

TEST CODE : 0 0 0 0 5

FIAS - MGP 2021 - OT | GS paper #4

ForumIAS

GENERAL STUDIES

Name Of Candidate

AREEBA NOMAAN

Roll No.

Date:

22-12-21

Time Allowed: Three Hours

Maximum Marks: 250

INDEX TABLE			INSTRUCTION	
Q. No.	Max. Marks	Marks Obtained		
1			1. Please do furnish Name, Email, Roll No and Mobile in the answer sheet.	
2			2. There are <i>TWELVE</i> questions printed in <i>ENGLISH &amp; HINDI</i> , all questions are compulsory.	
3			3. The number of marks carried by a question/part is indicated against it.	
4			4. Answers must be written in the medium authorized in the admission Certificate, which must be stated clearly on the cover of this Question-Cum-Answer (QCA) Booklet in the space provided.	
5			5. Word limit in questions, if specified, should be adhered to. Any page or portion of the page left blank in the Question-Cum Answer Booklet must be clearly Struck off.	
6			<p><i>Any specific messages for ForumIAS Mentors/ Evaluators with respect to your copy? Write it here.</i></p> <p>-----</p> <p>-----</p> <p>-----</p> <p>-----</p> <p>-----</p> <p>-----</p> <p>-----</p> <p>-----</p> <p>-----</p>	
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<b>Total:</b>	<b>250</b>			
<b>Evaluator's Discretion:</b>			<b>For Student Only</b>	
			Start Time   2:00 pm	End Time   5:00 pm
<b>Total Marks:</b>			Mode Of Examination:	Online <input type="checkbox"/> Offline <input checked="" type="checkbox"/>
<b>Evaluator's Discretion:</b> This is the marks awarded at the discretion of the evaluator based on your overall impression, on the basis of (but not limited to) your handwriting, presentation, use of diagrams, flowcharts, facts and figures or absolutely anything that he/she liked in your copy.			<b>For Office Use Only</b>	
			ECN CODE:	EG:
			Evaluation Date:	

**Note:** You can discuss your evaluated copy with the Mentor. Raise a ticket from your portal to schedule a mentor call or visit the offline centre to meet mentor (all 7 days, Timings - 11 AM to 6 PM). Further if you are unsatisfied with the evaluation, you can seek re-evaluation of the copy.

Parameters	Excellent	Very Good	Good	Average	Poor	Very Poor
Language						
Structure						
Presentation						
Handwriting						
Content						
Attempt						

**ADDITIONAL REMARKS**

## Section - A

Q.1) a) How far do you agree that moral values are not universal and eternal; rather they change based on 'sthan, kaal, patra' (place, time, and agent)? (10 marks, 150 words)

आप कहीं तक सहमत हैं कि नैतिक मूल्य सार्वभौमिक और शाश्वत नहीं हैं; बल्कि वे 'स्थान, काल, पात्र' के आधार पर बदलते रहते हैं? (10 अंक, 150 शब्द)

Moral values are intrinsic guiding principles which tells us right and wrong difference.

Eg: Honesty, Bravery, Sympathy

Moral values are not universal & eternal

1) change with place : individualism may be moral for western countries and collectivism for India

similarly, respect for elders may be deeply entrenched for east not with west.

2) change with time : time pressure ,

circumstances may change morals. Debate and discussions with time may also change it.

Eg: acceptance of homosexuality in 20<sup>th</sup> versus 21<sup>st</sup> cent.

2) change of agent: it may depend on person to person, target group and change agent.

Eg: utilitarian ethics by Bentham  
deontological by Kant

However, few moral and values are universal and not situational, they abide by "law of nature" and are absolute / terminal values.

Eg: Sympathy and compassion  
Integrity and objectivity

## Feedback

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b) Courage is what it takes to stand up and speak; courage is also what it takes to sit down and listen. What does courage mean to you? Explain with help of two examples from your life where you have acted courageously. (10 marks, 150 words)

साहस वह है जो खड़े होने और बोलने के लिए आवश्यक है; साहस वह भी है जो बैठने और सुनने के लिए आवश्यक है। आपके लिए साहस का क्या अर्थ है? अपने जीवन के दो उदाहरणों की सहायता से स्पष्ट कीजिए जहाँ आपने साहसपूर्वक कार्य किया है। (10 अंक, 150 शब्द)

Courage is an act of defying all adversities and standing with the truth and righteous path.

According to Plato and Socrates it is the highest order virtue.

Example from personal life

1). violence against women : I tried to stand against domestic violence in my neighbourhood. While everyone in my family was fearing to intervene.

"Non cooperation with the evil is as much a duty as cooperation with good". → Gandhi ji.

This principle got reminded of me and I acted courageously.

2.) Harassing and eve teasing by boys :  
 I stood against illmannered boys who were constantly teasing my friend in evening classes.

I complained about them in nearby police station and asked them to make sure such incidences don't happen and environment is safe for girls.

Courage shows the grit and our value system. We must not encourage things which is against universal laws and human rights.

For a Civil servant it is of utmost important to display courage at all times to save human rights, uphold civil services values and rule of law.

## Feedback

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Q.2) a) People often confuse revenge for justice; but revenge masquerading as justice often leads to injustice. Explain this statement and bring out differences between justice and revenge.

(10 marks, 150 words)

लोग अक्सर न्याय के बदले बदला लेने को भ्रमित करते हैं; लेकिन न्याय के रूप में बदला लेने से अक्सर अन्याय होता है। इस कथन की व्याख्या कीजिए और न्याय और प्रतिशोध के बीच के अंतरों को उजागर कीजिए। (10 अंक, 150 शब्द)

① Justice : is a practice and value of ensuring the rightful act and outcome towards a person.  
 or Justice is freedom, justice is development according to B. Amartya Sen.

② Revenge : is a negative attitude and emotion of jealousy and enmity towards a person due to perceived emotion of wrongdoing.

People often take short term course to revenge in order to get justice.

[Eg]: Acid attack on girls for rejection

OR

encounter in Risha case in Andhra Pradesh.

For instant justice, revenge is taken into action and it ultimately leads to bigger injustice:

- 1) breeds rule of law.
- 2) against principle of natural justice
- 3) violates human rights.
- 4) against basic human value of empathy and compassion.
- 5) rationality takes a back seat and anger dominates in which violent actions like rape & murder can take.

We need to keep our faith in law of the land intact and have potemti for justice.

## Feedback

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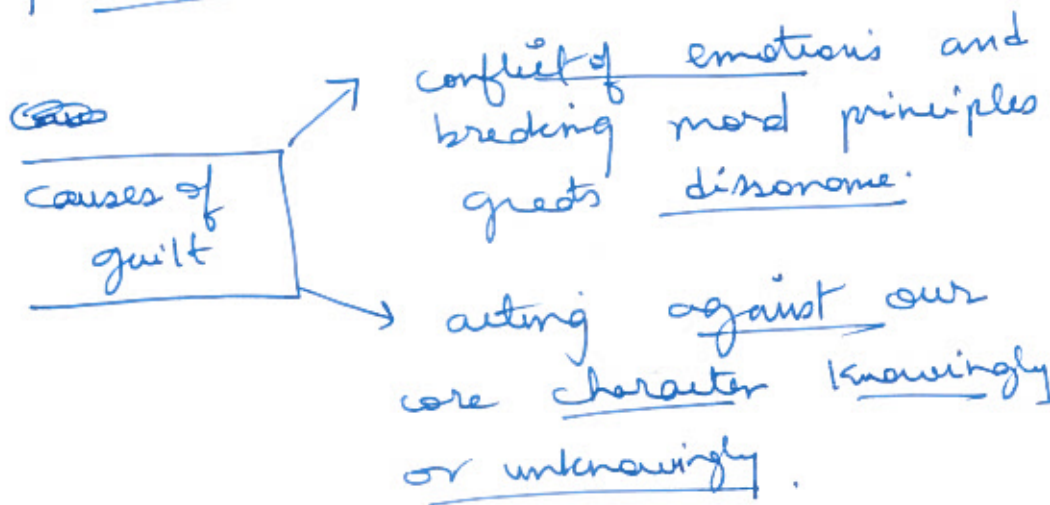
Q) Guilt is a powerful negative emotion that can eat away a man from inside. Discuss what causes guilt and how it can be managed and control. Can guilt lead to positive outcomes? Justify.

(10 marks, 150 words)

अपराधबोध एक शक्तिशाली नकारात्मक भावना है जो एक आदमी को अंदर से खा सकती है। चर्चा करें कि अपराध बोध का कारण क्या है और इसे कैसे प्रबंधित और नियंत्रित किया जा सकता है। क्या अपराधबोध से सकारात्मक परिणाम प्राप्त हो सकते हैं? औचित्य सिद्ध करें।

(10 अंक, 150 शब्द)

Guilt is a negative emotion which dominates us when we do / commit some action which is against our principles or values.



eg: slapping a woman out of anger.  
OR  
raising voice against parents.

Managing and controlling guilt

→ staying committed to value system

and ethical behaviours.

- staying calm and composed in adverse situations by practicing meditation.
- valuing and understanding ethical principles of empathy and compassion, dignity and social justice.
- Practicing temperance and patience

Guilt leading to positive outcome

- 1) For course correction : guilt may give people ~~to~~ chance to overcome bad habits with them.
- 2) generate positive emotions : it may generate positive energy to overcome hurdles and bad character.  
eg: Helium to Aluminium

Think → Feel → Action → Behaviour

Our Behaviour depends on how we channeling our emotions.  
Positive thinking will give positive result.

**Feedback**  
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Q.3) a) A good citizen may disagree with a democratically derived law, but should never carry the disagreement to open disobedience. How far do you agree with this statement? Discuss in Indian context. (10 marks, 150 words)

एक अच्छा नागरिक लोकतांत्रिक रूप से निर्मित कानून से असहमत हो सकता है, लेकिन असहमति को खुले तौर पर अवज्ञा तक नहीं ले जाना चाहिए। आप इस कथन से कितना सहमत हैं? भारतीय संदर्भ में चर्चा कीजिए। (10 अंक, 150 शब्द)

Citizens and states have a Social Contract and state works in a 'general will' towards betterment of citizens.

A democracy values its citizens and democratically derived laws demand obedience.

May disagree with law } → C.A.A.  
 } → Farm laws. ⇒ } on rationality,  
 } → demonetisation. } equality  
 } } justice.

Never carry open disagreement } → creates law and order situation  
 } → credibility of democratic government is hurt

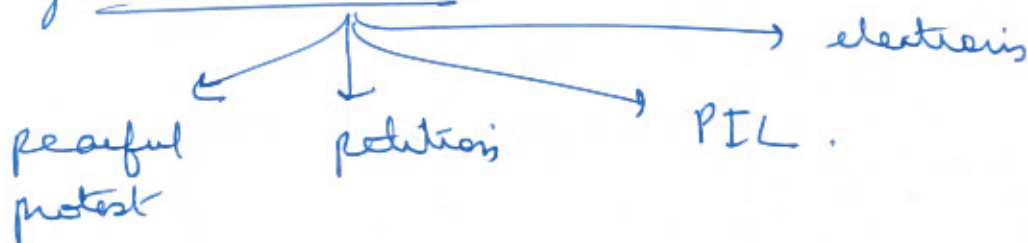
eg: Citizenship Amendment Act  
 protest brought international  
disagree

However, duty of a good citizen is also to voice concerns of the voiceless and marginalised if law is against reason.

