

# UPSC CSE (Main) 2013

## General Studies Paper-IV

### SECTION A

- Q1.** What do you understand by 'Values' and 'Ethics'? In what way is it important to be ethical along with being professionally competent? (150 words) [10]

Understanding 'Values' and 'Ethics':

#### Approach to question:

**Values:** Values refer to the principles, beliefs, and ideals that guide an individual's behaviour and decision-making process.

**Ethics:** Ethics refers to the study of moral principles and standards that govern human conduct.

**Importance of being ethical along with professional competence:**

1. Professional competence alone is not sufficient; ethical behaviour is equally important.
2. Being ethically sound ensures that one's actions are aligned with moral values, promoting integrity and trustworthiness.

#### Answer:

Values refer to principles or standards that guide our behaviour and actions. They are deeply held beliefs about what is right, just, and important in life.

Ethics, on the other hand, is the branch of philosophy that deals with moral principles and standards of conduct. It involves distinguishing between right and wrong, and making decisions based on moral values.

**Importance of being ethical along with being professionally competent:**

1. Maintaining ethical standards is crucial in any profession. It ensures that professionals act with integrity and uphold the trust placed in them by clients, colleagues, and the public.
2. Ethical conduct builds a positive reputation and credibility, which is essential for professional success. It helps in gaining the trust and confidence of clients, employers, and peers.
3. Being ethical contributes to a harmonious work environment. When professionals adhere to ethical principles, it fosters mutual respect, cooperation, and teamwork among colleagues..

In conclusion, values and ethics provide a moral compass for individuals, guiding their behaviour and actions. Being ethical alongside professional competence is of utmost importance as it ensures integrity, credibility, fairness, and responsibility in the workplace.

- Q2.** (a) What do you understand by the following terms in the context of public service?

- i. Integrity
- ii. Perseverance
- iii. Spirit of Service
- iv. Commitment
- v. Courage of Conviction

(250 words) [3×5 = 15]

- (b) Indicate two more attributes which you consider important for public service. Justify your answer.

(100 words) [10]

#### Approach to question:

In the context of public service, the following terms hold significant importance:

1. **Integrity:** Integrity refers to the adherence to moral and ethical principles, honesty, and transparency in actions and decision-making.
2. **Perseverance:** Perseverance refers to the ability to persist and remain steadfast in the face of challenges and obstacles.
3. **Spirit of Service:** The spirit of service encompasses the selfless dedication and commitment towards serving the public and prioritizing the collective welfare.
4. **Commitment:** Commitment refers to a strong sense of duty, responsibility, and dedication towards the fulfillment of public service obligations.
5. **Courage of Conviction:** Courage of conviction refers to the bravery and boldness to stand firm on one's beliefs, values, and principles, even in the face of opposition or criticism.

**Two additional attributes important for public service are:**

1. Adaptability
2. Collaboration

#### Answer:

These attributes are crucial for public servants as they contribute to the efficiency, effectiveness, and integrity of public service delivery, thereby fostering public trust and promoting good governance.

1. **Integrity:** Integrity refers to the moral and ethical principles that guide individuals in upholding

honesty, transparency, and sincerity in their actions and decisions.

2. **Perseverance:** Perseverance is the quality of persistent effort and determination in the face of challenges and obstacles.
3. **Spirit of Service:** The spirit of service is the intrinsic motivation to serve the public and contribute to the betterment of society.
4. **Commitment:** Commitment in public service refers to the dedication and loyalty towards fulfilling the responsibilities and obligations associated with the role.
5. **Courage of Conviction:** Courage of conviction refers to the strength and bravery to uphold one's beliefs and values, even in the face of opposition or adversity.

**Two more attributes important for public service are:**

1. **Adaptability:** Adaptability is the ability to adjust to new circumstances, changes, and evolving needs.
2. **Collaborative Skills:** Collaborative skills involve the ability to work effectively with diverse groups of people, fostering teamwork, and building partnerships.

**Justification:** Adaptability and collaborative skills are vital attributes in public service due to the following reasons:

1. Adaptability enables public servants to respond effectively to dynamic challenges, ensuring efficient and timely delivery of public services.
2. Collaborative skills foster cooperation and collective problem-solving, facilitating the creation of inclusive policies and programs.

**Q3. Some people feel that values keep changing with time and situation, while others strongly believe that there are certain universal and eternal human values. Give your perception in this regard with due justification.**

(150 words) [10]

#### Approach to question:

Values are deeply ingrained principles and beliefs that guide human behavior and decision-making.

1. Some people argue that values are subjective and change with time and situations. They believe that what is considered right or wrong varies across cultures and generations.
2. On the other hand, there are those who strongly believe in the existence of universal and eternal human values. They argue that certain values such as honesty, compassion, and respect for others remain constant regardless of time or circumstances.
3. My perception is that while there may be cultural and contextual variations in the expression and interpretation of values, there are fundamental human values that endure throughout history.
4. By embracing universal human values, we can foster understanding, promote ethical behaviour, and build a more inclusive and just world.

