

SIZE, GROWTH AND FUNCTIONS OF THE FEDERAL GOVERNMENT

SIZE OF THE FEDERAL GOVERNMENT

The Federal Government (Secretariat and Attached Departments) had a total strength of 565,000 in 2019-2020

- 13,000 in the Secretariat
- 8,000 in Constitutional Bodies
- 544,000 in Attached Departments
- In addition, 390,000 were working in autonomous, semi-autonomous bodies, corporations etc.
- The grand total of the civilian employees stood at 955,000

DISTRIBUTION OF THE FEDERAL EMPLOYEES

- 95% of the Federal Government employees belong to grades 1-16 or staff position
- Salaries and allowances paid to these employees account for 80-85 % of the total wage bill of the Federal Government
- The ratio of officers to staff has remained unchanged at 1:20. In Secretariat the ratio is 1:6
- 50% of the staff position were occupied by posts such as *Qasid*, *Chowkidar*, Sweeper, Mali, Drivers, Dispatch Riders etc,. Federal Secretariat itself has 4,718 such staff that constitute 38% of the total Secretariat employees

DISTRIBUTION OF FEDERAL EMPLOYEES (Thousands)

| | OFFICERS IN BS 17-22 | STAFF IN BS 1-16 | TOTAL |
|---------------------------------|-------------------------|---------------------|--------------|
| Secretariat | 2.3 | 10.8 | 13.2 |
| Constitutional Bodies | 1.5 | 6.7 | 8.2 |
| Attached Departments | 22.6 | 521. | 543.6 |
| Total Federal Government | 26.5 | 538.6 | 565.1 |
| % of total | (4.7 %) | (95.3%) | |
| Autonomous Bodies total | 63.1 | 326.1 | 389.3 |
| % of total | (16.2%) | (83.8%) | |
| Grand total | 89.6 | 864.7 | 954.4 |
| % of total | (9.4%) | (90.6%) | |

GROWTH OF FEDERAL EMPLOYEES

- In 2010-11, the total number of federal employees was 829,000 and this strength remained largely steady until 2016-17 when a sudden jump of 137,000 new entrants took place, raising the total number to 966,000.
- Most of the new recruitment 116,000 (85%) took place in the Federal Government (Secretariat and attached departments) while the increase in the Autonomous Bodies was 21,000.
- **The present Government has for the first time in the decade , reduced the strength by 27,000 (approx.) in 2019-20.**

GROWTH OF FEDERAL EMPLOYEES(Thousands)

| | FEDERAL GOVERNMENT | | | AUTONOMOUS BODIES | | | TOTAL | | |
|----------------|--------------------|--------------|--------------|-------------------|--------------|------------|--------------|--------------|--------------|
| | OFFICERS | STAFF | TOTAL | OFFICERS | STAFF | TOTAL | OFFICERS | STAFF | TOTAL |
| 2010-11 | 21.2 | 428.7 | 449.9 | 66.6 | 302.6 | 369.285 | 87.8 | 731.4 | 819.2 |
| 2015-16 | 25 | 429.2 | 454.5 | 70.1 | 304.9 | 375.1 | 95.5 | 734.1 | 829.6 |
| 2016-17 | 27.8 | 542.7 | 570.5 | 68.5 | 327.5 | 396 | 96.10 | 870.2 | 966.6 |
| 2017-18 | 28.9 | 552.3 | 581.2 | 67.8 | 329.6 | 397.4 | 96.8 | 881.9 | 978.7 |
| 2018-19 | 26.9 | 554.8 | 581.7 | 68.4 | 330.8 | 399.2 | 95.4 | 885.6 | 981 |
| 2019-20 | 26.5 | 538.6 | 565.1 | 63.1 | 326.1 | 389.3 | 89.635 | 864.7 | 954.3 |

WHAT FUNCTIONS THEY PERFORM?

| % | Category |
|----|---|
| 35 | Security, Law and Order, Civilian armed forces |
| 20 | Infrastructure Services –Railway, Postal Services, Aviation , Highways |
| 18 | Energy Sector- Power, Oil and Gas |
| 5 | Social Sector-Health Education and Social protection |
| 5 | Commercial and Taxations |
| 12 | Data, Training and Research, Regulatory, judicial etc |

¾ of Federal employees were thus employed in Security and infrastructure services including energy

TOP TEN LARGEST ATTACHED DEPARTMENTS

| | BS 17-22 | BS 01-16 | Total |
|----------------------|--------------|----------------|----------------|
| Railways | 473 | 61,378 | 61,851 |
| GHQ | 204 | 42,296 | 42,500 |
| FC, KP (N) | 574 | 39,554 | 40,128 |
| FC B (N) | 290 | 37,169 | 37,459 |
| FC (S) KP | 12 | 33,314 | 33,326 |
| PAF | 29 | 33,058 | 33,087 |
| FC KP | 61 | 26,948 | 27,009 |
| Sindh Rangers | 509 | 25,658 | 26,167 |
| FC Turbut | 179 | 25,962 | 26,141 |
| PPO | 292 | 23,290 | 23,582 |
| Total | 2,623 | 348,627 | 351,250 |

