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FIAS - MGP 2023 - Cohort 13 Test #6

Time Allowed : Three Hours  
समय : तीन घंटेForumIAS  
ACADEMYMaximum Marks : 250  
अधिकतम अंक : 250

## GENERAL STUDIES / सामान्य अध्ययन

Name Of Candidate परीक्षार्थी का नाम	SAYEM RAZA		
Roll No./अनुक्रमांक	1910126143	Medium/माध्यम	English <input checked="" type="checkbox"/> हिंदी <input type="checkbox"/>
Center Code/परीक्षा केंद्र	1902	Date/दिनांक	02/07/2023

\*Center Code : For Online - 1900 / Delhi : Karol bagh - 1901, ORN - 1902, Mukharji Nagar - 1903 / Patna : Boring Rd. - 2001 / Hyderabad : Jawahar Nagar - 2101

## INDEX TABLE / अनुक्रमणिका

## INSTRUCTION / अनुदेश

Q. No. प्र.सं.	Max. Marks अधिकतम अंक	Marks Obtained प्राप्तांक	
1			<p>1. Please do furnish Name, Email, Roll No and Mobile in the answer sheet. कृपया उत्तर-पुस्तिका में नाम, ईमेल, रोल नंबर और मोबाइल नंबर भरें।</p> <p>2. There are TWELVE questions printed in ENGLISH &amp; HINDI, all questions are compulsory. उत्तर पुस्तिका में अंग्रेजी/हिंदी में बारह प्रश्न दिए गए हैं, सभी प्रश्न अनिवार्य हैं।</p> <p>3. The number of marks carried by a question/part is indicated against it. प्रत्येक प्रश्न/भाग के लिए निर्धारित अंक उसके सामने अंकित किए गए हैं।</p> <p>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. उत्तर प्रवेश पत्र में अधिकृत माध्यम में लिखे जाने चाहिए, जो कि दिए गए स्थान में इस प्रश्न-सह-उत्तर (क्यूसीए) पुस्तिका के कवर पर स्पष्ट रूप से लिखा जाना चाहिए।</p> <p>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. प्रश्नों में शब्द सीमा, यदि निर्दिष्ट हो, का पालन किया जाए। प्रश्न-सह-उत्तर पुस्तिका में खाली छोड़े गये किसी भी पृष्ठ या पृष्ठ के भाग को स्पष्ट रूप से काट दें।</p>
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Total/कुल अंक 250

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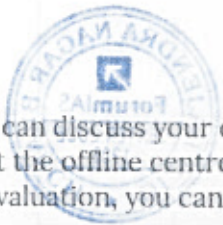
Examiner's Discretion/मूल्यांकन कर्ता का विवेक :	Start Time/प्रारंभ करने का समय : 11:00 AM	End Time/समाप्त करने का समय : 2:00 PM
Total Marks/कुल अंक :	Mode Of Examination/ परीक्षा की विधि :	Online/ऑनलाइन <input type="checkbox"/> Offline/ऑफलाइन <input type="checkbox"/>

\*Examiner's Discretion is the marks awarded at the discretion of the examiner 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.

मूल्यांकन कर्ता का विवेक अंक, आपकी लिखावट, प्रस्तुति, आरेखों के उपयोग, फ्लोचार्ट, तथ्यों और आंकड़ों या समय रूप किसी अन्य विषय वस्तु जो मूल्यांकन कर्ता को आपकी कॉपी में पसंद आती के आधार पर (लेकिन इन्हें तक सीमित नहीं) पर दिए गए अंक हैं।

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ECN CODE/ ईसीएन कोड :	EG/ईजी : ① ② ③ ④ ⑤	Evaluation Date/ मूल्यांकन तिथि :
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**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.

## EXAMINER'S REMARKS

### CRITERIA FOR THE FEEDBACK SECTION AT THE END OF EACH QUESTION

1. **AWIS = Answered What is Asked.** This means whether you have addressed the core demand of the question or not. Addressing the core demand of the question gets you an objectively fair score. It is examiner's perception if you have understood the question and if you know the answer in the first place. Creative answer writing, sometimes missing the core demand, may fetch very high or very low scores, and exposes your answer to the subjectivity of the examiner.
2. **CD & VA = Content Density & Value Addition.** Examiner will evaluate the quality and quantity of your content in the answer. In the same word limit and space limit have you (a) written what is asked (b) gone beyond what is asked (c) enriched answers through combination of ( but not all!) suggestions, ideas, quotes, flowcharts, diagrams, facts and figures, data etc. This affects objective components of assessment.
3. **S & F = Structure & Flow =** Whether you have structured your answer properly or not. Whether the answer has been broken into parts and sub-parts and each part has been addressed appropriately or not. Whether the flow of the answer is maintained. Affects both subjective and objective components of assessment.
4. **P & R =** How your answer performs on the criteria of **presentation, ease of read, clarity and apparent effort** in writing the answer. This affects the subjective components of assessment.

## Section - A

Q.1) a) Where the roots of private virtue are diseased, the fruit of public probity cannot but be corrupt. What do you understand by probity? Discuss ways of inculcating probity in public life.

(10 marks, 150 words)

जहाँ निजी हित की जड़ें रोगग्रस्त हैं, वहाँ लोक निष्ठा (ईमानदारी) का फल विकृत नहीं हो सकता। लोक निष्ठा (ईमानदारी) से आप क्या समझते हैं? सार्वजनिक जीवन में लोक निष्ठा (ईमानदारी) उत्थान करने के तरीकों पर चर्चा कीजिए।

(10 अंक, 150 शब्द)

Probity refers to the character of organizations which upholds the values of integrity, honesty, justice and fairness regardless of the men manning these organizations.

The National Commission to Review the Working of Constitution (NCRWC), in its report on probity in public life maintains that probity has two prerequisites:

- 1) Absence of corruption from public life
- 2) Fair rules and procedures for public institutions and their effective implementation.

However, the NCRWC notes the rapid erosion of probity in public life due to:

- 1) Absence of discipline - Indiscipline in public

life and corruption feed upon each other .

2) Ineffectiveness of laws - Prevention of Corruption Act, 1988 suffers from various legal and implementational lacunae .

Ways of inculcating probity in public life

1) An ethical organizational culture (2nd ARC report)

2) Legal reforms

↳ Reforms in anti-corruption laws

↳ Simplify procedures for prosecuting corrupt officials

3) Inculcating discipline in public life

Therefore, probity in public life is a sine qua non for a functional democracy. With proper reform measures we can achieve high levels of probity in our institutions.

**Feedback**

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Here G is Good, A is Average and P is Poor.

TOTAL MARKS	
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b) Evaluate the role of citizen's charter in making governance citizen centric. Also, recommend some measures to make citizen's charters more effective. (10 marks, 150 words)

शासन को नागरिक केन्द्रित बनाने में नागरिक चार्टर की भूमिका का मूल्यांकन कीजिए। इसके अलावा, नागरिक चार्टर को अधिक प्रभावी बनाने के लिए कुछ उपायों की सिफारिश कीजिए। (10 अंक, 150 शब्द)

Citizen's charter refers to a set of commitments by a public service delivery organization regarding the standards of service in its delivery.

Role of citizen charter in making governance citizen - centric

- 1) Ensures quality of delivery
- 2) Maintains some minimum standard
- 3) Makes institutions more accountable
- 4) Improves transparency of organizations
- 5) Increases choice available to the citizens

However, citizen charters suffer from various challenges such as

- 1) Not designed through consultative process
- 2) Lack of awareness among citizens

3) People in organization are not familiar with its goals and promises

4) Usually old, outdated and resistant to change  
Ways to improve effectiveness of citizen's charter

1) Create a consultative process for designing it and a feedback mechanism for improvement

2) Allocate funds for awareness generation

3) Benchmarking standards of delivery by looking at international best practices

4) 2nd ARC report recommends an integrated "SEVOTTAM" model which links citizen's charter to grievance redressal and capacity enhancement

Therefore, citizen's charter can become a very effective tool in ensuring a citizen centric governance.

**Feedback**

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Q.2) a) Differentiate between the following:

(10 marks, 150 words)

- (i) code of conduct and code of ethics
- (ii) Accountability and responsibility

निम्नलिखित के बीच अंतर स्पष्ट कीजिए :

(10 अंक, 150 शब्द)

- (i) आचार संहिता और नैतिक संहिता
- (ii) उत्तरदायित्व और जवाबदेही

i) code of conduct and code of ethics

Conduct → Refers to actual behaviour in public life

Ethics → A set of values that seeks to guide our behaviour and actions

Code of Conduct	Code of Ethics
1) <u>A set of instructions</u> about behaviour	A <u>set of values</u> that should guide behaviour
2) <u>Can be enforced</u> through observing actions	<u>Difficult to enforce</u> as the values are generally abstract
3) Seeks to <u>restrain</u> actions	Seeks to <u>motivate</u> action

ii) Accountability and Responsibility

**Accountability** → Refers to the principle which determines who is answerable to whom

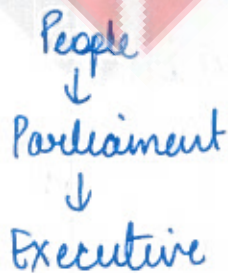
**Responsibility** → Principle of conducting one's affairs in accordance with expected norms and values

Accountability

1) Ensures answerability of one person/institution to other

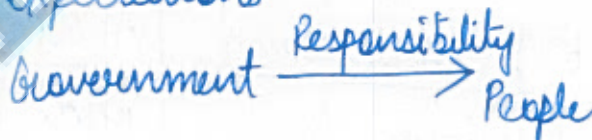


2) Usually accountability is one to one

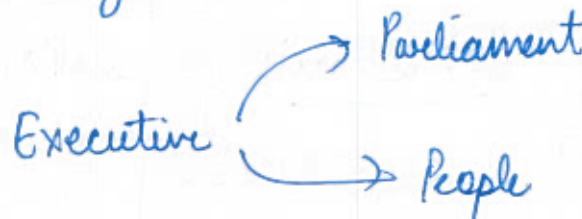


Responsibility

Ensures that organization/individual holds up to the expectations



Responsibility is one to many



**Feedback**  
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b) While successful managers make profit for their organizations, it is leaders who build successful organizations. In light of this statement, differentiate between a manager and a leader. Examine why leadership is considered a foundational value for a civil servant. (10 marks, 150 words)

सफल प्रबंधक अपने संगठनों के लाभ के लिए कार्य करते हैं, जबकि एक नेता सफल संगठनों का निर्माण करते हैं। इस कथन के आलोक में एक प्रबंधक और एक नेता के बीच अंतर स्पष्ट कीजिए। परीक्षण कीजिए कि नेतृत्व को एक सिविल सेवक के लिए एक मूलभूत मूल्य माना जाता है। (10 अंक, 150 शब्द)

"There is a need to move from shareholder capitalism to stakeholder capitalism" (Klaus Schwab)

Difference between manager and leader

Manager	Leader
1) Managers are primarily focussed on short term success such as profit making	Leaders are visionary. They seek to create successful organizations, sets rules and procedures for their effective functioning
2) Managers are focussed on getting the job done ↳ Involves keeping the subordinates motivated to do their job	Leaders build new leadership by grooming subordinates ⇒ Dr. Satish Dhawan prepared Dr. A. P. J. Abdul Kalam

Managers seek credit for success and find faults for failure

Leaders give credit for success and take blame for failures

Why is leadership important for civil servants?

- 1) Public organizations run on "trust". Trust is built through effective leadership.
- 2) They often need to communicate with candour during times of crisis to motivate their subordinates.
- 3) Civil servants are often required to deal with people who are emotionally charged.
- 4) There's a need to build organizational values in public institutions.

Therefore, leadership has been addressed as a core value of public services by the Nolan Committee.

### Feedback

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Q.3) a) Right to Information Act, 2005, aims to make the governance process transparent and accountable, however, the sunshine legislation is beset with several challenges. Analyse.

(10 marks, 150 words)

सूचना का अधिकार अधिनियम, 2005 का उद्देश्य शासन प्रक्रिया को पारदर्शी और जवाबदेह बनाना है, हालांकि, यह व्यापक (Sunshine) कानून कई चुनौतियों से घिरा हुआ है। विश्लेषण कीजिए।

(10 अंक, 150 शब्द)

"Right to Information forms the basis of good governance" (2nd Administrative Reforms Committee Report)

RTI Act, 2005 brought a paradigm shift in India's public institution by improving the levels of transparency in their functioning. Some major provisions are:

- 1) Allow citizens to seek any information of public interest
- 2) Provision for self disclosure by public institutions
- 3) Can appeal to Information Commissioners and Central Information Commissioner (CIC) in case of non-disclosure

However, there are several challenges with respect to RTI in India :

- 1) Indiscriminate use of S.8 which allows withholding information in the interest of national ~~security~~ security, etc.
- 2) Official Secrets Act, 1923 - precludes many information from public action
- 3) Poor record keeping
- 4) Attacks on RTI activists
- 5) Very less self disclosure

Reforms required

- 1) Legal reforms
  - Repeal OSA, 1923 as substitute a chapter in NSA (Showie committee)
  - Recast Civil Services (conduct) Rules

2) Public Record Offices - RTI can be honored only when information is available and it is easily retrievable and intelligible.

**Feedback**

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b) Uniform Civil Code (UCC) aims to create a common set of laws governing personal matters, such as marriage, divorce, inheritance, and adoption, irrespective of individuals' religious affiliations. In the context of the ongoing discourse on UCC in India, examine the challenges that arise when attempting to reconcile legal principles with diverse moral considerations. To what extent should the law be influenced by moral/religious principles? (10 marks, 150 words)

समान नागरिक संहिता (यूसीसी) का उद्देश्य व्यक्तियों की धार्मिक संबद्धताओं के बावजूद, विवाह, तलाक, विरासत और गोद लेने जैसे व्यक्तिगत मामलों को नियंत्रित करने वाले कानूनों का एक सामान्य सेट बनाना है। भारत में यूसीसी पर चल रही चर्चा के संदर्भ में, विभिन्न नैतिक विचारों के साथ कानूनी सिद्धांतों के बीच सामंजस्य स्थापित करने का प्रयास करते समय उत्पन्न होने वाली चुनौतियों का परीक्षण कीजिए। कानून किस हद तक नैतिक/धार्मिक सिद्धांतों से प्रभावित होना चाहिए? (10 अंक, 150 शब्द)

Article 44 of the constitution mandates that the state must secure a uniform civil code for all citizens throughout the territory of India.

