



Presenting our Thoughts on Civil Services in India

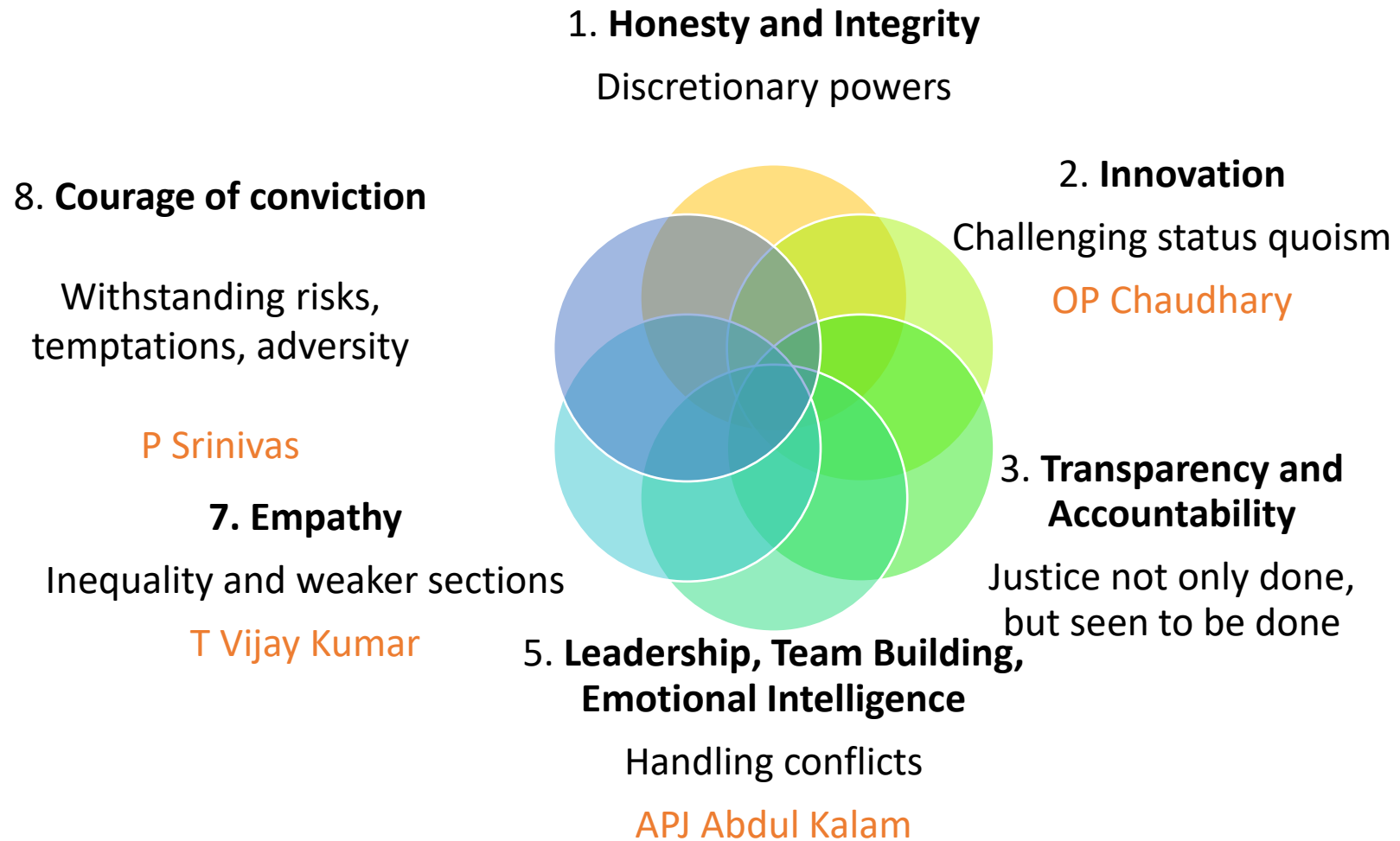


SRI HARPREET SINGH
SRI AVINASH MOHANTHY



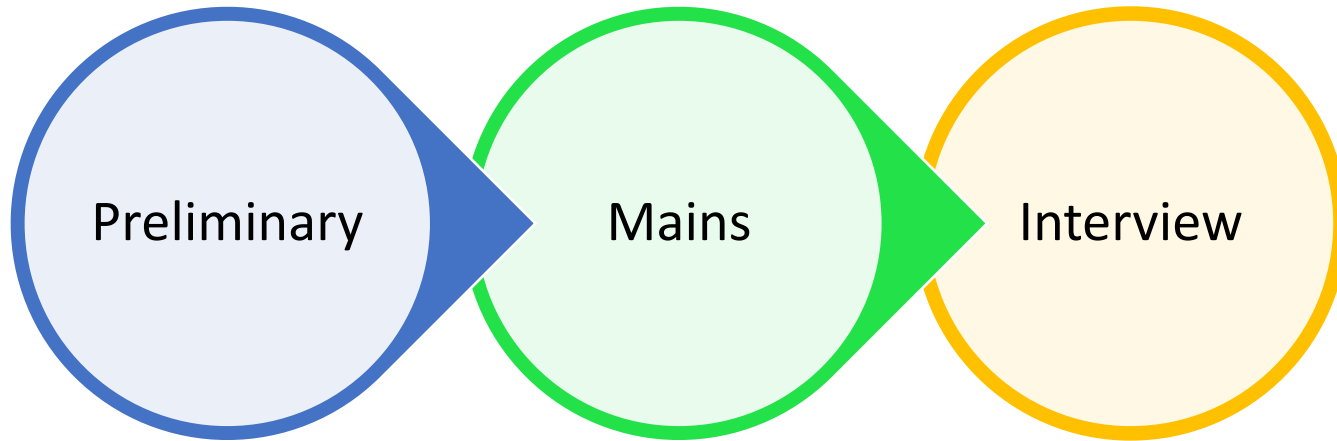
Ananya
Ishmeet
Vasudha
Suvendhu Patra
Isha Barak

Qualities





Is the Current Recruitment Process the Best Way to select Civil Servants?



Preliminary

Mains

Interview

- **Computerised**
- **Immediate release of answer key and score**

- **Remove optional to ensure equity**
- **Result release dates to be declared and adhered to.**

- **Reduce interview weightage to reduce subjectivity**
- **Shorten up one exam cycle**

BEST WAY?

- **Competitive Exam – Open to all**
- **Objective – CSAT + Prelims**
- **Subjective – Many facets of India**
- **Changing Dynamics – Ethics**
- **Essay – Intellectual Capability + Language Competency**
- **Personality Test – Purposeful Conversation**

