

Presented by:-

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FUTURE OF CIVIL SERVICES IN INDIA



Effective Civil Servant

- ✓ What do we mean by effectiveness?
- ✓ Effectiveness is multidimensional. It is circumstantial.

“It is easy to say no. But saying yes is difficult and shows your strength of character and empathy .”

Various Dimensions



Is the current recruitment process the best way to select civil servants?

*Yes
because*



However it can be definitely improved.

Is the current way “effective”- concerns

Prelims issues

- Paper based examination - in 2030 do we still want to use paper?
- Language and translation
- Dickey nature (majority in Cutoff +- 2 marks)

Mains Issues

- Optional paper parity (graph)
- Concerns with ethics paper eg: IPS officer caught cheating

Interview issues

- Subjectivity
- Not complete assessment of character

SOLUTIONS

- Online examination
- Multiple attempts in a year

- Optional paper to be removed
- Discussion about ethics paper utility

A more Robust framework needed for testing leadership skills and other competencies

Is the current way effective- concern

Optional paper success rate (2016)

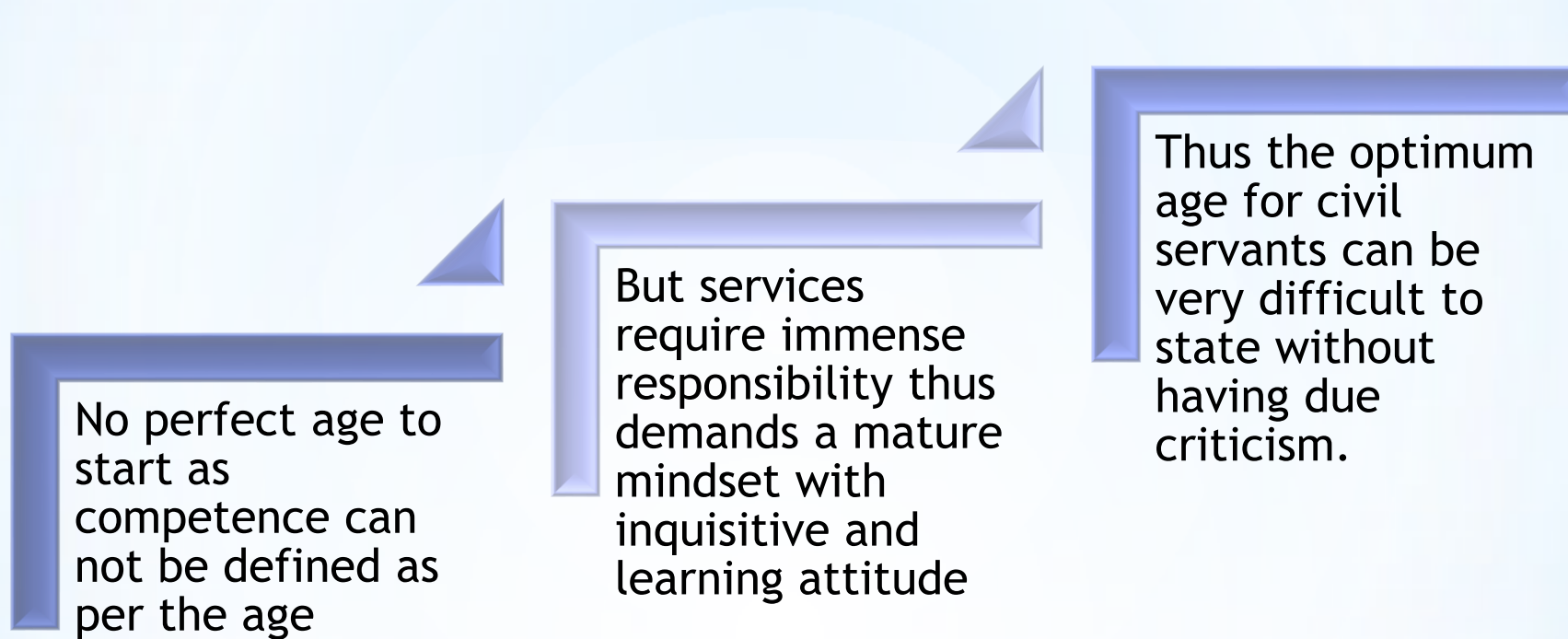
Optional subject	Appeared candidates	Recommended candidates	Success rate
Public Administration	3301	337	10.5%
Geography	4049	236	5.8%
Anthropology	345	37	10.7%
Political Science	1320	85	6.4%
Philosophy	2092	84	4%

