

Chapter 11

The necessity of knowledge of Hindi for the Central Government Employees before joining the service

11.1 After independence of the country, the Central government under Article 351 of the Constitution formulated several plans for progress and promotion of Hindi. The programme of giving thrust to Hindi education in the country was started under these plans. With Hindi getting the status of Official Language the work of Hindi education got the desired impetus. When Hindi with Devanagiri script became Official Language of the Union it was bound to impact the education scenario in the country. It became the duty of the government to impart Hindi education to the officials of Central government.

11.2 The Committee of Parliament on Official Language (CPOL) in their various chapters of the report submitted to the President has given its recommendations regarding promotion of Hindi in education in the country.

11.3 In the third part of the report submitted by the Committee to the President in February 1989, the Committee recommended need of Hindi education in educational institutions, option of Hindi medium in the entrance examinations of Engineering and Medical colleges, implementation of three-language formula, teaching Hindi to the officials of the central government, teaching Hindi through correspondence courses, broadcast of Hindi lessons by Doordarshan/All India Radio etc. The orders of the President have also been issued on these recommendations.

11.4 Similarly, in the fifth part of the report submitted by the Committee, important recommendations were made regarding study of law through Hindi medium. According to this recommendation the arrangement for study of law at graduation and post graduation level through Hindi medium should be made in all the universities of the country and also other institutes of law. The Department of Education was asked to take necessary action in this regard.

11.5 According to recommendation in the third part of the Report of the Committee, the Department of Official Language had issued necessary directives in May 1992 saying that all types of training whether of short or long duration should be imparted through Hindi medium so that after having training through Hindi medium, the employees could be able to do their original official work in Hindi easily.

11.6 In the eighth part of its Report the Committee had recommended that barring very technical subjects appropriate arrangements should be made for imparting training through Hindi medium in the Training Centers of the Central Government, Public Sector Undertakings, Banks and other Institutions. This recommendation of the Committee was accepted with amendment that in service training should be imparted mainly in Hindi and secondarily in a mixed medium of both Hindi and English.

11.7 Despite these efforts the Committee during its inspections felt that as long as the employees don't acquire a good knowledge of Hindi before joining the service they would not be able to use Hindi in their routine official work. Therefore the Committee feels that this can be possible only if Hindi is made compulsory at the primary level of education. It is well known that during childhood,

students have more grasping power and are more receptive. If Hindi is taught as a compulsory subject up to Class 10th all students will attain proficiency in Hindi before they join the government service.

11.8 At present, Hindi is taught as a compulsory subject only till eighth class in Kendriya Vidyalayas funded by the Central Government and also in state government schools. The officials of Central Government are transferred from time to time and posted at different place in the country. There should be a clear cut and effective policy regarding compulsory education of Hindi in all Kendriya Vidyalayas which are especially established to provide quality education to the wards of the employees of Central Government. Ministry of Human Resource and Development should take some initiative in this regard. This assumes more significance as Hon'ble Minister of Human Resource and Development has recently stated that Kendriya Vidyalayas will be established in every district of the country in future. If along with Kendriya Vidyalayas, schools recognized by Central Board of Secondary Education(CBSE), all private schools recognized by the Government and all the schools run by various state governments teach Hindi compulsorily till class tenth, we will certainly have a generation which will be fully able to execute their cent percent official work in Hindi after they join their respective service. Today in Kendriya Vidyalayas Hindi is an elective subject from Class ninth onwards. Similar situation prevails in almost all the schools in the country. Therefore the Committee suggests that Hindi should be taught till class tenth in all schools funded by the Central Government and in schools recognized by CBSE.

11.9 During its various inspections the Committee has observed that though the knowledge of English is mandatory for recruitment in government services but no parameter has been set for the requirement of the knowledge of Hindi for the same. In July 2010 during the inspection of New India Insurance Ltd it was found that for direct recruitment to first, second and third grade officers/staffs knowledge of English is compulsory till senior secondary level but the knowledge of Hindi was not essential till any level. At the time of recruitment in the government service the knowledge of Hindi has not been made compulsory at any level, in such a scenario it cannot be expected that they would work in Hindi after joining the service. Such situation prevails not only in one office but in many.

11.10 After reviewing the various inspections conducted by the Committee it has been observed that the government has not fixed the level of proficiency in Hindi required at the time of direct recruitment to the service. Different departments have set different parameters. In most of the offices the level of English or Hindi knowledge required has not been even fixed. Some departments have made knowledge of Hindi compulsory upto Class tenth. While some have made knowledge of English compulsory at entry level but nothing is mentioned about the knowledge of Hindi. Many offices/departments have given priority to the knowledge of Hindi and English but have not mentioned the level of knowledge required.

