

Mr. Jupinderjit Singh

“Changing demography of Punjab Vis-à-vis emigration of Punjabis to Western Countries and Immigration of migrant labourers to the state; its social economic effect and media’s role in highlighting the pros and cons of the phenomenon.”

The Prem Bhatia Memorial Trust

Defence Colony

Delhi,

### **Factors influencing NRI Phenomenon**

Punjabis have been traditionally dominant in four major vocations. The top most being agriculture with the might and expertise of the Punjabi peasants in making the state the food bowl of the country.

The next comes serving in the Defence Forces and the police. The contribution of the Punjabi soldiers and officers in all the wars fought by the country and anti terrorism operations is world famous.

Then there was a strong population of transporters and truck drivers another vocation which runs in the blood of the state denizens.

But a combination of several factors including non-profitable agriculture, shrinking job avenues in police and more importantly the army and the air force, especially after the quota of Sikhs was reduced in 1978 and the effect on transportation after the 1984 anti-sikh riots , formed a general sense of depression among youngsters, and their parents about their future in the state.

Of late the dearth of jobs in technical sector especially computers has also contributed to force the youths in looking for opportunities abroad.

Then in case of women, the survey reveals the jobs like nurses, beauticians and teaching too were not available to the educated population.

They too opted to move out. The survey also reveals that women were also feeling trapped in the social set up where the society has been traditionally male oriented. The west offered them a window of life of equality.

Lastly the issue of corruption and the deteriorating standard of living in Punjab owing to lack of civic amenities law and order problem also encouraged people to opt for more better life in western countries.

If terrorism in Punjab had wiped almost one generation of youngsters, the combined factors of disillusionment, fear of police, law and order problem and the grave issue of unemployment seemed to have forced the youths and their parents to look elsewhere. The answer came in form of emigration to western countries and Middle East countries.

If countries like Canada provided opportunity for employment in agriculture sector as well as independent cultivation, thus attracting the Punjabi peasant-expert in the vocation of agriculture for centuries- countries like America and England as well as Canada too offered jobs to the more educated one in the trade in science languages and of course computers.

The Middle East countries offered jobs to transporters as truck drivers, who after years of hard work went on to own their fleet of trucks.

200 Punjabi youths including 100 NRIs and 100 aspiring youths were questioned for this research about the reasons on why they had gone abroad or were trying hard to immigrate..

The ironic situation of migrants coming to Punjab for greener pastures and Punjabis moving out in search of what they perceived as greener pastures of their own comes again in focus in their research.

The similarities of problems like the low wages, low standard of living faced by the migrants in their native state and the Punjabis in their own were all too prominent in this part of the research.

The questionnaire was however limited on only factors responsible for the NRI phenomenon. It was because the focus of this research was mainly on how the migrants were changing the demography of the state while Punjabis move out. Still some references are being made on the social issues concerning the NRI phenomenon.

## **Table-I**

### **Factors influencing NRI Phenomenon (men)**

<b>Sr no:</b>	<b><u>Causes</u></b>	<b><u>response</u></b>
<b>1</b>	<b><u>Unemployment</u></b>	164
<b>2</b>	<b><u>Unviable agriculture</u></b>	157
<b>3</b>	<b><u>Low wages</u> or <u>Earnings non-</u> <b><u>commensurate with standard of living</u></b></b>	187

4	<b><u>Attraction/glamour of west</u></b>	130
5	<b><u>Influence of NRIs' /relatives settled abroad- Get rich quick tales of NRIs</u></b>	116
6	<b><u>Better future of children abroad</u></b>	180
7	<b><u>Open society abroad</u></b>	117
8	<b><u>Law and order /terrorism in Punjab</u></b>	140
9	<b><u>Corrupton/red tapism in Punjab / ignorng merit and talent in jobs and promotion</u></b>	176

**Analyses of responses and discussion of parallels/similarity between the factors/reasons forcing the native sof Bihar and Uttar Pradesh to move out and for Punjabis to migrate to western countries.**

Two hundred men, including 100 NRIs and 100 other youths, including aspiring to go abroad and not, were questioned for their response to a variety of factors analysed, as contributing causes towards the NRI Phenomenon in Punjab.