Non- English medium students success rate-

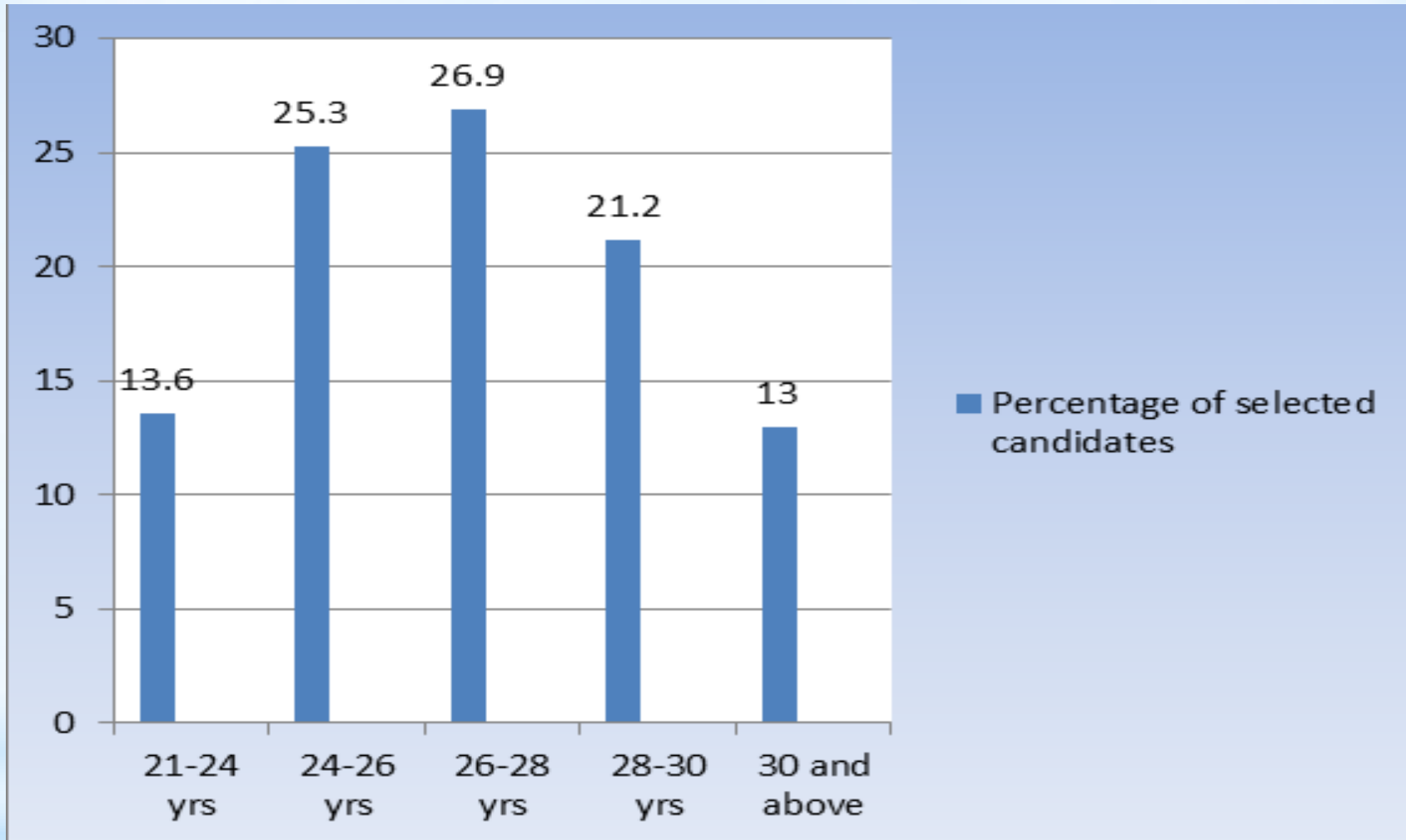
Year	Hindi medium successful candidates
2013	17%
2014	2.11%
2015	4.28%
2016	3.45%
2017	4.06%
2018	2.16%

Skewed success rates depending on medium

Optimum age for entry into civil services



“A healthy balance must be struck between affording additional opportunity in terms of age and chances to candidates with disadvantaged or rural backgrounds, with the need to make entrants more amenable to institutional training...”- Kiran Aggarwal Committee



In our personal opinion and understanding it should be 21 to 30 years of age as it was before 2014.

