


ETHICS, INTEGRITY AND APTITUDE

Time Allowed: 3 hr.

Max. Marks: 250

Q.	Marks	Instructions to Candidate
1.		<ul style="list-style-type: none">• There are 20 questions.• All questions are compulsory• The number of marks carried by a question/part is indicated against it.• Content of the answer is more important than its length.• Answers must be written in the space provided.• Any page or portion of the page left blank in the Question-cum-Answer Booklet must be clearly struck off. 
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		
11.		
12.		
13.		
14.		
15.		
16.		
17.		
18.		
19.		
20.		

Name PAWAR SWAPNEE V.

Roll No. _____

Mobile No. _____

Date 19/03/2017Signature R. Pawar1. Invigilator Signature [Signature]2. Invigilator Signature [Signature]

SECTION - A

Q1. What are the significant changes brought on the attitude of people by an enlightened society? How society can have a significant contribution in changing the attitude of some people who believe in gender preference? (150 Words) (10 Marks)

Attitude is the way people perceive or think about an object, event or people. It is their disposition towards an object.

An enlightened society is enlightened on account of the values and morals it holds eg- scientific temper, equality of human beings (including gender equality), respect for life etc. These values are then objectified to become attitudes towards a certain object/event/person -- Thus the change of values can change attitude of people.

Ex. The medieval society in Europe was considered to be in Dark Age. But the enlightenment in society brought about by thinkers, geographical discoveries etc brought about change in orthodox Church sections by

Remarks

changing their attitude towards progressivity which led to immense progress of Europe seen in industrial revolution, colonisation, economic development.

An enlightened society can edify people with gender preferences and may even put social pressure to shed the regressive value.

Eg. A large section of society coming up in support of Beti Bachao - Beti Padhao has led to reduction of female foeticide and increased acceptance of girl child. This was possible through the attitude change of the people.

Remarks

Q2. Explain the following in 75 words each.

(5×2=10 Marks)

(a) 'Corruption' ultimately makes democracy dysfunctional.

(b) Progressive decline in standards of 'Public Duty'

(a) Corruption is the illegitimate use of one's official position for personal gains (monetary or non-monetary).

Corruption deprives people of their hard earned money, exploits poor thus not protecting poor - a fundamental duty of a democracy.

It deprives social programmes of funds or irregularities - Eg. leakages in PDS, corruption in MGNREGS funds. It undermines the principle of democracy to uplift the down trodden and poor.

It culminates into nepotism also which deprives people of equality of opportunity and establishes oligarchy in place of meritocracy thus erodes democracy.

Remarks

The ~~the~~ money out of corruption is used to fund illegal and criminal activities, smuggling of arms, drugs, people and terrorist activities. This undermines the ~~the~~ rule of law and creates chaos thus undermining democracy.

(b) Public duty is by public administration towards people and also by people towards people.

However, the issues of corruption, lack of voice for people, lack of transparency, apathetic administration show erosion of public duty in public administration.

Also throwing of garbage in open, gender and caste discrimination shows erosion of public duty in people as a whole which violates Article 51A of Constitution (Fundamental Duties).

Remarks

Also refusal by corporates to adhere to environmental and social principles and non-compliance with corporate social responsibility (not spending mandated funds) shows erosion of public duty.

Q3. Differentiate between Code of Conduct and Code of Ethics. Why implementation of Code of Conduct has failed in government organisations? (150 Words) (10 Marks)

Code of Conduct gives guidelines for conduct of officials in an organisation eg. Central Civil Services (Conduct) Rules. On the other hand, Code of Ethics shows the way right or wrong or the direction of intention. The actual conduct is derived from it for a particular situation. Thus it is more general and broader than Code of Conduct.

The erosion of public service values, corruption, inefficiency in government organisations (eg. loss making PSUs; high NPAs in public sector banks; corruption in public offices) show that code of conduct's implementation has failed. The reasons are:

- No awareness or training about the code to the officials as well as public.
- The code not being enforced.

Remarks

→ Lack of implementation and awareness about Citizen's Charters deprives people of their voice and the right to demand service thus loosening the control over conduct of public officers - not holding them accountable.

→ No proper codification and lack of penal provisions.

→ Lack of grievance redressal mechanisms.

