



VISION IAS

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GENERAL STUDIES (TEST CODE : 2092)

Name of Candidate	Shakhi Dubey		
Medium Hindi/Eng.	English	Registration Number	553877
Center	ONLINE	Date	

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	
3(c)	10	
4(a)	10	
4(b)	10	
5(a)	10	
5(b)	10	
6(a)	10	
6(b)	10	
7	20	
8	20	
9	20	
10	20	
11	20	
12	20	

Total Marks Obtained:

Remarks:

INSTRUCTIONS

- Do furnish the appropriate details in the answer sheet (viz. Name, Registration Number and Test Code).
उत्तर पुस्तिका में सूचनाएं भरना आवश्यक है (नाम, प्रश्न-पत्र कोड, विद्यार्थी क्रमांक आदि)।
- There are **TWELVE** questions printed in **HINDI & ENGLISH** इसमें बारह प्रश्न हैं हिन्दी और अंग्रेजी में छपे हैं।
- All questions are compulsory.**
सभी प्रश्न अनिवार्य हैं।
- The number of marks carried by a question/part is indicated against it.
प्रत्येक प्रश्न/भाग के अंक उसके सामने दिए गए हैं।
- 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.
प्रश्नों के उत्तर उसी माध्यम में लिखे जाने चाहिए जिसका उल्लेख आपके प्रवेश पत्र में किया गया है और उस माध्यम का स्पष्ट उल्लेख प्रश्न-सह-उत्तर (क्यूसीए) पुस्तिका के मुख्य पृष्ठ पर अंकित निर्दिष्ट स्थान पर किया जाना चाहिए। उल्लिखित माध्यम के अतिरिक्त अन्य किसी माध्यम में लिए गए उत्तर पर कोई अंक नहीं मिलेंगे।
- Word limit in questions, if specified, should be adhered to.
प्रश्नों में शब्द सीमा, जहाँ विनिर्दिष्ट है, का अनुसरण किया जाना चाहिए।
- Any page or portion of the page left blank in the Question-Cum-Answer Booklet must be clearly struck off.
उत्तर पुस्तिका में खाली छोड़ा हुआ पृष्ठ या उसके अंश को स्पष्ट रूप से काटा जाना चाहिए।

Is student recommended for One-to-One mentoring?

Recommended

Strongly Recommended

16-B, 2nd Floor, Above National Trust Building, Bada Bazar Marg, Old Rajinder Nagar, Delhi-110060

Plot No. 857, 1st Floor, Banda Bahadur Marg (Opp. Punjab & Sindh Bank), Dr. Mukherjee Nagar, Delhi-110009

EVALUATION INDICATORS

1. Contextual Competence
2. Content Competence
3. Language Competence
4. Introduction Competence
5. Structure - Presentation Competence
6. Conclusion Competence

Overall Macro Comments / feedback / suggestions on Answer Booklet:

1.

2.

3.

4.

5.

6.

VisionIAS

All the Best

खंड-A/SECTION A

निम्नलिखित में से प्रत्येक प्रश्न का उत्तर अधिकतम 150 शब्दों दीजिए:

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

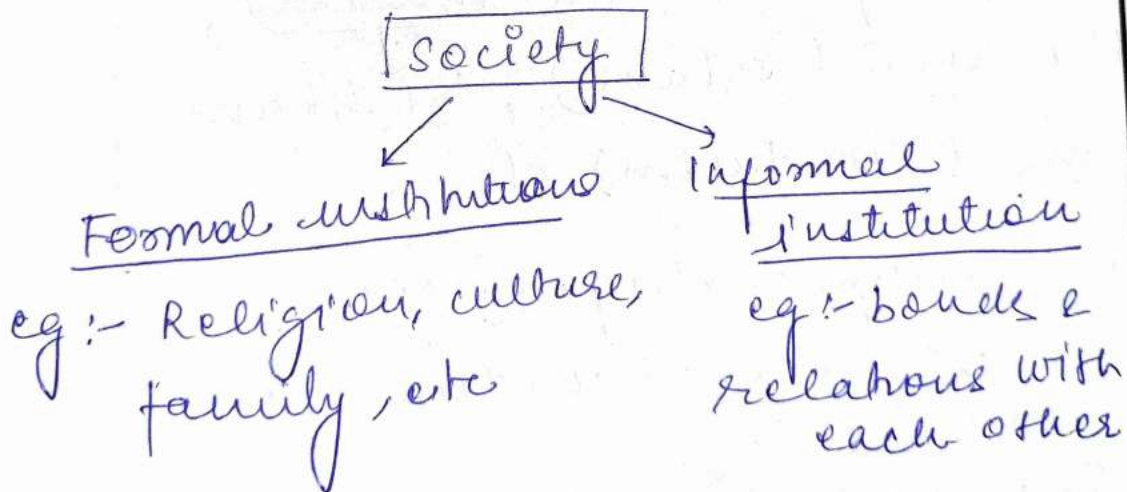
1. (a) सामाजिक समूहों जैसे कि परिवार एवं अपने समकक्षों के साथ मीथ्री बातचीत लोगों को सिखाती है कि दूसरे उनसे कैसा व्यवहार करने की उम्मीद करते हैं। इसी तरह, एक संपूर्ण समाज अपने मानदंडों, संस्थानों, मीडिया और सामूहिक व्यवहार के माध्यम से मूल्यों को सुदृढ़ करता है और उन्हें आकार देता है। उदाहरण सहित चर्चा कीजिए कि किसी समाज की औपचारिक और अनौपचारिक संस्थाएं उसकी आबादी का समाजीकरण कैसे करती हैं। (150 शब्दों में उत्तर दीजिए)

10

Direct interactions with social groups, like families and peers, teach people how others expect them to behave. Likewise, a society as a whole reinforces and shapes values through its norms, institutions, media, and collective behaviour. Discuss how a society's formal and informal institutions socialize its population, with examples. (Answer in 150 words)

10

Man is a situated self and does not live in isolation, he creates impact on the society and in turn is impacted by the society as well.



(1) Role of family - first point of interaction for individual, the

child learns what he witnesses to be normal in a family

eg:- mother doing house chores & father earning for family makes them stereotype job with gender

(i) School :- The point / interface where child learns several values like :- patriotism (eg:-

Republic day parade), sharing (eg:- sharing tiffin during lunch) etc

(ii) Religion :- Religion teaches man values like community service (eg:- Sikhism - langars), Brotherhood (Islam), Nishkarn Karma (Hinduism), etc

(iv) Peer Groups :- They enforce the social code of conduct on individual &

eg:- Respecting elders.

Thus society through its formal & informal institutions shapes the behaviour of individual

1. (b) क्या आपको लगता है कि प्रौद्योगिकी एक मूल्य-केंद्रित आधुनिक समाज की स्थापना में महत्वपूर्ण भूमिका निभा सकती है? समालोचनात्मक परीक्षण कीजिए। (150 शब्दों में उत्तर दीजिए)

10

Do you think technology can play a role in establishing a value-centric modern society? Critically evaluate. (Answer in 150 words)

10

The 21st century has been regarded as the "Age of Technologies", which tends to impact the lives of humans to a larger extent.

Role of Technology :-

We must understand that technology is a double-edged sword which has its own sets of advantages & concerns

Eg :- Cyber technology has led to increase in interconnectedness and exposure but has also led to increase in instances of cyberbullying, pornography, etc

Role of technology in establishing a value centric society

Yes, it can be used :-

(i) Digital Technology :- has led to efficiency in governance

Eg:- NEGP

(ii) Robotics - can be used to eliminate social evils like manual scavenging

Eg:- Bandicoot robot, Kerala

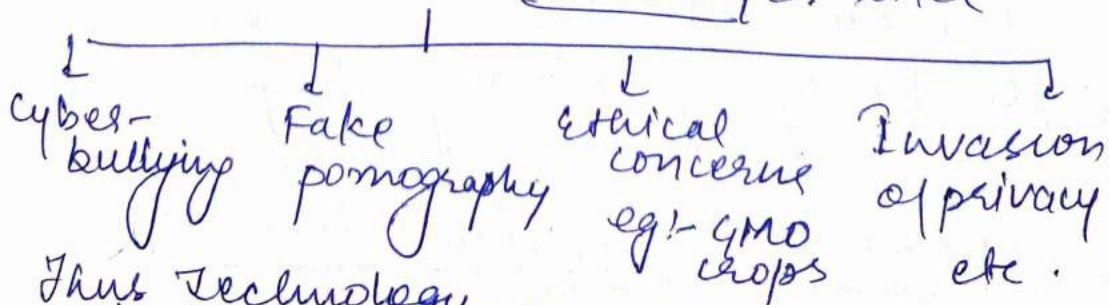
(iii) Blockchain :- It can be used for handling data along with upholding privacy

Eg:- CBDC - introduced by RBI

(iv) Nanotechnology :- It can be used in alleviating the concerns of farmers

Eg:- Use of nanurea (IFFCO)

however it has challenges like



Thus Technology must be used with caution to minimise negative impact

2. (a) "बूंद-बूंद से घड़ा भरता है। इसी प्रकार, बुद्धिमान व्यक्ति अच्छाई को थोड़ा-थोड़ा आत्मसात करके, स्वयं को इससे परिपूर्ण कर लेता है।" विवेचना कीजिए। (150 शब्दों में उत्तर दीजिए) 10

"Drop by drop is the water pot filled. Likewise, the wise man, gathering it little by little, fills himself with good." Discuss. (Answer in 150 words) 10

It's rightly said ✓

"we must not always strive to do great things,

but little things with great love"

The quote highlights the significant difference between quantitative and qualitative aspect of contributing to the society.