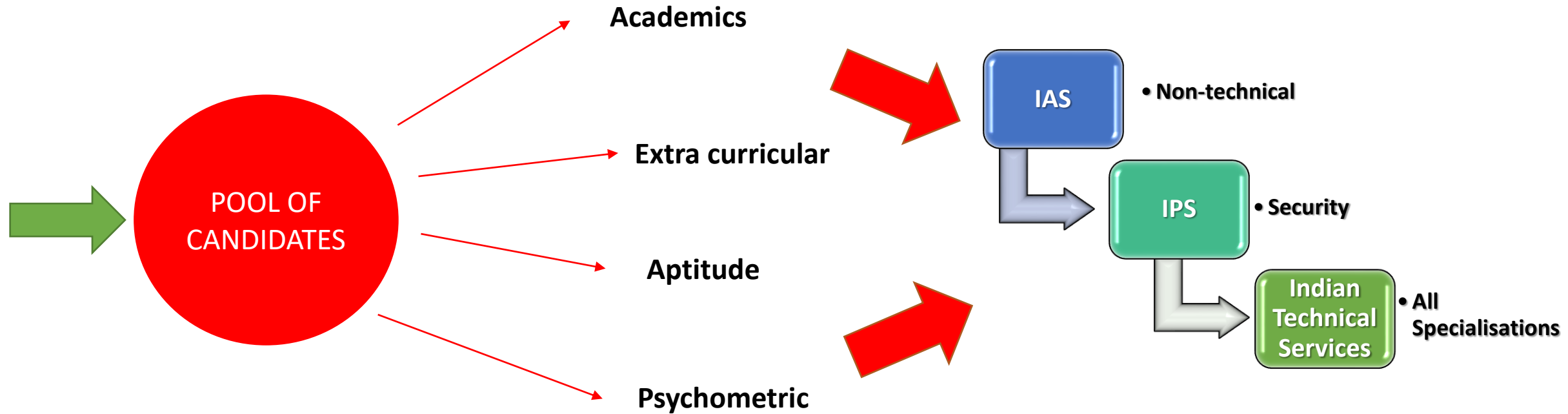


Is the Current Recruitment Process the Best Way to select Civil Servants?



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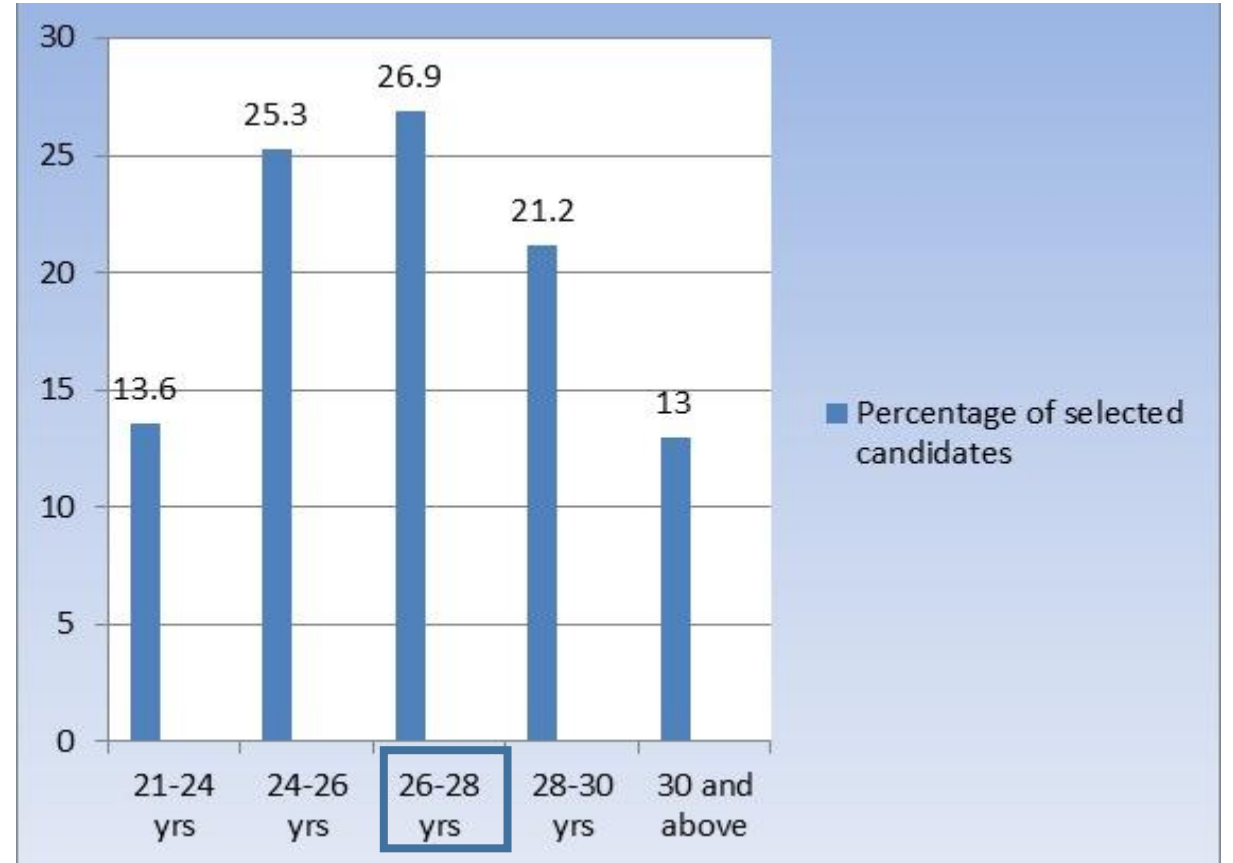


