Welcome

Three Day Programme on Ethics in Administration

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Focus of this session: Ethics; Ethics & Governance - Its values; Ethical aspects in Public Service;

https://www.youtube.com/watch?v=rbvww26oMQ4
https://www.youtube.com/watch?v=DEXI7O8Y-BI

Is this clip relevant? Why?
KNOWLEDGE IS POWER

- EDUCATE YOURSELF
- INFORM YOURSELF
- THINK FOR YOURSELF

"Knowledge isn’t power until it is applied."

~ Dale Carnegie

LACK OF KNOWLEDGE ISN’T THE PROBLEM, IT’S THE LACK OF IMPLEMENTATION THAT’S HOLDING YOU BACK.

~ Kristen Poborsky
Components and objectives of Ethical Governance

- Thriving, Peaceful, Socially Just & Environmentally Sustainable Life for All On Earth
- Accountable
- Transparent
- Responsive
- Participatory
- Consensus-oriented
- Integration with and care for ONESELF
- Universal Values
- Love
- Awareness
- Purity
- Integration with and care for all PEOPLE
- Mainstreaming Governance
- Effective and Efficient
- Equitable and inclusive
- Integration with and care for the ENVIRONMENT
- TOTAL WELL BEING FOR ALL

UNDP
What do Japan, Spain and Germany have in common? And what do Russia, Brazil and India have in common? (They're at the top and bottom, respectively, of a global survey. (2016))
Japan, Spain and Germany have the least amount of misconduct observed by employees, while Russia, Brazil and India have the most amount of misconduct observed by employees. ("Misconduct" is defined here as violation of the law, organizational values or universal ethical principles such as fairness and honesty.)

These are among the key findings of a report released by the Ethics & Compliance Initiative, the 2016 Global Business Ethics Survey.
Similar patterns of bad behavior: What kind of problems are most common? "Around the world people behave badly in similar ways," the most common issues involve problematic communication and poor conduct in day-to-day relationships. *Employees in nearly every country cited lying to employees, customers, vendors or the public and abusive behavior* more frequently than other forms of misconduct.

"Pressure to compromise standards" is a key link in a problematic chain: "Pressure to compromise integrity is widespread," the report states, "foreshadowing future misconduct." In short, it's a bad ethical omen.
Are Ethics and an Ethical Dilemma New to us?
Are Ethics constant?
Ethics:

- Personal
- Family
- Societal
- Work Place
- Business
- Political
- Organizational
- Inter personal
- Communication
- Legal
- Journalism

- Medical
- Government/administrative
- Environmental
- Sustainable
- A.I/I.T
- Corporate
- Sports
- Cultural
- Religious
- Academic
- Universal

What are ethics? Synonyms of ethics; antonym of ethics
"the science of morals," c.1600, plural of Middle English ethik "study of morals" The word also traces to Ta Ethika, title of Aristotle's work.

*Ethics :Noun :*moral principles that govern a person's behaviour or the conducting of an activity.

Synonyms :moral code, morals, *morality*, moral stand, moral principles, moral values, rights and wrongs, principles, ideals, *creed*, *credo*, *ethos*, rules of conduct, standards (of behaviour), virtues, dictates of conscience....

Antonyms for *ethics*

• *Corruption ;disgrace ;dishonesty ;dishonor ;evil ;immorality ;indecency*
Two different ethical traditions – Kantianism and Utilitarianism.

Kantianism: known as ‘deontological’ or duty-based. It plays a vital role in moral philosophy and also in professional ethics. ‘Persons’ are considered to have rational thinking and self-determination – it means they are capable of making choices and acting upon them. For deontological ethics, the important thing isn’t the result or consequence of the action, but the action itself. If the action is wrong, in and of itself, then don’t do it.

The main principles in this approach are to maintain confidentiality, obtain informed consent, no discrimination or offering misleading or false information. For Kant, it would be morally wrong to perform any action which is based on false information even though the end result is beneficial. According to this approach, we must all respect individual’s choices.
Utilitarianism, is a teleological theory. The name has originated from the Greek word for ‘end’ – telos. For a teleological ethical thinker, the end justifies the means.

The moral worth (rightness or wrongness) of an action is said to lie in its consequences; hence if we have to decide if an action is right or wrong, we have to weigh pros and cons and also anticipate. According to this concept, if lying leads to good results, it would probably be good to lie. This theory relies on the fact that whether something is right or wrong depends on the result or end of that action. Theories that are interested in ends are called teleological.
In terms of where **ethics come from**, they **come from** society and the collective beliefs and values of its citizens. But, more specifically, **ethics also come from** those individuals willing to make difficult choices and think about big questions: good and bad, right and wrong.
Why do we need Ethics in Public Administration/Governance?
Why do we need a defined code?
The effective operation of democratic government requires that public officials and employees be independent, impartial, and responsible to the people.
* Government decisions and policies should be made within the proper structure of government;
* public office shall not be used for personal gain;
the public has to have confidence in the honesty of its government. When ethical wrongdoings and scandals occur in government, they pose a threat to the democratic ideologies of the rule of law, equity, and individual rights.
Fraud, bribery, and other abuses in government take the power from people and give it to a few in position of control, which distorts the concept of the equality of all participants of public life (Jane, et, al., 1999)
Some Challenges:
* New modes of governance
* Fragmentation of authority,
* Market-based reforms,
* Politicisation and political expectations,
* The growth in the use of agencies,
* Decentralisation or relocation,
* Changes in human resource management and recruitment,
* Advent of new technologies and methods of information sharing......
It is because of conflicts between ethical and unethical behaviour that Codes (or Standards) of Conduct and rules of procedure have emerged in importance.

According to Van Wart, ethics are a sub-set of values, and that values form our broad, socially derived ethical standards for how the world should operate (1998: 163).

