

Q1(a)

What do you understand by 'ethics' and 'integrity'? Do you think they are interrelated? Explain with examples of relⁿ b/w ethics & integrity in context of pub-ad.

Ethics is a set of rules and regulations which govern human actions in a society with the aim of achieving 'summum bonum' that is, the highest good.

Integrity refers to unwavering commitment to high moral principles at all times. Doing the right thing even when no one is watching.

Yes, ethics and integrity are inter-related and integrity is crucial to achieve an ethical life and administration:-

(1) Ethics are the framework for doing the right thing, while integrity is the tool to achieve it.

(eg) IAS Manoj Nath was shifted over 20 times in his career yet in 20 years, yet didn't give in to corrupt politicians.

(2) Integrity is the parameter of for achieving all other cardinal values crucial for ethical civil service

(eg) :- Integrity is closely linked with honesty,

accountability and transparency.

(3) Integrity helps to maintain ethical values even in wake of difficulties

(eg) Prashant Agrawal, IAS in UP while clearing environmental projects did every act with utmost accountability - without losing it in wake of pressure

(4) Drives self motivation and service to public (eg) Lal Bahadur's integrity made him people's favourite and even ready to give up a meal.

(5) Motivates other people - juniors, colleagues and create a work-culture based on integrity and ethical public administration

Thus, integrity is truly a key to the door of ethics without which any administration would doom into the vice of pressure, corruption and indulgence.

Q1(b)

With regards to morality of actions, one view is that means is of paramount importance & other view is that ends justify means. Which do you think is more apt? Justify.

The means vs ends debate takes centre-stage in any policy formulation and deciding moral worth of an action.

MEANS OF PARAMOUNT IMPORTANCE

- 1) As for this approach, only the 'right means' are justified to take for achieving goals.
- 2) As for the theory of Deontology, propounded by Kant, it is a categorical imperative to employ the right means as only then we achieve our goals.
- 3) It means treating humans not as just means to an end but having their own intrinsic value.
- 4) Mahatma Gandhi :- Means are as precious as ends. Therefore, through his work on truth and non-violence, he seeks to respect all living beings (eg) Harijans as 'Hari's Jan' or God's People.

5) Example:- In NALSA vs UOI, SC granted the right of third gender to 'transgender' giving them their due share.

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ENDS JUSTIFY MEAN

- 1) This approach is 'consequentialism' i.e. moral worth of an action depends on the moral goodness of the end.
- 2) It allows sacrifice of a few humans or species for larger aims of mankind
 (eg) - justifying increased fossil fuel use by India for development.

In my opinion, the means are of paramount importance because they value the process and not just consequences. On the scale of fairness and moral worth, a good life can only be a virtuous one. No one is indispensable and achieving a good life includes valuing the 'right means'.

Q2(a)

'Man cannot do right in one department of life whilst he is occupied in doing wrong in any other department', Gandhi. Do you think an individual's personal ethics impact professional life or they both can be compartmentalized? Explain with relevant examples.

A human as a sum of their own experiences often face cognitive dissonance when they act differently in different spheres of their life.

IMPACT OF INDIVIDUAL ETHICS ON PROFESSIONAL LIFE :-

(A) COMPARTMENTALIZATION POSSIBLE

1) Rational rules and professional code of conduct guiding behaviour in professional life.

(eg) A person may not believe in caste equality but wouldn't discriminate between his colleagues.

2) Training and instilling public values in civil servants might help overcome individual bias (eg) objectivity in decision making might not be influenced by individual financial impudence

3) No personal gains in wrongful decisions made in workplace, thus, less affected by emotions! (eg) IPS Chayya Sharma

conducted objective investigation in Nirbhaya case.

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(B) OVERLAP INEVITABLE

- 1) Bias and preferences are likely to colour judgement in service - (eg) Preference of male colleagues might perpetuate gender discrimination.
- 2) Mind as a united whole → If a person is honest and impartial in his life, he cannot act otherwise professionally - (eg) Raj Bahadur Shastri refused to take an 'expensive sarcee' for his wife, considering it to be beyond his means.
- 3) Personal Ethics help address emotions at workplace :- A conciliatory approach with active listening can help create an environment of trust in professional life.

Therefore, it is difficult to separate these two areas in service, yet, acknowledging the differences and reconciling them in a positive manner shows true strength of one's character.

Q2(b)

Goodness is the result of internal impuatives to do what is right, not sanctions from moral ~~rules~~ or rewards from expected consequences. Do you agree? Discuss.

As per Plato, it is the inherent desire of each individual to do good and achieve happiness. This comes from the courage of following a virtuous life.

Legal sanctions will help us comply out of fear (eg) ban on public smoking. This doesn't help us identify with virtues of not smoking or its negative impact on others.