Challenges with a uniform civil code

1) Existence of a variety of personal laws, customs and social practices — minority religions, tribal groups, subaltern castes

2) Fear of imposition of majoritarian values

↳ Perception of threat to marginalised cultures

3) Reconciliation with fundamental rights

↳ Art. 29 provides that every community has the right to conserve its culture.

To what extent should personal law be influenced by moral / religious values ?

1) According to Dr. Ambedkar, religion should be restricted to purely ritualistic sphere.

2) Supreme Court in Sewai Mitt case laid down the Doctrine of Essentiality - only the essential parts of religion will be saved by Art. 25

However, in today's complex world there is a need to create a harmony between tradition and modernity. Therefore, a USC should be based on following principles:

1) Respect for the mosaic model of Indian multiculturalism

2) Religion should be tolerated as long as it does not impinge upon fundamental rights

3) As per the Law Commission Report, it is more important to bring equality within community.

**Feedback**

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Q.4) a) "Why should a man be moral? Because it strengthens his will." – Swami Vivekanand. In this perspective discuss the significance of morality for bringing efficiency and effectiveness in public administration. Do you think moral rigidity can be a hindrance in good governance?

②

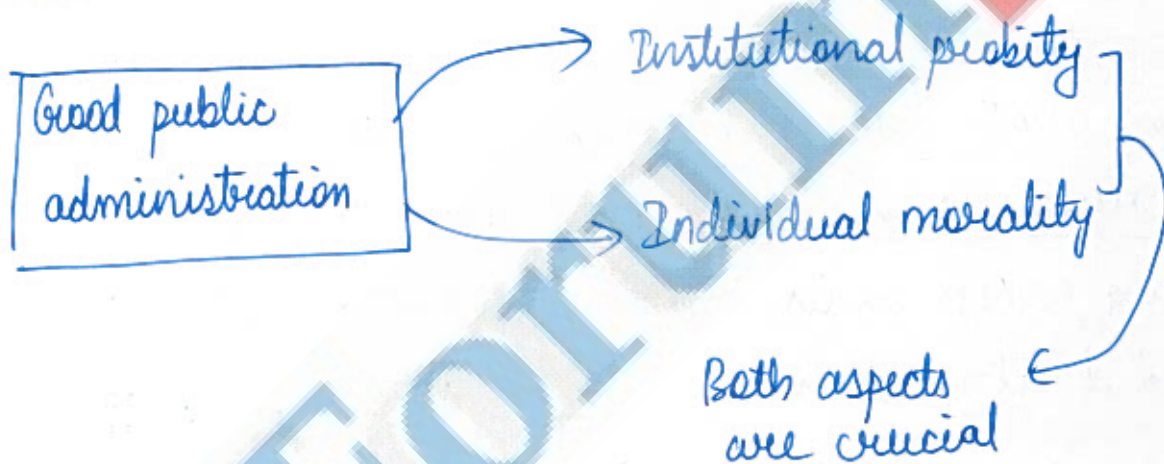
(10 marks, 150 words)

"मनुष्य को नैतिक क्यों होना चाहिए? क्योंकि यह उसकी इच्छाशक्ति को मजबूत करता है।" – स्वामी विवेकानन्द। इस परिप्रेक्ष्य में, लोक प्रशासन में दक्षता और प्रभावशीलता लाने के लिए नैतिकता के महत्व पर चर्चा कीजिए। क्या आपको लगता है कि नैतिक कठोरता सुशासन में बाधा बन सकती है?

(10 अंक, 150 शब्द)

Morality strengthens the will, purifies thoughts and guides actions in the right direction.

Need for morality in public administration



According to 2nd ARC report, the line separating good and evil does not pass through states or classes but passes through human heart. Hence, morality is important because:

1) Honesty cannot be mandated through rules and procedures

2) Rule of law can defeat a perverse mind but not a perverse heart

3) Moral values create discipline. According to Gunnar Myrdal, discipline is a crucial element of an honest conduct in public life.

Can moral rigidity be hindrance?

↳ It can create situationalistic public servants (when rule becomes important than the game)

⇒ During COVID crisis oxygen concentrators got stranded at customs due to complex rules.

↳ It can kill spirit of spontaneity and creativity (Max Weber calls it "iron cage of rationality")

To overcome this, following principles need to be adopted:

1) Enlightened objectivity - balance between fairness and equality

2) Using morality as a means and not as an end.

**Feedback**

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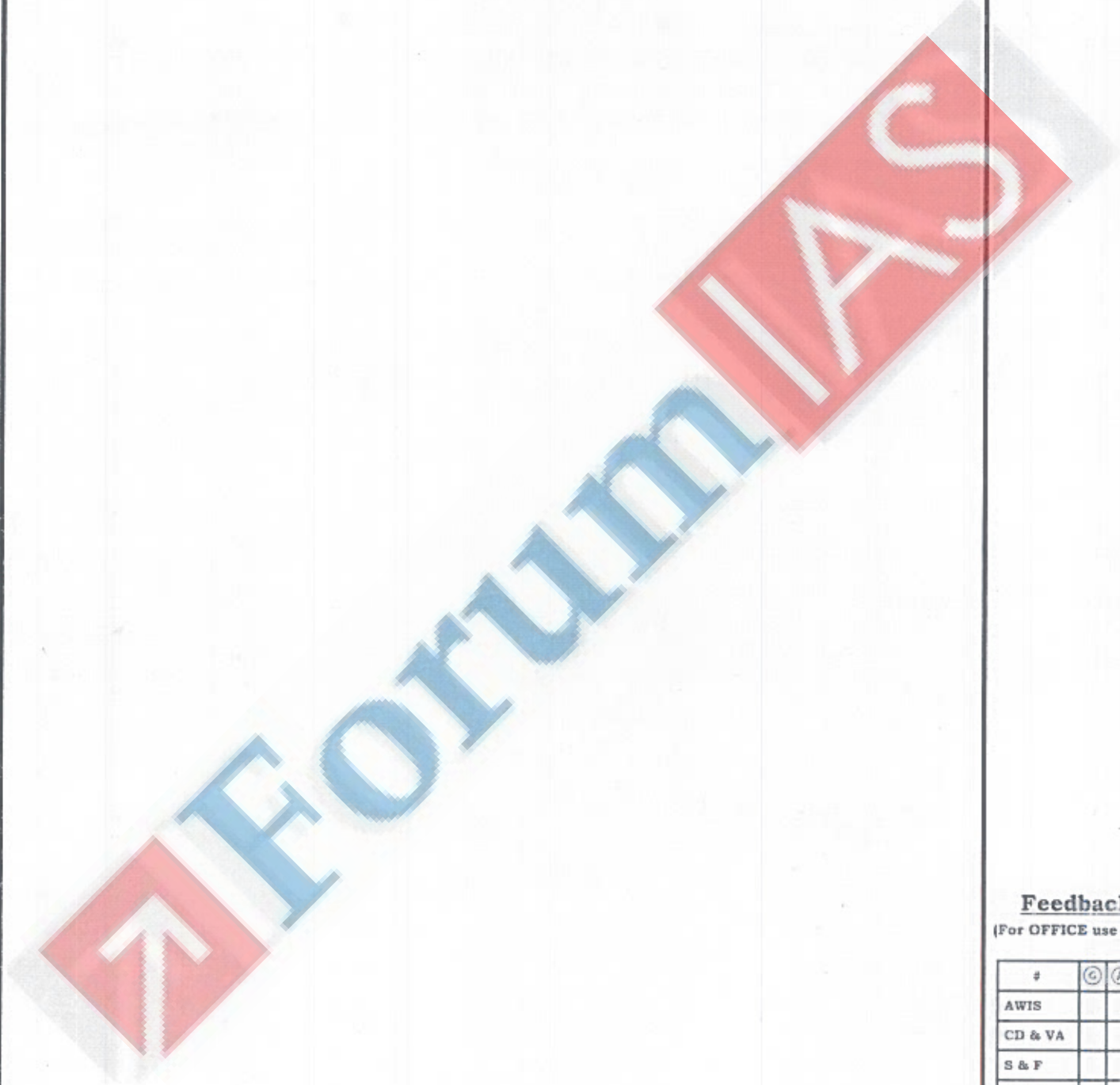
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b) Various practices and policies are implemented to uphold transparency, fairness, and accountability within administrative systems, encompassing both advantageous and disadvantageous aspects for the stakeholders involved and the overall administrative framework. Explore the ethical considerations that arise from the design and implementation of these administrative practices aiming to foster effective governance. (10 marks, 150 words)

प्रशासनिक प्रणालियों के भीतर पारदर्शिता, निष्पक्षता और उत्तरदायित्व को बनाए रखने के लिए विभिन्न प्रथाओं और नीतियों को लागू किया जाता है, जिसमें शामिल हितधारकों और समग्र प्रशासनिक ढांचे के लिए लाभप्रद और नुकसानदेह दोनों पहलुओं को शामिल किया जाता है। प्रभावी शासन को बढ़ावा देने के उद्देश्य से इन प्रशासनिक प्रथाओं के निर्माण और कार्यान्वयन से उत्पन्न होने वाले नैतिक विचारों का अन्वेषण कीजिए। (10 अंक, 150 शब्द)



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Q.5) a) Civil servants who embody emotional intelligence exhibit a profound understanding of the human aspect of governance, enabling them to cultivate meaningful relationships, foster cooperation, and drive positive change. Examine ways in which Emotional Intelligence can be inculcated in civil servants. (10 marks, 150 words)

सिविल सेवक जो भावनात्मक बुद्धिमत्ता का प्रतीक हैं, शासन के मानवीय पहलू की गहन समझ प्रदर्शित करते हैं, जिससे वे सार्थक रिश्ते विकसित करने, सहयोग को बढ़ावा देने और सकारात्मक बदलाव लाने में सक्षम होते हैं। उन तरीकों की परीक्षण कीजिए जिनसे सिविल सेवकों में भावनात्मक बुद्धिमत्ता विकसित की जा सकती है। (10 अंक, 150 शब्द)

Emotional Intelligence refers to the ability to recognise our feelings and those of others, to motivate ourselves and to manage well those emotions in ourselves and our relationships.

### Role of emotional intelligence in civil services

#### 1) Effective organizational skills

- ↳ Enables good management of subordinates
- ↳ Keep the organization motivated, understand their stress and issues

#### 2) Conflict resolution

- ↳ Can resolve conflicts between people and between people and administration

⇒ A police officer sang national anthem to calm down a crowd during the CAA protests.

3) Effective communication

↳ Use of right emotional indicators and idioms of communication is very effective way of communicating

Ways to inculcate emotional intelligence

1) Training designed to create emotional intelligence

↳ Make civil servants spend time among people and civil society

2) Ensuring people with right emotional intelligence is recruited

3) Rewarding the use of emotional intelligence in a positive way.

Therefore, emotional intelligence can play a crucial role in creating a citizen centric civil services based on empathy for all.

**Feedback**

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Please put tick marks in the above table.  
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TOTAL MARKS	
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b) The challenges posed by the corporate sector's impact on climate, environmental sustainability, and living conditions has highlighted the need for responsible and inclusive business practices. In this direction, the contemporary discourse on corporate governance is emphasizing the interconnectedness of environmental, social, and governance (ESG) factors. Evaluate the ESG framework in equipping the corporate world with the capabilities to fulfill its social roles and responsibilities. (10 marks, 150 words)

जलवायु, पर्यावरणीय स्थिरता और रहने की स्थिति पर कॉर्पोरेट क्षेत्र के प्रभाव से उत्पन्न चुनौतियों ने जिम्मेदार और समावेशी व्यावसायिक प्रथाओं की आवश्यकता पर प्रकाश डाला है। इस दिशा में, कॉर्पोरेट प्रशासन पर समकालीन चर्चा पर्यावरण, सामाजिक और शासन (ईएसजी) कारकों के अंतर्संबंध पर जोर दे रही है। कॉर्पोरेट जगत को अपनी सामाजिक भूमिकाओं और जिम्मेदारियों को पूरा करने की क्षमताओं से लैस करने में ईएसजी ढांचे का मूल्यांकन कीजिए। (10 अंक, 150 शब्द)

The Environmental, Social and Governance (ESG) framework seeks to create an ecosystem of responsibility among corporates regarding its effect on human society.

### Role of ESG framework

- 1) Environmental - will evaluate environmental impacts such as
- ↳ Carbon emission
  - ↳ Biodiversity
  - ↳ Pollution control
  - ↳ Afforestation
  - ↳ Promotion of sustainable energy

2) Social → Contributions to creating a just and fair society

- ↳ Reducing hunger
- ↳ Improving living standards
- ↳ Promoting gender equality

3) Governance → Responsible governance to ensure benefit for all

- ↳ Transparency in functioning
- ↳ Fairness of procedure
- ↳ Following ethical practices in audits and accounting
- ↳ Debt management

Therefore, the ESG framework can smoothly facilitate a shift from "shareholder capitalism" to "stakeholder capitalism".

**Feedback**  
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Q.6) What does each of the following quotation mean to you?

निम्नलिखित में से प्रत्येक उद्धरण का आपके लिए क्या अर्थ है?

a) "Honesty is the first chapter in the book of wisdom"-Thomas Jefferson (10 marks, 150 words)

'ईमानदारी ज्ञान की पुस्तक में पहला अध्याय है' - थॉमस जेफरसन (10 अंक, 150 शब्द)

Honesty is the quality of adhering to personal and social values irrespective of personal gain, loss or desires.

~~Policy as~~ Honesty as the foundational value

A wise person is someone who can differentiate between right and wrong and act upon it.

