

**MOTION RE. THIRTY-FIRST RE.  
PORT OF THE UNION PUBLIC  
SERVICE COMMISSION.**

THE MINISTER OF STATE IN THE  
MINISTRY OF HOME AFFAIRS  
(SHRI NIHAR RANJAN LASKAR):  
Sir, I beg to move the following Motion:

"That the Thirty-first report of the Union Public Service Commission, for the period from April 1, 1980 to March 31, 1981, together with Government's Memorandum on the case of non-acceptance of the Commission's advice mentioned therein, laid on the Table of the Rajya Sabha on the 28th April, 1982, be taken into consideration."

Sir, the Thirty-first Annual Report of the Union Public Service Commission was presented to the President under article 323 (1) of the Constitution. It is a report on the work done by the Commission during the year ending 31st March, 1981. Copies of the Report were placed on the Table of the House on the 28th April, 1982 together with a memorandum explaining the cases where the advice of the Commission was not accepted and the reasons for such non-acceptance.

Sir, the constitutional position is such that it gives the Union Public Service Commission and its Members substantial protection from administrative interference, leaving it unfettered in the selection of candidates for higher civil services and in advising on the policy of recruitment, promotion and appointment, disciplinary cases, etc. For the effective discharge of these functions, the Government has taken care to provide all facilities and substantial autonomy including effective delegation in the administrative and financial matters.

The advice tendered by the Commission is almost always accepted by the Government. In rare cases, where it becomes necessary to differ with the advice expressed by the Commission, their advice is given the highest consideration before taking a final deci-

sion to differ from such advice. Members would have noticed that the present Report mentions only one case of non-acceptance of the advice of the Commission. The explanatory memorandum gives sufficient details with reasons for such non-acceptance.

Sir, the honourable Members would be glad to notice that the present Report of the Commission brings out a welcome trend in the performance of the candidates belonging to the Scheduled Castes and the Scheduled Tribes. The Commission observes that there was an appreciable improvement in the position of the Scheduled Caste candidates even in respect of examinations requiring technical or professional qualifications and they could recommend candidates to the full extent of reservation in the engineering and medical posts.

The position regarding the Scheduled Tribe candidates has also improved in the case of general examination while there was some shortfall in the case of technical examinations.

In the past, while considering the Report of the Commission, a feeling was expressed that the recruitment to the higher services is largely dominated by the more efficient classes of society and that the selection gives undue weightage to those students who are public-school educated candidates and are a little bit sophisticated. It was also expressed that there was the problem of proper expression enabling an effective assessment of the innate ability and potential of an individual. In order to avoid this barrier, it has since been decided, after consultation with the Commission, that the candidates appearing in personality tests in the Civil Services Examinations can respond to the questions in the language of their choice in which they had earlier answered the written paper. This would go a long way in removing the diffidence that might act as a constraint in the performance of a candidate.

[Shri Nihar Ranjan Laskar]

The functions of the Commission cover a wide range of fields including those of advanced technology.

In order to cope with this task, the selection of members has to take into account the broad spectrum of disciplines and professions so that the membership of the Commission provides the necessary expertise and experience in fields related to the recruitment to various higher services. Besides, while making appointments, Government has also to keep various other considerations in view so that all regions get fairly represented and the claims of Scheduled Castes and Scheduled Tribes are adequately reflected. The present membership consists of a number of persons who have been eminent in the academic and administrative fields. I may mention that currently the Commission is functioning with full membership.

The reports of the Commission are "scrutinised thoroughly with all care and instructions are issued from time to time to remedy the mistakes pointed out in the reports. All the suggestions made by the Commission are also considered and brought to the notice of the concerned Departments of the Government so that corrective steps may be initiated wherever necessary.

I may assure the Members that the various suggestions that they had made in the past in considering the earlier reports of the Commission had been given the utmost attention and I am sure the discussions on this report in this House will also be equally fruitful in generating new ideas for improving the personnel administration. I need hardly say that the Government as well as the Commission would welcome the suggestions of the House for further improving the procedures of recruitment to the Civil Services. Thank you.

*The question was proposed.*

SHRI SANTOSH MITRA (West Bengal): Mr. Deputy Chairman, Sir,

at the outset, I like to make some observations of a general nature.

Going through the Reports, 29th, 30th and 31st Reports, of the Public Service Commission, I have formed an opinion and impression that it is a ritual affair. Every time the Commission is suggesting certain measures but these are not implemented or these are violated by the different Ministries and Departments of the Government. The only thing is that these Reports are submitted and discussed in this House, which is nothing but a ritual affair. But, gradually, I find, the scope of corruption and nepotism and favouritism is being enlarged in case of *ad hoc* appointments, in case of non-acceptance of the recommendations of the Commission with regard to disciplinary measures and also regarding the wide disparity in the number of posts vacant notified and the number of posts actually vacant. All these irregularities are there. Besides these, there are so many irregularities and these things help in breeding corruption and nepotism.

Then, I am coming to certain specific matters. My first point is that in the 30th Report of the Commission strong comments are made about the problem of *ad hoc* and temporary appointments in different Ministries, departments and other organisations. But in this Report nothing has been mentioned in general but some particular examples have been referred to in regard to appointments made in the Ministry of Finance, Municipal Corporation of Delhi, Delhi Administration, Delhi Electricity Supply Undertakings, etc.

Next thing I would like to mention is that the method of *ad hoc* appointments and temporary appointments is the source of breeding corruption and nepotism. I would like to ask the hon. Minister what steps have been taken to stop this evil in pursuance of the observations made in the 30th Report and also in the 31st Report.

Now, I am coming to my second point. It is mentioned in the 30th Report and also in this Report under discussion regarding the cancellation of recruitment by Ministries and Departments, once they are notified to the Commission and that they tend to adversely affect the credibility of the Commission. Because of this cancellation a great deal of inconvenience is caused to the candidates.

Thirdly, Sir, a great deal of hardship is used to eligible officers because of delay in holding the meetings of the departmental promotion committees. The Commission has observed that in some cases the Departmental Promotion Committee holds the meeting after a lapse of several years. Sir, if the promotion is delayed, the officers naturally get frustrated and demoralised and certainly it is an injustice to the officers. This is a chronic problem. The departmental promotion committees' meetings take place after long spells and at their will. But why should these officers suffer. When this happens, the officers get discouraged. I am citing an example that in spite of the directive of the Commission this has not been done and regular meetings are not arranged. I am quoting from the 30th Report: "As a result of the discussion in Parliament on the 11th Report of the Commission for the year 1960-61, the Ministry of Home Affairs issued instructions in October, 1962 impressing upon all the Ministries and Departments of the Government of India to take adequate steps to eliminate such cases or anyway to reduce them to minimum. Subsequently, the Estimates Committee in its 47th Report regarding the Ministry of Home Affairs/Union Public Service Commission observed that the Ministries and Departments of the Government of India continued to cancel the requisitions for recruitment by interview sent to the Commission. This is not only causing inconvenience to the Commission and the candidates but it also embarrasses the Government. The Committee accordingly recommend that the Ministries and Departments

should be required to explain to the Commission in adequate details the reasons for the cancellation of the requisition and why they could not be foreseen at earlier stages". Naturally this thing is a highly irregular one. I would like to ask the hon. Minister to take up the matter with the Ministries concerned.

The next thing that I would like to mention is that the number of vacancies to be filled through competitive examinations notified to the Commission according to the instructions issued by the Government/Ministries, and Departments varies widely with the number of vacancies finally reported. The reasons are unknown. Perhaps, after giving the notification some other considerations prevail, which are of a personal nature, or it may be due to the inefficiency of the department which fails to make any proper manpower planning of the department. For this reason these figures are widely different. I am citing one example. The department notified 219 vacancies in the Engineering Service. A notice was given to that effect in the year 1980. Number of vacancies actually reported is 625. Similarly, in the combined Defence Service Examinations in 1979, number of vacancies notified was 29; actual number of vacancies reported was 214. The Government should take appropriate steps to remedy the situation. This is continuing in spite of repeated observations made by the Commission, and it causes difficulties for the candidates. So, this should be set right so that prospective candidates can get the clear picture about the actual number of vacancies.

Then, another point is about non-acceptance of Commission's advice. An officer of the Posts and Telegraphs Department, Ministry of Communication was charged in 1977 for grave misconduct and for failure to maintain absolute integrity and devotion to duty. An enquiry was made and the charges were established in consultation with the Vigilance Commission. The disciplinary authority held the

[Shri Santosh Mitra] view that a minor penalty was called for and the case was referred to the Commission for advice. But after due consideration, the Commission advised the penalty of censure to be imposed on the officer. Again this matter was referred back to the Commission for reconsideration. The Commission reiterated its earlier advice; but the Government did not accept the Commission's advice. It is a clear case how the Government and different Departments are indulging, aiding and abetting in corruption, nepotism and favouritism. This man was found guilty of showing favouritism with regard to giving telephone connection to three persons and this shows how he was shielded in spite of the recommendation of an august body like the Public Service Commission. Action, was not taken and the Commission's recommendation was flouted.

In conclusion I would like to say that to make the Commission's reports meaningful and purposeful, the Government should take steps, corrective measures for removing the irregularities which have been mentioned in His report and I expect that I would not find this chronic evil in the next report of the Commission, which has been continuing for many years.

PROF. B. RAMACHANDRA RAO (Andhra Pradesh): Mr. Deputy Chairman, I would like to make a few brief comments on the 21st Report of the Union Public Service Commission. At the outset I would like to say that Union Public Service Commission is known for its high standard of integrity in the selection processes and high sense of secrecy. I would particularly like to commend this organisation.

Permit me to say a few points, not by way of criticism but by way of suggestions for corrective action. First important thing that I would like to mention is that Civil Services revised examination is based on objective test conducted every year. I would like to know whether this objective test statistically is a test in which even if

one is totally ignorant, can get precisely about 25 per cent marks unless negative mark is given for wrong answers.

I wonder whether the UPSC is following this procedure or is considering only the correct answer in giving the points, because, statistically, if there are four alternatives, a candidate can get 25 marks irrespective of whether he knows the subject or not.

The second point I would like to mention is that a rational system has been introduced now as per para 7(ii). A very interesting innovation has been made by the UPSC; the zone of consideration has been progressively decreased as the number of vacancies have increased. I think, this is a very good step. I was also very happy to note that while doing so, in the case of Scheduled Castes and Scheduled Tribes, where, in the zone of consideration, there are not enough number of candidates, they will keep five times the required number. I commend this particular rule in this regard.

The third point which I would like to mention is—this has been mentioned by an earlier speaker also—in regard to the delays in the DPCs. As many of us know, the careers of several deserving candidates are affected either because of delays in the DPCs or in not holding the DPCs for several years. This is a well-known fact. I would not like to comment. I would like to mention that the select list of a particular year should under no circumstances go beyond one and a half years, because, this will force the organisation to see that the DPCs are held regularly every year. I would also like to point out that special steps should be taken by the Ministry of Home Affairs to see that the DPCs are held in every Ministry and Department every year so that deserving candidates are selected.

The UPSC has been forthright in its comment that the Ministries and

Departments are violating the instructions to avoid *ad hoc* appointments. *Ad hoc* appointments confer unnecessary advantage to those who are appointed. As far as possible, this should be avoided and the select list should be sufficiently large so that they can pick up suitable candidates from that list.

Another thing which has been noticed in the DPCs is that the names of the candidates are brought up without the character rolls being brought up to date. This is a very important lacuna and unless the character rolls are up to date, the DPCs will not be able to do any justice. I would also like to commend some of the revised procedures which the UPSC has recommended in this clause, namely, in case, due to any exigencies of circumstances, the DPC is unable to meet in a particular year, it has been recommended that the DPC should give separate recommendations for the earlier years, year by year. This is a very good move because this maintains the seniority of the concerned officers. However, the candidates would not get the benefit of the salary retrospectively. Therefore, although this is a good move, the candidates are deprived of the benefit of the earlier promotions.

I would like to make a mention—this is the fourth point—in regard to the specially an important point of bringing experts, scientists, technologists and medical men from abroad. This is in para 9(i). They have been exempted from sub-clauses (a) and (b) of article 320. By this, power has been given to the Ministries and Departments to directly recruit competent people and partly reverse the brain-drain. This is a laudable step. This was taken in the year 1964-65 on \* a Cabinet Resolution and the Commission agreed to exempt them for two years and subsequently, they continued it till 1982. Unfortunately, this information was not known to many Ministries. If I am not wrong—please correct me—if it was only in the year 1972 that the Department of

Science and Technology circulated this resolution and I do not know how many Ministries have taken advantage of this. The Ministries do need experts. We are aware that scientists, technologists and eminent persons abroad are willing to come here provided they get a reasonable opportunity. Therefore, in order to improve the competence of the various Departments, we should try to attract them and this is a provision for that purpose.

One other point I would like to mention is regarding the language policy in the case of the central services examination conducted by the U.P.S.C. The language policy of liberalising and allowing people to take any language or answer in any language under the Eighth Schedule is a very good step. However, if you look at the statistics, you will find that there are many languages in which not a single candidate opted to answer in the concerned mother tongue. Now I do not know whether it is desirable to keep this provision unless there is a minimum of at least 10 or 15 candidates for each language. When there are no candidates, I hope the UPSC is not preparing the translated papers even when the candidates are not there. I am not sure of that. Unless there is enough number, for one candidate to prepare a translation, distribute it and to arrange a paper corrector, a huge amount of administrative machinery is wasted on this and I wonder whether the Government would consider the possibility of abolishing this unless there is a minimum number.

