3458	8942	43
3	9728	435	9233	60
2	25060	7518	17388	154
1	39689	8442	30932	315
Sub-total	222315	50879	169879	1557
G.Total	234933	53500	179777	1656

**FEDERAL GOVERNMENT CIVIL SERVANTS BY BPS AND PROVINCE/
DISTRICT OF DOMICILE**

PROVINCE/DISTRICT OF DOMICILE	SEX	BPS 1-22 Total	PERCE- NTAGE (%)	BPS 17-22 Total	BASIC PAY SCALE					
					17	18	19	20	21	22
1	2	3	4	5	6	7	8	9	10	11
<u>PUNJAB</u>										
1 Attock	MF	2818	1.20	139	74	33	22	8	1	1
	F	199	0.08	18	14	3	1	0	0	0
2 Rawalpindi	MF	20974	8.93	1246	573	404	172	76	15	6
	F	2208	0.94	324	177	95	39	13	0	0
3 Jhelum	MF	3801	1.62	172	89	56	15	8	3	1
	F	162	0.07	25	8	15	2	0	0	0
4 Chakwal	MF	2238	0.95	163	79	49	18	15	1	1
	F	110	0.05	15	13	2	0	0	0	0
5 Sargodha	MF	4148	1.77	289	131	86	46	21	4	1
	F	139	0.06	21	11	6	2	2	0	0
6 Bhakkar	MF	867	0.37	41	23	6	5	5	2	0
	F	11	0.00	1	1	0	0	0	0	0
7 Khushab	MF	1107	0.47	76	29	24	17	3	3	0
	F	32	0.01	6	2	2	2	0	0	0
8 Mianwali	MF	2719	1.16	92	45	27	14	5	1	0
	F	36	0.02	3	2	1	0	0	0	0
9 Faisalabad	MF	6389	2.72	418	215	128	48	18	7	2
	F	147	0.06	30	15	9	4	1	1	0
10 Jhang	MF	2201	0.94	177	81	51	30	12	3	0
	F	58	0.02	17	12	3	2	0	0	0
11 Toba Tek Singh	MF	1439	0.61	99	53	28	13	3	2	0
	F	42	0.02	2	1	0	1	0	0	0
12 Gujranwala	MF	2978	1.27	220	112	60	29	14	5	0
	F	146	0.06	24	18	2	3	1	0	0
13 Hafizabad	MF	292	0.12	21	6	6	6	3	0	0
	F	6	0.00	1	1	0	0	0	0	0
14 Gujrat	MF	2746	1.17	187	89	49	27	18	3	1
	F	130	0.06	30	17	6	5	2	0	0
15 Mandi Bahauddin	MF	928	0.39	55	24	22	7	2	0	0

16	Sialkot	MF	3684	1.57	270	130	66	45	17	10	2
		F	225	0.11	27	14	9	4	0	0	0
17	Narowal	MF	1099	0.47	50	25	15	5	4	1	0
		F	28	0.01	2	2	0	0	0	0	0
18	Lahore	MF	34699	14.77	1409	636	389	204	128	34	18
		F	692	0.29	201	113	51	28	8	1	0
19	Kasur	MF	2092	0.89	69	36	20	8	4	0	1
		F	21	0.01	2	2	0	0	0	0	0
20	Okara	MF	1136	0.48	112	57	32	11	9	2	1
		F	38	0.02	3	2	1	0	0	0	0
21	Sheikhupura	MF	2939	1.25	138	74	32	18	12	2	0
		F	53	0.02	5	5	0	0	0	0	0
22	Vehari	MF	847	0.36	50	27	11	7	3	2	0
		F	22	0.01	6	2	3	0	1	0	0
23	Sahiwal	MF	2032	0.86	165	69	46	24	23	3	0
		F	82	0.03	16	8	6	2	0	0	0
24	Pakpattan	MF	275	0.12	14	5	5	4	0	0	0
		F	10	0.00	2	0	2	0	0	0	0
25	Multan	MF	7474	3.18	332	172	89	40	26	3	2
		F	204	0.09	42	30	7	2	3	0	0
26	Khaniwal	MF	1644	0.70	76	55	11	8	1	1	0
		F	26	0.01	4	3	0	1	0	0	0
27	Lodhran	MF	576	0.25	10	5	1	2	2	0	0
		F	5	0.00	1	0	0	0	1	0	0
28	Dera Ghazi Khan	MF	713	0.30	73	42	14	8	6	3	0
		F	16	0.01	2	1	1	0	0	0	0
29	Rajanpur	MF	293	0.12	16	6	4	5	1	0	0
		F	4	0.00	0	0	0	0	0	0	0
30	Leiah	MF	653	0.28	42	26	11	5	0	0	0
		F	18	0.01	4	4	0	0	0	0	0
31	Muzaffargarh	MF	1139	0.48	53	32	11	6	4	0	0
		F	21	0.01	7	5	2	0	0	0	0
32	Bahawalpur	MF	2786	1.19	108	57	32	16	2	1	0
		F	68	0.03	10	6	4	0	0	0	0
33	Bahawalnagar	MF	984	0.42	65	34	21	6	3	1	0
		F	11	0.00	1	0	1	0	0	0	0
34	Rahimyar Khan	MF	1355	0.58	67	35	21	9	1	1	0
		F	25	0.01	2	1	1	0	0	0	0

	F	5013	2.13	857	492	233	98	32	2	0
35 Federal Capital Islamabad	MF	7013	2.98	480	249	156	48	18	7	2
	F	1161	0.49	118	68	33	16	1	0	0
<u>SINDH</u>										
36 Jaccobabad	MF	836	0.36	41	18	17	5	1	0	0
	F	10	0.00	1	0	1	0	0	0	0
37 Shikarpur	MF	989	0.42	77	39	18	11	6	3	0
	F	22	0.01	6	4	2	0	0	0	0
38 Larkana	MF	1353	0.57	123	63	33	17	7	2	1
	F	29	0.01	7	1	5	1	0	0	0
39 Khairpur	MF	1168	0.50	149	72	46	19	11	0	1
	F	31	0.01	9	6	2	1	0	0	0
40 Sukkur	MF	5382	2.29	110	51	32	16	9	2	0
	F	37	0.02	9	4	5	0	0	0	0
41 Ghotki	MF	274	0.12	16	9	2	5	0	0	0
	F	3	0.00	1	1	0	0	0	0	0
42 Nawabshah	MF	1320	0.56	72	29	26	14	3	0	0
	F	30	0.01	3	2	0	1	0	0	0
43 Naushahro Feroze	MF	772	0.33	51	23	13	12	3	0	0
	F	20	0.01	1	1	0	0	0	0	0
44 Dadu	MF	1895	0.81	85	31	30	13	8	3	0
	F	33	0.01	10	5	2	2	1	0	0
45 Hyderabad	MF	4604	1.96	309	136	100	50	21	2	0
	F	179	0.08	29	19	6	3	1	0	0
46 Badin	MF	294	0.12	22	11	6	5	0	0	0
	F	14	0.01	3	2	1	0	0	0	0
47 Thatta	MF	510	0.22	17	6	3	5	3	0	0
	F	6	0.00	2	1	0	1	0	0	0
48 Sanghar	MF	1030	0.44	70	29	31	10	0	0	0
	F	33	0.01	12	6	6	0	0	0	0
49 Mirpur Khas	MF	1654	0.70	51	19	15	12	5	0	0
	F	21	0.01	6	4	2	0	0	0	0
50 Tharparkar	MF	397	0.17	41	15	15	7	4	0	0
	F	11	0.01	5	1	3	1	0	0	0
51 Karachi	MF	21937	9.34	766	397	214	99	39	12	5
	F	932	0.40	119	64	32	18	5	0	0
Sub-Total	MF	44415	18.91	2000	948	601	300	120	24	7
	F	1411	0.60	223	121	67	28	7	0	0

52	Chitral	MF	407	0.17	18	6	4	5	2	1	0
		F	15	0.01	4	2	1	0	1	0	0
53	Dir (Lower)	MF	204	0.09	27	13	10	4	0	0	0
		F	1	0.00	0	0	0	0	0	0	0
54	Dir (Upper)	MF	94	0.04	10	8	1	1	0	0	0
		F	3	0.00	2	1	0	1	0	0	0
55	Swat	MF	387	0.16	38	21	7	9	0	1	0
		F	10	0.00	2	2	0	0	0	0	0
56	Shangla	MF	30	0.01	4	3	0	1	0	0	0
		F	0	0.00	0	0	0	0	0	0	0
57	Buner	MF	249	0.11	11	6	1	3	1	0	0
		F	3	0.00	0	0	0	0	0	0	0
58	Malakand	MF	483	0.21	22	11	9	2	0	0	0
		F	9	0.00	1	1	0	0	0	0	0
59	Kohistan	MF	28	0.01	1	1	0	0	0	0	0
		F	1	0.00	1	1	0	0	0	0	0
60	Mansehra	MF	1787	0.76	122	57	33	21	8	3	0
		F	59	0.03	8	7	0	1	0	0	0
61	Batgram	MF	93	0.04	1	1	0	0	0	0	0
		F	0	0.00	0	0	0	0	0	0	0
62	Abbottabad	MF	2984	1.27	156	89	42	14	9	1	1
		F	145	0.06	20	10	7	1	2	0	0
63	Hangu	MF	137	0.06	7	4	2	1	0	0	0
		F	7	0.00	2	1	1	0	0	0	0
64	Haripur	MF	1420	0.60	82	34	29	11	6	2	0
		F	70	0.03	14	8	2	2	2	0	0
65	Mardan	MF	2350	1.00	123	61	40	18	2	0	2
		F	74	0.03	10	5	5	0	0	0	0
66	Swabi	MF	856	0.36	78	44	22	10	1	1	0
		F	22	0.01	4	2	1	1	0	0	0
67	Charsadda	MF	955	0.41	58	29	17	6	3	2	1
		F	11	0.01	0	0	0	0	0	0	0
68	Peshawar	MF	6239	2.66	390	198	107	53	24	8	0
		F	456	0.19	59	33	18	7	1	0	0
69	Nowshera	MF	1868	0.79	98	42	29	16	6	4	1
		F	135	0.06	7	7	0	0	0	0	0
70	Kohat	MF	1537	0.65	77	44	16	6	6	4	1
		F	88	0.04	15	9	4	2	0	0	0

71	Bannu	F	13	0.01	0	0	0	0	0	0	0
72	Bannu	MF	1222	0.52	96	53	24	11	6	1	1
		F	82	0.04	13	9	3	1	0	0	0
73	Lakki Marwat	MF	631	0.27	51	23	18	6	3	1	0
		F	6	0.00	1	1	0	0	0	0	0
74	Dera Ismail Khan	MF	937	0.40	98	42	34	14	5	2	1
		F	53	0.02	12	3	6	2	1	0	0
75	Tank	MF	130	0.05	14	6	7	1	0	0	0
		F	2	0.00	0	0	0	0	0	0	0
Sub-Total		MF	26060	11.09	1639	830	469	218	83	31	8
		F	1265	0.54	175	102	48	18	7	0	0
<u>BALUCHISTAN</u>											
76	Quetta	MF	5540	2.36	361	170	106	64	13	5	3
		F	194	0.08	38	24	11	3	0	0	0
77	Pishin	MF	153	0.06	16	9	5	0	2	0	0
		F	2	0.00	0	0	0	0	0	0	0
78	Killa Abdullah	MF	65	0.03	3	1	2	0	0	0	0
		F	7	0.00	1	1	0	0	0	0	0
79	Chagai	MF	1104	0.47	3	1	1	1	0	0	0
		F	4	0.00	0	0	0	0	0	0	0
80	Loralai	MF	93	0.04	9	2	3	1	3	0	0
		F	3	0.00	0	0	0	0	0	0	0
81	Musakhel	MF	38	0.02	9	2	1	5	1	0	0
		F	0	0.00	0	0	0	0	0	0	0
82	Barkhan	MF	248	0.11	2	2	0	0	0	0	0
		F	0	0.00	0	0	0	0	0	0	0
83	Killa Saifullah	MF	77	0.03	3	3	0	0	0	0	0
		F	0	0.00	0	0	0	0	0	0	0
84	Zhob	MF	84	0.04	10	2	6	1	1	0	0
		F	7	0.00	0	0	0	0	0	0	0
85	Sibi	MF	1595	0.68	14	7	6	0	0	1	0
		F	16	0.02	2	1	1	0	0	0	0
86	Ziarat	MF	26	0.01	2	1	1	0	0	0	0
		F	0	0.00	0	0	0	0	0	0	0
87	Kohlu	MF	14	0.01	1	1	0	0	0	0	0
		F	0	0.00	0	0	0	0	0	0	0
88	Dera Bugti	MF	26	0.01	3	2	1	0	0	0	0
		F	2	0.00	1	1	0	0	0	0	0

88	Nasirabad	F	4	0.00	2	1	1	0	0	0	0
90	Nasirabad	MF	120	0.05	5	2	3	0	0	0	0
		F	1	0.00	1	0	1	0	0	0	0
91	Jhal Magsi	MF	19	0.01	2	1	1	0	0	0	0
		F	0	0.00	0	0	0	0	0	0	0
92	Bolan	MF	401	0.17	8	6	0	1	1	0	0
		F	1	0.00	0	0	0	0	0	0	0
93	Kalat	MF	92	0.04	3	1	1	0	1	0	0
		F	0	0.00	0	0	0	0	0	0	0
94	Mastung	MF	199	0.08	7	4	2	1	0	0	0
		F	2	0.00	1	1	0	0	0	0	0
95	Khuzdar	MF	74	0.03	1	1	0	0	0	0	0
		F	4	0.00	0	0	0	0	0	0	0
96	Awaran	MF	12	0.01	2	1	1	0	0	0	0
		F	0	0.00	0	0	0	0	0	0	0
97	Kharan	MF	27	0.01	3	3	0	0	0	0	0
		F	0	0.00	0	0	0	0	0	0	0
98	Lasbela	MF	58	0.02	1	0	0	1	0	0	0
		F	1	0.00	0	0	0	0	0	0	0
99	Kech	MF	114	0.05	6	3	2	1	0	0	0
		F	0	0.00	0	0	0	0	0	0	0
100	Gawadar	MF	282	0.12	7	3	2	1	1	0	0
		F	5	0.00	0	0	0	0	0	0	0
101	Panjgur	MF	75	0.03	8	3	4	1	0	0	0
		F	1	0.00	0	0	0	0	0	0	0
Sub-Total		MF	10588	4.51	498	237	149	79	24	6	3
		F	254	0.10	46	29	14	3	0	0	0
<u>AZAD JAMMU & KASHMIR</u>											
102	Muzaffarabad	MF	924	0.39	47	19	14	10	3	1	0
		F	56	0.02	6	3	2	1	0	0	0
103	Poonch	MF	497	0.21	26	18	6	1	1	0	0
		F	15	0.01	5	4	0	1	0	0	0
104	Sandhoti	MF	64	0.03	3	1	2	0	0	0	0
		F	3	0.00	1	0	1	0	0	0	0
105	Bagh	MF	947	0.40	37	28	6	3	0	0	0
		F	37	0.02	4	4	0	0	0	0	0

106	Imper	F	14	0.01	5	5	0	0	0	0	0
107	Bhimber	MF	155	0.07	10	7	1	0	2	0	0
		F	4	0.00	0	0	0	0	0	0	0
108	Kotli	MF	223	0.09	15	7	6	1	0	1	0
		F	8	0.00	2	0	1	1	0	0	0
Sub-Total		MF	3053	1.29	159	87	39	21	7	5	0
		F	137	0.06	23	16	4	3	0	0	0
<u>NORTHERN AREAS</u>											
109	Gilgit	MF	7120	3.03	478	289	148	35	4	2	0
		F	766	0.33	43	23	11	9	0	0	0
110	Ghizer	MF	1972	0.84	99	76	16	7	0	0	0
		F	235	0.10	7	5	2	0	0	0	0
111	Ghanche	MF	1789	0.76	76	58	11	6	1	0	0
		F	177	0.08	10	6	2	2	0	0	0
112	Baltistan	MF	2800	1.19	100	78	18	3	0	1	0
		F	292	0.12	12	5	7	0	0	0	0
113	Diamir	MF	3371	1.44	172	131	36	3	1	1	0
		F	117	0.05	6	1	5	0	0	0	0
Sub-Total		MF	17052	7.26	925	632	229	54	6	4	0
		F	1587	0.68	78	40	27	11	0	0	0
<u>FEDERALLY ADMINISTERED TRIBAL AREAS</u>											
114	Bajaur Agency	MF	117	0.05	13	7	6	0	0	0	0
		F	6	0.01	2	2	0	0	0	0	0
115	Mohmand Agency	MF	245	0.10	62	34	21	6	1	0	0
		F	1	0.00	1	1	0	0	0	0	0
116	Khyber Agency	MF	229	0.11	35	16	11	3	4	1	0
		F	4	0.00	1	1	0	0	0	0	0
117	Kurram Agency	MF	167	0.07	22	10	6	4	1	1	0
		F	5	0.00	2	2	0	0	0	0	0
118	Orakzai Agency	MF	31	0.01	5	3	1	0	1	0	0
		F	0	0.00	0	0	0	0	0	0	0
119	North Waziristan Agency	MF	165	0.07	17	6	8	2	1	0	0
		F	0	0.00	0	0	0	0	0	0	0
120	South Waziristan Agency	MF	99	0.04	33	16	7	6	4	0	0
		F	1	0.00	1	0	1	0	0	0	0