In attaining wisdom, honesty acts as the foundational value as:

- 1) It reduces our personal bias and prejudices
- 2) Help us judge situations fairly
- 3) Deal with everyone in an egalitarian way
- 4) Provide a stable personality

Honesty as a foundational value is crucial in public life because :

- 1) Public institutions have to maintain a relationship of trust
- 2) Honest people and institutions provide efficient output
- 3) Honesty ensures that the most marginalised person is treated fairly.
- 4) Honesty improves overall development of society.

Therefore, honesty is a though an individual trait, it has impact on larger society. In that sense honesty creates a wise individual and a wise society. Thus, honesty is the first chapter in the book of wisdom.

**Feedback**

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b) "When I do good, I feel good; when I do bad, I feel bad, and that is my religion" – Abraham Lincoln. (10 marks, 150 words)

"जब मैं अच्छा करता हूँ, तो मुझे अच्छा लगता है; जब मैं बुरा करता हूँ, तो मुझे बुरा लगता है। यही मेरा धर्म है" – अब्राहम लिंकन (10 अंक, 150 शब्द)

The line separating good and evil passes not through states, nor through classes but right through the middle of every human heart.

**Feeling of good and bad**

Feelings of good and bad are to a large extent embedded in our brain and has a psychological consequence.

$$\boxed{\text{Good intentions}} + \boxed{\text{Good Actions}} = \boxed{\text{Good Feeling}}$$

$$\boxed{\text{Bad intentions}} + \boxed{\text{Bad Actions}} = \boxed{\text{Bad Feeling}}$$

$$\boxed{\text{Good intentions}} + \boxed{\text{Bad Actions}} = \boxed{\text{basis of conscience}}$$

Thus, we can evaluate our actions through our sense of goodness and badness.

In this context, religious values may not be necessary as :

- 1) Good people will do good things and bad people bad things due to their conscience
- 2) Religious values can guide us but cannot mandate goodness of our actions
- 3) There needs to be an innate sense of good and evil to effectively utilise religious morality.

Hence, we can say that religion can guide us towards good and keep us from evil as long as our conscience is alive. In that sense, listening to our conscience can be our religion in itself.

**Feedback**

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c) "Real change, enduring change, happens one step at a time." – Ruth Bader Ginsburg.  
(10 marks, 150 words)

"वास्तविक परिवर्तन, स्थायी परिवर्तन, एक समय में, एक कदम होता है।" – रूथ बेडर गिन्सबर्ग  
(10 अंक, 150 शब्द)

Change is the law of society and changes are usually slow and gradual when they are sustainable and persistent.

Gradual change in society

Rapid changes → creates chaos

↳ Provokes counter-action

↳ Crisis of values

Hence, rapid changes are difficult to survive

Example ⇒ The Young Bengal Movement sought fast and radical social reforms but could not survive. Brahmo Samaj on the other hand

took the route of slow and gradual changes while accommodating tradition. Hence, its reforms brought long lasting changes to the Indian Society.

Gradual changes

- ↳ Take time to adapt to social conditions
- ↳ Do not give cultural shock to people
- ↳ Take enough time to break social inertia
- ↳ Give people enough space to maintain continuity with changes

Thus, when changes are ~~are~~ done one step at a time, they are sustainable and enduring. Such changes are real changes.

**Feedback**

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**Section - B**

Q.7) Prachinmath is a pilgrim town nestled in the laps of Himalayas. The town is part of one of the border states of the country. It serves as the base for a highly revered and well-known pilgrimage undertaken by millions of people every year. The people of Prachinmath, who are largely from a close-knit community of Pahadi tribe, have lived in the area for several generations. The Pahadi people, since many generations, have developed a lifestyle which is integral to the ecosystem of Prachinmath. The traditional knowledge of the tribe passed from one generation to other have helped the people in living with the environment in a sustainable manner. The people of Prachinmath worshipped the local deity, and believed it to be their destiny to live in the region in a peaceful and harmonious way.

However, the increasing pace of unplanned development, uncontrolled religious tourism, creation of strategic infrastructure etc., in the contemporary times have fundamentally altered the minimalistic nature of relationship that the people of Prachinmath had with the local/fragile environment. Prachinmath Bachao Committee (PBC), a civil society organization of Pahadi tribals, has consistently opposed the unbridled and brazen exploitation of the resources of Prachinmath. They have through petitions, jan sabhas, nukkad nataks etc., highlighted the grave consequences of the unsustainable development model that the state and the Union governments were adopting for Prachinmath. However, their petitions had fallen on deaf ears. Moreover, the government justified the infrastructure creation in Prachinmath in order to cater to its strategic and religious significance.

The problems came to a head when the government decided to construct a tunnel in Prachinmath, in order to generate hydroelectricity. The PBC as well as prominent geologists of the country vehemently opposed the idea citing its negative impact upon the region. The scientific community was of the opinion that as Prachinmath sits on geological fault lines and is built on a debris of a landslide, any large-scale construction may cause irreparable damage to the environment. Nevertheless, the government went ahead with the project, constructing the tunnel in a record time, citing its necessity for the energy security of the country. Even many economists were of the opinion that increased energy capacity will help India curtail its import bill. Such steps were hailed by the government as the stepping stone of the country towards strategic autonomy.

The worst fears of the local and scientific communities came true when the houses in Prachinmath started showing large cracks. The reason for the crack, as found out after a detailed study, was attributed to the subsidence of land in Prachinmath. The sinking of the land, development of large cracks, collapsing of the buildings etc., caught the attention of social, electronic, and print media alike. Overnight, Prachinmath became the talk of the country. Even the international media highlighted the episode, and the existential threat that it posed to the local communities as well as the environment. The state and Union governments swung into action and formed an expert committee, comprising of scientists, bureaucrats, NDRF/SDRF personnel etc., to look into the matter. The committee advised the government to evacuate Prachinmath completely, as the sinking of the land was continuing. Working on the recommendations of the committee, government prepared a detailed resettlement and rehabilitation plan for the people of Prachinmath.

The Pahadi people, who squarely blamed the government for the crisis, felt cheated by the actions of the government and refused to evacuate from Prachinmath, the place of their ancestors.

- What are the various conflicting interests in the above case study.
- As a DM of the district in which Prachinmath falls, how will you convince the people to evacuate from the area?
- What can we do to avoid such situations in the future.

(20 marks, 250 words)

प्राचीनमठ हिमालय की गोद में बसा एक तीर्थ नगर है। यह शहर देश के सीमावर्ती राज्यों में से एक का हिस्सा है। यह हर साल लाखों लोगों द्वारा की जाने वाली अत्यधिक पूजनीय और प्रसिद्ध तीर्थयात्रा के लिए महत्वपूर्ण स्थल के रूप में कार्य करता है। प्राचीनमठ के लोग, जो मुख्यतः पहाड़ी जनजाति के घनिष्ठ समुदाय से हैं, कई पीढ़ियों से इस क्षेत्र में रह रहे हैं। पहाड़ी लोगों ने, कई पीढ़ियों से, एक ऐसी जीवन शैली विकसित की है जो प्राचीनमठ के पारिस्थितिकी तंत्र का अभिन्न अंग है। जनजाति का पारंपरिक ज्ञान एक पीढ़ी से दूसरी पीढ़ी तक हस्तांतरित होने से लोगों को पर्यावरण के साथ टिकाऊ तरीके से रहने में मदद मिली है। प्राचीनमठ के लोग स्थानीय देवता की पूजा करते थे, और मानते थे कि इस क्षेत्र में शांतिपूर्ण और सौहार्दपूर्ण तरीके से रहना उनकी नियति है।

हालाँकि, समकालीन समय में अनियोजित विकास, अनियंत्रित धार्मिक पर्यटन, रणनीतिक बुनियादी ढाँचे के निर्माण आदि की बढ़ती गति ने प्राचीनमठ के लोगों के स्थानीय/ संवेदनशील पर्यावरण के साथ संबंधों की न्यूनतम प्रकृति को मौलिक रूप से बदल दिया है। पहाड़ी आदिवासियों का एक नागरिक समाज संगठन, प्राचीनमठ बचाओ समिति (पीवीसी) ने प्राचीनमठ के संसाधनों के बेलगाम और खुलेआम दोहन का लगातार विरोध किया है। उन्होंने याचिकाओं, जन सभाओं, नुककड़ नाटकों आदि के माध्यम से उस अस्थिर विकास मॉडल के गंभीर परिणामों पर प्रकाश डाला है जिसे राज्य और केंद्र सरकारें प्राचीनमठ के लिए अपना रही हैं। हालाँकि, उनकी याचिकाएँ अनसुनी कर दी गईं। इसके अलावा, सरकार ने अपने रणनीतिक और धार्मिक महत्व को पूरा करने के लिए प्राचीनमठ में बुनियादी ढाँचे के निर्माण को उचित ठहराया।

समस्याएँ तब सामने आईं जब सरकार ने पनबिजली उत्पन्न करने के लिए प्राचीनमठ में एक सुरंग बनाने का निर्णय लिया। पीवीसी के साथ-साथ देश के प्रमुख भूवैज्ञानिकों ने इस क्षेत्र पर इसके नकारात्मक प्रभाव का हवाला देते हुए इस विचार का पुरजोर विरोध किया। वैज्ञानिक समुदाय की राय थी कि चूंकि प्राचीनमठ भूवैज्ञानिक भ्रंश रेखाओं पर स्थित है और भूस्खलन के वाले क्षेत्रों पर बना है, इसलिए किसी भी बड़े पैमाने पर निर्माण से पर्यावरण को अपूरणीय क्षति हो सकती है। फिर भी, सरकार ने देश की ऊर्जा सुरक्षा के लिए इसकी आवश्यकता का हवाला देते हुए, रिकॉर्ड समय में सुरंग का निर्माण करते हुए परियोजना को आगे बढ़ाया। यहां तक कि कई अर्थशास्त्रियों की भी राय थी कि ऊर्जा क्षमता बढ़ने से भारत को अपने आयात बिल को कम करने में मदद मिलेगी। सरकार द्वारा इस तरह के कदमों को देश की रणनीतिक स्वायत्तता की दिशा में पहला कदम बताया गया।

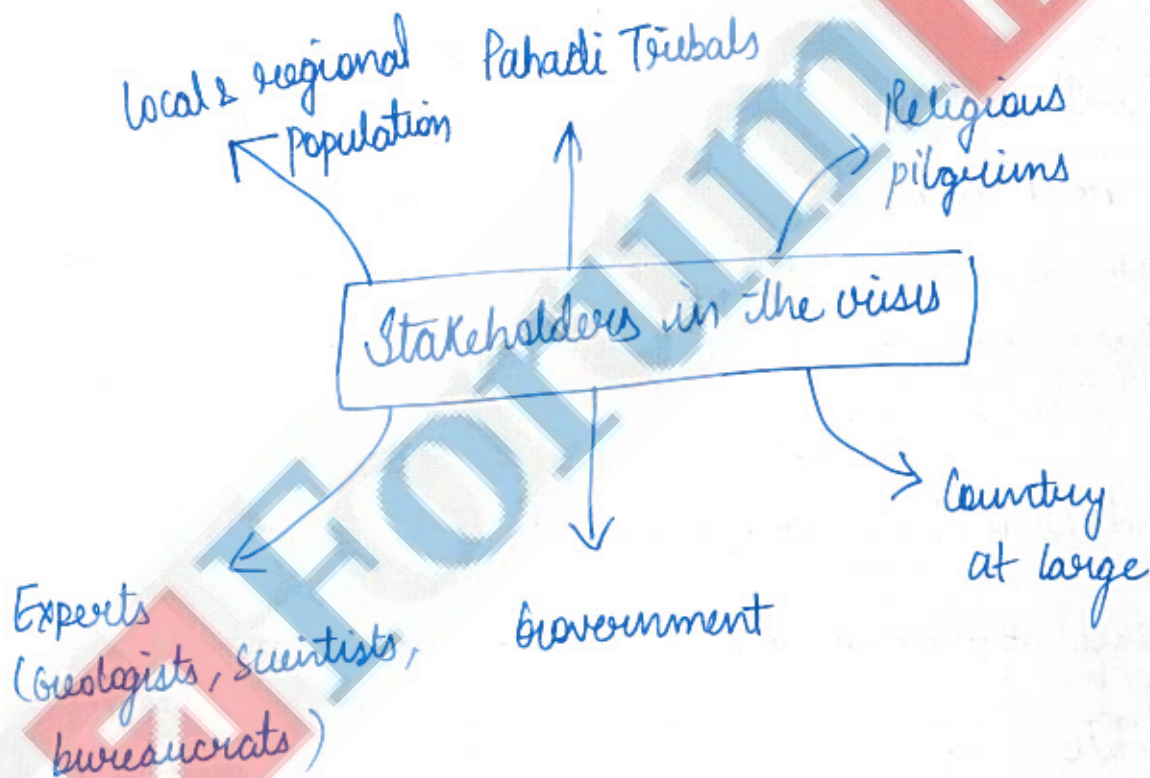
स्थानीय और वैज्ञानिक समुदायों की सबसे भयावह आशंका तब सब साबित हुई जब प्राचीनमठ के घरों में बड़ी दरारें दिखाई देने लगीं। विस्तृत अध्ययन के बाद पता चला कि दरार का कारण प्राचीनमठ में भूमि का घंसना बताया गया है। भूमि के घंसने, से बड़ी-बड़ी दरारें पड़ने, इमारतों के ढहने आदि ने सामाजिक, इलेक्ट्रॉनिक और प्रिंट मीडिया का ध्यान समान रूप से खींचा। रातों-रात प्राचीनमठ देश भर में चर्चा का विषय बन गया। यहां तक कि अंतरराष्ट्रीय मीडिया ने भी इस प्रकरण और स्थानीय समुदायों के साथ-साथ पर्यावरण के लिए अस्तित्व संबंधी खतरों को उजागर किया। राज्य और केंद्र सरकारें हरकत में आईं और इस मामले को देखने के लिए वैज्ञानिकों, नौकरशाहों, एनडीआरएफ/एसडीआरएफ कर्मियों आदि को शामिल करते हुए एक विशेषज्ञ समिति का गठन किया। समिति ने सरकार को प्राचीनमठ को पूरी तरह खाली कराने की सलाह दी, क्योंकि भूमि का घंसना जारी था। समिति की सिफारिशों पर काम करते हुए, सरकार ने प्राचीनमठ के लोगों के लिए एक विस्तृत विस्थापन और पुनर्वास योजना तैयार की।

पहाड़ी लोग, जिन्होंने संकट के लिए सीधे तौर पर सरकार को दोषी ठहराया था, सरकार के कार्यों से ठगा हुआ महसूस कर रहे थे और उन्होंने अपने पूर्वजों के स्थान प्राचीनमठ को खाली करने से इनकार कर दिया।

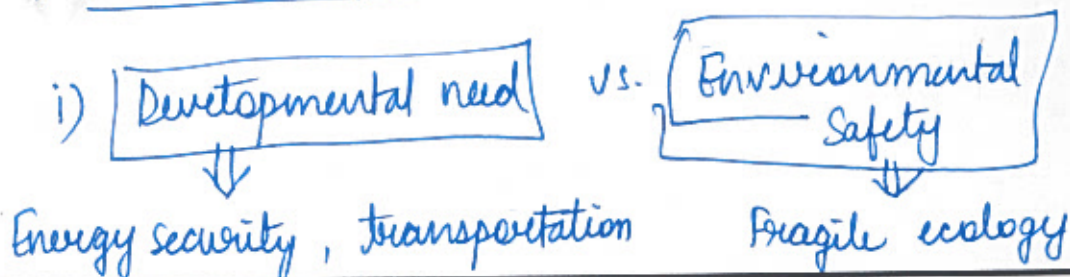
- उपरोक्त केस स्टडी में विभिन्न परस्पर विरोधी हित क्या हैं?
- जिस जिले में प्राचीनमठ पड़ता है, वहां के डीएम के रूप में आप लोगों को इलाका खाली करने के लिए कैसे मनाएंगे?
- भविष्य में ऐसी स्थितियों से बचने के लिए हम क्या कर सकते हैं?