Now I am coming to another important point regarding viva voce examination in the concerned languages. Suppose somebody answers a particular paper in history or economics or politics in a particular language and he wishes to have *viva* in the same language, I do not know how justice can be done in a board where there may be only one expert who can understand that language and the rest of the members have to depend on

[Shri B. Kamachandra Rao] his opinion about the performance of the candidate. I do not know whether the UPSC can have several language boards with experts in all the languages for the central civil services' examination. I am not quite sure how justice can be done.

One important point, Sir, is about the question of subjects offered in the civil services' examination. It seems to me and I think it is well known— Dr. Sarup Singh is here, who is experienced in this—that even in the earlier examination scheme of the civil services' examination, there are certain subjects in which every candidate prefers to answer. Even if he is a science, technology or medical man, he prefers to take up history, politics or economics. Why does this happen? From the way the report is given, it seems that they are revising the scheme, revising the syllabi and examining it every year. Even now the talk is that if a candidate takes sociology, he gets better marks than if he takes physics or chemistry. If that is the case, I think all subjects must have an equal weightage, or an equal advantage or equal disadvantage. I wonder whether the UPSC could have a machinery to study this as a kind of research project to find out why a large number of people take a particular subject. Does it confer an advantage on those people who take this subject? This is a matter which I hope will be studied in great detail by the UPSC which is the right organisation to do so and take corrective action.

The last point I would like to mention is that the UPSC has mentioned very clearly on page 17 that it has been noticed that many of the Ministries and Departments do not intimate even the approximate number of vacancies for being notified. If you look at Annexure V(C) and the statement given in this table, the number of vacancies notified in some cases is 29, whereas the number of vacancies finally reported came to 200. It appears to me that the departments have to

make a thorough statistical study and, I am sure, in these days of modern advances in science and technology, statistics having advanced, one can precisely predict the number required every year if you have all the information for the previous years— unless the department takes up a new programme for which the number should be known. Therefore, I suggest that the Ministry or the UPSC should take up this matter and see that the precise information is collected. It is not an error of judgement. If there is an error of judgment, it will be this side or that side. In the table, the number of vacancies notified is always less than the number reported and that is why I would not consider that as an error of judgment. Thank you very much.

SHRI SYED SHAHABUDDIN (Bihar): Mr. Deputy Chairman, Sir, "bureaucracy" is a dirty word in the political lexicon and bureaucrats are the favourite whipping boys of the Government and of the Parliament when things seem to go wrong and yet, Sir, we need a bureaucracy and a permanent civil service because it is this element which provides continuity in a democratic framework, especially when political conditions come to the brink of anarchy and chaos, then it is this frame of civil service\* which provides ballast for the ship of the State.

[The Vice-Chairman Dr. (Smt.) Najma Heptulla in the Chair].

We know, with our personal experience at the grassroots level, that whatever this Parliament might legislate and whatsoever be the policy adopted by the Government, much will depend upon the quality of the person who is going to implement it at the working level and, therefore, how we select our bureaucracy, how we choose the people for public service will determine, to a very large extent, the tone and temper of the Administration, I may say, the course of our economic development and even the destiny of our country as a viable

democratic entity. The very health of our policy will thus depend upon the health of our selection system, and that is where the importance of the discussion that we are having today comes in. Sir,...I am sorry, Madam. I didn't see you...

THE VICE-CHAIRMAN DR. (SHRIMATI) NAJMA HEPTULLA: While you were busy, there was a takeover.

SHRI SYED SHAHABUDDIN: Madam, coming to the system of selection, once upon a time, I was a votary of the goddess of merit. I thought that everything should be done by merit, law should be colourblind, there should be no discrimination except on ground of merit and, yet, there has been no system in operation, as far as I know, which has defined exactly what constitutes "merit". There is a large area of subjectivity in the definition of this term "merit" and I think it has an elitist ring about it. The elite perform a drama when they set themselves to takeover the structure of State power. Whatever qualities they see in themselves they project to the nation and consider that these are the very qualities required for running the State efficiently and that is how this whole concept of merit comes in. I hope that the UPSC is free from this bias and the extent it is humanly possible they try to define "merit" in non-elitist terms and not exactly in terms of what, in a traditional way, we have come to associate it with the elite classes which have successively ruled our country and which have come to have an upper hand in our scheme of things.

Madam, I would like to bring to your attention that as far as I can see, at this moment the morale of the civil service is extremely low. It is not low merely because of the pressure of inflation; it is not low merely because of the perennial element of political interference with administration which has existed all the time.

I think there are deeper reasons for that.

I think they find themselves caught in the wheels, they find themselves a part of the machinery on which they have no control. Thank God, that the terrain is not all so terrifying and the picture is not all so dark and we still have a few Appus and Chatterjees to challenge the system from within, but yet, Madam, I must say that the Government must seriously consider this aspect of morale of the Service.

Coming to the question of the function and the workload of the UPSC, I would like to make a few brief points. I think the Government should seriously consider the suggestion which has been made on the floor of the House and I have had the honour also to submit a private bill in that regard—that in matters of promotion the UPSC must be given unfettered authority. This requires a constitutional amendment. Secondly, the workload is rising so fast that a small team of eight persons, howsoever competent they might be, are not able to look after the requirements of the Central Government, of the various Union Territories and of the various public undertakings. So just as we have got a separate cadre in the IAS or the IPS for the Union Territories, there ought to be a separate Public Service Commission for the Union Territories as a whole. And I submit, Madam, that there should also be sort of a Public Service Commission you can call it a Recruitment Board, if you like, for the public sector undertakings separately, so that then the Union Public Service Commission is left to deal solely with the Government servants who come under the control of the Central Government, who are part of the federal structure. I also find that the UPSC, at least as far as this Report is concerned, continues to deal with matters which really ought to be transferred to the newly created Staff Selection Commission. I find that Assistant's Grade and Stenographer's Grade examinations are also conducted by them. I really do not see the reason why this job can-

[Shri Syed Shahabuddin]  
not be transferred to the Staff Selection Commission. The sooner it is done, the better it shall be for the overall working of the UPSC.

I have noticed that two learned colleagues who have expressed their views have referred to the various shortcomings that the Report mentions as far as their dealings with the Government are concerned. I have mentioned the question of promotions: It is not enough to say that the Departmental Promotions Committee should be held regularly. It is not enough to say even that it should be held every year. I must go to the extent of suggesting that the Departmental Promotion Committee of every Ministry and Department must take place on a fixed date every year; if it cannot be held on a fixed date, we can at least say in the first week of a certain month, so that all the DPCs take place annually and at annual intervals. That will have the advantage of silencing a lot of unnecessary grievance, a lot of unnecessary blood-letting that takes place will simply disappear if you have this sort of regularity in your promotion system.

Now my friend Dr. Ramachandra Rao has commended something which, unfortunately, I must criticize. In selecting the zone of promotion the UPSC... (Time-bell rings) Madam, I have to take a few more minutes.

THE VICE-CHAIRMAN DE.  
(SHRIMATI) NAJMA HEPTULLA:  
You have two minutes more. So I just...

SHRI SYED SHAHABUDDIN: I seek your indulgence. They have said that for Scheduled Castes and Scheduled Tribes the zone of selection shall be enlarged if necessary. Frankly I do not know whether somebody has challenged it in a court of law. I think to have a differential in the determination of the zone of selection for the general candidates and for the Scheduled Caste and Scheduled Tribes candidates is not

called for and I think it might even be termed as unconstitutional.

I also find that there is a long list of subjects and posts which are exempted from the purview of the UPSC. They are at page 101. I do not have to go into it. But I would suggest that this list should be reviewed every year. I particularly do not understand why items 2, 9, 12 and 14 are still listed there. These organisations have been in existence for a long time and it is time that they should have their own properly constituted cadres and recruitment should be transferred to the UPSC. In any case, this list needs to be reviewed every year by the UPSC and by the Government.

Madam, we are at a very critical point. The country must face this question whether we indeed need a permanent Civil Service, whether we want neutral, competent and efficient Civil Servants or we want elected officers. The country can choose one way or the other. But presently the degree of politicalisation in the administration is rising at such a fast pace and reached such a level that it is making absolute nonsense of the concept of administrative neutrality. The political executive has the tremendous power to transfer officers at short notice, and good officers, efficient officers, competent officers are shunted away into anonymity, into ignominy, thrown into corridors without any posting orders for months and for years. Madam, for your information, this state of limbo is called 'corridor posting'. While a man is kept waiting for his posting, any number of *chamchas* get their promotion. Naturally officers tend to get themselves identified with various elements in the political system either on caste lines or on regional lines or even on communal lines, and this way the *esprit de corps* is getting eroded very fast, and the services are getting fragmented. If the real spirit of the service is to be maintained, I would suggest that the exercise of



this power of transfer should be looked into by the Home Ministry and by the UPSC also. Why can you not ask the State Government the average period for which an IAS officer has served in a given post during the last three years? You will find to your surprise that in some States it might come to a few months only. Such transfer is a waste of public funds. A man cannot make himself effective in less than six months. He needs time to know the place. Also if a man finds that the sword of Damocles is hanging over his head, that the Government might transfer him at short notice, by a midnight call he will never be able to put in his best. The transfer entails thus a loss of talent, loss of energy and loss of funds. Therefore, if you want that the Civil Service should be really efficient, please curb your tendency of transferring people prematurely and at short notice of using transfer as a punishment.

I would also like to say that one course for the crisis is the fall in quality, and the fall in quality is related, perhaps, to the situation in the country. After all, if you have corruption in the air, you cannot have a service free from corruption. If the educational standards are falling and deteriorating very fast, you cannot expect to have a competent civil service.

I must refer to a particular point. The age-limit has been raised recently. This goes against the basic principle of permanent civil service. If you raise the age-limit, by the time you get them, they are already formed, they are already moulded. They have got their value system, right or wrong. They are already corrupt, they have been through the world, they have seen it. They have made their choice. Therefore, you must get them young. You must catch them when there is still a little flame, a little sparkle, of idealism within them, when they are fresh, when they have not yet come across the

wickedness in the world. They will also slowly make a compromise. Let them. But that will not be as ignoble a compromise as they tend to make when they will enter into the prestigious service like the IAS at an advanced age. Some are highly technical jobs in order perhaps to make a better living. I cannot understate, why the UPSC cannot curb it. Therefore, there is some point in reviewing this decision. Bring it down to the original age group of 21 to 24, if you do not want—I do not want to use a strong phrase—hardened criminals in the service. (*Time bell rings*) Your indulgence please. I am making useful suggestions for the service.

I want to say something about reservation. I am not against reservation. But I would like to say that the Government should seriously think about extending the reservation to the people below a certain economic level, to all those who fulfil certain economic criteria. Madam Prime Minister, while addressing the Chairman of the Public Service Commissions at the annual meeting in 1980, has made a very very pertinent point. I would like to quote from this Report. In para 2, Appendix IIIA, at page 78 it states:

"In her inaugural address, the Prime Minister asked the Public Service Commissions- to ensure that Harijans, Tribals, Minorities and the Rural poor got adequate share in Government jobs and to make all efforts to ensure that the doors for Government service were wide open to them also. The Prime Minister pointed out that the Members of Parliament and eminent citizens had often expressed concern at the under-representation in the services of persons from economically backward and under-privileged categories. She said that it was the recognised responsibility of the Service Commissions to devise methods which would ensure that any educational, economic and social disparities did not tilt the bal-

[Shri Syed Shahabuddin]  
 ance in favour of the more privileged." I think it is a very commendable idea and I find that the Commission itself under item 7 has said:

"There was general agreement that candidates coming from rural and backward areas and those belonging to minority communities and poor families were handicapped because of the background from which they came and it was, therefore, necessary to assess their suitability with sympathy and understanding, as emphasised by the Prime Minister."

Now, Madam, I belong to a community which 35 years after independence is very much underrepresented in the service. I am against reservation and I do not ask for reservation. But I would like the Government to look into the figures to find out what is the underrepresentation due to. Is the underrepresentation due to not enough candidates coming up? Is it because they lack motivation for Government service? Is it because they do not fulfil those particular elements of 'merit' criteria that you are looking for? Or is it because of some subjectivity in the selection procedure—I do not want to use the word "communal prejudice"? This you can only find out if you have the figures about the percentage of candidates from a particular community, their percentage among those selected after the written test and their percentage among those selected after the interview. If all those tally specially over a long period of years obviously the system is perfect. But if enough candidates do not present themselves, then there is something wrong and you have got to have special facilities and incentives for bringing up that community in order that they present sufficient candidates in accordance with their proportion in population.

Madam, the universities' performance as recorded in this report is extremely uneven. (*Time bell rings*) Please, two minutes.

THE VICE-CHAIRMAN (DR.)  
 (SHRIMATI) NAJMA HEPTULLA);

SHRI SYED SHAHABUDDIN: We have enough time. We have got the whole day.

THE VICE-CHAIRMAN (DR.)  
 (SHRIMATI) NAJMA HEPTULLA):  
 There are many names before me.

श्री सैयद शाहबुद्दीन : आप मेहर-  
 बानी कीजिए । आपके पास पूरा दिन है ।  
 मैं ट्रेजरी बेंच का थोड़ा सा वक्त  
 मांगता हूँ ।

Madam, the performance of the universities seems to be extremely uneven. The number of candidates from the universities varies from one from a university—there are quite a few like that—to 807 from a single university. And the success ratio varies from 1:1 to 1: 51. And this 1: 51, if I may name the university, is from Kanpur. While you take the first 10 universities in terms of numbers, the average performance ratio is 1:9. In 27 universities, their first divisioners have done worse than their second or third divisioners. So much for the examination system! In 14 universities, there was not a single first divisioner candidates among those selected; only second divisioners were selected, and so on. Therefore, I draw the attention of the Government to this unevenness of our educational system. After all, this is your catchment area. This is your feeding system. If something cannot be done about it, then surely your selection system will not work. I would, therefore, suggest that the UPSC's selection system must not be tilted towards performance in any one part of the test only. The number qualified to take the main examination should not be related to the number of vacancies. UPSC should set up their own standards for example that those who secure 75 per cent shall be called for the main written Test.