#### Answer:

##### Perception on the Dynamic Nature of Values:

1. **Values as Time and Situation Dependent:** Some individuals argue that values are subject to change based on the evolving social, cultural, and economic contexts.

For instance, attitudes towards gender equality, LGBTQ+ rights, and environmental conservation have witnessed significant transformations over time.

2. **Relativism and Cultural Diversity:** Those who support the idea of values changing with time assert that cultural diversity plays a crucial role in shaping and altering ethical standards.

##### Perception on Universal and Eternal Human Values:

1. **Fundamental Human Nature:** Supporters of universal and eternal human values argue that there are inherent aspects of human nature that remain constant over time.
2. **Moral Absolutism:** Those who advocate for universal values maintain that certain principles hold true regardless of time or situation.

**Justification of Perception:** The perception on the dynamic nature of values is supported by the acknowledgment that societies are constantly evolving, and values must adapt to new circumstances.

**Q4. What is 'emotional intelligence' and how can it be developed in people? How does it help an individual in taking ethical decisions?**

(150 words) [10]

#### Approach to question:

Emotional intelligence refers to the ability to understand, manage, and express emotions effectively. It involves self-awareness, self-regulation, empathy, and social skills.

**To develop emotional intelligence in people, various strategies can be employed:**

1. **Self-reflection:** Encouraging individuals to reflect on their own emotions and motivations.
2. **Active listening:** Enhancing the ability to empathize with others by attentively listening and understanding their emotions.

#### Helps individuals make ethical decisions by:

1. **Enhancing self-awareness:** Recognizing personal biases, values, and emotions that may influence decision-making.
2. **Promoting empathy:** Understanding the perspectives and emotions of others, enabling fair and compassionate decision-making.

#### Answer:

Emotional intelligence refers to the ability to recognize, understand, and manage one's own emotions, as well as to recognize and understand the emotions of others. It involves being aware of one's own feelings and the impact they have on oneself and others, and being able to regulate and control those emotions effectively. Here are the key points on what emotional intelligence is and how

it can be developed in people, as well as its role in ethical decision-making:

1. **Definition of emotional intelligence:** The ability to recognize and understand emotions in oneself and others.
2. **Developing emotional intelligence:**
  - (a) **Self-awareness:** Encouraging individuals to reflect on their emotions, thoughts, and reactions.
  - (b) **Self-regulation:** Teaching techniques like deep breathing and mindfulness to manage emotions.
3. **Benefits of emotional intelligence:**
  - (a) Enhanced interpersonal relationships and effective communication.
  - (b) Improved conflict resolution and negotiation skills.
4. **Role in ethical decision-making:**
  - (a) **Self-reflection:** Emotional intelligence helps individuals identify their own biases and motivations when making decisions.
  - (b) **Empathy:** Understanding others' emotions and perspectives allows for more ethical considerations.

In conclusion, emotional intelligence encompasses the ability to understand and manage emotions effectively.

- Q5. (a) What do you understand by the term 'voice of conscience'? How do you prepare yourself to heed to the voice of conscience?**
- (b) What is meant by 'crisis of conscience'? Narrate one incident in your life when you were faced with such a crisis and how you resolved the same.**

(150 words) [10]

### Approach to question:

#### Voice of Conscience:

1. Voice of conscience refers to an internal moral compass that guides individuals in making ethical decisions.
2. It represents the inner voice that alerts us to distinguish right from wrong and prompts us to act in accordance with our values.
3. To prepare oneself to heed to the voice of conscience, one must:  
Cultivate self-awareness and introspection to recognize and understand personal values and beliefs.

#### Crisis of Conscience:

1. Crisis of conscience refers to a situation where an individual experiences internal conflict between their moral values and external pressures or circumstances.
2. It occurs when one is confronted with a decision that challenges their ethical principles and causes emotional turmoil.

### 3. Personal incident:

**Incident:** Witnessing a co-worker stealing company resources.

### Answer:

**Voice of conscience:** The term 'voice of conscience' refers to an internal moral compass or an innate sense of right and wrong within an individual. It acts as a moral guide, urging us to choose actions that align with our conscience and promoting integrity and moral responsibility.

**To heed to the voice of conscience, the following steps can be taken:**

1. **Self-reflection:** Engaging in self-reflection allows us to become aware of our thoughts, actions, and motivations.
2. **Cultivate moral values:** Developing a strong foundation of moral values is crucial for heeding the voice of conscience.
3. **Education and awareness:** Constant learning and staying informed about social, ethical, and moral issues help individuals make informed decisions.
4. **Seek diverse perspectives:** Engaging in meaningful discussions and considering different viewpoints can challenge our biases and expand our understanding.
5. **Courage and integrity:** Following the voice of conscience often requires courage, especially when it goes against popular opinions or societal norms.

