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(To be filled by candidate)

Name of Candidate : ABDULLAH ZAHID

Roll No. : 14082

Registration Number : MT23RCA1A103 Date of Examination : 17/Aug/2023

Exam Centre : Old Rajinder Nagar ☐ Bhopal ☐ Online ☑

Test : 4 **Code : TC706**

RCA Batch 2023

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.....

SUBJECT/PAPER
GENERAL STUDIES

Invigilator's Sign. : .....

[To be filled by the STUDENT]

Student's Queries for the Evaluator (if any write them below)

[To be filled by the EXAMINER]

Evaluator's response

(For filling by Examiners only)

Evaluator Code :

Q.No	Pg No.	Maximum Marks	Marks	Total
1. (a)	1			
1. (b)	3			
2. (a)	5			
2. (b)	7			
3. (a)	9			
3. (b)	11			
4. (a)	13			
4. (b)	15			
4. (c)	17			
5. (a)	19			
5. (b)	21			
6. (a)	23			
6. (b)	25			
7.	27			
8.	32			
9.	37			
10.	42			
11.	47			
12.	52			
		Grand Total		

Signature

MACRO COMMENTS

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खण्ड–A / Section–A

1. (a) लोक सेवा के लिए न केवल कानूनी बल्कि नैतिक रूप से सैद्धांतिक कार्रवाई की भी आवश्यकता होती है। लोक सेवा के लिए लोक सेवक की संविधान, कानूनों और नैतिक सिद्धांतों के प्रति निष्ठा की आवश्यकता होती है। आपके विचार से इन तीनों में से किसे आधिकारिक कार्यों को करते समय प्रधानता प्राप्त होनी चाहिए? क्यों? चर्चा कीजिए। (150 शब्दों में उत्तर दीजिए) 10 अंक

Public service requires not merely legal but also morally principled action. Public service requires the public servant to place loyalty to the constitution, laws, and ethical principles. Among the three, which do you think must acquire primacy while carrying out official functions? Why? Discuss. (Answer in 150 words) 10 Marks

Public service, as per 2nd ARC, refers to delivery of governance to people in form of health/education etc.

Public service – require legal action

① To uphold 'Rule of law'

② To ensure procedural integrity

④ PDS distribution as per eligibility

Public service – require moral action

① To go beyond call of duty.

④ Prashant Nair – Operation Sulaimani free food to poor.

② To uphold ethical governance

Public service – place loyalty to Constitution, law and ethical principle –

① To ensure probity in governance

Candidates must not write on this margin

② To avoid temptation of corruption

③ To uphold public welfare

Ex TN Sheshan

Among 3, constitution acquires primacy:

① As it is fundamental law of land

② All other laws emanate from it Ex Right to privacy under Article 21.

③ It act as guidance for ensuring good governance Ex Fundamental duties promoting scientific temper

~~However, all these act equal to~~

Constitution + Laws + ethics → ethical governance, public welfare

Nevertheless, all 3 component act quintessential to uphold Yogakshema principle (Atmanirbharta)

Candidates must not write on this margin

1. (b) "सत्यनिष्ठा पर आधारित सविनय अवज्ञा" से आप क्या समझते हैं? क्या आपको लगता है कि व्यक्तिगत सत्यनिष्ठा को चुनौती देना सिविल सेवाओं में जिम्मेदार अवज्ञा का न्यायसंगत कारण हो सकता है? व्याख्या कीजिए। (150 शब्दों में उत्तर दीजिए) 10 अंक

What do you understand by "integrity-based civil disobedience"? Do you think a challenge to personal integrity can be a justifiable cause for responsible disobedience in civil services? Explain. (Answer in 150 words) 10 Marks

Integrity means doing right thing even when no one is watching (+) TN Sheshan.

Integrity based civil ~~disobedience~~ mean not following law (+) Salt Satya graha in 1930.

Candidates must not write on this margin

Candidates must not write on this margin

2. (a) हालिया शोध से पता चला है कि संवेग (भावनाएँ) व्यक्तिगत और व्यावसायिक जीवन को महत्त्वपूर्ण रूप से प्रभावित करते हैं। वे कौन से प्राथमिक संवेग हैं जो कार्यस्थल की उत्पादकता पर नकारात्मक और सकारात्मक प्रभाव डालते हैं? प्रासंगिक उदाहरणों के साथ स्पष्ट कीजिए। (150 शब्दों में उत्तर दीजिए) 10 अंक

Recent research has shown that emotions significantly impact personal and professional lives. What are the primary emotions that negatively and positively impact workplace productivity? Explain with relevant examples. (Answer in 150 words) 10 Marks

Emotions refers to internal feelings which influence our thoughts and actions (+) Feeling of joy.

Emotion – impacting personal life:

① Improves credibility
↳ (+) Person having compassion for poor

② Increase peace in long term
↳ (+) Not reacting destructively during anger.

Emotion – impact professional life

① Open to Constructive feedback
↳ When having emotion to excel via working on lacunas.

② Value laden & Service delivery
↳ (+) Emotion of empathy helped Armstrong fame to build Reliance road in Manipur.

Candidates must not write on this margin

Primary emotion

① Negatively effect on workplace productivity.

(a) Short tempered → hamper guided/ taking constructive feedback

(Ex) DC Durgapur beating a man for violating Covid norms.

(b) Jealous → make envy of other → hamper teamwork

(Ex) Chak De India — between Komal & Preeti.

② Positive ~~emotion~~ effect

(a) Honesty — improves engl at workplace ⊕ efficient work done

(Ex) APJ Abdul Kalam.

(b) ~~Gratitude~~ Gratitude — helps in good bonhomie (Ex) honourable PM and Home Minister of India

Thus, emotions need to be dealt constructive to uphold professional integrity.

Candidates must not write on this margin

2. (b) तकनीकी दक्षता संसाधनों के उपयोग को सुनिश्चित करती है और सामाजिक दक्षता सामाजिक आवश्यकताओं की पूर्ति को सुनिश्चित करती है, नैतिक दक्षता क्या सुनिश्चित करती है? क्या आपको लगता है कि तकनीकी और सामाजिक दक्षता की तुलना में नैतिक दक्षता अधिक महत्त्वपूर्ण है? क्यों/क्यों नहीं?

(150 शब्दों में उत्तर दीजिए) 10 अंक

Technical efficiency ensures resource utilization and social efficiency ensures fulfillment of social needs, what does ethical efficiency ensure? Do you think ethical efficiency is more important than technical and social efficiency? Why/Why not?

(Answer in 150 words) 10 Marks

Efficiency refers to process in which available resource is utilized optimally. (Ex) ISRO budget.

Technical efficiency – resource utilisation

(1) By preventing diversion of fund
(2) Reducing middlemen
(Ex) DBT under PM KISAN via JAM trinity

Social efficiency – fulfill social needs

(1) By improving social capital
(2) By further collaboration
(Ex) Covid Wave II situation – all people helped.

Ethical efficiency ensure

(1) Procedural integrity
(Ex) Contract disbursal on objective criterion

Candidates must not write on this margin

② ensure Supererogation (going beyond call of duty)

Ex Prashant Nair - Compassionate Kozhikode

③ Uphold public welfare

Ex SDM Shivkhe Shukla offering govt vehicle to accident victim

Ethical efficiency — most important

① To ensure State of incorruptible

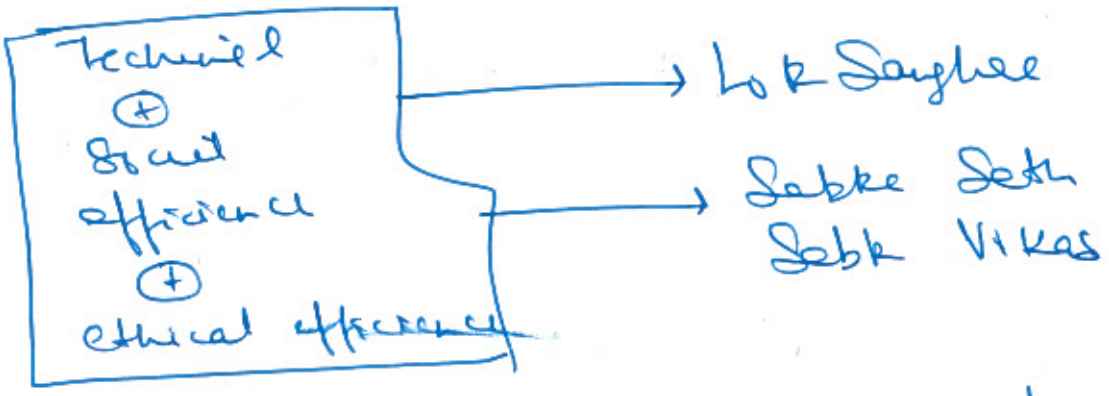
Ex APJ Abdul Kalam.

