Book Review

Title: Building a World Class Civil Services: For Twenty First Century India

Author: Shri S K Das

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The Evolution
Overview

- The present state of civil services
- The Institutional framework ;
- The Organizational framework
- The Legal framework
- The Ethical framework
Central Themes

- Blueprint of transformation
- Attempt is to make bureaucracy more Result Oriented
- Decentralised Power
- Accountable Civil Services
- Professional management.
Methodology

Suggested legislative, administrative and procedural reforms

Compared Civil services with International best practices and private sector and management philosophies

Extensively research on the practices in different countries across the world.
Origin of Civil Services

- The British set up this service primarily to exercise control over a potentially subversive group of native employees in the government.
- Based on complex array of rules, regulations and processes to maintain control over the decision making of the native employees.
Civil services today

- Centralised, hierarchical organization
- Preoccupied with process
- Maintaining *status quo*
Lessons from abroad

- Adoption of Executive agency based model
- Result oriented administration
- Increase responsibility and accountability
Moving towards performance driven civil services

- Tabling Drafts Civil Services Bills, 2009
- Reforming the existing ACR system
- Amending certain Constitutional provisions
Lateral Hiring through Senior Executive Service

Spread the practice.........
Sense of Belongingness and *Esprit de corps*

Samurai

King Arthurs’ Knights

Mafia

*Sense of Belongingness and Esprit de corps*
Change in the recruitment procedure

- Catch them young
- All India entrance examination after school
- Train them for administration nitty-gritties
Problems

- Frequent transfers of bureaucrats
- Political interference
- Lack of domain expertise
- Post retirement avenues ... as the saying goes Old Bureaucrats Never Die, They Simply Become Experts
- Changes radical and long term
- Overhaul of civil services
- Immaculate research
- Honest views and seriousness of purpose
- Idealism
- Focus on IAS
- Repetition
Thank You!