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GENERAL STUDIES (TEST CODE : 634)

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Medium Hindi/Eng.	Eng	Registration Number	5095
Center	Old Rajinder Nagar	Date	05-11-2015

INDEX TABLE

Q. No.	Maximum Marks	Marks Obtained
1(a)	10	
1(b)	10	
2(a)	10	
2(b)	10	
3(a)	10	
3(b)	10	
4(a)	10	
4(b)	10	
5(a)	10	
5(b)	10	
6	10	
7	10	
8	10	
9	20	
10	20	
11	20	
12	20	
13	20	
14	20	

Total Marks Obtained:

Remarks:

Signature of Examiner

INSTRUCTIONS

1. Do furnish the appropriate details in the answer sheet (viz. Name, Registration Number and Test Code).
2. There are FOURTEEN questions printed in ENGLISH.
3. All questions are compulsory.
4. The number of marks carried by a question/part is indicated against it.
5. Answers must be written in the medium authorized in the Admission Certificate, which must be stated clearly on the cover of this Question-Cum-Answer (QCA) Booklet in the space provided. No marks will be given for answers written in medium other than the authorized one.
6. Word limit in questions, if specified, should be adhered to.
7. Any page or portion of the page left blank in the Question-Cum-Answer Booklet must be clearly struck off.

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EVALUATION INDICATORS

1. Alignment Competence
2. Context Competence
3. Content Competence
4. Language Competence
5. Introduction Competence
6. Structure - Presentation Competence
7. Conclusion Competence

Overall Macro Comments / feedback / suggestions on Answer Booklet:

1.

2.

3.

4.

5.

6.

All the Best

SECTION - A

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

1. (a) Even though women may have equal skills, qualifications and commitment as men, they face much more difficulty in rising up the leadership hierarchy. Discuss the reasons for the same. Also, explain the importance of having gender parity in positions of leadership. 10

Women have to face enormous hurdles to climb up the leadership hierarchy despite having similar skills, qualifications and commitments because:

(i) The primary reason is the attitude of patriarchy which sees women as unsuited for leadership role. It evaluates women on different criteria like looks, submission, etc. In her book Lean In, Sheryl Sandberg argues that an ambitious woman is seen down upon in the society.

(ii) There are problems of lack of cooperation from family and close peer groups.

(iii) The structures of society like economy

and state are designed from male perspective. Hence, they ~~do not~~ taken into account needs of women like child birth, menstruation, etc.

There is an extreme importance of gender parity in the organisation especially at the leadership.

Women bring different values into the organisation which leads to greater avenues for growth and development.

A women at leadership position would lead to more representation and ~~and~~ equal opportunity for women at lower levels.

Slowly, the structures would get moulded to be gender neutral.

Thus, women at leadership position is beneficial not only for women rather to everyone.

1. (b) All correct decisions are honest and all incorrect decisions are dishonest. Do you agree? How should the correctness and incorrectness of a decision be decided?

10

All correct decisions are not necessarily honest while it is not correct that all incorrect decisions are because of dishonesty.

Sometimes there can be mistakes of perception, analysis or just bad prediction. All these mistakes don't entail any ~~last~~ dishonesty on the part of decision maker.

The question of correctness and incorrectness has been the centre of ethical arena ~~for~~ since time immemorial.

There are few theorists who argue that ends should justify the correctness. So, if a decision led to bad outcome, it is incorrect. This school is called the teleological school.

Further, others argue that the impact of decisions should decide the correctness. Hence, if a decision led to maximum happiness, it is correct. This school is utilitarian school.

In addition, Ancient monarchy decided correctness based on the person who makes the decision. Hence, the

king could do no wrong. Gandhi and deontologists argue that the intent as well as the impact of ~~the~~ decision should be taken into account while deciding about moral work of a decision. Hence, charity is correct only if done for altruistic motives.

It can be argued that Gandhi's method is the best-way to decide the correctness of any decision.

2. (a) Should birth control be a voluntary exercise or a government policy in a country? In this regard, examine the ethical dimensions of having a One Child Policy in India. 10

The number of ~~child~~ child and the size of family is one of most private and personal decision. It should be left with the people who are impacted by them taking those decisions.

