

QUESTION 05

एक विविधतापूर्ण समाज में, व्यक्तिगत विश्वास, सांस्कृतिक पृष्ठभूमि और सामाजिक दबाव एक लोक सेवक की निष्पक्ष रहने की क्षमता को कैसे चुनौती देते हैं? इन पूर्वाग्रहों को कम करने के लिए नैतिक रणनीतियाँ सुझाइए। (10 अंक, 150 शब्द)

In a diverse society, how do personal beliefs, cultural background, and social pressures challenge a public servant's ability to remain impartial? Propose ethical strategies to mitigate these biases.

(10 Marks, 150 Words)

Thought Process (Pre-Writing Work)

- Parts of the question with expected marks criteria
- Directive Word(s)
- Topic Word(s)
- Limiting Words
- Writing Presentation
- Writing Interpretation

This section will be discussed in the Answer Discussion Class.

Content for Answer

In a diverse society, public servants often face challenges to impartiality due to their personal beliefs, cultural backgrounds, and social pressures. These factors can subconsciously influence decision-making, leading to favouritism, discrimination, or bias. For instance, cultural affinity might affect resource allocation, while social pressures from community or political groups can compromise fairness and objectivity.

In a diverse society, a public servant's impartiality is challenged by:

- **Personal beliefs:** Subconscious biases related to one's own identity, such as religion or caste, can lead to preferential treatment or prejudice. Emotional connections to one's own community can undermine objectivity.
- **Cultural background:** Internalizing societal biases can impact ethical judgment and result in discriminatory actions, procedural hurdles, or unequal resource

allocation. Deeply ingrained social norms may conflict with principles of fairness and equality.

- **Social pressures:** Pressure from religious or social groups, politically motivated transfers, or threats to job security can coerce public servants into acting against the public interest.

Ethical strategies to mitigate bias:

- **Strengthen institutional ethics:** Implement a robust code of conduct, promote accountability, and enforce stringent anti-corruption laws with speedy judicial proceedings.
- **Conduct bias mitigation training:** Regularly train public servants to recognize and address their unconscious biases. This should go beyond awareness to focus on behavioural change.
- **Ensure merit-based practices:** Adopt merit-based recruitment and promotion systems to prioritize competence and integrity over personal connections or political affiliations.
- **Enhance transparency:** Promote transparency in decision-making through public disclosure to build citizen trust and allow for scrutiny.
- **Cultivate an ethical culture:** Promote ethical leadership from the top down and create a psychologically safe environment where bias can be openly discussed.

Space for Answer Discussion:

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