There is need for codification and strict implementation of code of conduct for achieving objective of good Governance.

$\frac{1}{2}$
Not adequately explained

Q4. Serving the nation and people does not require big power and big money. It can be done from wherever you are and whatever you do. Is this idea a practical idea or only a high moral ground which is never realisable?
(150 Words) (10 Marks)

Service to the nation can be done in every situation - of either having power or money or not.

Without power and money, many small and large projects have been undertaken like the Rajgarh Siddhi watershed development by Anura Hazare with public participation. The project transformed the dryland village into one with sufficient water for their needs thus serving the nation and the people.

Another example is of Mahatma Phule, who, without power ^{or much} money, opened first girl's school in Poona and pioneered the social movement for women's education.

On the other hand, those in power and having money are better placed

Remarks

To serve the nation on account of their resources as well as the responsibility to serve

Those with power positions like civil servants, caro much like Armstrong Pame (DAs) who built a road ^{through difficult places} without government money but because of position of a collector.

Those with big money like corporates should serve nation and people with mechanisms like corporate social responsibility.
 Eg. much of CSR funds have gone into poverty alleviation, constructing toilet, primary education.

3/2

Remarks

Q5. Leadership is one of the essential determinants for values in organization. Describe how effective leadership can raise the ethical standards of an organization?

(150 Words) (10 Marks)

The leadership guides the organization based on a vision. It also leads by example and thus called "leading" an organization.

The values of a leader are reflected in its institution. Thus an ethical, disciplined, upright leader gives similar direction to the organization s/he heads.

Examples:

(1) The ethical and disciplined leadership of B. Shreedharan to Delhi Metro Rail Corporation (DMRC) has established it as one of the credible, efficient organization, globally. His values of discipline and timeliness are the hallmark of DMRC today.

(2) The dedication to public service, uprightness of T. N. Seshan have led to credibility of the Election Commission being

Remarks

enhanced. His effective leadership made it possible to enforce ~~the~~ the model code of conduct, without ^{even} legal backing, much effectively than many other laws. The ECF is thus seen as a bulwark of democracy in India.

(3) The calm and composed demeanour of M.S. Dhoni, while he was captain of Indian cricket team led to a never before seen performance - winning India's world cup in One-day Internationals and T20.

M

Remarks

Q6. Emotional intelligence adds more qualities that make an individual more humane. Discuss those qualities and their importance in the public service.

(150 Words) (10 Marks)

As propounded by Daniel Coleman, Emotional Intelligence (EQ) helps manage one's emotions and understand emotions of others well. It makes one better poised to handle public and private relations efficiently.

It brings certain qualities into individuals like: empathy, sensitivity to others' emotions, compassion, managing relations well, understanding emotions and overcoming negative ones thus keeping oneself motivated and away from depressions.

• Empathy and compassion - not only understanding others' position better but to extend support to them. This is necessary in public interface and thus public services to understand

Remarks

and solve the problems of people effectively as the aggrieved may not always be able express him/herself.

• Understanding and overcoming negative emotions helps in keeping unbiased attitude towards duty and enhanced performance of duty and efficiency as it is not affected by emotions. Also help control anger which is very frequent in public interactions.

• Managing the relations - is very important

i) to better communicate with the people in general, enhancing participation

in governance

ii) to keep the staff working in office motivated to serve the public cause

and maintaining a positive work atmosphere and progressive work culture.

Remarks

Q7. Explain the ethical issues about the following in not more than 75 words each.

(5×2=10 Marks)

(a) 'Orthodox loyalty' to superiors in administration.

(b) Self-imposed morality v/s state imposed laws.

(a) Loyalty means dedication to authority or particular organisation and a feeling of belongingness. It is an important quality in administration - to serve the public cause and the institution with full dedication.

However, orthodox loyalty, without questioning right or wrong or the consequences of action is undesirable. Following orders and instructions by superiors which are not in public good may result in erosion of institutional values and the mandate of public service not being fulfilled.

Eg. loyalty to serve superiors in ^{their} household duties (the buddy system in Central Armed Police Forces) results in negligence of important

Remarks

duty of security of the nation and threatens our sovereignty.