② To ensure ethical work culture

Ex ISRO.

③ To ensure effective utilisation of fund.

④ Uphold Probity Ex TN Seshan.



All 3 efficiency are necessary to build robust society where no one falls through cracks (Bible)

Candidates must not write on this margin

3. (a) "मनुष्य जीवन के एक विभाग (मामले) में सही काम नहीं कर सकता जबकि वह किसी अन्य विभाग (क्षेत्र) में गलत काम करने में लगा हुआ है।" महात्मा गांधी। क्या आपको लगता है कि किसी व्यक्ति की व्यक्तिगत नैतिकता पेशेवर जीवन को प्रभावित करती है या उन दोनों को विभाजित किया जा सकता है? प्रासंगिक उदाहरणों के साथ अपना मत स्पष्ट कीजिए। (150 शब्दों में उत्तर दीजिए) 10 अंक

"Man cannot do right in one department of life whilst he is occupied in doing wrong in any other department." Gandhi.
Do you think an individual's personal ethics impacts professional life or they both can be compartmentalized? Explain your position with relevant examples.
(Answer in 150 words) 10 Marks

The above quote of gandhi highlights the ~~impact~~ facts that our we cannot compartmentalise our behaviour in various aspects of life. One action have multidisciplinary effect. Ex Men disrespecting women at home not respect women in workplace.

Personal ethics — impact professional life

① Inherent greed will lead to involvement in corruption Ex
CBI registered 135 cases of corruption against Civil Servant.

Candidates must not write on this margin

② Patriarchal ~~mindset~~ mindset manifested in objectification of women at work place (Ex) Casting Couch issue.

③ Chalta Hai attitude in personal life impacting productivity (Ex) Red Tapism in department.

④ Person of Integrity will remain incorruptible (Ex) E. Sreedharan.

⑤ Compassion towards all manifested in SC judgement in Nalini Jalihal case.

"Ethics in public life are grounded in ethics in private life".

Candidates must not write on this margin

3. (b) अच्छाई जो सही है उसे करने की आंतरिक अनिवार्यताओं का परिणाम है, न कि नैतिक नियमों से उसका स्वीकरण या अपेक्षित परिणामों के रूप में प्राप्त पुरस्कार। क्या आप सहमत हैं? चर्चा कीजिए।

(150 शब्दों में उत्तर दीजिए) 10 अंक

Goodness is the result of internal imperatives to do what is right, not sanctions from moral rules or rewards from expected consequences. Do you agree? Discuss. (Answer in 150 words) 10 Marks

Goodness refers to doing positive things which can help other to reduce their suffering (+)
Some Good helping migrants.

Goodness - result of internal imperative

(1) To get inner peace
(+) Mother Teresa in serving people
(2) To uphold social justice
(+) Reservation to SC/ST under Constitution internal imperative
(3) To ensure ethical business
(+) Nestle without serving maggie products.

Candidates must not write on this margin

Goodness – not result of function from moral rules:

① As moral rules can be regressive.
   ⇒ LGTBQ acceptance in society is delayed.

② As they can be too rigid
   ⇒ Caste system

Goodness – not from rewards & consequences:

① As such goodness is based on vested interest. ⇒ Giving sweets to officers in return for getting benefit

However goodness can also emanate from moral rules — Zakat system of Islam and from consequence — Doctrine of Karma. effect.

"Goodness in action from the base of just ~~&~~ society."

Candidates must not write on this margin

निम्नलिखित उद्धरणों का अर्थ स्पष्ट कीजिए तथा उनकी समसामयिक प्रासंगिकता पर चर्चा कीजिए।
Explain the meaning of the following quotations and discuss their contemporary relevance.

4. (a) "सहिष्णुता विशुद्ध रूप से चित्त का कार्य है। यही सद्गुण का सार है। सहिष्णु होना एक ताकत है।"
(150 शब्दों में उत्तर दीजिए) 10 अंक

"To tolerate is purely an act of the mind. That is the essence of virtue. To tolerate is a strength."
(Answer in 150 words) 10 Marks

The above quote means tolerance of something is allowed by our mind. This tolerance is natural as basically manifestation of virtue which makes our character strong. as tolerance is a manifestation of our internal courage and fortitude.

Unity in diversity of India

Further it means

Contemporary Relevance

① Fosters cultural sensitivity
to control ethnic clashes

Ex Manipur - Kuki

Candidates must not write on this margin

② To improve social capital

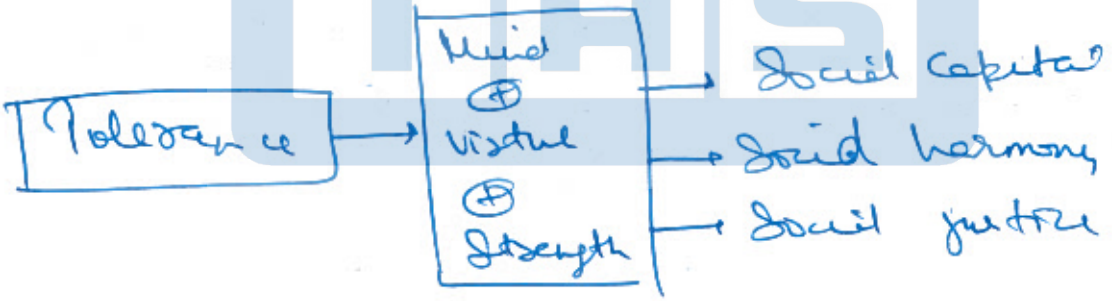
(+) Peace committee fostering tolerance to each other religion.

③ To sustain a dear relation

(+) Husband/Wife forgiving each other past mistakes.

④ Indian democracy is a

bloat paper — mainstreaming even insurgents after rehabilitation program.



Tolerance is a virtue of strong and courageous found only in ethical persons.

Candidates must not write on this margin

4. (b) "समाज की सेवा करना हमारा प्रथम कर्तव्य है, और हमारे द्वारा ऐसा करने के बाद, हम अपनी आत्माओं के उद्धार में पूर्णतः भाग ले सकते हैं।" (150 शब्दों में उत्तर दीजिए) 10 अंक

"It is our first duty to serve society, and after we have done that, we may attend wholly to the salvation of our souls." (Answer in 150 words) 10 Marks

The above quote highlight the importance of Serving the Society using our competency. Society and people welfare should come before fulfilling personal interest. When we have done our best to our society then we can think of fulfilling our internal interest.

Ex Ajit Doval (Kerala IPS) officer serving society at age of 71.

Contemporary Relevance

① To uphold concept of Sarvodaya

Ex Javed Ahmad Tak — Awantika Ke Apne — Serving Divyangs in Kashmir

Candidates must not write on this margin

② To uphold principle of Vasudhaiva Kutumbakam. Ex All countries working to ~~achieve~~ achieve Paris Climate goals.

③ To give voice to voiceless

Ex India representing Global South Concerns at global table

④ To mitigate suffering of others.

Ex Vaccine Maitri by India even when we had internal shortage

⑤ Crisis ~~Manage~~ Management

Ex Sachdeva Aadesh covid management

Serving Society before Self → Inner peace
→ Tranquility
→ voice to voiceless.

Serving Society before self in one with ethical altruism give pleasure of higher order.

Candidates must not write on this margin

4. (c) "शांति के काल इतिहास की पुस्तकों के खाली पन्ने हैं" (150 शब्दों में उत्तर दीजिए) 10 अंक

"Periods of peace are the empty pages in the history books" (Answer in 150 words) 10 Marks

The above quote means there is always some struggle going inside our mind or in outside world. There never been no instance of complete peace in the history. It is human nature to evolve by questioning the assumptions and innovate new things. This result in evading of peace. Even many a time quest for power leads to evading of peace. (1) World Wars

Relevance in Contemporary

(1) Enforcing struggle to emerge as super power (a) China/Russia (b) USA

Candidates must not write on this margin

② Struggle to achieve economic hegemony (ex) China BRI

③ Ongoing War (ex) Russia / Ukraine to prevent NATO expansion

④ To develop clean technology

(ex) ITER Thermonuclear experiment

⑤ To achieve climate justice — struggle in ~~COP 27~~ UNFCC COP

(ex) loss and damage fund.

Thus, ~~these~~ these clash the period of peace as ongoing struggle in various domain excludes peace.

Candidates must not write on this margin

5. (a) सिविल सेवा के संदर्भ में नैतिक और गैर–नैतिक मूल्यों के बीच अंतर बताइए। 5 मूल नैतिक मूल्यों की पहचान कीजिए जो किसी भी विभाग की सभी सेवाओं के लिए आधारभूत मूल्यों के रूप में काम कर सकते हैं। कारण बताइए कि क्यों उन मूल्यों को आधारभूत माना जा सकता है। (150 शब्दों में उत्तर दीजिए) 10 अंक

In the context of civil service, distinguish between moral and nonmoral values. Identify 5 basic moral values that can serve as foundational values for all services irrespective of the department. Give reasons why those values can be considered foundational.

