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Prelims PYQ, Mains model answers, and copy evaluation. Write to the desk for this paper, a doubt, or the AI waitlist.

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Q13

Case study. You are the head of the Human Resources department of an organization. One day one of the workers died on duty. His family was demanding compensation. However, the company denied compensation because it was revealed in investigation that he was drunk at the time of the accident. The workers of the company went on to strike demanding compensation for the family of the deceased. The Chairman of the management board has asked for your recommendation. What recommendation would you provide to the management? Discuss the merits and demerits of each of the recommendation.

UPSC Civil Services Mains 2017 · GS IV · 20 marks · Ethics Case Studies

Case Studies on above issues.

Facts & figures for this PYQ only.

Numbers move. Confirm the latest Budget, Economic Survey or census round. This sheet is for revision, not a substitute for the model answer.

<https://wrapexams.com/upsc/mains-answers/gs-4/2017/case-study-you-are-the-head-of-the-human-resources-department-of-an-organization-one-day-one-of-the-workers-died-on-duty-his-family-was-demanding-compensation-however-the-company-denied-compensation-because-it-was/>

Factories Act, 1948

Classic Indian factory safety statute on fencing, hours and welfare; still a reference for whether the site itself was lawful.

Employees' State Insurance / social security codes

Statutory social insurance routes that may apply to an employment injury; drunkenness can affect some claims but does not erase all dues such as PF.

Contributory negligence

A legal idea that both worker fault and employer fault can share a death; HR should not pretend only one side exists.

Right to peaceful strike

Industrial action over a death is a legitimate voice; violence and a lock-out-by-goons are not the same thing.

Fitness for duty

A preventive policy of checks and counselling that respects dignity better than a press statement after a funeral.

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