

lable a statement on an Amendment to the Articles of Association of the National Buildings Construction Corporation Limited, New Delhi. [See Appendix XLIV, Annexure No. 42.]

#### **STATEMENT RE FLOOD SITUATION**

THE MINISTER OF SUPPLY (SHRI JAI SUKH LAL HATHI): Sir, on behalf of Dr. K. L. Rao, I beg to lay on the Table a statement on the flood situation in the country. [See Appendix XLIV, Annexure No. 43.]

#### **ALLOTMENT OF TIME FOR CONSIDERATION OF MOTION RE REPORT OF THE UNION PUBLIC SERVICE COMMISSION**

MR. CHAIRMAN: I have to inform Members that under rule 153 of the Rules of Procedure and Conduct of Business in the Rajya Sabha, I have allotted three hours for the consideration of Government motion regarding the Twelfth Annual Report of the Union Public Service Commission for the period 1st April, 1961 to 31st March, 1962, and the Government's Memorandum thereon.

#### **MOTION RE REPORT OF THE UNION PUBLIC SERVICE COMMISSION**

THE MINISTER OF STATE FOR THE MINISTRY OF HOME AFFAIRS (SHRI R. M. HAJAKNAVIS): Sir, I beg to move:

"That the Twelfth Annual Report of the Union Public Service Commission for the period 1st April, 1961 to 31st March, 1962, together with the Government's Memorandum thereon, laid on the Table of the Rajya Sabha on the 28th August, 1963, be taken into consideration."

Hon. Members of this House may have noticed that this year the Report is accompanied by its Hindi trans-

lation. One of the reasons why the laying of it on the Table of the House was delayed was because of our desire that the English version as well as the Hindi version should be placed before Parliament. We hope that next time we shall be able to do it sooner than we have been able to do so far. It certainly is of very great advantage to us, to the Government, to know, to hear the various suggestions\* from the House which is the ultimate authority to decide on the various questions which arise between the Union Public Service Commission and ourselves.

The House will be glad to know that there was only one case in which we had occasion to differ from the recommendations of the Union Public Service Commission. That was merely a matter of punishment. We thought that a lighter punishment than was suggested by the Union Public Service Commission was proper in the case of that officer. The facts of the case are dealt with at length in paragraph 32 of the report.

I shall not carry on for long because I am eager to receive from the hon. Members of the House various suggestions, for the Civil Service is the hard core of the Government, and any suggestions, any proposals by which we can improve the quality of that Service, which is our constant concern, will be welcome. Therefore, I shall look forward eagerly to any suggestions which may fall from the hon. Members as to how newer ideas and newer methods can be introduced in our selection, in our training, in our apparatus for recruitment, for the question here relates itself, firstly, to the methods of recruitment for the Civil Service which is our pride, which is our precious treasure, secondly, to the authority which recruits, and thirdly, to what goes together with it, namely, the training.

The Appendices are full and frank. We have tabulated the various data which are available so that the question can be studied both from the ad-

[Shri R. M. Hajamavis.] ministrative point of view as well as from the sociological point of view. In particular I wish to draw the attention of the House to Appendix III in which it will be found that the total receipts are Rs. 11 lakhs. The expenditure is Rs. 39-52 lakhs. The application fees etc. are Rs. 13-76 lakhs, of which Rs. 2 lakhs have been refunded, so that the total income made by the Union Public, Service Commission is of the order of Rs. 11 lakhs.

[THE DEPUTY CHAIRMAN in the Chair]

Then it will be found that the allowances, honoraria, etc., and the other charges, namely, expenditure on examinations etc., together come to about Rs. 17-80 lakhs, so that any charge or any suggestion made that the Union Public Service Commission is a money-making body, is a money-making agency for Government is completely devoid of foundation.

SHRI LOKANATH MISRA (Orissa):  
Did anybody make such a charge?

SHRI R. M. HAJARNAVIS: I have heard it mentioned somewhere. Unfortunately, I did not deal with it because I thought it was all there in the Appendix itself. It cannot be taken seriously. Whoever reads the Appendix will see that such a charge could not be made. Then I will not certainly deal with the charges. I will take a hint from the hon. Members. I will not try to defend again? charges which have not been made. But as I said, we are anxious to have the various suggestions of hon. Member as to how there can be introduced other methods of selection than the traditional methods.

The Indian Civil Service, at least the Indian component of it, most of it, has nearly always been recruited since 1858 onwards by competition. There is a written examination, and since, I believe, 1924 or 1925, sometime after

1921, there has been an interview. These days that interview goes under the name of personality test. I believe that 1450 marks are allotted for the written part of the examination, and 400 marks are available for being allotted as a result of the personality test. There is debate going on here and elsewhere as to whether there should be any personality test, and if so, what should be the basis, and secondly, how many marks should be allotted for personality test. I would like to have the views of this august House on this important subject. Government have an open mind, Madam, on this subject. They are in constant discussion with the Union Public Service Commission. The investigation is carried on by the Union Public Service Commission and ourselves to find out which is the true indicator of merit, for, as I said, we are anxious to see that our methods are so devised that we are able to attract and choose the best talent that is available in the service of the country; so that on that subject I will respectfully invite the Members of the House to give us suggestions. These are some of the broad aspects.

As regards the composition of the Union Public Service Commission, it is good to remind ourselves that the members of the Union Public Service Commission enjoy a tenure of about six years. After that under the Constitution they are not eligible for any post under the Union Government. That is the end of their career. It is only a sense of duty to serve the public, a sense of patriotism alone, which induces these gentlemen of high merit to accept these appointments, and therefore, the country owes a debt of gratitude to them. It will be difficult for anyone of real merit to accept such appointments if doubt is cast on his integrity or on his impartiality. There can always be two views on a matter. It is always possible to disagree. Especially in the case of assessment of the future capability of a young man there can always be two views. There is no

astern of examination or selection which has been discovered in any country to be fool proof. Computers are still to be devised which will yield absolutely correct results. Therefore, ( express on behalf of the Government my sense of appreciation, my sense of gratitude to the members of the Commission who, in isolation, almost in anonymity, are serving this nation, and I suggest that any criticism that may ne made, may made about the methods and the procedure, but none about the integrity or the impartiality of these members.

Madam, I move.

The question was proposed.

شری پیارے لال کوہیل دہ طالب:

(اثر پردیش): مہودیم میں آپ کا زیادہ وقت نہیں لوں گا اور دو تین باتیں اس کے متعلق کہنا چاہوں گا۔

**THE DEPUTY CHAIRMAN:** There are many speakers. I do hope that each one will keep to the time-limit of 10 to 12 minutes.

شری پیارے لال کوہیل دہ طالب:

سب سے پہلی بات جو میں کہنا چاہتا ہوں وہ یہ ہے کہ پبلک سروس کمیشن جو انٹرویو یا وائوبوسی تیسٹ لیتا ہے اس کے متعلق میں یہ درخواست کروں گا کہ اگر وہ تیسٹ ہندی میں ہو ریجنل لکویچز میں ہو یا ماتری بہاشا میں ہو تو زیادہ اچھا ہوگا۔ آج کل ہوتا ہے کہ جو بڑی بڑی سروسز ہیں وہ ایک خاص کلاس تک سمیت رہ گئی ہیں محدود ہو کر رہ گئی ہیں۔ مثلاً وہ بڑے بڑے لوگ جو ایلے لوگوں کو پبلک اسکولوں میں پڑاتے ہیں۔

جو ایلے لوگوں پر چار سو، تین سو اور دو سو روپیہ ماہوار خرچ کر کے پبلک اسکول میں پڑاتے ہیں جن کی انگریزی ماتری بہاشا ہی گئی ہے اور جو اس میں فلویٹلسی بولتے ہیں وہی اکثر بڑی بڑی نوکریوں میں قبضہ کر لیتے ہیں اس کے علاوہ ان کے دھن سہن اور ایورنس میں فرق ہو جاتا ہے۔ ان کے لڑکے بہت کلچرڈ ہو جاتے ہیں اور ان کو اچھی طرح سے بولنا آ جاتا ہے اور وہ بات چیت کرنے سے کھہراتے نہیں ہیں۔ مگر عام چلتا کے لوگوں کو دیکھتے وہ عام سکولوں میں پڑتے ہیں معمولی اسکولوں میں پڑتے ہیں اور اپنی ماتری بہاشا بولتے ہیں وہ ان بڑی نوکریوں میں نہیں آ پاتے اس لئے جو بڑی بڑی نوکریاں ہیں وہ ایک خاص کلاس تک سمیت رہ گئی ہیں۔

اور ہمارے درمیانی طبقہ کے لوگوں کے بچے جو ہیں وہ ان بڑی نوکریوں میں نہیں آ پاتے۔ غریب طبقہ کے جو لڑکے ہیں وہ ان میں نہیں آ پاتے کہوں کہ وائوبوسی تیسٹ میں وہ نمبر جو حاصل کرتے ہیں اس کا بڑا بہاری اثر ہوتا ہے فائنل سلکشن میں۔ تو آج یہ ہوتا ہے کہ ایک خاص کلاس کے طبقہ کے لوگ ان بڑی بڑی نوکریوں میں آ جاتے ہیں اور غریب طبقہ کے لوگ نہیں آ پاتے۔ مثلاً کلاس کے نہیں آ پاتے یہاں تک کہ

[شری پیارے لال کرپل دہطالب]۔  
 اپر مثال کلاس کے بھی نہیں آتے۔  
 یعنی ہم پارلیمنٹ کے ممبران میں  
 سے شاید ہی دو چار ایسے ممبر ہوں  
 جو ایسے لوگوں کو پبلک اسکولس میں  
 پڑھا سکوں اور وہ متحض اس وجہ سے  
 سفر کرتے ہوں کہ وہ انگریزی میں اتنا  
 فلیونٹنی نہیں ہوں کہ وہ اس علم  
 کو لے کر آئے اچھے کھڑے نہیں ہیں۔ کتے  
 ہوں کہوں کہ غریبی کی وجہ سے ان  
 کی اکانامک کنڈیشن اتنی اچھی نہیں  
 ہے۔ ہمیں آزادی مل گئی ہے اور  
 ہندی ہماری راشٹر بھشا ہو گئی ہے۔  
 تو میں یہ درخواست کرتا ہوں۔  
 A beginning has got to be made

یک شروعات کھینچنے اور ہندی میں  
 واٹو ابوسی تھیست لہجئے اور ہندی میں  
 سوال کئے جائیں۔ جہاں کے لوگ  
 ہندی نہیں جانتے ہیں ان کے لئے  
 میں یہ کہوں گا کہ ان سے ریجنل  
 لہنگویج میں بات چیت کی جائے۔

اسی طرح سے میں ایک درخواست  
 اور کرونگا کہ پبلک سروس کمیشن  
 میں ایسے ممبران لئے جائیں جو ہندی  
 کی نالچ رکھتے ہوں یا کم از کم ہندی  
 جانتے ہوں۔ تو ایسے آدمی پبلک  
 سروس کمیشن میں لئے جائیں یہ میں  
 خاص طور پر کہونگا۔

श्री श्रीर० एम० हजरतनवीस : कमीशन  
 के जो चेयरमैन साहब हैं उनकी हिन्दी मातृ  
 भाषा है और वे संस्कृत के भी बहुत बड़े  
 विद्वान हैं।

श्री پیارے لال کرپل دہطالب]۔  
 میں جانتا ہوں کہ کچھ ممبر  
 ایسے ہیں جو ہندی جانتے ہیں اور  
 جانتے ہی نہیں بلکہ بہت اچھی  
 جانتے ہیں۔ مہرے کہنے کا مقصد یہ  
 ہے کہ جتنے بھی ممبر ہوں ان سب  
 کے لئے ہندی جاننا ضروری ہو جائے۔  
 اور اس ممبرانوں کا واٹو ابوسی تھیست ہندی  
 میں ہو۔ جس سے زیادہ سے زیادہ  
 لوگ جو فریب طبقہ اور درمیانی طبقہ  
 کے ہوں وہ ان سروسز میں آسکیں  
 اور یہ ایک خاص طبقہ کی مملوہلی  
 بن کر نہ رہ جائیں کیونکہ ہم دیکھتے  
 ہیں کہ ایک بڑا انسو جو ہے اس کا  
 لوکا آفسر بن پانا ہے اور فریب طبقہ  
 کے لوگ اس میں نہیں آتے ہیں۔  
 اس لئے اس اسکوپ کو وائڈرز کرنے کے  
 لئے ہم سمجھتے ہیں کہ ہندی میں  
 تھیست لیا جائے۔

جہاں تک شہدولہ کانسٹس کی  
 نمائندگی کا سوال ہے یہ ایک بہت اہم  
 سوال ہے۔ کنسٹی تھوشن میں ان کے  
 لئے پروویژن ہے کہ ان کو اسپیشلی  
 کنسیدر کیا جائے نوکریوں کے لئے۔  
 ۱۹۲۳ع میں جب کہ میں سہلٹرل  
 اسمبلی کا ممبر تھا اس وقت ان کو  
 یہ پروویژنیشن اور ریویژن ملتا تھا۔ آج  
 ۱۹۶۳ع ہے اور اس کو ۱۰ سال ہو گئے  
 مگر ان کی نمائندگی بالکل نیگلیجیڈ  
 ہے خاص طور پر آئی۔ اے۔ ایس۔

انی - پی - ایس - میں یعنی سنٹرل سروسز میں اور آل انڈیا سروسز میں -

سری نواسیول ہسٹری (جنگل پریشاں) : اس سال کی رپورٹ کو پراپ دیکھ لے جیوے ۔

سری پھارے لال کرپل دہطالب :  
 ہمیں ایک سال کی رپورٹ سے مطلب نہیں ہے - ہمیں یہ دیکھنا ہے کہ کتنے پرسنل ان کا ریویزنٹیشن ہے ان آل انڈیا سروسز میں اور سنٹرل سروسز میں - ان کا بہت ہی کم ریویزنٹیشن ہے -

سری مہیشا شری (بھار) : یہ رپورٹ کو پراپ ڈیسکس کر رہے ہیں وہ تو اسی سال کی ہے ۔

سری پھارے لال کرپل دہطالب :  
 یہ ٹھیک ہے کہ میں اس سال کی رپورٹ ڈسکس کر رہا ہوں - مگر میں ان کی نمائندگی کے لئے سنجیدگی سے دے سکتا ہوں اور دے رہا ہوں کہ ان کی نمائندگی بہت کم ہے - ایک سال میں اگر آپ نے ان کو زیادہ لے لیا تو آپ نے کوئی پھار نہیں کھو دیا - یہ معمولی سی بات ہے - دوسرے میں یہ محسوس کرتا ہوں کہ ہمارا پبلک سروس کمیشن اس ضرورت کو محسوس کر رہا ہے اور وہ اٹھنے دے بھی محسوس کرے گا - وہ ایک انڈیپنڈنٹ باڈی ہے اور مجھے امید ہے کہ وہ انصاف کرے گا ان کلاسز کے ساتھ اس سلسلہ میں میں ایک سنجیدگی سے دیکھنا چاہتا ہوں - وہ زیادہ سے زیادہ

نمائندگی حاصل کر سکیں اس لئے میں یہ کہوں گا کہ پبلک سروس کمیشن ایک سب ڈیپٹی بنائے جو اس چیز کو معاویہ کرے کہ کیا وجہ ہے کہ ۲۰ سال ہو گئے اور اب تک ان کی نمائندگی پوری نہیں ہے ان سروسز کے اندر - ہمارے پبلک سروس کمیشن میں ایک ممبر تھے جو اب ہمارے راجستھان میں تھے - مگر وہیں شری شہو شاکھ پٹانی وہ شیڈولڈ کاسٹ کے ممبر تھے اور پوری دفعہ شیڈولڈ کاسٹ کے نمائندہ کو پبلک سروس کمیشن میں لیا گیا تھا - ہم لوگ ۱۹۴۳ء سے لگانا شروع کرتے آ رہے ہیں کہ شیڈولڈ کاسٹ کی نمائندگی ہر پبلک سروس کمیشن میں دے اور اب میں پھر پوزور آواز میں کہنا چاہتا ہوں کہ ان کی جگہ پر ایک شیڈولڈ کاسٹ کے آدمی کو پبلک سروس کمیشن کا ممبر بنایا جائے -

تیسرا سوال جو ہے وہ یہی ہے بڑی اہمیت کا ہے - اسٹیٹ سروسز میں بہت سے شیڈولڈ کاسٹ کے لوگ ہیں - پرمیشن کے متعلق یہاں پر آپ کی رپورٹ میں دیا ہوا ہے کہ ۲۵ فی صدی ہم اسٹیٹ سروسز میں سے لیتے ہیں آئی - اے - ایس - میں میں یہ تھوڑا سا پورا دیتا ہوں -

"Under the rules and regulations framed under the All India Services Act, 1951, 25 per cent. of the vacancies in the Indian Administrative Service / Indian Police Ser-

## [شری پیارے لال کرمیل مطالبہ]

vice are required to be filled by the promotion of officers employed in the State Services. Selections for this purpose are made on the basis of recommendations of the Selection Committees constituted separately in each State under the presidency of the Chairman (or a Member) of the Commission."

تو وہاں جو آفیسرز اسٹیٹ میں کام کر رہے ہیں آپ تمام فیکٹرز کو اتھا کر دیکھ لیجئے خاص طور پر میں یو۔ پی۔ کی طرف آپ کی توجہ دلاتا ہوں وہاں بہت سے شہدو لڈ کاسٹ آفیسرز ہیں جو کہ پی۔ سی۔ ایس۔ آفیسرز ہیں مگر آپ دیکھیں گے کہ ان میں سے ایک آدمی کو بھی آئی۔ اے۔ ایس۔ میں اب تک نہیں لیا گیا۔ ان میں بہت سے سیکر آڈمی ہیں بہت سے ایسے آڈمی موجود ہیں جو پہلے آڈمی میں رہے ہیں اور انہوں نے بڑی سروسز کی ہیں مگر ان کو آئی۔ اے۔ ایس۔ کے لئے نہیں رکھ لیا گیا جاتا۔ کبھی ان کے سروس ریکارڈ کو خراب کر دیا جاتا ہے۔ کبھی کوئی برائی نکال کر ان کو پرموشن نہیں دیا جاتا ہے۔ اس لئے میں پبلک سروس کمیشن سے یہ درخواست کروں گا کہ وہ اس چیز کا پتہ لگانے کی کوشش کرے۔ اور تمام امپلوائوں کے نام ملگا کر دیکھے کہ کن کن آفیسروں کے ساتھ پے انصافی ہوئی ہے اور ان کو آئی۔ اے۔ ایس۔ میں نہیں لیا گیا ہے۔ اسی طرح سے ان بڑی نوکریوں

کے پرموشن کے لئے میں یہ کہوں گا کہ شہدو لڈ کاسٹ کے لوگوں کا جو کلیم ہوتا ہے اس کو اگور کر دیا جاتا ہے اور اس پر دھیان نہیں دیا جاتا ہے۔ میں خاص طور پر سیکر سے درخواست کروں گا کہ وہ ان چیزوں کو دیکھے اور دیکھنے کے بعد جیسا کہ میں نے ابھی کہا ہے ایک سب کمیٹی بنائی جائے تاکہ وہ ان سب باتوں کا پتہ لگا سکے کہ کیا ہو رہا ہے۔

اور زیادہ نہ کہتے ہوئے میں خاص طور پر یہ اور کہوں گا کہ پبلک سروس کمیشن ایک انڈیپنڈنٹ باڈی ہے اور بہت غور و خوض کرنے کے بعد ہمارے یو۔ پی۔ ایس۔ سی۔ کے ممبران جو ہیں وہ کوئی فیصلہ کرتے ہیں اور اگر وہ کوئی فیصلہ کرتے ہیں تو اس پر ہماری گورنمنٹ کو کاروائی کرنی چاہئے اور عمل کرنا چاہئے۔ مثلاً ایک کس کی طرف بتلایا گیا۔

'Non-acceptance of Commission's

advice' ان کو یہ شکایت ہے کہ ایک آفیسر تھے اور ان کے خلاف کچھہ چارجز تھے۔ وہ انڈین فارن سروس میں آفیسر تھے۔ گورنمنٹ نے اس پر کوئی کاروائی نہیں کی۔ کمیشن کی اس خاص ریکمیشن پر گورنمنٹ کو توجہ دینی چاہئے تھی اور خاص طور پر جب کہ وہ جانتے ہیں کہ کمیشن ایک انڈیپنڈنٹ باڈی ہے

اور اس کی سفارشیں خاص اہمیت رکھتی ہیں - اور زیادہ نہ کہتے ہوئے میں یہ پھر درخواست کروں گا کہ جو رکنوں میں ہمارا پبلک سروس کمیشن کرتا ہے اس پر کورنٹس کو دھیان دینا چاہئے -

†[श्री प्यारेलाल कुरील 'तालिब' (उत्तर प्रदेश) : महोदया, मैं आपका ज्यादा वक्त नहीं लूंगा और २-३ बातें इसके मुतल्लिक कहना चाहूंगा ।

THE DEPUTY CHAIRMAN: There are many speakers. I do hope that each one will keep to the time-limit of 10 to 12 minutes.

