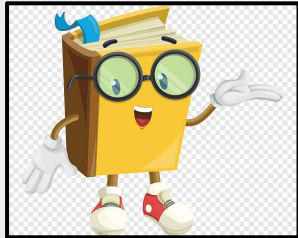


UPSC GS Mains

Ethics Case Studies

By
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Case Study Themes



**Let's!
Start**

Animal Rights and Ethics
Corporate Governance and Ethics in Private Organizations
Crisis and Disaster Management
Education and Ethics
Environmental Ethics
Ethical Dilemmas and Personal Integrity
Ethics in Administration and Governance
Health and Medical Ethics
International Relations and Ethics
Media and Journalism Ethics
Public Service Delivery
Social and Community Issues
Sports and Ethics
Technology and Ethics



Case Study

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 him being specially-abled. He also conveyed to the HoD that he will 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 which 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.

Answer

Introduction: As the Dean of Academics at a University, I am confronted with a situation involving a complaint against Mr. X, a specially-abled professor, who has been accused of neglecting his academic duties. Mr. X feels discriminated against and is threatening legal action under The Rights of Persons with Disabilities Act, 2016.

(a) Stakeholders and Ethical Issues

Stakeholders:

- **Students:** Their education and academic performance are affected.
- **Dean:** Responsible for maintaining academic standards and resolving the issue fairly.
- **Mr. X:** Accused professor who feels discriminated against.
- **Head of Department (HOD):** Intermediary who communicated the complaint to Mr. X.
- **Other Faculty Members:** Their morale and working environment might be affected.
- **University Administration:** Concerned with maintaining the institution's reputation and quality of education.

Ethical Issues:

- **Rights of PwD vs Quality Education:** Balancing the rights of a specially-abled professor with the need to maintain educational standards.
- **Integrity and Commitment:** Addressing allegations of Mr. X's lack of diligence.
- **Impartiality:** Ensuring a fair and unbiased resolution.
- **False Allegations:** Addressing Mr. X's claims of discrimination and internal politics.

(b) Options Available

1. **Settle Internally:**
 - **Merits:** Peaceful resolution, fosters dialogue, immediate response.
 - **Demerits:** Informal, lacks documentation, may not lead to lasting change.
2. **Set Up an Internal Committee:**
 - **Merits:** Formal, objective, documented findings, comprehensive investigation.
 - **Demerits:** Time-consuming, may strain relationships.
3. **Recommend Suspension:**
 - **Merits:** Immediate action, addresses student complaints.
 - **Demerits:** Hasty, potentially unjust, risks legal repercussions.

(c) Chosen Option and Justification

Option 2: Set Up an Internal Committee

Reasons:

- **Thorough Investigation:** Ensures all aspects of the issue, including Mr. X's claims of discrimination and internal politics, are examined.
- **Fair and Objective:** Provides a balanced approach, with decisions based on documented evidence.
- **Legal Protection:** Prepares the university for potential legal challenges by having a formal report.
- **Comprehensive Solution:** Addresses both the immediate concerns and the underlying issues, promoting long-term resolution.

Conclusion: Setting up an internal committee is the most balanced and just approach to resolving the issue. It ensures a fair investigation, upholds the rights of all stakeholders, and maintains the university's commitment to quality education and non-discrimination.

Case Study

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 to 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 pressurising you to put all the blame on the DSP and make him a sacrificial lamb in order 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 enquiry 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 enquiry is carried out.
- Briefly mentioning the challenges that the police forces face, suggest some initiatives to address these challenges.
- Give a brief conclusion.

Answer

Introduction

The case involves custodial deaths leading to public outrage and scrutiny from the judiciary. As the Inspector General of Police, I have been asked to head a committee to investigate the incident impartially.

(a) Stakeholders and Ethical Issues

Stakeholders:

- **Police officers:** Their reputation and careers are at stake.
- **Family of the deceased:** They seek justice and truth about their loved ones' deaths.
- **Police Department:** The integrity and reputation of the police force are under scrutiny.
- **High Court of the State:** It ensures the protection of constitutional rights.
- **Inspector General of Police:** I must maintain impartiality and uphold professional integrity.

Ethical Issues:

- **Culture of Torture and Brutality:** Allegations of systemic abuse within the police force.
- **Violation of Natural Justice:** Custodial deaths violate the right to life under Article 21 of the Constitution.
- **Misuse of Authority:** Abuse of power by police officers.
- **Right to Fair Enquiry:** Ensuring the accused officers receive a just investigation.