(20 अंक, 250 शब्द)

Balancing the developmental needs of the country with environmental sustainability is the need of the hour in these crucial times of climate change and changing patterns of global economy.



a) Various conflicting interests



ii) National Security vs.

Local interest



Strategic security, border infrastructure

Habitat of the local Pahadi tribals

iii) Religious Tourism vs.

Local traditions



Faith of millions of people need tourism infrastructure

Centuries of tradition based on symbiotic relationship with the environment.

b) As the DM of Prachinmath, I would take following measures to convince locals to evacuate:

i) Prepare a scientifically accurate and very intelligible document to make people aware of the geology of the region



- ii) Held community level talks to generate awareness
- iii) Ensure there is adequate mechanism for a decent rehabilitation programme
- iv) Create a robust transition programme of evacuation to build trust with people
- v) Take cognizance of their grievances and recommend adequate compensation
- vi) Give special focus to vulnerable sections such as women and children
- vii) Ensure that adequate mechanism is created to conserve the tribal culture outside the region
- viii) Include community elders and civil society to convince and persuade people.

- c) Mechanism to avoid such issues in future
- i) Pay attention to scientific and geological studies of fragile regions
  - ii) Environmental Impact Assessment (EIA) should be done mandatorily and with determined seriousness
  - iii) Create hazard maps, early warning systems and other such technological mechanisms
  - iv) Build community leadership to tackle such hazard
  - v) Build a relationship of trust between government and citizens through transparent functioning and adequate grievance redressal

Therefore, through institutional reforms, we can reduce such incidences in future.

**Feedback**

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TOTAL MARKS	
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**Q.8)** Bihar is a state in the Northern part of the country. Prohibition laws in the state completely ban the storage, possession, sale, and consumption of liquor in any form. Despite the ban, the liquor mafia in the state has succeeded in supplying spurious liquor through various illegal dens. The activities of liquor mafia flourish under the nose of both the civil administration and the police department. Many Civil Society Organizations, women organizations etc., on numerous occasions complained to the authorities about the illegal production, sale, and consumption of liquor, but their complaints have fallen on deaf ears, and no substantial action was taken by the government to curb the menace.

As fate would have it, one day there was an unfortunate incident when a large group of fifty construction labourers died after consuming spurious liquor from an illegal den being operated by the mafia. Many of the victims were sole bread winners of their families. While the state was clear on its position that consuming liquor in the state was an illegal activity that warrants no sympathy or compensation (for the next of kin) from the government, families of the victims and also many CSOs were demanding compensation for the families of the deceased construction laborers.

The incident got both national and international coverage in print, electronic, as well as the social media. The pressure on the state government was mounting to amicably resolve the issue.

Anjali is posted as the Joint Secretary in the Secretariat. The CM has asked her to create a detailed report on how should the state government handle this crisis.

- Under the given circumstances, what measures should Anjali recommend to handle the above crisis.
- Critically evaluate the decision of state government to not compensate the victims of spurious liquor. (20 marks, 250 words)

बिहार देश के उत्तरी भाग में स्थित एक राज्य है। राज्य में शराबबंदी कानून किसी भी रूप में शराब के भंडारण, कब्जे, बिक्री और खपत पर पूरी तरह से प्रतिबंध लगाता है। प्रतिबंध के बावजूद राज्य में शराब माफिया विभिन्न अवैध अड्डों के माध्यम से नकली शराब की आपूर्ति करने में सफल रहे हैं। शराब माफिया की गतिविधियां नागरिक प्रशासन और पुलिस विभाग दोनों की नाक के नीचे चलती हैं। कई नागरिक समाज संगठनों, महिला संगठनों आदि ने कई मौकों पर अधिकारियों से शराब के अवैध उत्पादन, बिक्री और खपत के बारे में शिकायत की, लेकिन उनकी शिकायतों को अनसुना कर दिया गया, और सरकार द्वारा खतरे को रोकने के लिए कोई ठोस कार्रवाई नहीं की गई।

जैसा कि भाग्य को मंजूर था, एक दिन एक दुर्भाग्यपूर्ण घटना घटी जब माफिया द्वारा संचालित एक अवैध अड्डे से जहरीली शराब पीने के बाद पचास निर्माण मजदूरों के एक बड़े समूह की मृत्यु हो गई। पीड़ितों में से कई अपने परिवार के एकमात्र कमाने वाले थे। जबकि राज्य अपनी स्थिति पर स्पष्ट था कि राज्य में शराब का सेवन एक अवैध गतिविधि है जिसके लिए किसी सहानुभूति की आवश्यकता नहीं है, पीड़ितों के परिवार और CSOs भी मृत निर्माण मजदूरों के परिवारों के लिए मुआवजे की मांग कर रहे थे।

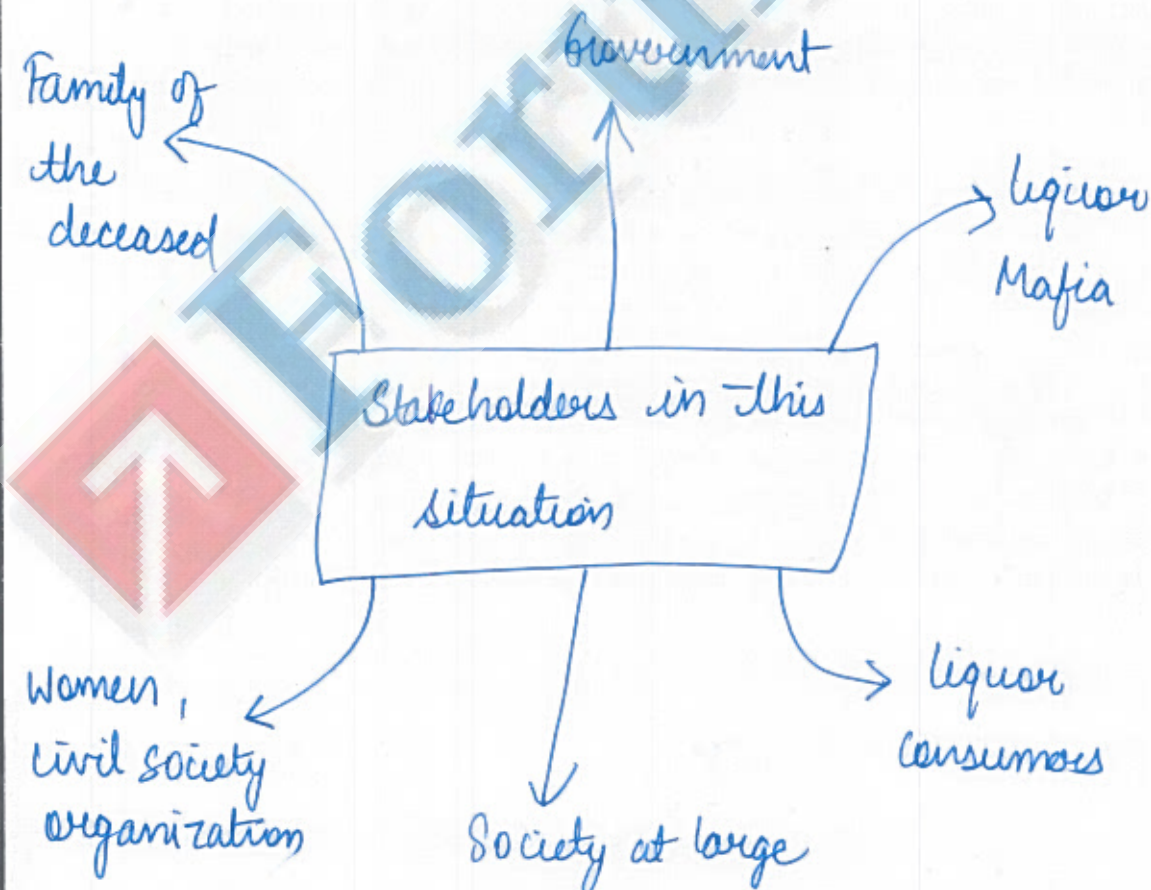
इस घटना को प्रिंट, इलेक्ट्रॉनिक और साथ ही सोशल मीडिया में राष्ट्रीय और अंतरराष्ट्रीय कवरेज मिला। राज्य सरकार पर इस मुद्दे को सौहार्दपूर्ण ढंग से सुलझाने का दबाव बढ़ रहा था।

अंजलि सचिवालय में संयुक्त सचिव के पद पर तैनात हैं। सीएम ने उनसे एक विस्तृत रिपोर्ट बनाने को कहा है कि राज्य सरकार को इस संकट से कैसे निपटना चाहिए।

- दी गई परिस्थितियों में अंजलि को उपरोक्त संकट से निपटने के लिए क्या उपाय सुझाने चाहिए?
- जहरीली शराब के पीड़ितों को मुआवजा न देने के राज्य सरकार के निर्णय का आलोचनात्मक मूल्यांकन कीजिए। (20 अंक, 250 शब्द)

Article 47 of the constitution mandates that the state shall raise the level of health and nutrition of the citizens and prohibit the consumption of intoxicating liquor and substances.

Prohibition laws also create a black market for liquor sale which is dangerous because often poisonous liquor is sold, particularly to the vulnerable section of the society.



a) As the Joint Secretary, Anjali should take following recommendations :

i) A one time compensation can be given with a clear disclaimer that no such compensation shall be given in the future (the prohibition law can be amended to make this provision)

ii) Compensation can be made non-mandatory to avoid misuse of funds.

⇒ Giving employment to kin of deceased, education to children, etc.

iii) Take strict action against nodal officers of the area responsible for the failure

iv) Recommend future measures :

↳ A collaboration with women and civil services organizations. Refusal to take their complaint should attract penalty.

- ↳ Awareness campaign against liquor; educating people regarding dangers of spurious liquor
- ↳ A dedicated task force for tackling liquor mafia
- ↳ Reward mechanism for information
- ↳ Government aided rehabilitation programme for addicts

b) Evaluation of government's decision to not compensate the victims

i) Pros

- ↳ Saves taxpayer money from funding illegal activities
- ↳ Discourages liquor consumption
- ↳ Discourages liquor mafia
- ↳ Gives a strong message regarding prohibition policy

ii) Cons

- ↳ Many vulnerable sections lack awareness and get trapped
- ↳ Women and children of their homes suffer without any fault
- ↳ can create public anger against prohibition policy

Therefore, a middle path could have been adopted with one time non-monetary compensation and a clear statutory disclaimer against any such compensation in future.

**Feedback**

(For OFFICE use only)

#	G	A	P
AWIS			
CD & VA			
S & F			
P & R			
Please put tick marks in the above table.			
Here G is Good, A is Average and P is Poor.			
TOTAL MARKS			

Q.9) Kamlesh is a civil servant who has been recently posted as Additional Chief Secretary in the education department of the state. Kamlesh has a meticulous service record and is well known for his honesty, and a no-nonsense attitude. After joining the new department, the first major task before Kamlesh was to conduct the recruitments for the post of lecturers in government schools. The posts were lying vacant for a long time, and the government wanted to fill up the vacancies without further delay as it was one of the poll promises made by the present government.

The recruitment process took place successfully under the supervision of Kamlesh. The concerned minister congratulated Kamlesh and informed him that the appointment letters will be allocated to the successful candidates in a ceremony which will be presided by the CM himself. Kamlesh was happy that his work was getting recognition at the highest level.

One day, Kamlesh was sitting in his office when his secretary brought him a letter from a leading investigative journalist of the state. The letter dealt with the recently conducted recruitment of the lecturers. Kamlesh was shocked at the content of the letter. The investigative journalist had alleged that the question paper of the exam was leaked to a few successful candidates, who had also forged their documents to appear in the exam. The letter also highlighted a nexus of middlemen, politicians, and civil servants who facilitate such illicit practices. Moreover, the investigative journalist had also attached credible proofs. Kamlesh corroborated the facts of the letters from his own sources and found the allegations to be true prima facie. Since the matter was serious and warranted immediate action, Kamlesh brought the matter to the notice of his minister. To his surprise, the minister asked him to sit over the matter for some time. Minister reasoned that bringing out this matter will bring ignominy not only to the department but also to the government. Further, the minister reasoned that cancelling the whole recruitment process will be detrimental for the education department, schools etc; also, the sincere and honest candidates who have invested a lot of time and money for preparation may also get affected negatively. He also reminded Kamlesh that the participation of the CM has already been announced.