(b) Self imposed morality leads one to follow moral laws on account of self motivation. These can be the personal or societal laws of morality as dictated by reason of the human being. These are more effective.

On the other hand, state imposed laws are created out of free will of legislators to regulate the society. They, sometimes, even codify and clarify the moral laws. However on account of being imposed externally, they may lead to less compliance and effectiveness. However, these are necessary as a large populace can be ignorant of moral laws or may have wrong notions of morality. eg. Sati.

Also, self imposed morality leads to concept of responsibility whereas the legislation leads to accountability.

Remarks

The harmonious existence of both is needed for a wellfunctioning democratic society.

Q8. Define 'wisdom'. Why we require more wise persons in administration than intelligent ones?

(150 Words) (10 Marks)

Wisdom is a special function of human mind to differentiate right from wrong, rational from irrational. It guides one to consider not only ends but also means.

On the other hand, as said by Einstein - intelligence is alert for methods and processes but blunt towards means and consequences.

As an example, the creation of nuclear weapons or internet is an act of intelligence but the same intelligence is used to destroy countries through attacks, cyber crimes (eg. Osama bin Laden was an engineer, ISIS has trained and expert cyber operators). ~~But~~ Here comes the wisdom which mandates that use of nuclear weapons should be avoided and should

Remarks

be for deterrence only, also that internet be used for public good and not harm.

Thus it becomes necessary that administrators be more wise and not only intelligent. Eg. This would ensure that a scheme is designed and implemented for public welfare and not for exploiting loopholes and corruption. The intelligence without wisdom would be devoid and wisdom without intelligence would be ineffective. Thus there needs to be harmony of both.

1/2

Remarks

Q9. The Indian view of work depicts it as worship and act which is done for the betterment of common good rather than individual, but in reality it is quite opposite since time immemorial. Why? (150 Words) (10 Marks)

Remarks

--	--	--	--

Remarks

Q10. An attitude of contentment is an antidote to the tendency of consumerism. Do you agree with this idea of contentment? Substantiate. (150 Words) (10 Marks)

[Empty space for writing the answer to the question]

Remarks

--	--	--

Remarks

Q11. Explain any 'five' in context with 'civil services':

(2×5=10 Marks)

- (a) Gratitude
- (b) Magnanimity
- (c) Humility
- (d) Demonstrative leadership
- (e) Righteousness
- (f) Altruism
- (g) Selflessness
- (h) Commitment

(a) Gratitude - being grateful to the society and the nation for all it has done for oneself and then trying to pay back through honest, efficient, dedicated service to the people. Eg. Arunachal Pradesh (APAC) contribution to society by extreme efforts to build a road in difficult conditions.

(c) Humility - being 'on the ground' despite position of power, without pride; having open approach to hear people with simplicity and without bias; to accept one's mistakes and improving upon them to lead administration in better direction.

Remarks.

[Handwritten signature]

--	--	--

Remarks

Q12. What had been the views, of Lord Buddha on 'Right livelihood'? Why it is relevant even today? (150 Words) (10 Marks)

Remarks

--	--	--

Remarks

Q13. Shrewdness and cleverness are considered as hallmark of an efficient administrator, but probity is put above this. A philosopher has said in this regard, "Take from a man his reputation for probity, and the more shrewd and clever he is, the more hated and mistrusted he becomes." Examine.

(150 Words) (10 Marks)

Remarks

--	--

Remarks

SECTION - B

Q14. You are posted as an IAS officer in a backward district where rural women are often ostracized, and every time when something bad happens to any villager either at individual or household level, the blame is often fixed on some women who are generally a most primitive kind of believer or devotee to some deity. You get one such information, where the villagers are planning to try a woman and punish her for the death of newly married couple in a road accident. Such kind of happenings are described as "witch hunting." Previous experiences show that when women has been left on the rationality of the villagers and their kangaroo courts, they are often killed for witchcraft. Answer the following questions:

(a) Now when you have information about witch hunting and possible attack on the woman said to be a witch, what steps would you take to stop violence and inhuman behavior against her? State the steps you would take in a sequence.

(b) In your first encounter with the villagers what would you say to them?

