

that it is too late and it has been received after time. It was therefore that I put it to the House. Now the climate is such wherein I thought, some positive motion also might be passed.

**Shri Surendranath Dwivedy:** If there was unanimity, you could do that.

**Mr. Speaker:** I am just putting it to the House that they might reconsider this. I am not taking any sides or expressing my view. I just want to know the views of the House. I had thought that all would be united in that. Therefore I put it to the House that if all are united, we might take it up.

**Shri Frank Anthony:** May I make a submission? The Maharaja says he wants to press his substitute motion. I thought he had asked for leave and was given leave to withdraw it.

**Mr. Speaker:** Yes. I had put that also to the House.

**Shri Frank Anthony:** I would request the Leader of the House also not to press this particular substitute motion. There has been a certain splintering of lances. The fact that the other substitute motions have been withdrawn surely is an endorsement of the Prime Minister's policy. We did emphasise the fact that we must give the appearance of complete unanimity. Now if that motion is pressed and even if somebody abstains, it would be bad.

**Shri Surendranath Dwivedy:** How is it going to help the Prime Minister if there is a snap vote?

**Shri Jawaharlal Nehru:** I do not want this substitute motion to be placed before the House if any section of the House objects to it and if they

feel that broadly speaking the object of it has been attained.

May I ask you, Sir, if the amendment moved by the Maharaja of Kalahandi is going to be put to the vote of the House or has it been disposed of?

**Some hon. Members:** No, no.

**Mr. Speaker:** It has been disposed of.

Now, I think, because the hon. Members on the Opposition have also now expressed that the speech of the hon. Prime Minister was unexceptionable and was acceptable to every section of the House, there is no need for our passing any motion with regard to that. Everybody is agreed and supports everything that has been said by the Prime Minister. Therefore, there is no need for putting that motion to the House.

We shall now pass on to the next item on the Agenda.

13.31 hrs.

MOTION RE: REPORT OF U.P.S.C.

**The Minister of State in the Ministry of Home Affairs (Shri Datar):** Sir, I beg to move:

"That this House takes note of the Eleventh Report of the Union Public Service Commission for the period 1st April, 1960 to 31st March, 1961, together with the Government's Memorandum thereon, laid on the Table of the House on the 18th June, 1962."

Sir, it has been the practice, year after year, to take into account the report of the U.P.S.C. with a view to see whether any special consideration is necessary either for their observations or for their recommendations, if any. I am happy to find that the

[Shri Datar.]

U.P.S.C. has on the whole been satisfied with the Government's reactions to the report, though here and there, naturally, they make certain observations which have to be followed or in respect of which certain consideration has to be given by the Government after the report is received.

Now, I would like to point out one very important thing in this respect. Year after year, whenever the reports are received, the Government has been giving the fullest amount of consideration to them with a view to accepting their recommendations to the fullest possible extent. In the year under report you will find that in respect of 12,800 cases the opinion of the U.P.S.C. was sought, and it ought to be gratifying to the hon. Members to find that only in four cases out of these 12,800 have the Government been in a position to depart from their advice.

13.34 hrs.

[MR. DEPUTY-SPEAKER in the Chair]

In spite of the largest number of references in which they have given their advice, the Government have been following the practice of accepting their advice and acting upon it as much as possible.

Under the Constitution, there are are certain matters, especially dealing with the services, where the advice of the U.P.S.C. has to be sought. As I have already stated, generally we accept the advice of the U.P.S.C., though in certain cases in the public interest or on public grounds it becomes absolutely necessary for the Government to depart therefrom. This will be clear to hon. Members from the fact that we have been all along in a mood to accept the advice of the U.P.S.C. to the fullest extent possible. I shall read only a few figures giving the number of cases referred to the U.P.S.C. for advice and the number of cases in which we have

departed from their advice. In the year 1956-57 there were 10,500 references and only in respect of one of them the Government was in a position to depart from their advice. In the years 1957-58 and 1958-59 we accepted their advice totally. That means there was no case of any difference of opinion or there was no occasion to dissent from the advice tendered by the U.P.S.C. In the year 1959-60—the year previous to the one for which their report is before the House—there were 15,136 references to the U.P.S.C. Their advice was departed from only in respect of one case. And, as I have already stated, in the year under reference, only in four cases the Government were compelled to depart from the advice given by them. It was not actually one of the cases, but there was a case where certain rules had to be framed by the Government and a decision taken by the Government on principle.

You are aware, Sir, that in respect of the IAS and the IPS and certain other examinations the U.P.S.C. have a combined examination. What they do is, they advise us as to the manner in which the results have to be ultimately followed up. It was found on a number of occasions that in respect of the IAAS the period of probation ought to be increased to two years. What happens now is, after the results are out and the recommendations have been received a certain procedure is gone through. For example, there is the medical examination, the verification of character and such other things. Then offers of appointment are given to the candidates who are appointed to the IAAS and to the various cadres in the State services. Thereafter, as you must have seen, the Government have a National Academy of Administration stationed at Mussorie. There the candidates undergo for five months what is known as the foundational course. Thereafter there is a regular course for certain other candidates as

also for the IAAS. Then they are taken to various places of administrative and developmental importance. With that the first year's course is complete and a probationer's examination is held by the U.P.S.C. After that they are confirmed or other necessary steps are taken. It was found by experience that it would be advantageous to have, instead of a one year's probationary course, a two-years' probationary course consisting of one year at the National Academy, Mussorie and one year's actual, what can be called, field experience in the various districts. That is absolutely essential. When we have a number of developmental projects in hand, these administrative officers also will have to deal with them to a large extent in the interests of the country. Secondly, we have been attempting, as far as possible, to establish a Welfare State, and in the case of a Welfare State, naturally, the duties of our district officers are very heavy and they have to come into direct contact with the people. It is for these reasons that it was felt by Government that there ought to be a two years' probationer's course instead of one. On this point there was a difference of opinion between the U.P.S.C. and the Government of India. But after consulting the State Governments most of the State Governments also thought that in the interests of efficiency of administration there ought to be a two years' course. Therefore, ultimately, the Government had to depart from this particular advice. The details or the reasons why the Government departed from this advice have been given in the memorandum which we have submitted along with the Report itself to both Houses of Parliament. Therefore I need not go into them except incidentally to point out or to stress the very strong reasons that the Government had so far as these four cases were concerned for departing from the advice of the U.P.S.C.

Then I would make a very short reference to certain other points and

leave hon. Members to make their own observations. So far as temporary appointments were concerned, there was a time when the largest measure of criticism was addressed to the Government by the U.P.S.C. Now gradually things are being rationalised. The policy that is followed with the consent of the U.P.S.C. is that when Government feel that certain high appointments have to be made for a period beyond one year, there ought to be a reference to the U.P.S.C. and their views or recommendations have to be ultimately considered by them. But when in a large Government like ours where it becomes necessary to make certain appointments for a shorter period or where there are certain departments which are more or less of a temporary character and not of a permanent character, in the interest of the immediate work that has to be got done, Government have the power to make such appointments. The U.P.S.C. also have recognised that if the appointment was to be for a period short of a year, Government are entitled to make such appointments. But there also a further safeguard was added. If after six months the Government feels that this appointment is likely to go beyond one year, a reference has to be made to the U.P.S.C. On the whole this policy the salutary principles of which were evolved in consultation with the U.P.S.C. has been followed.

There are certain cases to which I shall make a short reference afterwards. Sometimes it becomes difficult to approach the U.P.S.C. in time. For example, it is not humanly possible under certain circumstances to anticipate whether the appointment will be for one year or will not exceed one year. Secondly, throughout Government have been anxious to see that economy measures are followed and that all the posts are not filled for all time to come as a matter of course. Therefore under such circumstances Government have to consider the whole matter and oftentimes some

[Shri Datar]

more consideration is given by Government. Then Government might come to the conclusion that a reference which was made to the UPSC might not be necessary at all and Government request the UPSC not to proceed with it on the grounds of economy.

May I point out that we have got a constant Economy Unit which throughout the year goes into the questions of various appointments with a view to see whether any economy can be effected by not making posts permanent which are of a temporary character. After the advice of the Economy Unit is received Government considers whether a particular post in respect of which the UPSC have been approached should at all be filled—or whether the work can be done by any other person. When Government comes to the conclusion that in such cases the appointment need not be made, Government has to inform the UPSC that their procedure regarding that particular appointment need not be followed.

In the present Report some criticism has also been offered by the UPSC regarding two circumstances. One is delayed or cancelled references and the other is delayed appointments. So far as the appointments are concerned, it is for the UPSC to make recommendations and after the recommendations are made certain formalities....

**Shri Sham Lal Saraf** (Jammu and Kashmir): I would like to make a submission. The hon. Minister should place this Report before the House and after hearing the viewpoint of hon. Members he should give a reply. My feeling is that certain information that the hon. Minister is giving he may have to give again. For instance, I may have to ask one or two things and he may have to repeat

what he has said so far. So, my submission is that the hon. Minister should only place the Report on the Table of the House.

**Mr. Deputy-Speaker:** The Report has already been placed on the Table of the House.

**Shri Datar:** So far as his first point is concerned, the Report has been placed on the Table of the House along with our memorandum long ago. So, there is no force so far as that point is concerned.

So far as the second point is concerned, I am placing these circumstances with a view to shorten the discussion as far as possible. That is the reason why I have made a reference to these general points and not to the specific points which I am leaving entirely to the hon. Members.

In certain cases, as I have stated, the appointments have to be delayed till after the formalities have been gone through. In respect of the delayed references also I have already given the reason.

Then, the UPSC have been advising us, quite correctly, regarding what is known as forward planning and co-ordination. When more posts of a similar nature carrying the same duties are required to be filled up, the UPSC desire that we ought to find out this year as to what would be the extent of our requirements in respect of a particular type of post next year. That is what is known as forward planning. Since 1957 the Government have been following this very carefully. We have also got in the Home Ministry what is known as the Directorate of Manpower. As far as possible we try to see whether the UPSC can give us, what can be called, mass recommendations about a number of appointments though here and there sometimes it becomes difficult also to get all the material in time in view of the very large work that the Government have to do. Con-

sidering the enormity and the magnitude of the work and also the few cases where some lack of co-ordination is found, I believe that it ought to be considered as immaterial. There is a great amount of work in respect of which we have got forward planning and co-ordination.

Then I would like to make a reference to the Scheduled Castes and Scheduled Tribes. So far as the intake of the Scheduled Castes and Scheduled Tribes in Government services is concerned, it was certainly very low. It was inadequate for a number of years. Therefore Government had to think of a policy of giving them some preliminary or pre-examination training so that they also can come on a par with the other candidates, who were generally placed in a better environment. For that purpose about three years ago Government took a decision to have such pre-examination classes conducted at Allahabad. We requested the other universities also and now it is likely that one university in the South may start a similar pre-examination course. When this was started in Allahabad entirely at our cost, we found that the selected candidates of the Scheduled Castes and Scheduled Tribes did go through this training very profitably. That is the reason why since recently we are having a very good intake so far as the Scheduled Castes and Scheduled Tribes are concerned. I would therefore make a very brief reference to what the U.P.S.C. have stated in this respect. I would invite the attention of the House to page 9 where they have pointed out:

"The Commission are alive to the need for stimulating the intake of candidates belonging to Scheduled Castes/Tribes in Government services in respect of posts reserved for these communities."

In such cases, in addition to the training that they get, there is also maximum relaxation of the standard of

suitability compatible with the maintenance of efficient administration. That is the reason why their number is increasing very fast. Formerly, in some cases, hardly one or two could be had for the I.A.S. or the I.P.S. or Class I service. Here, in the year under report, you will find that 32 Scheduled Caste candidates and 11 Scheduled Tribe candidates were recommended on the results of the examination so far as the I.A.S. and I.P.S. are concerned. Therefore, that is a point which may kindly be noted. That would show that the Scheduled Caste and Scheduled Tribe candidates require some training, in view, as I said, of the lack of congenial atmosphere. If they pass through it, they would hold their own even with the candidates from other communities.

In some cases, a complaint has been made that the requisition was cancelled. I have pointed out the reasons why it had to be done so far as 4 cases are concerned. I would leave the matter to the hon. House because in our memo we have given detailed reasons and if it becomes necessary, I shall make a brief, reference to them. But, on the whole, I am very happy to find that the report of the U.P.S.C. is satisfactory to the largest extent possible and I should like to place on record the Government's appreciation of the very important work that the U.P.S.C. have been doing in this respect.

So far as the orbit of the discussion is concerned it is open to hon. Members to complain against whatever Government does. The U.P.S.C. is a very high and dignified body and I should request hon. Members to exercise the greatest amount of restraint so far as their complaints, if any, against the U.P.S.C. is concerned. But, they are entitled to criticise the Government to the fullest extent possible.

**Mr. Deputy-Speaker:** Motion moved:

"That this House takes note of the Eleventh Report of the Union Public Service Commission for the

[Mr. Deputy-Speaker]

period 1st April, 1960 to 31st March, 1961, together with the Government's Memorandum thereon, laid on the Table of the House on the 18th June, 1962."

**Shri Yallamanda Reddy** (Markapur): Mr. Deputy-Speaker, now, we are discussing the Report for the year 1st April, 1960 to 31st March, 1961. That means, we are discussing this report after 1½ years. Article 323 (1) of the Constitution says:

"It shall be the duty of the Union Commission to present annually to the President a report as to the work done by the Commission and on receipt of such report the President shall cause a copy thereof together with a memorandum explaining as respects the cases, if any, where the advice of the Commission was not accepted, the reasons for such non-acceptance to be laid before each House of Parliament."

Therefore, I am sorry to bring to the notice of the House that this report has not been placed on the Table of the House in time and a discussion has not taken place.

Also about this memo submitted by the Government, I have to say this. It is clearly stated here that they have to give reasons where the advice of the Commission has not been accepted by the Government. But, in the memo there are only two aspects. The principal policy matters are explained. On the other matters pertaining to so many things, regarding promotions, regarding appointments, and so many other things, the Commission disagreed with the Government. But the Government have not given any explanation in detail. Of course, the hon. Minister now comes here and he has made a statement. But, it is the duty of the Government that they give in their memo an explanation wherever they disagreed with the Commission and wherever the Government did not accept the advice offered by the Com-

mission. In that respect, the Government failed to give with full details their reasons for not accepting the advice of the Commission. There are many cases of irregularities, delays in reference regarding appointments and promotions. The Government or the Home Ministry should have given detailed reasons why they have not accepted the advice tendered by the Commission.

Regarding our civil services, I would submit a word. The whole fabric of our civil services is as it was in the past. There is no serious break from the past to suit our conditions in the country. After Independence, certainly, the country wants to make a radical effort to reconstruct itself, to develop into an industrial country. Of course, we are trying to build our country through all these plans. But, the superstructure or the fabric of the civil service has not been changed to suit the conditions and needs of the country. For instance, the I. A. S. officers are people who come from their colleges and get through the examinations and after one year's probation, they are appointed in some district or somewhere else. But, these people, because they have no practical experience, because they do not really grasp the aspirations and ambitions of the people, could not sympathetically understand their problems and try to help them in solving their problems. They would simply look into the rules, books and codes and if a rule says a certain thing, even if it goes against the whole village or the whole taluk, the officer will cling to his rule and it will go against the masses. Our Government and our leaders should have very seriously tried to have a civil service which could suit our conditions, which could help our masses to construct and build our country. Words have been said many times; but in practice, it has not been achieved.

The Government have appointed a Committee to suggest ways and means about this—a committee called Public service (Qualification for recruitment)

committee. This committee has been constituted, I think, in 1954. I am not happy over the composition of the committee or the work of the committee that has been done. Even as regards the recommendation that has been made by the committee that University degrees may not be pressed as a qualification for the lower services, I do not know how far this Government are implementing it.

There are so many opinions about our services, about our education, and so many radical re-organisations must be done. In order to bring a change in our services, we must have a change in our educational system. Of course, that is a big thing. However, I can submit that our civil service has not been built to suit the conditions and needs of the country now.

Coming to the important policy matter that the hon. Minister said about the combined competitive examination, the stand taken by the Government, to some extent, is a good thing. Because, the Government want to give to a student not only two chances in a particular examination but also in three varied examinations. A student may not be qualified in a particular examination, say the I.A.S. He may qualify in Class II or in the Central Secretariat service or in the I. P. S.

Therefore, the attitude of Government in this regard is very near to the truth and is what it ought to be.

14 hrs.

