

[Shri F. H. Mohsin]

amend the Public Wakfs (Extension of Limitation) Act, 1959, as in force in the Union Territory of Delhi.

The question was put and the motion was adopted.

SHRI F. H. MOHSIN : Sir, I introduce the Bill.

THE INDIAN WORKS OF DEFENCE (AMENDMENT) BILL, 1973

THE DEPUTY MINISTER IN THE MINISTRY OF DEFENCE (SHRI J. B. PATNAIK) : Sir, on behalf of Shri Jagjivan Ram, I beg to move for leave to introduce a Bill further to amend the Indian Works of Defence Act, 1903.

The question was put and the motion was adopted.

SHRI J. B. PATNAIK : Sir, I introduce the Bill.

MR. DEPUTY CHAIRMAN : The House stands adjourned till 2.15 P.M. today.

The House then adjourned for lunch at thirteen minutes past one of the clock.

The House reassembled after lunch at fifteen minutes past two of the clock

The Vice-Chairman (Shri V. B. Raju) in the Chair.

MOTION RE TWENTY-SECOND ANNUAL REPORT OF UNION PUBLIC SERVICE COMMISSION

श्री मोलाय बरबोस (आसाम) : उपसभापति महोदय, कल हम बोले रहे थे कि देश में जहाँ-जहाँ नौकरियों का नवान्त है, वह देश के जो पिछड़े हुए संप्रदाय हैं या पिछड़े इलाके हैं, वहाँ के लोगों को बहुत कम मिलती है और एडवॉर्ड कम्युनिटीज

के लोग जैसे बंगाल में हैं, तमिल नाडु में हैं, दिल्ली के अलग बंगल हरियाणा पंजाब के लोग हैं, इन लोगों की सदाद इन नौकरियों में ज्यादा है। जो लोग इन नौकरियों में आज ज्यादा सदाद में हैं, उनके खिलाफ मुझे कोई खास बात नहीं कहनी है, लेकिन एतराज इस बात पर है कि जिस व्यवस्था के लिए यह सब हो रहा है, उस को खरम करने के लिए आज्ञादी के 25 साल बाद भी कुछ नहीं किया जा रहा है। यह बात सही है कि हिन्दुस्तान में बहुत दिनों तक अंग्रेजों की हुकूमत रही और उस समय अंग्रेजी का बोलबाला था और देश के जिन प्रान्तों के लोगों ने और प्रान्तों से सौ वर्ष पहले अंग्रेजी सीख ली थी, वही लोग पहले नौकरियों में जा गये और उन लोगों की एक कैटेगरी (ग्रुप) बन गयी सेंट्रल सर्विसेज में और वह आज तक चली आ रही है। तो सर्विसेज में जो यह कैटेगरी बन गयी है एडवॉर्ड स्टेट्स की या कुछ आगे बढ़े हुए लोगों की, जो लोग कि सोसाइटी में आगे बढ़े हुए हैं, यह चलते रहने देना उचित नहीं है। जो देश के पिछड़े लोग हैं, उन लोगों को भी उसमें आने का मौका मिलना चाहिए और उसके लिए एक ही रास्ता है। कल भी कुछ सज्जनों ने बोला था कि इस देश में सिर्फ अंग्रेजी के जरिये युनिटी का जो सपना देखा आ रहा है, उस के चलते ही यह कुछ लोगों का कंसेंट्रेशन है। इस को हटाने के लिए इस समय जो क्षत्रीय भाषाएँ हैं, उन में पब्लिक सर्विस कमिशन के इन्सट्रान लिये जाने चाहिये। लोक भाषाओं के माध्यम से लोगों को लोक सेवा आयोग की परीक्षाओं में बैठने का अवसर मिलना चाहिए, नहीं तो कुछ कच्चे बर्ग के लोग ही उन नौकरियों में आते रहेंगे। आज कुछ एडवॉर्ड कम्युनिटी के लोगों की एक कैटेगरी सर्विसेज में चली आ रही है और वही लोग नौकरियों पर कब्जा करते चले आ रहे हैं। आज केवल अंग्रेजी जानने से भी कुछ नहीं होता; क्योंकि आज की अंग्रेजी के कई प्रकार हैं। इंग्लिस्तान का अंग्रेजी, इंडियन इंग्लिश, पब्लिक स्कूल्स की अंग्रेजी, इन सब में भी आपस में बहुत फर्क है। तो जिन कैटेगरीज के बच्चे पब्लिक स्कूल्स से आते हैं, उन्हीं बच्चों को नौकरियों में आगे आने का मौका मिलना है और जैसा कल कुछ सज्जनों ने यहाँ

कहा था कि एक स्टैंडर्ड है स्मार्टनेस और एफो-जियेंसी का और यह सब हम लोग पांच साल दिल्ली में रह कर देख चुके हैं कि जो अच्छी टोन में अंग्रेजी बोल पाता है वही स्मार्ट माना जाता है, जो वेस्टर्न ड्रेस के नये से नये तरीके अख्तियार कर पाता है, वही स्मार्ट माना जाता है। इसलिये जब तक लोक भाषाओं में पब्लिक सर्विस कमीशन की परीक्षा देने का मौका नहीं दिया जायगा, तब तक इस देश के पिछड़े हुए लोगों को नौकरियों में आने का मौका नहीं मिल सकता है।