(b) Steps to Ensure Fair and Impartial Enquiry

- **Suspend Involved Officers:** Temporarily suspend the DSP and implicated officers to ensure an unbiased investigation.
- **Conduct Thorough Enquiry:** Interview key witnesses, including eyewitnesses and suspects, and analyze their testimonies.
- **Check Arrest Records:** Review the documentation of the arrest and detention procedures.
- **Autopsy:** Conduct a proper autopsy to determine the cause of death.
- **Detailed Report:** Formulate a comprehensive report based on findings, and initiate departmental and criminal proceedings if guilt is established.

(c) Initiatives to Address Challenges Faced by Police

- **Regular Training and Sensitization:** Educate officers on human rights and the proper conduct of duties.
- **Public Awareness:** Increase awareness among citizens about their rights to create accountability.
- **Implement Police Reforms:** Follow Supreme Court directives from the Prakash Singh case to reform the police force.
- **Adequate Recruitment:** Address understaffing issues by recruiting more personnel.
- **Modernization of Police Force:** Upgrade equipment, service conditions, and training.
- **Surprise Inspections:** Mandate inspections by Non-Official Visitors (NOVs) to prevent custodial torture.
- **Separate Functions:** Separate investigative and law-and-order maintenance functions.

Conclusion: Ensuring justice and maintaining law and order require a balanced approach that respects human rights and the rule of law. Implementing these measures will help restore public trust in the police force and prevent future custodial deaths.

Case Study

Though discrimination on racial grounds is generally associated with Western countries, arguably similar notions of colour and racial discrimination are prevalent in India too.

Many Indians are found to be obsessed for “White” skin tone as visible in matrimonial ads and 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 fellow countrymen on the basis of their skin tone. People from North-East India face frequent racial abuse and are referred to by various derogatory names. All these point towards racism being practised 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.

Answer

Introduction

Racial discrimination in India, though less discussed than in the West, is prevalent and manifests in various forms, from biases in matrimonial ads to hostility towards certain ethnic groups. This discrimination undermines fundamental human rights and poses serious ethical and social issues.

(a) Ethical Issues Associated with Racial Discrimination in India

- **Violation of Constitutional Principles:** It contradicts the principles of equality, justice, and fraternity enshrined in the Indian Constitution.
- **Against Human Dignity:** Racial discrimination disrespects the inherent dignity and worth of individuals.
- **Societal Hierarchy:** It perpetuates a hierarchy based on race and color, fostering a sense of superiority and inferiority.
- **Fear and Anxiety:** It stems from unfounded fears and anxieties about people of different ethnic origins.
- **Developmental Hindrance:** Discrimination hinders the development of victimized groups, leading to loss of faith in the system.
- **Social Division:** It can lead to the formation of ghettos and segregation, destroying social cohesion and creating volatile areas.
- **Historical Precedent:** Historical instances of racial hatred, like the Holocaust, highlight the destructive potential of unchecked racism.
- **Global Reputation:** Cases of racial discrimination damage a nation's international standing.
- **Impunity:** Acceptance of racism and lack of stringent laws allow hate crimes to go unreported and unpunished.

(b) Suggestions to Combat Hate Crimes Associated with Racism and Bring About Attitudinal Change

1. **Data Collection:** Implement extensive data collection, incident recording, and regular monitoring to understand and address racial discrimination effectively.
2. **Legislative Action:** Enact specific anti-racism legislation with effective, proportionate, and dissuasive penalties for perpetrators.
3. **National Strategy and Action Plan:** Develop a comprehensive public policy framework to combat all forms of racial discrimination, incorporating public consultation and targeted assessment.
4. **Affirmative Actions:** Implement positive policy actions, such as setting quantitative targets for employment, education, and housing for marginalized groups, particularly from North-Eastern India.
5. **Sensitization:** Conduct in-service training for teachers, police officers, and civil servants to address prejudice, increase awareness of discrimination, and equip them to manage an ethnically diverse population.
6. **Media Responsibility:** Develop clear codes of conduct and training programs for media professionals to promote diversity and combat racism.
7. **NGOs and Civil Society:** Encourage religious communities, NGOs, local authorities, and other stakeholders to speak out against bigotry and hatred.

Conclusion

Racism in India, though often overlooked, is a significant issue that undermines social harmony and human dignity. A multi-faceted approach involving data collection, legislative action, affirmative policies, and widespread sensitization is essential to combat racial discrimination and foster an inclusive society.

Case Study

You are a District Magistrate posted in a backward district of the country. You are responsible for getting an Atal Residential School built on the village land in your district. The contract for the construction of the school has been assigned to a popular local leader's son. This land is presently occupied by tribal communities but they cannot produce any ownership records. They claim that they have resided on the land for generations. They also allege that the administration is pressuring them to vacate their land to build the school and have assured that they will be relocated elsewhere. However, they are hesitant to do so as it will uproot them from their homes and will affect their livelihood. One of the prominent tribal leaders has highlighted this issue and it has caught the attention of the mainstream media.

