

UNDERSTAND UPSC

GS IV

SYLLABUS: PROBITY IN GOVERNANCE: WORK CULTURE.

WORK CULTURE

THE HINDU, PG.NO: 9.

News: "We need to address India's workplace culture".**Positive aspects of Work Culture in Private Sector:**

- **Profit-oriented:** encourages efficiency, cost-cutting etc.
- **Performance and productivity oriented:** Eg. High performance is rewarded with incentives, promotions, and recognition.
- **Encourages innovation** and embraces new technologies.
- **Flexibility, less formal culture:** such as remote work or flexible hours, particularly post-pandemic.
- **High degree of competitiveness:** employees are driven to outperform peers to secure promotions, bonuses, or even retain their positions.
- **Merit based advancement:** Promotions and opportunities are largely merit-based, allowing for faster career growth based on skill and performance.

Negative aspects of Work Culture in Private Sector:

- **Profit-greediness of companies:** leading to unethical practices, neglect of employee welfare, and exploitation of resources.
- **Work-life imbalances:** 75% of Indian employees experience stress and burnouts due to work pressure, meeting deadlines — *survey by LinkedIn*.
- **Job insecurity among employees:** "hire and fire" culture, layoffs.
- **Sceptical performance evaluation system:** making employees feel they are treated fairly.
- **Crony Capitalism:** where businesses succeed not because of fair competition but due to close relationships with govt officials. *Eg. 2G spectrum scam 2008*.
- **Dilution of service Motive:** Eg. The healthcare sector has seen a surge in private hospitals focusing on high-cost treatments and luxury facilities, often inaccessible to low and middle-income families, leading to medical debt — *Lancet 2018*.
- **Unrealistic to try to import the American culture:** per capita income in the U.S is \$85,000. In India, it is \$2,700.
- **Behavioural issues of Bosses:** U.K. Deputy Prime Minister, faced charges of 'bullying' from officials.

Suggestions:

- **Concept of Variable Pay:** to promote a 'performance culture'.
- **Concept of Bell Curve:** that identifies super-performers as well as under-performers.
- **Stress management' workshops:** to deal with the burn-out that ensues.
- **Best Practices:** France has a 35-hour work week. In the rest of Europe, the norm is about 40 hours.

The Nirbhaya episode caused a paradigm shift on the issue of women's safety. One, hopes that Anna Sebastian's untimely demise will likewise turn out to be a defining moment for India's workplace culture.

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GS III

SYLLABUS: CONSERVATION, ENVIRONMENTAL POLLUTION AND DEGRADATION.

CLIMATE FINANCING

THE HINDU, PG.NO: 8.

News: "Time for action".

"Developed countries account for 57% of cumulative global emissions since 1850 despite hosting smaller populations than the developing world" — IPCC 6th Assessment Report.

Why are developing countries more vulnerable to climate change?

- **Small island developing states (SIDS)** like the Maldives and Tuvalu face existential threats from sea-level rise.
- **Coastal nations** like India, Bangladesh are highly susceptible to flooding and cyclones.
- **Mostly agriculture based nations** (contributing more than 25% of GDP), any extreme weather events affect crop yields, leading to food insecurity.
- **Smaller GDPs and higher debt burdens** (above 50% of GDP) compromise the adoption of new renewable energy technologies — *UNEP reports*.
- **Loss of infrastructure** (USD 18 billion annually) in low-and-middle income countries due to natural disasters — *World Bank report*.
- **Urbanisation challenges:** by 2050, 70% of the global population is expected to live in cities, with a significant increase in developing nations.
- **Vicious cycle** of extreme poverty, rising inequalities, weak health care systems and climate change on top making developing countries more vulnerable.

Climate Financing:

- **UNFCCC defines climate finances** as "local, national, or transnational financing — drawn from public, private, and alternative sources — that seeks to support mitigation and adaptation actions addressing climate change."

India and Climate Financing:

- India has both short-term and long-term climate targets.
- **By 2030:**
 - India aims to **install 500 GW** of generating capacity from **non-fossil-fuel sources**.
 - It is estimated **India will require an additional ₹17 lakh crore** investment to achieve 450GW of renewable energy by 2030.
 - Five million metric tonnes per annum of **green hydrogen** (GH₂) production capacity.
 - Here, **India will need ₹8 lakh crore**.
 - Penetration for various **Electric Vehicle (EV)** categories.
 - Consumers need to spend around **₹16 lakh crore** to achieve this vision.
- **By 2070:**
 - **₹850 lakh crore in investments** between 2020 and 2070 to achieve **net-zero emissions**.