श्री प्यारेलाल कुरील 'तालिब' : सब से पहली बात जो मैं कहना चाहता हूँ वह यह है कि पब्लिक सर्विस कमिशन जो इन्टरव्यू या वाइवा बोसी टेस्ट लेता है उसके मुतल्लिक मैं यह दरखास्त करूंगा कि अगर वह टेस्ट हिन्दी में हो, रीजनल लैंग्वेज में हो या मातृभाषा में हो तो ज्यादा अच्छा होगा। आजकल होता यह है कि जो बड़ी २ सर्विसेज हैं वह एक खास क्लास तक सीमित रह गयी हैं। महदूद हो कर रह गयी हैं। मसलन वह बड़े बड़े लोग जो अपने लड़कों को पब्लिक स्कूलों में पढ़ाते हैं, जो अपने लड़कों पर चार या तीन सौ और दो सौ रुपया माहवार खर्च कर के पब्लिक स्कूल में पढ़ाते हैं, जिनकी अंग्रेजी मातृ भाषा बन गयी है और जो इस में फ्लुएंटली बोलते हैं वही अक्सर बड़ी बड़ी नौकरियों में कब्जा कर लेते हैं। इसके अलावा उन के रहन सहन और एपियरन्स में फर्क हो जाता है। उनके लड़के बहुत कल्चर्ड हो जाते हैं और उनको अच्छी तरह से बोलना आ जाता है और वह बातचीत करने से घबराते नहीं हैं। मगर ग्राम जनता के लड़कों को देखिए, वह

† [ ] Hindi transliteration.

ग्राम स्कूलों में पढ़ते हैं, मामूली स्कूलों में पढ़ते हैं, और अपनी मातृभाषा बोलते हैं। वह इन बड़ी नौकरियों में नहीं आ पाते। इसलिये जो बड़ी बड़ी नौकरियां हैं वह एक खास क्लास तक सिमित रह गयी हैं और हमारे दरम्याने तबके के लोगों के बच्चे जो हैं वह इन बड़ी नौकरियों में नहीं आ पाते। गरीब तबके के जो लड़के हैं वह उन में नहीं आ पाते क्योंकि वाइवा बोसी टेस्ट में वे नम्बर जो हासिल करते हैं उसका बड़ा भारी असर होता है फाइनल सेलेक्शन में। तो आज यह होता है कि एक खास क्लास के तबके के लोग इन बड़ी २ नौकरियों में आ जाते हैं और गरीब तबके के लोग नहीं आ पाते। मिडिल क्लास के नहीं आ पाते यहां तक कि अपर मिडिल क्लास के भी नहीं आ पाते। यानी हम पार्लियामेंट के मैम्बरान में से शायद ही दो चार ऐसे मैम्बर हों जो अपने लड़कों को पब्लिक स्कूल में पढ़ा सकें और वह महज इस वजह से सफर करते हैं कि वह अंग्रेजी में इतना फ्लुएंटली नहीं बोल सकते हैं और ग्राम लड़के इतने अच्छे कपड़े नहीं पहन सकते हैं क्योंकि गरीबी की वजह से उनकी एकोनॉमिक कन्डीशन इतनी अच्छी नहीं है। हमें आजादी मिल गयी है और हिन्दी हमारी राष्ट्रभाषा हो गयी है। तो मैं यह दरखास्त करूंगा कि—

A beginning has got to be made. \*

एक शुरूआत कीजिये और हिन्दी में वाइवा बोसी टेस्ट लीजिये और हिन्दी में सवाल किये जाय। जहां के लोग हिन्दी नहीं जानते हैं उन के लिए मैं यह कहूंगा कि उन से रीजनल लैंग्वेज में बातचीत की जाए।

इसी तरह से मैं एक दरखास्त और करूंगा कि पब्लिक सर्विस कमिशन में ऐसे मैम्बरान लिये जाय जो हिन्दी की नालेज रखते हों या कम से कम हिन्दी जानते हों।

[श्री प्यारेलाल कुरील 'तालिब']

तो ऐसे आदमी पब्लिक सर्विस कमीशन में लिए जाएं यह मैं खास तौर से कहूंगा ।

श्री आर० एम० हजरनबीस : कमीशन के जो चेयरमैन साहब हैं उनकी हिन्दी मातृ-भाषा है और वे संस्कृत के भी बहुत बड़े विद्वान हैं ।

श्री प्यारेलाल कुरील 'तालिब' : मैं जानता हूँ कि कुछ मेम्बर ऐसे हैं जो हिन्दी जानते हैं और जानते ही नहीं, बल्कि बहुत अच्छी जानते हैं । मेरे कहने का मकसद यह है कि जितने भी मेम्बर हों उन सब के लिए हिन्दी जानना जरूरी हो जाए । और उम्मीदवारों का वाइना बोसी टेस्ट हिन्दी में हो । जिस से ज्यादा से ज्यादा लड़के जो गरीब तबके और दरमियानी तबके के हैं वह इन सर्विसेज में आ सकें और यह एक खास तबके की मोनोपली बन कर न रहे बाएँ क्योंकि हम देखते हैं कि एक बड़ा अफसर जो है उसी का लड़का आफीसर बन पाता है और गरीब तबके के लड़के इस में नहीं आ पाते हैं । इसलिए इस स्कोप को बाइडर करने के लिए हम समझते हैं कि हिन्दी में टेस्ट लिया जाय ।

जहाँ तक शैड्यूल्ड कास्ट की नुमाइन्दगी का सवाल है यह एक बहुत अहम सवाल है । कांस्टीट्यूशन में उनके लिए प्रोवीजन है कि उनको स्पेशली कंसीडर किया जाए नौकरियों के लिए । १९४३ ई० में जबकि मैं सेंट्रल असम्बली का मेम्बर था उस वक्त उनको यह रिप्रजेन्टेशन और रिजर्वेशन मिला था । आज १९६३ ई० है और इसको २० साल हो गए मगर उनकी नुमाइन्दगी बिल्कुल नैगलिजिबल है । खास तौर पर आई० ए० एस० आई० पी० एस० में यानी सेंट्रल सर्विसेज में और आल इंडिया सर्विसेज में ।

श्री नफीसुल हसन (उत्तर प्रदेश) : इस साल की रिपोर्ट को आप देख लीजिए ।

श्री प्यारेलाल कुरील 'तालिब' : हमें एक साल की रिपोर्ट से मतलब नहीं है । हमें यह देखना है कि कितने परसेंट उनका रिप्र-जेंटेशन है इन आल इंडिया सर्विसेज में और सेंट्रल सर्विसेज में उनका बहुत ही कम रिप्रजेन्टेशन है ।

श्री महेश शरण (बिहार) : यह रिपोर्ट जो आप डिसकस कर रहे हैं वह तो इसी साल की है ।

श्री प्यारेलाल कुरील 'तालिब' : यह ठीक है कि मैं इस साल की रिपोर्ट डिसकस कर रहा हूँ । मगर मैं उनकी नुमाइन्दगी के लिए सजेशन भी दे सकता हूँ और दे रहा हूँ कि उनकी नुमाइन्दगी बहुत कम है । एक साल में अगर आपने उनको ज्यादा ले लिया तो आपने कोई पढ़ाई नहीं खोद दिया । यह मामूली सी बात है । वैसे मैं यह महसूस करता हूँ कि हमारा पब्लिक सर्विस कमीशन इस जरूरत को महसूस कर रहा है और वह आइन्दा भी महसूस करेगा । वह एक इंडिपेंडेंट बाडी है और मुझे उम्मीद है कि वह इन्साफ करेगा उन क्लासेज के साथ । इस सिलसिले में मैं एक सजेशन देना चाहता हूँ । वह ज्यादा से ज्यादा नुमाइन्दगी हासिल कर सकें इसके लिए मैं यह कहूंगा कि पब्लिक सर्विस कमीशन एक सब कमेटी बनाए जो इस चीज को मालूम करे कि क्या वजह है कि बीस साल हो गए और अब तक उनकी नुमाइन्दगी पूरी नहीं है उन सर्विसेज के अन्दर हमारे पब्लिक सर्विस कमीशन में एक मेम्बर थे जो अब हमारे राज्य सभा के मेम्बर हैं श्री शिवधरपुखम पिल्ले । वह शैड्यूल्ड कास्ट के मेम्बर थे और पहली दफा शैड्यूल्ड कास्ट के नुमाइन्दे को पब्लिक सर्विस कमीशन में लिया गया था । हम लोग १९४३ ई० से लगातार शोर करते आ रहे हैं कि शैड्यूल्ड कास्ट की नुमाइन्दगी हर पब्लिक सर्विस कमीशन में रहे और अब मैं फिर पुनः आवाज में कहना चाहता हूँ कि उनकी जगह पर एक शैड्यूल्ड कास्ट के



घादमी को पब्लिक सर्विस कमीशन का  
मैम्बर बनाया जाए

तीसरा सवाल जो है वह भी बड़ी एह-  
मियत का है। स्टेट्स सर्विसेज में बहुत से  
शेड्यूल्ड कास्ट के लोग हैं प्रमोशन के मुतल्लिक  
यहां पर आगका रिपोर्ट में दिया हुआ है कि  
२५ फी सदी हम स्टेट्स सर्विसेज में से  
लेते हैं आई० ए० एस० में। मैं यह थोड़ा  
सा पढ़ देता हूँ :

"Under the rules and regulations framed

जो वहां जो आफिसर्स स्टेट्स में काम कर रहे  
हैं, आप तमाम फिगर्स को उठाकर देख  
बीजिए। खास तौर पर ये यू० पी० की तरफ  
आपकी तवज्जो दिलाता हूँ। वहां बहुत से  
शेड्यूल्ड कास्ट आफिसर्स हैं जो कि पी० सी०  
एस० आफिसर्स हैं। मगर आप देखेंगे कि  
उनमें से एक आदमी को भी आई० ए० एस०  
में अभी तक नहीं लिया गया। उनमें बहुत  
से सीनियर आदमी हैं बहुत से ऐसे आदमी  
बोर्ड हैं जो पहले आरमी में रहे हैं और  
उन्होंने बड़ी सर्विसेज की हैं मगर उनको  
आई० ए० एस० के लिये नहीं रिकमेंड  
किया जाता। कभी उनके सर्विस रिकार्ड  
को खराब कर दिया जाता है। कभी कोई  
बुराई निकाल कर उनको प्रमोशन नहीं  
दिया जाता है। इसलिए मैं पब्लिक सर्विस  
कमीशन से यह दरखास्त करूंगा कि वह इस  
बीज का पता लगाने की कोशिश करे और  
तमाम उम्मीदवारों के नाम मंगवाकर देखें

under the All India Services Act, 1951, 25 per  
cent, of the vacancies in the Indian  
Administrative Service/Indian Police Service  
are required to be filled by the promotion of  
officers employed in the State Services.  
Selections for this purpose are made on the  
basis of recommendations of the Selection  
Committees constituted separately in each  
State under the presidentship of the Chairman  
(or a Member) of the Commission."

हुई है और उनको आई० ए० एस० में नहीं  
लिया गया है। इसी तरह से उन बड़ी नौकरियों  
के प्रमोशन के लिए मैं यह कहूंगा कि  
शेड्यूल्ड कास्ट के लोगों का जो बनेम होता है  
उसको इगनोर कर दिया जाता है और उस  
पर ध्यान नहीं दिया जाता है। मैं खास तौर से  
सरकार से यह दरखास्त करूंगा कि वह उन  
बीजों को देखे और देखने के बाद जैसा कि  
मैंने अभी कहा है एक सब-कमेटी बनाई  
जाए ताकि वह इन सब बातों का पता लगा  
सके कि क्या हो रहा है।

और ज्यादा न कहते हुए मैं खासतौर  
पर यह और कहूंगा कि पब्लिक सर्विस  
कमीशन एक इंडिपेन्डेंट बॉडी है और बहुत  
गौरोखीस करने के बाद हमारे यू० पी०  
एस० सी० के मैम्बरान जो हैं वह कोई  
फैसला करते हैं और अगर वह कोई फैसला  
करते हैं तो उस पर हमारी गवर्नमेंट को कोई  
कार्यवाही करनी चाहिए और अमल करना  
चाहिए। मसलन एक केस की तरफ बतलाया  
गया 'Non-acceptance of Commission's  
advice.' उनको यह शिकायत है कि एक आफिसर  
ये और उनके खिलाफ कुछ चार्ज्ड थे वह  
इंडियन फोरिन सर्विस में आफिसर थे।  
गवर्नमेंट ने उस पर कोई कार्यवाही नहीं की।  
कमीशन की इस खास रिकमेंडेशन पर गवर्न-  
मेंट को तवज्जो देना चाहिए थी और खास  
तौर पर जबकि वह जानते हैं कि कमीशन  
एक इंडिपेन्डेंट बॉडी है और उसकी सिफारिशें  
खास एहमियत रखती हैं। और ज्यादा न  
कहते हुए मैं यह फिर दरखास्त करूंगा कि जो  
रिकमेंडेशन हमारा पब्लिक सर्विस कमीशन  
करता है उस पर गवर्नमेंट को ध्यान देना  
चाहिए। ]

RAJKUMARI AMRIT KAUR (Punjab) :  
Madam, I only want to know why there has  
never been a woman member of the Union  
Public Service Commission. More and more  
women

[Kajkumari Amrit Kaur.]

are coming into services of all kinds and I feel that there is always a certain amount of nervousness when the candidates come up for their selection interview or whatever else you call it, and it would give them a certain amount of confidence if there were a woman member of the Union Public Service Commission. I therefore, wonder if the Minister would consider this suggestion.

THE DEPUTY CHAIRMAN: Perhaps, it has never struck them.

SHRI R. M. HAJARNAVIS: Of course, there are so many talented women available. We have a very large, shall I say, segment to choose from. One of the reasons—may I suggest—is that talented ladies, the sort of persons who would be qualified, choose a political career rather than a career of renunciation.

THE DEPUTY CHAIRMAN: I wonder if that is so. Is that your conviction?

SHRI R. M. HAJARNAVIS: I merely suggested but certainly this is a matter which ought to be taken into consideration, though I must state that as a matter of principle the composition of the Union Public Service Commission should not be made on the basis either of religion or of caste or of sex.

THE DEPUTY CHAIRMAN: I would like to know whether it was ever offered to a woman.

SHRI R. M. HAJARNAVIS: Madam probably knows more about it than I do, and I would not be able to answer the question. I would just like to know whether a choice is made between a person having the requisite merit, between a political career and ending her career with the . . .

THE DEPUTY CHAIRMAN: I do not think all women choose a political career.

DR. NIHAR RANJAN RAY (West Bengal): I think the Minister » taking a very indefensible position. If I am allowed to speak later, I would certainly support this. In fact, I was going to mention it.

THE DEPUTY CHAIRMAN: You would support the Minister?

DR. NIHAR RANJAN RAY: No. I was going to mention this that there has not been any woman in the Union Public Service Commission since its inception.

SHRI M. P. BHARGAVA (Uttar Pradesh): Madam Deputy Chairman, I am very grateful to the hon. Minister for bringing forward this motion for discussion of the Twelfth Report of the Union Public Service Commission. I am very grateful to the Union Public Service Commission for giving this Report which is full of facts and figures. While speaking on the Eleventh Report I had said that it is not a very satisfactory position that we discuss a Report which is eighteen months old before this House. It would have been proper to discuss the Thirteenth Report at this time of the year rather than the Twelfth Report. The Report was signed on the 24th November, 1962, by the Commission. I do not understand why it should take nine months for the Government to place it on the Table of the House because it was placed on the Table of the House on the 28th August, 1963. I do hope that steps will be taken in future to see that the Reports are placed as early as possible and opportunity is given to this House to discuss a matter which is rather fresh than a matter which has become eighteen months or so old.

While speaking on the Eleventh Report, I had spoken about finding a proper accommodation for housing the Commission for its work. I am very glad to note from the Report in paragraph 5 that the construction of a new office block to meet the present need for extra office accommodation is in progress. I do hope it will be

available to the Commission before long.

Another point which I had then rtade out was for giving a proper hall to the Union Public Service Commission for holding their examinations. And I am again happy to find that efforts are being made in that direction, as is said in the Report:

"The Commission's proposal for the construction of a building for holding examinations is under consideration of Government."

I do hope it will not be very long, as is usual in most cases in the Government, for arriving at a decision and it will be possible to take a decision early and remove this one great difficulty which the U.P.S.C, have been experiencing year after year for holding the examinations. They have to run to private places for getting their halls and sometimes it becomes just very difficult. Therefore, it is of utmost importance that a hall is provided to them as soon as possible.

Now, I would bring to the notice of the House, Appendix XIII, which deals with "requisitions cancelled". The Appendix deals with "List of posts for which requisitions were cancelled after advertisement but before interview", and there are as many as nine cases where this was done. I do not understand why the Ministries cannot make up their mind before asking the Union Public Service Commission to recruit and what are the pressing demands that make them change their mind so soon after asking the U.P.S.C. to recruit for a certain post. Still worse is a case in Appendix XIV where the Agricultural Marketing Department asked the Commission to recruit a Deputy Senior Marketing Development Officer. The U.P.S.C, accordingly advertised for the post. They scrutinised the applications. They called persons for interview and when they were on the point of sending their recommendation came the advice from the Ministry that they did not want this post and that they

were thinking of upgrading or lower<sup>1</sup>-grading the present post and filling it up by departmental promotion. This is, in my opinion, a very sad state of affairs. It brings harassment to the people who apply from various places, who come for interview and then they have to wait for ever to receive any further information from the U.P.S.C. Obviously, the U.P.S.C, in such cases cannot send any advice. They cannot say that the candidate has been selected nor can they say that he has been rejected This places them in a very awkward position. I would, therefore, request the Government of India to make up their mind on a firm baste before approaching the Union Public Service Commission for recruiting for any particular posts.

Then I would invite the attention of the House to delayed appointments on the recommendations of the U.P.S.C. I can understand if it is a delay by a month, two months or even six months. But if we go through the cases given in Appendix XV we find that there have been cases where offers were not sent for three years after the recommendation of the U.P.S.C, had been made to the Ministries. This is a very unsatisfactory position.

SHRI KHANDUBHAI K. DESAI (Gujarat):  
How many such cases are there?

SHRI M. P. BHARGAVA: In all 46 cases are there varying from six months to over two years. So in cases where the Government cannot send its offer for more than a year, that is a thing which has to be taken seriously by the U.P.S.C, and the Government must come and explain to the U.P.S.C, why this delay has occurred.

Now, I find that there is a tendency for re-employment of their employees which is gradually increasing specially in the Railway Ministry. I can understand re-employment in cases of technical people where it is difficult to find people with qualifications to fill

[Shri M. P. Bhargava.] those posts. But it should not be made customary to re-employ people whether they are technical or otherwise, because by re-employing such people you debar other eligible persons coming in and this again, in my humble opinion, is not a satisfactory position.

Then, I come to Appendix XX which deals with "Delayed references relating to temporary appointments". I had spoken about it while speaking on the Eleventh Report and I repeat again today that the Government departments are gradually getting into a habit of making ad hoc appointments for such posts which should be normally filled by the Union Public Service Commission. And then they go on delaying things without making a reference to the Union Public Service Commission for their concurrence, and they try to keep on the posts so filled going on for years and years together. I would quote two examples only which are given here. In one case, a person was appointed on 29th November, 1958 and reference was not made till 20th May, 1961. In another case, which is very distressing to find, the appointment was made on 7th April, 1958 and no reference was made for three years to the Commission till 12th May, 1961, and on some pretext or the other the person was allowed to function without the concurrence of the Union Public Service Commission for three years. This, again, is a matter which should be strictly taken up by the Union Public Service Commission with the Ministries concerned and such things should not be allowed to happen. After all, the U.P.S.C. has a specific purpose to perform and every Government department should see that the recommendations of the U.P.S.C. are expeditiously carried out without any excuses being made.

SHRI R. M. HAJARNAVIS: Which is the serial number, which Ministry?