“tyranny of a prince in an oligarchy is not of much concern as apathy of a citizen in a democracy”

Therefore as much as it is a duty to abide by law it is also a duty to disagree with law but show case disagreement in a democratic manner.

Democracy has many avenues for grievance redressal



Hence we must abide by our duty towards state & fellow citizens and act according to our inner conscience.

### Feedback

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b) Outcomes of illegitimate means cannot be justified no matter how valuable they are Comment.  
(10 marks, 150 words)

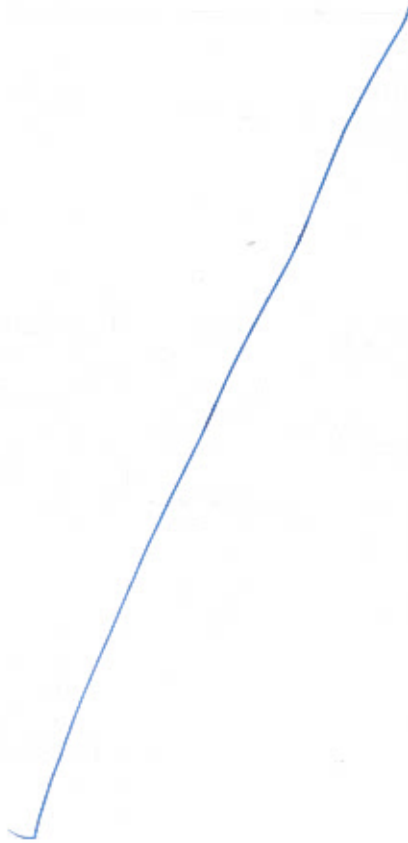
अवैधानिक साधनों के परिणामों को उचित नहीं उहाराया जा सकता है, चाहे वे कितने भी मूल्यवान क्यों न हों। टिप्पणी कीजिए।  
(10 अंक, 150 शब्द)

According to Deontology school of ethics, means decides ends. No matter how pious the action was intended, illegitimate means can't be justified.

For eg: A civil servant may bypass laws and procedures to help out certain minority community which will bring good fortunes.

But in long run it will set bad precedent towards subjectivity, prejudice and bias.

similarly Gandhiji says that ~~non-violence~~  
violence can never be used, if even  
it is bringing Independence to country  
sticking to moral principles can take  
us to far in life.



## Feedback

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Q.4) a) Differentiate between the following:

(10 marks, 150 words)

निम्नलिखित के बीच अंतर करें :

(10 अंक, 150 शब्द)

i) Organizational ethics and organizational culture

संगठनात्मक नैतिकता और संगठनात्मक संस्कृति

ii) Intellectual integrity vs moral integrity

बौद्धिक सत्यनिष्ठता बनाम नैतिक सत्यनिष्ठता

P)

Organisational ethics → principles and standards abided by members of organisation

→ it helps in bringing out moral outcomes, difference between right and wrong.

→ good corporate governance

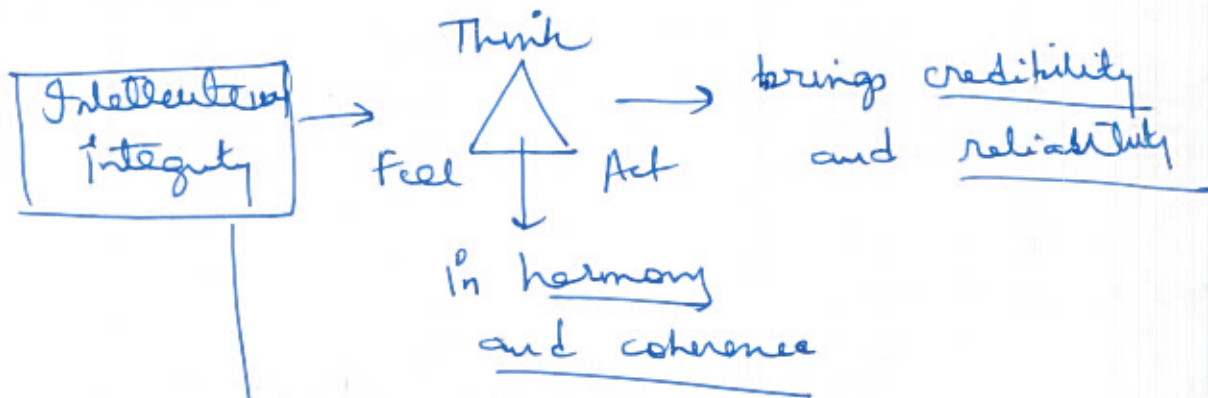
eg: Shreeom Param Bhushanom  
→ ethical standards of CBNAA.

organisational culture

→ practices and actions in an organisation which decides work culture

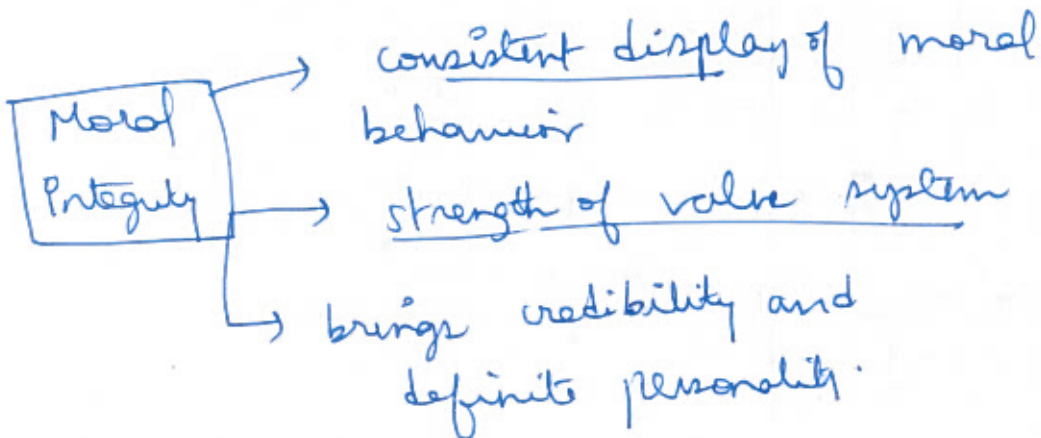
→ relationship between employer and employees and fellows

→ it brings economy, efficiency & effectiveness.



→ it saves person from dissence, guilt, dilemma and conflicting situations

Eg : Gandhiji



Eg : Dr APJ Abdul Kalam in his life both person & professional

### Feedback

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b) The professional role of a civil servant is very demanding that often creates deep cleavages between personal and professional life. In this context, discuss the importance of emotional intelligence for a civil servant. (10 marks, 150 words)

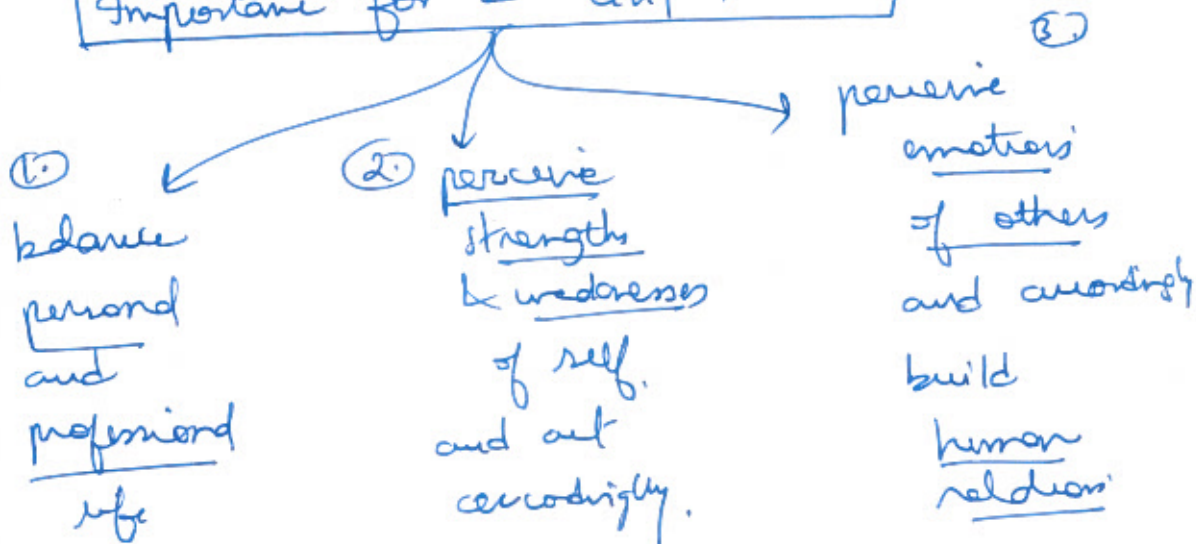
एक सिविल सेवक की पेशेवर भूमिका बहुत अधिक मांग वाली होती है जो अक्सर व्यक्तिगत और व्यावसायिक जीवन के बीच गहरी दरार पैदा करती है। इस संदर्भ में, एक सिविल सेवक के लिए भावनात्मक बुद्धिमत्ता के महत्व पर चर्चा करें।

(10 अंक, 150 शब्द)

Emotional intelligence is the ~~the~~ ability to reason with emotions and use emotions in reasoning.

EI = Head + Heart

Importance for a civil servant



## Importance

- ④ reduces work conflict,
- ⑤ create social capital
- ⑥ better delivery of duty
- ⑦ helps better display of emotions like empathy & compassion
- ⑧ it brings out → economy
  - ↳ efficiency
  - ↳ effectiveness
 in work culture.

According to David Colman :

it is 80% EQ and 20% IQ which helps in successful work-life balance.

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Q.5) What does each of the following quotation mean to you?

(10 marks, 150 words)

निम्नलिखित में से प्रत्येक उद्धरण आपके लिए क्या मायने रखता है?

(10 अंक, 150 शब्द)

a) The only thing necessary for triumph of evil is for good men to do nothing.