Madam since there is no more time, I shall not go into other aspects. I would, like however, to say a word on corruption. But corruption can be institutional; corruption can be individual. Corruption today is partly due to the fact of inflation. I believe in socialism and therefore, I believe that personal incomes in society should have a minima and a maxima. A society has to determine ratio. But one must give equal protection to all Government servants. The Central Government have recently made a good beginning. They have grouted some dearness allowance even to the higher civil servants. But that does not go far enough. The neutralisation by way of DA is only to the extent of 40 per cent. The Government must find its way to grant 100 per cent neutralisation to all, full and equal indexation for everybody. But there must also be safeguards in the system against corruption. One safeguard can be that you ask the Government servants to provide an expenditure statement. You must look not only into his immovable assets but also into his liquid and moveable assets. And you must have a properly calibrated system of rewards and punishments. And you must try to impart in his training the system of values which you want to have. Finally, I would like to appeal, through this House, to all the political parties and not only to the Government, because I do not hold the Government alone guilty in this respect, that political interference should be brought down to the absolute minimum.

Let us all have a national consensus on this at least that in order to maintain the integrity, the neutrality, the independence and the efficiency of our civil service, of our Government servants, we shall adopt a 'hand-off' policy. Thank you.

श्री सयद सिद्दीक रज़ी (उत्तर प्रदेश) :  
वाइस चेयरमैन साहब, इस बात में कोई शक नहीं है कि हमारे देश का प्रशासन अभी अच्छा हो सकेगा जब कि हमारे देश

की सिविल सर्विस की क्वालिटी और इसका स्टेडर्ड ज्यादा से ज्यादा अच्छा बनाया जा सके। इसमें शक नहीं कि आजादी के बाद से आज तक हमारे देश का पूरा प्रशासन, देश की जो व्यूरो-क्रेसी है और पब्लिक सर्विस कमिशन के द्वारा जो निर्धारित परीक्षाएँ हैं उन्हीं के जरिये आई० ए० एस०, आई० पी० एस०, आई० एफ० एस० अफसरान बनते हैं। एक तरफ तो इसमें शक नहीं कि देश के प्रशासन का जो जरिया इस कैडर के जरिये बना है उसने काफी अच्छा काम किया है लेकिन इसी के साथ साथ नये भारत की जो जन भावनाएँ हैं और नये भारत की जो बदलती हुई तस्वीर है उसके मुताबिक शायद अभी हमारे पब्लिक सर्विस कमिशन ने पूरी तबज्जह नहीं दी है और मुझे कहना पड़ेगा कि लगभग सौ वर्ष से जो एक परम्परा, जो एक प्रणाली, जो एक तरीका ब्रिटिश साम्राज्यवाद के जमाने में रिक्लूटमेंट का, प्रमोशन का, तब्दीलियों और तबादलों का था, वही आज भी आमूल रूप से बना हुआ है और उसमें कोई आमूल चूल परिवर्तन नहीं हुआ है। जबकि कोठारी कमिशन ने मोहतरमा, अपनी सिफारिश 1976 में सरकार के सामने रखी थी। इसमें बहुत से सुझाव दिये गये हैं कि जो मौलिक मान्यताएँ बदली हैं नये भारत की और जैसा कि हमारे देश की प्रधान मंत्री जी ने पिछले साल यूनिजन पब्लिक सर्विस कमिशन, और स्टेट पब्लिक सर्विस कमिशन की जो कान्फ्रेस थी उसका उद्बोधन करते हुए कहीं थीं कि आज पब्लिक सर्विस कमिशन को विशेष तौर पर जो हमारे देश के अल्प संख्यक लोग हैं जो हमारे देश के कमजोर लोग हैं जो हमारे देश के हरिजन और आदिवासी लोग हैं उनके बारे में विशेष ध्यान देना होगा। यह कोई इस बात के लिये नहीं कहा कि कोई राजनीतिक बात कही जा रही है, बल्कि यकीनन जो लोग हजारों

## [श्री सैयद सिबते रजी]

सालों से पिछड़े रहे हों जिनके घरों के अंदर रोशनी को बिखेरने के लिये दिये न जल सके हों और जिन्हें समाज की परम्पराओं ने हमेशा पीछे रखा हो, देश की इस बदली हुई व्यवस्था में, आजाद हिंदुस्तान की व्यवस्था में, देश के प्रशासन में भाग लेने के लिये उनको भी साक्षीदार और भागीदार बनाया जा सके, इसलिये प्रधान मंत्री जी ने ऐसी बात कही थी।

मोहतरमा, मैं माननीय मंत्री जी से इस समय का और इस अवसर का लाभ उठाते हुए पूछना चाहूंगा कि कोठारी कमिशन ने जो अपनी सिफारिशें दी थी उनमें से कितनी सिफारिशों की तरफ अवलोकन किया गया है और उसमें कितनी सिफारिशें अब तक लागू की गयी हैं। मोहतरमा, मैं यह भी माननीय मंत्री जी से पूछना चाहूंगा कि जैसा कि माननीय प्रधान मंत्री जी और उस वक्त के गृह मंत्री श्री जैल सिंह ने उस कॉफ्रेंस ने जो यूनियन पब्लिक सर्विस कमिशन की ओर से दिल्ली में आयोजित की गयी थी, जिन बातों का इशारा किया था, उन पर अब तक कितना अमल दर आमद किया गया है, जो इशारा किया था उस सूरत में पब्लिक सर्विस कमिशन या सरकार की तरफ से कितने कदम उठाये गये हैं? मोहतरमा मैं यह कहते हुए किसी तरह की शिक्षण महसूस नहीं कर रहा हूं कि हमारे देश में अभी आजादी के बाद भी एक क्लास बना हुआ है और वह क्लास है बड़े धनाढ्य घरों के रिसोर्सफुल और अच्छे बसायल रखने वाले लोगों का। आज यदि एडमिनिस्ट्रेशन में आई ए एस, आई एफ एस और आई आर एस की सर्विसेज में आंकड़े उठाकर देखे जाएं तो जहां रिजर्वेशन है उसके अलावा भी वे ही लोग पहुंच पाते हैं, जिनकी तालीम पब्लिक स्कूलों में हुई होती है, जो अच्छे कान्वेंट स्कूलों में पढ़े हुए होते हैं। उन्हें ही यह

श्रेय मिलता है कि वे देश के प्रशासन में हिस्सा ले सकें। एक म्यूनिसिपल स्कूल में पढ़ने वाला बच्चा जो देश के तकरीबन 80 प्रतिशत जन समुदाय से आता है, उसको वे चांसेज जो एक अच्छे घराने के और एक अच्छी व्यवस्था में पढ़ने वाले के लिये हैं, वे उसे नहीं मिल पाते हैं। और यही वजह है कि आई ए एस का बेटा ही आई ए एस होता है, आई ए एस में काम करने वाले इंकम-टैक्स अफसर और इंकम-टैक्स कमिशनर का बेटा ही इंकम-टैक्स अफसर और इंकम-टैक्स कमिशनर बनता है। जो एक मध्यम श्रेणी का बच्चा है, तालेविलम है और जो देश की नई जिंदगी में हिस्सा लेना चाहता है, लिफाकत रखने के बावजूद कुछ ऐसी जह्नीयत हमारे में उपजी हुई है कि हम पब्लिक स्कूल में पढ़े हुए लोगों को ज्यादा मान्यता देते हैं, अच्छी अंग्रेजी भाषा बोलने वाले को ज्यादा मान्यता देते हैं।

यूनियन पब्लिक सर्विस कमिशन ने कई प्रदेशों में इस बात की चेष्टा की है कि रीजनल, जो इलाकाई जुवानों हैं, उसके अंदर जो इम्तहान देना चाहे, दे सके। लेकिन मैं समझता हूं कि उसका कोई बहुत बड़ा असर नहीं हुआ है क्योंकि आल-इंडिया सर्विस के अंदर अभी भी अंग्रेजी का जो आधिपत्य है, वह ज्यादा बना हुआ है।

मैं एक बात अर्ज करना चाहूंगा कि आज यू पी एस सी के आंकड़े यदि उठा करके देखे जाएं, अनुशासन के सिलसिले में लगभग 381 नये केसज की तरफ इशारा किया गया है। इसमें से 178 पेंडेंसीज थीं, 293 केसज जो थे, वह इस साल में आए थे और उसमें से 321 सिफारिशें जो पब्लिक सर्विस कमिशन की हैं, वह सरकार ने मान लीं, 59 के ऊपर अभी अमल-दरामत करना बाकी है।

मैं मंत्री महोदय जी से पूछना चाहूंगा कि क्या इस रिपोर्ट के आने के बाद से, उन 59 केसेज में जैसा कि रिपोर्ट के अन्दर लिखा गया है, उनमें जो डिस्प्लिनरी एक्शन लिया जाना था, रिपोर्ट आने के बाद आज तक उनमें से कितनी पर अमल दर आमद किया गया है ?

मुझे खुशी है कि मूल रूप से जो कमीशन ने रिपोर्ट सरकार को पेश की, वह मान ली गई है और उसमें से केवल एक सुझाव सरकार ने नहीं माना और अगर उसका अवलोकन किया जाये, तो वह एक मामूली डिस्प्लिनरी एक्शन की बात थी। लेकिन मैं कहना चाहूंगा कि आज हमारा देश वक्तान-फवक्तान फिर-केवाराणा और साम्प्रदायिक आग में जलता रहता है और आजादी के बाद एक बहुत बड़ा मसला राष्ट्रीय एकीकरण और राष्ट्रीय एकता और कम्यूनल हार्मनी का हमारे देश के अंदर रहा है। एक तरफ तो सरकार इस बात की चेष्टा करती है कि ऐसे वाक्यात न होने पायें, लेकिन सरकार के लिये भी यदि प्रशासन के लिये कोई मशीनरी है, तो वह उसके अफसरान है, व्यूरोक्रेसी है।

मैं अर्ज करना चाहूंगा कि पब्लिक सर्विस कमीशन को इस ओर भी ध्यान देना चाहिए। जिन इलाकों में रायट्स हुए हों, जिन इलाकों में दंगे हुए हों जिन इलाकों में कम्यूनल हार्मनी डिस्टर्ब हुई हो, उन इलाकों के जो आई ए० एस अफसर हैं उनके खिलाफ अनुशासनात्मक कार्यवाही के दृष्टिकोण से अवलोकन किया जाना चाहिए। मैं समझता हूं कि यह बहुत बड़ी जिम्मेदारी हमारे जिला अधिकारियों की और जिला प्रशासन में काम करने वालों की है।

जहां तक माइनारिटीज के प्रतिनिधियों का सवाल है, यह बात आज महसूस हो रही है कि बहुत से जिला इंतजामिया के अंदर

माइनारिटीज के लोग धी-धीरे कम होते चले जा रहे हैं। मैं यह नहीं कहता कि यह किसी खास दृष्टिकोण की वजह से है बल्कि मैं यह कहना चाहूंगा कि माइनारिटी हरिजन, आदिवासी, हिंदुस्तान के कमजोर तबके से तात्लुक रखते हैं और उसकी वजह से वह अच्छे स्कूल में नहीं पढ़ पाते, उनकी अच्छी शिक्षा-दीक्षा नहीं हो पाती। इसलिये वह एडमिनिस्ट्रेटिव सर्विस के इम्तहान में पूरी तरह से उन लोगों के मुकाबले में, जिनको व्यवस्था की वजह से या जो हमारी मान्यतायें हैं, उनकी वजह से जो ज्यादा सहायित्व है और ज्यादा आसानीयां फरहाम है, उनका वह मुकाबला नहीं कर सकते। इस सिलसिले में भी हमें पब्लिक सर्विस कमीशन के माध्यम से खास तौर से ध्यान देना होगा।

आखिर में, मोहतरमा, मैं अपनी बात खत्म करते हुए कहना चाहूंगा कि यदि इस व्यवस्था में, जो जनतांत्रिक व्यवस्था है उसमें चुने हुए नुमाइंदे इस देश के संसद में और देश की विधान सभाओं में बैठ करके कानून बनाते हैं। लेकिन उन कानूनों पर अमल दरामद और प्रशासन और इंतजामिया की सारी जिम्मेदारी नौकरशाही और व्यूरोक्रेसी पर आती है। यदि नौकरशाही और व्यूरोक्रेसी देश की नई तमन्नाओं और आकांक्षाओं के मुताबिक सही स्तर के साबित न हुई, तो मैं समझता हूं कि देश की जो पूरी आधुनिक व्यवस्था है जनतंत्र की, वह भी खतरे में पड़ जायेगी।

मोहतरमा, सब से बड़ी बात में कहना चाहूंगा कि जनतंत्र के जरिए इलेक्शन लड़ करके आने वाले राजनीतिक नेताओं पर तो बहुत बड़े आक्षेप किये जाते हैं। इस सदन में भी कई बार राजनीतिक भ्रष्टाचार की बात आई लेकिन मुझे कहना पड़ेगा, आज भ्रष्टाचार हमारी

[श्री सय्यद सिवते रजी]

नौकरशाही, ब्यूरोक्रेसी में बुरी तरह घुस चुका है, आज घनाइय लोग, पूंजीपति लोग नौकरशाही से हाथ मिला कर जो देश की मौलिक मान्यताओं और जनता तक राहत पहुंचाने की स्कीमों हैं, उनका पालन करने में काफी गुरेज से काम लेने देते हैं। इन अल्फाज के साथ मैं इस रिपोर्ट का समर्थन करता हूँ और इस बात की मुबारकवाद देता हूँ कि हमारे मंत्री जी ने इस रिपोर्ट को मंजूर किया, और एक संशोधन, एक रिकमण्डेशन एक सुझाव जो नहीं माना है और उसके न मानने के ओर ज़ोर दिया है वे बहुत मुनासिब हैं।

उपसभाध्यक्ष (श्रीमती नाजमा हेपतुल्ला) : डा. सरूप सिंह। देखिए समय काफी कम है क्योंकि इस के बाद 5 बजे बाद हाफ एन-आवर डिस्कशन भी होना है.....