SHRI M. P. BHARGAVA: Deputy Chief Accountant. Municipal Corpora-

tion of Delhi, The appointment was made on 7th April, 1958 and referent\* to the U.P.S.C. was made on 12th May, 1961 and we do not know still whether the concurrence of the U.P.S.C. has come or not

Now, I have to come to a very delicate point, and that is one about which reference was made by the previous speaker also. On 6th February 1960, the U.P.S.C. issued a notification to the effect that it will be holding a limited competitive examination for promotion to the regular temporary establishment of Assistant Superintendents of the C.S.S. in June

1960. The notification further stated that reservation of 12 per cent, would be made for Members of the Scheduled Castes and 5 per cent for Members of the Scheduled Tribes. The result of the examination was announced by the U.P.S.C. in April 1961. In the notification announcing the results, the number of vacancies given was 48 out of which only 16 were unreserved and 28 reserved for members of the Scheduled Castes and the Scheduled Tribes. That is, 67 per cent, of the vacancies was reserved, instead of 17 per cent, which was announced before. I am all for uplift and absorption on equal terms of the Scheduled Castes and the Scheduled Tribe candidates, but may I invite the attention of the hon. Minister to article 335 of the Constitution which says that the claims of the members of the Scheduled Castes and the Scheduled Tribes shall be taken into consideration consistently with the maintenance of efficiency of administration, etc. That was challenged in the Supreme Court as is well known to the House. The abnormal reservation deprived those successful meritorious candidates who would have otherwise got in because the percentage was raised from 17 per cent, to 67 per cent. Now, I would like to know very humbly from the hon Minister what steps are being taken by the Home Ministry to implement the judgment of the Supreme Court and to restore back the positions of those meritorious candidates

who would have qualified but for the reservation, being raised from 17 per cent, to 67 per cent.

This brings me to another question about which I have been speaking earlier and that is about the formation of a panel of left-overs of the 1959-60 examinations. We were assured in this House—and in the other House the Speaker had to intervene at a certain stage—that the panel will be formed and posts will be filled as and when vacancies arise. This panel was formed for five years. Though one and a half years have elapsed I am very sorry to say that not a single person has been absorbed. Not only that, not even the list or the panel formed has been made public. I do not understand why the Government should deny a right which belongs to those candidates who had duly qualified. Where is the objection for the Government in publishing those lists and taking from those lists people for absorption as and when vacancies arise. As I said, one and a half years have already elapsed and only three and a half years are there in which the panel will exist and then it will lapse and justice will not be done to any of the candidates so affected. What surprises me most was, if there were no vacancies, where was the need for the U.P.S.C. to issue a notification on 30th March 1963, that they will be holding another examination for forming such lists, on 6th August 1963? Either the Home Ministry has bungled or the U.P.S.C. has been ill-advised in issuing that notification and I would like the Home Minister to explain to this House why this notification was issued.

The story does not end there. The people took leave, they prepared for the examination and seven days before the examination, that means on the 29th July 1963, after the persons had consumed their earned leave, their casual leave, their privilege leave, they are informed individually that the examination has been cancelled and no examination will take place this year. This is a very sad state of

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affairs and I would like the Home Minister to explain who has bungled in this case, whether it is the Home Ministry or the Commission. I want the U.P.S.C. to be an independent body over which nobody can cast any doubt. It will be a very unsatisfactory position if the U.P.S.C. has been playing a subservient role to the Home Ministry. Thank you.

SHRI A. D. MANI (Madhya Pradesh): Madam, in considering the Report I would like to play a tribute from this side of the House to the impartiality and the diligence with which the U.P.S.C. has carried out the duties entrusted to it under the Constitution. Whatever might be said about many of our public institutions, it must be conceded that the U.P.S.C. is held in the highest esteem for the integrity of its selections and such a Commission is necessary for the efficient functioning of democracy in our country.

I would like to refer to page 3 of the Report where a reference has been made to the I.A.S. selection being made on the basis of various tests including what is called 'personality test'. The personality test has come in for a lot of criticism year after year and there are quite a number who feel that the personality test should be given up. As one who has sat on the interview boards of the U.P.S.C. I must say that the only way in which we can judge the alertness of a person's mind is by what is called a personality test. There is no other way.

SHRI SHEEL BHADRA YAJEE (Bihar): Are you following Comrade Khrushchev by ending personality test?

SHRI A. D. MANI: The written test does not indicate the alertness of a person and the way in which he would react to various situations. In a personality test alone, the capacity of a person can be measured, but I would like to say this that one of the reasons why many candidates do not fare well in the personality test is that they are not able to answer ques-

[Shri A. D. Mani.] tions in English. If questions are put to them in their regional language or in Hindi, the answers might have been different. It is the inability of persons to express themselves with sufficient fluency in the English language that is responsible for some of the failure before the Selection Boards of the U.P.S.C.

There is one other suggestion I should like to make and it is this. Apart from allowing questions to be put to these candidates in Hindi, I would like an enquiry to be conducted by psychologists and educationists into the question of the personality test and the U.P.S.C, should make available to the candidates, who appear before it, a brochure to indicate what are the qualities they expect in a successful candidate who appears before a Selection Committee of the U.P.S.C. A large number of people do not know what questions would be asked and they are forced to depend on various text-books and *vade-mecum* published in India on probable questions which are likely to be asked by the U.P.S.C. I would, therefore, feel that the Commission itself must come forward and bring out a brochure and this has been done in the U.S. for various services where recruitment is taking place, to indicate what kind of quality is expected from a candidate.

I would like to refer also to page 5 of the Report where the Commission has mentioned that in the case of combined services, of engineering examinations and others, they found that there was a shortage of engineers. Some attempt, has got to be made by the Government, the U.P.S.C, and the Home Ministry, to make known in the various engineering colleges in the country, what prospects engineering candidates have in the Central services. The information is not as widespread as people might imagine. In the United States, some years ago, I tried to find out how the Federal Government recruits persons for the Federal departments. No advertisements are inserted in their news-

papers. The notifications and qualifications needed are sent to all the schools and public institutions in the country and then the candidates are asked to apply. They try to go out of the way to search for promising talent to man the services. Similarly, I feel that with regard to the engineering services, the Government should make an attempt through its educational apparatus, to get more and more engineering candidates to sit for these examinations.

My hon. friend, Shri Bhargava, referred to the judgment of the Supreme Court in what is called the "Carry-forward rule Case". About 23 candidates had been affected by this rule and these 23 cases were, more or less, considered by the Supreme Court in the case which was filed before it. I think that justice requires that whatever might be the Government's policy with regard to the future allocations and the Carry-forward Rule, in the light of the judgment of the Supreme Court, these 23 candidates, some of whom got as much as 60 per cent, and 65 per cent., should be given the chance for promotion to which they are entitled. Justice should be done as a result of the judgment of the Supreme Court.

I would also like to refer to the courses of study prescribed for the I.A.S, examination. I find here on page 31 that Spanish and Chinese and Sanskrit are the three languages which a person can choose for the examination. Why choose only-Spanish and Chinese? The international languages are French, German and Russian. We are not interested only in producing Chinese experts and Spanish experts. As a matter of fact, our diplomatic contacts with the so-called Spanish world of South America are so few that a person who studies Spanish as his optional subject may not find the same opportunity of employment as the others. He can have it only in South America.

SHRI R. M. HAJARNAVIS: Except in Brazil, in the whole of South

America, Spanish is spoken. And also in the U.N. meetings they insist on speaking in Spanish, though they are equally fluent in English.

SHRI A. D. MANI: Madam. I have been to Rio de Janeiro and Brazil and I found that the contacts with the *South* American world were few.

SHRI AKBAR ALI KHAN (Andhra Pradesh): Because they did not know Spanish.

SHRI ARJUN ARORA (Uttar Pradesh): There should be more who know Spanish.

SHRI A. D. MANI: I want Russian to be included, also French and German.

SHRI MULKA GOVINDA REDDY (Mysore): Russian is already there included. It is there on page 31, sixth from the bottom.

SHRI A. D. MANI: I would like French and German also to be added being useful languages.

SHRI R. M. HAJARNAVIS: I am not quite sure, but this list only gives the subjects chosen by the candidates who were successful. For aught I know, French and German may be there. I will give the information later on in the debate.

SHRI A. D. MANI: Madam, further, I would like to suggest this. In the future, India is going to have a Fourth Five Year Plan, a Fifth Five Year Plan and a Sixth Five Year Plan. So there should be a separate paper on Plan problems, because all officers who would be recruited, would be called upon to deal with some Plan problem or the other during their official career.

Madam, now that Hindi is going to be introduced as an optional language for answering papers in the U.P.S.C, examinations . . .

SHRI R. M. HAJARNAVIS: If I may interrupt the hon. Member, I would like to inform him that French is a subject which can be offered. As for German, I am making an enquiry.

SHRI A. D. MANI: Thank you. I shall be very happy if these two languages also could be offered as optional subjects.

Madam, I would like to say that since Hindi is being accepted as an optional language for answering the papers, the U.P.S.C, should fix some criteria for comparison of papers written in English and those in Hindi. For example, what percentage of marks should be given for matter and what percentage for the manner? (*Interruption*). I have only two or three more minutes and it is almost lunch hour, and I would like to make one or two more points.

SHRI R. M. HAJARNAVIS: I would not like to interrupt. But I would like to submit that this is a very important question which is engaging our attention, namely, how to value the two papers, how to value answers in these two languages, English and Hindi, and still maintain the same standard. We would like to have the suggestions of the hon. Member who has had experience in this matter.

SHRI A. D. MANI: I have served in educational institutions on some of the Selection Committees, and wherever I have served, I have insisted and my point has been accepted, that 70 per cent, of the marks should be for the matter and 30 per cent, for the manner. A person should be judged by what he puts into his answer paper, by what he states, not by the fine flowery way in which he speaks or writes. I will give 70 per cent, for matter and 30 per cent, for the manner and because there will be a difference between the answer paper written in Hindi and the one written in English, I would like the criteria to be laid down.

DR. NIHAR RANJAN RAY: It is not such a simple thing.

SHRI A. D. MANI: I would like this matter to be examined by the U.P.S.C The hon. Minister asked me for my suggestion and I gave him my own reaction. I would give 70 per cent for matter and 30 per cent, for manner

DR. NIHAR RANJAN RAY: Does the hon. Member think that form and content can be dissociated?

SHRI A. D. MANI: It is a very important question and I would like it to be examined. My time is short and I want to make one more point in the two minutes that I have still left.

With regard to the one case of the Foreign Service Officer in which the Government did not agree with the recommendation of the Commission, I would like to make a suggestion to the hon. Minister that since such cases are so few, in order to make the Commission feel that all their recommendations are properly scrutinised, it is better to refer such cases to the Attorney-General before Government takes a decision. The decision of the Government will be final. It need not be bound by the Attorney-General's opinion. But the Public Service Commission should not feel that one of its recommendations made in its capacity as a quasi-judicial authority, has been set aside by the Government for some reason or the other. I feel that this is necessary, because according to the facts stated by the Commission, though the amount might be Rs. 49 or Rs. 50 it was the case of a Foreign Service Officer. This person might serve in Pakistan or in some vulnerable part of the world. We do not want any Foreign Service Officers who are liable to temptations like this for carpets or gubbahs. The Government should have seen that the case was one relating to a person from whom the highest standard of conduct, almost impeccable conduct, was called for, particularly in this Foreign Service, and I would have really liked Government to have accepted the recommendation of the Commission and to have retired the officer compulsorily. He would not have lost much. He would have got some money from his provident fund and also some gratuity and so on. He had been retained in service and appointed to Grade V and told that his future promotion would depend on his per-

formance in this Grade V. This amounts, in my opinion, to a defiance of the Commission's recommendation.

I do hope that the Government will not give room for the public to feel that they are sitting as a sort of a reviewing authority on the recommendations of the Union Public Service Commission and in cases where discipline is involved, they should not set aside the recommendations of the Commission, particularly, when the U.P.S.C. has brought to bear on the problem its keenest judicial mind. Thank you.

THE DEPUTY CHAIRMAN: The House stands adjourned till 2-30 P.M.

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

The House reassembled after lunch at half-past two of the clock, THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY) in the Chair.

SHRI NAFISUL HASAN: Mr. Vice-Chairman, I join the hon. Minister in paying my humble tribute to the Union Public Service Commission for the splendid work they are doing and the onerous duties they are performing. The Report that is before us gives a picture of the various type of work that the Commission have been doing. I also have to congratulate the Government for having accepted the recommendations of the Commission in all cases excepting one. I remember that during the last Report's discussion also, there was only one case in which the Government were unable to accept the recommendations of the Commission. I also recollect that as far as that case went I expressed my view in this House that the Government were fully justified in not accepting the recommendation of the Union Public Service Commission. I regret to say that on this occasion I am not prepared to express the same opinion.



The facts of the case have been given in the Report and I have also seen the explanation of the Government. I will not go into the details of the case but only state that the enquiry officer found the officer concerned guilty of four out of five charges. The Commission went into the evidence and the documents and found that the officer concerned was not guilty of another charge. They also found that part of two charges were not proved, but as far as the findings on charges two and three, which are quite serious and involve dishonesty, are concerned, the findings of both the enquiry officer and the Commission are concurrent. One thing more I want to point out and that is that Government are not bound to refer a case to the Commission unless the action they want to take affects the officer concerned. If a complaint is made against an officer, a preliminary enquiry is made. After that preliminary enquiry, charges are framed and a regular departmental enquiry is conducted. After the enquiry is over, it is open to the Government to find that the charges have not been proved or that the person is not guilty in which case it is not necessary to refer the case to the Commission. In this case, after the report of the enquiry officer was received by the Government a notice was given to the officer concerned to show cause why one of the penalties as required under the Constitution—dismissal, removal or demotion—only in respect of these three penalties is a notice issued—'should not be inflicted upon him. Whatever he had to say either on the charges or on the question of penalty, he said in the explanation which he submitted. This was considered by the Government and presumably the Government were not satisfied with the explanation which he gave and probably they also accepted the findings of the enquiry officer. It was after that that this case was referred to the Commission. I would like to know from the hon. Minister whether in the communication which they sent to the Commission they had indicated that it was

their opinion that it was only a case of negligence. The findings of the Government contained in the explanation speak only of the officers' negligence; it may be gross. Otherwise, the findings of the enquiry officer were there.

This case raises a very grave suspicion that the subsequent action of the Government was an after-thought, unless it is shown that in the letter of reference, it was indicated to the Commission that although they did not think that the charge as framed had been proved but that they thought that the case of negligence had been made out against him. If this had been done, of course, there is no suspicion. Otherwise, when a reference was being made to the Commission, if Government had not indicated that they did not agree with the findings of the enquiry officer, naturally, a suspicion arises that the subsequent action of the Government was an after-thought. Charges number (ii) and (hi) read as follows:

"(ii) knowing or having reason to believe that the carpet was priced at Rs. 1,591 only, he had obtained from his office a cheque for Rs. 1,800, got a false receipt for a like amount from the firm and allowed it to be placed on Government record;

(iii) he had either misappropriated or misapplied for his own use the balance of Rs. 209 or misappropriated to his own use two blankets and a gubbah purchased wholly or partially with Government funds."

Now, there is one thing important in charge number (iv). I shall read out that also.

"(iv) he had neither obtained from the firm concerned a true and correct statement of the articles purchased, nor reported all the purchases made by him to Government, nor included the purchases in the compendium of Government property;"

Therefore, if the gubbah was also purchased on account of the Government,

[Shri Nafisul Hasan.] that should have been shown in the compendium of Government property. This clearly indicates that the action was dishonest and I am sorry to find that an officer who has been found to be dishonest is allowed to continue in a very responsible post.

A gratifying feature in the Report is the success which has been obtained by quite a large number of Scheduled Caste candidates in the I.A.S, and other competitive examinations.

شہی عدوی الغلی (پنجاب) : وائس  
چورسہن صاحب - کورم تو شاید  
دکونا نہیں -

†[श्री अब्दुल हानो (पंजाब) : वाइस  
चेयरमैन साहब, कोरम तो शायद दिखता  
नहीं। ]

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY): You can continue.

SHRI NAFISUL HASAN: Is the quorum complete?

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY): We will get the quorum.

SHRI NAFISUL HASAN: I was saying that, unfortunately, during the past it was not possible to recruit the required number of Scheduled Caste and Scheduled Tribe candidates according to the proportion fixed for them. The real reason for that is, that according to our Constitution, this recruitment has to be made without affecting the efficiency of the services. Therefore, a minimum standard has always to be fixed and any candidate who does not come up to that minimum standard is not considered fit for being recruited. I had occasion to see the training centre at Allahabad, I think, in 1960 or 1961, and I had occasion to talk to the Scheduled Caste and Scheduled Tribe candidates who were being trained there. There was a test by interview

t[ ] Hindi transliteration.

in which I also took part and we had occasion to meet them. And this experiment of the Government, I think, has proved very successful and mostly, I believe—I have not checked it up—most of the candidates who have succeeded, are those who were trained at Allahabad and maybe in other centres too.

SHRI R. M. HAJARNAVIS: I am happy to confirm the hon. Member's presumption.

SHRI NAFISUL HASAN: There is a proposal for constructing an examination hall in Delhi by the Union Public Service Commission. The matter has not been taken up, probably, because of the emergency but, I think, the matter requires reconsideration because the examination centre is not Delhi alone. Examinations are held all over the country and an examination hall in Delhi will be useful for only a limited number of candidates. Some arrangements are made in my own State; of course, we have got an examination hall. The examinations are held at different centres and even in Allahabad they have to obtain the loan of some school building or some hall. That is how they carry on with these examinations. Probably, all the examinations put together will require the use of the hall for only 20 or 25 days in the whole year and I do not think that a separate hall is necessary.

Only one word about the point on which the hon. Minister wanted our suggestions, that is, about the personality test. He said that the written examinations carried 1400 marks while the oral personality test carried 400 marks and he wanted to know whether it is necessary to continue to have these personality tests or whether the results could be based only on the written tests. I am afraid, Sir, the very idea of giving up the personality tests is wrong. It has a long history. Formerly, it was necessary to obtain a minimum of 33 per cent marks in personality test, but subsequently, it was given up and the

marks obtained in the personality test are added on to the marks obtained in the written examinations. Now, the Commission is recruiting candidates for the executive services also. It is not for clerical jobs alone where perhaps the personality test may be dispensed with. A person may get very high marks in the written examinations but for executive work there are certain things, for instance, initiative, commonsense etc., that have to be judged only by a personality test. When this minimum requirement of 33 per cent, of the marks was done away with, I was thinking that although this 33 per cent, was a high percentage and that it should not be insisted upon but for the executive services and for other services, where personality does count, some minimum must be insisted upon. But that minimum is not being insisted upon and now to go to the length of giving up the personality tests altogether will be, in my opinion, a wrong step.

SHRI K. V. RAGHUNATHA REDDY (Andhra Pradesh): Mr. Vice-Chairman, the hon. Minister, in his opening address, while introducing the Report of the Union Public Service Commission, asked the House whether we have got any suggestions to make on the question of personality tests; he said that the Government had an open mind on this issue and that any suggestion in this behalf would be welcome.

Before we deal with this question of personality tests, unless we understand the role of the services as such in the society, we will not be able to evaluate the problem of personality tests in relation to the selection of candidates. Mr. Vice-Chairman, it had been my persistent theme, probably to the point of boredom sometimes, that having declared our objective to be the attainment of a socialist society by a process of evolution and development under a democratic structure of Government, when we have decided that we shall take this

country forward to a socialist pattern of society, we must find out what exactly is the role of the services in the context of this social dynamism. As we know, the Government is an instrument of the popular will represented by Parliament and the various policies enunciated by Parliament are to be carried out by the Government or rather to put it in the language of the Constitutional laws, the instrumentality of Parliament is the Government and consequently, the various executive actions of the Government will have to be carried out through the instrumentality of the various departments and officers. After all, it is the human agency that matters in carrying on the governmental activities in any department of life. Having realised this if we agree that we should develop a vested interest in socialism, then unless the persons who are in charge not only in the Government but also in the services who have to carry on the executive duties of the Government, develop this kind of vested interest in socialism, this country can never go forward. I well remember one of the remarks made by you, Sir, that in the present context of things, it is very difficult, unless we hasten the process, to take the country to socialism even within 100 years. It is a very significant remark which I always remember. When that is the case I request the hon. Minister, who is in charge of the services, to deal with this problem from this angle. If we are once clear about our objectives in our mind then there is no difficulty.