“ethics is doing the right thing that is, acting on values.”

Values inform all aspects of ethical decision-making, ethical judgment, ethical choice and ethical behaviour and are reinforced by them.

Gortner “‘an understanding of the role of values in choices clarifies many of the issues related to ethics in public administration’ (2001).
need for ethical aspects /values in public service:

Ethics provide accountability between the public and the administration. Adhering to a code of ethics ensures that the public receives what it needs in a fair manner. It also gives the administration guidelines for integrity in their operations. That integrity, in turn, helps foster the trust of the community.

With a strong code of ethics in public administration, leaders have the guidelines they need to carry out their tasks and inspire their employees and committees to enforce laws in a professional and equitable manner.

Another positive outcome of ethics in public administration is timely and informative communication with the community. This kind of transparency builds trust and prevents or minimizes the potential issues that can arise when information is divulged from outside sources.
Good governance has 8 major characteristics. It is participatory, consensus oriented, accountable, transparent, responsive, effective and efficient, equitable and inclusive, and follows the rule of law.

Values that are most common in Good Governance:
1. Honesty and integrity
2. Impartiality
3. Respect for the law
4. Respect for persons
5. Diligence
6. Economy and effectiveness
7. Responsiveness
8. Accountability

Ethical Dilemmas Faced by Public Servants are as follows:
1. Administrative discretion
2. Corruption
3. Nepotism
4. Administrative secrecy
5. Information leaks
6. Public accountability
7. Policy dilemmas
Following are some of the indicators of good governance:

- Rule of law – e.g., Economic Survey 2016-17 calls for Transparency of Rules Act (TORA) so that citizen becomes aware of laws.

- Transparency – e.g., Right to Information Act.

- Accountability – e.g., citizen charter initiative.

- Participative – e.g., 73rd and 74th amendment act, 1992.

- Responsive – e.g., digital era governance through digital India mission.

Networking – e.g., a public-private partnership in public service delivery
# Categories of Public Service Values

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<tr>
<th>Ethical</th>
<th>Democratic</th>
<th>Professional</th>
<th>People</th>
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<td>Integrity</td>
<td>Rule of law</td>
<td>Effectiveness</td>
<td>Caring</td>
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<td>Fairness</td>
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<td>Leadership</td>
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<td>Openness</td>
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<td>Compassion</td>
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<td>Respect</td>
<td>Responsiveness</td>
<td>Innovation</td>
<td>Courage</td>
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<td>Honesty</td>
<td>Representativeness</td>
<td>Quality</td>
<td>Benevolence</td>
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<td>Probity</td>
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<td>Creativity</td>
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Academic research conducted by Hood (1991), Toonen (2003) identifies three ‘families’ around which primary values in public administration are as follows:

**Parsimony and economy:** Values in this family are concerned with ensuring optimal and efficient use of resources, and are at the core of public management as viewed from a financial perspective.

**Fairness, equity and rectitude:** These values are concerned with honesty and the development of public trust in government.

**Robustness, resilience and sustainability:** These values are concerned with ensuring that public administration and government are strong in the face of various pressures, but are flexible enough to learn and adapt to changing circumstances in order to maintain public confidence.
A code of ethics can be distinguished from a code of conduct on the basis that the former typically provides goals or aspirations for professionals to reach (and is sometimes called an aspirational code) while the latter provides sanctions for failure to meet code requirements (and is sometimes called a compliance-based code or a disciplinary code).
Karnataka Chief Minister HD Kumaraswamy on Sunday said hundreds of students from North Karnataka districts have missed the NEET exam due to a 7-hour delay of the Hampi Express.

NEET 2019 candidates of Karnataka who had missed their exam on May 5 as their train was delayed for over 7 hours will get another chance, HRD minister Prakash Javadekar tweeted on Monday. NTA will re-conduct the exam on May 20.
Kevin Carter - Pulitzer Prize - 1993 - Sudan Famine

Sindhu Tai

- She gave birth to her daughter in a cow stable and went to the railway platform to beg for food for her child.
- She then realized the state of other orphans and decided to adopt them. Till date she has adopted and restored over 1,400 orphans, helped them get an education, get them married and supported them to settle down in life.
- To inculcate the feeling of parity among children she gave away her biological daughter.
- She now has a huge family of 207 sons-in-law, 36 daughters-in-law and over 1,000 grandchildren.

The vulture and the little girl

Kerala CPM MLA insults woman IAS officer for stopping illegal construction, apologises later

Dr Hota carried a tribal woman, Subhama Marse, who was bleeding profusely post child-birth, for 10 km to the nearest Public Health Centre (PHC) in Papulur.
Lakshminarayanan, fondly known as VRL, was a 1951 batch IPS officer.

"It was his unwillingness to compromise and bend while investigating corruption in the highest of places that cost him the coveted job. Eased out from his posting as additional director of the CBI, he was reverted to the state police."
Raghavan, in his article on VRL, also brought up the incident as an example of his being a tough-but-respectful cop.

“I don’t want the rude hands of a policeman to be laid on the sacred Person of a lady who was a former prime minister and who also happens to be Nehru’s daughter,” VRL told Rajiv Gandhi when he reached Indira Gandhi’s residence.

After a while, Mrs Gandhi emerged from her room and asked, “Where are the handcuffs?”

According to his book, VRL said, “I had served you loyally and well and got two medals from your hands for meritorious and distinguished service”, and added that he had since become lazy, and forgotten to bring the handcuffs...

What an inspiring example of civil servants going beyond the call of their duty!
May we strengthen our conviction in ethical Governance
And be the Change we wish to see in our Country.

Purpose of this session: Ethics;
Ethics & Governance - Its values;
Ethical aspects in Public Service;
A beginning for the 3 day Information and
Introspection drives