

ETHICS, INTEGRITY AND APTITUDE

Time Allowed: 3 hr.

Max. Marks: 250

Q.	Marks	Instructions to Candidate
1.		<p style="text-align: right;">63</p> <ul style="list-style-type: none"> There are 18 questions. All questions are compulsory The number of marks carried by a question/part is indicated against it. Content of the answer is more important than its length. Answers must be written in the space provided. Any page or portion of the page left blank in the Question-cum-Answer Booklet must be clearly struck off. <p>① Section A - excellent</p> <p>② Case study not good</p>
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Name MALLIKA SUDHIR

Roll No. BETS 2016160

Mobile No. _____

Date 1/10/16

Signature Mallika

SECTION - A

Q1. Answer the following questions:

- (a) Can fashion be adjudged as moral or immoral? What is the role of dress code in setting the nature, tone and working of the institutions? (75 Words) (5 Marks)
- (b) "If one should desire to know whether a kingdom is well governed, if its morals are good or bad, the quality of its music will furnish the answer." Analyze the underlying meaning of this statement in the context of contemporary music with special reference to India. (75 Words) (5 Marks)

Fashion has played a central role in the lives of humans since time immemorial. Morality is a subjective issue as it changes from person to person. Morality depends on the socio-cultural ethos of an individual and society while fashion can be judged as being in good taste or bad taste, it can not be judged as moral and immoral.

Fashion depends on the culture. The latter varies and so does fashion. It is unjustified to ~~so~~ label a particular culture as moral and the ~~rest~~ others as immoral.

At the same time, dress code plays an important role in institutions. Uniforms bring uniformity and cut an individual away from his other socio-cultural identities.

Remarks

They also provide a sense of formality and simplicity. At the same time they help in fulfilling tasks. For instance, a pair of shouts would be inappropriate for a formal meeting. Q. no. 22

b) Music is a product of the socio-cultural milieu in which one lives. It reflects on the polity and socio-economic structure of the people.

The rising trend of 'item songs' in Bollywood is a reflection of the rampant commodification of women. At the same time, it also reflects the plunging respect for women.

The regional music also reflects similar characteristics. The violence and drug abuse in punjabi songs is reflective of these problems in punjabi society.

The impact of western music is also clearly evident in our film songs. The growing rebelliousness is very well represented in the Bollywood songs. (12)

Remarks

link to
creativity
Intellectual freedom
Rite of society

GIS SCORE

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Remarks

Q2. Answer the following questions:

- (a) How do you see the difference between doves, eagles and vultures - as ethical and moral categories of different human beings? Which of these personifies the best of human being? Explain why? (75 Words) (5 Marks)
- (b) While acting for 'change' and 'progress', should we be disappointed because we can do too little? Give reasons in favour of your stand. (75 Words) (5 Marks)

Human beings have varied shades and can belong to different categories. A dove like human being is gentle, peace loving, benign and friendly with everyone. They are innocent and care for others. They take care of others' emotions also while taking any ~~differs~~ decision.

The eagles are fiery. They are focused and goal oriented. Their motive is to focus the task at hand. Also, they are authoritative. But they can be self oriented also at times.

Vultures are predatory. They take benefit of others' problems. But they are scavengers so they might help in cleaning up the mess.

The best of human being is a mixture of ~~the~~ dove and eagle.

Remarks

The qualities of peace loving behaviour, caring attitude, high emotional intelligence along with goal focused attitude of eagle and its fleshy attitude ~~is~~ are present in the mixture of eagle and dove.

V.G.P.
(32)
b) change and progress are the lifeblood of human life. ~~It is~~ The onus of change lies on us. As Gandhiji said 'Be the change you want to see'.

As change might occur on a small scale, we may be disappointed. It is important to remember that each drop counts. So, one should not be disappointed.

Rosa Parker refused to sit on the back seat in the bus. This incident triggered a massive movement for civil rights in the USA.

Remarks

Mother Teresa began by taking care of the one ~~individual~~ destitute person but the spiral continued.

One should strive for change and progress even if it is very small and insignificant.

As one poet said, "Hum nikle they akele farib-e-manzil magar, log miltey gaye, caravan banta gaya".

