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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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Q7

Case study. An apparel manufacturing company having a large number of women employees was losing sales due to various factors. The company hired a reputed marketing executive, who increased the volume of sales within a short span of time. However, some unconfirmed reports came up regarding his indulgence in sexual harassment at the workplace. After some time a woman employee launched a formal complaint to the management against the marketing executive about sexually harassing her. Faced with the companies' indifference, in not taking cognizance of her grievances, she lodged an FIR with the police. Realizing the sensitivity and gravity of the situation, the company called the woman employee to negotiate. In that, she was offered a hefty sum of money to withdraw the complaint and the FIR and also give in writing that the marketing executive is not involved in the case. Identify the ethical issues involved in this case. What options are available to the woman employee?

UPSC Civil Services Mains 2019 · 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.

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Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

The POSH statute after Vishaka; **Internal Complaints Committee** and district **Local Committee** are the workplace forums.

Vishaka v. State of Rajasthan, 1997

Supreme Court guidelines that first treated workplace sexual harassment as a constitutional failure pending a statute.

Legal Services Authorities Act, 1987

Creates Legal Services Authorities that can give eligible women free legal aid so a hush fund is not the only lawyer in the room.

National Commission for Women

A statutory body that can receive complaints of women's rights violations and seek reports from employers and police.

Article 21, Constitution of India

Life and personal liberty, read to include dignity and a safe workplace.

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