



INTEGRITY AND ETHICS

Ethics and Ethical Behaviour



Session Outline

Session Objective:

- Demonstrate ethical behavior in personal and professional life

Session Content

- Factors affecting ethical and unethical behavior

काठमाडौं - १९९९
"थोपा थोपा पानीको सदुपयोग गरौं"
समर्पण सेवा संस्था

समर्पण सेवा संस्था द्वारा संचालित
निःशुल्क पिउने पानी यहाँ छु।



Integrity – key factors

$$I = a (A + C + E) - C$$

Integrity is the alignment of four factors:

■ Accountability

■ Competence

■ Ethics / Ethical Behaviour

■ Corruption



News Headlines

- शिक्षक नियुक्त गरिदिने भन्दै १ लाख रुपैयाँ घुस लिनेविरुद्ध भ्रष्टाचार मुद्दा
- 'दिनभर ढुंगामाटोसँग कुस्ती, राती मुढाको रापसँगै एक बोतल'
- कृषि विश्विद्यालयमा पढाइ भन्दा आन्दोलन बढी
- अर्जुनको सारथी कृष्णको साटो बुद्ध हुन्थे भने अर्जुनलाई दिइने उपदेश कस्तो हुन्थ्यो होला ?
- बेहुलाले मदिरा सेवन गरेपछि बेहुलीले गरिन् बिहे अस्वीकृत
- प्रहरीलाई आर्थिक प्रलोभनमा पार्न खोज्ने पक्राउ
- प्रेस्क्रिप्सनबिनै औषधि
- निरिह सरकार : २० हजार कर्मचारीले समायोजन पत्र नै बुझेनन्



News Headlines

- विद्युत् चुहावट गर्नेबाट रु चार करोडभन्दा बढी रकम असुली
- कानुन विपरित बहुविवाह दर्ता, समाचार लेख्ने पत्रकारलाई प्रशासनमा उजुरी
- राष्ट्रिय गौरवको तामाकोसीमा कर्मचारी 'सेटिड' : लागत दोब्बर, आयोजना अनिश्चित
- दिवाखाजा संचालन नगर्ने विद्यालयलाई कार्यवाही गर्ने मेयर सरावगीको चेतावनी
- यसरी ठग्छन काँटामा सडकपेटीका व्यापारी
- राप्ती प्रतिष्ठानले वृद्धि गरेको सेवा शुल्क हटाउन निर्देशन
- स्काउटमा अनियमितता आरोप



Experience Sharing



Ethical Behaviour

- Fairness
- Justice
- Respect
- Flexibility
- Honesty
- Dignity
- Trust
- Confidentiality



What would you do if ?

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- ❑ In a restaurant, you ordered four dishes and the waiter brings all four but, by mistake, billed you only for three.
- ❑ The taxi fare from your home to the airport is NRs. 300. You had paid that price several times before; you know it is the correct fare. This time the taxi driver asks for NRs. 200.
- ❑ Shopkeeper returned more money than he had to.
- ❑ Lady dropped purse in-front of you, somebody picked up in front of you.
- ❑ Your best friend is terminally ill and you are a life assurance salesman. Your friend needs NRs. 500,000 worth of insurance. No one knows and no one can find out that your friend is dying. Would you write the policy?



Would you expect?

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- ❑ You are in the field on official duty, got free vehicle; claim TA ...
- ❑ You got discounted air fare, claim
- ❑ Office time 10 – 5, but come late and leave early regularly ...
- ❑ You found your supervisor using office vehicle for relatives ...
- ❑ Spouse benefitting extra because of your position / status ...



Ethical vs Un-ethical Behaviour



Ethical vs Un-ethical Behaviour

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Ethical Behaviour

- Honesty
- Accountability
- Doing a job well
- Humility (humble, decency, servitude-placing other peoples need before one's own)
- Integrity
- Proper conduct and overall morality
- Reliability
- Dedication
- Character
- Fairness

Un-ethical Behaviour

- Lying
- Cheating / Stealing
- Does not abide by the rules of morality
- Bribes / Corruption
- Deliberate deception
- Violation of conscience
- Failure to honor commitments
- Unlawful conduct
- Disregard of organisation policy
- Inappropriate /mis-use of resources
- Sexual harassment and bullying
- Illegal acts



Consequences of Unethical Behaviour

- ❑ Legal consequences
- ❑ Morale decline and negative image
- ❑ Trust deficit towards public institutions
- ❑ Economic and social cost increases
- ❑ Violation of rule of law
- ❑ Corruption increases
- ❑ WPE suffer most

Video Case

Video on ethical and unethical Behaviour.