"बुराई की जीत के लिए केवल एक चीज आवश्यक है कि अच्छे लोग कुछ न करें।"

Ans

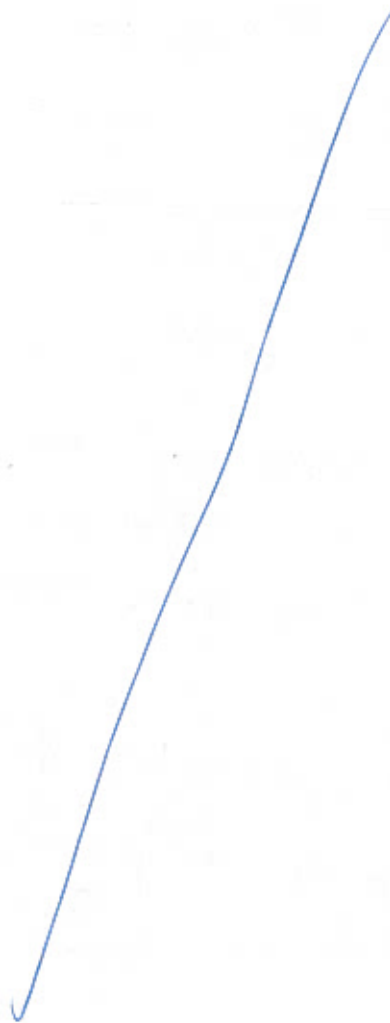
According to the quote, it can be understood that that for evil to dominate over self and society it takes submission of good.

eg: Before the rise of Hitler in Germany countries like Britain and France kept silent and kept watching

Similarly ~~it~~ the <sup>"</sup>price paid by good men towards indifference to public affairs is to be ruled by good men".

We must always raise our voice to bring justice, equity and liberty

In words of Gandhiji : " Non cooperation with evil is much a duty as cooperation with good. "



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b) In law a man is guilty when he violates the rights of others. In ethics he is guilty if he only thinks of doing so. -Immanuel Kant (10 marks, 150 words)

कानूनन एक व्यक्ति दोषी है जब वह दूसरे के अधिकारों का उल्लंघन करता है, नैतिकता में वह केवल इसके बारे में सोचने पर ही दोषी है- इमैनुअल कांट (10 अंक, 150 शब्द)

According to deontological principles of Kant, even thinking of wrong, illegitimate means is ~~wrong~~ wrong in ethics.



## **Feedback**

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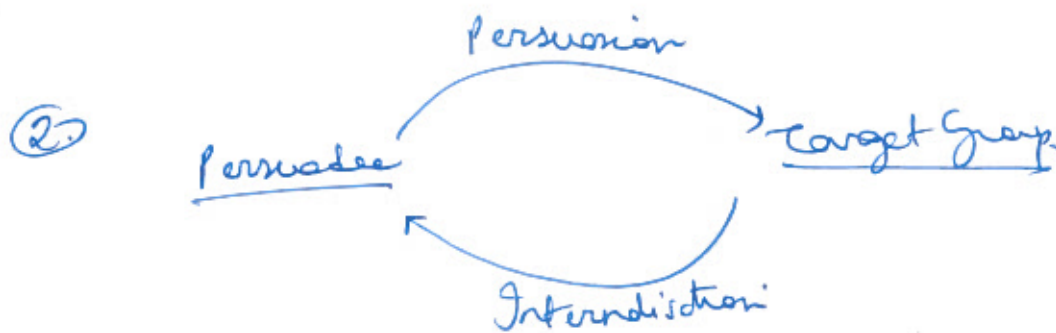
Q.6) a) Persuasion and coercion both have their utility in shaping attitude, depending upon the necessity, urgency and context. Explain with examples. (10 marks, 150 words)

अनुनय और बलपूर्वक दोनों की आवश्यकता, तात्कालिकता और संदर्भ के आधार पर दृष्टिकोण को आकार देने में उपयोगी है। उदाहरण सहित स्पष्ट कीजिए। (10 अंक, 150 शब्द)



When compliance is demanded, coercion needs to be followed.

Eg: Remonetisation  
Abrogation of Art 370.



Persuasion leads to long term internalisation and behavior change

Eg. Suash Bhard Abhyai  
needs long term behavior change.

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h) Privacy and RTI are often labelled as antithetical to each other. How far do you agree with this view? Also propose the management of conflicts that arise while upholding both right to privacy and right to information (10 marks, 150 words)

गोपनीयता और आरटीआई को अक्सर एक दूसरे के विरोधी के रूप में लेबल किया जाता है। आप इस मत से कहाँ तक सहमत हैं? निजता के अधिकार और सूचना के अधिकार दोनों को कायम रखते हुए उत्पन्न होने वाले संघर्षों के प्रबंधन का भी प्रस्ताव करें। (10 अंक, 150 शब्द)

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<b>Total</b>

c) Accountability without transparency is hollow, transparency without accountability is meaningless. Explain the statement with suitable examples. (10 marks, 150 words)

पारदर्शिता के बिना जवाबदेही शून्य है, जवाबदेही के बिना पारदर्शिता अर्थहीन है। उपयुक्त उदाहरणों के साथ कथन की व्याख्या करें। (10 अंक, 150 शब्द)

According to 2<sup>nd</sup> ARE :

Monopoly + Discretion + Secrecy  
- Transparency

⇓

Loss of Accountability

⇓

arbitrary display of power :

ACC without Transparency - hollow.

## **Feedback**

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**SECTION - B**

Q.7) Amit had been working with a large multinational company for the last fifteen years and had recently got promoted to the post of a manager. Amit had a team of 15 people which performs certain crucial tasks for the company. Amit was happy with the performance of fourteen people, but one of the women members of his team was not performing her tasks properly. She made multiple careless errors while working on a crucial project which costed many hours to the whole team to rectify. She also took leaves very frequently which negatively impacted the performance of the whole team.

Amit decided to talk to her and explain that the way she was doing her job was very unprofessional. Instead of taking his feedback constructively, she accused him of having a negative and biased attitude towards women. She further said that Amit was making these complaints only because she was a woman. Amit was taken aback by this type of response.

She continued with the same unprofessional behaviour at work. This kind of behaviour was also having a negative effect on the morale of the team. Some other members of the team started taking frequent leaves without notice and started working carelessly. Amit decided to take up the matter with his boss. Amit informed the senior manager about the unprofessional attitude of the woman employee and falling performance of the team. When woman employee was called for explanation, she told his senior manager that Amit had been harassing her the whole time and she wanted to launch a complaint against Amit under Prevention of Sexual harassment at workplace (POSH) Act. This came as a shock to Amit. A complaint was registered against Amit with the Internal complaints committee (ICC). Amit was sent on leave till the completion of the enquiry. Further, this was very insulting for Amit as he was labelled as a molester and many of his friends stopped talking or interacting with him.

Discuss the following with reference to this case:

- What are ethical issues involved in misuse of legal safeguards available with employee?
- Given the need for setting a correct example, discuss the options available with Amit. Also, select the most suitable option. (20 marks, 250 words)

अमित पिछले 15 सालों से एक बड़ी मल्टीनेशनल कंपनी के साथ काम कर रहे थे और हाल ही में मैनेजर के पद पर पदा-  
न्नत हुए थे। अमित के पास 15 लोगों की टीम थी जो कंपनी के लिए कुछ महत्वपूर्ण कार्य करती है। अमित चौदह लोगों  
के प्रदर्शन से खुश थे, लेकिन उनकी टीम की एक महिला सदस्य अपने कार्यों को ठीक से अंजाम नहीं दे रही थी।  
उसने एक महत्वपूर्ण परियोजना पर काम करते हुए कई लापरवाही पूर्ण गलतियां कीं, जिसे सुधारने में पूरी टीम को कई घं-  
टे लग गए। उसने बहुत बार छुट्टियाँ भी लीं जिससे पूरी टीम के प्रदर्शन पर नकारात्मक प्रभाव पड़ा।

अमित ने उससे बात करने का फैसला किया और समझाया कि जिस तरह से वह अपना काम कर रही थी, वह बहुत ही  
गैर-पेशेवर है। उसने अपनी प्रतिक्रिया को रचनात्मक रूप से लेने के बजाय आप पर महिलाओं के प्रति नकारात्मक और प-  
क्षपातपूर्ण रवैया रखने का आरोप लगाया। उसने आगे कहा कि अमित ये शिकायत सिर्फ इसलिए कर रहा था क्योंकि वह  
महिला थी। इस तरह की प्रतिक्रिया से अमित दंग रह गए।

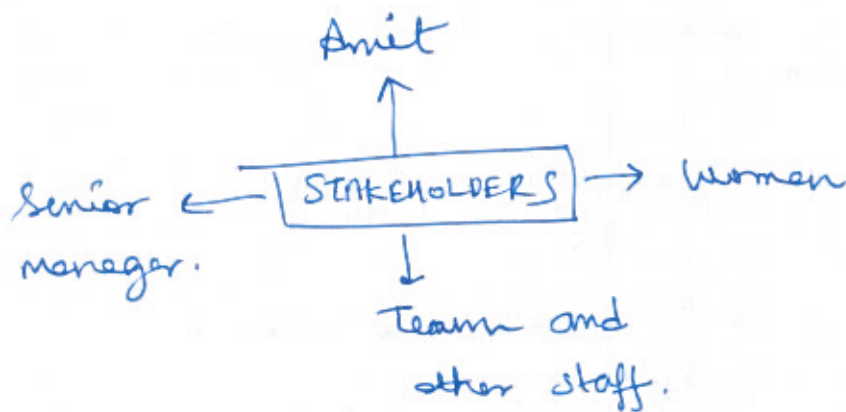
उसने उसी गैर-पेशेवर व्यवहार के साथ कार्य को जारी रखा। इस तरह के व्यवहार का टीम के मनोबल पर भी नकारात्मक  
प्रभाव पड़ रहा था। टीम के कुछ अन्य सदस्य बिना किसी सूचना के बार-बार छुट्टी लेने लगे और लापरवाही से काम करने  
लगे। अमित ने इस मामले को अपने बॉस के समक्ष उठाने का फैसला किया।

अमित ने वरिष्ठ प्रबंधक को महिला कर्मचारी के गैर-पेशेवर रवैये और टीम के गिरते प्रदर्शन की जानकारी दी. जब एक महिला कर्मचारी को स्पष्टीकरण के लिए बुलाया गया, तो उसने अपने वरिष्ठ प्रबंधक से कहा कि अमित अक्सर परेशान करता है और वह अमित के खिलाफ कार्यस्थल पर यौन उत्पीड़न रोकथाम (POSH) अधिनियम के तहत शिकायत दर्ज करना चाहती थी। अमित के खिलाफ आंतरिक शिकायत समिति (आईसीसी) में शिकायत दर्ज कराई गई थी। जांच पूरी होने तक अमित को छुट्टी पर भेज दिया गया है। इसके अलावा, यह अमित के लिए बहुत अपमानजनक था क्योंकि उस पर मोलेस्टर का ठप्पा लगा दिया गया था और उसके कई दोस्तों ने उससे बात करना या बातचीत करना बंद कर दिया था।

इस मामले के संदर्भ में निम्नलिखित पर चर्चा करें :

- कर्मचारी के पास उपलब्ध कानूनी सुरक्षा उपायों के दुरुपयोग में कौन से नैतिक मुद्दे शामिल हैं?
- एक सही उदाहरण स्थापित करने की आवश्यकता को देखते हुए, अमित के पास उपलब्ध विकल्पों पर चर्चा कीजिए। इसके अलावा, सबसे उपयुक्त विकल्प चुनें। (20 अंक, 250 शब्द)

The above shows wrong allegations on fellow team mates by a women using legal protection. This shows misuse of laws and procedures



- a) Ethical issues involved in the case :
- i) misuse of rule of law and legal safeguards.
  - ii) unprofessional work culture of woman
  - iii) hampering performance of other team members.
  - iv) gender injustice
  - v) against objectivity and rationality.
  - vi) selfish motives, self interest over common interest.