**Crisis of conscience:** A 'crisis of conscience' refers to a situation where an individual faces a moral dilemma or conflict between their personal values and the choices they are compelled to make.

Narrate one incident in your life when you were faced with such a crisis and how you resolved it:

During my tenure as a project manager, I encountered a crisis of conscience when I discovered that a senior colleague was involved in manipulating project data to meet unrealistic targets set by the management.

1. **Internal conflict:** I found myself in a dilemma, feeling torn between my loyalty to my colleague and my integrity.
2. **Seeking guidance:** To resolve the crisis, I sought advice from a mentor who was known for his ethical leadership.

In conclusion, a crisis of conscience arises when individuals are confronted with moral dilemmas, and their personal values clash with the choices they must make. Resolving such crises requires self-reflection, courage, seeking guidance, and acting in accordance with one's moral compass, even when it involves difficult decisions.

**Q6. Given below are three quotations of great moral thinkers/philosophers. For each of these quotations, bring out what it means to you in the present context:**

- (a) "There is enough on this earth for every one's need but for no one's greed". - Mahatma Gandhi.



- (b) "Nearly all men can withstand adversity, but if you want to test a man's character, give him power". – Abraham Lincoln.
- (c) "I count him braver who overcomes his desires than him who overcomes his enemies". – Aristotle.

(150 words) [10]

#### Approach to question:

1. "There is enough on this earth for everyone's need but for no one's greed". - Mahatma Gandhi.  
Emphasizes the importance of balancing our needs and desires with the limited resources available.
2. "Nearly all men can withstand adversity, but if you want to test a man's character, give him power". - Abraham Lincoln.  
Highlights the correlation between power and character, suggesting that it reveals a person's true nature.
3. "I count him braver who overcomes his desires than him who overcomes his enemies". - Aristotle  
Recognizes the strength and courage required to control one's own desires and impulses.

#### Answer:

1. "There is enough on this earth for every one's need but for no one's greed". - Mahatma Gandhi.  
In the present context, this quotation holds significant meaning:
  - (a) **Sustainable Development:** It emphasizes the importance of living in harmony with nature and utilizing resources responsibly. It calls for a shift from a mindset of unlimited exploitation to one of sustainable development, considering the needs of present and future generations.
  - (b) **Economic Equality:** The quote highlights the issue of economic inequality prevalent in society. It reminds us that while fulfilling our needs is essential, greed-driven accumulation of wealth at the expense of others is unjust. It emphasizes the need for equitable distribution of resources to ensure social justice.
  - (c) **Environmental Stewardship:** Gandhi's words draw attention to the ecological consequences of unbridled consumption and greed. They urge us to adopt environmentally friendly practices and promote conservation to preserve the Earth's resources for future generations.
2. "Nearly all men can withstand adversity, but if you want to test a man's character, give him power". - Abraham Lincoln.  
This quote resonates strongly in the present context:

- (a) **Leadership Evaluation:** It highlights the importance of character evaluation while entrusting individuals with power and authority. The quote suggests that true character is revealed when one holds power and how they use it to benefit others, rather than succumbing to personal interests or abusing their position.
- (b) **Accountability and Integrity:** It underscores the significance of accountability and integrity in positions of power. Leaders must exercise their authority responsibly, demonstrate moral courage, and prioritize the welfare of the people they serve. It reminds us to choose leaders based on their character and values, not solely on their ability to navigate adversity.

3. "I count him braver who overcomes his desires than him who overcomes his enemies". - Aristotle.  
This quotation holds relevance in the present context:

- (a) **Self-Control and Discipline:** It emphasizes the importance of self-control and discipline in personal growth and character development. Overcoming desires requires inner strength and resilience, enabling individuals to prioritize long-term goals and resist immediate gratification.
- (b) **Inner Conflict Resolution:** Aristotle's words highlight the internal struggles we face in managing our desires and temptations. They remind us that conquering these internal battles is a greater demonstration of bravery and self-mastery than simply overcoming external adversaries.
- (c) **Ethical Decision Making:** This quote encourages individuals to make choices guided by moral principles rather than succumbing to base instincts. It urges us to prioritize ethical decision-making, considering the impact of our desires on ourselves and others.

- Q7. "The good of an individual is contained in the good of all". What do you understand by this statement? How can this principle be implemented in public life?**

(150 words) [10]

#### Approach to question:

1. The statement implies that the well-being of an individual is interconnected with the well-being of society as a whole.
2. It suggests that individual success and happiness are derived from contributing to the greater good.
3. Implementation can be achieved through policies that prioritize the common welfare, promoting social harmony, and fostering inclusivity.