121	Adjoining Peshawar District Tribal Area	MF F	52 2	0.02 0.00	12 1	5 0	2 1	5 0	0 0	0 0	0 0
122	Adjoining Kohat District Tribal Area	MF F	24 0	0.01 0.00	1 0	0 0	0 0	1 0	0 0	0 0	0 0
123	Adjoining Bannu District Tribal Area	MF F	54 1	0.02 0.00	9 0	4 0	2 0	3 0	0 0	0 0	0 0
124	Adjoining D.I.Khan District Tribal Area	MF F	17 0	0.01 0.00	2 0	2 0	0 0	0 0	0 0	0 0	0 0
125	Adjoining Tank District	MF F	14 1	0.01 0.00	0 0	0 0	0 0	0 0	0 0	0 0	0 0
Sub-Total		MF	1214	0.52	211	103	64	30	12	2	0
		F	21	0.01	8	6	2	0	0	0	0
No Response		MF	3473	1.48	192	71	47	32	14	18	10
		F	109	0.05	24	14	6	2	1	1	0
G. TOTAL		MF	234933	100	12618	6303	3614	1682	741	211	67
		F	10958	4.66	1552	888	434	179	48	3	0

TABLE-28																		
FEDERAL GOVERNMENT CIVIL SERVANTS BY BPS AND PROVINCE/DISTRICT OF DOMICILE																		
PROVINCE/DISTRICT OF DOMICILE	SEX	BPS 1-16 Total	BASIC PAY SCALE															
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
PUNJAB																		
1 Attock	MF	2679	514	230	231	150	394	72	344	20	195	30	97	38	3	161	62	138
	F	181	15	7	1	0	5	2	3	0	36	9	5	3	0	59	5	31
2 Rawalpindi	MF	19728	3663	2291	307	939	2701	1576	2010	162	1156	294	1176	430	46	1223	622	1132
	F	1884	97	67	2	13	53	4	64	10	407	79	55	13	4	525	121	370
3 Jhelum	MF	3629	579	516	49	149	670	437	393	44	163	34	129	87	3	165	58	153

4	Chakwal	MF	2075	306	178	26	47	445	43	384	14	134	25	90	35	6	157	51	134
		F	95	3	4	0	0	10	2	5	1	16	3	2	1	0	25	4	19
5	Sargodha	MF	3859	592	411	125	167	571	104	577	28	244	41	260	127	12	236	106	258
		F	118	12	2	1	0	5	0	13	2	16	1	6	0	0	29	5	26
6	Bhakkar	MF	826	98	54	211	36	115	26	101	5	37	6	41	19	2	36	11	28
		F	10	0	0	0	0	0	0	1	0	1	3	1	0	0	1	0	3
7	Khushab	MF	1031	127	141	81	35	175	10	144	6	45	12	66	20	2	73	17	77
		F	26	2	0	0	0	3	1	1	0	3	3	1	1	0	7	0	4
8	Mianwali	MF	2627	427	212	252	187	296	209	312	23	137	12	174	90	4	117	50	125
		F	33	2	1	0	0	3	0	3	1	9	1	0	1	0	6	0	6
9	Faisalabad	MF	5971	810	563	390	275	955	400	683	75	257	126	419	186	41	305	158	328
		F	117	8	4	0	1	7	0	7	1	21	6	5	0	0	23	9	25
10	Jhang	MF	2024	233	261	102	73	355	59	233	17	130	35	139	61	9	130	58	129
		F	41	3	2	0	1	3	1	2	0	7	1	3	0	0	10	1	7
11	Toba Tek Singh	MF	1340	136	115	159	43	233	21	172	3	96	23	95	32	2	87	42	81
		F	40	2	1	0	1	2	0	1	0	12	0	1	1	0	10	2	7
12	Gujranwala	MF	2758	503	196	63	123	435	69	500	15	133	53	203	69	9	158	76	153
		F	122	38	5	0	0	8	0	11	1	8	2	2	0	1	24	5	17
13	Hafizabad	MF	271	32	26	10	7	50	6	50	4	13	2	22	11	1	15	2	20
		F	5	0	0	0	0	1	0	0	0	1	0	0	0	0	2	0	1
14	Gujrat	MF	2559	333	161	74	172	394	121	423	16	195	33	174	75	7	183	47	151
		F	100	7	4	0	1	6	0	4	0	19	2	2	1	0	25	5	24
15	Mandi bahaud din	MF	873	145	81	78	65	154	46	101	5	48	6	34	25	0	29	12	44
		F	15	1	0	0	0	6	0	3	0	1	0	1	0	0	2	0	1
16	Sialkot	MF	3414	604	308	106	117	500	112	527	22	201	59	241	100	13	213	96	195
		F	198	45	3	1	0	7	3	11	0	36	7	1	1	0	49	7	27
17	Narowal	MF	1049	246	119	47	51	189	51	105	3	41	13	47	31	3	41	27	35
		F	26	11	0	0	0	2	0	1	0	3	1	0	0	0	4	2	2
18	Lahore	MF	3329 0	5752	3859	644	2432	4440	5597	3035	388	1527	341	2446	592	87	776	451	923
		F	491	32	12	3	0	31	3	56	2	70	10	67	15	4	95	20	71
19	Kasur	MF	2023	269	389	170	159	298	93	246	11	79	25	88	38	2	75	33	48
		F	19	0	0	0	0	2	0	1	0	5	0	0	1	0	6	0	4
20	Okara	MF	1024	131	149	92	54	163	19	125	6	45	10	68	31	1	53	19	58
		F	35	3	3	0	0	1	0	2	1	6	2	2	0	0	8	1	6
21	Sheikhupura	MF	2801	375	274	224	127	453	143	395	19	136	27	218	70	8	146	61	125
		F	48	8	0	0	1	7	0	2	1	5	1	1	1	0	12	2	7
22	Vehari	MF	797	72	78	97	29	176	10	111	4	36	12	52	29	3	40	13	35
		F	16	0	0	0	0	3	0	1	0	1	0	0	0	0	4	2	5
23	Sahiwal	MF	1867	197	143	181	74	286	51	265	15	112	36	155	57	10	141	44	100

24	Pakpattan	MF	261	32	27	23	12	57	1	41	1	7	2	17	6	0	14	6	15
25	Multan	MF	7142	1400	858	304	380	1244	780	608	117	212	70	369	205	20	271	67	237
		F	162	23	11	0	1	13	1	8	2	24	1	4	1	0	33	5	35
26	Khaniwal	MF	1568	244	221	105	97	297	74	164	25	65	11	70	42	2	80	15	56
		F	22	3	0	0	0	2	0	1	4	7	2	0	0	0	2	0	1
27	Lodhran	MF	566	68	95	157	43	84	15	41	7	13	3	11	13	0	7	1	8
		F	4	0	1	0	1	0	0	1	0	0	0	0	0	0	1	0	0
28	Dera Ghazi Khan	MF	640	97	61	19	23	123	21	107	6	29	5	46	21	2	31	15	34
		F	14	0	0	0	0	1	0	0	0	2	2	2	0	0	2	2	3
29	Rajanpur	MF	277	39	83	11	32	44	5	19	0	5	3	12	5	0	6	4	9
		F	4	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	1
30	Leiah	MF	611	63	52	116	31	103	9	68	5	32	3	29	36	1	28	7	28
		F	14	0	0	1	0	1	0	1	1	2	1	1	0	0	5	0	1
31	Muzaffargarh	MF	1086	141	112	146	71	195	47	147	9	39	6	51	32	6	36	16	32
		F	14	0	1	0	0	3	1	3	1	1	0	2	0	0	2	0	0
32	Bahawalpur	MF	2678	472	222	582	202	330	166	236	21	87	16	118	38	6	90	17	75
		F	58	6	4	0	1	3	1	6	0	11	1	1	0	0	14	2	8
33	Bahawalnagar	MF	919	146	100	140	33	104	21	131	4	52	8	64	19	3	40	17	37
		F	10	0	1	0	1	0	0	1	0	4	0	0	0	0	2	0	1
34	Rahimyar Khan	MF	1288	180	162	175	97	163	48	148	35	30	12	83	51	3	55	14	32
		F	23	2	2	0	0	4	0	2	1	2	3	1	0	0	2	1	3
	Sub-Total	MF	115551	19026	12748	5497	6532	17192	10462	12946	1135	5731	1394	7304	2721	317	5218	2295	5033
		F	4156	331	142	10	23	205	20	231	31	764	147	175	41	9	1051	209	767
35	Federal Capital Islamabad	MF	6533	1989	572	127	261	666	79	548	18	363	95	438	218	13	381	346	419
		F	1043	168	83	1	8	33	3	29	4	165	17	32	12	1	211	89	187
	SINDH																		
36	Jaccobabad	MF	795	88	237	74	65	105	28	68	11	18	3	38	10	2	22	3	23
		F	9	1	0	0	0	0	0	0	0	4	0	1	0	0	1	0	2
37	Shikarpur	MF	912	139	101	56	14	161	22	101	10	46	14	72	43	4	57	21	51
		F	16	1	0	0	0	1	1	0	0	5	1	1	0	0	2	2	2
38	Larkana	MF	1230	166	113	137	70	170	26	141	10	54	12	99	45	5	91	17	74
		F	22	3	1	0	0	2	0	0	1	4	0	0	1	0	5	0	5
39	Khairpur	MF	1019	93	119	34	46	149	8	85	6	58	19	128	41	2	103	45	83
		F	22	1	1	0	0	1	0	1	0	7	1	3	0	0	4	0	3
40	Sukkur	MF	5272	996	960	346	405	636	618	301	79	115	41	353	149	10	132	38	93

41	Ghotki	MF	258	57	35	34	16	50	5	17	3	7	1	5	8	0	9	5	6
		F	2	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0
42	Nawabshah	MF	1248	151	175	65	81	196	48	148	13	45	16	126	47	8	55	27	47
		F	27	2	2	0	0	0	0	4	0	5	0	3	1	0	7	0	3
43	Naushahro Feroze	MF	721	100	70	27	31	148	21	112	6	28	6	55	30	0	37	24	26
		F	19	3	1	0	0	2	1	2	0	4	0	0	0	0	3	2	1
44	Dadu	MF	1810	463	99	145	133	241	98	159	30	93	10	102	122	3	52	16	44
		F	23	5	0	0	0	3	0	1	0	3	1	3	0	0	3	0	4
45	Hyderabad	MF	4295	629	504	216	278	535	222	534	41	153	53	260	429	15	205	42	179
		F	150	35	4	1	0	10	0	9	1	26	3	6	6	0	26	6	17
46	Badin	MF	272	37	39	31	9	47	4	39	0	10	1	13	9	0	17	1	15
		F	11	0	0	0	0	1	0	1	0	3	0	0	0	0	3	0	3
47	Thatta	MF	493	96	86	138	56	47	7	19	0	6	1	14	8	0	7	2	6
48	Sanghar	MF	960	94	237	32	42	146	17	139	7	41	8	55	37	1	50	16	38
		F	21	0	0	0	0	1	0	0	0	9	1	1	0	0	5	1	3
49	Mirpur Khas	MF	1603	386	130	122	110	222	107	174	24	42	12	116	58	3	47	15	35
		F	15	7	0	0	0	1	0	0	0	2	0	0	0	0	2	1	2
50	Tharparkar	MF	356	49	30	39	19	44	15	48	6	16	8	22	18	2	22	4	14
		F	6	1	0	0	0	0	0	0	0	0	1	0	0	0	4	0	0
51	Karachi	MF	2117	3977	2487	598	1369	3117	1412	2785	229	768	414	1522	517	86	810	370	710
		F	1																
		F	813	107	19	1	3	59	5	120	7	119	18	64	25	4	112	56	94
	Sub-Total	MF	4241	7521	5422	2094	2744	6014	2658	4870	475	1500	619	2980	1571	141	1716	646	1444
		F	5																
		F	1188	173	29	2	3	86	7	139	10	196	27	83	33	4	180	71	145
	NWFP																		
52	Chitral	MF	389	71	56	20	17	56	5	66	6	24	12	26	4	1	5	11	9
		F	11	1	0	0	0	1	0	1	3	5	0	0	0	0	0	0	0
53	Dir (Lower)	MF	177	24	11	9	3	29	8	26	1	20	2	15	6	0	4	8	11
		F	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
54	Dir (Upper)	MF	84	14	5	2	4	6	8	10	0	6	1	8	3	1	5	4	7
		F	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
55	Swat	MF	349	65	40	7	8	55	7	60	1	21	2	24	8	1	16	17	17
		F	8	2	0	0	0	3	0	0	0	0	0	2	0	0	1	0	0
56	Shangla	MF	26	4	5	0	1	3	0	3	0	1	0	4	1	0	1	1	2
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
57	Buner	MF	238	56	30	6	12	45	7	22	4	7	6	16	6	1	8	2	10
		F	3	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
58	Malakand	MF	461	37	36	18	11	88	7	55	3	34	6	59	19	3	35	15	35
		F	8	1	0	0	0	0	0	0	0	2	0	0	0	0	4	0	1

		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
60	Mansehra	MF	1665	297	173	35	104	236	45	251	13	95	18	117	49	3	74	70	85
		F	51	4	1	0	0	2	0	1	1	24	1	3	0	0	9	1	4
61	Batgram	MF	92	13	18	1	13	10	3	6	1	8	1	11	1	1	1	4	0
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
62	Abbottabad	MF	2828	600	289	72	142	354	78	446	17	172	16	176	44	2	149	105	166
		F	125	7	3	1	1	0	0	3	1	51	1	0	0	0	32	7	18
63	Hangu	MF	130	22	30	7	10	23	3	10	0	5	2	4	1	0	4	3	6
		F	5	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	3
64	Haripur	MF	1338	242	153	78	71	220	57	155	5	84	7	73	18	3	65	44	63
		F	56	6	6	0	1	1	2	0	0	14	0	2	0	0	11	4	9
65	Mardan	MF	2227	238	193	126	61	491	48	365	7	136	32	148	24	6	164	61	127
		F	64	3	0	0	0	21	0	11	1	9	0	1	0	0	11	0	7
66	Swabi	MF	778	108	52	8	30	204	19	94	3	38	9	62	15	3	62	25	46
		F	18	2	1	0	0	0	0	2	0	3	1	0	0	0	7	0	2
67	Charsadda	MF	897	134	77	33	37	150	20	126	6	35	10	103	21	3	34	58	50
		F	11	2	1	0	0	4	0	1	1	1	0	0	0	0	1	0	0
68	Peshawar	MF	5849	902	575	196	212	1066	110	985	27	269	66	404	84	20	416	198	319
		F	397	28	4	2	0	87	1	42	1	51	9	19	7	1	96	14	35
69	Nowshera	MF	1770	186	167	135	45	442	31	236	5	102	17	87	22	5	156	27	107
		F	128	5	0	0	0	52	1	20	0	17	2	1	1	0	22	1	6
70	Kohat	MF	1460	219	161	75	64	251	44	203	7	109	7	65	14	3	102	37	99
		F	73	7	2	0	1	20	0	14	0	13	1	0	0	0	10	1	4
71	Karak	MF	975	70	192	43	29	171	15	129	2	56	6	87	20	3	58	28	66
		F	13	0	0	0	0	1	0	2	0	4	0	0	0	0	4	0	2
72	Bannu	MF	1126	112	75	24	29	229	17	190	5	90	14	84	18	1	77	37	124
		F	69	6	0	0	0	12	0	11	0	6	4	1	0	0	17	4	8
73	Lakki Marwat	MF	580	73	62	29	13	127	7	88	2	36	3	49	8	1	35	21	26
		F	5	0	0	0	0	0	0	0	0	3	1	0	0	0	1	0	0
74	Dera Ismail Khan	MF	839	89	92	12	28	157	17	151	2	45	15	76	14	3	46	36	56
		F	41	1	1	0	0	3	0	0	0	12	3	2	0	0	9	3	7
75	Tank	MF	116	14	28	6	6	20	7	16	0	5	1	3	2	0	3	2	3
		F	2	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
	Sub-Total	MF	2442	3595	2526	943	953	4438	564	3695	117	1398	253	1703	403	64	1520	814	1435
		F	1090	76	19	3	3	207	4	109	8	217	23	31	8	1	236	37	108
	BALUCHISTAN																		
76	Quetta	MF	5179	1044	828	166	323	612	410	431	100	153	36	469	138	13	165	112	179
		F	156	24	1	0	2	5	1	10	2	44	1	6	3	1	33	5	18