Regarding the proposal to enhance the period of probation to two years in the case of the IAS officers, I think it is most commendable. At present, after the students finish their college education, they appear in the competitive examination held by the UPSC, and those who are selected for the IAS spend one year or six months at the National Academy of Administration, and then they are straightway appointed in some particular office and are assigned some important job, though, in practice, they do not have

any touch with so many problems in real life. So if the period of probation is increased from one year to two years, it will certainly help in giving them experience in the practical aspects of their work.

I think that even in the past, an IAS officer used to go the village and take training under a village karnam, revenue inspector and tahsiladr, so that he might know the real implications of land revenue and revenue administration etc. So, it is good that Government have now proposed to extend the period of probation, and it would be better if these officers are kept for at least one year at the taluk and village levels, and entrusted with all these works, such as community development, block administration, village administration, taluk administration etc. For, there they can come in touch with so many problems that come in the way of the people and come in the way of the real development of the country.

I could give an example. In a particular village, the people have dug so many spring channels by themselves, and they had cultivated nearly a thousand acres, and they had grown good paddy. But the village karnam was not well off with the villagers, and so also was the revenue inspector, and so, they had actually gone and booked a case for penalising the ryots, according to certain supposed rules. I represented that case for nearly two years. Because the officers concerned did not know practically what was happening in the village, they could not appreciate the difficulties of the ryots. But, after two years, one particular officer went to the village and studied the whole problem in person, and he could really appreciate the difficulties, and at the time of the *jamabandhi* he quashed the whole penalty. I can give so many instances like this.

The remedy for this kind of situation is that the IAS probationers should be there in the villages for

[Shri Yallamanda Reddy]

nearly a year or fifteen months, study the records there and study the difficulties of the peasants and the problems of the people there, especially in relation to the development projects.

In regard to the police verification of character and antecedents of candidates after selection by the UPSC, I have to submit one thing, namely that this must be done by the UPSC itself, because that has been stated in the Constitution itself. What happens at present is this, and this question has been raised in this House so many times. Some people, who are supposed to be Communists, or who are supposed to be the sympathisers of the Communist Party, or who are supposed to be members of the students' federation or who are supposed to be members of the *kisan sabha* trade unions; or who are supposed to be in association with these organisations are eliminated from the services in spite of the fact that they have got good marks and they have been selected by the UPSC. This is certainly a very bad thing, and it goes against the very spirit of the Constitution, because it has been guaranteed in the Constitution that there shall be no discrimination, and the UPSC should look into all these things.

In an earlier session, the Home Minister had stated that no circular or no instruction had been sent from the Centre to the States to that effect. I may humbly submit that not only the Home Minister here but even his counterparts in the States are proclaiming that they are not doing anything in that manner, but in practice, they are doing the same thing, and in fact, they are doing even worse things with regard to so many people who have nothing to do with the Communist Party; simply because those persons are supposed by some persons in authority to be communists, or simply because they are not liked by some people in authority, they are being eliminated from these services.

When this question was brought up in the West Bengal Legislative Assembly, Dr. B. C. Roy had stated:

"Government had to satisfy themselves that applicants for Government services—

(a) had no prior conviction for a criminal offence;

(b) are not persons who have been dismissed from Government service; or

(c) did not belong to an association which resorted to subversive activities."

Under the term 'subversive activities,' the Centre has clarified the thing and sent a note to the State Governments.

This term includes association with the Communist Party, Swatantra Party, Jan Sangh, the Revolutionary Socialist Party etc. According to this interpretation, persons who have any association with all these parties are being eliminated in every State.

Regarding the Kerala State, I would like to read out one particular statement made by the ex-Chief Minister Mr. E. M. S. Namboodiripad. He said, about this Home Ministry's circular, that:

"I also informed the House that from my knowledge of the files connected with it I could assert that there was a written instruction from the Central Home Ministry to the effect that those who have a record of association with the Communist Party are to be denied appointments since they should be deemed to have participated in subversive activities."

This was the statement made by the ex-Chief Minister of a particular State after he had seen all the records.

Coming to the Andhra Pradesh State, unfortunately, I have not brought that circular here with me today, but I have seen that circular.

Shri Sham Lal Saraf: May I know what Mr. E. M. S. Namboodiripad did with that circular; did he continue it or did he change it?

**Shri Yallamanda Reddy:** He had quashed that circular. Generally, the Kerala Government did not attach much weight to that interpretation of the term 'subversive activities'. But they took into account only other thing which were against the appointment of those persons to Government service.

So far as the Andhra Pradesh Government are concerned, they have categorically issued a circular. Unfortunately, I have not brought that circular here today, but I have seen it.

According to that circular, people having association with Communists, Swatantra Party, Jan Sangh, or the Revolutionary Socialist Party or Muslim League must be eliminated. I know of so many cases where simply because they were not friendly with the Congress people in a particular village, after they had been appointed to the particular high offices there, they have been dismissed without being given any reasons whatsoever. The order merely read 'Your services are not required any longer'. That was the only sentence in the order. Even natural justice demands that after they are dismissed, they should at least be given the reasons but that also is not being done everywhere. I could give one or two examples in this regard.

In Kerala, there were as many as...

**Mr. Deputy-Speaker:** That concerns only the State Public Service Commission and not the U.P.S.C. That is not relevant here.

**Dr. Melkote (Hyderabad):** The hon. Member should produce the proof, so that other Members could challenge it.

**Shri Yallamanda Reddy:** I am saying that because of the instructions from the Union Home Ministry, these persons have been dismissed.

**Mr. Deputy-Speaker:** He may refer only to those cases.

**Shri Yallamanda Reddy:** I am not mentioning the cases of persons belonging to the State Civil Service, but I am referring only to those in the All India Services.

**Mr. Deputy-Speaker:** So far as the State Civil Services are concerned, the State Governments are responsible for them. If there are any instances in the All India Services, the hon. Member can refer to them.

**Shri Yallamanda Reddy:** That is true, but the whole State Administration is being guided by the Central Government.

**Mr. Deputy-Speaker:** That has to be thrashed out in the State Legislature, and not here.

**Shri Yallamanda Reddy:** I shall leave it at that. My point is that the method pursued by the Home Ministry at the Centre is quite unjust, against the interests of the country and also against the spirit of the Constitution, because it amounts to saying that simply because a person belongs to a particular section, he cannot be admitted into the services. Even after the U.P.S.C. has selected them, even though they have secured very high marks, and they have even secured the first place, they are being eliminated. That is a very bad thing. This is how the element of MacCarthyism is being introduced in the services. This point has been brought to the notice of this House so many times, but the Home Minister...

**Mr. Deputy-Speaker:** How many cases has the hon. Member brought to the notice of the Home Minister?

**Shri Yallamanda Reddy:** Seventy-six cases from Kerala by way of appeal to the Home Minister in this House. Of course, the Home Ministry says that they have not issued any such circular....

**Mr. Deputy-Speaker:** The hon. Member should bring particular ins-

[Mr. Deputy-Speaker]

tances to the notice of the Ministry. Merely saying that is not enough.

**Shri Yallamanda Reddy:** Coming as it does from you, Sir, who are in the Chair now, certainly your advice is respectable. But we have become fed up with all these things. I have carried on a case of person in the Central Government service. He was working in a factory. He has been removed. No action has been taken even when it was brought to the notice of Government. If the hon. Minister says that cases should be brought to his notice, certainly it is very strange, because we have brought cases to his notice. I have personally brought a case to Government's notice. It is that of an engineer. This Government have dismissed him without assigning any reason saying 'Your services are not required' because there was a report. Who submits such reports? This report has been prepared by a head constable. Who is in the special branch. That head constable sends the report to the sub-inspector. The sub-inspector sends the report to the Superintendent. The Superintendent sends it to the IG and the IG forwards it to Government. The Government blindly signs the paper and dismisses the man. Because the Minister wanted it, I have been constrained to state the facts.

They never pay heed to representations made. What I want to say is this that if they want to do such things, let them come out openly and say so and then do such things. Let them say that "we do not want in government service those persons who are not supporters of the Congress. We are not going to allow supporters of communists or any other party not belonging to the Congress." Let them come out with a bold statement like that. It is no use telling that 'we are not doing such things' when actually they are doing them.

**Shri Bhagwat Jha Azad** (Bhagalpur): It means that my hon. friend's

Party adopted such policies when they were in power in Kerala?

**Shri Yallamanda Reddy:** No. You can say that because of that you are doing it now.

**Shri Bhagwat Jha Azad:** You must have done that. You are making wild allegations

**Shri Bakar Ali Mirza** (Warrangal): When there is a dismissal without assigning reasons, he can go in appeal in a court of law, if there is a solid case like that.

**Shri Yallamanda Reddy:** My hon. friend is probably a lawyer. That is why he is bringing in a law point.

**Shri Datar:** May I submit that the scope of the discussion on this Report is of a limited character. Here he cannot go on criticising the services in general or the Central Government in general. He should limit his observations to what the U.P.S.C. have said.

**Mr. Deputy-Speaker:** The U.P.S.C. Report and the Government memorandum thereon are under discussion.

**Shri Yallamanda Reddy:** What I am saying is certainly relevant to the U.P.S.C. report, because after the U.P.S.C. selected a particular candidate, he was not allowed because of a police report. On this point, I would like to submit that Government are pursuing a MacCarthy policy. This will eat into the vitals of the administration.

Coming to other points, Government have not given any explanation to some points raised by the Commission, in regard to the attitude of Government about promotions and appointments. Whether it is two cases or more, it does not matter. It only shows the method and policy the Government are pursuing towards

particular issues. I would quote one or two paragraphs from the Report.

"In June 1960, the Ministry requested the Commission to accord *ex post facto* approval to the re-employment of the superannuated officer upto 31st May, 1960. The Commission declined to do so for the reason that the appointment had been made in disregard of the recruitment rules and had been prolonged even after the Commission had pointed out the irregularity involved, and a serving officer of the Department, who was entitled to be promoted to the post, had been denied promotion for a not inconsiderable period without any justification."

In spite of the fact that the attention of Government had been drawn to this irregularity, in spite of the fact that a particular officer was being denied justice, the Government persisted in asking the Commission twice, thrice and four times to accord approval to the continuation of a superannuated person.

There is another funny case concerning the Ministry of Railways.

"The *ad hoc*—and irregular—arrangement had continued for more than three and a half years and, since the Ministry had not been able to draw up recruitment rules for the post during all that period, the correct course was to advertise the post for competitive recruitment."

I think in 1954 the policy was adopted that departmental promotion committees should discuss promotions. In spite of the fact that this policy was adopted in 1954, for all these years they could not formulate recruitment rules and whenever the Commission asks for some revision or deviation in the rules they do not take action. They simply flout the advice tendered by the commission.

There is another case:

"In April 1960, the Ministry approached the Commission for the regularisation of the appointment of this officer as Regional Director from 1955. The Commission after examining the case, informed the Ministry that the officer had been irregularly promoted in 1955 and continued as Regional Director without his case being referred to the Departmental Promotion Committee even when they met subsequently and recommended certain officers senior to him for promotion".

The Departmental Promotion Committee recommended certain persons for promotion. But the Government has promoted a person who is junior and who was not recommended by the Committee. He was kept for five years and Government asked the Commission to accord approval to it. For five years this irregularity which is against the rules of the Commission and of the Departmental Promotions Committee continued.

In the memorandum, the Government could have given full explanation with all the reasons. The Minister was telling so loudly that there were only four cases. Here some important cases have been listed by the Commission. They may be four or five, but they show the gravity of the situation and how Government are flouting the advice of the Service Commission and the Departmental Promotion Committee.

I will mention one or two other points about the services. The I.C.S. and I.A.S. officers after retirement are taking up employment in private firms or industries on very high remuneration. Just before their retirement, they hold key posts in Government and are the senior most officers. Just after retirement, they join private service. This will certainly lead to corruption. In this regard, some decision ought to have been taken by Government.

[Shri Yallamanda Reddy]

As regards the members of the Service Commission, according to the Constitution, they cannot be employed in government service or paid a pension. I submit that after their retirement, they must be paid a pension. There is some justification for this because we are preventing them from joining any service. Also the high officials who are at the helm of affairs in the country must be prohibited after retirement from joining private firms.

**Shri Sham Lal Saraf:** I heartily welcome this report of the Public Service Commission which was placed on the Table of the House some time back by the hon. Home Minister.

Our Constitution has guaranteed certain institutions which not only help our country in governing the country on democratic principles based on secularism, but also do us credit in the eyes of the other parts of the world as well. Among these are the Supreme Court, the Election Commission and the Public Service Commission.

Recruitment to services is referred to this Commission by the Government departments. Calling for applications, sorting them out, holding examinations and interviews and finally recommending persons to the Government departments is not an easy job. It is a great task, and I am very happy that in general it is very well conducted, and for that the Commission deserves congratulations.

The hon. Minister, while moving the motion, presumed that Members who might get an opportunity to speak on the subject, might be talking in rather wild terms. I can assure him that as far as we are concerned, we are ourselves responsible people, and know how to respect those who are equally responsible and are placed in more responsible places. With this preface, I would like now to place before you my humble observations on this report

Though this report concerns the Union Public Service Commission, I would submit that on page 2 of this report there is mention that the Union Public Service Commission has held conferences with the State Public Service Commissions in Delhi some time back, and the purpose of it is also given, but what happened later has not been stated. My submission is that the Central Government should place it before the Union Public Service Commission that they in collaboration and co-operation with the State Public Service Commissions, should create a fervour or spirit in the country so that the people, whether recruited at the State or Central level, have the fullest confidence in these institutions, who in return should also see to it that the persons do get justice in all walks of life.

Just now my hon. friend Shri Yallamanda Reddy said certain things with, I must say, a little bit of prejudice. If he had spoken in general terms, perhaps I might have agreed with him in certain respects. I do know and feel that these are institutions growing, and growing well. Still, the Central Government, more particularly, the Ministry of Home Affairs, may kindly see—of course, they cannot issue any directions—that the functioning of these Public Service Commissions is almost at par as far as the States are concerned. I would be the last man to ask for any directions to be given, but by persuasion, by placing before them the feelings of Parliament, you can impress upon them the necessity of their creating a spirit of confidence in the people in these institutions.

So far as the weaker sections of the community are concerned, they should certainly be given preference as envisaged in our Constitution, but under cover of that, certain things are happening today, into which I shall not go in detail now. I was once Minister in charge of Education

in my State, and the Minister of Education at the Centre then was the late Maulana Azad. I discussed with him the same point. Personally I feel that we must give some preference to our weaker sections, but the point is how long. Why? Not for the reason that I would grudge the weaker sections getting special treatment for more time. No. Unfortunately what happens is that with the growth of education, internal competition sets in among the persons in the very same weaker sections of the community, with the result that, firstly, they are not able to go ahead and secondly, they will never be in a position to withstand the competition from the other sections of the community. Therefore, in those days I had suggested to the late Maulana Azad that it was better to fix a time for 15 or 20 years. If out of five sections of the community, two are backward, for 20 years you give them preference, starting with 20 per cent both qualitatively and quantitatively, and gradually decreasing it by one per cent every year till it disappears. Let there be some D-day fixed when the whole country will be treated on a par. How long you can spoon-feed the weaker sections I do not know. How long you can leave things adrift I cannot understand, because that will not be conducive to the wellbeing of those very sections for whom we have so much of sympathy today. I may tell you that the late Maulana had almost agreed, but then after a few months Maulana Azad, one of our great leaders, passed away.

Therefore, this point should be given consideration. Some time should be fixed once and for all, five or ten years more, but let it be known that within that time the weaker sections should come to the level of the rest of the country, so that when the fishes and loaves of office are distributed, they are distributed in a manner that nobody can say anything this way or that way. Therefore so far as the functioning of the Union Public Service Commission as also the State Public Service Commissions is

concerned, my submission is that there may be an unwritten code of uniform practices to attain this objective. And that will only be possible if the Ministry of Home Affairs puts its head into it.

With regard to recruitment, promotions etc., I am all praise for the manner in which the Government have collaborated and co-operated with the Commission, but I want to point out two things which are to me matters of principle. Firstly, at one place the Commission have complained that after they go through all the formalities and recommend persons for vacant posts, they are informed by the Government that they have decided not to fill the posts. I think that should not happen as a matter of principle. That would not be respecting this great institution, would not mirror or reflect the greatness that we give to such institutions in our country. I would like to know what steps Government is taking with regard to that.