11.11 Similarly, an analytical study of the situation has revealed that officers/staffs coming from different regions of the country have received different levels of knowledge of Hindi education at primary level. Due to lack of unanimity in opinion among the decision making authority it has not been clear what level of Hindi training should be imparted to them. The officers/staffs who have studied Hindi up to Class tenth in Maharashtra have been found to have higher standard of Hindi knowledge as compared to the officers/staffs who have studied it up to class tenth in Andhra Pradesh. Similar situation exists in different offices/undertakings etc. as well. The contents in the following table are self-evident:

Sl No.	Name of the Office	Level of Direct Recruitment	Educational level of Hindi	Educational level of English
1.	Bharat Petroleum Ponmeni, Madurai	Research and Development Professional. Group A, B, E and F	Knowledge of Hindi writing, speaking and reading gets priority.	No
2.	New India Insurance regional office, Ambala cantt. (Inspection on 02.06.2010)	Class I Class II Class III	No	HSC to Higher Secondary
3	Satluj Jal Vidyut Nigam		Yes	No
4	Oriental Insurance Company Limited. (Inspection on 27.10.2010)	Assistant Subordinate staff	Yes	Yes
5	Numligarh Refinery Limited (Inspection on 26.09.2008)	Most of the recruitments have been done in Assam and Assam falls in region 'C' so Hindi was not recommended at the entry level.		
6	Power Finance Corporation Limited (Inspection on 05.07.2005)	Officers, Junior Supervisor, Stenographer, Typist, Peon, Driver	Knowledge of Hindi of Matric standard.	No
7	Rural Electrification Corporation Limited (Inspection on 3.4.2010).	One service rule applies for recruitment of all staffs (executives and non-executives) in the IRC.	Yes, According to the requirement of the posts.	Yes
8	Gail India Limited (Inspection on 09.1.2010)	Sr. Welfare Officer	Knowledge of Hindi.	No
9	National Agriculture and Rural Development Bank (Inspection on 20.06.2010)	All three groups	Only for Official Language Services	Only for Group 'A' and 'B'
10	Indian Airlines (Inspection on 09.06.2005)	'A', 'B', 'C', 'D'	Working knowledge of Hindi for the post of Cabin Crew in group 'C'	No
11	Hotel Kaling Ashok (Inspection on 20.01.2010)	'A'- Assistant General Manager 'B'- Assistant Director. DPA Grade	No	Yes

		'A'. 'C' – LDC, Jr Stenographer, DEO Grade 'A' staff Driver 'D'- sweeper, Peon, Chowkidar.		
12	Central Institute Of Engineering and Technology (Inspection on 30.03.2010)	'A' and 'C'	Yes	Yes
13	Hindustan Insecticides Limited, New Delhi (Inspection on 30.03.2010)	Jr. Assistant, Driver, Peon through multi-purpose direct recruitment	Yes according to RR in some posts.	Yes for some posts.
14	Hindustan Insecticides Limited, Kochi (Inspection on 28.11.2008)	E 1	Yes	Yes
15	National Textile Corporation	Officers group	Yes	No
16	Central Cottage Industries Corporation India (Inspection on 13.02.2007)	Sr. General Manager, Deputy Manager, Assistant, Supervisor, Deputy General Manager	Yes upto SSC	No
17	Handicrafts and Handloom Export Corporation of India (Inspection on 09.4.2007)	At all levels	Yes	No
18	National Building Construction Corporation (Inspection on 06.2.2008)	Group 'C'	Yes	No
19	North Eastern Coalfields Coal India limited (Inspection on 26.06.2007)	'B', 'C', 'D'	No No No	Yes Yes Yes
20	Chennai Port Trust	Officer Group I Staff Group I Group I Group I	No No No No	Yes No Yes No
21	E.M.L.Ltd (Inspection on 09.01.2010)	Officers/Staff	No	Yes
22	Murgaon Port Trust (Inspection on 05.01.2008)	Officers/Staff	No	Yes
23	Madras Fertilisers Ltd (Inspection on 02.02.2008)	From Nonsupervisor cadre 1 to cadre 15. Supervisor E 1 to E 8	No No	Yes Yes

11.12 It is, therefore, recommended that at the time of direct recruitment to Central government a minimum level of knowledge of Hindi should be fixed so that uniformity could be maintained in this regard and opportunities to further use of Hindi could be created.

