

दे दो है। मैं प्राथना करता हूँ कि इस रिपोर्ट को जल्दी से जल्दी स्वीकार किया जाए और वैकवर्ड क्लामिस की उन्नति के लिए जल्दी से जल्दी कदम उठाये जायें। मैं प्राथना करता हूँ कि मेरे इन मुद्दावों पर ध्यान दिया जाएगा जिससे कि देश के गरीब श्रमजीवी वर्ग को बजट से फायदा मिले। *

श्री गिरधारी लाल व्यास (भीलवाड़ा) : इन मन्पीमेंटरी डिमांड्स का मैं समर्थन करता हूँ। मैं निवेदन करना चाहता हूँ कि जनता पार्टी की सरकार ने देश की अर्थ व्यवस्था को बिगाड़ दिया था और हमारे वित्त मंत्री जी इसको सुधारने का प्रयत्न कर रहे हैं। ब्रिटेन बंगाल में सबसे ज्यादा गड़बड़ की है। ब्रिटेन बंगाल ने सारी आर्थिक स्थिति को कमजोर कर दिया है। वहाँ से कोयले का कितना बाहर रमगलिंग होता है यह मंत्री महोदय ने बताया था। ब्रिटेन बंगाल ने सारे देश की अर्थ व्यवस्था को चकनाचूर कर दिया है। हमारे वित्त मंत्री जी ने मुद्रा स्फीति को कम करने की कोशिश की है। उनका प्रयत्न वास्तव में प्रगमनीय है। दस प्रतिशत के करीब मुद्रा स्फीति की दर को वह ले आए है। प्रोसेसल प्राइसिस भी कम हो रही है। मगर रिटेल की कीमतों पर कोई प्रभाव नहीं पड़ा है। इसलिये उसके सम्बन्ध में हमारे वित्त मंत्री महोदय ध्यान देंगे। और वह तभी ठीक हो सकता है जब डिस्ट्रीब्यूशन सिस्टम को सुधारने का प्रयत्न किया जाय, कोऑपरेटिव सोसाइटीज को ज्यादा से ज्यादा मजबूत बनाया जाय और उससे प्राइसिज का कंट्रोल करके लोगों को सस्ते भाव पर सामान उपलब्ध हो सके, इस प्रकार की व्यवस्था करनी चाहिये।

MR. DEPUTY-SPLAKER : You can continue your speech tomorrow. We will now take up the next item.

17.31 hrs.

HALF-AN-HOUR DISCUSSION

IMPROVEMENT IN SYSTEM OF SELECTION FOR CIVIL SERVICES

SHRI EDUARDO FALEIRO (Mormugao) : Mr. Deputy Speaker, Sir, when this question was being discussed in this House on the 2nd September, there was a widespread feeling that though we have manpower, technical manpower, which compares with the best in the world, though we are actually the third country in the world as far as skill and manpower are concerned, this abundance of intellectual wealth and skill is not reflected, adequately and proportionately, in our development and economic growth over the last 30 years or so. A feeling was also expressed that it is not so reflected there are many causes for it, and one of the causes definitely is the large gap that exists between formulation and implementations of schemes, which results in failure of implementation of schemes and plans effectively.

This question concerns the bureaucracy, the method and manner of recruitment of our administrative leadership. There has been definitely a sea change, definitely a radical change, between what was required of a bureaucrat or an administrative leader in the colonial era and what is required now in free India, in the post-colonial era. Definitely, before independence the major task of the administrator was to maintain law and order and he was necessarily, so to say, an arm of the ruler, as opposed to the people. But today in free India, in a free democracy, in a developing democracy, a bureaucrat, an administrative leader, is just another citizen who, for the time being, is governing, but then not merely working for the people but, and this is the emphasis which I will take in the discussion, working with the people. He is a man who is required to have

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not merely intellectual achievements to his credit, not merely to have brilliant academic achievements to his credit, but a man who is required to have the necessary motivation to carry forward the great need for social change, the great urge for social justice and economic growth.

I have a quotation here, which seems to be the admitted opinion as to what is required of a civil servant today. It says :

"No civil servant can be effective unless he is aware of the national objective, the total strategy of the Government, the political setting of the administration apart, of course, from the managerial tools and administrative procedures."