Moral rules help us to identify with moral goodness of a situation and act accordingly. (eg) Rules to respect elders in a family. Yet without internal impuatives, we might not be able to internalize respect, and might do it out of fear or moral sanction.

But internalizing the value of an act help us do it with our inherent willingness without any expectation in return. (eg) People participating in Swachh Bharat Mission realizing value of cleanliness.

	Laws	Moral Rule/Rew and	Internal Imperative
COMPLY	✓	✓	✓
IDENTIFY	X	✓	✓
INTERNALIZE	X	X	✓

For internalizing certain goodness, important to

- use social proofing
- multiple repetitions of good act
- creation of positive value
- Govt can nudge by rewards initially, then automatically it can become part of our internal imperative.

Thus, voice of our conscience is the only factor that can help us internalize value of goodness.

Q5(a) Meaning of quote - 'Every work has to pass through hundred of difficulties before succeeding. Those that persevere will see the light later or sooner. - Vivekananda'

Swami Vivekananda was a revered 19th century philosopher, who was considered a youth icon, instilling in them values of hardwork and persistence.

Through the above mentioned quote he emphasises on the importance of 'perseverance or persistent efforts' as one must put in every endeavour of their life. Amidst failures and setbacks, it keeps us going with unrelenting focus on our goal, like the Arjuna's focus on fish's eye.

The quote is a reminder that life is full of challenges, yet those who remain undeterred will only overcome them. For example, even after failing 1000 times, Edison said 'I have not failed, I have just known ways that don't work?'

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This stems from positive attitude and ability to never give up. As exemplified by Katalin Kariko, this year's Nobel Prize awardee for medicine, she dedicated almost 30 years of her life on 'mRNA' vaccine, once conceived as unviable.

It also is a reminder of adaptability to situations after constant assessment of work.

Example: Aparna Subramanujan IAS, initially failed to promote drip irrigation in Khammam, Telangana. Yet, she was persistent, organized camps, made farmers aware of benefits, listened to their concerns and gave concrete solutions.

Thus, Nivekanda's quote is a crucial reminder in today's day and age of 'fast fashion' & 'fast lives' to not be bogged down by failures and be persistent in efforts, for they will ultimately pay off.

Q-3(b)

Q. We never obtain peace until and unless we obtain peace within ourselves? - Dalai Lama.

Dalai Lama, the Buddhist monk and philosopher sheds light on crucial yet forgotten aspect of human lives which is inner solace and contentment within ourselves.

Peace, generally referred to as quiet or a state of no war indicates one is in harmony with nature and fellow beings. Yet, external peace is only a by-product of internal peace.

Internal peace comes from within i.e. understanding one's emotions, realising the reason for inner conflicts, & rationalizing them and applying the reason to achieve balance between inner demon and goodness.

Buddha reiterated, 'it is better win a war within oneself, than to win a 1000 battles.'

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In the Mahabharat, Arjun couldn't find peace in his action because of his inner turmoil. Yet on Krishna's intervention, he could clearly see his path and found peace in doing the 'just action'.

Emotional regulation is crucial for a civil servant. Unless he is satisfied with himself and is at peace, he will not be able to reciprocate these values in his work environment. As Gandhi ji put it, be the change you wish to see in this world. Since our worldview is a reflection of our own thoughts, if we purify our thoughts, we will be able to see the world through a better lens.

One who can obtain control of their mind are destined to win every battle with values of love, compassion and empathy. Thus, achieving peace of mind will contribute to peacebuilding in the world.

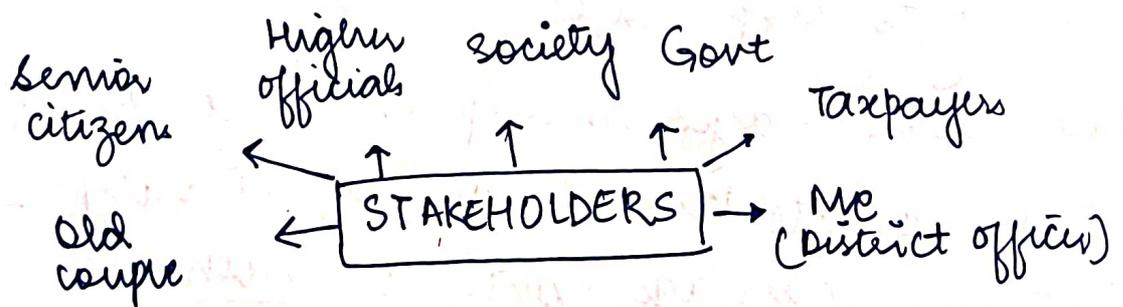
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Ans: 4

The shift in modern society has brought with it complexities of geriatric care. With nuclearization of families and lack of social support for elderly, this issue has become particularly crucial for administration. As per India Ageing Report, 2023 - People above 45 would account to 50% population by turn of the century

In this case, Rakesh, as district level officer also faces this question of health care for the old couple.