11.13 From 6 to 8 September 2010 the Committee of Parliament on Official Language organized Oral Evidence of Ministry of Civil Aviation, Ministry of Information and Broadcasting and Department of Personnel and Training and its attach offices. In this context on 8th September 2010 Oral Evidence of Department of Personnel and Training and its following attach offices were conducted:

1. Department of Personnel and Training
2. Lal Bahadur Shastri Institute of Administration, Masoori
3. Staff Selection Commission, New Delhi
4. Union Public Service Commission, New Delhi
5. Public Enterprises Selection Board, New Delhi

11.14 During discussion with the Staff Selection Commission, one of the facts that emerged was that in the recruitment examination of the Stenographer group 'C' there are two question papers namely General Knowledge and English. The Committee suggested that English paper should not be made compulsory for Hindi stenographers instead knowledge of Hindi should be made compulsory for English stenographers.

11.15 Apart from this, the English paper is compulsory in the exam for promotion of stenographers from group D to group C. Although the English paper has weightage of only 25 percent still the Committee suggested that qualifying in the English paper should not be binding. In future it will be beneficial for both the Officers as well as Stenographers if Hindi paper is made compulsory even for the examinees opting for English medium.

11.16 In this context, it is important to note that if a stenographer who has qualified the English stenography test but has not studied Hindi in his school will not only face problem when an officer gives him dictation in Hindi but also in receiving training of Hindi stenography. If the trainee has received Hindi education up to Class tenth and even if he had taken the option of English stenography it would be easy to train him in Hindi stenography and consequently the official work in Hindi would increase considerably.

11.17 As mentioned above the Committee undertook Oral Evidence of Union Public Service Commission (UPSC). The main responsibility of the Commission is recruitment in all India services like Indian Police Service, Indian Forest Service etc. and of other group 'A' officers and to determine recruitment rules and to conduct meetings on Departmental promotion. The fact that emerged during the Oral Evidence of the UPSC (UPSC has informed through its questionnaire) that during the last one year (2009-10) the Commission has conducted 14 written examinations in which none of them had compulsory Hindi question paper. Four of them were conducted in English medium only and only three of them had option of Hindi medium. The reason given to the Committee by the UPSC for conducting some written tests only through English medium was that they were of technical nature namely Medical and Engineering entrance test etc.

11.18 In this regard The Committee was of the opinion that conducting examinations only through English medium by the UPSC meant depriving those candidates who are capable and proficient in Hindi from appearing in the examination. Had both the options been kept open the examinee would

have appeared in the choice of his medium. In addition, the Committee also found that during the interview for recruitment and promotion the option of Hindi was provided by the Commission but the option of appearing in the interview in Hindi medium was not mentioned in the interview letter sent to the candidates. The Committee suggested that while publishing advertisements or sending interview letters it should be kept in mind that the candidates must be specifically informed about the availability of option of Hindi medium for appearing in written tests as well as in the interview.

11.19 The secretary of the Commission informed the Committee that in July 2009 under the chairmanship of Prof. Anand Krishna a committee consisting of high level specialists have been constituted which will review the requisite level of Hindi which be used in technical non-technical examinations conducted by the Commission. It would be important to reiterate here that all these facilities can be successfully utilized only when the candidates have been imparted Hindi education till a certain level.

11.20 Therefore, it is absolute necessary that a minimum level of knowledge of Hindi be made compulsory for all the services. For this it is also very important that Hindi must be taught till a certain level in all educational institutions so that when the students join the government services they don't have to face any problem in executing their official work in Hindi and the implementation of Official Language policy will be ensured. The recommendation of the Committee in this regard is essential.

11.21 The Official Language Resolution mentions, "for recruitment to the Union services or posts a high standard of knowledge of English alone or Hindi alone, or both, as the case may be, is considered essential". Thus keeping in view the Official Language Resolution of the Union, the Committee again recommends that a proposal for making Hindi education compulsory up to Class tenth should be introduced in the Parliament. This will not only contribute in promotion of Hindi but will also save money and time spent by the government on imparting in-service training.

In view of the above facts, the committee makes the following recommendations:-

1. It is recommended that a minimum level of Hindi education be fixed in all the educational institutions.
2. Option of attempting question papers through Hindi medium should be given to the candidates in the recruitment to Central Government services.
3. A minimum level of knowledge of Hindi for all services should be fixed.
4. A proposal for making Hindi education compulsory up to Class tenth should be introduced in the Parliament.
