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VisionIAS

- ① Leaders are those who are considered as ideal by their followers to lead them for achieving their common goals.

Qualities of leaders are as follows

- ① Selflessness - works for the common good of the society.
- ② Impartiality - Treats every followers equally without discrimination.
- ③ Integrity - have higher values of honesty and unbreakable will and do not take double stand.

- ④ Lack of conviction - They have strong belief about their actions and act immediately.

Impact of leadership

① There won't be any common cause to address the crisis

② people would lose their moral force in a long run.

Ex: Freedom Struggle after arrest of Gandhi

③ can be easily won by crisis due to disorderliness.

Thus people would always look for leaders to face situations of crisis.

⑥

The technical education makes students technicians, it is only the moral education which makes them humans.

Effects of lack of Value education

① Lack of human touch in development.

② Technology does not serve interest of larger sections of people.

③ Intelligence is only used for profit motive.

④ Results in unhealthy competitions and irony capitalism.

Importance of Value Education

① Develop holistic competence amongst the young minds.

Attitude + Aptitude = holistic competence

② positive attitude towards public good could be provided by Value Education.

③ Absence of core moral values would result in use of technology for destructive or immoral purposes such as atomic bombs, cyber hackings etc.

④ It would bring profit, people, planet approach among professionals

The rising climate change situations demands these Value education along with technical education.

②
a)

The Nolan Committee has recommended impartiality as one of the core public service value to deliver public service effectively.

Impartiality

1. Being impartial in public decision making.
2. Not favouring any sections or persons in public service delivery.
3. It is adherence to the code of conduct and following strict rules and regulations.

Need for compassion

1. Having sensitivity towards

sufferings of the others.

2. Lack of compassion would result in loss of humane nature in public service.

3. Compassion helps to prioritise the preference of public delivery.

4. It helps to serve the vulnerable and weaker sections better.

5. It enhances efficiency in public services and promotes equity over equality.

6. It improves quality of emotional intelligence by understanding others' feelings.

The public servant should follow selflessness while showing compassion.

2)
b)

The administrators exercise powers and discretions to exercise authority over public in the process of governance.

Power is a dividend to the nation

① produces orderly ness and maintains law and order in the country

② ensures unity and integrity of the nations.

③ ensures the fair delivery of the justice for the affected population.

Effects of misuse of power

① "Power corrupts, absolute power

corrupts absolutely".

② The increased centralization questions "rule of law" as a moral value of power.

③ Subjugation and exploitation of people is against values of ethics.

④ Creates violation of human rights.

Measures Need for rational use of Power.

① Separation of power as favoured by Montesquieu.

② Creation of checks and balances

③ Establishment of rule of ethics and conduct.

The social accountability could be the effective way in controlling absolute power.

3) a)

The ethics is inseparable part of human existence, even if he operates in extra-terrestrial environment such as space.

Ethical implications of private space exploration.

① Commercialization of space as a natural resource.

② It would result in wrong capitalism in space exploration.

③ Does not serve the overall wellness of human beings only serves the organizational interest.

④ pollutions created in space affects other activities belongs to other institutions

⑤ exploitation and unsustainable usage of resources of exoplanets

Measures Needed to improve ethics

① Sustainability as a basic principle has to be adopted.

② Public and human interest should be considered along with organizational interest.

③ Establishing corporate governance and code of ethics for space sector.

④ Space charter should be published.
Sustainable and equitable exploration of space is the need of the hour.

3) b) The artificial intelligence (AI) are machines which can replicate human actions and intelligence without human guidance, since it operates in place of humans, ethics is in the picture.

Significance of ethics in AI

① prevents the machine to violate human values.

② Artificial intelligence can be made equally accessible to every one by following the ethical principle of equality.

③ The choices made by artificial intelligence machines

would have the values of integrity, selflessness, impartiality this enhances service delivery of the AI.

④ Improves the participation of women scientist in the research field of AI.

⑤ The AI should try to complement and only compensate humans not to replace humans and cause unemployment.

⑥ AI used in medical field should has compassion and value for life and follow medical ethics.

"ethics is inseparable part of AI" thus every country should establish standard code of ethics for AI.

4) a)

The Rising need of ethical and good governance demands the need of social accountability in public service.

Social Accountability

1) The answerability of the public servant for their actions against state of conduct directly to the people as a citizen is called as social accountability.

2) It creates bottom up approach in accountability, and enhances participation of people in governance process as a effective stakeholders.