Now the question will be, at the very outset, whilst you are considering recruit your us to the IAS, IFS and Allied Services then academic achievements on different subjects, the different subjects which they studied in BA or the post-degree course, what actually is your emphasis, how do you test this need for motivation, this commitment of the individual to the social goals which are enshrined in the Constitution, in the Directive Principles. I take it this need for motivation is admittedly most important, the commitment to social goals. There should be no commitment to religion, no commitment to community, definitely no commitment to a political party, but there should be a commitment to the social goals, the need for change and development of the society to the constitutional goals, as enshrined in the Directive Principles.

How do we test that ? I have said that there cannot be a commitment of the civil servant to the parochial, regional, linguistic or communal factors. A bureaucrat is an administrative leader—I have been mentioning this expression and to the people he should be a symbol, not of a region, not of a community, not of

a language, not of any of these divisive factors, but he has got to be a representative and symbol of national unity and integrity. The people must have confidence in this man that only the nation, its unity and its integrity, motivate him, and no other divisive forces, no parochial forces or such similar forces motivate him. So, how do we test this again in his personal and emotional characteristics ?

With this comes the need to have in our bureaucracy representation from all parts of the country. There must be effective representation from the Scheduled Castes, there must be effective representation from the Scheduled Tribes, there must be effective representation from all the distant parts of this country, however small they may be, so that the people get identified with the administrator. This is really very much necessary. I would not be parochial if I say that in my own Territory of Goa which is among the highest in respect of percentage of literacy in the country, there are many people from the Territory who have got into the Administrative Services and into the Foreign Service. However hardly anybody in the last about 20 years has been a candidate from that Territory or has got himself selected. Now, the question will be : What steps the Government have taken to have training facilities not merely on the paper—there should not be facilities and possibilities only on paper—but actual training facilities in all these far-flung areas and also facilities of economic assistance so that those who are not financially capable, those who may have all the talents and all the qualifications, but yet are not financial capable, are not deprived of joining the Services. How do you intend providing financial assistance? My questions will not be on what we have done already but what further steps you do contemplate in this regard.

The time is short. We have done a very good deal, I am sure. But

then the question is : What Government contemplates in future ? Because this process is a continuous process of evaluation.

So my questions are all on what the Government will do in future and not what the Government has been doing in the past over the years.

I now come to a not very pleasant task, but then a very important task also, and the task is to point out that we have very capable, people as I have mentioned, in the Services, but there is a biological process, and the biological process is that there comes a period in man's life sooner or later when a certain ossification takes place, where the man is not able to accept and understand change and to react accordingly, and the experience has been that we find very often that a man is a very competent Joint Secretary full of enthusiasm, full of vitality, who is able to do things. You get him promoted to the post of Additional Secretary and then to the post of Secretary, and at the level the man seems to be completely caught by a paralysis and is unable to react to any situation and very often we find that in so many Ministers the Joint Secretary is the man to whom everybody will go and he is the man who is doing all the work, and at higher levels stagnation comes in which is a natural process, I should think. It would be all right if it is a natural process, but then these are the people who give leadership and if they are not able to give proper leadership, if they are not able to infuse necessary enthusiasm, and have necessary understanding of the change that is taking place so rightly in this country not only his work is affected, but it is the work all down the line that is affected. So an important question which has arisen on all thinking sides of this country is that our laws including the Constitution itself are being so modelled that there are so many safeguards that apart from the competence, the incompetence of a civil servant also is protected. Merely on the ground of seniority promotions are assured and there is

no way to make place for talent, for the second rank leadership, as and when necessary. I am asking this pointed question: Whether Government will contemplate constitutional amendments so that the second rank leadership in the Services for those persons who have enthusiasm, who have ability, is provided and such people are given a chance? These people have done a lot and have contributed a lot. Yet they have reached a stage of ossification and should be retired to give place to others so that the Services function more effectively.

This is a pointed question on which I will seek the reply from the Hon. Minister because this has been arising very often. Ossification will not take place with Ministers, I am sure, because, if the Minister is unable to perform, either he is not given a ticket or, if he is given a ticket, he loses.

SHRI SATYASADHAN CHAKRABORTY (Calcutta South) : Is he not subject to that biological process ?

SHRI EDUARDO FALLERO : There is also an instinct for survival. It is a basic biological instinct. A man who is sure that nothing is going to happen to him, a man who is sure that no manner of trouble is going to be incurred by him, that man will take things easy. A man who knows that if he does not perform, he will go to the polls and get defeated, he will neither be a Minister nor be a member in this House, that man will be very active. It is definitely so.