4. Encouraging citizen participation in public decision-making processes helps ensure collective interests are met.
5. Nurturing a culture of tolerance, respect, and understanding fosters social cohesion and strengthens the common good.

**Answer:**

"The good of an individual is contained in the good of all" is a statement that emphasizes the interdependence between the welfare of individuals and the welfare of society as a whole. Implementing this principle in public life can lead to a more harmonious and inclusive society. Here's a concise outline of how this principle can be put into practice:

1. **Collective Responsibility:** Encouraging individuals to recognize their responsibility towards society.
2. **Social Welfare Policies:** Developing policies that prioritize the welfare of marginalized sections.
3. **Equitable Distribution of Resources:** Ensuring fair distribution of wealth, opportunities, and resources.
4. **Environmental Stewardship:** Promoting sustainable development practices to safeguard the environment.
5. **Empathy and Inclusion:** Fostering a culture of empathy, respect, and inclusivity.
6. **Collaborative Governance:** Encouraging transparent and participatory decision-making processes.

By implementing these measures, the principle of "the good of an individual is contained in the good of all" can be realized. Such a transformation in public life can lead to a society where every individual's well-being is valued, and collective progress is prioritized.

- Q8. It is often said that 'politics' and 'ethics' do not go together. What is your opinion in this regard? Justify your answer with illustration. (150 words) [10]**

**Approach to question:**

1. Politics and ethics can coexist and complement each other effectively.
2. Ethical behaviour in politics promotes transparency, accountability, and public trust.
3. Leaders like Mahatma Gandhi and Nelson Mandela demonstrated the integration of politics and ethics, achieving transformative change through non-violence and justice.
4. Ethical political practices foster a fair and inclusive society, where the welfare of the people is prioritized.
5. However, instances of unethical political behaviour can undermine democratic values and erode public confidence.
6. Hence, it is crucial to uphold ethical standards in politics to ensure responsible governance and uphold democratic principles.

**Answer:**

Politics and ethics are often seen as contradictory domains, with the perception that politics is driven by self-interest and power, while ethics is concerned with moral principles and values.. Here are my justifications with illustrations:

1. **The pursuit of the greater good:** Politics is ultimately about the welfare and progress of society as a whole. Ethical considerations guide political decisions to ensure the well-being of citizens.
2. **Transparency and accountability:** Ethical governance necessitates transparency and accountability.
3. **Protection of human rights:** Ethical politics upholds the fundamental rights and dignity of individuals.
4. **Environmental stewardship:** Politics plays a crucial role in addressing environmental challenges.
5. **Moral leadership:** Ethical politicians can act as role models by inspiring others to adhere to ethical principles.

While it is true that politics can sometimes deviate from ethical considerations, it is important to recognize the potential for politics to promote ethical values and advance the common good. Ethical politics can foster societal progress, protect human rights, ensure transparency, and address critical issues such as poverty and environmental degradation. By emphasizing the compatibility between politics and ethics, we can strive for a more just and inclusive society.

**SECTION B**

In the following questions, carefully study the cases presented and then answer the questions that follow:

- Q9. A Public Information Officer has received an application under RTI Act. Having gathered the information, the PIO discovers that the information pertains to some of the decisions taken by him, which were found to be not altogether right. There were other employees also who were party to these decisions. Disclosure of the information is likely to lead to disciplinary action with possibility of punishment against him as well as some of his colleagues. Non-disclosure or part disclosure or camouflaged disclosure of information will result into lesser punishment or no punishment.**

The PIO is otherwise an honest and conscientious person but his particular decision, on which the RTI application has been filed, turned out to be wrong. He comes to you for advice.

The following are some suggested options. Please evaluate the merits and demerits of each of the option:

1. The PIO could refer the matter to his superior officer and seek his advice and act strictly in accordance with the advice, even though he is not completely in agreement with the advice of the superior.
2. PIO could proceed on leave and leave the matter to be dealt by his successor in office or request for transfer of the application to another PIO.
3. The PIO could weigh the consequences of disclosing the information truthfully, including the effect on his career, and reply in a manner that would not place him or his career in jeopardy, but at the same time a little compromise can be made on the contents of the information.
4. The PIO could consult his other colleagues who are party to the decision and take action as per their advice. (250 words) [20]

#### Approach to question:

1. **Referring the matter to a superior officer:**  
**Merits:** Seeks guidance, follows official hierarchy.  
**Demerits:** May not agree with advice, may face consequences, potential compromise of honesty and conscientiousness.
2. **Proceeding on leave or requesting transfer:**  
**Merits:** Avoids direct involvement, allows successor to handle the situation.  
**Demerits:** May appear as an attempt to evade responsibility, potential negative impact on career and reputation.
3. **Weighing consequences and replying truthfully:**  
**Merits:** Considers personal career and avoids severe punishment.  
**Demerits:** Compromises on complete disclosure, potential compromise of honesty and transparency.
4. **Consulting colleagues and acting based on their advice:**  
**Merits:** Considers multiple perspectives, shared responsibility.  
**Demerits:** May lead to biased decision-making, potential compromise of personal judgment and accountability.