		F	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
78	Killa Abdullah	MF	62	13	4	4	0	6	0	8	0	4	1	11	0	0	3	0	8
		F	6	0	0	0	0	0	0	1	0	1	0	0	0	0	1	0	3
79	Chagai	MF	1101	156	210	322	119	146	37	24	20	3	6	31	12	0	9	2	4
		F	4	0	0	2	0	0	0	1	0	0	0	0	0	0	1	0	0
80	Loralai	MF	84	9	6	4	5	12	0	5	2	0	0	19	2	0	10	3	7
		F	3	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0
81	Musakhel	MF	29	2	1	1	5	4	1	1	3	2	0	4	1	0	2	0	2
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
82	Barkhan	MF	246	61	32	1	36	51	10	7	15	2	4	16	5	0	4	1	1
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
83	Killa Saifullah	MF	74	7	45	5	2	4	1	3	0	0	0	5	0	0	1	0	1
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
84	Zhob	MF	74	12	26	0	2	10	1	3	0	6	1	3	3	0	3	0	4
		F	7	2	0	0	0	1	0	0	0	2	0	0	0	0	1	0	1
85	Sibi	MF	1581	261	461	63	146	173	168	66	39	17	10	79	40	1	22	21	14
		F	14	5	3	0	0	0	0	0	0	0	0	1	0	0	2	2	1
86	Ziarat	MF	24	6	0	0	2	1	0	5	0	2	0	3	0	0	0	2	3
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
87	Kohlu	MF	13	4	1	0	1	2	0	3	0	0	0	2	0	0	0	0	0
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
88	Dera Bugti	MF	23	6	2	2	7	2	0	2	0	0	0	0	0	0	1	0	1
		F	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
89	Jafarabad	MF	43	7	5	5	2	5	1	5	0	4	0	4	0	0	2	2	1
		F	2	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
90	Nasirabad	MF	115	17	13	39	15	13	0	4	0	1	0	3	0	0	4	2	4
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
91	Jhal Magsi	MF	17	4	7	1	0	1	3	0	0	0	0	0	0	0	1	0	0
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
92	Bolan	MF	393	30	169	57	51	37	8	11	1	3	1	6	3	0	7	4	5
		F	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
93	Kalat	MF	89	21	21	0	6	3	1	9	1	6	1	4	3	0	5	2	6
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
94	Mastung	MF	192	43	87	4	9	24	1	6	1	2	1	3	0	0	2	6	3
		F	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
95	Khuzdar	MF	73	21	10	2	5	16	1	5	0	0	0	9	0	0	3	0	1
		F	4	1	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0
96	Awaran	MF	10	4	2	0	2	1	0	0	0	0	0	0	1	0	0	0	0
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0

		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
98	Lasbela	MF	57	13	11	2	12	6	0	2	0	1	0	3	1	2	2	0	2
		F	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
99	Kech	MF	108	21	9	27	8	8	6	9	0	3	0	11	2	0	0	2	2
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
100	Gwadar	MF	275	67	43	8	21	44	7	23	7	6	7	23	6	0	8	2	3
		F	5	1	0	0	0	3	0	1	0	0	0	0	0	0	0	0	0
101	Panjgur	MF	67	3	6	3	2	26	2	11	0	6	0	5	0	0	3	0	0
		F	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
	Sub-Total	MF	10090	1865	2031	725	792	1224	659	658	189	228	69	724	219	16	264	166	261
		F	208	35	6	2	2	9	1	14	2	48	1	9	3	1	42	9	24
	AZAD JAMMU & KASHMIR																		
102	Muzaffarabad	MF	877	272	134	22	35	118	25	90	2	44	4	28	6	5	39	17	36
		F	50	5	4	0	0	7	0	2	0	13	1	2	0	0	5	3	8
103	Poonch	MF	471	106	70	5	24	59	12	92	0	33	3	19	5	0	18	12	13
		F	10	1	0	0	0	0	0	0	0	7	1	0	0	0	0	0	1
104	Sandhoti	MF	61	3	11	1	1	12	3	9	0	6	0	7	0	0	5	1	2
		F	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0
105	Bagh	MF	910	227	143	19	49	116	23	111	2	58	6	41	20	2	31	19	43
		F	33	4	0	0	0	1	0	2	0	13	0	0	1	0	8	0	4
106	Mirpur	MF	222	37	36	5	16	36	1	41	0	9	2	7	2	0	18	7	5
		F	9	0	1	0	0	0	0	0	0	2	0	0	0	0	3	2	1
107	Bhimber	MF	145	25	16	19	4	20	9	17	0	3	0	7	4	0	12	1	8
		F	4	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	3
108	Kotli	MF	208	32	27	7	8	41	2	28	1	19	1	15	2	1	10	4	10
		F	6	0	0	0	0	1	0	0	0	2	0	0	0	0	3	0	0
	Sub-Total	MF	2894	702	437	78	137	402	75	388	5	172	16	124	39	8	133	61	117
		F	114	10	5	0	0	9	0	4	0	39	2	2	1	0	20	5	17
	NORTHERN AREAS																		
109	Gilgit	MF	6642	1613	193	41	347	1511	249	641	103	873	74	171	51	7	204	67	497

110	Ghizer	MF	1873	433	51	2	59	407	19	176	30	374	35	32	12	2	81	4	156
		F	228	20	2	0	50	11	1	9	2	104	0	6	0	0	12	0	11
111	Ghanche	MF	1713	402	68	9	103	367	34	191	20	264	17	24	10	3	69	10	122
		F	167	14	17	0	32	8	0	6	0	58	0	6	0	0	11	1	14
112	Baltistan	MF	2700	620	185	18	119	505	72	391	19	347	43	42	10	5	124	8	192
		F	280	12	60	0	20	4	0	52	3	81	2	6	0	0	24	0	16
113	Diamir	MF	3199	896	93	19	110	668	83	438	31	338	74	46	26	2	132	20	223
		F	111	12	4	0	11	4	0	19	1	25	1	6	1	0	13	0	14
	Sub-Total	MF	16127	3964	590	89	738	3458	457	1837	203	2196	243	315	109	19	610	109	1190
		F	1509	142	116	1	213	71	2	155	12	549	13	35	1	0	106	2	91
	FEDERALLY ADMINISTERED TRIBAL AREAS																		
114	Bajaur Agency	MF	104	17	29	5	0	7	3	8	0	7	0	9	3	2	2	2	10
		F	4	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2
115	Mohmand Agency	MF	183	7	3	1	2	42	5	24	2	7	3	29	11	1	13	8	25
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
116	Khyber Agency	MF	194	24	27	36	13	23	1	21	0	9	2	13	5	0	6	3	11
		F	3	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0
117	Kurram Agency	MF	145	16	28	7	3	17	4	8	1	4	0	20	4	1	6	8	18
		F	3	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	1
118	Orakzi Agency	MF	26	6	3	1	0	8	1	2	0	1	0	1	0	0	1	1	1
		F	0	0	0	0	0		0	0	0	0	0	0	0	0	0	0	0
119	North Waziristan Agency	MF	148	34	46	9	4	7	7	17	0	4	0	8	2	0	4	3	3
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
120	South Waziristan Agency	MF	66	2	4	0	3	10	0	8	0	9	0	9	0	0	12	3	6
		F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
121	Tribal Area Adjoining Peshawar District	MF	40	4	9	0	0	2	1	9	0	1	0	5	0	0	5	1	3
		F	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2	Adjoining Kohat District	F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12	Tribal Area	MF	45	0	11	0	1	10	0	5	1	2	0	4	0	0	1	1	9
3	Adjoining																		
	Bannu District	F	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
12	Tribal Area	MF	15	1	5	2	1	0	0	2	0	0	0	3	0	0	0	0	1
4	Adjoining																		
	D.I.Khan District	F	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12	Tribal Area	MF	14	2	4	1	1	0	0	2	0	0	0	1	0	0	0	2	1
5	Adjoining																		
	Tank District	F	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Sub-Total	MF	1003	114	172	62	28	131	22	107	4	45	5	108	27	4	51	33	90
		F	13	1	1	0	0	0	0	0	0	5	0	1	0	0	1	0	4
	No Response	MF	3281	913	562	113	258	326	88	233	9	58	14	219	162	11	71	168	76
		F	85	40	1	0	0	7	0	4	2	7	0	4	1	1	8	8	2
	G. TOTAL	MF	2223	3968	2506	9728	1244	3385	1506	2528	2155	1169	2708	1391	5469	593	9964	4638	1006
			15	9	0		3	1	4	2		1		5					5
		F	9406	976	402	19	252	627	37	685	69	1990	230	372	100	17	1855	430	1345

TABLE-29
FEDERAL GOVERNMENT CIVIL SERVANTS BY DIRECT RECRUITMENT &
PROVINCE/DISTRICT OF DOMICILE

PROVINCE/DISTRICT OF DOMICILE	BPS 1-22 Total	PERCENTAGE (%)	BPS 17-22 Total	BASIC PAY SCALE					
				17	18	19	20	21	22
1	2	3	4	5	6	7	8	9	10
<u>PUNJAB</u>									
1 Attock	1946	1.26	62	35	15	8	3	0	1
2 Rawalpindi	12892	8.35	463	261	135	47	14	6	0
3 Jhelum	1413	0.92	51	20	24	4	2	1	0
4 Chakwal	1528	0.99	69	40	22	3	3	1	0
5 Sargodha	2706	1.75	104	62	25	10	5	2	0
6 Bhakkar	608	0.39	16	13	0	3	0	0	0
7 Khushab	791	0.51	28	16	8	3	1	0	0
8 Mianwali	1617	1.05	38	26	10	2	0	0	0
9 Faisalabad	3254	2.10	173	114	43	11	2	2	1
10 Jhang	1507	0.98	74	44	20	8	1	1	0
11 Toba Tek Singh	949	0.62	39	23	12	3	1	0	0
12 Gujranwala	4098	2.66	87	54	20	9	4	0	0
13 Hafzabad	215	0.14	9	4	4	1	0	0	0
14 Gujrat	1509	0.98	53	32	14	2	5	0	0
15 Mandi Bahauddin	657	0.42	26	15	7	4	0	0	0
16 Sialkot	2276	1.48	105	52	30	16	4	3	0
17 Narowal	804	0.52	12	7	5	0	0	0	0
18 Lahore	16982	11.01	597	350	148	55	36	5	3
19 Kasur	1403	0.91	27	17	8	2	0	0	0
20 Okara	783	0.51	46	33	10	0	3	0	0
21 Sheikhpura	1955	1.27	58	39	7	9	2	1	0
22 Vehari	581	0.38	22	14	4	3	1	0	0
23 Sahiwal	1275	0.83	62	34	16	10	2	0	0
24 Pakpattan	205	0.13	6	3	2	1	0	0	0
25 Multan	5473	3.55	153	104	34	10	5	0	0
26 Khaniwal	1122	0.73	25	18	3	4	0	0	0
27 Lodhran	432	0.28	5	4	1	0	0	0	0
28 Dera Ghazi Khan	482	0.31	41	27	7	3	2	2	0
29 Rajanpur	178	0.12	7	4	1	2	0	0	0

31	Muzaffargarh	716	0.46	36	20	14	2	0	0	0
32	Bahawalpur	4058	2.63	55	33	15	6	1	0	0
33	Bahwalnagar	713	0.46	25	15	7	2	1	0	0
34	Rahim Yar Khan	948	0.61	33	19	11	3	0	0	0
Sub-Total		76551	49.62	2635	1566	696	246	98	24	5
35	Federal Capital Islamabad.	5336	3.45	193	118	59	7	7	1	1
<u>SINDH</u>										
36	Jacobabad	616	0.40	26	13	11	2	0	0	0
37	Shikarpur	790	0.51	65	35	22	6	2	0	0
38	Larkana	2241	1.45	64	45	13	5	0	1	0
39	Khairpur	856	0.55	81	49	23	7	1	0	1
40	Sukkur	3205	2.08	56	30	12	6	7	1	0
41	Ghotki	224	0.15	12	7	2	3	0	0	0
42	Nawabshah	753	0.49	34	18	11	5	0	0	0
43	Naushero Feroze	582	0.38	29	18	8	2	1	0	0
44	Dadu	1351	0.88	41	20	12	5	3	1	0
45	Hyderabad	3878	2.51	161	98	50	9	4	0	0
46	Badin	211	0.14	12	7	2	3	0	0	0
47	Thatta	414	0.27	11	4	3	3	1	0	0
48	Sanghar	801	0.52	32	17	11	4	0	0	0
49	Mirpurkhas	945	0.61	21	12	5	2	2	0	0
50	Tharparkar	265	0.17	25	13	6	3	3	0	0
51	Karachi	13430	8.7	356	210	99	34	6	5	2
Sub-Total		30562	19.81	1026	596	290	99	30	8	3
<u>NWFP</u>										
52	Chitral	298	0.19	7	2	2	3	0	0	0
53	Dir (lower)	145	0.09	12	8	3	1	0	0	0
54	Dir (upper)	70	0.05	7	7	0	0	0	0	0
55	Swat	268	0.17	19	14	3	2	0	0	0
56	Shangla	27	0.02	3	3	0	0	0	0	0
57	Buner	184	0.12	5	5	0	0	0	0	0
58	Malakand	372	0.24	12	9	1	2	0	0	0
59	Kohistan	17	0.01	1	1	0	0	0	0	0
60	Mansehra	1219	0.79	46	25	10	7	3	1	0

62	Abbottabad	2068	1.34	60	38	12	4	5	0	1
63	Hangu	101	0.07	5	3	2	0	0	0	0
64	Haripur	1021	0.66	38	19	12	3	4	0	0
65	Mardan	1789	1.16	49	31	9	9	0	0	0
66	Swabi	627	0.41	41	23	12	6	0	0	0
67	Charsadda	687	0.45	26	19	5	2	0	0	0
68	Peshawar	4228	2.74	215	142	45	20	7	1	0
69	Nowshera	1359	0.88	45	20	14	9	1	1	0
70	Kohat	1309	0.85	37	25	7	1	3	1	0
71	Karak	714	0.46	25	15	8	2	0	0	0
72	Bannu	648	0.42	41	29	6	4	2	0	0
73	Lakki Marwat	457	0.30	20	13	4	2	1	0	0
74	Dera Ismail Khan	616	0.40	48	23	15	8	1	1	0
75	Tank	90	0.06	3	1	1	1	0	0	0
Sub-Total		18383	11.92	765	475	171	86	27	5	1
<u>BALUCHISTAN</u>										
76	Quetta	3691	2.39	163	104	40	16	3	0	0
77	Pishin	126	0.08	6	5	1	0	0	0	0
78	Killa Abdullah	45	0.03	2	1	1	0	0	0	0
79	Chagai	834	0.54	1	1	0	0	0	0	0
80	Loralai	61	0.04	1	0	1	0	0	0	0
81	Musakhel	17	0.01	1	0	0	1	0	0	0
82	Barkhan	8	0.01	1	1	0	0	0	0	0
83	Killa Saifullah	60	0.04	1	1	0	0	0	0	0
84	Zhob	71	0.04	6	2	3	1	0	0	0
85	Sibi	631	0.41	22	15	7	0	0	0	0
86	Ziarat	21	0.01	2	1	1	0	0	0	0
87	Kohlu	12	0.01	1	1	0	0	0	0	0
88	Dera Bugti	16	0.01	1	0	1	0	0	0	0
89	Jafarabad	37	0.02	1	0	1	0	0	0	0
90	Nasirabad	101	0.06	3	1	2	0	0	0	0
91	Jhal Magsi	9	0.01	1	0	1	0	0	0	0
92	Bolan	292	0.19	3	1	0	1	1	0	0
93	Kalat	74	0.05	1	0	1	0	0	0	0
94	Mustung	163	0.11	4	1	2	1	0	0	0
95	Khuzdar	65	0.04	0	0	0	0	0	0	0

PROVINCE/DISTRICT OF DOMICILE	1-22 Total	PERCENT- AGE (%)	17-22 Total	BASIC PAY SCALE					
				17	18	19	20	21	22
1	2	3	4	5	6	7	8	9	10
96 Awaran	9	0.01	1	1	0	0	0	0	0
97 Kharan	16	0.01	0	0	0	0	0	0	0
98 Lasbela	48	0.03	1	0	0	1	0	0	0
99 Kech	93	0.06	2	1	0	1	0	0	0
100 Gwadar	402	0.26	10	7	3	0	0	0	0
101 Punjgur	61	0.04	4	2	2	0	0	0	0
Sub-Total	6963	4.51	239	146	67	22	4	0	0
<u>AZAD JAMMU & KASHMIR</u>									
102 Muzaffarabad	702	0.45	29	18	7	3	1	0	0
103 Poonch	353	0.23	14	10	3	1	0	0	0
104 Sandhoti	38	0.03	2	0	2	0	0	0	0
105 Bagh	699	0.45	15	12	1	2	0	0	0
106 Mirpur	160	0.10	7	4	1	0	1	1	0
107 Bhimber	100	0.07	4	3	0	0	1	0	0
108 Kotli	141	0.09	8	4	3	1	0	0	0
Sub-Total	2193	1.42	79	51	17	7	3	1	0
<u>NORTHERN AREAS</u>									
109 Gilgit	4600	2.98	203	170	25	5	1	2	0
110 Ghizer	1212	0.79	47	44	3	0	0	0	0
111 Ghanche	1133	0.73	44	39	3	2	0	0	0
112 Baltistan	1954	1.27	45	36	7	2	0	0	0
113 Diamir	2460	1.59	68	55	12	0	0	1	0
Sub-Total	11359	7.36	407	344	50	9	1	3	0
<u>FEDERALLY ADMINISTERED TRIBAL AREAS</u>									
114 Bajaur Agency	104	0.07	9	5	4	0	0	0	0
115 Mohmand Agency	200	0.13	46	30	13	2	1	0	0
116 Khyber Agency	167	0.11	18	13	4	1	0	0	0
117 Kurram Agency	127	0.08	13	8	2	2	1	0	0
118 Orakzai Agency	22	0.01	2	2	0	0	0	0	0
119 North Waziristan Agency	148	0.10	14	5	6	2	1	0	0