Therefore, I ask, what steps the Government contemplate to bring fresh blood in the administration so that it becomes effective and if constitutional amendment is necessary, what Government intends to do in this regard. This is a primary question that I am sure is posed by the right thinking leadership in this country.

Now, the question relates also to the foreign service. Again, the question of motivation comes in. It is not enough that you know half a dozen languages and have forks and

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spoons and all the other things to move about, all these fine manners. It is necessary that our diplomats who represent this country have an empathy with countries who are with us and move with the countries with which we have natural affinities. These are the countries of Africa; these are the Arab countries, the countries of Asia and the countries of the Third World. On this type of motivation I will not elaborate much more. But this is very important.

I have found that our diplomats, and naturally so, would rather not merely prefer a posting in the West but they would also naturally even seek the company of Western diplomats. It applies to India and it applies to diplomats of the third world countries in general. They would rather be in the company of sophisticated or articulate diplomats, European or American or Western diplomats, rather than in the company of their own people, from the countries of Africa or Asia. This can only be changed by motivation. This can only be changed by basic inculcation of ideas that these are the people with whom we must move together, shoulder to shoulder. We are from the South and others are from the North. It is very good if we are in touch with the North because diplomats should be in touch with everybody. But our natural allies, our natural friends, are the other people from the Third World because this is our world and the other worlds are different worlds.

On these short questions, I want the Hon. Minister to educate the House and enlighten us.

THE MINISTER OF STATE IN THE MINISTRY OF HOME AFFAIRS AND DEPARTMENT OF PARLIAMENTARY AFFAIRS (SHRI P. VENKATASUBBIAH): Mr. Deputy-Speaker, Sir, I am beholden to the Hon. Member, Mr. Eduardo Falerio and also to you for having given this opportunity of presenting the manner and method of recruitment of IAS officers and other Central Services.

India is a predominantly rural country and a large number of our members in this House represent rural constituencies. So, it is but natural that they have a feeling that adequate recruitment or representation is not being afforded to such of those candidates who come from rural areas and who compete in these IAS, IPS and IFS Examinations.

Before coming to the main question and also the points raised by my Hon. friend, Mr. Falerio, in his speech, I would like to go back to the structure and set-up of the Indian Civil Service that was obtaining under the colonial rule. This Service during the British days was looked upon with awe and reverence by the people. The Service was primarily intended to maintain law and order at the behest of the British Government and to collect revenues from the people.

Even after Independence, the Service was considered to be competent notwithstanding the fact that they were serving the foreign masters.

This is the reason why even after Independence, the Government of India, under the leadership of Panditji and the then Home Minister Shri Vallabhai Patel has thought it fit that there should be an All India Administrative Service which would meet the social and economic needs of the people and accelerate the development programmes that were drawn by the Government. Explaining the place of All India Service in the constitutional framework under consideration of the Constituent Assembly, Sardar Patel has said:

"I wish to place on record of this House that during the last two or three years, if most of the members of the Services had not behaved patriotically and with loyalty, the Union would have collapsed. The Union will go if we will not have a united India, if we have not a good All India Service, which has the independence to speak out its mind, which has a sense of security that will stand by your words. If

you do not adopt this course, then, do not follow; the present Constitution".

It is needless to point out that the role of the citizens has now undergone a rapid change as pointed out by my Hon. friend Shri Faliero. They are no longer concerned mainly with maintenance of law and order and revenue administration. It is also the intention of the Government to make the civil service take the responsibility for implementing the basic principles of the Constitution namely, secularism, democracy and socialism. The commitment to these ideals can best be served, only with an efficient and dedicated civil service.

It is only a few days ago that our Prime Minister had a fruitful discussion with the Heads of various Departments and called upon them to give their best in the service of the country. She made it very clear to them that they need not make any commitment to any particular individual or any particular ideology any political party. But their commitment to the goals and objectives of our nation should be total. She had also urged them for showing a sense of urgency in the implementation of our programmes.

I am sure our civil servants would respond with vigour and enthusiasm to the call of our leader in whom our people have put all their faith and confidence.

At the same time, I wish to point out that our national plans and programmes will not be fulfilled in a vast society like ours unless there is the support of efficient, honest and dedicated civil servants. The scope of their functions is getting enlarged every day and for providing the required man-power, the recruitment has been entrusted to UPSC. Among the civil services, three civil services namely, the Indian Administrative Services, the Indian Police Service and the Indian Forest Service, are common both to the Centre and to the States. Sufficient care has been taken to

give to the States participating in the Services, adequate number of officers on the results of the direct recruitment that takes place every year. In addition, officers belonging to the State Civil/Police/Forest Service also join in these Services against promotion quota fixed for these Services. Further, officers working in the State Government but not belonging to the Civil Services are also appointed to the IAS by selection, on the basis of their outstanding merit and ability.

