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GENERAL STUDIES (TEST CODE : 634)

Name of Candidate	ANNAPURNA GARG		
Medium Hindi/Eng.	ENGLISH	Registration Number	12319
Center	DRN	Date	18 th OCT 2015

INDEX TABLE		
Q. No.	Maximum Marks	Marks Obtained
1(a)	10	
1(b)	10	
2(a)	10	
2(b)	10	
3(a)	10	
3(b)	10	
4(a)	10	
4(b)	10	
5(a)	10	
5(b)	10	
6	10	
7	10	
8	10	
9	20	
10	20	
11	20	
12	20	
13	20	
14	20	

Total Marks Obtained:

Remarks:

Signature of Examiner

INSTRUCTIONS

1. Do furnish the appropriate details in the answer sheet (viz. Name, Registration Number and Test Code).
2. There are FOURTEEN questions printed in ENGLISH.
3. All questions are compulsory.
4. The number of marks carried by a question/part is indicated against it.
5. Answers must be written in the medium authorized in the Admission Certificate, which must be stated clearly on the cover of this Question-Cum-Answer (QCA) Booklet in the space provided. No marks will be given for answers written in medium other than the authorized one.
6. Word limit in questions, if specified, should be adhered to.
7. Any page or portion of the page left blank in the Question-Cum-Answer Booklet must be clearly struck off.

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EVALUATION INDICATORS

1. Alignment Competence
2. Context Competence
3. Content Competence
4. Language Competence
5. Introduction Competence
6. Structure - Presentation Competence
7. Conclusion Competence

Overall Macro Comments / feedback / suggestions on Answer Booklet:

1.

2.

3.

4.

5.

6.

All the Best

SECTION - A

Answer the following questions in not more than 150 words each:

1. (a) Even though women may have equal skills, qualifications and commitment as men, they face much more difficulty in rising up the leadership hierarchy. Discuss the reasons for the same. Also, explain the importance of having gender parity in positions of leadership. 10

Despite being equally capable, women's journey to the top positions can be much more difficult than a man. This is true in various spheres. The reasons are following:-

Glass ceiling Effect: There is an invisible barrier which hinders the growth of women to the top. This is due to various factors like-

1. Society's expectations from a woman are biased. Her ascribed role is seen as limited to certain professions like nursing, teaching etc. do not require leadership. This is due to inbuilt gender stereotypes.

2. A woman's own stereotypes regarding herself as shaped by the society. She considers herself as less capable which

affects her performance.

3. During recruitment as well as promotions, boards are mostly of men, who are biased.

4. A woman has dual-role responsibilities which may compromise with her efficiency.

Importance of Gender Parity in leadership roles :-

1. Fulfillment of the commitment of equality which is a human right as well as a constitutional value.
2. Equal opportunity to both men and women unleashes the true potential of both. Economic progress is seen more when there is gender parity.
3. Co-working of both men and women fosters understanding. This may play a greater role in their relationships at home. Cases of sexual harassment may also see reduction due to increased contact.

1. (b) All correct decisions are honest and all incorrect decisions are dishonest. Do you agree? How should the correctness and incorrectness of a decision be decided? 10

Correctness and honesty are unrelated, but
not always. Some correct decisions ~~which~~
may have shades of dishonesty, while some
incorrect decisions may be honest ones.

For example, if there is a family where
father is alcoholic. mother may save
money from the total income concealing from
her husband (dishonesty), but her intention
is to send her daughter to school (correct-
decision). Thus here even a correct decision
is all of dishonesty.

Similarly, if there is an employee who is
a cancer patient. The work of company is
suffering, as he has to be paid too. The
boss sacks him keeping all the considerations.

in mind. This can be called as an incorrect decision as alternate arrangements like ~~to~~ work-at-home could have been arranged. But the decision cannot be said to be dishonest.

Correctness or incorrectness of a decision can be judged on following parameters: -

1. Means used to reach the end should not be unfair.
2. The End itself should be prudent and with minimum costs and maximum gains.
3. The excluded section of society should not get harmed in any way. This is true for decisions pertaining to public services.
4. Long Term impact of the decision should be positive. For eg. establishing a coal plant today can be a correct decision only if there are in-built mechanisms for minimum pollution.

2. (a) Should birth control be a voluntary exercise or a government policy in a country? In this regard, examine the ethical dimensions of having a One Child Policy in India. 10

India is second most populous country in the world. So planning for birth control is an important part of stabilizing population.

However in this regard, government's policy of birth control has been causing more harm than good. It should be a voluntary exercise,

because -

i. Government policy snatches the right to make free choices for women. For eg., in India around 97% of birth control is by tubectomy, despite the evidence that vasectomy is safer.

ii. options should remain open for people to choose.

iii. without voluntary exercise, man's awareness is not there which means lack of long term behaviour change.

Ethical Dimensions of one-child policy in India :

- i It goes against the ethics of free choice, as conception is a personal matter, and should be least controlled.
 - ii It creates dilemma in parents because of preference for boy child. This has led to skewed sex ratio in China.
 - iii It goes against the welfare of girl child, as she may be killed while in womb only. Thus feticide may increase.
 - iv The child never born would be devoid of a partner sibling: Studies suggest that presence of sibling fosters psychological growth.
- Hence, one child policy is not an ethical choice. Mass awareness and education are the right steps.

2. (b) An organisation consists of a variety of individuals with varying values and degrees of motivation. What challenges do leaders face when forging a harmonious work culture in such an organisation? How can leaders engender a sense of inclusion in face of such diversity? 10

Diverse workforce comes with various challenges

for a leaders like -

i. People may see a similar problem with different sets of prism. This may pose difficulty to reconcile both. For eg. a left oriented person and a centre oriented person may clash with each other.

ii. Due to different values, their personal interests may be different. Hence their work relationship as well as personal relation may be poor.

iii. Cultural interpretations of different individuals may become a cause for clashes. For eg. debate on issues such as beef ban may endanger harmony.

Leader can foster inclusion by -

- i) Setting more and more super-ordinate goals which require co-operation.
- ii) Fostering cultural understanding.
Role plays can prove useful.
- iii) Giving teamwork in such a way that team members are of different values. Gradually they'll come to understand each other, if they are periodically counselled and taken care of.
- iv) Occasional playing of sports or organising cultural events can help.