हरिजनों के बारे में और आदिवासियों के बारे में कहा जाता है और उनके बारे में बहुत सी बातें इस सदन में मैंने सुनी हैं। उन के नेताओं और विभिन्न पार्टों के लोगों की तरफ से मैंने सुना है कि उनकी काफी तादाद में नौकरियों में आने का मौका नहीं मिलता है। वह कैसे आ पायेंगे नौकरियों में? कितने शेड्यूल्ड कास्ट और शेड्यूल्ड ट्राइब्स के लोग अपने बच्चों को पब्लिक स्कूल में भेजने की क्षमता रखते हैं? क्या उनकी आर्थिक परिस्थिति ऐसी है कि वे अपने बच्चों को पब्लिक स्कूल में भेज सकें? और जो बच्चे पब्लिक स्कूल में जा कर उस तरह की अंग्रेजी का ज्ञान हासिल कर पाते हैं भले ही उनको किसी विषय का ज्ञान हो या न हो, उनको एफिशियेंट मान लिया जाता है, उन को स्मार्ट मान लिया जाता है और उन को सेंट्रल गवर्नमेंट में नौकरी मिल जाती है। इसलिये आहिस्ता-आहिस्ता जो कैटेगरी बन रही है उसमें शेड्यूल्ड कास्ट और शेड्यूल्ड ट्राइब्स के लोगों को निश्चित प्रतिशत के अनुसार नौकरियां नहीं मिल पाती हैं। और साथ ही साथ उनको ही नहीं, जो और दूसरी माइनारिटीज हैं, रिलीजस माइनारिटीज जैसे क्रिश्चियन हैं, मुसलमान हैं, उन लोगों को भी अपनी पापुलेशन के परसेंटेज के मुताबिक नौकरियां नहीं मिलती हैं।

मुस्लिम कम्युनिटी में काफी असंतोष है और मुस्लिम कम्युनिटी के इस असंतोष को दूर करने के लिये हो सकता है कि उत्तर प्रदेश में आने

वाले चुनाव को देख कर आप चार हजार उर्दू टीचर्स एम्प्लॉय कर लें या कचहरी में उर्दू का पेटीशन एक्सेप्ट कर लें, मगर यह जो हाथ-पाच तरीका है इसके जरिये न तो मुस्लिम कम्युनिटी में जो फ्रस्ट्रेशन है उसको आप दूर कर पायेंगे और न उनको अपने साथ ले आ सकेंगे, बल्कि आप कम्युनलिज्म को और भी प्रोत्साहन देने की कोशिश करेंगे। कुछ दिनों पहले "इलस्ट्रेटेड वीकली" में 22 अप्रैल, 1973 के अंक में कुछ फिगरस निकली थीं कि सर्विसेज में मुस्लिम का क्या हिस्सा है? उसके अनुसार आई० ए० एस० आफिसर्स जहाँ 2,100 हैं, वहाँ ये सिर्फ 111 हैं, जहाँ फारेन सर्विसेज में 270 हैं वहाँ ये सिर्फ 12 हैं, आल इंडिया पुलिस सर्विस में जहाँ 1,200 हैं वहाँ ये 43 हैं, सेंट्रल सेक्रेटेरियट सर्विस में जो टापू ग्रेड्स हैं उन में आउट आफ 680 ओनली 6, लोअर ग्रेड्स में आउट आफ 2,000 ओनली 4, क्लेरिकल स्टाफ में आउट आफ 9,900 ओनली 21, तो मुस्लिम पापुलेशन का जो परसेंटेज है उसके साथ इनको देखते हैं तो सर्विसेज में उनका जो परसेंटेज है यह बहुत कम है और इसी लिये मुस्लिम पापुलेशन में फ्रस्ट्रेशन है और उन लोगों में असंतोष है।

श्री पंढरीनाथ सीतारामजी पाटिल (महाराष्ट्र) : देखिये, किसान जो देहात में रहते हैं वह 70 फीसदी हैं, लेकिन उन के कितने लड़के आई० ए० एस० या आई० पी० एस० में हैं। वह फिगरस भी आपने देखी है। मेरा यही कहना है।

श्री गोलाप बरबोरा : मैं इसी लिये बोल रहा हूँ। यह जो अंग्रेजी का और अंग्रेजीयत का बोलबाला दिल्ली में है, उसमें न कोई किसान का लड़का आ सकता है, न हरिजन और आदिवासी का लड़का आ सकता है, न मुस्लिम का और न जो रिलिजस माइनारिटीज हैं उनके लड़के आ सकते हैं। यहाँ शासन में जो इने गिने लोग कुछ इलाकों के हैं, वही लोग हिन्दुस्तान में राज-नैतिक तौर पर ही या नौकरियों में ही रहेंगे, इसलिये इस व्यवस्था में परिवर्तन फौरन होना चाहिये और इसका एक ही रास्ता है और वह रास्ता यह है कि टेस्ट्स सिर्फ अंग्रेजी में ही नहीं हो

[श्री गोलाप बरबोरा]

अंग्रेजी को एक सबजेक्ट रखिये, अगर आपकी इच्छा हो तो लेकिन अपनी-अपनी जो मदर टंग है, अपनी-अपनी जो रोजनल लैंग्वेज है, उसमें टेस्ट दे कर भी पब्लिक सर्विस कमिशन से आने का उनकी मौका होना चाहिये—जब कभी किसी दूसरे प्रांत में ट्रांसफर होगा तो वह वहां की भाषा सीख लेंगे। अंग्रेजी का ही माध्यम क्यों हो और पब्लिक स्कूल का जो प्रोन्नतसिप्पेशन है और उनका जो तौर तरीका है, वही क्यों माना जाय। इस सब को हम जरूरी नहीं मानते हैं और यह सब हटाना चाहिये।