In the matter of direct recruits from civil service examination, the Government has framed a policy of allotting not less than 50% of outsiders to every IAS cadre. This is introduced for promoting national integration as envisaged by the State Reorganisation Commission.

About the induction of sufficient number of people belonging to scheduled castes and scheduled tribes, enough representation is given to the scheduled castes and scheduled tribes. Vacancies reserved for them are duly filled up. I am glad to inform the Hon. Members that in order to bring the best talent out of them, coaching classes are conducted under the auspices of both Central and State Governments and some Universities also participating. It is for the information of our friend when he said that proper economic assistance or coaching facilities are not available. In order to encourage more and more members of these communities to take the Civil Services Examination, the upper age-limit is 33 which would give them five years' benefit over the general candidates. Sir, for general candidates it is 28; for Scheduled Castes it is 33. Further, there is no restriction on the number of attempts a member of any one of these communities can make at the examination, subject to the upper age limit prescribed.

I may inform the House that the number of Scheduled Castes/

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Scheduled Tribes candidates applying for admission to the Civil Services Examination, earlier known as I. A. S. etc. Examination, has increased steadily over the years. Thus, the number of Scheduled Caste candidates has risen from 1057 in 1963 to 14,952 in 1980. Similarly, the figure in respect of Scheduled Tribe candidates has registered an increase during this period from 221 to 4138.

On the results of the Civil Services Examination held in 1979, 112 Scheduled Caste candidates were recommended against all 112 vacancies reserved in their favour and 80 Scheduled Tribe candidates were recommended for appointment against 80 vacancies reserved for them. On the results of the Civil Services Examination, 1980, 131 Scheduled Caste candidates were recommended against all the 131 vacancies reserved in their favour and 75 Scheduled Tribe candidates were recommended for appointment against 75 vacancies reserved for them. So far as the quota of reservation for Scheduled Castes and Scheduled Tribes is concerned, with the steps taken both by the State Governments and the Central Government in organizing coaching classes for these people, there is no deficiency of Scheduled Caste or Scheduled Tribe candidates for the posts reserved for them. The Government has been endeavouring to see that these people come up to the level and compete successfully in the competitive examinations.

There is a criticism that these services are appropriated by such of those students who had sophisticated education in public schools and in the institutions situated in the cities and towns and that the recruitment has got an urban bias. The UPSC, in consultation with the Government, had appointed a Committee, that is, the Kothari Committee in 1974 to consider the recruitment policy and selection methods. Their recommendations were considered by the Government in consultation with the UPSC, and a new scheme of examinations was

introduced, *inter alia*, to attract candidates coming from rural areas. The new scheme of the examination has been so modelled as to attract meritorious candidates with rural background. The special features of the examination which are expected to help candidates with rural background are as follows:—

- (1) The upper age limit was 26 and it is now increased to 28.
- (2) Though the papers are set in English and Hindi, the candidate has got an option to answer in any language listed in the Eighth Schedule, apart from English.
- (3) Knowledge of English is only of a qualifying nature and it will not determine the rank.
- (4) Lesser weightage has been given to the interview test. Only 250 marks out of 2,050, i.e., only 12 per cent of the total marks are allocated for the interview and there is no minimum qualifying marks that a candidate would be required to secure in the interview.
- (5) More weightage is given for optional papers than for general studies paper.

There is no system as such to know how many people are coming from rural areas. But, according to the questionnaire given by the UPSC to the candidates called for interview, the percentage of candidates from rural areas who qualified for appointment on the results of 1979 examination was estimated to be about 43 per cent. The figures for 1980 examination are yet to be compiled.

My friend, Mr. Falerio, has also mentioned about certain talents outside the IAS cadre, whether they could be utilised effectively for implementing development policies. Now, at the Additional Secretary's level, we are inducting people, eminent people, people with vast knowledge, though they may not have qualified as IAS. Posts are created and people are drafted

literally as Additional Secretaries and Joint Secretaries. So, sufficient care has been taken to see that, wherever knowledge or talents are available, outside the civil services, they are drafted. My Hon. friend, in his notice, has said about the restructuring of the Indian Foreign Service I would like to answer him, through he has not made a specific point about this, while he was speaking. It is mainly the concern of the External Affairs Ministry and I would not venture to make any detailed comments. I may, however, point out that the Indian Foreign Service has stood the test of time and has generally been accepted as an effective instrument of our foreign policy. A distinguished son of Goa is presently the Foreign Secretary. Therefore, you must be proud of him and there should be no complaint from Mr. Falerio on that account. Sir, the best talents, wherever they are, whether in Goa or in Andaman & Nicobar, are being successfully used by the Government of India.