#### Answer:

**Merits and demerits of the suggested options for the Public Information Officer (PIO) in the given scenario:**

**Option 1:** Referring the matter to the superior officer and acting strictly in accordance with the advice, even if not completely in agreement:

**Merits:** Seeking guidance from a superior officer demonstrates the PIO's commitment to following due process and hierarchy.

**Demerits:** Depending on the superior officer's stance, the advice may not align with the PIO's own moral or ethical values.

**Option 2:** Proceeding on leave or requesting transfer of the application to another PIO:

**Merits:** Taking leave or transferring the application can help the PIO distance himself from the situation, allowing for a neutral and unbiased handling of the matter.

**Demerits:**

1. Leaving the responsibility to a successor or transferring the application may delay the resolution and create uncertainty for the applicant.
2. It does not address the underlying issue of the wrong decisions made by the PIO and his colleagues.

**Option 3:** Weighing the consequences and replying in a manner that avoids severe repercussions while compromising on the information:

**Merits:** Taking into account the potential impact on the PIO's career is a pragmatic approach, considering the real-world consequences of disclosure.

**Demerits:** Manipulating or camouflaging the information could be seen as a violation of the principles of transparency and accountability enshrined in the RTI Act.

**Option 4:** Consulting colleagues who were party to the decision and acting based on their advice:

**Merits:** Seeking input from colleagues promotes collaboration and shared responsibility in addressing the situation.

**Demerits:** Relying solely on the advice of colleagues may lead to biased decision-making and potential attempts to protect their own interests.

In conclusion, each option has its own merits and demerits. The PIO should carefully consider the ethical implications, legal obligations, and potential consequences of each option before making a decision.

**Q10.** You are working as an Executive Engineer in the construction cell of a Municipal Corporation and are presently in-charge of the construction of a flyover. There are two Junior Engineers under you who have the responsibility of day-to-day inspection of the site and are reporting to you, while you are finally reporting to the Chief Engineer who heads the cell. While the construction is heading towards completion, the Junior Engineers have been regularly reporting that all construction is taking place as per



design specifications. However, in one of your surprise inspections, you have noticed some serious deviations and lacunae which, in your opinion, are likely to affect the safety of the flyover. Rectification of these lacunae at this stage would require a substantial amount of demolition and rework which will cause a tangible loss to the contractor and will also delay completion. There is a lot of public pressure on the Corporation to get this construction completed because of heavy traffic congestion in the area. When you brought this matter to the notice of the Chief Engineer, he advised you that in his opinion it is not a very serious lapse and may be ignored. He advised for further expediting the project for completion in time. However, you are convinced that this was a serious matter which might affect public safety and should not be left unaddressed.

What will you do in such a situation? Some of the options are given below. Evaluate the merits and demerits of each of these options and finally suggest what course of action you would like to take, giving reasons.

1. Follow the advice of the Chief Engineer and go ahead.
2. Make an exhaustive report of the situation bringing out all facts and analysis along with your own viewpoints stated clearly and seek for written orders from the chief Engineer.
3. Call for explanation from the Junior Engineers and issue orders to the contractor for necessary correction within targeted time.
4. Highlight the issue so that it reaches superiors above the Chief Engineer.
5. Considering the rigid attitude of the Chief Engineer, seek transfer from the project or report sick. (250 words) [20]

### Approach to question:

Options for addressing the situation:

1. Follow the advice of the Chief Engineer and go ahead:  
**Merits:** Allows for the completion of the project on time, avoiding delays and public inconvenience.  
**Demerits:** Compromises public safety and integrity of the flyover, risks accidents and potential loss of life.

2. Make an exhaustive report of the situation and seek written orders from the Chief Engineer:  
**Merits:** Provides a clear and documented account of the deviations and lacunae, ensuring transparency and accountability.  
**Demerits:** Relies on the Chief Engineer's response, which may still prioritize completion over safety.
3. Call for explanation from the Junior Engineers and issue orders to the contractor for necessary correction within targeted time:  
**Merits:** Addresses the issue directly, involving the responsible parties and ensuring rectification within a specified timeframe.  
**Demerits:** May lead to delays and additional costs for demolition and rework, impacting the contractor and public inconvenience.
4. Highlight the issue to superiors above the Chief Engineer:  
**Merits:** Brings the matter to the attention of higher authorities who may prioritize safety over completion.  
**Demerits:** Might result in a delay in decision-making and potential backlash from the Chief Engineer.
5. Seek transfer from the project or report sick considering the rigid attitude of the Chief Engineer:  
**Merits:** Removes personal involvement and avoids potential conflicts with the Chief Engineer.  
**Demerits:** Neglects responsibility towards public safety, leaving the serious issue unaddressed.