## Options available with Amit

- i) Talk to the senior staff and explain his professional career of 15 years.

Merit → Staff and boss may agree with Amit and may be relieved.

Demerit → justice given by bypassing the legal procedure.

↳ set bad example for future

ii) Directly talk to the woman Informally and ask to take back the complain-

Merit → woman may agree to take back.  
 ↳ Amit may start his job again

Demerit → bypassing the law.  
 ↳ she may not agree and further put allegations of harassing her.

iii) Follow the legal procedure and simultaneously build social trust

Merit → rule of law will be upheld.  
 ↳ Amit's best professional image may be reinstated back.

↳ Amit shows "courage of following the law" which is a cardinal virtue (Plato)



Merit → it shows his leadership quality and sets right precedent.  
 ↳ if he has not done anything wrong he will come out clean and this will instill faith in him and deter such behavior in future.

Demerit → long procedure, Amit will remain on leave till then.  
 ↳ noter may get complex.

In such adverse situations one may choose to be bitter or better.

By fairing the law impartially and in a just manner he shows leader knows the way and shows the way.

### Feedback

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Structure/  
Presentation

Question  
Interpretation

Content

Value  
Addition

Total

**Q.8)** You are a young honest IAS officer who has been recently posed as an SDM in a district of a state in western India. The state has high incidence of agricultural poverty and farmers' suicide. This year has been especially bad for the farmers. The Covid induced lockdown drove down prices of food commodities, reduced purchasing power of people and restricted the supply of many agricultural inputs.

During summer months the state witnessed locust attack. Standing crops of farmers were destroyed. The government launched a loan waiver programme for the affected farmers. Many of the farmers whose crops were destroyed were compensated. After a few months, your district witnessed another agricultural disaster. A sudden hail storm severely affected the standing crops in your district. Given the widespread agricultural distress, the state government again launched a loan relief scheme. The state government laid down certain criteria for eligibility under the scheme. One of the criteria was that farmers can claim loan waiver only once.

The process for the loan waiver started and you paid special attention that all eligible farmers get benefited as early as possible. One day, a group of distressed farmers approached you. They told you that due to a hail storm their house collapsed and all the documents were lost. They pleaded that you use your discretion and approve their name for the loan waiver scheme. They told you that if they don't get any help from the state, they have no other options but to commit suicide. You were moved by their plight and approved their name in the beneficiary list for loan waiver on compassionate grounds.

After some days, you saw a headline in your local newspaper mentioning scam and corruption in loan waiver schemes. The report mentioned multiple cases where a farmer was able to secure benefit under both loan waiver schemes: one for the locust attack and other for the hail storm. Many farmers who did not even have standing crops during the hail storm, as it was destroyed in locust attack, got the benefit of the loan waiver under hail storm related scheme. You have been accused of using your discretionary power and benefiting some undeserving farmers. A corruption enquiry has been started against you for your alleged role in this multi crore rupee scam.

- The entire episode has come as shock to you, where a decision in good faith has landed you in trouble. What approach will you adopt to handle the situation in hand? Justify.
- What measures can be taken to ensure that honest civil servants are not punished for bonafide mistakes on their part? (20 marks, 250 words)

आप एक युवा ईमानदार आईएएस अधिकारी हैं जिन्हें हाल ही में पश्चिमी भारत के एक राज्य के एक जिले में एसडीएम के रूप में नियुक्त किया गया है। राज्य में कृषिगत गरीबी और किसानों की आत्महत्या की उच्च घटनाएं हैं। किसानों के लिए यह साल विशेष रूप से खराब रहा है। कोविड प्रेरित लॉकडाउन ने खाद्य वस्तुओं की कीमतों को कम कर दिया, लोगों की क्रय शक्ति को कम कर दिया है और कई कृषि आदानों की आपूर्ति को प्रतिबंधित कर दिया है।

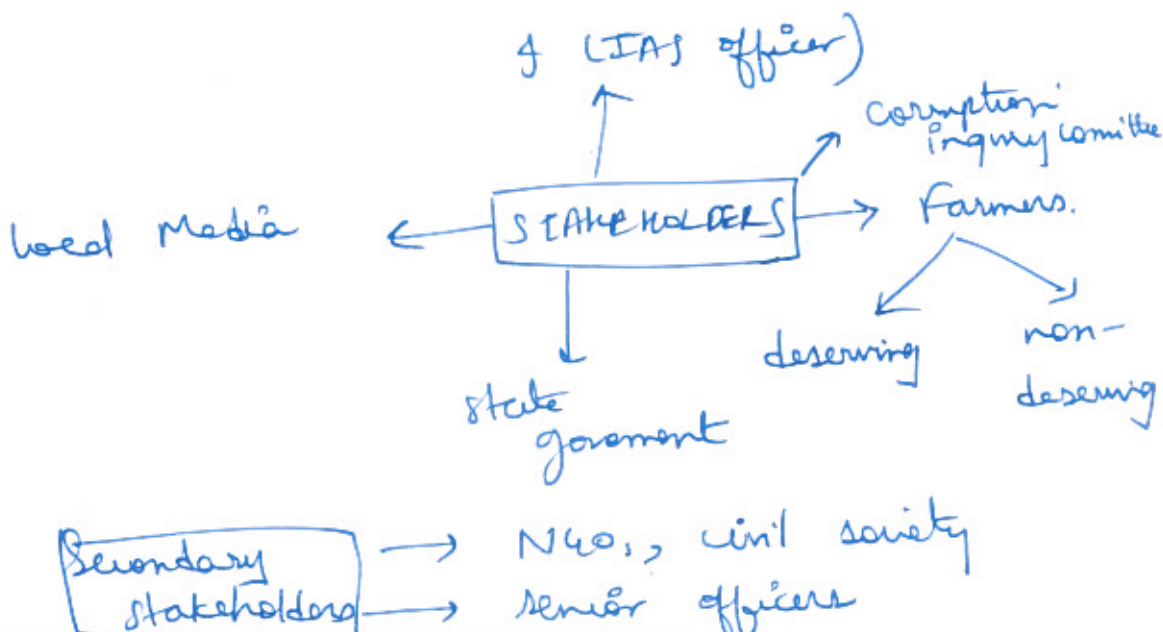
गर्मी के महीनों के दौरान राज्य में टिड्डी दल का हमला देखा गया। किसानों की खड़ी फसल बर्बाद हो गई। सरकार ने प्रभावित किसानों के लिए कर्ज माफी योजना शुरू की है। जिन किसानों की फसल बर्बाद हुई उनमें से कई को मुआवजा दिया गया। कुछ महीनों के बाद, आपके जिले ने एक और कृषि आपदा देखी। आपके जिले में अचानक आई ओलावृष्टि ने खड़ी फसलों को बुरी तरह प्रभावित किया है। व्यापक कृषि संकट को देखते हुए, राज्य सरकार ने फिर से एक ऋण राहत योजना शुरू की। राज्य सरकार ने योजना के तहत पात्रता के लिए कुछ मानदंड निर्धारित किए हैं। एक मानदंड यह था कि किसान केवल एक बार कर्ज माफी का दावा कर सकते हैं।

कर्जमाफी की प्रक्रिया शुरू हुई और आपने इस बात पर विशेष ध्यान दिया कि सभी पात्र किसानों को जल्द से जल्द लाभ मिले। एक दिन, संकटग्रस्त किसानों का एक समूह आपके पास आया। उन्होंने आपको बताया कि ओलावृष्टि के कारण उनका घर गिर गया और सभी दस्तावेज नष्ट हो गए। उन्होंने निवेदन किया कि आप अपने विवेक का उपयोग करें और ऋण माफी योजना के लिए उनके नाम को मंजूरी दें। उन्होंने आपसे कहा कि अगर उन्हें राज्य से कोई मदद नहीं मिलती है, तो उनके पास आत्महत्या करने के अलावा और कोई विकल्प नहीं है। आप उनकी दुर्दशा से प्रभावित हुए और अनुकंपा के आधार पर ऋण माफी के लिए लाभार्थी सूची में उनके नाम को मंजूरी दी।

कुछ दिनों के बाद, आपने अपने स्थानीय समाचार पत्र में ऋण माफी योजनाओं में घोटाले और भ्रष्टाचार का उल्लेख करते हुए एक हेडलाइन देखी। रिपोर्ट में कई मामलों का उल्लेख किया गया है, जिसमें एक किसान ने टिड्डी दल के हमले के और दूसरा ओलावृष्टि दोनों ही ऋण माफी योजनाओं के तहत लाभ प्राप्त किया। कई किसान ऐसे भी थे, जिनके पास ओला वृष्टि के दौरान खड़ी फसलें भी नहीं थीं, क्योंकि टिड्डी हमले में नष्ट हो गई थी, उन्हें ओला वृष्टि से संबंधित योजना के तहत कर्जमाफी का लाभ मिला। आप पर अपनी विवेकाधीन शक्ति का उपयोग करने और कुछ अयोग्य किसानों को लाभ पहुंचाने का आरोप लगाया गया है। करोड़ों रुपये के इस घोटाले में आपकी कथित भूमिका के लिए आपके खिलाफ भ्रष्टाचार की जांच शुरू कर दी गई है।

- a) यह पूरी घटना आपके लिए सदमे की तरह है, जहां नेकनीयती से लिए गए फैसले ने आपको मुश्किल में डाल दिया है। स्थिति से निपटने के लिए आप क्या दृष्टिकोण अपनाएंगे? औचित्य सिद्ध कीजिए।
- b) ईमानदार सिविल सेवकों को उनकी ओर से वास्तविक गलतियों के लिए दंडित न किया जाए, इसे सुनिश्चित करने के लिए क्या उपाय किए जा सकते हैं? (20 अंक, 250 शब्द)

Above case shows a classic example how one's discretionary power can land one in trouble.



## Values required

- ① Emotional intelligence to handle the situation with reasons and emotions
- ② Rule of law and code of conduct.
- ③ Courage and fortitude
- ④ Selflessness and dedication to service.
- ⑤ highest order integrity and probity  
(2<sup>nd</sup> ARE highest virtue for civil servants)

## Approach to handle the situation

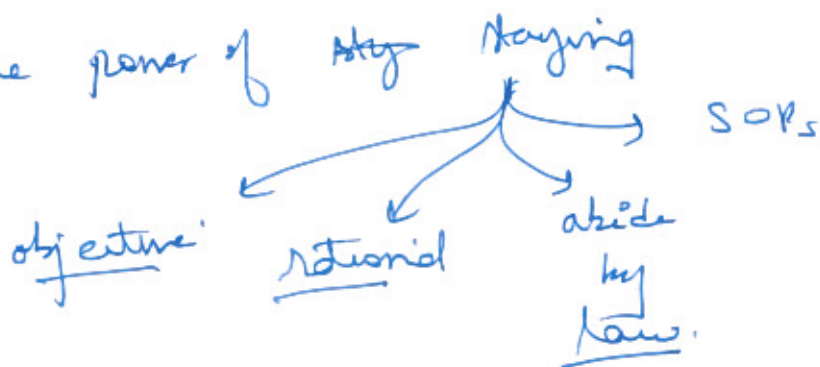
- 1). I will cooperate fully with the corruption enquiry committee doing this I will uphold rule of law.
- 2). I will approach my senior level officers and colleagues and explain them the whole issue.