3. (a) Notwithstanding compassion and morality, it is national interest that ultimately determines a country's decisions in international relations. Discuss this statement in the context of the current refugee crisis. 10

The current refugee crisis - in Europe or in Bangladesh call for a united action on international level. However the dilemma arises between two aspects :-

- Compassion and morality towards humans
- National interest in terms of Economy, Ethnic stability, Peace, Demographics.

Both are important.

It should be an obligation for a country to lend a helping hand to the humans in threat of being persecuted.

If no country would support them, they'll end up dying as happened with Rohingyas when man graves were found. This is clearly violation of the higher principles of universal brotherhood, respect for human

life and right to live with dignity.

At the same time, influx of refugees may disturb internal peace, law and order.

Domestic economy may be under strain.

But both these dilemmas can be recast by -

by -

- framing a lay term refugee policy which takes all dimensions in account.

- Initiating an international level talk by which other countries also become sensible to this issue.

India has always welcomed people with open heart. This policy should not be diluted, along with maintaining national interest, which can be done by comprehensive policy.

3. (b) What are the ethical issues involved in climate change negotiations? Suggest some strategies to address the divergence in ethical positions of different nations. 10

Ethical issues in climate change negotiations:

1. Historical Responsibility is more of the developed countries who grew at fast paced levels. The burden is being borne by all due to environment being global commons.
2. Asymmetrical harm: Poor and vulnerable people would be hurt more. For eg. island nations. They don't have adequate technology and finance.
3. Inter-generational asymmetry: The future generations would be at a greater receiving end due to shrinking carbon space.
4. Asymmetry in Development: Now developing countries need carbon space to develop which is scarce.

Strategies to address Ethical Dilemma:

1. Developed countries should consider their responsibility for the damage and contribute.
2. Mechanisms of loss and damage was a step in right direction.
3. Distributing carbon space in a fair manner
4. Adequate financing and technology for developing countries. Developed countries should cut down their emissions and aid the growth of others.

Global Talks sometimes yield result, sometimes fail. The bottom line is the ethical picture which if falls in line, everything will fall in line.

4. (a) Why is there a need for Performance Management System in an outcome oriented government? Evaluate the feasibility of peer review in context of Indian civil services. 10

Feedback of one's performance, and related incentives form a crucial part of management system. Similarly outcome oriented government needs performance management system. This is so because -

- i Periodic appraisal of the performance in terms of success or failure will help to re-align the ways of working.
- ii It will set in ~~an~~ accountability and transparency as performance of government would be available to people through means as RTI or media.
- iii If there are performance based incentives in government offices, competition will increase, hence fostering efficiency.
- iv Trust in the government functioning will improve.

Peer Review in Indian civil services :

Positives are that it will show true picture of the working of a civil servant as peers know much detailed description. It will also improve analytical skills of the servants.

On the negative side, it may -

- Disturb the necessary in-keer relations
- Civil servants may show unnecessary favoritism or hostility in review which may distort true picture.

Thus, peer review is an innovative tool, But it should be used with caution with ~~the~~ strict confidentiality.

4. (b) Discretionary power in the hands of public servants is a necessary evil.
Discuss. 10

Discretionary power refers to the power to take subjective decision which lack regulatory oversight. Though the system has proper systems to maintain accountability and encourages objective decision making, but still discretion is a necessary evil.

Necessary because:

- Any decision cannot be 100% objective.
- Human being cannot remain completely free of subjective biases like language, religion, ethnicity etc.

For eg. A civil servant on the board of recruitment. He takes an interview. He might have an unfavorable attitude towards people of particular religion,

community etc. Interview is a subjective tool, hence it may affect his choice.

An Evil Because :

- It results in biased decision making
- It harms public interest.
- It is against the principle of objectivity and neutrality.

The training and subsequent service tries to inculcate as much objectivity as possible.

But there always remains scope for discretion going wrong. However discretion may be for public interest as well. To ensure, discretion is ~~is~~ never an evil, a regular instruction of ethical values in civil servants is crucial.

5. (a) The landmark judgment by the Supreme Court of India recognized the transgender as a third sex. What attitudes do you notice towards the transgender people in India? Discuss some steps to facilitate a dignified life for the transgender people. 10

Transgender people in India can be usually seen on roads - either begging or showing their skills, or during child birth or death. This is the position Indian ~~for~~ society has relegated Transgenders to.

Attitudes towards Transgenders are :-

- i) Cognitive attitude pertains to prejudice against them. They are considered as lower in position, impure, fallen people.
- ii) Affective is reflected in terms of emotional reaction of people who see them with disgust.
- iii) Behavioral is in form of discrimination in terms of employment, equal opportunities, social status etc.

Landmark judgment by SC is recognition of their rights by taking in consideration

Fundamental rights of Article 14, 15, 16 and 21.

Steps To Grant Dignified life :

1. All Government documents must have provision of 'Third sex'.
2. All public washrooms must have separate facility for them.
3. schools, colleges, companies should not deny them admission.
4. A social mindset has to be changed which should start by educating children at school. Sensitization is very important.

'Right To Equality' will be truly realized when no section is left as out-caste.

5. (b) What key characteristics of a person conveying a message make it more persuasive? When celebrities endorse a product, they do so knowing that their endorsement will persuade people to buy it. What duty do they have towards the consumers? 10

Communicating a message is an art. Person conveying a message should have following characteristics to be persuasive -

- i. He should hold influence over the audience. His status should be high so that people agree to what he says. For ex. ^{Sirpanch of a village}
- ii. Physical appearance aids in the effectiveness of message.
- iii. His language and oratory skills should be very clear and match with the audience.

Duty of a celebrity as a Brand ambassador are immense. He has been given such task because it is known that he has power to change attitudes. "With power comes Responsibility". His

Responsibilities are -

- Not to mislead consumers.
- Not to endorse products that are known to harm people. For eg. Karande Ranaut refused to endorse Farmers creams saying its discriminatory.
- To ensure the product is good by, maybe, trying himself. However this cannot be a bandwagon for a brand ambassador. For eg. in case of a car, he can't be expected to go into the engineering aspects. Thus issue of celebrity liability becomes debateable.