साथ ही साथ पब्लिक सर्विस कमिशन के सम्बन्ध में कुछ और चीजें हैं। आई० ए० एस० में प्रोमोशन के जरिये 25 परसेंट है और कुछ डाइरेक्टली रिक्लूटमेंट के जरिये है, लेकिन पुलिस सर्विस में हम देखते हैं और कुछ और सर्विसेज में भी देखते हैं कि डाइरेक्ट रिक्लूटमेंट के जरिये से ही ज्यादा होता है। जैसा कि हमने पहले बोला है कि जो खास तरीके की अंग्रेजी नहीं बोल पाते हैं उनको नहीं लेते हैं, उसी तरह जिनकी पंद्रह साल की नौकरी है, जिनको एडमिस्ट्रेशन में काफी एक्सपीरियंस है या पुलिस सर्विस में या फारेन साविस में एक्सपीरियंस है, उनको नहीं लेते हैं और ज्यादातर लोगों को जो डाइरेक्ट एम्प्लॉयमेंट मिल जाता है इसका जो आज का परसेन्टेज है इसको भी चेंज करना चाहिये। जो लोग आज नौकरी में हैं, जो आज एडमिनिस्ट्रेटिव सर्विस में स्टेट्स में हैं उन लोगों के लिये सेंटर में आने के लिये भी कुछ हायर परसेन्टेज तय करना चाहिये, जिससे कि एक्सपीरियंस प्लस यूथ दोनों का कम्बिनेशन हो और सिर्फ यूथ और सो-काल्ड माइनें स्मार्टनैस को ही क्राइटेरियन नहीं बनाना चाहिये।

इसी से तो हम लोग देखते हैं डिस्ट्रिक्ट्स के अंदर बहुत जगहों में पुलिस में या जेनरल एडमिनिस्ट्रेशन में ये यंग और स्मार्ट लोग तो हैं, लेकिन खास क्रिटिकल सिचुएशन जब आ जाती है, कोई रायट हो जाए या डिस्टर्बैन्स हो जाए, तो वे लोग नवेंस हो जाते हैं। जो लोग वहां के लोकल आफिसर्स हैं, क्योंकि वे जूनियर कैटेगरी में हैं, इसलिए उन लोगों को प्रमोशन

के जरिए भी जूनियर पोस्ट में जाने का मौका नहीं मिलता है, ज्यादा एक्सपीरियन्स होते हुए भी। तो उस सिचुएशन में वे लोग ठीक काम नहीं कर पाते हैं, इसलिए डाइरेक्ट रिक्लूटमेंट का जो परसेन्टेज किया जाता है उसकी जगह जो प्रमोशन के जरिए आने का मौका है उसमें प्रमोन्टेज कुछ ज्यादा होना चाहिए—कम से कम अभी जो है, उसका दुगुना होना चाहिए।

इसके साथ-साथ जो कांफिडेंशल रिपोर्ट रखने की बात है, वह एक बहुत बड़ी बाधा है। कोई भी एक बड़े आफिसर को कोई भी जूनियर आफिसर के बारे में कांफिडेंशल रिपोर्ट रखने का जो अधिकार दिया हुआ है वह नहीं रहना चाहिए और अगर ऐसी कोई रिपोर्ट रखें भी तो सिर्फ एक आफिसर की नहीं होनी चाहिए, बल्कि दो-तीन आफिसरों का कोई एक पैनल हो, वह डिस्कस करके कोई रिपोर्ट रखें तो यह चीज हो सकती है। अगर एक सीनियर आफिसर अपने जूनियर आफिसर के बारे में कांफिडेंशल रिपोर्ट रखेगा तो उसमें कभी-कभी ऐ-भी होता है कि जब वह कभी अपने पर्सनल काम करवाने की कोशिश करता है, तो जूनियर आफिसर जब प्रोटेस्ट करता है तो उसके ऊपर एडवर्स कांफिडेंशल रिमार्क रख देता है। बाद में, जब उसकी अपनी नौकरी में तरक्की का सवाल आता है, तो वह कांफिडेंशल रिपोर्ट उसके खिलाफ हो जाती है। तो कांफिडेंशल रिपोर्ट के बारे में भी नयी व्यवस्था होनी चाहिए।

इसके अलावा एक और बात जो मुझे कहनी है वह यह कि पापुलेशन के परसेन्टेज के अनुपात में नौकरियों में कोटा होना चाहिए, हर एक प्रान्त में जम्बुटिक ग्रुप के हिसाब से। ऐसी व्यवस्था होनी चाहिए कि जिस प्रान्त के जिस लैंग्वेज ग्रुप की जो पापुलेशन है, हिन्दुस्तान की टोटल पापुलेशन के हिसाब से वहां के लोगों को नौकरियां मिलें। जैसे मैं असम से आता हूँ, वहां की पापुलेशन आज डेढ़ करोड़ है। डेढ़ करोड़ पापुलेशन जिस प्रान्त की है, उसको सारे हिन्दुस्तान की जो 55 करोड़ पापुलेशन है, उसके मुताबिक करीब द्वाइ या

तीन परसेन्टेज नौकरियाँ उस प्रान्त के लोगों को जरूर मिलनी चाहिए। यह मांग हमारी है, क्योंकि ऐसा नहीं होने से हिन्दुस्तान में कुछ खास जगहों के ही लोगों को सब बड़ी-बड़ी नौकरियाँ मिलती रहेंगी। इसमें एफिजियन्सी का कोई खास सवाल नहीं है; क्योंकि एक दफा किसी एक ग्रुप को कोटरी बन जाती है, उनको अपनी भाई-बिरादरी में ही एफिजियन्सी नजर आती है और बाहर के लोगों को एफिजियन्ट नहीं माना जाता है। इसलिए दो सवाल मैंने रखे हैं—एक तो लोक भाषाओं के जरिए परीक्षा देने का अधिकार और दूसरा, पापुलेशन के आधार पर हर प्रान्त के लिए नौकरियों के कोटा में परसेन्टेज फिक्स करना।

THE MINISTER OF STATE IN THE MINISTRY OF HOME AFFAIRS AND IN THE DEPARTMENT OF PERSONNEL (SHRI RAM NIWAS MIRDHA) : Sir, we are discussing the 22nd Report of the Union Public Service Commission which covers the period 1971-72. Many Members have taken part in this debate and have raised a number of points, some of which are of basic importance. Well, Sir, this Report has given two instances where the Government has not agreed with the recommendations of the U.P.S.C. and we have submitted a Memorandum explaining the reasons for non-acceptance of the Commission's advice. Sir, it would be apparent that on the whole the Government has accepted the advice of the Commission.