Secondly, they have mentioned that when all these formalities of selecting candidates have been completed and men have been actually recommended to Government, belated offers are coming. I have gone through these processes of examinations in my youth, and I can very well imagine what hardship and frustration it means to the young man seeking employment who has gone to the Public Service Commission and proved his merit, to be told that he has no chance. So, I would submit through you to the hon. Home Minister that he should very kindly tell us what action the Government is taking on this point that has been brought to the notice of Government by the Commission. These are two of the points which they have mentioned. I may tell you this, that I have a little experience of the working of the Government and I know how difficult it becomes for a Ministry or a Department to refer every case, every time, every moment, whether it is temporary or permanent, to the Public

[Shri Sham Lal Saraf]

Service Commission and wait for their recommendation. I know it full well. But even then, as far as these two points are concerned, I wish that the Government should apply its mind to these problems and take a decision which will stop the recurrence of such instances in the future.

But as far as appointments of a temporary nature are concerned, perhaps it is permissible for the concerned Government Department, the competent recruiting authority, to recruit an officer for six months in the first instance and later continue the post for another six months with the permission or concurrence of the Public Service Commission. I think this should be sufficient time for any Government Department to decide whether to have that post permanently or not. If this is followed in letter and spirit, I think the Public Service Commission will have nothing to say so far as this point is concerned.

My hon. friend Shri Yallamanda Reddy has referred to certain aspects of public recruitment, though I feel that he went beyond the scope of the discussion today. Because, as far as today's discussion is concerned, its scope is the consideration of the Eleventh Report of the Union Public Service Commission and what other things might flow from it. My hon. friend said that when Shri Namboodripad took over as Chief Minister of Kerala he came across a file wherein it had been ordered that persons belonging to such and such a party will not be taken into the government service. They may be correct. But is this the correct forum for bringing forward that complaint? And the question might arise that you cannot believe it unless you see the file. Equally, there is an allegation against Shri Namboodripad where it was said that it was a camouflage on his part to recruit communists into the service. There is that kind of allegation from the other side. I have gone to Kerala several times and there is this other

allegation that it was a camouflage on the part of Shri Namboodripad to infiltrate as many communists as he could into the service of the State.

**Shri Umanath (Pudukkottai):** You must include Congress also in the circular; you are not doing that.

**Shri Yallamanda Reddy:** Because, previously Communists were not allowed into the service. After this was quashed, some people could get into the service. Then there was a clamour.

**Shri Sham Lal Saraf:** I do not object to your saying, or my saying, something. But actually in a forum like this, in a Parliament like this, we should be absolutely sure of what we are talking about. And, secondly, we must have evidence about it. I had been told by responsible people inside and outside the State of Kerala that it was a camouflage played by the ex-Chief Minister of Kerala to infiltrate Communists into the service of the State. But I did not mention it to you or to anybody else. Because, if somebody says something, let him say that. Who knows what is correct and what is not? Therefore, I personally think that bringing in such things here may not be correct.

Again, with regard to certain Departments, a sort of frustration sets in among the services, at whatever level it may be, when there are no recruitment rules or rules for promotion. The Commission have pointedly pointed it out in this report that with regard to promotions or appointments in certain Departments, rules have not been framed. May I request the hon. Minister to tell us as to why the rules have not been framed and if they have now been framed. It might be that it was with the best of intentions; Government might not have been able to get them framed. But what happens? When such an observation comes from the Public Service Commission I am afraid it creates a very bad feeling among the people concerned, and

about an institution about which you and I, every one of us, should have the greatest regard.

Therefore, with regard to these three points that the Commission have pointed out, I hope the hon. Minister will tell us in his reply that these things have been gone into and that they will not leave any chance for the Commission to mention these complaints once again when their next report comes.

Finally, through you, Sir, I pay my best compliments to the Public Service Commission, both at the Centre and in the States, and offer them our fullest co-operation in conducting their work and assure them on behalf of the people of this country that they have the backing of the people under the Constitution and they have to function independently and boldly and serve the purpose for which that Commission has been set up.

#### Shri Narendra Singh Mahida

(Anand): Sir, I wish to make a few observations in connection with this Report of the Union Public Service Commission. I welcome the report: it is a very healthy one. The task of the Commission has also increased from year to year. They are now dealing with 34,349 applications in a year. It is a huge task and we must appreciate that they are doing proper justice by selecting appropriate staff for the Union services. I am very happy to note that some women have also been selected and they are given suitable places. The Scheduled Castes and Scheduled Tribes, after due consideration, have been given adequate places and are being properly trained for their posts.

The former I.C.S. has now been suspended and we now have our own service called the I.A.S. I happened to have craved in London for the I.C.S. and, though I never succeeded, I have the greatest respect for that training. I wish such a thorough training is given to our I.A.S. officers. Those British officers of the I.C.S. days were virtually ruling the districts. I want

our I.A.S. officers to adjust in the present state of affairs and be complete masters of the situation at all times, normal or abnormal.

I have the greatest respect for our Indian services. And though, politically, we fought against them during the British regime, the late-lamented Sardar Patel had paid them their deserving tribute. I still maintain that upon these services who run the Government, Governments may come and go, but upon them alone all the governments, in all parts of the world, have to depend. My submission is that there is uniformity of art of government all over the world. Whether it is in Pakistan or in India, Russia or the United States, all the officials have to carry out the general policies of their governments. They must be given as free a hand as possible internally and politicians should refrain from interfering in the day-to-day administration.

A general policy has to be laid down by a Government and that policy is to be carried out by the government officials. I am proud that our government officials in India are trying to carry out the policies in the best manner.

I have noticed from the Report that there have been delays in publicising selected appointments. Even this report is a delayed publication. So, it is rather difficult to speak after 2 years on the subjects which have already been dealt with. I request the UPSC to send their reports as early as possible to the Home Ministry.

I also notice from the report that the UPSC have difficulty in obtaining the proper cadre of candidates, particularly, in medical, engineering, scientific and other technical posts. Advertisements in the *Times of India* and other papers are not attracting sufficiently such candidates. Serious attention should be paid to this and scientific personnel should be attracted to government services.

My humble submission is that unless we increase the salaries of our doctors,

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engineers, scientists and other technical personnel, they will not come forward for government services. After independence, the tendency has been to reduce the salaries of such personnel, with the result that these qualified persons are not attracted to government services. They go to the private sector or join firms. So, government is deprived of the best material available in medical, engineering and other technical posts. So, I would request the Home Minister to see to this and to recommend to the UPSC to find the best talent and give them proper remuneration.

I have also seen that many of our Indians go abroad to the western countries and other places to obtain technical degrees. When they return, they find it very difficult to get suitable jobs. Efforts are being made by which such persons can register their names and Government shall try to fix them up in proper places. This process is rather causing delay and by the time the Government is able to offer them posts—they cannot wait for 6 months and 7 months—they go back to foreign countries. They get higher salaries outside than we can offer them in this country. So I say, without reflecting on the national feelings of Indian candidates, we should take the fullest advantage of their technical training not by merely appealing to their national feelings but by quickly dealing with their cases and offering them suitable appointments.

I know of many technicians, who have returned from foreign countries, but have not been able to find suitable jobs in this country and so have gone back. In this way, we are losing the much-needed services of such persons. My submission to the Home Ministry is that they should pay more attention to the utilisation of the services of these people. They should be offered recruitment as early as possible.

There is paucity of suitable Scheduled Caste and Scheduled Tribe candidates for whom certain posts have

been reserved. Owing to their general backwardness, they are not at par with the general candidates. And, I am glad to observe from Shri Datar's statement that Government is doing its best by opening special classes and giving them training to put them at par with general candidates.

I also find from the Report that there is no proper coordination between the different Ministries. The remarks of the Public Service Commission are there and I desire that Ministries should see that such omissions are remedied as early as possible.

I have a submission to make to the Home Ministry. In the Commission we have highly trained ICS officials and some Police officials also. May I request that Government may include some progressive business executive also in this Commission? I have business experience for 25 years and I have also held responsible positions in selecting staff for different companies. And I find that business people are more sharp and alert. They realise the day-to-day position much more quickly than the retired officials of our country. If we have to put our services fittingly in the modern world, I submit, Government should not have only their point of view but should also have the progressive views of our countrymen. They may get talented business executives or, they may get Members of Parliament even; but such persons should be there in the Commission so that their progressive views can also be absorbed.

In many commissions, I have seen that, generally, it is the interviewer who puts questions to the candidate and does most of the talking. This is a very old method. I submit that the candidate should talk more and the Commission Members should listen to the candidate and form their opinions of the candidate's ability from his statements or talks. I also submit that modern methods like tape-recording should be introduced during interviews whereby, if such is a doubt

about the candidate's manner of talk etc., these instruments can be used and they can re-think about a particular candidate.

Personal appearance also counts in the services; and there ought to be a general standard set up by the UPSC for candidates; how they should appear, in what mode or manner they should address the members etc. when they come. In absence of such directions, generally, our candidates coming from rural areas are not able to impress well. Though they may be clever in the written test, in appearance, they are not up to the mark. That is why, probably, they are not selected, because they are not properly dressed or they do not know the proper method of addressing the members as they come in. So, if a general Code of Conduct is printed and made available for the knowledge of the candidates, it would prove to be very useful. City manners are quite different from rural manners; and India is a country of rural people. Such a code would be a guidance and would be very educative to the candidates.

I note that there is, generally, a down-grading of the standard of new candidates, compared with the old ones. It is no fault of the candidates themselves; but the standard of education, as a whole, has gone down in the country. It is my personal opinion and I do not know if other Members agree with me or not. But, efforts should be made to raise the general educational standard of our people. The candidates should be advised what to read because by merely reading newspapers they do not get enlightened; specific books should be recommended so that they can enhance their knowledge. The general knowledge of our candidates is very poor. If we read the replies of some of these candidates, they are howlers. They do not know who is the Prime Minister or President of India. They should be in touch with the day-to-day affairs of the world. Some of them are not aware what is Sputnik. India has a

record for these howlers. It may be very interesting to read them but it reflects the poor stature of the candidates. To improve their performances we must advise them what they must read for the examinations. The extra-curricular reading must be increased. For instance, in the United States they join different scientific clubs. Then there is also the question of languages in the UPSC tests. The controversy is going on whether to have Hindi or English. We must have both the languages; English should be continued at least till our lifetime. Many of us find it very difficult to pick up Hindi at this stage. If people from Madras are unable to write or speak Hindi it is very difficult to disallow them on that ground. So, it must be emphatically stated that English also would continue not only till 1965 but beyond that. If our State Public Service Commissions are to have examinations only in Gujarati or Marathi or Urdu or Bengali, it will not be proper because they will never then be able to enter the Union services at all. Even at the State level along with the State language, Hindi and English must be made compulsory so that all candidates from all States may come to the Union Services. English should be continued for a number of years because of the importance of the English language all over the world. We must catch the students while they are young and at the university stage, more particularly post-graduate students. I do not think there is any liaison between the different public service commissions and the universities with the result that young people coming out of the universities go round hunting for jobs. I was in Bombay for a number of years and I have known bitter experiences of jobless frustrated university students, they are double graduates, some of them, some have obtained first class. They are not able to get private jobs as well. After specialisation in engineering or some technical training, they have to go round looking for jobs for more than six or seven months. It is difficult for us not to provide them with any jobs. That gives them a sense of

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frustration. Serious attention has to be paid to this matter. They should be registered while at the university and within two or three months of their success in examination, they should be provided with suitable jobs.

**Shri Bakar Ali Mirza:** Sir, we have a very good report and a fairly complete memorandum of the Government of India. I would first refer to the remarks of Shri Reddy about some people being dismissed from the services for some reasons. First of all, let me assure him that there is protection for these people in the Constitution itself. They could not be dismissed from service without sufficient reason: the procedure laid down has to be gone through: even if there is some technical flaw the courts say that they should be reappointed. If there are some persons like that I would advise him to get in touch with his lawyers. Maybe, some of these persons were holding temporary appointments.

He also talked about communists being barred from appointments. I do not know about the presence of that circular. When the British were in India and when they found somebody very revolutionary and very active, they got him married or gave him a job in the Government; that was the best way for making them inactive. It seems to me to make a condition like the one futile, whatever be the basis for it. In the age of 21-22, people are young and get excited. That is the period of great emotional activity. If they join some party at that age, it should not come in the way of their normal chances in life in future. I am in agreement with Shri Reddy that there should be no place for such a circular.

The hon. Minister said that only in four cases out of 12,800 or so, Government disagreed with the UPSC. He referred to the past years also. It is like this. Suppose the Mohan Bagan team says: we have played hundreds of matches but only in two cases were the umpires beaten up by our supporters. The point is not the number; what is that the very purpose of

the Commission is spoiled, even if it is only one case. In England during the last 25 years, there was not a single case where Government had disagreed with the advice of the Commission. Conditions there, I know, are different; first class people do not go to Government service, except foreign service. But here such people are keen to enter Government service. The public undertakings are coming up, industrial growth is there. In spite of this difference, I am unable to accept his explanation. If a person does not get a Government job in England, he will get a job elsewhere easily. There is no question of unemployment among the educated classes there. Secondly, in our country, if there is a recommendation, a candidate is debarred. In England, a recommendation is really a help to the appointing authority. Anybody who is in charge of making an appointment sees the candidate only for a short time; he sees his record at the examination. When the professor of a university, who knows the student thoroughly well says that so and so, in my opinion, is very good, he knows economics well and so on, he is marked out as a special case to be considered. But here, we recommend not those who deserve but we recommend only those who need. So, while recommendation there is really a help to the appointing authority, here it is a hindrance to the appointing authority. These are the considerations which really, probably, help the British Commission to get all their cases accepted by the Government.

13 hrs.

Apart from that, the point of view of the Government and the point of view of the Commission are entirely different. The administrators know that a certain person is really good and is working well. The person cooperates with the officer, and the Government officer would like that man there and probably he is right. But when the case comes up to the Commission, it sees it from a judicial angle

and see another person's report and forces that man on the Government. This officer gets irritated and naturally so. The conflict, therefore, is bound to be there, because, you will notice that most of the people who are appointed to the Commission are from Government service. They are either former Chief Secretaries or Home Secretaries. While the person is Home Secretary or Chief Secretary, he considers appointment to the Commission as a nuisance, and the same man goes and becomes the Chairman of the Public Service Commission, and he thinks that Government is really very unreasonable not to accept the advice of the Commission. So, there is a difference of approach there. Naturally you have to create a climate where the advice of a semi-judicial body is accepted by the administrative body, even if you are 100 per cent sure that that advice is wrong, because, it is a question, after all, of one or two or three cases. Look at the advantage of having such a climate. You create in the whole country an atmosphere that a body is there which has nothing to do with the administration, which has nothing to do with a particular candidate, which makes a recommendation which is really binding on the Government, whatever that Government might be. For the sake of three or four cases is it worth-while that you should lose such an advantage? I do not think so. Now, for example, the Minister has argued about one year or two years' probation. How does it really come in and how is it really important? He says that it is a matter of policy. Then it should not go to the Commission. After all, when the case goes to the Commission, you should accept the advice. They also are administrators who have retired from service after 25 to 30 years of work. If you say that this is a matter which they do not understand then that is very difficult to swallow.

I believe that you must prepare in this country a condition, not only at the Centre but in every State, that Commissions and Courts are above all things. When a candidate is selected

by the Commission, a candidate must feel that he is as good as appointed. It is no use saying that the appointment is cancelled, that it is no longer necessary, that economy will be effected, etc. All these excuses can be manufactured in numbers, but one must feel that the selection of a candidate by the Commission is final for all practical purposes.

I shall now say a few words about the State Public Service Commissions. When there is a conflict between the administrative and the judicial body, and the judicial body is very, very fair, sometimes the administrators, namely, the Government body, become restless and try to influence in other ways. It happened in the American Supreme Court. As it was very judicial, they tried to put in people who were more accommodative. So, this corruption comes the other way about. That is why there is difficulty: that the appointing authority is the same as the authority which has to take the advice of the Commission. It is very difficult to get over this difficulty at the Union level. But there is a chance to get rid of that difficulty at the State level. Why not do it? Why should the State Commissions be appointed by the Governors? They can very well be appointed by the President of India. Of course the Constitution has given a lot of safeguards so that justice is done: no Commission member can have Government service afterwards and all that. But what about the obligation before the appointment? Suppose I am a Collector somewhere and the Chief Minister says: "I was thinking of you for a membership of the Commission now." For one and a half years, I hang round the Chief Minister and once I am appointed, naturally the obligation is there. I see that he may not be able to give me anything in the future and he has already given me. If a candidate brings a recommendation to the Commission members, he is debarred, but there is nothing to prevent any citizen of India from getting any recommendation for his own appointment as a member of the Commission. These are the points to be considered.