This is because:

- ① The state does not have any moral right to coerce individuals to submit to its paterfamilial nature regarding this.
- ② Child and family are not just utilitarian needs. There are mental, emotional, social, psychological and moral dimensions to a family.
- ③ The use of coercion is morally wrong for any-thing.

There should not be One child Policy in India due to following ethical reasons:-

- ① One child policy would lead to rise in female foeticides because of the attitude of patriarchy. Similar phenomenon led to highly skewed sex ratio in China.
- ② In India, sterilisation would be performed only on women leading to deaths and morbidity.
- ③ It is inherently wrong for the state to decide the number of child a couple should bear.
- ④ State would invariably use coercive means either directly or indirectly.
It is far better to work for women empowerment, education of couples and provision of contraceptives.

2. (b) An organisation consists of a variety of individuals with varying values and degrees of motivation. What challenges do leaders face when forging a harmonious work culture in such an organisation? How can leaders engender a sense of inclusion in face of such diversity? 10

3. (a) Notwithstanding compassion and morality, it is national interest that ultimately determines a country's decisions in international relations. Discuss this statement in the context of the current refugee crisis. 10

It is stark reality that inter-national relations are guided by realism and national interests. Nothing better depicts this, than the presence of huge nuclear arsenal in the world.

The current refugee crisis is also one chapter of this book. Europe is witnessing biggest migrant crisis since the world war II. The migrants from war torn Syria, Libya, Greece, Iraq, Afghanistan are heading towards Europe.

But the reactions from European countries have been appalling. In this time of reckoning, the countries have shut their doors.

The countries like Hungary, Italy, Greece etc have shown extreme

racial and communal response. They are under pressure from their local politics. They fear that it will give rise to job losses, economic burden and social unrest.

In these national interest, the humanism ~~and~~ ~~job~~ has gone to the back seat.

It is time that countries of the world come together and chart out a more humane way and moral way of dealing with crisis like this and other problems in international relations.

3. (b) What are the ethical issues involved in climate change negotiations? Suggest some strategies to address the divergence in ethical positions of different nations. 10

There are a number of ethical issues involved in climate change negotiations.

- ① Indira Gandhi termed that poverty is the biggest polluter. There are a number of people of the world who lack basic access to water, sanitation and other things of life. The climate change negotiations need to take into account their needs. ~~State~~
- ② The developed countries have cumulatively contributed to much of global warming and it should be their responsibilities to contain it.
- ③ The rights of species like polar bears etc which will be threatened due to global warming is also an ethical issue.

④ A number of island nations would be completely submerged when sea levels rise. Their relocation and nationality is an ethical issue.

⑤ It would lead to refugee crisis which needs to be handled in a humane way and ethical manner.

⑥ The polluter pays and technology transfer is also an ethical issue.

The current negotiations need to take into account these ethical dimensions so as to come up with a protocol which is acceptable to all of the stakeholders.

4. (a) Why is there a need for Performance Management System in an outcome oriented government? Evaluate the feasibility of peer review in context of Indian civil services. 10

4. (b) Discretionary power in the hands of public servants is a necessary evil.
Discuss. 10

Discretionary powers in the hands of public servants have been cited as a reason for corruption, nepotism, favoursitism and other usual problems with the public bureaucracy. In a country where resources are scarce and the demand outstrips supply, the provision of discretionary powers allows the bureaucrats to use the system for their benefits.

But such a system is necessary because bureaucracy is an expert entity which is required for implemen-
tation of public policy. The politicians are lay men and hence bureaucrats are needed to aid and advise them.

further, their need is aggravated because in modern times, the state has

become a welfare state which has presence
from womb to tomb.

In developing countries, public
servants' role becomes inevitable because
other institutions like market and
civil society are not fully developed.

In this background, there is
a need to ~~instill~~ inculcate the values
of Gandhian trusteeship in the minds
of public servants where they act as
trustees of people while ~~ex~~ using their
discretionary powers for the welfare of
people.

