



Civil service in india



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- India is one of comparatively few developing countries which began independence with a fullgrown civil service, recruited among its own nationals.
 - Since the Montague-Chelmsford reforms of 1919, more and more important positions in the Indian Civil Service were transferred from British to Indian personnel. The training of Indian civil servants resulting from this transfer was invaluable for the administration of a free India. However, it should be remembered that it was a training in British and not in Indian traditions, and the civil servants of Indian origin were frequently nicknamed "brown sahibs".

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- The importance of the transfer, however, was not only numerical. The new opportunities, together with the expectancy of India's independence, provided a great attraction to people of high calibre for entering the service. As independence drew closer,
 - there was a tendency for standards among Indian personnel to rise. Simultaneously, the attraction of the Indian Civil Service for persons of British origin diminished, as less and less opportunities could be expected.



➤ 1. Administrative Organization

➤ The organization of the administration in India was based less on British traditions than on the needs of colonial rule. Even before 1947, moreover, the system of government was federal in character. At the centre were the Union ministries with

➤ Side 49

➤ Secretaries as their executive heads. There was a marked tendency to concentrate power at the top of the administration. The Secretaries tended to run their respective ministries in both major and minor matters. A similar organization existed in the States.

➤ It should be noted that apart from certain specialized services there are no Union officers in the field. Regional and local government is part of state administration. The districts, with an average population of about 2,000,000, are administered by district officers, sometimes called collectors, sometimes deputy commissioners. In some parts of the country there are regional units,



➤ 2. Personnel

- The so-called "generalists" were those who used to form the traditional Indian Civil Service (ICS). After 1947, this service was re-named the Indian Administrative Service (IAS)
- Thus, the ICS comprises only the relatively few officers who entered service before 1947, and the designation is likely to disappear for active officers in the near future. There are a number of specialized cadres such as the Indian Foreign Service (IFS) and the Indian Police Service (IPS). The latter, under the designation Indian Police (IP), also existed before 1947.
- Entrance into each of these services is by a stiff competitive examination, and only those who, in addition to a good university education, have an aptitude for passing examinations are able to compete successfully. Thus, recruitment is highly selective



➤ **Position of the Civil Servant**

- The civil servant is a enjoying great authority among the common people. This is an inheritance from British times, and senior officials are frequently accused of having a colonial attitude towards their "subjects".
- The position of authority is particularly evident in the case of district officers. On the other hand, it is also generally agreed that it is precisely these who are, on the whole, remarkably competent and have a strong feeling of responsibility. The knowledge they manage to acquire about their districts is quite astounding.
- The "great civilians" of an earlier period, when communications were not as good as they are today, used to boast that they had walked back and forth all over their districts "on their flat feet". Today jeeps are usually available, but the ambition of moving around in the district, knowing all the villages and talking to their inhabitants, exists in the case of their younger colleagues as well.



➤ **Theory and Practice of Administration**

- The classical theory of this system is based on a sharp distinction between policy and administration.
- The civil servant is expected to be impartial and to show no political or ideological affiliations.
- He should supposedly be equally ready to execute government policies whether he agrees with them or not. His advice to administrative and political superiors should be based on the facts he has been able to ascertain in the course of his experience in the field, not least about the reactions of the common people. And there is no doubt that the district officer, or former district officer, often knows these reactions as well as, or even better than, the politicians. The most important reason for this is that he spent his formative years in field administration and not in an office in the capital



➤ Administrations and Politicians

- Even at the level of district and regional administration, relations between civil servants and politically elected bodies present serious problems. It can hardly be maintained that "Panchayati Raj" has been an unqualified success or, indeed, any success at all.
 - The local councils are mostly manoeuvred by caste and other pressure groups. They are sometimes blatantly dishonest. At the same time, they are undoubtedly elected in free and democratic forms.
 - Their members are usually comparatively old and have strong roots in the tortuous structure of local politics. It is anything but easy for a young district officer to deal with such problems. How far should he go in shutting his eyes to dubious practices.
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