TEST CODE	6	1	4	2	0	2

FIAS – MGP 2023 – Cohort 13 Alt – Sectional Test #6

Time Allowed : Three Hours
समय : तीन घंटे

ForumIAS

Maximum Marks : 250
अधिकतम अंक : 250

GENERAL STUDIES / सामान्य अध्ययन

Name Of Candidate परीक्षार्थी का नाम	SWATI SHARMA		
Roll No./अनुक्रमांक	1910099200	Medium/माध्यम	English ☑ हिंदी ☐
Center Code/परीक्षा केंद्र	1901	Date/दिनांक	16 August 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

Q. No. प्र.सं.	Max. Marks अधिकतम अंक	Marks Obtained प्राप्तांक
1		
2		
3		
4		
5		
6		
7		
8		
9		
10		
11		
12		
13		
14		
15		
16		
17		
18		
19		
20		
Total/कुल अंक	250	

Examiner's Discretion/मूल्यांकन कर्ता का विवेक :

Total Marks/कुल अंक :

*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 समग्र रूप किसी अन्य विषय वस्तु, जो मूल्यांकन कर्ता को आपकी कॉपी में पसंद आदी के आधार पर (लेकिन इन्हीं तक सीमित नहीं) पर दिए गए अंक हैं।

INSTRUCTION / अनुदेश

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।

2. There are TWELVE questions printed in ENGLISH & HINDI, all questions are compulsory.
उत्तर पुस्तिका में अंग्रेजी / हिंदी में बारह प्रश्न दिए गए हैं, सभी प्रश्न अनिवार्य हैं।

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।

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।

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।

For Student Only / केवल परीक्षार्थी प्रयोग हेतु

Start Time/प्रारंभ करने का समय :	End Time/समाप्त करने का समय :
10:30 a.m.	1:45 p.m.

Mode Of Examination/ परीक्षा की विधि :
Online/ऑनलाइन ☑
Offline/ऑफलाइन ☐

For Office Use Only / केवल कार्यालय प्रयोग हेतु

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

218337_614202_1910099200_(2023-08-16 16:11:14)

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

ForumIAS

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 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 Creative answer writing, sometimes missing the core demand, may fetch very high or very low scores, and exposes your answer to the subjective 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 space limit have you (a) written what is asked (b) gone beyond what is asked (c) enriched answers through combination of (but not all!) suggestion 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- each part has been addressed appropriately or not. Whether the flow of the answer is maintained. Affects both subjective and objective compo 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 a subjective components of assessment.

ForumIAS

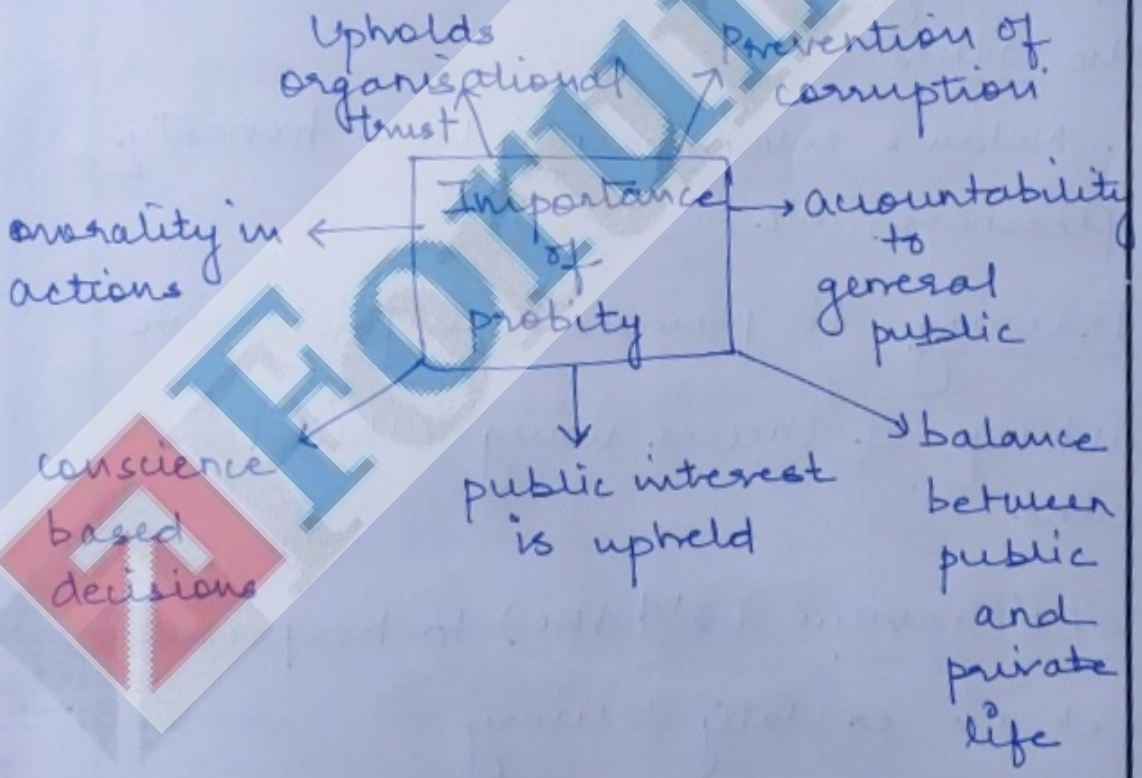
(Don't Write anythi in this Area/ इस स्थ पर कुछ न लिखें)

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) उत्पन्न करने के तरीकों पर चर्चा कीजिए।
(10 अंक, 150 शब्द)

Probity refers to upholding ethical and moral values while delivering public duties.



There are various ways of

ForumIAS

INCULCATING PROBITY IN PUBLIC LIFE -

i) Implementation of Code of conduct and Code of Ethics

ii) 2nd ARC recommends to inculcate ethical organisational culture in public servants.

iii) Upholding constitutional and public values

(eg) - Nolan's seven principles - honesty selflessness, etc

iv) Training to provide comprehensive build up of career using ethical means.

v) 360° review (2nd ARC) to keep a check on ~~ex~~ duty delivery

Probity in public life ensures achievement of sevottam in public service delivery.

(Don't Write in this Area / पर कुछ न लि

Feedback
(For OFFICE use

AWIS	
CD & VA	
S & F	
P & R	
TOTAL MARKS	

Please put tick marks in the table.
Here G is Good, Average and Poor.

ForumIAS

(Don't Write anythi in this Area/ इस स्थ पर कुछ न लिखें)

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 charter is a set of standards formulated by an organisation to uphold service delivery in fullest sense.