5. (a) The landmark judgment by the Supreme Court of India recognized the transgender as a third sex. What attitudes do you notice towards the transgender people in India? Discuss some steps to facilitate a dignified life for the transgender people.

10

Transgender people face extreme hardships in their lives from petty utilitarian problems to extreme emotional issues. Many of them are results of attitudes of people towards them.

In India, transgender people are generally categorized as criminals by the people as if their body is a result of their sins. Sometimes, people blame it to the theory of Karma because of sins in past life.

Further, they are termed as weak, lazy and unproductive people. Their intelligence is also questioned and assumed to be fools and emotionally unstable.

In addition, they are called feckless and beggars.

As a result, they are economically marginalised, politically neglected, socially sidelined and forced to live in ghettos. Educational opportunities are denied to them.

The Supreme Court judgement is a good beginning. But more needs to be done. There has to be reservation for them at all levels.

Further, the educational content and content of mass media should be adequately changed to give them due equity. The discrimination against them should be punished.

There is a need to rope in the religious leaders to curb the discrimination against them.

5. (b) What key characteristics of a person conveying a message make it more persuasive? When celebrities endorse a product, they do so knowing that their endorsement will persuade people to buy it. What duty do they have towards the consumers?

10

Recently few Indian film actors were accused for branding a product which was ~~not~~ harmful to health. While they can be legally safe, there are few moral issues.

The characteristics for a ^{person conveying} message to be more persuasive:

- ① It should be cognitively aligned to the held attitudes. Otherwise, it won't be heeded.
- ② The message should not be too extreme or too ideal to be correct.
- ③ The person should be expert on that field. The advice of experts are followed and relied more.
- ④ The hear by relatives and peer are more relied rather than far off people.

③ The persons who speak after personal experience are more relied.

④ The role models are generally more relied because the target has a positive attitude towards them.

⑤ Celebrities are more relied because they are respected and admired by the society.

The duty of celebrities towards

the consumers:

① The legal and regulatory checks of the products should be checked and cross verified.

② They should wherever possible try the product or get it tried on ~~themselves~~ others.

③ They should not grossly overstate the facts.

④ They should not suppress the facts. While legally, it may be correct, morally they are responsible because of the love and affection which society shows on them.

6. It is said that child labor cannot be ethical at all. Do you agree? Discuss with respect to the proposed amendments to the Child Labour Act. 10

A child lacks the agency to make rational economic decisions. In other words, he/she lacks the mental capacity to take these decision. Further, a child needs to do a lot of other things like schooling and recreation rather than just ~~be~~ working.

Childhood is an age where the adulthood of a person is decided and ruining it by indulging in child labour would surely retard the development of the child.

There has been correlation b/w even child labour and crime where that child reaches adulthood.

Thus, in both utilitarian and ethical terms, child labour cannot be justified.

It should be noted that even unpaid child labour like domestic help, etc should ~~be~~ not be allowed.

Recently, govt proposed amendments to ~~no~~ decriminalize domestic help and recreational activities performed by the child. Nobel Laureate Keilash

Satyarthi has criticised this.

The child does not have capacity to decide what is right for him/her at that age.

Further, in domestic work, the load falls on girl child. so, it should not be allowed.

rather, the government should enhance the educational and care facilities for child so that their holistic character and mental development takes place.

7. Are emotions an inhibiting factor in effective decision-making? Discuss in the context of public services. 10

Emotions can be inhibiting as well as facilitative factors in decision making based on how effectively they are handled.

A public servants should have following characteristics so as to make the emotions facilitative rather than inhibitive:-

- ① Awareness about presence of emotions in themselves as well as the colleagues and the citizens at large.
- ② ~~The~~ The public servants should regulate the emotions in themselves.

A public servant has to face a number of scenarios like disasters, poverty, wars etc. In these crucial times, the public servant should keep calm and hold the emotional response a little for

effective rational responses.