Measures taken:

- **Copenhagen Accord 2009 (Green Climate Fund):** developed countries committed to provide **\$100 billion a year** in climate finance to developing countries by 2020.
- **As of 2023**, a total of **USD 45 billion was raised** under the Green Climate Fund.

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INTERNATIONAL INSTITUTIONS

PRE-CONTEXT

WORLD BANK

THE HINDU, PG.NO: 6.

News: "World Bank to lend money for Amaravati: Minister".

Establishment:

- World Bank, formally known as the International Bank for Reconstruction and Development (IBRD) **created in 1944 during the Bretton Woods Conference** alongside the International Monetary Fund (IMF).
- **Headquarters:** Washington, D.C., USA.
- **India Has been a member** since inception.

Structure: World Bank Group comprises five institutions, each serving different purposes.

- **International Bank for Reconstruction and Development (IBRD):**
 - Lends to **middle-income** and creditworthy low-income countries.
- **International Development Association (IDA):**
 - Provides concessional **loans (credits) and grants** to the **world's poorest countries**.
- **International Finance Corporation (IFC):**
 - Promotes **private sector development** in developing countries by providing investment, advice, and asset management.
- **Multilateral Investment Guarantee Agency (MIGA):**
 - Provides **political risk insurance** and credit enhancement to investors and lenders.
- **International Centre for Settlement of Investment Disputes (ICSID):**
 - Provides international facilities for **conciliation and arbitration of investment disputes**.

In Short:

- IBRD → Loans.
- IDA → Grants.
- IFC → Investment.
- MIGA → Guarantees.
- ICSID → Disputes.

Membership & Voting:

- **Over 190 countries** are members.
- **Voting share** is determined by each member's financial contribution.
 - United States holds the largest share, followed by Japan, China.

Funding sources to World Bank:

- Member countries, Borrowing (issuance of Bonds), Donations.

IMF vs World Bank:

- **Primary Focus:**
 - **World Bank:** Long-term development and poverty reduction.
 - **IMF:** Short-term financial stability and macroeconomic policies.
- **Loans:**
 - **World Bank:** Concessional and non-concessional loans.

- **IMF:** Short-term loans to stabilize economies.
- **Funding:**
 - **World Bank:** Capital contributions, bonds, grants.
 - **IMF:** Quotas and borrowing from member countries.

Reports by World Bank:

- **Human Capital Index:**
 - India's rank is 116.
 - Provides insights into India's human capital development, focusing on education, health, and productivity.
- **Logistics Performance Index:**
 - India's rank is 38.
 - Measures the efficiency of international supply chains, focusing on factors like customs performance, infrastructure quality, and logistics services.
- **Global Environment Outlook (in collab with UNEP):**
 - No ranking involved.
 - Focuses on environmental assessments and policy recommendations.
- **World Development Report 2024:**
 - No ranking involved.
 - Provides thematic analysis on global development.
 - This year's theme was "**The Middle Income Trap**".
- **Global Economic Prospects:**
 - No ranking involved.
 - Provides comprehensive economic analyses and forecasts.
 - In 2024, India will remain the fastest growing economy of the world's largest economies, with a projected robust growth rate of 6–7%.

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EXAMPLES FROM TODAY'S NEWS PAPER

THE HINDU, PG.NO: 8.

Totalitarianism

News: "A case of codifying totalitarianism."

- **Individual Liberty and Autonomy:** Taliban law mandates women to hide their voices, faces, and bodies, restricting their autonomy and right to self-expression.
- **Social responsibility:** prohibiting Afghans from befriending or assisting non-Muslims undermines the social fabric.
- **Moral Uprightness:** acting in the name of Allah as "Beneficent, the Merciful" is criticized as hypocritical, given their oppressive policies.
- **Ethical Governance and Leadership:** Taliban's top-down imposition of religious laws without consideration for individual rights or democratic principles reflects unethical governance.
- **Moral courage:** historical example of a woman successfully disputing the Prophet Muhammad's stance on divorce (zihar) exemplifies moral courage and ethical decision-making, contrasting with the Taliban's oppressive measures.

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Thank you!