And the Govt, very strongly feels that the U.P.S.C., should get full support from the Government in all measures that it seeks to take to improve the recruitment procedures for the various services.

Sir, something was mentioned about the status, salary and other things of the Chairman and members of the Commission. Well, this matter is under the consideration of the Government and I can assure the House that the Government fully realises that the Commission, its Chairman

and its members, should enjoy a status and importance that is due to it as a very important constitutional authority, an authority which the Constitution has created.

Then, Sir, something was said about the appointment of technical persons as members. Sir, under the Constitution about half the members have to be persons who have served the Central Government or the State Governments for at least ten years. So, they must be persons who have administrative experience. This provision is there to see that about half the members have experience of the working of the governmental system which would help them select candidates in a proper way. If you look at the list of the present members, you will find that quite a large number of them are academicians or people with technical background. Sir, the Chairman, Dr A. R. Kidwai, is a non-official a fact which was noted by a number of Members, and I think, with great approval, has been ; Professor of Chemistry and has been an educationist and a scientist. Then, Sir Dr. M. L. Sahare is a non-official member He is also an agriculturist, scientist and has a scientific background. Professor H. N. Ramchandra Rao, another non-official member, has been Professor of electrical engineering, Indian Institute of Science, Bangalore, and is a scientist of eminence. Dr. A. K. Dhan, another non-official member, is an educationist. Dr. F. I. Bhatnagar, another non-official, is an eminent mathematician and has been Professor and Vice-Chancellor in various Universities. So, Sir, the trend is that we should have more and more persons with a scientific and technical background because a very large number of posts in the UPSC recruits are of a technical nature. So, it is necessary that they have to be with a proper background.

Then, Sir, there is no pre-dominance of ICS or IAS members in the Commission as was feared by some Members. There is no ICS in the whole list. There is only one person from the Indian Foreign Service

[Shri Ram Niwas Mirdha] Dr. Rajware, and he was till recently Vice-Chancellor of one of the Universities. So, he is also an academican member.

SHRI B. T. KEMPARAJ : No lady member.

SHRI RAM NIWAS MIRDHA : Well, Sir, it is true we have no lady member. We have members from Scheduled Castes and Scheduled Tribes and we see that persons from different background are elected so that the Commission truly reflects the view points and the background of various specialities.

Something was also said about selection of persons as experts. Dr. Chakrabarti mentioned this along with other members. Well, Sir, experts also are selected from a very large spectrum. They are from public-sector enterprise from universities, from private sector, and the aim is to see that people with sufficient eminence and competence sit on these Selection Boards so that proper selections are made, and that the Commission enjoys proper status and respect.

One point which was stressed by a large number of members is regarding the viva test or the medium of examination for these services, particularly IAS and others. Well, Sir, these things are really basic because the old predominance that English had, is gradually being reduced.

SHRI GOLAP BARBORA : It is increasing.

SHRI RAM NIWAS MIRDHA : It is not increasing but we have not yet advanced much. All that I can say is this. It was decided long back that all the languages mentioned in the Eighth Schedule of the Constitution should be adopted as the medium of examination for these services. In the Resolution adopted by both Houses of Parliament in December, 1967 on the question of official lan-

guage of the Union, the following, inter-alia, has been provided :

"That all the languages included in the Eighth Schedule to the Constitution and English shall be permitted as alternative media for All-India and for Central, Service Examinations after ascertaining the views of the Union Public Service Commission on the future scheme of examinations, the procedural aspect and the time."

Accordingly, a beginning in the use of regional languages was made in 1969 when candidates appearing at the combined competitive examination for recruitment to IAS etc., were given the option to write their answers in respect of two of the compulsory papers—Essay and General knowledge—in any of the languages mentioned in the Eighth Schedule, besides English. The question of extending such option to more subjects is under the Consideration of the Union Public Service Commission in the light of experience gained so far.

Well, Sir, we have been taking this up with the Commission on a number of occasions. I myself had discussions on it with the former Chairman and with the present Chairman of the Commission and they are trying to find ways and means how the regional languages could also be introduced as medium of examination in written exams., as well as in the viva test. I am happy to inform the House that the present Chairman, Dr. Kidwai, being fully in sympathy with the Government's approach in this respect, is appointing a Committee of experts which will go into the whole examination procedures, including viva and other things, because it is felt that if all these languages have to be made medium of examination, the system of examination may also have to be changed. He has assured me that the Committee would be asked to report just in a few months' time; it would not be a long Commission which would take years. He is very keen that this should be thoroughly examined by competent people, academi-

cians and people who are interested and who are competent on this subject and the report should come as early as possible so that a decision on it could be taken.

So, Sir, I think we should await the results of this Committee and I am sure our desire to introduce regional languages as medium of examination as early as possible would be appreciated by the Commission and the Committee and the Commission will advise us as to how we can proceed in the matter. I would not try to anticipate the recommendations of the Committee but a lot has been said about the viva test, that it merely tests a person's smartness or other things and it does not go much deeper. Well, Sir, it is true particularly because the medium in the viva is still English. We are trying to see if this could also be made an alternative but we were informed by the former Chairman that since all the Members in the Selection Board in the viva will not know many of the languages it is not advisable to have languages other than English at this stage. But, Sir, the question of viva test has to be gone into what form the viva test should take, whether some sort of psychological testing should be there or some sort of test should be there to bring out the social outlook or other qualities of the candidates. Merely sitting across the table and talking to him may not be enough; a lot of other things will have to be imported into the assessment of a candidate. It can be a group viva also to find out how a candidate reacts to other person's argument, how he can get along with a group of people whether he has qualities of leadership or not. The present system of viva is probably not designed to test the potentialities of the candidates. These have certainly to be taken into account and the interest shown by the hon. Members in this respect will be conveyed to the Commission. Some of them may even like to appear before the Committee that is going to be appointed; of course I do know what procedure the Committee will follow. The fact remains that a lot of reforms are necessary and the Commission

also feels the same way as the Government and they are taking concrete steps to see that these policies are implemented as early as possible.