After leaving the minister's office, Kamlesh got a phone call from Minister's Personal Secretary (PS). The PS hinted to Kamlesh that the concerned candidates were closely connected to the ruling political party, and going against them may create professional troubles for Kamlesh. On the other hand, his cooperation in this matter, the PS assured, will not go unnoticed and will be handsomely rewarded.

Kamlesh had just settled in his new posting. He knows that going against the wish of the Minister may cause him his present posting. What was more, Kamlesh's father is undergoing treatment in a local hospital. A shunting out from the district would mean that his father would have to be left alone to fend for himself. Further, Kamlesh's wife Priya, also a bureaucrat, is posted in the Chief Minister's Office (CMO). Kamlesh realises that his actions will also have a bearing on her career as well.

- Bring out various ethical dilemmas faced by Kamlesh.
- Consider yourself in Kamlesh's position. What are the various options available to you?
- Critically evaluate each of the option listed by you.
- Which of the above option should Kamlesh adopt and why? (20 marks, 250 words)

कमलेश एक सिविल सेवक हैं जिन्हें हाल ही में राज्य के शिक्षा विभाग में अतिरिक्त मुख्य सचिव के रूप में तैनात किया गया है। कमलेश का सेवा रिकॉर्ड बहुत अच्छा है और वह अपनी ईमानदारी और व्यावहारिक रवैये के लिए जाने जाते हैं। नए विभाग में आने के बाद कमलेश के सामने पहला बड़ा काम सरकारी स्कूलों में लेक्चरर पद पर भर्तियां कराना था। पद लंबे समय से खाली पड़े थे और सरकार बिना किसी देरी के रिक्रियों को भरना चाहती थी क्योंकि यह वर्तमान सरकार द्वारा किए गए चुनावी वादों में से एक था।

कमलेश की देखरेख में भर्ती प्रक्रिया सफलतापूर्वक संपन्न हुई। संबंधित मंत्री ने कमलेश को बधाई दी और उन्हें सूचित किया कि सफल उम्मीदवारों को एक समारोह में नियुक्ति पत्र आवंटित किए जाएंगे जिसकी अध्यक्षता खुद सीएम करेंगे। कमलेश खुश थे कि उनके काम को उच्चतम स्तर पर पहचान मिल रही है।

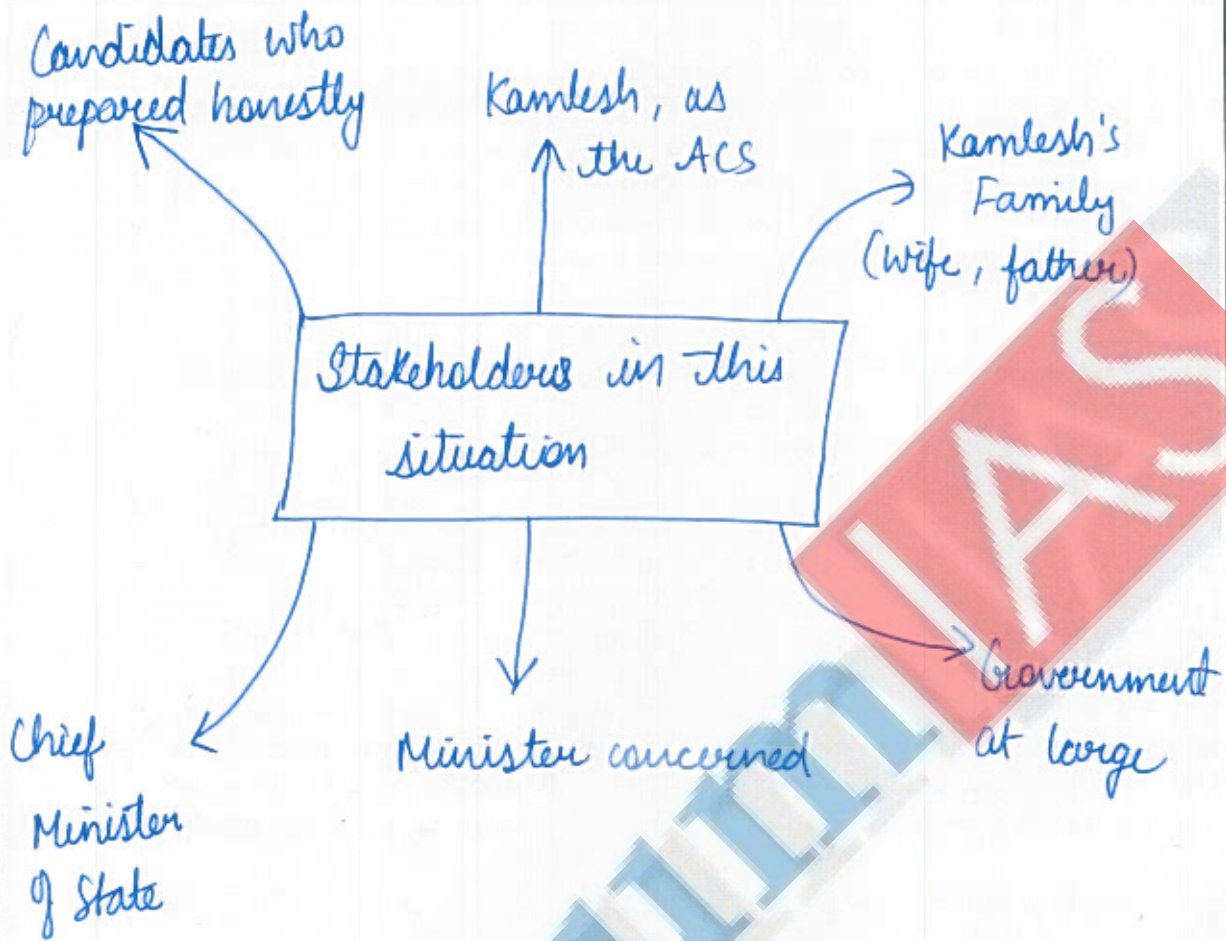


एक दिन, कमलेश अपने कार्यालय में बैठे थे, तभी उनका सचिव उनके लिए राज्य के एक प्रमुख खोजी पत्रकार का पत्र लेकर आया। यह पत्र हाल ही में आयोजित व्याख्याताओं की मर्ती से संबंधित है। पत्र का मजमून देखकर कमलेश हैरान रह गये। खोजी पत्रकार ने आरोप लगाया था कि परीक्षा का प्रश्नपत्र कुछ सफल उम्मीदवारों के लिए लीक कर दिया गया था, जिन्होंने परीक्षा में शामिल होने के लिए अपने दस्तावेज भी जाली बनाए थे। पत्र में विचौलियों, राजनेताओं और सिविल सेवकों के गठजोड़ पर भी प्रकाश डाला गया है जो इस तरह की अवैध प्रथाओं को बढ़ावा देते हैं। इसके अलावा, खोजी पत्रकार ने विश्वसनीय सबूत भी संलग्न किए थे। कमलेश ने अपने स्रोतों से पत्रों के तथ्यों की पुष्टि की और आरोपों को प्रथम दृष्टया सही पाया। चूंकि मामला गंभीर था और तत्काल कार्रवाई की आवश्यकता थी, इसलिए कमलेश ने मामले को अपने मंत्री के संज्ञान में लाया। उन्हें आश्चर्य हुआ जब मंत्री ने उनसे मामले पर कुछ देर बैठने के लिए कहा। मंत्री ने तर्क दिया कि इस मामले को उजागर करने से न सिर्फ विभाग बल्कि सरकार की भी बदनामी होगी। इसके अलावा, मंत्री ने तर्क दिया कि पूरी मर्ती प्रक्रिया को रद्द करना शिक्षा विभाग, स्कूलों आदि के लिए हानिकारक होगा; इसके अलावा, सात्यानिष्ठ और ईमानदार उम्मीदवार जिन्होंने तैयारी के लिए बहुत समय और पैसा निवेश किया है, उन पर भी नकारात्मक प्रभाव पड़ सकता है। उन्होंने कमलेश को यह भी याद दिलाया कि सीएम के शामिल होने की घोषणा पहले ही हो चुकी है।

मंत्री के कार्यालय से निकलने के बाद, कमलेश को मंत्री के निजी सचिव (पीएस) का फोन आया। पीएस ने कमलेश को संकेत दिया कि संबंधित उम्मीदवार सत्तारूढ़ राजनीतिक दल से निकटता से जुड़े हुए हैं, और उनके खिलाफ जाने से कमलेश के लिए पेशेवर समस्याएं पैदा हो सकती हैं। दूसरी ओर, पीएस ने आश्वासन दिया कि इस मामले में उनके सहयोग पर किसी का ध्यान नहीं जाएगा और उसे भरपूर इनाम दिया जाएगा। कमलेश अभी-अभी अपनी नई पोस्टिंग पर आए थे। वह जानते हैं कि मंत्री की इच्छा के विरुद्ध जाने पर उन्हें अपनी वर्तमान पोस्टिंग से हाथ धोना पड़ सकता है। और तो और, कमलेश के पिता का स्थानीय अस्पताल में इलाज चल रहा है। जिले से बाहर जाने का मतलब यह होगा कि उसके पिता को अपनी देखभाल के लिए अकेला छोड़ दिया जाएगा। इसके अलावा, कमलेश की पत्नी प्रिया भी एक नौकरशाह हैं, जो मुख्यमंत्री कार्यालय (सीएमओ) में तैनात हैं। कमलेश को एहसास होता है कि उसकी हरकतों का असर उसके करियर पर भी पड़ेगा।

- कमलेश द्वारा सामना की गई विभिन्न नैतिक दुविधाओं को उजागर करें।
- अपने आप को कमलेश की स्थिति में समझें। आपके लिए विभिन्न विकल्प क्या उपलब्ध हैं?
- आपके द्वारा सूचीबद्ध प्रत्येक विकल्प का आलोचनात्मक मूल्यांकन करें।
- कमलेश को उपरोक्त में से कौन सा विकल्प अपनाना चाहिए और क्यों? (20 अंक, 250 शब्द)

Corruption and nepotism are a major issue in public organizations today. This is possible only through an evil nexus of politicians, corrupt officials and middlemen. This poses a great threat to efficiency of our public institutions.



a) Various ethical dilemmas

i) Public Interest vs. Private Interest

⇓  
 Maintaining fairness of the recruitment procedure

⇓  
 Reward from the ruling politician for remaining silent on the issue

ii) Stopping corruption vs.



Unfair recruitment proliferate corruption and nepotism in govt. departments

Family Issues



Adverse impact on sick father and difficult professional life for the wife

iii) Removing corrupt candidates vs.



Corrupt candidates cannot be allowed to be recruited  
 ⇒ This would require a cancellation of current process and re-examination

Discouraging honest candidates



Cancellation of the current recruitment negatively impacts several honest candidates who would have qualified after facing lots of difficulties



**Option 2**

- Pros** → Get rewarded for silence
- Cons** → Compromise with duty

**Option 3**

- Pros** → No personal/professional problem and the corruption comes out
- Cons** → Failure of obligation

**Option 4**

- Pros** → Ensure fairness, honesty as well as discourage corruption and nepotism
- Cons** → A possible repercussion both personally and a negative perception among honest candidates

d) If I had to recommend, I would recommend and Kamlesh go with option 4. This is the most ethical position and since there are proof with Kamlesh, he can fight his case in tribunals and courts. Therefore, in this case total fairness and honesty should be maintained.

### Feedback

(For OFFICE use only)

#	G	A	P
AWIS			
CD & VA			
S & F			
P & R			

Please put tick marks in the above table.

Here G is Good, A is Average and P is Poor.

TOTAL MARKS

**Q.10)** XYZ is a premiere coaching institute located in Chatterjee Nagar locality of Himnagar. XYZ specialises in the coaching for medical and engineering entrance examination. The main office of the coaching, where the daily classes are conducted, is located in a congested locality, from where several other coaching institutes also operate.

One day, while classes were in session in the top floor of the building and some 200 odd students were in attendance, a fire broke out in the premises of XYZ coaching. The fire incident created a commotion among those present in the building. Everyone, in a state of confusion, started running helter-skelter. Some students rushed to the very narrow stairs. Many stumbled and fell, hurting themselves. The emergency exit plan of the building was not suitable to cater to the large number of students and staff. In order to save themselves from asphyxiation, some students broke the window of the classroom. However, in absence of a fire stairs they had to climb down using the balcony ledge. In the process, many students had a free fall and hurt themselves badly.

While two boys lost their life due to stampede caused while exiting the building, one girl got fatally injured while climbing down the ledge. The civil administration immediately started an audit of the building. Joseph is posted as the Municipal Commissioner of Himnagar. Chatarjee Nagar falls under his jurisdiction. Joseph has ordered an enquiry into the whole incident.

Coincidentally, Joseph's younger brother, Frank, is also a student of XYZ coaching. He was not present in the coaching during the fateful day. The owner of the XYZ coaching approaches Joseph and requests him to be lenient in the enquiry report. They propose that looking at the good track record of Frank they are willing to give him a scholarship to fund not only his coaching fees but also his graduation from any college in the country. They also promise that since Frank is a sincere student, they will dedicate their top faculty to ensure that Frank comes out with flying colours in the coming under graduate entrance examination.

Joseph knows that his brother has repeatedly failed in the entrance examinations earlier and a special focus will help him immensely. Also, Joseph himself was under student debt, which he was still paying in small instalments from his own salary. Recently married, and having risen from a poor family, Joseph has always worried about funding his brother's education.