121	Tribal Area Adjoining Peshawar District	40	0.03	9	4	2	3	0	0	0
122	Tribal Area Adjoining Kohat District	21	0.01	1	0	0	1	0	0	0
123	Tribal Area Adjoining Bannu District	44	0.03	6	3	1	2	0	0	0
124	Tribal Area Adjoining D.I.Khan District	7	0.00	1	1	0	0	0	0	0
125	Tribal Area Adjoining Tank District	5	0.00	0	0	0	0	0	0	0
Sub-Total		962	0.62	138	84	35	15	4	0	0
No Response		1977	1.28	65	32	17	8	5	3	0
G. TOTAL		154286	100	5547	3412	1402	499	179	45	10

									TABLE-30									
			FEDERAL GOVERNMENT CIVIL SERVANTS BY DIRECT RECRUITMENT AND PROVINCE /															
							DISTRICT OF DOMICILE											
PROVICNE/DISTRICT OF DOMICILE		BPS 1-16 Total	BASIC PAY SCALE															
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
	PUNJAB																	
1	Attock	1884	485	199	210	76	285	34	186	10	128	24	47	32	1	84	27	56
2	Rawalpindi	12429	3572	1070	213	440	2355	289	1118	45	802	180	635	275	18	694	279	444
3	Jhelum	1362	265	189	37	38	277	19	213	3	76	18	41	26	0	77	24	59
4	Chakwal	1459	295	161	20	37	379	19	216	8	70	16	37	27	2	83	30	59
5	Sargodha	2602	570	366	92	104	435	49	329	12	126	24	106	111	3	130	47	98
6	Bhakkar	592	94	42	205	14	75	7	61	2	20	4	15	16	1	18	8	10
7	Khushab	763	123	132	75	31	155	6	85	3	21	7	36	12	1	35	11	30
8	Mianwali	1579	416	186	195	61	219	20	149	11	59	8	58	70	2	49	26	50
9	Faisalabad	3081	569	270	312	82	597	70	394	17	119	48	159	101	15	135	68	125
10	Jhang	1433	225	243	79	44	310	35	120	8	75	19	69	42	5	81	26	52
11	Toba Tek Singh	910	130	98	149	16	182	13	90	1	52	15	37	24	1	54	20	28
12	Gujranwala	4011	1472	168	34	74	1325	27	304	7	69	27	280	56	2	75	33	58
13	Hafizabad	206	31	21	6	5	41	5	42	2	8	1	14	11	0	9	1	9
14	Gujrat	1456	307	115	40	56	258	38	232	2	89	14	72	50	3	92	28	60
15	Mandi Bahauddin	631	140	75	64	32	126	19	63	2	28	3	13	20	0	20	4	22
16	Sialkot	2171	571	259	77	56	331	50	285	7	111	32	96	72	0	117	41	66
17	Narowal	792	233	98	43	32	154	32	64	1	24	8	22	27	2	22	15	15
18	Lahore	16385	4108	1645	464	822	2266	2249	1743	74	738	130	960	276	21	364	183	342
19	Kasur	1376	258	365	153	37	187	35	154	3	41	11	32	33	0	30	12	25
20	Okara	737	127	136	84	27	124	6	87	1	25	4	33	28	0	29	11	15
21	Sheikhupura	1897	363	222	182	61	363	83	236	4	75	16	85	55	1	70	29	52
22	Vehari	559	72	63	85	11	138	2	67	3	23	3	27	19	0	25	7	14
23	Sahiwal	1213	195	121	164	45	202	20	154	9	54	16	68	42	2	69	20	32
24	Pakpattan	199	29	25	20	7	48	1	33	1	3	1	8	4	0	9	3	7
25	Multan	5320	1873	312	243	136	1546	82	314	33	120	27	296	99	3	109	32	95
26	Khaniwal	1097	230	210	96	37	222	23	99	12	36	9	19	30	2	40	7	25

28	Dera Ghazi Khan	441	90	48	16	12	94	9	61	4	14	2	31	13	0	23	6	18
29	Rajanpur	171	39	60	6	5	28	1	7	0	4	2	6	3	0	2	3	5
30	Leiah	447	58	45	99	12	91	2	35	2	19	2	14	26	1	20	5	16
31	Muzaffargarh	680	134	100	77	21	146	7	83	6	21	3	23	22	1	20	6	10
32	Bahawalpur	4003	1446	198	548	41	1163	36	129	8	58	7	242	26	4	59	6	32
33	Bahawalnagar	688	140	82	129	21	86	6	93	2	36	5	29	13	1	22	5	18
34	Rahim Yar Khan	915	171	141	153	46	103	23	85	21	19	8	44	45	1	30	11	14
	Sub-Total	73916	18891	7557	4515	2547	14366	3324	7357	326	3173	696	3658	1717	93	2699	1035	1962
35	Federal Capital Islamabad.	5143	1935	475	106	208	561	59	348	12	282	79	214	198	5	279	171	211
	<u>SINDH</u>																	
36	Jaccobabad	590	81	232	61	27	66	9	42	4	11	1	16	8	2	15	1	14
37	Shikarpur	725	137	98	51	8	135	13	72	7	33	6	38	38	1	36	17	35
38	Larkana	2177	663	104	128	38	640	10	99	8	37	5	279	41	0	74	15	36
39	Khairpur	775	89	116	32	22	129	2	61	6	40	12	88	31	1	64	31	51
40	Sukkur	3149	1070	236	299	65	718	77	149	26	55	13	295	46	2	43	17	38
41	Ghotki	212	53	32	33	9	39	2	12	2	6	0	4	7	0	6	3	4
42	Nawabshah	719	93	124	62	42	117	6	99	4	28	7	47	26	2	30	16	16
43	Naushero Feroze	553	93	60	25	17	119	7	77	4	20	4	39	24	0	27	20	17
44	Dadu	1310	449	81	130	55	194	19	107	12	66	6	54	70	1	33	11	22
45	Hyderabad	3717	1019	271	202	223	824	60	326	11	97	28	318	227	3	91	28	89
46	Baddin	199	31	38	30	6	28	1	24	0	5	1	7	6	0	12	1	9
47	Thatta	403	95	80	127	37	28	4	10	0	2	0	9	3	0	4	1	3
48	Sanghar	769	92	233	26	40	121	7	89	2	30	5	35	29	0	27	10	23
49	Mirpurkhas	924	327	70	104	29	118	23	97	4	27	2	41	32	2	28	11	9
50	Tharparkar	240	49	23	32	16	30	3	24	4	8	4	13	14	2	13	0	5
51	Karachi	13074	3750	1215	494	686	2277	231	1778	94	413	178	769	308	24	394	195	268
	Sub-Total	29536	8091	3013	1836	1220	5583	474	3066	188	878	272	2052	910	40	897	377	639
	<u>NWFP</u>																	
52	Chitral	291	70	52	13	11	49	4	48	5	11	8	13	2	0	1	1	3
53	Dir (lower)	133	22	10	7	3	26	6	17	0	14	2	10	6	0	2	3	5
54	Dir (upper)	63	13	4	2	2	5	8	7	0	2	1	6	2	0	1	4	6
55	Swat	249	54	34	4	8	51	6	26	0	11	1	17	7	1	8	12	9
56	Shangla	24	4	5	0	1	3	0	3	0	1	0	3	0	0	1	1	2
57	Buner	179	55	27	5	8	38	4	16	1	3	2	6	4	0	4	2	4
58	Malakand	360	35	35	13	7	82	5	38	3	26	3	40	17	0	26	9	21
59	Kohistan	16	5	3	1	2	3	1	0	0	0	0	1	0	0	0	0	0
60	Mansehra	1173	286	136	29	78	196	29	137	11	56	11	50	45	3	37	34	35
61	Batgram	69	13	15	0	10	9	2	3	1	8	1	5	0	0	0	2	0

63	Hangu	96	22	24	7	4	19	2	5	0	4	2	1	1	0	4	1	0
64	Haripur	983	238	131	63	45	172	30	88	3	57	6	38	16	0	39	21	36
65	Mardan	1740	405	181	90	36	347	22	173	5	54	13	266	20	3	58	30	37
66	Swabi	586	104	48	7	14	191	16	62	3	21	7	39	10	1	37	9	17
67	Charsadda	661	131	75	25	27	135	15	78	2	26	5	62	18	2	16	24	20
68	Peshawar	4013	1131	521	180	123	652	48	423	17	113	31	411	64	9	120	88	82
69	Nowshera	1314	368	146	85	18	207	17	95	2	38	6	248	19	1	30	16	18
70	Kohat	1272	393	135	59	32	209	15	86	0	33	4	231	12	2	33	15	13
71	Karak	689	69	177	23	22	150	10	81	2	26	4	39	17	2	32	11	24
72	Bannu	607	92	68	22	17	104	9	85	5	45	8	50	14	0	31	20	37
73	Lakki Marwat	437	70	61	26	5	116	3	50	1	25	1	30	6	1	22	8	12
74	Dera Ismail Khan	568	87	75	9	17	125	10	82	2	27	11	36	9	2	30	13	33
75	Tank	87	13	25	3	3	19	4	9	0	3	0	3	1	0	1	2	1
	Sub-Total	17618	4257	2214	726	583	3200	315	1865	71	718	140	1680	330	28	630	372	489
	BALUCHISTAN																	
76	Quetta	3528	1028	400	132	122	653	56	250	14	91	17	443	69	7	82	69	95
77	Pishin	120	30	25	7	6	12	0	12	0	5	1	5	3	0	7	3	4
78	Killa Abdullah	43	12	3	4	0	3	0	8	0	1	1	7	0	0	2	0	2
79	Chagai	833	172	105	302	14	111	5	13	0	0	0	106	1	0	1	1	2
80	Loralai	60	9	4	3	4	9	0	4	2	0	0	13	2	0	4	2	4
81	Musakhel	16	2	0	1	0	4	0	1	3	2	0	1	0	0	0	0	2
82	Barkhan	7	1	2	0	1	1	0	1	0	0	0	1	0	0	0	0	0
83	Killa Saifullah	59	7	40	5	1	2	1	1	0	0	0	0	0	0	1	0	1
84	Zhob	65	12	26	0	2	9	1	2	0	3	1	1	3	0	2	0	3
85	Sibi	609	151	249	45	31	20	31	19	1	9	3	15	16	0	7	7	5
86	Ziarat	19	6	0	0	1	1	0	5	0	0	0	1	0	0	0	2	3
87	Kohlu	11	4	1	0	1	2	0	1	0	0	0	2	0	0	0		0
88	Dera Bugti	15	5	2	2	2	1	0	2	0	0	0	0	0	0	1	0	0
89	Jafarabad	36	6	4	5	1	4	1	4	0	3	0	4	0	0	2	1	1
90	Nasirabad	98	15	13	39	11	9	0	2	0	0	0	3	0	0	2	2	2
91	Jhal Magsi	8	4	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0
92	Bolan	289	28	167	50	6	8	2	6	1	3	1	3	3	0	5	3	3
93	Kalat	73	20	19	0	6	3	0	5	1	4	1	4	3	0	3	2	2
94	Mustung	159	43	86	0	3	8	1	5	1	1	0	1	0	0	2	6	2
95	Khuzdar	65	21	10	1	4	15	1	5	0	0	0	7	0	0	1	0	0
96	Awaran	8	4	1	0	1	1	0	0	0	0	0	1	0	0	0	0	0
97	Kharan	16	2	5	1	2	3	0	2	0	1	0	0	0	0	0	0	0
98	Lasbela	47	13	10	2	11	5	0	2	0	0	0	2	0	1	1	0	0
99	Kech	91	21	8	27	4	3	5	7	0	3	0	8	2	0	0	1	2
100	Gwadar	392	127	14	1	8	119	0	9	0	2	1	106	2	0	1	0	2

10	Panigur	57	3	6	3	1	26	2	8	0	1	0	5	0	0	2	0	0
	Sub-Total	6724	1746	1202	631	243	1033	106	374	23	129	26	739	104	8	126	99	135
	AZAD JAMMU & KASHMIR																	
10	Muzaffarabad	673	261	108	15	25	95	13	51	2	34	3	9	5	5	22	8	17
10	Poonch	339	101	60	3	19	46	4	56	0	20	3	9	3	0	7	4	4
10	Sandhoti	36	3	9	0	1	6	1	3	0	6	0	5	0	0	2	0	0
10	Bagh	684	217	120	6	32	95	12	74	2	40	2	17	19	2	20	10	16
10	Mirpur	153	36	31	2	14	20	0	23	0	5	0	2	2	0	10	3	5
10	Bhimber	96	24	14	13	4	10	1	8	0	3	0	3	2	0	8	1	5
10	Kotli	133	26	22	2	6	31	1	13	1	10	1	6	1	1	5	2	5
	Sub-Total	2114	668	364	41	101	303	32	228	5	118	9	51	32	8	74	28	52
	NORTHERN AREAS																	
10	Gilgit	4397	1316	164	25	144	1303	201	445	31	312	50	93	46	3	113	26	125
11	Ghizer	1165	378	46	2	9	332	14	122	5	123	12	18	11	0	32	1	60
11	Ghanche	1089	346	64	5	52	298	14	139	0	97	8	6	7	0	23	3	27
11	Baltistan	1909	567	165	16	61	434	39	317	5	144	30	19	10	3	45	3	51
11	Diamir	2392	843	82	17	57	572	72	331	9	203	25	24	25	0	60	10	62
	TOTAL	10952	3450	521	65	323	2939	340	1354	50	879	125	160	99	6	273	43	325
	FEDERALLY ADMINISTERED TRIBAL AREAS																	
11	Bajaur Agency	95	17	28	3	0	6	3	7	0	7	0	8	3	2	2	1	8
11	Mohmand Agency	154	7	2	1	2	41	5	23	2	7	2	21	9	1	8	5	18
11	Khyber Agency	149	24	26	32	5	15	1	14	0	8	2	7	5	0	3	3	4
11	Kurram Agency	114	14	25	6	3	13	4	4	1	3	0	18	4	0	5	6	8

118	Orakzai Agency	20	6	2	1	0	6	0	2	0	1	0	0	0	0	0	1	1
119	North Waziristan Agency	134	33	46	8	4	6	4	14	0	4	0	6	2	0	4	2	1
120	South Waziristan Agency	58	2	4	0	2	9	0	8	0	9	0	9	0	0	10	2	3
121	Tribal Area Adjoining Peshawar District	31	4	6	0	0	1	1	9	0	1	0	4	0	0	2	1	2
122	Tribal Area Adjoining Kohat District	20	1	2	0	0	5	0	1	0	1	0	6	2	0	1	1	0
123	Tribal Area Adjoining Bannu District	38	0	7	0	1	9	0	3	1	2	0	4	0	0	1	1	9
124	Tribal Area Adjoining D.I.Khan Distirct	6	1	2	0	0	0	0	1	0	0	0	1	0	0	0	0	1
125	Tribal Area Adjoining Tank District	5	1	1	0	0	0	0	1	0	0	0	1	0	0	0	1	0
	Sub-Total	824	110	151	51	17	111	18	87	4	43	4	85	25	3	36	24	55
	No Response	1912	541	523	92	101	170	35	131	5	28	5	74	65	6	43	61	32
	G. TOTAL	148739	39689	16020	8063	5343	28266	4703	14810	684	6248	1356	8713	3480	197	5057	2210	3900

TABLE-31
FEDERAL GOVERNMENT CIVIL SERVANTS BY AGE AND BPS

AGE (IN COMPLETED YEARS)	BPS 1-22 TOTAL	PERCENTAGE (%)	BPS 17-22 TOTAL	BASIC PAY SCALE					
				17	18	19	20	21	22
1	2	3	4	5	6	7	8	9	10
Below 20 Years	422	0.18	0	0	0	0	0	0	0
20 - 25	13270	5.65	88	84	4	0	0	0	0
26	2829	1.20	68	63	5	0	0	0	0
27	3296	1.40	94	91	3	0	0	0	0
28	3572	1.52	137	132	5	0	0	0	0
29	3851	1.65	148	142	6	0	0	0	0
30	7809	3.32	185	168	17	0	0	0	0
31	4458	1.90	165	136	29	0	0	0	0
32	5852	2.49	247	209	37	1	0	0	0
33	7140	3.04	231	191	37	3	0	0	0
34	6574	2.80	239	168	69	2	0	0	0
35	11195	4.77	255	174	75	6	0	0	0
36	8300	3.53	246	175	70	1	0	0	0
37	10474	4.47	294	213	74	7	0	0	0
38	9523	4.05	275	183	81	11	0	0	0
39	9250	3.94	295	193	83	19	0	0	0
40	10547	4.49	349	217	110	20	2	0	0
41	10184	4.33	307	169	100	36	2	0	0
42	12403	5.28	412	198	162	52	0	0	0
43	9966	4.24	405	190	152	60	3	0	0