3) I will accept that it was a bonafide mistake on a compensation ground and I had no self interest involved.

4) To the corruption enquiry committee and senior staff I'll explain that I have an upright officer and guided by empathy and compassion.

5) Listening to my side corruption inquiry committee may reduce the punishment for me.

6) Whatever ramifications, I'll accept them and remember for future the power of stay staying



\* Measures that honest civil servants are not punished:

- 1) According to 2<sup>nd</sup> ARC "Cat on the wall Syndrome" if honest officers are not protected, they may easily become dishonest.
- 2) Therefore, risk taking behavior, innovation should be encouraged.
- 3) Bona fide mistakes with larger public interest must be considered with empathy.
- 4) "Relativity applies in physics not in ethics" must be a guide to civil servants so as to keep them upright, objective.
- 5) Civil servants must use their wisdom and emotional intelligence while making decisions.

### Feedback

(For OFFICE use on)

Structure/  
Presentation

Question  
Interpretation

Content

Value  
Addition

Total

**Q.9)** You are working as a Chief Development Officer in a district. You are known for your honesty and dedication to work. All the files related to development work and contracts in the district pass through your office. This makes your office vulnerable to corruption. You have made it clear to your staff that you will follow zero tolerance to corruption in office and very strict action will be taken against anyone who indulges in corruption.

One day a contractor came to meet you regarding an ongoing project. He informed you that your peon takes money from all the contractors for telling them about your schedule and meeting timings. The contractor told you that it is difficult to meet you because of your busy schedule. The peon takes money and informs them about timings when you are available in the office. It saves them much effort and makes it easy to meet you.

You are unhappy with your peon. You called him and asked for an explanation. The peon told you that he does not ask for money, it is the contractors who give him money on their own. The amount involved is very small, just sufficient for tea or coffee. He further tells that he has 6 daughters, all of whom are unmarried. His youngest daughter has a chronic illness and she is bedridden. He tells you that he is in dire need of money. He also tells you that this is a common practice and peons of all the officers get money from the contractors for facilitating their meetings with other officers.

You enquired about his story with your other staff and whatever he told you about his daughters was true. You know that the salary of a peon is not sufficient for taking care of such a large family and getting good treatment for her daughter. There is also the problem of dowry in the area which makes the marriage of women expensive.

- a) Why are such acts of petty corruption considered acceptable in government offices?  
b) Is there a case for serious action against the peon? What will be your course of action to deal with the situation? (20 marks, 250 words)

आप किसी जिले में मुख्य विकास अधिकारी के पद पर कार्यरत हैं। आप अपनी ईमानदारी और काम के प्रति समर्पण के लिए जाने जाते हैं। जिले में विकास कार्य एवं ठेकों से संबंधित सभी फाइलें आपके कार्यालय से होकर गुजरती हैं। यह आपके कार्यालय को भ्रष्टाचार के प्रति संवेदनशील बनाता है। आपने अपने कर्मचारियों को स्पष्ट कर दिया है कि आप कार्यालय में भ्रष्टाचार को जीरो टॉलरेंस का पालन करेंगे और जो भी भ्रष्टाचार में लिप्त होगा उसके खिलाफ बहुत सख्त कार्रवाई की जाएगी।

एक दिन चल रहे प्रोजेक्ट को लेकर एक ठेकेदार आपसे मिलने आया। उसने आपको बताया कि आपका चपरासी सभी ठेकेदारों से आपके शेड्यूल और मीटिंग के समय के बारे में बताने के लिए पैसे लेता है। ठेकेदार आपको बताता है कि आपके व्यस्त कार्यक्रम के कारण आपसे मिलना मुश्किल है। चपरासी पैसे लेता है और कार्यालय में उपलब्ध होने के समय के बारे में उन्हें सूचित करता है। इससे उन्हें बार-बार चक्कर नहीं काटना पड़ता और आपसे मिलना आसान हो जाता है।

आप अपने चपरासी से नाखुश हैं। आपने उसे फोन किया और स्पष्टीकरण मांगा। चपरासी ने आपसे कहा था कि वह पैसे नहीं मांगता है, यह ठेकेदार हैं जो उसे अपने आप पैसा देते हैं। इसमें दी जाने वाली राशि बहुत कम होती है, उससे तो बस चाय या कॉफी का खर्चा चलता है। वह आगे बताते हैं कि उनकी 6 बेटियां हैं, जिनमें से सभी अविवाहित हैं। उनकी सबसे छोटी बेटी को पुरानी बीमारी है और वह बिस्तर पर पड़ी है। वह आपको बताता है कि उसे पैसे की सख्त जरूरत है। वह आपको यह भी बताता है कि यह एक आम बात है और सभी अधिकारियों के चपरासी ठेकेदारों से अन्य अधिकारियों के साथ बैठक के लिए पैसे लेते हैं।

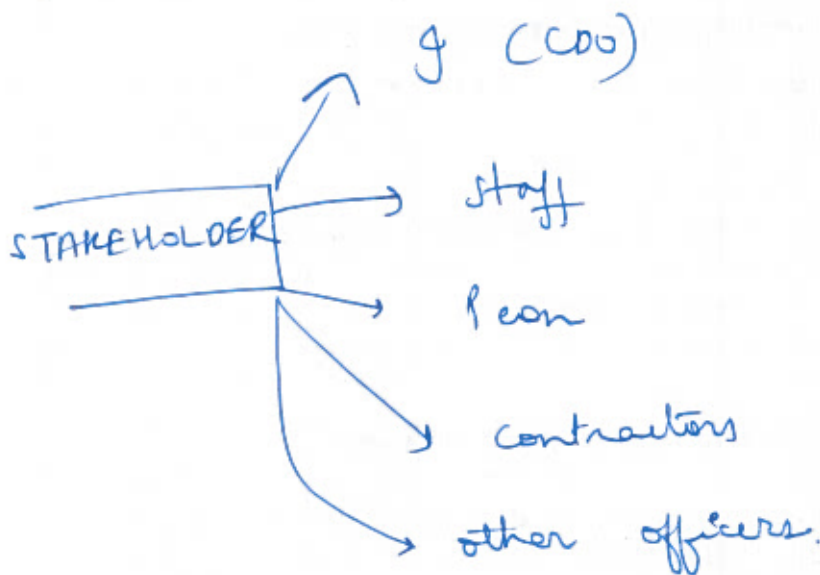
आपने अपने अन्य कर्मचारियों के साथ उनकी कहानी के बारे में पूछताछ की और आपको पता चला कि उसने अपनी बेटियों के बारे में आपको जो कुछ भी बताया वह सच था। आप जानते हैं कि इतने बड़े परिवार की देखभाल और अपनी बेटी के अच्छे इलाज के लिए एक चपरासी का वेतन पर्याप्त नहीं है। क्षेत्र में दहेज की समस्या भी है जिससे महिलाओं की शादी महंगी हो जाती है।

- a) सरकारी कार्यालयों में ऐसे छोटे-मोटे भ्रष्टाचार के कृत्यों को स्वीकार्य क्यों माना जाता है?  
 b) क्या चपरासी के खिलाफ गंभीर कार्रवाई का मामला है? स्थिति से निपटने के लिए आपकी क्या कार्रवाई होगी?

(20 अंक, 250 शब्द)

This case study reflects the presence of SYSTEMIC CORRUPTION in the system.

It also shows kind of collusive corruption in which both parties benefit.



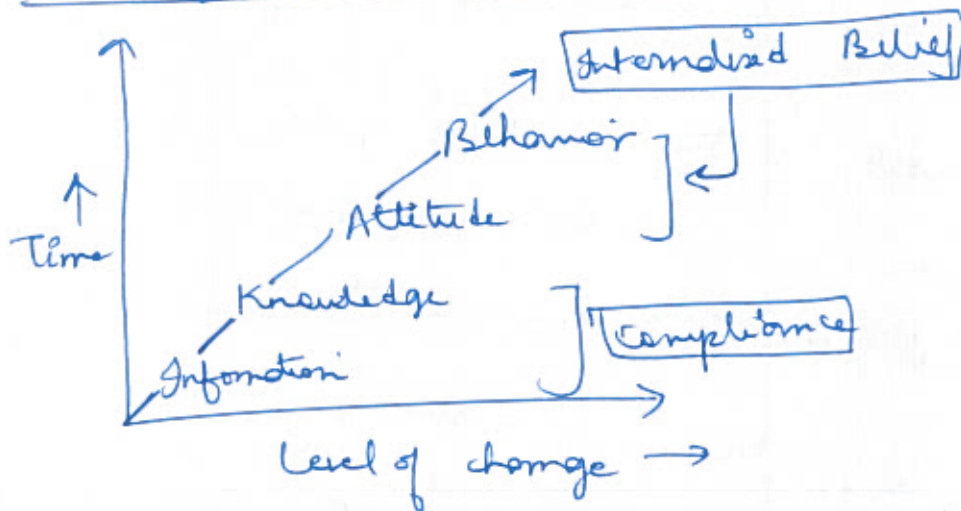
Ethical issues involved

- 1) collusive and systemic corruption
- 2) breaking rule of law.
- 3) poor work culture.



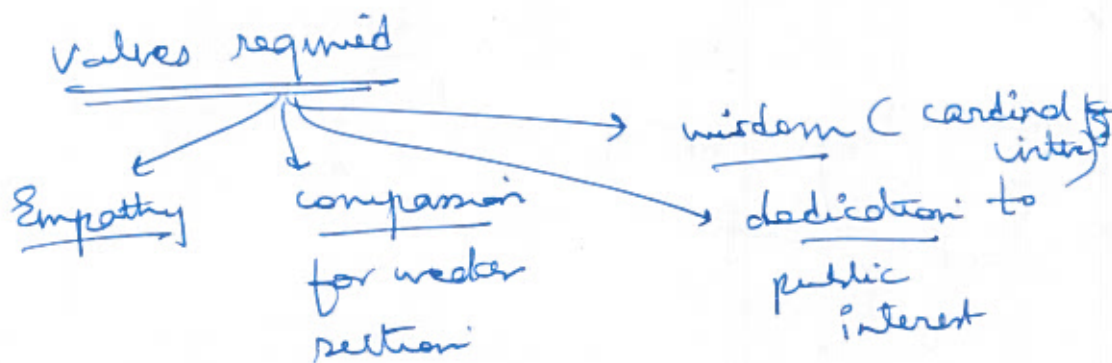
- a) Petty corruption acceptable in government offices.
- b) Poor work culture where petty misbehavior and breaking code of conduct is considered acceptable.
- c) Post truth world : consistently accepting the behavior and misinformation makes corruption normal.
- d) Sensitivity Training is lacking among subordinate staff.
- e) Proactive regulation is missing.
- f) Lack of emotional intelligence, bottom up participation, solid trust among officers and lower staff.
- g) Security of tenure provided to government officers is also missed.
- h) Salary and allowance are less for subordinate staff.