Similarly something was said about the training of IAS and other officers.

DR. R. K. CHAKRABARTI : If I may be permitted to interrupt just for a second for reduction of marks for the viva tests from 300 to 100 does not require the recommendation of any Committee or anything. It can simply be done by the Chairman or the Ministry. This is what I was trying to emphasize that we have 33 per cent of the emphasis on the viva that can be cut down very easily to 10 instead of 300 and marks for theory may remain the same at 900.

SHRI RAM NIWAS MIRDHA : The trend is there to reduce the marks for the viva. Before 1957 in the IAS examination a certain number of marks in the viva was compulsory. However good you might do in the written papers if you did not get a certain percentage of marks in the viva you are just not selected. We abolished that. Not only that; formerly was 400 marks for IAS but we reduced to 300. It was 300 for the other Services and we reduced it to 200.

DR. R. K. CHAKRABARTI ! It is still 300 for IRSE.

SHRI RAM NIWAS MIRDHA : That I know. They are reduced from 300 to 200 for the Central Service examination and from next year even for the IRSE \ are reducing from 300 to 200. I accept Dr. Chakrabarti's basic contention that too much emphasis should not be given to viva but at the same time I must impress on the hon. Member that some sort of testing is necessary. Our system of written examinations I think is not perfect find it is much too heavily weighted on the academic side; not only that but if people proceed in a certain way there is a certain formula for passing these examinations as was mentioned by Mr. Krishan K; the biggest group of candidates take European History because it earns them marks

[Shri Ram Niwas Mirdha] marks. I have seen many technical candidates, when they are asked what subjects they are offering they say European History, Constitution, Political Science, subjects which they have not studied before. And one criticism against the present system of examination could be that we are testing these persons who are studying the subject for the first time.

What are we testing him for? We are testing him for his capacity to mug up certain things and put them in a proper way. The written examination as at present conceived and being worked through is a very imperfect system. We want to change that also. I have discussed in depth with the Chairman and other members of the Commission that this type of subjects which people offer for the first time would only mean there is a certain gimmick passing through them. There are certain questions. All this should be changed. We should test a person for his real qualities, his academic insight and intellectual calibre. We should test him for these things and not his capacity to master subject in three months or six months and get through an examination. Agree with Dr. Chakrabarti. We have been acting in the same lines. Viva should not have so much of importance in our scheme of examinations and we have been acting on it. Even in the present marks for viva 50 will not feel it so much when the new system of personnel testing comes through. From that point of view I am completely in agreement with what the hon. Member says.

श्री श्रीम प्रकाश त्यागी : श्रीमन् मंत्री महोदय
वे मैं एक बात पूछना चाहता हूँ कि क्या यह
सच है कि बाइबा में और लिखित परीक्षा में
संश्लेषों को महत्व दिया जाता है और जिन
संश्लेषों में समझौता में शिक्षा हो रही है वहाँ
इ विद्यार्थियों को कठिनाई पड़ती है, उनके साथ
न्याय होता है।

THE VICE-CHAIRMAN (SHRI V. B. UDU) : He has already said something out it. Probably you were not here.

SHRI RAM NIWAS MIRDHA : Then, some Members mentioned about all India services in engineering and medical sciences. Well, Sir, the position in this respect, I am sorry to say, is not very happy. We decided long back that we will have the Indian Medical and Health Services and the Indian Service of Engineers, but unfortunately some of the State Governments are not agreeing to our proposal. We have not given up our idea of having these all India services. We are pursuing it with them and we do hope that they would come round to our viewpoint. In a matter like this all India services, where it is common to the Centre as well as the States, we want to carry as many of the States as possible with us, so that it can really be an all India service, not only in name but also in content. Most of the State Governments, if not all, should join us in this and I do hope if hon. Members could persuade their State Governments in this respect we would be most happy to do so and we would be introducing this. Actually the rules have been framed, notifications have been issued and we have reached quite an advanced stage. The moment we receive concurrence from some of the State Governments we would be able to launch these services and bring them into existence.

I was saying something about the training of our IAS probationers in Mussoorie. We have our Lal Bahadur Shastri National Academy of Administration there. In that training we give what is called foundational course not only for IAS and IFS, but other services also. Our endeavour is that even technical services, with engineering and other background, should get a certain grounding in the type of constitutional set-up under which we are working, economic planning and things like that. We have done a lot so far as training of our officers, is concerned in the last two years and the Academy is doing very excellent work.

The question of in-service training was raised. Professor Ruthnaswamy probably it. He observed that it is being done

in Australia and said that this training should be transferred to the U.P.S.C. Under our set-up it is not possible because the U.P.S.C. is not a branch of administration of the Government. The question of in-service training of foundational training is really an administrative matter.

We do not think that the U.P.S.C. should be entrusted with this task and I do not think they will accept it either because it needs lot of administration. Our constitutional set up also does not say this. But that does not mean that the Government has not given due importance to the training of government officers. Actually when we talk about the changing attitudes of officers or making them more suited to the present needs of the society, training is or can be made into a very important instalment for moulding our officers in the desired way. We are using this instrument of training and we have had training in the initial stages. Then we have training at a later stage. Even senior officers, officers who some years back could not have thought of going to an institution, with eleven or twelve years' seniority, are being brought within the ambit of our training programmes which is doing them a lot of good because we feel that there are many techniques of administration, of planning, of economic assessment and things like that with which they have to be made conversant.