Role of citizen charter in making governance citizen centric

i) Citizen charter lays down vision and goals to be achieved

ii) It upholds timely and effective grievance redressal.

iii) It takes account of bottom up approach in delivery

iv) It keeps values and laws at balance while upholding public interest

FORUM IAS

However, citizen charter has some loopholes –

- outdated structure
- lack of coordination among stakeholders
- lack of participative planning
- language and content barriers

Citizen charter can be made more effective →

i) 2nd ARC recommends –
- governance redressal
- timely delivery of service
- accountability of public servants

ii) There is a need to link people with formulation – participative

iii) Use of local languages to bridge regional gaps.

Citizen charter stands at helm of efficient and quality service delivery to usher sushasan in governance.

ForumIAS

(Don't Write anythi in this Area/ इस स्थ पर कुछ न लिखें)

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**

- these are a set of rules that are formulated through institutions of government
- written and formal in nature
- can lead to punishment on non-adherence
- allows for commitment towards service

Code of ethics

- these are a set of values or ethical conscience formulated to uphold public interest
- informal and non-codified yet
- can invite moral dissonance
- allows dedication and spirit of service

Both the instruments are a means to achieve probity in governance.

FORUM IAS

ii) ACCOUNTABILITY

- It refers to answerability towards general public or ~~higher~~ authorities for the actions taken

eg - RTI ensures accountability of public officials

- It ensures good governance and upholds public values

- It demands actions ~~from~~ due to ~~outer~~ external demands

RESPONSIBILITY

- It refers to being morally acceptance for actions taken

eg - ~~Gandhi~~ Lal Bahadur Shastri on rail accidents

- It might not/ might lead to good governance, upholds personal values

- This answers the internal demand to be ethical.

Accountability and responsibility are a means to uphold good governance

(Don't W in this Are पर कुछ न

Feedb (For OFFICE

#	
AWIS	
CD & VA	
S & F	
P & R	
Please put t marks in th table. Here G is G Average and Poor.	
TOTAL MARKS	

Call us: 9311740400, 9311740900
Blog : blog.forumias.com

Visit us : www.forumias.com
Email : helpdesk@forumias.academy

ForumIAS

(Don't Write anythi in this Area/ इस स्थ पर कुछ न लिखें)

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)

A civil servant is seen as an "ethical polestar" in managing public administration.

In any organisation, there are differences between

MANAGERS	LEADERS
i) These are responsible for the management of functions of the organisation.	i) They are seen as those who walk and run the organisation
ii) They are bound by rules, might not be ethical.	ii) They are seen as balance between law and ethical conduct

ForumIAS

ForumIAS

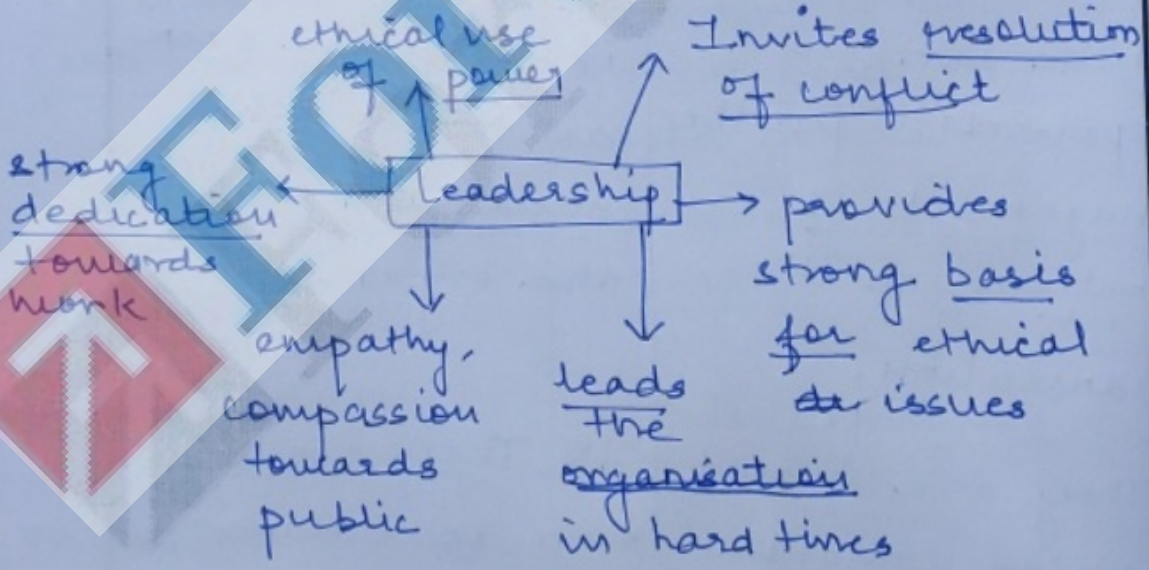
iii) These concerns are utilitarian in nature – greatest benefit for the members of organisation

eg – Board of directors of a company

iii) They are drawn by purity of ends and means along with fortitude and probity

eg – Ratan Tata

Nolan Committee listed leadership as one of 7 principal values for a civil servant as –



Leaders are the builders of nation. they stand against adversity to bring out best in an organisation.

Call us: 9311740400, 9311740900
Blog : blog.forumias.com
Visit us : www.forumias.com
Email : helpdesk@forumias.academy

ForumIAS

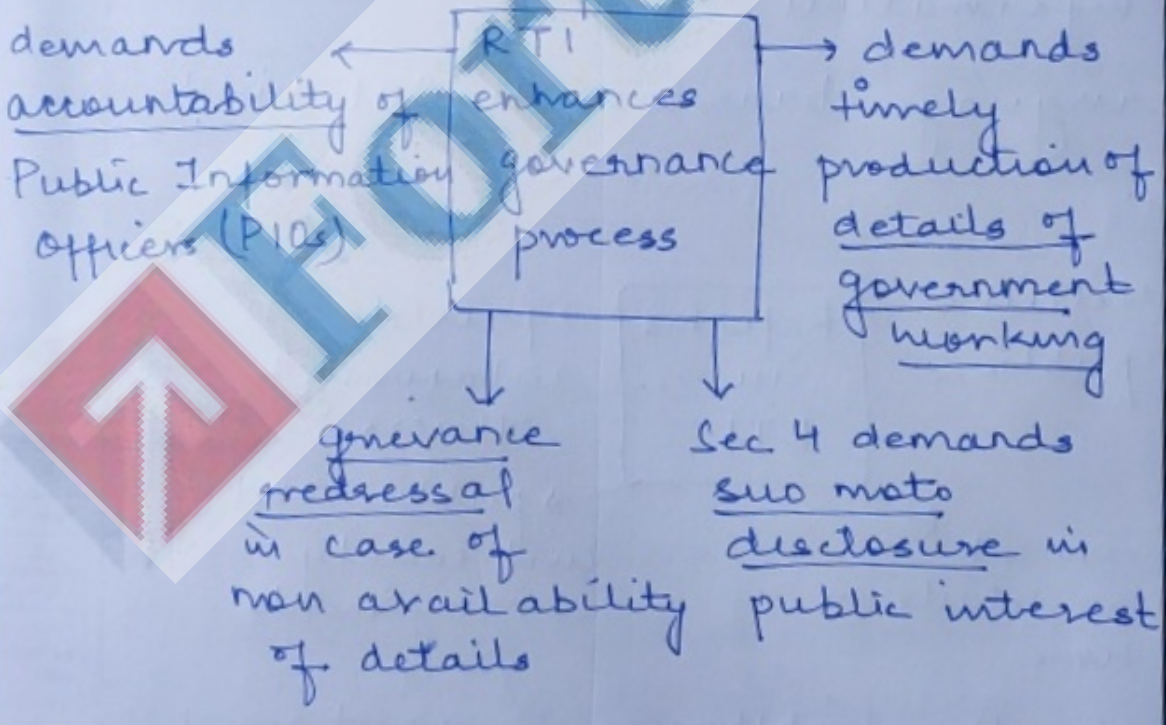
(Don't Write anythi in this Area/ इस स्थ पर कुछ न लिखें)