44	9491	4.04	395	193	138	59	5	0	0
45	8525	3.63	474	200	171	92	11	0	0
46	7432	3.16	466	206	164	80	15	1	0
47	8023	3.42	512	244	161	94	13	0	0
48	7611	3.24	515	207	186	92	26	4	0
49	6303	2.68	545	227	192	82	40	4	0
50	8422	3.58	582	252	169	108	45	8	0
51	5254	2.24	546	236	145	109	47	9	0
52	3647	1.55	590	229	155	119	79	8	0
53	4921	2.09	615	233	163	111	93	13	2
54	3150	1.34	551	172	164	99	92	20	4
55	3299	1.40	587	199	164	105	77	34	8
56	2546	1.08	492	158	146	98	48	34	8
57	2107	0.90	442	154	131	75	49	24	9
58	1782	0.76	417	147	127	57	43	28	15
59	1287	0.55	379	137	99	73	38	15	17
60	195	0.08	52	10	16	10	7	6	3
Above 60 Years	23	0.01	18	3	4	1	6	3	1
TOTAL	234933	100	12618	6303	3614	1682	741	211	67

FEDERAL GOVERNMENT CIVIL SERVANTS BY AGE AND BPS

AGE (IN COMPLETED YEARS)	BPS 1-16 Total	BASIC PAY SCALE															
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Below 20 Years	422	162	72	8	7	99	9	36	3	11	2	2	5	1	1	2	2
20 - 25	1318 2	415 6	2329	249	237	3094	230	1349	38	428	66	297	28 4	4	27 9	55	87
26	2761	603	316	57	90	693	57	298	16	163	23	120	67	2	16 7	27	62
27	3202	721	364	47	111	792	60	376	16	185	29	107	84 11	0	6 18	20	104
28	3435	787	380	57	125	799	60	426	16	196	27	141	6 6	3	3 19	23	96
29	3703	771 280	404	59	154	806	72	441	13	196	36	339	87 20	1	2 20	27	105
30	7624	5	1404	69	763	857	73	510	19	383	43	151	0 14	3	7 26	20	117
31	4293	785 105	428	71	142	902	97	673	16	237	39	361	5 21	2	7 21	22	106
32	5605	5 132	396	157	201	1974	125	544	15	233	44	186	6 16	5	5 37	37	202
33	6909	5 117	559	208	286	1125	1187	727	27	268	59	411	5 24	9	5 30	43	135
34	6335 1094	6 340	551	256	874	1011	193	800	136	279	50	248	2 17	6	2 40	61	150
35	0	9	2429	341	325	1227	237	1075	52	499	62	329	3 23	8	9 26	93	272
36	8054	4	617	442	395	2064	250	1243	53	336	153	344	1 1	12	2 2	1	207
37	1018 0	156 5	691	546	461	2082	1364	1190	151	376	74	596	20 2	8	39 2	12 2	360
38	9248	173 5	966	681	511	1228	404	1419	81	509	75	487	30 5	18	38 8	15 4	287
39	8955	161 2	897	675	497	1025	404	1339	58	634	76	682	22 7	24	34 6	13 9	320

40	8	5	928	651	1073	1102	435	1567	168	527	202	642	9	36	6	5	462
41	9877	129	917	602	486	1900	472	1311	67	691	101	651	36	19	38	22	390
42	1199	5	213	538	474	826	1526	1444	59	440	108	840	23	25	40	20	490
43	1	0	2243	538	474	826	1526	1444	59	440	108	840	4	26	9	5	490
44	9561	138	884	672	587	1011	639	1378	84	553	129	715	26	26	49	22	522
45	9096	2	657	492	984	1787	550	1160	163	424	111	558	0	10	5	4	522
46	8051	957	657	492	984	1787	550	1160	163	424	111	558	19	6	47	19	383
47	6966	112	617	395	429	563	560	781	142	358	159	792	19	28	42	24	414
48	7511	2	617	395	429	563	560	781	142	358	159	792	0	23	1	0	414
49	7096	849	617	395	429	563	560	781	142	358	159	792	25	35	35	22	464
50	5758	89	617	395	429	563	560	781	142	358	159	792	6	23	2	6	464
51	7840	903	572	342	408	1574	563	750	59	365	136	538	13	35	34	26	517
52	4708	810	528	317	389	546	1470	563	171	353	113	528	9	16	8	2	517
53	3057	662	475	268	897	395	380	466	52	464	119	431	12	5	44	30	423
54	4306	129	475	268	897	395	380	466	52	464	119	431	5	18	3	1	423
55	2599	8	1896	231	221	1308	295	564	36	262	88	543	11	3	31	22	480
56	2712	452	333	141	140	268	1223	321	131	268	83	326	17	24	26	21	480
57	1665	379	255	127	128	207	177	257	30	224	59	278	1	18	0	2	431
58	1365	401	245	108	127	1183	215	408	28	222	73	534	31	45	31	21	372
59	908	356	220	79	87	135	195	197	121	200	56	246	69	19	9	7	372
60	143	26	8	5	3	11	10	12	0	11	2	7	56	15	21	18	460
Above 60 Years	5	0	0	0	0	0	0	0	0	0	0	0	45	15	9	5	338
TOTAL	2223	396	2506	972	1244	3385	1506	2528	215	1169	270	1391	45	27	23	12	259
	15	89	0	8	3	1	4	2	5	1	8	5	58	27	8	5	259
													46	29	11	17	246
													11	27	11	0	246
													31	26	8	94	231
													30	21	92	94	223
													40	17	72	67	184
													14	1	49	50	139
													2	14	10	21	
													1	0	0	0	4
													54	59	99	46	100
													69	3	64	38	65

FEDERAL GOVERNMENT CIVIL SERVANTS BY BPS AND LENGTH OF CONTINUOUS SERVICE

LENGTH OF CONTINUOUS SERVICE (IN COMPLETED YEARS)	BPS 1-22 TOTAL	PERCE- NTAGE (%)	BPS 17-22 TOTAL	BASIC PAY SCALE					
				17	18	19	20	21	22
1	2	3	4	5	6	7	8	9	10
Below 5 Years	26003	11.07	984	882	58	23	7	11	3
5 - 9.	18839	8.02	841	544	277	16	2	2	0
10 - 14.	37636	16.02	1371	792	473	86	16	3	1
15 - 19.	53813	22.90	2016	968	684	329	30	4	1
20 - 24.	50931	21.68	2214	1039	576	437	150	11	1
25	11129	4.74	498	249	152	60	33	2	2
26	9365	3.99	541	211	187	91	47	5	0
27	5454	2.32	686	283	237	99	60	6	1
28	4088	1.74	518	184	140	85	98	11	0
29	3306	1.41	582	230	150	89	88	23	2
30	3251	1.38	538	183	151	92	65	42	5
Above 30 years	11118	4.73	1829	738	529	275	145	91	51
Total	234933	100	12618	6303	3614	1682	741	211	67

TABLE 07
FEDERAL GOVERNMENT CIVIL SERVANTS BY BPS AND LENGTH OF
CONTINUOUS SERVICE

LENGTH OF CONTINUOUS SERVICE (IN COMPLETED YEARS)	BPS 1-16 TOT AL	BASIC PAY SCALE															
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Below 5 Years	2501 9	630 0	278 4	394	713	693 1	391	246 0	81	158 3	161	987	366	11	11 39	96	622
5 - 9.	1799 8	419 7	250 0	215	663	384 3	122 6	226 4	53	381	156	807	599	29	57 5	12 6	364
10 - 14.	3626 5	788 5	399 2	135 2	242 7	643 4	187 9	394 9	454	175 4	211	176 7	906	56	17 35	55 7	907
15 - 19.	5179 7	954 8	574 9	340 0	358 3	643 7	306 1	675 9	323	260 1	425	314 2	166 6	10 9	22 53	79 7	194 4
20 - 24.	4871 7	668 6	565 4	297 9	350 0	539 7	374 1	636 0	358	244 4	818	349 9	121 0	11 5	22 61	10 51	264 4
25	1063 1	172 0	142 6	292	466	162 0	164 8	654	300	494	175	469	108	14	32 7	20 0	718
26	8824	160 4	137 7	264	301	148 1	964	500	299	298	138	482	126	18	32 4	26 4	384
27	4768	424	358	174	186	429	464	478	66	313	185	464	120	29	35 6	31 8	404
28	3570	366	284	162	124	296	344	370	40	237	89	348	55	18	22 2	25 4	361
29	2724	257	203	89	106	204	229	369	42	244	74	286	34	19	10 8	18 1	279
30	2713	222	228	92	93	198	224	306	33	200	59	386	36	18	14 9	18 9	280
Above 30 years	9289	480	505	315	281	581	893	813	106	114 2	217	127 8	243	15 7	51 5	60 5	115 8
Total	2223 15	396 89	250 60	972 8	124 43	338 51	150 64	252 82	215 5	116 91	270 8	139 15	546 9	59 3	99 64	46 38	100 65

TABLE-35
FEDERAL GOVERNMENT CIVIL SERVANTS BY BPS AND
YEAR OF RETIREMENT

YEAR OF RETIREMENT	BPS 17-22 Total	BASIC PAY SCALE					
		17	18	19	20	21	22
1	2	3	4	5	6	7	8
2003	114	36	33	21	15	8	1
2004	367	131	107	63	34	15	17
2005	424	151	121	67	42	28	15
2006	441	150	136	78	44	24	9
2007	540	176	147	98	77	34	8
2008	608	201	180	110	72	37	8
2009	574	206	155	100	89	20	4
2010	597	231	160	104	79	19	4
2011	553	210	143	113	73	13	1
2012	609	285	153	109	57	5	0
2013	604	293	161	98	48	4	0
2014	553	254	183	78	36	2	0
2015	561	264	167	104	24	2	0
2016	539	277	139	104	19	0	0
2017	478	247	138	81	12	0	0
2018	454	208	145	88	13	0	0
2019	425	185	173	63	4	0	0
2020	392	193	136	60	3	0	0
2021	383	184	153	46	0	0	0
2022	328	164	133	31	0	0	0
2023	368	242	107	19	0	0	0
2024	331	181	138	12	0	0	0
2025	392	257	121	14	0	0	0
2026	252	173	72	7	0	0	0
2027	201	129	67	5	0	0	0
2028	228	144	76	8	0	0	0
2029	221	149	71	1	0	0	0
2030	188	155	33	0	0	0	0
2031	186	155	31	0	0	0	0
2032	156	134	22	0	0	0	0
2033	176	163	13	0	0	0	0

2035	117	117	0	0	0	0	0
2036	85	85	0	0	0	0	0
2037	54	54	0	0	0	0	0
2038	0	0	0	0	0	0	0
2039	0	0	0	0	0	0	0
2040	0	0	0	0	0	0	0
2041	0	0	0	0	0	0	0
2042	0	0	0	0	0	0	0
2043	0	0	0	0	0	0	0
2044	0	0	0	0	0	0	0
2045	0	0	0	0	0	0	0
2046	0	0	0	0	0	0	0
2047	0	0	0	0	0	0	0
2048	0	0	0	0	0	0	0
2049 & above	0	0	0	0	0	0	0
TOTAL	12618	6303	3614	1682	741	211	67

FEDERAL GOVERNMENT CIVIL SERVANTS BY BPS AND YEAR OF RETIREMENT

YEAR OF RETIREMENT	BPS 1-16 Total	BASIC PAY SCALE															
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
2003	210	37	16	4	7	12	13	17	0	12	8	17	2	2	17	12	34
2004	956	150	91	29	37	57	31	77	7	78	9	92	16	18	63	56	145
2005	1378	189	115	60	46	89	65	82	11	130	33	165	37	21	77	69	189
2006	1751	257	143	61	59	98	125	153	15	159	38	165	40	22	90	91	235
2007	2182	313	212	78	73	129	158	234	19	177	43	226	35	34	13	10	
2008	2402	317	201	85	92	131	162	300	26	219	58	237	47	32	5	7	209
2009	2486	348	211	87	79	134	185	301	19	207	50	264	38	20	11	11	
2010	3039	417	250	111	122	187	219	351	27	221	83	309	47	15	4	8	263
2011	3002	357	260	117	120	211	186	361	33	218	47	290	56	21	14	12	
2012	4353	494	362	151	617	268	234	464	28	285	90	346	72	34	8	8	267
2013	4653	548	384	235	718	289	287	482	36	255	93	357	74	22	17	17	
2014	5482	685	477	259	813	390	343	580	59	261	122	437	109	20	3	1	336
2015	7504	835	533	322	891	1557	492	673	71	354	127	518	118	16	21	8	331
2016	8451	927	575	349	907	1560	976	834	62	343	128	577	146	28	24	24	
2017	8690	833	636	404	915	1578	1022	897	59	479	124	615	146	23	5	9	414
2018	9788	113	737	514	534	1778	1067	1037	66	553	136	733	195	22	25	19	
		7													7	4	422
															31	22	
															6	4	387
															34	24	
															7	1	409
															35	27	
															5	2	412
															34	22	
															2	4	393
															53	23	
															2	9	508

2019	9426	975	693	479	427	1745	1087	1082	138	523	113	663	303	11	1	4	492
2020	1163	138													58	22	
	1	8	1881	664	581	1042	1120	1358	181	660	121	816	373	23	2	5	616
2021	1070	107													47	17	
	0	2	1677	527	453	1782	1018	1180	160	522	99	727	333	26	6	8	470
2022	1194	137													52	18	
	1	4	1956	622	493	1935	975	1367	170	599	103	745	372	35	5	9	481
2023	1199	141													46	16	
	0	7	1904	652	479	2058	923	1521	166	603	88	695	381	41	0	3	439
2024	1097	163													42	13	
	5	9	1906	669	482	1129	914	1354	160	571	179	650	317	25	1	8	421
2025	1118	171													49	13	
	6	2	1943	686	509	1223	920	1390	179	569	172	556	315	17	0	5	370
2026		154													36	13	
	9586	2	1449	569	480	1082	868	1181	157	498	110	492	293	7	2	4	362
2027		131													25	11	
	6798	9	597	439	392	1097	254	1049	44	425	48	415	139	13	2	4	201
2028		141													30	14	
	6917	1	674	323	309	1180	242	1027	51	363	68	445	170	16	6	6	186
2029		113													28	10	
	5650	2	546	248	282	1045	215	806	33	275	48	341	135	15	8	6	135
2030		133													26		
	5571	0	544	197	290	1105	183	669	29	271	55	293	155	8	0	46	136
2031		199													18		
	5274	0	382	144	186	936	109	501	17	208	47	281	117	6	4	56	110
2032		181													23		
	5049	7	420	71	153	911	100	486	16	235	40	250	154	0	0	55	111
2033	4897	176													25		
		1	393	76	147	869	69	479	17	232	44	254	135	0	0	16	155
2034		180													19		
	4784	5	398	68	157	774	104	504	11	243	29	228	145	0	0	27	101
2035		176													18		
	4517	7	390	65	119	786	92	450	18	202	25	144	96	0	9	29	145
2036															19		
	3366	858	355	60	109	769	64	429	15	174	27	107	76	0	4	37	92
2037		158													16		
	3911	4	396	58	114	729	53	316	16	150	41	144	63	0	4	28	55
2038		160													11		
	3766	7	256	67	94	763	72	327	10	158	22	144	77	0	8	18	33
2039																	
	2457	733	252	43	54	731	48	270	13	82	13	82	48	0	73	15	0

2040	2098	535	277	62	43	664	41	224	4	76	16	61	57	0	32	6	0
2041	1454	385	201	31	27	463	28	200	5	50	5	22	37	0	0	0	0
2042	1019	301	171	22	20	301	0	165	2	27	4	6	0	0	0	0	0
2043	662	217	118	20	8	168	0	104	3	16	2	6	0	0	0	0	0
2044	241	109	57	0	5	62	0	0	2	6	0	0	0	0	0	0	0
2045	85	39	10	0	0	34	0	0	0	2	0	0	0	0	0	0	0
2046	10	7	3	0	0	0	0		0	0	0	0	0	0	0	0	0
2047	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0		0
2048	12	8	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2049 & above	7	3	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	2223 15	396 89	2506 0	972 8	1244 3	3385 1	1506 4	2528 2	215 5	1169 1	270 8	1391 5	546 9	59 3	99 64	46 38	100 65

FEDERAL GOVERNMENT CIVIL SERVANTS BY BPS AND THEIR ACADEMIC QUALIFICATIONS

ACADEMIC QUALIFICATIONS	BPS 1-22 Total	BASIC PAY SCALE											
		1-2	3-10	11-15	16	1-16 Total	17	18	19	20	21	22	17-22 TOTAL
1	2	3	4	5	6	7	8	9	10	11	12	13	14
Doctorate	374	0	0	0	0	0	102	138	72	47	10	5	374
Master's Degree	21291	140	3669	6927	3309	14045	3324	2010	1149	544	167	52	7246
Bachelor's Degree	34001	572	12625	12601	3921	29719	2355	1308	434	144	31	10	4282
Intermediate	29850	1951	18296	7617	1564	29428	307	104	8	0	3	0	422
Matric	46153	6601	31786	6467	1128	45982	141	29	1	0	0	0	171
Middle	32582	13690	18377	515	0	32582	0	0	0	0	0	0	0
Primary	27835	16345	11424	66	0	27835	0	0	0	0	0	0	0
Others	1876	714	662	262	123	1761	66	25	18	6	0	0	115
None	40536	24602	15864	70	0	40536	0	0	0	0	0	0	0
No Response	435	134	219	54	20	427	8	0	0	0	0	0	8
TOTAL	234933	64749	112922	34579	10065	222315	6303	3614	1682	741	211	67	12618