(Answer in 150 words) 10 Marks

Values refers to inner belief that is socially / individually preferable (Milton & Rockeach)

Moral values	Non moral values
① Framework is given by society.	① Outside framework given by society.
② Acceptable	② Non acceptable
③ Revered for Elders	③ Pre marital sex is cruel Indian society

5 basic foundational value

① Integrity — to uphold professionalism ② Steadfastness

Candidates must not write on this margin

(2) Objectivity in decisions —
to remove arbitrariness
Eg: Contract giving based on bidding

(3) Responsiveness — to improve service delivery
Eg: Amazon Customer Care.

(4) Sustainability — balance economics and environment
Eg: CSR initiatives

(5) Ethical leadership
- to set example
- to uphold rules

Eg: Ratan Tata

Values forms foundation of robust service delivery to uphold concept of LokSanyam.

Candidates must not write on this margin

5.. (b) निर्णय लेने में नागरिकों की भागीदारी शासन में नैतिकता के लिए महत्त्वपूर्ण है। क्या आप इस बात से सहमत हैं कि प्रभावी नागरिक सहभागिता तंत्र नैतिकता–संचालित प्रशासन को सुगमता प्रदान कर सकते हैं? आपके अनुसार वे कौन सी क्रियाविधियाँ हैं जिनका उपयोग नागरिक शासन में नैतिकता सुनिश्चित करने के लिए कर सकते हैं? (150 शब्दों में उत्तर दीजिए) 10 अंक

Citizens' involvement in decision-making is critical to ethics in governance. Do you agree that effective civic engagement mechanisms can facilitate an ethics-driven administration? What do you think are the mechanisms that citizens can use for ensuring ethics in governance?
(Answer in 150 words) 10 Marks

Ethics in governance means governance is transparent and citizen centric.

Citizen involvement in decision is critical:

① To ensure evidence based policy making by becoming aware of ground reality

Ex Jan Bhagidari concept of Delhi.

Effective civic engagement – facilitate ethical administration:

① By ensuring transparency in governance Ex RTI

Candidates must not write on this margin

② By enhancing accountability in decisions (Ex) Social Audit

③ By creating deterrance among officials. (Ex) Biometric based 24 Scan.

④ By ensuring participatory budgeting (Ex) Bangalore/Pune.

Mechanism for ethical governance

① RTI Act 2005

② Citizen Charter

③ Social Audit (Ex) Meghalaya

④ Jan Soochna Portal (Ex) Rajasthan

⑤ Public Financial Expenditure Tracking

Citizen plays key role in enhancing ethical governance by enhancing accountability.

Candidates must not write on this margin

6. (a) "बेटी बचाओ और बेटी पढ़ाओ" जैसे सामाजिक परिवर्तन कार्यक्रम सलाह, परामर्श और अनुनयन का उपयोग करने में विश्वास करते हैं लेकिन कभी–कभी वांछित प्रतिक्रिया प्राप्त करने के लिए कुछ बल का प्रयोग करना भी आवश्यक होता है। क्या आपको लगता है कि सामाजिक रूपांतरण की ऐसी योजनाओं को क्रियान्वित करते समय सार्वजनिक प्रशासकों द्वारा अनुनयन के साथ थोड़े बल का प्रयोग करना एक अच्छा विचार है? प्रासंगिक उदाहरणों के साथ स्पष्ट कीजिए। (150 शब्दों में उत्तर दीजिए) 10 अंक

Social transformation programs such as "beti bachao and beti padhao" believes in using advice, counseling, and persuasion but sometimes a little force is also necessary for getting the desired response. Do you think it is a good idea to mix little force with persuasion by public administrators while implementing social schemes of transformation? Explain with relevant examples.

(Answer in 150 words) 10 Marks

Social transformation programs are aimed at ~~doing~~ changing attitude of people towards a prevailing social norm, using social ~~author~~ influence (Ex Swach Bharat Mission.

Social transformation — using persuasive technique:

① To generate intersection of progressive idea (Ex Selfie with ~~dogs~~ daughter

② To have long term effect

③ To have domino effect via creating virtuous cycle.

Candidates must not write on this margin

Sometimes little force necessary

① To change obstructionist people modus operandi

② To create deterrance.

However, using force and persuasion is not good idea as

① Force may lead to divisions among society.

② Success only outward compliance but internally seeds some

③ Ethics succeeds force in creating a change.

④ Persuasion only can bring long lasting change as seen in Swach Bharat Mission

Persuasive technique via awareness, role model and Nukkad Natak can help in social transformation to uphold Constitutional Morality

Candidates must not write on this margin

6. (b) अंततः प्रत्येक देश की विदेश नीति उस देश की शक्ति पर निर्भर करती है। शक्ति सैन्य या वित्तीय हो सकती है और...नैतिक भी हो सकती है। क्या आपको लगता है कि आज के विश्व में सैन्य या वित्तीय शक्ति के बिना नैतिक शक्ति का सम्मान किया जाएगा? अपना मत स्पष्ट कीजिए। (150 शब्दों में उत्तर दीजिए) 10 अंक

Ultimately foreign policy of every country hinges upon the strength which the nation possesses. Strength may be military or financial and may be also...moral." Do you think ethical strength without military or financial muscle will be respected in today's world? Explain your position. (Answer in 150 words) 10 Marks

Foreign policy is minimizing the harm and maximising the gain of nation — Shivshankar Menon.

Foreign policy depend upon strength of

① Military — as seen in USA case.

② Financial — as seen in Middle east / China case

③ Moral — as seen in Indian case (principled stance

④ NAM.

Candidates must not write on this margin

Ethical strength without military or financial not respected as

① Not able to influence other's foreign policy due to low exchange entitlement capacity. (Ex) Bhutan

② Not able to create enough deterrence (Ex) Palestine

③ Not able to voice their concern vociferously (Ex) Small Pacific Islands



Thus we need combination of all 3 strength to evolve as a global leader as envisioned by Hon'ble PM.

Candidates must not write on this margin

खण्ड–B / Section–B

7. आप एक औद्योगिक शहर के नगर निगम में कार्यरत एक युवा अधिकारी हैं। यह शहर बॉल बियरिंग और ऑटो पार्ट्स के निर्माण के लिए जाना जाता है। अधिकांश विनिर्माण इकाइयाँ छोटे पैमाने की इकाइयाँ है। जिनमे उत्पादन की स्वचालित इकाइयाँ कम हैं। अधिकांश इकाइयाँ शारीरिक श्रम पर निर्भर हैं, जो निकट के गाँवों के कारण प्रचुर मात्रा में उपलब्ध है।

जैसे–जैसे विनिर्माण इकाइयों की संख्या में वृद्धि हुई, श्रम की माँग बढती गई, जिससे शहर में मजदूरों की संख्या लगातार बढती गई। शहर में इस बड़ी संख्या में लोगो के आगमन के कारण फुटपाथों पर गन्दी बस्तियों (झुग्गियों) और अतिक्रमणों में अल्प अवधि में तेजी से वृद्धि हुई। बीच–बीच में निगम ने गंदी बस्ति यों को हटाने के लिए अभियान चलाया, लेकिन कुछ समय बाद गंदी बस्तियाँ फिर से स्थापित हो जाती थी। यह अवैध गंदी बस्तियाँ शहरी दुःस्वप्न बन गई थीं।

आपको पुलिस अधिकारियों की मदद से अतिक्रमण और गंदी बस्तियों को हटाने की जिम्मेदारी दी गई। जैसे ही आपने अभियान शुरू किया, आपको एहसास हुआ कि फुटपाथ पर रहने वाले लोग मलिन बस्तियों (slum) में रहने वालों की तुलना में अधिक दयनीय स्थिति में हैं। कई फुटपाथवासी हाल ही में अपने गाँवों में अपनी संपत्ति बेचकर शहर आए हैं। अब यदि आप उन्हें बाहर निकालेंगे तो उनके पास जाने के लिए कोई जगह नहीं होगी। आपका हृदय उनके लिए दुखी है, और आपको लगा कि आपकी विभागीय कार्रवाई अमानवीय है, लेकिन आपकी आधिकारिक ज़िम्मेदारियाँ कड़ी निष्पक्ष कार्रवाई की माँग करती हैं। आप अपने आधिकारिक कर्तव्यों से समझौता किए बिना फुटपाथ पर रहने वालों की मदद करने का तरीका खोजने के लिए आतुर हैं।

(a) उपरोक्त स्थिति में आपको कौन–से मूल्य संबंधी टकराव/संघर्ष नज़र आते हैं?

(b) क्या कोई प्रशासक समानुभूति के मूल्य के लिए निष्पक्षता के मूल्य से समझौता कर सकता है? चर्चा कीजिए।

(c) उपरोक्त स्थिति में कौन–से विकल्प उपलब्ध हैं?