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)

RTI Act was enacted in 2005 after civil society engagements under judgment to bring transparency and accountability

enhances participative governance



ForumIAS

However RTI has some CHALLENGES -

i) Vacancy in appointment of officials

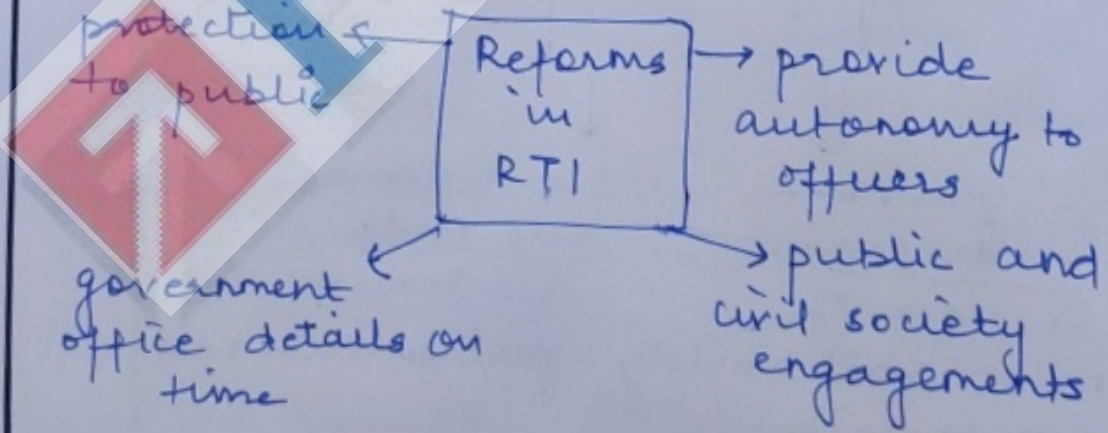
ii) Politicisation of appointments

iii) Term and salary of members decided by executive - RTI amendment act 2019 - reduces the accountability

iv) Killing and threats to those who demand more information

v) Untimely and delays in processing of information

vi) Language barriers, digital divide, etc.



RTI is the lighthouse of good governance. There is dire need to provide reforms.

Call us: 9311740400, 9311740900
Blog : blog.forumias.com
Visit us : www.forumias.com
Email :

(Don't Write anythi in this Area/ इस स्थ पर कुछ न लिखें)

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 Indian Constitution endeavours state to create a UCC to implement common set of laws for all religions in India on private relations.

Challenges in aligning the legal principles (law - positive) and moral considerations (ethical) -

i) Law can be inconsistent with moral values -

eg - religions are dealt according to holy scriptures that can differ from standards set by society.

ii) Religious/ Moral values can be inconsistent with law -

eg - alimony and maintenance of muslim women after divorce contradicts dignity of women.

LAW can be influenced by moral/ religious principles -

i) This brings consistency in implementation of laws

ii) Prevents reluctance towards adherence of laws

iii) Uphold moral values of society

eg - duty towards the weak and vulnerable - Moral value of compassion.

~~Law~~ Religious / moral values can be a source of law but with ethical altruism and treating them as means than end.

ForumIAS

(Don't Write anything in this Area/ इस क्षेत्र पर कुछ न लिखें)

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?
(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)

Morals are the ~~values~~ set of principles guided by righteousness of an ethical action. It is a byproduct of nature and nurture. (society and individual)

Morality is SIGNIFICANT FOR PUBLIC ADMINISTRATION –

i) High morals in private life enhances effective decisions in public life.
eg – an honest official is likely to bring probity in working

ii) These help us guide when there is conflict of interest.
eg – New public management provides

(Don't Write in this Area / पर कुछ न

resolution of problems using moral conscience and laws.

iii) It strengthens to bring social change on ground.

eg - Rammohan Roy - against Sati despite orthodox roadblocks.

However,

MORAL RIGIDITY CAN BE A HINDRANCE -

Moral rigidity is sticking to one's ~~value~~ principles despite consequences of actions -

i) ~~Ex~~ Reluctance to change

ii) Dissonance between ~~attitud~~ cognitive and behavioural components at times

eg - honesty can be conflicted with non-disclosure of secret information

However, moral values are a bridge to fill the gaps in administrative loopholes.

Feedback (For OFFICE)