③ At the same time, the public servant should regulate the emotions in others. Many times distressed people come to the servant for help, the public servant has to comfort them at the same time not being casual. He/she should verify all the details of the case and not swayed by emotions of others. Similarly, the emotions of the subordinates and superiors should be handled:

If all these are followed, emotions can very well lead to rise of efficiency and effectiveness leading to values of organizational ethos and personal ethics.

8. What do you understand by the Sarvodaya philosophy of Gandhiji? Why is Sarvodaya relevant for civil servants in India? 10

Sarvodaya philosophy of Gandhiji means that the true development will take place when at all strata and sections of society develop.

Hence, he argued for work among the harijans, adivasis and other marginalised sections of the society. This philosophy aligns with the philosophy of trusteeship. Here, he meant that the owners of the resources like industrialists are just trustees of God or Earth. They need to use these resources for benefit of all sections like workers, peasants, diseased, etc.

Hence, it is a very moral notion of development.

Sarodaya is relevant for civil servants in India because of rising inequality and presence of marginalised groups who have ~~no one~~ except the state to take care of.

As a ^{part of} welfare state, the public servants need to take care of the weaker section while formulating and implementing public policies.

Democracy has vested them with the unique responsibility to usher in the process of sarodaya model of development.

SECTION - B

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

9. You are the leader of a 5 member team that has been assigned to carry out social impact assessment of a project proposed in a Naxal area. Members have been allotted a remote village each to conduct surveys and ascertain views of local people. You are under strict instructions not to disclose the identity of respondents outside the project. While compiling data, you are puzzled by the responses from one of the villages. You accompany the point-person for that village next day for verification. You randomly pick a person from the list of respondents and ask her for clarification of the response she had given earlier. She seems confused and denies any knowledge of the survey being conducted, let alone she being questioned. You try to verify this from other respondents and get similar replies. This raises serious doubts about the integrity and credibility of the survey process.
- (a) What are the ethical issues involved in the situation?
- (b) As a team leader accountable for credibility of the survey and working on a hard timeline, what are the possible options before you? List their merits and demerits.
- (c) Giving reasons, state the course of action you would follow. 20

(a) The key ethical issues are integrity, dedication to public service, and privacy of the respondents.

(b) The key stakeholders of the situation are the team leader, the members of the team, the respondents and the superiors of the project who are not present in the field. The available course of action and their analysis has been presented below:-

(i) Carry on with the survey because it is an anonymous survey and it will be difficult to cross-verify because of remoteness and naal problem. This option has the merit of keeping the deadline. But it has a number of demerits like absence of integrity, dedication to public service, etc. It involves running away from the problem without solving it.

(ii) Censure the member who the done the survey and carry the survey yourself. This option has the benefit of fixing accountability on the member. But if the survey is done by the leader, it would lead to absence of supervision and norms of delegation. The

work of the leader would get undermined.

(iii) End the process of survey and inform the superiors that it is not possible in the deadline. - This option has many demerits like shirking of responsibility, absence of public service dedication, and the survey still remains to be done.

(iv) Inform the superiors, call the villagers, orient them and fix accountability on the members. - The superiors should be informed and their advice sought after. ~~can~~ they can be requested to send more members so as to complete the survey on time.

At the same time, the erring

member needs to be censured and
the accountability needs to be fixed.
The random checks should be
performed on all the other villages
too and their data reverified.

In addition, the villagers should
be called and informed about the
survey and the kind of data which
they are required to give. Further,
a publicity ~~can~~ should be carried out
at a number of levels.

(c) This would be the best course
of action because it ensures that
the survey gets done on time. The
member gets punished. The option
has an advantage of taking the
advice of superiors.

Further, in future, the practical
problems of the members who are car-
rying out the surveys should also
be taken into account while designing
of such surveys. Otherwise the data
collected would be fake.

This would lead to the most
effective, holistic, multistakeholder
and integrative approach to solve
this problem.

10. Gajendra, once a struggling film actor, was accused and later exonerated of rape charges, which the jury found out to be motivated and fake. Not able to cope up with the situation, he changed profession and moved on. Thirty years later, while his closest friends know about the incident but his co-workers do not. One day, out of curiosity, he searches for his name on the internet, and to his surprise, finds that the third entry that comes up is an old report in a local newspaper about the rape charges he faced.