2

Remarks

Q3. Answer the following questions based on the linkage between religion and ethics:

- (a) What is "Dharma" in Indian cultural and religious ethics? What is "Raj Dharma" according to Indian thinkers? With reference to the ruling class in India, assess the extent of observation of "Dharma" and "Raj Dharma." (75 Words.) (5 Marks)
- (b) Why is there a conflict between religion and rationality? Which of the two is a better guide for the promotion of morality in a society? Is being rational is also being just and fair? (75 Words) (5 Marks)

a) Dharma has been the ethos of Indian society for ages. Dharma in our cultural and religious ethics has a broader connotation. It means implies a way of life and not merely religion. Dharma means conduct. Consequently, there are several types of Dharma - Rajdharma being one of them.

Raj Dharma means the way the government should conduct itself. Like a paternal figure, it should take care of the citizens, guiding them into ~~more~~ the right path. Also, it should not discriminate between the citizens. It should treat them equally.

Remarks

Ashoka's Dhamma and Kautilya's Arthashastra ~~are~~ are treatise about this Rajadharma only.

In present day India there has been a decline in observance of both Dharma and Rajadharma. The ruling classes are unaccountable and corrupt, ^{not} keeping benefit of citizens in mind. Rajadharma is violated when the ruling classes discriminate between citizens. For instance, prescribing women whether to go out or not in night.

3-

Remarks

b) Religion and rationality are antagonistic because religion is rooted in faith. Rationality on the other hand is rooted in logic.

For the promotion of morality in society both are required. Religion provides the basis of morals as does rationality. Rationality also helps in acceptance of these morals through appealing to logic. Rationality is a wider term and includes being just and fair. Through questioning one accepts only that which is just.

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

Remarks

Q4. Answer the following questions related to the different ethical theories and their applications in the society:

(a) What is 'principle of ethical egoism'? Do you agree with the statement that 'in general, nature of human society, if not properly regulated, would result in a chaos and a state of war? Why 'conflict' becomes a more natural outcome than 'cooperation' in modern societies?
(75 Words) (5 Marks)

(b) How 'social contract ethics' differ from 'natural laws ethics'? Which of the two is better and why?
(75 Words) (5 Marks)

Remarks

<i>Remarks</i>		

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Remarks

Q5. Answer the following questions related to the importance of trust and transparency in the organization:

- (a) What do you mean by Trust? How this value will help you in becoming a good Civil Servant? How a civil servant can sustain trust in his entire career? What are the challenges in doing so? (150 Words) (10 Marks)
- (b) Explain with examples how Whistle-blowing in civil services is both an ethical and unethical act if seen in different perspectives? (150 Words) (10 Marks)

a) Trust is a very significant virtue while it takes years to build trust, it takes only a few seconds to get it broken.

Trust includes the faith that the other person reposes in us. It means that they are dependent on us. Also, it includes the ability to blindly trust the other persons. Like one trusts one's parents because we have faith in them.

It also includes vulnerability as one is dependent on the other person.

It is a very important quality for being a civil servant. The trust that the people of a district reposes in a civil servant is reflective of the trust that people have in the state.

Remarks

As a civil servant, one is required to be trustworthy because one represents the state. Also, the govt. trusts one with the public money, so one needs to be trustworthy. A good civil servant is accountable which is an important aspect of trust.

The challenges in being trustworthy is that at times one is forced to take difficult decisions. So such decisions may go against the immediate interests of the people.

Y

Remarks

b) Whistle blowing has assumed paramount importance in recent times. As ~~a~~ unaccountability and lack of transparency are ~~important~~ ^{growing}, whistle blowing is significant.

It is ethical because:

- It provides accountability.
- It brings to light mal practices.
- It helps the 'good' people to have a voice which otherwise may be subdued.
- It brings to light the importance of transparency in public life.
- It helps in fight against corruption.

If whistle blowing brings to light malpractices and scam in the administration, it is ethical. The case of Satyendra Dubey and Manjunath are examples.

Remarks

It is unethical because:

- it goes against the principle of loyalty towards the organisation
- ~~it goes aga~~ breaks the trust of the individuals involved
- it may involve case of ~~the~~ settling scores and be vendetta driven.

People may use whistle blowing to settle personal grievances and against each other. In such cases it is deeply unethical.

One must remember Napoleon's words, "The world suffers not because of the violence of the bad but because of the silence of the good?"

Yg

Remarks

Q6. Answer the following questions related to linkage of free thinking and self development:

- (a) 'Real freedom is of the mind and spirit; it can never come to us from the outside.' Analyze the essence of this statement with reference to the working experience of Indian bureaucracy. (150 Words) (10 Marks)
- (b) 'There is only one corner of the universe you can be certain of improving and that is your own self'. Explain the essence of statement. Also examine how a civil servant can live by maintaining its true self. (150 Words) (10 Marks)

a) Freedom is significant for every individual. But it is not only the political freedom but the freedom of spirit that is the most essential.