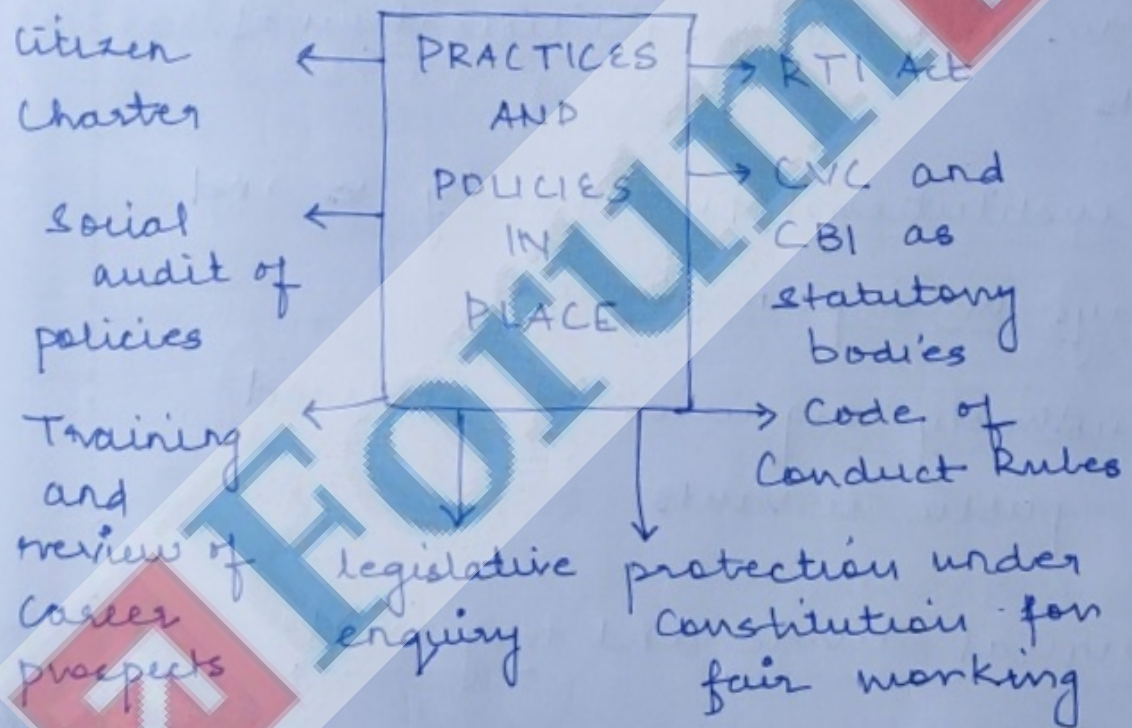
AWIS	
CD & VA	
S & T	
P & R	
Please put marks in table. Here G is Average Poor.	
TOTAL MARKS	

Call us: 9311740400, 9311740900
Blog : blog.forumias.com
Visit us : www.forumias.com
Email : helpdesk@forumias.academy

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)

there are various means to achieve the end of effective governance.



The ETHICAL CONSIDERATIONS that arise from design and implementation

ForumIAS

of the administrative practices are —

i) Public Interest vs Official information

eg - RTI involves non disclosure of information under Sec 8 of act 2005.

ii) Executive overreach —

eg - appointments of officials in CVC and CBI — politicisation of posts

iii) Constitutional functionality vs and delays in implementation

eg untimely enquiries of accused public servants

iv) Digital divide and regional imbalances

eg - Social audits.

citizen centric governance is the need of hour to ensure effective implementation of policies in place.

Call us: 9311740400, 9311740900
Blog : blog.forumias.com
Visit us : www.forumias.com
Email : helpdesk@forumias.academy

ForumIAS

(Don't Write anyt
in this Area/ इस
पर कुछ न लिखें)

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 capacity to use emotions in a skillful way along with intellectual capability to solve issues of daily life.

EI = Heart + Head
↓ ↓
Emotions Reason

EI HELPS IN

- Foster cooperation
  - social motivation as a leader
  - social awareness to activate compassion and dedication
- Meaningful relationships
  - the awareness of public and private life balance
  - ethical work culture
- Positive change
  - social change to alleviate hunger, poverty
  - innovative solutions

ForumIAS

Emotional Intelligence can be CULTIVATED IN CIVIL SERVANTS -

i) Bridging the gap between public and organisation → observational learning to the problems

ii) Training on field to understand the cause and effect relationships

eg - Bharat darshan of LBSNAA

iii) Experiential learning to develop values of compassion, love, in ~~educational~~ curriculum of training

~~eg - visits to old age homes in school~~

iv) 2nd ARC recommends ethical organisation to be ingrained

v) Building code of Ethics and Conscience.

EI is the answer to the ethical issues of 21st century.

FORUM IAS

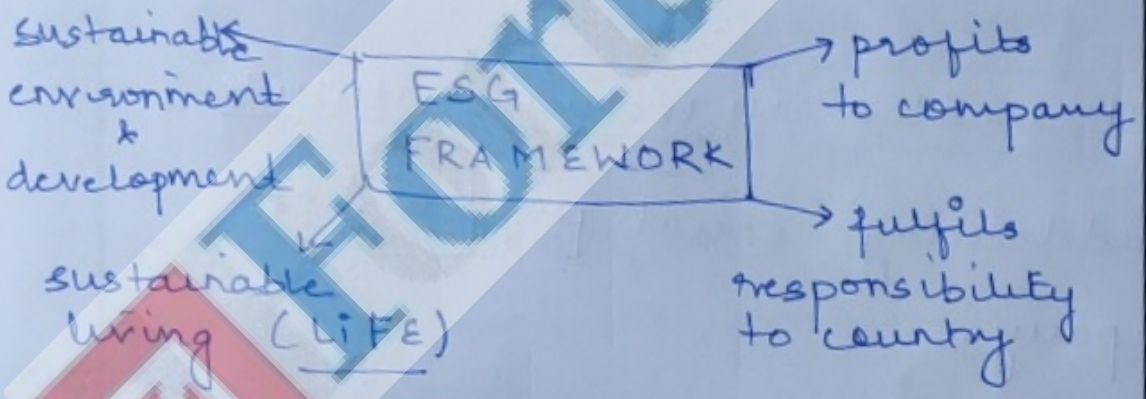
ForumIAS

(Don't Write anythi in this Area/ इस स्थ पर कुछ न लिखें)

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)

ESG framework in corporate governance ensures equitable development of environment and corporates



ESG FRAMEWORK EQUIPS THE CORPORATE WORLD as -

1) It provides separate earmarking

of funds to enhance environmental positive externalities.

ii) It provides higher credit ratings to the company that helps them gain profits using sustainable practices.

iii) It engages companies in addressing the governance gaps with use of CSR activities.

iv) It creates an inclusive attitude in addressing social problems of company.

there is no plan B on saving the planet as there is no planet B to live upon. ESG norms have been helpful in making the corporate sector sustainable in nature.

Call us: 9311740400, 9311740900
Blog : blog.forumias.com
Visit us : www.forumias.com
Email : help...

ForumIAS

(Don't Write anythi in this Area/ इस स्थ पर कुछ न लिखें)

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 foundational value in an individual's life. The quotation means that in order to live a life of virtue of wisdom, honesty should be first value.

HONESTY AS FIRST CHAPTER BECAUSE –

i) In private life, honesty leads to
- easy resolution of conflicts
- better approach to problems
- less dissonance
- growth of personality
- inner development

eg - a child's honesty towards parents creates a conducive environment for growth as

FORUM IAS

favourable behaviour are rewarded.

ii) In public life, honesty towards work leads to -

- cooperation among members
- fulfilment of duties - punctuality
- prevention of corruption
- raises public image
- prevents dissonance and conflict of interest

(eg) - being honest towards work leads to fulfilment of public interest
- ethical altruism can be developed
- Ashok Khemka - probity in work

Honesty as a value leads to ripple effect in achievement of wisdom in public and private life.