Another thing that was mentioned was that a large number of posts have been excluded from the purview of the U.P.S.C. Here there is something of a basic difference between the two approaches. Some scientists say that this U.P.S.C. system is not the best way of selecting scientists or promoting them or selecting senior scientists or other scientists, whereas others say that whatever it is the U.P.S.C. because it imparts a certain sense of objectivity in the selection is the best to carry confidence with the generality of the people and the scientists also. So this debate is going on. At present in so far as the scientific departments are concerned, only the Department of Atomic Energy

has been excluded from the purview of the U.P.S.C. This was done long ago on security and other considerations. No doubt the question of excluding from the purview of the U.P.S.C. the posts in the Defence, Research and Development Organisation, scientific and technical posts in the Department of Science and Technology, posts in the Department of Electronics, Department of Space was referred to the U.P.S.C. in 1972. The U.P.S.C. have agreed to the exclusion of these posts and the matter is being further examined by the Ministry's Department concerned.

This also arises in the light of what was said about the Indian Council of Agricultural Research and the C.S.I.R. about which lot of debate is going on and the debate still goes on. I hope some satisfactory solution would be found as to what will be the proper and best method of selecting people for these organisations. Truly speaking, for example, the Indian Council of Agricultural Research is a registered society, legally and technically speaking. So it is not automatically covered by the U.P.S.C. system. Similarly, there are other Corporations which are independent or which are statutorily constituted. They may not also come to the U.P.S.C. But the whole idea is what sort of system of recruitment is the best suited for the scientific posts. Some say that the Atomic Energy Commission system is the best. But others say that there is lot of subjectivity in the Atomic Energy system, subjective in the sense that you should promote a person if he reaches a certain stage of seniority or maturity and competence even if there is no post. Now a person as a scientist can really be brilliant and deserves promotion. On the other hand for such a system we can say that there is favouritism because you have promoted them in due course. But the Department thinks he is good enough. So we have to find some via media where merit is recognised, not only recognised but given promotion out of turn. On the other hand the system should be such as not to demoralise the general services including the scientific services, and I do hope that scien-

[Shri Ram Niwas Mirdha] lists amongst themselves would arrive at some satisfactory system by which the whole thing can go. Mr. Niren Ghosh went to the extent of saying let there be a merit promotion, that everything should be by seniority. That is going to the other extreme. The young people who are more competent should get rewards because they have more enterprise, because they are more competent; mere seniority cannot be the criterion for selection whether in the Government or in a scientific organisation.

3 P. M.

Merit has to play a part. Whether merit should play a dominant part or seniority should play a dominant part again depends upon the type of experience that is needed for a particular post. These are the things under debate. We are considering them and I think we will be able to find some satisfactory solution for this problem also.

A lot has been said about the confidential reports. Well, Sir, some instances are in the mind of hon. Members. Probably, they had to make these very strong observations. Well, Sir, it is true that a lot of defects in the present system of writing confidential reports are there. One can say that there is too much of a substantive element in the report; one can say that you cannot get a proper assessment of a person's experience and personality. We have been thinking various ways in which this system could be improved. The Administrative Reforms Commission, in their Report on Personnel Administration, have made the following recommendations :

"(i) At the end of each year, the official reported upon should submit a brief resume, not exceeding 300 words, of the work done by him, bringing out any special achievement of his. The resume should be submitted to the reporting officer and should form part of the confidential report. The reporting officer should take note of the resume and after making his own assessment and comments, submit the entire report to the next higher officer.

(ii) There is no need to indicate adverse remarks to the official. In the event of any adverse remarks having been recorded, the reviewing officer should after discussing them with the reporting officer and, if necessary, the officer reported upon, either confirm the remarks or suitably modify them as the case may be.

(iii) The annual report may be called "performance report" instead of "confidential report".

This idea of 'performance report' was given by Shri Bhupesh Gupta and other Members also. So, we have put this matter before the J.C.M. where the representations of the staff side are also there. They have a sub-committee which is going into the details of this. They have given some suggestions. We are trying to see how the whole system of writing confidential reports can be improved, whether we call them by 'performance reports' or not.

SHRI MAHAVIR TYAGI: Why should the adverse remarks not be individually communicated to the person concerned? After all, justice is done if there is some misunderstanding.

SHRI RAM NIWAS MIRDHA : I was merely quoting from the recommendations of the Administrative Reforms Commission on 'Personnel Administration'. I was not giving my personal views. These are some of the suggestions that the ARC has given and the J.C.M. is considering them where the staff representatives are also there. We will take note of what has been said by the hon. Members and a final decision on these recommendations as well as other matters is yet to come. So, we will see how this thing could be improved. But I still feel that something would have to be written by the officer under whom an official is working. It is he who comes into daily contact with him. He knows his work, his attitude, his competence towards job and a lot will depend on how he reports. There is a reviewing authority also. In case the reporting officer has certain prejudices against a particular offi-

cer, the same could be reviewed by the reviewing officer. Even in the present system there is a lot of safety and we have seen that it has not worked to the detriment of the employees. Still there can be some cases in which this could have happened. All I can say is that we will take note of these remarks by the hon. Members and see that our system of assessment of government servants improves as such as possible.

Well, Sir, a lot of other questions were raised. The question regarding Dr. Dar-bari was also raised. I do not know whether I should go into the details of it. It does not arise out of this in any case. Shri Bhupesh Gupta gave a large number of amendments. I have seen almost all of them.