The respondents were told to give one or multiple responses. Some of the factors like the attraction of the glamour of the west and the standard of

living and future of children were added in the tables later, at the advice of the respondents.

The respondents marked the factors like unemployment, unviable agriculture, corruption in Punjab, better future of children abroad, better value and standard of life abroad and the earnings non commensurate with previous standard of living as the main factors contributing to the NRI Phenomenon.

Of the 200 respondents, 164 marked the unemployment as a major factor for the Punjabis to look for jobs in foreign countries. It was quite ironic that Punjabis faced unemployment in their state where as the migrants found the same state as a gold mine of job opportunities.

**The comparison of the factors mentioned further in the research from time to time once again strengthens the hypothesis that the migrants and the Punjabis were facing almost similar kind of Push and Pull factors forcing them to leave their native state for a better future in an alien land.**

A deeper look reveals that the migrants chipped in for jobs which the Punjabis were not doing or the migrants offered the work so cheap that the job sector emerged. Notable among this are the jobs of domestic help, caretaker of cows, clothes ironing and running errands. For the last two decades Punjabis are dependent on the migrants for these jobs where as earlier they were doing these jobs themselves. The women mainly handled home affairs and men worked outside.

Thus, the Punjabis felt unemployment when there was sudden dearth of traditional jobs like working in the armed forces, especially the army, the air force and the police.

It was in 1978 that the Army introduced the new quota system as per the population of the states was introduced. This had a direct adverse effect on the traditional job sphere of the Punjabi's, that is, the defence forces.

Punjabis, including both Sikhs and Punjabi Hindus had a history of Valour and cavalry proven in the country's freedom struggle as well in all the wars and the anti-insurgent operation of the Indian army

Yet, in the name of providing jobs for all the communities and resident so states, the army introduced the quota system. The result is the shortage of officers and men in the defense forces and unemployment among youths in the state.

Noted Defense Analyst Pritam Bhullar in an article published in The Tribune dated November 27,2002 stated , “No doubt, India has a volunteer Army. But, unfortunately, those who opt for the Army are not the ones having any other avenues open to them. Ever since the quota of recruitment for each state has been fixed on the basis of percentage of its population as compared to other states, the standard of volunteers has gone down. For, in certain states like Punjab and Haryana, every third person is a volunteer for the Army and many of them make the grade but cannot be recruited because of the quota restriction. This is not to say that in other states there are not enough volunteers. They are very much there in great numbers thanks to the large-scale unemployment in the country, but very few of them make the grade for recruitment.

It is time we dispensed with the recruitment quota system and reverted back to the old system of enrolling the best out of the volunteers, irrespective of the states they hail from. Admittedly, we cannot dilute the standard of

soldiering for the sake of extraneous considerations and then regret it when it is too late.”

Col (retd.) Chanan Singh Dhillon, who has won many a laurels in various wars fought by the country also second the opinion that the the change in the recruitment policy dealt a major blow for the Punjabi youths.

Every second or third youth was getting recruitment in the defence forces but due to the quota system introduced in 1978 only less than 2.5 per cent of Punjabis could get recruited instead of the earlier open system where merit, was the main criteria.

If Army was the first position then police was always the second option for Punjabis, whose previous generations had nurtured them with tales of bravery. But again after 1992 there is no recruitment in police force in Punjab.

DGP Punjab S S Virk shares the opinion, “ Due to the reduction in quota in the army and in the absence of the recruitment opportunities in the police, the youths had no option but to look for other opportunities.”

Mr Virk blamed the fund problems as the main reasons for the non recruitment in Punjab Police. In fact, so much is the shortage there that for a

city like Ludhiana having a population of over 30 lakh residents, there were only about 3000 cops to provide them security.

**Unviable Agriculture** was a shocking factor mentioned by 157 respondents as a major cause leading to the NRI phenomenon. It was surprising that the vocation of agriculture in Punjab, that made the Punjabi peasantry world famous and earned Punjab the epithet- of the food bowl of the country- would one day become so frustrating that the citizens would look for other vocations.