### Answer:

#### Option 1:

**Merits:** Allows for the completion of the project within the desired timeline.

**Demerits:** Compromises public safety due to serious deviations and lacunae in the construction.

#### Option 2:

**Merits:** Presents a comprehensive overview of the deviations and lacunae, ensuring that all relevant information is documented.

**Demerits:** May delay the project due to the time required for the Chief Engineer to review and provide written orders.

#### Option 3:

**Merits:** Holds the Junior Engineers accountable for their inaccurate reports and ensures they understand the severity of the situation.

**Demerits:** Relies on the cooperation and efficiency of the Junior Engineers and the contractor to carry out the necessary corrections effectively.

#### Option 4:

**Merits:** Raises awareness about the serious deviations and lacunae to higher authorities who may take immediate action.

**Demerits:** May create friction within the organization, particularly with the Chief Engineer.

**Option 5:**

**Merits:** Protects personal integrity and commitment to public safety by distancing oneself from a project with compromised standards.

**Demerits:** Does not address the immediate safety issues and the potential risks to public safety.

**Course of Action:** Based on the evaluation of the options, the most appropriate course of action in this situation would be Option 2: Make an exhaustive report of the situation, including all facts, analysis, and viewpoints, and seek written orders from the Chief Engineer.

**Q11.** Sivakasi in Tamil Nadu is known for its manufacturing clusters on firecrackers and matches. The local economy of the area is largely dependent on firecrackers industry. It has led to tangible economic development and improved standard of living in the area. So far as child labour norms for hazardous industries like firecrackers industry are concerned, International Labour Organization (ILO) has set the minimum age as 18 years. In India, however, this age is 14 years.

The units in industrial clusters of firecrackers can be classified into registered and non-registered entities. One typical unit is household-based work. Though the law is clear on the use of child labour employment norms in registered/non-registered units, it does not include household-based works. Household-based work means children working under the supervision of their parents/relatives. To evade child labour norms, several units project themselves as household-based works but employ children from outside. Needless to say that employing children saves the costs for these units leading to higher profits to the owners.

On your visit to one of the units at Sivakasi, the owner takes you around the unit which has about 10-15 children below 14 years of age. The owner tells you that in his household-based unit, the children are all his relatives. You notice that several children smirk, when the owner tells you this. On deeper enquiry, you figure out that neither the owner nor the children are able to satisfactorily establish their relationship with each other.

(a) Bring out and discuss the ethical issues involved in the above case.

(b) What would be your reaction after your above visit? (300 words) [25]

### Approach to question:

#### Ethical issues involved in the above case:

1. **Exploitation of children:** The employment of children below the legal age in hazardous industries violates their rights and exposes them to physical, psychological, and moral harm.
2. **Deception and dishonesty:** The owner misrepresents the relationship between the children and himself, projecting them as relatives to evade child labor norms. This deception raises ethical concerns about truthfulness and integrity.

#### Reaction after the visit:

1. **Report the situation:** As a responsible individual, it is essential to take action to protect the welfare of the children. Report the incident to the relevant authorities, such as the local labor department or child protection agencies.
2. **Advocate for stricter regulations:** Use this experience to raise awareness about the loopholes in existing child labor laws and advocate for stronger regulations and enforcement to prevent the exploitation of children.

### Answer:

#### Ethical issues involved in the above case:

1. **Exploitation of children:** The presence of children below 14 years of age in the firecracker unit raises concerns about child labor and exploitation.
2. **Violation of labor laws:** The owner's claim of employing only relatives to project the unit as a household-based work is questionable.
3. **Deception and dishonesty:** The owner's statement and the children's smirks suggest a lack of honesty and transparency in their claims.

#### Reaction after the visit:

1. **Report the findings:** As a responsible individual, I would feel compelled to report the situation to the relevant authorities, such as the local administration, labor department, or child welfare organizations. Providing them with accurate information about the violation of child labor laws and the potential exploitation of children is crucial to initiate appropriate action.
2. **Advocate for strict enforcement of regulations:** I would emphasize the need for strict enforcement of child labor laws and the establishment of a monitoring mechanism to curb the practice of employing children in hazardous industries. This would involve working with government bodies, non-governmental organizations, and civil society to create awareness and advocate for policy changes.
3. **Support alternative livelihood options:** It is essential to focus on providing viable and sustainable alternatives for the families involved in the firecracker industry.



Overall, addressing the ethical issues in this case requires a multi-faceted approach involving legal action, policy reforms, and societal initiatives to ensure the well-being and future prospects of children and promote a just and inclusive society.

