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Administrative Reforms in Independent India

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ABSTRACT: Since Independence, there have been about fifty Commissions and Committees at the Union Government level to look into what can be broadly characterized as administrative reforms. The First Administrative Reforms Commission set up in January 1966 was asked, in particular, to consider all aspects relating to the following subjects –

- The machinery of the Government of India and its procedures of work;
- The machinery for planning at all levels;
- Center-state relationship;
- Financial administration;
- Personnel administration;
- Economic administration;
- Administration at the state level;
- District administration;
- Agricultural administration; and
- Problems of redress of citizens grievances.

The Commission submitted 20 Reports in all, These 20 Reports contained 537 major recommendations. Based on the inputs received from various administrative Ministries a report indicating the implementation position was placed in Parliament in November 1977.

KEYWORDS: administrative, independent, reforms, India, government, specialization, recruitment

I.INTRODUCTION

A-List of the recommendations of the first ARC that are relevant to this Report are outlined below:

1. **Need for specialization:** The first ARC recognized the need for specialization as the functions of Government had become diversified. A method of selection for senior management posts in functional areas and outside functional areas was laid down.
2. **Unified Grading structure:** A unified grading structure based on qualifications and the nature of duties and responsibilities was suggested.[1,2]
3. **Recruitment:** On this subject, the ARC recommended:
 - A single competitive examination for the Class I services, with the age limit, raised to 26 years.
 - Lateral entry to technical posts at senior levels.
 - Direct recruitment to Class II services to be discontinued.
 - A simple objective type test to be conducted for the recruitment of clerical staff.
 - Recruitment to Central Government posts in certain sectors to be made from among the State Government employees.

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4. **Recruitment Agencies:** A new procedure for the appointment of members of the UPSC and the State Public Service Commission was suggested. ii. Setting up of Recruitment Boards for selection of clerical staff was recommended
5. **Training:** a national policy on Civil Service Training to be devised.
6. **Promotions:** Detailed guidelines for promotion were outlined.
7. **Conduct and Discipline:** Reforms in disciplinary inquiry proceedings and the setting up of Civil Service Tribunals were suggested.
8. **Service Conditions:** The Commission also gave recommendations on matters related to overtime allowances, voluntary retirement, exit mechanism, the quantum of pension, government holidays, incentives and awards to be given on timely completion of projects, and establishing work norms for various posts that may be reviewed by the Staff Inspection Unit.[3,4]

The **Administrative reforms in India** provide services intended to fulfil the needs of the citizens of this country. This system undergoes various reforms to cater to the new societal changes or to rectify old administrative processes' faults. After independence, there was a need for a Commission to perform the work of public administration efficient and to guide in reforming the administrative practices as and when needed. Thus, a Commission was set up in January 1966. The first Administrative Reforms in India are considered the change of colonial rule to the democracy we know today. Since then, many commissions and committees have been established to shape an efficient administrative system. Reforms are an evident reaction to the new challenges confronting the state association handling public affairs; the main effort is to enhance administrative capacity in the transformed scenario. Since the civil servants are answerable to political leaders, the emphasis must be on external responsibility mechanisms like social audits, resident alliances, and encouraging civil servants about the outcome approach.[5,6]

Administrative Reforms in India - Major Committees

1. Gopal Swami Ayyangar Committee (1949): This was the first committee undertaken by Gopaldaswamy Ayyangar, which recommended the grouping of ministries, improvement of the personnel and working of the O&M division, etc.
2. Gorwala Committee (1951): This committee was set up for bringing Administrative Reforms in India by focusing on the planning and development of the administrative system.
3. Paul H. Appleby Committee (1953): After a survey, this committee recommended the establishment of an O&M division to improve methods and procedures of administration in the country.
4. Administrative Reforms Commission (1966-70): Its recommendations led to the establishment of Lokpal and Lokayukta. This committee guided other major Administrative Reforms in India. There have been two Administrative Reforms Commissions (ARC) so far. The ARC set up in 1966 was headed first by Morarji Desai and later by K. Hanumanthaiah. The second ARC was established in 2005 under the leadership of Veerappa Moily.[7,8]

II.DISCUSSION

First Administrative Reforms in India

The first ARC (1966) was set up to make significant reforms in the public administration of India. 20 reports were made in this Commission regarding Administrative Reforms in India and gave 537 recommendations.