ETHICAL DILEMMAS INVOLVED



- (1) Objectivity of criteria v/s compassion and empathy for the couple
- (2) Personal ethics v/s Professional ethics
- (3) Honesty in devolution of funds v/s one time exception for old couple's benefits.

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- (4) Consequentialism vs Utilitarianism (for Benefit of couple vs larger society)
- (5) Welfare of society vs welfare of couple i.e.
- (6) Violating govt rules i.e. against rule of law vs marginalized
- (7) Ethicality vs legality.
- (8) Breaking trust of higher officials & taxpayers.

OPTIONS AVAILABLE	MERITS	DEMERITS
(1) Strict application of law and deny relief to old couple	a) Uphold rule of law b) won't open Pandora's box of stress approaching for exceptions c) Professional integrity and honesty maintained	a) Doesn't provide relief b) Crisis of conscience c) Mechanical application without compassion
(2) Make a one time exception and provide relief	a) solves the problem of couple b) Humane outcome - treating humans as ends. c) Funds ultimately meant for deprived therefore, for societal good only	a) violation of professional duty b) doesn't set a strong precedent c) Breaks-trust of officials & taxpayers.
(3) Don't make an exception but look	a) upholds both personal & professional ethics	a) can be time consuming & difficult

for alternative to help the couple.

b) instils values of compassion in civil service
c) solves the problem of the couple

b) may not provide instant relief.
c) Extra work for me as district officer.

HOW CAN RAKESH RESPOND WITH AN ALTERNATIVE SOLUTION?

① Clarity of values in mind

- should be objective in dispensation of funds meant for a certain class
- yet be caring, humane and emotionally intelligent to understand the needs of the old couple.

② As a first step, Rakesh should approach the doctor, ask for the health status, expenditure involved for his treatment.

③ Then he should look if the couple could be covered under any alternative govt scheme for elders.

④ Can also push for enrolment under Ayushman Bharat, if eligibility is satisfied.

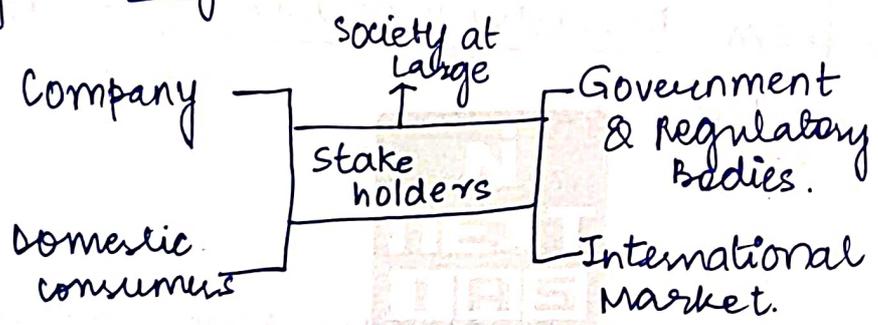
- ⑤ Alternatively, can contact NGO involved in health sector to aid the couple.
- ⑥ Can also make their profile online for crowdfunding on trusted websites like meap etc for involving aid from community.
- ⑦ Even though Rakesh might not have financial might to help himself, can seek grants from Ministry of Health after apprising seniors of the situation.

Thus, Rakesh must display firm adherence to dispassionate objectivity in public service yet also as a public official go the extra mile to fulfill the moral imperative of 'people first'.

Ans 5.

The above case study is an apt example of declining morality in corporate governance. The 'race to bottom' is driving companies to squeeze out profits from all stakeholders like consumers, environment, society and fill deep pockets of shareholders.

This instance shows compromise on ethicality to gain unjust profits.



(A) ACTION TO BE TAKEN AGAINST THE COMPANY

- (1) Immediate order of ban on sale of food products, seizure of goods by authority, recall of goods with retailers
- (2) Make consumers aware of the harms of products and ask for urgent discarding of same.
- (3) Cancel export license of the company for the interim period.

- (4) Thorough investigation of food products and assessing the deviation from standards
- (5) Initiate criminal proceedings against company and key managerial persons involved and providing opportunity to defend and explain.
- (6) A strict penalty on company providing deterrence to all accompanied with compensation for consumers - to be added to consumer relief fund.
- (7) Ask to provide public apology in leading daily newspapers.

(B) COURSE OF ACTION AVAILABLE TO COMPANY

- ① ACKNOWLEDGE the unethical actions unconditionally and apologise to the public for breaking trust.
- ② INTERNAL AUDIT and enquiry for the reason of lapses and person involved.
- ③ COOPERATE with law enforcement

agency and come clean with all details.