[Shri Bakar Ali Mirza]

I would suggest to the hon. Minister to see that appointments to the Commissions in the States are made by the President of India, and to secure that there is greater justice, possibly, we have to create conditions. We know that there is a lot of communalism, linguism, provincialism.

**An Hon. Member:** Casteism.

**Shri Bakar Ali Mirza:** Yes; there is also casteism as my hon. friend puts it. To avoid all that, you must create a machinery so as to eliminate the disadvantages. Why not the Commissions, at the State level, have somebody from outside the State? It is better to have the views of somebody from another State. A man sitting in the Commission, however fair he may be,—he may not listen to the recommendation—may be subject to other influences of a very subtle kind. Social pressures are there. He may say "I know he is son of a friend of mine" and so on. These pressures are there. When you get a person who is free from these pressures, naturally he can act in a just way. Why not make use of him? India is a big country. We are all one. I suggest that if this is done, it will greatly help in improving the status of the Commission and also result in greater justice in the matter of appointment.

We have a lot of public undertakings. I would ask the Government to bring all these bodies under the purview of the Union Public Service Commission.

I would like to make one or two suggestions. Sometimes, you get a case with complete confidential records. There may be another case with a few records which are probably complimentary and with the adverse remarks suppressed. So, it is very difficult to give a correct estimate of the relative merits of both cases. I suggest that the Commission should have another branch where they should automatically have the records of every officer who comes under its

purview. Suppose, an annual confidential record is made, it should be sent, without asking, to the Commission also. Along with the records, they must also send the record of the person who is making the remarks in the records. Suppose a man says that such and such a person is corrupt, and the man who is making that remark is himself a corrupt man and not of good integrity, we can follow that up by looking at the two records, which will show the true position. In the Commission, it should be possible, within a ten-minute notice, to go to the library or record room and pull out a drawer and find out the record of a particular officer whose case is before the Commission. In that way, there will be no difficulty in assessing the true merits and there will be no reason for any abuse of authority.

About *viva voce*, some people think that it is rather unfair that a candidate is just debarred because the Commission member gives so many marks for each and then adds up the marks scored at the other examinations and so on. So, there is a tendency to minimise the importance. In fact, Members of Parliament who go through the Question Hour every day can find out how much could be done in two or three minutes, and know how much even a Minister does not know and how much he is trying to avoid in those two or three minutes! You can find out from it the depth of a Minister's knowledge. So, it is much easier for a trained person who sits on the Commission as a member of the Commission to find out exactly how much a man knows. What the candidate's capacity is or what the candidate's reactions are, can be found out. For example, when a candidate says that Queen Victoria is the Mother of Parliaments, naturally he does not know anything of political science or whatever it is. You ask a candidate, "what games do you play?" He says, "cricket". Then you find that he does not know what a leg-by is; you know what he is. Thus, you can study the character, approach, and all that.

My hon. friend just now suggested about general knowledge. The purpose of the Commission members is not to find out all that the candidate knows. They want to find out what the capacity of that person is, the subject that he is interested in, how much he knows of it and whether in that very subject he has got a broader outlook. So, the oral test, I think, should be given the importance it deserves. If you want to add to it, have psychological tests. In the army they keep the candidate for two or three days. You have that for higher appointments if you like, but do not minimise or cut down the things which have been found useful.

About language, the only thing I can say is, whatever language and pattern you choose, you have to see that every candidate is made to bear the same amount of load. That is all that is important. If you do that, it does not matter whether it is Hindi, Tamil or Gujarati and so on. But let there not be a feeling in the country that a man from U.P. will get an advantage over a man from Madras. That is what Rajaji is saying, namely, you will not be anywhere if Hindi comes. So, see that the man from U.P. has to carry the same amount of load as a man from Madras by making some other language from the south also compulsory. Then, there will be satisfaction everywhere.

About scheduled castes, my hon. friend made some remarks. We have general sympathy for them, but what is the object in giving concessions to scheduled castes? The sense of inferiority feeling they have, a sense of feeling that they are not equal to others, should be removed. That can be removed if they come into open competition with others. I know if there are disadvantages, they should be helped. But what we have done is, we have created separate classes, separate examination and separate teaching for them. So, they are competing amongst themselves and they will never get the confidence that

they can compete with anybody else. There are quite a number of them who can do as well as any candidate from the higher castes. So, we have to create opportunities, but they do exactly the opposite. What they have done so far is those who are selected on the basis of merit are removed from that calculation of 15 or 16 per cent, so that we have only very backward people who come out of that 15 or 16 per cent. In fact, those who are interested in the welfare of scheduled castes should have insisted the other way. If three scheduled castes get appointed on merit, they should give up 6 from that quota. That will give them the confidence that they are on the same basis and they can compete with others. How long can you go on like this treating them as a separate compartment? To be backward seems to have become a sort of vested interest and I know a number of people would like to be backward if they can get the chance to enter.

Lastly, there are so many irregular appointments and so on, but that has not been touched in the memorandum. Of course, no advice was given and so it was not necessary to mention that in the memorandum. But those cases should also have been mentioned where the Commission has not agreed with the *ad hoc* appointments of the Government. If that is also mentioned, that would be very useful.

**Shri Swell (Assam—Autonomous Districts):** Sir, my observations on the eleventh report of the UPSC together with the memorandum of the Home Ministry will be few and I believe I shall be able to do that within a short time. My observations will be confined to two broad categories: observations of a general nature on the report and the memorandum and observations with particular reference to the problems of the scheduled tribes, because as my hon. friend who spoke before me just now said, I belong to that privileged or underprivileged tribal community and I am

[Shri Swell]

supposed to know a little more of the problems facing the scheduled tribes at least in my particular area than anybody else in this House. Therefore, I claim that I can speak on the subject with a little amount of authority and I would request the Minister in the Ministry of Home Affairs to kindly pay particular attention to that portion of my speech. If he is not in a position to reply to certain proposals which I am going to make, he may not, because I think this problem of scheduled tribes in my area is engaging the attention of the Home Ministry and the Government otherwise.

First, going through this report, I think I am at one with my hon. friend, Shri Saraf, who paid compliments to the UPSC for the good work they have done during the year under review. I say that, of course, subject to a few exceptions. I will not go into details, but I will confine myself to the broad fundamentals. I think the UPSC has done an outstandingly good job in standing up against certain what would appear vested interests in certain ministries of the Government. The UPSC is a statutory body. It has a very important role to play in the nation. It is its duty to ensure the efficiency and the stability of our civil services. To that extent, I am a bit unhappy that this discussion of the report of the UPSC should take place today because of obvious reasons. Yesterday and this forenoon, the energy and attention of this House were engaged in the discussion on Ladakh and the speech of the Prime Minister. Granted that is a subject of the greatest topical importance in the country but, yet, if you go into the fundamentals, Sir, you will find that what is really important to the nation is the character of the nation. Even for purposes of defence or international relationship that character of the people, that character of the administration is of fundamental importance. I do not believe that we can stand up to China or any

other nation in the world unless the character of our people, the character of the administration is strong. And, Sir, it is a very important duty, almost the sacred national duty of the Public Service Commission to ensure that the character of our administration is of the very first standard. Therefore, I should have liked that there should have been a little more time, that there should have been a little more attention paid, to this important problem of the nation.

However, I think, as I have said, the Public Service Commission has shown a very good spirit in standing up against certain efforts of certain vested interests in certain ministries to hustle and scuttle the Public Service Commission into rubber-stamping their decision. Sir, cases of that have been mentioned in this report, where certain irregular appointments or irregular promotions have been made and after they have been made the ministries go to the Public Service Commission and ask them to approve of them. I am happy to note that the Public Service Commission while trying to accommodate these people taking into account certain difficulties in the day to day administration, in the long last has stood up against it and has refused approving such cases.

Sir, the other day when we were discussing about the power crisis here in this capital city it was an open statement accepted by everybody that the power crisis here in Delhi was on account of maladministration, and a number of speakers even on the Congress side had said that the responsibility would lie in certain leagues and cliques that are the pockmarks of the Delhi Electric Supply Undertaking. Well, that is a pointer, that unless and until the Public Service Commission exercises its duty in a bold manner the danger is that the entire administration will collapse, will be corrupted.

The Public Service Commission in its report, on page 12, has made a claim about the assessment of its performance. It is said that the follow-up of candidates recruited by the Commission shows that 93.80 per cent of them have been found to be quite suitable for the jobs. I wish it were so. But I am afraid that this assessment of the Public Service Commission is a bit ambitious. I am sure if this report had been written after the discussion on the power crisis in Delhi and after a little more examination of the affairs in the country the Public Service Commission would not make such an ambitious claim. However, I agree that on the whole the administration of the country is stable and to that extent the credit will go to the Public Service Commission.

On one point I find that I am unable to agree with the proposals of the Public Service Commission, and I am inclined to agree with the Government, the Home Ministry on that point. That is with regard to the period of probation. It seems there is a difference of opinion between the Home Ministry and the Public Service Commission as to the period of probation. The Public Service Commission is of the opinion that the period of probation should be for one year. I am talking with reference to the Indian Administrative Service in particular. The Public Service Commission seems to think that a period of one year for training and probation is good enough, and the Ministry thinks that after training the candidate should be on probation on the field for another one year. I think it is a correct thing that the period of probation should be for two years, because however clever a young man may be in the precincts of the college or within the confines of the training institution, it is altogether a different thing to find him in the field, in contact with the people and how he deals with the people. It is not enough just to be a good scholar or to be able to write. The important

thing about an administrator is that he should know the art of public relationship, he should know how to get co-operation from the public, and you cannot form your opinion of a person unless and until he has been put to the field. I think to that extent I agree with the Home Ministry, that the period of probation should be for two years.

Sir, I will come now to the problem of the Scheduled Tribes. There are certain remarks made in the report with particular reference to the Scheduled Tribes. On page 8, this is what it says—the Minister in the Ministry of Home Affairs also in his opening speech while moving his motion referred to that, and I will read out that portion and the other portion relevant to it:

“A sample analysis of infructuous recruitments during the year under report disclosed that the recruitments had failed on account of (i) dearth of qualified candidates, (ii) the highly specialised qualifications insisted on in certain cases (ii) unattractive pay scales, and (iv) paucity of suitable Scheduled Castes and Scheduled Tribes candidates for whom the posts had been reserved.”

Then on page 9 it says:

“The Commission are alive to the need for stimulating the intake of candidates belonging to Scheduled Castes/Tribes in Government services in respect of posts reserved for these communities. For such posts, competitive selection is normally confined to candidates belonging to these communities in the first instance, and at the time of selection, maximum relaxation of the standard of suitability compatible with the maintenance of efficient administration is kept in mind.”

Sir, if you ask me what is my reaction to this, my reaction is that I

[Shri Swell]

do not like at all that these remarks should be in the report of the Public Service Commission, because it does not do credit to the Scheduled Tribes, because it gives a sort of impression that the Scheduled Tribes people are a people, class apart, that are inferior in calibre, in gift, to the other people.

**Shri Sham Lal Saraf:** Is that not a factual report?

**Shri Swell:** Yes, it is a factual report. I have reason to think that the Government, the Ministry of Home Affairs have been giving this attention and thinking of the problems of the Scheduled Tribes in this way. But what I would suggest to them is that they should not always take an attitude of patronising the Scheduled Tribes; that they should do certain things which will bring the Scheduled Tribes rapidly on a par with the other communities in India.

Sir, I know the Scheduled Tribes a little better than others. I have been a professor in Shillong for the last 15 years. I know of a number of my own students, about ten or fifteen of them, who have studied under me and who have come out with flying colours in the all-India competitions and have been recruited to the Indian Administrative Service and others. I would ask you, Sir, to refer to another part of this report. On page 5 it is said—it is about the number of candidates to the Indian Administrative Service, Police Service and others recruited during the year under review:

"The names of 97 candidates in the order of merit were recommended for appointment to the Indian Administrative Service. These included 86 candidates who were also recommended for the Indian Foreign Service. Among those recommended, there were 9 Scheduled Castes candidates, of whom 6 were recommended for the Indian Administrative Ser-

vice/ndian Foreign Service, and 3 for the Indian Administrative Service only, and 5 Scheduled Tribes candidates of whom 4 were recommended for the Indian Administrative Service|Indian Foreign Service and one for the Indian Administrative Service only."

I might state here for the information of the hon. Home Minister that all these five Scheduled Tribes candidates during the year under review come from my constituency. Four of them are Khasis belonging to my particular community. I know them personally. Another comes from the Mizo Hills. They were my students. I know them. Many of them come from the ranks. At least two of them came into the Service through open competition after having been in service under the Government of Assam. A few of them, without any particular training and through their own merit, competed and passed. I know at least of the case of one or two who were recruited into the Service through open competition and not through any special consideration.

If we look into the picture of the State as a whole, whereas we have five Scheduled Tribes candidates recruited into the Indian Administrative Service, if I am not mistaken, there is only one other candidate in the whole State of Assam. You know, Sir, Assam is a multi-racial and multi-lingual State. There are Bengalis, Assamese and so many other people. But as against five Tribal candidates there was only one more in the whole State of Assam through open competition. What does it show? It shows that given chances our people can do as well as the others or can do much better than the others. But the difficulty here is that you are not giving us the right chances.

The home Ministry talks of giving special scholarships and special faci-

lities to the Scheduled Tribes to come and get some special training in the Allahabad University. At least I am not aware of any student from my area who has availed himself of that opportunity of training in Allahabad and who has been successful in the examination after the training in Allahabad. I do not believe that you can get people pass these competitive examinations through any kind of special training. What is required is the general standard, the background of the family, the general intellectual development and the background in the society. Until and unless that general background of that particular community is raised, you can never expect good young men, good students to compete in the examinations.

Today, the Bengalis and the Madrasis, if I am not mistaken, are proportionately more in the Services in the country. If you ask me the reason why.....

**Shri Harish Chandra Mathur** (Jalore): The number of Bengalis is going down. Now it is the Madrasis and the Punjabis.

**Shri Swell:** Maybe, it is going down now but it was so until a few years ago. Now it is the Punjabis. All right. About the Punjabis I do not know what the reason is, but as far as the Bengalis are concerned, I am sure that one of the reasons why they are proportionately more in the Services is because.....

**Shrimati Renuka Ray** (Malda): Not now.

**Shri Swell:** I am not talking of now; I am referring to the past. That is because they were the people who first received Western education in this country. The same thing applies to Madras. If you take the case of Punjab, I wonder if the proximity of Delhi is not the cause for the rising proportion of the Punjabis in the all-India administration. But here are the Scheduled Tribes out into the confines of the country, in the bound-

aries and you are not doing much about it. I am talking of the Scheduled Tribes in my community. What is the Government doing, the Government of India or the Government of Assam? Will you believe me that 15 years after the achievement of independence neither the Government of Assam nor the Government of India have established a single college in the Hill Districts of Assam?

**Mr. Deputy-Speaker:** The hon. Member's time is up.

**Shri Swell:** Sir, I am on a point which is important and I request you to give me a few minutes more. I will conclude soon.

They have not established a single college there. Whatever little education has been spread in the Tribal areas is the work of the private agencies, particularly, the Christian missionaries. Now you talk of reservation for the Tribal people and of giving them scholarships in a place that is thousands of miles away from where they are living. You are not doing anything to educate them and to raise the general intellectual standard of these people. To me it sounds, if I may use a strong word, a little bit hypocritical.

In my speech on the last Finance Bill I had made a proposal before the Government of India that the crying need of the people in the Hill Districts of Assam is a university of their own. The University Grants Commission has made a sort of a decision in another context which is good for the country and that is that in order to ensure the integrity and the unity of the country there should be a federal university in each of the States of the country. If the Home Ministry really want that the Scheduled Tribes people should do away with reservation and things like that, let them establish that university in the Hill areas. I have had occasion to discuss this informally with the hon. Home Minister, Shri Lal Bahadur Shastri, and I am repeating it here that if

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you want to do a thing like that, please take education nearer to the Tribal people. As my hon friend said just now, a time shall come when we shall not only stand on our own but we shall do better than the other communities.

**Shri Abdul Ghani Goni** (Jammu and Kashmir): Sir, while welcoming the Report of the Union Public Service Commission I pay my tribute to the members of the Commission who happen to be men of very high prominence. On going through the Report and action taken, I understand that even the requests of some particular Ministries for regularising some promotions have been rejected by the Union Public Service Commission. This shows that the Union Public Service Commission is an independent body and it is trying to raise the administrative standard of the country.

