

ister, he receives an extra allowance. On retiring, each of them receives a pension. The higher ranks of those sent to India are even better paid. The young Englishman sent out to India at the age of 23 begins with a salary of £400 per year, and can rise to the position of governor of a great province, with 40,000,000 people under his sway, and with a salary of 100,000 rupees a year. At the end of twenty years, still in the prime of life, he can retire with a pension of £1,000 a year. Certain periods of leave are also granted him during his service, so that every five years or so he may hope to return for some months to England. Of these highly paid positions about 65 are filled yearly, the salaries being paid by the Indian government. They are nominally open to natives of India as well as to Englishmen, but as the examination is held in London, few come forward. This is considered to be a grievance by the educated natives of India and by their sympathizers in England, and for some years attempts have been made to have the examination conducted simultaneously at London and at one of the great Indian towns, but so far without success.

Promotion is practically always made from the ranks of the service itself; a young Englishman, installed in office at Whitehall, or in India, knows that if he does his duty he is sure of steady promotion, and that there is no fear of political, social, or royal influence putting in a new and untried man over his head. Offering these inducements, the British government has been able to place in the India Office, and to send to India, the pick of the English Universities, sons of the *haute bourgeoisie*, and of the professional classes. For both the India Office, and for the service in India, the young men, between the ages of 22 and 24, are chosen after the same examination as is set for the highest functionaries in the English civil service, an examination so severe that nearly all the candidates are graduates with honours of Oxford or

of Cambridge, or of one of the other English, Scotch or Irish Universities. Further, most of those from Oxford or Cambridge, and practically all from the other Universities, put themselves before the examination for a period of from three months to a year under the care of a special "crammer" and work under his directions. Even so, the number of those who fail is not inconsiderable. In writing on this examination a wide margin of choice subjects is given to the candidates, but all the subjects are general, such as Mathematics, Classics, or English Literature, the object being to secure a man with a broad basis of knowledge, and trained in methods of study and application. This examination passed, the clerk who has won a position in the India Office enters at once upon his duties; if, however, he is to be sent to India, he must spend another year at a British University, where he devotes himself to the study of Indian law and history and to the language of the district in which he is to be placed. At the end of the year he must show proficiency in these studies, or be rejected. At the commencement of his final year of study he is compelled to pass a very strict medical examination into his physical fitness and health, and at the end to his other examinations is added one of some severity in the art of riding, an accomplishment of absolute necessity in India. This examination in riding has more than once proved a stumbling block to the intellectually astute but physically timid natives of Bengal. One of the chief agitators against the British rule in India today passed among the first ten into the ranks of the Indian civil service, but failed to qualify in his riding test. Owing to the good class of man brought forward by these advantages, there is in the Indian civil service a very high level of *esprit de corps*. It contains, and has contained, very few failures, very few who do not give their best efforts to understanding and to solving the difficult problems presented to them.