Shri Bhupesh Gupta had also brought to our notice some special cases in which, according to him, justice had not been done, whether by way of writing confidential reports or otherwise. All I can say is this that all these suggestions and observations of honourable Members would receive our utmost attention, and I hope we will be able to improve things in the light of what has been observed here.

THE VICE-CHAIRMAN (SHRI V. B. RAJU): There are thirty amendments moved by Shri Bhupesh (jupta. I am putting the amendments to vote. The question is:

1. That at the end of the Motion, the following be added, namely:—

"and having considered the same, this House notes with surprise that the U.P.S.C, was asked to regularise the appointment of the Secretary of the C.S.I. R. one year after he had been appointed without any consultation with the U.P.S.C, and that such practice is common with the Government.'

The motion was negatived.

THE VICE-CHAIRMAN (SHRI V. B. RAJU): The question is :

2. That at the end of the Motion, the following be added, namely:—

"and having considered the same, this House notes that the seniority criterion was ignored by the Government in the appointment of the Director, Fuel Research Institute, Dhanbad."

The motion was negatived

THE VICE-CHAIRMAN (SHRI V. B. RAJU): The question is:

3. That at the end of the Motion, the following be added, namely:—

"and having considered the same, this House is of the opinion that the present system of CR (confidential report) has become a source of favouritism, pressure tactics, victimisation and corruption to the detriment of the government servants and standards of public service, and recommends to the government that the whole system as it stands be abolished forthwith and replaced by some other methods for work evaluation in consultation with the U.P.S.C."

Tlie motion was negatived.

THE VICE-CHAIRMAN (SHRI V. B. RAJU): The question is :

4. That at the end of the Motion, the following be added, namely:—

"and having considered the same, this House is firmly of the opinion that (a) the promotion of the I.A.S. and I.P.S. in the selection grade shouM be done in consultation with the U.P.S.C, and normally on the basis of the latter's recommendations and \ that (b) the present selection committee comprised of some secretaries of the Government should be done away with."

The motion was negatived.

THE VICE-CHAIRMAN (SHRI V. B. RAJU): The question is :

5. That at the end of the Motion, the following be added, namely:—

"and having considered the same, this House is of the opinion that the so called confidential report should be replaced by the performance report ! which the candidate should himself write and that reporting officer should state his comments or views on such performance report and that the same should be known to the concerned candidate as is done in the Army and thereafter the report-should be , sent to the UPSC for examination.'"

The motion was negatived.

THE VICE-CHAIRMAN (SHRI V. B. RAJU): The question is :

6. That at the end of the Motion, the following be added, namely :—

"and having considered the same, this House deplores the present practice of filling up confidential reports for 5 to 10 years to the detriment of the candidate's prospects and future."

The motion was negatived.

THE VICE-CHAIRMAN (SHRI V. B. RAJU): The question is :

7. That at the end of the Motion, the following be added, namely :—

"and having considered the same, this House is of the opinion that members of the UPSC should be given the status of the judges of the High Court instead of that an additional secretary, which means that a member of the UPSC is inferior to a secretary of the Union Government and further that the Chairman of the UPSC should be given the status of the Chief Justice in order to upgrade the position of the UPSC as a whole vis-a-vis the top bureaucracy."

The motion was. negatived.

THE VICE-CHAIRMAN (SHRI V. B. RAJU): The question is :

8. That at the end of the Motion, the following be added, namely:—

"and having considered the same, this House notes with concern that the secretaries of the Union Government have developed the habit of looking down upon the U.P.S.C, and even dominating it in some respects, the Chairman of the U.P.S.C. having been given a lesser status than that of the Cabinet Secretary."

The motion was negatived.

THE VICE-CHAIRMAN (SHRI V. B. RAJU): The question is :

9. That at the end of the Motion, the following be added, namely:—

"and having considered the same, this House notes with revulsion the Prevailing practice of the persecution and victimisation of the incorruptible and honest officers and other government servants by top bureaucrats either at their own instance or on the orders of the Ministers or, at times, even to oblige some private individuals in business."

The motion was negatived.

THE VICE-CHAIRMAN (SHRI V. B. RAJU) : The question is :

10. That at the end of the Motion, the following be added, namely:—

"and having considered the same this House notes with grave concern that even the administrative machinery are improperly and unjustly used to make scape-goat of intimidate, persecute and otherwise victimise honest officials or for covering up the real culprits and corrupt elements in the administration."

The motion was negatived.

THE VICE-CHAIRMAN (SHRI V. B. RAJU): The question is :

11. That at the end of the Motion, the following be added, namely:—

"and having considered the same, this House recommends to the Government that no case against an officer should be sent to the CBI for investigation without reference to the UPSC when the allegation is made by one officer against any other government servant."

The motion was negatived.

THE VICE-CHAIRMAN (SHRI V. B. RAJU): The question is :

12. That at the end of the Motion, the following be added, namely:—

"and having considered the same, this House is of the view that officer or officers responsible for unjustly harassing a government servant should face examination of his antecedents and records by the UPSC."

The motion was negatived.

THE VICE-CHAIRMAN (SHRI V. B. RAJU): The question is :

13. That at the end of the Motion, the following be added, namely:—

"and having considered the same, this House is of the opinion that after ensuring that the UPSC includes among its members distinguished scientists and educationists there must be no attempt to take away the scientific departments from the purview of the UPSC."

The motion was negatived.

THE VICE-CHAIRMAN (SHRI V. B. RAJU) : The question is :

14. That at the end of the Motion, the following be added, namely:—

"and having considered the same, this House is of the opinion that no member of the former ICS should be

appointed as a member of the UPSC and further that a decisive majority of its members must be comprised of men drawn from outside the administrative service or from the retired members of such service."

The motion was negatived.

