



# **FUTURE OF CIVIL SERVICES IN INDIA**

**CGM Group 2  
94<sup>th</sup> FC  
MCRHRDIT**

# EFFECTIVE CIVIL SERVANT

- Minimum government, maximum governance
  - Catalyst & facilitator
- Competence, courage & self-confidence



- Team work, negotiation & coordination, leadership
- Good communication & persuasion skills



# EFFECTIVE CIVIL SERVANT

- IQ, EQ & AQ
  - Empathy towards weaker sections
  - Fortitude
- Pro-active decision making & problem solving



- Creative & flexible thinking to adapt to change
- Time management & work within tight deadlines



# A LOOK AT THE NUMBERS

Civil Service Exam, 2017	Absolute figures
No. of applicants	11,28,262
No. appeared	4,62,848
No. of candidates recommended	1099
ARR	421

ARR- Appeared to Recommended Ratio

Source- 68<sup>th</sup> UPSC Annual Report

Authors' own calculations



# CURRENT RECRUITMENT PROCESS

- UPSC given constitutional mandate u/A 315 (formation) & A 320 (mandate)
- Impartial & fair institution
- Selections based on merit
- Inclusive- linguistic, regional, gender, caste
- Recommendations:
  - Testing leadership qualities- GD, job experience, training focus on leadership
  - Shorter exam cycle- eg, online Prelims



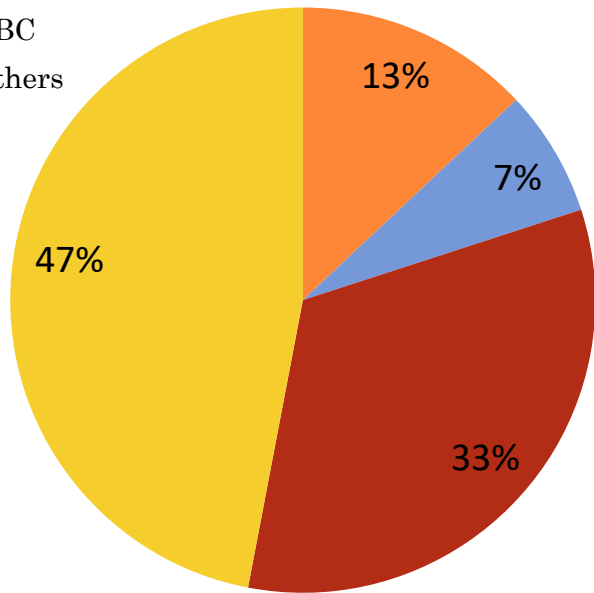
# CURRENT RECRUITMENT PROCESS

- Industry- govt linkage to absorb meritorious candidates.  
Eg- SAI
- Releasing model answer-sheets of Mains to curb uncertainty & coaching industry
- Eliminating optional (Baswan Committee)
- Lateral entry to be based on fair examination process based on specialization, free from political pressures
- According to A 320, all changes shall be in consultation with UPSC

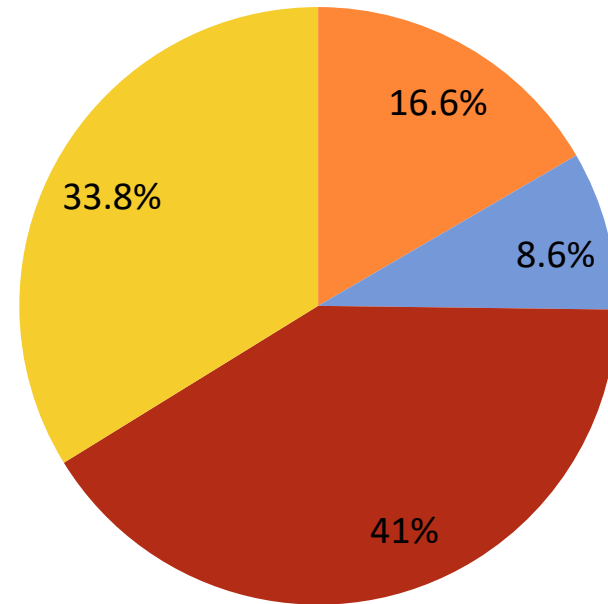


# REPRESENTATION OF CANDIDATES BELONGING TO SC, ST & OBC

- SC
- ST
- OBC
- Others



Total recommended



Population proportion



# OPTIMUM AGE FOR ENTRY

- ARC1 recommendations:
  - “Catch them young” to nurture
  - Candidates from rural areas
- In news as Baswan Committee & NITI Aayog recommended to reduce maximum age
- DoPT data (2014-16)- average age for IAS entrants is 27 years





# OPTIMUM AGE FOR ENTRY

- Maturity to:
  - Cope with adversity & challenges
  - Not swayed by authority, discretion & social prestige
- Maximum age capped at 30 years considering **present realities:**
  - Age synchronized across exams ( IES, RBI, SSC, GATE)
  - Leeway for higher education, prior job
  - Ample opportunity for pursuing Plan B



# SERVICE ALLOCATION

- Service allocation solely on basis of UPSC marks:
  - Constitutional duty (A 320)
  - Reputation of impartiality & fairness
- Some weightage to FC marks for inter-service seniority:
  - Will determine future promotion prospects
  - FC lays the foundation for a good officer