Nonetheless, celebrities do have responsibility towards their audience as any misleading ad erodes trust, and is unfair for the larger public interest.

5. It is said that child labor cannot be ethical at all. Do you agree? Discuss with respect to the proposed amendments to the Child Labour Act. 10

The issue of child labour presents a dilemma:

- Rights of a child
- Poverty of the family.

On the larger prism, child labour is unethical

because

- It deprives child of his childhood.
- His educational, social and psychological growth are compromised. This hurts the national interest in the long run.
- The network of child labour benefits the corporates at the expense of child. They gain much as child provides cheap labour.
- There are issues of sexual harassment, as law child labour happens illegally.

However, the recent ~~that~~ amendments to the child labour act has abolished all

Forms of child labour except when the child works in family enterprises. It has also attacked children working in the film industry.

Attaining children in family enterprises like agriculture after school hours is a right decision. It strikes a balance. However it has to be ensured that it is not misused in some disguise. Poverty Reduction requires more hands in the family to work, and children can aid, only if their education doesn't get compromised.

Similarly children in film industry are attacked. This sector requires more regulation as these children are also exploited and their childhood is at stake. Not ban, but regulation should be there.

Thus, social condition of India requires that child labour in family work is retained. Rest all forms of child labour are definitely exploitative and unethical.

7. Are emotions an inhibiting factor in effective decision-making? Discuss in the context of public services. 10

Emotions are the feelings that accompany human at every step. Emotions can aid as well as inhibit effective decision making.

For emotions to serve as aid, rather than an inhibition, emotional intelligence is a required trait for a civil servant. This is so because emotional intelligence helps a person to understand his and others emotions, and also ability to manage his emotions. Thus emotional management prevents a person from getting overwhelmed.

For example → Suppose District magistrate orders the vacation of a shop and rehabilitate them in another place. A Road has to go through the shop area. If the people refuse

to vacate even after repeated notices, and after adequate time given. The DM cannot be expected to get overwhelmed by the emotional appeals of people as all other objective criteria have been carefully weighed. His subjective decision should not get swayed by emotions.

Emotions can also aid a public servant in deciding in favour of the weaker sections, women, disabled, children etc.

Thus Emotional Intelligence is a crucial trait for a civil servant as his work involves public dealing which comes with lot of complexities and emotions.

8. What do you understand by the Sarvodaya philosophy of Gandhiji? Why is Sarvodaya relevant for civil servants in India? 10

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SECTION - B

In the following questions, carefully study the cases presented and then answer the questions that follow (in around 250 words):

9. You are the leader of a 5 member team that has been assigned to carry out social impact assessment of a project proposed in a Naxal area. Members have been allotted a remote village each to conduct surveys and ascertain views of local people. You are under strict instructions not to disclose the identity of respondents outside the project. While compiling data, you are puzzled by the responses from one of the villages. You accompany the point-person for that village next day for verification. You randomly pick a person from the list of respondents and ask her for clarification of the response she had given earlier. She seems confused and denies any knowledge of the survey being conducted, let alone she being questioned. You try to verify this from other respondents and get similar replies. This raises serious doubts about the integrity and credibility of the survey process.

(a) What are the ethical issues involved in the situation?

(b) As a team leader accountable for credibility of the survey and working on a hard timeline, what are the possible options before you? List their merits and demerits.

(c) Giving reasons, state the course of action you would follow. 20

The case deals with the farmers of the social impact assessment which has important ramifications for public interest.

a) Ethical issues involved in the situation:

1. Credibility of the team members who have been trying to fudge the data.
2. The fairness of the whole process of survey and its consequences on development and public interest.
3. The underlying corrupt minds.
4. Tracing the true source of this unfairness.

Some ~~are~~ political power might be involved.

5. Erosion of Trust of the villagers.

6. Accountability of the leader regarding the whole process.

b) Possible options are :-

1. Reporting to the higher authority about the irregularity and asking for the re-structuring of the team. This would bring bad name to my leadership and possibly the project work might be taken away from me. And it requires more time.

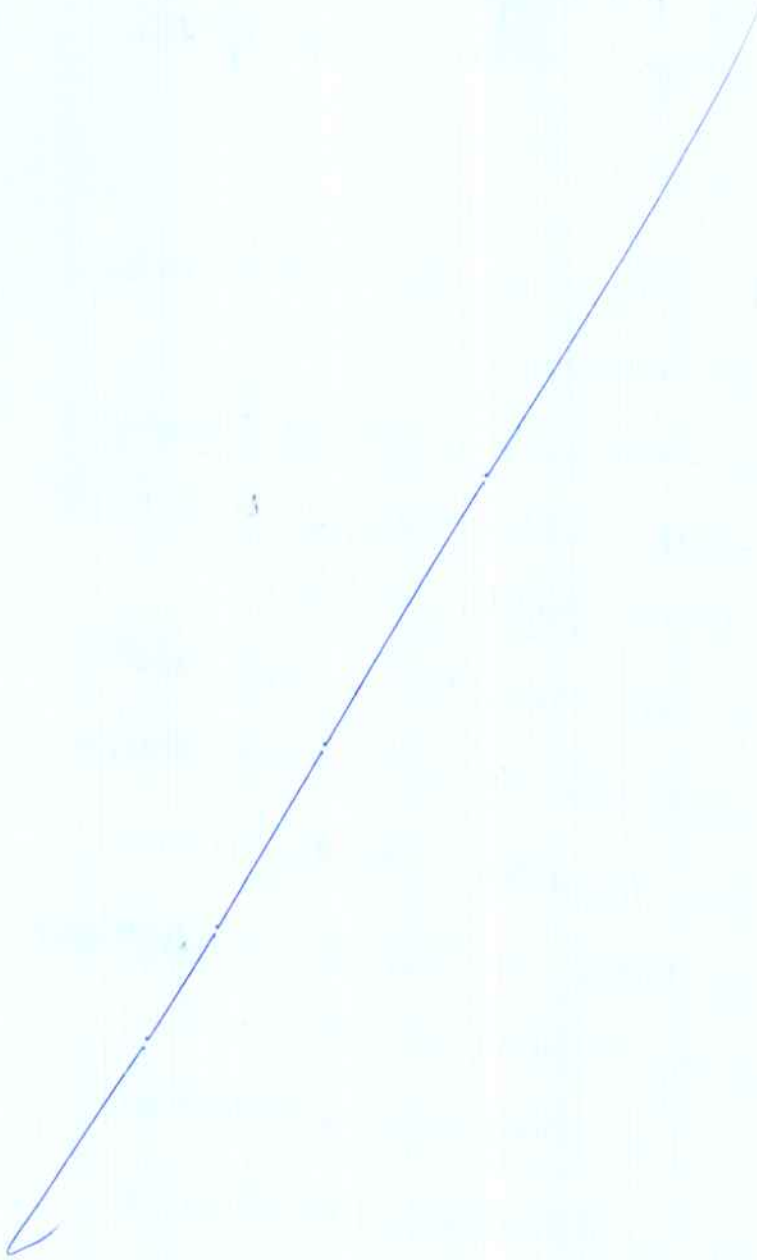
2. Calling the team members and asking them to explain their stand. Giving them another chance, and threatening them to complain against them if any irregularity is found now. This also requires bounding them with a strict time frame. This is a prudent step as it might lead to fair work happening within time. This would also ensure that they don't indulge in such practices thereafter.