NITI AYOG VISION FOR INDIA AT 75

It is the second best method until we find a better alternative



What shall be the Optimum Age for entry into Civil Services ?





What shall be the Optimum Age for entry into Civil Services ?



Diagram 5: Number of Attempts made by candidates in Civil Services Examination, 2016

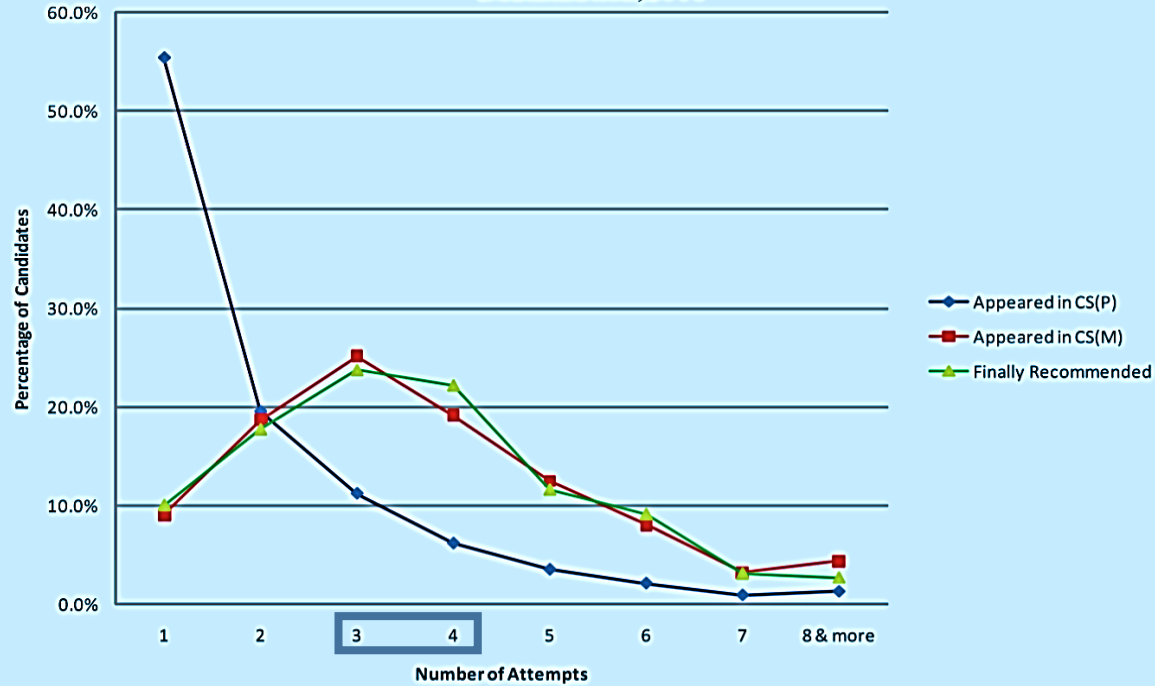
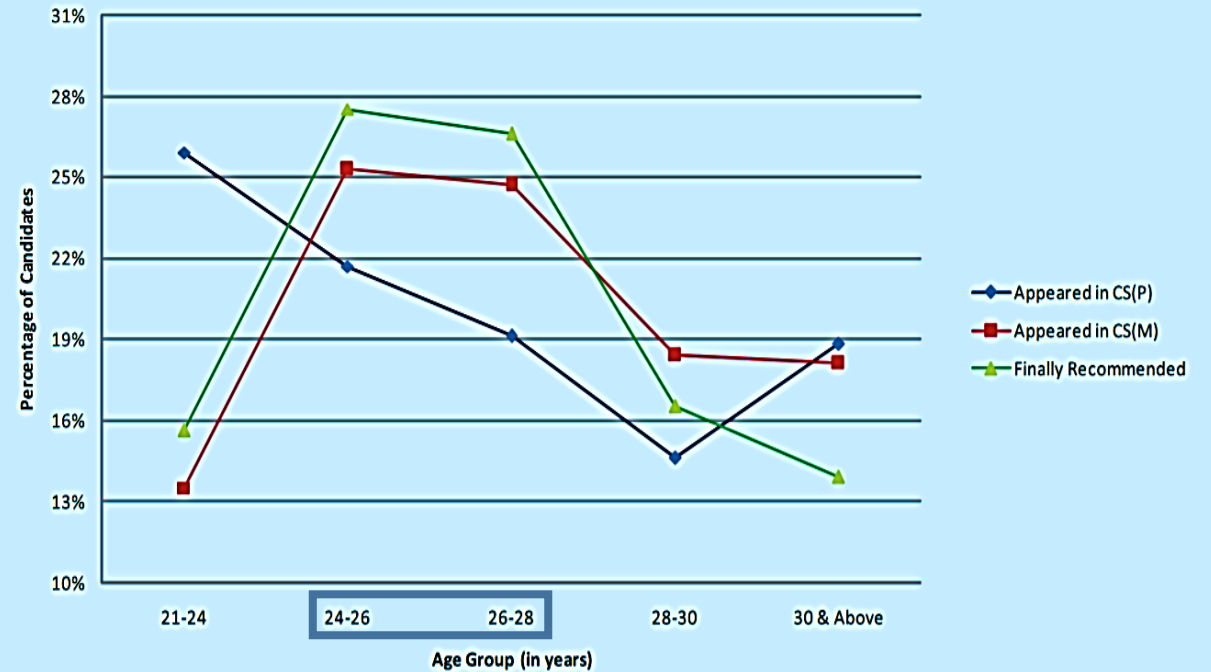