The respondents revealed that Punjabis were stuck up in the wheat-paddy crop rotation. Diversification was not possible as only these crops offered assured purchase by the government and a set price. Even though the scientists and the thinkers and the government of late is propagating diversification, lot of time has already been lost.

A news item dated December 1, 2004 published in Ludhiana Tribune, aptly stresses the point of the huge problem of unemployment in the state. There was a mad rush for the post of a mere class-IV post in Punjab Agricultural University with hundreds of youths competing with each other:

124 Years of Trust    Calendar    **Ludhiana Tribune**    Weather    Archive  
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Wednesday, December 1, 2004, Chandigarh, India



**LUDHIANA STORIES**

LUDHIANA INDEX

## **1,700 scramble for 1 post of beldar**

**Kanchan Vasdev  
Tribune News Service**

Ludhiana, November 30

The sorry state of employment in the state was exposed here today when as many as 1,700 candidates reached Punjab Agricultural University (PAU) campus to appear in an interview for the sole post of a beldar.

While the minimum qualification for the post was middle standard, even post graduate and graduate candidates were seen jostling with each other for the Class IV post.

The office of the Director, Research, PAU, had a tough time tacking the rush of candidates. Several candidates said they were harassed as the university had invited so many candidates on a single day.

Several candidates were, however, visibly disappointed of seeing a large number of job seekers. Many said they could not even hope against hope that they would be the fortunate one to be selected.

A candidate with a postgraduate degree told the Ludhiana Tribune, on the condition of anonymity, that he had applied for many jobs but had been rejected. "When I saw an advertisement in a newspaper regarding

this post earlier this month I applied for the same. I had been thinking that being a post-graduate I had a fair chance. But I never knew that there would be 1,700 candidates in the race," he said.

Another candidate, who was a graduate, said the only option left for him was working in his fields. The advertisement for the job had come as silver lining to the dark clouds of unemployment for him. "I thought that besides working in the fields, I would be working in the university also. Being an agricultural institution I wanted to gather some knowledge to exploit it practically. After coming here I was even told by a candidate that the selection had already been made. I only pray that there are more posts than what was advertised." he said.

The university authorities were, however, tight-lipped about the number of posts. While some officials said there was a single post, an official in the office of Director, Research, said the university was yet to decide about the number of posts. He added that after the interview they would form a panel and consider the demand of various departments and then make the appointments.

 The interview was going on till the filing of this report. Officials said they would continue till late in the evening as only 300 interviews had been conducted till the afternoon. The candidates alleged that while the university knew that as many as 1,700 applications were received, they had invited all candidates to appear on a single day.

"By no mathematics can anybody interview 1,700 candidates in a day." said a candidate adding that by the evening they had started calling a group of 15 to 20 persons for the interview simultaneously. "They asked me to submit the copies of my certificates in a jiffy and then asked me to go out. How can they make out that I am a suitable candidate?" he asked.

An official said they had advertised the date of interview in the first advertisement only and they had never expected that so many candidates would turn up. The last date for filling the forms was November 19 and there was a little time left for the university to change the interview dates and inform the candidates as well.

Sources said a beldar was required in the Department of Plant Breeding and Head, Genetics and Plant Breeding Department, Dr D.R. Satija, Additional Director, Research, Dr G.S. Chahal and Dr G.S. Nanda, Director, Research, were interviewing the candidates.

A sub table regarding the problem of the reducing land holdings in Punjab was required to be made to stress the point :

## **Table 1-A**

### **Land holdings in Punjab**

<b><u>respondents</u></b>	<b><u>yes</u></b>	<b><u>no</u></b>
<b><u>Own land</u></b>	145	55
<b><u>land holding reduced?</u></b>	103	-
<b><u>Land reduced by five parts –meaning</u></b>	47	-

<b><u>divided in 5 claimants</u></b>		
<b><u>Land reduced by 4 parts</u></b>	14	-
<b><u>Land reduced by 3 parts</u></b>	24	-
<b><u>Land reduced by 2 parts</u></b>	18	-

Reduced landholdings in Punjab speaks volumes not only about the unviable agriculture but also about the seriously affected standard of living, earnings non commensurate with the previous standard of living ( see Table-I , sr. no. 3- as many as 187 respondents term this as the main factor ) and the social shame in forced to do menial work which during their fore fathers days, servants or labourers used to do. Many respondents pleaded that they could do menial work in a foreign land, in fact a much menial work than in their village where the social status prevented them to do so.