(d) शहरी क्षेत्रों में अवैध मलिन बस्तियों और अतिक्रमण से निपटने के लिए व्यवहार्य समाधान सुझाएँ।

(250 शब्दों में उत्तर दीजिए) 20 अंक

You are a young officer working with the Municipal Corporation of an industrial city. The city was known for manufacturing ball bearings and auto parts. Most manufacturing units were small-scale units with very little production process automation. The units relied on manual labor, which was in abundance due to the villages close by.

As the number of manufacturing units grew, the demand for labor increased, bringing in a steady inflow of laborers into the city. This influx of people into the town led to a mushrooming of slums and encroachments on the sidewalks. Once in a while, the Corporation conducted drives to clear out the slums, but after a time, the slums came back. The illegal slums had become an urban nightmare.

You were given the responsibility of clearing out the encroachments and slums with the help of Police authorities. As you started the drive, you realized that the people living by the sidewalks were vulnerable compared to the slum dwellers. Many sidewalk dwellers had recently come to the city after selling their properties in their villages. Now if you drive them out, they have no place to go. Your heart went out to them, and you felt that your departmental action was inhumane, but your official responsibilities demanded stern impartial action. You are desperate to find a way to help the sidewalk dwellers without compromising your official duties.

(a) What value conflicts do you notice in the above situation?

(b) Can an administrator compromise the value of impartiality for empathy? Discuss.

(c) What are the options available in the above situation?

(d) Suggest viable solutions for tackling illegal slums and encroachments in urban areas.

(Answer in 250 words) 20 marks

Candidates must not write on this margin

The above deals with the problem of slum proliferation and illegal encroachment creating urban problems

① Value Conflicts

(a) Empathy for vulnerable slums and sidewalkers having no adequate housing Vs Professional Integrity → to carry out duties as per rule of law.

(b) Compassion for marginalised slums and sidewalk dwellers

(VB) Communitarianism → hampering ease of living of urban city

Candidates must not write on this margin

(b) An administrator cannot compromise value of impartiality due to reasons:

(1) Against professional ethics

(2) Violates the spirit and letter of law

(3) Opens the pandora box of misuse of discretion.

(4) Incentivise future doublers for such adventures.

(5) Sets wrong precedent

(c) Options Available

(1) Stop the drive to clear slum.

(2) Carry on the drive vociferously without thinking consequences

(3) Resign from the post to not involve in inhumane drive

Candidates must not write on this margin

(4) Explore other options before demo – like eligibility of dwellers for govt scheme like PM AWAS Yojana

(d) **Viable Solution**

(1) Giving adequate notice in line with legal professional ethics regarding illegal encroachment

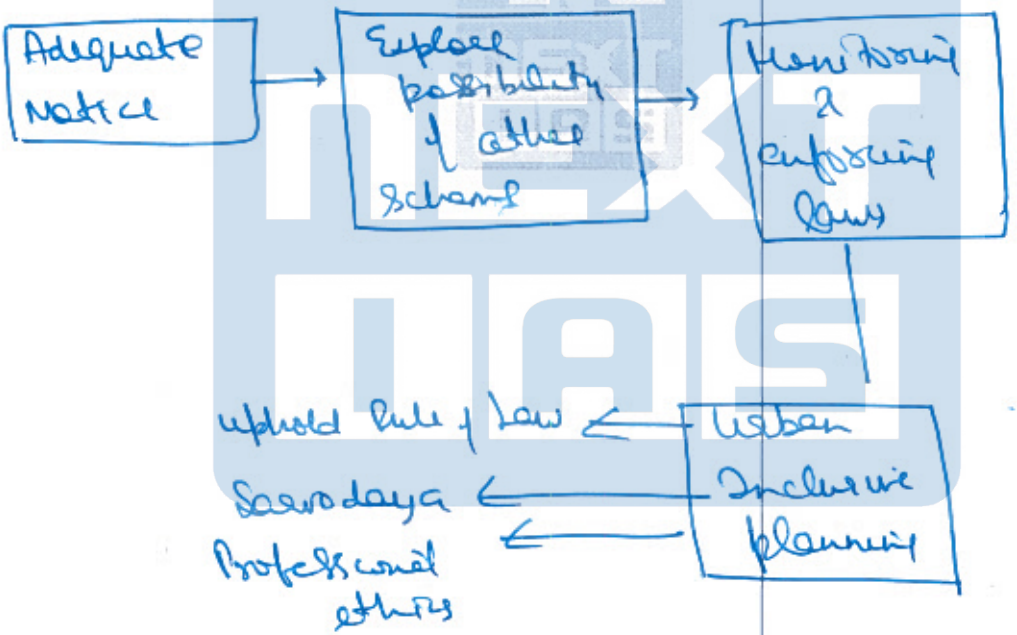
(2) Exploring possibility to check if they are eligible for government rehabilitation scheme or housing scheme. like PM AWAS Yojana. This is in line with **Sarvodaya**

(3) Involving NGOs like Bachpan Bachao Andolan to work up with child related rights in such situation. This is line with **Emotional Intelligence**

Candidates must not write on this margin

(4) Start monitoring in future time to prevent proliferation of slums and encroachment.

(5) Focussing on participative and inclusive urban planning having regard for affordable housing for slum.



'New Urban Agenda' & UN Habitat need to be implement for vibrant urban space.

Candidates must not write on this margin

8. एक राज्य सरकार ग्रामीण भूमिहीन मजदूरों के परिवारों के बीच सुरक्षित मातृत्व को बढ़ावा देने के लिए एक कल्याणकारी योजना चला रही है। इस योजना में लाभार्थियों को धनराशि का हस्तांतरण किया जाना शामिल है ताकि वे मातृ देखभाल ज़िम्मेदारियों के कारण आय हानि को कम कर सकें। अपने कार्यान्वयन के बाद से, इस योजना ने मातृ स्वास्थ्य और आर्थिक संकेतकों के स्तर पर काफी अच्छा प्रदर्शन किया है।

आप इस योजना के कार्यान्वयन और संचालन के लिए ज़िम्मेदार विभाग के निदेशक हैं। हाल ही में आपको परिवारों द्वारा फर्जी प्रामाणिकता दिखाकर कल्याणकारी योजना में धोखाधड़ी करने की खबरें मिल रही हैं। परिवारों ने प्रामाणिकता की जाँच के लिए ज़िम्मेदार स्थानीय अधिकारियों की मदद से धोखाधड़ी को अंजाम दिया है।

आप इस बात से चिंतित हैं क्योंकि धोखाधड़ी योजना की दक्षता को गंभीर रूप से प्रभावित कर रही है। आपने समस्या पर विचार–विमर्श करने और समाधान निकालने के लिए विभागीय बैठक बुलाई। बैठक में आधार कार्ड, मतदाता पहचान पत्र, विवाह प्रमाण पत्र, जन्म प्रमाण पत्र, बैंक विवरण और अन्य व्यक्तिगत संपत्तियों जैसे कई उपलब्ध सरकारी डेटा समुच्चयों (सेट) को विलय करने का निर्णय लिया गया। सभी डेटा सेटों का विलय करने पर, विभाग लाभार्थी की आर्थिक स्थिति का संक्षिप्त विवरण (प्रोफाइल) विकसित करने में सक्षम होगा। और इससे विभाग को दस्तावेजों की जाँच करने और धोखाधड़ी का पता लगाने में मदद मिलेगी। यह एक व्यापक रणनीति है, लेकिन इसमें किसी व्यक्ति की डेटा गोपनीयता का उल्लंघन होने का जोखिम है। एक विभाग प्रमुख के रूप में, आप धोखाधड़ी का पता लगाना और उसे रोकना चाहते हैं, लेकिन साथ ही, आप हितधारकों की डेटा गोपनीयता के उल्लंघन के बारे में आशंकित हैं।

(a) उपरोक्त मामले में कौन–कौन से मुद्दे शामिल हैं?

(b) क्या आपको लगता है कि कल्याणकारी योजना से संबंधित धोखाधड़ी को रोकने के लिए डेटा गोपनीयता का उल्लंघन उचित है? अगर हाँ तो क्यों, अगर नहीं तो क्यों नहीं?

(c) आपके अनुसार, देश में होने वाली ऐसी कल्याणकारी योजना से संबंधित धोखाधड़ी के क्या कारण हो सकते हैं?

(d) क्या ऐसी धोखाधड़ी को रोकने का कोई तरीका या साधन है? अपना सुझाव दीजिये।

(250 शब्दों में उत्तर दीजिए) 20 अंक

A certain State government was running a welfare scheme for promoting safe motherhood among rural landless laborers' families. The scheme involves the transfer of funds to the beneficiaries to enable them to mitigate income loss due to maternal care responsibilities. Since its implementation, the scheme has done reasonably well on maternal health and economic indicators.

