



BAJIRAO IAS ACADEMY



**29th OCTOBER
2025**

**ETHICAL CODE OF
CONDUCT**

**UPSC CIVIL SERVICES
MAINS 2025**

**GENERAL STUDIES PAPER-4
ANALYSIS**

5(b). To achieve holistic development goal, a civil servant acts as an enabler and active facilitator of growth rather than a regulator. What specific measures will you suggest to achieve this goal?

Model Framework (Improved)

Introduction

Civil servants must evolve from controllers to facilitators, promoting participatory and inclusive governance for holistic growth.

Body

Measures include citizen-centric governance, capacity building, public–private partnerships, procedural simplification through technology, and ethical leadership. Each fosters trust, efficiency, and innovation in administration.

Conclusion

Empowering citizens ensures sustainable, inclusive, and people-driven development.

Introduction

Civil servants today are expected to go beyond the traditional regulatory role of enforcing rules and maintaining order. In the era of democratic governance and participatory development, they must act as **enablers and facilitators** — empowering citizens, promoting innovation, and ensuring inclusive and sustainable growth. A shift from **rule-based administration to result-oriented governance** is vital to achieve holistic development goals.

Body

1. Citizen-Centric Governance

- **Measure:** Encourage participatory decision-making and grievance redressal through platforms like *MyGov*, *Jan Sunwai*, and *Social Audits*.
- **Example:** The *Swachh Bharat Mission* achieved success by involving citizens and local bodies, not just enforcing sanitation rules.

2. Capacity Building and Skill Development

- **Measure:** Continuous training and exposure visits to update officers on new technologies and best practices.
- **Example:** The *Mission Karmayogi* initiative enhances competencies of civil servants to become facilitators of innovation and efficiency.

3. Promoting Public–Private and Community Partnerships

- **Measure:** Collaborate with private sector and NGOs for development projects.
- **Example:** *Digital India* and *Startup India* programs thrive due to government–industry partnerships led by proactive bureaucrats.

4. Simplifying Procedures and Using Technology

- **Measure:** Reduce red tape through e-governance, single-window clearances, and process automation.
- **Example:** *Ease of Doing Business* reforms enabled faster approvals, promoting entrepreneurship and job creation.

5. Ethical and Empathetic Leadership

- **Measure:** Civil servants must uphold integrity, empathy, and service orientation.
- **Example:** IAS officer Armstrong Pame's community-driven road project in Manipur shows facilitative leadership.

Conclusion

To achieve holistic development, the civil servant must evolve from a controller of processes to a **catalyst of change** — empowering citizens, enabling institutions, and nurturing innovation. By fostering trust, collaboration, and accountability, civil servants can truly act as the **driving force of inclusive and sustainable national growth**.

6(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?



Model Framework (Improved)

Introduction

A code of ethics guides behavior and ensures integrity, transparency, and accountability in organizations.

Body

Measures include implementing a clear ethical code, regular ethics training, transparent accountability systems, leadership by example, and citizen-oriented transparency mechanisms like audits and RTI.

Conclusion

Embedding ethics ensures trust, compliance, and value-driven organizational culture.

Introduction

An ethical work culture is the foundation of trust, transparency, and efficiency in any organization. While laws ensure compliance, it is values that ensure commitment.

A **Code of Ethics** provides guiding principles for right conduct and helps align personal values with organizational goals. To build a **value-based and compliance-based culture**, deliberate institutional and behavioral measures are essential.

Body

1. Institutionalizing a Clear Code of Ethics

- **Measure:** Draft a comprehensive Code of Ethics emphasizing integrity, impartiality, accountability, and service orientation.
- **Example:** The *Central Civil Services (Conduct) Rules, 1964* provide moral and behavioral guidance for Indian bureaucrats.

2. Ethics Training and Sensitization

- **Measure:** Conduct regular workshops and case-based training on ethical dilemmas, integrity, and public service values.
- **Example:** *Mission Karmayogi* includes modules on ethics and emotional intelligence for civil servants.

3. Leadership by Example

- **Measure:** Senior officers must demonstrate ethical behavior in decision-making and resource utilization.
- **Example:** Former IAS officer T.N. Seshan's integrity in enforcing election laws inspired ethical reform across institutions.

4. Strengthening Accountability Mechanisms

- **Measure:** Establish transparent performance evaluation, whistleblower protection, and grievance redressal systems.
- **Example:** *Vigilance cells* and *internal audit mechanisms* in government departments enhance compliance.

5. Promoting Transparency and Citizen Engagement

- **Measure:** Use RTI, e-governance platforms, and social audits to ensure openness and reduce corruption.
- **Example:** The *Mahatma Gandhi NREGA social audits* foster ethical accountability at the grassroots level.

Conclusion

A code of ethics must move beyond paperwork—it should be internalized as a **living culture** within the organization. By combining **value-based motivation** with **compliance-based systems**, civil servants can ensure that integrity, transparency, and service to citizens remain the cornerstone of governance and public trust.

6(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?

Model Framework (Improved)

Introduction

India's economic rise demands efficient fund utilization to sustain growth and ensure fiscal responsibility.

Body

Measures include strengthening digital financial monitoring (PFMS), outcome-based budgeting, transparent audits, blockchain-enabled tracking, and local capacity building for accountable spending. These enhance efficiency and curb fund leakages.

Conclusion

Transparent, accountable governance ensures inclusive growth and economic advancement.

Introduction

India's economic ascent as the **fourth largest economy** is a result of robust reforms, digitalization, and demographic dividends. However, **under-utilisation and misutilisation of funds** in key sectors undermine growth outcomes and erode public trust.

Ensuring **fiscal accountability** and **efficient public expenditure management** is therefore essential to sustain momentum and achieve the goal of becoming the **third-largest economy**.

Body

1. Strengthening Public Financial Management (PFM) Systems

- **Measure:** Implement real-time expenditure tracking through digital platforms such as *Public Financial Management System (PFMS)*.
- **Example:** PFMS has improved transparency in centrally sponsored schemes like *MGNREGA* and *PM-KISAN* by enabling direct fund monitoring.

2. Outcome-Based Budgeting

- **Measure:** Shift focus from fund allocation to results achieved through *Outcome Budgeting* and *Performance Audits*.
- **Example:** The *Outcome Budget 2023-24* linked budgetary spending to measurable outputs across ministries.

3. Strengthening Audit and Vigilance Mechanisms

- **Measure:** Empower institutions like CAG, *Central Vigilance Commission*, and *Social Audit Units* for timely audits and accountability.
- **Example:** *Social audits* under MGNREGA helped detect ghost beneficiaries and curb fund leakages.

4. Promoting Transparency through Technology

- **Measure:** Use *blockchain* and *GIS-based monitoring* for tracking fund flow and project implementation.
- **Example:** The *Smart Cities Mission* employs digital dashboards for real-time tracking of expenditure and progress.

5. Capacity Building and Decentralised Accountability

- **Measure:** Train local officials in financial management and empower Panchayats and Urban Local Bodies for better fund utilisation.
- **Example:** *15th Finance Commission grants* encourage local accountability through performance-linked incentives.

Conclusion

To ascend to the next stage of economic power, India must ensure that **every rupee spent delivers value**. Through robust digital monitoring, institutional accountability, and citizen participation, the government can curb leakages, enhance transparency, and convert economic potential into **inclusive, result-oriented growth** — paving the path to becoming the **third-largest economy in the world**.



Thank you

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