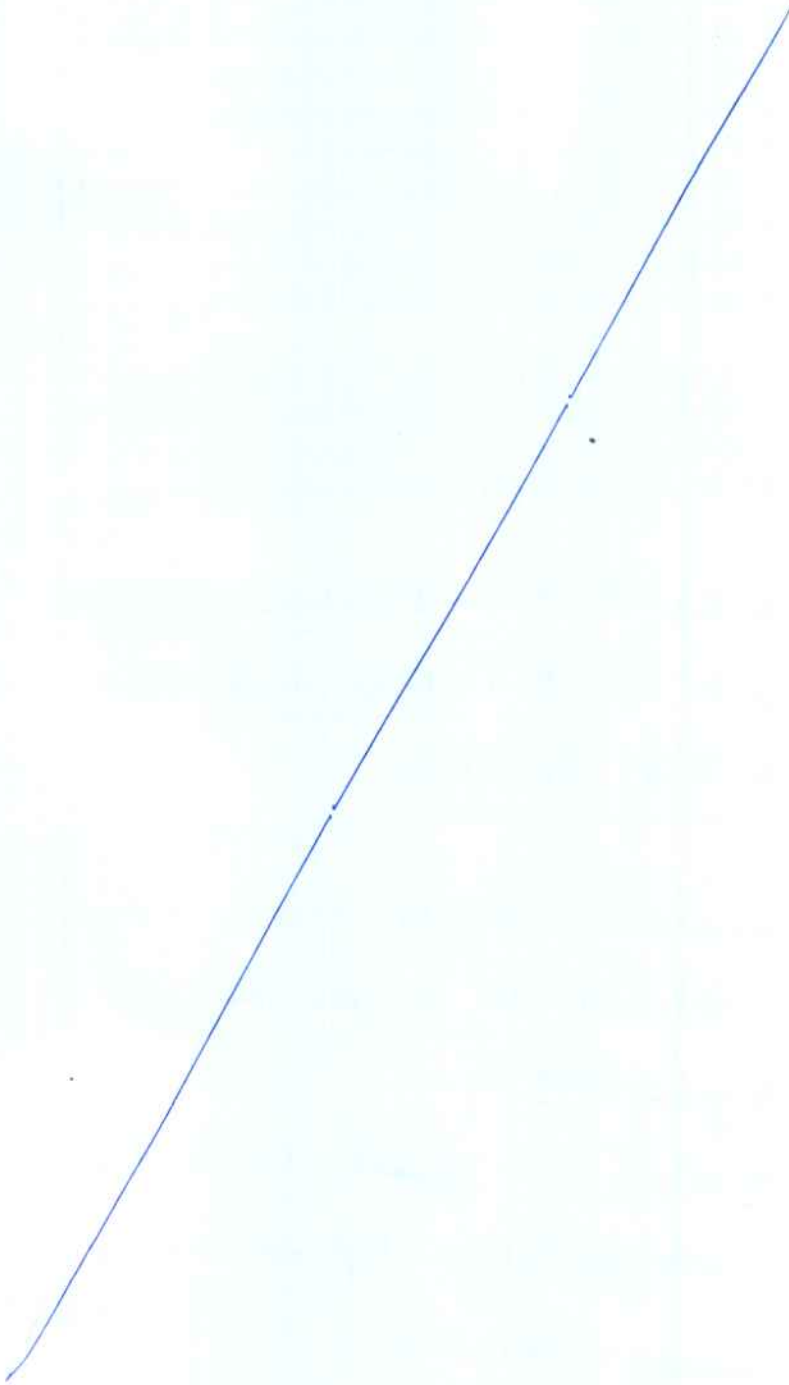
B. Asking the members to ~~to~~ renounce their mistakes and tracing the true source. Going to the media and exposing the racket, if any such. This is the least & wise option as it would create a media hype without solving the issue right.

C. The second option is the most suitable in this case because -

- It would ensure time-bound survey.
- It would make them realize their fault.
- It would serve public interest.

However along with all this, the leader, after completion of the survey must report the performance feedback of the team members to the higher authorities. This should be backed up by evidence. This would serve as a punishment for them for their lack of credibility. This would deter them from repeating it in future.





10. Gajendra, once a struggling film actor, was accused and later exonerated of rape charges, which the jury found out to be motivated and fake. Not able to cope up with the situation, he changed profession and moved on. Thirty years later, while his closest friends know about the incident but his co-workers do not. One day, out of curiosity, he searches for his name on the internet, and to his surprise, finds that the third entry that comes up is an old report in a local newspaper about the rape charges he faced.

Gajendra is upset; after all these years, he would like to be able to disclose the event only to whomever he wants. He has heard about the decision of European Court of Justice which allows individuals to submit requests to a search engine to remove certain results from searches on their names, and citing the same, requests the search engine and media outlet to remove the results.