**Q12.** You are heading a leading technical institute of the country. The institute is planning to convene an interview panel shortly under your chairmanship for selection of the post of professors. A few days before the interview, you get a call from the Personal Secretary (PS) of a senior government functionary seeking your intervention in favour of the selection of a close relative of the functionary for this post. The PS also informs you that he is aware of the long pending and urgent proposal of our institute for grant of funds for modernization, which are awaiting the functionary's approval. He assures you that he would get these proposals cleared.

- (a) What are the options available to you?
- (b) Evaluate each of these options and choose the option which you would adopt, giving reasons. (250 words) [20]

#### Approach to question:

##### Options available:

1. Favour the close relative of the government functionary.
2. Reject the request and proceed with fair and unbiased selection process.
3. Inform higher authorities about the situation.
4. Use the leverage to secure the grant of funds for the institute.
5. Seek legal advice or consult the institute's ethical guidelines.

##### Evaluation and chosen option:

**Option 1:** Favours the close relative would compromise merit-based selection and integrity.

**Option 2:** Proceeding with a fair selection process upholds the principles of transparency and meritocracy.

**Option 3:** Informing higher authorities maintains transparency and seeks guidance on the matter.

**Option 4:** Using the leverage for personal gain undermines the institute's credibility and ethical standards.

**Option 5:** Seeking legal advice or consulting ethical guidelines ensures adherence to the rules and regulations.

**Chosen option:** Option 3 - Inform higher authorities about the situation to maintain transparency and seek guidance on handling the matter ethically.

#### Answer:

Options available to the head of the technical institute in the given scenario:

1. The options available to the head of the technical institute are as follows:

- (a) Comply with the request and favour the selection of the close relative of the government functionary.
- (b) Refuse to intervene and proceed with the selection process based on merit.

2. Evaluation of each option and the chosen course of action:

- (a) Comply with the request and favour the selection of the close relative:  
This option compromises the integrity and transparency of the selection process.
- (b) Refuse to intervene and proceed with the selection process based on merit:  
This option upholds the principles of fairness and transparency.
- (c) Report the incident to higher authorities or the appropriate governing body:  
This option highlights the unethical request and seeks guidance from higher authorities.
- (d) Seek legal advice and guidance on how to handle the situation:  
This option allows the head to understand the legal implications of the request.
- (e) Suggest an alternative position or opportunity within the institute for the close relative:  
This option demonstrates a willingness to accommodate the close relative without compromising the selection process.
- (f) Engage in a conversation with the PS to understand the motivations and reasons behind the request:  
This option allows the head to gather more information about the situation.
- (g) Explore other means to secure funds for the institute's modernization project:  
This option focuses on finding alternative ways to secure funds without compromising the selection process.
- (h) Consult trusted colleagues or mentors for advice on the best course of action:  
This option allows the head to gather different perspectives and insights.

**Chosen option:** The head of the technical institute should refuse to intervene and proceed with the selection process based on merit. This option upholds the principles of fairness, transparency, and integrity.

**Q13.** As a senior officer in the Finance Ministry, you have access to some confidential and crucial information about policy decisions that the Government is about to announce.

These decisions are likely to have far-reaching impact on the housing and construction industry. If the builders have access to this information beforehand,

they can make huge profits. One of the builders has done a lot of quality work for the Government and is known to be close to your immediate superior, who asks you to disclose this information to the said builder.

- (a) What are the options available to you?
- (b) Evaluate each of these options and choose the options which you would adopt, giving reasons. (250 words) [20]

### Approach to question:

**Options available to the senior officer in the Finance Ministry:**

1. Disclose the confidential information to the builder as requested by the immediate superior.
2. Refuse to disclose the information and maintain confidentiality.
3. Report the situation to higher authorities or an appropriate ethics committee.
4. Seek legal advice or guidance from experts on the matter.
5. Discuss the situation with trusted colleagues or mentors for their input and advice.

**Evaluation of options and recommended choice:**

1. **Disclosing the information to the builder:** This option is unethical and illegal as it violates the principles of fairness, transparency, and integrity.
2. **Refusing to disclose the information:** This option upholds integrity, confidentiality, and ethical conduct.
3. **Reporting the situation to higher authorities or an ethics committee:** This option demonstrates a commitment to accountability and transparency.

**Recommended Choice:** The senior officer should refuse to disclose the confidential information and maintain confidentiality. This option upholds integrity, ethical conduct, and the principles of fairness and transparency. By doing so, the officer protects the public interest, avoids corruption, and preserves the credibility of the decision-making process in the government.

### Answer:

**Options available to the senior officer in the Finance Ministry:**

1. **Option 1:** Disclose the confidential information to the builder as requested by the immediate superior.
2. **Option 2:** Refuse to disclose the information and report the situation to the appropriate authorities.
3. **Option 3:** Seek guidance from legal and ethical frameworks to determine the appropriate course of action.
4. **Option 4:** Maintain silence and take no action, thereby indirectly supporting the misuse of information.