Of the 145 respondents owning land now or some time in the past. A whopping 103 claimed they had reduced land holdings than their fore

fathers. Of those 47, said the land holdings were reduced in as much as five parts. This does not mean that the remaining land was sold, though it could be true in some cases, but broadly it reflects that the land shrunk due to division among children, mainly sons, over the years.

The case of two brothers Sukhwinder Singh, a 22-year-old farmer of KoomKalan village and his brother Jagjit Singh elucidates the point. They own 7 acres of land and find it highly difficult to sustain life. His great grand father used to plough 70 acres of land and was a rich, respected land lord. He had two sons and five daughters. The land was divided between his two sons. Both got 35 acres each.

The brother's grandfather had to further divide his 35 acre of land in five parts, as he had five sons. As a result, the brother's father got 7 acres of land. Both have vowed not to divide it further besides deciding to keep their family short. The 35 acres of their grand father's brother was divided in 6 parts, as he had six sons. The condition of the progeny can be well imagined.

One is driven to draw parallels between the factors forcing the migrants to leave their state here. The migrants too suffered more poverty because they had large families and the earnings were limited. The migrants too had small land holdings,

Apart from the factor of shrinking land holdings making agriculture unviable, the respondents termed present earnings as non commensurate with their standard of living. Taking example from the case of Sukhwinder Singh, one can easily understand what their stand of living would be when the family owned 70 acres and now when they own 7 acres. They represent the sentiments of 187 respondents who found this factor strong one. They stated that because of social status that their fore fathers or relatives enjoyed, they cannot do labour work for maintaining the same standard.

With education among rural youths also not high sounding and further unemployment among the educated ones also assuming demonic form, the youths were too willing to work abroad. They do not even mind doing menial work like sweeping roads, cleaning toilets abroad, as one- there is no social taboo faced in doing such things than doing it in village and second, the earnings from such work in a foreign country are much more than their native land.

Law and order problem, terrorism and corruption, red tapism and ignoring of merit both factors getting a nod of 140 and 176 respondents respectively was another strong push factor pushing the Punjabi towards the foreign countries.

There are innumerable examples of talented persons who left for better future overseas when discouraged and ignored in the state. Respondents felt that the trouble torn era of terrorism in which the youths were targeted both by the terrorists and police contributed immensely towards the phenomenon of leaving the state.

Respondents felt corruption had penetrated into all sections of government work. They cannot get any genuine work without greasing someone's palms. There are innumerable stories of how merit was being ignored in recruitment.

The Nisha Kaura case seems to be an apt example of the frustration among the youth. Her heart rending letter about her experiences of seeking employment virtually shook the government and contributed immensely in the defeat of the SAD-BJP combine in the 2002 assembly elections.

The following letter was published in the MAILBAG , The Tribune dated Feb 9 , 2002.

### **A jobless topper's open letter to Chief Minister**

Dear grandpa,

Sat Sri Akal

You will feel happy to know that I have cleared the M.Sc (Chemistry) examination of Panjab University, Chandigarh, by obtaining 83 per cent marks with the top position

in the university.

I am sorry to inform you that in spite of my high merit, I am unable to get selection as a teacher in the TGT or JBT rank. The reason is that I cannot pay Rs 2 lakh to an agent of the (SAD+BJP) government which is compulsory for the selection of a teacher. Since you are a landlord and head of a political party, I request you to kindly send me Rs 2 lakh for the agent of this poor government. I promise to return this amount from my salary after the selection.