The Estimates Committee of Parliament has generally approved the present structure which is constantly under review. As you know the new scheme of examination has been in vogue for two years now and we would naturally like to see how it progresses and what are its results. The Hon. Member made certain suggestions which will be kept in view while making any review of our recruitment policy and selection methods at any time in future. The Hon. Member made some points with regard to leadership, bureaucratic leadership and all that. I have made it clear that we are building up a competition by inducting a large number of people with sufficient talent and also who can serve the country with dedication, and who are committed to the basic principles of our Constitution. No stone will be left unturned to see

that the best talent is attracted to these services and I hope my Hon. friend, Mr. Falerio will feel that the administrative services, whether they are in IAS or IPS, are being put to good use and they are allowed to built up the administrative leadership. About the second rank of leadership which he has mentioned in his speech, that is also being kept up.

About some Additional Secretaries and Secretaries having some biological processes or difficulties which he was mentioning, I would like to assure the House that no such biological inhibitions would be allowed to influence the working of Government in the present context when we are committed to implement our Plans for the socio-economic progress of the country and for the betterment of the Scheduled Castes and Scheduled Tribes and weaker sections of the society. The Government is trying its best to attract the best talent in the country, whichever State to whichever language and to whichever region they belong to. Sir, we make no discrimination between one language and another language. The language of different regions will not be a subject matter or a handicap for a man to compete successfully in the All India Service examinations. That is why we have said that though the papers are set in Hindi and English, the candidate is free and he has got an option to answer it in his own language—in any of the languages enumerated in the Eighth Schedule.

Sir, we are trying to attract more number of people from the rural areas. You can see that the percentage in increasing day by day and we hope that a proper balance is kept up between the urban and the rural areas. People from far-off areas and also from the neglected sections of the society—all will get

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their due representation in the Civil Services.

SHRI SUNIL MAITRA (Calcutta North East) : Sir, I want a clarification.

MR. DEPUTY SPEAKER : There are other people. Please wait. These things are balloted. They must be given preference. I must call them and then your friend, Mr. Chakraborty is there.

SHRI JANARDHANA POOJARY (Mangalore) : Sir, an exhaustive answer has been given and I will also confine myself to questions only and I will not have a debate.

18.00 hrs.

Unfortunately, it has been stated that a number of nuclear scientists, electronics engineers, mining engineers, textile engineers, doctors have been inducted into the I. P. S.—Police Service. It has also been stated that it is a waste of their qualification. May I know from the Hon. Minister as to what steps have been taken to prevent these highly qualified people from entering into this service, namely, I. P. S. ? The civil servants working in the Administration are not free from political sympathies. We may say that they are free from political sympathies. Actually, they are not. They may not be active members of the parties. But, my feeling is this. I am of the firm conviction that these civil servants must be committed to the policies and the programmes of the parties whether it be my party—Congress (I) or any other party. That is a different matter. Unless this is done, it will be impossible to have efficiency in the Administration. May I know from the Hon. Minister whether Government is thinking of having an All-India Service apart from the I. A. S., I. P. S. and I. F. S. Services ? If, so, what steps have been taken in this regard ?

The Hon. Minister may please to say as to the percentage of the candidates who have got through in the examination ? He has given the numbers. May I know from him the percentage of candidates declared successful in the civil service with English as the medium and with other languages ? May I also know from him the candidates below 24 years who have been declared successful ? These are my few questions ?

MR. DEPUTY SPEAKER : Mr. Chakraborty, you may also put your questions. Finally he will reply.