Now, taking this question of personality test, is it a problem of biology or is it a problem of psychology or is it a problem of entire social consciousness in terms of social dynamics, the society having its impact on psychology and ideas having their impact on society? Unless we understand this problem of personality tests in relation to social dynamics having its impact on the psychology of human beings, we will not be able to appre-

[Shri K. V. Raghunatha Reddy.] ciate the problem of personality tests in the context of our social development. Then the question arises, is it merely a problem of biology? If it is a problem of biology, there are medical experts who can deal with these candidates who are to be selected and who are to be disqualified sometimes for want of proper biological satisfaction. In this case, it is for the medical experts to evaluate the problem of personality in relation to biology. Or is it a problem of mere psychology? If it is a problem of mere psychology, it belongs to the realm of subjectivism. How is it possible even for a number of experts, however intelligent they may be, to judge it? I grant that they might be very experienced people with a lot of knowledge of men and matters, but still the interview takes place for a short time. Within a very short time, maybe five minutes, ten minutes, will you be able to evaluate a person even in relation to his psychological processes? If you, Sir, kindly permit me, I would like to say this For instance, if our previous Home Minister, Shri Lal Bahadur Shastri, for whom all of us have got very high regard, to be sent for a personality test, I do not know what would be the opinion of psychologists. But he is one of those very rare speakers in this House who achieved maximum effect with the minimum number of words. If we listen to him for half an hour, he would make such an impression on any person that one would form a high opinion about his personality. And we have felt the impact of his personality in this House. When that is the case, how are you going to judge a person by his personality within a few minutes?

But the question would remain: If there is not this process of interviewing at least, how are you going to judge the social consciousness of a person in relation to his fitness for recruitment to the services? For this you will have to insist on introducing one or two papers which will be common to all students offering all

subjects. For instance, I understand the general English paper is common to all the services, whatever might be the department of service they might offer, for the purpose of the examination. Similarly, there must be one paper for all students, who would take their competitive examination, on planning and principles of socialism, as a compulsory paper. You may also include the Directive Principles of the Constitution in that. That would give you an idea whether the candidates who sit for the examination have got some idea about the objectives and ideals which this country stands for and what the Government would expect of them. That is one test for knowing whether the person has understood the social objectives of India, what Parliament stands for, what planning stands for and what the Constitution stands for.

Then, the next question would be that the people who constitute the interviewing committee will have to evaluate the person in relation to his reactions to various problems that he may have to confront in later life, that is, as a Government officer and this problem cannot be solved within a short span of five minutes or ten minutes. Once you are satisfied that the persons have their academic standards, then you give them training for two or three months. During the course of three or four months you observe their conduct and satisfy yourself whether these men would be able to stand the test of service, the type of service which you want. In such a case you will be able to evaluate the person, rather his personality in relation to his social consciousness. It would be a proper guide and test to see whether he would be able to fulfil the tasks which he is likely to be entrusted with. This is one aspect

The next aspect, when we deal with the services, is this. I remember what C. K. Allen said in his "Law and Order". As far as the services are concerned—unless it is stated to be otherwise—once they got selected

to the old I.C.S., their security of service was guaranteed. In the case of a lawyer like me or a lawyer like the hon. Minister or a medical man, who is a private practitioner, their fortunes are uncertain. They will have to depend always on their wits to satisfy the people who come to them, if they have to continue in the profession and make good of it. As far as the services are concerned, except in proved cases of misconduct or absolute uselessness, once they join the services, their term of service is assured, their security of service is assured. Once they join the services, while absolute security is there, they form themselves into a kind of caste in the social group. They form into a caste and their entire psychological reaction to various matters, to various processes, to various developments that take place in the country, gets slightly changed.

The question is how to check that kind of stagnation in the case of officers who slowly but surely relapse into a mood of lethargy and also a kind of antagonism which is not contemplated for the purpose of social development. In such a case what has to be done? That also counts. How are you going to train them? How are you going to enthuse them? In what form are you going to train them from the university stage and then train them in various administrative institutions? Otherwise, the personality test is not going to be of any use at all. While I agree that the personality test has to be viewed in the context of the social consciousness of a man, not purely a biological concept, this test can have any useful value provided you test the man, you understand the man and train the man for that purpose over a period of time—not in five minutes or ten minutes. A solution to this matter will have to be found. Once we develop a vested interest in socialism I am sure the solution will be found very soon.

Thank you.

SHRI P. N. SAPRU (Uttar Pradesh): Mr. Vice-Chairman, I should like, first of all, to pay a tribute to the ability with which the Report has been written and the Commission is fortunate in its Chairman who is a distinguished civil servant of Uttar Pradesh. I should like also to say that it is a matter for regret that the members have no pension. I raised the question of pension for the members of the Commission last year and I did so a year before, I think in some States they have accepted the principle of pension.

SHRI ARJUN ARORA: Some of them are already pensioners.

SHRI P. N. SAPRU: Well, I do not share my friend's outlook. I do not know what his outlook is. Some High Court Judges have got a pension. Even if you do not serve the whole period, you have a pension-attached to your post. I do not see why Members of the Public Service Commission who cannot, and rightly cannot, be re-employed, have no pension given to them. You will not be able to attract the best material from public life for the position of Member of Public Service Commission if you do not make the conditions more attractive than they are.

Then, I should like to say that the question of State Public Service Commissions cannot be ignored. The State Public Service Commissions are appointed by the Governor. Now, we are thinking in terms of the emotional integration of the country. The word 'emotional integration' has become a familiar one in this country. It has become one of those catch words that attract us. If you want to have real emotional integration, then begin with the services. I see no reason why the recruiting authority for the services should be the Government of the State in which the services will serve. The Public Service Commission will enjoy greater authority, will enjoy greater prestige

[Shri P. N. Sapru.] and will enjoy greater independence if they are appointed by the President, that is to say, the Central Government. That is an aspect on which I would like to lay stress. This suggestion was recommended by the States Reorganisation Commission, but I do not know why any consideration has not been given to it.

3 P.M.

Then I am happy to find that the Scheduled Castes have been able to get their quota this year. This shows that given the opportunity, the Scheduled Castes can render a good account of themselves. Educational opportunities should be provided to enable the Scheduled Caste candidates to compete on terms of equality with the other sections of the community, and I am glad that the Commission has been able to record that this year the full quota was filled up by Scheduled Caste candidates.

Then I would like to say a few words about the personality test. I have not the capacity to speak with that learning which my friend, Mr. Raghunatha Reddy, has displayed on this question. He has spoken with an ability which commands respect. I think that common-sense should tell us that the personality test does not always work in favour of the poor man. I take the middle-of-the-road attitude in this matter, I am not prepared to do away with the personality test altogether. By this personality test you can judge a man's capacity for repartee, you can judge his quickness of apprehension, and you can judge his general ability to comprehend a question quickly. But it is not an infallible test. You can test a man's efficiency, you cannot test a man's personality. I think that the number of marks allotted for the personality test are too high. I would reduce that number to 200. I understand that 400 represent the marks allotted for the personality test. I would reduce the figure to 200 or 250. I think there should be a personality

test but with reduced marks. I think that it is difficult to work out a scheme by which you will have a personality test of candidates knowing Hindi or regional languages. There must be one common language in which the personality test is held. That, I think, is one aspect I would like to emphasize.

The work of the Commission is going to increase in the years to come. Two more services were added this year, and they are the Indian Economic Service and the Indian Statistical Service. Three other services which are going to be handed over to them are the All-India Health and Medical Service, the All-India Engineering Service and the All-India Forest Service. There may be, for aught we know, an All-India Educational Service. The work of the Commission, therefore, is likely to increase. Therefore, it follows that the number of members will have to be increased. The work of the Commission must not be allowed to fall into arrears.

Then I come to the case to which reference was made by Mr. Nafisul Hasan. I cannot speak with the authority which Mr. Nafisul Hasan possesses on that case, but it is a matter of gratification that there was only one case in which there was a difference between the Government and the Commission. As a rule the Government accepts the recommendations of the Commission. That is a healthy sign. It shows respect to the views of the Commission. That is a healthy sign. There was however one case in which they differed, and the difference in that case was possible. Gross negligence can amount to fraud, can be culpable negligence, and really the difference was not so very material if we look into the entire circumstances of the case. The question was whether the man should be allowed to remain in service or should be removed from service. The view that the Commission took was that he should be removed from service. Government

took a more lenient view of his conduct. That does not show that Government did not pay any respect or consideration to the views of the Commission.

Then I would like to say that the Report gives us a picture of our services organisation in this country. Services are important for the successful functioning of democracy, and our services have to learn that while they have a right to independent expression of opinion in confidential notes and files, it is their duty to carry out the policy of the Government, of the party, whichever party is in power. The Public Service Commission has maintained high standards in this respect. It has kept itself aloof from political controversies and it is desirable that the personnel of the Commission should not be such personnel as will not command respect.

I would like to support the suggestion which was made by Rajkumari Amrit Kaur that there should be a woman member on the Public Service Commission. Women have played a prominent part in the public life of this country. They have held high offices in our country and there is no reason why there should be no woman member of the Public Service Commission. There must be about 18 or 19 crores of women in this country. Surely among them one or two women can be found to work on this Commission.

With these words, Mr. Vice-Chairman, I give this Report my support and I would like to convey my congratulations to the Home Ministry for the thoroughness with which the Public Service Commission has done its job. Thank you very much.

SHBI MULKA GOVINDA REDDY: Mr. Vice-Chairman, Sir, we are discussing the 12th Report of the Union Public Service Commission for the period: 1st April, 1961 to 31st March, 1962. We should have been discussing the 13th Report of the Commission. Many a time we have made this criticism but still Government

goes on placing these Reports before us at a very late stage and bringing them for discussion at a still later stage, which means that we will be denied the realities of the situation that will be adumbrated in these Reports.

We have accepted socialism and democracy as our objectives. We are a democratic country and we have to achieve a socialist society at the earliest possible time. Parties will come to power and they will vanish but the administrative structure which is to implement the policies of Parliament should be efficient, honest and purposeful in order to achieve our goal. Otherwise, it will be a mockery. I, therefore, plead that the administrative structure should reflect the different sectors of our society. While recruiting persons to the Indian Administrative Service or the other competitive services, merit should not be the only criterion for recruiting them. We have seen, in many instances, that persons or officers with high academic qualifications have failed miserably in their posts. Therefore, we should not deny the weaker sections of our population their share in the administrative services. The Scheduled Castes, the Scheduled Tribes and other backward classes should have a fair representation in our administrative services. A proper proportion or percentage of the services should be reserved for them. And if at a given time the proper number of persons are not forthcoming or are not being selected, the same number should be carried forward. Though the Supreme Court has held it *ultra vires* the Constitution, it must be set right. We have got obligations under the Constitution to protect and promote the interests of the Scheduled Castes and the Scheduled Tribes and other backward communities, and we also have a moral obligation towards them. For centuries, we have sinned against it. It is but right that we should do justice by them by amending, if necessary, the Constitution, to provide proper representation to them and if

[Shri Mulka Govinda Reddy.] a proper number is not coming forward to fill up those vacancies, those reservations should be carried forward.

I really do not understand the argument that suitable candidates are not available. While answering a question the other day, the Deputy Minister for Home Affairs said that after giving training to some of the candidates who were to appear for the I.A.S., I.P.S. and other services examinations they were able to get a good number of candidates declared eligible to the I.A.S, and other services. I, therefore, plead that merit is not the birth-right of any person. It is not given to a particular community or a particular class of people. If proper training and proper environments are created, anybody in this land of ours can rise to the occasion. And if proper training is given, as has been given to the candidates who appeared for the I.A.S, and I.P.S. examinations, particularly to the Scheduled Caste and the Scheduled Tribe candidates, they will be able to secure some seats in the I.A.S, and the I.P.S.

The other point to which I would like to come is the personality test. Many Members have already spoken about this personality test. I do not agree with the contention of the Commission or of any Member that by interviewing a candidate for a period of five or ten minutes they will be able to judge the merits of the candidate. It is quite possible that some brilliant student might falter in the interview; otherwise, there will be a very good performance by him in the discharge of the work that is entrusted to him. I, therefore, plead that by this interview of five or six minutes they will not be able to judge the merit or the suitability of the candidate. On the other hand, if they have a two or three-day interview or a psychology test or a personality test, they may be able to evolve the suitability of a candidate and then it will help the Commission in selecting

candidates for the I.A.S, and the I.P.S.

Government have not agreed with one of the recommendations of the Union Public Service Commission. It is stated:

"There was one case during the year in which Government did not finally accept the advice of the Commission. Details of the case are set forth below."

If you go through this Report, it will be quite evident that Government, for reasons best known to them, have not accepted the very salient recommendation of the Commission with regard to disciplinary action against an officer of the Indian Foreign Service. It is said:

"The Commission considered that the officer's conduct in regard to the fact constituting the subject-matter of charges (ii) and (iii) was reprehensible and that he had failed to display the standard of integrity expected of an officer of his rank."

An officer conducted the enquiry and serious charges were framed against him and the enquiry officer held that he was guilty on five charges. The Commission again went into this question and they said that he was guilty under items (ii) and (iii). Government again asked them to reconsider the decision. But the Commission came to the conclusion that there was no justification for modifying their findings. They advised, on reconsideration, that the penalty of removal from service might be modified to that of compulsory retirement. When this has been the recommendation after reconsideration by the Commission, I do not see any reason why Government have not accepted this recommendation and the excuse that they have placed before us for not accepting this recommendation cannot be accepted.

About re-employment of officers, there are 84 cases where non-technical officers have been re-employed. I can



understand employing persons with technical knowledge and skill for a period of a year or two, but I really do not understand the reason why they should re-employ persons of a non-technical character. When there is the unemployment problem looming large, when there are persons with technical qualifications coming forward seeking jobs, this system of re-employment or of giving extensions—whether they are I.C.S, or I.A.S, officers or technical persons— should be done away with. It is said that an analysis of these cases shows that two officers were re-employed for over five years, 19 for three to five years, and 97 for periods up to three years. This system should not be continued for any length of time.

Again, Sir, there are delayed appointments. Persons have been selected by the Commission but Government have not acted by accepting the recommendations of the Commission; they have not appointed those persons in the positions for which they have been selected. I really do not know why they have not accepted it. Applications were called for, candidates applied, tests were held and they were selected. But they have not been appointed by Government | even though in some cases a period of six months or one year has elapsed. I would like to ask the Minister to look into this and see that justice is done to them. There are 46 cases where the offer of appointment was delayed by the Government.

I would then like to touch on the salary structure of the Government servants. In the Centre we are paying reasonably high salaries to our Government servants from class IV to I.C.S, officers. But in the States, the salaries are not commensurate with the scales of salaries that are paid to the Central Government servants. This is an anomaly which should be looked into and the Government should try to see that this disparity should not continue to exist for long.

Another point I would like to touch is that there are disparities in the scales of Pay of Government servants. The salary structure of Government servants should bear some reasonable proportion to the national income of the country, otherwise we are going to create another new class of Government servants or new rich class and the poor agriculturist, the poor worker in the factory will be denied the opportunities of leading a good life.

Another point I would like to touch, Mr. Vice-Chairman, is that we have undertaken huge public undertakings. So many big industries are now coming under the purview of the State Government or the Central Government. While deputing personnel to these Government undertakings some care should be taken to see that proper men are selected. Many a time complaints have been made that our industrial undertakings are not working properly and in some cases they are working under loss. It is just due to the imperfect managerial system that is prevailing in the public undertakings. Therefore, it is but right that the Union Public Service Commission should have a say in the matter of selecting personnel for managerial posts and other posts in these public undertakings. Sometimes members of the Indian Administrative Service are being posted to these public undertakings. While posting such persons they should obtain the concurrence of the Public Service Commission. Thank you.

SHRI T. S. AVINASHILINGAM CHETTIAR (Madras): Mr. Vice-Chairman, it is a matter of gratification that there have been sufficient candidates from the Scheduled Castes and the Scheduled Tribes. As mentioned by the three previous speakers, in the matter of selection there is one habit that is obtaining which I would like to mention. When a post is vacant, it takes some time for the Union Public Service Commission to select a man for that post. Usually the Ministries have power to appoint

[Shri T. S. Avinashilingam Chettiar.] persons for less than one year; for eleven months they can appoint. What happens is they appoint a man and this man is one of the applicants for selection by the Union Public Service Commission. And you know, Mr. Vice-Chairman, that in all selections a man of the Ministry is associated with the selection. The very same man, who appointed him in the Ministry, almost that man represents the Ministry in the selection and in most cases that person is selected. This procedure many a time has not led to very happy or impartial results. I would like to know how many people have been selected like this? That figure is not given anywhere in the Report. This has led to favouritism and this has led to nepotism and we must safeguard against both. I would like to know in how many cases people have been appointed in this manner.

Secondly, Mr. Vice-Chairman, we know many of the tests are intelligence tests. We speak very much about the personality test. What is the objective of this personality test? How is it administered? This is something over which we must give great thought. If it is merely by *viva voce*, and that *viva voce* lasts for five or ten minutes, necessarily it is an imperfect test. It cannot be a very good test. All tests may be imperfect, but comparatively this cannot be said to be a very efficient test. While we know that intelligent people are not rare in this country—in fact, our people are very intelligent normally—what we want is people with integrity. How is that integrity tested? Will that man not yield to temptations? But more than this, there are many persons who have integrity but who are parochial, who are caste-conscious, who may not be impartial. Caste-conscious, tribe-conscious, area-conscious or people with their own influence, these partialities, many a time are passed on as not something very serious. But, to my mind, Mr. Vice-Chairman, these are also a sort of corrupting influences if one has to be impartial.

We know more and more today that our officers are given great responsibilities by way of cash, by way of administration and it is more and more so in the socialist society where controls are applied, where controls have to be administered, a certain amount of impartiality is absolutely necessary. At least in the next Report we would like to get a note on those personality tests themselves, as to how it is being administered. I would also like to get, Mr. Vice-Chairman, in the U.P.S.C. Report the progress of the follow-up work after three years or five years.

Recently, some three years back, I had occasion to see the I.A.S. Training Institute at Mussoorie. They told me many things about the training the officers are given. You know, Mr. Vice-Chairman, about this training there is no follow-up work in which it is observed as to how much has there been an effect of this training. That sort of follow-up work is an essential part of any training. I asked the gentleman in-charge of that I.A.S. Training School, "What is the follow-up work that you are doing? You are teaching your members very high-sounding principles. It is all very good. But have you, satisfied yourself how much they are being followed in actual life because the test of any training is in practice?" And he said that they did not have any such follow-up. I say, Mr. Vice-Chairman, if this school is to be improved, if these tests are to be tested and verified, then that follow-up work is absolutely necessary.

I would like to see in the next Report of the U.P.S.C. what kind of personality test they are conducting. We can understand intellectual tests which anybody, anywhere gets. They should follow up to find out whether the personality tests they are doing is an effective way of finding out whether in this growing world we improve ourselves. And if we do not improve ourselves they are of no use. They must find out whether the

present personality tests are defective or they may not be defective, they may be 'the best. I should think there should be some original thinking in this matter. When we are going to select top-class administrators, we can never be complacent about their training or selection. We should like to have a report about these two important matters along with the other thing that I have mentioned, that is, how many people who have been originally appointed through these tests have been successful. If these two reports are also given in the Report, then the Parliament will be able to judge the work of the Commission better.

As it is I have the greatest respect for the U.P.S.C, whatever may be said. I think they are an impartial body entitled to do their job as well as they can but they can also improve in the method of their work. I mean that a little thinking is necessary and it is from that point of view that I would like to have these further information. Thank you.

SHRI J. S. PILLAI (Madras): Mr. Vice-Chairman, last year, I hope you would remember, the late Mr. Datar,— may his soul rest in peace—while replying to the debate on the Report of the U.P.S.C, told us, that the question of pension for the members of the U.P.S.C, was under active consideration of the Government. The hon. Home Minister Mr. Hajarnavis who initiated the debate today, has not told us in what stage it stands, whether it was buried along with Mr. Datar or if it is alive and kicking. I hope he will tell us in what stage it stands.

As has been remarked by the Minister himself, the post of a member of the U.P.S.C, is not attractive as it seems to be, because after six years they will have to face a blind alley. When it was offered to me by Mr. Pant, I had not replied to him for a week and he put in a trunk call and asked me whether I would accept it or not. I told him that after six years I would face a blind

alley. He told me not to look at things that would happen after six years but in case I failed to accept the job, he told me that he would not give it to a member of my community but he would give it to some other community. It was that which made me accept that job. Once again, I hope, the Minister, while replying to the debate, will tell us at what stage the question of pension stands.

According to the Constitution, the U.P.S.C, is not only doing recruitment work but is also doing what is known as disciplinary work. In my opinion, I am not casting any aspersion on the U.P.S.C, the courts are more fitted to do that work than the U.P.S.C. So, all the disciplinary work should be given to the courts and they are more fitted to do that work than the U.P.S.C.

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY) : Do you think that the courts will have time to do that?