In the light of the situation, answer the following:

- (a) Identify the stakeholders involved in the case and their respective interests.***
- (b) Discuss the various ethical concerns in the given case.***
- (c) What are the options available to you and which of these options you will choose? Justify.***

Approach

- Briefly introduce the case study.
- Briefly highlight the key stakeholders & their interests associated with the case study.
- Bring out the ethical concerns in this situation.
- Evaluate your options with suitable arguments.
- Conclude appropriately.

Answer

Introduction

The case study presents a conflict between building an educational infrastructure and the displacement of tribal communities, highlighting the challenges of balancing development and social justice.

(a) Stakeholders and Their Interests

1. **Tribal Community:**
 - Interests: Livelihood, cultural and land rights, welfare.
2. **State and District Administration:**
 - Interests: Development, social justice, maintaining trust in administrative machinery, responsibility for eviction and rehabilitation.
3. **Contractor (local leader's son):**
 - Interests: Profits from the contract, job creation, timely completion of the project.
4. **Tribal Leader and Media:**
 - Interests: Protection of tribal rights, bringing attention to the issue, ensuring welfare.

(b) Ethical Concerns

1. **Land Alienation:** Forced displacement without proper ownership documentation.
2. **Loss of Livelihood:** Eviction threatens their livelihood, pushing them into poverty.
3. **Balancing Educational Rights vs. Forced Eviction:** Providing education at the cost of displacement.
4. **Violation of Customary Rights:** Denial of habitat rights due to lack of documentation.
5. **Public Duty:** Obligation to build the school under the Right to Education Act, 2009.
6. **Nepotism:** Possible collusion in awarding the contract to the local leader's son.
7. **State Responsibility:** Ensuring proper resettlement and rehabilitation.

(c) Options and Evaluation

1. Allow Construction and Rehabilitate the Tribals

- **Merits:**
 - Ensures project completion and educational benefits.
 - Provides a structured rehabilitation plan.
- **Demerits:**
 - Potential perception of exploitation.
 - Increased media scrutiny and public distrust.

2. Cease Construction and Find Alternative Land

- **Merits:**
 - Protects tribal habitat and livelihood rights.
 - Avoids confrontation and allegations of collusion.
- **Demerits:**
 - Delays project completion.
 - New land may be unsuitable, affecting educational access.

Preferred Option: I would opt for **allowing construction while ensuring proper rehabilitation** of the tribal community.

Justification

- **Meeting with Tribal Leaders:** Engage in dialogue with tribal leaders and representatives to outline the project details, rationale, and benefits of the school.
- **Comprehensive Rehabilitation Plan:** Develop a detailed plan for resettlement in consultation with the tribal community, ensuring their voices are heard and their needs met.
- **Transparent Communication:** Clearly communicate the benefits of the school and the steps taken for fair rehabilitation to the tribal community and the public.
- **Monitoring and Support:** Ensure continuous monitoring of the rehabilitation process and provide necessary support to the tribal community during the transition.

Conclusion: Balancing development and social justice is crucial. By opting for a transparent and inclusive approach, I would ensure that the educational needs are met while respecting and addressing the concerns of the tribal community. This approach would foster trust and cooperation between the administration and the tribal population, ensuring a fair and just resolution.

Case Study

You are posted as the Sub-Divisional Magistrate in a backward district. Recently, a young couple belonging to different castes eloped from the village belonging to your sub-division. They wanted to marry but the caste conflict prevailing in the village was a big hurdle for them. So, they planned to get married secretly and then come back to the village. On account of their elopement, the girl's family, which belongs to the dominant landlord caste, filed a case of kidnapping against the boy and have riled up the villagers against him and his family. After their return to the village, the couple meet you before meeting their family members. On account of your official position, they request you to convince their family members and other members of the village to accept them. The village has witnessed many caste conflicts and honour killings in the past on account of such incidents and the present matter may aggravate caste-related tensions. Under these circumstances, answer the following questions:

- (a) Identify the stakeholders and associated issues in the given case.*
- (b) What are the options that you have? Highlight your course of action and give suitable justification for the same.*

Approach

- Give a brief overview of the case.
- Mention the stakeholders along with associated issues in the given case.
- State the options you have in the scenario and discuss your course of action.
- Conclude on the basis of the above points.

Answer

Introduction: The given case involves the conflict between a young couple's fundamental right to marry across caste lines and the social customs of a village prone to caste conflicts and honour killings.