Gajendra is upset; after all these years, he would like to be able to disclose the event only to whomever he wants. He has heard about the decision of European Court of Justice which allows individuals to submit requests to a search engine to remove certain results from searches on their names, and citing the same, requests the search engine and media outlet to remove the results.

Valid arguments can be advanced for making the Right to be Forgotten a fundamental right? What those arguments could be? What limitations, if any, can it be subjected to? Should there be any obligations on the search engines regarding cases which are no longer relevant, as the one mentioned above?

20

A case where a person was falsely accused and later exonerated has done enough harm to him by forcing him to change his profession. This case has all the valid arguments for right to be forgotten. these arguments are:-

① In this hyperconnected world, a particular information can punish an innocent as has happened in Gajendra's

Case.

② Further, the memory of internet is increasing and such information can perpetually hurt the person throughout the life unless it is removed.

③ The case has proven to be false and does not serve any purpose by being remembered. It is a bad chapter in the person's history and a blot in national judiciary. Only fair justice would be to forget that data from public memory.

④ Some form of data may be harmful to society at large. For example, only a minute percentage of muslim ~~terrorists~~ who are accused are actually proven guilty. But people use so many accusations and promote

Islamophobia. This can be said for any
other community also.

⑤ Some bad chapters of history of
a country ~~are~~ better be forgotten, otherwise
fringe elements take advantage of them.

~~but there are certain limits~~

⑥ A democratic society should give
right to live with dignity forever
yore.

⑦ Right to privacy has also been given
a status of fundamental right by
Indian Supreme Court. Hence, certain
private information need to be forgo-

ten.

⑧ Sometimes, data are put without the
consent of the person, like MMS clips.
They should be removed.

But there has to be certain limitations:-

- ① Only genuine requests should be adhered to. The person concerned should ~~can~~ make the application. State should not use this instrument to get data removed.
- ② The consent of the person while uploading should be examined.
- ③ The data which are factually correct and are beneficial to the society should not be removed.
- ④ Only factually incorrect data should be removed.
- ⑤ Data containing historical facts should not be removed. The regimes could try to change history through this instrument.
- ⑥ Only limited number of request for

a particular data be allowed,

There should be obligation on
the search engines to remove such
data which are no longer relevant.
National laws need to be passed
to fix such obligation

11. You are the officer in charge of overseeing refugees' related issues in a multilateral humanitarian organisation. There is an ethnicity based civil war going on in a region and as a result, many people are being displaced. Hitherto, the economically better-off neighbouring countries have accommodated the streams of migrants with financial support from your organisation. The violence in the region has increased recently and the flux of people seeking refuge has grown substantially. With countries sealing their borders, the refugees are left in a vulnerable situation. You are sent to negotiate for humanitarian settlement of refugees with the neighbouring countries, who also happen to be a powerful economic bloc. However, they refuse any more accommodation on the following grounds:
- (a) Drainage of resources in face of subdued economic conditions.
 - (b) Domestic political repercussions.
 - (c) Rehabilitation will encourage more influx and indirectly fuel the persecutors.
 - (d) Permanency of settlement in face of better prospects than at home.
- What are the counter-arguments that can be cited to convince the countries for an immediate solution? Suggest some long term measures as well that should be followed to address the problem.

20

There has to be a humanistic view of the problem away from perspectives guided by nationalism, racism, communalism, etc.

for every argument, counter arguments can be given:-

- (a) The refugees are a source of drain of resources according to countries. But, they are also a source of labour power which is

particularly beneficial for the developed countries who have ageing population.

Further, the refugees are also a market for their industries which will increase demands and improve the economic conditions of their countries.

In addition, there has not been one research where it has been proven that refugees cause economic drain. On the contrary, many research findings indicate otherwise.

- (b) The developed countries cite that domestic political repercussions would be bad for them. But, the refugees would ever integrate with the local population and intermingle.

with them.

The fear of negative political repercussions is only parochial view of the scenario. The domestic political situation would improve due to economic improvement.