- Identify various ethical concerns in the case study.
- You are a friend of Joseph. Joseph turns to you for advice. What advice will you give to Joseph and why? (20 marks, 250 words)

XYZ एक प्रीमियर कोचिंग संस्थान है जो हिमनगर के चटर्जी नगर इलाके में स्थित है। XYZ मेडिकल और इंजीनियरिंग प्रवेश परीक्षा की महत्वपूर्ण कोचिंग है। कोचिंग का मुख्य कार्यालय, जहां दैनिक कक्षाएं संचालित होती हैं, एक भीड़भाड़ वाले इलाके में स्थित है, जहां से कई अन्य कोचिंग संस्थान भी संचालित होते हैं।

एक दिन, जब इमारत की सबसे ऊपरी मंजिल पर कक्षाएं चल रही थीं और लगभग 200 छात्र उपस्थित थे, XYZ कोचिंग के परिसर में आग लग गई। आग लगने की घटना से बिल्डिंग में मौजूद लोगों में हड़कंप मच गया। सभी असमंजस की स्थिति में इधर-उधर भागने लगे। कुछ छात्र बहुत संकरी सीढ़ियों की ओर भागे। कई लोग लड़खड़ाकर गिर पड़े, जिससे उन्हें चोट लगी। इमारत की आपातकालीन निकास बड़ी संख्या में छात्रों और कर्मचारियों के लिए उपयुक्त नहीं थी। खुद को दम घुटने से बचाने के लिए कुछ छात्रों ने कक्षा की खिड़की तोड़ दी। हालांकि, आगे की सीढ़ियों के अभाव में उन्हें बालकनी के किनारे का उपयोग करके नीचे उतरना पड़ा। इस प्रक्रिया में, कई छात्र गिर गए और उन्हें गंभीर चोट लगी।

इमारत से बाहर निकलते समय मची भगदड़ के कारण जहां दो लड़कों की जान चली गई, वहीं एक लड़की खिड़की से नीचे उतरते समय गंभीर रूप से घायल हो गई। नागरिक प्रशासन ने तुरंत इमारत का ऑडिट शुरू किया। जोसेफ हिमनगर के नगर आयुक्त के पद पर तैनात हैं। चटर्जी नगर उनके अधिकार क्षेत्र में आता है। जोसेफ ने पूरी घटना की जांच के आदेश दे दिए हैं।

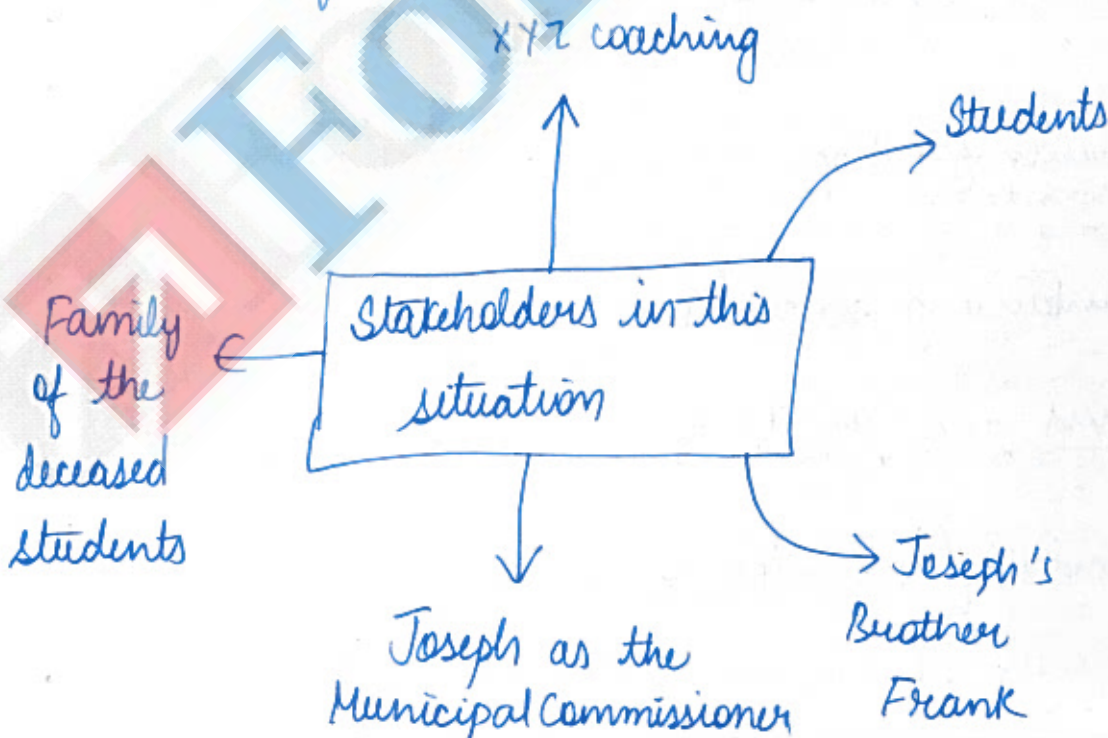
संयोग से, जोसेफ का छोटा भाई, फ्रैंक भी XYZ कोचिंग का छात्र है। वह उस दिन कोचिंग में मौजूद नहीं था। XYZ कोचिंग का मालिक जोसेफ के पास जाता है और उससे जांच रिपोर्ट में नरमी बरतने का अनुरोध करता है। उनका प्रस्ताव है कि फ्रैंक के अच्छे ट्रैक रिकॉर्ड को देखते हुए वे न केवल उसकी कोचिंग फीस, बल्कि देश के किसी भी कॉलेज से स्नातक की पढ़ाई के लिए भी उसे छात्रवृत्ति देने को तैयार हैं। वे यह भी वादा करते हैं कि चूंकि फ्रैंक एक ईमानदार छात्र है, इसलिए वे यह सुनिश्चित करने के लिए अपने शीर्ष संचायकों को समर्पित करेंगे कि फ्रैंक आगामी स्नातक प्रवेश परीक्षा में अच्छे अंक लेकर आए।

जोसेफ को पता है कि उसका भाई पहले भी प्रवेश परीक्षाओं में बार-बार असफल हुआ है और विशेष फोकस से उसे काफी मदद मिलेगी। इसके अलावा, जोसेफ स्वयं एक ऋण के अधीन था, जिसे वह अभी भी अपने वेतन से छोटी किस्तों में चुका रहा था। हाल ही में शादी हुई और एक गरीब परिवार से आने के कारण, जोसेफ हमेशा अपने भाई की शिक्षा के वित्तपोषण के बारे में चिंतित रहता है।

a) मामले के अध्ययन में विभिन्न नैतिक चिंताओं की पहचान करें।

b) आप जोसेफ के मित्र हैं। जोसेफ सलाह के लिए आपके पास आता है। आप जोसेफ को क्या सलाह देंगे (20 अंक, 250 शब्द) और क्यों?

Lack of attention towards legal and statutory provisions regarding buildings make them prone to hazards such as fire. Many such incidents have occurred in recent times due to sheer negligence.



a) Various ethical concerns

i) Upholding public interest over private interest

↳ Public interest ⇒ Fair and honest investigation

↳ Private interest ⇒ Helping brother's studies

ii) Ensuring justice for the deceased and their families

iii) Making sure that the report acts as a deterrent against future acts of negligence

iv) Penalising those who broke the law

v) Maintaining personal integrity, honesty, fairness and objectivity

vi) Upholding principle of equality

↳ Equality between one kin and others



b) As Joseph's friend, I would give following advice:

i) Uphold the values of justice, fairness, equality and integrity

⇒ It will give a sense of psychological satisfaction for fulfilling one's duty

ii) Prepare an honest report outlining all lapses, negligences and ignorance of law

⇒ It will deter more such incidences in the future

iii) Penalise the perpetrators and those responsible for mismanagement

⇒ It will serve justice to those who lost lives and their families

iv) Put up complain against the coaching for trying to bribe a corrupt official

↳ It will prevent future acts of corruption as well

v) Recommend measures for effective implementation of existing laws

↳ Preventing such incidences should be a major objective of the investigation

vi) Help your brother in honestly clearing exams

↳ He can be put somewhere he can get more personalised attention

↳ He can also be helped in exploring new career options -

However, helping brother cannot be an excuse for not upholding your obligation.

Therefore, in this case study, it is clear that Jacob, as a public official, needs to uphold the necessary values of public life.

**Feedback**

(For OFFICE use only)

#	G	A	P
AWIS			
CD & VA			
S & F			
P & R			

Please put tick marks in the above table.

Here G is Good, A is Average and P is Poor.

TOTAL MARKS	
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**Q.11)** Kamal is an Indian Administrative Service (IAS) officer. He has been recently transferred as the Municipal commissioner of the Kartavya Nagar Municipality. Kamal is an honest and no non-sense officer. He has been known for having a tough stance against corruption, lethargy, and indiscipline at the workplace. In his new responsibility as the Municipal commissioner, Kamal finds that the day-to-day functioning of the municipal office is in a very sorry state. The inefficiency and ineffectiveness have brought matters to such a pass that even the basic responsibilities like cleanliness of the city, upkeep of public places, redressal of grievances etc., are not fulfilled. Upon enquiring, Kamal finds that the reason for rampant indiscipline and corruption in the municipal office is primarily a group of errant employees. While they do not work themselves, they also create nuisance in the office, thereby disrupting the work of other sincere employees. Moreover, it also comes to Kamal's knowledge that these employees indulge in corrupt practices by demanding bribes from people for petty tasks. Further, Kamal has noticed that the undisciplined employees come to office late, leave early and also remain absent from work without permission. Kamal gets to know that the ringleader of these employees is a close relative of a local MLA.

In order to improve the working condition of the municipal office, Kamal warns the mischievous employees to mend their troublesome ways or to face strict disciplinary actions. However, Kamal's warning has little effect on the thick-skinned employees, who continue to work in their wayward ways. Finally, Kamal issues a show cause notice to all the troublesome employees for their various acts of indiscipline. As a retaliatory measure, a woman employee amongst these troublemakers' files a complaint of sexual harassment against Kamal with the Women's commission. The commission has asked for Kamal's explanation in this matter. Also, this fabricated matter is publicised in the media to embarrass Kamal further. Moreover, the MLA begins pressuring Kamal to go soft on these employees. Some of the options before Kamal to handle this situation could be as follows:

- i) Give his explanation to the Commission and go soft on the disciplinary action.
  - ii) Ignore the commission and proceed firmly with the disciplinary action.
  - iii) Brief his higher-ups, seek directions from them and act accordingly
- a) Evaluate all the above courses of action and suggest the best course of action, giving your reasons for it.
- b) What according to you are the reasons behind poor work culture in public offices? Also, recommend measures to improve the same.

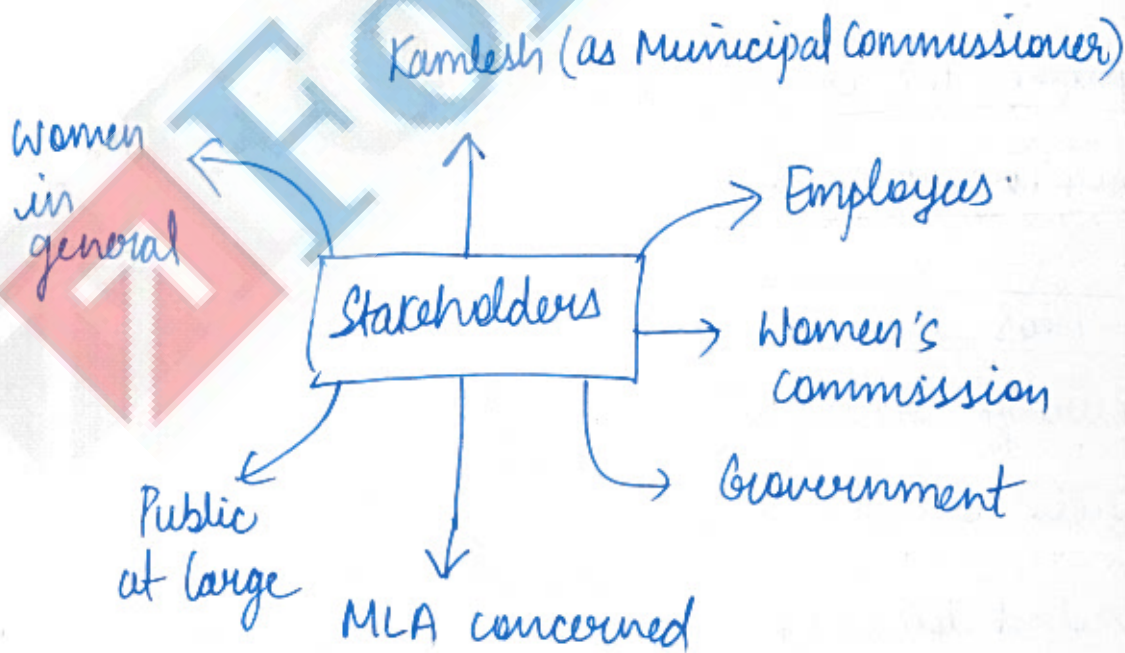
(20 marks, 250 words)