The burning issue that has caught the attention of the international forum is the climate change, for which India at COP-26 has given the idea of "Mission LIFE" i.e. lifestyle for environment

This highlights the significance of daily habits

which can contribute towards
the betterment of environment
eg:- using bicycle for small
distance transport, using
public transport over private
transport to minimise pollution,
etc.

These little efforts, drop by
drop will bring significant
transformation if implemented
whole heartedly

It not about big overnight
revolution as it won't be sustainable

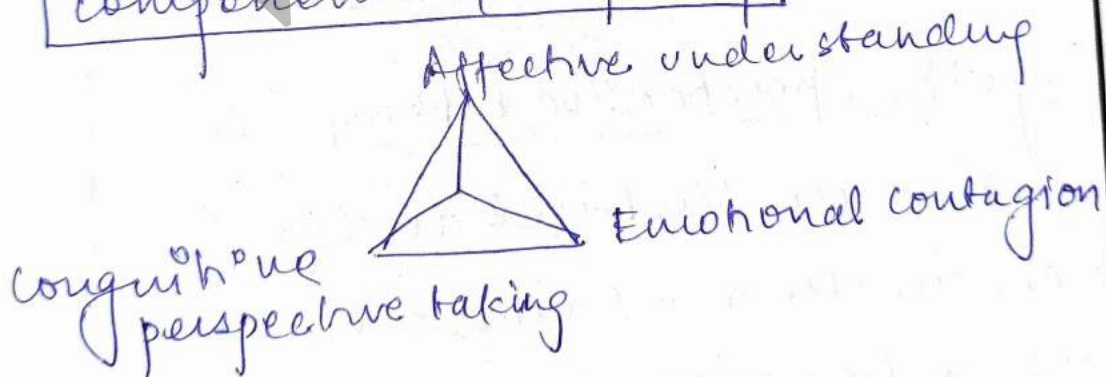
eg:- Sri Lanka banning use of
fertilizer and switching to complete
organic farming which invited
economic crisis - rather it's
about one step at a time with
an intent of moving towards
the greater good

2. (b) यह बहस चल रही है कि सहानुभूति को परिभाषित करने के लिए आवश्यक मुख्य घटक कौन-से हैं। हालांकि, मनोवैज्ञानिकों की परिभाषाओं में सर्वाधिक सामान्य रूप से शामिल तीन घटक प्रभावशाली समझ, भावनात्मक लगाव और संज्ञानात्मक दृष्टिकोण-रखना हैं। उपयुक्त उदाहरण प्रस्तुत करते हुए समझाइए। (150 शब्दों में उत्तर दीजिए) 10

There is an ongoing debate on what constitute the core components necessary to define empathy. However, the three that are most often included in psychologists' definitions are affective understanding, emotional contagion, and cognitive perspective-taking. Explain with suitable illustrations. (Answer in 150 words) 10

Empathy is defined as the ability to understand someone else's situation by placing yourself in their shoes i.e. looking at the situation from someone else's perspective and understanding them.

Components of Empathy



- (1) Affective understanding :- which means to keep yourself in their situation in order to understand their situation better

eg:- Mahatama Gandhi' when stood up for the cause of Harjians, he started cleaning his own toilet and drains on the street.

(2) Emotional contagion :- Once we understand their situation, it is next about aligning your emotions with them by understanding how they feel

eg:- One Gandhi understood their plight - he formed Harjians Sevak Sangh to advocate their cause

(3) Cognitive perspective talking :- i.e, once we understand and feel the situation of others our thought process should guide our actions accordingly

eg:- Gandhi asked people to clean their own Toilets.

Thus Empathy is not just about understanding, but also doing the right thing

3. निम्नलिखित में से प्रत्येक उद्धरण का आपके विचार में क्या अभिप्राय है?

What does each of the following quotations mean to you?

(a) "शिक्षा का अंतिम-उत्पाद एक ऐसा स्वतंत्र रचनात्मक व्यक्ति होना चाहिए, जो ऐतिहासिक परिस्थितियों और प्रकृति की प्रतिकूलताओं से लड़ सके।" डॉ. सर्वपल्ली राधाकृष्णन (150 शब्दों में उत्तर दीजिए)

10

"The end-product of education should be a free creative man, who can battle against historical circumstances and adversities of nature." Dr. Sarvepalli Radhakrishnan (Answer in 150 words)

10

In narrow sense education is the ability to read and write, while in broader sense it is the way of life. Education is not an end rather a means for the empowerment of people.

Thus aim of education is to create a free and creative man who can battle against historical circumstances and adversities of nature.

eg Raja Ram Mohan Roy - The education made him challenge the historical tradition of 'Sati' which

encouraged him to take up the
cause and start the causade
which led to the Regulation
Act of 1829 banning the inhumane
tradition

eg:- Dr Bhim Rao Ambedkar

Education taught him to stand
up for one's own right despite
adversities of nature which
led to inclusion of provision
of Affirmative Action (A-14,
15, 16) in the Indian
constitution.

Thus Education is the tool of
creating an empowered and
inclusive society that knows its
potential. This has led to the
86th Amendment Act which made
Right to Education, a fundamental
Right (A-21A)

3. (b) "क्षमा कोई कभी-कभार किया जाने वाला कार्य नहीं है। यह एक स्थायी अभिवृत्ति है।" मार्टिन लूथर किंग, जूनियर (150 शब्दों में उत्तर दीजिए) 10
"Forgiveness is not an occasional act. It is a permanent attitude." Martin Luther King, Jr. (Answer in 150 words) 10

Gandhiji has held that
"kindness (forgiveness) is not the
tool of weak rather it's an
act of the strong"

Thus signifying the strength of
moral character of a person to
be able to forgive others despite
difficult and adverse situation.

It is not an occasional
act because forgiveness cannot
be practised just for sake of
doing, rather it requires
a strong moral character,
aptitude and emotional intelli-
gence such that it reflects in

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permanent attitude of a person

eg:- Nelson Mandela after serving 27 years in jail for his anti-apartheid movement after achieving his goal never talks about taking revenge from white rather advocated peace and brotherhood in society.

Forgiveness as a value is integral to human life because it has less to do with the other person & more about one's own liberation from the pain caused by others, it's about understanding, that it is not always about holding grudges, it is also about letting go

3. (c) "होता
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3. (c) "यह आवश्यक नहीं है कि सबसे महान नेता वही हो जो महानतम कार्य करता है। यह वह व्यक्ति होता है जो लोगों से महानतम कार्य करवाता है।" रोनाल्ड रीगन (150 शब्दों में उत्तर दीजिए) 10
"The greatest leader is not necessarily the one who does the greatest things. He is the one that gets the people to do the greatest things." Ronald Reagan (Answer in 150 words) 10

Leadership is one of the most important quality a man can possess in order to bring an over-reaching changes in the society. It is the ability to influence people to follow a particular ideology or walk on a specific path.

Greatest leader are not those who do great things rather there are the one who can influence people to do the greatest things.

Eg:- Mahatma Gandhi when entered India in 1915, the nationalist leaders

were divided into moderates and extremists, the masses were neither trained nor organised, but Gandhi taught them the values of Non-violence (Ahimsa) and Truth (Satya) which led India towards the path of Independence.

Bipin Chandra calls Gandhi one of the greatest mass leaders who channelised people in understanding the importance of & the strength of non-violence.

Despite the failure during non-cooperation movement (1921), in form of Chauri Chaura the leader in Gandhi was not bogged down rather he kept teaching his people the Art of Satyagrah which ultimately succeeded.

4. (a) वे कौन-से संकेत हैं जो यह दर्शाते हैं कि एक व्यक्ति भावनात्मक बुद्धिमत्ता के निचले स्तर पर है? प्रौद्योगिकी लोगों, विशेषकर युवा पीढ़ी की भावनात्मक बुद्धिमत्ता में किस हद तक गिरावट ला रही है? (150 शब्दों में उत्तर दीजिए)

10

What are the signs that show that an individual ranks on the lower spectrum of emotional intelligence? How far is technology leading to a decline in the emotional intelligence of people, especially the younger generations? (Answer in 150 words) 10

Emotional Intelligence is defined as the ability of a person to comprehend, understand and manage one's own emotions and react proportionately. It prevents biased decision making.

eg 1 - During failure of Chandrayaan-2, when ISRO chairman K. Sivan broke down into tears, despite the failure - Prime Minister hugged and consoled him and also appreciated his efforts towards space research in India.

Signs that show persons EI :-

- (1) Inability to control one's emotion

eg If I am frustrated and I talk

rudely to others despite no fault of them

(2) Inability to take impartial decision!

eg! - I criticise others for doing wrong, but if my own family member is involved I stay quiet

(3) Unable to understand someone's pain or problem

eg - I am sitting on a metro seat while an old lady is standing up front of me

Role of Technology! leading to decline in EI!

