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## An Analytical Study of Indian Civil Service

\*<sup>1</sup>Akshatha Poovappa N<sup>1</sup>Assistant Professor, Soundarya College of Law, Bangalore, Karnataka, India.

### Abstract

This article provides an abstract view of the evolution of the Union Public Service Commission (UPSC) in India over the past few decades. It highlights the changes in the functioning, rules, and structure of the UPSC during the midwell period and under the British government. Additionally, it outlines the modifications made to the public service commission in line with the current Indian Constitution. The Indian Civil Service (ICS) plays a crucial role in the governance and administration of India. This analytical study aims to explore the challenges and opportunities faced by the Indian Civil Service in the context of its evolving role and the changing socio-political landscape of the country. The study investigates various challenges encountered by the Indian Civil Service, such as political interference, bureaucratic red tape, corruption, inadequate training and capacity building, and lack of diversity in the bureaucracy. These challenges are examined in the context of their impact on the service's ability to deliver public services, implement policies, and address socio-economic issues. Furthermore, the study explores the opportunities for reform and improvement within the Indian Civil Service. It analyses successful models of civil service reform from other countries and identifies potential strategies for enhancing transparency, accountability, professionalism, and inclusivity within the Indian bureaucracy.

**Keywords:** UPSC, evolution, British government, administration, Indian constitution

### Introduction

The Union Public Service Commission (UPSC) in India has played a pivotal role in the recruitment and selection of civil servants for several decades. Understanding the historical context of the UPSC is crucial to comprehend its evolution and the significant changes that have shaped it into its present form. This article aims to provide a concise abstract of the transformative journey of the UPSC, highlighting key developments during the midwell period and under British governance. Moreover, it outlines the modifications made to the UPSC in accordance with the current Indian Constitution. The civil service is the occupation that serves the citizens; it's a body of government officials who are hired on the basis of professional merit and the seniority system through examination rather than being appointed or elected. They work for the development of central, state, and local self-government.

### Civil Service in Ancient Era

The civil service is not a recent development or a British contribution to India; it is one of the oldest administrative institutions in the world. They were the monarch's actual personal servants in antiquity. At that time, the kings made their own decisions regarding appointments. The Mantris and Amatyas served as the king's principal advisors. Comprised the upper level of government. Kautilya's Arthashastra Speaks

technique for choosing and promoting civil officers is one such example.

### Civil Service throughout the Mediaeval Era

- A comparable set of governing institutions was also in place throughout the Gupta era.
- The titles "Adhyakshas" and "Rajukas," which refer to civil servants in their time, were used during the Mauryan era.
- The Mughals developed a mansabdari-based administrative framework throughout the mediaeval era.
- During the Middle Ages, Akbar established the land revenue system, which subsequently evolved into the Indian taxation system, and it ranked officials according to the number of troops they were in charge of.

As a result, we can infer that the idea of civil service is not a novel one for India; we were aware of it even before the British arrived, but there was no obvious distinction between civil and military personnel. The British standardised the Indian civil service by separating it from military service. As a result, the Indian civil service is now an executive branch of the country and is modelled after the former Indian civil service of British India.

### Civil Service during British Rule

The British founded the East India Company after conquering India, and soon saw that their business interests in India required civil services. The company's employees who dealt with business matters were once referred to as being in the "civil service." The civil servants gradually received more power and responsibility.

### Warren Hastings

He established India's civil service as the country's first governor general of Bengal (1772-1885) and a British colonial administrator. He conducted a number of actions in the area of the public service, including the removal of the dual system, revenue changes, and judicial reforms. He announced the 1772 Judicial Plan, which created the position of District Magistrate.

### Charles Cornwallis

Warren Hastings established the civil service system, but Charles Cornwallis overhauled it. He was referred to as the "Father of the Civil Service in India" because he rationalised, modernised, and systematised the Indian civil service. He created the covenanted and uncovenanted divisions of the civil service. Uncovenanted civil service is the lower level of administration and is made up of Indians. Covenanted civil service is the higher rank in the government; it was only open to Europeans and only filled by the British, and Indians were not allowed to occupy this position.

### Wellesley

Lord Wellesley served as the British India's Governor-General from 1798 to 1855. On August 18, 1800, he founded Fort William College, which was situated in Calcutta. It served as a learning institute and an academy for Oriental studies. To train fresh recruits, it was started. However, the court of directors declined to provide funding for the institution on the grounds that it was irregularly established; as a result, it was rejected. To prepare the newly hired applicants from East India, the court founded a similar training facility called Haileybury (the East India College) in England in 1806.

**Charter Act of 1833:** William Bentinck, the governor general, proposed the Charter Act. He ended the racial prejudice that existed between British and Indian people in the public service and declared that the government was not allowed to use any type of discrimination while choosing civil workers. No Indian should be denied the opportunity to occupy a position inside the organisation.

**Charter Act of 1853:** Up until the Act of 1853, the East India Company dominated civil service recruitment through nomination. However, the Charter Act of 1853 made it clear for the first time that going forward, hiring would only be done through an open competition or open competitive exam.