Significance and critical factors

- ① Increases transparency in public delivery
- ② Reduces arbitrary authority and enhances rule of law.
- ③ Increases participation of people and make governance democratic.
- ④ The establishment of code of conduct, citizens charter are critical factors.
- ⑤ Awareness creation and grievance redressal mechanism should be effective.

The social accountability thus act as a effective control and ensures good governance.

4) b)

The corruption is defined as "mistake of power and authority" and not following the organizational principles of public services for private good.

Corruption as a challenge to democracy

① reduces the efficiency in public service delivery.

② The government mechanisms would work for the vested interest of the few individuals.

③ Loss of financial accountability and public exchequer is being exploited.

④ Increases the power of money in elections and promotes Cash for vote culture.

Citizens estimates of corruption

① lack of strong sense of rejection for corruption by the society.

② Whistle blowers are not encouraged and lack of courage among public to expose corruption.

③ Selfishness of public to encourage corruption for personal benefits.

Thus corruption reduces the efficiency of overall democracy of the country, people should bring about attitudinal and behavioural change to control corruption.

5) a)

The lockdown induced by the covid-19 pandemic resulted in prolonged period of work from home especially in service sector of economy.

Ethical concerns of work from home culture

- ① imbalance between the personal life and professional life
- ② Increased working hours results in exploitation of workers.
- ③ Double burden to women workers and unequal treatment given by family.
- ④ Loss of confidentiality of the clients due to unsafe work environment.

I don't think, it is ethical
to practice moonlighting.

Ethical issues of moonlighting

- ① breaks conflict of interest
between the employee and organizations
- ② Reduce of productivity of the
employee.
- ③ Reduces the professionalism
among the workforce.
- ④ The accountability of the
worker to the institution is reduced.
- ⑤ Against code of conduct and
professional ethics.

The enabling effective ethical
checks and recognition of good work
through reward and punishment reduces
moonlighting.

5) b).

The corporations are integral part of the human society and exhibits considerable impact over the environment, society and governance (ESG)

Impact of corporations on ESG

① The factors of production is taken from environment such as raw materials.

② Society gives corporation man power and market.

③ They are the important stake holders of governance and influence policies.

ESG consideration benefits

① promotes sustainability as ethical

principle in present scenario of climate change.

② Reduces pollution and enhances polluters pay principle as ethical value.

③ Develop the society through education and health services.

④ Voluntary contributions to the 2% of corporate social responsibility under companies act of 2013.

⑤ Influences government policies to promote corporate governance and ethics.

⑥ Reduces the impact of wrong capitalism.

"The planet, people, profit"
principle should be adopted by corporates to promote compensation capitalism.

6) a) The Multinational national institutions are present to promote ethical values in foreign relations between countries to ensure healthy relationship.

Multinational institutions Vs States

① States tend to increase their territorial power, for international and regional dominance inspite of institutional mediations.

Example: Russian prolonged invasion of ukraine despite United Nations guidelines.

② Not respecting territorial guidance for their national economical growth.

EX: China's exploration of south china sea despite violations of United Nations Law of the Sea.

③ unethical trade practices such as not respecting origin of goods principle and predatory pricing.

Example: China's subsidy and taxation despite WTO's guidance.

④ The lack of compassion to promote only the national interest.

EX: Rejection of WHO's request to help vaccination of poor countries by developed country, India being an exception.

Thus new challenges of climate change and geopolitics essentially requires ethical practices along with national interest in foreign affairs.

6) b)

The Medical researchers involves crucial aspects of health of human beings which requires complete adherence to ethical conduct.

Ethical issues of foreign funded research project.

① Exploitation of human health as a result of economic backwardness.

② Inability of developing country to tackle ill-effects reduces the sovereignty and independence of the developing countries.

③ Shows lack of compassion among

the stake holders .

④ Questions the bodily autonomy
of the participants .

⑤ Inequality between developed
country and developing country
citizens .

⑥ Monetization of human
health as a resource by the
company .

⑦ The irony capitalism and
profit motive of research company .

Thus developing country
should establish proper code of
medical ethics, safety standards and
preventive mechanisms before conducting
such trials .

6) c)

The Guru Nanak Dev is the founder of Sikhism as a ethical religion and his teachings "adikauragranth" is considered as ethical source of Sikhs;

Important teachings of Guru Nanak

① Courage - youths should have self belief and have strong courage of conviction about their beliefs.