You are the Director of the Department responsible for implementing and operating the scheme. Recently you have been receiving reports of welfare fraud being committed by families by producing fake bona fide. The families committed the fraud with the help of local officials responsible for scrutinizing the bonafide.

You were concerned because the fraud was seriously undermining the scheme's efficiency. You called for a departmental meeting to discuss and find a solution to the problem. In the meeting, it was decided to merge several available government data sets such as Aadhar cards, voter ID cards, marriage certificates, birth certificates, bank details, and other personal assets. By merging all the data sets, the department would be able to develop the beneficiary's economic profile. And this will help the department scrutinize the documents and detect fraud. This was a comprehensive strategy, but it risked violating an individual's data privacy. As a Department head, you wanted to detect and prevent fraud, but at the same time, you were apprehensive about violating the Data privacy of the stakeholders.

(a) What are the issues involved in the above case?

(b) Do you think violating data privacy is justified to prevent welfare fraud? Why/ Why not?

(c) What, according to you, can be the reasons for such welfare frauds happening in the country?

(d) Are there any ways and means to prevent such fraud? Give your suggestions.

(Answer in 250 words) 20 marks

Candidates must not write on this margin

The above case involves the issue of corruption and diversion of public fund to non bonafide welfare scheme.

① **Issues Involved**

(a) Non bonefide beneficiaries getting benefits → against rule of law.

(b) Inefficient use of public fund against Doctrine of public trust

(c) Involvement of local officials in corruption.

(d) Undermining scheme efficacy which might hamper outcome of scheme.

(e) Potential breach of Data privacy (Article 21 of constitution) for scheme welfare

Candidates must not write on this margin

(2) Violating data privacy is justified provide it follows the **3 fold test** given in KS Puttaswamy Case by Supreme Court — It say —

(a) Existance of law which allows privacy breach

(b) Compelling state interest — here it is maternal well being of citizen.

(c) Doctrine of proportionality — only that much data privacy should be breached to avoid fraud.

Justification for breach

(1) Ensure efficient utilisation of public money. in line with **good governance**

(2) Prevent fraud by non bonafide beneficiary.

(3) Improve scheme outcome

Candidates must not write on this margin

(C) Reason for Sate welfare frauds

(1) Demand Side :

(a) Poverty and poor economic background.

(b) Temptation for quick money gain

(c) Degrading ethical fabric of Society.

(2) Supply Side

(a) Lack of competition among local officials.

(b) Short term perspective leading to material gain

(c) Poor vigilant mechanism due to high impunity rate in corruption cases

(D) Way and Mean to prevent

(1) Use of ICT :

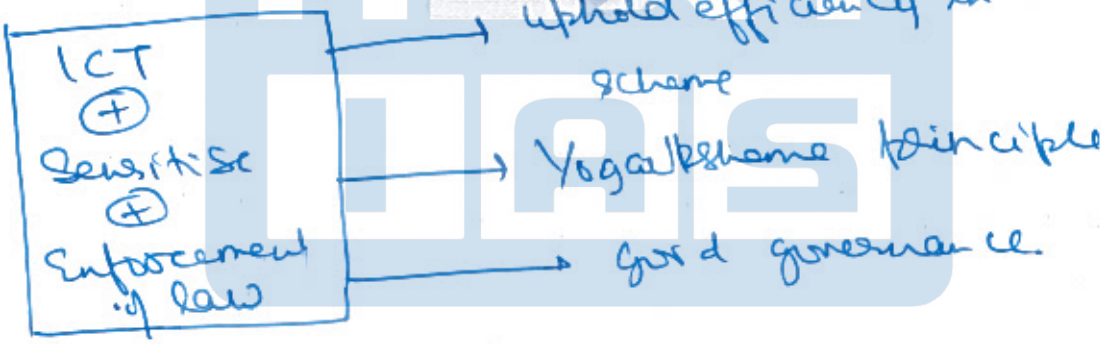
online verification and online approval for disbursal of funds (ex) DBT using JAM can be explored.

Candidates must not write on this margin

② Sensitise officials about real appeal mechanism with consequences.

③ Strict enforcement of anti corruption rules and acts (ex) Prevention of Corruption Act 1988.

④ Institutionalise Social Audit like Meghalaya to improve accountability mechanism



Efficient scheme implementation is must for non to achieve SDGs.

Candidates must not write on this margin

9. आप खान विभाग में कार्यरत हैं, और आपके कार्यों में से एक कार्य अपने विभाग प्रमुख को निजी ठेकेदारों के साथ खनन पट्टों पर बातचीत करने में मदद करना है।

हाल ही में, राज्य सरकार ने एक नए खनन क्षेत्र का सीमांकन किया और खनन ब्लॉक के लिए बोलियाँ आमंत्रित करने की योजना बनाई। आपको नीलामी प्रक्रिया की निगरानी करने और अनुबंध वार्ता में तेजी लाने का निर्देश दिया गया। योजना के अनुसार, निविदाएँ जारी की गईं, बोलियाँ प्राप्त हुई और मानदंडों के अनुसार निविदाएँ आवंटित की गईं। यह सब अत्यंत तीव्र गति से हुआ। आपको आश्चर्य हुआ, इतनी जल्दी क्यों? लेकिन यह आपके सोचने और सवाल करने की जगह नहीं थी; आप चुपचाप अपना काम करते रहे।

आपको कार्य का परिचालन आरंभ होते ही ठेकेदार को पर्यावरण संबंधी चिंताओं पर ध्यान आकर्षित करने का निर्देश देना था। और ऐसा करने के लिए, आपने विभाग द्वारा नियुक्त एक व्यावसायिक परामर्श प्रतिष्ठान द्वारा प्रस्तुत पर्यावरणीय प्रभाव मूल्यांकन रिपोर्ट को पढ़ा। आपको यह देखकर आश्चर्य हुआ कि रिपोर्ट घटिया और मनगढ़ंत थी। आपको संदेह हुआ और आपने इस मुद्दे को अपने प्रमुख के समक्ष उठाया, जिन्होंने विनम्रतापूर्वक आपको वही करने का निर्देश दिया जो आपको बताया गया था, और उन्होंने आपको याद दिलाया कि विभाग के पास राजस्व सम्बन्धी लक्ष्य हैं और वह मंत्रालय के दबाव में है।

इसके बाद, आपने अपनी मर्जी से कुछ खोजबीन की और पता चला कि रिपोर्ट फर्जी है और जो खनन गतिविधि शुरू होने वाली है, वह बड़े पैमाने पर पर्यावरणीय आपदा का कारण बनेगी जिसे राज्य झेल नहीं सकता है।

(a) उपरोक्त मामले में आपको कौन–से मुद्दों और मूल्यों का उल्लंघन दिखाई देता हैं?

(b) आपके पास कौन–से विकल्प उपलब्ध हैं?

(c) प्रत्येक विकल्प के लाभ और हानि पर चर्चा कीजिए और आपके द्वारा चुनी जाने वाली कार्यवाही की पहचान कीजिए।

(d) क्या आपको लगता है कि कभी–कभी विकास की कीमत पर पर्यावरण संबंधी विचारों को अधिक महत्त्व दिया जाता है?

(250 शब्दों में उत्तर दीजिए) 20 अंक

You are posted in the Department of Mines, and one of your roles is to help your Department Head negotiate mining leases with private contractors.

Recently, the state government demarcated a new mining zone and planned to invite bids for the mining blocs. You were instructed to oversee the bidding process and speed up the contract negotiations. As planned, the tenders were released, bids came in, and tenders were allocated as per the norms. All this happened at a breakneck speed. You wondered, why the hurry? But it was not your place to think and question; you quietly went about your work.

As the contractors were about to start operations, you had to instruct them on environmental concerns to watch out for. And to do that, you read the environmental impact assessment report submitted by a consulting firm hired by the department. To your surprise, the report was shoddy and looked cooked up. You got suspicious and raised the issue with your Head, who politely instructed you to do what you were told, and he reminded you that the Department had revenue targets and was under pressure from the Ministry.

After the meeting, you, on your own accord, did some digging and found out that the report was fraudulent and the mining activity that was about to start would lead to a massive environmental disaster which the State could not afford.

(a) What are the issues and value violations you notice in the above case?

(b) What are the options available to you?

(c) Discuss the advantage and disadvantages of each option and identify your chosen course of action.

(d) Do you think that environmental considerations are sometimes overrated at the cost of development?

(Answer in 250 words) 20 marks

Candidates must not write on this margin

~~(a) Issues~~

The above highlights the fraudent environmental Impact ~~asses~~ assessment (EIA) report and dilemma between economic growth (Vs) environmentalism.