With the integration of the services recently in Jammu and Kashmir State I understand that the administration had better efficiency and we had some very good standards. But the integration of the services is limited only to the administrative services. I wish to draw the attention of the hon. Minister to see whether we can integrate the services of the Jammu and Kashmir State with regard to engineering, medical and forest services so that the services could be more effective, more efficient and more beneficial to the State.

Secondly, I would suggest that IAS officers in the cadre of our State may be transferred to other States and IAS officers from the other States may be transferred to our State so that administrative efficiency could be achieved in a better manner. I understand that posts in the IAS cadre have been allotted to particular States. When I read the Administrative Report I find that Himachal Pradesh and Jammu and Kashmir are still lacking in that number. I cannot quote exactly but most probably we

are still lacking about 10 or 12 persons in the IAS cadre of our State in addition to other services.

I find that in the all-India competitions these backward areas do not get proper representation. But at the same time I very much appreciate what Shri Bakar Ali Mirza said before me. Most probably he happened to be a member of the Public Service Commission in Hyderabad State and has great experience. But I understand that these opportunities are not extended to the backward areas just as they are given to central places like Delhi, Madras and Bengal. As Shri Swell has said just now, people from Bengal, Punjab, Delhi or Madras are dominating. The main cause is that proper education or proper educational facilities are not extended to the backward areas or the weaker sections of the population. Today, we find, of course, as everybody agrees, that the standard of administration is getting better day by day. But, at the same time, we do not get representation for the various communities, for the various sections and for these backward areas like the Jammu and Kashmir State, Himachal Pradesh and N.E.F.A. I am glad, at the same time, that four of the five persons from the Scheduled Tribes, have come from the Hill tribes of Assam. That shows that even without Government effort, persons from the backward areas can make their mark in the competitive examinations. But, when we compare the Government institutions, we should admit that the Government institutions are not up to the mark in imparting education even in the centre of the country like Delhi. If you compare private institutions with government institutions, everybody will prefer to get a seat for his child in a private institution. Why? The Home Ministry and the Education Ministry should look into the cause of this. Why are government institutions looked down upon and why should the common man prefer a private institution, although it is very

costly for him? A poor man cannot afford to get his child admitted in a public school. But, in spite of his difficulties, he tries to get his child admitted into a public school. That shows that the Government is not keenly interested in running its institutions. I would suggest that for the purpose of getting better persons in the service of the country, we should look to the educational standards in the government institutions. Only then we can go ahead.

In this respect also, I would suggest this as regards the weaker sections. As Shri Saraf said earlier, there are weaker sections and they do not get proper representation. There are other classes; they do not get proper representation. If you read the lists of the Public Service Commission, you will find that some communities are totally missing. That creates a great grievance to the communities who are not represented in the cadres. I would request that due consideration should be given to all the communities irrespective of which side they come from. Otherwise, there will be some sort of a lack of confidence in the administration and in the Public Service Commission. I would submit that all these factors should be taken into consideration and all communities should get a chance to be represented in the I.A.S. and I.P.S. and the I.F.S.

I find from the report in the indices, there are some posts which are still lying vacant for which they do not get suitable candidates. That also shows lack of efficiency in imparting education or a defect in the ways of imparting education to the common man. That also requires a check-up. When we spend not only thousands or lakhs, but crores of rupees on education—it may be education on the technical side or Arts side—why should we not have a look at it or at least have a cursory glance at it as to why the institutions are not functioning properly as other institutions are functioning. I would say that unless we improve the standard of education, unless we improve the

standard of our technical education, unless we improve the standard of character, we cannot get better persons to give a better administration or better service to the nation.

In these circumstances, surely, I expect this from the U.P.S.C. There are very great people on its membership, people of high eminence, highly educated. But, still, when we come to the I.C.S. and the I.A.S., the general impression is that the I.C.S. people are much better than the I.A.S. people. That also requires to be looked into as to why the difference in standard is there. If the I.C.S. people are much better, why should we not make the I.A.S. people reach that standard? Administration is the responsibility of the officers. After all, Parliamentarians are here and State legislators are there in the States. The running of the Government is their business. Somebody may say, the Congress Government is a corrupt government or some other Government is corrupt. Primarily, the government is run by the I.C.S. and I.A.S. officers. If they are honest, if they are above corruption, if they are efficient, if they are true patriots, I am sure, the country will go ahead like anything. Our plans will develop into realities. Of course, the policy is that of the Government. But, their execution is primarily with the I.C.S. and I.A.S. officers. I had a chance to be a member of a big committee in the Posts and Telegraphs department. There also, this question arose. Some officers were complaining that the particular Minister is a God on our head, he does not allow us to work. I said, if you are honest, if you guide the Minister rightly, there is no reason why the Minister should be misguided. You are there permanently. The Ministers come and go. Today there is one Minister. Tomorrow, there will be another Minister. The head of the department who may be an I.C.S. or an I.A.S. officer is there permanently. If he becomes a honest man, surely, if he guides the Ministers, surely the Minister will have nothing to say. I assure the

[Shri Abdul Ghani Goni]

services that Parliamentarians and the State legislators have got their best regard for the I.C.S. and I.A.S. officers, whether they are on the administrative side, or the engineering side or the medical side. If they raise their standard, the standard of the country will be raised and we will feel that our nation is going ahead.

**Shrimati Renuka Ray:** Mr. Deputy-Speaker, when the Constitution was being drawn. I remember, in the discussions, the question of an independent body for recruiting the best available personnel for our services was considered and the provision for a State and Central Public Service Commission was included in the Constitution. The time has now come for us to judge how far we are actually getting the best available personnel through this means. We have, today, also got to remember something about which the last speaker spoke, about the kind of education. Shri Swell particularly and pertinently laid stress on it, I remember and that was, in accordance with the type of education that we give to our people, so we can expect the personnel for our services. If adequate education does not reach certain people, it is not their fault that from such communities as the Scheduled Tribes, you cannot always get proper recruits. It is outside the sphere, to some extent, of the Union Public Service Commission. It is some other agency which has to train those who can be later selected as the best type of personnel. If the best personnel is not there, how can we expect the UPSC to select them? I make this particular point because, in the discussion last year, our eminent colleague and Member on this side Shri Harish Chandra Mathur said that it was the fault of the Union Public Service Commission that the best type of persons with proper moral background were not recruited by the U.P.S.C. I will suggest very humbly to him and to others of the same point of view, is it the fault of the U.P.S.C. or is it our fault and that of the Government as a whole that so far, our

educational opportunities have not been of the right kind?

**Shri Harish Chandra Mathur:** I did not say that; you are provoking me to participate in the discussion.

**Shrimati Renuka Ray:** You may certainly speak. I have looked up your speech last year and this is what I find. I feel that we cannot put the entire blame on the U.P.S.C. in this regard, because they must recruit from what is available. It is our educational opportunity, not only the expansion of education, but the quality of it, the fibre of that education which will determine the kind of persons that we have for recruitment. Therefore, it cannot be the fault of an independent body which is set up merely for the purpose of recruiting personnel.

Another point that has to be taken into consideration is this, and this is a point which the U.P.S.C. have included in this year's report. They have said that there is no forward planning and no proper co-ordination between the different Ministries as to the type of recruits that are wanted and the number of recruits that are wanted. I think many Members of the House would have had experience of that, and I think it would be quite true to say that perhaps, we might even lower the number of persons that might be required, if there were proper co-ordination between allied Ministries in this respect before they ask for personnel.

In regard to planning, certainly, for implementing the Third Five Year Plan, there should have been a complete programme in regard to the number of recruits wanted year by year, and not only should the UPSC have been informed of it, but the educational institutions also should have been informed so that the right calibre of persons could be trained for the purpose. So far as that is concerned, I agree with the UPSC, but I also feel that the UPSC which has

been set up as an independent body ever since our Republic was formed, has gradually got within its fold much more work to do than it did in the earlier days,

Now, I turn to the Industrial Management Pool. The Industrial Management Pool has also been entrusted to the UPSC. Here, I would agree with Shri Harish Chandra Mathur and others that the UPSC as it is constituted today may not be properly qualified even to deal with the recruitment of such personnel, quite apart from the fact, as the UPSC have pointed out, that the Government on their part have not framed even proper rules in regard to the type of recruits that are wanted, and they do not even know what type of persons are required. That is one part of the question, but the other part is this; I would ask the Home Minister particularly to consider either the expansion of the present UPSC, or the setting up of some other commission of a like nature. Whatever it be, the persons who are to choose and select candidates for the Industrial Management, I feel, should certainly understand something of industrial management. Of course, the answer would be given that on each such occasion, the UPSC co-opts some technical person or somebody who understands that particular thing. But I feel that such persons should be there all the time, because they also take some time to understand how to select the personnel. You may co-opt an engineer to select engineers on a particular day for a particular purpose, but he cannot have that experience which the other members of the UPSC have acquired to be able to select persons quickly, and, therefore, his being co-opted for a particular purpose for a particular day is not good enough. I think the time has come when the Central Government should consider this aspect of the matter, namely whether the UPSC, as it is constituted today, can deal adequately with the recruitment of personnel of a type that they have never dealt with in the past.

There is also another thing that I would like to mention. I have heard this even individually from members of the UPSC. I do not know whether it is permissible to mention it here or not. When complaints are made that there is so much of delay, the answer is given that the volume of work is so great, and that is why there is delay. So, when they speak of delayed references and irregular appointments by Government, I feel that Government on their side have some justification. I have some experience of this. It is all very well to say that there might be nepotism. Yes, there might be nepotism, and there might be all sorts of things happening, if the proper procedure is not followed. But what has Government to do if there is an emergency? You cannot always have forward planning for something new which turns up. When some officers are appointed for the time being, in such cases, the Public Service Commission always views such appointments with suspicion. Even though the matter is referred to them, it will take some time before they can advertise and recruit the persons, but in the meantime, the officer is required for the job on hand. This kind of thing happened in the case of the Rehabilitation Ministry at the Centre and the Rehabilitation Departments of the State Governments. When a large number of refugees started pouring in, in an emergency like that, people had to be recruited not only at the lower levels, but also at the higher cadres in respect of which normally the Public Service Commission would have to be consulted. Even in such cases, when appointments are made, the Public Service Commission have looked with suspicion on those appointments. Besides, emergencies of

15.57 hrs.

[SHRI MULCHAND DUBE in the Chair]

a different type might also turn up, and the Home Ministry might suddenly be empowered by this Parliament

[Shrimati Renuka Ray]

itself to take on some additional work which was not there before; then also, they would have to bring in people. If they delay the appointment, then this House might ask them why they had delayed the execution of what was entrusted to them. If they do not make the appointment, they would have to wait for a long time for the Public Service Commission to make the appointment. Therefore, I feel that there should not be any rigidity on the part of the Public Service Commission also in regard to this matter. They should go into each case on merits and see whose fault it was that Government had sometimes to take the lead and appoint somebody, and not look upon every such appointment with suspicion, or that such appointment has always some nepotism behind it. I do not say that nepotism is entirely ruled out but it is because of the inordinate delay on the part of the Public Service Commission that it happens. Therefore, the best answer would be to have a sufficient number of persons on the UPSC, and if necessary, to demarcate their spheres of duties, by having different sections if necessary or by having some such thing, so that there would be an adequate number of persons on the U.P.S.C. to deal with recruitment in a very quick manner. That would be the best solution. But until such time I do not think that it would be quite fair for this House to blame Government always if they go in for irregular appointments as they are styled by the U.P.S.C. As for delayed references, I agree that delayed references should not be there. References should not be delayed to the U.P.S.C. But irregular appointments can happen whenever there is some kind of emergency, as I have pointed out already. I would like to draw the attention of the U.P.S.C. to this matter namely that when they write their reports, they should make a difference between those cases where in a situation of emergency or for the purpose of quick implementation of something new some persons have been appoint-

ed, and other cases where references have been made to them in a delayed manner, and where they can perhaps legitimately have a cause for some kind of suspicion in regard to the appointments made by Government.

There is one other point on which I would like the Home Minister to explain the position to us adequately, and that is the reason why the Home Ministry has taken a decision against the wishes of the U.P.S.C. in regard to the period of probation of the I.A.S. officers. The period of probation was one year till recently. The U.P.S.C. have stated in their report that they wanted it to remain one year only, but the Home Ministry after consulting the State Governments have increased it to two years. I would like to know what justification there is for this decision. Of course, there might be some justification for not listening to the advice of the U.P.S.C., but I hope the Home Minister will explain this matter properly.

I do not want to make a long speech. Before I conclude, I would once again emphasise that the whole business of recruitment to the services and getting good personnel depends not only on the U.P.S.C. and on the Home Ministry but on the type of education and educational background that we give to our children in the future and to the young people who are coming into the universities today. I know that there is a great move for having the regional languages as the media of instruction at the universities. When I say this, I speak guardedly, realising as I do that in this House, there may be people who hold an opinion different from mine, but all the same, I do say that I do not know how far it will be helpful for the All India Services if we go forward with this move to have regional languages as the media of instruction at the university stage. We want more and more all-India services. We want national integration. I come from a State where the regional language has been in use in

all stages and even in the university stage on perhaps a much wider scale than in any other State because it was optional; and many utilised the option and so we did use the regional language in the university stage to a great extent. I think if we encourage this today, we shall be encouraging a parochial and provincial outlook to a great extent, and the all-India services to which we are looking forward will not be able to be formed in a proper manner. It may be said that English will be kept out or Hindi will take its place at a later stage as an additional language. But the governance of this country cannot be carried on in an 'additional language'. It must be carried on in a language which is the medium in the university stage.

16 hrs.

I would like to bring this matter to the notice of the Home Minister. I hope the Ministry will have its own viewpoint on the subject which will be taken into account before a decision is taken. I know that some universities, particularly Gujarat University, have already gone in for it. There are others who do not go in for it, but there is a persistent attempt made to try to induce them to go in for the regional language at the university stage. I would like the Home Ministry, particularly the Home Minister, to look into this matter and give it consideration from the point of view of all India services which are on the increase today.

With these words, I say that—whereas I do not agree that the Public Service Commission's recruitment is always wrong and that it has tended towards bringing down the service conditions, I do feel that there is a lot of improvement that can be effected, to which I have already referred. I hope the Home Minister will take note of it.

**Mr. Chairman:** Shri Yashpal Singh.

**Shri Birendra Bahadur Singh (Ranjnandgaon):** On a point of order.

With due regard to the Chair, I have been noticing the Marshal requesting the Chairman and then motioning to Members who have been wanting to speak. The Marshal is not the person to decide who should speak. Other Members have also noticed this. This is not fair to the Members.

**Shrimati Renuka Ray:** Since this has been mentioned, if it is, in regard to me, I may say.....

**Some Hon. Members:** No, no.

**Shrimati Renuka Ray:**.....that I had already sent a note to the Deputy Speaker that I had to attend the meeting of the Business Advisory Committee called by the Speaker.

**Mr. Chairman:** Shri Birendra Bahadur Singh.

**Shri S. M. Banerjee (Kanpur):** Should I raise a point of order now that he should not speak?

**Shri Sheo Narain (Bansi):** Is my name on the list of speakers?

**Shri Harish Chandra Mathur:** Are there many speakers?

**Shri Birendra Bahadur Singh:** I rise to appreciate the Report of the Union Public Service Commission. I wish to make some observations.

First of all, I would like to draw the attention of the Home Ministry and also the Public Service Commission to the cases that are pending consequent on the reorganisation of States—page 22 of the Report. When reorganisation took place, a lot of cases from Madhya Pradesh came up before the Public Service Commission. I am sorry to say that most of the cases, running into hundreds, are still pending.

The fact is that three kinds of reorganisation took place in Madhya Pradesh. Firstly, there were the former Indian States which had their services. Then there was a reorgani-

**[Shri Birendra Bahadur Singh]**

sation consequent on the 1956 scheme. For instance, in Vindhya Pradesh, first of all, the individual States had their services. Then they were formed into what is called 'C' class States. Later, they have been grouped under Madhya Pradesh.

What has happened is that the 'B' and 'C' class States, when they saw that the reorganisation was coming over, immediately for reasons known to them, upgraded and confirmed them. But in the 'A' class States which were within the purview of the rules of the Public Service Commission is that they remained where they were. After that they went to the Government. These cases have been pending for so many years. Many of the persons concerned are already dead or have retired and gone. So my humble submission is that such cases as are before the Public Service Commission should be expedited and something should be given to them.