(a) Stakeholders and Associated Issues

- **Inter-caste couple:** Their right to choose their life partners and their safety are at stake.
- **Family members:** Their beliefs and societal pressure clash with modern values against caste discrimination.
- **Villagers:** Opposed to inter-caste marriages, their societal attitudes conflict with legal rights.
- **Sub-Divisional Magistrate (SDM):** Must ensure the couple's safety, uphold the law, and maintain public order.

(b) Options and Course of Action

Options:

1. **Provide police security to the couple in the village.**
 - **Merits:** Ensures immediate safety.
 - **Demerits:** May not address underlying tensions and is a temporary solution.
2. **Arrange for the couple to live in a safe place in a nearby town.**
 - **Merits:** Provides a secure environment away from immediate threats.
 - **Demerits:** Does not resolve the root issue of societal acceptance.

3. Convince the villagers to accept inter-caste marriages.

- **Merits:** Long-term solution that addresses societal attitudes.
- **Demerits:** Requires time and may face strong resistance.

Chosen Course of Action:

- **Ensure immediate safety:** Secure the couple in a safe place and provide police protection.
- **Engage with families:** Meet with the families to explain the legal and human rights aspects and persuade them to accept the couple's decision.
- **Involve village leaders:** Convene a meeting with Panchayat members and reputed village elders to discuss the couple's rights and persuade them towards acceptance.
- **Address the community:** Arrange a village assembly with police presence to maintain order, and involve local NGOs and respected figures to support the couple.
- **Clear legal stance:** Inform villagers of the legal consequences of violating the couple's rights and ensure the couple's continued protection until the threat subsides.

Conclusion: The Constitution of India guarantees liberty and equality, and the couple should have the freedom to choose their life partners without fear. Balancing the immediate safety of the couple with long-term attitudinal change in the village is crucial to resolving such conflicts while upholding the rule of law and fundamental rights.

Case Study

You are waiting at a red light of a traffic signal while driving a car. A poor teenage boy, who is looking sick and weak, approaches you and starts begging for money. Looking at his situation, you out of compassion take out your wallet and start looking for some money to give it to him. But suddenly the boy, who was standing very near to you, snatches your wallet and starts running. Another man standing next to your car watches this act and catches the boy. He starts beating him badly. Few other people also join him.

(a) What are the issues involved in this case?

(b) What course of action will you take and why?

Approach

- Introduce by stating the gist of the given case.
- Discuss the issues involved in the case.
- Suggest a course of action that can be taken in the above situation.
- Conclude by giving a way forward.

Answer

Introduction: Poverty-driven crimes are common in developing countries like India, where a significant portion of the population lives below the poverty line. This case involves a teenage boy forced into theft and the subsequent violent reaction of bystanders.

(a) Issues Involved

1. **Poverty and Crime:** The boy's poverty has led him to beg and steal, highlighting a lack of basic needs and support.
2. **State Responsibility:** The state's failure to provide a decent life and adequate support to its citizens.
3. **Violence and Emotional Intelligence:** The public's violent response reflects a lack of compassion and emotional intelligence towards vulnerable individuals.

(b) Course of Action

1. **Ensure Safety:** Park the car to avoid traffic disruption. Request the crowd to stop beating the boy, explaining the potential legal consequences of their actions.
2. **Compassionate Approach:** Calm the boy and offer him food and drink to make him comfortable. Understand his situation and reason for the theft.
3. **Involve Authorities:** Contact a government agency or NGO specializing in child welfare to ensure the boy receives proper care and support.
4. **Follow-Up:** Ensure periodic follow-ups with the agency to monitor the boy's progress.

Conclusion

A compassionate and lawful response ensures immediate safety for the boy while addressing the underlying issues of poverty and lack of support. This approach aims to rehabilitate rather than punish, fostering a more empathetic and just society.

Case Study

You are working as a District Magistrate in an aspirational district where women literacy and sex ratio is one of the lowest in the country. It is brought to your notice that a woman who has been elected as 'Sarpanch' on a seat reserved for women candidates in a panchayat in your district is head 'only on the paper'. All the work related to the panchayat is actually carried out by her husband. Even the flag hoisting ceremony on Independence Day is carried out by her husband. However, her husband happens to be a good administrator as indicated by that panchayat's performance on various developmental parameters as compared to other panchayats in the district. Also, her husband enjoys the support of the local people. Given the situation, answer the following:

- (a) Identify the stakeholders and issues involved in this case?***
- (b) What options are available to you as the District Magistrate in such a scenario? Also, evaluate each option and indicate what option will you choose.***

Approach

- Give a brief description of the case study.
- Write about stakeholders involved in the case and various issues that need to be considered in this case.
- Write some options that can be taken in such a scenario with pros and cons of each option.
- Indicate which option you will choose.