Valid arguments can be advanced for making the Right to be Forgotten a fundamental right? What those arguments could be? What limitations, if any, can it be subjected to? Should there be any obligations on the search engines regarding cases which are no longer relevant, as the one mentioned above?

20

The case pertains to an individual facing
conscience hurt - due to unfair and wrong
charges on his character.

Yes, valid arguments can be made for
Rights to be forgotten to be made a

Endaunted Right such as -

1. It ~~is~~ dissolves the great shame that
a person has to go through by widespread
presence of wrong information.

2. It absolves him from future harassment in society if anybody finds such material.
3. It prevents society from forming wray impressions about a morally sound person. Thus individual attitudes are prevented from getting maligned.
4. It gives person a chance to prove to others of his being right.

However, all is not so rosy here. Mischievous elements may put this provision to misadventure. Those actually guilty might request for such removal and take advantage. This would be unethical for society as others won't have fair information of his conduct. & criminal might then get fair treatment which is against principles of criminal justice.

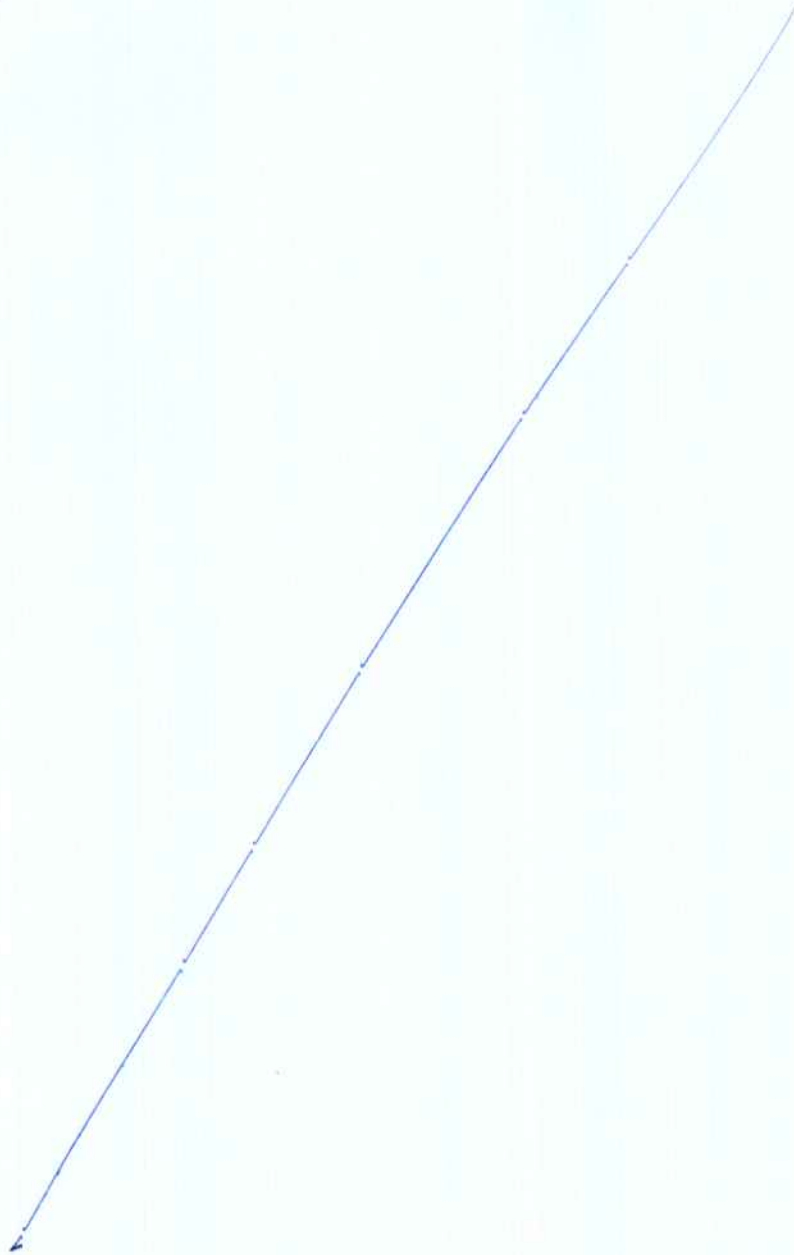
Thus, in such scenarios, obligation of search engines becomes important :-

- i To verify the case as presented by the person. This must include having the copies of judgment and verifying their credibility.
- ii No oral evidence should be entertained.
- iii Any such decision should include a committee at the end of search engine which should be accountable for any further checks.
- iv If a mal-fide request is suspected, search engine should immediately report to authorities. It should be a penal offence.

Thus, "Right to be forgotten" is a useful tool for innocent ones, but only if

backed by adequate safeguards.

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11. You are the officer in charge of overseeing refugees' related issues in a multilateral humanitarian organisation. There is an ethnicity based civil war going on in a region and as a result, many people are being displaced. Hitherto, the economically better-off neighbouring countries have accommodated the streams of migrants with financial support from your organisation. The violence in the region has increased recently and the flux of people seeking refuge has grown substantially. With countries sealing their borders, the refugees are left in a vulnerable situation. You are sent to negotiate for humanitarian settlement of refugees with the neighbouring countries, who also happen to be a powerful economic bloc. However, they refuse any more accommodation on the following grounds:
- Drainage of resources in face of subdued economic conditions.
 - Domestic political repercussions.
 - Rehabilitation will encourage more influx and indirectly fuel the persecutors.
 - Permanency of settlement in face of better prospects than at home.
- What are the counter-arguments that can be cited to convince the countries for an immediate solution? Suggest some long term measures as well that should be followed to address the problem. 20

Refugee crisis comes with many dilemmas.
Human figure is severe in such a crisis
which requires support.

Counter arguments that can be cited are
as follows: -

1. Drainage of Resources: Country can be
convinced by telling them that refugees
won't be an economic liability, but an
asset. They can be used in economic
activity by careful planning. Another
can be told that if any economic assistance

is required, it will be very well provided.

2. Domestic Political Repression: They can be advised to step up law and order mechanism. Cultural engagement between different communities can be enhanced, thus fostering unawedged.

