



# LUKMAAN IAS

....Lead with Edge....

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## SPACE FOR TEACHER'S REMARKS

1. Understanding of questions:

2. Structure of answer:

3. Content of answer:

4. Presentation:

5. Any other remarks:

*test*  
*Miss*  
*should hit to*  
*be deal for you*  
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*the way you*  
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*writing*

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## Section-A

1. Answer all the following questions in about 150 words each. 10 X 5 = 50

- a) What is partisaned federalism and how it is considered as threat to cooperative federalism? Justify the role of judiciary in making neutral constitutional rule in Centre-State relations.

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Partisaned federalism is a type of federalism in which the Union or federal agency deals with its constituent on a partisan basis.

The terms of engagement, interpretation of rules, etc modify as per complexion of governments.

For instance, a coalition government may be lenient and non-interfering with governments of partners at state level while using different methods for others.

Threat to cooperative federalism : ⇒

Such an approach causes anxiety and apprehension among units of Union and

hence cooperation will not be coming easily.

TRUST-DEFIANT, and the

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Confidence will be dented because of  
partisan role and hence cooperation will be  
difficult to achieve

Role of Judiciary :

Judiciary with its special power of judicial  
interpretation and exclusive jurisdiction  
with regard to Union-State disputes has  
played a neutral constitutional role

for instance Bommai Judgement,  
S.P. Singhal judgement where it recognised  
governors are not employees under Centre  
and more recently Anoop Singh Pradeshi  
and Uttarakhand verdicts strengthen  
the neutral role of the judiciary

The judicial intervention driven  
by merits of case prohibits use of partisan  
federalism and encourages cooperative  
federalism.

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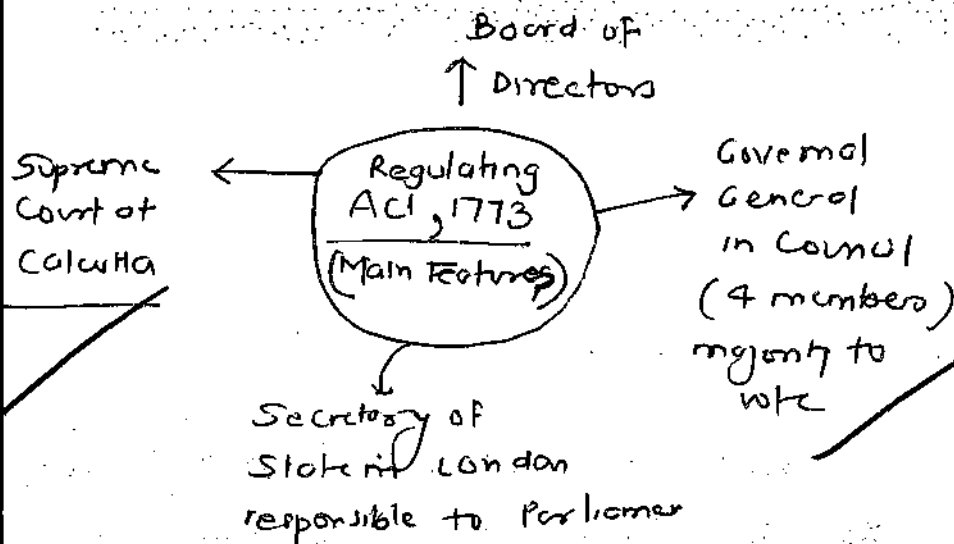
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1.

b) Discuss in what way the Regulating Act 1773 was a major mile stone in the evolution of Indian public administration? 10

Do not write in this space.

Regulating Act 1773 through which East India Company became an administrative power was a major milestone in evolution of Indian public administration.



Evolution of Indian administration : ⇒

for the first time District Collector or an institution was set up by westernisation

will dole many state can have with this terminology

Moreover district a unit

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of governance was emphasized upon  
and district has been a centre point in  
Indian administration ever since

Similarly establishment of the  
courts, Supreme Court of Calcutta which  
later was shifted to Delhi after GOI  
Act 1935

1773 Act marked the beginning  
of a responsible (with power) administration  
in India and Indian public administration  
has many elements from this Act  
although they have undergone many  
changes

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1.

c) To what extent it is justifiable to say that Indian political culture has experienced a paradigm shift in 2014? Discuss the factor responsible for such change and its impact on Indian administration. 10

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The coming of majority party government after <sup>50 long</sup> years is a signal to changing political culture.

only true  
(Jogendra Yadav) in his analysis talks about the three democratic upsurges in the years 1967, 1989 and latest in 2014.

this regard 2014 can be paradigm shift

due to three →

Rama Chandra Lunka

Also considering the situation when coalition was considered to be the norm 2014 elections brought a surprise exception.