**TABLE-
38
FEDERAL GOVERNMENT CIVIL SERVANTS (BPS 17-22)
BY
TRAINING/UTILIZATION**

TRAINING	BASIC PAY SCALE							
	17	18	19	20	21	22	TOTAL	PERCENTAGE (%)
1	2	3	4	5	6	7	8	9
Trained within Country	4309	2695	1387	678	181	54	9304	73.74
Utilization	4112	2565	1318	612	167	49	8823	94.83
Not Trained within Country	1838	899	283	60	29	12	3121	24.73
No Response	156	20	12	3	1	1	193	1.53
Total	6303	3614	1682	741	211	67	12618	100
Trained Abroad	714	953	775	477	153	43	3115	24.69
Utilization	648	845	700	432	140	40	2805	90.05
Not trained Abroad	5388	2626	885	253	57	23	9232	73.16
No response	201	35	22	11	1	1	271	2.15
Total	6303	3614	1682	741	211	67	12618	100

TABLE-39
FEDERAL GOVERNMENT CIVIL SERVANTS BPS (17-22) BY
THEIR FIELD OF SPECIALIZATION

FIELD OF SPECIALIZATION	BASIC PAY SCALE							
	17	18	19	20	21	22	TOTAL	PERCENTAGE (%)
1	2	3	4	5	6	7	8	9
Economics	275	260	126	55	17	9	742	5.88
Finance	97	121	103	66	27	4	418	3.31
Commerce	60	40	32	17	4	0	153	1.21
Industry	11	5	8	3	0	0	27	0.21
Animal Husbandary	30	16	2	1	0	0	49	0.39
Agriculture/Forestry	130	64	27	6	2	1	230	1.82
Accounts	385	204	45	21	8	3	666	5.28
Statistics	244	87	24	8	2	0	365	2.89
General Education	1073	361	152	21	2	1	1610	12.77
Religious Education	51	21	8	3	1	0	84	0.67
Engineering	529	304	122	38	11	1	1005	7.96
Medicine	418	373	87	31	5	0	914	7.24
Natural Sciences	315	159	78	19	2	0	573	4.54
Administration/Management	379	423	355	222	58	21	1458	11.55
Law	181	143	89	68	17	5	503	3.99
Computer Science	138	58	29	4	1	0	230	1.82
None	505	262	93	13	1	0	874	6.94
Others	1031	577	240	120	50	20	2038	16.15
No Response	451	136	62	25	3	2	679	5.38
TOTAL	6303	3614	1682	741	211	67	12618	100

**TABLE-
40
FEDERAL GOVERNMENT CIVIL SERVANTS BY BPS AND RELIGION**

BPS	RELIGION										TC
	MUSLIM	AHMADI	HINDU (CASTE)	HINDU (NON CASTE)	BUDDHIST	CHRISTIAN	JEW	PARSI	OTHERS	NO RESPONSE	
1	2	3	4	5	6	7	8	9	10	11	
22	67	0	0	0	0	0	0	0	0	0	
21	200	2	1	0	0	0	0	0	0	8	
20	723	5	1	0	0	0	0	0	1	11	
19	1646	6	1	2	0	4	0	0	1	22	
18	3537	8	11	0	0	7	0	0	2	49	
17	6170	13	8	0	0	26	0	0	1	85	
Sub-total	12343	34	22	2	0	37	0	0	5	175	
16	9965	16	3	2	0	70	0	0	0	9	
15	4589	12	1	1	0	31	0	0	0	4	
14	9727	23	3	4	0	202	0	0	1	4	
13	591	0	0	0	0	2	0	0	0	0	
12	5432	4	5	1	0	26	0	0	0	1	
11	13804	13	7	2	2	79	0	0	0	8	
10	2694	5	1	1	0	6	0	0	0	1	
9	11585	10	2	1	0	87	0	0	0	6	
8	2135	3	2	0	0	15	0	0	0	0	
7	25080	33	15	9	2	128	0	0	1	14	
6	14936	7	3	0	0	112	0	0	0	6	
5	33519	36	22	3	1	240	0	0	2	28	
4	12223	7	3	6	3	181	0	0	3	17	
3	9579	5	9	2	2	128	0	0	1	2	
2	24813	15	10	2	2	194	0	0	1	23	
1	36072	27	212	143	11	3193	0	0	8	23	
Sub-total	216744	216	298	177	23	4694	0	0	17	146	22
G. Total	229087	250	320	179	23	4731	0	0	22	321	22
Percentage	97.51	0.11	0.13	0.08	0.01	2.01	0	0	0.01	0.14	

TABLE-41
FEDERAL GOVERNMENT CIVIL SERVANTS BY BPS AND MARITAL STATUS

BPS	SINGLE	MARRIED	SEPARATED	DIVORCED	WIDOWER/ WIDOW	TOTAL
1	2	3	4	5	6	7
22	1	64	1	0	1	67
21	4	202	0	2	3	211
20	14	713	1	4	9	741
19	51	1600	6	9	16	1682
18	148	3410	7	15	34	3614
17	686	5526	9	21	61	6303
Sub-total	904	11515	24	51	124	12618
16	675	9275	16	26	73	10065
15	254	4330	8	11	35	4638
14	1120	8731	16	21	76	9964
13	30	558	0	0	5	593
12	490	4952	3	5	19	5469
11	1746	12085	9	23	52	13915
10	233	2453	2	4	16	2708
9	1111	10462	11	28	79	11691
8	120	2027	2	2	4	2155
7	2808	22364	14	25	71	25282
6	456	14542	4	15	47	15064
5	6885	26868	16	17	65	33851
4	534	11863	6	7	33	12443
3	463	9226	1	5	33	9728
2	1897	23030	12	18	103	25060
1	5993	33326	28	39	303	39689
Sub-total	24815	196092	148	246	1014	222315
G. Total	25719	207607	1720	2970	1138	234933
Percentage	10.95	88.37	0.07	0.13	0.48	100

TABLE-42
FEDERAL GOVERNMENT CIVIL SERVANTS BY BPS AND VEHICLE

OWNING VEHICLE						
BASIC PAY SCALE	CAR	SCOOTER/ MOTOR CYCLE	CYCLE	NONE	NO RESPONSE	TOTAL
1	2	3	4	5	6	7
22	40	0	0	27	0	67
21	112	4	0	93	2	211
20	457	21	5	252	6	741
19	1007	74	13	579	9	1682
18	1616	365	62	1563	8	3614
17	1589	1029	241	3415	29	6303
Sub-total	4821	1493	321	5929	54	12618
16	932	2032	576	6464	61	10065
15	202	1004	356	3043	33	4638
14	374	1947	575	7034	34	9964
13	16	178	39	359	1	593
12	116	939	612	3789	13	5469
11	376	2995	1311	9174	59	13915
10	50	719	182	1743	14	2708
9	108	1685	1541	8313	44	11691
8	14	186	247	1701	7	2155
7	211	4257	3842	16887	85	25282
6	52	953	3528	10510	21	15064
5	203	2270	4473	26832	73	33851
4	48	521	2486	9365	23	12443
3	49	460	3436	5735	48	9728
2	95	996	4571	19337	61	25060
1	114	1122	6439	31885	129	39689
Sub-total	2960	22264	34214	162171	706	222315
G. Total	7781	23757	34535	168100	760	234933
Percentage	3.31	10.11	14.71	71.55	0.32	100

TABLE-43
FEDERAL GOVERNMENT CIVIL SERVANTS BY BPS
AND HOUSE OWNED

BASIC PAY SCALE	OWN HOUSE (S)	OWNING HOUSES	
		DO NOT OWN HOUSE (S)	TOTAL
1	2	3	4
22	40	27	67
21	85	126	211
20	282	459	741
19	679	1003	1682
18	1268	2346	3614
17	2218	4085	6303
Sub-total	4572	8046	12618
16	3643	6422	10065
15	1322	3316	4638
14	3119	6845	9964
13	199	394	593
12	1370	4099	5469
11	4126	9789	13915
10	832	1876	2708
9	4057	7634	11691
8	684	1471	2155
7	7456	17826	25282
6	5436	9628	15064
5	10512	23339	33851
4	4260	8183	12443
3	4801	4927	9728
2	8902	16158	25060
1	12116	27573	39689
Sub-total	72835	149480	222315
G. Total	77407	157526	234933
Percentage	32.95	67.05	100

TABLE-44
FEDERAL GOVERNMENT CIVIL SERVANTS BY BPS AND RESIDENTIAL ACCOMMODATION

CIVIL SERVANTS RESIDING IN						
BPS	TOTAL	THEIR OWN/ WIVES HOUSE	RENTED HOUSE	GOVERNMENT HIRED/REQUISITIONED HOUSE	GOVERNMENT OWNED HOUSE/ FLAT	ANY OTHER ACCOMMODATION
1	2	3	4	5	6	7
22	67	12	1	14	27	13
21	211	31	13	36	96	35
20	741	141	53	149	304	94
19	1682	378	174	330	581	219
18	3614	746	420	853	1023	572
17	6303	1373	969	1485	1215	1261
Sub-total	12618	2681	1630	2867	3246	2194
16	10065	2438	1468	1709	1586	2864
15	4638	804	521	1325	1277	711
14	9964	2381	1577	1433	1075	3498
13	593	178	93	64	85	173
12	5469	809	673	820	1067	2100
11	13915	2529	1908	2112	2796	4570
10	2708	647	443	311	347	960
9	11691	3134	1923	935	1449	4250
8	2155	327	228	114	383	1103
7	25282	6072	4677	1993	3339	9201
6	15064	2985	1660	670	2579	7170
5	33851	6443	4599	965	2933	18911
4	12443	2611	1831	586	1921	5494
3	9728	3945	1366	369	1378	2670
2	25060	6018	3558	481	2152	12851
1	39689	8516	7081	1243	5478	17371
Sub-total	222315	49837	33606	15130	29845	93897
G.Total	234933	52518	35236	17997	33091	96091
Percentage	100	22.35	15	7.66	14.09	40.90

TABLE-45
FEDERAL GOVERNMENT CIVIL SERVANTS ON WAITING LIST FOR ALLOTMENT OF GOVERNMENT
AT ACCOMMODATION AND FEDERAL / PROVINCIAL CAPITALS AND OTHER
STATIONS

CIVIL SERVANTS ON WAITING LIST							
BPS	ISLAMABAD	LAHORE	KARACHI	PESHAWAR	QUETTA	OTHER STATIONS	TOTAL
1	2	3	4	5	6	7	8
22	0	0	0	0	0	0	0
21	1	0	1	0	0	0	2
20	6	3	1	0	0	0	10
19	10	2	2	0	0	1	15
18	18	2	4	0	0	7	31
17	21	5	12	0	2	13	53
Sub-total	56	12	20	0	2	21	111
16	20	4	9	6	1	13	53
15	19	4	2	1	1	4	31
14	11	5	4	1	0	9	30
13	0	1	1	0	0	1	3
12	8	3	0	0	0	7	18
11	27	17	6	3	2	14	69
10	6	0	1	0	0	4	11
9	21	5	10	7	1	22	66
8	2	0	0	0	0	1	3
7	34	12	18	12	2	58	136
6	5	10	1	9	0	17	42
5	52	16	87	12	1	47	215
4	13	8	11	6	0	24	62
3	1	7	3	6	0	62	79
2	2	10	8	2	0	49	71
1	65	18	24	2	1	56	166
Sub-total	286	120	185	67	9	388	1055
G.Total	342	132	205	67	11	409	1166
Percentage	29.33	11.32	17.58	5.75	0.94	35.08	100

TABLE-46
FEDERAL GOVERNMENT CIVIL SERVANTS WHOSE WIFE / HUSBAND IN
GOVERNMENT SERVICE / PRIVATE EMPLOYMENT

SEX	Civil Servants BPS 1-22	WIFE / HUSBAND IN		
		GOVERNMENT SERVICE	PRIVATE EMPLOYMENT	TOTAL
1	2	3	4	5
Male	223975	24040	10536	34576
Female	10958	2800	1950	4750
Total	234933	26840	12486	39326

TABLE-47
FEDERAL GOVERNMENT CIVIL SERVANTS
MARRIED WITH FOREIGN NATIONAL

BPS	CIVIL SERVANTS MARRIED WITH FOREIGN NATIONAL
1	2
22	2
21	1
20	7
19	6
18	16
17	28
Sub-total	60
16	21
15	6
14	26
13	1
12	11
11	40
10	12
9	33
8	12
7	102

5	121
4	37
3	27
2	79
1	148
Sub-total	736
G.Total	796

TABLE-48
COMPARATIVE PICTURE OF FEDERAL GOVERNMENT CIVIL SERVANTS AS
REVEALED BY THE CENSUS REPORTS OF 1977, 1980,
1983,
1986, 1989, 1993, 1996, 2000 AND 2003

CENSUS									
BPS	1977	1980	1983	1986	1989	1993	1996	2000	2003
1	2	3	4	5	6	7	8	9	10
17-22	5602	6743	8559	11,179	13585	13624	14654	13976	12618
16	4096	4548	5187	6473	6885	8248	8800	9314	10065
Sub-total	9698	11291	13746	17652	20470	21872	23454	23290	22683
11.-15	13116	14952	20194	32973	40371	34135	36240	38019	34579
3.-10	60556	63520	78300	87340	104335	77967	99098	101965	112922
1.-2	28322	31390	40904	49960	58724	41215	52657	70325	64749
Sub-total	101994	109862	139398	170273	203430	153317	187995	210309	212250
G.Total	111692	121153	153144	187925	223900	175189	211449	233599	234933

TABLE-49
COMPARATIVE PICTURE OF SANCTIONED STRENGTH OF ALL CATEGORIES
OF
FEDERAL GOVERNMENT EMPLOYEES SINCE 1997-98 TO 2005-06

BPS	SANCTIONED STRENGTH FOR THE YEARS								
	1997-98	1998-99	1999-2000	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06
1	2	3	4	5	6	7	8	9	10
17-22	17294	18725	18911	18673	19329	18953	17449	20195	20109
16	14811	15239	14900	13760	14395	14167	13787	14150	14196
Sub-Total	32105	33964	33811	32433	33724	33120	31236	34345	34305
11-15.	55145	61994	59801	54509	53143	51470	51551	52525	52820
5-10.	139339	146162	142098	136338	135247	145570	133001	134664	180605
1-4.	170630	189245	172994	190297	194681	168147	177502	167629	141981
Sub-Total	365114	397401	374893	381144	383071	365187	362054	354818	375406
G. Total	397219	431365	408704	413577	416795	398307	393290	389163	409711

TABLE-50
COMPARATIVE PICTURE OF ACTUAL STRENGTH OF ALL CATEGORIES OF FEDERAL
GOVERNMENT EMPLOYEES DURING THE PERIOD 1997 TO 01 JULY,
2005

BPS	ACTUAL STRENGTH AS ON								
	01 July, 1997	01 July, 1998	01 July, 1999	01 July, 2000	01 July, 2001	01 July, 2002	01 July, 2003	01 July, 2004	01 July, 2005
1	2	3	4	5	6	7	8	9	10
17-22	15414	14998	15314	15045	15586	15607	14091	16414	15382
16	11893	13256	13401	11940	11984	12156	12127	11936	11707
Sub-total	27307	28254	28715	26985	27570	27763	26218	28350	27089
11.-15	45231	53300	53295	45282	46855	44763	44180	45409	44487
5.-10	123801	123151	129245	117822	123969	134642	119545	126148	160186
1.-4	142420	163136	164978	161627	185422	159901	166112	160259	126368
Sub-total	311452	339587	347518	324731	356246	339306	329837	331816	331041
G.Total	338759	367841	376233	351716	383816	367069	356055	360166	358130

TABLE-51
COMPARATIVE PICTURE OF SANCTIONED STRENGTH OF EMPLOYEES OF
AUTONOMOUS / SEMI-AUTONOMOUS BODIES/ CORPORATIONS UNDER
THE FEDERAL GOVERNMENT SINCE 1999-2000 TO 2005-
06

BPS OR EQUIVALENT	SANCTIONED STRENGTH FOR THE YEARS							
	1999- 2000	2000-01	2001-02	2002-03	2003-04	2004-05	BPS	2005-06
1	2	3	4	5	6	7	8	9
16-22	102920	98046	98639	94502	89651	77985	17-22	71142
1-15	410990	404203	392388	380605	388957	364999	1-16	366636
Total	513910	502249	491027	475107	478608	442984	Total	437778

TABLE-52
COMPARATIVE PICTURE OF ACTUAL STRENGTH OF EMPLOYEES OF
AUTONOMOUS / SEMI-AUTONOMOUS BODIES/ CORPORATIONS UNDER
THE FEDERAL GOVERNMENT DURING THE PERIOD 1999 TO 01 July, 2005