ForumIAS

(Don't Write anythi in this Area/ इस स्थ पर कुछ न लिखें)

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

Religion should be seen as doing one's duties in an ethical manner than emphasising on the orthodox superstitions. Religion should be one that enhances morality and civic virtue in people. to act together is one

eg - Indian concept of dharma relies on doing one's duty

- Swami Vivekananda - service to mankind is service to god

RELIGION AS DOING AND ACTING AS PER CONSCIENCE

i) For Gandhi, his religion was based

on non violence and truth.-

eg - calling off Chauri Chaura after violence

ii) Upholding moral values and communal harmony in society -

eg - persuading against mob lynching by group of community

iii) Doing justice to one's work and profession

eg - TN Seshan, Ashok Khemka, Smrita Sabarwal - people's officers

iv) Contributing to greater public good

eg - Mother Teresa ~~Religion~~ was to help the vulnerable than ignore them.

Religion should be based upon one's morals and values to do what is right as per conscience.

ForumIAS

(Don't Write anythi in this Area/ इस स्थ पर कुछ न लिखें)

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)

Changes in society are a part of human evolution. Real change is one that brings qualitative improvement than just quantitative improvement in the society.

Real change is part of slow and ongoing process that happens one step at a time for it leads to change of hearts than just change in ~~outer~~ external environment. It impacts the inner soul.

i) Gandhi's emphasis on satyagrahi to not hate the evil doer but change the hearts

Call us: 9311740400, 9311740900
Blog : blog.forumias.com
Visit us : www.forumias.com
Email : helpdesk@forumias.academy

ForumIAS

ii) French revolution brought a change by upholding values of liberty, equality, fraternity

iii) Renaissance, (enlightenment) brought real change by upholding humanism and rationality in man.

iv) Social revolution to against caste system is an example of real change

v) Abraham Lincoln's changed conditions of slaves by abolishing slavery

Hence, real change is one that brings greater good for public at large. It deals not only with materialistic changes but leads an intellectual change to uphold dignity as a human being.

Call us: 9311740400, 9311740900
Blog : blog.forumias.com

(Don't Write anythi in this Area/ इस स्थ पर कुछ न लिखें)

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.

a) What are the various conflicting interests in the above case study.

b) As a DM of the district in which Prachinmath falls, how will you convince the people to evacuate from the area?

c) What can we do to avoid such situations in the future. (20 marks, 250 words)

ForumIAS

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 ढांचे 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 (पीबीसी) ने प्राचीनमठ के संसाधनों के बेलगाम और खुलेआम दोहन का लगातार विरोध किया है। उन्होंने याचिकाओं, जन सभाओं, नुक्कड़ 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 ढांचे 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। पीबीसी 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 सच 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 धंसना बताया गया है। भूमि के धंसने 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 खतरे को उजागर किया। राज्य और केंद्र सरकारें हरकत में आईं और इस मामले को दे खने 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 धंसना 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।

a) उपरोक्त केस स्टडी में विभिन्न परस्पर विरोधी हित क्या हैं?

b) जिस जिले में प्राचीनमठ पड़ता है, वहां के डीएम के रूप में आप लोगों को इलाका खाली करने के लिए कैसे मनाएंगे?

c) भविष्य में ऐसी स्थितियों से बचने के लिए हम क्या कर सकते हैं? (20 अंक, 250 शब्द)

The above case study presents the issue of economic development vis-a-vis environmental protection. There has been growing concerns of maintaining the balance between two conflicting interests

a) The various conflicting interests here -

i) Ecosystem protection and economic development

eg hydropower project → reduce deficit and enhance growth
→ disrupt ecological balance

ii) Right to livelihood and protection of life

eg - evacuation of people from land of their ancestors

iii) Public interest and national interest

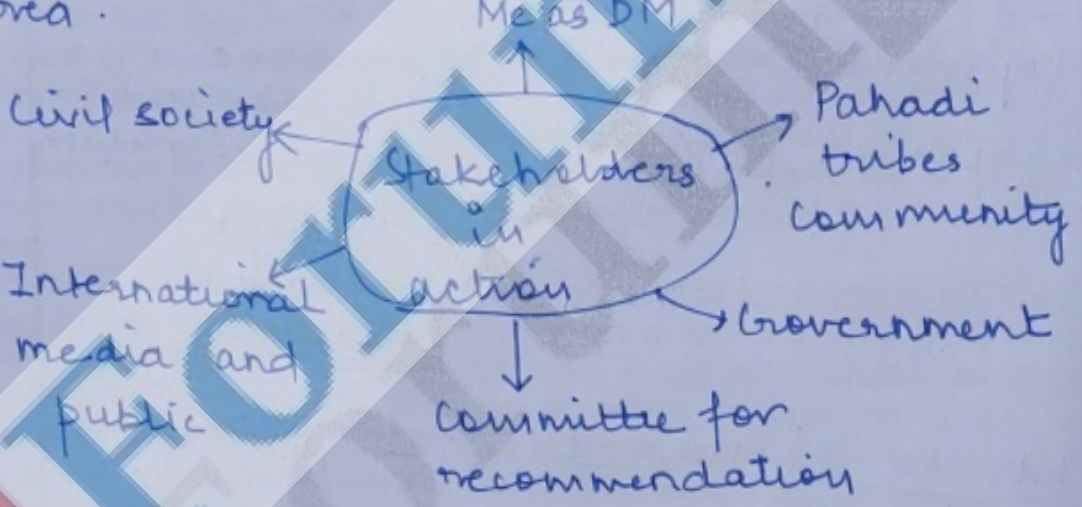
eg - strategic border protection and ignoring voice of people

ForumIAS

iv) Lack of accountability of government.

eg) - continued development despite concerns raised by the civil society organisation.

b) As the DM, of the area, following steps can be taken to evacuate the area.



i) There should be engagement of civil society organisations to maintain a positive relationship effect to persuade the people as evacuation is in their interest.

ii) Government should organise compensation and shelters for their rehabilitation and development

iii) There is a need to build trust deficit between government and community to address faster evacuation

iv) Focus of maintaining media coverage in positive sense in order to tell that evacuation is for safety of their lives.

v) Laying out the report of expert committee in front of educated and aware members to show seriousness of issue. (expert advice in social change)

vi) Changing public perception in long run. Engaging government officials on ground to change attitude of people.

c) Further, in order to prevent any such situations in future -

i) Deep ecology should be followed than shallow ecology while making plans for development

ii) Development in order to be sustainable should involve traditional local practices and knowledge to implement policies

iii) Proper assessment under Environmental Impact Assessment (EIA)

iv) Involve stakeholder approach than just shareholder approach.

v) Use of technology to analyse cost - benefit of project.