## How to change such work culture



with periodic training and sensitisation of government officers finally their behaviour can be changed over the time.

## b) Serious actions against the peon:



"Relativity applies in physics, not in ethics". Deontology says means and ends both should be ethical.

Corruption petty or small can't be justified.  
It leads to loss of public faith in system  
and poor unprofessional work culture.  
Therefore, action's needs to be taken  
towards peon.

My course of action:

1) warn the peon for such unprofessional  
activity of corruption. I'll under him  
understand this makes bad image  
of office and bureaucracy.

2) Further I'll try crowd sourcing for  
his daughter's health and education  
and connect him to NCO.

3) If further such cases come in  
forefront strict action will  
be taken.

this shows my objective decisions  
making and values of empathy &  
compassion towards weaker sections.

## Feedback

(For OFFICE use only)

Structure/  
Presentation

Question  
Interpretation

Content

Value  
Addition

Total

**Q.10)** Indoo works in the audit department of a famous multinational company. She is known for her honesty and sharp eyes for irregularities. She has many times saved the company from heavy losses and breakdowns. Her husband Suresh works in the same firm as an accounts officer. He is a hard-working and diligent person. Suresh has stood with Indoo during her hard times and always supported her. Both have stood by each other through thick and thin and contributed to the welfare of the company. Many employees see them as a perfect couple balancing their professional and personal lives in a perfect manner.

While auditing the annual performance of the accounts department, Indoo finds that Suresh had made a minor mistake in accounting. This error was overlooked by the department and remained unrecognized. But this error had a cascading effect on the balance sheet of the company. As a result of this mistake, the company suffered a loss of nearly ₹25 lakhs. Indoo was able to pinpoint that Suresh made the mistake, but none of her other colleagues noticed it.

Indoo decided to talk to Suresh before reporting the irregularity to the management. At dinner time, Suresh told Indoo that it was an honest mistake and there was no malafide intention behind it. Indoo has trust in Suresh and believes what he has told her. Suresh also asks Indoo not to report this mistake to the management as it can severely impact his career, and he may even be fired for this mistake. Suresh being jobless will also affect the household. Suresh makes an emotional appeal to Indoo and reminds her how he helped Indoo during her tough times.

Indoo realized that if she did not report the matter, the entire issue may not be noticed by anyone. However, if Indoo decides to report the irregularity, this will have a very negative impact on the career of Suresh. But her conscience and principles towards work are not letting her sleep. She is aware that it was an honest mistake, but call towards her duty is hampering her. Indoo is confused about whether she should report the case or not.

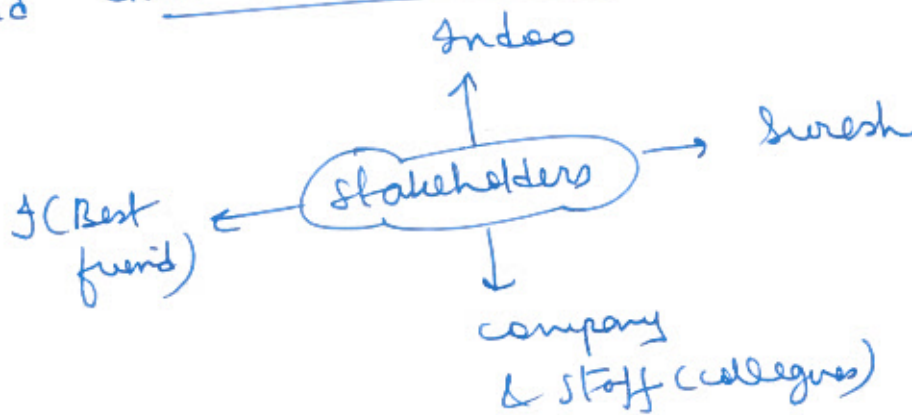
You are a good friend of Indoo. She shares her problem with you and asks you for your help to make a decision. Evaluate various courses of action available with Indoo and help her choose the best option? Also, justify the suggested course of action. (20 marks, 250 words)

इंदू एक प्रसिद्ध बहुराष्ट्रीय कंपनी के लेखा परीक्षा विभाग में काम करती है। वह अपनी ईमानदारी और अनियमितताओं पर पारखी नजर के लिए जानी जाती हैं। उसने कई बार कंपनी को भारी नुकसान और टूटने से बचाया है। उसका पति सुरेश उसी फर्म में लेखा अधिकारी के रूप में काम करता है। वह एक मेहनती और कर्मठ व्यक्ति हैं। सुरेश अपने कठिन समय में इंदू के साथ खड़ा रहा और हमेशा उसका साथ दिया। दोनों एक-दूसरे के उत्तार - चढ़ाव में साथ खड़े रहे हैं और कंपनी के कल्याण में योगदान दिया है। कई कर्मचारी उन्हें एक आदर्श जोड़े के रूप में देखते हैं, जो अपने पेशेवर और व्यक्तिगत जीवन को सही तरीके से संतुलित रखते हैं। लेखा विभाग के वार्षिक प्रदर्शन का लेखा परीक्षण करते समय, इंदू ने पाया कि सुरेश ने लेखांकन में एक छोटी सी गलती की थी। इस त्रुटि को विभाग द्वारा अनदेखा कर दिया गया और अनजान रहा। लेकिन इस त्रुटि का कंपनी के बैलेंस शीट पर व्यापक प्रभाव पड़ा। इस गलती के परिणामस्वरूप, कंपनी को लगभग ₹25 लाख का नुकसान हुआ। इंदू यह इंगित करने में सक्षम थी कि सुरेश ने गलती की है, लेकिन उसके किसी अन्य सहयोगी ने इस पर ध्यान नहीं दिया। इंदू ने प्रबंधन को अनियमितता की रिपोर्ट करने से पहले सुरेश से बात करने का फैसला किया। रात के खाने के समय, सुरेश ने इंदू से कहा कि यह एक ईमानदार गलती थी और इसके पीछे कोई दुर्भावनापूर्ण इरादा नहीं था। इंदू को सुरेश पर भरोसा है और उसने जो कहा है उस पर विश्वास करती है। सुरेश ने इंदू से प्रबंधन को इस गलती की रिपोर्ट न करने के लिए भी कहा क्योंकि यह उसके करियर को गंभीर रूप से प्रभावित कर सकता है, और इस गलती के लिए उसे निकाल भी दिया जा सकता है। सुरेश के बेरोजगार होने का असर परिवार पर भी पड़ेगा। सुरेश इंदू से एक भावनात्मक अपील करता है और उसे याद दिलाता है कि कैसे उसने इंदू के कठिन समय में उसकी मदद की थी।

इंदू ने महसूस किया कि अगर उसने मामले की रिपोर्ट नहीं की, तो पूरे मामले पर किसी का ध्यान नहीं जाएगा। हालांकि, अगर इंदू ने अनियमितता की रिपोर्ट करने का फैसला किया, तो इसका सुरेश के करियर पर बहुत नकारात्मक प्रभाव पड़ेगा। लेकिन काम के प्रति उनकी अंतरात्मा और सिद्धांत उन्हें सोने नहीं दे रहे हैं। वह जानती है कि यह एक ईमानदार गलती थी, लेकिन अपने कर्तव्य की ओर पुकारना उसे बाधित कर रहा है। इंदू इस बात को लेकर असमंजस में है कि उसे मामले की रिपोर्ट देनी चाहिए या नहीं।

आप इंदू के अच्छे दोस्त हैं। वह आपसे अपनी समस्या साझा करती है और निर्णय लेने के लिए आपसे आपकी मदद मांगती है। इंदू के पास उपलब्ध विभिन्न प्रकार की कार्रवाई का मूल्यांकन करें और उसे सबसे अच्छा विकल्प चुनने में मदद करें? साथ ही, सुझाई गई कार्रवाई को सही ठहराएं। (20 अंक, 250 शब्द)

Above is the classic case of conflict of interest : personal interest versus professional interest and ethical dilemma faced by Indoo and 'CRISIS OF CONSCIENCE'



## Ethical mapping

- (1) company code of conduct
- (2) obligations towards duty
- (3) professional and upright morals & duty
- (4) Right precedent for the company.

## Course of actions available

1) Let go the matter and not report.

### Merit

- 1) Suresh will be saved from job loss
- 2) household will be unaffected
- 3) personal life and trust will be made

### Demerit

- 1) crisis of conscience for Indoo.
- 2) loss of integrity and probity for her
- 3) Bad precedent for future employees

2) Convince Suresh to let her report the matter and find new job.

### Merit

- 1) Saved from cognitive dissonance
- 2) Uprightness and honesty intact.
- 3) company saved from future loss.

### Demerit

- 1) Suresh may lose job and affect household.
- 2) personal life may get hampered.
- 3) emotional dissonance

iii) Report the matter to Authority if Suresh is not convinced :

Merit → obligations of duty will be fulfilled.  
 → foundational values for her profession like objectivity, impartiality will be intact.

Demerit → as in option 2).

Best option

1) start by convincing Suresh to report the matter.

→ Convince him using emotional intelligence and wisdom

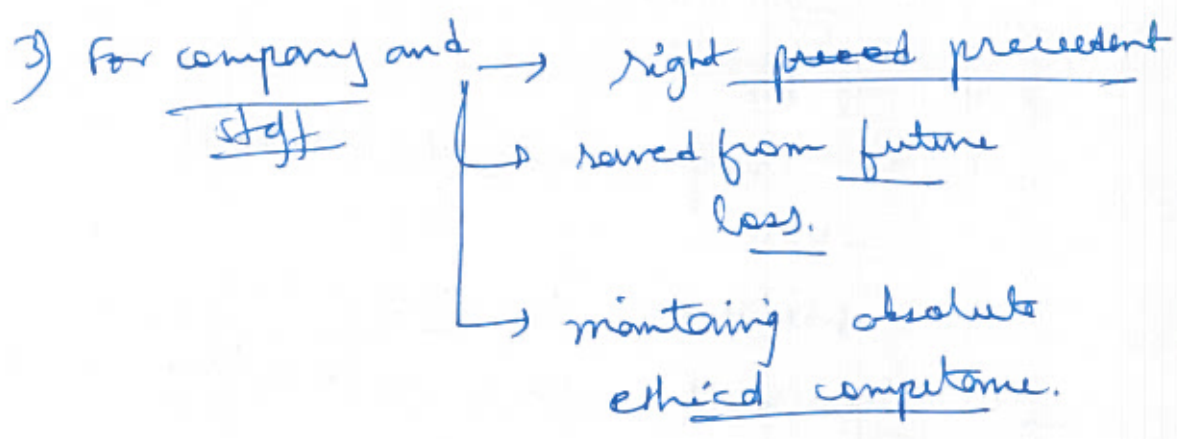
→ Make him understand his moral and legal responsibility and accountability

→ convince that he will get better job with honest behaviour.