Further, it would be unethical and contrary to established international conventions to refuse to accommodate them citing fear of domestic repercussions.

In some countries, the locals ~~not~~ welcome the refugees.

② The rehabilitation would lead to a positive feedback loop for the persecutors. ~~note~~ This may be partially true.

There are other contingent measures which are taken to counter those

persecutors.

The immediate issue at hand lies is securing the refugee status of these migrants, otherwise it would lead to humanitarian crisis.

On the contrary, if the persecutors find that the people who are targeted are getting better life, they would stop persecution. The support enjoyed by them would ~~diminish~~ diminish if the ~~developed~~ developed countries grant them refugee status.

① Firstly, permanency of settlement would be beneficial for the developed countries.

Secondly, a clause can be put, where the refugee need to go back

after the situation improves.

Long term solution for such a
problem:-

- ① Better international agreement where
granting refugee status is mandatory.
- ② Better coordination among the
countries for addressing such problems.
- ③ Dousing of the problems of racial
unrest.
- ④ Educating and awareness generat-
ion on the advantages of refugee
accommodation and unity in diversity.

At the end of the day, the
narrow nationalistic, racial, religious, as
ethnic and communal tensions has to
die down for long term solution.

12. You are a Divisional Forest Officer (DFO) in an urban district. The forest cover in the district is as low as 11% and it needs to be increased as per government guidelines. By ecological and environmental perspective also it is imperative that more trees should be planted.

However, you find out that while there is a grant of Rs. 1.5 crore for your division to plant trees under the Hariyali Scheme, most of this fund is lying unused. Since, it is December and as per government rules all the unused grant should be returned to the government as the financial year closes, it seems you will have to return the money completely.

Also, there are strong indications from the ministry that government is mulling over a budgetary cut on Hariyali mission because most of the funds go unused. There is a strong possibility that if you return the money in this financial year you won't get it in the next financial year and even if you get, it will be a very insignificant amount.

Indicate various options that you think are available in this situation. Evaluate these options and choose the most appropriate path to be adopted?

20

The situation involves the questions of dedication to public service, knowledge of organization and its working and leadership of the public servant. The key stakeholders are:

- ① The Divisional Forest Officer
- ② The superiors
- ③ The subordinates and staff members.

Options available and their evaluation

① Do nothing as it is already too late.

Merits: It is most convenient and realistic way.

Demerits: It shows absence of problem solving and dedication to public service.

② It will lead to budget cut.

③ Environmental degradation ~~and~~

can not be stopped.

② Request the superiors to not cut the budget and promise action next year.

Merit:- The time for planning the scheme of works will be there and a more balanced outcome can result.

Demerits:- ① The superiors may not heed to the request.

② The action is missing from the promised

③ Censure the subordinates for not doing anything throughout the year.

Merit:- ① It will lead to fixing of responsibility and better work from the subordinates.

Demerits:- ① The problem lies at the policy level and not at the level of subordinates.

② It will lower the motivation of subordinates.

④ Talk to superiors, mobilize the citizens, motivate the subordinates and start the work right now.

The work should be begun right now so as to use as much money as possible ~~to~~ till the April month arrives.