The second point is about recruitment from army officers. This is a matter which has come to my knowledge. Officers in the army sometimes retire between 45—50. Some of them even get extension in service between 45—50—55. Generally, it is found that those who are between 45-46 and so on are being recruited for other work. As for the others, though they may get retirement at the age of 55, they are not recruited. My submission that this criterion should apply to all army officers—I am referring to their recruitment for work in connection with making roads etc.—and this field should be open to officers even at the age of 55 and not only to those who retire at 45 or 46.

The third point is this: I was going through the list of members of the Public Service Commission. I do not want to say anything personal. But it is high time that even the Chairman of the Public Service Commission should not be a member of the civil service. For instance, in the list I find

the name of Shri V. S. Hejmadi. Even now there is an ICS officer as Chairman. This is not a correct thing. When the other Members happen to be men of eminence, educationists and others, the Chairman should also be one of them.

As I said, I do not want to say anything personal, but the tendency is natural for an officer to prefer people of his class. We know of cases. They may not be here, but they are there in the States.

In the States, we find that people who have been officers are immediately after their retirement, put on the Public Service Commission. The moment a man completes the age of 55, the moment his service is over, the next *baksheesh* he gets is by becoming a member of the Public Service Commission. This thing must be stopped. This is not going to help recruitment. The intention of the Public Service Commission is to get the right sort of people, to recruit straightword youngsters who are physically nice-looking, educated nicely, who will shoulder the responsibility for the future. If you put them in the old rut, the consequence is that they do not see anything.

These people who are put there look at things only from one angle, or circle, as one hon. friend said. If the man happens to be in the business circle, naturally his inclination will be to the business circles. If he happens to be in the officers circle, the consequence is that he will be inclined towards that side. The result is that most of our very good youngsters who are coming from the public schools and other places do not get into the service. How many such people have got into the service? Very few. With the result, they go and join English and other concerns, tea gardens etc.

When persons are over 60, in order to increase their income for their

livelihood for two or three years, they remain on the Public Service Commission. I am not speaking of the Union Public Service Commission; I am saying this with regard to the State Public Service Commissions which have got relation with the Union Public Service Commission. This is in the Report. You always take them over. You take certain officers from the States. When you take those officers, naturally you co-opt their members. When you co-opt their members, all the difficulties are there. I do not wish to refer to any particular State, but these are cases which you will find if you examine this matter.

The other point is about the backward classes. The Scheduled Castes and Scheduled Tribes get special facilities in Allahabad. I do not know why there should not be the same facilities to backward classes also. The backward classes should also get the same facilities for training and other things like the scheduled castes and scheduled tribes in Allahabad.

I am glad that the period of probation has been made two years, because I feel that the period of one year was not sufficient. I have seen youngsters having only five or six years of experience being put in charge of districts. I would not like to mention the names of places, but firings have taken place due entirely to the inexperience of officers, because they do not know even the fundamental things. I know of one case where a district officer did not know what to do, and all the time he was ringing up the higher authorities on the telephone to get instructions. Such types of officers should not be placed in charge of districts. So I believe even this period of two years of probation is not sufficient. A young man of 25 or 26 years of age, with barely five or six years experience, should not be put in charge of a district. Immediately after his training he is appointed Assistant Commissioner, and within two or three years he becomes the Collector or District Magistrate. Most

of these people do not have enough experience, and they do not have the training also. Therefore, I think increasing the period of probation to two years is good, but personally I feel that if it is made three years, it will help them from the point of view of administration and knowing the art of running the districts.

About the examination etc., I do not know what the medium of the examinations is so far as other places are concerned, but in Madhya Pradesh the medium of instruction is entirely Hindi. If you go through the statistics, you will find how many boys from Madhya Pradesh have been taken by the Public Service Commission for various State jobs. I cannot say it categorically, but I can say with an amount of confidence that wherever there is the Hindi medium of education, the percentage of IAS and IPS officers from that place is less, because when they appear for examinations they generally have to write in Hindi, but the Union Public Service Commission insist on the *viva voce* and other examinations to be in English. The result is that a boy who go up to B.A. or M.A. has been reading in Hindi finds that when he comes before the Public Service Commission for *viva voce*, it is entirely in English, and that too of a very high grade, and naturally the boy from the backward areas, whether he belongs to the scheduled caste or scheduled tribe or not, naturally fails because he comes from a State where Hindi is the medium of instruction, and he is never taken. In order that the States that have introduced Hindi as he medium of instruction may not suffer, I think it is high time that the Public Service Commission started the *viva voce* in Hindi rather than in English. What is the difficulty in conducting the *viva voce* in Hindi, when they can be conducted in English, because practically all the Members here know Hindi? If five or six questions are put, you can certainly put at least two or three of them in Hindi; otherwise, it is going to be fatal to the backward States.

[Shri Birendra Bahadur Singh]

So, the Home Ministry may review this and see that *viva voce* takes place in Hindi also.

I reiterate my request that the cases of Government servants in the integrated States should be dealt with as early as possible, as this is most important, and the benefit should be given also to those who have been superseded, who have retired from service, and whose cases are pending.

**श्री यशपाल सिंह (कैराना) :** अधिष्ठाता महोदय मैं भी सदन के सामने पब्लिक सर्विस कमीशन के सम्बन्ध में कुछ सुझाव रखना चाहता हूँ ।

मैं आपके द्वारा उप-गृह मंत्री से यह निवेदन करना चाहता हूँ कि सब से पहले इन्टरव्यू के सिस्टम को खत्म किया जाये, जिसका सिलसिला बहुत गलत है । मैं एशिया की सब से बड़ी यूनिवर्सिटी का सेनेटर रहा हूँ । रुड़की इंजीनियरिंग यूनिवर्सिटी में मैंने अपनी आंखों से देखा है, बिल्कुल क्लोज टच से देखा है कि जो स्टूडेंट्स हर तरह से फर्स्ट आते हैं, वे इन्टरव्यू में उतारने अच्छे नहीं रह सकते । हम हर जगह देखते हैं, हर इम्तहान में देखते हैं कि एक लड़का अच्छे से अच्छे नम्बरों से पास होता है, यूनिवर्सिटी का रिकार्ड बीट करना है, उसका स्वास्थ्य, उसके मारलज, उसका सदाचार उसका चरित्र सब से ऊंचा है और आज तक वह कभी किसी तरह से भी पीछे नहीं रहा है, लेकिन जब वह इन्टरव्यू में जाता है, तो बन्द मकान के अन्दर उसको रिजेक्ट किया जाता है, थर्ड नम्बर पर पास किया जाता है ।

जितने करप्शन होते हैं, वे बन्द कमरे के अन्दर, अन्धेरे में होते हैं । जब हमने "फ़ेवर फ़्रीड एंड नो फ़ेवर" का वादा किया है, तो फ़ेवर करने का मौका न दिया जाय । आधी रात के अन्धेरे में हमने आजादी ली थी, इसलिये हम फल-फूल न सके । हम अग्र-प्रभाव

की किरणों में, आफ़ताबे-आलम की शुआओं में, जिस वक्त दान होता है, जिस वक्त मुबह-ए-सादिक का जहर होता है, आजादी लेते, तो आज इस देश में दूध घी की नदियां बहती होतीं, आज चमन खिले हुए होते । बन्द कमरे में बुला कर इन्टरव्यू के नाम से उन लड़कों को फ़ेल करना, जो कि यूनिवर्सिटी में फ़र्स्ट आए हुए हैं, एक बड़ा इनजस्टिस है ।

**Shri Datar:** Let the hon. Member be a little restrained. He speaks about *andhere* and other things.

**सभापति महोदय :** माननीय सदस्य जो कुछ कह रहे हैं, वह उनको जाती इल्म की बात नहीं है। वह तो अपने इन्फ़रेन्सेज दे रहे हैं। वे इन्फ़रेन्सेज सही हैं या ग़लत, इस बारे में अलग अलग राय हो सकती है, इसलिये उन पर ज्यादा जोर न देकर माननीय सदस्य वाक्यात पर ही जोर फ़रमायें ।

**श्री यशपाल सिंह :** मैं आपके द्वारा उप-गृह मंत्री जी से यह निवेदन करना चाहता हूँ कि शिक्षा का स्तर हमारे ईक्वल होना चाहिए, बराबर होना चाहिए । हम यह देख रहे हैं कि जो लड़के इशियार हैं, बहुत बुद्धिमान हैं, उनको इन्टरव्यू में फ़ेडिट नहीं मिलता है । इसलिए गोपन एग्जामिनेशन किये जायें ।

इसके बाद मेरी सलाह यह है कि जो नौजवान आई० ए० एस० हांकर के जाते हैं, उनके लिये यह ला बनाया जाए कि ब जनतंत्र की आंधियों के बीच में न रगड़े जायें । जो लोग आई० ए० एस० में जाते हैं या किसी दूसरी ऊंची सर्विस में पास होकर जाते हैं, उनको उन प्रैशर्ज से बचाया जाये, जो कि चारों तरफ से उन पर पड़ते हैं, उनको उन लोगों के अग्र से बचाया जाय, जो कि जनतंत्र में किसी तरह से चेयरमैन या एम० पी० या एम० एल० ए० हो कर आ गए हैं ।

अपनी आंख से देखता हूँ कि एक ऊंचे से ऊंचा अफसर है और उसका मुआयना कौन लिखता है उसका मुआयान लिखता है वह दर्जा चार पास आदमी, जो कि डिस्ट्रिक्ट बोर्ड का चेयरमैन बन गया है। मैं निवेदन करना चाहता हूँ कि विद्या, बुद्धि और प्रतिभा का स्थान ऊंचा है। जिसके पास कॅरेक्टर है, चरित्र है, विद्या है, बुद्धि है, उसका स्थान इन इलॅक्शनों से ऊंचा है। यह हमारे सारे समाज की कमजोरी है और मैं इसे जनतंत्र का अभिशाप कहता हूँ कि एक एम० ए०, एल० टी० पास व्यक्ति प्रिंसिपल है, जिसने डाक्ट्रेट ली हुई है, और उसका मुआयना लिखता है एक चेयरमैन, जो दर्जा चार पास है।

अपूज्या यत्र पूज्यन्ते, पूज्यानां च व्यतिक्रमः  
श्रीणि तत्र प्रवर्तन्ते दुर्भिक्षं मरणं भयम् ।

जहाँ अविद्वान लोग विद्वानों का मुआयना लिखते हैं, जहाँ सेमी-एडूकेटेड, हाफ-कल्चर्ड, हाफ-एडूकेटेड लोग एम० ए०, एल० टी० लोगों का मुआयना लिखते हैं, वह समाज बुझ जाया करता है। समाज में विद्या, बुद्धि और प्रतिभा को ऊंचा स्थान मिलना चाहिए। इस लिए मेरा सजे शयन है कि इस जनतंत्र की आधियों के बवंडर से उन लोगों को दूर रखना चाहिए।

वह समय चला गया, जब हम अंग्रेजी से अपने नौजवानों की काबलियत को नापते थे। यह हमारे देश के ऊपर बड़ा भारी डिग्रस है, बड़ा भारी कलंक है। इस से बढ़ कर हमारे समाज की हिमाकत नहीं हो सकती। आज इतने दिन हो गये, जब हम ने अपने कांस्टीट्यूशन में यह पास किया था कि हिन्दी हमारी राष्ट्र-भाषा है। कुछ लोग कहते हैं कि अंग्रेजी आहिस्ता आहिस्ता जायगी। वह आहिस्ता आहिस्ता नहीं जा सकती। यह एक-कलम जायगी, तभी काम चलेगा। इंडोनेशिया में स्वतंत्रता के अगले ही दिन उन की अपनी जुबान में काम होना शुरू हो गया। आयरलैंड में डी वॅलेरा ने

कहा था, "अगर तराजू के एक पलड़े पर हमारे देश की स्वतंत्रता को रखा जाय और दूसरे पलड़े पर देश की मातृ-भाषा को रखा जाय, तो मैं देश की स्वतंत्रता को छोड़ दूंगा और मातृ-भाषा को अपना लूंगा। क्योंकि अगर मेरी मातृभाषा रहेगी तो आजादी तो वापिस आ जायगी लेकिन अगर मातृभाषा नष्ट हो गई तो आजादी वापिस नहीं आ सकती।" जिस दिन आयरलैंड आजाद हुआ उससे अगले दिन से वहाँ पर गैलिक भाषा में काम आरम्भ हो गया। इस वास्ते सब से पहली जरूरत इस बात की है कि पब्लिक सर्विस कमिशन के इम्तहानों में से अंग्रेजी भाषा के कलंक को खत्म किया जाये, इस कलंक को मिटाया जाये। जिन की जुबान, जिन की वाणी, जिनका मनन अध्ययन आदि विदेशी हो चुके हैं, उन्हें बदलना पड़ेगा और बदल करके यह दिखाना होगा कि हमारी मातृभूमि में मातृभाषा ही पनप सकती है, दूसरी भाषा नहीं पनप सकती है।

जहाँ हमें जरूरत है स्टैंडर्ड ऊंचे करें, वहाँ पर इस बात की भी जरूरत है कि हम चरित्र का तथा सदाचार का भी स्टैंडर्ड कायम करें। पब्लिक सर्विस कमिशन को अपने सामने यह कानून रखना होगा, यह नियम रखना होगा कि जो शराब पीता है, सिग्रेट पीता है, चरित्रहीन है उसको किसी भी हालत में सर्विस में न लिया जाये, फिर चाहे वह कितने ही ऊंचे स्टैंडर्ड का क्यों न हो। एक तरफ तो हम कहते हैं कि हमें भारतीय संस्कृति का निर्माण करना है और दूसरी तरफ हम डिग्री को, कागज़ के इस टुकड़े को ही काबलियत का मयार समझ बैठे हैं। इसलिए मैं समझता हूँ कि जो भी सर्विस में लिया जाये उसका नील, सदाचार और उसका चरित्र ऊंचा होना चाहिये। हमारे समाज के कंस्ट्रक्शन में अगर चरित्र का कोई स्थान नहीं होगा, अगर कॅरेक्टर का कोई स्थान नहीं होगा

[श्री शपाल सिंह]

तो समाज समाप्त हो जायेगा, समाज तरक्की नहीं कर सकेगा। मुझे याद है शैले ने एक जगह पर लिखा है :—

“The most fatal error that ever happened in the world, was the separation of political and ethical sciences”.

