CODE OF ETHICS FOR CIVIL SERVANTS
CODE OF ETHICS
What Ethics Mean?

• Greek word "ethos" meaning "character." **Ethics** is moral principles that govern a person's behavior or the conducting of an activity.
• Ethics are governed by professional and legal guidelines within a particular time and place.
• For example, lawyers, policemen, and doctors all have to follow an ethical code laid down by their profession, regardless of their own feelings or preferences.
• **Morals** refer to an individual’s own principles regarding right and wrong.
• Usually consistent, although can change if an individual’s beliefs change.
• Latin word "mos" meaning "custom."

• **Ethics in Civil Service** is the code of good conduct that a Civil Servant is to adhere to in his/her daily dealings both with colleagues and customers.
Bhagvad Gita
Preaching in Today’s context

- The Bhagvad Gita preachings are as fresh an insight and relevant even today as they were 5,000 years ago.

- If only every Manager, Administrator, Politician, Employee, Worker and others pick a copy of the Gita and spend a few minutes daily reciting its message, one can experience the positive transformation of universal love.

- LET US FIRST SEE THE UNIVERSAL ETHICS TAUGHT TO US IN BHAGVAD GITA & HOW THEY ARE APPLICABLE IN OUR DAY TO DAY PUBLIC AND PERSONAL LIFE
APPLICATION OF BHAGVAD GITA TOWARDS CODE OF ETHICS

“BHAGAVAD GITA SLOKAS BY MANAGEMENT VIEW”

The philosophy of Bhagavad-Gita should not be viewed from spiritual perspectives only but also as a guide in developing managerial effectiveness.
When Arjuna saw his friends and relatives, he was demotivated.

Sri Krishna, played the role of teacher (HR trainer, guide, developer), to revive Arjuna’s motivation.
NEVER SUCCUMB TO PRESSURE OR GREED

"Прinciple of Unity"

"Work Culture"

(Perfection in individual life & welfare of the world)

(Excellence at work through self development with devotion and without attachment)
Work Culture

- An effective work culture is about vigorous and arduous efforts in pursuit of given or chosen tasks. Sri Krishna elaborates on two types of work culture `daivi sampat' or divine work culture and `asuri sampat' or demonic work culture.

- Daivi work culture - involves fearlessness, purity, self-control, sacrifice, straightforwardness, self-denial, calmness, absence of fault-finding, absence of greed, gentleness, modesty, absence of envy and pride.
Work Culture Conti..

- Asuri work culture - involves egoism, delusion, personal desires, improper performance, work not oriented towards service.
- Mere work ethic is not enough. The hardened criminal exhibits an excellent work ethic. What is needed is a work ethic conditioned by ethics in work.
Arjuna said: For the mind is restless, turbulent, obstinate and very strong, O Krishna, and to subdue it is, it seems to me, more difficult than controlling the wind. (B.G. 6.34)

Sri Krishna said: O mighty-armed son of Kunti (Arjuna), it is undoubtedly very difficult to curb the restless mind, but it is possible by constant practice and by detachment. (B.G. 6.35)
In the chariot of the body, the five horses represent the five senses (tongue, eyes, ears, nose and skin). The reins, the driving instrument, symbolize the mind, the driver is the intelligence, and the passenger is the self.

Managers should use their intelligence to control the mind, they should not let the mind to be controlled by the senses.
MANAGE STRESS AND PRIORITIZE YOUR WORK

"Setting your priorities"

{World of dualities}
GOD PROTECTS THE GOOD PEOPLE AND PUNISH THE BAD

{god avtara to protect the Loss of dharma}

“Controlling”
Always learn new things and keep abreast with latest developments.

वासांसि जीणांनि यथा बिहाय नवानि गृहाति नरोपराणि।
तथा शरीराणि बिहाय जीणांनि अन्यानि संयाति नवानि देही॥

{Discards an old cloths/body and wear a new one}

“Adoption of changes & Innovation”
BE A TEAM PLAYER & EXTEND HELP TO OTHERS

देवान्भावयतानेन ते देवा भावयन्तु वः।
परस्परं भावयन्तः श्रेयं परमवाप्स्यथः॥

{Take care of devas in turn they will also take care of us}

"Co-operation"
BE SINCERE AND COMMITTED TO THE TASK ON HAND

कर्मण्येवाधिकारस्ते मा फलेषु कदाचन ।
मा कर्मफलहेतुर्भु: मा ते सञ्जोगस्त्वकर्मणि ।

{Do your work without thinking about its fruits}

"Work commitment &
Work efficiency"
CODE OF ETHICS LEARNT FROM GITA TO BE SUCCESSFUL IN OUR DAY TO DAY LIFE AND PROFESSION

Lessons from “GITA”

- Turn your weaknesses into strengths.
- Share your responsibilities.
- Right Team = Right set of Individuals.
- Know your enemy/challenges.
- The Right Managers: To inspire, invigorate, counsel in crisis.
- Know Ground realities. Accept different ideologies.
- Empower Women.
Gita Lessons Video

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What is the Moral of the story

• God will Take care of those who do their duties sincerely
• You may be highly educated but if you do not practice what you were taught it has no value.
• Beware of temptations and keep your senses under your control else you may go wrong way
• And many more Ethics which are valid even today after 5000 years and so will be till the Mankind prevails
CODE OF ETHICS IN CIVIL SERVICE

How important are ethics in today's society?
Why Code of Ethics In Civil Service

• A code of ethics in civil service is usually a set of rules and guide lines given to follow by the employees in conduct of day to day administration.

• It gives an organization's mission, values and principles, linking them with standards of professional conduct.

• It can also serve as a valuable reference, helping employees locate relevant documents, services and other resources related to ethics within the organization with a purpose to protect the public Interest and the reputation of the professionals.

