



Ethics in Action



Learning Outcomes

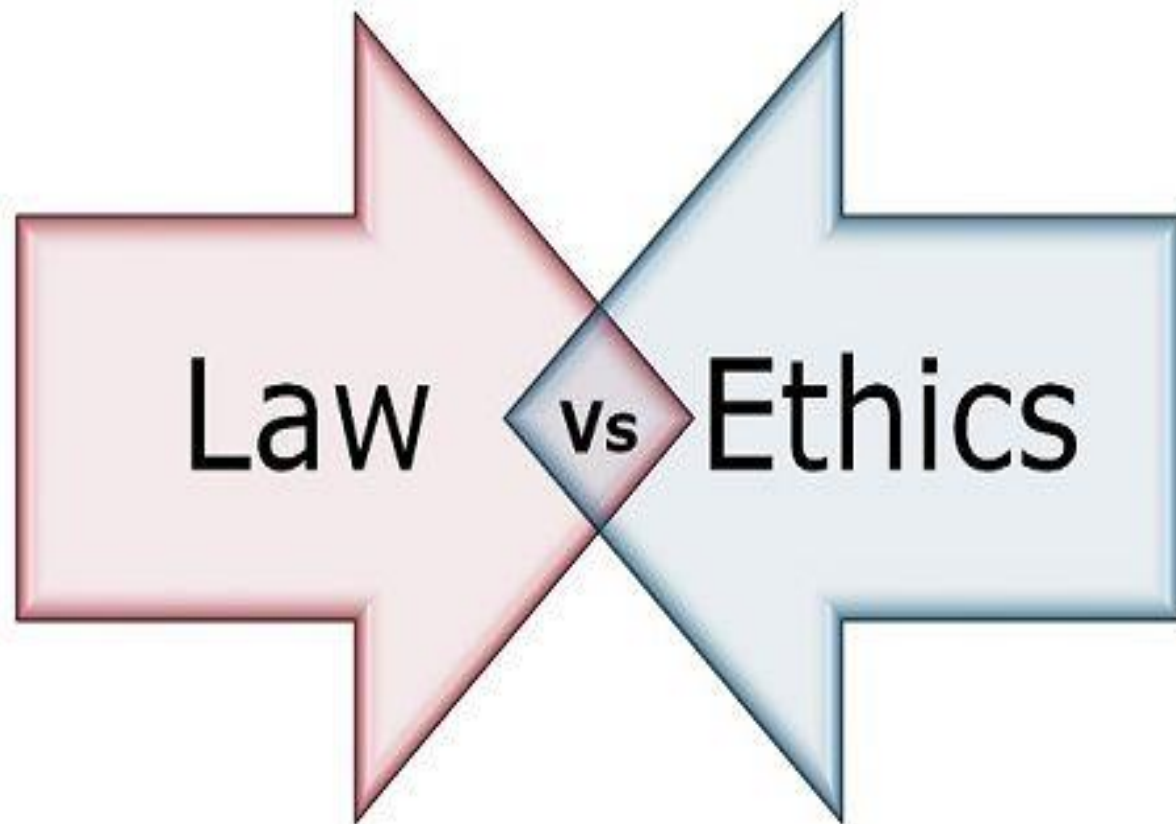
- ▶ Describe the relationship between theory and practice in relation to ethics
- ▶ Examine practice of ethics from lived experiences
- ▶ Describe framework for designing ethical culture
- ▶ Describe challenges in putting an ethical system in practice



Session Plan

- ▶ Theory vs practice
- ▶ Individual Activity : Practice of ethics
- ▶ Myths vs Realities
- ▶ Group Activity : Designing an ethical system





Ethics

- Moral philosophy guiding human conduct
- Right versus wrong
- Good behavior
- May be abstract
- Individual and professional guidelines
- Violations not usually punished

Law

- Rules governing society
- Based on ethics
- Codification of certain ethical values
- Government administered
- Written in laws and regulations
- Punishable with fines or imprisonment
- Intent is to maintain peace and order in society





Rule of Law vs Rule by Law



Rule by Law

- ▶ Sages/ Prophets/ Gurus lay down dharma
- ▶ King is supposed to uphold dharma
- ▶ Sages / Religious scholars guide king / people on finer points of dharma

Rule of Law

- ▶ Supremacy of Law (Constitution)
- ▶ Equality before law
- ▶ Judiciary is guardian of Constitution and ultimate arbiter of laws



Conduct Rules



Action indeed is the sole medium
of **expression for ethics.**

— *Jane Addams* —



Rule 3 (2)

- ▶ shall do nothing which is **unbecoming** of a member of service/government servant”



General Provisions

- ❑ Political neutrality
- ❑ Courtesy & good behaviour
- ❑ Merit based decision making
- ❑ Integrity and devotion to duty (of self and others under control & authority)
- ❑ Public interest
- ❑ Declare conflict of interest
- ❑ Refrain from doing anything contrary to laws
- ❑ Maintain Discipline & Confidentiality



Personal Issues

- ❑ Marriage – Bigamy not permissible even if personal law allows (Rule 25)
- ❑ Demanding Dowry directly or indirectly not allowed (Rule 25)
- ❑ No Govt employee shall appear in public in state of intoxication (Rule 26)
- ❑ Lending & borrowing with person with whom there are official dealings (Rule 8)
- ❑ Acquisition of immovable property (Rule 9)
- ❑ Speculating
- ❑ Employing children under 14 years
- ❑ Insolvency & indebtedness



Individual Activity : 15 minutes

- ▶ A Survey is being conducted to understand how civil servants understand Integrity
- ▶ The Survey is available in Google Forms
- ▶ Your responses have to be anonymous
- ▶ Your responses shall help to explore what forms of support can best ensure that Integrity is best maintained



Myths or Realities

- ▶ Making moral choices is just common sense
- ▶ My moral stand will have little impact
- ▶ What is right or wrong depends. It is not universal
- ▶ Ethics is important but other topics are important
- ▶ It requires courage to stand alone, to endure criticism and to be victimised



Group Activity : 30 minutes

- ▶ Handout: Principles of managing ethics in public service
- ▶ Individual Activity: 5 minutes
 - ▶ Read the handout
- ▶ Group Activity : 20 minutes
 - ▶ What are the challenges in putting an ethical system in practice
 - ▶ List out 3 most important challenges
 - ▶ Please write them



Designing an ethical culture

- ▶ Explicit values which are widely shared in the Department
- ▶ Keeping ethical considerations on top while making decisions
- ▶ Validation and appreciation of ethical behaviour by others
- ▶ Virtuous cycle – ethical behaviour by one begets more ethical behaviour by others



Pause for thought

- ▶ What insights you have gained from this session?
- ▶ Identify one action you might take to develop ethical culture in the organisation



**“If you set a good example,
you need not worry about setting rules.”**

-Lee Iacocca