Rabindranath Tagore rightly pointed out in his verse, 'where the mind is without fear'.

The opening of the spirit and mind enables one to entertain new ideas. In bureaucracy this is very significant as one has to deal with variety of ideas coming from different sources.

Also, it pushes one to think out of the box for problems that are existing for long.

In present day bureaucracy, these qualities are lacking. There is little

Remarks

freedom of mind and spirit.
New policies are being formulated
in the same old paradigm.

The surrogacy bill is one such
example. While it provides for 26
week maternal leave, paternity leave
has not been talked about in the private
sector. Old gender roles are being
perpetuated through new policies.

The red tapism that plagued
Indian bureaucracy in the 20th
is still its hallmark in the 21st century.

Lack of concern for environment
and emphasis on development was
prevalent earlier and it continues
till date though with degrees of change

- ① Question is
about inner freedom
- ② stp - objectively written

(1+2)

Remarks

b)

change is constant. Stagnation is death. Improvement of one self is an important aspect of human life. Humans can learn and improve themselves.

changing others is a difficult task. They may or may not choose improvement. But one can certainly improve oneself.

In order to improve the world outside, one must start with oneself. It is rightly said charity begins at home and so does improvement. Only if we change ourselves can we become the light unto others.

The world outside is only a magnified version of ourselves. If we are insensitive to others, so is the world insensitive.

To improve the world one can improve oneself and that is the first step.

Remarks

A civil servant can live by maintaining its true self in face of challenges.

If unethical practices are going around, one must make sure that one does not indulge in those and even tries to curb them.

Only without losing one's true self can a civil servant ~~can~~ stay close to his/her people's heart. This helps in forging relations with both seniors and subordinates. Y. G. A.

Remarks

Q7. Answer the following questions related to linkage of perception and hope:

- (a) What is the role of perception in making our views regarding complexities, conspiracies and obstacles around us while pursuing our objectives? How does attitude help us to conquer such difficulties in performing our duties? (150 Words) (10 Marks)
- (b) What is the best way to ignite hope and camaraderie in a country and its people? Should we base our hope only on good-things happening around us? What is the role of hope in a society where 'good things' come only as an exception while 'bad things' are common place? (150 Words) (10 Marks)

a) Things, events and people are as complex as one perceives them to be. If one looks at complexities and obstacles as huge impediments, then one may not be able to fulfill the task at hand.

But if one looks at complexities as only challenges and pushes oneself hard to find out ways out of it, then one emerges as a stronger individual.

That is why, Buddha emphasized on right thinking along with right action. It is our perception that makes a mole out of a mountain or vice versa.

Remarks

Pt. Nehru did not look at India's poverty as an impediment and complexity. He launched the Community Development Programme because he had a positive attitude.

Also, the land reforms were undertaken amidst protests from the landowning well off classes but he continued with the reforms.

Attitude and right thinking are very significant in this regard. If one has a positive attitude and continues striving despite adversities and challenges, one can fulfill one's duties.

Analysis
could have
been better
(3)

Remarks

b) Hope makes people do great things. To ignite hope and camaraderie, following things can be done:

- Works of great achievers should be discussed at public platforms.
- Quotations should be put up in public places.
- People should be involved in the public work, so that they feel that they have something at stake.
- Teamwork should be encouraged as that motivates people & brings in camaraderie.

Hope should be based on good things ~~and~~ as well as on things not going right at the moment. Only then will hope outlast people's calibre.

Gandhiji ignited hope in people during freedom struggles through his mass movements.

Remarks

Nelson Mandela kept the hope of an equal society burning in South Africa.

In a society where 'bad things' like corruption, unaccountability, ill treatment of women are prevalent, hope is all the more important.

Through hope one can move from darkness towards light.

3/2

Remarks

Q8. Answer the following questions:

(a) 'The policies of the government always have a shadow of politics on them'. Distinguish between politics and policy. Do you think that economic policies need introduction of ethics, legal political thinking and social thinking to be effective in achieving welfare and happiness?
(75 Words) (5 Marks)

(b) A civil servant is the socio-cultural product and not an isolated and idealized case. Do you agree and why? Should a civil servant be an agent of change? Why most of the civil servants end up doing sickening routine works for saving their feathers rather than taking an entrepreneurial leap into creativity, innovation and change?
(75 Words) (5 Marks)

a) Policies and politics are different but policies get entangled in politics.