② Tolerance - youths should have tolerance for diverse opinions, dissent, different sections of people.

③ Compassion - We as a youth should have compassion towards other human beings.

④ Guru supremacy - Always respect teachers and adhere to his/her teachings to achieve goals of your life.

⑤ Integrity - youths should not speak lie and always uphold honesty in every situations.

⑥ Work - should work to earn one's meal.

These shows that teachings of Gurm Nanak still holds its relevance for today's youth.

Section - B

7. The irresponsible managing of startup ventures results in unemployment among employees which gives concerns of ethics.

a) Stakeholders.

① Investors - who invested in the startups.

② Entrepreneurs - who initiated the startups and ensures its management.

③ Employees - who works for the startup.

④ Government - in its capacity to regulate startups through SEBI.

a) ethical issues

- ① profitability - Company has to run profitable to ensure long term survival.
- ② Accountability - Startups accountability to investors as they have to pay dividends and interests.
- ③ Layoffs - Results in unemployment and loss of livelihood of employees.
- ④ Code of ethics - Violates code of professionalism by massive layoff without adequate compensations.
- ⑤ It would show wrong capitalism.

b) Reasons behind such irresponsible conduct:

- ① Efficiency - lack of efficiency in operation of startups to earn profits.
- ② lack of standard operation procedures to look up for alternative options.
- ③ company lacks welfare approach towards the society.
- ④ Absence of efficient leadership and ethical leaders such as Ratham Tata, Himpreamji, Narayana Moorthi.
- ⑤ Not following the guidelines of corporate and business ethics.

c) Suggestive Measures.

① The startups should follow Compassionate Capitalism as proposed by Narayana Moorthi.

② "people, planet, profit" principle should be adopted in startups.

③ Removal for few high paid inefficient employees instead of large low paid layoffs.

④ Company should persuade workers should work for lower wages and can be compensated during high profits.

⑤ Following code of ethics for Business.

These measure can make these startups as ethical organization.

8)

This case study exactly
depicts the true nature of
Indian society which is being
unjust to many working mothers.

a)

(i) I think, the act of the
officer was completely justified
as long as she maintains the
value of anonymity in public
service. The anonymity helps
public servant from doing
duty without public pressure.

(ii) The Need of popularity and
credit are against code of
conduct.

a) 1) There is always overlap between personal and professional duties of a civil servant since she is always on duty irrespective of working hours.

2) The resident of civil servants also act as a camp officer which avoids strict difference between personal and professional duties.

3) The Indian society is patriarchal to the larger extent which makes woman to take personal and professional duties all together.

4) As a human, it can be unable to differentiate personal vs professional, so there can be overall overlap as long as efficiency is maintained.

8) b) Work culture in India with respect to woman.

① Dominated by male bosses who unable to understand plight of woman.

② Both husband and wife working professionals not equally sharing responsibility between them.

③ Gender insensitive code of conduct enforce irrational equal professional duties.

④ Absence of child care and crèche facilities at offices.

Thus workculture in India hinder working mothers from fulfilling their dual role.

9) The case study highlights the insane workplace of woman in organization and financial struggles she faces that can be exploited.

a) Main Stakeholders

- ① Me - As a senior executive and a colleague of Meera.
- ② Meera - Being an employee and a victim.
- ③ Immediate Boss - Sexual advances favoured by him.
- ④ Affected employees - who faced similar situations like Meera.
- ⑤ Sexual assault grievance committee

b) Issue of integrity and ethics.

① Violation of code of conduct -

By the boss for sexual favours.

② Violation of Vishaka guidelines to create safe working place for woman.

③ The lack of integrity of the boss to follow values of ethics and company morals.

④ personal interest of growth and financial need of mena.

⑤ Justice - violation of integrity of mena and other victims.

⑥ professional growth of mena which can be affected.

⑦ Conflict of interest faced by Meena to choose between the options.

C) Various options available to Meena

① Acceptance of offer and signing of non disclosure of agreement:

② The proceed with the complaint and seek for Justice:

The Meena has to take the second option because.

option ①:

1. This would help her to support the financial need.

② This would not affect the professional growth of meera and helps her promotions.

③ But she cannot again reign complaint if she again assaulted.