कमल एक भारतीय प्रशासनिक सेवा (IAS) अधिकारी हैं। उन्हें हाल ही में कार्तव्य नगर नगर पालिका के नगर आयुक्त के रूप में स्थानांतरित किया गया है। कमल एक ईमानदार और विवेकशील अधिकारी हैं। उन्हें कार्यस्थल पर भ्रष्टाचार, अकर्मण्यता और अनुशासनहीनता के खिलाफ सख्त रुख अपनाने के लिए जाना जाता है। नगर आयुक्त के रूप में अपनी नई जिम्मेदारी में, कमल ने पाया कि नगरपालिका कार्यालय का दिन-प्रतिदिन का कामकाज बहुत ही दयनीय स्थिति में है। अक्षमता और अप्रभावीता ने मामलों को इस हद तक पहुंचा दिया है कि शहर की सफाई, सार्वजनिक स्थानों के रखरखाव, शिकायतों के निवारण आदि जैसी बुनियादी जिम्मेदारियों को भी पूरा नहीं किया जाता है। पूछताछ करने पर, कमल ने पाया कि नगर निगम कार्यालय में व्याप्त अनुशासनहीनता और भ्रष्टाचार का कारण मुख्य रूप से पथभ्रष्ट कर्मचारियों का एक समूह है। जबकि वे खुद काम नहीं करते हैं, वे कार्यालय में भी उपद्रव पैदा करते हैं, जिससे अन्य ईमानदार कर्मचारियों के काम में बाधा आती है। इसके अलावा, कमल के संज्ञान में यह भी आता है कि ये कर्मचारी छोटे-मोटे कामों के लिए लोगों से रिश्तत मांगकर भ्रष्टाचार में लिप्त हैं। इसके अलावा, कमल ने देखा कि अनुशासनहीन कर्मचारी कार्यालय में देर से आते हैं और जल्दी निकल जाते हैं और बिना अनुमति के काम से अनुपस्थित भी रहते हैं। कमल को पता चलता है कि इन कर्मचारियों का सरगना एक स्थानीय विधायक का करीबी रिश्तेदार है। कमल ने नगर निगम कार्यालय की कार्य स्थिति में सुधार लाने के लिए पथभ्रष्ट कर्मचारियों को अनुशासनहीन व्यवहार को सुधारने या सख्त अनुशासनात्मक कार्रवाई करने की चेतावनी दी है। हालांकि, कमल की चेतावनी का मोटे चमड़ी वाले कर्मचारियों पर बहुत कम प्रभाव पड़ता है, जो अपने तरीके से काम करना जारी रखते हैं। अंत में, कमल सभी पथभ्रष्ट कर्मचारियों को उनके अनुशासनहीनता के विभिन्न कृत्यों के लिए कारण बताओ

नोटिस जारी करता है। जवाबी कार्रवाई के तौर पर इन उपद्रवियों में से एक महिला कर्मचारी कमल के खिलाफ महिला आयोग में यौन उत्पीड़न की शिकायत दर्ज कराती है। आयोग ने इस मामले में कमल से स्पष्टीकरण मांगा है। साथ ही कमल को अधिक बदनाम करने के लिए इस मनगढ़ंत मामले को भीड़िया में प्रचारित किया जाता है। साथ ही विधायक कमल पर इन कर्मचारियों पर नरमी बरतने का दबाव बनाने लगते हैं। कमल के सामने इस स्थिति को संभालने के लिए कुछ विकल्प इस प्रकार हो सकते हैं :

- i) आयोग को अपना स्पष्टीकरण दें और अनुशासनात्मक कार्रवाई पर नरम हो जाएं।
  - ii) आयोग की उपेक्षा करें और अनुशासनात्मक कार्रवाई के साथ दृढ़ता से आगे बढ़ें।
  - iii) अपने उच्च अधिकारियों को सूचित करें, उनसे निर्देश प्राप्त करें और तदनुसार कार्य करें।
- a) कार्यवाही के उपरोक्त सभी प्रारूपों का मूल्यांकन करें और इसके लिए अपने कारण बताते हुए कार्यवाही का सबसे अच्छा विकल्प सुझाएं।
- b) आपके अनुसार सार्वजनिक कार्यालयों में खराब कार्य संस्कृति के क्या कारण हैं? साथ ही इसमें सुधार के उपाय सुझाएं। (20 अंक, 250 शब्द)

Discipline in public life has been rapidly eroding and it has resulted in an attitude of lethargy and laziness among public officials. This also breeds corruption as indiscipline and corruption feed upon each other.



a) Evaluation of available courses of action

i) Give his explanation to the commission and go soft on the disciplinary action

Pros	Cons
<ul style="list-style-type: none"> <li>→ Get name clear from allegation</li> <li>→ Reach a state of compromise</li> <li>→ Please everyone</li> </ul>	<ul style="list-style-type: none"> <li>→ Promotes culture of indiscipline</li> <li>→ Breeds corruption</li> <li>→ Promotes misuse of allegation of sexual harassment</li> </ul>

ii) Ignore the commission & proceed with disciplinary action

Pros	Cons
<ul style="list-style-type: none"> <li>→ Discourage indiscipline</li> <li>→ Controls corrupt practices</li> <li>→ Improved efficiency</li> </ul>	<ul style="list-style-type: none"> <li>→ Might bring adverse action from commission</li> <li>→ Political repercussion</li> </ul>

iii) Brief the higher-ups and seek directions from them and act accordingly

Pros	Cons
<p>→ Will create a mild course of action</p> <p>→ Experience of seniors will help</p>	<p>→ Encourage indisciplined employees</p> <p>→ May lead to no action</p>

b) According to me, the best course of action would be a combination of various discussed options:

i) Kamal should take advices from seniors and try to come to an informed course of action. He should not act upon any advice which compromises his integrity

ii) Kamal should also give explanation to the women's commission

- ↳ It will not lead to disrespect of the commission and undermine its authority
- ↳ It will also help maintain the seriousness of the allegations of sexual harassment

iii) Kamal should take strict administrative action against indisciplined employees

- ↳ It will uphold his own integrity
- ↳ Discourage indiscipline and corruption
- ↳ Enhance the efficiency of public organization
- ↳ Sets example against use of intimidating and blackmailing techniques against an officer.



Therefore, in this way Kamal can boost public trust in institutions and implement institutional probity.

**Feedback**

(For OFFICE use only)

#	G	A	P
AWIS			
CD & VA			
S & F			
P & R			

Please put tick marks in the above table.

Here G is Good, A is Average and P is Poor.

TOTAL MARKS

Q.12) You are the managing director of an upcoming advertising company which has made a name for itself in the market in a very short time. Varun is a star employee of your company who has consistently given good performance. Some of the most popular advertisements of the company, in recent times, have been an outcome of Varun's creative ideas. Since his joining, Varun has helped in almost doubling the revenues of the company, by bringing new clients and improving the brand equity of the company. You place high value in Varun's professional competence and are in the process of giving him a bigger responsibility in the company.

However, you have been hearing rumours from various sections about the attitude of Varun towards his female colleagues. It has come to your notice that Varun is habitual of passing loose and lewd comments on the female employees of the company. Furthermore, Varun regularly sends indecent messages on phone to all the employees, including female workers. One day, Geetanjali, an employee working in Varun's team comes to you visibly disturbed. She complains to you about the repeated misbehaviour of Varun towards her. She informs you that Varun has on many occasions made undesirable physical advances towards her. She also tells that last evening before her shift was about to end, Varun called her in his cabin and tried to touch her inappropriately. She requests you to conduct an enquiry by the internal complaints committee (formed under POSH Act). She also tells you that in case appropriate action is not taken against Varun, she will be forced to resign from her position. You personally know Geetanjali as a dedicated and honest employee of the company. You are aware that she is the sole breadwinner of her family and has to support her teen-age brother and ailing mother. You also understand that unless the situation was really serious, Geetanjali would not have thought of resignation. On the other hand, an enquiry against Varun may affect the financial growth of the company. Also, you know that if Varun is fired for his actions, many big clients may leave the company.

- What are the ethical issues involved in this case study?
- Evaluate the different options available to you. In this situation, which option will you adopt and why?
- What steps will you take to ensure a safer workplace for women in your company?

(20 marks, 250 words)

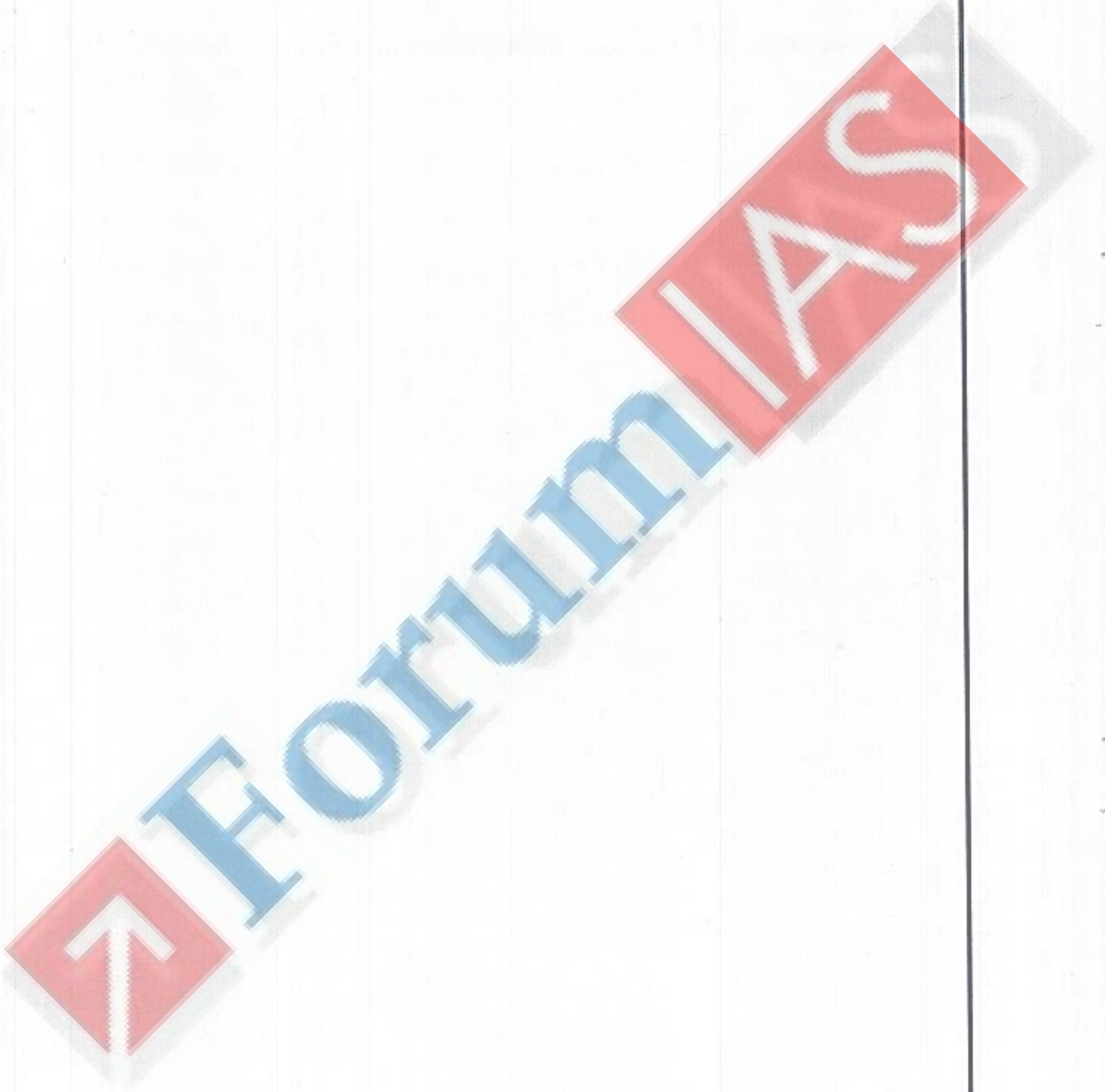
आप एक आने वाली विज्ञापन कंपनी के प्रबंध निदेशक हैं जिसने बहुत ही कम समय में बाजार में अपना नाम बना लिया है। वरुण आपकी कंपनी के एक स्टार कर्मचारी हैं जिन्होंने लगातार अच्छा प्रदर्शन किया है। कंपनी के कुछ सबसे लोकप्रिय विज्ञापन, हाल के दिनों में, वरुण के रचनात्मक विचारों का परिणाम रहे हैं। अपने शामिल होने के बाद से, वरुण ने नए ग्राहकों को लाकर और कंपनी की ब्रांड इक्विटी में सुधार करके कंपनी के राजस्व को लगभग दोगुना करने में मदद की है। आप वरुण की पेशेवर क्षमता में उच्च मूल्य रखते हैं और कंपनी में उन्हें एक बड़ी जिम्मेदारी देने की प्रक्रिया में हैं।

