



of the country irrespective of sex, caste or creed. Candidates are recruited at an early age and are given extensive in-service training in administrative thought and practice to equip them for their tasks.

Promotions are based on the merit-cum-seniority principle and the scales of pay are revised to keep pace with the rising price index. Pension schemes are fairly attractive. Due to the large intake in these services, it has managed to attract an overwhelming number of young men and women in the country, as is evident from the large numbers who take the civil service examination every year.

Civil services in India

Before the coming of Britishers on the political scene of India, the nation, both in the Hindu as well as Muslim era, did not know about civil service system in the present sense of the term. There were of course civil servants and each public servant had his allotted duties but all appointments were made on patronage basis. The persons appointed could be removed from service as soon as they earned the displeasure of some superior officer. Moreover, there was combination of both the civil as well as military services and the posts were intertransferable. It was during East India Company rule that the system of making recruitments through competitive examinations and that of providing in-service training was introduced.

Evaluation of the system.

As the traders, in the form of East India Company began to get more and more political powers and the problem of administering the territories assumed a serious shape, the company thought of having a regular method of recruiting personnel for administering Indian territories. The servants of the Company enjoyed patronage of Court of Directors and were not only untrained the inexperienced but also corrupt and engaged themselves in private trade. Lord Clive set the ball rolling by forbidding Company's servants from engaging themselves in private trade and giving them some better service conditions. It was however, during the reign of Lord Cornwallis that a more serious thought was given to the problem and in 1793, convented services were created in India. Indians were virtually disallowed to join these services and only lower posts were kept open for the Indians. It was however, soon realised that the officers of covenant services, who were supposed to run Indian administration, did not know about Indian's social, economic and political life and thus were likely to be a failure. In order to come over the difficulty Lord Wellesley established a College at Fort William to train such persons in India for a period of three years before assigning them any administrative duties. The College was however, closed when in 1813 Hailey College was opened in England for training young British Officers for running and managing Indian affairs. Only those persons who enjoyed some patronage could find an entry in the College. Upto this stage no Indian could find entry or place in this college and all doors for entry to superior services were closed on Indians.

Beginning of Examinations. There was all round discontentment among the educated Indians who could get only inferior and lower jobs in the service of the Company. There was a growing demand in India that recruitment to these services should not be made on the basis of patronage but only through competitive examinations. The demand of the Indians was accepted and the principle of entry to civil services through competitive examinations was accepted. But the change in theory brought no actual change in the position of the Indians. The Indians were supposed to compete in England at comparatively lower age, the cost of living was rather high, the atmosphere altogether different and the study of Latin a great hindrance. Age limit for entry to the service was very low. Before 1860, it was 23, in 1860 it was reduced to 22 and in 1866,