SHRI J. S. PILLAI: Yes, that is what I mean. The third point that I wish to mention is this. These days there are a large number of Government undertakings. In these undertakings we see from the papers that there are a large number of vacancies. Some of these vacancies carry an initial salary of Rs. 1,000 and more and there is a lot of scandal about the way in which these vacancies are filled up. Some say that caste plays an important part in filling up these vacancies and some say that there is also nepotism. It is high time that the Government should rather constitute a separate commission for recruitment to these Government undertakings. For instance, the Railways have their own Railway Service Commissions. In the same way then can constitute a new Service Commission to recruit for all these Government undertakings or they can give this work to the U.P.S.C. They need not change the Constitution because the framers of the Constitution have anticipated that and have also provided an article by which this

[Shri J. S. Pillai.] work can be given to the U.P.S.C. Article 321 says:

"An Act made by Parliament or, as the case may be the Legislature of a State may provide for the exercise of additional functions by the Union Public Service Commission as respects the services of the Union or the State and also as respects the services of any local authority or other body corporate constituted by law or of any public institution."

So, in my opinion, the vacancies in the Government undertakings could be entrusted to the U.P.S.C.

The other day mention was made about the judgment of the Supreme Court by my friend Mr. Patel. He first began by saying that he had all sympathy and then said that the Government should give attention to the judgment of the Supreme Court. In this connection, he made a mistake—He told us that Mr. Jagjivan Ram was responsible for what is known as the accumulation of vacancies. I must tell this House and the hon. gentleman, who is not here, that it was Rajaji who did that. I will give you what happened.

In 1938, Rajaji became the Chief Minister. Previously, the Justice Party was in power. In those days, the communal rotation was altogether different from what it is today. In those days, every alternate appointment was given to the majority community. One majority community man, a Brahmin, then a Muslim, one majority community man, then a Christian, one majority community man and then a Scheduled Caste—in this way alternate appointment was given to the majority and minority communities. When Rajaji was Chief Minister he was very particular that an appointment reserved for a minority community man should be given *to* a minority community man alone and he was very particular specially regarding the Scheduled Caste people. An appointment reserved for a Scheduled Caste should go to a Scheduled Caste man.

In this connection, I will inform the House how he was able to find proper persons for these jobs. A vacancy of a D.S.P. fell vacant which was reserved for a Scheduled Caste. Then we were not under the present Constitution. At that time the Government of India Act, 1935 was in operation. As usual the authorities said that there was no fit Scheduled Caste to hold that post. Then Rajaji called the Inspector-General of Police to his room. He was a European. Then he called the Scheduled Caste candidate also and asked the I.G. of Police what defect he found in that candidate. The I.G. said that the candidate was very weak. Do you know what Rajaji said? He said: "We have kept them down for a long time. We have not given them proper food. So he is weak. Suppose, we give him the job, don't you think he will become bulky"? Naturally, the European consented. Then he asked him to select him. In this way, when Rajaji was Chief Minister, he was very particular that a job reserved for a Scheduled Caste should go to a Scheduled Caste person alone.

In this connection, I wish to read, after hearing Mr. Patel, a speech of his noble father. Mr. Vice-Chairman, when I say 'noble father' I do not say 'ignoble son' or anything of that sort. I should not be misunderstood. I simply said 'noble father'. Sardar Patel, while replying to the debate on the Harijan demand said—I am not going to read the whole speech because I will be wasting the time here and you will not allow me to speak and further every sentence is a thought-provoking sentence—I am reading only the last sentence:

"Power is not easily digestible and therefore, though they have a just right to claim their share and perhaps a little more than their share (because they are not strong enough to stand in a line with others to shoulder their responsibility) when power is coming they I must be prepared to think in terms of equality."

That is what Sardar Patel said. On an occasion like this I am reminded of Shakespeare's Hamlet. Hamlet, while he was comparing his father with his uncle, went to his mother and said: "Look at this picture and that". In the same way, I wish to quote the words of Hamlet and say "Look at this picture and on that".

Mr. Vice-Chairman, I echo the words of Mr. Sapru when he said that during the Chairmanship of Mr. Jha posts reserved for the Scheduled Castes were given to the Scheduled Castes and that the Scheduled Castes got their quota this time. What is necessary is sympathy. For instance, there is a proverb in Tamil—I do not know whether you have in your language—Telugu— Mr. Vice-Chairman, which says that when the mother-in-law does not want the daughter-in-law, she will find some fault with her and send her back to her house in a day. What is required, is sympathy.

SHRI T. S. AVINASHILINGAM  
CHETTIAR: That proverb you will find in all the languages.

SHRI J. S. PILLAI: It is good. I am glad to hear. If it is so, I hope you will have realised it in your house. I do not say that your wife is harsh or anything of that sort but I say it is the usual thing. What is necessary is a little sympathy. If the people who evaluate the Harijans are sympathetic to them, they are sure to find candidates among the Scheduled Castes. I have nothing more to add.

**श्री विमलकुमार मन्नालालजी चौरङ्गिया :**  
(मध्य प्रदेश) : उपसभाध्यक्ष महोदय, जो आयोग का प्रतिवेदन प्रतिवर्षानुसार इस वर्ष भी चर्चा के लिये आया है, बड़े दुख के साथ कहना पड़ता है कि अब तक तो सन् १९६२-६३ का प्रतिवेदन भी आ जाना चाहिये था विचारार्थ, लेकिन अभी सन् १९६१-६२ का ही प्रतिवेदन चल रहा है, इस सुस्ती के लिये अगर आयोग जिम्मेदार है, तो उन्हें सुधारना  
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चाहिये और यदि हमारी सरकार जिम्मेदार है, तो उन्हें उसको सुधारना चाहिये।

**श्री नफ़ीसुल हसन :** हिन्दी ट्रांसलेशन की वजह से देर हो गई।

**श्री विमलकुमार मन्नालालजी चौरङ्गिया :**  
जहाँ तक इस आयोग की आवश्यकता का सवाल है, इसका होना निर्विवाद है। हमारे प्रजातन्त्र का शासन उच्छ्रंखल न हो जाय, इसलिये उस पर बंधन लगाने के लिये एक लोक सेवा आयोग का होना अत्यन्त आवश्यक है

प्रजातन्त्र में रूलर का तो रूल होता नहीं, रूल्स का रूल होता है और उन रूल्स का ठीक तरह से पालन हो, इसी दृष्टि से सारी व्यवस्थाएँ की गई हैं। मगर दुख के साथ कहना पड़ता है कि इसमें लोक सेवा आयोग के अन्तर्गत जो नियम बने हुये हैं और उनके अन्तर्गत जो काम करने के बन्धन बने हुये हैं, उनको हमारा यह शासन मान्य नहीं करना चाहता है, उनको तोड़ कर और उच्छ्रंखल हो कर जनतन्त्र की जड़ों को खोखला करना चाहता है। सब से पहला उदाहरण इस प्रतिवेदन में दिया है, वह एक विदेश सेवा के अधिकारी के विरुद्ध अनु-शासनात्मक कार्यवाही के संबंध में है। उन्होंने सुझाया था कि उसको इस सेवा से मुक्त किया जाना चाहिये, मगर शासन ने कहा कि उस पर पुनर्विचार किया जाय। आयोग ने उस पर पुनः विचार किया और फिर यह सिफारिश की कि उसको सेवा मुक्त किया जाना चाहिये। उस आदमी ने कालीन खरीदने में, कम्बल खरीदने में, यहाँ तक कि केवल ४९ रुपये के लिए ईमानदारी नहीं बरती थी। इतने ऊँचे स्तर का आदमी भी इतनी छोटी बेईमानी करने पर नियंत्रण नहीं कर सका, उचित नहीं है। हमारा शासन कहे कि हम डिप्रेड कर देंगे, उसको प्रमोशन नहीं देंगे, और केवल इस आधार पर उसको रखना चाहें तो यह कुछ न्यायसंगत प्रतीत नहीं होता

[श्री विमलकुमार मन्नालालजी चौरड़िया]  
इसका कारण भी आज एक प्रश्न के दौरान में मालूम पड़ा। हमारे देव साहब ने एक प्रश्न पुनर्वासि मंत्री से पूछा था और उसके बोरान में यह मालूम पड़ा कि हवाई बहाज का अड्डा बनाने के लिये ठेका दिया गया निगोसिएशन द्वारा, उससे भी निम्नतर दर पर काम करने के लिये लोग तैयार थे। इसकी सूचना भी मंत्री महोदय को पहले दे दी गई और सारा निगोसिएशन से काम होने वाला है, इसकी भी सूचना दे दी गई, लेकिन निम्नतर दर वाले को वह काम दिया नहीं गया और अनुमानतः लाखों रुपये अधिक लगे। इससे कुछ ऐसा लगता है कि हमारे मध्य प्रदेश में जैसा हम कहा करते थे कि P. W. D. का अर्थ होता है 'Plunder without danger' और यहाँ पर C.P.W.D. का अर्थ ऐसा लगता है, 'Carefree plunder without danger'। इस प्रकार इस घटना की उनको कुछ चिंता नहीं और इतना ही नहीं, उसको ढांकने की यह कोशिश कि मंत्री महोदय कहते हैं कि मुझे यह मालूम नहीं। उसकी सूचना पहले आई थी या बाद में आई थी, जब कि सारे व्यवहार में वे ही प्रमुख हैं और उनके द्वारा ही सारा तय किया गया, ऐसी स्थिति में उसको ढांकने की कोशिश करना, हमको ऐसा लगता है कि जिस कारण से ऐसे कामों को ढांकने का हमारा शासन प्रयास करता है, वही कारण हमारे एक्सटर्नल अफेयर्स के इस मामले में है।

SHRI R. M. HAJARNAVIS: What is the relevancy of all this?

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY): The Minister is asking you what is the relevancy of this.

श्री विमलकुमार मन्नालालजी चौरड़िया :  
रेलिवेंसी सुन लेंगे, तो समझ में आ जायेगी। जिस तरह से उसे ढांकने का प्रयत्न हमारे और मंत्रिगण करते हैं, वही स्थिति हमारे

एक्सटर्नल अफेयर्स के मामले में है, जो कुछ न्यायसंगत प्रतीत नहीं होती।

SHRI LOKANATH MISRA: Now, the relevancy should be clear.

श्री विमलकुमार मन्नालालजी चौरड़िया :  
इतना ही नहीं, जिन आदमियों को निकालना चाहिये, उनको निकालते नहीं। पंजाब के कपूर का केस है, जिसको निकालना नहीं चाहिये था, उसको निकाला। फिर केस चला, डेढ़ लाख रुपये भी देना पड़ा, फिर नियुक्ति का आर्डर भी देना पड़ा और साथ ही क्योंकि ईर्ष्या थी, द्वेष था, नियमों की परवाह नहीं करती हमारी सरकार और कांग्रेस दल, उसके परिणामस्वरूप उसको सेवा से सस्पेंड किया, जो कुछ न्यायसंगत प्रतीत नहीं होता।

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY): This has nothing to do with the Union Government.

श्री विमलकुमार मन्नालालजी चौरड़िया :  
है क्यों नहीं ऐसा। ये सब नमूने हैं। एक हंडी चढ़ी रहती है तो उसका एक चावल देखा जाता है कि वह पका है अथवा नहीं।

SHRI DAHYABHAI V. PATEL (Gujarat): When they criticise, they also should be prepared to take a few doses of their own medicine.

श्री विमलकुमार मन्नालालजी चौरड़िया :  
एक ही दल का शासन यहाँ भी है और वहाँ भी है और उसका यह एक नमूना है।

जहाँ तक रिपोर्ट का सवाल है, रिपोर्ट के परिशिष्ट २ के कालम ४ को देखने पर मालूम पड़ता है कि जितने पद चाहिये, उतने लोगों का भी साक्षात्कार नहीं किया गया। कुछ समझ में नहीं आता कि क्या कारण है। कालम नम्बर ४ और ६, परिशिष्ट नम्बर २ में स्पष्ट है कि . . .

श्री धार० एम० हजरतबीस : मैं माननीय सदस्य को बता दूँ कि बात यह है कि

जब लिखित इम्तहान लिया जाता है, तो उस वक्त डिफेंस सर्विसेज के लिये जो लोग जाते हैं, उनकी लिखित परीक्षा तो हम लोग लेते हैं, लेकिन उनका जो साक्षात्कार होता है, उसके लिये उनका बोर्ड है और वह यू० पी० एस० सी० का नहीं होता है, इसलिये उसमें फर्क होता है।

**श्री विमलकुमार मन्नालालजी चौरङ्गिया :**  
इतना ही नहीं, साक्षात्कार के लिये जितने लोगों को बुलाया जाना था, उनकी संख्या प्रति दिन घटती जा रही है। यह अगर स्पष्टीकरण मंत्री महोदय का मैं मान भी लूं, मगर इसी आइटम में बताया गया है कि प्रति वर्ष साक्षात्कार के लिये जितने लोगों को बुलाया जा रहा है, उनकी संख्या घटती जा रही है और पदों की संख्या बढ़ती जा रही है, प्रार्थियों की संख्या कम होती जा रही है। इससे कुछ ऐसा लगता है कि प्रार्थियों के मन में इन सब चीजों को देख कर ऐसा लगने लगा है कि जैसे पार्लिसन्स ला में उसका डेस्क्रिप्शन दिया है कि सारा ऐडजस्टमेंट ठीक ठाक हो जाता है, कहीं बैसा तो हमारे यहां होने नहीं लगा, जिसकी वजह से हमारे यहां के लोग अर्जियां ही कम देने लगे।

इसी तरह से परिशिष्ट ६ में बताया गया है कि वहां पर प्रार्थियों की गलतियां पाई गईं और उनको सजा दी गई। सजा क्या दी गई? किसी ने हाल में नकल की या किसी ने अपने होरस्कोप या अपनी जन्म की तारीख में गड़बड़ की, तो उसको एक साल के लिये डिबार कर दिया गया। मैं इस छोटी सी पैनल्टी से सहमत नहीं। हमको सख्ती से काम लेना चाहिये। जिनको हम ऊंचे स्तर की नियुक्तियां देने वाले हैं, अगर वे छोटी छोटी चीजों में बेईमानी बरतते हैं, ईमानदारी नहीं बरतते हैं, ऐसे आदमी कभी भी हमारे यहां परीक्षा में बैठने के योग्य नहीं होने चाहिये, ऐसा निर्णय हमारे शासन को लेना चाहिये।

केवल इस छोटी सी सजा से काम नहीं चलेगा।

इतना ही नहीं, ६ पदों के लिये २१ नियुक्तियां की गईं और वे साक्षात्कार के पूर्व ही रद्द कर दी गईं। आपने विज्ञापन क्यों दिया? विज्ञापन पर खर्च क्यों किया? लोगों की अर्जियां क्यों मांगीं और अर्जियां मांग करके साक्षात्कार के पहले ही उनको रद्द क्यों कर दिया? कुछ समझ में नहीं आता कि आखिर इसके लिये जिम्मेदार कौन है और इस सारे की जिम्मेदारी डाल करके किसके ऊपर हमारे शासन ने कार्यवाही की?

इतना ही नहीं, परिशिष्ट १४ में कारण क्या बताते हैं कि किसी को अपग्रेड करना है, इसलिये वह रद्द कर दी गई, किसी को डाउन ग्रेड करना है, इसलिये वह रद्द कर दी गई, और किसी की आवश्यकता नहीं थी, इसलिये रद्द कर दी गई। यह सब पहले समझ में क्यों नहीं आता? पहले इन सारी बातों पर विचार नहीं किया गया था क्या? किसी के कहने से पहले कलम उठाई और चला दी और उसकी आवश्यकता हो गई और जब उनकी एप्लीकेशंस आईं तो फिर कंसिल कर दिया, यह कुछ ठीक नहीं लगता। परिशिष्ट १४ में उपपरिष्ठ पणन विकास अधिकारी का पद विज्ञापित किया गया, अर्जियां भी आ गईं, चुनाव भी हो गया, सब कुछ हो गया, फिर बाद में कहते हैं कि उसे रद्द किया जाता है, कुछ समझ में नहीं आता कि आखिर इसका कौन जिम्मेदार है? यह हमारे मंत्री जी बतायें, क्योंकि रिपोर्ट से पता नहीं पड़ता कि इस गलती का कौन जिम्मेदार है और इस गलती के लिये उसको क्या सजा दी गई। जब तक मंत्री जी इसका स्पष्टीकरण नहीं करते, तब तक ऐसा लगता है कि कुछ गड़बड़ है।

परिशिष्ट १५ में १११ सदस्यों के लिये लोक सेवा आयोग ने सिफारिश की और

[श्री विमलकुमार मन्नालालजी चौरङ्गिया]  
 उनमें से ६५ को बहुत देरी से नियुक्ति की आज्ञा दी, किसी को तो एक साल नौ माह के अर्से में नियुक्तियां नहीं दी गईं और ४६ लोगों के मामले में तो अभी तक नियुक्तियां नहीं दी गईं, जैसा कि रिपोर्ट में है। तो यह आप पब्लिक सर्विस कमीशन को क्यों मान्यता नहीं देते और उसकी जो सिफारिशें हैं उनकी मान्यता क्यों नहीं देते? जब आपको आवश्यकता थी, तो आपने उनसे मांग की और आपकी मांग के आधार पर उन्होंने आपको सिफारिश की, मगर तीन तीन साल हो गये और अभी तक आप उनकी नियुक्तियां नहीं कर पाये। यह कुछ ठीक लगता नहीं।

इसी तरह से अस्थायी नियुक्तियों के बारे में सूचना देनी जरूरी थी, हर विभाग की, शासन के द्वारा कि हमने इन लोगों को अमुक तारीख से अस्थायी काम होने की वजह से नियुक्त किया, मगर इसमें भी अस्थायी नियुक्तियां सैकड़ों की हो गईं और तीन तीन साल तक उसकी भी सूचना यूनियन पब्लिक सर्विस कमीशन को नहीं दी गईं आखिर, इसका कौन जिम्मेदार है, किसके खिलाफ इस नियम की अवहेलना में कार्यवाही की गई? अगर आप इस सम्बन्ध में कुछ नहीं करते हैं, तो ऐसा लगता है कि जैसे अंधेर नगरी और चौपट्ट राजा का हिसाब था कि न कोई नियम का काम, न किसी कायदे का काम, जो हो जाय वही ठीक तो मैं यह मंत्री जी से जानना चाहूंगा कि इस तरह से जो नियमों की अवहेलना लगातार होती गई, उसके लिये जो जिम्मेदार थे, उनके खिलाफ आपने क्या कार्यवाही की? जब तक आप इसके बारे में सख्त नहीं होते और जिन लोगों ने गलतियां कीं उनसे खिलाफ कार्यवाही नहीं करते, तब तक आप प्रजातंत्र के पोषक हैं, ऐसा नहीं लगता बल्कि प्रजातंत्र की जड़ों को आप खोखला कर रहे हैं, ऐसा लगता है और जो

प्रजातंत्र की रक्षा के लिये यह लोक सेवा आयोग है, उसका आप महत्व नहीं रखने वाले हैं, ऐसा लगता है।

मुझ्जाव की दृष्टि से मैं यह प्रार्थना करूंगा कि पहले तो नियमों का सख्ती से पालन होना चाहिये। दूसरे पब्लिक सेक्टर में यह एक खुले आम आरोप है कि उसमें भाई-भतीजावाद बराबर चलता है और जैसा मैंने पहले एक फार्मूला बताया था कि "रिलेशन प्लस रिजर्मेंटेशन इज ईकुअल टू क्वालिफिकेशन", तो उसी आधार पर मैनेजर भी बन सकता है, डाइरेक्टर भी बन सकता है और सब कुछ हो सकता है। खाली ये दो सिद्धांत उसमें लागू होने चाहिये कि किसी का रिलेशन होना चाहिये और किसी की सिफारिश होनी चाहिये और जब ये दोनों मिल जाते हैं तो किसी को भी नियुक्ति में तकलीफ नहीं होती। और अगर यह गलत है, तो इसको गलत साबित करने के लिये और ऐसा बताने के लिये कि यह गलत है, मैं मंत्री महोदय से प्रार्थना करूंगा कि क्यों नहीं अगर वह थोड़ा काम है, तो इसी लोक सेवा आयोग की मार्फत ही सारे चुनाव कराये और अगर ज्यादा काम है, तो पब्लिक अडवर्टीसिस के लिये जितनी नियुक्तियां करनी हैं, उनके लिये अलग से एक आयोग कायम किया जाय जो कि बिजनेस के प्वाइंट आफ व्यू से इसकी व्यवस्था कर सके और ठीक ठीक काम कर सके।

जहां तक हिन्दी का सवाल है, मेरा निवेदन है कि लोक सेवा आयोग के माध्यम से जब तक हम इसको बढ़ावा देने का प्रयत्न नहीं करते, तब तक यह सम्भव नहीं है और इसके लिये मुझ्जाव यह है कि लोक-सेवा आयोग की परीक्षाएँ मातृभाषा में होनी चाहिये, जिन जिन लोगों की जो-जो रीजनल लैंग्वेज है उनमें परीक्षाएँ लें और जो लोग चुन कर जाते हैं, उन पर फिर यह



बधन लगाना चाहिये कि आप छः महीने के अन्दर कम से कम हिन्दी बोलने, सुनने और समझने लग जायें। इतनी व्यवस्था जब तक नहीं होती है, तब तक कुछ चलता नहीं है। मेरी समझ में नहीं आता है कि क्यों इतना भाषण देने के बाद भी—लोग भाषण देते हैं कि हिन्दी को बढ़ावा देना चाहिये, सब कुछ होना चाहिये, उसके बाद भी—प्राॅक्टिकल रूप में कुछ कर पाते हों ऐसा कुछ लगता नहीं है। हमारे हिन्दुस्तान में चार कोने पर चार तीर्थ हैं और अगर रामेश्वरम में कोई आदमी जाता है तो वहाँ का पुजारी चाहे तामिल वाला हो, तेलुगू वाला हो, बड़ी अच्छी हिन्दी में बात करता है। इसी प्रकार जगन्नाथपुरी में चले जाइये, तो वहाँ वाला हिन्दी में बात करता है। द्वारिका में चले जाइयें, तो वहाँ वाला हिन्दी में बात करता है। बद्रीनाथ में चले जाये तो वहाँ भी हिन्दी में बात करता है; जब कि वे कोई योग्यता वाले नहीं, किसी यूनिवर्सिटी से पास नहीं और उतने बुद्धिमान भी नहीं माने जाते हैं। तो फिर मेरी समझ में नहीं आता है कि जिन आई० ए० एस० और बड़े बड़े अधिकारियों को नियुक्त करने वाले हैं, वे जिन पर शासन करने वाले हैं, उनके ऊपर क्यों नहीं यह बन्धन होता है कि छः महीने के अन्दर वे इतनी हिन्दी सीख लें कि उसको समझने और बोलने लग जायें। अगर ऐसा बन्धन लगायें, तो बड़ी कृपा होगी।

घंटी पर अध्यक्ष का हाथ जा रहा है, इसलिये मैं पहले ही बैठ जाता हूँ। धन्यवाद।

SHRI KRISHNA CHANDRA (Uttar Pradesh): Mr. Vice-Chairman, I join the other hon. Members and the hon. Minister in paying my compliments to the Chairman who is a distinguished civilian of my State, Uttar Pradesh, and his able colleagues, the members of the Union Public Service Commission, for the commendable work which they have performed in isolation, in

seclusion, away from the public gaze. Their activities, Sir, are very wide. They have to advise the Government on different matters, selection, disciplinary cases and even the awarding of scholarships to the Scheduled Caste and Scheduled Tribe candidates. The Commission's activities are increasing year after year and they are performing their activities quite satisfactorily.