THE VICE-CHAIRMAN (SHRI V. B. RAJU): The question is:

15. That at the end of the Motion, the following be added, namely:—

"and having considered the same, this House is of the opinion that/the Chairman of the UPSC must be a distinguished non-official person who has never been a member of any Government administrative service."

The motion was negatived.

THE VICE-CHAIRMAN (SHRI V. P. RAJU): The question is :

16. That at the end of the Motion, the following be added, namely:—

"and having considered the same, this House is strongly of the opinion that there should be provision for lateral entry into the IAS at 30-35 per cent of the technicians, engineers, educationists, journalists, economists, etc."

The motion was, negatived.

THE VICE-CHAIRMAN (SHRI V. B. RAJU): The question is :

17. That at the end of the Motion, the following be added, namely:—

"and having considered the same, this House is firmly of the opinion that concept of the so called "multifunction" IAS must be abandoned lock, stock, and barrel and that the technocrats must be put on at par with the so called "generalists". "

The motion was negatived.

THE VICE-CHAIRMAN (SHRI V. R. RAJU): The question is :

18. That at the end of the Motion, the following be added, namely:—

"and having considered the same, this House is of the view that the UPSC should encourage the coming up of the technocrats, scientists and the like rather than the so-called "generalists" in view of the requirements of national building tasks."

The motion was negatived.

THE VICE-CHAIRMAN (SHRI V. B. RAJU): The question is :

19. That at the end of the Motion, the following be added, namely:—

"and having considered the same, this House is of the opinion that the UPSC should be particularly on guard in dealing with the cases of the candidates who come from the wealthy sections of the community or upper classes or from the families of the ICS and IAS and IPS officers.*"

The motion was negatived.

THE VICE-CHAIRMAN (SHRI V. B. RAJU): The question is :

20. That at the end of the Motion, the following be added, namely:—

"and having considered the same, this House is of the opinion that the concept of the so called personality test must undergo a radical change in order to encourage progressive social outlook, patriotism, love for the downtrodden masses and from commitment to democracy and secularism."

The motion was negatived.

THE VICE-CHAIRMAN (SHRI V. B. RAJU): The question is:

21. That at the end of the Motion, the following be added, namely:—

"and having considered the same, this House is of the opinion that the

no one from among the administrative service including retired personnel should be appointed as a member of the UPSC without his candidature being approved by the two Houses of Parliament in order to give the latter an opportunity to exercise vigilance in the light of experience."

The motion was negatived.

THE VICE-CHAIRMAN (SHRI V. B. RAJU): The question is :

22. That at the end of the Motion, the following be added, namely:—

"and having considered the same, this House is of the opinion that special care should be taken by the UPSC not to give any direct or indirect preference to English and that the mother tongue of the candidate must get all due recognition and consideration."

The motion was negatived.

THE VICE-CHAIRMAN (SHRI V. B. RAJU): The question is :

23. That at the end of the Motion, the following be added, namely:—

"and having considered the same, this House is of the view that the examinations under the UPSC should be held in all the modern Indian languages listed in the Eighth Schedule of the Constitution."

The motion was negatived.

THE VICE-CHAIRMAN (SHRI V. B. RAJU): The question is :

24. That at the end of the Motion, the following be added, namely:—

"and having considered the same, this House is of the opinion that the UPSC should examine periodically the records of the service of the secretaries, joint secretaries and directors in the administrative service and further when serious allegations are made against such officials in Parliament the

Government should at once send the relevant records to the UPSC for examination and advice.'

The motion was negatived.

THE VICE-CHAIRMAN (SHRI V. B. RAJU): The question is :

25. That at the end of the Motion, the following be added, namely :—

"and having considered the same, this House is of the opinion that UPSC as far as possible be made a watch dog in respect of the top echelons of the administrative service particularly the secretaries of the Union Government including the Cabinet Secretary."

The motion was negatived.

THE VICE-CHAIRMAN (SHRI V. B. RAJU): The question is :

26. That at the end of the Motion! the following be added, namely:—

"and having considered the same, this House is of the opinion that a machinery should be set up for the UPSC to consult the recognised unions of the Government servants to draw upon their knowledge and experience for a better grasp of the problems relevant to the functions of the UPSC."

The motion was negatived.

THE VICE-CHAIRMAN (SHRI V. B. RAJU): The question is :

27. That at the end of the Motion, the following be added, namely:—

"and having considered the same, this House is of the opinion that there should a Parliamentary Committee for enabling the UPSC to know at first hand and also in a more business like way how Parliament feels about the conduct of the higher echelons of the services within the purview of the UPSC and also about the latter's handling of the affairs of the Commission, thereby promoting better

contracts between Parliament and the UPSC." The motion was negatived.

THE VICE-CHAIRMAN (SHRI V. B. RAJU): The question is :

28. That at the end of the Motion, the following be added, namely:—

"and having considered the same, this House is of the opinion that the UPSC must take due note of the fact that the members of the Scheduled Castes and Scheduled Tribes as also of the minority communities especially the largest minority community in the country are hopelessly under-represented in Class I and Class II and other higher services."

The motion was negatived.

THE VICE-CHAIRMAN (SHRI V. B. RAJU): The question is :

29. That at the end of the Motion, the following be added, namely:—

"and having considered the same, this House recommends to the UPSC that it keeps a record of the work the secretaries and joint secretaries, IPS and other officials under its purview in the light of public criticisms against such officials."

The motion was negatived.

THE VICE-CHAIRMAN (SHRI V. B. RAJU): The question is :

30. That at the end of the Motion, the following be added, namely:—

"and having considered the same, this House recommends to the Government that it reviews the entire question of the composition and work of the UPSC in the light of experience and keeping in view of the demands of the changing times and radicalisation of the masses to bring about such amendments and elaborations of the Constitutional provisions relating to the UPSC as may be deemed necessary.

The motion was negatived.