

MR. CHAIRMAN : The question is :
 "That Clause 4 stand part of the Bill."

The motion was adopted.

Clause 4 was added to the Bill.

MR. CHAIRMAN : The question is:
 "That Clause 5 to 15 stand part of the Bill."

The motion was adopted.

Clauses 5 to 15 were added to the Bill.

Clause 16

MR. CHAIRMAN: Now, Clause 16. Is Prof. N.G. Ranga moving his amendment ?

PROF. N.G. RANGA : No. I am not moving.

MR. CHIRMAN : Is Shri Ram Pyare Panika moving his amendment ?

SHRI RAM PYARE PANIKA : No. I am not moving my amendment.

MR. CHAIRMAN: The question is:
 "That Clause 16 stand part of the Bill."

The motion was adopted.

Clause 16 was added to the Bill.

Clause 17

MR. CHAIRMAN : Now, clause 17. The question is :

"That Clause 17 stand part of the Bill."

The motion was adopted.

Clause 17 was added to the Bill.

Clause 18

MR. CHAIRMAN : Clause 18. Is Prof. N.G. Ranga moving his amendment ?

PROF. N.G. RANGA : No. I am not moving my amendment.

MR. CHAIRMAN : Is Shri Ram Pyare Panika moving his amendment ?

SHRI RAM PYARE PANIKA : No, I am not moving my amendment.

MR. CHAIRMAN : The question is
 "That Clause 18 stand part of the Bill."

The motion was adopted.

Clause 18 was added to the Bill.

Clause 19

MR. CHAIRMAN : Clause 19. The question is :

"That Clause 19 stand part of the Bill."

The motion was adopted.

Clause 19 was added to the Bill.

Clause 1, the Enacting Formula and the Title were added to the Bill.

SHRI P.A. SANGMA : Sir, I beg to move :

"That the Bill be passed."

MR. CHAIRMAN : The question is :
 "That the Bill be passed."
The motion was adopted.

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17.41 hrs.

DISCUSSION ON THIRTY-SECOND AND THIRTY-THIRD REPORTS OF THE UNION PUBLIC SERVICE COMMISSION ALONG WITH GOVERNMENT'S MEMORANDUM ON CASES OF NON-ACCEPTANCE OF COMMISSION'S ADVICE MENTIONED THEREIN

MR. CHAIRMAN : Now we go to the next item. Mr. K.P. Singh Deo.

THE MINISTER OF STATE IN THE DEPARTMENTS OF PERSONNEL AND ADMINISTRATIVE REFORMS AND CULTURE (SHRI K.P. SINGH DEO) : Mr. Chairman, Sir, I beg to move :

"That this House takes note of the Thirtysecond and Thirty-third Reports of the Union Public Service Commission for the periods from 1st April, 1981 to 31st March, 1982, and 1st April, 1982 to 31st March, 1983

along with the Government's Memorandum on the cases of non-acceptance of the Commission's advice mentioned therein, laid on the Table of the House on 2nd March, 1983 and 2nd May, 1984, respectively.'

As the House is aware, the Union Public Service Commission is required under article 323 (1) of the Constitution to present annually to the President a report on the work done by the Commission. These reports are placed by the Government on the Table along with memoranda explaining the reasons in respect of cases, if any, where the advice of the Commission was not accepted by the Government. It is also customary to take up for discussion the report of the Commission both to highlight the performance of the Commission and to elicit the esteemed views of the hon. Members on the overall policies on recruitment and management of public services.

As the hon. Members are aware, the Union Public Service Commission performs a key role in recruitment to higher services and renders independent advice to the Government on several matters concerning public personnel administration, and utmost consideration is given to the judgement of the Commission in these matters.

In the reports under consideration, the Commission had tendered advice on over 10,071 and 12,936 cases concerning appointments, promotions, disciplinary cases, etc. except four of which Government had accepted the recommendations of the Commission.

During the period from April 1982 to March 1983, 2, 74, 746 candidates applied for various examinations and selections conducted by the Commission and 8,039 candidates were recommended for appointment to various services and posts. The Commission were associated with Selection Committees constituted in each State to consider cases of promotion of 1,158 State Service officers to the three All India Services, viz, the Indian Administrative Service, the Indian Police Service and the Indian

Forest Service. A total of 439 States Service officers were included in Select Lists for the three Services during the period covered by the Report. In regard to promotions in Central Services, cases of 16,172 officers were considered by the Departmental Promotion Committees with which the Commission were associated and 3,793 officers were included in the panels drawn up for promotion to higher posts

The hon. Members would be glad to notice from the 32nd & 33rd Reports of the Commission that there is a welcome trend in the performance of the candidates belonging to the Scheduled Castes and Scheduled Tribes. In the years under report, the Commission were able to recommend candidates belonging to the Scheduled Castes against all vacancies reserved for them in the examinations requiring academic qualifications such as degree of a recognised University or equivalent as in the Civil Services Examination, Indian Forest Service Examination, the Indian Economic Service and Indian Statistical Service Examination and the Assistant Grade Examination. There was appreciable improvement in the recruitment of Scheduled Caste candidates in some of the examinations requiring technical/professional qualifications and candidates to the full extent of reservation could be recommended in the case of combined Medical Examination for recruitment to medical posts under the Central Government and Municipal Corporation of Delhi and also the Special Class Railway Apprentices Examination. The performance of Scheduled Caste candidates at the Geological Examination and the Stenographers' Examination was also much better in the years under report as compared to previous years.