The manager of the bank has told me that there is no scheme for loans to pay bribes. Otherwise, I would have applied to the bank for this purpose. I am sure that you cannot help me in getting selected as a teacher without the payment of a bribe even if you may be the Chief Minister. It is also doubtful whether any court can give me justice.

Wishing you a long life and ability to control corruption,

NISHA KAURA, Raikot (Ludhiana)

On February 12, 2002 The Tribune Editor-in-Chief in his front page article reproduced the letter to project the unemployment, corruption in government recruitment and the increasing frustration among the citizens, the insecurity about their future in Punjab.

The case not only brought out suppressed anguish among the citizens but also encouraged them to write their own harrowing experiences. The Tribune of February, 2002 was full of such letters and stories about the anguish. Some of those are quoted below:

**Jobless topper's letter: a shocking, but correct picture of**

## corruption

It is shocking to read the letter of **Nisha Kaura** published on Feb. 9 and again included in Mr Hari Jaisingh's write-up on the front page (Feb. 12). It is an insult to the youth and their national pride which we are expected to uphold. I hail from Haryana (Yamunanagar) where the conditions are no better. Job avenues in other parts of the country are more scarce & examples of bribery are also in abundance.

Meritorious & talented young Indians, who have no political godfather & cannot afford to pay huge bribes to find suitable jobs with honourable salaries, are forced to go abroad in search of new pastures. We used to condemn the Britishers for brain-drain, but what we are doing now is for everyone to see.

Here in Thailand I find a strong work culture & dedication to one's duty. Here work is worship. No need to supervise, no noise pollution, no blowing of horns, no loud-speaking in public, nobody intends overtaking the other, no leg-pulling, no grabbing. Harmony all around with no bureaucratic bottlenecks. We Indians need to increase our score in these areas and not in the population field only.

Dr ADARSH BATRA, Assumption University, Thailand

**Well done, Nisha:** The letter was really an apt sketch of corruption in our education, social and administrative system. If this is the treatment meted out to a topper of the most prestigious university of our region, then God only is a saviour of the other not so brilliant students.

Courageous people like Nisha have taken the bold step of exposing problems faced by us youth. The history of our own northern region is a witness to the uncontrollable proportions the problem of unemployment assumes. This has been one of the prime reasons why our youths have been forced in the past to hold the gun instead of the pen. Now our decision-makers should leave no stone unturned in bringing the guilty to justice and in getting the rightful dues to the bold and the brilliant like Nisha.

ANANT DHUPAR, Shimla

**Don't pay bribes:** The Tribune deserves all the praise for printing the letter. As an observer from a distance who frequently visits India, I am disgusted at the rise in corruption, which under the present government has reached an all-time high.

The predicament of the author, rather than an exception, has become a rule in the land of Mahatma Gandhi, Netaji Subhas and Bhagat Singh.

Instead of paying bribes for securing jobs, people should follow the example of Nisha Kaura, and publications like The Tribune should keep on providing them space to air their views.

PARAMJIT BAHIA, UK

**Well done:** Hitherto, it was a talk of the town and considered to be political

propaganda against the present Punjab Government that the posts from the level of peon to DSP are for sale in Punjab, but today a brave daughter of Punjab has dared to bring in black and white in the shape of an open letter to her grandpa (Mr Badal) asking him to lend her Rs 2 lakh for paying bribe to the agents of the government for her appointment to the post of primary school teacher. (No doubt she has the qualifications for the post of lecturer).

I fear she may have to face the odds for her straightway writing, but she has paved the path for the youth to highlight corrupt practices of the representatives of the people. Congratulations to this brave daughter of Punjab.

P.N. GUPTA, Sangrur

**Party fund:** I am writing this from my personal experience. In December 2001, my wife was to appear in an interview for the post of draughtsman at Chandigarh.  After countless efforts, I felt very lucky that I was able to approach a member of the ruling group. I was told: "Bhai Sahib, get a parchi, kam tuhada ho jaiega, tin lakh lagange" I was shocked to hear all this and expressed my helplessness to give bribe. I was told that this was not a bribe, "election sir te aa gaye han, eh taan party fund hai".