3. More Influx: No Refugee becomes a refugee unless his life is under threat. They should be told that everyone takes their home place, and people usually don't leave till threatened. This should be backed up by statistical data.

4. Permanence of settlement: As an officer of multilateral organization, the country can be assured that once conditions are perceived back in the source country, all refugees will be duly sent back.

5. Moreover, the country needs to be enlightened about the need to preserve humanity and to foster human relations. They can be told that if tomorrow such a crisis happens to your country, won't you expect other better placed country to rehabilitate your people. Thus, a show of empathy can help here.

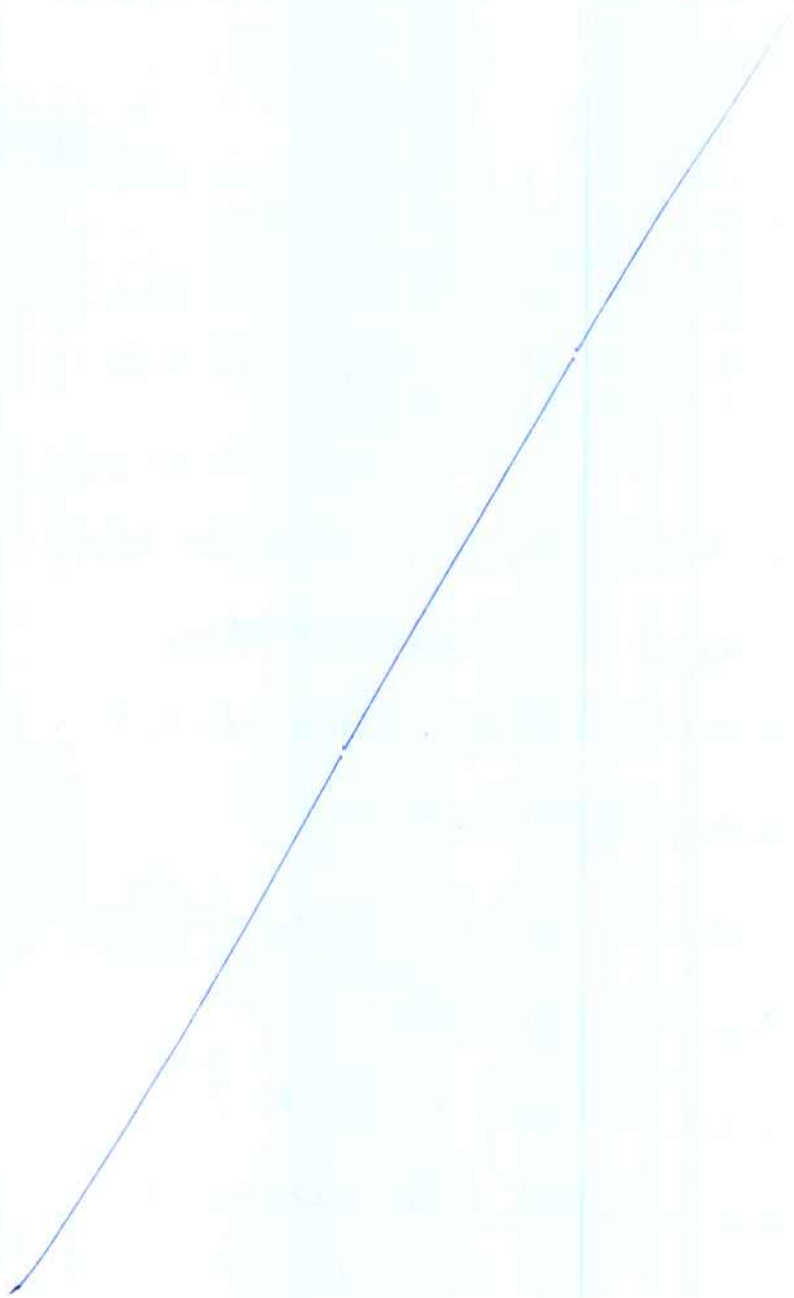
Key take measures: -

1. A comprehensive Refugee Policy needs to be in place with pre-decided number of refugee obligations for all countries.
2. stepping up the funding of United Nations Human Rights Commission so that countries are not apprehensive of shortage of funds.

g. Same kind of intangible incentive for a country whose asylum policy is successful.

f. The most required measure is to halt the bloody war and violence in Middle East and North Africa; and religious persecution in Bangladesh. International co-operation some vested interests should be reached.

This Refugee crisis should be seen from the lens of humanity, and effective policies should be put in place.



12. You are a Divisional Forest Officer (DFO) in an urban district. The forest cover in the district is as low as 1% and it needs to be increased as per government guidelines. By ecological and environmental perspective also it is imperative that more trees should be planted.

However, you find out that while there is a grant of Rs. 1.5 crore for your division to plant trees under the Hariyali Scheme, most of this fund is lying unused. Since, it is December and as per government rules all the unused grant should be returned to the government as the financial year closes, it seems you will have to return the money completely.

Also, there are strong indications from the ministry that government is mulling over a budgetary cut on Hariyali mission because most of the funds go unused. There is a strong possibility that if you return the money in this financial year you won't get it in the next financial year and even if you get, it will be a very insignificant amount.

Indicate various options that you think are available in this situation. Evaluate these options and choose the most appropriate path to be adopted?

20

Ecological and Environmental interests are an important area in administration.

~~The~~ As a Divisional Forest Officer (DFO),

I have following options:-

1. Return the money as per rules without considering the consequences.

2. using as much money as can be in the next three months and return the rest.

3. using the platforms like social media, newspapers, TV, hoardings etc.

and invite as much people as possible for the plantation drive. NGOs can be roped in and civil society can be encouraged to take an active part in. The success of three months can be reported in a detailed report and presented to ministry so that they don't slash any funds.