Diagram 3: Age-wise Profile of Male candidates in Civil Services Examination, 2016



- Data Source: 67th UPSC Assessment Report 2016
- The average age of recruits into the civil services is about 25.5 years of age.



Service Allocation on the basis of Marks secured in:



UPSC + FC – NOISE Analysis

Needs

- FC can be an assessment exercise to complement personalities to specialized services; to build civil servants for a world of dynamic changes

Opportunities

- Identify potential of candidates reflecting genuine ideas of public service
- Need to deconstruct prejudices that only IAS is the key to happiness (E.g. Some love IPS, some love crunching numbers)

Improvements

- A redesigned FC can check real-time analytical skills, identify civil servants with higher EQ (E.g. village visits)
- People get chance to understand their own suitability/incentive to a career



Service Allocation on the basis of Marks secured in:



UPSC + FC – NOISE Analysis

Strengths

- Promotes a holistic personality (esprit de corps)
- Embeds individuals to societal/ground realities
- Makes FC an entrepreneurial arena with innovation in administration and service delivery as key focus areas. (E.g. Case Study challenges)
- Usual arguments of weightage to FC will create conflict is a slippery slope rhetoric. Need Ambedkarite idea of fraternity in coordination among services

Exceptions/ Challenges

- Need to have independent monitoring of the allocation process. E.g. UPSC
- Cannot be an experiment in silos, need other civil service reforms
- Exact weightage can be opened to debate
- UPSC exam still remains one of the best selection exercises and as a watchdog of merit system

Where do you see yourself 30 Years from Now?



You can shift your way in a direction, like sailing, but which landscape you will reach, it's a surprise.