# SERVICE ALLOCATION

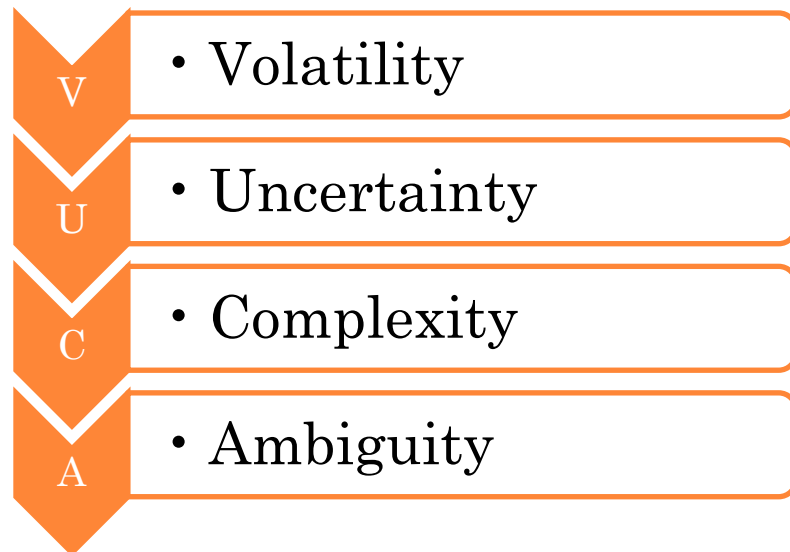
- Recommendations for more robust FC:
  - Emphasis on group activities- communication skills & team work
  - Field visits- practical exposure, first-hand experience
  - Visiting officers to relate more of practical experiences of problem solving
  - Inviting officers from each & every service
  - Interaction with multiple stakeholders
  - Invite CSOs, citizens & corporates doing exceptional work. Eg- SHGs (Kudumbshree, Lijjat Papad), cooperatives (Amul), NGO (Akshay Patra Foundation), Jadhav Payeng



# WHAT NEXT...30 YEARS FROM NOW (2049)

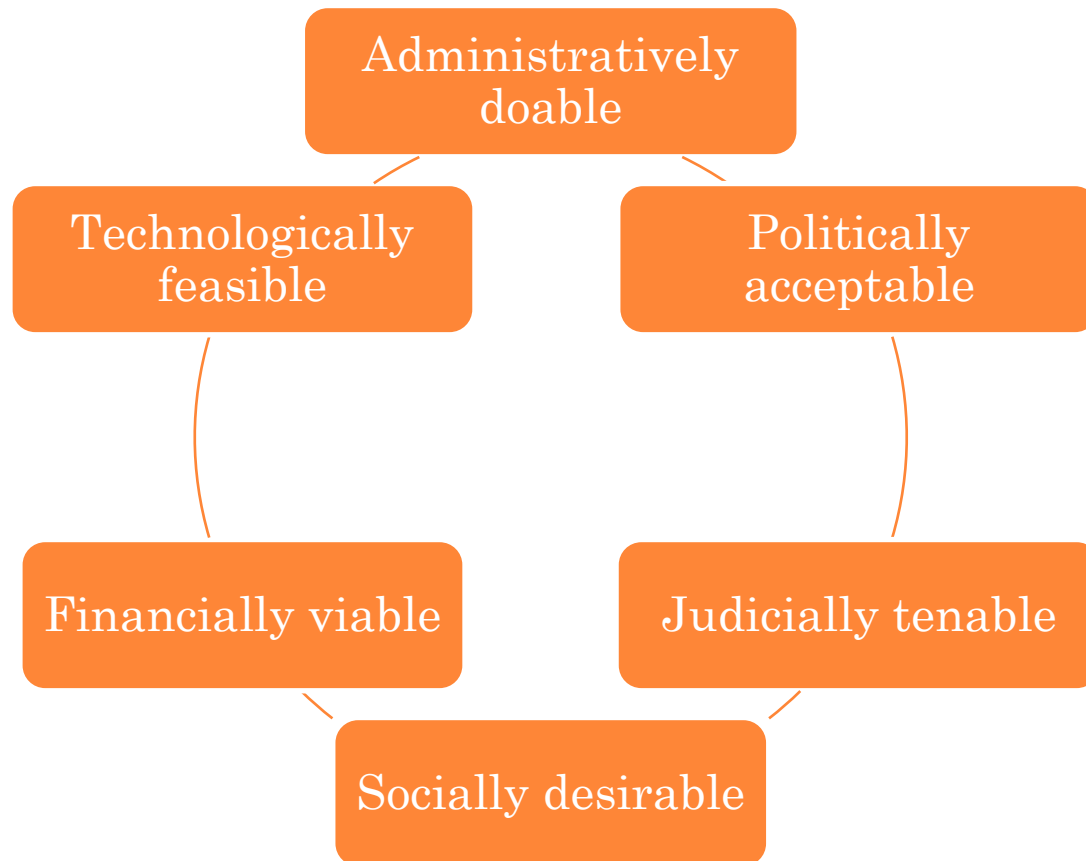
- Socrates- An unexamined life is not worth living
- Embody qualities of effective civil servant presented earlier
- Retain our optimism & idealism

- Embrace change in a world of VUCA.  
Eg- Industry 4.0,  
climate change



# WHAT NEXT...30 YEARS FROM NOW (2049)

- Taking bold & empathetic decisions which are:



# WHAT NEXT...30 YEARS FROM NOW (2049)

- Satisfied at doing meaningful work, acting as agent of progressive change
- Doing justice to all posts we occupy
- Be at the helm of our service
- Gandhi- In a gentle way, you can shake the world



**60**   
and still  
**ROCKING!**



THANK YOU