Why 30 years threshold?

Why not less than 30 years

Level playing field for all
1) Social
2) Educational
3) Family Responsibility

Attempt limit

Diversity of job experience

Why not more than 30 years




Vicious cycle

Limited alternative career opportunities

Mental stress

Amenability of mind

Service Allocation

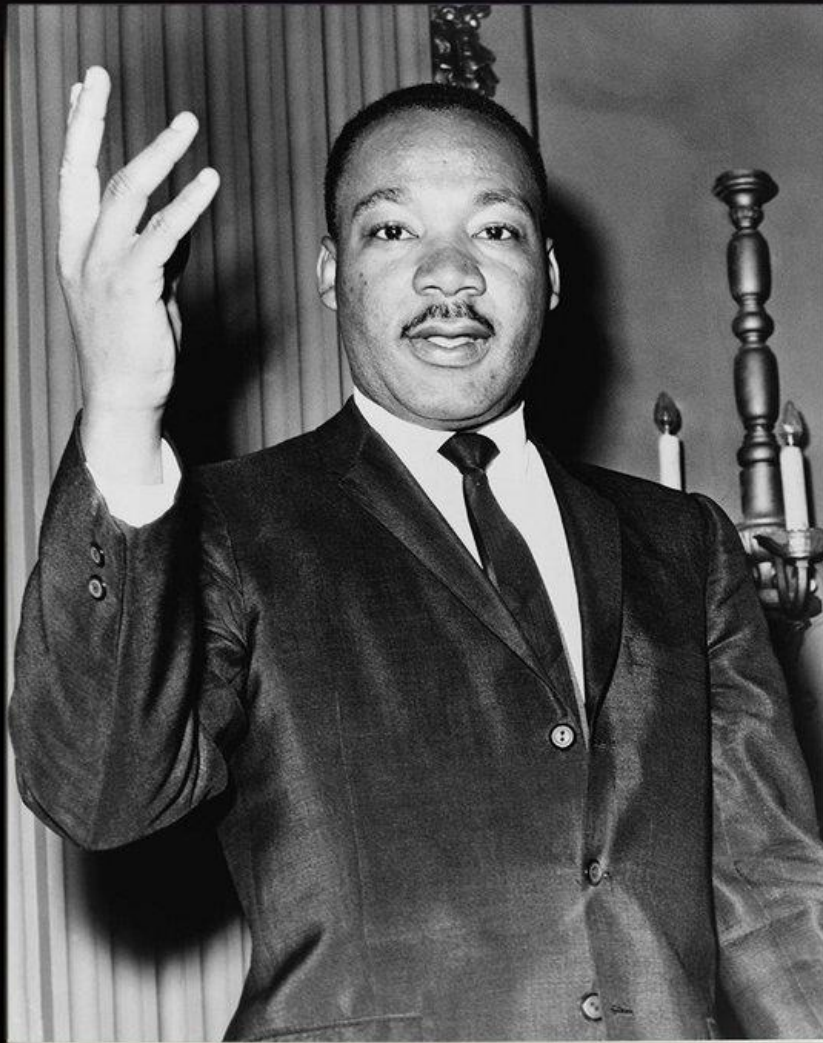
- UPSC 
 - UPSC + FC 
 - FC Only 
- ✓ Purpose of Foundation Course: ESPIRIT DE CORPS
 - ✓ Time span of effective examination increases.
 - ✓ Discretionary power to institute wherever FC is being conducted.
 - ✓ Chances of political interference increases.

We after 30 years

- Institution and Nation Builders
- As women Officers : Women empowerment
- Just as passionate as we are today
- Servants of the people : Never Retire

Our Fundamental Mantra: “A People that values its privileges over principles loses both”

“One should not judge anyone on the basis of the position he/she holds but by the impact he/she has on the life of others”- PM address to CSE OTs



“IF YOU CAN’T FLY
THEN RUN, IF YOU
CAN’T RUN THEN
WALK, IF YOU CAN’T
WALK THEN CRAWL,
BUT WHATEVER YOU
DO YOU HAVE TO
KEEP MOVING
FORWARD.”

Martin Luther King Jr.

THANK YOU