Not Ans  
The paradigm shift of 2014 can be traced to many factors. They are  
→ demographic transition — youth participating more in elections

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2) use of strong social media and other tools which attracted people

3) emergence of strong charismatic leader of the centre and politics of aspirations

4) Years of turbulence, alleged corruption, governance paralysis, Jan Lokpal movement, etc created the launching pad for this shift.

Impact on Indian Administration

to some extent centralisation of the administration is expected. Similar to the earlier full majority government.

Moreover administration is expected to be pro-active, efficiency avoiding delay and promoting development -

in a big way The philosophy of MINIMUM GOVERNMENT MAXIMUM GOVERNANCE is impacting administration

Since 2014

A perfect  
is



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1.

d) Discuss the elements of Kautilya's Arthashastra which are similar to present day practices in Indian administration. 10

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Kautilya's arthashastra is a timeless state machine. Some of its important elements seen today are

KAUTILYA'S VERSION	PRESENT DAY PRACTICE IN ADMINISTRATION
<p>1) <u>Yogokshema</u> as an aim of Mauryan empire</p>	<p>skill welfare of people is main goal. The empowerment driven, rights based approach can be seen.</p>
<p>2) <u>Merit based recruitment</u> diff type of examination</p>	<p>UPSC and various other recruiting bodies conduct examination to promote merit in administration</p>
<p>3) <u>Dharmasya</u>  <u>Modern Artha</u>  <u>Arthashastra</u>  <u>Modern</u>  <u>Rajya.</u></p> <p>4) <u>40 types of corruption</u></p>	<p>wealth continues to be emphasized. A resourceful government is better. Tax returns and expenditure management is paying towards it.</p> <p>Prevention of corruption act</p>

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4) Hierarchy  
in terms of  
KING, and  
Amayas.

One wheel can't  
keep a wheel  
moving.

5) Dharmiyam

Allied to  
adhere to it  
even the kings

6) Danda  
re-punishment

Ministers in Cabinet headed  
by Prime Minister. Emphasis

on TEAM INDIA by  
Prime Minister.

Rule of law . Be ever may

be you, law is above you

Equality before law (Article 14  
of Indian constitution)

Army and police forces  
meritless part of administration

Though much water has flown  
since the time, Kautilya Arthashastra remains  
important. Even commission like ARC  
and Economic Survey regularly quote it for  
guidance and philosophy for good governance

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1.

- e) Critically analyze how the nature of the Constitution remains the same even if the nature of the state has undergone changes due to the New Economic Policy 1991. 10

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New Economic Policy 1991 is a watershed in Indian administration as State made a journey

<u>FROM</u>	<u>TO</u>
• close socialist economy	open capitalistic pattern
• Import substitution	Competition in manufacturing
• <u>State</u> being the lone player / dominant	State just one and regulating the market, eg PPP governance.

Thus license-quota permit regime was challenged by 1991 liberalisation

and the change of state was achieved through bringing structural changes as part of aid conditionalities imposed by IMF

State gave away many of its functions for market and only left three areas of monopoly. The State was trying

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make use of market principle of efficiency  
and effectiveness.

Nature of constitution : 6 by it has not changed

sovereign, socialist, secular democratic republic  
and ensuring justice, liberty, etc. These  
symbolize the nature of state

The theme is still alive post 1991  
and is thriving. It can be seen through  
concepts for inclusive growth  
rights based legislation like MGNREGA,  
RTI, Forest Rights Act, PESA, 73rd  
and 74th amendments, etc

It can be said that post 1991 though  
a change in the means, ends continue to  
remain the same SARVA SAMITHI SARVA

VIKAS is reminiscent of the per-jishin

nature of constitution

Ans

Write  
Clearly  
Nature of  
Change

Should have  
been  
more & factual

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3.

a) The parliamentary system of democracy is based on accountability and the presidential system is based on stability of the executive. The recent development shows that Indian parliamentary democracy is experiencing preference of stability over accountability. Examine.