Any development to bring growth and prosperity should be inclusive in nature (SDG - 17)

Q.8) Vihar 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.

a) Under the given circumstances, what measures should Anjali recommend to handle the above crisis.

b) 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 पनपती 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 अंतर्राष्ट्रीय 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।

a) दी गई परिस्थितियों में अंजलि को उपरोक्त संकट से निपटने के लिए क्या उपाय सुझाने चाहिए?

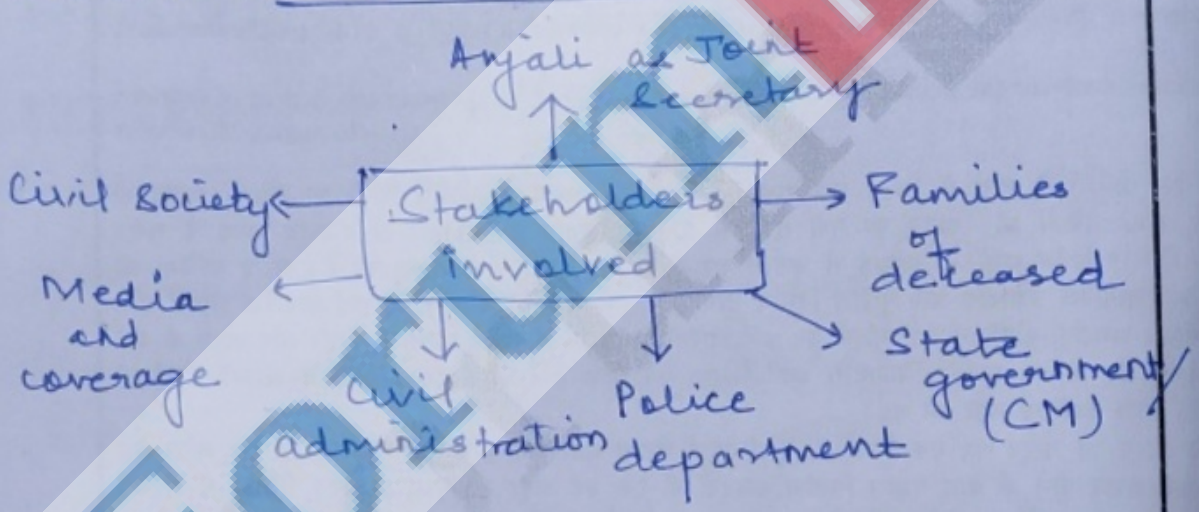
b) जहरीली शराब के पीड़ितों को मुआवजा न देने के राज्य सरकार के निर्णय का आलोचनात्मक मूल्यांकन कीजिए।

(20 अंक, 250 शब्द)

ForumIAS

The above case study presents an ethical question over law and life of individuals concerned. The illegal routes to break laws have become a common menace in today's society.

a) Anjali, under the given circumstances can recommend measures -



i) The families of deceased should be provided by affirmative action policies, if not monetary benefits, as the deceased were sole earners. As there might be further increased poverty and more illegal activities.

Call us: 9311740400, 9311740900
Blog : blog.forumias.com
Visit us : www.forumias.com
Email : helpdesk@forumias.academy

ForumIAS

(Don't Write anythi in this Area/ इस स्थ पर कुछ न लिखें)

ii) The actions should be taken on accountability of police department and civil administration on failure to maintain the law in spirit.

iii) Media should be involved to enhance trust between government and people.

iv) Civil Society organisations (CSO) should be used to reach to the cause of the activity and pick out if more such incidents are happening around

v) Effective social audits should be done to monitor the implementation of prohibition laws.

vi) Government should take effective actions on reports of CSOs to

Call us: 9311740400, 9311740900
Blog : blog.forumias.com
Visit us : www.forumias.com
Email : helpdesk@forumias.academy

prevents any such future conflict.

vii) Stricter monitoring of police department and civil administration in implementation of laws.

b) The decision of compensation to the victims →

PROVIDING COMPENSATION –

Pros	Cons
– effective resolution of disputes in short time	– further demands in future for compensation after illegal activities
– prevent poverty cycle of victims	– increased deficit of government
– increased confidence and vote bank of the government	– vote bank erosion of government

ForumIAS

(Don't Write anythi in this Area/ इस स्थ पर कुछ न लिखें)

DO NOT PROVIDE COMPENSATION -

Pros	Cons
- effective cause-effect of issue can be found	- longer time to solve dispute
- ~~longer~~	- more media coverage on intensity of issue
- empowerment than freebies	- increased anger and demands by public
- deficit will be reduced	- increased poverty

Government should follow a median path (golden rule - Aristotle) to address the issue. While there can be ~~no~~ effects of ~~not~~ providing compensation, not providing it at times of need can lead to disbalance in society. There should be promotion of affirmative policies and proper investigation to prevent any future situations of conflict

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.

a) Bring out various ethical dilemmas faced by Kamlesh.
b) Consider yourself in Kamlesh's position. What are the various options available to you?
c) Critically evaluate each of the option listed by you.
d) 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 रिक्तियों 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।

ForumIAS

(Don't Write anythi in this Area/ इस स्थ पर कुछ न लिखें)

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 भर्ती से संबंधित है। पत्र का मजमून दे कर 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 दस्तावेज़ भी जाली बनाए थे। पत्र में बिचौलियों, 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। चूँकि मामला गंभीर था और तत्काल कार्रवाई की आवश्यकता थी, इसलिए कमलेश ने मामले को अपने मंत्री के ध्यान 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 भर्ती प्रक्रिया को रद्द करना शिक्षा विभाग, स्कूलों आदि के लिए हानिकारक होगा; इसके अलावा, सत्यनिष्ठ 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।

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

The case study represents a classic case of professional and personal interests to be at stake in matters of addressing public welfare.

ForumIAS

a) The ethical dilemmas faced by Kamlesh -

i) Professional conduct and probity vs private interest -

- father's treatment
- posting to new location
- effect on wife's career

ii) Political neutrality vs private interest -

- poll promise of the ruling govt
- PS hinted professional troubles
- handsome rewards for cooperating with party can be used for father's treatment

iii) Crisis of conscience

- honest and upright civil servant and family responsibilities
- hardworking honest candidates and fake candidates at exam cancellation
- justice for honest candidates and political pressures.

