

# ETHICS, INTEGRITY AND APTITUDE

Time Allowed: 2 hr.

Max. Marks: 150

Q.	Marks	Instructions to Candidate
1.		<ul style="list-style-type: none"><li>• There are 7 questions.</li><li>• All questions are compulsory.</li><li>• The number of marks carried by a question/part is indicated against it.</li><li>• Content of the answer is more important than its length.</li><li>• Answers must be written in the space provided.</li></ul> <p>Any page or portion of the page left blank in the Question-cum-Answer Booklet must be clearly struck off.</p>
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1. Invigilator Signature \_\_\_\_\_

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Mobile No. \_\_\_\_\_

Date 25/9/15

Signature 

**REMARKS**

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Q 1. Development is a multi-dimensional process that affects society in multiple ways. It is well documented that women constitute about half of the world's population but their share in the economy and other development spheres remain neglected. In addition, this large section of population (including Indian women) have been suffering from various disadvantages - lack of accessibility to resources, non-recognition of their economic contribution within the family and society. In order to resolve these emerging challenges, government has implemented various programmes and policies since Independence. Among these programmes, Self Help Groups (SHGs) may be considered as a significant initiative. These are based on the principle of democratic process of development. The democratic institution provides a platform to the socially and economically deprived sections and encourages them for economic participation.

Since the 1970s, SHGs have been working in many states of India and contributing to the development processes. Our experience is mixed in this regard. Bring out lessons learnt from successful cases and failed initiatives of SHGs.

(250 Words) (20 Marks)

Self Help groups (SHGs) are formed by a group of women with similar economic activity, to get access to enhanced credit pool their resources, and help each other in their endeavours. They can be voluntarily set up or mobilised.

by non-governmental organisation, financial institutions like micro finance, commercial banks

To illustrate with an example their contribution to developmental process. Take SHG formed with by ~~Fishes~~ women of fishing community to collectively market their products, ~~also~~ ~~barge~~ Together they purchased cold storage vans which increased storage <sup>time</sup> of their fishes and helped

them realised better prices.

Women, participating in the economic activity has many benefits

- (i) Contribute substantially to GDP. Full women participation can raise GDP by 27%.
- (ii) Increase the ~~set~~ respect for women in the family, greater say in decision making i.e. Empowerment. This will overtime change patriarchal attitudes held by society to be replaced by that of equal status.
- (iii) Also better greater access to resources, implies better health, education, nutrition for women and also her children. <sup>will</sup> Address high mortality rates, illiteracy etc.

kdkg However our experience with Self Help Groups has been mixed. We have numerous examples like the one mentioned above, where people motivated by collective interest has improved their lives but also many cases of failed SHGs.



Q 2. You are head of a government office which is involved in large scale of public dealings. People normally come in the office for their routine problems like pension claims, insurance claims, etc. There is an assistant who deals these subjects and there is complaint that he does not clear the claims and extract a price for the same. He has the backing and patronage of a local influential politician. Other assistants are looking towards you for a decisive action. The work culture of the organization has reached to an all time low level. You have decided to act in the given situation. What actions will you take? (250 Words)  
(20 Marks)

Government offices are institutions of public trust and <sup>the authority</sup> should be executed for the welfare of the people. But in this case, the assistant ~~has~~ is not <sup>only</sup> failing and being lax in his duty but also extracting bribe for performing his duty. This will be harassment for the people who come to claim their due benefits and this has to be stopped immediately.

various actions available to me are

(1) Suspend the officer and launch an enquiry into his activities.

This will ~~address~~ <sup>only</sup> address the problem at hand <sup>temporarily</sup>. Because of the backing of the local influential politician, there are high

chances that I might be transferred from the post and subsequently the enquiry on him is cancelled that it is politically motivated.

(ii) Awareness campaigns among people about Grievance redressal mechanism to register their complaints, their right to information, right to public service delivery.

By encouraging public to register ~~launch~~ complaints against erring officials will provide an objective basis for conducting an enquiry into activities of the official.

Because the demand is from the people, the local politician cannot go against their demand <sup>and any</sup> action to save the erring official will cost him politically.

(iii) Alongside need to <sup>improve</sup> boost the work culture of the organisation.