Answer

Introduction: This case depicts the phenomenon of “Sarpanch Pati,” where a male relative of an elected woman Panchayat Sarpanch/member discharges all the official responsibilities of the woman. This arose due to reservations for women in Panchayat elections against a patriarchal societal backdrop.

(a) Stakeholders and Issues

1. **Sarpanch:** Deprived of her right to discharge official duties and participate in the political process.
2. **Husband of the Sarpanch:** Despite being a good administrator, he is improperly appropriating the elected office.
3. **Villagers:** While benefiting from good administration, their regressive attitude towards women is problematic.
4. **District and State Administration:** Ensuring adherence to the 73rd Constitutional Amendment Act.
5. **Women and Society:** Such incidents hinder women’s empowerment and societal development.

(b) Options Available

1. Take Legal Action Against the Sarpanch

- **Pros:** Acts as a deterrent, creates space for women empowerment.
- **Cons:** May be hasty without proper inquiry, risk of law and order issues.

2. Conduct an Inquiry

- **Pros:** Establishes facts, helps in taking informed decisions based on evidence.
- **Cons:** May initially seem lenient, time-consuming.

3. Inform and Warn the Sarpanch

- **Pros:** Ensures understanding of legal repercussions, gives the Sarpanch a chance to respond.
- **Cons:** May appear as lack of administrative willpower, leniency might be detrimental.

Preferred Course of Action

I will order a time-bound inquiry into the allegations. If the allegations are true, a show cause notice will be served to the Sarpanch. Based on the response:

- **If the Sarpanch cites personal problems or lack of administrative skills:** Provide necessary training and support.
- **If the Sarpanch insists on her husband carrying out duties:** Initiate further legal proceedings and take action against her husband for impersonation.

Conclusion: To address capacity and social mindset issues, I will conduct social awareness drives on women empowerment and recommend government training programs for all women heads to fulfil their legislative obligations. This approach ensures adherence to the rule of law while addressing the underlying social issues.

Case Study

In your personal life you are a religious person and strongly believe in the preservation of socio-cultural beliefs. Your recent posting as an IPS officer has brought you to a district with a widely revered shrine. Shortly after you take charge, you find considerable tension building up in the district on the question of women's entry in the shrine. In this backdrop, the Supreme Court has ruled in favour of women being allowed to enter the shrine.

You are aware that there is considerable resentment against the decision. Additionally, several political parties, religious bodies and groups have launched a campaign to defend the tradition. In few weeks the traditional annual pilgrimage to the shrine is going to commence. You suspect that if the situation is not diffused it might lead to law and order problems.

- (a) What are the key issues at stake here?*
- (b) Do you see any dilemmas in the unfolding situation?*
- (c) In this context, what steps would you take to discharge your duties?*

Approach

- Briefly highlight the key stakeholders involved in the case study.
- Discuss the key issues involved in the case study.
- Discuss the ethical dilemmas involved in the case study.
- Discuss the steps which you would take to discharge your duties.

Answer

Introduction: The case involves enforcing a Supreme Court ruling allowing women to enter a revered shrine in a district where this is traditionally forbidden. As the IPS officer, I must balance personal beliefs with professional duty while addressing potential law and order issues.

(a) Key Issues at Stake

1. **Public Safety:** Ensuring the safety of women wanting to enter the shrine amidst potential hostility.
2. **Political Pressure:** Dealing with resistance from political parties and religious groups defending tradition.
3. **Law and Order:** Maintaining peace during the annual pilgrimage, which could exacerbate tensions.
4. **Personal Beliefs:** Balancing personal beliefs in socio-cultural traditions with the duty to uphold the law.

(b) Ethical Dilemmas

1. **Freedom of Religion vs. Equality:** Balancing the community's right to preserve religious traditions with the constitutional right to equality for women.
2. **Personal Beliefs vs. Professional Duty:** Reconciling personal beliefs in preserving cultural traditions with the obligation to enforce the Supreme Court's decision.
3. **Public Order vs. Individual Rights:** Managing the potential for violence while ensuring women's right to enter the shrine.