Three Dimensions

- **Assets**

- Decent standard of living
- Basic amenities

- **Professional level**

- Extremely difficult to predict as some of us may change the path, different opportunities
- Keeps us away from the happiness of today as we focus on our wants for tomorrow
- Can be discouraging if not fulfilled at the end of one's career

- **Personal level**

- Carry ahead the qualities that we identified earlier
- Keeping ourselves humble and ready to learn from others
- Learning from our role models, they can be our teachers, our batchmates, our siblings, our friends
- We should not let our success prevent us from being a better human being

- **Inconsistencies – Area to work upon!**



30 years from now, when we look back to this day, we should feel proud of our fellow batchmates of the 94th FC.

We should be able to say that together we served, with all our strength, for our nation and our people.

IF

Rudyard Kipling



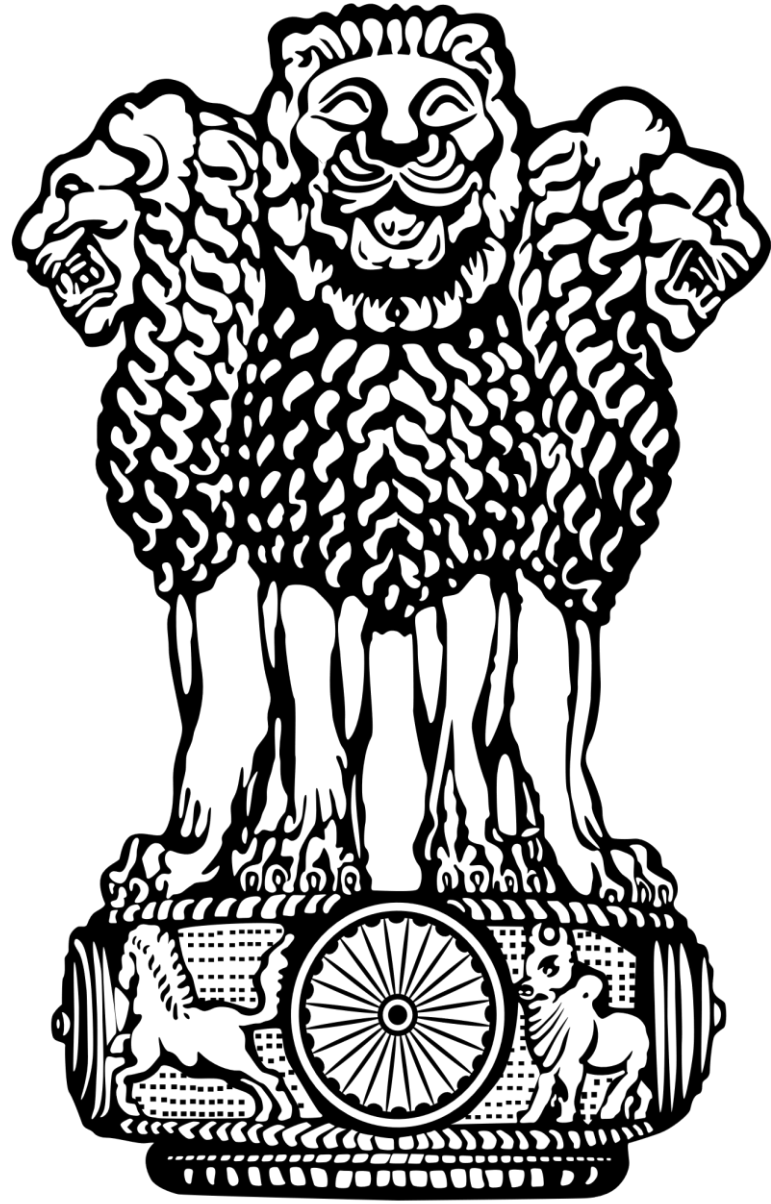
If you can keep your head when all about you
Are losing theirs and blaming it on you,

If you can trust yourself when all men doubt you,
But make allowance for their doubting too;

If you can talk with crowds and keep your virtue,
Or walk with Kings—nor lose the common touch,

If you can fill the unforgiving minute
With sixty seconds' worth of distance run,

Yours is the Earth and everything that's in it,
And—which is more—you'll be a Man, my son!



सत्यमेव जयते