SHRI SATYASADHAN CHAKRABORTY : Mr. Deputy-Speaker, Sir, this discussion arises because of the fact that I asked a supplementary as to whether was a definite bias towards English in the recruitment in the civil service. I am not going into the wider aspect of the role and function of bureaucracy in a democracy. But, my pointed question is this. I won't elaborate. You also agree that the colonial administration had deliberately made English a passport to privilege. Macaulay openly said that they wanted to have in India the educated people, the colour of the skin of whom may not be like that of the English people but their taste, education and their attitude, would be like the English people. Even after Independence, we find that the tradition continues. Not only that. A new element has been injected. Now Hindu fanatics believe that Hindi should have the pride of place. Naturally, if this bias is also there, then the candidates who are efficient in Hindi language will be at an advantageous position. Now, whatever may be there in our Constitution, in actual practice, we find that the candidate who speaks languages other than English or Hindi are faced with the adverse circumstances. That is why I would like to point out that in the last Report of the

UPSC we find that because of some technical difficulties some of the students could not be examined through their mother tongue. What are these technical things? Have they been overcome?

Sir, all the people of our country should have equal opportunity. Language should not be a barrier. Naturally, if there are certain technical deficiencies you may agree to a thing on principle but in implementation there may be divergence between what is in principle admitted and what is actually being done. That is why it is necessary that you answer this question which has been asked as to how many students wrote in English; how many in regional languages and how many students wrote in Hindi and the percentages of successful candidates.

Secondly when you ask questions in viva voce what is the language you use. Sometimes it is seen that the students who may perform well in the written examination are disqualified in the oral examination either because of his accent or because of his appearance or because of his inefficiency or deficiency in speaking either Hindi or English. What is the language used in asking oral questions and also what are the other criteria—objective and subjective—that are used in the selection of the candidates?

SHRI RAM SINGH YADAV (Alwar): Sir, although the Home Minister has given an elaborate reply yet there are some questions which emerge more from the reply. Sir, the Hon. Minister has said that the candidate has option to answer in any of the Indian language which has been listed in the Eighth Schedule of the Constitution of India but I find from the Report that it has been laid down if a candidate expresses his inability to express himself in English then, of course, he may be permitted by the Board of Interview to express himself in an Indian lang-

uage otherwise he will express himself in English. This is quite contrary to what the Hon. Minister has said. In this connection I would like to refer to para 3 page 63 of the Report submitted by Mr. Kothari. It says:—

“A question referred to us is whether the candidates should use Indian languages, included in the Eighth Schedule to the Constitution, in answering question at interviews. After careful consideration we are of the opinion that, generally speaking, candidates should be encouraged to answer in English.”

Then they say:

“This would help in securing a uniformity of standard in judging the merit of a candidate in relation to other candidates.....”

Then they say ‘only in exceptional case’ this is allowed. A candidate expresses a desire to speak in an Indian language and only in exceptional case this is allowed. It means that ordinarily the candidates are expected to answer in English to the questions put to them by Members of the Interview Board. But here it says ‘if he expresses his inability to express himself in English’ which means that first of all the candidate should show his inability, saying, ‘Sir, I am not in a position to answer in English’. I do not think that any candidate would say like that. They say:

“Should in an exceptional case a candidate express a desire to speak in an Indian language, because of his inability to explain himself adequately in English, the Interview Board should put the candidate at ease and allow him to answer in an Indian language.”

[Shri Ram Singh Yadav]

My submission is this that even after the submission of this report, even after the Government of India and the UPSC start acting upon the Report, this position continues and the wishes of the people of India are not carried out. This is rather strange. We are brought up in India; we are taught by our mothers; we are taught by our parents in Indian languages. If we cannot use that language for qualifying ourselves in the Services, then this is something which is contrary to the wishes of the people. I will put a question to the Hon. Minister. Why should not the candidate be given the option to answer and the liberty to answer in any Indian language? What is the difficulty? It is sheer inability of the person who sits as Member of the Board of Interview which is responsible for this state of affairs. This is due to his inability; he does not understand the Indian language. Therefore his inability is thrust upon the candidate. Why should his inability be thrust upon the candidate? The Member of the Board does not understand Hindi or Bengali or Punjabi or Malayalam or Tamil or Telugu. So, the candidate is expected to know English and to express himself in English. It is contrary to the principles of the Constitution and contrary to the wishes of the people of the country at large.

My second submission is this: I wish to refer to what Pandit Jawaharlal Nehru said about the ICS. When we, the people of India, were fighting against the colonial rule, we then used to describe this Indian Civil Service as neither Indian, nor Civil nor service. The ICS had not been following the ideas and the ideals which we were aspiring for. And this is what Pandit Jawaharlal Nehru said about the Civil Services.

“They (the Civil Services) must think of themselves as part of the people of India

cooperating in this great adventure of building up India”.