TOP TEN LARGEST AUTONOMOUS BODIES

| | BS 17-22 | BS 01-16 | (%) | Total |
|----------------------|---------------|----------------|-------|----------------|
| PEPCO/DISCO | 5034 | 128,529 | 34.3% | 133,563 |
| POF, Wah | 449 | 21,562 | 5.61% | 22,011 |
| WAPDA | 1856 | 16,162 | 4.61% | 18,018 |
| NBP | 9262 | 5741 | 3.81% | 15,003 |
| CDA | 714 | 13249 | 3.61% | 13,963 |
| Utility Stores | 105 | 12,737 | 3.31% | 12,842 |
| PIA* | 3697 | 8351 | 3.1% | 12,048 |
| OGDCL | 2353 | 9571 | 2.9% | 11,924 |
| Pakistan Steel Mills | 2628 | 6978 | 2.5% | 9,606 |
| NADRA | 649 | 8667 | 2.4% | 9,316 |
| | | | 66.1% | 258,292 |
| Total | 26,747 | 231,547 | | 389,297 |

*HR restructuring plan is underway, through which, strength will be brought down to 7,000

OFFICER TO STAFF RATIO

- The Committee on Restructuring in Rightsizing of the Federal Ministries/Divisions recommended in April, 2001 to rationalize officer to staff ratio of 1:3.
- However, this ratio has not been followed systematically as is evident from the table below. The average ratio has been 1:4. Eleven Divisions have ratio of 1:6 or more than that and seven Divisions have ratios below 1:3.
- In view of the E-filing and E-Office suite becoming mandatory in the Federal Secretariat, this ratio of 1:3 has to be enforced.

OFFICER TO STAFF RATIO IN FEDERAL SECRETARIAT

| S.NO. | DIVISION | BS 1-16 | BS 17-22 | RATIO |
|-------|---|---------|----------|-------|
| 1 | Aviation | 61 | 15 | 4.1 |
| 2 | Cabinet | 641 | 94 | 6.8 |
| 3 | Climate Change | 108 | 34 | 3.2 |
| 4 | Commerce and Textile | 561 | 98 | 5.7 |
| 5 | Communications- including Postal Division | 113 | 28 | 4.0 |
| 6 | Defence | 340 | 52 | 6.5 |
| 7 | Defence Production | 164 | 27 | 6.1 |
| 8 | Economic Affairs | 367 | 82 | 4.5 |
| 9 | Establishment | 630 | 139 | 4.5 |
| 10 | Federal Education | 105 | 21 | 5.0 |
| 11 | Foreign Affairs | 1725 | 455 | 3.8 |
| 12 | Finance | 967 | 387 | 2.5 |
| 13 | Housing and Works | 138 | 21 | 6.6 |
| 14 | Human Rights | 175 | 35 | 5.0 |
| 15 | Industries adn Production | 247 | 48 | 5.2 |
| 16 | Information and Broadcasting | 359 | 28 | 12.8 |
| 17 | Information Technology | 95 | 21 | 4.5 |
| 18 | IPC | 179 | 36 | 5.0 |
| 19 | Interior | 444 | 75 | 5.9 |
| 20 | Kashmir Affairs and GB | 77 | 21 | 3.7 |

RATIO OF STAFF AND OFFICERS IN DIVISIONS

| | | | | |
|----|--|--------------|-------------|------------|
| 21 | Law and Justice | 371 | 50 | 7.4 |
| 22 | Maritime | 115 | 32 | 3.6 |
| 23 | Narcotics | 95 | 18 | 5.3 |
| 24 | National Food | 142 | 35 | 4.1 |
| 25 | National Health | 182 | 64 | 2.8 |
| 26 | National History and Literary Heritage | 88 | 17 | 5.2 |
| 27 | National Security | 16 | 7 | 2.3 |
| 28 | Overseas Pakistanis and HRD | 210 | 33 | 6.4 |
| 29 | Parliamentary Affairs | 132 | 34 | 3.9 |
| 30 | Petroleum and Natural Resources | 226 | 56 | 4.0 |
| 31 | Planning Development and Reform | 497 | 260 | 1.2 |
| 32 | Poverty Alleviation | 54 | 8 | 6.8 |
| 33 | Power | 85 | 33 | 2.6 |
| 34 | privatization | 63 | 8 | 7.9 |
| 35 | Railways | 151 | 50 | 3.0 |
| 36 | Religious Affairs | 240 | 41 | 5.9 |
| 37 | Revenue | 26 | 7 | 3.8 |
| 38 | Science and Technology | 150 | 25 | 6.0 |
| 39 | Safron | 108 | 16 | 6.8 |
| 40 | Water resources | 17 | 9 | 1.9 |
| | TOTAL | 10364 | 2520 | 4.1 |

IMPACT OF REORGANIZING THE FEDERAL GOVERNMENT

- The impact of re-organizing the Federal Govt. approved by Cabinet in July 2019 can be assessed by comparing the total employees strength in 2019-20 relative to 2018-19
- There has been a decrease of **26,641** in the Federal Government and Autonomous Bodies in 2019-20
- In terms of the budgetary savings, the pay and allowances of Civil Administration of the Federal Government show a decrease of **Rs. 4 billion** in 2019-2020 in **nominal terms** and a much large saving of **Rs. 28 billion** in **real terms**.
- The savings of the Autonomous Bodies and the corporations could not be ascertained.

CONCLUSIONS

- The strength and structure of the civilian armed forces may be reviewed.
- Heavy concentration of the support staff may be reviewed and Divisions may be advised to bring this ratio to **1:3**
- Decision of the Cabinet Committee on Implementation for abolishing **71,000** posts lying vacant for a year or more may be ratified and this exercise repeated every year at the time of the budget formulation.

THANKS