जब तक हमारे जीवन में चरित्र नहीं आयेगा, जब तक हम अपने मन, वचन और कर्म से चरित्र को साबित नहीं करेंगे, तब तक देश आगे नहीं बढ़ सकता है। इस वास्ते पब्लिक सर्विस कमिशन के सामने यह नियम होना चाहिये कि चरित्रहीन लोगों को सर्विस में न लिया जाये। सब से पहले आज इसी बात की जरूरत है कि हमारे लोग यह समझें कि इस देश का निर्माण करना है। मुझे याद है कि डिप्टी कलेक्टर के इम्तहान में एक नौजवान से यह पूछा गया था कि नर्गिस कहाँ पैदा हुई थी। वह नौजवान बहुत होशियार था। उसने कहा कि सरकार भले पता नहीं था कि इन रकासाओं के बारे में इन नर्तकियों के बारे में जानकारी रखने की भी इम्तहान में जरूरत होती है और आईदा मैं इस को भी पढ़ कर आऊंगा। इस वास्ते मेरा कहना केवल इतना ही है कि देश में चरित्र निर्माण को प्राथमिकता दी जाये।

मैं एक यह बात भी बड़ी निर्भीकता के साथ कहना चाहता हूँ कि जिन्हें शैड्यूल्ड कास्ट कहा जाता है, जिनको अब भी अन-टचेबल कहा जाता है उनको इमदाद होनी चाहिये, उन पर लाखों और करोड़ों रुपया खर्च किया जाना चाहिये और उनको खुशहाल बनाने की हर सम्भव कोशिश होनी चाहिये। लेकिन अगर उनको एडमिनिस्ट्रेशन में रिजर्वेशन के नाम से लिया गया तो एडमिनिस्ट्रेशन फेल हो जायेगा। हमारे हरिजन भाई जो ऊँचे से ऊँचा चरित्र हासिल करना चाहते थे अपने नाम के सामने दयानन्द

व्यास, उदयवीर सिंह गहलौत आदि लिखते थे लेकिन अब उन्होंने रिजर्वेशन के बाद गहलौत, पंडित, व्यास आदि लिखना छोड़ दिया है, ठाकुर लिखना छोड़ दिया है और जो ब्राह्मण, क्षत्रिय आदि बनने जा रहे थे वे दुबारा चमार भंगी बन रहे हैं।

तैयार थे नमाज को सुन सुन के जिक्रे हर भलवा बुतों का देख के नीयत बदल गई।

जो यह चाहते थे कि हम ब्राह्मण, क्षत्रिय बनें, हमारा स्थान ऊँचा हो, वे दुबारा आज भंगी और चमार बनने की कोशिश करते हैं। हमारे समाज में कर्म प्रधान रहा है। वाल्मीकी भंगी थे, रवी दास चमार थे, नाम देव धोबी थे। इन्हें हम अवतार मानते हैं। हर को भजे सो हर का होय। जाति पाति पूछे न कोय। इसलिये अगर एडमिनिस्ट्रेशन में जाति के नाम पर, वर्ग और सम्प्रदाय के नाम पर आप रिजर्वेशन रखते हैं तो आपका एडमिनिस्ट्रेशन चल नहीं सकता है, वह फेल हो जाएगा। जब हम कहते हैं कि सभो को बराबर के हकूक दिए जा रहे हैं तो इसके लिये यह जरूरी है कि समाज के हर माध्य को बराबर का मौका आप दें। मैं मानता हूँ कि हरिजन और शैड्यूल्ड कास्ट जो बने हैं, वे हमारे अत्याचारों, हमारे प्रत्याय से बने हैं और उनको ऊपर उठाने का हर सम्भव उपाय किया जाना चाहिये और अगर जरूरी हो तो उनको खातिर टेक्स लगा करके या किसी और तरह से उनको समाज में ऊँचा उठाया जाए लेकिन ऐसा कोई काम नहीं होना चाहिये जिससे एडमिनिस्ट्रेशन में इस तरह की बू आए कि राजपूत या ब्राह्मण या चमार या भंगी को इस आधार पर लिया जाए कि वह भंगी है या चमार है और अगर ऐसा होता है तो हो जायगी तो बहुत ही खतरनाक होगी। यह सबसे ज्यादा जरूरी है कि काबिलियत का सम्मान हो, चरित्र का सम्मान हो और हमारे जो आई० ए० ए०

आफिसर्स हैं वे इलैक्शन को आंधियों से दूर रहें और उनको काबलियत और उनके चरित्र का सम्मान हो। उनका मुआयना लिखने का अधिकार उनसे कम पढ़े हुए किसी आदमी को कभी भी नहीं दिया जाना चाहिये।

हजारों साल नएगिस अरनी बेनूरी पे रोती है बड़ी मुश्किल से होता है चमन में दीदावर पैदा।

अगर कोई ज्यादा पढ़ा निवा आदमी है, ज्यादा विद्वान् आदमी है, उसका मुआयना आप किसी कम पढ़े लिखे आदमी से लिखवाते हैं और उसको यह अधिकार देते हैं तो आप का एडमिनिस्ट्रेशन फेल हो जाएगा। यह अनर्थ है, पाप है।

मैं मानता हूँ कि पार्लियामेंट में पिछड़ी जातियों के लिये रिजर्वेशन होना चाहिये, असैम्बली में होना चाहिये। लेकिन सर्विस में नहीं होना चाहिये और फेयर कम्पीटीशन में सबको कम्पीट करने का समान अधिकार होना चाहिये। मैं जानता हूँ कि छः छः करोड़ जिस जाति के मँबर हैं, उनको यहां पर बिल्कुल भी प्रतिनिधित्व नहीं मिला हुआ है, एक भी गूजरों का मँबर इस सारे हाउस में नहीं है, न कांग्रेस का और न ही अपोजीशन वालों का। चाहे वे बैकवर्ड जाति में लिखे हो, उनको बाकायदा टिकट दे करके, उनको बाकायदा सम्मान दे करके पार्लियामेंट में आप लायें, असैम्बली में भेजें, मुझे कोई ऐतराज नहीं है लेकिन जहां तक एडमिनिस्ट्रेशन का ताल्लुक है, इसमें से चमार के, राजपूत के, ब्राह्मण के, बनिये के सवाल को आप खत्म करें। अगर आपने ऐसा किया तभी हमारा समाज आगे बढ़ सकेगा।

हमारे गृह मन्त्री जी बड़े विद्वान् हैं और मैं उनका आदर करता हूँ। मैं समझता हूँ कि अगर उनको कोई सजेशन दिया जाएगा और वह ठीक होगा तो वह उसको मान लेंगे और कोई बजह नहीं है कि हम भी अपने आपको

उनके कथनानुसार ढालने की कोशिश न करें। लेकिन जरूरत इस बात की है कि समाज के चरित्र को हम ऊंचा करें और एक कलम अंग्रेजी को खत्म करें, एक कलम दुश्चरित्रता को खत्म करें। तम्बाकू पीने वाला, शराब पीने वाला, गन्दे सिनेमा देखने वाला कोई भी आदमी पब्लिक सर्विस में न आ सकें, इस तरह का इन्तजाम हो जाना चाहिये।

हमारे देश का निर्माण हो, हमारा देश एक परिवार की भाँति आगे बढ़े, ऊंच नीच का, छद्म अछूत का कोई लिहाज न हो और जब इस तरह की बातें हो जायेंगी तब हमारा देश बड़ी तेजी से आगे बढ़ सकेगा, इसमें कोई सन्देह की बात नहीं है। अगर नीच ऊंच का, बड़े छोटे का सवाल रहा तो देश आगे नहीं बढ़ सकेगा। जो नौजवान इस साल अपीयर होने वाले हैं, उनके सम्बन्ध में मैं गृह मन्त्री जी से निवेदन करना चाहता हूँ कि उनको अंग्रेजी से वह एग्जैम्पशन दिलायें। यह देश के ऊपर कलंक है। आज भी काबलियत का मीयार अंग्रेजी को माना जाता है। इस कलंक को सबसे पहले हटाने की जरूरत है। अगर इस कलंक को नहीं हटाया जाएगा तो देश का चरित्र गिरता चला जाएगा। इस वास्ते इस और सबसे पहले ध्यान देने की जरूरत है। पब्लिक सर्विस और पब्लिक सर्विस कमीशन के द्वारा हम देश का निर्माण कर सकते हैं और मैं गृह मन्त्री जी से निवेदन करना चाहता हूँ कि भर्तों की हम एक ऐसी प्रणाली और एक ऐसा तरीका अख्यार करें जिसमें देशभक्ति और चरित्र पनप सके और जो एडमिनिस्ट्रेशन है वह ऊंचे से ऊंचे दर्जे का और अच्छे से अच्छा हो ताकि हम शेष संसार के सामने एक आदशे उपस्थित कर सकें।

श्री शिव नारायण (बांसी) : सभापति महोदय, ठाकुर साहब ने जो अभी मुन्दर उपदेश दिया है, उसको मैंने बड़े ध्यान से सुना है। भारतीय संस्कृति के बड़े-बड़े नारे

### [श्री शिव नारायण]

हम मुनते आ रहे हैं। मैं उनसे पूछना चाहता हूँ कि इस देश में जातपात लाने के लिये कौन जिम्मेदार है, क्या चमार जिम्मेदार है, भंगो जिम्मेदार है या ऊंची जात वाले जिम्मेदार हैं। मैं तो कहता हूँ कि तुम विश्वकर्मा हो, तुम उसके रचयिता हो, तुम ने इसको बनाया है, हमने नहीं बनाया है। हम तो कहते हैं कि इसको मिटा दो। इस काम में हम आप से दो कदम आगे हैं। हम आप से ज्यादा आगे हैं। मान्यवर एकलव्य का नमूना इस देश के अन्दर मौजूद है, इतिहास के पन्नों में मौजूद है। मैं इसको खूले आम कहता हूँ और मैं चाहता हूँ आप इस को सुन लें। द्रोणाचार्य ने एकलव्य के साथ बेईमानी को था क्योंकि वह नहीं चाहता था कि अर्जुन से वह आगे बढ़ जाए। एकलव्य जाकर जंगलों में पूजा करने लग गया और उसने ऐसा वाण मारा कुत्ते के मुँह में कि उसको कोई चोट नहीं आई।

मान्यवर, आज होता क्या है इम्तहान होते हैं और इनमें हमारे लड़के टाप करते हैं, जो लिखित पेपर होते हैं उनमें टाप करते हैं लेकिन जब प्रैक्टिकल होता है तो उनका मुँह देखा जाता है और कहा जाता है कि ये काले कलूटे कहां से आ गए। अलाहाबाद का किस्सा मुझे मालूम है। वहां के एक लड़के ने जो मेरे ही जिले का है, कमिशन के इम्तहान में टाप किया था। मैं आपको बतलाना चाहता हूँ कि हम आप से या किसी दूसरे से कमजोर नहीं हैं। मुझे इस बात का गुमान है कि मैं हरिजन का बेटा हूँ और समाज को कमा करके खिलाता हूँ, सौसाइटी को खिलाता हूँ। हम में दम है और आप हमारी कमाई पर मौजूद उड़ा रहे हैं। मैं आप को मिलिट्री के लिए नौजवान दे सकता हूँ, जिस किसी क्षत्र के लिए आप आदमी चाहें मैं आपको दे सकता हूँ। लेकिन मैं चाहता हूँ कि

तराजू के पलड़ों में आप सब को बराबर बराबर नापें। किसी के साथ भी बइसाफी नहीं होगी चाहिये। इस रिपोर्ट में यह दर्ज है कि पिछले साल एक हरिजन मेम्बर था वह भी अब नहीं है। क्या कहें मैं इस पत्रे को। दीगरा नसीहत, खुद फजीहत एक नोट हमारे पास है। मेरी एक वहन बैठी हुई थी और वह हम से जिक्र कर रही थी कि जब सर्विस खाली होती है तब कूडीडेट्स का चुनाव होने लगता है और जब कूडीडेट का चुनाव होना है तो सर्विस पैदा की जाती है। यह एक आम कहावत है कि "चिराग तले अग्धेरा"। लेकिन इस के लिए जिम्मेदार कौन है? जो अपने को बड़े आदमी कहलाते हैं। आज २० परसेंट लोगों के लिए सब कुछ है जो कि इस देश के अन्दर "मम्मी, मम्मा और डंडडी" की जमात पैदा कर रहे हैं। आज चमार, ब्राह्मण का झगड़ा एक तरफ हो गया और "मम्मी, मम्मा और डंडडी डंडडा का दूसरा क्लास देश में पैदा हो रहा है। इस का क्या हल आप करेंगे? हम को आप छोड़ दीजिये कि यह चमार है, ब्राह्मण है या यह तो माइनस हो गया और "मम्मी, मम्मा और डंडडी, डंडडी" वाली जमात आगे आ रही है। म भारतीय संस्कृति का उपासक हूँ, हिन्दी राष्ट्र भाषा का उपासक हूँ इस पार्लियामेंट में बैठ कर, इस पार्लियामेंट, हाउस में राष्ट्र के महान नेताओं के पास बैठ कर हम ने हिन्दी को राष्ट्र भाषा बनाया था। मुझे वह दिन याद है जब सन् १९४६ में मैं मनानीय पुरुषोत्तम दास टंडन के पास गया था। मैंने दो लफ्ज अंग्रेजी के बोले तो टंडन जी ने कहा : "आय, आय, तुम हिन्दी नहीं जानते, तुम हिन्दी नहीं जानते? मैं सन्न हो गया। उस दिन से आज तक मैं उनका अनुग्रहीत हूँ, मैं हिन्दी का विद्यार्थी, रहा हूँ। नार्मल हिन्दी में पास किया एडवान्स हिन्दी में पास किया और बी० ए० में भी हिन्दी ली। आज भी हिन्दीका पोषक

हूँ लेकिन किसी भाई के ऊपर मैं इस को थोपना नहीं चाहता। संस्कृत इस देश की राष्ट्र भाषा रही है। कब ? गुप्त काल में भारत की राष्ट्र भाषा संस्कृत रही। आप हैं कहां ? आप संस्कृति का दम भरते हैं, रामराज्य का दम भरते हैं, लेकिन उधर आना नहीं चाहते। पढ़ो संस्कृत। दक्षिण हिन्दुस्तान वाले भाई भी हमारे साथ खड़े होंगे को तैयार हैं। लेकिन आप उर्दू और हिन्दी को मिलाकर ब्राडकास्टिंग करवाते हैं। यह जो घपलेवाजी है उस को आप चेक क्यों नहीं करते ? मैं तो ईमानदारी से कहना चाहता हूँ कि मैं तो चौथी स्टेज का आदमी हूँ। ब्राह्मण, ठाकुर, वैश्य और शूद्र। अरे, तुम स्वर्ग में रहोगे तो हम भी स्वर्ग में रहेंगे और अग्न नर्क में रहोगे तो नर्क में रहेंगे। हम तो सब से पीछे हैं। मेरे मित्र ने कहा, मैं उनको चेलेंज करता हूँ *interruptions* आप मुनिये। मैं चेलेंज करता हूँ कि आप इस रिजर्वेशन को माइनस क्रीजिये। मैंने यू० पी० असेम्बली में कहा था यहां भी रिपोर्ट करता हूँ कि इस रिजर्वेशन को माइनस करो। मैं पंडित हरू की सरकार से यह चीज कहना चाता हूँ। मैं डा० सम्पूर्णानन्द की सरकार को ३६ पेज को जवाब लिख कर दिया था इस रिजर्वेशन के प्रश्न के ऊपर। हम कलैक्टर नहीं होना चाहते हैं, हम एम० पी० नहीं होना चाहते हैं, मगर क्या हम चपारासी भी नहीं हो सकते ? चौकीदार नहीं हो सकते ? थानेदार नहीं हो सकते ? मातहत वाली जगह भी हम को नहीं मिल सकती ? क्या हम डिप्टी मिनिस्टर नहीं हो सकते ? प्राइम मिनिस्टर पंडित नेहरू हैं लेकिन क्या हम मिनिस्टर भी नहीं हो सकते ? आखिर आप चाहते क्या हैं ? जब नियत दुरुस्त हो तो सब कुछ दुरुस्त हो सकता है।

मैं कहना चाहता हूँ कि हम किसी से भी पीछे नहीं हैं। पब्लिक सर्विस कमिशन के ऊपर मेरा चार्ज है कि वहां ईमानदारी

से काम नहीं किया जाता। आप ईमानदारी से थ्योरी को ले लीजिये, प्रैक्टिकल को छोड़ दीजिये। जिस लड़के को रिक्मेन्डेशन मिल जाये प्रिंसिपल से या यूनिवर्सिटी से कि ही बैयर्स ए गुड मारल करैक्टर, उस को ले लीजिये। लेकिन हम एम० एन० एज और एम० पीज० से रिक्मेन्डेशन मांगते हैं। इतना परेशान करते हैं जिस का ठिकाना नहीं है। अभी हाल ही में मैंने यहां दस्तखत किया और ६ तारीख को बस्ती गया एक लड़के को शेड्यूल्ड कास्ट होने का सर्टिफिकेट दिलाने के लिए। इस चीज को रिकार्ड किया जाये, मेरी फाइल में सारे कागज मौजूद हैं। एक लड़के ने २० आने का टिकट लगाया, मैंने सर्टिफिकेट दिया, हरिजन बलभर आफिसर ने सर्टिफिकेट दिया कि वह हरिजन है, लेकिन उसके बाद कलेक्टर को एक क्लर्क ने चरका दिया और वह बेचारा लड़का सर्टिफिकेट नहीं पा सका। मुझ से कहा गया कि एफिडेविट दाखिल क्रीजिये। मैं ने कहा कि मैं पांच लाख आदिमियों का रिप्रेजेन्टेटिव हूँ और लाख या डेढ़ लाख वॉट मुझे मिले हैं ? लेकिन फल यही हुआ। मैं ने लड़के से पूछा कि क्या एफिडेविट दूँ ? उस ने कहा कि आप मत लिखिये। मैं कहना चाहता हूँ कि हरिजन किसी से भी पीछे नहीं हैं। वे कमा कर खाते हैं, अपने कंधों पर बन्दूक रख कर चीन और पाकिस्तान के मुकाबले में डट सकते हैं। हम किसी भी तरह कमजोर नहीं हैं। फाइनेन्स बिल पर बोलते हुए मैं ने कहा था और आज फिर रिपीट करता हूँ कि हम कमजोर नहीं हैं। न पढ़ने में कम हैं न लिखने में कम हैं। हां, हमारे अन्दर गरीबी जरूर है।