- <sup>Frame</sup> Develop citizen charter for the organisation, clearly outlining the quality of service to be provided

and the time frame. Also penalties for failing to meet the deadlines.

- Create a culture of transparency, by reorienting office procedures and making them conducive to openness like online registration of pension claims

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- Also reward good performances by the officers, publicly applaud their work.

~~Performance~~

People's demand for performance, delivery of service and ~~public servants~~ appreciation for public officials' work. ~~can~~ together can ensure that government offices are run for public welfare.



Q 3. Worldwide humanitarian aid contributions in recent years were at their highest level, putting the sector's aims and practices under the spotlight. With such large amounts of money involved, there is obviously a pressure for humanitarian and developmental NGOs to show transparency and accountability in their aid flows. This means demonstrating value for money in their procurement policies and ideally, strengthening the communities involved.

Clearly, there is a need for NGOs to balance ethical intervention with consistent funding. Conventional wisdom in this area suggests that the relationship between donors and NGOs creates a self-regulating mechanism against bad practice. An NGO's spending is accountable to its donors through audits, which are presumed to be a sufficient safeguard against mis-spending and corruption. From local procurement to volunteerism, humanitarian spending can be an ethical minefield. What steps can agencies do at their best to bring ethical intervention?

(300 Words) (25 Marks)

NGOs are important stakeholders in the development process. They participate in various activities like delivery of services on behalf of government (Ashraya Petra in mid day meal scheme), various social activities like education (Teach for India), Health (Uday foundation for children's health), and also carry out humanitarian and disaster relief (Sooj).

Governments have framed numerous laws to regulate NGOs like Social Societies Act, 1960, Trusts Act, 1860 etc and also to regulate their funding Foreign Contribution Regulation Act (FCRA), 1976 to enforce their accountability and also ensure

that they don't act against national interests.

But we hear of numerous complaints levelled against NGOs of Corruption, stalling the development, promoting the interests of other countries. For example many NGOs in west Asia are accused of supporting regime change to further interests of USA. Similarly recently Green Peace in India is alleged of supporting stalling developmental projects.

This highlights the fact that traditional method of accountability to donor is not enough because

- (i) Motive of donor unknown; donor may want to promote violence like <sup>say</sup> insurgency in north east.
- (ii) Audits can be fudged and donor is located at often foreign country a far off place from field of operation to cross check procurement prices, Cost of operations etc.

Therefore it's best if the NGOs voluntarily certain code of ethics and ethical conduct rules to guide their actions.

(i) State the goal of NGO, be

(ii) All volunteers, personnel of the NGOs should be disclosed openly, alongside their remunerations, projects in which they are involved.

(iii) Disclose the donors list, amount donated and all such funds should be accented into a single account.

(iv) While spending.

- procurement should be through competitive, transparent bidding. Openly disclose the results of bidding.

- Disclose the expenditure on various activities, names of the beneficiaries of those activities, along with photographs.

(v) In spite of best measures, <sup>uncertain</sup> situations arise, in those situations being deal with objective of NGO, ethical conduct rules which help take better decision.

Towards this direction, government should take active measures in encouraging NGOs to adopt transparent functioning and make them active participants of development.

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Q 4. The United Nations Food and Agriculture Organization estimates that about 805 million people of the 7.3 billion people in the world, or one in nine, were suffering from chronic under-nourishment in 2012-2014. The greatest scandal of our age is the fact that approximately 1 billion people on the planet go to bed hungry every night. This is despite the fact that we produce more than enough to feed every single person in the world. The problem is not a shortage but rather that the under-nourished, who need food most, cannot access it. People who are chronically hungry don't eat enough to provide the energy they need for an active life. Their under-nourishment makes it hard to study, work or perform physical activities. Under-nourishment is particularly harmful for women and children. Under-nourished children do not grow as quickly as healthy children and mentally they may develop more slowly. Constant hunger weakens the immune system and makes people more vulnerable to diseases. Mothers living with constant hunger often give birth to underweight and weak babies, and face increased risk of death during childbirth.

Why and how altruism is the solution for the case of hunger?  
(300 Words) (25 Marks)

Poverty and hunger is one of the most important challenge faced by the world today. 2015 talks the end of millennium development goals, yet we are short of the target set for hunger. Still 805 million suffer from chronic under-nourishment. Speakers volunteers about it. Irony is it, we produce more than every person needs yet we fail to deliver foodgrains to our poorest. Sometimes they uprotting end in our godowns while millions are dying of hunger.