(c) Steps to Discharge Duties

1. **Ensure Security:** Deploy adequate police forces to protect women entering the shrine and maintain order.
2. **Stakeholder Meetings:** Convene with local leaders, political parties, religious groups, and community representatives to communicate the need to uphold the law peacefully.
3. **Public Communication:** Issue clear statements urging respect for the law and warning against violence, involving media to spread the message.
4. **Prepare Emergency Measures:** Coordinate with district authorities to have emergency response plans, such as closing schools or imposing curfews if necessary.
5. **Monitor Pilgrimage:** Regulate the flow of pilgrims, ensuring that security is tight around the shrine to prevent clashes.
6. **Legal Enforcement:** Make it clear that any obstruction to the court's ruling will be met with legal consequences, ensuring that law enforcement is ready to act swiftly against any violations.
7. **Community Engagement:** Involve NGOs and community organizations in sensitizing the public about the importance of following the law and respecting court orders.
8. **Personal Reflection:** Stay aware of personal biases and ensure decisions are based on legal and ethical considerations rather than personal beliefs.

Conclusion

By taking these steps, I would balance the enforcement of the Supreme Court's decision with maintaining public order and safety. This approach ensures that the law is upheld while minimizing the potential for violence, demonstrating a commitment to duty and constitutional values over personal beliefs.

Case Study

You are appointed as the principal of a school, which is located in a backward district. A colleague brings to your attention that a group of boys indulge in smoking during school hours within the vicinity of the school. The same group has also repeatedly been caught consuming alcohol in the school premises. No form of punishment seems to be effective while dealing with this particular group.

Upon investigation, you find that the boys belong to low-income families and have picked up the habits from elders at home and neighbours. The teachers are concerned about the effect it will have on other students. You also realise that this problem has to be addressed as quickly as possible. In this context, answer the following questions:

- (a) Identify the factors that make young people take up such harmful habits? What is the role of educational institutions in inculcating right habits among the students?*
- (b) How would you address the immediate issue? Analyse the options available to you in this regard.*
- (c) How will you bring about a behavioral change among students in this case?*

Approach

- State the factors that make young people take up harmful habits
- Mention the role of educational institutions in inculcating right habits among students:
- Discuss how you would address the immediate issue as a principal and assess the options
- Discuss ways to bring about a behavioural change among students in this case

Answer

Introduction: Addressing harmful habits among students in a backward district requires a balanced approach that considers both disciplinary actions and supportive interventions to foster positive behavior and uphold educational standards.

(a) Factors that make young people take up harmful habits:

- Exposure to tobacco advertisements and easy availability of products.
- Emulation of role models and public idols.
- Lack of awareness about the consequences of smoking and alcohol consumption.
- Peer pressure and a desire to appear mature or rebellious.
- Hardships due to poverty and familial problems at home.

Role of educational institutions in inculcating right habits among students:

- Schools play a crucial role in shaping the personality and social behavior of children.
- Educational institutions can identify at-risk students and provide counseling to guide them towards healthier choices.
- Implementing policies and programs to address and prevent harmful habits.
- Providing resources and support through curriculum and extracurricular activities.

(b) **Addressing the immediate issue:** Immediate issues to address include correcting the behavior of students, maintaining the confidence of other students, staff, and parents, ensuring students don't drop out, and protecting the school's reputation.

Options:

1. Ignoring the issue:
 - Merits: Avoids immediate confrontation.
 - Demerits: Reinforces negative behavior, encourages rule-breaking, and risks other students picking up the habits.
2. Punishing or dismissing the students:
 - Merits: Sends a strong message against harmful habits.
 - Demerits: Harsh punishment may lead to students dropping out, negatively impacting their education and future.
3. Punishing and reforming the students:
 - Merits: Addresses the behavior and provides a chance for reform. Engages parents and provides professional health counseling.
 - Demerits: Requires resources and ongoing monitoring.

I would **choose the third option**, as it balances discipline with the opportunity for reform and support. Additionally, I would implement awareness programs and enforce strict policies against addictive substances on school premises.

(c) Bringing about a behavioral change among students:

- Organize school-based prevention programs with NGOs and local media.
- Provide training for teachers and guardians on prevention strategies.
- Encourage and support cessation efforts among students and staff.
- Develop and promote constructive hobbies and extracurricular activities for students.

Conclusion: This approach ensures a comprehensive strategy to address the issue, support affected students, and foster a healthy, disciplined school environment.

Case Study

You are the District Magistrate in a district where a significant number of transgenders reside. While discrimination against the community is well known, commuters increasingly complain of harassment at their hands, especially at traffic junctions where transgenders are mostly involved in begging. This, at times, also leads to traffic management issues. You have received a number of complaints in this regard and have to act quickly to resolve it. However, a group of transgender associations argue that begging is their only source of livelihood.

Given the situation, answer the following questions:

- (a) Describe the ethical issues involved in this case. Discuss the attitude of people towards transgenders in general and reasons for the same.***
- (b) What possible courses of action can be undertaken in such situations? Discuss their merits and demerits.***

Approach

- Discuss the ethical issues involved and the reasons for differential attitude of people towards transgenders.
- Discuss possible course of action with merits and demerits. You may conclude by suggesting long-term solution/elaborating on your solution.