We are engaged in the task of rural reconstruction as well as development of this country of ours. This is the goal and this is the idea put even before our bureaucrats and before our civil servants. Now the question is: Why are we creating a special class of IAS, IPS and IFS persons? You take the statistics regarding the selection of these candidates. What you will find is this: You will find that majority of the candidates come from those families whose parents are in those services. And then after getting into those services, these persons, males and females, want to marry within that class only. That means, even in our Free India, there is a special class. That special class has got its different norms of living, different habits of living, different manner of living, and so on. In these circumstances I urge upon the Minister that there should be a complete re-orientation of this class. Unless there is this re-orientation of this class, we cannot expect them to discharge the work and the duties enjoined upon them, which was expected by our nation-builder Pandit Jawaharlal Nehru. Therefore, what I suggest to the Hon. Minister is that there should be an element of rural bias. Of course, the Minister has said, we are inducting persons who are having the rural background and so on. But, simply saying that we are inducting persons with rural background, would not be sufficient. What I suggest to the Hon. Minister is this. He should make it a point to see that there must be some fixed percentage of marks to be awarded to such candidates. A boy or a girl who comes from countryside, who has been educated in a college in the countryside should be given at least 1% or 2% or 3% extra marks because after all as a civil servant he will have to go and serve the rural areas. It is well known to all of us that 80% of our country's population live in rural areas. When he has to serve the

rural areas, there he will learn the local language, he will learn the rural habits, he will adopt himself to the countryside, etc. Therefore, I would like to know why persons from countryside should not be given preference in this service also. My suggestion is that there should be certain specific percentage of marks given to the candidates with rural bias.

Sir, the Mandal Commission has submitted a report with regard to the backward classes. Now, the question is that the reservation has been made and it has also been mentioned in the report. Here I would quote a relevant portion of the Kothari Commission Report.

"We feel that the interest of these candidates would be adequately protected by retaining the upper age limit of 26 years, with the usual relaxation for Scheduled Castes and Scheduled Tribes candidates and other categories as may be notified by the Government from time to time."

It means that the Government of India will consider certain other classes, other communities which may be categorised or may be given the relaxation with respect to the age and reservation also. My submission is that because the Mandal Commission's report is under the active consideration of the Government of India, I will urge upon the Government that there should be reservation for the classes which have been categorised by the Mandal Commission as backward classes and certain extra percentage of marks should be given to those categories of people as has been enlisted in the Report.

SHRIP. VENKATASUBBAIAH : Sir, about the rural bias, I would further explain what I have already said in my earlier speech. About the candidates who came from the rural areas, who are not very proficient in English or have that sophistication of a public school education,

the UPSC has made such things easy for them and they make them very comfortable, without any sort of nervousness so that they could appear successfully for the interview. The technique of interview followed by the Commission is not that of a strict cross-examination but of a natural through direct and purposeful conversation which is intended to reveal the mental qualities of the candidate. The questions asked are designed keeping in view the background of the candidate. As mentioned above, the candidates are allowed the facility of option to answer the questions in the Interview test if they so desire in one of the languages included in the Eighth Schedule of the Constitution which might have been opted by him for answering the papers in the written examination. It would thus be seen that the candidates answering the questions in regional languages are treated at par with the candidates answering the questions in the interview/test in English language and no candidate suffers or is at a disadvantage if he answers the questions in the Interview Board in the regional language.

MR. DEPUTY-SPEAKER : Mr. Minister, are the interviewers in the Interview Board people who are proficient in all national languages ? Is that your question ?

SHRI SATYASADHAN CHAKRABORTY : What I want to say is this. The Interview Board must be constituted of persons who can understand and speak all languages which are there in the Indian Constitution. Are you sure that this is the fact ?

SHRI P. VENKATASUBBAIAH : UPSC is taking all possible steps in this direction. If such people are not proficient in the language in which the candidates are proficient, the UPSC has taken care to keep the interpreters there to interpret what the candidate is giving in his answers. I am saying this about the Interview

Board where Members are there to test the ability and mental alertness of a particular candidate. Suppose the candidate is not able to express himself in English, then he has been given the facility of answering the questions in the language registered in the VIII Schedule.

SHRIVRIDHI CHANDER JAIN (Barmer) : This is not the facility, this is the right of the candidate.

SHRI P. VENKATASUBBAIAH : It is only the question of approach. It is not the question of taking any right away. We said that if the candidate wants to give his answers in English, we cannot compel, though his mother-tongue is not English. Of course, nobody's mother-tongue is English. Suppose he comes from a particular group; say his mother-tongue is Tamil. And if you say you answer in Tamil, but he says that though my mother-tongue is Tamil, I will answer in English, You cannot compel him.