Numerous solutions have been put forth to address this issue like Government subsidising food grains to poor, increasing purchasing capacity of poor by transferring money etc. However not all governments are economically capable to take up such activities, especially African countries which bear the largest brunt of poverty and hunger. Altruism can have greater role to address this problem.

Ways in which Altruism can address this problem is

- (i) Donations to the governments, to purchase food grains and distribute to the poor. Also donations enable governments to invest in local agriculture, build infrastructure, take measures to arrest soil erosion, desertification etc which are chief causes of hunger and loss of livelihood.

(ii) Encourage local entrepreneurship

Transfers, donations are not sustainable in the long run. Experts can use their knowledge and finances available to skill train local population, enable them to <sup>take</sup> set up local self-sustaining employment generation activities.

Give them confidence that not fate but active initiative can change outcomes of their lives.

(iii) Epidemics<sup>and diseases</sup>, lack of adequate health care, awareness about nutrition are also causes for malnutrition.

various organisations like red cross can set up voluntary health camps in these countries. ~~and offer~~

Today, some multinational corporations are bigger than many countries. It is said in top 100 institutions by GDP, 44 are companies. This indicates the immense contribution

the altruist activities of these Companies can  
take to these deprived population:

Altruism as a virtue should  
be actively encouraged in our societies and  
motivate more and more people to take up  
altruistic activities like Bill Gates <sup>and Melinda Gates</sup> ~~through their~~  
founda in accordance with their skill, ~~and~~  
capability and resources.



Q 5. You are a young IAS officer who has recently been posted in a remote district. The villagers give no importance to education and most children leave school to work with their parents. The parents feel this is the best option for them. Since, there are very few students studying in the school the teacher does not come regularly. Even in the younger age groups, illiteracy remains endemic. About half of all adolescent girls, for instance, are unable to read and write. It seems that low priority given to education in many part of our country is apparent from the mean years of schooling, the average period spent in school by a citizen. You want to improve the level of education of that village. What actions will you take? (250 Words) (20 Marks)

In remote districts, agriculture is chief economic activity. Very few <sup>non-farm</sup> employment opportunities <sup>like manufacturing</sup> are available, service sector which require skills and education are available. Therefore is understandable why people in those remote districts don't attribute much importance to education. Also another important factor is lack of examples in their village to derive the importance of education and how it can improve the living.

This attitude towards education has to be changed to improve the level of education.

(1) Provide them with information about benefits of education

• Comparing the income one earns with agriculture to that earned by a educated, skilled graduate

- Also educate them of benefits education can bring into agriculture. Better technology and agricultural practices, better marketing of produce.

(ii) To reinforce these attitudinal change towards education — ~~bring~~ ~~need~~ ask successful educated youth from neighbouring villages to share their experience and motivate more villagers to their kids to schools.

(iii) Also important is Quality of learning at school.

- ~~Curriculum~~ Curriculum should be modelled so that youth can connect what they study to the economy, people, environment around.

- ~~say~~ — give more examples from agriculture, villages than urban cities which they cannot easily connect.

- Improve school infrastructure, provision of sanitation etc., ~~regular~~ functioning of mid day meal scheme.

- Most importantly Quality and regularity of teachers.

QVI. To sustain the education and for people to see the direct benefits of education

- set up secondary and higher ~~books~~ <sup>schools</sup> in the neighbourhood
- take up vocational courses <sup>from</sup> ~~as~~ the secondary schooling.
- Active Encourage and try to develop various non-formal employment opportunities in the district and provide employment to local <sup>educated</sup> youth.

Education is like higher pleasure as <sup>mentioned</sup> mentioned by J.S. Mill in his utilitarianism concept. Only people who experience the benefits of it can distinguish it from other lower pleasures. Therefore only by making people experience the potential of education can we ensure its spread.