Call us: 9311740400, 9311740900
Blog : blog.forumias.com

b) The following options are available to Kamlesh -

i) Cancel the recruitment process for all candidates

ii) Let alone the recruitment process to be carried as it was going to happen

iii) Take no actions on report of journalist

iv) Take actions on report of journalist

c) Options -

i) Cancel recruitment

Pros	Cons
- fraud candidates will not be appointed	- poll promise of ruling party - consequences on career
- trust of journalist in organisation	- honest candidates will be disheartned (injustice)

ii) Let alone recruitment be carried

Pros	Cons
- goodwill of political party - handsome rewards for private needs - career upgrowth	- fraud candidates into education system (unethical education) - continued nexus of illicit activities - injustice to the hardworking - lack of trust in govt process

iii) Taking no actions on report of journalist will lead to same consequences as option II.

iv) Taking actions on journalist reports

Pros	Cons
- exposing the illegal nexus - preventing crisis of conscience - internal satisfaction - justice to candidates	- political pressures - career - demoted - effects on private life - new postings

ForumIAS

(Don't Write anything in this Area/ इस क्षेत्र पर कुछ न लिखें)

- gain trust in organisation | to unfavourable places.

d) kamlesh should adopt option i) and option iv)

→ The investigation should be carried out to see authenticity of report of journalist to prevent future incidents

→ The poll promise of ruling party and image would be enhanced if people address that unethical and fraud candidates are not selected

→ It will uphold honesty and probity towards governance and deliver public welfare.

As it is said injustice anywhere, it is threat to justice everywhere'. Hence, a proper evaluation should be done before recruitment in any organisation.

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.

a) Identify various ethical concerns in the case study.

b) 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. हालाँकि, 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।

ForumIAS

(Don't Write anythi in this Area/ इस क्ष पर कुछ न लिखें)

(ख) 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 संकाय 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 और क्यों? (20 अंक, 250 शब्द)

The case study involves the issues of dilemma between professional duty and public welfare, and private interests at helm.

a) The ethical concerns in the case study -

i) Public interest vs private interest
- enquiry into the incident

ii) Honesty and accountability towards work.

iii) Professional integrity at stake due to familial responsibilities

ForumIAS

iv) Economic ~~interest~~ values vs social values - funding to brother's education

v) Private relations vs public relations - brother's success and death of many other students

b) As a friend of Joseph, I would advice him to -

i) Conduct an impartial enquiry into the incident -

- His brother not being at coaching on that day does not remove the possibility of any such future incident where he could be involved

- Not conducting the audit can give leverage to the institute to

Call us: 9311740400, 9311740900
Blog : blog.forumias.com
Visit us : www.forumias.com
Email : helpdesk@forumias.com

ForumIAS

(Don't Write anythi in this Area/ इस स्थ पर कुछ न लिखें)

further exploit the public office in future using his brother's name to gain illegal ~~req~~ demands (influence pedding)

- he would not be doing any justice to the profession

- the ~~fire~~ future incident can invite more counter-attacks in future on his position

ii) Further, I ~~can~~ would extend a gratitude of helping him to cope up his financial needs.

- to pay his brother's education
- to help him address the financial loans.

iii) Further, ~~by~~ using shortcut methods through coaching would not bring greater good to his brother at

FORUM IAS

ForumIAS

large -

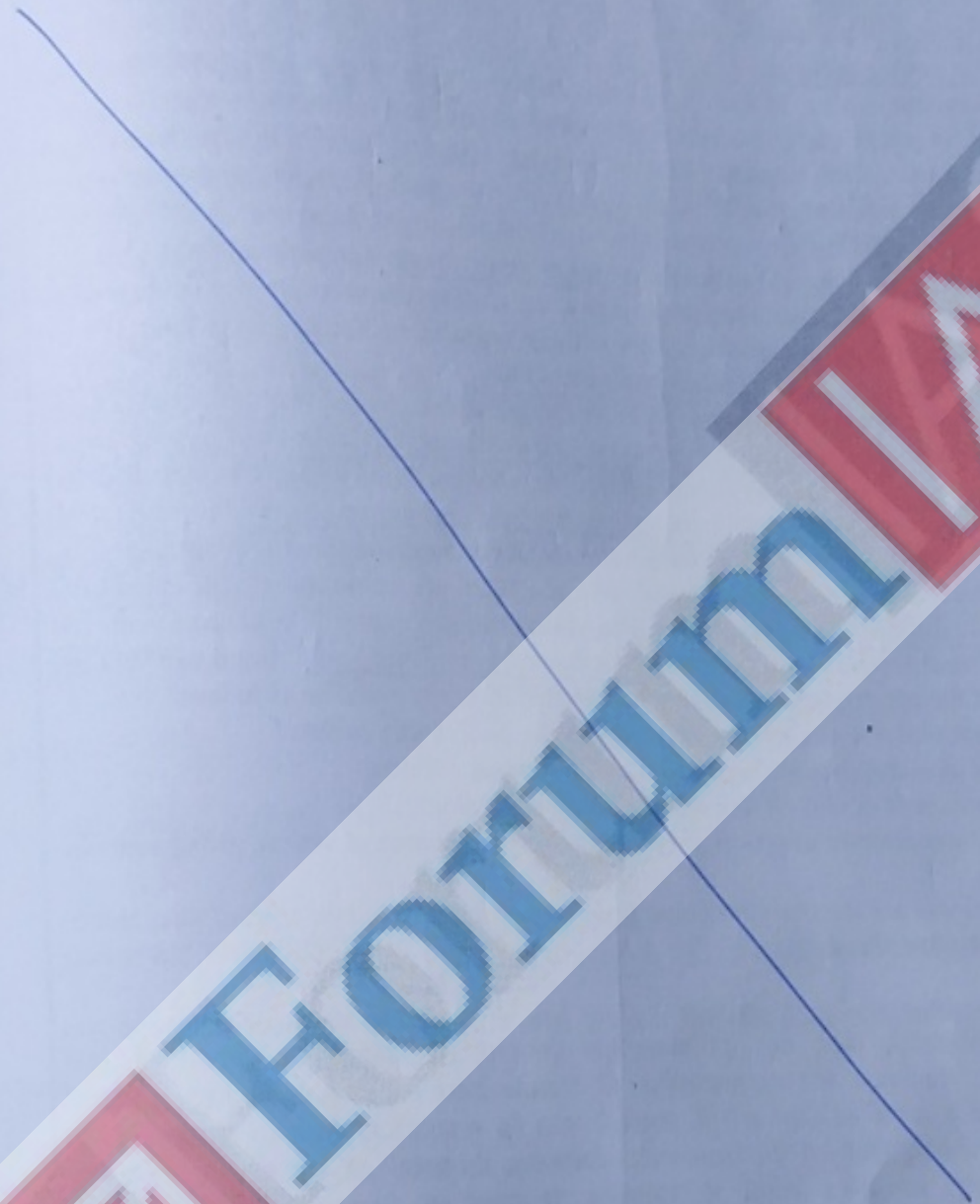
- he might pass the medical entrance but not perform well at college.
- his brother should be encouraged to work hard to perform well at the entrance.