Economic policies ~~or~~ alone cannot solve the ethical problems that a society faces. As a result, it is important to mix them with ethics and legal political and social thinking.

Remarks

b) A civil servant like most human beings is a product of the society in which he/she ~~has~~ lives. He/she is a product of a particular educational and socio-cultural milieu. A civil servant is not an island unconnected to happenings around.

The lack of creativity and innovation that affects civil servants is due to lack of dynamism. Fear of superiors is also rampant. Similarly, the fatiguing education system

Remarks

does not foster creativity. As a
result, one tends to lack these
qualities.

(1)

Remarks

Q9. Opportunities are those gateways to success and fulfillment that open up often but people generally fail to recognize it. What are the major barriers in recognizing the opportunities in career of a civil servant? And what one can do to improve their ability of noticing new opportunities?

(150 Words) (10 Marks)

Opportunities are like sun's rays that brighten up the path that one treads upon. Failure to recognize opportunities is a disaster that happens with people.

It happens so because one does not have a clear vision of the goal that one has set out for.

In the career of a civil servant, opportunities are missed due to:

- Lack of vision.

If one does not have a proper vision in mind. Waiting for funds from govt., a civil servant might miss out on an opportunity of doing same work by enrolling volunteers.

- Enthusiasm is missing.

Low enthusiasm might also push a civil servant to forego opportunities.

- Paucity of ideas/approaches to a problem.

- Lack of courage.

best explanation
you've

Remarks

◦ Absence of enterprising spirit,

To improve their ability to notice new opportunities following measures can be taken:

- Making them attend workshops/seminars
- Refundation breaks.
- Making them ~~high~~ write contributors to scholarly journals. (2nd ARC).
- Regular discussion with enterprising individuals in other fields.

(2/1)

Remarks

Q10. An officer is a manager, a leader, a friend, a philosopher and a guide. But in all the roles and in all the circumstances, no great work can be achieved by humbug. It is through love, passion for truth, and tremendous energy, that all undertakings can be accomplished. Examine the statement in the light of ethical prerequisites for being an effective Civil servant. (150 Words) (10 Marks)

A civil servant leads from the front. He/she needs to take everyone along. In such a situation it is significant that he/she remains full of vigour and life.

Dealing with subordinates, a civil servant is a friend, philosopher, He/she listens not only to their work related problems but also to their personal problems. He/she needs to be sensitive to their problems.

For instance, Dr. A.P.J. Kalam was sensitive to the needs of his subordinate engineer whose children wanted to go for an outing with him. But the latter got engrossed with work and forgot. Dr. Kalam took them to the outing.

Remarks

Passion and zeal are required to do any work required to be done. If the leader is passionate only then will the ~~first~~ followers be. Leading by example is important.

(2)

Remarks

Q11. What is the difference between rational intelligence and emotional intelligence? Why is it important to have a blend of the two while taking a decision on an issue at personal or social level?

(150 Words) (10 Marks)

Rational intelligence is different from emotional intelligence.

Rational intelligence is based on calculations and manipulations whereas emotional intelligence is based on understanding of emotions of one self and others.

Rational intelligence is based on logic whereas emotional intelligence is based on intuition. The former includes ability to foresee things and analyse them on basis of past experience. It forces one to act with restraint.

The latter includes ability to give another chance to the same task and work for it.

Emotions are missing in rational intelligence. It is based on cognitive skills.

Rational intelligence involves data + number crunching, emotional intelligence involves softer side.

Remarks

It is important to have a blend of the two because one is incomplete without the other.

In personal as well as social life, one deals with one's own emotions as well as with emotions of others. So, one needs a ~~mix of the~~ balance of the two.

A civil servant should be compassionate while dealing with the public but he/she also needs to take into account the benefit of the people.

(22)

22

Remarks

Q12. Some situations you just can't control. For instance, someone you care about might betray your trust. Or, no matter what you do and how hard you try, you might not be able to win over that person you're trying to impress. There will be people who can't stand with you no matter what you do, and then there will be people that adore you no matter what. Situations like these - situations you can't control - will arise throughout life, and they may change your course. That's just life. It is what it is. In this light how emotional competence facilitates an individual to understand, manage and handle oneself and others positively in various setting? (150 Words) (10 Marks)

Life gives one roses and stones. It is what ~~you~~ one ~~can~~ does with both that determines the attitude towards life.

Emotional competence facilitates one to understand oneself as well as others. As a result, one knows where the hatred is stemming from in the other person.