(1) use of social media has given rise to issues like harassment & bullying

(2) Emerging technologies have led to problem of fake news & hate speeches meant to radicalise people

Thus, technology has impacted the EI especially of younger generation who must understand it's importance

4. (b) "कार्य किसी व्यक्ति की अभिवृत्ति में गहन बदलाव के लिए उत्प्रेरक होता है।" आप इस कथन से कहां तक सहमत हैं? अपने उत्तर की पुष्टि के लिए उपयुक्त उदाहरण दीजिए। (150 शब्दों में उत्तर दीजिए)

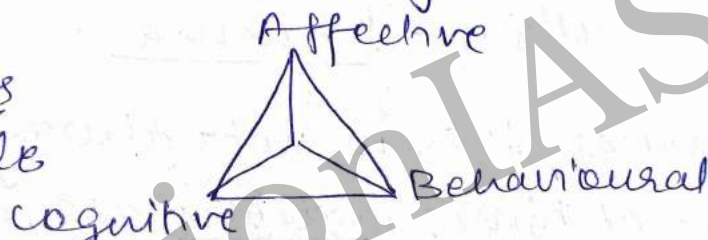
"Action is a catalyst for profound shifts in attitude of an individual." How far do you agree with the statement? Give suitable examples to substantiate your answer. (Answer in 150 words)

10

10

Attitude is the manifestation of the value system of a person which is reflected in his/her behaviour. It can be both positive as well as negative.

Components of Attitude



Action is a catalyst for profound shift in attitude of a person :-

Action is basically the practice of implementing the theory in practical terms, and hence is important to bring profound changes in attitude of a person.

eg:- Ashoka - important

Mauryan ruler who was guided by policy of wart conquest which changed after Kalinga war and he shifted from Bheerghosha → Dharmaghosha
(life of war) (life of Dharma)

which reflected in his actions -
eg:- his pillar inscriptions talk about Dharma

However, this is not always the case - at times actions are not aligned with the attitudinal change

eg:- Recently Chief of National Commission of Women has held that women must not dress provocatively as it attracts men. This action & the dignity of post is not in consonance. Thus the relation can be both positive & negative

5. (a) तिरुक्कुरल व्यावसायिक नैतिकता के लिए शाश्वत मूल्यों और नैतिक सिद्धांतों पर आधारित एक सचेत और भाव-केंद्रित दृष्टिकोण की वकालत करता है, जिसके द्वारा व्यावसायिक नेतृत्व कर्ताओं के आचरण को नियंत्रित किया जाना चाहिए। वर्तमान समय में व्यवसायों द्वारा सामना किए जाने वाले नैतिक मुद्दे क्या हैं? तिरुक्कुरल की शिक्षाएं उनके समाधान में कैसे सहायता करेंगी? (150 शब्दों में उत्तर दीजिए)

10

Thirukkural advocates a conscious and a spirit-centered approach to business ethics based on eternal values and moral principles that should govern the conduct of business leaders. What are the ethical issues faced by businesses in contemporary times? How will the teachings of Thirukkural assist in their resolution? (Answer in 150 words)

10

Business Ethics are the set of guiding principles for the corporations involved in Business.

Ethical issues faced by Business

- (1) The issue of profit vs sustainability

eg a corporation needs to clear costs for setting up its mining operation

- (2) Personal gain vs greater good

eg:- Displacement of people for starting the new project.

(3) Productivity v/s efficiency + Quality

eg:- focus is on creating more output instead of focusing on the quality

(4) short term gain v/s long term impact

eg:- Annual turnover is more important than annual release of greenhouse gases from factory

How can Thiukkural help in resolving the issue:-

He advocates → conscious
→ spirit-centred
approach
↓
based on eternal
values + moral principles

Thus Businesses can adopt for:-

(i) corporate social responsibility

(ii) compensatory afforestation
management funds

which is based on conscious

spirit centred approach of
Thiukkural

5. (b) कानून बुनियादी मूल्य संघर्षों का समाधान करके, व्यक्तिगत विवादों का निपटारा करके और ऐसे नियम, जिनका हमारे शासकों द्वारा भी पालन करना अनिवार्य है, बनाकर सामाजिक नियंत्रण को बढ़ावा देते हैं। लेकिन, कानून हमेशा अपने उद्देश्य को प्राप्त नहीं करता है बल्कि यह समाज को हानि भी पहुंचा सकता है। इस पृष्ठभूमि में, कानून की सीमाओं और शिथिलताओं पर सोदाहरण चर्चा कीजिए। (150 शब्दों में उत्तर दीजिए) 10

Laws promote social control by resolving basic value conflicts, settling individual disputes, and making rules that even our rulers must follow. But, law does not always achieve its purpose and can rather harm society. In this background, discuss the limitations and dysfunctions of law, with examples. (Answer in 150 words) 10

"Laws are the command of the sovereign" - (Locke). These are principles guiding the code of conduct of the people in a society and are backed by sovereign authority like state

Laws promote social control :-

(1) Law can ensure protection of rights of people

eg:- Forest Right Act - recognises the right of tribal

(2) It can ensure equality and life of dignity to marginalised

eg:- Transgender Right Protection Act, 2019.

(3) leads to increased transparency
in governance

eg:- Right to Information Act, 2005

(4) create safe & secure environ-
ment for all

eg Prevention of sexual harassment
at workplace, 2013

however, not always laws
achieve their purpose, it can
also harm the society

eg:- (1) Sedition - sec 124A -
it suppress dissent & violates
A-19

(2) Preventive detention - Art 22(5)
it restricts individual liberty

(3) Death penalty - which violates
A-21 - Right to life, etc

Thus laws, although are
meant to ensure smooth func-
tioning of society, however there
are scope for negative consequences

6. (a) सरकार द्वारा विज्ञापनों पर सार्वजनिक धन व्यय करने से जुड़े नैतिक मुद्दों पर चर्चा कीजिए? इन मुद्दों के समाधान के लिए आप क्या उपाय सुझाएंगे? (150 शब्दों में उत्तर दीजिए) 10
- Discuss the ethical issues involved in the spending of public money by the government on advertisements? What measures would you suggest to address these issues? (Answer in 150 words) 10

The legislature is considered to be the Guardian of public money and in India, the taxes collected are deposited into 3 types of funds :-

- Consolidated fund of India
- Contingency fund
- Public Account of India

The Government is free to use the money from Public Account on its discretion.

Ethical Issues involved :-

- (1) Personal motives from public fund :- i.e. the money of people is not used for public purpose rather for political gains
- (2) short term gain v/s long

term impact i.e., the money could have been used for creating capital eg:- Infrastructure

- (3) Insensitivity towards the demands & needs of people - as the focus is on gaining electoral support instead of spending it on better socio-economic measures

Measures to address the issue

- (1) Increase transparency in governance
- (2) holding the Government accountable eg RTI Act, 2005
- (3) keeping the citizens informed
eg:- proactive declaration of fund appropriation
- (4) Auditing of public money
eg:- CAG.

This can lead to efficient & judicious use of public money

6. (b) भारत में, कुछ आचरण नियम हैं, जो एक अधिकारी के व्यवहार और आचरण को नियंत्रित करते हैं। इनमें केंद्रीय सिविल सेवा (आचरण) नियमावली, 1964; अखिल भारतीय सिविल सेवा (आचरण) नियमावली, 1968 आदि शामिल हैं। क्या आपको लगता है कि भारत में सिविल सेवकों के लिए एक पृथक आचार संहिता की आवश्यकता है? ऐसी आचार संहिता में कौन-से महत्वपूर्ण मूल्य शामिल होने चाहिए? (150 शब्दों में उत्तर दीजिए)

10

In India, there are conduct rules, which govern an officer's behaviour and conduct. These include the Central Services (Conduct) Rules, 1964, All India Services (Conduct) Rules, 1968 etc. Do you think there is a need for a separate Code of Ethics for civil servants in India? What important values should be part of such a Code of Ethics? (Answer in 150 words)

10

Civil servants are considered to be the steel frame of India as highlighted by Sardar Patel. They form the permanent executives and are responsible for ensuring continuity in administration.

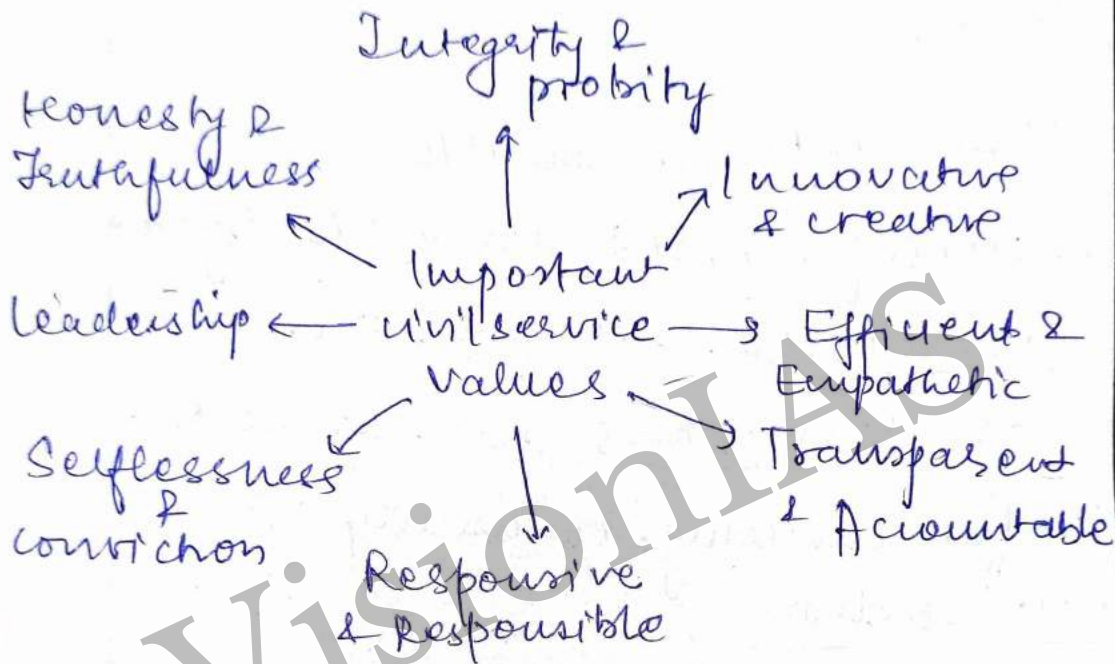
Code of ^{Ethics} conduct for civil servants

There are several rules that govern the behaviour and conduct of civil servants, however the need for code of ethics still persists!

