

## Ethics Case Study Class 09

14th August, 2024 at 9:00 AM

### Social & Community issues (09:01 AM)

#### CASE STUDY

- The rise of the gig economy greatly benefits the new generation of employees, providing 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 work to make ends meet till they land a permanent job.
- Organizations also opt for temporary professionals over training their 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 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 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 that is being used now and then by some employers.
- 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 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 that are devoid of employee liability and do not have the overhead expenses of managing a full-time workforce, making it difficult for 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?
- **Approach:**
- Give a brief overview of the case.
- Write the ethical issues involved.
- Suggest measures to resolve the problems faced by gig workers like Rahul.
- Conclude accordingly

#### CASE STUDY (09:20 AM)

- Rina and her friends from the college were working as interns with a company for the last few months.
- On completion of their internship, some of them, including Rina, have been offered full-time jobs in the company.
- Being a reputed company, she and her friends accepted the offer.
- Rina is enthusiastic about her new job and has even established good relationships with some of her company co-workers during her internship.
- However, during her tenure as an intern, Rina began to notice that one of the Vice-Presidents (VPs) of the company was giving her too much attention.
- He used to make an extra effort to stop by Rina's cubicle and chat, something he was not doing with any of the other interns.
- He had even tried to connect with Rina over social networking sites.
- Some of her co-interns also noticed this and began to make offhand comments to Rina about the extra attention being given by the VP.

- Now that she has been hired for a full-time position, she is fearful that she might have to work with this VP directly.
- While he has not done or said anything explicitly inappropriate, the extra attention and the fact that her co-workers noticed it, made her very uncomfortable and undermined her concentration at work.
- The company encourages an open and friendly atmosphere and when she was hired, it was communicated to her that she should always speak to her Manager whenever faced with any uncomfortable work-related issues.
- However, she is concerned to speak about it officially, as the VP has not explicitly done anything wrong. In the given situation:
- (a) What dilemmas does Rina face?
- (b) What options does she have? Provide the merits and demerits of each.
- (c) Highlight the course of action she should adopt, along with justification for the same.
- **Approach:**
- Introduce the case study by giving the gist.
- Highlight the dilemmas faced by Rina.
- Mention the options available to Rina and evaluate each option for merits and demerits.
- Giving arguments to support your position, suggest a course of action that she should follow.
- Conclude accordingly

### **Case study (09:35 AM)**

- You are a public representative, elected on the ticket of a political party, considered conservative by many.
- Your daughter, who has returned years after studying abroad, has conveyed to you her choice of marrying a person from another community.
- You do not consider anything wrong in her choice, and convey your assent to her.
- You also discuss it with many of your friends and family and inform them of a grand wedding ceremony you are planning for your daughter.
- However, a few days after you have shared the news of the forthcoming grand wedding with many, you are informed by your political secretary about an issue being made of the same.
- He informs you that there are whispers among many people in your constituency about it, and indications of a sense of unease among some prominent citizens.
- While most of them are enamored by your plans for a grand wedding ceremony for your daughter, they are unhappy about the bridegroom being from another community.
- You also get to know through your sources in the party, that your assent to the choice of the bridegroom may lead to a denial of ticket by the high command in the forthcoming elections.
- You are not only an ambitious politician and a rising star in your political party but also an open-minded, loving, and doting father.
- But how much you love your daughter's freedom and choices, you do not want her decision to adversely affect your political journey.
- This is more so, when you had been eagerly looking forward to greater responsibilities and a higher stature in the party, given the years of hard work you have put in, as a politician.
- Your daughter, on the other hand, is firm with her choice and does not want her impending grand wedding to be affected in any way.
- She is adamant that her wedding will not be held as a private ceremony with only close friends and family, but should be publicized grandly, as you had promised earlier to her.
- Given this situation, answer the following:
- (a) What are the ethical issues in the above situation?
- (b) What are the various options that you have, as a father and an ambitious politician?
- (c) What will be your course of action? Justify with proper reasoning