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20

The two prominent modes of governance world wide are the Presidential system and Parliamentary system. A brief comparison between the two are as follows:

PRIME MINISTERIAL	PRESIDENTIAL
- accountability chief concern	- stability is the primary driving force
- collective responsibility in form of cabinet PM is <u>primus inter pares</u>	- individual responsibility and President himself appoints other executives
- PM part of Parliament	President independent of Congress (USA)
- Difference between de jure head and de facto head PM - de facto President - de jure	President both the de jure and the de facto head of the government

*Some of the differences have been in the*

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- representative more  
and hence less suited  
for diverse country

- lenient separation of  
power

- No-confidence motions,  
easy - uncertainty and  
instability

- more stable but less  
representative

strict separation of power

Impeachment of the  
President is a  
difficult exercise

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in this space.

Such is the strength of USA  
President that it is said that he can  
do anything except make women a man,  
and men a woman.

Recent Trends : Stability over Accountability

Background : 30 years of colonial  
rule . Period of instability especially the  
Coalition  
1990's . Critical reforms many a time  
became victim of coalition politics

Ex-PM himself lamented the  
fact - "COMPULSIONS OF COALITION"

Hence if we analyse the

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Current trend of 2014 Union  
election, recently held state elections  
like Bihar, Delhi etc where single  
parties have been given a clear  
mandate

This is going to bring stability  
as strong governments will resist the  
uncertainty and be able to focus more

on the governance  
Such a change in political  
culture that people want more stable

governments. Moreover, the Presidentialism

of Prime Ministerial form of governance

to some extent also points towards  
this trend

However it should not be  
seen as compromising accountability over

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stability. The former being more  
institutionalized in Indian extent. Even

if full party strong governments or the  
means of Parliament, media, judiciary  
and people contribute to call for accountability

~~It is borne out by development  
of Indian Polity recently. Means of~~

~~accountability i.e. verbally, horizontal, internal  
and external have only increased as the~~

~~stability preference since 1990s~~





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3.

b) Discuss the reasons why the Union-State-Local relations are not as strong as Union-State relations? 15

Do not write in this space.

Several reasons account for the differences between Union-State-Local relations and Union-State relations. These are.

1) Schedule 7 (Article 246) provides for State, Union and concurrent list. There is no local list. The delimitation of powers among Union-State is more clear than among Union-State-Local.

2) over the years State-Union relation has strengthened and institutionalized. 73rd & 74th amendment being of more recent origin such a change has not happened in India.

3) Local bodies are more seen as appendages of states dependent on them for the functions, finances and finances. This

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Do not write  
in this space.

lack of separate identity comes to the  
weakening of union-state local relationships

4) State governments see local bodies as  
creating independent space that can hamper  
growth of their base and hence restricts  
their participation. Union has limited  
reach in this regard.

5) The principles of federalism as apply to  
Union-State does not apply to Union-  
State local. Union can't intervene in  
local bodies because of federal structure  
of Indian constitution.

6) Sharing of resources or Co-Governance  
between Union-State is not evident in case  
of local bodies. Hence because of  
their poor resource base they do not

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Considered as worthy participants

Way forward : ⇒

To improve Union - State local relations along  
line of UNION - State relations. certain  
recommendations of Second ARC like

activity mapping, district council,

empowering Panchayats should be considered.

*franchise*

*In addition to at Model*

Municipal Panchhi commission talked about

LOCAL LIST to bring local governance

in line with State & Union governments

and promote better Union State - local  
relations

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3.

c) Constitutionalism has become world-wide in its appeal and democracy the universal goal. Yet, neither has it appeared to have gained vitality nor strength in the process. Quite the contrary, doubt and confusion multiply. Discuss. 15

Do not write in this space.

Constitutionalism means limited government. The mechanisms promote limited role of government to enhance the opportunities for life and liberty of citizens.

Though constitutionalism has always been in practice, changes like globalisation has brought a paradigm shift. Apart from local factors, global factors provide for limited government.

Now world wide liberal democracy is considered as the most viable form of government. The 'human rights' initiative has gained traction. With many instruments like UNFCCC, Climate change agreement, United Conventions (say on corruption, disability), and

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agreement never limitations have been imposed

However with this it can't be said  
that democracy has become the universal goal

It is because countries believe in indigenous

form of government. Chinese President

recently said that Democracy is not best  
for China.