**Leonard Macaulay:** In accordance with the 1853 statute, Lord Macaulay established the British Parliament's selection committee for the first time in 1854 when he proposed the idea of an open competitive exam for the hiring of public officials. In 1855, the first civil service examination was held, and it was only given in London. The age range was between 18 and 23. Without prejudice, Indians were offered the chance to take the open competitive exam.

**Government of India Act 1858:** Up until 1857, the British Company held total authority over India. The so-called first war of Indian independence was fought in 1857 as a result of the 1857 uprising. Due to this revolt, the British Crown

suddenly had full power over India instead of the British Company. Following this uprising, the secretary of state for India replaced the higher civil service, also known as the Indian civil service (ICS). It was announced that the British would impartially and freely hire Indian citizens for positions in the civil service.

**Indian Civil Service Act 1861:** Under Lord Canning's viceroyalty, this law was passed. This action changed the hiring procedure in a few ways.

- The Indian government established reserve positions in 1861 for people who had been in India for at least seven years. The age restriction was gradually increased from 23 to 22, although the exam was conducted in England using the English language and classical studies of Greek and Latin.
- It was 22 to 21 in 1866.
- The first Indian to be chosen for the Indian civil service was Satyendranath Tagore in 1864.
- R C Datt and Bihari Lal Gupta were chosen as two additional Indians for the Indian civil service in 1871.
- Surendranath Banerjee founded the Indian Association in Calcutta. It became the country's first political organisation to advocate for the Indianization of the civil service.

However, it did not meet Indians' demands for employment in the Indian government service.

**Statutory Civil Act 1878:** Lord Lytton, the governor general, introduced this Act. One-sixth of the covenanted jobs were to be filled by high-class Indians through local government nominations, with viceroy and secretary of state approval required, however this Act proved unsuccessful.

**Aitchison Commission 1886:** Sir Charles Umpherston Aitchison served as the chairman of this commission.

The act's main recommendations are to:

- Abolish the statutory civil service system;
- Create a three-tier civil service system called Imperial, Provincial, and Subordinate Civil Service.
- The competitive exam shouldn't have held simultaneously in both India and England at the same time.
- It was also suggested that the maximum age for taking the civil service examination is 23 years old.

**Government of India Act 1919:** The August Declaration, Montagu-Chelmsford Reforms, or Montfort Reforms are further names for this Act. It advised appointing Indians to 1/3 of higher posts and went into effect in 1922. It promised to boost Indians' involvement in administration.

**Lee Commission 1923:** The British government established the Lee commission in 1923, with Lord Lee of Fareham as its chairman. Indian and British members were split evenly.

- The All India Service, Central Service, and Provincial Service are the three categories for civil service that are advised.
- This commission recommended that 20% of superior positions be filled by promotions and the rest 40% of British and 40% of Indians be chosen through direct recruitment.
- On October 1st, 1926, India's first Public Service Commission was constituted as a result of its recommendation.
- It has four members. As chairman, Lord Lee of Fareham presided. There were the same number of members from Britain and India.

### Indian Government Act 1935

- The Government of India Act of 1935, which was enacted by the British parliament, established public service commissioners for the federation and provinces as well as the Defence Service, Civil Service, and special provisions for judicial officers.
- The responsibility of the Federation and Province Service Commission to conduct examinations for appointment to the Federal and Provincial Services.

### Civil Service in Current Scenario

- The Indian Administrative Service took the role of the Indian Civil Service in 1947.
- Under article 378, the Federal Public Service Commission was superseded in 1950 by the Union Public Service Commission.
- Sardar Vallabhbhai Patel fervently advocated for the continuation of civil service in India in order to preserve national cohesion and integrity.
- Public service is included under Part XIV of the Indian Constitution.
- According to Article 312, the Rajya Sabha could create the All India Service with a special majority of at least two-thirds of its members.
- The Indian Constitution establishes two categories of service, namely:
  - a) Central assistance
  - b) Public service
- Plan for the test: Exams are conducted in two stages,
  - i). Preliminary Examination: objective forms of examination for the selection of applicants for main examination.
  - ii). Main Examination: it is a written examination and interview for the chosen candidate for the various services.
- The modern UPSC operates as an impartial, autonomous agency that ensures justice and openness in the hiring of civil officials. The establishment, makeup, and duties of the UPSC are outlined in Articles 315 to 323 of the Indian Constitution. The commission is led by its chairman and members, who are picks made by the Indian President

### Conclusion

Since its founding during the midwell period and up until the present day under the Indian Constitution, the Union Public Service Commission has undergone tremendous evolution. A organised and merit-based hiring system was made possible by the modifications made during the Midwell era and under British rule. The UPSC's constitutional recognition and autonomy have strengthened its position as a key institution in upholding the effectiveness and integrity of India's civil services. Despite not being systematic in ancient times, civil service became more significant under the British government. Therefore, it is true to state that British administration led to a more organised civil service in India. It served as the designated body when Britain was in control.

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