मैं राजा साहब की इस बात से सहमत हूँ कि ४० वर्ष की उम्र से नीचे के किसी आदमी को कलैक्टर न बनाया जाये। पब्लिक सर्विस कमिशन उन का सैलेक्शन न करे। जिस दिन मैं आया था, हमारे गवर्नर साहब के पी० ए० और चेअरमैन, कौंसिल के पी० ए० दोनों में बात चीत हो रही थी कि हमारे सूबे

### [श्री शिव नारायण]

में बारह बारह वर्ष से लोग काम कर रहे हैं। जिन को गवर्नमेंट ने अप्वाइंट किया था। अब उन लोगों को पब्लिक सर्विस कमीशन भेजा जा रहा है। मैं कहना चाहता हूँ कि यूनिवर्सिटी में जो पढ़ा था वह कोई याद थोड़े ही है, शैली की पोयम याद थोड़े ही है। वे अपनी नौजवानो में सर्विस में आये अब इतनी उम्र में उन को पब्लिक सर्विस कमीशन के सामने भेजा जाये, इसे मैं घपलेबाजी समझता हूँ।

मैं कहना चाहता हूँ कि पब्लिक सर्विस कमिशन में भी स्टैंडर्ड के आदमी रक्खे जायें और हर आदमी को उचित अवसर दिया जाये। जब आप ने खुद इस किस्म का ढांचा बनाया है तो उस में चमार लिया जाये, ब्राह्मण लिया जाये, ठाकुर लिया जाये, मुसलमान लिया जाये, उन के लिये सीट्स रिजर्व होनी चाहिये। यह ढांचा हर एक पब्लिक सर्विस कमीशन में रक्खा जाना चाहिये। वहां पर हरिजन भी होना चाहिये, ब्राह्मण होना चाहिये, मुसलमान होना चाहिये। तभी देश का ढांचा ठीक होगा और ईमानदारी सब जगह आयेगी। पब्लिक सर्विस कमीशन भी अच्छे अच्छे आफिसर्स का सेलेक्शन कर सकेगा।

आप देखिये कि हमारे पब्लिक सर्विस कमीशनों में सेलेक्शन का तरीका क्या है। हमारे यहां सेलेक्शन हो रहा था। हमारे मिनिस्टर साहब ने पूछा कि जो हैलथ मिनिस्टर चरन सिंह हैं उन्होंने ने यह कानून बनाया वह कैसा है? कौन्डिडेट ने कहा कि ठीक बनाया। उस लड़के को सिफर दे दिया गया। क्वेश्चन पूछने के अजीब अजीब ढंग हैं। यह कोई मामूली बात नहीं है। सवाल पूछने की एबिलिटी होनी चाहिये और साथ में ईमानदारी होनी चाहिये। इस मुल्क में क्रिएट करना चाहिये।

मैं ठाकुर साहब से कहना चाहता हूँ कि वे जरा नीचे उतरें। सही मानों में जिम्मेदारी से इस सदन में काम करें। कहा जाता है कि

हम नीचे हैं, वे ऊपर हैं, वे बड़ी मूख वाले हैं। हम उन के पीछे हैं। हम पछवाड़े रहते हैं और पिछड़े कहे जाते हैं लेकिन हम उन से एक इंच पीछे नहीं हैं। हम ईमानदारी में, त्याग में, तपस्या में और मुल्क की रक्षा करने में उन से एक इंच भी पीछे नहीं हैं। हम चाहते हैं कि "चिराग तले भन्धेरा" वाली बात को माइनस किया जाये और इस देश में शुद्ध-शुद्ध कार्य किये जायें तभी पब्लिक सर्विस कमीशनों का कल्याण हो सकेगा, हरिजनों का कल्याण हो सकेगा और देश का कल्याण हो सकेगा।

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

श्री यशपाल सिंह : आप हरिजन नाम छोड़ दीजिये। आप अपने को चमार क्यों कहते हैं ?

श्री शिव नारायण : आप कहते हैं, इसलिये मैं न कहूँ।

Shri S. M. Banerjee: Sir, as the time at my disposal is very little, I want to confine myself to two or three points. I have read this particular report of the U.P.S.C. with interest, and I must say that this particular organisation is doing a lot of service in selecting good candidates and efficient candidates.

In this very House, Sir, when another report was being discussed, I pointed out the evil of some corruption which is visible sometimes in the matter of selections. I do not attribute any motive on the U.P.S.C members who are supposed to be like Caesar's wife, but I must say that in some of the selections where a departmental official comes as an expert there is some room for wrong selection or, we may say, some favouritism or nepotism. I must, therefore, request the hon. Minister to kindly consider whether there is any way

out to avoid the inclusion of a departmental official at the time of selection. A particular post might have been advertised and the candidates might have been asked to appear before the U.P.S.C. I admit that the presence of an expert is absolutely necessary. But supposing a candidate is being recruited to a particular National Physical Laboratory or for any particular Ministry, I have a feeling that an official of that particular Ministry or department should not be taken at all as an adviser or as an expert.

There is another point. It has been mentioned by some of my hon. friends also. That is, even after the selection, even after the examination, a candidate has to wait for months together for the final orders to be given. He does not know whether he has been selected or not. In this age of unemployment, where for each post at least 100 to 200 people apply, such an abnormal delay or even ordinary delay should not take place. That is my submission and I hope the hon. Minister will take note of it.

Another very interesting thing has been brought to my notice. I am surprised by this and I would request the hon. Minister to consider whether this is a fit case for reference to the U.P.S.C. A question was asked in this House by my hon. friend, Dr. U. Misra. The question was addressed to hon. Minister of Home Affairs. The question was:—

- “(a) whether it is a fact that a number of IAS officers have been permitted by Government to join private concerns;
- (b) if so, their number and which are the concerns where they are working; and
- (c) whether it is a fact that some of these officers are earning three to four times more than their salary which they would

have been normally paid by Government?”

The answer was given by the hon. Home Minister, Shri Lal Bahadur Shastri, and it reads:—

“(a) and (b). The Government of India are aware of only one such case in which the services of a serving I.A.S. officer have been lent by the Government of Bihar to the Tata Iron and Steel Company.

(c) ‘The attached statement contains the relevant particulars about the case.’”

I am making reference to this with reference to a particular item in the UPSC's Report which says that the UPSC also permitted some of the IAS officers to join other departments. This is a solitary case of one Shri Ram Sinhasan Pandey who was working under the Bihar Government. This particular IAS officer was one of the Deputy Secretaries—I do not know whether he was the Secretary of the Labour Department. I also do not know whether any reference was made to the UPSC either by the Bihar Government or by the Central Government before lending his services to the Tata Iron and Steel Company. Now, what is the salary that he is drawing? He is drawing basic salary in the scale of Rs. 3250-125-4250; dearness allowance of Rs. 300; entertainment allowance.....

**Shri Bhagwat Jha Azad:** Sir, could I have your permission to point out that the hon. Member is mentioning a particular officer by name? It is the practice in this House that the name of any officer or any such person who is not here to defend himself should not be mentioned. Secondly, he is also referring to the policy of the Bihar Government who has appointed one of its officers as Tata's agent. As I know, there is no need to refer this to the UPSC and the Bihar Government is permitted to do this in its jurisdiction. I want you to give your

[Shri Bhagwat Jha Azad]

ruling on these two points, namely, whether he can mention the State Government and whether he can mention an officer by name in this House.

**Shri S. M. Banerjee:** Sir, before you give your ruling, I have a submission. This particular question was raised in this House and it was only on the 13th August, that is, yesterday that this had been answered by the hon. Home Minister. I hope, Shri Bhagwat Jha Azad will not defend the wrongdoers in Bihar Government, whether they are ICS officers or IAS officers. This question was answered by the hon. Home Minister yesterday and whatever I am referring is from the debates of Parliament. I might have mentioned the name.

**Mr. Chairman:** The ordinary rule is that names should not be mentioned because persons whose names are mentioned are not here to defend themselves.

**Shri S. M. Banerjee:** I will not mention the name. This particular officer is drawing basic salary in the scale of Rs. 3250-125-4250; dearness allowance of Rs. 300; entertainment allowance of Rs. 250; car allowance of Rs. 150; Provident Fund contribution at the rate of 8.13 per cent of basic salary and is getting profit sharing or annual bonus at the rate declared by the Company every year. Since this question was answered in the House I want to know whether the permission of the Central Government was taken and how an IAS officer can retain his lien while in private employment. Under what rule can he do so? I would also like to know whether the UPSC were consulted in this case. If not, it shows that this particular appointment is purely based on political motives and this officer should not have been there in this appointment. I would submit that this a matter where an example should be set before the IAS officers. If Bihar Government can

make an exception in the case of an IAS officer, other Governments would also be permitted to do so. The UPSC must give a ruling on this.

**Mr. Chairman:** If he was going to mention this, previous notice should have been given to the hon. Minister so that he could have an opportunity to reply to this.

**Shri S. M. Banerjee:** His senior had given the reply.

**Mr. Chairman:** He also should have an opportunity of replying to it and previous notice should have been given to the hon. Minister. That is what the hon. Member has not done. Therefore I am ruling this part out of order.

**Shri S. M. Banerjee:** He may reply to it or not but this is for his information. Such a thing should not happen in this country. IAS officers have replaced the old ICS officers. If A is permitted like this in Bihar, then B will be permitted in UP and C will be permitted in Delhi. Naturally, it will be difficult for the I.A.S. officers to function. I request that, if he is not answering today, at least, the Minister will take note of it and try to answer it.

**Shri Sonavane (Pandharpur):** Mr. Chairman, I have to thank you at the outset for giving me a chance to place my views on this report. I will not take long. I will make some points in which I am interested.

At the outset, I would like to say it has pained me when one of my hon. friends on the opposite side said that in the services, particularly Scheduled Caste considerations should not be brought in and if this consideration is brought in and the Scheduled Caste candidates are drafted into the services there will be ruin or the administration will go down.

was the remark which was made. That remark has not been substantiated by him though he has made all these vague allegations and reflections on the Scheduled Caste candidates. Particularly it has pained me; also it would pain others outside.

**Shri Inder J. Malhotra** (Jammu and Kashmir): It has pained me also.

**Shri Sonavane:** Coming to the problem of the Scheduled Castes and the Scheduled Tribes, my friend on my right who spoke very vehemently, spoke from his heart and gave a true picture of the conditions of Scheduled Caste people, their environments and training, the hardships through which they have come up and passed and taken degrees with honours and with good marks. They have come up encountering all these difficulties. Their work should be appreciated. They should be encouraged. They should be given encouragement. That is the work of the Government. I do understand that the Government is doing its best. We have no complaint on that ground. But, we say that the Government is doing a little. They should do much more. There are so many other aspects in which the Government could go a long way to help these candidates coming from the Scheduled Castes and Scheduled Tribes and backward classes so that they can come up to the standards or even better standards than other candidates. For instance, if training facilities are given to these Scheduled Caste and Scheduled Tribes candidates, I am sure, they may do much better and fare will.

A complaint was made that these backward class candidates do well in the written examinations, but unfortunately, an unforeseen hand puts them down in the *viva voce*. I do not know how far this allegation is correct. But, there is a lurking suspicion and fear and a doubt that some such thing may be taking place. Otherwise, many posts which are reserved

for the Scheduled Caste and Scheduled Tribe candidates would not go unfilled. I find in the Gazette, so many posts are reserved for the Scheduled Castes or Scheduled Tribes. But, it is also stated along with it that if no suitable candidate is found, the post will be treated as un-reserved and filled by others. What does that show? That would show that even if a Scheduled Caste candidate has passed the written test, yet, according to the Commission, he may not be quite up to the standard in the *viva voce*, and so that candidate would be dropped, and that place would be given to and that place would be given to some others. Therefore, if proper training facilities are given, I think Government will have taken a step in the right direction. I was told that the Allahabad University has such a programme, but one University taking up such a programme would not do. Other universities also should take such a step, and Government should impress upon the other universities also that such a step would be in the right direction, and that would go a long way in helping these people and in bringing up these people to the level of others.

Generally speaking, there is a lot of opposition, so to say, from certain quarters, and it is said that merit alone should count. I think that Scheduled Castes and Scheduled Tribes and Backward Classes do have merit. But to say that merit alone should count would mean that there is some kind of prejudice against the Scheduled Castes. The moment a Scheduled Caste or Harijan is taken, an innermost feeling is there in the minds of certain people that they necessarily would be inferior to others or would be lacking in merit. That prejudice is responsible to a great extent when some of my friends say that Scheduled Castes should not be given administrative posts of high rank. If this prejudice is done away with, I think that our minds will be clearer and will be better towards these people.

In regard to character, I am at one with my hon. friend who has said that people of character should be drafted, and this aspect should be taken into consideration by UPSC while selecting the candidates. There are many cases of corruption in the administration now, and if this test is applied, it would be a very good thing, and therefore, I would support the suggestion made by my hon. friend. At the same time, I do not know what would be the measuring-rod to test character. That is a great handicap. Character certificates are very easily forthcoming, and in fact, even I might give character certificates for persons whom I have not known for long, because pressure is brought on me. Therefore, there should be some standard assessment test which the Home Minister should think of, and this character test should also be applied while selecting people.

The last point that I would like to place before the House is this. The UPSC had about eight members; one of them was a Scheduled Caste member. We fought that on every Commission or Committee, wherever these recruitments are made, members of Scheduled Castes or Scheduled Tribes should be taken on these commissions and committees so that there would be proper appreciation of the merit of candidates coming from these sections. I learn from this Report that Shri Sivasanmugam Pillai retired after the close of the year, on 17th August 1961. Thereafter, to my knowledge, the vacancy has not been filled by either a member of the Scheduled Castes or of the Scheduled Tribes. It is not that if a Scheduled Caste or Scheduled Tribe member is there, our quota would be filled. But then we would have the confidence that our man is there, and therefore, we will not be denied justice. He might fight for the Scheduled Castes and Scheduled Tribes with the other members. That confidence is there among the candidates.

Therefore, I would suggest that this post should be filled up by a member of the Scheduled Castes or Scheduled Tribes by men of eminence and there are many such men in the country. I feel that this step would go a long way in the furtherance of the welfare and recruitment of Scheduled Castes and Scheduled Tribes in the competitive examinations.

**श्री कि० पटनायक (सम्बलपुर) :**  
सभापति महोदय, आज सदन में यूनिवर्सिटी सर्विस कमीशन के बारे में जो चर्चा हो रही है उस चर्चा के अन्दर देश को जो आसन करने वाले अफसर लोग हैं उन के बारे में चर्चा होनी लाजिमी है।

अभी एक माननीय सदस्य ने इस बात का जिक्र किया कि इस देश में अभी जो आई० ए० एम० आफिसर्स हैं उन को आई० सी० एम० आफिसर्स से इनफीरियर समझा जाता है। यह आम धारणा लोगों में है कि ब्रिटिश जमाने में जो आई० सी० एम० आफिसर्स होते थे वह लोग आजाद हिन्दुस्तान के इन आई० ए० आफिसर्स से कुछ ज्यादा अच्छे थे। ऐसा कहना शायद ठीक ही है कि अभी आजाद हिन्दुस्तान के आई० ए० एम० आफिसर्स पहले के आई० सी० एम० आफिसर्स से खराब हैं, इनफीरियर हैं या उतने अच्छे नहीं हैं और उस का मूल कारण यह है कि अफसर लोगों को चुनने का जो आधार उस जमाने में था यानी गुलामी के जमाने में जो आधार था आज भी उसी आधार को अभी तक कायम रखा गया है। पब्लिक सर्विस कमिशन अफसरों का आज भी उसी ढंग से सैलेक्शन करता है जिस ढंग से कि ब्रिटिश जमाने में सैलेक्शन हुआ करता था। गुलामी के जमाने में गुलामी भी एक आधार था यानी जो उस समय देश के दुश्मन होते थे उन लोगों को इस आई० सी० एम० कैंडिडेट में आना ज्यादा आसान हो जाता था। अभी भी खैर उन को मैं देश के दुश्मन तो नहीं कहूंगा लेकिन जनता के

श्रीर लोगों के जो दुश्मन होते हैं उन को भी आज इस आई० ए० एस० कैंडर में आना आसान है ।

सभापति महोदय : माननीय सदस्य अपना भाषण पद्यों जारी रखें ।

श्री कि० पटनायक : ठीक है, धन्यवाद ।

## BUSINESS ADVISORY COMMITTEE

### FOURTH REPORT

**Shri Rane** (Buldana): I beg to present the Fourth Report of the Business Advisory Committee.

17.00 hrs.

*The Lok Sabha then adjourned till  
Eleven of the clock on Thursday,  
August 16, 1962|Sravana 25,  
1884 (Saka).*