**Evaluation of each option and the recommended course of action:**

### Option 1:

**Ethical Implications:** This option raises serious ethical concerns as it involves favoritism, breach of trust, and misuse of confidential information for personal gain.

**Recommended Course of Action:** Option 2

### Option 2:

**Ethical Implications:** This option upholds ethical principles by refusing to engage in corruption, favoritism, or misuse of confidential information. It demonstrates integrity and commitment to the public interest.

**Legal Consequences:** By refusing to disclose confidential information and reporting the situation, the officer fulfills their legal obligations and helps maintain the integrity of the system.

**Impact on Public Interest:** This option ensures fairness, transparency, and accountability in policy decisions.

**Recommended Course of Action:** Option 2

### Option 3:

**Ethical Implications:** This option shows a commitment to ethical decision-making by considering legal and moral frameworks. It ensures a systematic approach to determine the right course of action.

**Recommended Course of Action:** Option 3

### Option 4:

Maintain silence and take no action, indirectly supporting the misuse of information.

**Ethical Implications:** This option involves passive complicity in unethical practices, failing to uphold professional and moral standards.

**Recommended Course of Action:** Not Recommended

In conclusion, the recommended course of action is Option 2: Refuse to disclose the information and report the situation to the appropriate authorities. This option upholds ethical standards, complies with legal obligations, and protects the public interest.

**Q14.** You are the Executive Director of an upcoming InfoTech Company which is making a name for itself in the market.

Mr. A, who is a star performer, is heading the marketing team. In a short period of one year, he has helped in doubling the revenues as well as creating a high brand equity for the company so much so that you are thinking of promoting him. However, you have been receiving information from many corners about his attitude towards the female colleagues; particularly his habit of making loose comments on women. In addition, he regularly sends indecent SMS's to all the team members including his female colleagues.

One day, late in the evening, Mrs. X, who is one of Mr. A's team members, comes to you visibly disturbed. She complains against

the continued misconduct of Mr. A, who has been making undesirable advances towards her and has even tried to touch her inappropriately in his cabin.

She tenders her resignation and leaves your office.

- (a) What are the options available to you?
- (b) Evaluate each of these options and choose the options you would adopt, giving reasons. (250 words) [20]

### Approach to question:

#### Options available:

1. Ignore the complaint and take no action.
2. Investigate the complaint internally.

#### Evaluation and chosen options:

1. Ignoring the complaint is not a viable option as it fails to address the issue and protect the well-being of the employees.
2. Internal investigation is necessary to gather evidence, ensure fairness, and maintain confidentiality during the process.
3. Confronting Mr. A allows for an opportunity to discuss the allegations and provide a chance for him to rectify his behaviour, but it may not guarantee long-term change.
4. Suspending Mr. A would send a strong message about the seriousness of the matter, provide a temporary relief to the affected employee, and allow for a thorough investigation to take place.

#### Chosen options:

2. Investigate the complaint internally.
4. Suspend Mr. A pending a thorough investigation.
5. Terminate Mr. A's employment immediately.

### Answer:

#### Options available to the Executive Director:

1. **Ignore the complaint:** Take no action and dismiss the complaint without further investigation.

2. **Informal counseling:** Have a private conversation with Mr. A to address the allegations and inform him of the complaint.
3. **Formal investigation:** Initiate a formal investigation into the allegations against Mr. A.
4. **Sensitization and training:** Conduct mandatory training sessions on workplace harassment, gender sensitivity, and appropriate behaviour.

#### Options to adopt and reasons:

1. **Informal counseling:** This option allows for an initial response to the complaint without immediately escalating the situation.

2. **Formal investigation:** Given the seriousness of the complaint and the potential legal implications, a formal investigation is necessary.

It ensures a fair and unbiased examination of the allegations and protects the rights of all parties involved.

This option demonstrates the organization's commitment to addressing workplace misconduct and promotes a safe working environment.

3. **Sensitization and training:** Conducting sensitization and training sessions helps create awareness and educate employees about acceptable behaviour.

It emphasizes the company's commitment to fostering a respectful workplace culture.

By reinforcing policies and consequences, this option aims to prevent future incidents and encourages reporting of any misconduct.

Considering the gravity of the situation and the need to address the misconduct appropriately, the Executive Director should adopt a combination of formal investigation and sensitization / training. This approach allows a thorough examination of the allegations while also addressing the broader issue of promoting a safe and inclusive work environment.

It is crucial for the Executive Director to prioritize the well-being and safety of all employees, as well as protect the company's reputation. By taking decisive action against misconduct, the company can maintain a positive work environment, retain talented employees, and uphold its values of integrity and professionalism.