But though it was till very  
recently monarchic performed well compared

to other governments. The reasons as to

why doubts and confusion multiply:

1) Different approaches of the powerful  
countries like USA & European countries

with regards to countries like Saudi

Arabia & Iraq

2) Dominance of west in international  
governance. for eg Iraq bombing in

-false pretext violates their sovereignty

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call for constitutionalism

iii) geo-strategic and national interest  
takes precedence over global constitutionalism

iv) Which is better form of governance,  
what tools & techniques are best,  
performance should be towards accountability  
and transparency be it towards customers  
and market. This leads to multiple  
interpretation and confusions multiply

Thus even though global  
constitutionalism has come into the

picture still many apprehensions and

concerns remain. Hopefully in future  
we can look for more concrete

presumption for constitutionalism as

globalisation with a human face dawn  
on the world

*West term for answer*

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## Section-B

5. Answer all the following questions in about 150 words each. 10 X 5 = 50

- a) The rural development in India has been experiencing an altogether new paradigm of the government-organized non-governmental organization (GONGO) people-centric model. 10

The importance of non-governmental organisation (NGO) is being emphasized by the government in the rural development arena.

- Such a approach has been called community based NGO, government-organised NGO (GONGO). for example government encouraging community based organisations (CBO'S)

further this can also be seen in the formulation of SHGs in rural India being encouraged by Government to bring people at centre of India.

This approach helps in advancement of social capital, building

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local capabilities, helping them participate  
in local governance. This is similar to  
David Korten's people centric governance

The social audit mechanisms  
through GONGO initiatives like in  
Andhra Pradesh (Source for Social Audit  
Accountability and Transparency) is another  
people centric approach.

However a word of caution  
should be spread, if CBOs tempt  
PRI's it can be counterproductive. Government  
should not decline it to by pass CBO

The need is to synergise CBO  
with PRT and such GONGO initiatives  
can emulate recommendation of Rameswari  
Panel on DRDA to improve



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5.

b) Analyze the major features of the Rashtriya Gram Swaraj Yojana (RGSY) in strengthening PRIs in the country. 10

Do not write in this space.

Rashtriya Gram Swaraj Yojana (RGSY) is a scheme that promote <sup>governance development</sup> ~~social~~ and seek active involvement of PRI's init.

Major features : Role in strengthening PRI's

1) Its being implemented by both Union and State

2) Several capacity building and strengthening initiatives for PRI's have been launched to improve the

working of the PRI's

3) Monitoring and evaluation of the programmes helps to bridge the

gap and bring changes to

working of PRI's

4) local technical help in terms

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of account keeping, maintaining  
record, etc have helped in  
improving the working of PRI's.

Though much more needs  
to be done and it needs to  
be combined with initiatives like  
PMEIAS (Devolution index) and 2nd  
ARC recommendation to promote  
Swajay in Rural areas.

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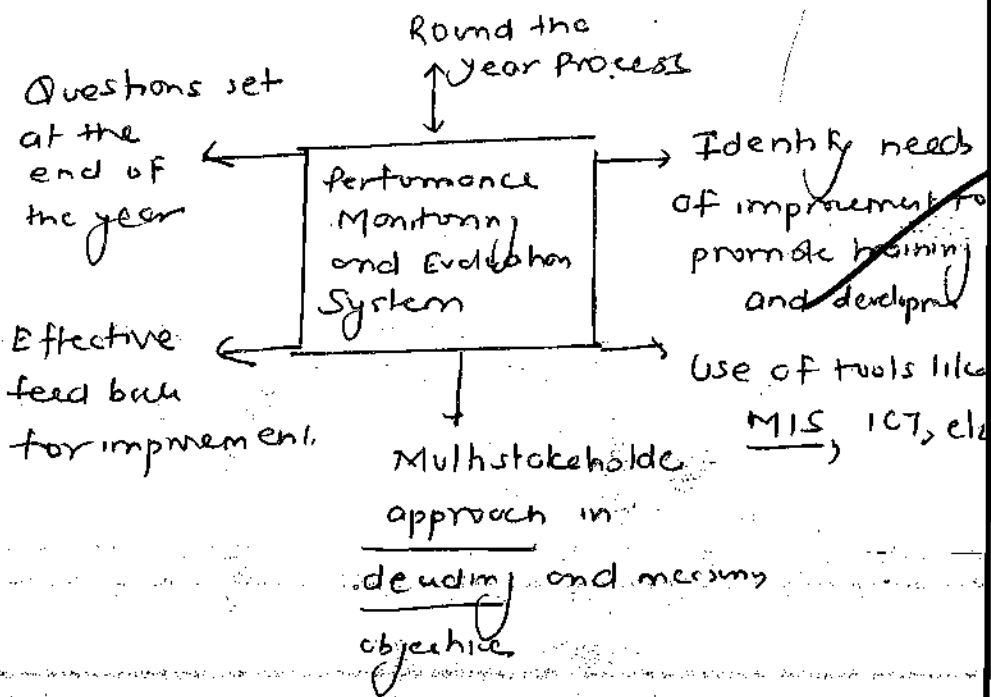
5.