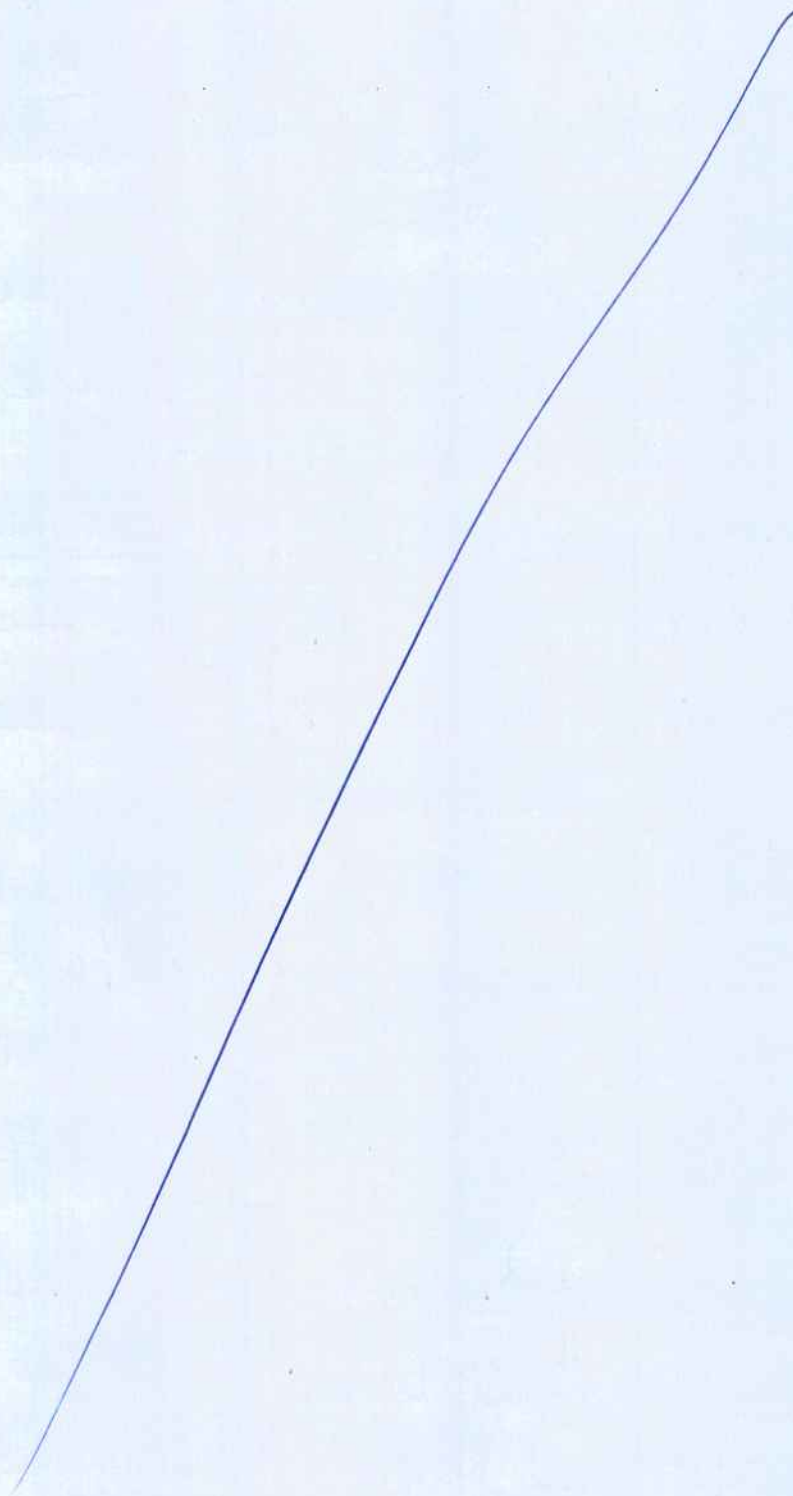
Simultaneously, the superior should be informed and requested that

funds need not be reduced for next year because the work has already begun and the good intent would continue.

The citizens should also be mobilized and schemes which are important for them should be taken. This would put political pressure so as not to cut funding for the scheme. It will also increase the ownership of the scheme.

At the same time, the key stake holders, i.e. subordinates should not be neglected. They should be made part of the planning and executing process.

Only this would lead to solving of all the problems like not cutting of funds, effective implementation and taking care of the environment.



13. You, an anthropologist, have developed cordial relations with a tribal community which was hitherto isolated from rest of the humanity. Notwithstanding increased interest of researchers and media for the newly discovered tribe, you are the only person from outside whom they trust. They are ardent believers in their goddess and, trusting you, take you to her abode on a holy mountain. To your surprise, you find that the mountain is a reservoir of Uranium that can be used in your power-starved country's nuclear power plants. Besides, you are aware that Uranium being radioactive, it is highly risky to go near the mountain. You try to convince the people about harmful effects it can have and the utilitarian value that it possess for the country. However, they are in no mood to argue and politely ask you to leave. You fear that very soon the outside world will find about this and the vulnerable tribe would be displaced from their land.