डा० सरूप सिंह (हरियाणा) : खास तौर पर... मेरे लिए...

उपसभाध्यक्ष (डा० श्रीमती नाजमा हेपतुल्ला) : मैंने बता दिया इसलिए कि आप को पता रहे।

डा० सरूप सिंह : कमाल है। खड़ा होने से पहिले आपने हुक्म दे दिया। आप कहें तो मैं बैठ जाऊँ, न बोलूँ।

उपसभाध्यक्ष (डा० श्रीमती नाजमा हेपतुल्ला) : बोलिए, पर आपको मालूम तो होना चाहिए, कितना बोलना है।

डा० सरूप सिंह : अब बेगम साहिबा एक बात मैं कहना चाहता हूँ। हम लोगों को बहुत बहम है कि यू० पी०

एस० सी० कुछ कर सकती है। अभी भाई साहब ने कहा कि सरकारी अफसरों से बहुत कर्प्शन आ गया है। भाई सरकारी अफसरों में कितना ही कर्प्शन आ गया हो, यू० पी० एस० सी० ने जो छांटे वे ठोक ही छांटे; और देखिए बुरा न मानिए—जो भाई यहां बैठे हैं और देवियां भो—कि कर्प्शन की बात अगर करने लगे, तो हमारा मुंह ज्यादा काला है, औरों का बहुत कम काला है..... (यव्वधान)... मेरा मुंह तो खैर बहुत काला है, मैं देखता हूँ चारों तरफ मुझे ऐसे ही नजर आते हैं...

Madam, I am sorry, I am speak in English now.

Madam, the problem is that no bureaucracy can be corrupt....

SHRI SYED SHAHABUDDIN: Unless the politicians are corrupt.

DR. SARUP SINGH: ...if the political system is non-corrupt.

THE DEPUTY MINISTER IN THE DEPARTMENT OF PARLIAMENTARY AFFAIRS (SHRI KALP NATH RAI): No.

SHRI SYED SIBTE RAZI: No.

DR. SARUP SINGH: All right, Madam, I have said even before... (Interruptions)... I have said even before that speaking what is called the naked truth is not easy and, therefore I will try to cover it up and say that the Union Public Service Commission cannot achieve many of the objectives that you have in mind. The UPSC has a very limited purpose. The UPSC cannot change your educational system; the UPSC cannot change your economic system. Now, you are talking of the weaker section of the society. The Prime Minister's speech

1976 when I was also a member of the audience. What can the UPSC do about this? It has been said, "merit". It has been said that merit cannot be elitist. I do not know what merit is. When a candidate comes before me, what do I do? I ask him questions and I can ask him questions in English I can ask him questions in Hindi. But, surely, I will have to judge his intellectual quality. The poor boy has gone to a rural school where the education was very poor. He went to one or two minor and disadvantaged universities where education was again very poor. Luckily, he passed for one reason or another, your preliminary test and then, maybe that he was good enough in his subject that he passed the main test and he comes for the interview. Now, what do I do? Do you have any pro. vision which will give him higher marks? I used to have compassion. Mr. Sibt, Razi will be surprised to know, and so also Mr. Shahabuddin, that when I was the Member of the UPSC, it was certainly (discovered that the Aligarh University was doing extremely well. Why? Not because I had done anything or somebody else had done something. It was because the Aligarh boys had acquired the confidence and they had the motivation and they started appearing in the competitive examinations and started doing well. And the year in which I was there, the Aligarh University boys stood first in the IAS Examination. How did it happen? You see, the UPSC has a limited role. The UPSC can be given a larger role if you want to give. But, for God's sake, don't be self-righteous; don't have the 'holier than thou' attitude; and don't also say, "We are very superior and the others are very inferior." All the Members of the UPSC are, by and large, decent people, intelligent people, well-meaning people, and compassionate people. But what can they do?

Prof. Ram Chandra Rao raised a very interesting question about objective tests. I do not know where these objective tests lead you. Britain started with objective tests for its

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Civil Services; it abolished them. Canada started with objective tests for their Civil Service. They abolished them partially. The only country where objective test is going on, where Government service is not prestigious, is the United States. Only inferior people into Government service; others go elsewhere. I think the UPSC should ask itself sooner than later whether objective tests are necessarily the best way of judging either somebody's intelligence or somebody's commonsense or other qualities that an officer should have.

Now, when I talk of these objective tests, I have something else also in mind. You know, the whole scheme of preliminary examination and the main examination was evolved because the number of candidates involved was too large. And it is still large. Unfortunately—I hope Prof. Adisheshaiah would agree with me partially at least—sometimes a system is destroyed by the size that it comes to acquire. The UPSC examinations and the University examinations have been determined by the number of people we are going to examine, and if a superior system of examinations cannot accommodate the numbers, we evolve an inferior kind of examination. In other words, the numbers destroy the quality of the examination system itself. What does one do? I don't know. (*Time bell rings*) Madam, you have been very unfair. Others have also been unfair to me. But I am used to unfairness.

I will say this in the end. The All-India Services are the only protection that we have in the country. Communalism, casteism and regionalism will destroy this unless you protect the All-India Services. And you cannot protect them unless you give more powers to the UPSC to look after their interests. If there are riots, Mr. Razi, go into the causes if it is the Deputy Commissioner who has caused these riots or there are other forces in the society which caused riots. The State Governments are behaving in a manner, whether it is appointment\*.

[Shri Samp Singh]

transfers, promotions, that they play havoc with our system. It is only the All-India officers who can maintain our unity. And keep this in mind, whatever decision you may take politically, if the country has to stay one, it is the administrative services which have to stay as one. And they cannot stay one unless the UPSC is strengthened. Don't have separate UPSC for the Union Territories, because these Union Territories will come to have a kind of system which many of the State Governments have. State Commissions have deteriorated to such an extent that we do not know what to do. But the UPSC is still there. Strengthen it and give it more powers and improve the conditions of service of people. I said last time, put them at least on par with High Court Judges. The question of precedence is not relevant. Improve their salaries, give them better pensions and enhance their period to at least six years. A Member may get pension from elsewhere. Why can't he get something more? You say that he should not get a job afterwards. You put all sorts of conditions on him. Of course, he can become a politician just as I have become a politician. But jobs he cannot get. Why can't you look after them well? So, please treat the UPSC with respect and also treat the all-India services with respect. If you do not do that, you will hurt yourself, and these quarrels that are raging between us are the expression of one's pettiness. For God's sake, let us not waste time in these petty things. These are not the questions which are to be talked of in the manner in which we sometimes do.

Madam, one word more and I have done. Last year, I was foolish enough to mention the name of a Member of the Union Public Service Commission with some disrespect. My facts may have been correct. But it should not have been done. Anybody who cannot protect himself should not be attacked in this House. I, therefore, offer my apologies for the lapse I committed last year. Thank you.

डा० संकटा प्रसाद (उत्तर प्रदेश):

उपसभाध्यक्ष महोदय, मैं सरकार ने जो यू०पी०एस०सी० की रिपोर्ट सदन में प्रस्तुत की है, उसका समर्थन करने के लिए खड़ा हुआ हूँ।

श्रीमान, यू० पी० एस० सी० के द्वारा जो आफिसर्स का सेलेक्शन होता है वह बड़ी जिम्मेदारी की जगहों पर काम करते हैं और देश का ऐडमिनिस्ट्रेशन चलाते हैं। हमारे देश में यू० पी० एस० सी० ने सब मिलाकर बहुत अच्छा काम किया है और बहुत अच्छा काम वह आज भी कर रही है। लेकिन मैं एक दो बातों की ओर सदन के द्वारा माननीय मंत्री जी का ध्यान आकर्षित करना चाहूँगा।

श्रीमान्, सेवाओं में शैड्यूल कास्ट और शैड्यूल ट्राइब्ज के बारे में रिजर्वेशन देने के बावजूद भी शैड्यूल कास्ट और शैड्यूल ट्राइब्ज के कर्मचारियों की तादाद यू० पी० एस० सी० के द्वारा चुने गये और चुने जाने वाले आफिसरों से बहुत कम है। जो रिजर्वेशन दिये गये हैं या दिये जाते रहे हैं चूँकि शैड्यूल कास्ट और ट्राइब्ज का परसेंटेज कम है, इसलिए कुछ ऐसे हालात पैदा किये जायें ताकि टोटल मिलाकर उनका परसेंटेज पूरा हो सके। जब कंपटिशन होते हैं तो शैड्यूल कास्ट और शैड्यूल ट्राइब्ज के लोग उन कंपिटिशन में बैठते हैं। कभी कभी ऐसा भी होता है कि यह कह दिया जाता है—नान अवैलेबिलिटी आफ कंडिडेंट्स को वजह से कोटा पूरा नहीं हुआ व ऐसा भी हुआ है कि कह दिया जाता है कि कंडिडेंट्स इस लायक नहीं मिले जिनको ऐडमिनिस्ट्रेटिव जाज में लिया जा सके मैं महोदय, कहना चाहूँगा कि शैड्यूल कास्ट और शैड्यूल ट्राइब्ज के जो वातनी अच्छी एजुकेशन नहीं मिल पाती



जैसी दूसरे लोगों को मिलती है। वह गरीब है, अधिक पैसा खर्च नहीं कर सकते हैं, बड़े शहरों में अपने बच्चों को पढ़ने के लिए नहीं भेज सकते हैं, कान्वेंट स्कूल में नहीं पढ़ा सकते हैं, जब एजुकेशन नहीं मिलती तो बेचारे कंपिटिशन में वह उस तरह से कैसे स्टैंड कर सकते हैं जैसे दूसरे लोग स्टैंड करते हैं। तो स्कूलों में जो सहुलियतें इनको मिलनी चाहिए, गरीबी की वजह से उतनी अच्छी एजुकेशन वह लोग बच्चों को नहीं दे सकते, अच्छा भोजन भी नहीं दे सकते तो वह कैसे कंपिटिशन में स्टैंड कर सकते हैं इसलिए यह आवश्यक है कि इनके साथ और विशेष रियायतों की जगह ताकि इनको तादाद को यू पी एस सी में पूरा किया जा सके। जो पिछला परसेंटेज हमारा रहा है, वह भी पूरा किया जाना चाहिए।

श्रीमन, वैसे ही प्रमोशन में भी घपला होता है। प्रमोशन में हमारा रिजर्वेशन पूरा नहीं हो पाता। इस पर भी यू पी एस सी को विशेष ध्यान देने की आवश्यकता है। सरकार को इसमें अधिक ध्यान देने की जरूरत है। प्रमोशन में जब रिजर्वेशन की बात होती है तो बड़े घपले होते हैं और कभी कभी ऐसा होता है कि शेड्यूल कास्ट और शेड्यूल ट्राइबज के लोगों को बहुत घाटा उठाना पड़ता है। मैंने सुना कि ऐड-हाक अपाइंटमेंट भी होती है, लेकिन ऐड-हाक अपाइंटमेंट्स इयर टू इयर चलती रहती है, उनको रेगुलराइज करना चाहिए और लगातार इयर-टू-इयर ऐड-हाक अपाइंटमेंट जो चलती है, यह सिलसिला खत्म होना चाहिए और रिजर्वेशन प्रमोशन में भी देखना चाहिए कि शेड्यूल कास्ट और शेड्यूल ट्राइबज के लोगों को पूरा मिलता है या नहीं। मैं चाहूंगा कि उनको

अधिक सहुलियतें दी जायें ताकि उनका कोटा पूरा किया जा सके।

इन्हीं शब्दों के साथ मैं इस रिपोर्ट का समर्थन करता हूँ।

THE VICE-CHAIRMAN (DR. (SHRIMATI) NAJMA HEPTULLA: Yes, Shri Ram Lakhan Prasad Gupta, not here. All right, Mr. Mohanaran-gam. You will get Ave minutes, and I will start counting them from the time you start speaking. But do not please let anybody think that just because you came here, I allowed you to speak. That way it will be considered corruption.

SHRI R. MOHANARANGAM (Tamil Nadu): Madam Vice-Chairman, I am really very glad that I was given an opportunity to speak on the motion on the Union Public Service Commission and one of the important functions of this institution is to select persons for administrative purposes and selecting very bright candidates for so many administrative departments in this country. Not only that, we have also to select candidates from different important fields. These are the main things that we have to bear in mind as far as the Union Public Service Commission is concerned.

When I go through this book, Madam, I notice that eight Members are there in the Commission as on June 27, 1981. This is what you call the Union Public Service Commission, the Union from Kanya Kumari to Mount Himalayas, that is our Indian Union. This Union Public Service Commission is for the entire country. But I find, Madam Vice-Chairman, that there are only six Members here out of whom not even a single Member I find from our part of the country. When Members of the Commission are selected or appointed, they should bear in mind to select at least one Member from the South, one Member from the North, one Member from

[Shri R Mohanarangaih] the East, one Member from the West and one Member from the central India so that all these persons take seats in a big institution which represents the whole country, and which institution has the joint responsibility of selecting candidates for Indian Administrative and other important Services. Even last year there was a debate with regard to this affair, namely, that the number of Members should be increased from 6 to 8 and from 8 to 12. If you go through the entire pages of this Report, you will find that there are only six Members of which not even a single Member is from our part of the country.