c) Discuss the attributes of the Performance Monitoring and Evaluation System (PMES). How the practice of the result framework document is related with this system? 10

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PMES is a technique in performance management. It has components like the Monitoring and Evaluation which are carried out for any subject under study.

Attributes of PMES →



The continuous process of monitoring and evaluation on consensus based objectives help in bringing improvement in performance.

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Result frame Work Document (RFD) being  
led by Cabinet Secretariat is a type of  
PMES It involves

1) Mission and vision statements of the  
department in question

2) Ministry - Cabinet Secretariat and other  
involved in deciding the parameters of  
evaluation

Upon evaluation following ranking  
is given as per different scores,

Excellent	96-100
Very Good	86-95
Good	76-85
Moderate	66-75
Poor	below 66

This facilitates comparison  
among different departments and has led  
to some improvement in year of its  
implementation

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5.

- d) Training and initial posting in India have been undergoing changes in recent times and one such is a new practice of training-cum-posting attached to secretariats at Centre as 'assistant secretary' for IAS instead of getting posted in the cadre allocated state. Discuss the reasons for such change. 10

Do not write in this space.

From this year before going to allocated state, IAS appointees would be trained for 3 months in Centre. This has happened because of the following reasons

1) In general it is agreed that working of Union is much more developed and disciplined. It would IAS go in State would a rich experience of ethuency

They will not consider State administration as normal but strive to improve having benchmark of Centre

2) It reinforces the all India character of the services most importantly again

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iii) IAS of State are expected to implement programmes of Union. This training will help to understand Union's vision and help in effective implementation.

for eg Swachh Bharat Abhiyan, Smart City, etc require more active participation in governance.

v) It will bring greater clarity in their roles and duties as an IAS officer prior to the start of their duty.

The dynamic environment of the Union would place new challenges for IAS officers and they will learn more active contribution in implementation.

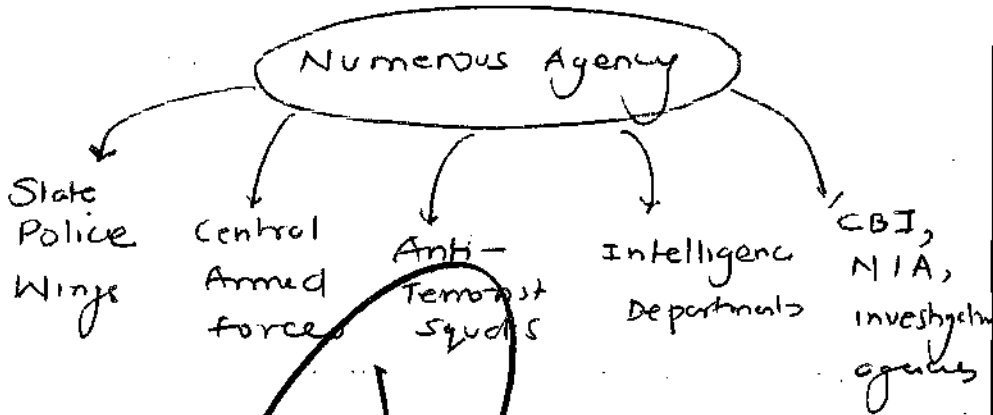
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5.

e) The Indian police suffer from numerous 'agency' problems that hamper the proper functioning of the institution. Explain. 10

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These numerous agencies create problem of coordination and more importantly problem of "UNIM OF COMMAND" as highlighted in recent Pathankot attack.