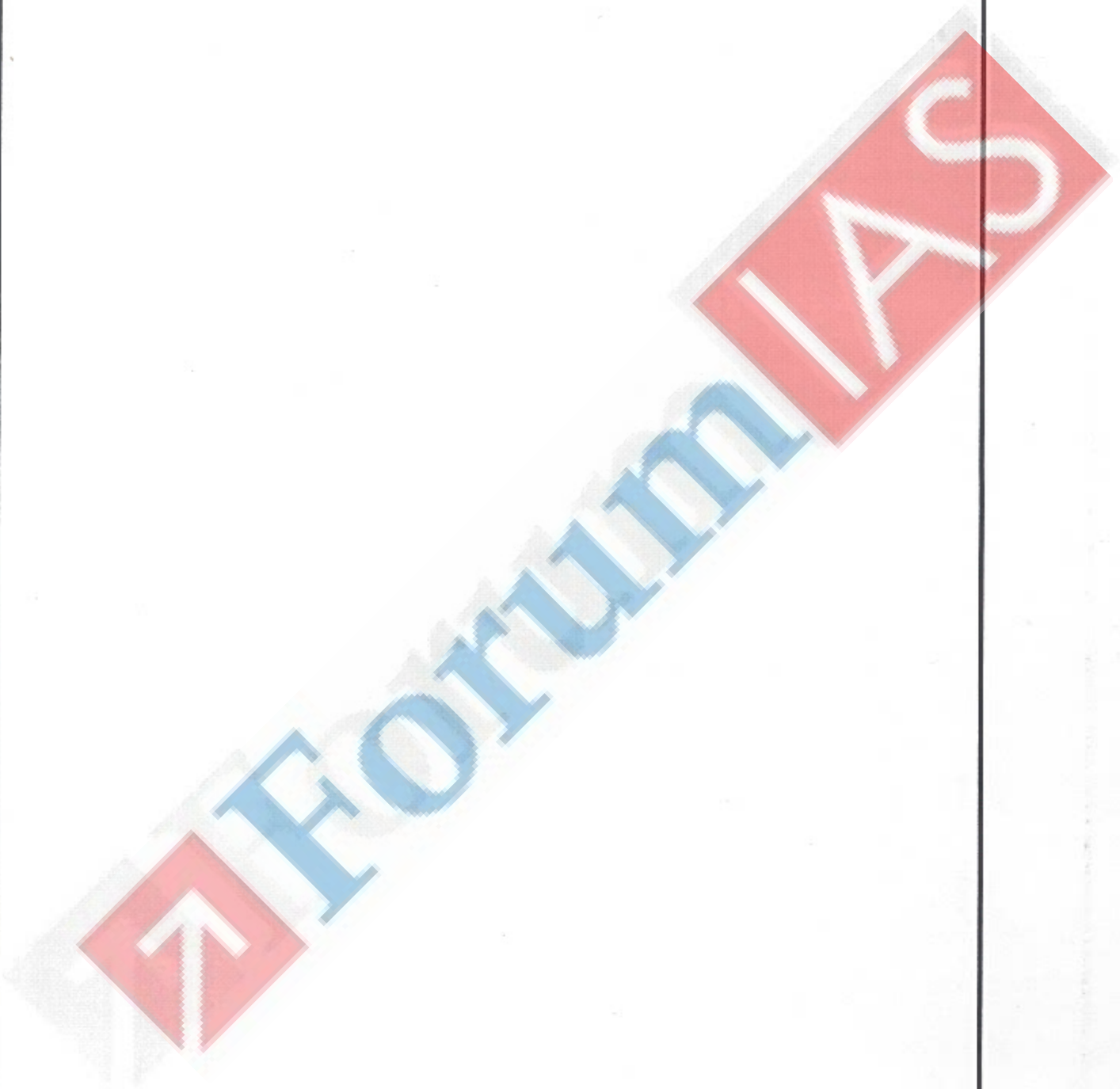
हालाँकि, आप विभिन्न वर्गों से वरुण के अपनी महिला सहयोगियों के प्रति रवैये के बारे में अफवाहें सुनते रहे हैं। आपके संज्ञान में आया है कि वरुण को कंपनी की महिला कर्मचारियों पर अभद्र और भद्दे कमेंट करने की आदत है। इसके अलावा, वरुण नियमित रूप से महिला कर्मचारियों सहित सभी कर्मचारियों को फोन पर अभद्र संदेश भेजता है। एक दिन, वरुण की टीम में काम करने वाली एक कर्मचारी गीतांजलि आपके पास आती है, जाहिर तौर पर परेशान दिखाई देती है। वह आपसे बार-बार वरुण के प्रति दुर्व्यवहार की शिकायत करती है। वह आपको बताती है कि वरुण ने कई मौकों पर उसके प्रति अवांछित शारीरिक 'गोषण' करने की कोशिश की है। वह यह भी बताती है कि कल शाम उसकी शिफ्ट खत्म होने वाली थी, वरुण ने उसे अपने केबिन में बुलाया और उसे गलत तरीके से छूने की कोशिश की। वह आपसे आंतरिक शिकायत समिति (POSH अधिनियम के तहत गठित) द्वारा जांच कराने का अनुरोध करती है। वह आपको यह भी बताती है कि अगर वरुण के खिलाफ उचित कार्रवाई नहीं की गई, तो उसे अपने पद से इस्तीफा देने के लिए मजबूर किया जाएगा। आप व्यक्तिगत रूप से गीतांजलि को कंपनी के एक समर्पित और ईमानदार कर्मचारी के रूप में जानते हैं। आप जानते हैं कि वह अपने परिवार की एकमात्र कमाने वाली है और उसे अपने किशोर भाई और बीमार माँ का समर्थन करना है। आप यह भी समझते हैं कि जब तक स्थिति वास्तव में गंभीर नहीं होती, गीतांजलि ने इस्तीफे

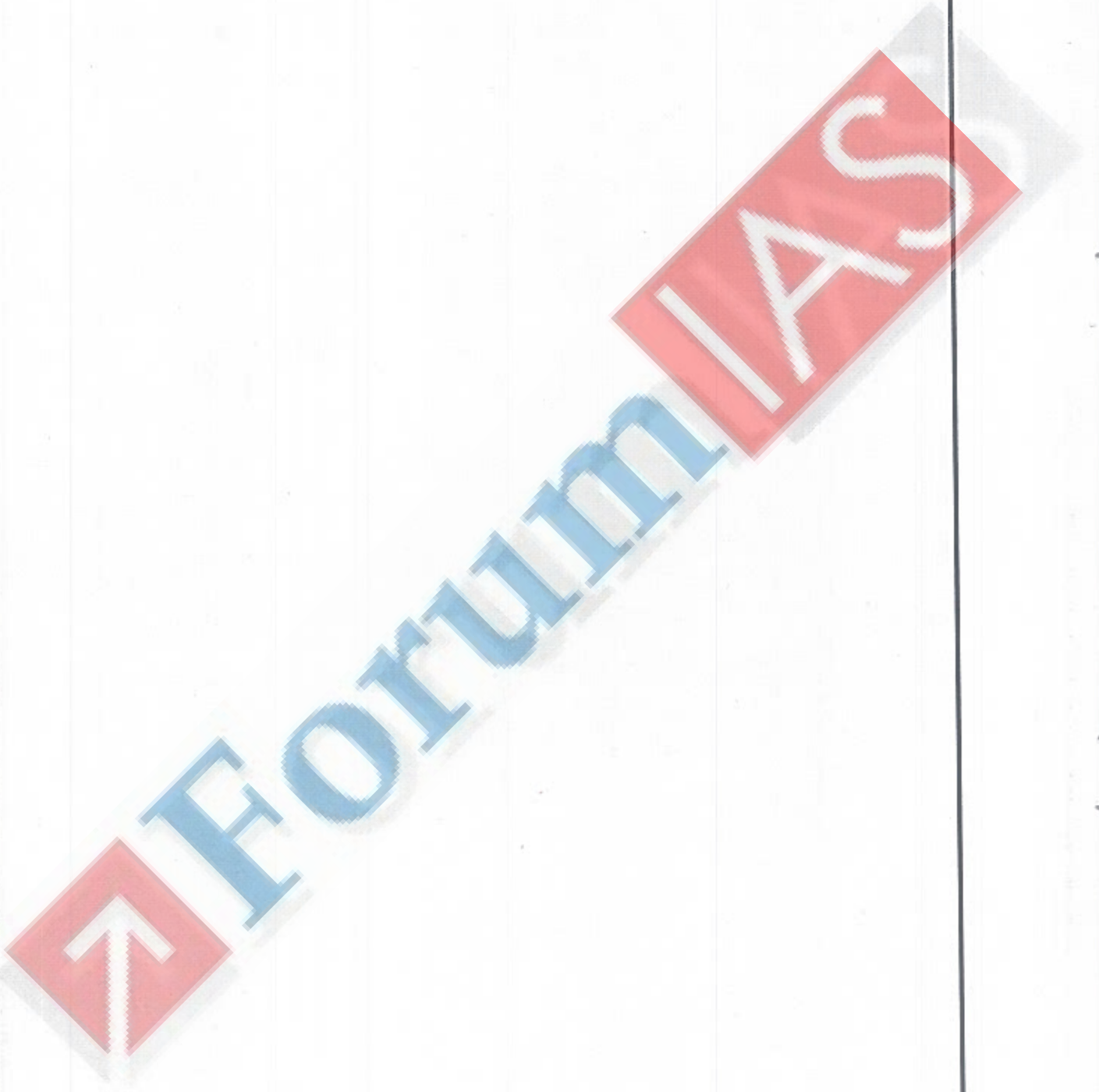
के बारे में नहीं सोचा होता। दूसरी ओर, वरुण के खिलाफ जांच कंपनी की वित्तीय वृद्धि को प्रभावित कर सकती है। साथ ही, आप जानते हैं कि अगर वरुण को उनके कार्यों के लिए निकाल दिया जाता है, तो कई बड़े ग्राहक कंपनी छोड़ सकते हैं।

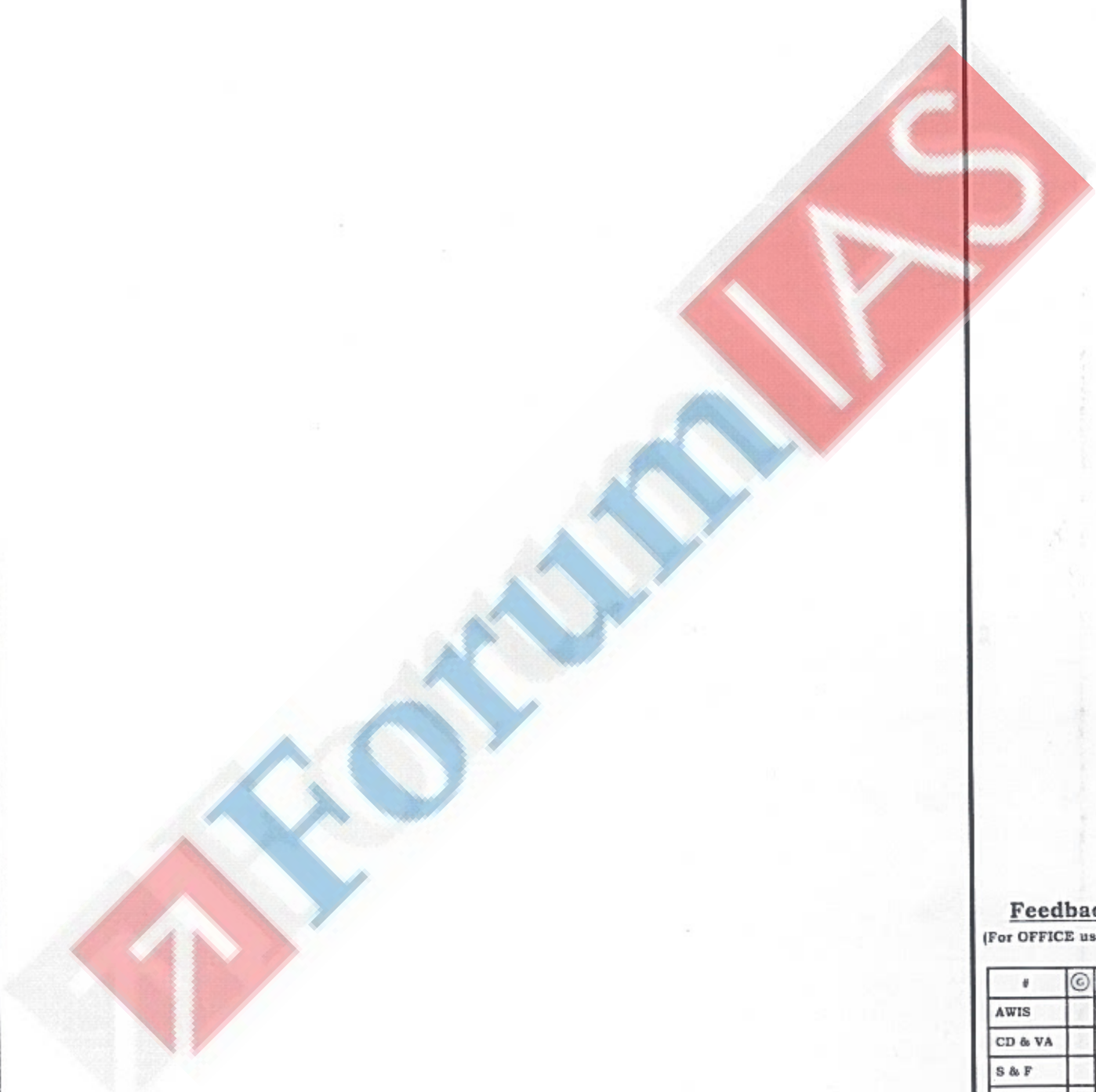
- इस केस अध्ययन में कौन से नैतिक मुद्दे शामिल हैं?
- आपके पास उपलब्ध विभिन्न विकल्पों का मूल्यांकन करें। ऐसी स्थिति में आप कौन सा विकल्प अपनाएंगे और क्यों?
- आपकी कंपनी में महिलाओं के लिए सुरक्षित कार्यस्थल सुनिश्चित करने के लिए आप क्या कदम उठाएंगे?

(20 अंक, 250 शब्द)









**Feedback**

(For OFFICE use only)

#	G	A	P
AWIS			
CD & VA			
S & F			
P & R			

Please put tick  
marks in the above  
table.

Here G is Good, A is  
Average and P is  
Poor.

TOTAL MARKS	
----------------	--

**Mentor Feedback Questions**

1 .....

2 .....

3 .....

4 .....

5 .....

**Test Goal**

**Outcomes**

1 .....	<input type="checkbox"/>	.....
2 .....	<input type="checkbox"/>	.....
3 .....	<input type="checkbox"/>	.....

**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.

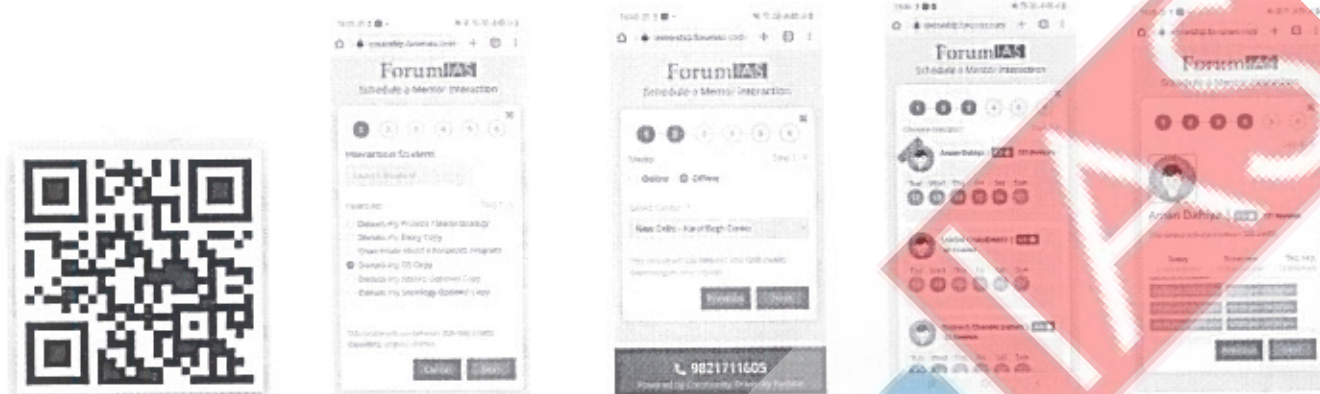


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