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Q6

(a) It is said that for an ethical work culture, there must be code of ethics in place in every organisation. To ensure value-based and compliance-based work culture, what suitable measures would you adopt in your work place? (b) India is an emerging economic power of the world as it has recently secured the status of fourth largest economy of the world as per IMF projection. However, it has been observed that in some sectors, allocated funds remain either under-utilised or misutilised. What specific measures would you recommend for ensuring accountability in this regard to stop leakages and gaining the status of third largest economy of the world in near future?

UPSC Civil Services Mains 2025 · GS IV · 10 marks · Probity in Governance

Probity in Governance: Concept of public service; Philosophical basis of governance and probity; Information sharing and transparency in government, Right to Information, Codes of Ethics, Codes of Conduct, Citizen's Charters, Work culture, Quality of service delivery, Utilization of public funds, challenges of corruption.

Core demand of the question

- (a) Code of ethics plus code of conduct; measures for value-based and compliance culture
- (b) Fourth-largest economy vs leaky funds; accountability tools to aim at third without stealing the ladder

Revision summary

A code of ethics states values; a code of conduct states forbidden acts; both need leaders who obey them.

Whistle protection, rotation, checked assets and small consistent punishments build culture.

India's fourth-largest-economy rank (IMF) sits beside under-used and stolen public money in some schemes.

PFMS, outcome budgets, social audit, GeM and CAG follow-up are the accountability kit.

Growth to third place is ethical only if the ladder is not stolen from the poor.

Introduction

A **code of ethics** says **what we believe**. A **code of conduct** says **what we may not do on Tuesday**. Part (a) wants both, alive in an office, not framed for a VIP. Part (b) notes IMF's line that India is the **fourth-largest economy** in the world and still **loses public money** in some sectors. Size without **probity** is a hollow rank.

Body

(a) Measures for an ethical work culture

Write a short code of ethics: integrity, objectivity, empathy, constitutional morality. Write a conduct code: gifts, conflict of interest, social media, sexual harassment. Induction that uses case discussion, not only a PPT. Leaders eat last: if the head takes a private jet for a family wedding on an official booking, the code is dead. Speak-up: a protected whistle channel to CVO. No revenge posting. Rotate sensitive desks. Asset declarations that are checked. Celebrate the clerk who refused a tout. Punish the first small leak; culture is a thousand Tuesdays.

Value-based culture is Socrates in the canteen. Compliance culture is the audit trail. India needs both. Second ARC and the Nolan principles (selflessness, integrity, objectivity, accountability, openness, honesty, leadership) are ready furniture.

(b) Accountability so the fourth can become a third without theft

IMF's 2025-class projection of India as the fourth-largest economy (nominal dollars) is a headline of scale. Under-used and misused funds are a headline of waste: stalled irrigation, empty food parks, ghost MGNREGA, delayed health buildings. Measures: just-in-time releases (PFMS) so money does not rot in a park account; outcome budgets that a legislature can read; social audit that is not captured by the same sarpanch; geotagged assets; CAG and PAC with time-bound ATR; benami and procurement e-markets (GeM) with blacklisting that bites; CWC/CVC on big tickets; Parliamentary and media sunlight; capacity so a district can spend well, not only surrender in March.

Probity is Kautilya's watchmen. Gandhi's talisman - the face of the poorest - is the test of a leaked scholarship. Becoming third by honest productivity is ethics. Becoming third by inflated invoices is a statistical sin.

The civil servant's specific honour is to stop the leakage without stopping the school.

Flow diagram

Code of ethics -> Culture
 Code of conduct -> Culture
 PFMS social audit GeM -> Accountability
 Accountability -> Honest third-largest path

Conclusion

An ethical office needs a living code, a speaking leader and a safe whistle. A fourth-largest economy still leaking funds will not become a fair third without PFMS, audits, geotags and punishment that is real.

Facts & figures

IMF fourth largest

Recent IMF-linked commentary has placed India as the world's fourth-largest economy in nominal terms, behind the US, China and Germany, with Japan close in the race.

Nolan principles

Seven principles of public life used in the UK and often taught in Indian ethics: selflessness, integrity, objectivity, accountability, openness, honesty, leadership.

PFMS

The Public Financial Management System, meant to track Union funds to the last mile and reduce park-account parking.

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