- (i) code of ethics - is a standards of behaviour that must be

adhered by the civil servants

2) Important values that must be a part of code of ethics are



These values will thus ensure a dynamic and more responsive governance which will lead to a more citizen-centric approach and leads toward sustained & participative decision making

खंड-B/SECTION B

निम्नलिखित प्रश्नों में, प्रस्तुत प्रकरणों का ध्यानपूर्वक अध्ययन कीजिए तत्पश्चात आने वाले प्रश्नों का उत्तर लगभग 250 शब्दों में दीजिए;

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

7. पूंजीवादी बाजार में, व्यवसाय का लक्ष्य मांग को पूरा करने के लिए उत्पाद बेचना होता है। इस संदर्भ में, कंपनी का उद्देश्य अधिकतम लाभ अर्जित करना होता है। हालांकि, ऐसे उद्योग भी हैं जहाँ लाभ से पहले सामाजिक भलाई को प्राथमिकता दी जानी चाहिए और दवा उद्योग ऐसे उद्योग का एक उदाहरण है।
- हाल ही में, एक दवा कंपनी द्वारा मनमाना मूल्य निर्धारित करने की घटना सामने आई है। कई वर्षों के शोध के बाद, संबंधित कंपनी ने एक दुर्लभ बीमारी के इलाज के लिए एक दवा विकसित की है। इसके पास दवा का पेटेंट है और इसने दवा के उत्पादन के लिए अनुसंधान एवं विकास पर अत्यधिक संसाधन खर्च किए हैं। लेकिन दवा के लिए उसने जो उच्च मूल्य निर्धारित किया है, उसने न केवल दुर्लभ बीमारी से पीड़ित मरीजों की उम्मीदों पर पानी फेर दिया है, बल्कि जनता की अंतरात्मा को भी झकझोर दिया है। हालांकि, कुछ लोग यह भी तर्क दे रहे हैं कि कंपनी को दवा की कीमत घटाने के लिए मजबूर करने से दवा कंपनियां भविष्य में दुर्लभ बीमारियों के लिए अनुसंधान करने और उनका उपचार तैयार करने से हतोत्साहित होंगी।
- इस संदर्भ में, निम्नलिखित के उत्तर दीजिए:

- (a) उपर्युक्त स्थिति में शामिल विभिन्न मुद्दे क्या हैं?
- (b) क्या आपको लगता है कि मूल्य-सीमा का निर्धारण दी गई समस्या का समाधान एक दूसरी समस्या उत्पन्न करके करेगी?
- (c) ऐसे मामलों में उत्पन्न होने वाले मुद्दों से निपटने के लिए कौन-से दीर्घकालिक उपाय किए जा सकते हैं? (250 शब्दों में उत्तर दीजिए)

20

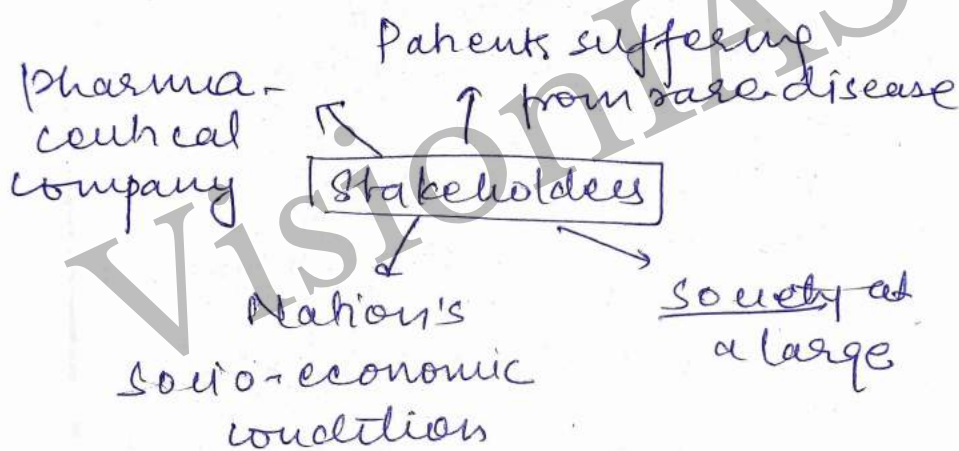
In a capitalist market, the goal of a business is to sell a product to satisfy demand. In this context, a company's objective is to maximize profits. However, there are industries where the social good should take precedence over profits and the pharmaceutical industry is an example of such an industry. NPPA

Recently, an incident of arbitrary pricing by a pharmaceutical company has come to light. After years of research, the concerned company released a medicine for the treatment of a rare disease. It holds the patent for the medicine and has spent considerable R&D resources to produce the medicine. But the extraordinarily high price it has fixed for the medicine has not only dashed the hopes of patients suffering from the rare disease but has also shocked the conscience of the public at large. However, there are also some who are arguing that forcing the company to cap the price of the medicine will disincentivise pharmaceutical firms to conduct research and produce treatments for rare diseases in the future.

In this context, answer the following:

- (a) What are the various issues in the above situation?
- (b) Do you think a price-cap solves the given problem by creating another one?
- (c) What are the long-term measures that can be taken to deal with issues arising in such cases? (Answer in 250 words) 20

The above case study presents a situation where profit, research & development & innovation has come into conflict with larger social good.



(a) The above situation presents following issues

- (1) conflict between personal gains & social service
- (2) Ethical dilemma for Pharma

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Don't write anything this margin (इस भाग में कुछ ना लिखें)

companies as they have to choose between better pricing or more affordability of the medicine

(3) India being a developing country has 22.1% below poverty line (Tendulkar committee)

(4) It presents challenge for the government to balance between

← encouraging innovation

→ ensuring better health facilities

(5) It has created the issue of greater out of pocket expenditure for the people

(b) In the above given situation we can have two solutions

← (i) Cap the price of drug to ensure Availability + Affordability

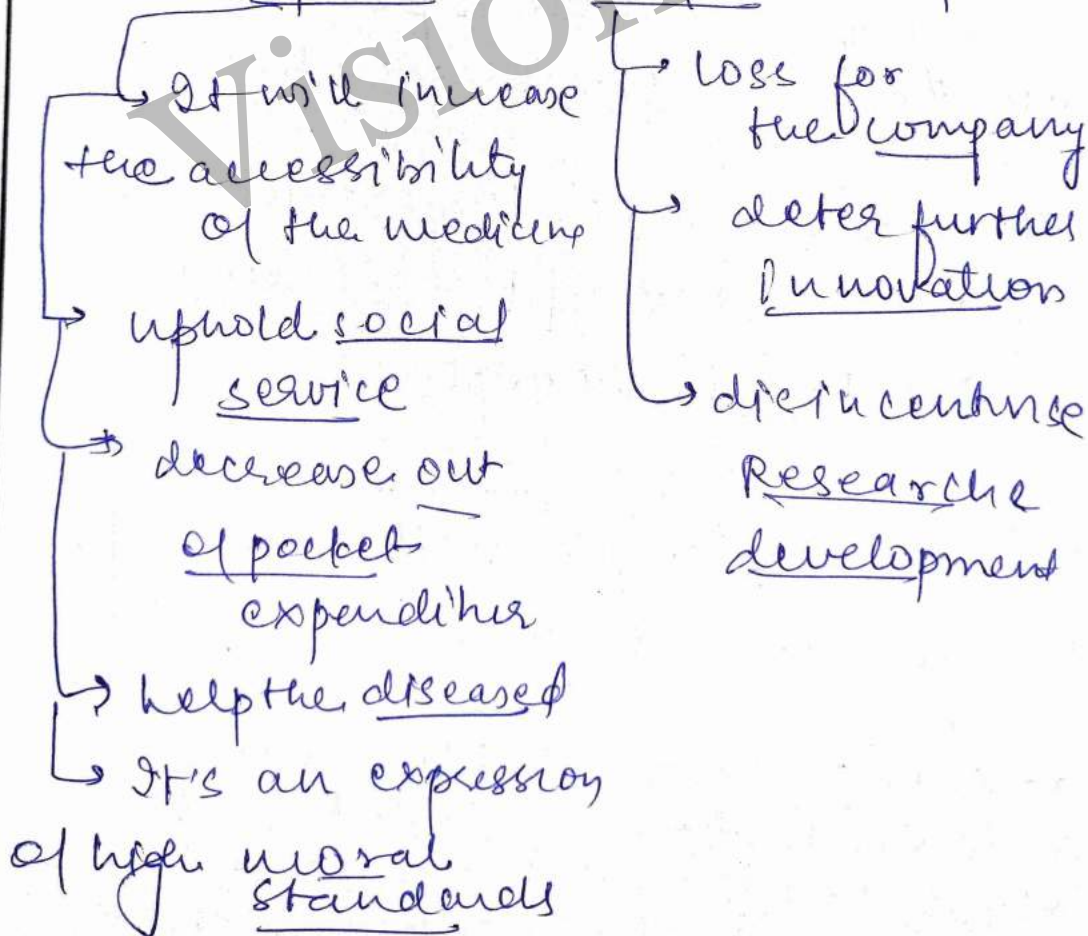
→ (ii) No cap to allow R & D and encourage innovation.