The essential issues that got covered in the report of the first ARC were:

- Centre-State Relationship
- Financial, Personnel, District, Agricultural and Economic administration
- Procedures of the Government machinery
- Planning system at every level of administration
- Recruitment and training of Service and Central Government posts.

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- Citizen grievances redressal problems
- Need for specialisation in government administration.[9]

The Commission submitted 20 reports before closing up in the mid-1970s. Recommendations of the first ARC for Administrative Reforms in India are:

- Advice on the centre-state relations
- The procedure for high court judge appointments to be transferred to the Ministry of Law
- The inter-state council must decide the guidelines of discretionary powers of the Governor.
- Promote Central Direct Taxes Administration to deal with matters relating to imposing and collecting direct taxes.
- Machinery for Planning (Final).
- Small Scale Sector.
- Posts and Telegraphs.
- Life Insurance Administration.
- Reserve Bank of India.
- Public Sector Undertakings.
- Finance, Accounts & Audit.
- Scientific Departments.[7,8]

Second Administrative Reforms in India

The second ARC (2005) aimed to inquire about and remodel public administration. Fifteen reports and 1500 recommendations were submitted, which promoted the Personnel and Administrative Reforms Department Govt of India.

The mandate issues covered that were prioritised in the report of this ARC were:

- Providing a boost to the financial management infrastructure
- Improving people administration
- Drafting measures and Step-plans to implement powerful administration at the State and District level
- Disaster Management
- Promoting E-Governance
- Ensuring good conduct in the government administration
- Planning the regulatory structure of the Indian Government.[5,6]

Following were the crucial recommendations of the second ARC:

- Introduce Crisis Management
- Right to Information is a vital step toward Good Governance
- Focus on human capital management
- Refurbishing Personnel Administration
- Promotion of citizen-centric administration
- Recommendations for public order.
- Combating Terrorism.
- Strengthening Financial Management Systems.
- Promoting e-Governance.

Composition of the Second ARC:

Veerappa Moily was the chairperson of the second Administrative Reforms in India. The other group members were V. Ramachandran, Dr A.P. Mukherjee, Dr A.H. Kalro, Jayaprakash Narayan, and Vineeta Rai.[3,4]

- The various Administrative Reforms in India PDF have been the foundation of our efficient public administration system.

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- Many recommendations like E-governance, Swachh Bharat Abhiyan, and Digital India have helped pave the way for more progressive administration methods in the country.

III.RESULTS

Implementation of Second Administrative Reforms

The Government comprised a Group of Ministers (GoM) in 2007 to look into and review the recommendations of the Second Administrative Reforms for further implementation. This Group of Ministers included the listed fifteen reports:

Report Name	Recommendations Approved
First report	Right to Information: Key to Good Governance
Second Report	Unclosing human funds: Entitlements and Government – a Case Study relating to NREGA
Third report	Crisis Management From Despair to Hope
Fourth Report	Ethics in Governance
Fifth Report	Public order
Sixth Report	Local Governance
Seventh Report	Capacity Building for Conflict Resolution
Eight Report	Combating Terrorism Protecting by Righteousness
Ninth Report	Social Capital-A Shared Destiny
Tenth Report	Refurbishing of Personnel Administration- Scaling New Heights
Eleventh Report	Promoting e-governance: The intelligent way Forward
Twelfth Report	Citizen-Centric Administration – The Heart of Governance
Thirteenth Report	Organisational Structure of Government of India
Fourteenth Report	Strengthening Financial Management System
Fifteenth Report	State and District Administration

Thus, in total roughly 12 reports have been considered, so far. The remaining three reports (Report number five, tenth, and fourteen) are also known to be considered shortly by the group of ministers.[1,2]

IV.CONCLUSIONS

Thus, the **Administrative Reforms Commission** (ARC) is the committee appointed by the Government of India for giving recommendations for reviewing the public [administration system](#) of India. The first ARC was established on 5 January 1966. The Administrative Reforms Commission was initially chaired by [Morarji Desai](#), and later on [K. Hanumanthaiah](#) became its chairman when Desai became the [Deputy Prime Minister of India](#). The Second Administrative Reforms Commission (ARC) was constituted on 31 August 2005, as a Commission of Inquiry, under the Chairmanship of [Veerappa Moily](#) for preparing a detailed blueprint for revamping the public administrative system[9]

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