④ It shows the lack of integrity of meera.

option ②

1. This may not fulfill her financial needs.

2. But it will expose the unsafety of the organisation towards women.

3. It would uphold her integrity and courage to stand against immorality.

4. It ensures overall justice for all the victims.

5. Creates safe environment for women by instoking reform.

10)

The case study narrates the unethical practices followed in present times to capture market and expose wrong capitalism.

a)

ethical dilemmas

1. violation of ethics - as it is against the uniform code of pharmaceuticals market pricing.
2. crisis of conscience - As my head is asking me to go against my ethical, moral values.
3. professional ethics - The giving gifts is amount to be corrupt.

practices -

4. Conflict of interest - Between
the interest of the society and
the interest of my organization.

5. Subordinate concerns - inability
to meet targets with moral values
and behaviours.

b) Options available to me.

① Practicing unethical incentives

Merits

- 1) Increases companies profit.
- 2) Targets can be met.
- 3) Brings improvement
in my career.

Demerits

- 1) against moral values.

2) creates crisis of conscience.

3) If caught invites legal action against companies and loss of reputation.

② Persuading Management to improve quality and follow ethical principles

Merits.

- 1) serves overall public interest.
- 2) profit and reputation would improve.
- 3) adherence to ethical values.

Demerits

1) May lose command over my voice, if company declines suggestion.

2) Company may be eliminated from competition.

③ Finding ethical doctors to
seek for promotion of medicine
and increasing sale through hard
work and persuasion of doctors.
Anonymously expose these corrupt
practices to society and government.

Merits

- 1) uphold ethical behaviour
- 2) Reduces corruption.
- 3) Increase profit and target.

Demerits

- 1) Take longtime to achieve targets.
- 2) profits may be marginal.
- 3) It would go against company's guidelines and can take actions against me ;

It would take the last option because.

① Helps to identify ethical donors.

② The expose of corruption leads to government regulation and serves overall good of society

③ This achieving of target without bribe could motivate company and other and set as an example.

④ The credit to the hardwork could be recognized and valued.

10)

C) ethical alternatives.

- 1) Improving quality.
- 2) Advertisement with facts and data.
- 3) Low margins of profit.
- 4) Sharing of profit to CSR for public trust.

11)

a) ethical issues

1) violates anonymity as a civil service value emphasized by Max Weber and code of conduct.

2) Secrecy - disclosure of sensitive information in social media run go against official secrets act and violates the civil service code.

3) Independence - The influence of social media affects their independence due to pressure.

4) Work hour balance - usage of social media during office hours reduces the efficiency of work.

b) How social media can be effectively utilized.

① persuasion - To persuade people to obey laws and respect national duty.

② unity and integrity - To promote unity among various sections of the people.

③ public delivery of schemes could result in awareness

location among the public.

⑤ Convenience reduces through public hearing. It reduces the physical barrier and distance.

Example: Ansul Mishra an IAS officer of Tamil Nadu cadre.

⑥ private - public partnership to promote welfare programs and activities.

Example: Amrita Subervual and Fund Your City program.

As per the guidelines of government, the civil service code would be applicable in online platform, thus every civil service officer should follow it.

12)

a)

ethical issues

- ① Discrimination - of Miss 'A' by the other employees.
- ② Gender insensitivity among the people of the organization.
- ③ Crisis of conscience of Miss 'A' when she feel humiliated.
- ④ Lack of professionalism in the organization.
- ⑤ Lack of courage of Miss A in submitting resignation.

b)

Options available to M.D.

- 1) accept her resignation of her.
- 2) persuade her to work by assuring safe environment without any actions.
- 3) Establishing code of conduct, redressal mechanism, gender sensitive training and attitudinal change.

c)

Evaluation of options

option 1

1. The solves the issues immediately
2. But affect the livelihood of Miss A.
3. Affects the reputation of company.

option 2

- 1) solves the issue for the time ~~scale~~ scope.
- 2) Doesnot solve the issue from foundation.
- 3) she would face discrimination again and let bad president.
- 4) shows lack of leadership, emotional intelligence, gender sensitivity in managing director.

options 3

- 1) code of conduct should act as a guidance and create accountability to obey the conduct of respecting Mr A
- 2) Graveyard structural mechanisms ensures future safety of Miss A and improves her confidence.

3) Gender sensitive training
act as a social persuasion to
the employees.

4) Attitudinal change

- 1) Reward and punishment
- Rewards promote good behaviour.
 - punishment act as a deterrent.

This attitudinal change
against transgender influences
good behaviour in long run but
it would take considerable time.

This option 3 would be the
correct solution.