both cases has it's own set of merit & Demerit — here we will be analysing the 1st option

Capping the price

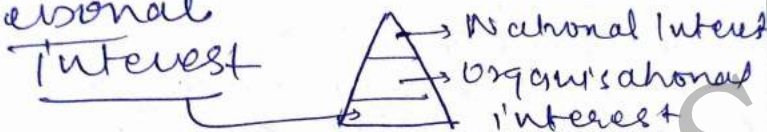
↳ In India National Pharmaceutical Pricing Authority (NPPA) looks after the pricing of medicines

↳ Capping the price can have both positive & negative implications



(c) Long term measures!

In such cases - the course action must be guided by the Greatest and higher good - The person should prioritise National Interest over personal Interest



- (1) The concept of computer licensing can be used
 - (2) The government must step in and fix the price for the diseased along with providing provision of compensation for pharma company
 - (3) Increase budgetary allocation for research & development
 - (4) creating Research Infrastructure
 - (5) Promoting Innovation culture
 - (6) Industry - Academia linkage
- This will ensure a win-win situation for all

8. भारतीय रेलवे (IR) के पास ऐसी लगभग 43,000 हेक्टेयर खाली भूमि है, जिसकी निकट भविष्य में परिचालन उद्देश्यों के लिए आवश्यकता नहीं है। ऐसे भूखंडों को रेलवे बोर्ड द्वारा व्यावसायिक विकास के लिए रेल भूमि विकास प्राधिकरण (RLDA) को सौंपा जाता है। RLDA के उपाध्यक्ष के रूप में, आप इन खाली जमीनों की क्षमता की पहचान करने और वाणिज्यिक विकास का सर्वोत्तम तरीका तैयार करने के लिए जिम्मेदार हैं।

इस बीच, केंद्र सरकार भारत का पहला इंटर मॉडल स्टेशन बनाने की योजना बना रही है। इंटर मॉडल स्टेशन (IMS) वस्तुतः टर्मिनल अवसंरचना होते हैं, जो रेल, सड़क, मस रैपिड ट्रांजिट सिस्टम, बस रैपिड ट्रांजिट, अंतर्देशीय जलमार्ग, ऑटो-रिक्शा, टैक्सियों और निजी वाहनों जैसे विभिन्न परिवहन साधनों को एकीकृत करते हैं ताकि लोग एक मोड से दूसरे मोड में निर्बाध रूप से जा सकें।

केंद्रीय मंत्रालय ने IMS बनाने के लिए दो शहरों को शॉर्टलिस्ट किया है। एक शहर, जो एक केंद्रीय मंत्री का गृह नगर भी है, में पहचानी गई भूमि RLDA की है। आपसे इस भूमि पर एक अंतिम रिपोर्ट को मंजूरी देने की अपेक्षा की गई है जिसके आधार पर इसे IMS के निर्माण के लिए मंजूरी दी जाएगी।

भूमि का विवरण देखने के बाद, आपको ज्ञात होता है कि इस भूमि में 40,000 से अधिक वृक्षों वाला प्राकृतिक शहरी वन मौजूद है जो शहर के निवासियों को विविध पारिस्थितिक तंत्र सेवाएं प्रदान करता है। परियोजना के लिए इस भूमि को साफ करने के लिए वृक्षों को काटा जाएगा। साथ ही, इस भूमि के विचाराधीन होने की खबर पहले जारी हो चुकी है और शहर में पर्यावरण नागरिक समाज समूह इसका विरोध कर रहे हैं। वे परियोजना को आगे बढ़ाने के लिए वृक्ष काटने के विरोध में न्यायालय जाने की धमकी दे रहे हैं। इसके अलावा, एक पर्यावरण थ्रिंक टैंक द्वारा एक बैकल्पिक साइट प्रस्तावित की गई है, जो परियोजना के सतत विकास के संदर्भ में उपयुक्त हो सकती है।

दूसरी ओर, केंद्रीय मंत्री की ओर से परियोजना के लिए जमीन खाली कराने का दबाव है। रेलवे बोर्ड के एक वरिष्ठ सदस्य ने भी इस मुद्दे पर मंत्री के हित में विचार करने के लिए आपसे संपर्क किया है, अन्यथा यह राजनीतिक कार्यपालिका को परेशान कर सकता है।

- (a) दी गई स्थिति में आपके द्वारा सामना की जाने वाले नैतिक दुविधाएं कौन-सी हैं?
(b) दी गई स्थितियों में, आपके पास कौन-से विकल्प उपलब्ध हैं?
(c) आपके द्वारा सूचीबद्ध प्रत्येक विकल्प का समालोचनात्मक मूल्यांकन कीजिए।
(d) आप कौन-सा विकल्प चुनेंगे और क्यों? (250 शब्दों में उत्तर दीजिए)

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The Indian Railways (IR) has approximately 43,000 hectares of vacant land, which is not required for operational purposes in the foreseeable future. Such plots of land are entrusted to the Rail Land Development Authority (RLDA) by the Railway Board for commercial development. As the Vice-Chairman of the RLDA, you are responsible for identifying the potential of these vacant lands and work out the best mode of commercial development.

Meanwhile, the Union government is planning to build India's first intermodal stations. Intermodal Stations (IMS) are terminal infrastructure, which integrate various transportation modes such as rail, road, mass rapid transit system, bus rapid transit, inland waterways, auto-rickshaws, taxis and private vehicles so that people can move from one mode to another seamlessly.

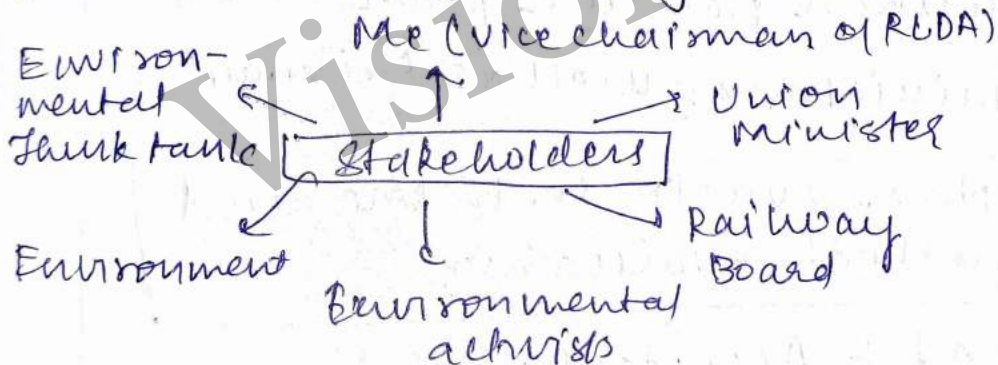
The Union Ministry has shortlisted two cities to build IMS. The land identified in one city, which also happens to be the home town of a Union Minister, belongs to the RLDA. You are supposed to clear a final report on this land based on which it will be cleared for building IMS.

After going through the land details, you discover that the land contains natural urban forest with more than 40,000 trees that provide diverse ecosystem services to the residents of the cities. Clearing this land for the project will lead to cutting of these trees. Also, the news of this land being under consideration is already out and the environmental civil society groups in the city are protesting against it. They are threatening to go to the court if the trees are cut to proceed with the project. Further, an alternative site has been proposed by an environmental think tank, which could be suitable in terms of sustainable development of the project. On the other hand, there is pressure from the Union Minister to clear the land for the project. A senior member from the Railway Board has also approached you to look into the issue favourably else it might upset the political executive.