Ethical vs unethical behaviour

Group work: Video Case

- Form Six Groups
- Watch the video case and discuss your group's opinion regarding ethical and unethical behaviour in the video and ways to promote ethical behaviour.
- Make notes and be prepared to share findings.
- Time 15 mins for discussion and 5 minutes for Presentation.



Group Work

- ❑ **Group 1:** Did you find any ethical behaviour of service provider? Why/how?
- ❑ **Group 2:** Did you find any unethical behaviour of service receiver? Why/how?
- ❑ **Group 3:** Think about ways to promote ethical behaviour of service provider?
- ❑ **Group 4:** Did you find any ethical behaviour of service receiver? Why/how?
- ❑ **Group 5:** Did you find any unethical behaviour of service provider? Why/how?
- ❑ **Group 6:** Think about ways to promote ethical behaviour of service receiver?



Key Learning Points

- ❑ A set of moral principles and standards of “right” behavior and conduct.
- ❑ Right or wrong, good or bad in actions that affects others.
- ❑ A group of moral principles or set of values that define or direct us to the right choice.
- ❑ A set of norms to show ideal human behavior in society.
- ❑ Ethics is more than compliance with rules, regulations etc.
- ❑ Ethics is subjective and contextual



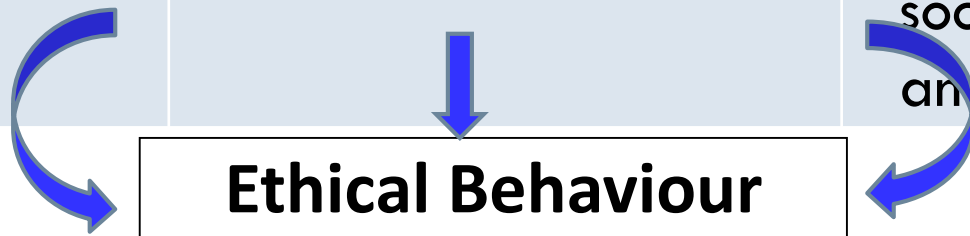
Key Learning Points

- An ethical behaviour applies to proper conduct. Unethical behaviour is not to abide by the rules of morality.
- Being ethical means maintaining integrity all the time and take risks for a good cause
- Higher ethical standard and practices are critical in administering work to gain public trust.



Factors affecting Integrity and Ethical behaviour

| Employee as an Individual | Internal/ Organizational | External Environment |
|---|---|---|
| <ul style="list-style-type: none"> • Family Influences | <ul style="list-style-type: none"> • Policies, Code of conduct | <ul style="list-style-type: none"> • Government regulations |
| <ul style="list-style-type: none"> • Religious / Cultural values | <ul style="list-style-type: none"> • Behaviour of leaders, supervisors, peers and subordinates | <ul style="list-style-type: none"> • Norms and values of politics – political behaviour |
| <ul style="list-style-type: none"> • Personal standards, and needs | <ul style="list-style-type: none"> • Organisational culture | <ul style="list-style-type: none"> • Ethical climate of society- social values and norms |



Ethical Behaviour

MY CHOICE



Ways to Improve Ethical Behaviour

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We should ask ourselves the following questions:

- ❑ Will my action or decision be against law?
- ❑ Am I easily accessible to public ?
- ❑ Have I remain away from influences from political philosophy?
- ❑ Am I twisting facts for personal advantages?
- ❑ Am I willing to stand up for and defend what is right?
- ❑ Am I careful to keep promises?



Also,

- Assess your ethical position
- Acknowledge that *“it starts with me!”*
- Build ethical thinking into daily activities
- Establish a legend; let it be disseminated
- Act with responsibly
- Be willing to pay the price



Sources of Ethical Standards

- **The Utilitarian Approach** - deals with consequences; it tries both to increase the good done and to reduce the harm done
- **The Rights Approach** - ethical action is the one that best protects and respects the moral rights of those affected
- **The Fairness or Justice Approach** - all equals should be treated equally
- **The Common Good Approach** - interlocking relationships of society are the basis of ethical reasoning and that respect and compassion for all others
- **The Virtue Approach** - dispositions and habits that enable us to act according to the highest potential of our character



Thank
you!