2) if not, then I'll go by option ii) and directly report the matter.

## Justification

- 1) Indoo's part → courage is a virtue as per Aristotle and dedication towards is princ objective.  
As Bhrami Vivekananda said "work is worship"
- 2) Suresh's part → he will learn lesson and from bitter experience he will become better person.  
"Courage to accept and dedication to improve is the path to success."



Professional and ethical competence both are required for successful career.

Feedback	
(For OFFICE use only)	
Structure/ Presentation	
Question Interpretation	
Content	
Value Addition	
Total	





**Q.11)** Rajpura, a remote district inhabited by a tribal population, is marked by extreme backwardness and abject poverty. The villagers are suffering from starvation and destitution. The area is unsuitable for development of large-scale agriculture although some subsistence farming is practiced in the area. The government has tried several targeted welfare schemes for the tribal population but the outcomes have been unsatisfactory. In this restrictive scenario, the youth has begun to migrate to other states to supplement the income of the family. Migration has seen upliftment recently in the village.

But the area is rich in laterite soil which is suitable for brick making. This has resulted in a number of brick kilns operating in the district. These brick kilns act as a source of income to the villagers. There is a demand supply mismatch between the availability of labourers and work, leading to exploitative wage rates for the labourers working in these brick kilns. The brick kilns prefer to use young children for many works because they can fit in tight spaces and lay the rows of bricks closer to each other for drying. The plight of young children of the labourers is that even their parents want them to take up this kind of work to support the family income. Without their children working in kilns, the wage of parents alone is not sufficient to feed the entire family. To run the household, parents of the child labourers themselves drop them at brick kilns to earn. The inadequate living and working conditions in these kilns have caused serious health issues for the children. The soot flying from the furnaces of the kilns is negatively impacting the respiratory health of the people of the district. Symptoms of Chronic obstructive pulmonary disease and asthma are visible in children. Further, the proliferation of the kilns has caused large scale illegal soil mining in the area leading to environmental degradation. The subsistence farming practiced in the area is also getting affected.

In the past, the district administration tried to regulate and shut down some of the brick kilns. But this step of the administration saw stiff resistance from the local population because it is the only source of income for them. Many of the brick kilns are owned by the people who are politically well connected. This has also caused difficulty for administration to take action against these brick kilns.

You are appointed as the district collector of Rajpura. Identify the ethical issues involved in this case study. Which specific steps will you initiate to ameliorate the conditions of children of your district and to improve overall environmental and economic scenario in the district?

(20 marks, 250 words)

राजपुरा, एक आदिवासी आबादी वाला एक दूरस्थ जिला, अत्यधिक पिछड़ेपन और घोर गरीबी से चिह्नित है। ग्रामीण भुखमरी और बढहाली से जूझ रहे हैं। यह क्षेत्र बड़े पैमाने पर कृषि के विकास के लिए अनुपयुक्त है, हालांकि इस क्षेत्र में कुछ निर्वाह खेती का अभ्यास किया जाता है। सरकार ने आदिवासी आबादी के लिए कई लक्षित कल्याणकारी योजनाओं की कोशिश की है, लेकिन परिणाम असंतोषजनक रहे हैं। इस प्रतिबंधात्मक परिदृश्य में, युवाओं ने परिवार की आय के पूरक के लिए अन्य राज्यों में प्रवास करना शुरू कर दिया है। हाल ही में गांव में प्रवासन का उत्थान देखा गया है।

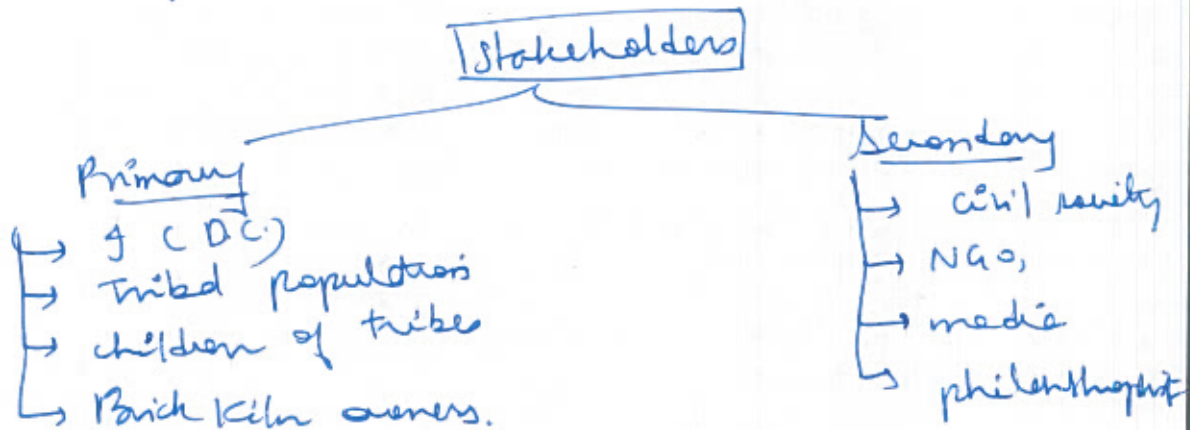
लेकिन यह क्षेत्र लैटेराइट मिट्टी में समृद्ध है जो ईट बनाने के लिए उपयुक्त है। इसके चलते जिले में बड़ी संख्या में ईट भट्टे चल रहे हैं। ये ईट भट्टे ग्रामीणों की आय के स्रोत के रूप में कार्य करते हैं। मजदूरों की उपलब्धता और काम के बीच एक मांग आपूर्ति बेमेल है, जिससे इन ईट भट्टों में काम करने वाले मजदूरों के लिए शोषक मजदूरी दर बढ़ रही है। ईट के भट्टे छोटे बच्चों को कई कामों के लिए इस्तेमाल करना पसंद करते हैं क्योंकि वे तंग जगहों में फिट हो सकते हैं और सुखाने के लिए ईटों की पक्तियों को एक दूसरे के करीब रख सकते हैं।

मजदूरों के छोटे बच्चों की दुर्दशा यह है कि उनके माता-पिता भी चाहते हैं कि वे परिवार की आय का समर्थन करने के लिए इस तरह का काम करें। अपने बच्चों के भद्रों में काम करने के बिना, अकेले माता-पिता की मजदूरी पूरे परिवार को खिलाने के लिए पर्याप्त नहीं है। घर चलाने के लिए बाल मजदूरों के माता-पिता खुद कमाने के लिए उन्हें ईंट भद्रों पर छोड़ देते हैं। इन भद्रों में अपर्याप्त रहने और काम करने की स्थिति ने बच्चों के लिए गंभीर स्वास्थ्य समस्याएं पैदा कर दी हैं। भद्रों की भद्रियों से उड़ रही कालिख जिले के लोगों के श्वसन स्वास्थ्य पर नकारात्मक प्रभाव डाल रही है। बच्चों में क्रॉनिक ऑब्सट्रक्टिव पल्मोनरी डिजीज और अस्थमा के लक्षण दिखाई दे रहे हैं। इसके अलावा, भद्रों के प्रसार के कारण क्षेत्र में बड़े पैमाने पर अवैध मिट्टी का खनन हुआ है जिससे पर्यावरण का क्षरण हुआ है। क्षेत्र में चल रही निर्वाह खेती भी प्रभावित हो रही है।

अतीत में, जिला प्रशासन ने कुछ ईंट भद्रों को विनियमित करने और बंद करने का प्रयास किया था। लेकिन प्रशासन के इस कदम का स्थानीय आबादी ने कड़ा विरोध किया क्योंकि यह उनके लिए आय का एकमात्र स्रोत है। कई ईंट भद्रों का स्वा. मित्व उन लोगों के पास है जो राजनीतिक रूप से अच्छी तरह से जुड़े हुए हैं। इससे प्रशासन को इन ईंट भद्रों के खिलाफ कार्रवाई करने में भी परेशानी हो रही है।

आपको राजपुरा का जिला कलेक्टर नियुक्त किया गया है। इस केस स्टडी में शामिल नैतिक मुद्दों की पहचान करें। अपने जिले के बच्चों की स्थिति में सुधार लाने और जिले में समग्र पर्यावरण और आर्थिक परिदृश्य में सुधार के लिए आप कौन से विशिष्ट कदम उठाएंगे? (20 अंक, 250 शब्द)

The poverty rates in India is ~22% and mostly constitute of SC, STs population. Child labour is a symptom of a much larger malaise leading to overall poverty - starving condition, health issues is common in tribal areas owing to polluting industries and lack of income.



- a) Ethical issues involved
- 1.) Exploitation of tribal population and violation of rule of law.
- 2.) Human rights violation and social injustice leading to subhuman existence.
- 3.) Lack of productive - clean employment.
- 4.) child labour leading to impaired development and health issues.
- 5.) Lack of State initiatives even after Joys of independence.
- 6.) Breaking social contract and public trust in government.
- 7.) Values ~~now~~ enshrined in Preamble, DPSP is neglected.
- 8.) idea of welfare state and inclusive growth is unfulfilled.

b) Steps to ameliorate condition of children :

- i) rescue children from brick kiln using Child Labour Prohibition Act '16.
- ii) Rehabilitating them focusing on health, nutrition and recreation.
- iii) ensuring enrollment of children in government schools and regular visits to schools for quality check, Mid Day meals.
- iv) connecting with NGOs for diverse food and nutrition for children, vocational training [Eg]: CRY foundation, Balpan Balhas Andolan.
- v) Behavioral nudge for parents to send children to school for brighter future and assuring elder of income through livelihood mechanism.

c) Improve economic scenario

- A) diversifying occupation under MNREGA and creating community assets like aquifers.

- ii) connecting Krishi Vigyan Kendras for possibility of growing coarse crops, cashew, tapioca suitable for laterite soil
- iii) self employment opportunities under NREM/ NULM, PM Swanidhi and MUDRA loans to start small enterprise
- iv) TRIFED for tribal minor produce, tribal products and dresses etc.
- d) Improving environment
  - 1) replacing brick kiln with zigzag technology.
  - 2) collecting fly ash to convert in bricks and concrete.
  - 3) afforestation under CAMPA and community support.
  - 4) green economy initiatives like growing millet

**Feedback**  
(For OFFICE use only)

Structure/ Presentation
Question Interpretation
Content
Value Addition
Total

**Q.12)** Saraswathi has been recently appointed as a Labor Enforcement Officer (LEO). Saraswathi has always lived with her family in a metropolitan area. Due to her new posting, she has shifted to a sub-urban area and this is the first time that she is living away from her family. Though Saraswathi is enjoying her work, some cultural difference, especially related to gender discrimination, has come as a rude shock to her.