Firstly of all, I would like to express my opinion on the personality test. Many hon. Members have spoken about this and I would also like to add my opinion. The personality test, as it is, is entirely a failure. The personality test, as Mr. Nafisul Hasan has said, is very necessary but unless we are able to give it a shape where it can really give satisfaction, where it can really discharge its functions, we should give up this test or give it only a very minor role. The marks assigned to it should be very small. As has been suggested by other hon. Members, we should have a test which may prolong for several days, two or three days. There should be psychologist? and others who should be able to test not only the academic calibre of the person but also his social outlook. This is very necessary. They should also be able to test his honesty and find out whether he has got any sympathy for the poor people of this country who constitute eighty per cent, of the population.

SHRI B. D. KHOBARAGADE (Maharashtra): How can you do this within three days?

SHRI KRISHNA CHANDRA: It may be prolonged. I only mean to say that it should be a test which should guide the selection on these points. Either it should be given up or it should be assigned a very minor role.

There is the Administrative Training College for the I.A.S. personnel. That College was started recently. While in the early stages the College did useful work and distinguished people used to come and give lectures

[Shri Krishna Chandra.J on the role that the officers have to perform in their future life, after its shifting to Mussoorie it has fallen into seclusion there and what I learn about it is not very commendable, is not very complimentary. Those lectures are no more there and they are not doing any useful work. The trainees also are not getting any useful training which will fit them for their future role. The syllabus for this College should include a study of the principles of our Constitution, the Directive Principles and others, which should be thoroughly gone into and these should be thoroughly ingrained in them so that when they come out they have an outlook which our Constitution demands or expects from them.

Other hon. Members have expressed their opinion about the recommendations made by this Commission. I would also like to state that in most of the cases Government have accepted the recommendations on disciplinary matters excepting in the case of one which they modified. Of course, Government have not been able to justify, in their memorandum circulated to us, this action of theirs but it is satisfactory to note that out of 122 cases which were referred to the Union Public Service Commission in regard to disciplinary matters, only in respect of one case, could the Government not accept the recommendation of the Commission. This is very satisfactory.

The Report of the Union Public Service Commission which is before us gives a picture also of the other activities of the Commission. It talks of delayed references to the Commission or of irregular appointments. There have been many appointments made by the Government or the officials of the Government which were quite irregular in the eyes of the Commission. These cases were not referred to the Commission in time for their opinion. They were delayed. Cases of such delayed reference or irregular appointments should cease. As other hon. Members have said, it should not be very difficult for the Government-

it may be difficult in certain cases but it should not be made an ordinary rule as the Government seems to have been doing—to make references in time. They make the appointment in the initial stages for ten or eleven months and then refer the case to the Commission. This should not be done. As far as possible, reference should be made in the beginning itself to the Commission and appointments should be made only on the recommendation of the Commission. This is the appropriate thing to do.

I now come to another suggestion which has been made by other hon. Members also. The Union Public Service Commission makes recommendations not only in regard to appointments in the Government but also in regard to appointments in other statutory bodies such as the Delhi Municipal Corporation, the Employees State Insurance Corporation, etc. Other hon. Members have suggested that the Commission should also deal with the appointment or selection of persons for our public undertakings, the Life Insurance Corporation, the State Bank of India, the Reserve Bank of India, etc. Appointments carrying huge salaries in all these Government undertakings should be made only after reference to the Union Public Service Commission and after their recommendations have been obtained. Then only will there be a proper selection, proper appointment, without favouritism and nepotism. I think that should be possible. The Government cannot perhaps do that at once but by and by they should give these things to the Public Service Commission. In the end, I would congratulate the hon. Home Minister for the good work that the Commission has done.

4 P.M.

SHRI DAHYABHAI V. PATEL: Mr. Vice-Chairman, Sir, the Report of the Union Public Service Commission is being debated, and much as I would have liked to be present right through, I was called away at another meeting<sup>1</sup> and that prevented me from taking

part in the discussion even earlier. As a matter of fact, I was reluctant to say a few words even now. As I saw the points that were being made by hon. Members I could have very well avoided taking part in the debate but, unfortunately, a noble Congressman made certain remarks which have provoked me to speak. I will come to that later.

Sir, the Union Public Service Commission is doing good work. We have done well in appointing a Commission of this type to recommend candidates for higher appointments and, I hope, it will be the policy of the Government to go on accepting the recommendations of the Union Public Service Commission as they have been doing so far. Perhaps in a solitary case they have not done so. It is not my purpose to go into the rights or wrongs of that case but I am happy to see that generally the Government have been accepting the recommendations of the Union Public Service Commission.

There are, however, a few defects in the working. These are just practical defects which, I think, can be solved very easily and I would suggest that the Government do commend the points that arise in this debate to the Union Public Service Commission for their consideration. I am sure the Chairman of the Commission will give due respect to the views and recommendations that come from this House.

One defect to which some of my predecessors have also referred is about the question of the personality test. Granted that an interview helps the selection of a candidate much more than just reading the application or the written test, perhaps not placing so much importance on the impression at the oral interview or the marks that are given at the time of the oral test would solve the difficulty. If the balance is too much on the personality test and the oral answers, a shifting of the balance the other way, not eliminating entirely the personality test, would perhaps meet the criticism that has been made in this House not without justification.

Another aspect of the administration that has been commented upon is the number of advertisements and the large amount of money that the Commission has to spend on advertisements notifying vacancies and then again advertise cancelling the notification\* or saying that these posts are suspended and that they are not to be filled up. There is great substance in this criticism and there must be a way of finding a remedy for this waste. If qualified people have to apply for vacancies perhaps circular letters to places like universities or technical colleges to fill up some of these posts, if not most of them or all of them, would save the Government a large amount of money that they have to spend on advertisements and also save them the money spent on cancellation of the advertisements when they decide not to fill up these posts.

DR. NIHAR RANJAN RAY: But is not public advertisement a statutory obligation?

SHRI DAHYABHAI V. PATEL: I am grateful to the hon. Member for reminding me of the statutory obligation. May I also remind the hon. Member that the lighthearted way the present Government is dealing with the constitution and the statute makes it very easy for them to blow off just one clause which makes it obligatory to advertise? If you can blow off something which is fundamental to our Constitution to suit your purpose . . .

SHRI B. D. KHOBARAGADE: For example?

SHRI DAHYABHAI V. PATEL: What is being discussed in the Lok Sabha just now. It is only an example—because you asked me—but there are many others. You can very well do so in this case to save the money of the Government, but I am sure, there are practical ways in which such type of waste can be avoided.

Then I would like the advice of the Union Public Service Commission to be taken more and more by Corpora-

[Shri Dahyabhai V. Patel.] tions, public bodies and State undertakings, particularly, for their superior appointments. In fact, I would like to see this House supplied with figures as to the number of State undertakings, Corporations like the Life Insurance Corporation etc. Where appointments have been made in accordance with the recommendations of the Union Public Service Commission. Perhaps an annual review of this sort or a chapter in the Report of the Union Public Service Commission indicating these would inspire a little more confidence in the people and in Parliament as to the efficient working of these Corporations and also that we are making full use of the advice of the Union Public Service Commission wherever we can.

I would also like to suggest to Government that if in the Selection Committees, for promotions in these Corporations, which are called statutorily independent corporations and which are even excluded from the purview of questions in this House, the Chairman of the Committee that controls recruitment and promotions was a Member of the Union Public Service Commission, it would inspire more confidence not only in this House and in the people but also in the services, in the employees of these bodies.

Sir, it has been my painful duty to criticise Government for some of the appointments that they have been making to accommodate defeated Ministers and Deputy Ministers as Chairman or in the management of these Corporations and other bodies. These are positions which should not be treated as something which can be gifted away by Government to their favourites. Such appointments should be left to be made according to the recommendations of the Union Public Service Commission to inspire more confidence. I am trying to be impersonal but it is difficult to illustrate my point unless I mention one or two names. Now, Dr. Keskar is a good friend of mine but . . .

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY): YOU can mention the office instead of the names.

SHRI DAHYABHAI V. PATEL: A special Commission or a special post was created for him and he has been made Chairman after he was defeated in the general election. Mr. Vice-Chairman, I consider that it is wrong. If he was to be appointed, if it had been done on the advice of the Union Public Service Commission, such a charge would not have been made.

SHRI P. N. SAPRU: It is a post carrying Rs. 3,000/-.

SHRI LOKANATH MISRA: It is a prize post then.

SHRI DAHYABHAI V. PATEL; Sir, the Prime Minister and members of the Congress Party have got into the habit of calling my party, the Swatantra Party, as feudal. I would like the Prime Minister and his Party to look at the number of prize posts that the Party is distributing as favours to their various friends and tell us whether that is not really feudal. It is not restricted to members of the Party. It is very easy to find out where the sons and relations of these people are. Look at every State Government. Look at Delhi. I will not go further. Mr. Vice-Chairman, the hon. Member opposite, Mr. Pillai—I think he had been on the Public Service Commission also—talked of Hamlet, an ignoble son. Ignoble sons, if there are any, are in the Congress Party. If the hon. Member was referring to me, I will say: Let him prove one wrong thing that I have done.

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY): I do not think he referred to anyone in Parliament.

SHRI DAHYABHAI V. PATEL; I hope he did not. I was just coming in when somebody said; "He was pointing out to you." I did not hear him speak.

SOME HON. MEMBERS: No, no..

SHRI DAHYABHAI V. PATEL: But I would like to refute any such imputation or suggestion and to assert that the ignoble sons are on that side. Let the other side examine themselves. The boot is on the other foot. I would also go further and assert, point out ' one of them where a noble father and a spotless character of a son are in their Party, compared to mine. I am very sorry I must say these things, but the Congress Party is doing things in such a way. Yesterday, because I happened to be absent a Minister of the Government came and said something about me.

AN HON. MEMBER: You ran away.

SHRI DAHYABHAI V. PATEL: I was out of Delhi. It was announced in the press that I was going away. Where is the question of running away? I never run away because I have done nothing that would make me run away. My hon. friend, the interrupter, should know that I never run away.

*(Time bell rings.)*

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY): YOU have to conclude now.

SHRI DAHYABHAI V. PATEL: When I say something in this House I say it with a full sense of responsibility and on information which generally proves to be true. If my information is wrong and if I had made a Statement-I had only asked a question. Remember I said something during Question Hour and it is my privilege to ask—if I make a wrong statement, if I am misinformed, as a gentleman, I am willing to tender an apology to the aggrieved person. But making statements in the absence of the Member does not improve the situation, does not clear the conduct of the man who protests. There is an English saying, Mr. Vice-Chairman. "The lady protects too much" and everyone knows what it means.

SHRI ARJUN ARORA: Mr. Vice-Chairman, I agree with the criticism of

the working of the Union Public Service Commission as voiced by the hon. Member, Shri Raghunatha Reddy. The Commission does not seem to have

SHRI R. M. HAJARNAVIS: May I say a word of explanation? As soon as the fact was brought to the notice of the home Minister that such a question was asked, he thought that it was his duty to come to the House at the earliest moment and give an explanation.

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY): That is all right. We need not discuss it now.

SHRI DAHYABHAI V. PATEL: Sir, we have been asking for his presence and asking several questions. He does not come. Why did he pick out the day when I was not here and when it was announced on the previous day that I was going out?

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY): The other Members is on his legs. Please proceed.

SHRI ARJUN ARORA: Mr. Vice-Chairman, I am glad the Home Minister did not interrupt me. It was a belated reaction to the outburst of an hon. Member other than myself. I agree with the criticism of the Public Service Commission voiced today by the hon. Member, Shri Raghunatha Reddy, that the Public Service Commission does not seem to have the same social purpose in view as the majority in the country have. This is something which I submit stands in the way of a proper development of the country. The Public Service Commission is so constituted that retired people, people who have had long years of service in the Government and who have had long experience of the traditional type, find a place in the Public Service Commission. I know some of them and I have the highest respect for them as individuals and as gentlemen. But I do feel that brought up as they are, they are least suited to provide an ad-

[Shri Arjun Arora.] ministrative service suited to the social purposes which the country has in view.

This country has adopted the establishment of a socialist society as an ideal. Though in many other countries, socialism has been brought about as a result of a violent revolution, which did away with all the past structures and past administrative services, this country has chosen—and I feel correctly chosen—a peaceful path, a path of evolutionary development towards socialism. But it appears that that ideal is never before the Union Public Service Commission and the State Public Service Commissions. The result is that we are getting an administrative service which does not fit in with any social purpose whatsoever in view and which is in a way a continuation of the services which the British left for us. That, I must submit, is a dangerous thing and the new Home Minister must apply his mind to this aspect of the problem.

SHRI LOKANATH MISRA: Do you expect the officers to work for you?

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY): Order, order. Please continue.

SHRI ARJUN ARORA: I neither expect them to work for the Congress, nor do I expect them to work for the Swatantra Party. But I am conscious of the fact that a large number of service people, when they retire and when they fail to get re-employment, join the Swatantra Party.

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY): Please proceed with your points. You have just four minutes more.

SHRI ARJUN ARORA: Then a lot has been said about the personality test. I was going through the list of people who constituted the Boards for the personality test of the UPSC. Their names are given on pages 28—

30 of this Report. I find that there are experts of various types, but one particular type of expert is conspicuous by his absence and that is the psychologist, in none of the Boards constituted by the Union Public Service Commission for personality tests the psychologist finds a place. The result is that the personality test is done by men who are experts in everything else except the factors which constitute a personality. That I must submit should go. The other day the Prime Minister declared in the other House that the personality of the wives of diplomatic personnel was important. The Public Service Commission gives undue weight to the personality of the candidate. That I am afraid is a wrong approach, which must be given up. The personality test should be abolished, if for nothing else, merely for one reason that the Union Public Service Commission does not have proper experts to conduct personality tests.

Then some time back Government with the help of the Public Service Commission formed a management pool for the management of public sector industries. Now, Sir, the management of an industry is altogether different from the management of a tahsil or a subdivision, and the constitution of a management pool with the help of the Public Service Commission was a correct step which the Government took. But I am sorry to point out that the Government seems to have given up that pool. A number of people who were put on the management pool have not been called up, and what we find is that Administrative Service men who can only deal with files, neither with men nor with material, are being put in-charge of management of the public sector industries, whereas the people put on the management pool by the Public Service Commission are not being employed.

Then those who are employed are almost permanently made subordinates to the administrators who have no experience of managing industries. The

result is that some of the conscientious managers who left the private sector and joined the management pool and got the jobs have left the Government jobs merely because they find that the administrative personnel put in-charge of management of the public sector industries have no imagination, do not understand the problems of industries, and adopt a wooden attitude. The result is that the management of public sector industries is suffering.

Then, delay in the appointment of people selected by the Public Service Commission is a very dangerous thing. Appendix XV of this Report gives some cases in which people had to wait for appointment more than a year after their selection. That is something which should be avoided. An educated person who appears before the Commission and undergoes all possible tests, when selected, expects immediate appointment. Undue delay in this only brings after a year or so a frustrated man into the service of the Government, a disgruntled man into the service of the Government. Such a person is no good to anybody, and the Government can easily be a little more efficient in this matter. Thank you.

SHRI B. D. KHOBARAGADE: Mr. Vice-Chairman, as there is very short time at my disposal, I will briefly refer to some of the salient features of this Report. First of all, I would like to mention the progress made in respect of women candidates. It has been mentioned in this Report that 12 women candidates were recommended by the Union Public Service Commission. Out of the 12, one has been recommended for the Indian Administrative Service, one for the India Police Service, and the remaining 10 for Central Services Class I. It is encouraging. It is a good thing that the ladies are coming forward, and instead of restricting their sphere of activities within the four walls of their homes, they are coming out and trying to share the responsibilities with the men. I hope the Union Public Service Commission will encourage this trend and encourage the lady candidate? more

and more so that they can discharge their responsibilities fully.

The second point I would like to make is regarding the delayed appointments. Just now Mr. Arora has referred to that question. In the Appendix, we find that the appointments are made after a pretty long time. In some cases the delay was to the tune of about two years. In some cases it has been more than one year. I do not know why the Government should find it difficult to appoint those persons immediately when they receive the opinion of the Union Public Service Commission, because when they advertise for the posts, it means that there are clear vacancies and they want persons to fill up these posts. About one or two months are required to advertise, some more months to interview those candidates, and then to make the recommendations. So naturally, the decision of the Union Public Service Commission is quite sufficient for making the appointments by the Government. It should not take one or two years after the decision of the Union Public Service Commission to make these appointments. Therefore, I would request the hon. Minister to consider this question, because there is already frustration among the unemployed persons. If we see the number of those who have applied and who have been selected, we will find that the percentage of those selected compared to those who have applied is about 10 or 15 per cent. If we have 1200 or 1300 posts, we have noted that 28,000 candidates apply for these posts. If we make them wait for about one or two years more even after they have been selected by the Union Public Service Commission, we are adding to their frustration, and as pointed out by Mr. Arora, a frustrated man can never be a good asset for the administration.

The third question is regarding the discrimination in penalty. The Union Public Service Commission has penalised some of those applicants for using unfair means. I am surprised that if two different candidates indulge in the same sort of malpractice, they are

[Shri B. D. K. Jioaragade.] punished differently. I will quote one instance. One person was caught being in possession of unauthorised papers in the examination hall, and the penalty imposed was disqualification for the examination. Then there were two candidates being in possession of unauthorised papers in the examination hall, and what was the penalty imposed? They were debarred for ten years from the Commission's examinations and selections. The same offence was committed, that of being in possession of unauthorised papers in the examination hall. Two persons are debarred for ten years, and one person is only disqualified for appearing in one examination.