It helps one to do well unto those who do well to us as well as to those who can not do well. ~~as~~

Knowing one's emotions helps one to channelise these emotions also.

In times of adversity, it becomes important to channelise one's emotions.

If the other person gets angry, it is important to know that

Remarks

one can handle the situation calmly.

Most people who have achieved greatness had emotional competence. Gandhi faced the discomfiting of Ambedkar. The former knew where it was stemming from. So he knew how to handle it. He only strained on for his vision of intercommunal free India.

Not to be carried away by emotions when most people will get carried away is the true test of emotional competence.

create an emotional
conference

22

Remarks

Q13. In the light of following statement discuss the role of empathy, sympathy, kindness, generosity and benevolence in inculcating and imbibing spirit of service. Also state the importance of 'consequentialism' and 'utilitarianism' in setting our priorities and commitments in personal and public lives.

"At the end of life we will not be judged by how many diplomas we have received how much money we have made, how many great things we have done. We will be judged by "I was hungry, and you gave me something to eat, I was naked and you clothed me. I was homeless, and you took me in."

(150 Words) (10 Marks)

Remarks

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Remarks

Q14. A competent civil servants' life is hectic, stressful and very demanding. In this consequence evaluate the statement - 'The quality of their life would be certainly poorer without aesthetic value'.
(150 Words) (10 Marks)

As it involves ~~talk~~ dealing with several people, the work life of a civil servant is hectic and demanding. The rising stress can be ~~selected~~ managed through the hobbies that a civil servant may have.

Hobbies and arts have a role to play in this. That is why so many civil servants are also authors or artists.

Art helps one keep a balance between work and life.

It helps in being in touch with one's softer side.

Art makes one more human. Thus it provides a necessary break to civil servants.

Basic point ✓
not explained well

Remarks

GS SCORE*Remarks*

SECTION - B

Q15. Once you went to market with your mother for festive shopping. There you found that most of the shopkeepers have employed children as attendants and were behaving very harshly with them. You get very touched by seeing all this and started arguing with one of the shopkeeper on this issue. Your mother told you to stop and asked you that if you argue like this, he will remove the child and child may have no earning source for family.

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

(250 Words) (20 Marks)

In the ...
 Considering the fact that the child may be removed from job and it may affect him economically, I ~~can~~ have three options.

- Stop arguing and go away.
- Ask the child to come along and leave the shopkeeper & admit him to school = *ohh Really?*
- Stop arguing and tell the shopkeeper that I will pay for his study provided he allows him to work for less hours.
- Call the police

The first ~~ap~~ action is infact no solution at all. It is only waste of energy. and it will make no difference to the life of the child.

Remarks

The second ~~approach~~ action will deprive the child of his source of income. If he is the sole bread winner of his family then it might be very problematic for him.

Also, it depends whether the child would want to come along with a ~~new~~ ^{stranger} and untrusted person.

The third action will provide the child with education as well as the income that he might need. But it depends whether the shopkeeper will be willing to comply with this solution. ~~as it~~ It will mean employing a new attendant in the shop and more financial burden.

The ~~the~~ fourth action of calling the police will put the shopkeepers in a difficult legal hassle. But if the child is above 14 years of age the shopkeepers may not be reprimanded.

Remarks

Also, the police might only take the child to an establishment where he/she might not find a conducive environment and he might lose the income.

The best possible solution appears to be the third option.

I will convince the shopkeeper to retain him while allowing him to study at the same time. He can reduce his work hours. I will provide him the necessary books and stationery and to aid him in his studies.

Poor orientation
↓

Remarks

Q16. Public utilities and spaces in India are in a bad shape. Roads, water supply, street lighting, market cleanliness, railway stations, parks, community centres, public toilets, rivers and ponds are considered sole responsibility of the government to maintain without charging anything. People consider that they have rights to better public utilities and public spaces solely on the basis of government's ability to provide them.

(a) What should be the ideal way to manage the quality of public utilities and public spaces in a populous country like India?

(b) Identify limitations of each competing options.

(250 Words) (20 Marks)

Remarks

Remarks

GS SCORE*Remarks*

Q17. There was a conflict between the students of upper castes and Dalit community in a central university. The Dean and Vice Chancellor called a reconciliatory meeting, but it did not yield any result. The other day violence erupted in some parts of the university and some hostels. Examinations are very close. Some students have to submit their Ph.D thesis or M.Phil dissertations. Some politicians from a certain section put pressure on the Vice Chancellor to take action against the agitating students.