- (a) What are the ethical dilemmas faced by you in the given situation?
- (b) Under the given conditions, what are the options available to you?
- (c) Critically evaluate each of the options listed by you.
- (d) What option would you adopt and why? (Answer in 250 words)

20

(a) The above situation presents a conflict of interest type of situation which involves following stakeholders



Ethical dilemmas

- (1) Sustainability - since the land chosen for IMS contains natural urban forest with > 40k trees
- (2) Development - as IMS will improve the infrastructure in

the region along with ensuring
development + job creation

- (3) Issue of Rehabilitation &
Displacement of people
- (4) It may impact the livelihood
of those dependent on forest
- (5) Conflict between professional
and environmental ethics
- (6) Political pressure from union
ministers as well as Railway Board

(b) Options available to me and
(c) + (d) critical evaluation

Option 1 :- Accept the orders of
the Union ministry and
railway board and order for
start of the project on the
designated land

Merit → avoid political conflict
→ can benefit me by
securing political
favours

↳ It will lead to development of
the region
↳ lead to better connectivity &
Job creation

Demerit → violation of neutrality
& Non-partisanship
principle of public service
↳ environmental degradation
↳ ignorance towards concerns
of people

Option 2 :- Deny the orders of the
union minister to be adamant
on my decision

Merit → uphold non-partisanship
→ protect Environment
↳ Strengthen people's
trust in Public offices

Demerit → can lead to conflict
with politicians

↳ hamper developmental
Activity
↳ might lead to my
suspension / transfer

Option 3 :- I will choose the third

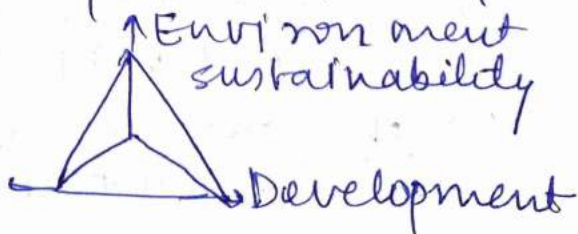
- option which will involve
- (1) Meet with the people & listen to their genuine concerns
 - (2) Deliver the concerns to the Union minister
 - (3) Persuade him/her to look at the large picture and analyse the cost-benefit ratio
 - (4) Suggest the alternative land as suggested by Environmental activist
 - (6) Explain & influence the Union minister, how this will solve twin issues

development of the community

garnes vote bank as it will help in gaining confidence of people

Thus my course of action will be guided by :-

Empathy towards people



and this help me tackle the concerns of all stakeholders

9. आप भ
ग्राहक
सॉफ्टवे
और नि
अतीत
परिण
विस्त
महित
के ना
बाले
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Call us

9. आप भारत की एक प्रतिष्ठित तकनीकी कंपनी, जिसके कई हाई प्रोफाइल वाले राष्ट्रीय और अंतर्राष्ट्रीय ग्राहक हैं, के मानव संसाधन (HR) विभाग के प्रमुख हैं। हाल ही में आपके संज्ञान में आया कि सॉफ्टवेयर डेवलपमेंट टीम के कुछ कर्मचारी पिछले कुछ महीनों में अपने काम के प्रति अनिश्चित अतीत में, यह टीम परियोजनाओं को समय पर पूरा करने में अत्यधिक सहायक रही है, जिसके परिणामस्वरूप कंपनी ने अत्यधिक राजस्व और मुनाफा अर्जित किया है। जब आप इस मुद्दे के बारे में विस्तार से पूछताछ करते हैं, तो आपको ज्ञात होता है कि संबंधित टीम के वरिष्ठ नेतृत्व-कर्ताओं सहित अनेक कर्मचारी अन्य नौकरियां भी कर रहे हैं। इस घटना को लोकप्रिय रूप से 'मूनलाइटिंग' के नाम से जाना जाता है। जब आप कर्मचारियों से पूछते हैं, जिनमें से अधिकांश उच्च प्रदर्शन करने वाले रहे हैं, तो उनका तर्क होता है कि कई नौकरी करने से वे अपने काम में अधिक कुशल और साधन संपन्न बन जाते हैं।

इसके अलावा, उनका तर्क यह है कि वे कंपनी के सामान्य कामकाजी घंटों से परे अपनी नौकरियां कर रहे हैं। उनमें से कुछ बताते हैं कि वे वित्तीय बाधाओं का सामना कर रहे हैं और यही उनके लिए दूसरी नौकरी करने का एक कारण है। अन्य कर्मचारियों का मत है कि यह उन्हें नई चीजें सीखने का अवसर प्रदान करता है, जो उनकी वर्तमान भूमिकाओं में मददगार है।

इस प्रकार, फ्रीलांसिंग का एक पूरा नेटवर्क गुप्त रूप से फल-फूल रहा है। आपको यह भी पता चलता है कि ट्रेनिंग टीम जैसे कुछ अन्य विभागों के कर्मचारी सॉफ्टवेयर डेवलपमेंट टीम से ईर्ष्या करते हैं और गुप्त रूप से वे भी इसी तरह का मार्ग अपनाने के विषय में सोच रहे हैं। कोई विशेष दिशा-निर्देश न होने के कारण इन कर्मचारियों को खुली छूट मिली हुई है। इसने संगठन की उत्पादकता और कार्य संस्कृति से संबंधित अनेक मुद्दों को जन्म दिया है और यदि इसे जारी रखने की अनुमति दी गई तो यह अन्य कर्मचारियों के लिए एक गलत उदाहरण पेश कर सकता है। दूसरी ओर, इतनी बड़ी संख्या में उच्च प्रदर्शन करने वाले कर्मचारियों को एक साथ नौकरी से निकालने से कंपनी से नौकरी छोड़ने वालों की दर में वृद्धि होगी और प्रतिभा की हानि होगी। मानव संसाधन विभाग में आपके सहकर्मियों के विचार भी इस मुद्दे पर अलग-अलग हैं। आपको वरिष्ठ प्रबंधन द्वारा स्थिति का मूल्यांकन करने और उचित कदम उठाने का कार्य सौंपा गया है।

इस संदर्भ में:

- मून लाइटिंग से जुड़े नैतिक मुद्दों को रेखांकित कीजिए।
- कंपनी के HR प्रमुख के रूप में, आपके समक्ष कौन-से विकल्प उपलब्ध हैं?
- इनमें से प्रत्येक विकल्प का मूल्यांकन कीजिए और कारण बताते हुए आपके द्वारा अपनाए जाने वाले विकल्प का चयन कीजिए। (250 शब्दों में उत्तर दीजिए)

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You are the head of the Human Resources (HR) department of a reputed tech company in India that has several high profile national and international clients. It has recently come to your notice that a few employees of the Software Development Team have become irregular and insincere towards their work in the past few months.

In the past, this team has been instrumental in timely executing projects, resulting in massive revenue and profits for the company. When you enquire about the issue in detail, you find that many employees including the senior leaders of the concerned team are juggling between (multiple jobs). This phenomenon is popularly known as 'moonlighting'. When you ask the employees, most of whom have been high performers, their argument is that doing multiple jobs makes them more skillful and resourceful in their work.

Further, their justification is that they have been doing their gigs beyond the usual working hours of the company. Some of them communicate that they face financial constraints and this is a reason for them to pursue the second gig. Others are of the view that it provides them avenues to learn new things, which is of help in their current roles.

Thus, a whole network of freelancing has been flourishing secretly. You also get to know that employees in some other departments, like the Testing team, are envious of the Software Development team and secretly express their wish to pursue a similar path.

Owing to no specific guidelines, these employees have got a free hand. It has led to multiple issues of productivity and the work culture of the organization and could set a wrong precedent for the other employees, if allowed to continue. On the other hand, firing such a huge number of high performing employees at once is going to add to the attrition rate of the company and loss of talent. The views amongst your colleagues in the HR department is also divided on the issue. You have been entrusted by the senior management to evaluate the situation and take appropriate steps.

In this context:

- Highlight the ethical issues associated with moonlighting.
- As the HR head of the company, what are the options available to you?
- Evaluate each of these options and choose the option, which you would adopt, giving reasons. (Answer in 250 words)

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(a) The above case study presents the challenge of "moonlighting" faced by the company in absence of a proper guidelines & regulation in place

Ethical issues:

- It's against corporate / business ethics
- leads to distributed loyalty
- can create conflict of interest for employees pursuing more

than one job

- (4) decreases efficiency
- (5) decrease accountability of the employees
- (6) However, some face genuine financial constraints
- (7) It provides them avenue for skill building & capacity enhancement

(b) + (c) As an HR of the company I have following options available to me -

Option 1 :- Rise the employees involved in preclaiming

Merit → It will set a precedent for others who will avoid moonlighting

→ It will ensure there's conviction in duty

→ Uphold corporate ethics

Demerit → loss of talent
 → add to attention rate
 of the company
 → prove to be against
 the company's interest in longer
run
 large lay-offs can send negative
sentiments about the company

Option 2 :- Not fire them, rather
 warn them not to do it &
 to focus just on the job of the
company

Merit → No loss of talent
 → No negative sentiments
 against company in
 market
 → prevent job loss especially
 for those who are financially
burdened

Demerit → may encourage other
 employees to take up
frivolous work
 → decrease efficiency at
 work
 conflict
 of interest

Option 3. I will chose the third option

- (1) Investigate about the total number of employees involved in moonlighting
- (2) Call them for one-to-one discussion
- (3) Listen their concerns & reasons
- (4) Based on this chart a specific guidelines against moonlighting
- (5) Employees involved will be publicly warned in front of other employees so that everyone understands the seriousness
- (6) Regular workshops to help them build the skill gap & ensure capacity development
- (7) Better appraisal to ensure addressing financial concerns

Thus it will ensure a balanced decision which will address the concerns of all stakeholders