Joseph should remain accountable to the office while ensuring public welfare by conducting an impartial audit of building.

ForumIAS

ForumIAS

(Don't Write anythi in this Area/ इस क्ष पर कुछ न लिखें)



ForumIAS

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	

Call us: 9311740400, 9311740900
Visit us : www.forumias.com
Email : helpdesk@forumias.academy

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 nonsense 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.

ii) 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 रिश्वत 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

ForumIAS

(Don't Write anythi in this Area/ इस क्ष पर कुछ न लिखें)

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 मीडिया में प्रचारित किया जाता है। साथ ही विधायक कमल पर इन कर्मचारियों पर नरमी बरतने का दबाव बनाने लगते हैं। कमल के अपने 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।
iv) 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)

In the case study, kamal faces the challenges of poor work culture, corruption, political influence and misuse of protection laws while delivering as an honest officer.

a) The course of action available to kamal -

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

Pros	Cons
- enhance his image as being answerable	- might ~~reduce~~ become vulnerable to enquiry lethargy

- a fair enquiry by commission would help reveal the truth
- project his actions as being honest towards work

- women are generally seen as victims in such cases

- MLA can pressurise the commission
- disciplinary actions against errant employees may not take place

iii b) Ignore the commission and go for disciplinary actions

Pros

- disciplinary actions to bring errant employees accountability
- the political pressures of MLA ignored

Cons

- image as non compliant to rules of organisation
- wrath of commission — the case of sexual harassment can become ~~toxic~~ be highlighted

Call us: 9311740400, 9311740900
Blog : blog.forumias.com
Visit us : www.forumias.com
Email : ...

ForumIAS

(Don't Write anything in this Area/ इस क्षेत्र पर कुछ न लिखें)

iii) Brief his higher ups, seek directions and act accordingly.

Pros	Cons
- better evaluation of decision - support of higher ups	- MLA's influence on higher ups.

The best course of action would be option i) and option iii)

→ Briefing the higher-ups can ensure his accountability towards work and cases against errant employees can be addressed

→ Registering and giving explanation to commission shows his cooperative work culture

→ Investigations in impartial manner can gain him actions against retaliation of women and employees

and MLA.

b) Work Culture refers to the standards and activities that help organise the environment of organisation.

The reasons for poor work culture

i) Lethargic attitude of officials towards public welfare

ii) Corruption and red tapism

iii) Fulfilment of private interests through illegal means

iv) Uncooperative behaviour among employees

v) Grievance redressal absence

vi) Low moral standards of public values.

ForumIAS

ForumIAS

(Don't Write anything in this Area/ इस स्थान पर कुछ न लिखें)

The measures to improve work culture:

i) ARC II recommends to ingrain organisational ethics

ii) Prevention of Corruption Act to be implemented in letter and spirit

iii) Protection to whistle blowers

iv) Training of employees to bring organisational ethics.

v) Break political - bureaucratic nexus

vi) Internal Complaints Committee as per POSH act for impartial gender equality.

Work culture enhances the value of public ethics to achieve optimum use of organisation to serve the public interest.

Feedback
(For OFFICE use only)

#	©	Ⓐ	Ⓟ
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.

a) What are the ethical issues involved in this case study?

b) Evaluate the different options available to you. In this situation, which option will you adopt and why?

c) 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 स्रोतों 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 शोषण 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 मां का समर्थन करना है। आप यह भी समझते हैं कि जब तक स्थिति वास्तव में गंभीर नहीं होती, गीतांजलि ने इस्तीफे

ForumIAS

(Don't Write anythi in this Area/ इस स्थ पर कुछ न लिखें)

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।

a) इस केस अध्ययन में कौन से नैतिक मुद्दे शामिल हैं?

b) आपके पास उपलब्ध विभिन्न विकल्पों का मूल्यांकन करें। ऐसी स्थिति में आप कौन सा विकल्प अपनाएंगे और क्यों?

c) आपकी कंपनी में महिलाओं के लिए सुरक्षित कार्यस्थल सुनिश्चित करने के लिए आप क्या कदम उठाएंगे?

(20 अंक, 250 शब्द)

The case study deals with organisational interests and dignity of women as guaranteed under constitution of India.

a) The ethical issues involved -

i) Economic interest of company and dignity of women

ii) Professional competence and unethical behaviour

iii) Low moral values and high aptitude

iv) Dissonance between ethical altruism and merit

v) Profit over humane acts -

~~moral fading~~

FORUM IAS

b) Different options available to me - as a managing director of company -

i) QUESTION VARUN AND ~~ASK~~ FIRE HIM

Pros	Cons
- safer workplace for women	- decreased profits for company
- image as MD of company will be enhanced	- loss of clients
- trust among organisation	- downgraded image of company
- justice upheld	- loss and answerability to upper hierarchy

ii) LET VARUN WORK AND GEETANJALI TO RESIGN

Pros	Cons
- increased profits	- Injustice to Geetanjali

ForumIAS

(Don't Write anythi in this Area/ इस स्थ पर कुछ न लिखें)

- more clients to company
- shareholders trust will remain
- varun will work more better terms

- ripple effect on Geetanjali's family
- honesty of Geetanjali will not be rewarded - dissonance in attitude in future career

iii) SET UP AN INQUIRY COMMITTEE -

Pros

- in adherence to organisational values and laws - POSH act
- morality and dignity of women upheld
- justice to both parties

Cons

- Varun might be offended and resign
- Geetanjali's reputation can be questioned
- shareholder loss on loss of Varun.

The best suitable course of action is to set up an impartial committee under ICC of POSH act – along with pursuading Varun to adopt ethical behaviour –

i) this would lead to purity of means that can lead to purity of ends. – justice to all

ii) Varun's change of attitude towards women as a chance, while he keeps working in the office.

iii) Geetanjali's though low aptitude than Varun, has high morals, Aptitude can be built over time

iv) An impartial inquiry would enhance image of company – greater acceptability by shareholders.

Call us: 9311740400, 9311740900
Blog : blog.forumias.com

ForumIAS

(Don't Write any in this Area/ इस पर कुछ न लिखें

c) In order to ensure a **safer workplace** for women –

i) There is a need to uphold moral and ethical values of the employees.

ii) Ingrain constitutional values by setting up role models

iii) Breaking the glass ceiling for meritorious women employees

iv) Enhancing gender sensitization

v) Creating a favourable environment to address gender haerassment.

Women constitute around half of Indian population. Their contribution to the country can enhance economy and growth. A favourable work culture is important to ensure their participation.

Feedback
(For OFFICE use only

#	©	Ⓐ	Ⓟ
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

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.

ForumIAS