(250 Words) (20 Marks)

The case presents a conflict between Constitutional value of Article 51-A - developing scientific temper as well as preserving the dignity of women and the prevailing social problem of superstition (witch hunting). Here, saving the dignity of the woman, maintaining law and order and educating villagers would be the needed steps.

(a) On knowing about the possible attack, first, the villagers need to be stopped by calling local head and the gram sabha. They

Remarks

should be made aware of the relevant law (eg. Anti-superstition law of Maharashtra) and punitive actions.

Also, help of police should be taken to pre-empt and prevent any violent or law and order situation. Also, the said woman be provided protection to save her life from any possible attack on her.

In long term, there is need of educating the villagers on superstitions with the help of local NAOs and the influential people like village headman. They should also be made aware of the law and possible consequences if violated, to ensure deterrence. The important role here would be played by attitude change.

Remarks

(b) In the first encounter with villagers, they should be told about the futility of their planned action and be placated. They should be shown objective causes of the accident that happened (eg- mistake of driver, road safety issue etc). A deterrence needs to be created through educating about related law and constitutional provision of Article 51 A.

Thus here, the ~~prime~~ importance is of upholding law and ~~constitutional~~ value and discouraging any ~~unlawful~~ incident because of ill customs prevalent in society.

Remarks

Q15. There are various religious and cultural occasions in India when a large number of people gather to form a big procession which marches from one area of the city for celebrations and emersion of statues to other areas dominated by people of different religions and sects. In such cases the possibility of riots and conflicts are very high. Suppose you are the Police Superintendent in one such area where after Puja (worship), a procession of a particular community is learnt to have planned to pass through some streets before emersion of the statue in the river eventually. Answer the following questions?

- As Superintendent of Police what will you do if you learn about marching of such a procession to the areas dominated by other communities which have a record of mistrust?
- Will you completely ban movement of a religious procession in case of apprehension of a conflict? Give reasons.
- In case a conflict takes place during the marching of a procession and a riot like situation arises, state the steps you would take to keep the situation under control.

(250 Words) (20 Marks)

In the given case, the religious community bringing out procession has the freedom to practice religion with reasonable restriction of public order, morality and non-infringing rights of others under Article 25 of the constitution. This needs to be balanced with the communally sensitive issue of religious conflict and sentiments of other communities.

Remarks

(a) On knowing about such a procession, related community leaders can be called upon and be suggested an alternative route.

If not feasible, leaders from both the communities be called upon to sensitise them of the situation and to appeal the followers to remain peaceful and unarmed (Constitution-Article 19 allows unarmed assembly) while passing through the designated area.

The route of procession be surveyed and arrangements must be made to prevent any clash or law and order situation like increasing police protection in the area, wireless contact devices in case of emergency.

Remarks

(b) The procession can not be banned as it is a fundamental right under Article 25, 19 of the Constitution. But in case of public order situation (a reasonable restriction) it may be banned completely as preserving social harmony and law and order ~~are~~ of the prime importance.

(c) To bring the riot situation under control - the deployed police force be mobilised to calm the mob. An appeal of peace and warning of possible consequences, if order broken, be given to deter public.

8 1/2

Remarks

Q16. A private school has dismissed a teacher after claiming that she had failed to complete her six-month probationary period to a satisfactory standard. But the actual reason was that she had been suspended from the job after just three months on the grounds of her HIV status. But school does not want to make it as a formal reason for dismissal. She is friend of your wife. She is hesitating in making a formal complaint to competent authority. Your wife informally discussed this with you as you are a District Collector. She expects something from you but she fears that if matter goes to public it will hurt the sentiment of victim as she herself don't want to do anything.

Discuss course of action that you will take and justify every steps.

(200 Words) (10 Marks)

A person cannot be arbitrarily dismissed from job, even if it is a private institution ~~also~~, as it is also under the ordinary law of the land, labour laws in this case. Maintaining privacy of the HIV patient is also important and the identity of the person needs to be kept secret.

An injustice remains injustice, whether meted out to a known person or an unknown one. Thus, the victim can be persuaded through the wife to complain and be assured that her identity ^{would} be

Remarks

undisclosed.

Before the complain; the school authorities can be called upon and be persuaded to re-instate the victim into service and give her a due chance to complete her probation and test her on merit.