(a) Issues and Value Violation:

(1) EIA report shoddy and cooked → lack of professional integrity by EIA report maker
(+) lax attitude of contractors towards environment

(2) Ministry focusing solely on revenue target under pressure → violates principle of Sustainable development
(+)
Against concept of Stewardship
(+)
violates Article 47 (Public health) and 48 of Constitution

Candidates must not write on this margin

③ Chance of environmental disaster. → reduce public trust in governance ⊕ Against welfare state norm

(b) Option Availble } combined
(c) Advantage / Disadvantage } below.

① Allow Operation to start quickly

Merit	Demerit
• Good selection with denial	• Against Stewardship principle
• Department achieve several target	• Against public and environment welfare

② Blantantly refuse to allow Operation and Senatorial ISSue

Merit	Demerit
• Protect environment	• Ministry not achieve target
• Uphold professional integrity	• Strained relation with Senate
• Uphold Rule of law	

Candidates must not write on this margin

③ Sensitise the [senior head] and long term negative consequence of going forward with such report

Merit	Demerit
• Protect environment in line with Stewardship	• History might miss several targets.
• Uphold public welfare and environment	• Head may not agree

[My chosen course]

I would chose [option 3]. Along with it I will pursue contractor to make another real EIA report. only after thorough analysis of new EIA report, I will allow operation. [Justification]

① Uphold Sustainable development principle

② Protect government image in long run.

Candidates must not write on this margin

③ Uphold ethical work Culture and probity in governance.

④ Sets the right precedent.

⑤ Environmental Considerations are not overrated as cannot be sustainable and holistic development without environmental consideration.

Ex Rampant deforestation lead to climate change. This shows tubular dev development focussing on economic aspect is not sustainable. We need to focus on principle of stewardship, trusteeship and environmental ethics for achieve basic climate and inclusive growth.

Earth has enough for everyone's need but not for ~~any~~ anyone's greed — Gandhi.

Candidates must not write on this margin

10. राष्ट्रीय हित को बढ़ावा देना और अंतर्राष्ट्रीय क्षेत्र में प्रभाव और शक्ति प्राप्त करना प्रत्येक देश की विदेश नीति के दो मूल मंत्र हैं।

पिछले दशक से, ABC देश ने आक्रामक तरीके से शक्ति हासिल की और विदेशों में अपने व्यावसायिक हितों का विस्तार किया। ABC देश जिन व्यवसायों को विकसित करने में रुचि रखता था उनमें से एक रक्षा उपकरण और उपग्रह प्रौद्योगिकी था। यह अपने अंतरिक्ष और रक्षा उत्पादों के लिए बाज़ार तलाश रहा था।

देश ने अपनी रक्षा उपकरण निर्माण कंपनियों को नए बाज़ार खोजने और अन्य देशों के साथ विनिर्माण सहयोग तलाशने के लिए प्रोत्साहित किया। प्रमुख रक्षा उपकरण निर्माताओं में से एक, GAMA ने हाल ही में सैन्य सरकार (मिलिट्री जुंटा) द्वारा शासित देश XYZ के साथ संवेदनशील प्रौद्योगिकी हस्तांतरण और उपकरणों से संबंधित कई अरब डॉलर का एक बड़ा सौदा किया। जो कि एक अच्छा व्यवसाय था।

जैसे ही व्यावसायिक विवरण सार्वजनिक हुआ, GAMA की बहुत आलोचना हुई क्योंकि XYZ अपने खराब मानवाधिकार रिकॉर्ड के कारण अंतर्राष्ट्रीय स्तर पर एक परित्यक्त देश था। इसके अलावा, सैन्य सरकार अल्पसंख्यक नृजातीय समुदाय के मूक नरसंहार में शामिल था। इस बात पर काफ़ी हंगामा हुआ क्योंकि इस सौदे में संवेदनशील प्रौद्योगिकी का हस्तांतरण शामिल था जिसका गलत हाथों में दुरुपयोग हो सकता था। संक्षेप में कहे तो, यह अच्छा व्यवसाय था लेकिन संदिग्ध ग्राहकों के साथ। इस बीच, ABC की सरकार GAMA व्यापार समझौते के बारे में चुप रही, और अन्य सरकारों ने चुप्पी को एक ऐसे राष्ट्र के साथ संबंध बनाने का एक सूक्ष्म तरीका बताया जो एक अंतर्राष्ट्रीय रूप से अछूत था।

(a) उपरोक्त मामले में कौन–कौन से नैतिक मुद्दे शामिल हैं?

(b) क्या आपको लगता है कि GAMA जैसे कॉर्पोरेट व्यवसायों को व्यावसायिक हितों को आगे बढ़ाते समय अंतर्राष्ट्रीय नैतिकता पर विचार करना चाहिए? अगर हाँ तो क्यों, अगर नहीं तो क्यों नहीं?

(c) क्या आपको लगता है कि एक कॉर्पोरेट की सामाजिक जिम्मेदारी उसके निकट समुदाय से कही बढ़कर अंतर्राष्ट्रीय समुदाय तक फैली हुई है? अगर हाँ तो क्यों, अगर नहीं तो क्यों नहीं?

(d) क्या आपको लगता है कि संवेदनशील प्रौद्योगिकियों का विपणन करने वाली रक्षा क्षेत्र की कंपनियों को उनकी संबंधित सरकारों द्वारा विनियमित किया जाना चाहिए, या विनियमन उनकी उद्यमशीलता और नवाचार ऊर्जा को कम कर सकता है? चर्चा कीजिए। (250 शब्दों में उत्तर दीजिए) 20 अंक

Promoting National interest and gaining influence and power in the International arena are the two basic mantras of every country's external policy. Since the last decade, country ABC has aggressively pursued power and expanded its business interests overseas. One of the businesses ABC was interested in developing was Defence equipment and Satellite technology. It was seeking markets for its space and defense products.

The country encouraged its defense equipment manufacturing companies to find new markets and explore manufacturing collaborations with other countries. GAMA, one of the major defense equipment manufacturers, had recently struck a massive multi-billion dollar deal involving sensitive technology transfer and equipment with a country XYZ ruled by Military Junta. It was good business.

As the business details became public, much criticism came GAMA's way because XYZ was an international pariah because of its poor human rights record. Further, the Junta indulged in a silent genocide of a minority ethnic community. There was a lot of uproar because the deal involved transferring sensitive technology that could be misused in the wrong hands. In short, it was good business but with questionable clients. Meanwhile, the government of ABC kept silent about the GAMA business deal, and other governments interpreted the silence as a subtle way of building relations with a nation that was an international pariah.

(a) What are the ethical issues involved in the above case?

Candidates must not write on this margin

(b) Do you think corporate businesses such as GAMA must consider international ethics while pursuing business interests? Why/why not?

(c) Do you think a corporate's social responsibility extends beyond one's immediate community to the international community? Why/Why not?

(d) Do you think the Defence sector companies marketing sensitive technologies must be regulated by their respective governments, or regulation may curtail their entrepreneurial and innovation energy? Discuss. (Answer in 250 words) 20 marks

The case involves the issue of lack of economics ethics in selling defence technology to rogue government having poor record.

(a) Ethical Issues

(1) Poor economic ethics on part of GAMA

(2) Strengthening Military Junta Authoritarian regime

(3) Proliferation of Arms Race.

(4) Human Right violation of citizen of XYZ.

(5) Silent genocide of minority

(6) ABC government silent — hampering global solidarity against Vasudhaiva Kutumbakam

Candidates must not write on this margin

(b) Corporate business like GAIL must consider international ethics to

(a) uphold human rights in line with UN declaration on Human Rights

(b) To prevent chance of silent genocide. — a crime against humanity.

(c) To uphold international laws and norms. — State should work for public welfare.

(d) To ensure its product are not used for unethical and unjustified cause.

(e) To show global solidarity with the victims by reducing access to arms.

Candidates must not write on this margin

(c) Corporate Social Responsibility extend beyond one's community as

(1) Global community is just sum of individuals. So we need to take care of all.

(2) Threat to justice anywhere results in threat to peace everywhere (Ex) Terrorism emanating from Afghan

(3) To uphold principal of one world-one family.

(4) Helps in building brand image at global level. (Ex) Tata.

(5) Uphold principle of Doctrine of Karma. — helping others would help them in long run

(d) Defence Sector companies technology should be regulated:

(1) To prevent transfer of rogue elements (Ex) Terrorist

Candidates must not write on this margin

② To ensure its use for peaceful cause ④ Ukraine defending sovereignty.

③ Create ~~debt~~ credible deterrence only.

Defence Sector technology not be regulated:

① To ensure laissez faire as said by Adam Smith.

② Ensure competitiveness and nudge creative destruction.