SURINDER SINGH, Kharar.

**Another sufferer:** My son is also a sufferer like Nisha Kaura. He had cleared the written test for the post of Panchayat Secreatry. We were shocked to learn that candidates with much lower qualifications were offered appointment letters. Despite being an M.A. and holding two professional diplomas, he was not considered fit for one of the 900 posts of Panchayat Secretary for which even matriculates were eligible.

JASVIR SINGH, Patiala

**A slap:** The letter is a slap on the face of the system. Punjab is not the only state to be so inflicted. Many other states are in the same rut.

R.N. PAL, Hisar

The uproar was not limited to newspapers only as the new government followed it up and upheld Nisha Kaura's allegations: This news report throws enough light on the prevailing frustration and ignoring of merit.

**TRIBUNE FOLLOW-UP**  
**Lokpal indicts Tota Singh**  
**Selection of 100 teachers cancelled**  
**Sarbjit Dhaliwal**  
**Tribune News Service**

Chandigarh, May 22

The points, regarding the role of money in appointments in Punjab raised by Nisha Kaura, a reader of The Tribune from Ludhiana, have been taken note of as, according to reliable sources, Punjab Lokpal Justice DV Sehgal has not only indicted former Punjab Education Minister Tota Singh but also recommended the cancellation of all 100 selections of science mistresses on the complaint of Ms Nisha Kaura who had questioned the selection process.

Along with Mr Tota Singh, the former Education Secretary, Mr R.S. Sandhu, a senior IAS officer, Chairman of the Selection Committee, Mr Raj Singh Deol, and its four other members — Mr Rakesh Arora, Mr Hardev Singh, Mr Balwinder Singh and Ms Paramjit Kaur, have also been indicted by the Lokpal. Since all others except Mr Tota Singh, are public servants, employees of the State Government, the Lokpal has left it to the Government to decide the action against them.

According to sources, Justice Sehgal has sent copies of his 55-page report to the Punjab Governor, besides Ms Nisha Kaura, and others against whom he has made recommendations and observations.

Ms Nisha Kaura, now a celebrity, had raised doubts about the selection of teachers made by a committee set up by the Punjab Government. On her February 9 letter written to the then Punjab Chief Minister, addressing him as a "grandpa", she had alleged that "she was not selected as a teacher despite her being a topper in M.Sc (Chemistry) with 83 per cent marks from Panjab University."

The Tribune, published the letter in its columns twice. The letter obviously, made the authority sit-up and think.

She had also made a complaint to the Punjab Lokpal, who decided it yesterday. She appeared before the Lokpal first on January 15 and later on February 7 besides sending him other relevant documents etc through post.

Nisha Kaura had applied for the post of a science teacher for which an advertisement appeared in The Tribune on June 28 last year. She appeared before the selection committee on November 28 last year. She appeared before the selection committee on November 28 last year and the result was declared on December 15. She did not find her name in the selection list though she, besides being a topper, had secured

71.25 per cent marks in B.Sc (Medical) and 72 per cent marks in B.Ed. Thereafter she complained against the selections to the Lokpal.

The Lokpal, according to sources, has come out with the conclusion that the committee to select science teachers headed by Mr Raj Singh Deol, District Education Officer, Muktsar, was set up by violating the Punjab Government's instructions issued vide circular dated December 5, 1996. According to these instructions, the appointing authority, which the DPI (Schools), should head the selection committee set up to select science masters. No representative of the Personnel Department joined the Selection Committee. The Personnel Department refused to send its representatives for the reasons mentioned in their memo number 17029 dated November 12, 2001, to the effect that their representatives, who had been sent to such committees earlier, had reported that no significance was given to them and that all marks for interview were given by the chairman and members of the Education Department. The two other members of the committee were a stenographer of Sainik Welfare and other a clerk of the Punjab Welfare Department. But their duty was only to check the certificates of ex-servicemen. The head of the committee nominated two of his subordinates — Mr Balwinder Singh and Mrs Paramjit Kaur — as subject experts. Being subordinate of Mr Raj Singh Deol, they were not independent experts.