BPS OR EQUIVALENT	ACTUAL STRENGTH AS ON							
	01 July, 1999	01 July, 2000	01 July, 2001	01 July, 2002	01 July, 2003	01 July, 2004	BPS	01 July, 2005
1	2	3	4	5	6	7	8	9
16-22	94243	91338	90152	88054	79183	72183	17-22	60492
1-15	367848	354327	339817	325828	338439	325978	1-16	329431
Total	462091	445665	429969	413882	417622	398161	Total	389923

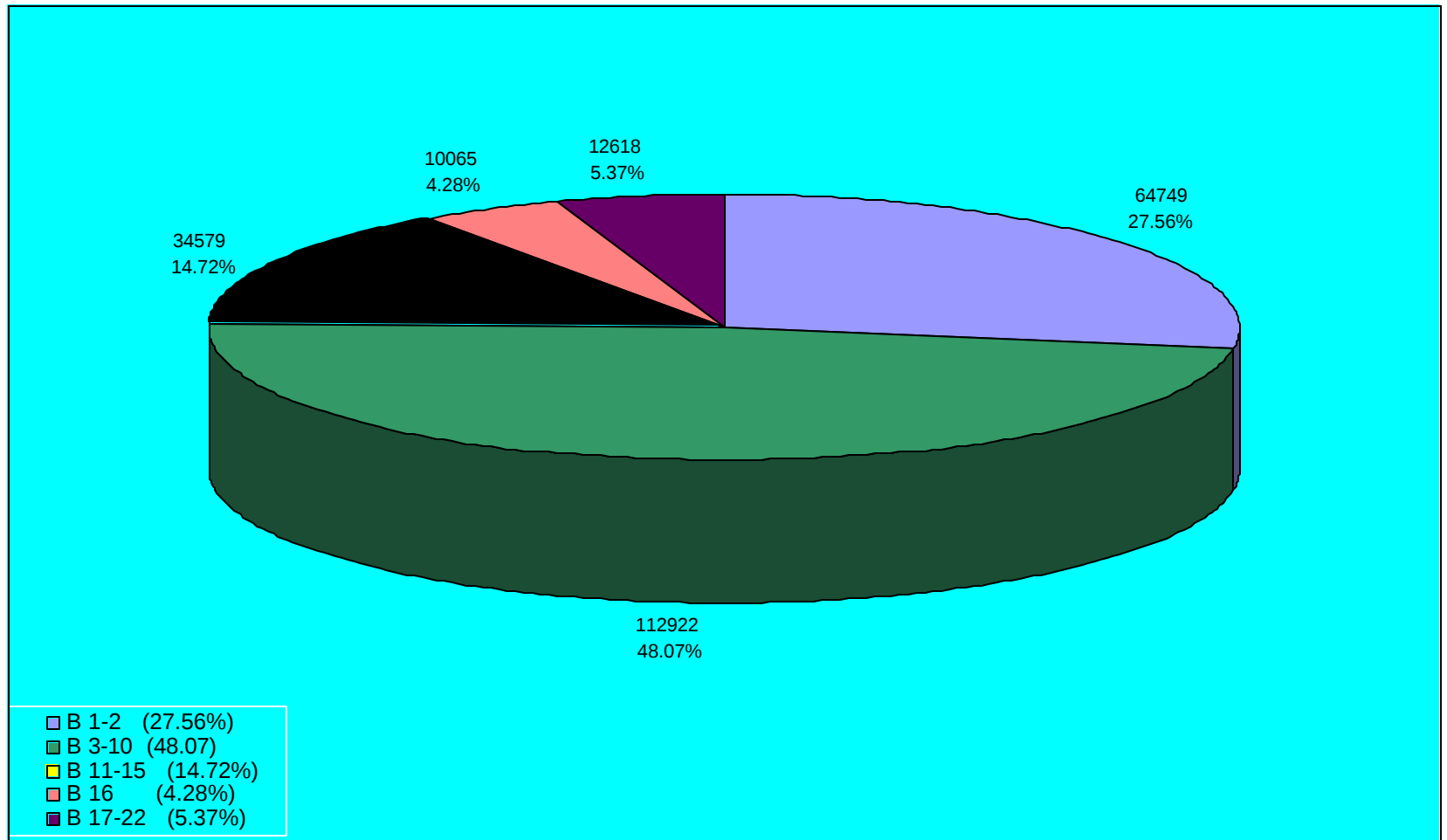
TABLE-53
FEDERAL GOVERNMENT CIVIL SERVANTS WORKING IN CONSTITUTIONAL
BODIES/OTHERS BY BPS

CONSTITUTIONAL BODIES/OTHERS	BPS 1-22 Total	PERCENTAGE (%)	BPS 17-22 Total	BASIC PAY SCALE					
				17	18	19	20	21	22
1	2	3	4	5	6	7	8	9	10
1 President's Secretariat (Public)	150	2.63	20	4	8	4	3	1	0
2 President's Secretariat (Personal)	407	7.15	14	7	7	0	0	0	0
3 Prime Minister's Secretariat (Public)	937	16.45	172	45	69	40	13	4	1
4 Prime Minister's Secretariat (Internal)	407	7.15	12	5	6	1	0	0	0
5 National Assembly Secretariat	798	14.01	151	90	33	18	6	4	0
6 Election Commission of Pakistan	1669	29.30	197	131	38	14	13	1	0
7 Federal Public Service Commission	479	8.41	88	51	24	9	4	0	0
8 Supreme Court of Pakistan	465	8.16	68	38	21	7	1	0	1
9 Wafaqi Mohtasib (Ombudsman)'s Secretariat	384	6.74	31	8	7	6	7	2	1
Total:	5696	100	753	379	213	99	47	12	3

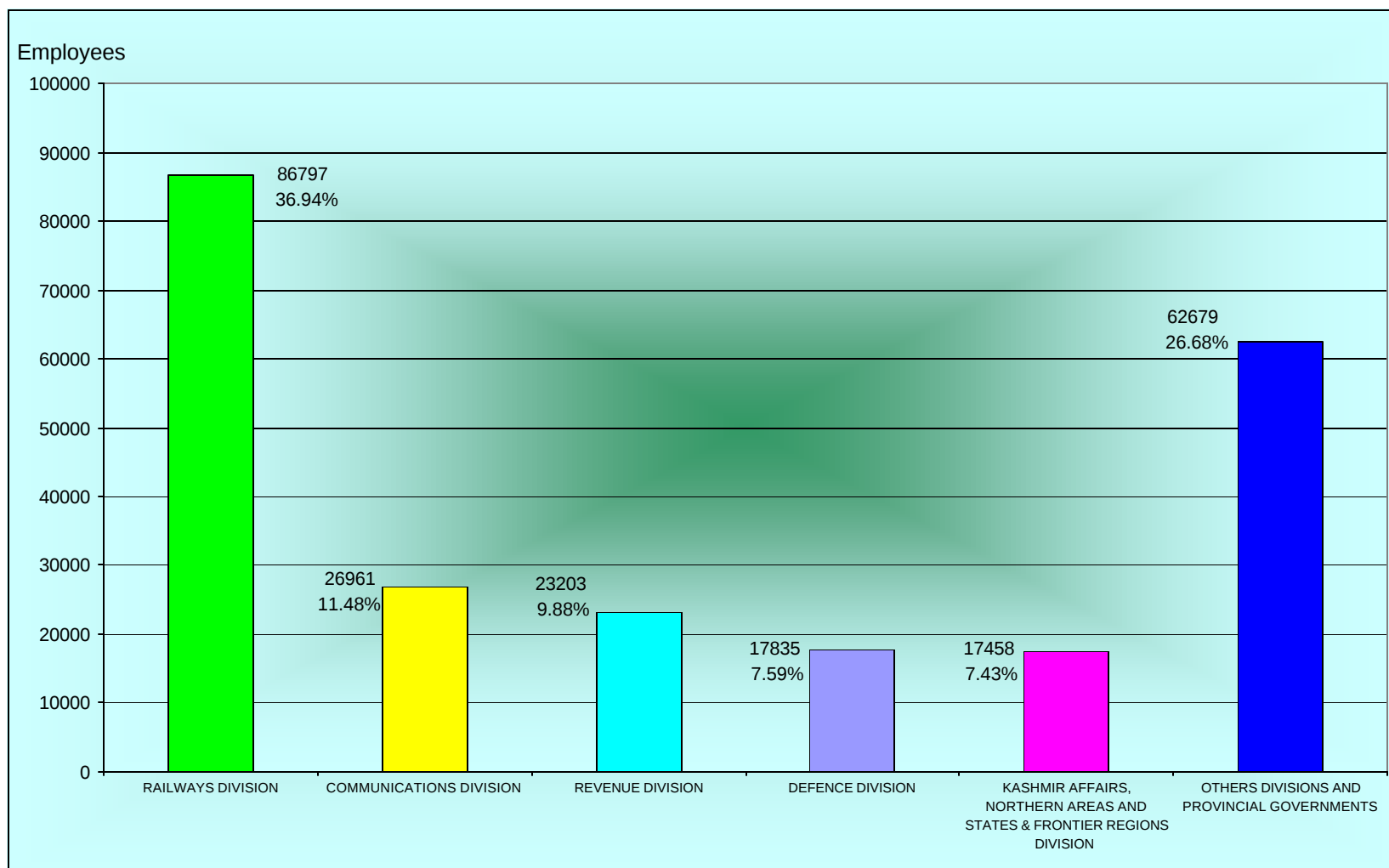
TABLE-54
FEDERAL GOVERNMENT CIVIL SERVANTS WORKING IN
CONSTITUTIONAL
SECRETARIAT BODIES/OTHERS BY BPS

CONSTITUTIONAL SECRETARIAT BODIES/OTHERS	BP S 1- 16 Tot al	BASIC PAY SCALE															
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
1 President's Secretariat (Public)	130	16	24	0	20	4	2	19	0	1	0	6	8	0	8	16	6
2 President's Secretariat (Personal)	393	138	4	51	25	22	54	42	3	15	0	13	1	0	3	13	9
3 Prime Minister's Secretariat (Public)	765	146	45	8	82	67	18	77	1	11	2	56	70	0	15	98	59
4 Prime Minister's Secretariat (Internal)	395	134	5	49	29	36	38	37	1	14	4	21	4	0	4	11	8
5 National Assembly Secretariat	647	92	59	2	58	95	2	100	0	16	0	55	38	0	5	62	63
6 Election Commission of Pakistan	1472	390	78	6	157	204	11	282	1	59	0	81	52	0	15	46	90
7 Federal Public Service Commission	391	64	28	5	16	37	3	48	0	0	16	54	43	0	21	36	20
8 Supreme Court of Pakistan	397	131	42	5	21	67	6	39	2	6	12	13	14	0	6	29	4
9 Wafaqi Mohtasib (Ombudsman)'s Secretariat	353	86	30	3	22	12	8	56	1	18	1	26	12	0	6	47	25
Total:	4943	1197	315	129	430	544	142	700	9	140	45	325	242	0	83	358	284

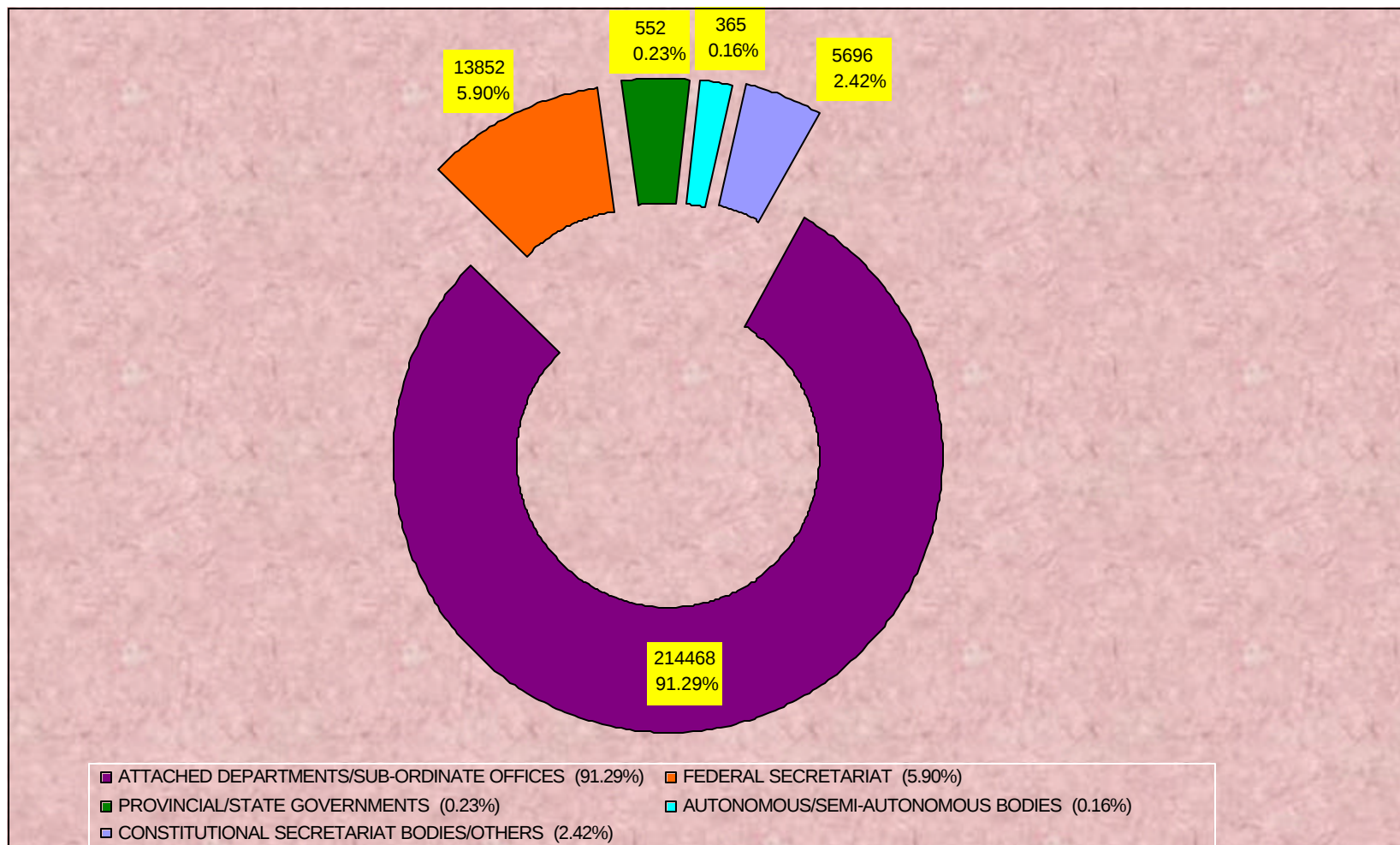
DIAGRAMS



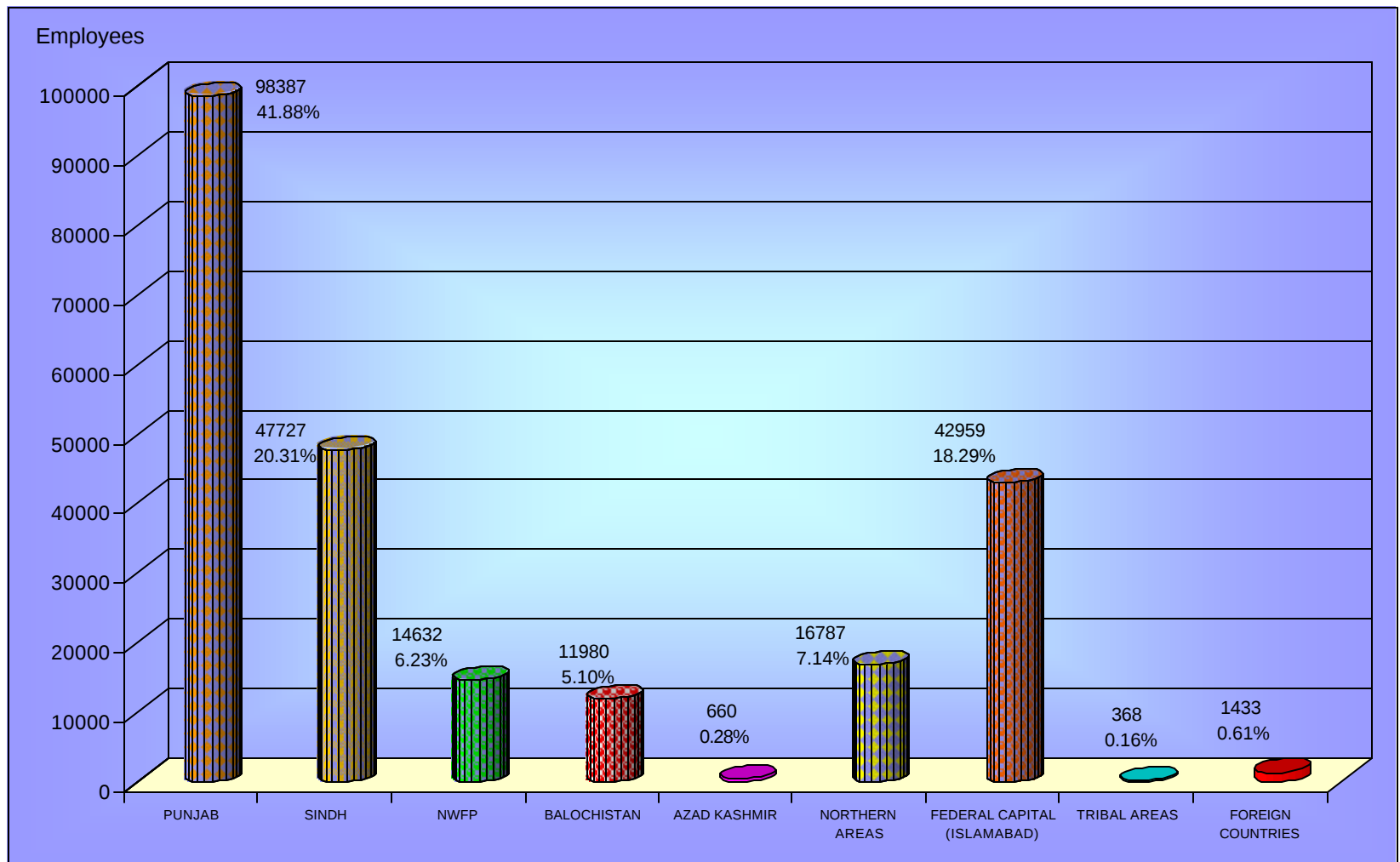
FEDERAL GOVERNMENT CIVIL SERVANTS BY DIVISIONS