SHRI SATYASADHAN CHAKRABORTY : I just want you to understand the problem. I want you to be doubly sure. Rather I want you to enquire into the whole matter. I have seen in the Union Public Service Commission's Report that even they cannot get the questions printed in different languages for want of suitable persons. This is what the last year's Report says, and that is why they could not make this thing successful. I would like you to go through that. If this is the case regarding setting up of questions, printing of questions, evaluation of the scripts, well, since you have said it, we must accept it; but even then I would like you to personally enquire whether this is the fact that Interview Board consists of such persons or whether the interpreters are there? And if after that you say so, I will accept it.

SHRI P. VENKATASUBBAIAH : About setting up of questions, I have

already said they are set in English and Hindi and the candidate has got option to answer them in any of the language listed in the VIII Schedule.

About the other matter which has been brought to my notice by the Hon. Professor, I will look into it.

About the people who have appeared in various languages, there is a long list. I may only say this :

In Assamese, in 1979, the number of candidates appeared is 3; the number of candidates qualified is nil. In 1980 the number of candidates appeared is four and the number of candidates qualified is one.

Now, in Bengali. Normally people from Bengal and Tamil Nadu are very zealous of enhancing the rich heritage of their language.

MR. DEPUTY-SPEAKER : Why not Andhra? Yourself.

SHRI P. VENKATASUBBAIAH : We are cosmopolitan people, Sir. In Bengali, in spite of the advocacy by our professor, only 18 persons have appeared in 1979; and two of them got qualified. In 1980, the number has come down to 17, and only one person qualified.

Gujarati : 13 appeared and 4 qualified in 1979, 19 appeared in 1980, and two qualified.

Hindi : Mr. Ram Singh Yadav referred to it. 803 people appeared in 1979, and 38 qualified. In 1980 the number has increased. 983 appeared and 57 got qualified.

Kannada : One appeared in 1979, none qualified. I will tell this to my friends Mr. Lakkappa and Mr. Poojary. In 1980, four candidates appeared and one got qualified.

Malayalam : Four appeared, and none of them got qualified in 1979. In 1980, six appeared and one got qualified.

Marathi : Mr. Shivraj Patil is here—Thirteen appeared in 1979, and four got qualified. 14 appeared in 1980 and two got qualified.

Oriya : In 1979, two appeared and none qualified. In 1980, two appeared and none qualified. But even then we find a large number of IAS people from Orissa. Perhaps they are more proficient in English than in their own language, Oriya.

Punjabi : 15 appeared in 1979 and none qualified. In 1980, 14 appeared and five got qualified.

Sanskrit : One appeared in 1979 and none qualified. In 1980, none ventured to appear.

Tamil : Tamil is the language of the Deputy Speaker and myself. In 1979, 10 appeared and three qualified. In 1980, it came down—in spite of the campaign by DMK and ADMK. Seven appeared and four got qualified.

Telugu : In 1979, 18 appeared and three got qualified. But in 1980, 24 appeared, but only one qualified.

Urdu : In 1979, none appeared, In 1980, one appeared and one got qualified. 100%. This is the percentage.

English : 5914 appeared in 1979 and 648 got qualified. In 1980, the number has gone up to 7271 appearing; and 671 got qualified. This is the statistics that I have. That is the difficulty. In spite of our best efforts, people have still got a fascination for English.

Mr. Poojary has also raised some important points with regard to whether there is any proposal to constitute more of All-India Services. In this connection, I would like to inform the House that the Rajya Sabha has passed a resolution some time back recommending the constitution of two more All India Services, viz. All India Medical Service, and All India Engineering Service. We are in the process of consulting the various State Governments. A few have given their opinions in this matter.

About people who are over-qualified, Mr. Poojary has got a complaint: "Why are you allowing them to compete?" It is not in our hands. Tomorrow, even if Mr. Poojary is over-qualified, and if he wants to appear for IAS examination, I will have no objection.

MR. DEPUTY-SPEAKER : If you don't allow them to appear, they will go to the court.

SHRI P. VENKESUBBAIAH : This is our difficulty. Our friend Mr. Ram Singh Yadav spoke about the Backward Classes Commission's report.

It is yet to be laid on the Table of the House. He has quoted a relevant point from the Kothari Commission Report. I take the suggestion of the Hon. Member. More than that, I cannot say anything in this respect.