The second instance which I want to quote is this. This related to submitting age documents with date of birth entries tampered with, with a view to securing unauthorised admission to the examination. He was debarred for five years. Another person who indulged in the same sort of malpractice was debarred for ten years. Two persons have committed the same offence. One person is debarred for five years and the other person is debarred for ten years. It means that the Union Public Service Commission is not above board. It gives some ground to other people for suspicion. In this respect, I will quote a letter which has appeared in today's "Times of India" from one Mrs. Arati Mukherji. She says:

"In defending, in the Rajya Sabha the other day, the work of U.P.S.C, Mr. Hajarnavis appears to have ignored or glossed over several instances of over malpractices of which we have heard so many. There have been instances of candidates "with a strong pull" having secured in advance questions to be set at the written tests—and even of not knowing their answers. They were, of course, "selected" in due course."

The allegation is made that before the examination the question papers were acquired by certain candidates. This allegation has been made here. It

means that there are certain suspicions in the minds of people, and continuously allegations have been made against the Union Public Service Commission. Therefore, it only supports the charge of discrimination made by those people who have doubted the impartiality of the Union Public Service Commission.

I will now refer to the question of Scheduled Caste persons. It is really encouraging that this time the Union Public Service Commission has completely filled the quota which is reserved for the Scheduled Caste people. I congratulate them for the change in their mental outlook. But it does not mean that there have been qualified candidates this time only. There were qualified candidates before also. For that purpose I will quote from the figures for the last two or three years. In 1958-59, 513 Scheduled Caste candidates applied, 276 were admitted for examination and 34 appeared for interview. Even though 27<J appeared at the examination and 34 appeared for interview, the Union Public Service Commission could not find one single person qualified and competent to fill one post. Then what about 1959-60? The figures are: 741 applied, 369 appeared for examination, 67 were interviewed, and only 14 were selected. In 1960-61, 817 applied; 387 appeared for the examination and 86 were interviewed, but only 32 were selected. It means that there were number of students who appeared for the examination and who were called for interview. If you call a person for interview, it means that he has satisfied all the minimum conditions which have been prescribed by the Union Public Service Commission. If he satisfies the minimum conditions, what is the difficulty? Why should he not be selected? Why were they not selected in the past two or three years? Therefore it is really heartening to know that there is some change in the mental outlook of the members of the Union Public Service Commission. Therefore, they have selected this large number of people. Therefore, I congratulate them.



The other day, Shri Pillai, an ex-member of the Union Public Service Commission, had referred to this question and said that if he had been allowed to interview all the Scheduled Caste and Scheduled Tribe candidates, a large number of persons could have been selected by the Union Public Service Commission. It means that there should be certain members who are really sympathetic to the backward classes the weaker sections of the community. Unfortunately, after the expiry of the term of Shri Pillai, there has not been anybody there to look after their interests. Therefore, it would be very good if the hon. Minister takes some trouble and appoints somebody belonging to the Scheduled Castes or the Scheduled Tribes as a member of the Union Public Service Commission, so that their interests can be safeguarded.

I will refer to one last point and I will finish the speech. I consider that it is very important. I will have to offer an explanation. The other day, the hon. Deputy Minister spoke regarding the policy of reservation in promotions. I have been raising this question on the floor of this House very often. The other day, grudgingly the hon. Deputy Minister admitted that it was the policy of the Home Ministry. But she said that the Home Ministry's policy was restricted to reservation in promotions to such posts which were filled in by departmental competitive examinations. At least I thank her that she has accepted this important question. She says that this policy is not extended to posts which are filled by methods other than by departmental examinations.

In this connection, I will try to read one or two quotations from the Report of the Commissioner for Scheduled Castes and Scheduled Tribes. In his Report for 1957-58, the Commissioner has referred to this policy of the Government, has welcomed it and said that the same policy should be extended to other posts also which

are not recruited by a departmental competitive examination. They should be promoted to other posts which are not filled in by a departmental competitive examination. I want to clarify this point and I will read from the Reports. It is mentioned here—

"In the last Report it was stated that the standard of merit was being relaxed in favour of the Scheduled Castes and the Scheduled Tribe candidates for the purposes of promotion to non-selection posts and to selection posts which were filled up on the basis of competitive examinations. However, no such considerations were being shown to these candidates for promotion to posts filled otherwise than through a qualifying examination and that promotions to such posts were being made strictly on the basis of seniority subject to fitness. It was recommended that in such promotions also the cases of the Scheduled Caste and Scheduled Tribe candidates should be adjudged sympathetically."

Therefore, in that Report for 1957-58, the Commissioner for Scheduled Castes and Scheduled Tribes and recommended to the Government that the same principle should be applied and it should be extended to other posts which are not filled by a departmental competitive examination.

In the next Report .

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY) : There is no time for your quoting. There are two more speakers, and we have to hear the Minister,

SHRI B. D. KHOBARAGADE: I will finish within two or three minutes. I will refer to these things, and I will finish.

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY) : You just make a reference, do not read,

SHRI B. D. KHOBARAGADE: All right, I will not read.

[Shri B. D. Khobaragade.] In the Report for 1958-59, the Commissioner mentions that the Government has accepted the recommendation made by him that reservation in promotions should be extended to other posts also which are not filled in by direct competitive examination. You are not allowing me to read at length. Therefore, I recommend to the hon. Minister and other Members to go through all these Reports and see that it is accepted by the Government—the recommendation made by the Commissioner that the posts should be reserved for promotions also even though they are not filled in by direct competitive examinations. He has recommended this to the Government. I am speaking about the policy of the Government itself. Government is not implementing it. I would suggest to the Ministry of Home Affairs that the above interpretation may be circulated to all the appointing authorities so that the position in respect of selection posts may be made clear. This is the recommendation made by the Commissioner for Scheduled Castes and Scheduled Tribes.

Now, while speaking in this House the hon. Deputy Minister said that I had generated more heat and I could not throw any light on the question. I would refer to the speech of Shri Jagjivan Ram.

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY) : It is not necessary to raise it now. There is no time.

SHRI B. D. KHOBARAGADE; I will take only one minute.

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY) : We will have to cut away the time from the two other speakers. I will have to call the Minister.

SHRI B. D. KHOBARAGADE: It is a very important question regarding promotion. Therefore, I request you to give me two or three minutes more.

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY): NO, no. I am sorry. I cannot . . .

SHRI B. D. KHOBARAGADE: Only one or two minutes more I will take. I would refer to the speech of Shri Jagjivan Ram, the then Railway Minister, to what he said three years back. In 1960, Shri Jagjivan Ram said on the floor of the Lok Sabha that whatever he had done was not on his own accord, but that he had tried to implement the policies formulated by the Home Ministry. Three years have passed and nobody has contradicted Shri Jagjivan Ram. The Home Minister could have contradicted him then and there on the floor of the House. Nothing was done. Shri Jagjivan Ram said that he had done nothing but to follow and implement the policy of the Home Ministry. Nobody contradicted him. But the other day, the hon. Deputy Minister said that it was not true and that only the Railway Ministry was responsible for this. In view of these recommendations of the Commissioner for Scheduled Castes and Scheduled Tribes and in view of the speech of the hon. Shri Jagjivan Ram, the ex-Railway Minister, that he has done nothing but to implement the policy of the Home Ministry, it is clear that it is the policy of the Home Ministry that the posts should be reserved in promotions also, whether they are filled in by direct competitive examination or whether they are filled in by any other method. Therefore, I would urge upon the Minister and through the Minister upon the members of the Union Public Service Commission that they should have sympathetic consideration towards the Scheduled Castes and the Scheduled Tribes when they are considering the question of filling up of posts by promotion.

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY) : Mr. Abdul Ghani, can you finish your speech in two or three minutes? I want to call the Minister to reply.

شہری عبدالغنی : آپ کا اگڑ یہی  
کہنا ہوگا تو میں ایسی ہی کوشش

کروں گا لیکن آخر جب آپ مجھے  
موقعہ دیتے ہیں ...

THE VICE-CHAIRMAN (SHRI M.  
GOVINDA REDDY): Please proceed.

شری عبدالغلی: وائس چہرمین

صاحب - مجھے دو تین باتیں عرض  
کرتی ہیں - ایک ریفرنس کے بارے  
میں کہ سرکار کیسے ریفرنس کرتی ہے -  
کئی بار کافی قلمی ہوتی ہے - سرورک  
و اسی دائرہ صاحب سے مہرو اس  
بارے میں بڑی کرسپونڈنس ہوتی  
تھی کہ سرکار جب کسی کو پسند  
نہیں کرتی تو اس کا ریفرنس نہیں  
دیتی اور اگر دیتی ہے تو اس کو  
خراب کرتی ہے - اس لئے اس بارے  
میں اپنے مسٹر صاحب کو توجہ  
دینی ہوگی -

نمبر ۱ - لکھا ہے - کہ صرف  
بتاتے ہیں اور اس میں ہماری یونین  
پبلک سروس کمیشن نے ہر طرح کی  
سزائیں دی ہیں - ہو سکتا ہے کہ  
اس میں کچھ حالات بھی ہیں  
لیکن پتہ راجہ تھا پرچہ - ایک  
پبلک سروس کمیشن کے چہرمین نے  
اپنی صرف بتائی - اس کا جب  
معاملہ سرکار کے نوٹس میں آیا تو  
بجائے اس کے کہ اس کو سزا دی  
جاتی ہے جہل میں بھیجا جاتا  
ہمارے ملک کے محبوب نہتا نے اسے  
راجہ سبھا کے لئے نامہ لکھتے کر دیا -  
یہ جیسا محسوس کرتے ہیں یا

سرکار کی جیسی پالیسی ہوتی ہے  
ویسا ہی دوسرے عمل کرتے ہیں -  
سرکار کو اس بات کی طرف دھیان  
دینا ہے کہ اگر کوئی صبر کے معاملہ  
میں غلط اطلاع دیتا ہے [تو اسے تھپ  
کی سزا بھی دی جائے - اس لئے کہ  
آنہلہ کے لئے کسی کو جرات نہ ہو -  
لیکن سرکار ایسا نہیں کرتی اور وہاں  
بھی ایسا نہیں ہوا - ایک بات جو  
میں اور عرض کرنا چاہتا ہوں وہ یہ  
ہے کہ مسٹر خوبراگڈے نے ایک  
درخواست کی کہ وہاں پلائی صاحب  
کے بعد کوئی نہ کوئی ایسا مہمبر  
رکھا جائے جو شہدولڈ کاسٹ اور شہدولڈ  
ٹرائس کا ہو ضرور رکھا جائے لیکن  
یہ خیال ضرور رکھیں کہ ایسا نہ ہو  
جیسا کہ مجھے تجربہ ہے کہ آپبلک  
سروس کمیشن میں جو ہی - اے فیل  
ہوں جو مہترک بھی نہیں ہوں ان  
کو لے لیا گیا - یونین کے لئے میں نے  
نہیں کہا - یونین میں اچھے آدمی  
میں قابل آدمی ہیں اور مجھے  
یقین ہے کہ پلائی صاحب کی جگہ  
کوئی قابل آدمی لیا جائے گا -

وائس چہرمین صاحب - یہ جو  
سروس کو پروہو سے نکالا ہے اس کے لئے  
ایک بات میں اور کہنا چاہتا ہوں -  
یونین پبلک سروس کمیشن میں میں  
تو اہمان رکھتا ہوں وہ اچھے آدمیوں  
کی ہے - ہوم مسٹروں نے بہت بڑی  
خدمت کی ہے اور بہت اچھا کرتی

[ شری عبدالغنی ]

ہے ان کو انکریج کرتی ہے - لہکن ان کے پیروی سے کئی باتوں نکال دی گئیں - شری لوجن اروڑا نے سونڈتر پارٹی کے لہڈر پر اور پارٹی پر اتھک کہا لہکن یہ نہیں بتایا کہ ڈاکٹر کھسکر کو اپونڈت کرنا جو کہ چنڈا سے ہار کر آئے تھے کہاں تک حق بجانب تھا - یہاں ہونا کیا ہے وائس چیرمین صاحب - کہ جو ہار آئے ہیں ان کو کہیں گورنو بنا دیا جانا ہے کہیں کچھ بڈا دیا جاتا ہے اس سے دوسرے بھی ایسا ہی سبق لیتے ہیں - ایک آخری بات جو میں عرض کرنا چاہتا ہوں - تھن چار مدت چنڈا نے دیئے ہیں اور میں چنڈا کا حکم ضرور مانوں گا - وہ یہ ہے کہ یونین پبلک سروس کمیشن کی جو ریکمہڈیشنس ہیں ان کے بارے میں کہتے ہیں کہ صرف ایک کیس میں ہی انہوں نے نہیں مانا جہاں ڈسپلنری ایکشن کا تعلق تھا اور اس میں بھی ہمارے کشن چند جی کہتے ہیں تسلی نہیں ہوئی ہے جو سرکار نے اس پر صفائی دی ہے - چوری ایک پیسہ کی اور ایک کروڑ کی برابر ہے - اگر ایک کیس میں بھی جس میں سرکار کی پوزیشن غلط ہے اور وہ پوزیشن سرکار لہتی ہے تو سرکار کو اس میں اظہار افسوس کرنا چاہئے - کیوں وہ اس لئے میں کہتا ہوں وائس چیرمین صاحب - کہ یہ آج ملک کو بچانے

والی بات ہے - آخر یہ یونین پبلک سروس کمیشن یا جو اسٹیٹوں میں پبلک سروس کمیشن بلے ہیں ان میں انصاف ہو لوگوں کو پورا موقعہ ملے اور اچھے آدمی سرکار کے اندر آ سکیں اس کے ذریعہ ہم راستہ دیتے ہیں انصاف کا - کہ یہ اس کو قائم رکھنے کے لئے ہر طرح کی قربانی کریں اور ملک کو بچائیں اور اس وقت بڑا خطرہ پیدا ہو گیا ہے جو کشمیری کو - اگر چہ کشمیری نہیں بچے گی تو ملک نہیں بچے گا - آج جتنی چھوٹی جاتی ہے یونین پبلک سروس کمیشن کے بارے میں جو جس کی مرضی میں آ جاتا ہے - یہی نہیں اگر کوئی غور ذمہ دار لوگ کہیں وائس چیرمین صاحب - تو مجھے اس سے رنج نہیں ہے لہکن پنجاب اسٹیٹ کا ہوم منسٹر وہ جرات کرتا ہے کہ سپریم کورٹ نے چیچر

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY): It has nothing to do with this.

شری عبدالغنی: میں جو عرض

کرنا چاہتا ہوں اس میں وہ آ جائے گا - کہونکہ میں کہنے والا ہوں کہ یونین پبلک سروس کمیشن کے پیروی میں یہ بھی آتا ہے کہ ایسے کیسز میں جہاں ہوسٹیٹی میں آکو کسی کو نکالا جاتا ہے وہاں پر بھی اس کو دیکھنا پوتا ہے - میں یہ کہنا چاہتا

हों के मुसुंर भूी ऑु हूँ अं कु  
 भूी अं के डुरीु डूँ ल डीडल ऑहूँ  
 तलके डु डु डूँ डूँ डूँ डूँ डूँ डूँ  
 कुुुत कु डूँ डूँ डूँ डूँ डूँ डूँ डूँ  
 कल डूँ डूँ डूँ डूँ डूँ डूँ डूँ

†[श्री अबुल रानी : आपका अगर यही  
 कहना होगा तो मैं ऐसी ही कोशिश  
 करूंगा लेकिन आखिर जब आप मुझे मौका  
 देते हैं

THE VICE-CHAIRMAN (SHRI M.  
 GOVINDA REDDY): Please proceed.

श्री अबुल रानी : वाइस चेयरमैन साहब,  
 मुझे दो बातें अर्ज करनी हैं। एक रेफ्रेंस  
 के बारे में कि सरकार कैसे रेफ्रेंस करती है।  
 कई बार काफी डिले होती है। स्वर्गवासी  
 दातार साहब से मेरी इस बारे में बड़ी  
 कारेसपांडेंस हुई थी कि सरकार जब किसी  
 को पसन्द नहीं करती तो सर्मा रेफ्रेंस नहीं  
 देती। अगर देती है तो वे मनिखराब करती  
 है। इसलिए इस बारे में अपउकल्टे नस्टर साहब  
 को तबज्जो देनी होगी।

नं० २ लिखा है कि उम्र गलत बताते  
 हैं और उसमें हमारी यूनियन पब्लिक सर्विस  
 कमीशन ने दो तरह की सजाएं दी हैं। हो सकता  
 है कि उसमें कुछ हलात भी हों लेकिन यथा-  
 राजा तथा प्रजा। एक पब्लिक सर्विस कमिशन  
 के चेयरमैन ने अपनी उम्र गलत बतायी।  
 उसका जब मामला सरकार के नोटिस में  
 आया तो बजाय इसके कि उसको सजा दी  
 जाती, उसको जेल में भेजा जाता, हमारे मुल्क  
 के महबूब नेता ने उसे राज्य सभा के लिये  
 नोमिनेट कर दिया। ये जैसा महमूस करते  
 हैं या सरकार की जैसी पालिसी होती है वैसा  
 ही दूसरे अमल करते हैं। सरकार को इस बात  
 की तरफ ध्यान देना है कि अगर कोई उम्र के  
 मामले में गलत इतलाह देता है तो उसे कैंद  
 की सजा भी दी जाये स न्दा

† [ ] Hindi transliteration.

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के लिए किसी को जुरंत न हो। लेकिन सरकार  
 ऐसा नहीं करती और वहां भी ऐसा नहीं हुआ।  
 एक बात जो मैं अर्ज और करना चाहता हूं  
 वह यह है कि मि० खोबरागड़े ने एक दरख्वास्त  
 की कि वहां पिल्ले साहब के बाद कोई न कोई  
 ऐसा मेम्बर रखा जाए जो शेड्यूल्ड कास्ट और  
 शेड्यूल्ड यू ट्राइब्स का हो। जरूर रखा जाये  
 लेकिन यह खयाल जरूर रखें कि ऐसा न हो  
 जैसा कि मुझे तजुर्बा है कि पब्लिक सर्विस  
 कमिशन में जो बी० ए० फेल हैं, जो मैट्रिक  
 भी नहीं हैं, उनको ले लिया गया। यूनियन के  
 लिए मैंने नहीं कहा। यूनियन में अच्छे आदमी  
 हैं, काबिल आदमी हैं और मुझे यकीन है कि  
 पिल्ले साहब की जगह कोई काबिल आदमी  
 लिया जायेगा।

वाइस चेयरमैन साहब, यह जो सर्विसेज  
 को परब्यू से निकाला है उसके लिए एक बात  
 मैं और कहना चाहता हूं। यूनियन पब्लिक  
 सर्विस कमीशन में मैं तो ईमान रखता हूं।  
 वह अच्छे आदमियों की है। होम मिनिस्ट्री  
 ने बहुत बड़ी खिदमत की है और बहुत अच्छा  
 करती है उनको ऐनकरेज करती है।  
 लेकिन उनके परब्यू से कई बातें निकाल दी  
 गयीं। श्री अर्जुन आरोड़ा ने स्वतंत्र पार्टी के  
 लीडर पर और पार्टी पर अटैक किया लेकिन  
 यह नहीं बताया कि डा० केसकर को एम्बाइंट  
 करना, जो कि चुनाव से हार कर आए थे,  
 कहां तक हक बजानिब था। यहां होता क्या है  
 वाइस चेयरमैन साहब कि जो हार जाते हैं  
 उनको कहीं गवर्नर बना दिया जाता है,  
 कहीं कुछ बना दिया जाता है। इसी से दूसरे  
 भी ऐसा ही सबक लेते हैं।

एक आखिरी बात जो मैं अर्ज करना  
 चाहता हूं—तीन, चार मिनट जनाब ने दिये  
 हैं और मैं जनाब का डूबम जरूर मानूंगा—  
 वह यह है कि यूनियन पब्लिक सर्विस कमीशन  
 की जो रिक्मेंडेशन हैं उनके बारे में कहते हैं  
 कि सिर्फ एक केस में ही उन्होंने नहीं माना  
 जहां डिसिपलेनरी एक्शन का ताल्लुक था।  
 और उसमें भी हमारे किशनचन्द जी कहते हैं

## [श्री अब्दुल गनी]

तसल्ली नहीं हुई है जो सरकार ने इस तरफ सफाई दी है। चोरी एक पैसे की और एक करोड़ की बराबर। अगर एक केस में भी जिसमें सरकार की पोजीशन गलत है और वह पोजीशन सरकार लेती है तो सरकार को उसमें इजहारे अफसोस करना चाहिए। क्यों वह इसलिए, मैं कहता हूँ, वाइस चेरमैन साहब, कि ये आज मुल्क को बचाने वाली बात है। आखिर यह यूनियन पब्लिक सर्विस कमीशन या जो स्टेटों में पब्लिक सर्विस कमीशन बने हैं उनमें इन्साफ हो, लोगों को पूरा मौका मिले और अच्छे आदमी सरकार के अन्दर आ सकें, उसके जरिये हम रास्ता देते हैं इन्साफ का—कि ये उसको कायम रखने के लिए हर तरह की कुर्बानी करें और बल्कि मुल्क को बचाएं और इस वक्त बड़ा खतरा पैदा हो गया है जुडीशियरी को। अगर, जुडीशियरी नहीं बचेगी तो मुल्क नहीं बचेगा आज मिट्टी छेदी जाती है यूनियन पब्लिक सर्विस कमीशन के बारे में जो जिसकी मर्जी में आ जाता है। यह ही नहीं अगर कोई गैर-जिम्मेदार लोग कहें, वाइस चेरमैन साहब, तो मुझे इससे रंज नहीं है। लेकिन पंजाब स्टेट का होम मिनिस्टर, वह जुरत करता है कि सुप्रीम कोर्ट के जजेज पर . . . .