Answer

Introduction:

As the District Magistrate in a backward district with a significant transgender population, I need to address the complaints of commuters being harassed by transgenders at traffic junctions while considering the socio-economic plight of the transgender community.

(a) Ethical issues and attitudes:

Ethical issues:

- **Livelihood vs. Public Convenience:** Balancing the need for transgenders to earn a living with the inconvenience caused to commuters.
- **Discrimination vs. Public Safety:** Addressing societal discrimination against transgenders while ensuring public order and safety.
- **Duty vs. Compassion:** Upholding law and order while being empathetic towards the marginalized community.

Attitudes and reasons:

- **Discriminatory and Non-inclusionary:** Transgenders face societal rejection and are often ridiculed or feared due to deep-rooted prejudices.
- **Neglect and Indifference:** Their numerical minority results in political neglect and lack of legislative and administrative support.
- **Superstitions and Misunderstanding:** Misconceptions about gender identity and superstitions contribute to societal exclusion.

(b) Possible courses of action:

1. **Ignore the issue:**
 - **Merit:** Allows transgenders to continue their means of livelihood.
 - **Demerit:** Neglects public complaints and legal obligations, perpetuating the problem.
2. **Issue a stern warning and deploy squads:**
 - **Merit:** Immediate relief to commuters and improved traffic management.
 - **Demerit:** Potentially harsh on transgenders, may lead to law and order issues and doesn't address long-term livelihood solutions.
3. **Establish guidelines and implement skill development:**
 - **Merit:** Provides long-term employment opportunities for transgenders, sensitizes the public, and integrates transgenders into society.
 - **Demerit:** Takes time to implement and may temporarily affect the income of transgenders.

Chosen Course of Action:

I would opt for the third option:

- **Immediate Steps:** Issue guidelines for traffic management and deploy squads to reduce harassment and traffic issues temporarily.
- **Long-term Measures:** Establish a committee to implement skill development programs, vocational training, and rehabilitation schemes for transgenders.
- **Public Sensitization:** Conduct awareness campaigns to educate the public about transgender issues and promote inclusivity.
- **Engagement with Transgender Community:** Work closely with transgender associations to understand their needs and ensure their participation in the rehabilitation process.

Conclusion: By addressing the immediate concerns of commuters and simultaneously working on long-term solutions for the transgender community, we can ensure a balanced and empathetic approach that upholds the dignity and rights of all citizens.

Case Study

Recently you were posted as a District Magistrate of a predominantly agricultural district, which has been one of the best performers in agriculture since the last decade. In one of your field visits, you find that the large landowners, who are a socially, politically and economically powerful group, employ domestic helps and agriculture labour who are informally tied to them and have been working there since generations. In return, these workers are provided basic amenities like food and shelter apart from some money. However, you do sense a violation of basic human rights in this situation.

In light of the above case, answer the following questions.

- (a) Identify the stakeholders, their interests and ethical issues involved in the case.*
- (b) How does denial of choice amount to violation of human rights?*
- (c) What course of action would you take? Give reasons.*

Approach

- Briefly highlight the key stakeholders, their interests and ethical issues associated with the case study.
- Discuss how denial of choice violates basic human rights.
- List the ethical dilemma and course of action.

Answer

Introduction: The case highlights informal employment and potential human rights violations involving domestic help and agricultural laborers tied to large landowners in a predominantly agricultural district.

(a) Stakeholders, interests, and ethical issues:

Stakeholders and Interests:

1. Domestic Help & Agricultural Laborers:

- Interest: Fair wages, secure employment, and basic human rights.
- Ethical Issues: Exploitation, lack of freedom, and insecure tenure.

2. Landowners:

- Interest: Maintaining cheap labor and traditional practices.
- Ethical Issues: Exploitative practices, disregard for human rights, and perpetuating generational poverty.

3. The State:

- Interest: Ensuring social justice, human rights, and lawful employment practices.
- Ethical Issues: Failure to protect vulnerable populations, lack of enforcement of labor laws, and ensuring dignity of labor.

(b) Denial of choice as violation of human rights:

Human rights emphasize the freedom of choice and protection of life and livelihood. Denial of choice violates:

- **Right to Life:** Informal, underpaid employment jeopardizes basic living conditions.
- **Freedom:** Restricts individuals from choosing better employment and improving their lives.
- **Dignity of Labor:** Perpetuates conditions akin to modern-day slavery and inhibits personal development.

(c) Course of action:

1. **Conduct a Preliminary Enquiry:**

- **Merit:** Establishes evidence and legal basis for further action.
- **Demerit:** Time-consuming and might face resistance from influential landowners.