Q 6. The principle of equality is having a revolutionary effect on life in contemporary India. The impact is more dramatic there than elsewhere because perhaps no other major society in recent history has known inequalities so gross or so long preserved. But in India the notion that men should remain in the same occupation and station of life as their forefathers was enshrined in religious precepts and social custom. While life was not as immobile as theory prescribed, and from time to time revolts against the dominance of particular social classes occurred, the idea of social equality never became as widespread in Hinduism as it did in other great traditions. Yet very recently the principle of equality has flowered in Indian life, and it is the changes that has brought and its effects on other aspects of India's efforts at modernization. Various social reformers contribution is remarkable in this regard. Their actions served the purpose of maintaining peace and equality in the society. Discuss their ethical actions which proved to be helpful in maintaining different dimensions of equality in society and their relevancy in today's world for maintaining peace in society.  
(250 Words) (20 Marks)

Indian society in 19th century was one racked by deep inequality, social hierarchy and discrimination where people are sharply divided by castes who are expected to perform their <sup>respective</sup> caste outlined duties and occupations, some castes were treated as untouchable, their mere presence causes pollution. Also women were completely subordinated to inferior position. They were not allowed to participate in the society, various inhuman practices like sati (burning wife along with dead husband), child marriages were heard on her.

To reform the

various social reformers like  
Ran Mohan Roy, I. C. vidyasagar, Vivekananda, Mahatma  
Gandhi, Ambedkar etc have made it their life  
ambition to cleanse the society of this inequality  
and promote Justice.

What is remarkable is ~~the~~ various  
approaches followed by these social reformers

(i) Their actions are based on principle of  
humanity, truth, non-violence, equality, justice,  
rationality, compassion for the down-trodden,  
empathy

• They respected human as an end in himself,  
irrespective of caste, gender differentiation. This  
also formed basis of their equality principle.

• They followed ideals of non-violence and truth  
to expose the inequalities and in combatting them.

Because reforming society involves changing  
deeply held values which cannot be done  
through violent means but by constant appeals to

be compassionate, respect fellow human.

- These principles are also the reason why social reform in India is one of the most peaceful transformation in the world unlike in West Asia where people often take up arms to reform the society and impose their views on society.
- While preaching for reform, they were tolerant of the criticism and ~~op~~ tried to counter them through reason and logic.
- This again ~~is~~ is relevant to correct the growing intolerance in the society, killing of rationalist thinkers like Kalhugi, Parsare in India, and also abroad.

Therefore methods and ideals underlying actions ~~by~~ of social reformers are still ~~still~~ relevant today for maintaining peace in the society as it modernises.

Q 7. You have joined a government organization at a reasonably senior position and find that your organization is divided into various groups. Factional politics and mutual distrust is at the peak which is adversely affecting the goals and objectives of the organization. As an administrative head of the organization you want to take some steps to make a congenial work atmosphere in the organization. What initiatives will you take? (250 Words) (20 Marks)

It is not uncommon in government organization to be divided into various groups based on caste, religion, <sup>political</sup> regional affiliations etc. ~~These~~ <sup>such</sup> divisions of organization into different factions will hinder delivery of public service because of lack of cooperation <sup>and trust</sup> between groups. ~~work~~ each group can try to hinder the work of the other group, ultimately affecting the entire organization performance. Therefore ~~it must be immediately addressed~~ steps must be taken expediently to reduce the distrust.

First step before taking any action is understanding the reason for such factional division. Is it based on caste, religion or ideological differences.

If it is based on caste, religion basis, the best way to improve coordination is

to pair people ~~diff~~ belonging different groups into teams and ask them to work in coordination. set clear performance targets and deadlines.

Initially the groups may fail to meet the targets because of poor coordination but overtime as they understand the viewpoints of each other, and realise that we share similar beliefs about most of the things the coordination will improve.

We have examples of this model's success: South Africans employed this method to bridge trust deficit between blacks and whites.

In cases where factional groups are based on ideological differences, as a head I must use heavy hand to compel them to put aside ideological differences in the work place. Take strict action ~~action~~ against failing to perform their duties, meet service delivery targets.



Best way to improve organisational outcome is to place them in mutually independent tasks.

Teaming them might not work because, changing ideologies is much more difficult compared to racial, caste bias.

Ultimately ~~we should~~ <sup>long term solution is</sup> ~~avoid~~ preventing this kind of problems lies in our recruitment methods and training. Inculcate them... with values of public service, integrity, neutrality, transparency, honesty etc.