In case this is not complied to by the school administration, upon the complain the school authorities be served a show cause notice and be ordered to re-instate the victim into service and to test her on merit by giving her a due opportunity.

These steps are necessary to prevent ostracisation to the HST victim and to keep up her ~~interest~~ as well as to adhere to the law of the land, labour laws applicable to the school.

Remarks

Q17. Once you went to market with your mother for festive shopping. There you found that most of the shopkeepers have employed children as attendants and were behaving very harshly with them. You get very touched by seeing all this and started arguing with one of the shopkeeper on this issue. Your mother told you to stop and asked you that if you argue like this, he will remove the child and child may have no earning source for family.

- (a) What will you do in consonance to your moral quality in this situation?
- (b) Discuss limitations of various possible actions that you are suppose to take.
- (c) Among the available options, which may yield the desired result in consonance to your moral quality.

(250 Words) (20 Marks)

In given case, the law, Child Labour (Prohibition) Act, is being violated, if the child is not working in family business and out of the school hours. But there is also issue of the livelihood of children and their family. The children's treatment by shopkeepers is improper. This presents a crisis of conscience, a moral dilemma.

(a) In consonance to the morals, first the shopkeeper be asked to behave well with the children. And out of their work hours, the children and their parents

Remarks

be consulted, to know their problems, why they send children to work and not school. If possible, they should be made aware of the Right to Education Act provision of free and compulsory education to children and of Economically weaker sections having 25% reserved seats. They should be convinced by telling the importance of education for their upliftment. Examples of Dr. Babasaheb Ambedkar etc. can be given.

(b) Possible actions and limitations:

→ Filing a complain against shopkeeper for violation of law - this would uphold rule of law but the livelihood of children and their family would be in disarray. It goes against human value of empathy.

Remarks

→ Not acting on the situation, let it happen as it is now - this would ensure the livelihoods of the children but their long term development would be hindered without education and they would be trapped in the vicious cycle of poverty and unemployment.

→ Trying to ~~let~~ communicate to the families of the children as well as the shopkeepers - it would be an amicable solution but they may not agree to the arguments and the situation may remain as it is.

(c) In consonance to the moral quality, convincing the shopkeepers and parents to send children to school rather than work and treating them well if they work is the appropriate option. This can be done with the help of local NAOs.

Remarks

And orphan children, if any, can be rehabilitated through NAOs, orphanages. This would ensure the upholding of law as well as upholding the moral values of the children.

Q18. You are a Civil servant, living with your parents and wife. You have a part time domestic worker who attends all important household works. You find that your mother and wife both ill treat her in spite of her hard and sincere work. Whenever, you raise the issue of ill treatment, both your mother and wife rebuke you and say that this is the only way through which domestic work is taken from someone. You are unhappy because of the conduct of your mother and wife.

(a) What are the options available to you?

(b) Evaluate each of these options and choose the option you would adopt, giving reasons.
(250 Words) (20 Marks)

The ill treatment of the worker is immoral and unlawful. However, the family also is important as there would be family crises in case of litigation over the issue. Here, both - the treatment of worker and family ties are important.

~~The options available and evaluation:~~

(i) ~~Maintaining status quo and letting things be as they are to maintain peace in family relations.~~

Merits: → family ties will be intact

Demerits: → the immorality of ill treatment of the worker
→ violation of law

Remarks

→ setting a wrong precedent in society as you yourself are a civil servant meant to protect the society and vulnerable sections.

(ii) Persuading the mother and the wife to well treat the worker

Merits: → It might bring attitude change and hence proper behaviour
 → Your duty and of leading by example as in All India Services

(Conduct) Rules:

~~Demerits~~ → Moral encouragement to the worker

Demerits: → If the attitude doesn't change as sometimes family ties do not heed to the family persuasion.

(iii) Launching a litigation against family members

Merits: → protecting the right of worker
 → upholding rule of law
 → leading by example

Demerits: → family crisis
 → it may further affect the performance and impact the duty of the civil servant.

Remarks

The best course: would be to persuade the mother and the wife to treat the worker properly. This would maintain the family ties and would not affect the performance of duty of the civil servant under AIS (Conduct) Rules.

