

GOVERNMENT OF INDIA
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS
(DEPARTMENT OF PERSONNEL & TRAINING)

LOK SABHA
UNSTARRED QUESTION NO. 1168
(TO BE ANSWERED ON 14.12.2022)

SHORTAGE OF IAS OFFICERS

1168. SHRI THIRUNAVUKKARASAR SU:
SHRI LAVU SRI KRISHNA DEVARAYALU:

Will the **PRIME MINISTER** be pleased to state:

- (a) whether the Union Government and many States in the country are having huge shortage of IAS officers, if so, the reasons therefor and the details of sanctioned/actual strength of IAS officers, State-wise along with the extent to which the shortfall affects the smooth functioning of the administration;
- (b) whether the Government has launched National Standards for Civil Services Training Institutions (NSCST), if so, the details thereof along with its proposed functions and the time by which the vacant posts of IAS officers are likely to be filled up;
- (c) whether it is a fact that India has one of the lowest civil servants per 100,000 people and if so, the details thereof;
- (d) whether it is also true that less than 10% of employees of Central and State Governments are ranked in Class 1 and 2, compromising the quality of lower bureaucracy; and
- (e) if so, the details thereof and the steps taken towards recruiting lower and middle level civil servants to match the required strength?

ANSWER

**MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES
AND PENSIONS AND MINISTER OF STATE IN THE PRIME MINISTER'S OFFICE
(DR. JITENDRA SINGH)**

(a) & (b): The State-wise sanctioned strength and the number of officers in position of Indian Administrative Service as per civil list 2022 is 6789 and 5317 respectively.

Occurrence and filling up of vacancies is a continuous process. It is the endeavour of the Central Government to fill up the vacancies in the cadres. The Union Public Service Commission (UPSC) conducts Civil Services Examination (CSE) for filling up of vacancies on direct recruitment basis in the category of Indian Administrative Service every year.

In order to ensure optimal intake of directly recruited (DR) Indian Administrative Service officers, the Government has increased the annual intake of IAS officers to 180 through Civil Services Examination (CSE) since CSE-2012, on the basis of the recommendations of Baswan Committee. The Committee had also recommended that any number above 180 would a) compromise quality; b) exceed the LBSNAA's capacity and; c) lead to distortion in the career pyramid of IAS officers, particularly for senior posts in the Government of India.

Further, to fill up vacancies in Promotion Quota, Selection Committee Meetings are held by Union Public Service Commission (UPSC) with the State Governments.

Capacity Building Commission has developed National Standards for Civil Service Training Institutions (NSCSTI). The framework for National Standards is a collection of following eight indicators and each indicator comprises of a set of metrics:

- (i) Training Needs Assessment;
- (ii) Faculty Development;
- (iii) Resource Targets;
- (iv) Digitalisation;
- (v) Trainee Support;
- (vi) Collaboration;
- (vii) Training Evaluation;
- (viii) Operations and Governance.

Each civil services training institute can apply for accreditation under the standards on the CBC website i.e. <https://cbc.gov.in / nscsti.org>.

(c) to (e): A copy of the statement “Distribution of Regular Civilian Employees (Group-Wise) persons in position in Central Government and Union Territory Administration as on 01.03.2021”, is placed at Annexure A.

Government has already issued instructions to all Ministers/Departments for timely filling up of the unfilled posts. The Rozgar Melas being organized by Government of India are expected to act as a catalyst in further employment generation and provide meaningful opportunities to the Youth for their empowerment and participation in National Development directly.

The Civil Services Examination (CSE) is conducted by the Union Public Service Commission (UPSC) annually for recruitment to various participating Services namely IAS, IPS, IFS and other Group-A/Group-B Services. The vacancies in a Service for a particular CSE are determined by the Cadre Controlling Authority (CCA) of that Service. The Department of Personnel & Training compiles the vacancies for a particular CSE as conveyed by the CCAs of the participating Services, and intimates the same to UPSC against which the Commission recommends the candidates for appointment.

Annexure A

**DISTRIBUTION OF REGULAR CIVILIAN EMPLOYEES (GROUP-WISE) PERSONS
IN POSITION IN CENTRAL GOVERNMENT AND UNION TERRITORY
ADMINISTRATIONS AS ON 01.03.2021**

Sl No.	Central Government/Union Territory Administration	Group of Posts		
		A	B	C
(1)	(2)	(3)	(4)	(5)
1	CENTRAL GOVERNMENT	109799	284726	2661351
2	UNION TERRITORY ADMINISTRATIONS	3824	15430	40213