As regards the Scheduled Tribes candidates, the Commission were also able to recommend during the years under report candidates against all vacancies reserved for them in the examinations requiring general academic qualifications. In the case of examinations requiring technical or professional qualifications, however, the Commission

[Shri K. P. Singh Deo]

could not recommend the required number of candidates to fill up all the reserved vacancies. I would, however, like to assure the Members that Government is continuing its efforts to improve the representation of Scheduled Castes and Scheduled Tribes in services under the Government so that they can find their appropriate place in the mainstream of national life. For this purpose, Government have opened a large number of coaching centres in various parts of the country so as to give pre-examination coaching to Scheduled Caste and Scheduled Tribe candidates in order to improve their performance in the examinations conducted by the Union Public Service Commission. There are at present over 65 coaching centres under operation. Special coaching classes in the various universities and in private institutions have also been arranged. I am glad to inform this House that the full quota of reservation for Scheduled Castes and Scheduled Tribes is being fulfilled in the case of higher Civil Services for which recruitment is made through the Civil Services Examinations. The Government have also taken up the question of opening new examination centres for the conduct of examinations by the Union Public Service Commission so that persons in the rural areas may not have to travel long distances to appear at such examination. As on date, there are 37 centres for the Examinations including 19 for the Civil Services (Main) Examination held by the UPSC of which three—namely, the Centres at Raipur, Tirupati and Visakhapatnam, were opened recently to cater for large concentration of tribal population round these centres. Widest possible publicity is also given to the recruitment being made by the Union Public Service Commission so that advantage can be derived by eligible persons living in rural areas. In order to facilitate better performance of persons coming from rural areas, with effect from the Civil Services Examination held from 1982 onwards, candidates are also allowed to indicate the language medium for interview test. Moreover, to overcome the handicap, if any, experien-

ced by the candidates from the North-Eastern region, they have also been exempted from appearing in the compulsory Indian Language paper in the Civil Services Examination upto the Examination to be held in 1985.

As the House is aware, the Government decided in October, 1983, on the recommendations of the UPSC, National Training Conference on Training of Civil Servants in India and the Director, Sardar Vallabhbhai National Police Academy of Hyderabad to reduce the upper age limit from 28 to 26 years for appearing at the Civil Services Examination, Indian Forest Service Examination and Indian Economic Service and Indian Statistical Service Examination to be held in 1985 and onwards, with usual relaxation for the Scheduled Castes and Scheduled Tribes candidates and certain specified categories notified from time to time. The Kothari Committee has also recommended upper age limit of 26 years for the Civil Services Examination. The upper age limit of 28 years had adversely affected the moulding of candidates according to the requirements of the Services and also the element of competitiveness of the examination.

The upper age limit was also likely to help urban candidates rather than rural candidates who could ill afford to get educated indefinitely. However, keeping in view the representations received on this subject, the Government have decided to give effect to that decision from the examinations to be conducted in 1986 and onwards.

I would also like to mention the following salient features of the Civil Services Examination which are expected to help candidates with rural background as well as those belonging to less affluent class of society :—

- (i) The Paper on English is of Matriculation or equivalent standard and qualifying in nature. The marks in this Paper are not counted for competitive ranking.
- (ii) Option to answer the subject papers either in English or in

any of the Indian Languages included in the Eighth Schedule to the Constitution has been given to the candidates.

- (iii) Marks allotted for optional papers have sought to reduce the weightage of papers in General Studies. Optional papers now carry 1200 marks while General Studies papers carry 600 marks.
- (iv) Less weightage has been given to the Interview Test which carries 250 marks only. The Interview Board can allow the candidates to answer in an Indian Language if the candidate so desires, because of his inability to express adequately in English.
- (v) Additional papers of post-graduation level for IAS/Indian Forest Service included in the old scheme of examination have been dispensed with in the new system of examination.

I may take this opportunity to assure the Members that the various suggestions which have been made from time to time in this august House have in the past, while considering the earlier reports of the Commission, been given the highest consideration. And I am sure when the hon. Members do take part in today's deliberations, their considered opinions and observations and their views on this subject will also be given the highest consideration. We would like to incorporate them for improving procedure for recruitment to the Civil Services, which is a continuing process and we would like to keep on improving on it, we are not resting on our oars. It is a continuous process, we would like to benefit from the advice and the counsel of the Hon. Members. With these words, I conclude.