- **Approach:**
- Introduce the context of the case.
- Mention the ethical issues involved in the case.
- List the various options that you have, as a father and an ambitious politician.
- Discuss the course of action with proper justification.
- Conclude accordingly

### **CASE STUDY (10:02 AM)**

- You are a young officer posted as a Sub-Divisional Magistrate in a backward district.
- You receive a complaint against the appointment of a Dalit woman in a village school to cook food under the Mid-Day Meal scheme by parents of some students.
- The parents are putting immense pressure on the school management to discontinue the services of the woman concerned based on long-standing social norms of caste impurity.
- They also say that if the management fails to make a favorable decision, keeping in mind the prevailing social customs, they will convene a village assembly and take action against the woman and her family members, including boycotting them socially.
- Based on the above information, address the following:
  - (a) Identify the issues involved in the given case study.
  - (b) Highlighting the reasons behind continuing caste discrimination, discuss the steps that you will take to resolve the present issue.

- **Approach:**
- Introduce the case study by giving the gist.
- Write about the various issues and associated stakeholders in the given case.
- Mention the reasons behind the continuation of caste discrimination.
- Write down the steps that you will take in this situation.
- Conclude accordingly.

### **CASE STUDY (10:25 AM)**

- You are the Superintendent of Police (SP) in a district.
- One of your subordinates informs you that a girl has reached out to him and complained about a potential death threat to her and her boyfriend who belongs to another caste.
- Both the families are averse to their union. She has also informed me that the local police station is neither filing any complaint nor giving her any assurance of protection.
- The girl belongs to the dominant caste of the region and her father is a prominent local leader of the party which is in power in the state.
- On further inquiry, you come to know that both the girl and her boyfriends are adults.
- They have moved out of the house and have started living together.
- This has further angered both the families and they are accusing each other of abduction.
- In the given scenario, answer the following questions:
  - (a) Bring out the ethical dilemma faced by you.
  - (b) What would be a suitable course of action to resolve the issue?
  - (c) At times, such instances lead to violence and may end up in honor killings. Discuss the reasons behind their social acceptance in parts of India despite the legal sanction against them.

- **Approach:**
- Briefly mention the facts of the case.
- Mention the ethical dilemma faced by the officer.
- Mention the suitable action to resolve the issue.
- Mention the reasons for social acceptance of honor killing in certain parts of India.

### **CASE STUDY (10:41 AM)**

- You are posted as the Superintendent of Police (SP) of a district, which has witnessed several lynching-related crimes in the recent past.
- One day, a police station in the district got an SOS that in a particular village under their jurisdiction, two women have been accused of witchcraft and are now being paraded naked by the villagers.
- Given the record of crimes in the village, it was likely that they would be killed by the villagers.
- When a police team from the station reached the spot and tried to save the two women from the mob, a scuffle broke out.
- In the ensuing scuffle, the police were brutally attacked and they had to retaliate by lathicharging to save themselves.
- The incident left three villagers dead. There is anger amongst the villagers, who are also a critical vote bank of the ruling party in the state.
- As the SP, you have been instructed to institute a quick inquiry and take the strictest action against the police team who lathi-charged.
- You are aware that with elections around the corner, you need to diffuse the situation quickly. Given the situation, answer the following :
  - (a) Identify the stakeholders and the issues involved in the above case.
  - (b) What are the options available to you? Which of these will you choose and why?
  - (c) As an objective and scientific-tempered administrator, what steps will you suggest in the long run to deal with mob lynching?
- **Approach:**
- Give a brief introduction about the case.
- Identify various stakeholders and the issues involved.
- Bring out the options available and the options that you will choose, along with the reasons.
- Suggest steps to deal with mob lynching in the longer run.