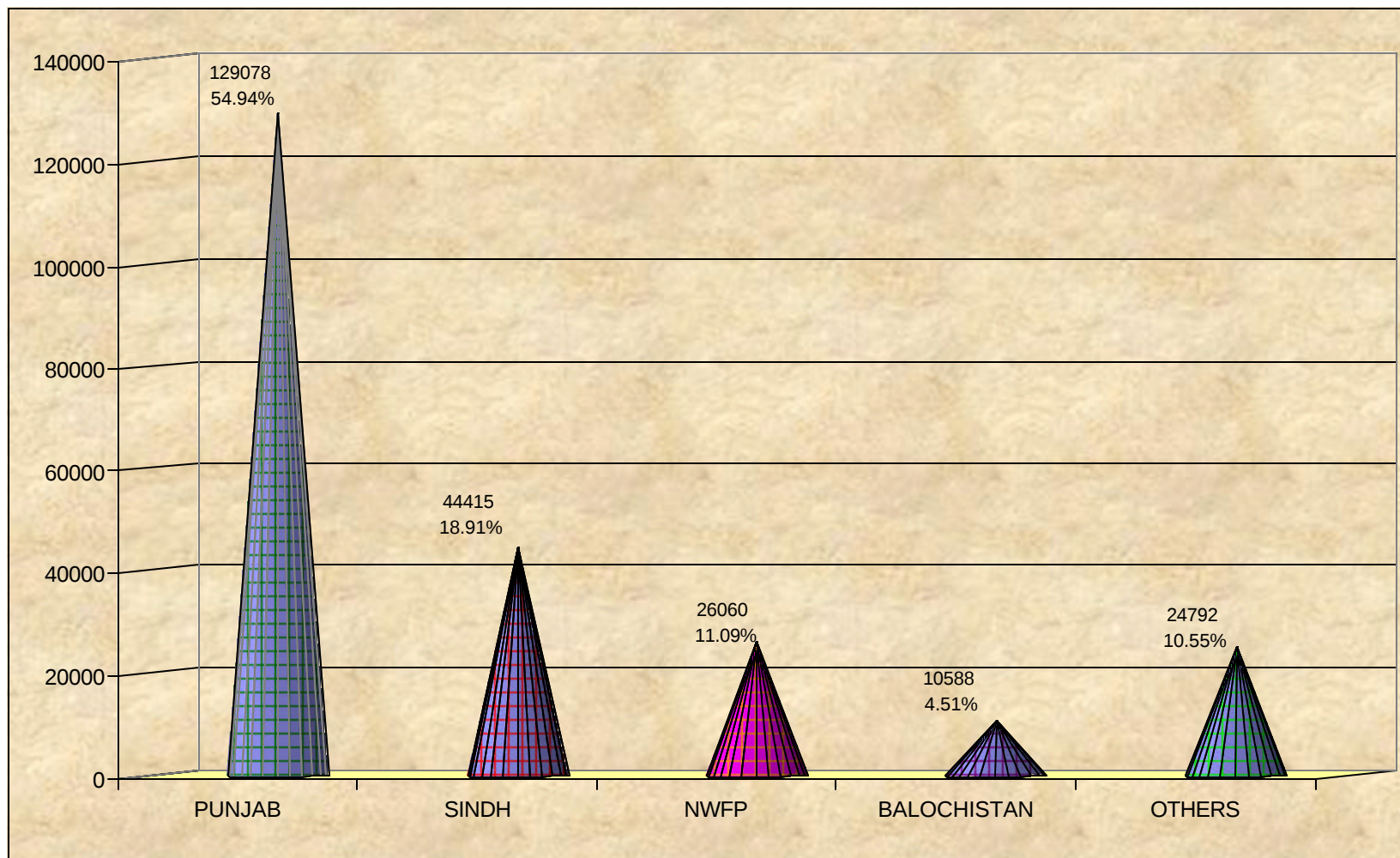
FEDERAL GOVERNMENT CIVIL SERVANTS BY OFFICE STATUS



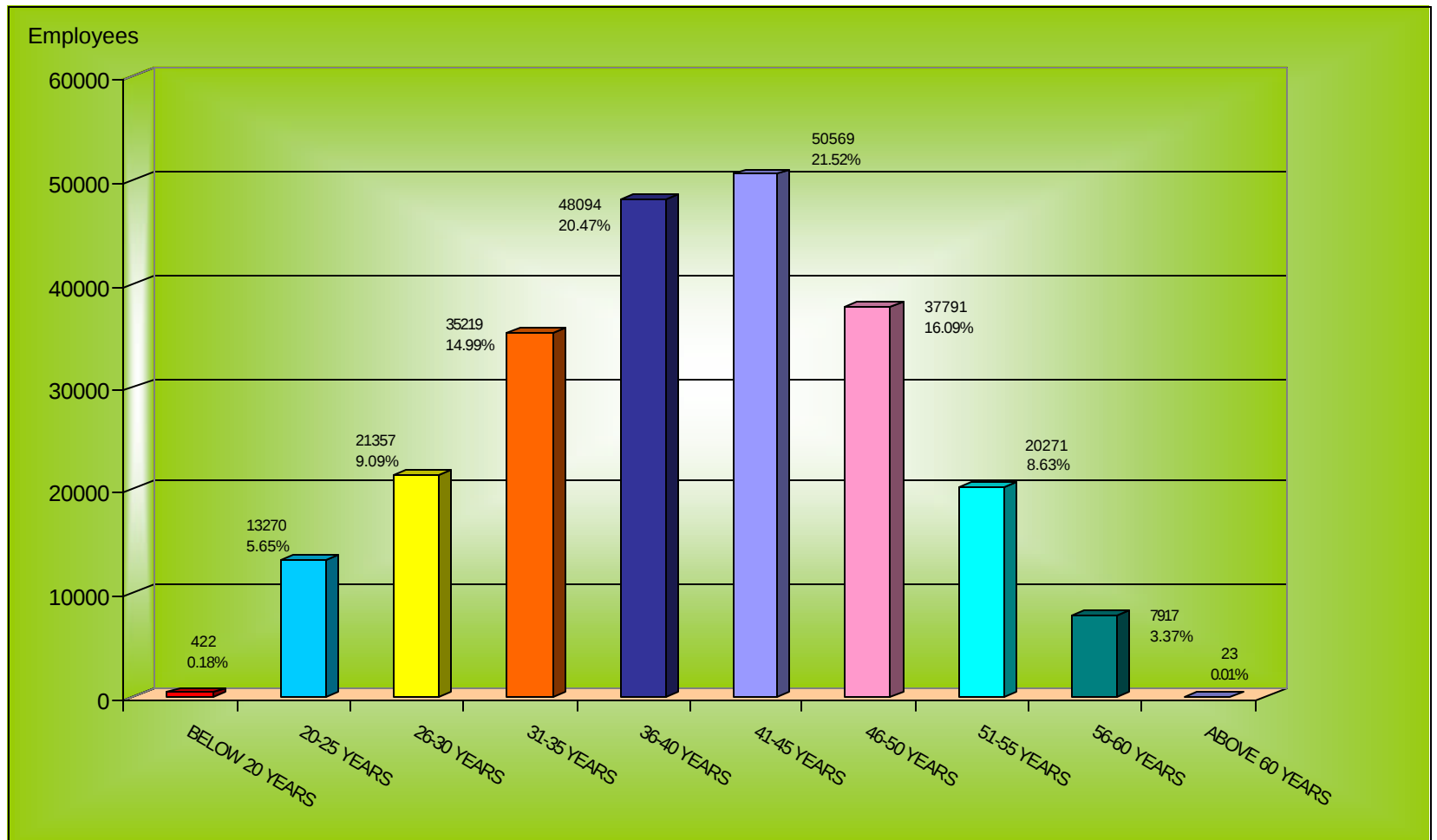
FEDERAL GOVERNMENT CIVIL SERVANTS BY POSTING



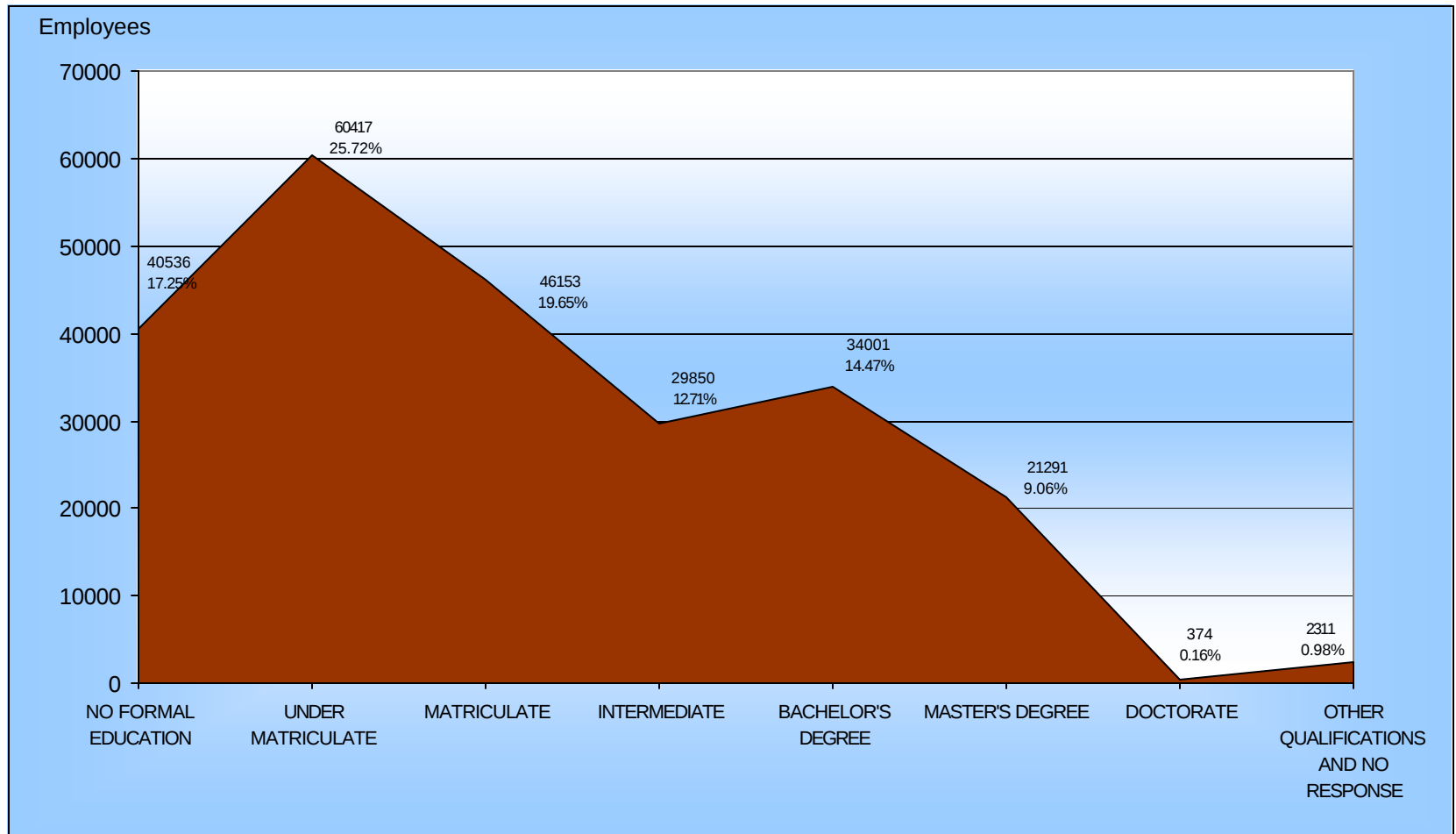
FEDERAL GOVERNMENT CIVIL SERVANTS BY DOMICILE

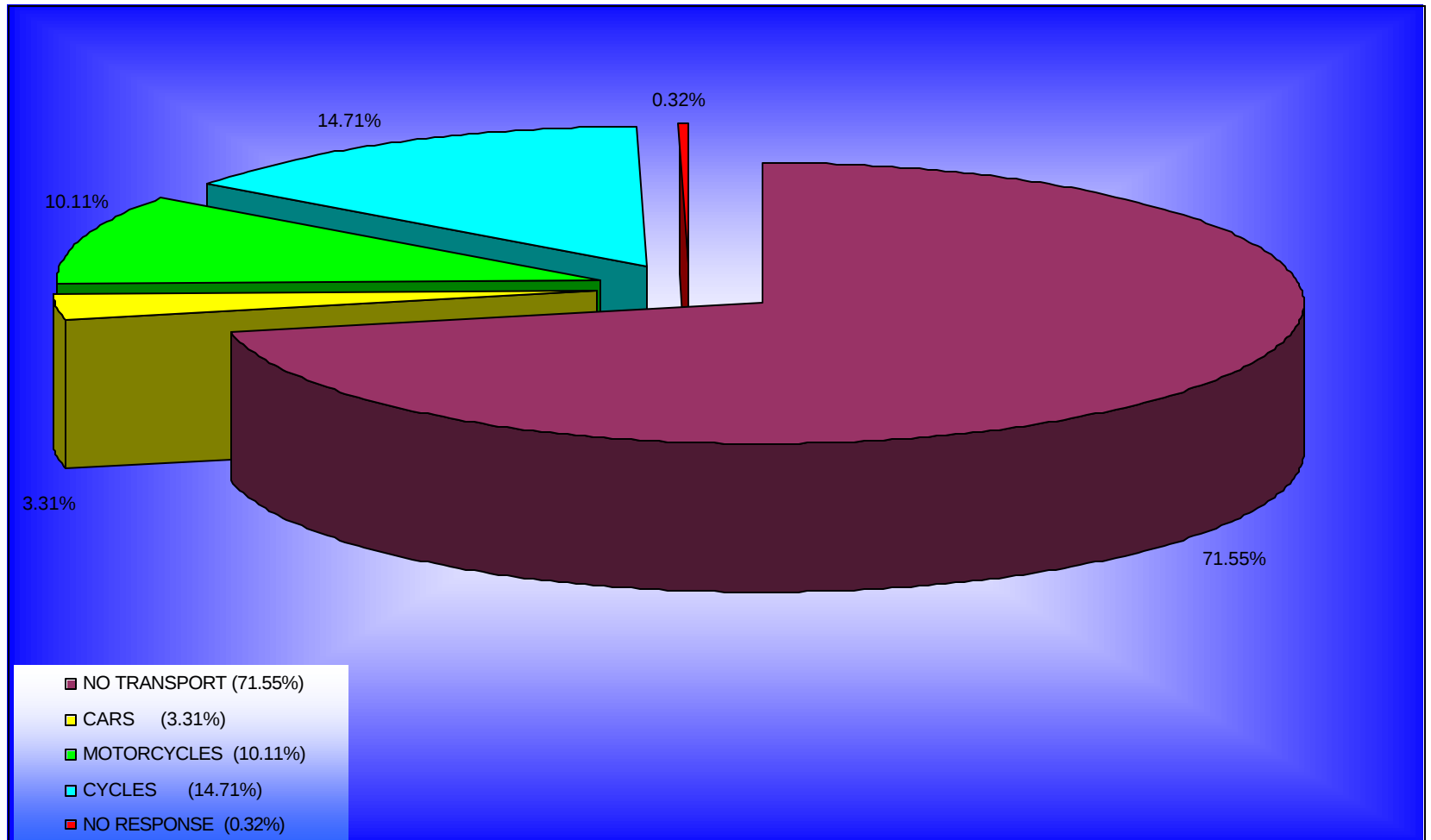


FEDERAL GOVERNMENT CIVIL SERVANTS BY AGE GROUP



FEDERAL GOVERNMENT CIVIL SERVANTS BY ACADEMIC QUALIFICATIONS





COMPARATIVE PICTURE OF FEDERAL GOVERNMENT CIVIL SERVANTS AS
REVEALED BY THE CENSUS REPORTS OF
1977, 1980, 1983, 1986, 1989, 1993, 1996, 2000 AND 2003

