Ethics & Morality · GS - IV

“In Indian culture and value system, an equal opportunity has been provided irrespective of gender identity. The number of women in public service has been steadily increasing over the years.” Examine the gender-specific challenges faced by female public servants and suggest suitable measures to increase their efficiency in discharging their duties and maintaining high standards of probity.

EXAM YEAR	PAPER	SUBJECT
2024	GS - IV	Ethics & Morality

MARKS	WORD LIMIT
10	~150 words

Answer Hint

Women civil servants, gender-specific challenges, workplace safety, work-life balance, discrimination, leadership, institutional support, probity, gender-sensitive administration

Model Answer

Introduction

Increasing participation of women in public service strengthens representativeness and improves diversity in governance. However, women public servants can face structural and workplace challenges that may affect professional effectiveness.

Body

Gender-Specific Challenges

Women may encounter gender stereotypes, unequal expectations, workplace harassment and discrimination in assignments or career progression. Difficult postings can create additional challenges when adequate accommodation, childcare and security facilities are unavailable. Work-life pressures may also become significant because of unequal distribution of family responsibilities.

In some situations, women officers may face resistance to authority, particularly in traditionally male-dominated institutional environments.

Measures

Workplaces should ensure effective implementation of sexual-harassment prevention mechanisms and safe working environments. Adequate accommodation, childcare, sanitation, transport and flexible working arrangements can improve work-life balance.

Transparent transfer and promotion policies, gender-sensitive leadership training, mentoring and equal access to challenging assignments can strengthen professional growth.

Women officers should also receive adequate legal, technological and leadership training to enhance confidence and decision-making capacity.

Conclusion

Gender equality in public service requires moving beyond numerical representation towards **equal institutional opportunity, dignity and enabling working conditions**. Such an environment strengthens both efficiency and ethical standards in governance.

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