### **CASE STUDY (11:02 AM)**

- You are the Dean of Academics of a University.
- It has been brought to your notice that some students have raised a complaint against Mr X, a specially-abled Professor at the University, for not performing his academic duties diligently.
- The Head of the Department (HoD) tried to have a conversation with him regarding these complaints;
- however, Mr X feels that he is a victim of internal politics and is being discriminated against on account of his being specially abled.
- He also conveyed to the HoD that he would file a complaint of discrimination against the University under The Rights of Persons with Disabilities Act, 2016.
- As the Dean of Academics, it is your responsibility to uphold the academic standards of the University and take any administrative decision in this regard.
- In this case, answer the following questions:
  - (a) State the stakeholders and the ethical issues in the given case.
  - (b) What are the options available to you?
  - (c) Evaluate each of these options and state the option that you would choose, citing reasons
- **Approach:**
  - Briefly write about The Rights of Persons with Disabilities (RPWD) Act, 2016.
  - Highlight the key stakeholders involved in the case study.
  - Elaborate on the ethical issues involved in this case.
  - In the given scenario, discuss the options which are available to you.
  - Evaluate the listed actions and justify the best option among them.

### **CASE STUDY (11:14 AM)**

- You are an IPS officer posted as the Inspector General of Police in a state.
- The recent death of a father-son duo in one of the districts in the state, due to custodial violence allegedly in the presence of the Deputy Superintendent of Police (DSP), has sparked anger across the state.
- This is not an isolated incident, as there have been allegations raised by human rights groups in the past regarding custodial deaths due to physical assault by the police.
- The High Court of the State, taking suo moto cognizance of the recent incident, has served a notice to the state government, seeking a detailed report on the rising instances of custodial deaths.
- The state government has constituted a Committee to probe the incident and submit a detailed report about the veracity of facts related to it.
- You have been asked to head the Committee. You know the Deputy Superintendent of Police of the district to be an honest, hardworking, and upright officer.
- He has privately requested you absolve him of any wrongdoing as he claims not to be present when the incident occurred. You know that any action against him will be detrimental to his reputation and career.
- On the other hand, the seniors in the department are pressuring you to put all the blame on the DSP and make him a sacrificial lamb to protect the overall image of the police in the state.
- In the given scenario, answer the following questions:
  - (a) Identify the stakeholders and the ethical issues involved in the case.
  - (b) What steps will you take to ensure that the inquiry is seen to be fair and impartial?
  - (c) Given the challenges that the police forces in India operate under in their day-to-day functioning, suggest some initiatives to address them

- **Approach:**
- Give a brief introduction about the case.
- Identify the stakeholders and ethical issues involved in the case.
- Mention steps that you will take to ensure an impartial inquiry is carried out.
- Briefly mention the challenges that the police forces face, and suggest some initiatives to address these challenges.
- Give a brief conclusion.

### **CASE STUDY (11:43 AM)**

- Though discrimination on racial grounds is generally associated with Western countries, arguably similar notions of color and racial discrimination are prevalent in India too.
- Many Indians are found to be obsessed with “White” skin tone as visible in matrimonial ads and the popularity of whitening creams.
- They are also found to be more hospitable towards the white-skinned Europeans than the dark-skinned Africans.
- Even within the country, people can be found to be discriminating against fellow countrymen based on their skin tone.
- People from North-East India face frequent racial abuse and are referred to by various derogatory names.
- All these points towards racism being practiced and accepted in India.
- Moreover, it is not considered a very serious issue as the anti-discrimination laws in India are not stringent enough to deal with hate crimes associated with racism.
- (a) In this context, discuss the ethical issues associated with the practice and acceptance of racial discrimination in India.
- (b) If you have been tasked to formulate a plan to combat hate crimes associated with racism in India and bring about an attitudinal change, what would be your suggestions?

- **Approach**
- Discuss the case study in brief.
- State the ethical issues associated with racism.
- Provide a plan to combat racism in India and bring about attitudinal change.
- Conclude accordingly

### **TOPIC FOR NEXT CLASS: CASE STUDY CONTINUE**