Secondly, Madam, for the past 33 years we are selecting candidates for the Indian Administrative Service through the Union Public Service Commission. There was a time, ten to fifteen years back, when persons from our part of the country and persons from West Bengal, Maharashtra and Gujarat at least 10 to 15 per cent of them were selected on the Indian Administrative and other Service examinations. But why such bright students are not coming forward to be appointed to IAS, IFS and IPS and other jobs? It is because the remuneration given to these candidates is very very low and they are not attracted to these jobs. They are not induced to appear in these examinations for the simple reason that the remuneration is very low. That is the reason why they opt for private jobs in the private sector and they do not care even to appear for examination in the Administrative Services.

Then, Madam, the next thing is that when these officers are selected by the Union Public Service Commission they are not posted to a particular place where from they actually come. For example, if anybody comes from Andhra Pradesh, who appears for the IAS, after his selection he will be posted in Gujarat or Maharashtra or some other place where particularly that language is not at all spoken or

we can even go to the extent of saying that where that language is absolutely new to him. It will take him at least three to four years to understand that language and if an IAS officer, a collector of a particular district in Andhra Pradesh, does not know the ABC of the Telugu language, and if a local person wants to represent his grievances to the collector, what will be the state of affairs when the collector does not know or understand a bit of the local language? Such a position is common to most of the States. That is my point, Madam. It should be the policy of the Government that a person who comes from a particular part of the country, should, as far as possible, be posted in that region only.

Then, Madam, the standard of the candidates has greatly fallen. And...  
(Interruptions)

SHRI V. C. KESAVA RAO (Andhra Pradesh): Tamil Nadu Government is not taking any IAS officers; they want to send away all the IAS officers from Tamil Nadu. Andhra Pradesh Government is getting them and posting them as Collectors, as SPs..... (Interruptions).

SHRI R. MOHANARANGAM: Would you kindly point out how many have been sent out? (Interruptions). Kindly listen to what I say, When I have listened you, you must listen to me... (Interruptions) Why are you afraid of hearing me just as I was listening? First of all, let us know the art of conversation and the art of speech.

SHRI V. C. KESAVA RAO: I know how many officers were transferred from Tamil Nadu. ... (Interruptions).

SHRI R. MOHANARANGAM: You may be at least ten years senior to me in age; you should be able to understand what I am going to speak about. Would you listen?... (Interruptions).

THE VICE-CHAIRMAN (DR. (SHRIMATI) NAJMA HEPTULLA): Why are you wasting your time?

SHRI R. MOHANARANGAM: He is wasting my time.

THE VICE-CHAIRMAN (DR. (SHRIMATI) NAJMA HEPTULLA): You don't indulge in conversation.

SHRI R. MOHANARANGAM: Would you tell me how many persons so far have been transferred from Tamil Nadu to any other Stats? You can't say. People, no having sufficient background and sufficient knowledge are creating complications and creating stories about it. How many officers have been sent out of Tamil Nadu so far? Would you tell me how many have been sent out of he State? No, yo<sub>u</sub> cannot say. Tamil Nadu is a famous State where no such thing is happening. We have had so many Chief Ministers. We have brilliant administrators, brilliant officers and we never send them ou of the State. We hear that kind of theory, that kind of principle being adopted in diffierent parts of the country but we never send anybody out... (Interruptions).

SHRI V. C. KESAVA RAO: How can you say that your Government is prepared to accept outsiders when- • (Interruptions).

SHRI R. MOHANARANGAM: Can you tell me... ?

THE VICE-CHAIRMAN (DR. (SHRIMATI) NAJMA HEPTULLA): We are short of time and if thi<sub>s</sub> crosstalk will go on nobody will be able to speak.

SHRI R. MOHANARANGAM: This point was never raised; I did not say it about Tamil Nadu; I did not quote Tamil Nadu, the State which I represent- I only quoted Andhra Pradesh that suppose a person not know ing Telugu is posted in a remote dis trict in Andhra Pradesh, how will he Junction? He does not know the language. What will be his position?

But it is no; my intention to sa<sub>v</sub> that all the officers should be sent out of the State. We have so many persons from different parts of the country and when we have hat kind of tendency, how can we send them out?^ So, Madam, the standard of officers has completely gone down, that is number one. Then secondly, officers should b<sub>e</sub> posted Jn such a place where they should know the language, and hirdly, if my friend wants, he can invite so many persons from Tamil Nadu who do not know Hindi; let him post them as Collectors etc. We have sent so many persons from Tamil N^du to different States; hat is a different case... (Time bell rings). I<sub>s</sub> my tjme over?

He has taken half of rn<sub>y</sub> time.

THE VICE-CHAIRMAN (DR. (SHRIMATI) NAJMA HEPTULLA): You shouM not have replied to him. You are addressing either me or the M'nis er. You should not have replied to him; that would have been better.

.SHRI R. MOHANARANGAM: And finally, Madam, sometime we are not in a position to get candidates for technical field and o her fieMs, where directly we are recruiting candidates by saying that expertise should be used for that, for which extra care should be taken and I hope he Home Minister will take full responsibility for selecting candidates in such a manner that would be beneficial for the entire country.

Thank You.

श्री रामपूजन पटेल (उत्तर प्रदेश) :  
माननीय उपसभाध्यक्ष महोदया,

उपसभाध्यक्ष (डा ) (श्रीमती)  
नाजमा हेपतुल्ला) : संक्षेप में बोलिए  
मेहरबानी करके ।

श्री राम पूजन पटेल : माननीय उप-  
सभाध्यक्ष महोदया, संघ लोक सेवा आयोग

[श्री राम पूजन पटेल]

संबंधी प्रस्ताव पर मुझे सदन में बोलने की आपने अनुमति दी, इसके लिए मैं आपका आभारी हूँ। इस संघ लोक सेवा आयोग का बहुत बड़ा महत्व इस देश के लिए है। अखिल भारतीय सेवाओं में हमारे जो भी अधिकारी हैं उनको एक नियमों में बांध कर इस संस्था को काम करना पड़ता है जिनका बहुत बड़ा योगदान देश के उत्थान में है। लेकिन हम जो कानून बनाकर वहाँ भेजते हैं उनके मुताबिक वहाँ पर उम्मीदवारों का चयन किया जाये। मैं अपनी तरफ से सुझाव रखना चाहता हूँ माननीय मंत्री जी को कि आज देश को जो राष्ट्रभाषा है, उसके माध्यम से परीक्षाएँ ली जानी चाहिए, उसका अधिक महत्व रखा जाना चाहिए। मैं आपके सामने एक छाटा सा अपना सुझाव पेश करना चाहता हूँ। तमाम भाषाओं में परीक्षाएँ ली जाती हैं और जो उम्मीदवार इनमें बैठते हैं, हालांकि इसमें समय लगेगा और मेरे पास थोड़ा सा समय है इसलिए मैं संक्षेप में बताना चाहूँगा कि भारत की जितनी भाषायें हैं उन भाषाओं में कुल मिलाकर 1979 में 901 छात्रों ने परीक्षाएं दी और 1980 में 1098 छात्रों ने परीक्षाएं दी हैं जबकि अंग्रेजी माध्यम से 1979 में 5914 और 1980 में 7271 उम्मीदवारों ने परीक्षा दी। इसका मतलब यह है कि हमारे देश के अन्दर जो हमारा संविधान बना हुआ है उसके अनुसार जो हमारी राष्ट्रभाषा हिन्दी है, जिसके माध्यम से देश आगे बढ़ सकता है, उस भाषा को हम पीछे रखकर अंग्रेजी जो हमारे देश में एक सहवर्ती भाषा के रूप में मानी गई है उसको हमने महत्व दिया है। यह हमारी और आपकी जिम्मेदारी है कि अपनी मातृ भाषाओं को, अपनी राष्ट्र भाषा को भाग बढ़ाया, इससे हम देश के

एक-एक जन के हृदय को आकर्षित कर सकते हैं, यह हमारे लिये बहुत जरूरी है। इसके साथ ही साथ गांव में जो उम्मीदवार आते हैं, उनके सामने एक समस्या होती है, क्योंकि उन लोगों को अंग्रेजी पद्धति के अनुसार चयन में दिक्कत होती है। मैं सुझाव रखना चाहता हूँ कि उम्मीदवारों से पहले ही पूछ लिया जाये कि वे इंग्लिश किस भाषा में देना चाहते हैं क्योंकि वे अंग्रेजी में हिचक कर बात करते हैं, और हम जो भाषा सोचे हुए होते हैं उसमें वहाँ पर खुलकर बात कर सकते हैं। इसलिए परीक्षा और इंग्लिश में जाने के पहले उनके निबन्ध पढ़ लिया जाय कि आनकित भाषा में परीक्षा और इंग्लिश देना चाहते हैं। यह अत्यंत ही आवश्यक है।

इसके साथ ही साथ मैं यह भी कहना चाहता हूँ कि रिटर्ने टेस्ट में ग्रामीण आंचल में रहने वाले जो मेधावी छात्र हैं वे अच्छे नम्बर ले लेते हैं लेकिन इंग्लिश में वे फेल हो जाते हैं, कर दिये जाते हैं। इसका कारण यह है कि वहाँ पर ऐसी पद्धति बनी हुई है। तो मैं यह निवेदन करूँगा कि इंग्लिश के नम्बर जो हैं वह कम होने चाहिए। जो 200 और 300 नम्बर इंग्लिश के लिये होते हैं इन्हो ज़्यादा 50 या 100 रखा जाय जिससे देश के गरीब वर्ग के लड़के अच्छी-बुरी नौकरियों में जाकर अपने देश को आगे बढ़ा सकें। जब तक गरीब वर्ग का आदमी इन सेवाओं में नहीं जायेगा तब तक देश की रक्षा नहीं हो सकती है क्योंकि गांवों में अधिकतर किसान और मजदूर लोग रहते हैं, जिनकी आवादी में समझता हूँ कि 80 प्रतिशत है। कोई सच्चा जन प्रतिनिधि इन सेवाओं में नहीं पहुंचता है, बड़े घर के हरिजन और पिछड़े वर्ग के लड़के पहुंच सकते हैं

लेकिन गरीब परिवारों के लड़के लिखित परीक्षा में पास हो सकते हैं लेकिन जब वे इंटरव्यू में जाते हैं तो फेल हो जाते हैं। इसलिए इस संबंध में मेरा यह निवेदन है कि आप इस पर विचार करें। हमारे गृह राज्य मंत्री जी यहां पर बैठे हैं। मैं उनसे एक निवेदन यह भी करूंगा कि देश के अन्दर, यद्यपि इससे इनका सीधा संबंध नहीं है। लेकिन मैं कहना चाहता हूं कि देश में जब तक समान शिक्षा नहीं होगी, जब तक समान विद्या नहीं होगी, जब तक सबको समान सुविधा नहीं होगी तब तक देश के अन्दर आत्मीयता की भावना नहीं हो सकती। इसलिए समान शिक्षा पूरे देश के अन्दर होनी चाहिए।

गरीबों को आगे बढ़ाने के लिए मैं कहना चाहता हूं कि हर एक अधिकारी को गरीबों के बीच में जाकर ट्रेनिंग लेनी चाहिए। हर एक अधिकारी को काम करना चाहिए, श्रम दान करना चाहिए और मजदूरों के बीच में जाकर अधिकारियों को ऐसा काम करना चाहिए। इससे उन्हें पता चलेगा कि गरीब आदमी क्या करते हैं और। इससे उनके प्रति उनके अन्दर आकर्षण उत्पन्न होगा। इसके साथ ही साथ मैं यह बात भी कहना चाहता हूं और यह तो सब जानते हैं कि पिछड़े वर्ग के लोगों की आबादी देश में बहुत अधिक है और नौकरियों में उनकी संख्या नगण्य है। उत्तर प्रदेश इतना विशाल प्रदेश है। वहां एक जिले में भी न पिछड़े वर्ग का एस० एस० पी० है, न एस० पी० और न कलक्टर है, कोई भी नहीं है। इसका क्या कारण है? इसका कारण यही है कि किसान वर्ग का जो आदमी है, किसान वर्ग का जो मेधावी छात्र है, वह इंटरव्यू में फेल हो जाता है। यह बहुत ही साधारण बात है कि हाई

स्कूल, इंटरमीडिएट, बी० ए० और एम० ए० में पिछड़ी जाति के लोग, अनुसूचित जाति के लोग, अनुसूचित जनजाति के लोग जो अल्पसंख्यक लोग हैं, इनके लड़के अच्छे नम्बरों में पास होते हैं, लिखित परीक्षाएं पास कर लेते हैं। तो क्या कारण है कि इंटरव्यू में लड़के फेल हो जाते हैं। उसका कोई न कोई कारण है। इस को तजर-अंदाज नहीं करना चाहिए। वास्तव में क्या कमजोरी है इसको हम कैसे दूर कर के गांवों के लोगों को भी अफसर बनावें और उस कुर्सी पर बैठावें जिसके लिए आज अधिकारी उनको कहा गया है जिसके विकास के लिए मैं आपसे निवेदन करूंगा कि इन सब बातों पर विचार कर के इस प्रस्ताव में इनको शामिल किया जाये। इंटरव्यू के नम्बरों को कम करना चाहिए जब तक इंटरव्यू के नम्बर कम नहीं होंगे तब तक देश के गरीब इन सर्विसेज में नहीं आ पाएंगे। मैं आपसे इन शब्दों के साथ फिर निवेदन करूंगा कि यू० पी० एस० सी०, पी० एस० सी० की परीक्षाओं में इंटरव्यू के नम्बरों को खत्म कर के हिन्दी राष्ट्रभाषा जो हमारी है इसको अधिक महत्व दिया जाये तब गरीब घरों के लड़के भी आगे बढ़ सकते हैं। जय हिन्द।