4. Initiating an inquiry as to why no action was taken as yet.

Evaluation of these options -

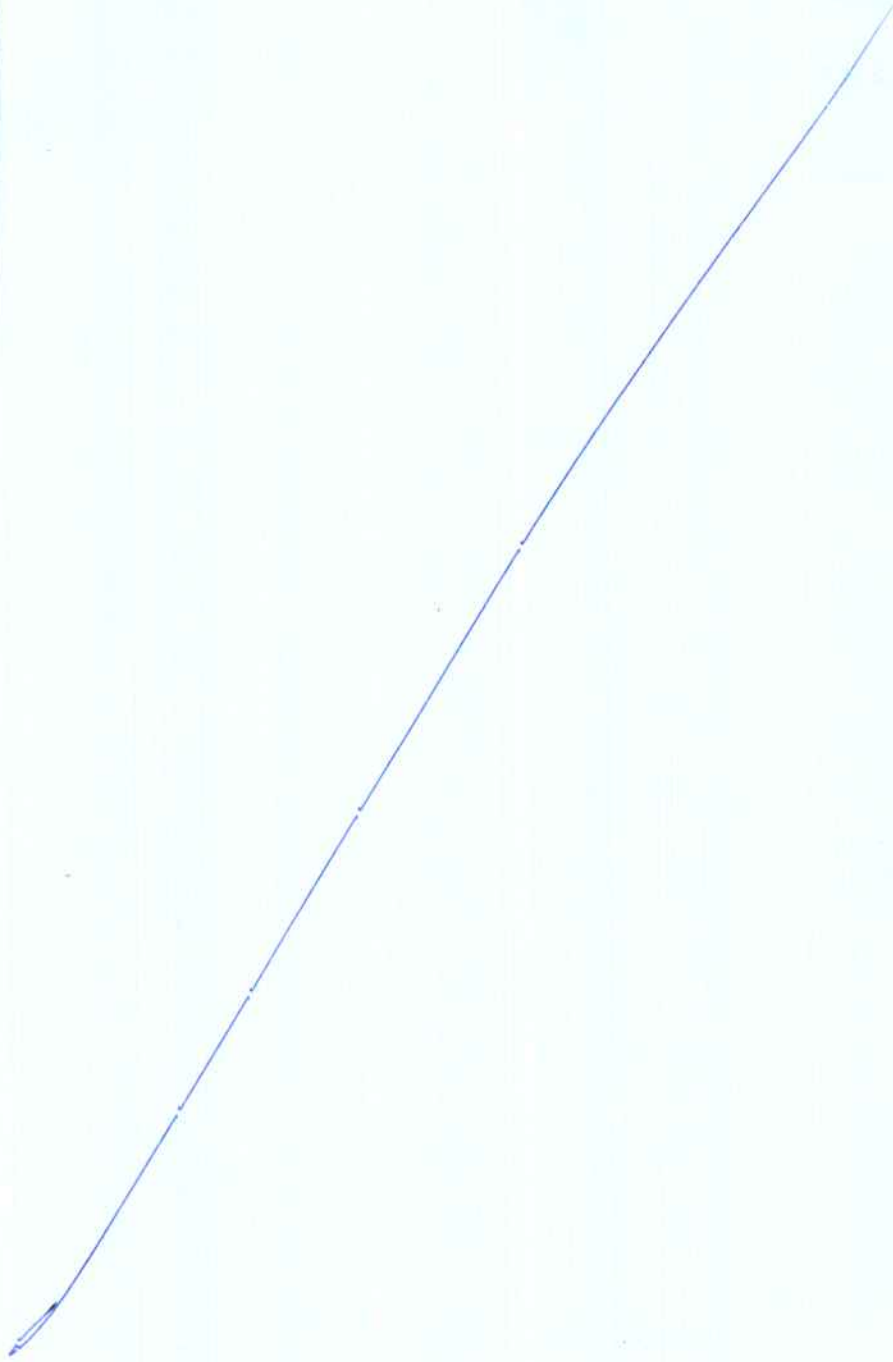
1. The first option would be a sign of indifference of DFO and it would be a clear dis-respect of the public office, and negligence of work.

2. Second option is partly right, but without additional efforts three months time is not at all adequate to yield any result. It would sow the department as lazy and lead to slashing of funds.

3. This option is the most prudent one. It involves innovative thinking and helps in meeting all the ends in a reasonable way. Being open about the matter with the ministry would prevent the further cut, as progress would be shown in terms of actual quantitative numbers in terms of number of trees sown, number of people activity and increasing green cover expected. This should be along with the 4th option. Accountability should be in

place so that in future such negligence of
duty is not there. This would deter
future laziness.

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13. You, an anthropologist, have developed cordial relations with a tribal community which was hitherto isolated from rest of the humanity. Notwithstanding increased interest of researchers and media for the newly discovered tribe, you are the only person from outside whom they trust. They are ardent believers in their goddess and, trusting you, take you to her abode on a holy mountain. To your surprise, you find that the mountain is a reservoir of Uranium that can be used in your power-starved country's nuclear power plants. Besides, you are aware that Uranium being radioactive, it is highly risky to go near the mountain. You try to convince the people about harmful effects it can have and the utilitarian value that it possess for the country. However, they are in no mood to argue and politely ask you to leave. You fear that very soon the outside world will find about this and the vulnerable tribe would be displaced from their land.

(a) Evaluate the following courses of action which you can take for their ethical merits and demerits:

i. You would continue to convince the people yourself about the possible consequences and urge them to relocate.

ii. You would call in local and national NGOs for protecting the rights of the people against the State and file a PIL in Supreme Court if the State proceeds with dispossession.

iii. You would yourself tell the government and the scientific community about the reserves and let them proceed in their own way.

(b) Without restricting yourself to the above options, state the course of action that you would take and why? 20

a) Following are the merits and demerits
for each course of action :-

i. Merits :

- They may understand the issue
and agree to relocate.

- It would prevent them from the
harm of radioactivity.

Demerits :

- Repeated convincing might lead me as hollow with vested interests as it is not backed by any concrete plan.

ii Merits :

- It would protect the cultural value of tube and protect their holy place.
- Tribe will feel empowered as their voice will be heard.

Demerits

- Threat of Radioactivity
- State would be deprived of uranium which is abundant in forest, thus increasing fiscal deficit.
- Political interests might fail this idea, and they might be deprived anyway.

iii Merits

- National interest would be served
- community and state might take interest of tribe in consideration.