MR CHAIRMAN : Motion moved :

"That this House takes note of the Thirty-second and Thirty-third Reports of the Union Public Service Commission for

the periods from 1st April, 1981 to 31st March, 1982 and 1st April, 1982 to 31st March, 1983, along with the Government's Memorandum on the cases of non-acceptance of the Commission's advice mentioned therein, laid on the Table of the House on 2nd March, 1983 and 2nd May, 1984 respectively."

Now, Shri K. Ramachandra Reddy.

SHRI K. RAMACHANDRA REDDY (Hindupur) : Mr. Chairman, Sir, the Indian Constitution has brought the Union Public Service Commission into existence to perform certain salutary functions.

The functions which the Commission is expected to perform have been enunciated in Article 320 of the Constitution.

The Commission is expected to recruit suitable candidates for appointments in the various Ministries and Departments, consider the question of Departmental Promotions, Deputations, etc. In order to do these functions, the Commission has come into existence.

The Ministries and departments are expected to inform the Commission about the position of the vacancies. They should tell the UPSC how many vacancies are there in the Departments, what are the promotion lists, who are all to be promoted, what are the criteria to be adopted, etc. These functions are expected from the Ministries and also from the Departments.

But what happens is this : The Ministries and Departments whatever Ministry or Department it might be—do not like the interference of the Commission. They would like to exclude the interference of the Commission as far as possible. That is why they resort to what is known as *ad hocism*. These Government Departments would like to appoint their own people, people who could influence them, people who are very near and dear to them. In order to see that those people are appointed and the purview of the Commission is excluded, they make these *ad hoc* appoint-

[Shri K. Ramachandra Reddy]

ments. This sort of *ad hocism* is very rampant in the Central Medical Services, Railway Medical Services, Engineering cadres of the Central Electricity Authority, Central Water Commission, Delhi Electric Supply Undertaking and many other Departments. Now, such departments without making any reference to UPSC make a number of appointments on *ad hoc* basis and also indulge in promotions resulting in indefinite prolongation of services. Such indifferent prolongation of services on *ad hoc* basis is undesirable both to the appointees and the employee organisation. In such circumstances, *ad hocism* has to be reduced to a minimum. To delay final recruitment, *ad hocism* is resorted to. The Government should take firm steps to stop this *ad hocism* in recruitment and promotions. Of course, it may not be possible to completely eliminate appointments on *ad hoc* basis. But one thing must be borne in mind that this kind of *ad hoc* appointments should be made to the barest minimum as contemplated in Rule 4(1) of the UPSC.

Now, Sir, the Departmental Promotions Committees should sit every year once or twice and decide about the promotees and send up a list of promotions to the UPSC for approval. Even here the Committees are not in a position to submit their lists for various reasons. They should be made to submit their lists for approval promptly.

Now, Sir, regarding reforms in Testing method and Examinations, I would like to point out that the recruitment policies and practices are socially relevant and are to be in consonance with the Constitutional provisions. New norms and techniques of assessment have to be worked out. Objective type of tests are to be held as an important adjunct to the selection process. Now, the UPSC conducts written examinations and oral tests in English or Hindi. Therefore, lot of difficulties are experienced by the candidates who are not in a position to express themselves adequately either in English or in Hindi.

This results in a lot of handicap for the candidates who do not know English or Hindi. Hence it is desirable the Committee should decide that the answers can be given in any of the regional languages and necessary option may be given for answering examinations and oral tests in any regional languages so that these candidates may stand on par with the candidates who answer in English or in Hindi. Now, in regard to the oral interviews and *viva voce* tests candidates answering in regional languages must be treated on par with those answering in English or Hindi.

Sir, it is now a common experience that out of lakhs and lakhs of candidates appearing for the examinations, only a very little percentage is selected. Those who have not been selected are very much disappointed. These candidates have to travel to the examination centres which are far off from their residence and write the examinations. After writing the examinations, they have to go to the far off centres for appearing for oral tests or interviews. For these purposes they have to incur a lot of expenditure, put in a lot of labour and face a lot of difficulties, etc. The present number of centres, that is 30 or 40, all over the country is hardly sufficient to enable the candidates take up the examinations from their places. There should be as many centres as possible so that the candidates do not face any difficulty in reaching the examination centres and also they spend minimum amount for this purpose. They should be provided with the facilities of appearing for the examinations, as far as possible, in their own area, near their residential places.

Now, in regard to the relaxation of upper age limit, I would like to bring to your kind notice that the number of people who register in the Employment Exchanges is on the increase every year and these people are not able to find any employment even after ten or fifteen years after such registration with the Employment

Exchanges. Lakhs and lakhs of people have got themselves registered with the Employment Exchanges in various cities and towns. In order to facilitate appointment of such people, it is desirable that the upper age limit is relaxed from 28 to 34 years.

MR. CHAIRMAN : Mr. Reddy, you can continue tomorrow.

18.00 hrs.

The Lok Sabha then adjourned till Eleven of the Clock on Friday, March 29, 1985/Chaitra 8, 1907 (Saka)