उपसभाध्यक्ष [डा० (श्रीमती) नाजम हेपतुल्ला] : गुप्ता साहब आप थे नहीं आपका नाम पुकारा गया था, अब आप थोड़ा बोलें।

श्री राम लखन प्रसाद गुप्त : (बिहार): मैं बहुत कम बोलूंगा और मैं बहुत अहसानमंद हूं कि मेरा नाम पुकारा गया तो मैं नहीं था फिर भी आपने मुझे समय दिया है। मैं दो तीन बातों की ओर सरकार का ध्यान खींचना चाहता हूं। अभी जो हमारे पूर्ववक्ता

[श्री रामलखन प्रसाद गुप्ता]

बोल रहे थे मैं उनके विचारों से बिल्कुल सहमत हूँ कि सरकार का ध्यान जो पिछड़े वर्ग है, शैड्यूल कास्ट्स और ट्राइब्स के लोग हैं उनकी तरफ बहुत कम है। कहने को तो कहा जाता है उसी के नाम पर चिल्लाया जाता है, नेता उसी के नाम पर बना जाता है। लेकिन उसको पीछे धकेला जाता है। उसका एक उदाहरण मैं आपको दिखलाता हूँ। इसी रिपोर्ट के अंत में एपेंडिक्स 15-ए है, उसमें दिखलाया गया है कि 1980-81 में कितने अफसरों की डिपार्टमेंटल प्रमोशन कमेटी के अन्दर कितनी सीटें रखी गई थीं, शैड्यूल कास्ट्स और शैड्यूल ट्राइब्स के लिए कितनी जगह मिली। यह दिया गया है। उसमें टोटल है 246 जगह। इस में से इनको मिला 85 अर्थात् 500 से भी कम है। एक तो जगहें कम और उसके बाद भी इससे कम जायेंगे तो वे कब तक वहाँ पर पहुँच सकेंगे। दूसरी बात जिसकी तरफ मैं ध्यान दिलाना चाहता हूँ। अब सदन के अन्दर बी पी. मण्डल कमीशन की रिपोर्ट रखी जा चुकी है और यू पी एस सी एक आटोनामस बाडी है। उसको इस रिपोर्ट की ओर ध्यान रख कर अपना निर्णय लेना होगा। इस रिपोर्ट में चैप्टर-13 में जहाँ रिकमेंडेशन्स हैं उसके पैरा 13(2) और 13(4) पे साफ कहा गया है कि जो बैकवर्ड क्लास हैं जिनकी संख्या बहुत ज्यादा है और उसमें से बहुत ही कम अफिसर्स हैं जैसे अभी हमारे पूर्व वक्ता ने कहा उस को ध्यान में रखते हुए सर्विसेज में केन्द्र और राज्यों में भी जो सरकारी नौकरियाँ हैं उसके अन्दर उसके लिए रिजर्वेशन होना चाहिए। पे पढ़ूंगा नहीं क्योंकि समय ज्यादा मैं नहीं लूंगा परन्तु मैं सिर्फ 13(4) की दो चार लाइनों को पढ़ देता हूँ—

"It is no. at all our intention that by offering a few thousand jobs to

OBC candidates, we shall be able to make 52 per cent of the Indian population as forward. But we must recognise that an essential part of the battle against social backwardness is to be fought in the minds of the backward people. In India, Government service has always been looked upon as a symbol of prestige and power. By increasing the representation of OBCs in Government services, we give them a minimum feeling of participation in the Government of this country."

इसलिए इस बी पी मण्डल कमीशन की रिपोर्ट के अनुसार यू पी एस सी को यह काम करना चाहिए और सर्विसेज में सब जगह रिजर्वेशन रखना चाहिए। अंत में मैं कहना चाहता हूँ कि इस रिपोर्ट के अन्दर यह भी पता लगता है यू पी एस सी की जो रिपोर्ट है वह भी सरकार कई जगहें नहीं मानती। पृष्ठ 63 में, 28 पैराग्राफ है जिसके अन्दर उन्होंने कहा है कि जो रिकमेंडेशन कमीशन का हुआ था सरकार ने उसको नहीं माना है।

Disciplinary case against an officer of Ministry of Communications.

अंत में मैं यह कह कर समाप्त करना चाहता हूँ कि उन्होंने तो कहा कि इंटरव्यू में नम्बर कम कर देने चाहिए लेकिन मेरा यह ख्याल यह है कि यह ओरल इंटरव्यू की मार्किंग की परिपाटी को समाप्त कर दिया जाना चाहिए। जितनी भी मार्किंग हो, वह आब्जेक्टिव टाईप जितने भी क्वेश्चन हों उसी के ऊपर मार्क्स दे करके एवाइंटमेंट हो। बाद में मेडिकली देखा जाये कि पागल तो नहीं है या बाइली अनफिट तो नहीं है अथवा जो कुछ भी देखा जाये। बाकी जो भी टेस्ट लेना है वह आब्जेक्टिव टेस्ट कर करके यू पी एस सी को लेना चाहिये। जवानों इंटरव्यू में बहुत तरह का भ्रष्टाचार और

बहुत तरह की बेईमानी तथा गलती भी होती हैं। इसीलिए इन्टरव्यू के माफ्स को समाप्त करना चाहिये, यही मैं कुछ मिनटों में आपके सामने रखना चाहता था।

SHRI H. HANUMANTHAPPA (Karnataka); Madam Vice-Chairman, our recruitment system has a bearing on our educational system which we are following in our country. In our anxiety—right anxiety—we have started schools and colleges in the rural areas, but in our anxiety to educate more and more people we are creating more and more educated-unemployed in this country. Year by year the educated-unemployed are flocking to the Employment Exchanges, recruitment through which is one of the systems by which we can absorb some of the educated-unemployed.

The point here is, the recruitment system functioning in our country is not selecting candidates—actually, it is avoiding the candidates. The system that we are following in our country is to eliminate as many people as we can. We call for applications for, say, a thousand or 800 vacancies. Lakhs of people will apply and appear for the examinations. Our main purpose there will be to eliminate. This is an elimination process—not a selection process—which we are following in this country. In our anxiety to eliminate more and more people we have fixed up this examination and merit system. What we say to the people in public and that we practise, there is a lot of difference. The rules of procedure or the rules of recruitment are totally against what we say to the people. Here, Madam, I can give you an example. Suppose I come to your house, your two-year old child will say "Uncle, good morning." Your child is able to say "Uncle good morning!" at the age of two years whereas my child requires eleven years to learn to say "Uncle, good morning!" But they are putting both

these children on the same plane and asking them to appear for the same written examination. Thus, a lot of discrepancy is being maintained in our recruitment procedure wherein we are not doing any justice to the rural people, the backward classes, the minorities and the Scheduled Castes and Scheduled Tribes. So, I personally feel that the existing system of recruitment should undergo a thorough change.

The hon. Minister quoted the Prime Minister's speech last time when she addressed Chairmen of the Public Service Commissions. But, even after that, the recruitment procedure is not changed. I want to say that here also, it is again the bureaucracy which is playing with the rules. What is this system of merit? You know that the rules are introduced by the bureaucracy. The father is a Superintendent somewhere, mother is a Principal somewhere, son is a Doctor, daughter-in-law is an IAS Officer somewhere and, then, the fifth or sixth fellow of the same family will appear for a UPSC examination and he will get the job rather than the rural person.

Madam, educated-unemployed are more among our rural people, but our recruitment system denies them their legitimate employment opportunities. So, I think thorough changes should be introduced in our recruitment system. At least the Government should think of giving employment to one man from each family before giving to a second or third one from the same family. If this system is adopted, then the recruitment procedure will have to undergo a thorough change. It is only an urban-oriented and upper-class-oriented system which is existing in our country now. So if you have to do away with it, if you are really interested in giving employment to the rural people, the recruitment system will have to undergo a change. This is my first suggestion.

[Shri H. Hanumanthappa]

The second suggestion is about the objective examination, about which my friend Mr. Ramachandra was saying something. Even there only the boys coming from sophisticated society, urban society, can answer questions. I can quote the type of questions. "In which year did Sunil Gavaskar score so many runs?" This will be the type of objective question and my boy coming from the rural area, who does not know Sunil Gavaskar's name, who does not have an opportunity to play cricket in a rural high school, is asked to answer this question or the question when he completed 5000 runs, at which match and in which year. These questions cannot be answered by a person who is coming from a rural area, a backward area. This elimination system rather than a recruitment system has to undergo a thorough change.

About the age-limit, Mr. Shahabuddin said that we have to catch them young. I agree that a person will be better qualified to the extent of passing this examination if he is coming from urban society. But in rural society he does not have an opportunity to go to school at the age of 5 or 7, he starts late and he cannot continuously pass the examinations. So age relaxation in the case of rural people is a must because he does not have that opportunity, he does not have a school in the village or if there is one he has no books and all those things. This question of age is a hurdle for a rural boy for entering employment.

Coming to the IAS officers' examination today, much has been said and we have entrusted the administration to this IAS at all levels hoping that they can do better. But here I can give an example of an IAS officer who was on a visit to a tank. He enquired why water is not being fed to that side of the tank. The IAS officer who had passed the examination and was a probationer **did** not know that the

tank water cannot be fed to a catchment area. He wanted that the tank water should be fed to a catchment area. So about the quality of the IAS officers, the quality of administration, we are bound to have a second opinion.

Regarding the interview marks which my friend said, I have got a different opinion. Only the meritorious students can pass. The present system is that only 25 per cent of the written examination is fixed for interviews. So the Public Service Commission or the recruitment body has no choice but to select only the upper class and the urban class. If they want to pick up a really deserving class for employment, not the meritorious class, if you have to give employment to the deserving class, not to the fifth or sixth person in the same family, you will have to change the recruitment system.

THE VICE-CHAIRMAN [DR. (SHRIMATI) NAJMA HEPTULLA]:  
Would you kindly try to wind up?

SHRI H. HANUMANTHAPPA:  
About the technical education examinations, I would say that we have diverted our educational system in order to give them self-employment. So we have started this technical training and technical examinations. Even the students who have passed these technical examinations are found there in large number before the employment exchanges. That means, they have no competence or courage of self-confidence for self-employment.

With these words, while supporting the UPSC Report which has been placed by our Minister, I suggest that the recruitment procedure should undergo a thorough change in order to implement the proposals or suggestions given by our Prime Minister and they should see that a deserving, rural-oriented recruitment is made in this country.

Thank you, **Madam**.



•SHRI SHRIDHAR WASUDEO DHABE (Maharashtra): Madam Vice-Chairman, The recommendation made in the report of U.P.S.C. has not been accepted by the Government. The report of U.P.S.C. containing its recommendation must not be reviewed by any department. I hope this will not be repeated in future.

I want to make certain observations in regard to this report. In democratic set up bureaucracy also plays an important role like legislature, Political parties and judiciary. We cannot have good administrators if we distinguish between rural and urban sectors. Merit should be given more weightage if we expect to appoint efficient administrators. Public schools should be started in rural areas and attempt should be made to improve the quality of education. In the present set up Government officers are appointed without requisite merit. Even I.A.S. Officers do not possess necessary standard. The examination should be held at the places where Revenue Division, have been set up. Examination should be conducted at Nasik, Aurangabad, Kolhapur and some other cities. There must be decentralization so that the poor students can be benefited. The examination fee should not be charged in the new examination system. This will enable all the students to appear for the examination. The Government should take steps to change the present system of examinations by accepting the recommendations of U.P.S.C. and set good traditions. As I said earlier bureaucracy is very important in democracy. The stress should be on improving the quality of education. The efficiency of administration depends upon effective functioning of bureaucracy.

It has been stated on page 23 of this report that Scheduled Castes and Scheduled Tribes candidates did not

♦English translation of the original speech delivered in Marathi.

appear for technical examination. Regarding this I would like to say that the Government has not taken necessary steps to provide educational facilities to Scheduled Caste, Scheduled Tribe and backward class students. This problem will be solved by extending educational facilities to these backward classes. This problem will not be solved only by conducting examinations.

The Youth Congress has demanded that poor students should not be taxed by asking them to pay examination fees. A student appearing for a banking examination has to pay Rs. 22/- as form fee. Apart from that he has to pay for his travelling expenses. On page 21 of the Report it has been mentioned that 2,42,374 students appeared for examination. This means that the Government has exploited lakhs of unemployed persons. Therefore, I urge the Government to stop the practice of collecting examination fee and give relief to poor and unemployed students.

श्री सुखदेव प्रसाद (उत्तर प्रदेश) :  
उपसभाध्यक्ष महोदया, मैं बहुत थोड़े में केवल दो तीन बातों का सुझाव दूंगा। मैं इस प्रतिवेदन के ऊपर बहुत ज्यादा बोलना नहीं चाहता। लेकिन इतना मैं जरूर कह देना चाहता हूँ कि जो प्रतिवेदन सदन में प्रस्तुत हुआ है, वह एक तरह से लोकतंत्र के अनुरूप है। हमारे यू० पी० एस० सी० ने जो कुछ भी काम किया है वह सर्टिफिकेट एण्ड रेगुलेशन के अन्दर बंध कर काम किया है। उसने मनमानी तरीके से अपने तरीके की कोई बात किसी के ऊपर लादी नहीं है। लेकिन उससे बार-बार ब्लेम करना मैं कोई अच्छी बात नहीं समझता। लेकिन अपने कुछ सुझाव मैं इस बहस में जोड़ देना चाहता हूँ . . .  
(व्यवधान) . . .

