



LATER ENTRY: POLITY

NEWS : *UPSC issues ad for lateral entry into bureaucracy: What is the policy, why it has no reservation provision*

WHAT'S IN THE NEWS ?

The Union Public Service Commission (UPSC) has launched a fresh round of lateral recruitments from the private sector and other sources into senior posts in the bureaucracy.

Aspect	Details
Foundation	Articles 315 to 323 of the Indian Constitution
Role	Central recruiting agency for All-India Services, Central Services, and Union Territories' public services
Independence	Operates independently of the government for fair and transparent recruitment
Chairman and Members	Appointed by the President of India No specific number mandated, generally 9-11 members including the Chairman
Qualifications	Preferred: At least half of the members should have held high office under the Government of India or a state government for at least 10 years
Term and Removal	Term: 6 years or until 65 years of age, whichever is earlier Can resign anytime or be removed by the President under specific conditions
Grounds for Removal	Insolvency, paid employment outside duties, unfitness due to health, misbehavior (after inquiry by the Supreme Court), including conflicts of interest
Financial Independence	Salaries and expenses are charged on the Consolidated Fund of India, not subject to parliamentary votes
Post-Office Employment	Chairman: Cannot be re-employed in any government role after retirement Members: Can be appointed as Chairpersons of other public service commissions
Powers and Functions	Recruitment and Examination: Conducts exams for civil services like IAS, IFS, IPS, and other central services Advisory Role: Advises the President on recruitment, promotion, and service rules

Lateral Entry Overview



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- **Definition:** Recruitment of professionals from outside the Indian Administrative Service (IAS) and other All-India Services into mid-to-senior level government positions.
- **Positions:** Includes roles like Joint Secretary, Director, and Deputy Secretary.
- **Purpose:** Infuses new talent and expertise into the bureaucracy, supplementing career bureaucrats.

Why Lateral Entry?

- **New Expertise:** Brings in domain-specific knowledge.
- **Increased Efficiency:** Fresh perspectives and innovative approaches to governance.
- **Filling Skill Gaps:** Addresses the need for specialized skills not always available in traditional civil services.

Notable Case Studies

- **Historical Examples:** Dr. Manmohan Singh and Montek Singh Ahluwalia.
- **Institutions:** Successful lateral entries in RBI, Planning Commission, and NITI Aayog.
- **International Examples:** Effective use in countries like the UK and Singapore.

Current Recruitment Round (as of July 24, 2024)

- **Scope:** Open to Indian nationals for positions in 24 Union government ministries.
- **Appointment Types:** Contract basis for private sector applicants, deputation for public sector and State/UT government employees.
- **Experience and Age Requirements:** Vary by position (e.g., Joint Secretary: 15 years experience, 40-55 years old).
- **Tenure:** Initial 3 years, extendable up to 5 years based on performance.
- **Current Status:** 63 appointments made, 57 serving in various ministries.

Arguments in Favor of Lateral Entry

- **Enhanced Policy Making:** Specialized knowledge improves policy effectiveness.
- **Increased Efficiency:** New ideas foster competition and dynamism.
- **Addressing Officer Shortages:** Helps fill the gap of IAS officers.
- **Experience:** Lateral entrants bring maturity and judgment from their professional backgrounds.
- **Historical Success:** Proven effectiveness in institutions like RBI and NITI Aayog.
- **Modernizing the Bureaucracy:** Introduces fresh perspectives essential for contemporary governance.
- **Committee Support:** Backed by Surinder Nath Committee (2003), Hota Committee (2004), and Second Administrative Reforms Commission (2008).

Arguments Against Lateral Entry

- **Threat to Neutrality:** Risks compromising civil service impartiality.
- **Impact on Morale:** Traditional bureaucrats may feel demoralized.



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- **Constitutional Concerns:** Potential undermining of UPSC's authority.
- **Lack of Ground-Level Experience:** Lateral entrants may lack practical policy implementation experience.
- **Historical Failures:** Previous private sector entries into public enterprises were problematic.
- **Nepotism and Corruption Risks:** Possibility of powerful groups influencing appointments.
- **Impact on Reservation Policies:** Concerns about bypassing reservation quotas for marginalized communities.

Source : <https://indianexpress.com/article/explained/upsc-lateral-entry-bureaucracy-reservations-9520211/>