One day, Saraswathi was inspecting a construction site as part of her official duty of protecting the rights of laborer and ensuring a safe work environment. Upon her arrival on the project site, she was greeted by Ajith, the chief contractor of the project. Ajith showed her around the project site and everything appeared sound at first. However, when she was about to leave, she saw an injured woman, Shanti. Saraswathi initially assumed that Shanti was injured in some work-related accident. She asked Shanti about her injury and what Shanti revealed to Saraswathi shook her.

Shanti told Saraswathi that she was a 17-year-old girl belonging to a tribal community and the contractor had brought her to the construction site with a promise of a decent working wage. While the male laborers were paid 25 rupees/day, Ajith paid Shanti just 15 rupees/day for her back breaking manual labor. Shanti approached Ajith and demanded an increase in her daily wage to 20 rupees/ day or she would go back to her village. Shanti was accompanied by some other women laborer. Not only Ajith refused to accept her demand but also thrashed her with a steel rod to set an example for the other laborers. Further, Shanti was forced to work on the construction site and not allowed to go back to her village, so that she can serve as a constant reminder of terrible repercussions for defying the contractor.

Saraswathi, who has never witnessed such barbarism in her sheltered urban life, was overwhelmed by emotions. Saraswathi was furious with the contractor Ajith and demanded an explanation on the incident. Ajith brazenly replied that he pays to his employees what they deserve implying to gender and caste status of the employees. Saraswathi decided to initiate legal action against Ajith. However, her subordinates advised her against taking any action as Ajith is a local strongman and politically well-connected with the ruling dispensation. Ajith also threatened Saraswathi, who lives all by herself in a small town, of dire consequences for her activism. Considering this case, answer the following questions:

- What explains the widespread gender-based pay gap in jobs across sectors?
- Highlighting ethical issues involved in this case, evaluate different courses of actions available to Saraswathi.
- If you were in Saraswathi's position, what would you have done? Justify. (20 marks, 250 words)

सरस्वती को हाल ही में श्रम प्रवर्तन अधिकारी (LEO) के रूप में नियुक्त किया गया है। सरस्वती हमेशा अपने परिवार के साथ महानगरीय इलाके में रही हैं। अपनी नई पोस्टिंग के कारण, वह एक उपनगरीय क्षेत्र में स्थानांतरित हो गई है और यह पहली बार है जब वह अपने परिवार से दूर रह रही है। हालांकि सरस्वती अपने काम का आनंद ले रही हैं, लेकिन कुछ सांस्कृतिक अंतर, विशेष रूप से लैंगिक भेदभाव से संबंधित, उसके लिए एक कठोर आघात के रूप में आया है।

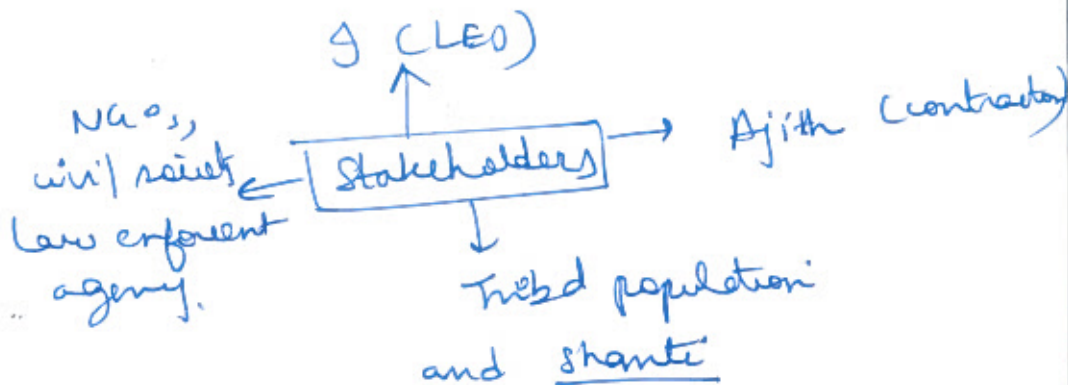
एक दिन, सरस्वती मजदूरों के अधिकारों की रक्षा करने और सुरक्षित कार्य वातावरण सुनिश्चित करने के अपने आधिकारिक कर्तव्य के तहत एक निर्माण स्थल का निरीक्षण कर रही थीं। परियोजना स्थल पर पहुंचने पर, परियोजना के मुख्य ठेकेदार जगत ने उनका स्वागत किया। जगत ने उसे परियोजना स्थल के आसपास को दिखाया और उसे पहली बार में सब कुछ ठीक लग रहा था। हालांकि, जब वह जाने वाली थी, तभी उसने एक घायल महिला शांति को देखा। सरस्वती ने शुरू में माना कि शांति किसी काम से संबंधित दुर्घटना में घायल हो गई थी। उसने शांति से उसकी चोट के बारे में पूछा और सरस्वती को जो शांति ने बताया उसने उसे झकझोर कर रख दिया।

शांति ने सरस्वती को बताया कि वह एक आदिवासी समुदाय की 17 साल की लड़की है और ठेकेदार उसे अच्छे काम के वादे के साथ निर्माण स्थल पर ले आया था। जबकि पुरुष मजदूरों को 25 रुपये/दिन का भुगतान किया जाता था, वहीं अजीत ने शांति को केवल 15 रुपये दिन का भुगतान किया, जो कि शारीरिक श्रम को पीछे धकेलने वाला था। शांति ने अजित से संपर्क किया और अपने दैनिक वेतन में 20 रुपये/दिन की वृद्धि की मांग की या वह अपने गांव वापस चली जाएगी। शांति के साथ कुछ अन्य महिला मजदूर भी थीं। अजित ने न केवल उसकी मांग को मानने से इनकार कर दिया बल्कि अन्य मजदूरों के लिए एक उदाहरण स्थापित करने के लिए उसे स्टील रॉड से पीटा। इसके अलावा, शांति को निर्माण स्थल पर काम करने के लिए मजबूर किया गया और उसे अपने गाँव वापस जाने की अनुमति नहीं दी गई, ताकि वह ठेकेदार की अवहेलना करने के लिए भयानक नतीजों की लगातार याद दिला सके।

सरस्वती, जिसने अपने आश्रय वाले शहरी जीवन में ऐसी बर्बरता कभी नहीं देखी थी, भावनाओं से अभिभूत थी। सरस्वती ठेकेदार अजीत से नाराज हो गई और उसने घटना पर स्पष्टीकरण की मांग की। अजित ने बेशर्मी से जवाब दिया कि वह अपने कर्मचारियों को लैंगिक और जातीय आधार पर भुगतान करता है। सरस्वती ने अजित के खिलाफ कानूनी कार्रवाई शुरू करने का फैसला किया। हालाँकि, उसके अधीनस्थों ने उसे कोई भी कार्रवाई करने के खिलाफ सलाह दी क्योंकि अजित एक बाहुबली और राजनीतिक पकड़ वाला व्यक्ति है। अजित ने सरस्वती, जो एक छोटे से शहर में अकेले रहती है, को धमकी भी दी और कहा कि उसको उसकी सक्रियता के लिए गंभीर परिणाम भुगतने होंगे। इस मामले पर विचार करते हुए, निम्नलिखित प्रश्नों के उत्तर दें :

- सभी क्षेत्रों में नौकरियों में व्यापक लिंग-आधारित वेतनांतर क्या बताता है?
- इस मामले में शामिल नैतिक मुद्दों पर प्रकाश डालते हुए, सरस्वती के लिए उपलब्ध विभिन्न कार्रवाई के साधनों का मूल्यांकन करें।
- अगर आप सरस्वती की जगह होते तो क्या करते? उस कार्यवाही का औचित्य सिद्ध कीजिए। (20 अंक, 250 शब्द)

Caste and gender are two major basis of stratification in our society. It has not only led to exclusion but also subhuman existence for millions.



- a) gender based gap in payment of wages. ∴
- p) entrenched patriarchy → institutionalised  
in everyday discourse of life.
- ii) stereotype gender roles → gender roles  
are determined on assumed biological  
and mental strength.  
eg: only 17% women in STEM jobs  
while 48% passout every year.
- iii) weak enforcement of laws →  
like Equal Remuneration Act, Minimum wage  
act.
- iv) lack of constitutional morality and  
ethical competence; breach violation  
of principles of equality and justice
- v) lack of popular demand → even  
women have accepted their apparently  
subordinate role, lack of agency to  
make decisions and complaint
- vi) lack of bargaining power and skewed  
power dynamics.



b) Ethical issues involved:

- i) violation of Article 23 which prohibits forced labour.
- ii) social injustice and pure human right violation.
- iii) gender and caste based discrimination.
- iv) nexus between politicians - contractors.
- v) breaking rule of law under Minimum Wages Act, Equal Remuneration Act.

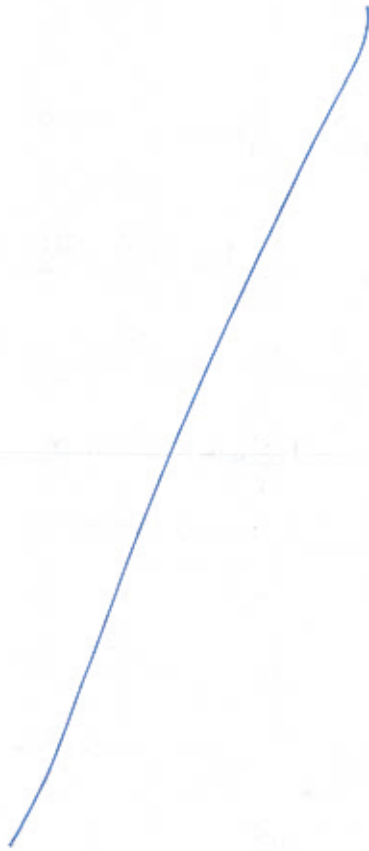
c) causes of action:

- i) agree to the advise of subordinate and leave the matter.

merit: I'll be saved saved from future threats, job security.

Demerits

- cognitive dissonance.
- condition of tribes will not improve.
- against Gandhian Tolson
- against values of civil services → empathy & compassion



### Feedback

(For OFFICE use only)

Structure/  
Presentation

Question  
Interpretation

Content

Value  
Addition

Total

Swami Vivekanand said:  
 "As a bird cannot fly with one wing"  
 similarly India cannot achieve its best  
 by cutting of its half of population."

## Mentor Feedback Questions

- 1 .....
- 2 .....
- 3 .....
- 4 .....
- 5 .....

### Test Goal

- 1 .....
- 2 .....
- 3 .....

### Outcomes

- .....
- .....
- .....
- .....

## Marking Scheme

Mark	Good	Average	Below average
10 Marker	3.75 – 5.0	3.0 – 3.5	< 3.0
15 Marker	5.75 – 7.0	4.0 – 5.5	< 4.0
✓✓	Key / Relevant Point		
✗	Vague / Irrelevant		

\* Subject to change without prior notice.

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