③ Efficient and modern technology ④ Iron clone

Need of the hour "is to institutionalise concept of Compassionate Capitalism and Stakeholder Capitalism so that corporate take ethical decision. ESG regulation is India a step in right direction

Candidates must not write on this margin

11. श्री शर्मा 400 करोड़ के टर्नओवर वाली एक फार्मास्युटिकल कंपनी के ऑल इंडिया सेल्स हेड (बिक्री प्रमुख) थे। कंपनी के मुख्य बाज़ार छोटे कस्बे और टियर 2 शहर थे। इसके अलावा, कंपनी ने राज्य सरकार के अस्पतालों और स्वास्थ्य केंद्रों के साथ बड़ी मात्रा में कारोबार किया।

श्री शर्मा ने फील्ड सेल्स एजेंटों को ग्राहकों के साथ सौदे करने और कीमतों पर बातचीत करने की बहुत अधिक स्वतंत्रता दे रखी थी। इस रणनीति ने कंपनी के लिए अच्छा काम किया।

हाल ही में श्री शर्मा को खबर मिली कि कंपनी के तीन कर्मचारी सरकारी अस्पतालों और स्वास्थ्य केंद्रों को अन्य निजी अस्पतालों और स्वास्थ्य केंद्रों को बेचे जाने वाले उत्पादों की तुलना में अधिक कीमत पर उत्पाद बेच रहे हैं। ये कर्मचारी पाँच साल से अधिक समय से कंपनी में हैं और इनका प्रदर्शन अच्छा रहा है। कुछ बिक्री कर्मचारियों ने अनौपचारिक रूप से इन तीनों को उनके बढ़े–चढ़े सौदों के कारण अपेक्षाकृत अधिक कमीशन मिलने का मुद्दा उठाया। और इससे बिक्री कार्मिकों में बेचैनी की भावना बढ़ रही थी। तीनों के खातों की सतही समीक्षा से पता चला कि, कई मामलों में, सरकारी अस्पताल अन्य निजी संस्थानों की तुलना में अधिक भुगतान कर रहे थे।

खरीद नियमों के तहत, सरकार से अपेक्षा की जाती है कि वह उचित मूल्य का भुगतान करे, जो कि अन्य लागत–सचेत ग्राहक भुगतान करते हैं। पूछताछ करने पर श्री शर्मा ने पाया कि इस कार्य में वे तीनों अकेले नहीं थे; इस घोटाले में सरकारी खरीद विभाग के अधिकारी उनकी मदद कर रहे थे। श्री शर्मा को एहसास हुआ कि उनके बिक्री कर्मचारी और कुछ भ्रष्ट सरकारी कर्मचारी काफी समय से राज्य के खज़ाने को चूना लगा रहे थें।

श्री शर्मा ने तुरंत इसकी सूचना अपने सीईओ को दी और दोनों ने चर्चा की कि बिक्री कर्मचारियों के साथ कैसे व्यवहार किया जाए और क्या सरकार को घोटाले और उनके कर्मचारियों की संलिप्तता के बारे में सूचित किया जाए। इस मुद्दे के बारे में सरकार को सूचित करने का मतलब यह था कि इस बात की पूरी संभावना थी कि उन्हें ब्लैकलिस्ट किया जा सकता है, जिससे बहुत सारे व्यवसाय का नुकसान हो सकता है। श्री शर्मा और सीईओ इस बात को लेकर दुविधा में थे कि मामले को कैसे आगे बढ़ाया जाए।

(a) इस मामले में कौन–से नैतिक और व्यावसायिक मुद्दे शामिल हैं?

(b) श्री शर्मा और सीईओ के पास कौन–कौन से विकल्प उपलब्ध हैं?

(c) क्या आपको लगता है कि बिक्री कार्यबल को स्वतंत्रता देने की संगठनात्मक संस्कृति के कारण समस्या उत्पन्न हुई या व्यक्ति की भ्रष्ट प्रवृत्ति के कारण समस्या उत्पन्न हुई? चर्चा कीजिए।

(d) जैसा कि इस मामले में बताया गया है, ऐसे अनैतिक व्यवहार को रोकने के लिए कंपनी कौन–से नैतिक तंत्र और उपाय निर्माण और कार्यान्वित कर सकती है? (250 शब्दों में उत्तर दीजिए) 20 अंक

Mr. Sharma was the All India Sales Head of a pharmaceutical company with a turnover of 400 crores. The company's main markets were small towns and tier 2 cities. Further, the company did a sizeable amount of business with state government hospitals and health centers.

Mr. Sharma had given a lot of freedom to field sales agents to strike deals and negotiate prices with clients. This strategy worked well for the company.

Recently Mr. Sharma received word that three company employees were selling products to government hospitals and health centers at a higher price than they were selling to other private hospitals and health centers. The employees were with the company for over five years and were good performers. A few sales staff informally raised the issue of the three getting relatively higher commissions because of their inflated deals. And this was creating a sense of unease among the sales staff. A cursory review of the account of the three showed that, in many instances, the government hospitals were paying more than other private institutions.

Under procurement rules, the government is supposed to pay a fair price, one that other cost-conscious customers pay. On inquiry, Mr. Sharma found that the three were not alone; government purchase

Candidates must not write on this margin

department officials were helping them scam the Department. Mr. Sharma realized that his sales staff and some corrupt government staff had been defrauding the state exchequer for quite some time.

Mr. Sharma immediately reported it to his CEO, and the two discussed how to deal with the sales staff and whether to inform the government about the scam and the involvement of their staff. The issue was informing the government means that there was every possibility that they might be blacklisted, thereby losing a lot of business. Mr. Sharma and CEO were caught in a dilemma regarding how to proceed with the case.

(a) What are the ethical and business issues involved in the case?

(b) What are the options available to Mr. Sharma and the CEO?

(c) Do you think the organizational culture of giving freedom to the sales force led to the issue or was the individual's corrupt nature that led to the problem? Discuss.

(d) What ethics mechanisms and steps can the company create and implement to prevent unethical behavior, as mentioned in the case? (Answer in 250 words) 20 marks

The case is value issue of nexus between pharma company staff and govt hospital staff for overprescribing of drugs.

① Ethical Issues

(a) Inefficient use of public fund.

(b) Violation of Rule of law (procurement rules)

(c) Corruption by staff against professional ethics.

(d) ~~defraudu~~ defrauding of State exchequer.

Candidates must not write on this margin

Business Issues

① Uneasy and unhealthy feeling among other honest staff.

② Destroy brand image of company

③ chance of getting blacklisted.

(b) Options Available to the Steams and CEO

① Maintain Status Quo and remain quiet

↳ Short term gain but long term loss

② Deactivate the issue by depositing to medic

↳ against holistic competence

③ Warn their internal staff and monitor them in future deals. At same time, inform the government hospital head about the organ fraud.

Candidates must not write on this margin

→ may / may not get blacklisted
– but uphold professional ethics and public fund efficiency.

© Organisation culture of guiding freedom led to issue due to

(a) As there were inadequate checks and balance)

(b) Lack of proper monitoring and auditing of sales

(c) Incentivised the salesmen to break company's business norms.

~~Organisation~~
Individual corrupt nature lead to such issue

(a) Due to temptation for quick

(b) Result focus on materialism

(c) Less regard for public money

(d) Degrading ethical fabric of society.

Candidates must not write on this margin

(d) Ethical mechanism company can make :

(1) Code of ethics highlighting shared value.

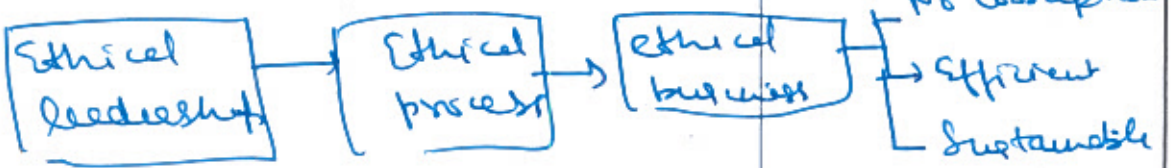
(2) Strict code of conduct with adequate checks and balance

(3) Proper monitoring via regular ground feedback and grievance redressal.

(4) Using technology for invoicing

(5) Ethical hotlines for reporting confidential breaches.