- (4) BRIDGE public trust deficit by informing consumers of (a) action taken against culprit (b) future checks in place
- (c) Display Quality of new products honestly
- (d) promote new goods with ethical celebrities.
- (e) inform of new technologies in place for adhering to highest standards.

(5) STRONG ETHICAL CODE OF CONDUCT for employees to prevent any future mishap like this again.

(6) CSR activities for consumer welfare

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ETHICAL DILEMMAS INVOLVED

- (1) Profit making v/s corporate accountability
- (2) Consumer Trust v/s improving profit margin
- (3) Discrimination between international and national consumers
- (4) Issue of duping regulatory authority

and breaching corporate governance

- (5) Issue of impact over health of vulnerable consumers like children
- (6) Stakeholders' Benefit vs Shareholders' Benefit
- (7) Issue of loss of reputation domestically and globally.
- (8) Issue of lack of regulation over rejected export goods with health concerns.

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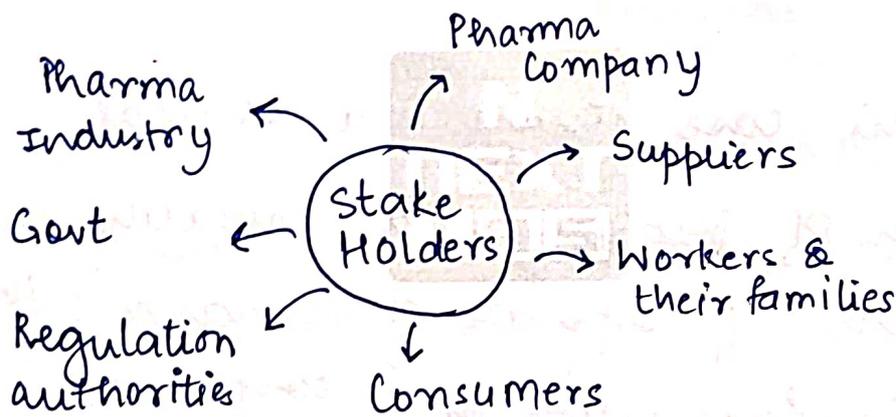
Thus, this case study is a crucial reminder of probity and ethicality as twin pillars of corporate governance without which foundation of a corporate entity and super structure of profits cannot sustain.

Ans. 6.

India has become the 'pharmaceutical hub' with a standing of 3rd in volume and 14th in value of the industry. Yet, this case study, serves as reality check of the misdeeds committed by profit hogging pharma giants, shredding away all morality.

ETHICAL ISSUES INVOLVED IN THIS CASE

①



- a) Profit making v/s compliance with legal rules
- b) Pressurising small manufacturers to produce unethically ∴ abuse of dominance
- c) Issue of responsibility to worker and their safety.
- d) Shirking away responsibility by a major giant with deep pockets

(d) Running supply chains for public at large wts safety and capacity of workers and suppliers

(e) Lack of labour law inspection.

(f) Lack of respect for rule of law in pharma industry.

② COMPANY'S POSITION ON PAYING DAMAGES

The company was outrightly denied to pay compensation due to no direct involvement in the incident.

→ This indicates narrow view of corporate responsibility and insistence on profits at any cost.

→ The company should be liable to pay damages because :-

(a) Corrective justice - Since the suppliers hurried the workers and forgo regulations to meet deadlines set by the company, it makes them directly liable.

(b) Lower bargaining power of suppliers and lower standards of regulation on them

also make the company more liable for owning the ethical responsibility.

3) Treating humans as ends - As per Kantian categorical imperative, humans are not just means but ends in themselves. Even though human life is invaluable, the company is morally & perhaps legally liable to award just compensation to their families.

4) As justified from theory of 'big pocket'
→ since company is going to earn the most out of their labour and has the capacity to compensate justly, they must be made liable in law.

5) Company owe to society

→ It was company's duty to check labour standards & working of suppliers

→ As a 'corporate citizen', they also owe towards well-being of society and cannot run away from responsibility.

(3)

Moral Responsibility

- means taking full ownership of the samifications of any act which is unacceptable as per societal standards of right or wrong.

This cannot be delegated and comes from inner sense of justice, ethics and code of conduct.

A person becomes morally responsible for an act when has involvement in the act with complete intention and an interest in the outcome. In this case, the company

has complete involvement ~~to~~ in hiring ^{substandard} ~~labour~~ ^{supplies} ~~is~~ to earn profits, leading to death of 22 workers. Thus, it would be morally responsible.

Therefore, every corporate entity needs to take up ownership of acts meant for their profits but detrimental to society at large.