(a) Evaluate the following courses of action which you can take for their ethical merits and demerits:

i. You would continue to convince the people yourself about the possible consequences and urge them to relocate.

ii. You would call in local and national NGOs for protecting the rights of the people against the State and file a PIL in Supreme Court if the State proceeds with dispossession.

iii. You would yourself tell the government and the scientific community about the reserves and let them proceed in their own way.

(b) Without restricting yourself to the above options, state the course of action that you would take and why?

20

The question involves persuasion and leadership skill on the part of the anthropologist.

(i) Merits:- Continuing to convince the people ~~will~~ may lead to get them convinced and hence benefit to them as well as nation at large.

Demerits:- It is religious issues and they are unlikely to heed to

the convincing. further, they have already asked to leave and may cut off entire communication and lose trust of the anthropologist.

iii) Merits: Local and national NGOs are better equipped to take care of the needs of the people who are likely to be dispossessed. further, Supreme Court has also proven to be a guarantor of rights of the people.

Demerits:- The superstition of the people are not dealt with. further, they may still try to climb the mountain and in the process face deadly radiation poisoning. In addition, the nation would not get access to

the benefits of nuclear energy from the uranium and it will lead to huge delays

(iii) Merits:- The government would start mining uranium, the nation would become closer to power security and million would get access to power (cheap).

Demerits:- There is likely chance of the poor innocent tribals to be displaced and improperly resettled and rehabilitated. It may lead to discontent among them. their religious values would be undermined.

(b) The best course of action would be to try to persuade the tribals directly as well as indirectly to the

stop insisting on going there. The tribal leaders and other influential persons ~~is~~ could be roped in they need to be educated about radioactivity and power.

Slowly, the religious views of the tribals would be moderated.

They would stop associating the mountains with the Goddess through gradual, careful education about modern sciences.

When that happens, the state should be informed about the uranium. The tribal should be rehabilitated ^{and} resettled. Their livelihood needs should also be taken care of.

14. A junior member of staff has just returned to work after taking special leave to care for her elderly mother. For financial reasons she needs to work full-time. She has been having difficulties with her mother's home care arrangements, causing her to miss a number of team meetings (which usually take place at the beginning of each day) and to leave work early. She is very competent in her work but her absences are putting pressure on her and her overworked colleagues. You are her manager, and you are aware that the flow of work through the practice is coming under pressure. One of her male colleagues is beginning to make comments such as "a woman's place is in the home", and is undermining her at every opportunity, putting her under even greater stress.
- What possible steps can you take to ensure that the work of the team does not suffer while also taking other humanitarian considerations into account.

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Workplace is one of those structures where women face an enormous task of proving themselves to their colleagues while at the same time trying to balance their home and work life.

Following steps could be undertaken to help the stressed team members:-

- ① The plight of the woman should be communicated effectively to

all the team members. The members should be advised to be restraint while making casual remarks filled with patriarchy which would further increase her mental tensions. This should be particularly communicated to the errant members.

② The team meetings should be re-scheduled to the post lunch hours.

③ The woman should be talked to and the prospect of a domestic help to take care of her ~~to~~ mother should be explored with her.

④ The overworked colleagues need some help too. The management should be approached with the problem and asked for increasing the team size.

- ⑤ The prospects of shifting the women to a lighter project should be explored.
- ⑥ There should be regular seminars where women's issue should be discussed.
- ⑦ Every office should have a permanent committee which women could approach in such times.
- ⑧ The wage components of women in Indian workplace should have certain components to look after the needs of ailing parents. Because most of the time such needs falls on the shoulders of married or unmarried women.

- ⑨ There is a need to better sensitise the workers ~~be~~ towards gender issues.
- ⑩ A salary hike ~~can~~ can be looked into.

All these steps are just minute compared to the extent of the problem. The most potent way would be slow attitude change where women are not the prime caregivers of the society and such responsibility is shared by all. This would require change of ideology from patriarchy to equality.