(6) Ethical leadership to set example



Social / ethical / environment ethics need to be inbuied in company culture for strong corporate culture

Candidates must not write on this margin

12. सिंह गढ़ मुख्य रूप से एक ग्रामीण जिला है जहाँ एक उपभोक्ता वस्तु विनिर्माण संयंत्र को छोड़कर न्यूनतम एवं अपेक्षाकृत महत्त्वहीन औद्योगिक क्रियाकलाप है, जो रोजगार का प्राथमिक स्रोत है। यहाँ स्वास्थ्य, साक्षरता आदि जैसे विकास संकेतक राष्ट्रीय औसत से काफी नीचे थे।

यहाँ विकासात्मक मुद्दों के साथ–साथ, एक और गंभीर चिंता बाल विवाह में हो रही धीमी वृद्धि थी। कानूनी प्रतिबंधों के बावजूद, बाल विवाह बेरोकटोक बढ़ता जा रहा था।

सामाजिक कार्य में स्नातकोत्तर रश्मि, जो कम उम्र में विवाह से बच गईं, ने बाल विवाह पीड़ितों को बचाने और पुनर्वास के लिए एक गैर सरकारी संगठन शुरू किया। पिछले पाँच वर्षों में उसने कई युवा लड़कियों को बाल विवाह का शिकार होने से बचाया। उसकी कार्यशैली सरल थी। उसने गाँवों में मुखबिरों का एक नेटवर्क विकसित किया था जो उसे सूचनाएँ देता था और सत्यापन करने के बाद, स्थानीय कानून प्रवर्तन कर्मियों की मदद से रश्मि बाल विवाह को होने से रोक देती थी।

रश्मि ने सराहनीय काम किया, लेकिन इस दौरान उसने कुछ दुश्मन भी बना लिए। स्थानीय नेता विशेषकर महिलाओं और युवा लड़कियों के बीच उसकी लोकप्रियता से नाराज थे। अपनी गतिविधियों का विस्तार करने के लिए, रश्मि ने जिले की एकमात्र औद्योगिक इकाई के प्रबंधन से संपर्क किया। उसने सफलतापूर्वक कंपनी को अपनी गतिविधियों और एनजीओ में योगदान देने के लिए राजी कर लिया। कंपनी ने उसे बाल विवाह के मुद्दे के बारे में जागरूकता बढ़ाने के लिए श्रमिकों के लिए कार्यशालाएँ आयोजित करने हेतु अपनी सुविधाओं तक पहुँच भी दी।

उसने कंपनी परिसर में अपनी कार्यशालाएँ और अभियान शुरू किया। यद्यपि प्रारंभिक प्रतिक्रिया ठंडी और कभी–कभी पूरी तरह से उदासीन थी। लेकिन वह डटी रही। कुछ महीनों के बाद, एक दिन कंपनी यूनियन के सदस्यों ने उसे कंपनी में प्रवेश करने से रोक दिया और उसके साथ हिंसा करने की धमकी भी दी। रश्मि ने प्रबंधन से बात की, जिन्होंने उसका समर्थन किया और उसकी सुरक्षा सुनिश्चित की। प्रबंधन ने रश्मि और उसके एनजीओ का समर्थन करते हुए एक सर्कुलर (परिपत्र) जारी किया।

प्रबंधन को आश्चर्य हुआ, सर्कुलर के एक सप्ताह बाद, यूनियन ने अचानक हड़ताल का आह्वान किया और एनजीओ की गतिविधियाँ जारी रहने पर काम बंद रखने की धमकी दी। कार्यकर्ताओं का मानना था कि रश्मि का अभियान महिलाओं के दिमाग को भ्रष्ट कर रहा है और उनकी परंपराओं का अनादर कर रहा है। आक्रामक प्रतिक्रिया को देखते हुए कंपनी प्रबंधन ने एनजीओ की गतिविधियों को रोककर श्रमिकों को शांत करने की कोशिश की। रश्मि ने समुदाय के प्रति अपनी सामाजिक जिम्मेदारी पर प्रकाश डालकर प्रबंधन को समझाने की कोशिश की। लेकिन प्रबंधन ने दो टूक जवाब दिया कि हर सामाजिक समस्या उनकी नैतिक जिम्मेदारी नहीं है। रश्मि प्रबंधन के फैसले से निराश थी और सोच रही थी कि कंपनी को अपने अभियानों में कैसे शामिल किया जाए।

(a) उपरोक्त मामले में कौन–कौन से मुद्दे शामिल हैं?

(b) आपको क्या लगता है रश्मि को क्या करना चाहिए? क्या रश्मि के लिए स्थानीय प्रशासन को शामिल करना अच्छा विचार होगा? कार्यान्वयन योग्य कार्यवाही का सुझाव दीजिए।

(c) क्या आपको लगता है कि कंपनियों को उस क्षेत्र की सामाजिक समस्याओं के लिए भी जिम्मेदारी स्वीकार करनी चाहिए जहाँ वे अपना कार्य करती हैं? अगर हाँ तो क्यों, अगर नहीं तो क्यों नहीं?

(d) श्रमिक संघ की इतनी आक्रामक प्रतिक्रिया के क्या कारण हो सकते हैं? आपके अनुसार रश्मि को कर्मचारी संघ को कैसे संभालना चाहिए? (250 शब्दों में उत्तर दीजिए) 20 अंक

Singh Garh is a primarily rural district with minimal, relatively insignificant industrial activity, except for one consumer goods manufacturing plant, which was the primary source of employment. Development indicators such as health, literacy, etc., were much below the national average.

Along with developmental issues, another grave concern was the slow rise in child marriages. Despite the legal sanctions, child marriage continued to rise unabated.

Candidates must not write on this margin

Rashmi, a social work postgraduate who escaped an early marriage, started an NGO for rescuing and rehabilitating child marriage victims. In the last five years, she saved a lot of young girls from becoming victims of child marriage. Her modus Operandi was simple. She had developed a network of informants in villages who relayed information to her, and after verifying, Rashmi with help from local law enforcement personnel, prevented the marriage from happening.

Rashmi did commendable work, but she made some enemies in the process. The local leaders resented her popularity with women and young girls in particular. To expand her activities, Rashmi contacted the management of the only industrial unit in the district. She successfully persuaded the company to contribute to her activities and the NGO. The company even gave her access to their facilities to conduct workshops for workers to raise awareness about the issue of child marriage.

As she started her workshops and campaign on the company premises, the initial response was lukewarm and, at times, complete indifference. But she persevered. After a couple of months, one day, the company union members stopped her from entering the company and even threatened her with violence. Rashmi spoke with the management, who supported her and ensured her safety. The management issued a circular supporting Rashmi and her NGO.

To management's surprise, after a week of the circular, the Union called for a flash strike and threatened to continue the work stoppage if the NGO activities continued. The workers believed that Rashmi's campaign was corrupting the women's minds and disrespecting their traditions. The company's management seeing the aggressive reaction sought to assuage the workers by stopping the NGO activities. Rashmi tried to persuade the management by highlighting their social responsibility to the community. But the management was curt in replying that every social problem is not their moral responsibility. Rashmi was disappointed with the management's decision and wondered how best to involve the company in her campaigns.

(a) What are the issues involved in the above case?

(b) What do you think Rashmi should do? Would it be a good idea for Rashmi to involve local administration? Suggest an implementable course of action.

(c) Do you think companies should also accept responsibility for the social problems of the region where they operate? Why/why not?

(d) What could be the reasons for such an aggressive reaction from the workers union? How do you think Rashmi should handle the workers union? (Answer in 250 words) 20 marks

The case highlights the issue of prevailing instance of child marriage especially in rural ecosystem.

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Q. Issues in Case

(1) Poor socio economic indicators such as health.

(2) Lack of awareness

(3) Prevalence of social issue - child marriage.

(4) Patriarchal mindset of members of rural area subordinating women.

(5) Enemies of Rashmi for working against social evil

(6) Inconsistent attitude of industry leading social responsibility

(7) Strike hurting business prospects.

(8) Poor enforcement of Prevention of Child Marriage Act, 2006

Candidates must not write on this margin

(b) Course of Action for Roshni

(1) Roshni should use persuasion to involve the local sarpanch / MLA/MPs to bring about a change in attitude of people.

(2) She should try to mobilise youth to bring change in the walls of their house

(3) Collaborate with other NGOs and administration for creating awareness via Nukkad Nakad and Jeet Akeli showing negative consequence of act

(4) Using technology like big screen to showcase show case successful lady role models who married after education

(5) Sensitising industry about their CSR responsibility

Candidates must not write on this margin

Involving administration a good idea

① As they have legal backing to enforce rule of law to stop child marriage

② It is their professional duty.

③ They will have domino effect via creating deterrence

© Company should not avoid social responsibility: as

a ① It helps in building their brand in long term ② Tata

② Improves the ethical fabric of society which they call part.

③ Strong ethical work culture having concern for social responsibility

④ Improves the credibility especially among marginalised

⑤ Get social licence to operate in local ecosystem by generating goodwill.

Candidates must not write on this margin

(d) **Reason for aggressive reaction**

(1) Patriarchal mindset — considering women as burden.

(2) Prevalence of Conservative cultural — people does not accept new things easily.

(3) Lack of Women Role models

(4) ~~But~~ False pride in regressive traditional culture

Rashmi should handle workers

(1) Sensitising them politely about consequence of child marriage using emotional intelligence

(2) Showcasing role models

(3) If they insist on aggression, can take legal action to create deterrence.

Persuasion ⊕ **Role Model** ⊕ **Law** { Women dignity, Rule of law.

4. "Women empowerment today will lead to sustainable tomorrow"

Candidates must not write on this margin

Space for Rough Work

NEXT IAS

Candidates must not write on this margin

Space for Rough Work

NEXT IAS