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY): It has nothing to do with this.

श्री अब्दुल गनी : मैं जो अर्ज करना चाहता हूँ उसमें वह आ जाएगा क्योंकि मैं कहने वाला हूँ कि यूनियन पब्लिक सर्विस कमीशन के परव्यू में यह भी आता है कि ऐसे केसेस में, जहां होस्टिलिटी में आ कर किसी को निकाला जाता है, वहां पर भी उसको देखना पड़ता है। मैं यह कहना चाहता हूँ कि मिनिस्टर भी जो हों उनको भी इसके परव्यू में ला देना चाहिये ताकि दो-दो पैसे कमाने वाले सुप्रीम कोर्ट की निन्दा न करें, जुडीशियरी का भट्टा न बिठाएं। ]

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY): Dr. Ray, can you have your say within two or three minutes? Since you are the only speaker left, I do not want to cut you out.

DR. NIHAR RANJAN RAY: Since I am the last speaker I have one advantage. I have not to repeat the points that have been already made and made very well. I would only add my personal opinion since the Minister wants to have an opinion of this House about this question of personality test. The personality test is an untested test. That is, experimentally speaking, neither the United States nor the European world, that have been going on experimenting with this personality test, have come to the end of it anri they are not even sure whether it is » genuine objective test. By its very nature, personality test has a certain subjective element in it.

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY) : You have just time to mention your points, not to develop them.

DR. NIHAR RANJAN RAY: I would suggest that it would be good enough to have an interview, call it *viva voce* test if you like, to find out certain aptitudes, abilities and tendencies of a candidate. But it is not good to call it a personality test. I would agree with Mr. Sapru who suggested that 400 marks for personality test is certainly a little too much; it should be brought down to not more than 200.

My second point is about the choice of experts in services other than the all-India executive services, whether it is I.F.S., I.P.S. or I.A.S., I mean technical services. In the choice of experts for technical services, I am rather afraid that experts are not chosen—I should like to cite a few examples but I would not like to take the time of the House—with considerable thought, and often these selections of experts are limited to a very narrow geographical limit, Delhi and the adjoining

regions. These regions are certainly the crown of India, I do not object. But these regions do not hold the monopoly of experts. So when they choose their experts, they should give a little more thought to that point. These are the two points that I would make.

The third one is that time has come when it would add some grace to the Union Public Service Commission to have a woman as member.

SHRI R. M. HAJARNAVIS: Mr. Vice-Chairman, Sir, it shall be my pleasant duty to convey to the Union Public Service Commission the appreciation, on behalf of this august House, expressed by so many hon. and distinguished Members of this House of the work done by the Union Public Service Commission. Together with it I shall also convey to them the various valuable suggestions which have fallen from the honourable speakers this morning. I will recount them.

One of them, of course, was by Mr. Kureel saying that if it is found out that the candidate, otherwise qualified, otherwise intelligent, is unable to express himself in English, questions may be asked in other languages including Hindi. For what it is worth I shall certainly convey it to the members of the Union Public Service Commission.

Then it has also been suggested that the information about the various posts which are vacant should be broadcast in the educational institutions or in the technological institutes in which the candidates are trained or likely to be employed. That suggestion, Sir, was made by Mr. Mani and Mr. Dahvabhqi PaM. I shall certainly request the Union Public Service Commission to give a thought to that also. Now that we have many educational institutions spread all over the country, it would be easy for the Union Public Service Commission to have a list of all these institutions. Advertisements are sent in the newspapers though all the newspapers may not be

covered. Therefore, I would certainly request the Union Public Service Commission to consider this very valuable suggestion also whether they ought not to send certain notices to the public exhibited on the notice boards of these institutions.

Then, Sir, there is another suggestion, and coming as it does from a Member with personal experience it ought to be given the weight it deserves. I think I should express no opinion on it since the hon. Member had some experience as a member of the U.P.S.C. himself. He suggested that disciplinary action cases should go to the courts. Of course, they cannot go to the courts. Unless the matter constitutes an offence or what is complained of is civil injury it cannot go to either criminal courts or to the civil courts. But if he thinks that for disciplinary matters the Union Public Service Commission is not a satisfactory authority to deal with them, that suggestion, coming as it does from a Member with experience, will certainly require examination, but then what will have to be substituted is an administrative tribunal.

I will deal with the point made by Mr. Khobaragade who suggested that the U.P.S.C. seemed to have imposed different punishments for the same kind of offence. Now, he is a lawyer and he knows that in the same type of cases, two courts come to different conclusions. Even the same court may find a distinguishing feature or may not find a distinguishing feature, yet may come to different conclusions. That happens. I would so on to suggest that if it is possible for one authority to come to different conclusions in respect of a similar matter then how natural it is that if two different authorities are considering the same matter, they come to different conclusions?

Smt B. D. KTTOBARAGAOT: May I request the Minister to give us certain facts regarding these cases because, in one case it is only one examination" In other cases the other candidate is

[Shri B. D. Khobaragade.] debarred for five years. After five years he will be disqualified because he will be over-age. The whole question of his future career and his life is involved.

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY) : Mr. Khobaragade, you had your say.

SHRI R. M. HAJARNAVIS: What I suggest is, where a question of imposing disciplinary punishment comes, then it is apparent that there are about 10,000 cases in which we have agreed with the U.P.S.C. In one we differed. It is possible that in respect of the same matter when two persons, two entities are considering the same matter, they may not always reach that identical conclusion. That is why we have different judgements from court to court or within the court itself. Appeals are allowed and even in the highest courts we find that there are judges who give dissenting judgments. That happens but no one accuses the man who dissents of any mala fides or any ulterior motive. Each works according to his own conscience and the fact that out of so many cases the Government have, in their conscience, thought it fit to differ in only one case, shows what high regard they pay to the judgment of the U.P.S.C.

Then I will deal with the point he made about the Scheduled Caste and Scheduled Tribe candidates. I expected him to be a little generous and to express his happiness that during the last two or three years the condition is steadily improving.

SHRI B. D. KHOBARAGADE: I thanked the members of the U.P.S.C. . . .

SHRI R. M. HAJARNAVIS: He does not mention that we seriously considered this matter and we found out as to why the Scheduled Caste candidates or the Scheduled Tribe people who are endowed with as good an intellect, as good a brain-power as

any others—God has not created any difference between them and others— why is it that they were unsuccessful and when it was found that one of the ways in which the inequality which arose out of the social conditions which prevailed down the centuries, one of the ways in which the social inequalities could be connected was that they ought to receive some kind of preliminary training. Therefore, we started a training institute at Allahabad. The experiment has been eminently successful. It has encouraged us and we have now this year started a school at Bangalore and we will certainly provide for other schools if found necessary.

Shri Khobaragade forgot to mention that the Report of the Scheduled Castes and Scheduled Tribes Commissioner is also on behalf of and part of the Government. The Government's responsibility is contained in article 335 which says that consistent with the maintaining the efficiency of the services. That also is one consideration. That has to be balanced with the uplift of the backward section, the weaker section. Those two things have to be balanced against each other. If we find that as the Supreme Court Judgment says that all appointments should go to the Scheduled Caste people or the Scheduled Tribe people, though on merit they do not deserve, the considerations of efficiency would be completely overlooked and we would be giving undue weight to one of the factors as against the other balancing factor. These things have to be weighed with each other.

SHRI B. D. KHOBARAGADE: May I submit . . .

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY): There is no time.

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SHRI R. M. HAJARNAVIS: That is I why we are giving the deepest thought I to the judgment of the Supreme ! Court. I will assure the House that we are aware of our obligations,



namely, the judgment of the Supreme Court is the law of the land. It has to be given effect to but the question is how best to give effect to it so that the law of the land is maintained and efficiency is maintained, if it is not enhanced, and also the weaker section get their rightful place in the administration and in the social life? This is something which is a duty of which we are constantly aware of, and to which we are addressing ourselves.

As I said, apart from the suggestions we receive from hon. Members of this House who belong to the Scheduled Castes and the Scheduled Tribes, we ourselves have our own organisation. The Commissioner for the Scheduled Castes and the Scheduled Tribes brings to our notice every case which is worth mentioning, things which will escape notice because it is not something which will be generally known. Every case is detected and reported to us so that the Government as a whole, I submit, are aware of their responsibilities in the matter and are also responsive. As I said our experiment in Allahabad has been very successful. Such inhibitions that the members of the Scheduled Castes and the Scheduled Tribes initially suffered from, probably, are worn off as a result of the training and success in the competition. One of the ways in which this could be done would have been to lower the standard, to have a separate examination but then that would have created or that would have been a disaster for the Scheduled Castes and the Scheduled Tribes personnel who entered the services. They would always have been conscious of the fact that they had come into the services as a result of an inferior test. They would not have the confidence of having competed with the rest of us. I am quite sure, in ten years' time, members having the same ability as Mr. Khobaragade, will discard these and will say that this is not necessary at all and not only they will come in the percentage but exceed the percentage.

SHRI B. D. KHOBARAGADE: They will be the first to discard reservation . . .

(Interruption)

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY) : You have to proceed to the other points, Mr. Hajarna-vis.

SHRI R. M. HAJARNAVIS: I for one, have no doubt in the matter at all.

Then Mr. Pallai asked about pensions for the members of the Commission. I regret to say that we have not much progress to report since the matter was mentioned in the House last time, but certainly, it is under consideration and we hope to decide it in a manner which is consistent with the dignity of the U.P.S.C. member? and the merits of the case.

Then points have been made about recruitments cancelled. Now it often happens. We make a large number of recruitments. What happens is this. The process is this. There is a post, that post is to be filled. Then we set out what we consider should be the qualifications of that person who should be appointed to that post. We send that to the U.P.S.C. The U.P.S.C. examine it very carefully and find out whether the qualifications are such that on the satisfaction of those qualifications, if a person is chosen, he will be able to discharge his duties. If they think that the qualifications are not suitable, then they write back saying that the qualifications should be changed. That is done. Then the advertisement goes forth. The advertisement must give enough time. It must receive enough publicity. It must go to the areas from which the recruitment is likely. Otherwise there will be a criticism that it is not given enough publicity. That takes time. Now it sometimes happens that while all this going on, there is a reorganisation in the particular unit because there are other considerations like economy, reorganisation, modification, etc. and then it is found out that the post need no longer be filled. Now, js

[Shri R. M. Hajarnavis.] it expected that if we have found as a result of the examination that the recruitment is no longer necessary, ought not the proposed recruitment be cancelled? Such things happen. Everywhere they happen. Life is not a machine. It is not a Rolls Royce machine in which one part fits in exactly with the other part.

5 p. M.

SHRI AKBAR ALI KHAN: But it should be the exception.

SHRI R. M. HAJARNAVIS: They are exceptions. Find out how many such cases there are. There will be less than even 1 per cent.

Then I come to the question of delayed appointments. In the case of delayed appointments what happens is this. After the appointment is approved by the U.P.S.C, they have got a medical examination and in many cases the man wants a second medical examination. The first Medical Board often finds the man not medically qualified and then he asks for a second Board. So, a second Board is given. I know of cases and I have myself received representations about it. I am very very sympathetic to them and if the man has passed the examination and if he is qualified, I give him another opportunity to go before another Board. So that takes time.

Then there is another important consideration. We have got to verify the antecedents of the person, because the Government cannot escape the responsibility of finding out whether the person who is appointed is, from the security point of view, a desirable person to be appointed. That is a responsibility which can never be escaped by any State, including the States which Shri Rashunatha Reddy holds in high regard. So that verification takes some time. Often it also happens that the first report requires further examination. It is not as if the first report is good and shows that there is nothing against the man

Often it may happen that the report is adverse. So when the report is an adverse one, we have got to go further into it to see that somebody is not committing a mistake. After all, first impressions may be erroneous. We have to examine it fully until we are satisfied that the man is a definite security risk. What his relations are, what their opinions are, we do not care. The only question we consider is this: Whether the man's appointment is likely to involve the State in some kind of security risk and then, of course, we discharge our duty by not appointing him. But in many cases like this there are various factors which take time. In a particular case there may be negligence. I am not saying that we are all infallible, that we never commit a mistake. It may be negligence, not something deliberate, but it may be something else.

SHRI AKBAR ALI KHAN: You cannot rely only on police reports.

SHRI R. M. HAJARNAVIS: NO, Sir, not at all. No man's character should be taken away on account of some scrappy information. Therefore, these things sometimes cause delay

One particular case which Mr. Bhar-gava had in mind was a case relating to the Delhi Municipal Corporation over which our authority is extremely limited. They asked the U.P.S.C, to do it. It is not something required by the Constitution. It is something under the Delhi Municipal Corporation Act. The report is there and they have done it. Our responsibility in the matter is extremely limited and we do not interfere with the autonomy or the management of the U.P.S.C.

Before I come to deal with the question personally tests, I would like to make a few observations on some other points. There was a certain question raised by Mr. Bhargava. I have already dealt with the point about the decision of the Supreme Court. Then the hon. Member said that though one and a half years have

passed, no panel of the left-overs of the 1959-60 examinations has been made public and so candidates have been denied their "right" and "justice." As regards this, the position is like this. The provision to include the left-overs in a select panel was included in the C.S.S. Rules, 1962 promulgated on 28th September, 1962. The provision is that there will be a select list which will, for a period of five years from 1-10-1962, consist of

- (i) Assistants approved on the basis of seniority,
- (ii) Successful candidates of the limited departmental examination of the relevant year; and
- (iii) Those included in a panel prepared out of left-overs of 1959-60 examinations, all in equal numbers.

So all these three streams would join together to fill the vacant posts. The left-overs of 1959-60 examinations, therefore, would find place in such a panel which can, however, be issued only after the limited departmental examination is held and recommendations are received from the U.P.S.C. This procedure will be followed during the five-year period mentioned earlier, in respect of the examinations to be held from 1963 onwards. There is not likely to be any curtailment of this facility given to the left-overs.

It needs to be clarified that the examinations of 1959-60 were competitive examinations and, therefore, no right as such accrued to the candidates who obtained a certain percentage of marks. It is only as a matter of concession that it was agreed to accommodate some of them during the five-year period mentioned earlier.

Another question was raised as to why a limited departmental examination is being held if there are no vacancies. There may be no vacancies now, but by the time the results are out and the panel is formed, it is not unlikely that the present surplus

would have been absorbed. Moreover, a good principle once enunciated should continue to be followed, even if there are some temporary difficulties in the way.

As regards Mr. Bhargava's question about a certain examination which was announced to be held and then cancelled, the reason why it was cancelled was that a certain wording of a part of the notification relating to the examination, as adopted by the U.P.S.C, was considered unconstitutional at a late stage. That does not, however, take away any of the concessions given to the left-overs. The procedure which I have already referred to will be followed and I do hope that this will allay all the apprehensions that have been expressed in this behalf.

I may inform hon. Members that the languages which are open for examination are—Mr. Mani" raised the point and he is not here now—Arabic, Chinese, French, German, Latin, Pali, Persian, Russian, Sanskrit and Spanish. For the Indian Foreign Service only and for no other service, the candidate will have to select any two of the languages.

That brings me to the question of personality test. As I said, this is a very important question, complex question, a difficult question to solve. It is possible to contend that 400 marks is too large a percentage of the total marks. But no one has suggested and no one can suggest, that a man can be appointed to a responsible post without being asked at least his name, his father's name and without seeing how he talks. I do not know whether even if the party to which my hon friend, Shri Raghunath Reddy, belongs comes into power . . .

SHRI K. V. RAGHUNATHA REDDY: I am sorry the hon. Minister is mistaken. I do not belong to any party. I am an independent

SHRI AKBAR ALI KHAN: He is an independent supported by others.

SHRI K. M. HAJARNAVIS: Well, that makes my position very much easier. If my hon. friend is appointed to a committee and asked to recommend any person to a responsible post, I doubt whether he would appoint the man merely on the result of a written examination, without asking him a few questions and without seeing him.

SHRI K. V. RAGHUNATHA REDDY: I do not know whether the hon. Minister has properly understood me. He does not seem to have understood my point. I suggested that . . .

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY): The hon. Minister has not yielded.

SHRI R. M. HAJARNAVIS: I know. I will deal with the point raised by the hon. Member. Mr. Arora also mentioned that point. I do not at all agree with the two hon. Members.

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY): How much longer longer will you take?

SHRI R. M. HAJARNAVIS: In another five minutes, Sir, I will finish.

I will now deal with Dr. Ray's observations, Sir. He spoke about the United States of America and other countries and said that there they are having no interviews for the candidates. I am not familiar as to how the higher posts are filled in the U.S.A. But I don't think that a person can possibly be appointed without even one personal interview. I don't think that can happen. I know definitely that in France and in England the personal interview forms a very important basis of selection of candidates to the higher posts. In France, after a stiff written examination, the person goes before what is called a "Jury" and each member of the Jury interviews the candidate and the impressions of the Jury are conveyed to the appointing authority. In England, there are two methods. There is method No. I which consists

of a written examination which is somewhat on the lines of the Indian Civil Service Examination and a shorter interview and there is method No. II which is almost wholly interview. There is an interview for two and a half days. Some people refer to it derisively as week-end parties or household parties but there is a very intense interview. A psychologist is present and this goes on for two and a half days. The candidate is asked all sorts of questions, asked to solve all sorts of problems. "There is an imaginary island which has no food." Or, "There is this water problem. How are you going to solve it?" His capacity to deal with a situation is tested and for the selection for the Foreign Office, I find that method No. II is used, not method No. I. It has not been seriously suggested but to suggest that the interview should be completely eliminated, it is of no use. I think, to go against the experience which we have gained and which has been gained elsewhere.

I would now refer to the point which Mr. Arjun Arora made, to which Mr. Raghunatha Reddy also made reference, that unless the candidate is discovered to have a complete faith in socialism, he should not be entertained. What exactly is meant by socialism is a question on which there may be more than one opinion. What I think is socialism may not be Mr. Raghunatha Reddy's socialism. That would be a different matter, but what I would look for in a man, is not his outlook, but whether he has the capacity for analysis, whether he has an open mind. Ours is a strong libertarian tradition. We do not believe in a particular 'ism', that in a particular book and in a particular philosophy is contained the ultimate wisdom of the world. If he is a socialist, if he professes to be a socialist, I would certainly ask him to explain the basis of his socialism, how he arrives at his reasoning. If every step of his reasoning appears to be plausible, appears to be true, logically correct, the data is assumed, then I

will certainly appoint him to an important post, but if he merely repeats slogans as some of the people with whom Mr. Raghunatha Reddy may be associated, without understanding the real content, without the real conviction in their mind, in my opinion, he will not be fit, even though he may loudly profess in socialist doctrines in which I honestly believe. I think it should be a reasoned belief, a belief to which you come after a great deal of examination and analysis. I am afraid, therefore, I cannot agree with the hon. Member.

Again, Sir, I express my gratitude to the hon. Members who have expressed such a deep appreciation and understanding of the work of the Union Public Service Commission.

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY): YOU have to state briefly what you want

SHRI B. D. KHOBARAGADE; I had referred in my speech to the problems of promotion. The policy regarding promotions was formulated by the Home Ministry and circulated to other Ministries. I referred in my speech to the two or three . . .

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY) : What is the point you are making?

SHRI B. D. KHOBARAGADE: In the other House, Shri Jagjivan Ram also made a speech.

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY): YOU have said all that. What do you want?

SHRI B. D. KHOBARAGADE: What is the policy of the Government? Shri Jagjivan Ram spoke and mentioned about this thing. I just want to know from the hon. Minister the policy of the Government, what it is.

THE VICE-CHAIRMAN (SHRI M. GOVINDA REDDY) : He has already replied to that.

The House stands adjourned till 11 A.M. tomorrow.

The House then adjourned at fifteen minutes past five of the clock till eleven of the clock on Thursday, the 19th September 1963.