2. **Implement Legal Action:**

- **Merit:** Upholds the law, protects human rights, and deters future violations.
- **Demerit:** May provoke backlash from powerful landowners and disrupt local stability.

3. **Promote Contract-based Employment:**

- **Merit:** Formalizes employment, ensuring fair wages and job security.
- **Demerit:** Risk of job termination for existing workers and resistance from landowners.

4. **Provide Alternate Livelihood and Reskilling Programs:**

- **Merit:** Empowers workers, breaks the cycle of poverty, and ensures long-term benefits.
- **Demerit:** Requires resources and time to implement effectively.

Chosen Course of Action: I will pursue the following steps:

1. **Preliminary Enquiry:** To gather evidence and understand the extent of human rights violations.
2. **Engage Landowners:** Encourage a shift to contract-based employment through dialogue and education about labor laws.
3. **Support Workers:** Provide legal assistance, reskilling programs, and alternate livelihood opportunities.
4. **Community Sensitization:** Raise awareness about human rights and labor laws to foster a culture of respect and dignity.

Conclusion: By balancing immediate enforcement of the law with long-term socio-economic development and education, we can ensure the protection of human rights and promote sustainable and fair employment practices in the district.

Case Study

You are the Managing Director of a multinational company that prides on hiring people from diverse backgrounds. The company also chooses multiple projects under Corporate Social Responsibility that are geared towards social inclusion and empowerment of vulnerable sections of the society. Miss 'X' who works in your office tells you that she has been diagnosed with HIV. It happened due to malpractice by a medical practitioner who re-used a contaminated syringe that led Miss 'X' to contract the disease. The company has strict policies about toleration and you ensure Miss 'X' that she can continue with her job in the company without facing any form of discrimination. A few days after the revelation, Miss 'X' angrily submits her resignation letter. She states that she has faced discrimination at the workplace every day after the revelation. Her colleagues are hesitant to eat lunch with her, they make sure they do not drink water from the same source and the females in the office comment on her marital status. She is also asked to sit separately during departmental discussions. She intends to sue the company for mental harassment. If she takes the step, the public image of the company will be maligned and its non-discriminatory policies will be questioned. The following are some suggested options for you to deal with the situation as a Managing Director of the company. Evaluate the merits and demerits of each of the options:

- (a) You accept her resignation and suggest a compensation package so that she refrains from suing the company.*
 - (b) You persuade her not to submit her resignation and transfer her to another department.*
 - (c) You ask her to continue with her job and take strict action against the colleagues who discriminated against her.*
- Also, state (without necessarily restricting to the above options) your course of action, giving proper reasons.*

Approach

- Highlight the ethical issues involved.
- Assess the given options and state their merits and demerits, with reasons.
- State your preferred course of action in the situation. Substantiate it with reasons.

Answer

Introduction: The case involves addressing workplace discrimination against an HIV-positive employee, Miss X, while ensuring a supportive and non-discriminatory environment.

Ethical Issues:

- Workplace discrimination and harassment.
- Upholding company values of diversity and inclusion.
- Ensuring mental and emotional well-being of employees.

Evaluation of Options:

(a) Accept her resignation and offer compensation:

- **Merits:** Avoids potential lawsuit and immediate conflict.
- **Demerits:** Does not address the root cause of discrimination, sets a bad precedent, and does not support Miss X's well-being or company values.

(b) Persuade her to stay and transfer her to another department:

- **Merits:** Retains the employee and may temporarily alleviate her discomfort.
- **Demerits:** Does not address discriminatory behavior, might lead to similar issues in the new department, and can be seen as avoiding the problem rather than solving it.

(c) **Ask her to continue and take strict action against discriminating colleagues:**

- **Merits:** Sends a strong message against discrimination, supports Miss X, and aligns with company policies.
- **Demerits:** Requires careful handling to ensure fairness and may initially create tension among employees.

Preferred Course of Action:

- **Support Miss X:** Encourage her to stay, ensuring her of a safe and inclusive work environment.
- **Immediate Actions:** Conduct a thorough investigation, seek explanations from her colleagues, and take appropriate disciplinary actions.
- **Set an Example:** Personally engage with Miss X to demonstrate support and set a positive example for others.
- **Long-term Measures:**
 - Implement mandatory sensitization workshops about HIV and discrimination.
 - Revise and enforce the company's anti-discrimination policies.
 - Integrate CSR activities focusing on HIV awareness and support.

Conclusion: This approach comprehensively addresses the issue, supports the affected employee, promotes a positive work culture, and aligns with the company's values of inclusivity and non-discrimination.

Any Queries?

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Thank You

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