10. आप एक विकसित देश में स्थित एक बेहद सफल बहुराष्ट्रीय वस्त्र निगम के CEO हैं। आपका ब्रांड एक प्रसिद्ध ब्रांड है और आपके उत्पाद दुनिया भर में बेचे जाते हैं। उत्पादन लागत को प्रबंधित करने और एक प्रतिस्पर्धी मूल्य बनाए रखने के प्रयास में, आपकी कंपनी अपने विनिर्माण कार्यों को एक विकासशील देश से आउटसोर्स करती है, जहां श्रम सस्ता है।

हालांकि, हाल ही में एक गंभीर स्थिति गामने आई है। एक अन्वेषी पत्रकार ने, किसी गुमनाम सूचना के आधार पर खुलासा किया है कि जिन कंपनियों से आपने अपने उत्पादन का एक महत्वपूर्ण हिस्सा आउटसोर्स किया है, उनमें से एक संकटपूर्ण परिस्थितियों में अपनी इकाई का संचालन कर रही है। यह इकाई, जिसमें नाबालिगों सहित बड़ी संख्या में लोग कार्यरत हैं, किसी "स्वैटशॉप" से कम नहीं है, जहां कर्मचारी खतरनाक परिवेश में बेहद कम वेतन पर अधिक घंटों तक कार्य करते हैं। इस रिपोर्ट की अंतर्राष्ट्रीय स्तर पर अत्यधिक निंदा हुई है, इसके कारण संभावित रूप से उपभोक्ता द्वारा बहिष्कार को बढ़ावा मिला है और आपकी कंपनी की कड़ी मेहनत से अर्जित प्रतिष्ठा खतरे में पड़ गई है।

इस पर्याप्त चिंताजनक मुद्दे के साथ-साथ एक और गंभीर मुद्दा भी सामने आ गया है। आपकी अनुपालन टीम द्वारा की गई गहन जांच से यह पता चला है कि उपर्युक्त आउटसोर्स इकाई के आपूर्तिकर्ताओं में से एक वनों की अवैध कटाई की गतिविधियों में संलग्न रहा है। यह आपूर्तिकर्ता, देश के प्राकृतिक संसाधनों का अतार्किक रूप से दोहन कर रहा है, जिससे स्थानीय पारिस्थितिकी तंत्र को अत्यधिक हानि हो रही है और जलवायु परिवर्तन में वृद्धि हो रही है। इन निष्कर्षों ने आपकी कंपनी के समक्ष उपस्थित प्रतिष्ठा के संकट को और बढ़ा दिया है, जिससे नैतिक परिवृथ्य अधिक जटिल हो गया है।

आप स्वयं को एक चुनौतीपूर्ण स्थिति में तथा नैतिक, वित्तीय और पर्यावरणीय दुविधाओं की तिकड़ी में फंसे हुए पाते हैं। यदि आप कारखाने को बंद करने या बेहतर श्रम मानकों को लागू करने का निर्णय लेते हैं, तो उत्पादन लागत में होने वाली वृद्धि आपकी बाजार प्रतिस्पर्धात्मकता को प्रतिकूल रूप से प्रभावित कर सकती है और आपके लाभ को कम कर सकती है। इसके विपरीत, यदि आप वर्तमान स्थिति को जारी रखते हैं, तो आप अंतर्राष्ट्रीय श्रम कानूनों, मानवाधिकार मानदंडों और पर्यावरण संबंधी नियमों का उल्लंघन करने का जोखिम उठाते हैं, जिससे संभावित रूप से आपकी कंपनी की प्रतिष्ठा को अपरिवर्तनीय क्षति हो सकती है।

- (a) इस संदर्भ में, आपको किन नैतिक दुविधाओं का सामना करना पड़ रहा है?
- (b) आपके समक्ष उपलब्ध विकल्पों के गुणों और दोषों पर चर्चा कीजिए। आप इनमें से किस विकल्प का चयन करेंगे और क्यों?
- (c) लाभप्रदता और नैतिक श्रम प्रथाओं को संतुलित करने के लिए बहुराष्ट्रीय निगमों के पास कौन-से नैतिक विकल्प उपलब्ध हैं? (250 शब्दों में उत्तर दीजिए) 20

You are the CEO of a highly successful multinational clothing corporation based in a developed country. Your brand is a household name and your products are sold worldwide. In an attempt to manage production costs and maintain competitive pricing, your company outsources its manufacturing operations to a developing nation where labour is inexpensive.

However, a grave situation has recently unfolded. An investigative journalist, following up on an anonymous tip, has revealed that one of the companies to which you have outsourced an important part of your production is operating its facility under appalling conditions. The facility, which employs a large number of people, including minors, is nothing short of a "sweatshop," where employees work long hours for abysmally low wages in a hazardous environment. The report has led to

widespread international condemnation, inciting potential consumer boycotts, and putting your company's hard-earned reputation in jeopardy. If this was not alarming enough, another serious issue has surfaced. A thorough investigation by your compliance team has uncovered that one of the suppliers to the aforementioned outsourced facility has been engaging in illegal deforestation activities. The supplier has been ruthlessly exploiting the country's natural resources, causing significant harm to the local ecosystem and contributing to climate change. These findings have escalated the reputational crisis facing your company, further complicating the ethical landscape.

You find yourself in a challenging position, caught in a triad of ethical, financial, and environmental predicaments. If you decide to shut down the factory or enforce better labour standards, the ensuing rise in production costs could affect your market competitiveness and dent your profit. Conversely, if you choose to continue with the current setup, you risk contravening international labour laws, human rights norms, and environmental regulations, potentially inflicting irreversible damage to your company's reputation.

(a) What are the ethical dilemmas being faced by you in this context?
(b) Discuss the merits and demerits of the options available to you. Which of these will you choose and why?
(c) What are the ethical alternatives available to the multinational corporations to balance profitability and ethical labour practices? (Answer in 250 words) 20

Q) In the above situation following dilemmas are available

↳ Issue of profitability v/s human rights violation as workers are working in appalling conditions

↳ violation of basic rights of children (as minors are engaged in work)

↳ Reputation of company v/s competitiveness of the company

↳ Environmental sustainability

- profession ethics v/s moral principles
- upholding constitutional morality
- erosion of basic environmental and human attitude

⑥ Options available to me :-

Option :- shut the operation in countries where human right violations environmental degradation is taking place

Demerit :-

- loss for the company
- Jobs loss for employees
- loss of huge revenue invested in setting up businesses

Merit :-

- show the responsible nature of company
- exhibition of accountability and accepting one's wrong

Option 2 :- Continue with the market operation except the issues being neglected

Merit → No loss for company's revenue
→ No job losses

Demerit → Exhibition of ignorance
→ being indifferent toward suffering of people & environment

Option 3 I will choose this option because it will minimise the loss & ensure corporate ethics

(1) I will personally investigate the issues &

(2) Take immediate action to stop the human rights violation

(3) Issue a public apology

(4) Come up with a code of conduct for the company meeting out

11. गिग अर्थव्यवस्था के उदय से नई पीढ़ी के कर्मचारियों को बहुत लाभ होता है, क्योंकि यह उन्हें कार्य के नए अवसर और आय के अनेक स्रोत प्रदान करती है। यह नए स्रोतों में अधिक प्रचलित है जो छोटे कस्बों और शहरों से आते हैं तथा स्थायी नौकरी मिलने तक गुजारा करने के लिए छोटे-मोटे काम करते हैं। संगठन भी अपने कर्मचारियों को किन्हीं विशिष्ट कौशल सेट के लिए प्रशिक्षित करने के स्थान पर अस्थायी पेशेवरों को चुन रहे हैं। नीति आयोग का अनुमान है कि भारत में 7.7 मिलियन गिग श्रमिक हैं, 2029-30 तक इनकी संख्या बढ़कर 23.5 मिलियन हो सकती है। एक डिलीवरी कंपनी में गिग श्रमिक होने के नाते, राहुल ऑर्डर की संख्या के आधार पर प्रति माह लगभग 30,000 रुपये कमाता है। साथ ही, यह कार्य उसे अपने अनुसार कार्य के दिनों एवं घंटों का चयन करने की सुविधा देता है। हालांकि, उसे दिन में अधिक घंटों तक कार्य करने, नौकरी की सुरक्षा का अभाव, गिग एवं मुख्यधारा की नौकरियों की उपलब्धता में कमी, नियोक्ताओं द्वारा अमानवीय व्यवहार और कानूनी सुरक्षा या अधिकारों की कमी के कारण अभूतपूर्व संघर्ष का सामना करना पड़ता है। लेकिन, वह यह कार्य करने के लिए विवश है, क्योंकि वह 4 सदस्यों वाले अपने परिवार का एकमात्र आय अर्जक सदस्य है। उसके लिए अपनी पहचान का अनुभव करना कठिन हो गया है, क्योंकि प्रायः लोगों के द्वारा पूछे जाने वाले प्रश्न - 'आजीविका के लिए आप क्या करते हैं?' - का उत्तर देना बहुत मुश्किल होता है। उसके लिए ऋण लेने और कुछ गिरवी रखकर धन उधार लेने जैसी वित्तीय सहायता प्राप्त करना बहुत मुश्किल है, क्योंकि उसके पास दिखाने के लिए कोई स्थिर आय नहीं है और न ही उसके नाम पर कोई व्यवसाय है, बस एक कौशल है जिसका उपयोग समय-समय पर कुछ नियोक्ताओं द्वारा किया जा रहा है। स्वास्थ्य बीमा प्राप्त करना एक अन्य समस्या है क्योंकि कोई भी बीमा कंपनी उसकी नौकरी की प्रकृति के कारण उसे यह लाभ नहीं देती है। संक्षेप में, राहुल और उसके परिवार के पास 'श्रमिक वर्ग' के लिए आरक्षित न्यूनतम सुविधाओं के लिए भी समाज में कोई पहचान नहीं है। उद्यम पूंजीपतियों ने गिग श्रमिकों के साथ दुर्व्यवहार को और भी बढ़ा दिया है, जो अपना धन उन संगठनों में लगाना पसंद करते हैं जो कर्मचारी के प्रति दायित्व से रहित हैं और जिनके पास पूर्णकालिक कार्यबल के प्रबंधन के लिए ओवरहेड व्यय उपलब्ध नहीं हैं, जिससे नियमित नियोक्ताओं के लिए प्रतिस्पर्धा करना कठिन हो गया है।