Moreover, the Punjab and Haryana High Court wide its judgement dated April 26, 2001 in case of Bhupinder Kaur and others versus State of Punjab case had instructed that two subject experts for each selection committee to set up for selection of teachers against ETT or JBT posts will be nominated by the Vice Chancellors of the Universities in Punjab. The order was passed by the Court to ensure fair selection as the government had withdrawn the posts of these teachers from the purview of the Punjab State Subordinate Services Selection Board and had decided to set up Departmental selection committees.

The Lok Pal has observed that similar criteria of appointing subject experts should have been adopted in case of selection of science mistresses as their posts have also been withdrawn from the purview of then PSSB and selections to be made by a departmental selection committee. Mr Tota Singh, the Education Minister, failed to discharge his duty in not enforcing the directions of the High Court in case of science mistresses which was a higher category of posts than that of JBT and ETT teachers. There is, therefore, a prima facie case of inquiry into the conduct of Mr Tota Singh because on the material so far available, he left enough scope for manipulation, favouritism and discrimination for the Chairman of the Selection Committee.

The Lok Pal, according to sources, has further observed that Mr Tota Singh and Education Secretary, R.S. Sandhu, knowingly side stepped the High Court's verdict in Bhupinder Kaur's case and intentionally kept vague twin questions: who shall be the two subject experts and who shall nominate them and thus paved the way for Mr Raj Singh Deol, head of the selection Committee to have his hand-picked school teachers to include as subject experts on the selection panel set up for science mistresses.

Among the 100 successful candidates, 60 were from Ludhiana, Moga, Muktsar and Ferozepore districts? Only 40 from the remaining 13 districts. Mr Tota Singh belongs to Moga district. Mr Raj Singh Deol remained posted at Moga, Ferozepore and also at Muktsar.

During the course of inquiry, the Lok Pal, according to sources came across the fact that the selection committee awarded maximum marks in the interview to those candidates whom it wanted to select and minimum marks to those whom it wanted to keep out of the selection list. There were 85 marks of educational qualification and extracurricular activities and 15 marks for the interview. There was a set criteria for giving marks to the candidate from 85 marks and the selection committee had no discretion in this regard. Its discretion was to award marks to the candidates on the basis of their performance in the interview that was 15 marks.

Those who secured a total 62.01 or above marks were selected. The Lok Pal, according to sources, has found that in the interview only those 100 candidates got the maximum marks in the interview whose selection in all probability had already decided and other were awarded less marks to keep them out.

In his final findings, the Lok Pal has stated that "I hold Mr Tota Singh, a Publicman respondent, in the present case, was actuated in the discharge of his functions, as such publicman by collateral and extraneous considerations and, thus, by improper motive. He is therefore, held guilty of having committed misconduct within the meaning of Section 3(1)(a) of the Punjab Lok Pal Act.

The Lok Pal has recommended that applications of all 500 candidates ,who were short listed on the basis of merit for interview, should be scrutinised by the Director Public Instructions and they should be recalled for interview before the state level selection committee. The Selection Committee should be headed by the appointing authority and should include representatives of Personnel, etc. It should have independent subject experts.

The Lok Pal's order in Nisha Kaur's case can have wide repercussions. There were several other committees set by the Department to select master cadre teachers. These were not headed by the appointing authority. Moreover those committees also did not have independent experts. Those selections might come under review as a sequel to the Lok Pal's order in Ms Kaura's case

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If the Push factors were not strong enough for an individual to leave the state, the west offered a wide range of magnetic Pull factors of The West which 'pulled' aspiring youths as well as unemployed or underemployed towards them, their family members and relatives too.

The factors like Influence of NRI relatives settled abroad with 116 nods, the attraction and glamour of west with 130 nods and the highest approval, 180, to the factor of better future of children abroad proved quite strong for the respondents.

The NRIs relatives made no qualms about their better earnings abroad . They used to spend lavishly on marriages parties and otherwise too roam around in swanky cars and costly dresses. All this attracted the young and old alike to the western countries

ENDS