उपसभाध्यक्ष [डा० (श्रीमती) नंजमा हेपतुल्लाह] : हुकमदेव नारायण जी, आप

[श्री मुखर्जी प्रसाद]

लोगों को बात करना है तो बाहर जाकर बात कीजिए ।

श्री मुखर्जी प्रसाद : सुझाव के तौर पर मैं रखना चाहता हूँ ।

महोदया, मैं जरूर कुछ सुझाव देना चाहता हूँ । पहली बात तो यह है कि हमारे बहुत से सम्मानित सदस्यों ने इस बात पर जोर दिया है कि जो लिखित परीक्षा होती है, यू पी एस सी की उसमें तो किसी किस्म की गड़बड़ी नहीं होती, लेकिन जो मौखिक परीक्षा होती है उसमें बहुत सारी बातें ऐसी होती हैं जो कैंडिडेट के चुनाव पर प्रभाव डाल सकती हैं । इसलिए मेरा ख्याल है कि उसमें ज्यादा नम्बर न दे कर इस बात का जरूर ध्यान किया जाये कि वह चुनाव को ज्यादा प्रभावित न कर सकें, बल्कि जो लिखित परीक्षा में नम्बर आयें वही आधार माना जाये ।

एक चीज मैं और कहना चाहता हूँ जैसा बहुत से सम्मानित सदस्यों ने कहा, रूल एरिया के लड़के कावेन्ट स्कूल के पढ़े लिखे नहीं होते, उनके लिए सट्टन प्राविजन ऐसी होनी चाहिये जैसी शेड्यूल्ड कास्ट और शेड्यूल्ड ट्राइब्स के लिए है जिससे वह बेनिफिट उठा सकें । नहीं तो जो कावेन्ट स्कूलों के पढ़े-लिखे लड़के होते हैं वह फार्मेट से जवाब देते हैं और फार्मेट से लिखते हैं । हमारे देश के कैंडिडेट उस स्टेण्डर्ड तक नहीं पहुँच सकते ।

तीसरा सुझाव मैं देना चाहता हूँ कि जहाँ तक शेड्यूल्ड कास्ट्स और ट्राइब्स का प्रश्न है, मैं कहना चाहता हूँ कि उन लोगों के सेलैक्शन का सेपरेट प्रोविजन है, उनका सेलैक्शन सेपरेट होता है । सेपरेट सेलैक्शन में उस रूल और प्रोसीजर को यू पी एस सी कहां तक फालो करती है, यह विचारणीय विषय है । मैं चाहूंगा

कि माननीय मंत्री जी इस बात को देखें कि सेपरेट सेलैक्शन स्ट्रिक्टली फालो किया जा रहा है या नहीं फालो किया जा रहा है । बहुत सारी जगहों पर यह फालो नहीं होता है । क्या वजह है कि हमारा जो 30 परसेंट का कोटा है वह पूरा नहीं हो पा रहा है । यह सोचने की बात है, कहीं न कहीं गड़बड़ी जरूर है ।

दूसरी चीज जिसकी ओर मैं इशारा करना चाहता हूँ वह यह है कि जहाँ तक डी पी सी से प्रमोशन का सवाल है, उसमें सबसे बड़ी बात आती है खास तौर से शेड्यूल्ड कास्ट्स और ट्राइब्स और अदर बैकवर्ड क्लासेज के बारे में कि ज्यादा ऐसे लोग रहते हैं जिनका सी आर० पहले से खराब रहता है । अगर सी० आर० खराब है तो डी० पी० सी० में कैसे आ सकते हैं । उनका डिपार्टमेंटल प्रमोशन अपने आप रुक जाता है । इन बातों को देखते हुये बहुत जरूरी है कि जिन छोटे तबके के लोगों की सी आर० खराब की गयी है उस पर ध्यान दे कर गवर्नमेंट इन्क्वायरी कराये कि आखिर इसके पीछे राज क्या है । उस आदमी को मौका दिया जाये । कई बार तो मौका उस आदमी को तब दिया जाता है सब प्रो-सीजर खत्म हो गये होते हैं । आखिर में वह अपील करता है, लेकिन उसकी कोई सुनवाई नहीं हो पाती । इस बात को देखना बहुत जरूरी है । वे इस बात को देखें कि सी आर० जहाँ खराब हो रही है उसको कैसे दुरुस्त किया जा सकता है ।

महोदया, एक बात और कह कर बैठना चाहता हूँ । यह तो यू पी एस सी की बात है । लेकिन सबसे बड़ी चीज मैं बतलाना चाहता हूँ और वह यह है कि कटेगरी वन, कटेगरी टू, कटेगरी थ्री के बारे में आप भले सोच लें, लेकिन

केटेगरी फोर के बारे में क्या बात है । स्क्वैजर्स और स्वीपर्स के बारे में कौन सी बड़ी बात है ? मैं जानना चाहता हूँ कि क्या उनका भी कोटा पूरा है ? इन सब चीजों पर ध्यान दिया जाये । मैंने थोड़े में सुझाव रखे । मैं समझता हूँ कि माननीय मंत्री जी इन पर जरूर ध्यान देंगे ।

THE VICE-CHAIRMAN [DR. (SHRIMATI) NAJMA HEPTULLA]: Now Mr Gopalsamy. You have only four minutes...

SHRI V. GOPALSAMY (Tamil Nadu); Madam Vice-Chairman, I belong to the group of other...

THE VICE-CHAIRMAN [DR. (SHRIMATI) NAJMA HEPTULLA]: Four. Your party strength is four and according to the Secretary-General's office you have four minutes. You will only be wasting your time in argument.

SHRI V. GOPALSAMY: So far the practice is...

THE VICE-CHAIRMAN [DR. (SHRIMATI) NAJMA HEPTULLA]: „r-Let us not waste the time on practices. It has been categorised as a party...

SHRI V. GOPALSAMY; Hereafter I can prepare myself, but so far we have not been categorised as parties...

THE VICE-CHAIRMAN [DR. (SHRIMATI) NAJMA HEPTULLA]: Please go ahead.

SHRI V. GOPALSAMY: This seems to be a new practice.

Madam Vice-Chairman, this Union Public Service Commission is a prestigious creation of the Constitution. Since the time at my disposal is very short, I would like to confine myself to some relevant aspects which I

want to bring to the notice of the Government. The UPSC conducts interviews at Delhi. I hope the Government will understand the difficulties and hardships of the candidates who come from deep South or from remote areas. They have to undergo a lot of hardship. You may say that they are given travelling allowance and D.A. But the to and fro journey is a great problem. Accommodation at Delhi is a problem. Reservation for their return journey is a very big problem, (*Interruption*) You won't understand their problem because you are all here in the nearby areas and you can come easily and enjoy the place. You have all the facilities. So you cannot understand the problems of the candidates coming from places like Trivandrum, Madras, Bangalore and Hyderabad. The honourable Minister must be knowing it himself because he comes from Hyderabad, how the candidates are put to severe suffering and hardship. That is why I suggest to the Government why not the UPSC conduct regional interviews, instead of calling them all here. You can conduct the interviews at Madras or at Hyderabad or Bangalore or Calcutta for the eastern region, and so on. Members of the UPSC can go there. This is one aspect which I would request the Government to consider seriously. I know many candidates are suffering a lot, and many of them do not turn up at the interview just because they are afraid of these so many difficulties and hardships.

Another thing I would like to bring to the notice of the Government is, so far as selection to IAS, IFS and IPS is concerned, previously high marks were given for viva. I stand corrected if I am wrong; Dr. Sarup Singh knows better—I think 250 marks are given for viva and nearly 1800 (marks are awarded for written examination. Because of this, candidates who have passed B.Sc. or M.Sc. should have selected those subjects score high marks in the written examination. When evaluation is

[Shri V. Gopalsamy] done, the examiners award more marks, nearly 70 to 75 per cent, to those who have taken the science papers. Candidates who have taken humanities like history, economics or social sciences, do not get more than just 50, 55 per cent marks. Even the bright students are given only 55 marks. Recently the candidates who have been selected for interview are mostly candidates who have studied science subjects, not the students who have studied humanities. Even a student who has done MA in English Literature, who is a bright boy, has not been called for the interview, because he was not given high marks in the written examination. Candidates who have studied social sciences, who know the social problems also, many bright students, bright candidates, even they do not get a chance at all. I would request the Government to consider the suggestion that some moderation should be given for those students who have done their graduation or post-graduation in humanities and who have taken humanities papers in their examination. This practice has been going on. Students who have taken humanities as their subjects do not get better opportunities. (*Time-bell rings*).

Another thing I would like to bring to the notice of the honourable Minister is in the selection by the Union Public Service Commission there should be some weightage given for the socially and educationally backward class students. If the Constitution itself some guarantee has been given to protect the interests of the socially and educationally backward class people. The Mandal Commission has also made some recommendation for giving them some weightage or making some reservation for those who belong to socially and educationally backward classes because for centuries they were denied opportunities or avenues of employment in the name of religion, varnas or caste. Now you have to provide some avenue for them through reservation...

SHRI U. R. KRISHNAN (Tamil Nadu): It is your party which has opposed it... (*Interruptions*).

SHRI V. GOPALSAMY: It is not true. We are the champions of those people... (*Interruptions*).

THE VICE-CHAIRMAN [DR. (SHRIMATI) NAJMA HEPTULLA]: Mr. Gopalsamy, your time is over. If you cross talk, you would not be able to finish your speech.

SHRI V. GOPALSAMY: How is it? Eighteen minutes are allotted for Others. And there are only two speakers from among this category. That means I can take 9 minutes...

THE VICE-CHAIRMAN [DR. (SHRIMATI) NAJMA HEPTULLA]: You cannot. You ask the Secretariat.

SHRI V. GOPALSAMY: I can speak just upto 9 minutes.

THE VICE-CHAIRMAN [DR. (SHRIMATI) NAJMA HEPTULLA]: The strength of your party is only four.

SHRI V. GOPALSAMY: Mr. Minister, I would like to draw your attention to the fact that when the backward classes represent 52 per cent in the country's population, their representation in the services is only 12.5 per cent. Their representation in the Class I services is only 4.65 per cent. This is only less than one-tenth of their population in the country. Therefore, I would again request the Government to implement the recommendations and proposals made by the Mandal Commission so that the backward class people in our country can be uplifted.

DR. MALCOLM S. ADISESHIAH (Nominated): Madam, Vice-Chairman, I am one of those who feel that in our country we have certain islands of sanity. One is the defence service and the other is that part of our civil

service which has come out of the Union Public Service Commission. I wish to pay my tribute to both the Union Public Service Commission and to the civil servants who have come out of the UPSC. I speak here as one who has been working with civil servants in 120 countries and I believe that our civil servants who come out of the UPSC can compare with any of those I have seen, whether in the United States of America or the United Kingdom or in other countries. I pay my tribute to the hard, objective work which the UPSC has done in giving us and they continue to give us this high level civil service.

I think the UPSC is a victim of a rather serious situation of the educated-unemployed in the country. They report that they have had a deal with three lakh applicants in this one year and over 8,000 have been recommended out of them for appointments. I do not know of any machinery anywhere in the world for interviewing and selecting for the highest posts, in a country, which can deal with this number of three lakhs and this can easily go to 4 lakhs or even 5 lakhs in the eighties.

Is the UPSC or the Government giving thought to what kind of machinery we should have and what procedures we should have for the selection of people for the future. Otherwise, I am afraid, there will be a real break-down to the UPSC machinery.

In the minutes of the Conference of the Chairmen of Public Service Commissions referred to in Appendix UI-A, on page 80, there is a reference to a committee set up with Mr. Saxena as Chairman. It is giving thought to the future of the work of the Union and State Public Service Commissions, including the examinations and reviewing the provisions of the Constitution in this regard. I wish to ask the Government whether this Committee is seized of

this problem that I have mentioned, the problem of the growing number of candidates. In fact, if I read this paragraph, what is aimed at is not clear to me. Rather it seems to me to be critical of the growing number of recruiting agencies in this country for the various public sector units and agencies and so on. I think we will have to go more in that direction unless we want to have a breakdown of the Union and State Public Service Commissions. The Commissions should concentrate on the selection of the key personnel in our civil services.

Then the volume of educated unemployment impinging on the Union Public Service Commission is such that for every post, 120 candidates applied and 12 candidates sat for the final examination, and out of those 120 and 12 candidates only one got selected. I think this is the kind of statistics which do not exist in any other country and, therefore, I am not able to compare and give any kind of comparative information as to how one should deal with this problem. Curiously enough, if I look at the appendix I find that in a service like the Indian Forest Service Examination, there are something like 100 candidates for each post and I am surprised to find that for Forest Service Examination, there is such a large number of people appearing in relation to this problem of educated-unemployment. On the other hand, in relation to what my friend, Shri Ramachandra Rao has said, if you look at the number of candidates and their performance in the engineering services or medical services or the geological services, there you will find that the smallest number of people are appearing and the largest number passing the examination in relation to those appearing. But it does not explain...

SHRI R- RAMAKRISHNAN (Tamil Nadu): Probably because it is a question of more money in the Forest Service!

SHRI BUDDHA PRIYA MAURYA (Andhra Pradesh): No. There is no question of money in that.

DR. MALCOLM S. ADISESHIAH" ...the number of people who are sitting for it. Madam, can you tell me how many minutes more I have got? Two minutes? All right. Now, I want to go on to mention one or two other things.

The next point that I would like to refer to is the experience of the Commission, very recent experience, with regard to the objective type of questions. Here I disagree with my friend, Dr. Sarup Singh, because, when I talked to him, privately and asked him, "What is the alternative to the objective type questions? Do you stand by the essay type questions?" He said, "No", and then he described alternative system that would be very complicated for a vast country like India. So, I am much more in agreement with Mr. Ramachandra Rao on this. Briefly, I want to say to the Government and also to the Union Public Service Commission that I believe that a time has come now when there is no need to go in for the British experts to advise us on this. I think there are enough Indians today all over the country who are so well-versed in objective questions framed and the UGC also has built up question banks in many of our Universities yet I think that there are enough people whom we should make use of for this reform.