How this hampers functioning of police

1) Union-agency - about the agency coordination and federative politicisation of investigative agencies and hence their performance suffers

2) Conflict between ATS and MP Police and 79 of MP Police (MP)

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in this space.

regards to encounter of SIMI militants  
points towards such confusion

3) Intelligence is available and given  
but not adhered to. This is because  
lack of coordination among multiple  
agencies involved. This was also seen  
with regards to potential incidents.

There is a felt need to  
achieve optimal coordination as  
certain agencies can't be avoided in  
current situation



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6.

a) India has fire-fighting type of disaster management even after enactment of NDMA 2005. Find out its critical gaps especially from the perspective of states. In your view, what more should be done to make this law effective? 20

Do not write in this space.

Even after coming of National Disaster Management Act 2005, Disaster management has not improved a lot.

Features of NDMA : 2005

National Disaster Management Agency (NDMA)

- National Disaster Management Institute
- National Executive Committee (Home Ministry)
- Mitigation and Relief funds

Similar agencies at State and District level (like SDMA, DDMA)

Centre government is <sup>to</sup> promulgate

policy and guide but state are expected to take the lead. However certain

critical gaps exist; in which states.

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in this space.

have a larger role. These are

State flows:

1) Non constitution of mitigation and relief fund

2) building by codes, regulation, etc ins

3) not emphasis

4) preventive and

are not focused

5) Hazard vulnerability mapping

of regions, local bodies development

not time

6) lack of budgetary resource

Centre's Learn

CAG highlighted that NEC didn't

meet for once in 2008-11

2) NDMA became a bureaucratic body

3) disaster like earthquake not deadly

Fire-fighting  
70K → Flood  
Mach → Drought  
Albermar → Urban Flood

No Preparedness →

Ans  
become  
mainly  
fact based

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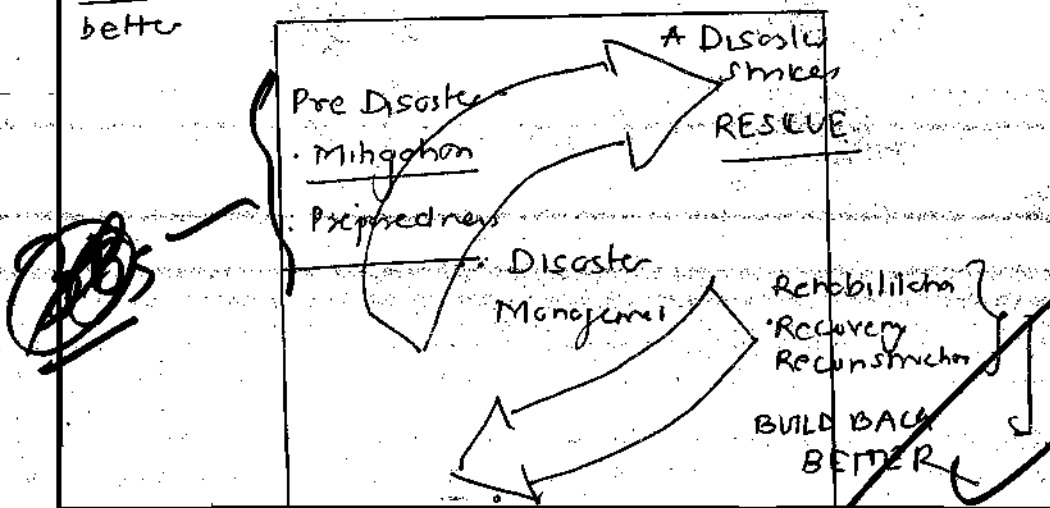
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adequately

Against this P.K. Mishra Panel  
has given certain recommendations. It can help  
in reinvigorating DM in India. There are

- 1) expert body of NDMA (only 4 members)
- 2) NEC merged with NDMA
- 3) better role and responsibility clarity  
along the federal hierarchy.