Here, the problem of ineffectiveness of persuasion by a family member can be dealt with by calling upon another influential elder from family or relatives to persuade them. Also explaining them that their proper behaviour can increase the performance of the worker and ill treatment may bring litigation or bad image of family in society. Such persuasion has strong effect of attitude change and thus the behaviour.

Thus the issue can be dealt with by upholding familial values as well as moral duty of treating another human with dignity and not violating the law and avoiding ill consequences on family.

Remarks

Q19. A girl has lot of interest in biology and medical sciences and she wants to seek admission in medical stream in a private college because she missed the cut off for government run medical colleges. Her father has sufficient wherewithal and he has no objections and he is ready to help in admission. However, her grandfather as well as mother say that what is the use of spending so much money on daughter as eventually she would go to somebody else's family. It is better to keep money for her marriage or for their son's requirement who will look after the family.

Assess the attitudinal differences between father on one side and grandfather and mother on the other side and its repercussions on society. (200 Words) (10 Marks)

Remarks

--	--	--	--

Remarks

Q20. You are head of an engineering department entrusted with construction of embankment on a river front. The purpose of embankment is to tame the river so as to protect 70 villages from a regular threat of flood. However by the construction of embankment there are thousands of people on the other side of the river who might be affected and hence they are putting pressures including threat that they might even prevent you and your subordinates of starting the construction work. Your subordinate engineers are scared and hence are not interested in the work.

What are the options available to you? Some of the possible options are given below. Examine the merits and demerits of each possible option and finally suggest best course of action giving reasons.

- You will meet district civil and police authorities and make them clear that they should depute enough security forces on the work site and also take responsibility for the security of the embankment so that it may not be breached.
- Enter into dialogue with villagers and convince them that their anxiety will be taken care and also take into confidence local MP/MLA.
- Ask the contractor to deal with the situation in his own way including using some local goons.
- Express your helplessness before the government and opt yourself out from the assignment.

(250 Words) (20 Marks)

The embankment is necessary to protect 70 villages from flood. Also, there is possibility of impact on ^{the people on} other side of the river. Going ahead with the project might create law and order situation and threat to the lives of subordinate engineers which is also a real concern. In this circumstances, it is the duty of the head to protect people from wrong impact of embankment, and also the colleagues and maintain

Remarks

law and order with help of competent authorities (Police).

(a) Merits:

- It would ensure that the duty of building the embankment is upheld and
- the 70 villages are saved from floods.

Demerits:

- would ignore concerns of villagers on the other side of the river
- would make them prone to floods
- might invite law and order situation
- and create wrong image of the government in people.

(b) Merits:

- would prevent law and order situation
- help in construction of embankment in time
- confidence of villagers

Demerits:

- might ignore possible impact on people on other side
- the MP/MLA might not agree to construction of embankment for concern of the people is a politically important issue
- delay in project

Remarks

(c) merits:

→ completion of work on time

Demerits:

→ illegal use of goods to deal ^{with} situation

→ erosion of ~~gov~~ people's confidence in the government.

→ setting a bad precedence for future works

→ might affect own career if illegal actions found in investigation.

→ violating the principle of free and prior informed consent (FPIC).

(d) merits:

→ save oneself from the conflicting situation

Demerits:

→ it would not solve the problem but

• would shift it to someone else

• → shying away from duty - cowardice.

→ no real solution to the problem. ✓

The best course of action:

The proposal of embankment be suggested for feasibility studies and Environmental or Social

Impact Assessment (EIA/SEA) as is mandated by the Supreme Court. This is because, along with saving 70 villages, it is also important to consider the ~~pro~~ concerns of the people on the other side, as even a small amount of people need to be protected from any ill effect and their consent needs to be ~~given~~ considered. Ref. Hints

If the report of ~~EIA~~ ~~power~~ the concern, the project can be modified by consulting with the authorities to prevent the impact on the other side of the river.

If the report doesn't show any issue with the project or the modified project addresses the concerns of the people, a gram sabha meeting can be called and the ~~points~~ ~~be made~~ ~~understood~~ expounded to the people. This can be done by taking help of local NAOs, ~~taking into confidence~~ ~~better~~

7 1/2

Remarks

the MLA/MP as they have persuasive power.

This would ensure adherence to duty and the "ends" of protecting people from ~~any~~ flood situation.