(a) Discuss the various options available to Vice Chancellor.

(b) Justify why these options are worth considering?

(250 Words) (20 Marks)

Considering the fact that violence has erupted on the campus, the Vice Chancellor may take following measures -

- call on leaders of both sides and warn them against any future misconduct and violence.
- Suspend those who indulged in violence and take police action.
- involve teachers and students to find the root of the issue and ask teachers to find the common path.
- start classes/lectures on social harmony and equality on open campus.

Remarks

The first option is a necessary step as it will warn students not to indulge in violent behaviour on campus. But it does not ~~also~~ punish them for the act already done. Neither does it address the root cause of the problem.

The second option is a right step as it punishes students for the violence but taking them to police is a harsh step. It may destroy the lives of students who may be their parents only hope.

The third step is positive step as it involves their teachers also and they might ~~have~~ to be able to find out the root cause of the problem since students are frank with teachers.

The fourth step should be taken as a necessary measure in the long run. It will address the caste problem that is evident in

Remarks

the university.

The best approach would be to suspend the kingpins of the violence. Along side lectures on social harmony and injustice of caste system should be started.

15
✓

Remarks

Q18. Manual scavenging refers to the practice of manually cleaning, carrying, disposing or handling in any manner, human excreta from dry latrines and sewers. The Government of India has adopted two-pronged strategy - eliminating insanitary latrines and developing a comprehensive rehabilitation package for manual scavengers through a survey. However, while manual scavenging for many may have ended as a form of employment, the stigma and discrimination associated with it lingers on, making it difficult for former or liberated manual scavengers to secure alternate livelihoods.

This is quite a common social stigma attached with them in the society.

One day few manual scavengers, employed to clean sewer and toilets inside the District Court complex by the Public Works Department, were neither given any safety equipment, nor gloves. When the advocates in the court premises opposed this, the engineer ignored them by denoting the manual scavenging as "a small work" with no hazards involved. When opposed by few advocates, it led to a fight between PWD workers and advocates. Later advocates called a press conference and raised the issue - "We saw few workers who were clad in their inners and were inside the drain cleaning it with bare hands. We (lawyers) got together and opposed it but the engineers did not listen to us. Despite the Supreme Court passing a judgment on this issue, it is shocking that even in court complexes manual scavenging continues. Even government organizations are not following the government rules."

You are a district administration head. Due to the above stated case, following situation arises:

- (a) All those involved in the manual scavenging and others ad hoc safaikaramchari went on strike and demanded for better livelihood. When you called all the community members for a meeting to discuss the issue, no one turned up.
- (b) Advocates came to you and demanded for stringent action against the official and threatened to go on strike.
- (c) When you called to PWD official for understanding their version of the issue, they told you that it was an urgent assignment pressurized from above; thus they did not have time going for scheduled procedure. They felt very demotivated.
- (d) What are the best options available to solve the above stated problems? How will you effectively address all the issues? And also discuss limitations of each course of action.

(250 Words) (20 Marks)

Remarks

In this situation several stakeholders have grudges and complaints which need to be addressed. Following approaches are available:

- Talk to Safai Karamchari Union head to ask the ad-hoc Safai Karamchari to return to work. Reassure them that their needs will be taken care of. Gloves and other equipments will be provided at the earliest but they should continue the work.
- Talk to the head of the lawyer's group and assure them that action will be taken against the erring official. Dissuade them from going on strike.
- Suspend the engineer.
- Ask the engineer to go on long leave and talk to PWD head and ask ~~him~~ to him to talk to Safai Karamchari workers.
- Form an ad hoc committee involving PWD officials and Safai Karamchari for future.

Remarks

The first action will placate the adhoc safai karamchari workers. But it will not put a ~~the~~ continuous check on such practice.

The second action is necessary to dissuade the labourers from going on strike but it does not punish the erring official. Neither does it make the plight of the safai karamcharis any better.

The third approach of suspending the engineer will only solve the problem for the time being, ~~but~~ it is only an ~~action~~ a bandage.

The fourth action is better as it will lower the sentiments. Also, the PWD head will be talked to and can help in allaying fears of the safai karamcharis.

The last action is a long term measure, it will build confidence between the PWD officials and the safai karamcharis.

Remarks

The best course would be to ask the engineer to go on leave and talk to the lawyers association along with forming the committee of RDS officials and safai karamcharis. The work conditions of safai karamcharis need to be upgraded immediately.

6½

Remarks