There is only one point which I don't think the Minister can answer. I see from the Report that there is a reference to the objective tests and semi-objective tests. I may tell Mr. Ramachandra Rao here that there is also a reference to negative marking. Now, I do not understand what this semi-objective test means. It is like saying semi-pregnant. Either it is pregnancy or no pregnancy and there is no question of semi-pregnancy. So,

either it is objective or not objective and there is no question of any semi-objective test. Therefore, I do not understand what is meant by this semi-objective test and I wish there had been a little more information on this. I also wish that there had been a little more information on the actual experience of the Commission in the languages that are being adopted by the candidates because I see that the students sitting in the languages are doing much better than those who are not doing in their native languages and the Report says almost nothing on this. I think Mr. Ramachandra Rao should see that the record in the use of languages by the few who take the languages is very good. And in my own language, Tamil, the people are doing much better than they are doing in the other subjects. There is not enough of an assessment on this. I wish the Government give some information on two things I am interested in: One is what is their experience of the UPSC in regard to extensions to other languages; and, secondly, about the very interesting section on rural students, the Report does not say anything. Will the Minister throw some further light on this? Thank you.

THE MINISTER OF STATE IN THE MINISTRY OF HOME AFFAIRS AND THE DEPARTMENT OF PARLIAMENTARY AFFAIRS (SHRI P. VENKATASUBBAIAH): Madam Vice-Chairman, I thank all the hon. Members who have participated in the discussion on the Thirty-first Report of the U.P.S.C. Madam, I need not again stress the importance of UPSC in conducting the Indian Administrative Service and all-India Services. I really thank Dr. Sarup Singh and Dr. Malcolm Adiseshiah for having paid their compliments with regard to the quality of the candidates that have been selected by the UPSC. Several suggestions have been made in this regard with regard to the mode of working of the UPSC and other suggestions have been made by the hon. Members, I

would only mention about what has been stressed by the majority of the Members here with regard to the disadvantages suffered by students who come from the rural areas. In this connection, I may quote what the Prime Minister has said while inaugurating the Conference of the Chairmen of Public Service Commissions held in New Delhi. The Prime Minister laid stress on providing more equitable opportunities for the candidates from the rural areas for getting into the Administrative Services and posts under the Government of India. In the assessment of candidates, stress has to be, not so much on superficial brightness or mere scholastic intelligence, but more on persons who are "sound and earnest, who have character, courage, confidence and staying power and also willing and able to learn as they go along.

Sir, in order to make the rural students feel at home, a new system has been introduced. According to the recommendations of the Kothari Commission, students can write their answers in any of the languages listed in the Eighth Schedule but the question papers are in English and Hindi. Sir, according to the latest formula, the marks for interview are only 250, with minimum qualifying marks as at present. For the written test papers—1800—it is 300 for each paper.

This is the modification or improvement that has been made.

Then, Sir, Mr. Adiseshiah wanted to know how many people have written in examinations in their own language and what is the progress. Sir, the number of candidates appearing in languages other than English is increasing. From 901 in 1979 it has come to 1095 in 1980. The number of selected candidates has increased from 54 in 1979 to 76 in 1980. Madam, unfortunately, there is a craze for English language, and in regard to languages mentioned in the Eighth Schedule there has been a

very poor response from students coming from these language groups who have to write for the written test.

Another factor which has been brought about is about the Scheduled Castes quota and Members have voiced their concern with regard to the deficiency in filling up the posts of Scheduled Castes.

Madam, I may inform the House in this connection that the performance of the Scheduled Castes and the Scheduled Tribes has shown commendable improvement and their intake in service has shown appreciable increase, over 1978 and 1979. This year the Commission has been able to allot full quota of Scheduled Caste candidates reserved for them in the examinations requiring general academic qualifications, but more than that, the Commission was also able to recommend full quota of Scheduled Caste candidates in the Engineering Services Examination and the Combined examination for recruitment to medical posts. In the case of posts requiring specialised qualifications such as the Indian Statistical Service and the Geologists Examination, there is still a slight shortfall, but I am glad to inform the House that whereas in 1978 only 12 Scheduled Caste candidates were recruited against 53 vacancies and 17 candidates against 34 vacancies in 1979, in 1980 26 candidates have been recruited against 38 vacancies; that is, against 23 per cent recruitments in 1978 and 50 per cent recruitment in 1979, in 1980 we have been able to achieve a success up to 75 per cent. A similar trend is observed in case of Scheduled Tribes where there is no deficiency in the recruitment of Scheduled Tribes in case of the Civil Services Examination, Indian Forest Service Examination, Indian Economic Service Examination and Assistant Grade Examination requiring normally general academic qualifications. There has also been an improvement in the intake in the case of posts requiring technical qualifica-

[Shri P Venkatasubbaiah] tions; for example, in case of Engineering Services Examination in 1978 only 45 per cent vacancies were filled and in 1979, 60 per cent vacancies were filled, in 1980, this increased to 67 per cent. In the case of medical posts, in 1978 only 35 Scheduled Castes candidates were available against 204 vacancies, i.e. only to the extent of 17 per cent. This increased to 36 per cent in 1979 against 115 vacancies raising the recruitment to 35 per cent; but in 1980 we have recruited 49 persons against 114 vacancies bringing it to 45 per cent. I may mention that in the Civil Services Examination, the recruitment of Scheduled Tribes from 1976—1978 ranged only between 50—55 per cent, but in the last two years we have achieved 100 per cent success in recruiting Scheduled Tribes. However, I am fully aware that this is not a matter of complacency and we should continue to strive to achieve even better results where the deficiency in the recruitment from the weaker sections persists. In order to improve the competitiveness of Scheduled Castes and Scheduled Tribes, the number of centres under the Coaching and Allied schemes have recently been increased from 30 in 1980-81 to 40 in 1981-82.

Some Members have pointed out to the continued appointments and delayed references to the Commission References were also made to the *ad hoc* appointments that are being made

SHRI BUDDHA PRIYA MAURYA: What is the representation of the Scheduled Castes and the Scheduled Tribes in the IAS, the IPS or the IFS at present and how many posts have been reserved for them? Are you satisfied? If you are not satisfied, what steps are you taking to meet this deficiency?

SHRI P. VENKATASUBBAIAH: So far as the IAS, the IPS and the IFS are concerned, the reservation is 15 per cent for the Scheduled Castes and 7.6 per cent for the Scheduled Tribes.

I can say that the quota has been fulfilled for the last two years.

SHRI BUDDHA PRIYA MAURYA: I am asking as to what is the percentage of the Scheduled Castes and the Scheduled Tribes in the IAS, the IPS and the IFS?

SHRI P. VENKATASUBBAIAH: I require notice. I will tell you what is the percentage. There is some backlog. But the percentage of the Scheduled Castes and the Scheduled Tribes has increased over these years. I will certainly give those details to the hon. Members.

SHRI SHRIDHAR WASUDEO DHABE: What about the technical examination?

SHRI P. VENKATASUBBAIAH: In the technical examinations, things are improving. We are having coaching classes to see that some more people are taken for technical posts.

श्री शिव चन्द्र झा (बिहार) : महिला कैंडीडेट के बारे में क्या स्थिति है ?

SHRI P. VENKATASUBBAIAH: It may be very pleasing for the hon. Vice-Chairman to know that even the representation of ladies is increasing and we will see that more women are recruited for these all-India Services. (*Interruptions*). If you speak one at a time, I will be in a position to answer; otherwise I do not even hear you.

SHRI SHIVA CHANDRA JHA: What are the figures for the last one year?

SHRI NIRMAL CHATTERJEE (West Bengal): Has the representation of ladies improved in absolute terms, or in percentages?

SHRI P. VENKATASUBBAIAH: In absolute terms it is '50 per cent of the population. How can I answer that question? It is better than it was in the previous years. Shri Mohanaragam said that there is no proper representation from the South, Madam, it is not borne out by the



facts. In the previous Service Commissions there was a fair representation from Tamil Nadu. I am not speaking about the South as such. At one time Shri Siva Shanmugam Pillai formerly, Speaker of the Madras Assembly, was also a Member of the Service Commission. Recently Shri Singaravelu, Dr. Noor Mohammed were also members of this Commission. Shri Hamid is a member now. He comes from Tamil Nadu. From the Southern region there is another Member also.

He said that the people whose mother tongue is Tamil they alone should be appointed for the Indian Administrative Service) in Tamil Nadu. Madam, the words Indian Administrative Service mean that a person selected for this Service can be posted to any place in the country. That is the intention of the Indian Administrative Service. Otherwise, it can become a regional service like the A. I. A. D. M. K. There is a system under which 50 per cent will be insiders and 50 per cent will be outsiders, that is the quota and we are preserving the all-India character of the Indian Administrative Service. I know many non-Tamil officers who could speak as fluently as Mr. Moha-narangam. There was one collector, Mr. Bango, I can quote the name, he could speak more fluently than Mr. Gopalsamy or Mr. Ramkrishnan or anybody else. (*Interruptions*). They could obtain proficiency in the languages of the areas where they served. In this connection, Madam, I may mention that there was a lady...

SHRI V. GOPALSAMY: Mr. Minister, at times when local problems arise, they are not competent to solve those problems.-

SHRI P. VENKATASUBBAIAH: It is very appropriate that there should be outsiders. If local people are appointed they can develop a vested interest because if they are too much locally involved they will have their likes and dislikes. These

Indian Administrative Service Officers should have an all-India attitude. In this connection, I may tell you one thing. When a Harijan lady member qualified for the IAS, she was allotted to Uttar Pradesh, but our Prime Minister said that since she is the only lady member from Tamil Nadu first lady member, who got herself qualified to the IAS she should be allotted to her home State. She has been, allotted back to Tamil Nadu on the request made by several hon. Members. So, Madam, the character of the all-India Service is quite different. We should not meddle with it and make it look like a regional, taluka or district level service; And, I know, that Tamil Nadu enjoys the distinction of having a non-Tamil as the Chief Minister. They are cosmopolitan in their outlook. (*Interruptions*).

SHRI V. GOPALSAMY: What about my suggestion regarding...

THE VICE-CHAIRMAN [DR. (SHRIMATI) NAJMA HEPTULLAJ: Order please. Please allow the Minister to conclude now. We have got half-an-hour discussion at five o'clock.

5 P.M.

SHRI P. VENKATASUBBAIAH: Mr. Gopalsamy raised the matter of regional interviews. The number is so large that it would be difficult to complete interviews in time if the UPSC members are to go to various centres. Dr. Sarup Singh knows the difficulty.

SHRI V. GOPALSAMY: As an experimental measure.

SHRI P. VENKATASUBBAIAH: That is the reason why we are opening more centres for the written test. For the Scheduled Caste and Scheduled Tribe people we intend opening more centres.

About the objective tests, about other matters, suggestions have been

[Shri P. Venkatasubbaiah]

made; Dr. Ramachandra Rao made one suggestion; Dr. Sarup Singh made another suggestion; Dr. Adishesiah gave another suggestion. So all these suggestions will be conveyed to UPSC for their consideration...

- SHRI ARVIND GANESH KULKARNI (Maharashtra): What happens at 5 o'clock? We have half-an-hour discussion.

THE VICE-CHAIRMAN [DR.

• (SHRIMATI) NAJMA HEPTULLA": You ask your people not to disturb.

SHRI V. GOPALSAMY: Now Mr. Kulkarni has raised this guillotine.

THE VICE-CHAIRMAN [DR. - (SHRIMATI) NAJMA HEPTULLA : Let the Minister finish.

SHRI P. VENKATASUBBAIAH: About Kothari Committee, they have made 55 recommendations; some of them have been accepted; some are partially accepted and some of them are not accepted. Recommendation concerning internal working of UPSC has also not been accepted and action on some of them has been deferred. We are having a constant review of the recommendations made by Kothari Committee. Hon. Mem-

bers have made very valuable suggestions and by and large, I am happy to note that all the hon. Members with unanimity, commended the working of UPSC, its impartiality in selection of candidates and we must congratulate the UPSC for that. If there are any other suggestions made on the floor of this House on this occasion, I will pass on the same to UPSC for their consideration. We have also written to various State Governments with regard to emoluments and other perquisites to be given to the Chairmen and to the members of the State Service Commissions. Dr. Sarup Singh mentioned about it and also about the status of these members and also the emoluments. All this is under constant review. It is our endeavour that

UPSC as well as the State Public Service Commissions maintain their status, dignity and importance and see that the best of the people, the talented people are recruited so that they may administer the country with efficiency, with dignity and decorum. Thank you.

#### MOTION FOR ELECTION TO THE INDIAN NURSING COUNCIL

THE DEPUTY MINISTER IN THE MINISTRY OF HEALTH AND FAMILY WELFARE (MISS KUM-UDBEN M. JGSHI): With your kind permission, I move the following motion: —

"That in pursuance of clause (o) of subsection (1) of section 3 read with subsection (4) of section 6 of the Indian Nursing Council Act, 1947 (48 of 1947), this House do proceed to elect, in such manner as the Chairman may direct, one member from among the members of the House to be a member of the Indian Nursing Council in the vacancy caused by the retirement of Shrimati Hamida Habibullah from the membership of the Rajya Sabha on the 2nd April, 1982."

The question was put and the motion was adopted.

[The Vice-Chairman (Shri R. R. Mo-rarka) in the Chair.]

#### HALF-AN-HOUR DISCUSSION ON POINTS ARISING OUT OF ANSWER TO STARRED QUESTION 40, GIVEN ON THE 9TH JULY, 1982, REGARDING MISMANAGEMENT IN NAFED AND NCCF

SHRI ARVIND GANESH KULKARNI (Maharashtra): Sir, I am really grateful to the chairman for allowing a discussion on this vexed matter of corruption in NAFED and NCCF which is being discussed in this House off and on for the last one year or so.