In addition to it, Disaster  
management Rules 2016 and Sendra  
framework can be utilised to focus on  
Disaster Risk Reduction, and building back  
better



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Certain other changes need to be brought! ⇒

1) community participation programmes like "HAR PARIVAAR LADEGA SE AAPADA SE" needs to be encouraged

2) empowerment of local bodies and compulsory x. interlinkage in disaster resilience across the country

3) State should empower local forces and reduce dependency on NDRF, Army, etc

4) Early warning tools and improving earthquake response mechanism

85% of India is prone to one or other type of disaster and this only pathway that we improve our structures to manage disaster and more importantly prevent them

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6.

b) Discuss the role of cyber crimes as threat to public order. What are the steps taken by the government to tackle such threats. Do you think that there is a need for a separate cyber police? 15

Do not write in this space.

The digital age with its many chorms has brought ills like cyber crimes which are posing danger to public order.

Cyber crimes are crimes which involve use of computers and internet.

Its various forms are cyber fraud, cyber espionage, cyber attack (Denial of service attack), etc).

One main issue with this cyber crime is that it has no boundaries and with federal nature of Indian policing it is a challenge to reckon with.

Government of India has taken many steps in recent year to tackle such crimes. They are:—

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- 1) National Cyber Security Policy 2013
- 2) Gulshan Kumar Committee appointed recently and its reform like amendment in evidence act to increase conviction rate in this area
- 3) formation of CERT (Computer Emergency Response Team) at Union, state and District level.
- 4) Cyber cells in many police stations
- 5) identification and protection of critical infrastructure
- 6) Using techniques like air gapping to isolate important networks

Need of a Cyber Policy? →

Creation of a separate cyber police can create more confusion with regard to coordination. Also the

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division of a PHYSICAL crime and  
cyber crime may always not be possible

It will create jurisdictional  
conflict and it may so happen that  
many things lie in no man's land.

It would be thus a better  
idea to carry out reforms in criminal  
policing regime create specialist  
among them in this area with regular  
training and engagement with world  
best agencies

This would help deal  
with cyber crimes in a better  
way without creating new conflict

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6.

c) India has borrowed its administrative structure from Whitehall and not from the US and hence, any attempt to giving preference to specialists and experts will be disastrous. Give your argument with proper justification. 15

Do not write in this space.

Specialists — Generalists divide and dominance of generalists <sup>needs to be</sup> seen from Whitehallian perspective and not USA's administrative

→ write in brief about the Whitehall & US said that Generalist-specialist can't

be seen in isolation. The need of preference to either is dictated by situation rather by ideology.

Specialists	vs	Generalists
Know everything about nothing		Know nothing of everything
Staff dominance		Line Dominance
- Lesser prestige and power		. Dominate TOP echelon
- Complex-administrative needs them eg cyber policy		Needs of integration and wholeness gives them an edge



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It can't be said that giving preference to specialists would be disastrous. Indian government is giving preference to them in form of:

- Chairman NITI Aayog
- Economic Advisor to Ministry of Finance
- ex-UIDAI chairman Nandan Nilekani

*Approach*  
This is according with needs of job and its situation though

specialists are diminishing because of

following:

→ *postponed rank*  
Need of generalists at top level

Henry Fayol  
Shouldn't be reduced to  
Generalists  
Specialists  
Generalist preferences

→ Sector of school may prevail. If not for generalist who has experience of *debate*

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in this space.

multiple departments and experiences

holistic view may be missing

ii) Weaknesses of generalists lie more to Government as a whole than to some departments as in case of generalists

Though with changing time generalists need to develop some domain specialisation. This movement from Moculayan services can be brought through recommendation of second ARC

Way forward

using Doughlas McGregor Theory to solve generalist-specialist type problem using team leaders in administration

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8.

a) It is argued that the separate Constitutional Amendment Acts for rural and urban areas have 'thoughtlessly constitutionalised' an artificial dichotomy between rural and urban which has resulted into unnecessary compartmentalisation of local development. Examine.

Do not write in this space.

73<sup>rd</sup> amendment Act ⇒ Panchayati Raj System (Rural India)

74<sup>th</sup> amendment Act ⇒ urban local governments (urban India)

It is said that through these two acts, thoughtless constitutionalization of dichotomy of rural-urban areas has been propagated.

rural this dichotomy is artificial urban

because ⇒

rural-urban development need to be seen in collective sense. Seeing one ignoring the other can have disastrous consequences

⇒ after urban planning is done without taking into account rural sectors

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Do not write  
in this space.