(a) इस प्रकरण में शामिल नैतिक मुद्दों पर चर्चा कीजिए।

(b) राहुल जैसे गिग श्रमिकों के सामने आने वाली समस्याओं को हल करने के लिए कौन-से उपाय अपनाए जा सकते हैं? (250 शब्दों में उत्तर दीजिए)

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The rise of the gig economy greatly benefits the new generation of employees, as it provides them with new job opportunities and multiple sources of income. It is a common trend for fresh graduates who move out of smaller towns and cities and take up gig works to make ends meet till they land a permanent job. Organizations are also opting for temporary professionals over training their own employees for a specific skill set. The NITI Aayog estimates that India has 7.7 million gig workers, which it expects will swell to 23.5 million by 2029-30. Being a gig worker in a delivery company, Rahul earns around Rs. 30,000 to Rs. 40,000 per month depending upon the number of orders received. Also, the work gives him flexibility in scheduling and structuring his days. However, he faces unprecedented struggles due to long working hours, lack of job security, lack of availability of gigs and mainstream jobs, inhuman treatment by the employers and lack of legal protection or rights. But, he is compelled to work, as he is the sole earning member of his family of 4 members. Finding a sense of identity has become difficult as the frequently asked question 'what do you do for a living?' remains to be one of the toughest to answer. It is very difficult for him to get financial assistance, such as

loans and mortgages, as he has no stable income to show nor any business to his name, just a skill which is being used every now and then by some employer. Getting health insurance is yet another pain with no insurance companies extending benefits to him due to the nature of his job. In short, Rahul and his family have almost no recognition in the society even for bare minimum amenities, which are reserved for the 'working class'. The abuse of the gig workers is further aggravated by the venture capitalists who would rather pour their money into organizations which are devoid of the employee liability and do not have the overhead expenses of managing a full-time workforce, making it difficult for the regular employers to compete.

- (a) Discuss the ethical issues involved in the case.
(b) What can be done to resolve the problems faced by gig workers like Rahul? (Answer in 250 words)

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Q) The above case study highlights the plight of gigworkers. The ethical issues involved here are:-

- (1) Violation of basic human rights - due to long & strenuous working hours
- (2) Lack of social-security benefits
- (3) Lack of job security
- (4) Unable to avail common services like - loans, health insurance, etc

- (5) No better standard of living
- (6) choice between financial security and job security
- (7) lack of accessibility to minimum amenities
- (8) lack of accountability of employers
- (9) violation of labour codes
- (10) erosion of constitutional morality (A-21; A-23, 25, etc)
- (11) lack of rewards and perks for encouraging the workers

⑤ Following steps can be taken to resolve the problem

↳ (1) The gig economy in India's needs to be properly

- regulated by the Government
- (2) The basic standards of the services must be adhered to
 - (3) The workers should be given social security benefit by covering them under insurance schemes eg PM - Vaya Shiksha shree Yojana, etc
 - (4) Providing grievance redressal mechanisms
 - (5) upholding the rights of individual over any other consideration.
 - (6) Easier loan requirement for big workers
This will help in providing them better standard of living

12. हाल ही में, घोषित सिविल सेवा परीक्षा परिणाम में लगातार दूसरे वर्ष महिला उम्मीदवार ने शीर्ष रैंक हासिल की है। समय रूप से, कुल 933 सफल उम्मीदवारों में से 320 महिलाएं हैं। यह किसी भी वर्ष चयनित महिला अभ्यर्थियों का सर्वाधिक प्रतिशत है। लेकिन यह संख्या, जनसंख्या में महिलाओं के अनुपात से काफी कम है। नौकरशाही पदानुक्रम में भी, पुरुषों की तुलना में महिलाएं शायद ही कभी शीर्ष पदों पर होती हैं।

चिकित्सा क्षेत्र में, भारत में पुरुषों की तुलना में औसतन अधिक महिलाएं मेडिकल कॉलेजों में प्रवेश लेती हैं। लेकिन स्नातकोत्तर और डॉक्टोरल स्तर पर, महिला डॉक्टरों का प्रतिशत पुरुष डॉक्टरों का लगभग एक तिहाई है। यह भी देखा गया है कि अकादमिक और प्रशासन में अग्रणी पदों पर अभी भी मुख्य रूप से पुरुषों का कब्जा है।

इसके अतिरिक्त, राजनीति के क्षेत्र में नेतृत्व वाले पदों पर महिलाओं का प्रतिनिधित्व अपेक्षाकृत कम है। लोक सभा में महिलाओं को केवल 14% सीटें प्राप्त हैं। राज्य विधान-मंडलों में, महिलाओं का प्रतिनिधित्व अलग-अलग है, कुछ राज्यों में अन्य की तुलना में यह प्रतिशत अधिक है। हालांकि, राजनीतिक प्रतिनिधित्व में लैंगिक समानता हासिल करने के लिए अभी भी एक लंबा रास्ता तय करना शेष है।

इस संदर्भ में, निम्नलिखित प्रश्नों के उत्तर दीजिए।

- वे कौन-सी प्रमुख बाधाएं और चुनौतियां हैं जो महिलाओं द्वारा अपने मंत्रिस्तरीय क्षेत्रों में नेतृत्वकर्ता की भूमिका प्राप्त करने की उनकी यात्रा में बाधा डालती हैं?
- भारत में सामाजिक और सांस्कृतिक मानदंड महिलाओं के रोजगार को कैसे प्रभावित करते हैं?
- चर्चा कीजिए कि भारत में महिलाओं के लिए रोजगार के अवसरों एवं करियर के विकास में लैंगिक समानता कैसे सुनिश्चित की जाए। (250 शब्दों में उत्तर दीजिए)

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In the recently announced result of the Civil Services Examination, for the second year in a row, a female candidate has secured the top rank. Overall, of the total of 933 successful candidates, 320 are women. This is the highest percentage of women candidates selected in any year. But these numbers are far less than the proportion of women in the population. Even in the bureaucratic hierarchy, women seldom hold top posts as compared to men.

In the medical sector, on an average more women join medical colleges compared to men in India. But at the post-graduation and doctoral levels, the percentage of female doctors is around one-third of the male doctors. It is also observed that positions of leadership in academics and administration are still mostly occupied by men.

Additionally, in the field of politics, the representation of women in leadership positions remains relatively low. In the Lok Sabha, women hold only around 14% of the seats. In the State Legislatures, the representation of women varies, with some states showing higher percentages than others. However, there is still a long way to go to achieve gender parity in political representation.

In this context, answer the following questions.

- What are the key barriers and challenges that hinder the path of women in their journey towards leadership roles in their respective fields?
- How do the social and cultural norms affect women's employment in India?
- Discuss how gender parity in employment opportunities and career growth be ensured for women in India. (Answer in 250 words)

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(a) key barriers and challenges
that hinder the path of women

- (1) Patriarchal society
- (2) Stereotyping that exists in the
society
- (3) Glass-ceiling effects
- (4) Sticky floor effect
- (5) Pink collarisation of job
- (6) Lack of safety & security in
public sphere
- (7) Street harassment
- (8) Sexual harassment at work-
place
- (9) Social security measures
like — maternity benefits &
periodic leaves deter employer
from recruiting more women
- (10) Lack of women friendly infrastructure

⑤ Social & cultural norms have impacted the women -

(1) The India's society equates women with care economy thus we see more women in nursing than in leadership roles

(2) In Indian culture women are equated with powerlessness and men with strength & power

(3) The patriarchy considers women to be subordinate to men

(4) The females are usually overburdened with emotional & domestic responsibility

(5) Motherhood has been more

stressed upon instead of
parent hood

Thus there is a need to bring
socio-cultural change in the
stinking pattern of society, instead
of following the set patterns

(c) In order to ensure gender
parity and equal opportunities
following measure can be taken

(1) Using the Nishchaya fund for
better infrastructural secure
society for women

(2) Implementation of laws like
PoSH, 2013, Maternity benefit
act, etc

(3) Passing 108th constitutional
amendment bill to provide

for reservation of women in legislature

- (4) 50% reservation for women in decision making bodies
- (5) moral training of people to change the patriarchal mindset
- (6) Practising more open & dynamic approach

As Bhimabhai has said

"I measure the progress of a country by the amount of progress women have made" which is very true as they form 49% of the population, there is a need to take these steps which will also help in achieving SDG-5