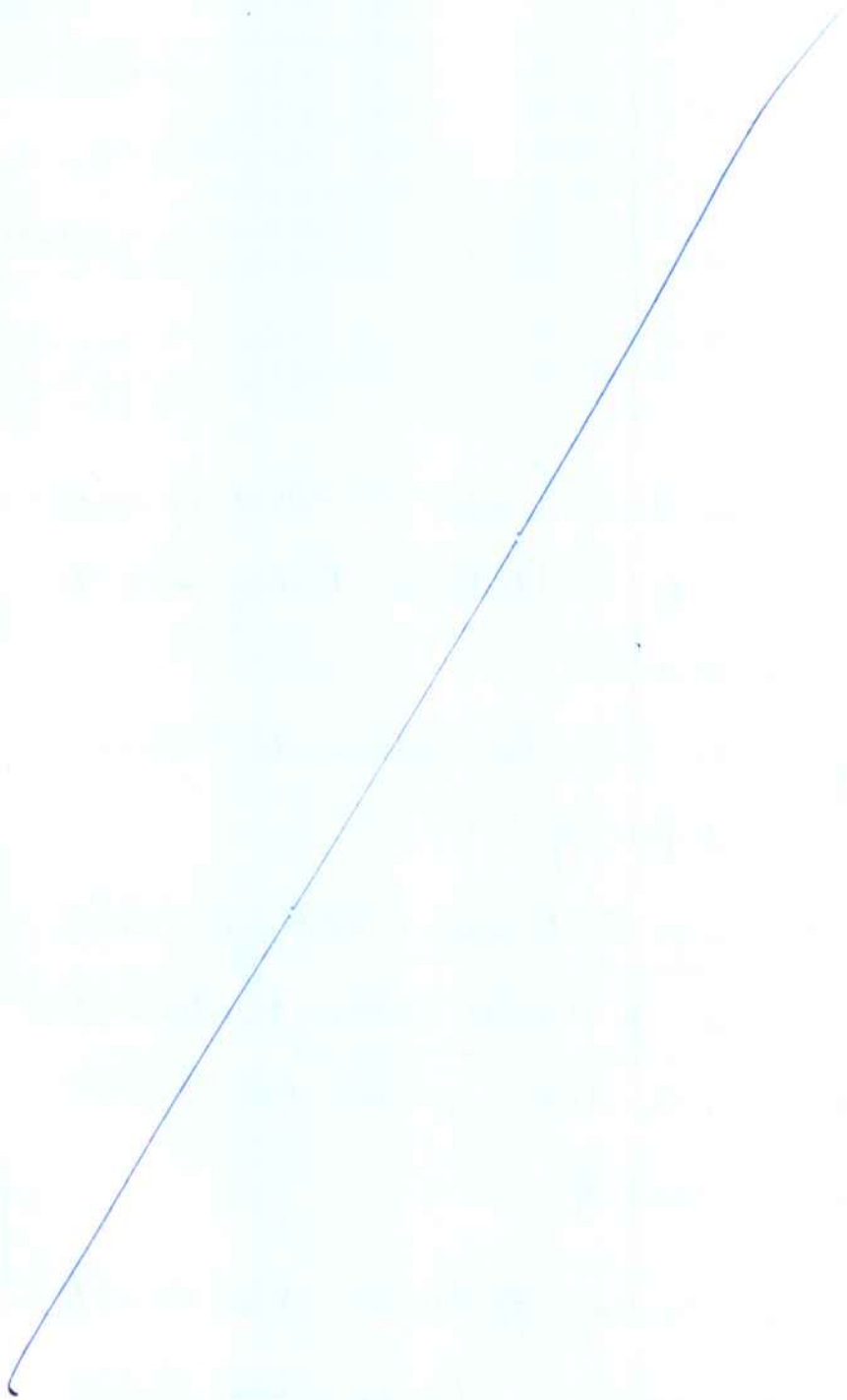
Demerits:

- State might be pro-corporate as fail to see the interests of the tribes.
- Tribes might feel disempowered - unable to decide about their holy place. This might alienate them. They may also turn anti-state and resort to violence.

Other cause of Action that I would follow is as follows :-

I would ask the concerned department in the state to set up a committee of experts to study the nature of harmful impact of radioactivity. If any such harm being done is actually found, then

State needs to ~~to~~ proceed with their relocation with adequate compensation. Their right to participate in all this process has to be taken care of. I will follow the entire process as an active member of civil society and well-wisher. I will keep myself updated about any developments by RTI. If any malign intentions are found, I'll knock the door of court. This will ensure tribal interests as well as national interest.



14. A junior member of staff has just returned to work after taking special leave to care for her elderly mother. For financial reasons she needs to work full-time. She has been having difficulties with her mother's home care arrangements, causing her to miss a number of team meetings (which usually take place at the beginning of each day) and to leave work early. She is very competent in her work but her absences are putting pressure on her and her overworked colleagues. You are her manager, and you are aware that the flow of work through the practice is coming under pressure. One of her male colleagues is beginning to make comments such as "a woman's place is in the home", and is undermining her at every opportunity, putting her under even greater stress.

What possible steps can you take to ensure that the work of the team does not suffer while also taking other humanitarian considerations into account.

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This is about a woman in need of work,
but unable to contribute fully due to
personal constraints.

Following steps can be taken to ensure
minimum suffering :-

1. The timings of team meetings can
be shifted a little later so that she
doesn't miss team, and her inputs
are taken care of.

2. For some period of time, she can be
allowed to work on flexi-time
basis i.e she can decide her timings

of her work as per convenience. This would ensure ~~that~~ ~~to~~ that she would be able to manage both tasks ~~as~~ well.

3. Information and communication technology can be made use of. She can be given facility to work from home on some days, or as per her convenience, provided she does her work ~~with~~ on deadlines. Even meetings can be arranged on telecommunication.

ICT makes sure individual differences are respected and one-size-fits all approach is abandoned.

4. Sensitizing the office staff about gender equality is important, so that any comments are not made. Personal dignity of every person ~~has~~ has to be upheld.

5) The concerned woman should be provided with some counselling or therapy or yoga sessions. This will ensure that she can cope with stress in an effective way without compromising her work.

Thus, personal and professional work can be re-conciled, only if smart ways are found, and office has policies in that regard. This ensures corporate efficiency as well as individual dignity.