✓ Lack of development in rural areas  
causes migration, straining and  
falling urban planning

ii) basic needs of education, irrigation  
infrastructure, health, etc for both  
the ones and hence division serves  
no purpose

iii) Geographical transition between rural  
urban is not abrupt and urban area  
have rural character and many rural  
areas also have some urban character

iv) This further causes erosion of  
Cooperation of scale and building up  
of institutional effective governance  
infrastructure

in sustainable to  
new challenges distinctive  
maintain however it would be unfair

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to call such 'dichotomy' unreasonable  
Even though certain needs might  
converge bringing them together can  
harm in certain ways

1) Local resources may be diverted  
more towards urban region as it  
will promote greater returns on the  
investments

2) agricultural and other rural sector  
schemes need effective implementation  
and an area specific PRI's role in  
NREGA is an example as to why  
such a distinction is needed

3) local advances or rural  
backwardness may get neglected  
and it may further promote

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narrow outlook and non-inclusive  
growth

There can be also 4D origins culture and way of life of  
rural areas. eg. PESA where will it  
go not to urban dichotomy.

Hence dichotomy seem  
genuine urban not rural though

at some time some integration is  
village of district level which

74th amendment see vide Article 243

ZD has provided. It needs to  
be followed to take care of  
integration and diversity

District Council

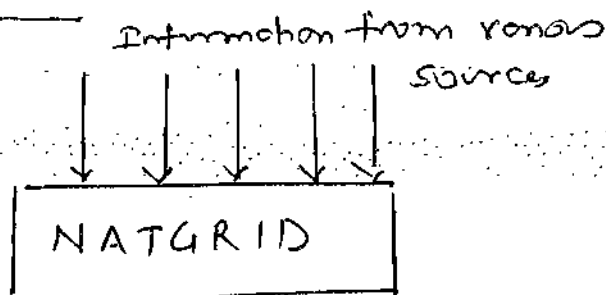
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8. b) Analyze the counter-terrorist capability of NATGRID (National Intelligence Grid) from the perspective of strengthening public order and security in the country. 15

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NATGRID (National GRID) is a tool to ensure effective policing and maintaining public order



~~write some points like CB, RAW, Enforcement Directorate etc~~

Strengthening counter terrorist perspective ⇒

NATGRID will provide intelligence and how to use it will be decided by the organization

Counter-terrorist operations involve proactive involvement and infiltrating others

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operation and intelligence network. This  
can happen if agencies are also equipped  
and NATGRID can armed with intelligence

Since any threat prevention is  
directly linked to security of state  
and maintaining public order, the  
efficiency of NATGRID will lead to  
strengthening of public order

for eg recently CRPF  
attacked Maoists in Chhattisgarh  
and destroyed their base. Incident  
like that of Dantewada in which 76  
CRPF personnel were killed can be  
avoided

However constitutionally  
public order is an area of state or



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per item 1 and 2 of state list in  
schedule 1 but NAI GRID information

is not available to State Police. Hence  
their capacity continues to be stagnant.  
by this gap

To improve public order and security in  
the country State Police are indispensable  
part and hence they need to be

brought within the folds of NAI GRID  
like initiatives could work towards  
better coordination

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8.

c) Discuss the pros and cons of reducing the duration of training for IAS from two years to one and half years. In your view, is it justifiable?

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15

Kiron Agrawal Committee for training of IAS has dwelled on the need of reducing training period from 2 years to 1.5 years.

Arguments in favour (PROS) : ⇒

- 1) Since the average age of intake is around 28 years and they are coming with job experience, the need of training goes down.
- 2) teaching methodologies can be improved to increase efficiency and decrease time period.
- 3) field training in between can be stopped and done only after formal and induction phase.
- 4) Many new subjects have been introduced.

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but the training module has not been  
modified accordingly. Hence a space  
exists for lessening the time.

Arguments against this move (CONS): ⇒

1) Not all people are coming from  
job experience and hence it can't be  
done.

2) Many changes have taken in  
source and administration. If some  
areas can be left, newer ones  
need to be incorporated in the  
scheme of things like NETWORK  
operation, cyber governance etc.

3) Mid-Field training helps in  
bring practical reasoning in train  
and max relation with theory.