• Indeed, people who breach their code of ethics incur disciplinary actions that can range from a warning or reprimand to dismissal or expulsion from their professional order.
A P Civil Services Conduct Rules

The efficiency of Government depends on the conduct of the Government servants in the discharge of their duties and on their behavior with public.

- **Discipline**: Shall maintain absolute discipline, impartiality and a sense of propriety.
- No Government employee shall behave in a manner derogatory to the prestige of Government.
- **Integrity**: Public servant is required to maintain integrity and to be devoted to duty which goes by the name of civilized administration.
- **Integrity is uprightness, honesty or purity.**
- ‘Integrity’ implies acceptance of full responsibility of the job assigned to a public servant.
- **Devotion to Duty**: Means performing duties sincerely and lawfully.
- **Indifference to duty**: Habitually lazy, light hearted, or makes mistakes frequently or is not polite implies lacking devotion to duty.
A P Civil Services Conduct Rules (Contd…)

**Unbecoming conduct:**

- Any conduct which is not appropriate or befitting the position of a Government servant may be considered as unbecoming conduct.
- A Govt. servant is expected to maintain a responsible and decent standard of conduct in his private life and not bring discredit to his service by his misdemeanors.
- In final analysis, an act of unbecoming conduct is that act which the disciplinary authority feel so

**Promptness and courtesy**

- No Government servant in the performance of his official duties, act in a discourteous manner in his official dealings with the public or willfully cause delay in disposal of the work assigned to him.

**Prohibition of sexual harassment of working women.**

No Government employee shall in the performance of his official duties act in a discourteous and discriminate manner with any working women or indulge in sexual harassment either directly or by implication.
A P Civil Services Conduct Rules (Contd…)

Prohibition regarding employment of children below 14 years of age:
• No member of the service shall employ to work any child below the age of 14 years.

Ban On Strikes:
• No Government employee shall participate in any strike or similar activities or incitement thereto.
• No Government employee shall participate in any demonstration which is against the interests of the sovereignty and integrity of India or Public order.

No Gifts:
• Government employee shall : Not Accept, or permit any member of his family to accept from any person any gift, the receipt of which, or any service the performance of which will place such employee under any kind of official obligation or embarrassment.
No receipt of foreign Currency or Goods

• Every Government Employee shall intimate to the Competent Authority within fifteen days from the date of receipt of any foreign currency or foreign goods of value of more than Rs.10,000/- from any person by him or by any person of his family

No Fund raising activity:

• No Government employee shall, except with the previous sanction of Government, or accept or in any way participate in the raising of, any subscriptions whatsoever.

No lending or Borrowing Money in Private:

No Government employee shall lend or borrow or deposit money as a principal or agent, to, or from, or with any person or firm or private limited company within the local limits of his authority or with whom he is likely to have official dealings.

• No Government employee shall engage directly or indirectly in any trade or business save in the course of his official duties.

No additional private job:

Government employee shall undertake any employment or work other than that connected with the official duties.
A P Civil Services Conduct Rules
(Contd…)

No Publishing of controversial or political Books

Government employee shall not publish any book, which is not purely of a literary artistic or scientific character.

Maintain Confidentiality of Information:

- No Government Employee shall, except accordance with any general or special order of Government, communicate directly or indirectly any official document or any of its contents or any official information, to any Government employee not authorized to receive the same, or to any non-official person or the Press.

No Criticism of the policy or action of Govt:

No Government employee shall, by any public utterance, written or otherwise, criticize any policy or action of Government or any other State Government the Central Government; nor shall he participate in any such criticism;
Evidence before any committee, commission or other authority:
• No Government employee shall give evidence in connection with any inquiry conducted by any committee, Commission or other authority except with the previous permission of Government

No Political Activity:
• No Government employee shall be a member of, or be otherwise associated with, any political party or any organization

Association with Political Activity by Family member:
• Nothing shall apply in respect of any member of the family of a Government employee standing for an election to Parliament or any House of a State Legislature or local authority or body or canvassing for other candidates in any such election.

No Self Interest:
• Government employee shall not deal, in his official capacity, with any matter which directly or indirectly concerns himself or any of his relatives or dependents.

No dowry:
• Government servant shall not give or take or encourage in giving or taking of dowry.
Intoxicating Drinks or Drugs while on duty:
• No Drinks or drugs to such an extent as to render him incapable of discharging his duty properly and efficiently

Acquiring or disposing of immovable property: The Government employee shall submit the particulars giving prior intimation or seeking prior sanction,

Criminal misconduct by a public servant:
• A public servant is said to commit the offence of criminal misconduct if he or any person on his behalf, is in possession or has, at any time during the period of his office, been in possession for which the public servant cannot satisfactorily account, of pecuniary resources or property disproportionate to his known sources of income.

Criminal Misconduct:
• Anti Corruption Bureau (ACB) is the designated organization to book cases and investigate under ‘Prevention of Corruption ACT, 1988’.
• Mostly they will be booking case for possession of assets disproportionate to known sources of income besides the trap cases.
• Therefore it is very essential that a record of assets and resources are maintained right form the beginning of the service.
• And one should be very careful with regard to immovable property as it has to be accounted for and cannot be disposed off at short notice or with back date.
CHALLENGES FACED

Political Pressures & Intereference:

• The current situation is one in which the **officer can hardly say ‘no' to a ministerial fiat.**
• **Blind obedience** is what is expected, even when a direction is downright illegal.
• **Some of the unfortunate recent scams are a direct outcome of this situation.**
• A few of the so-called ‘encounters' involving anti-social elements also belong to this category.
• The **demand these days from a Corrupt Minister is for instantaneous action**, and any perceived delay by an officer is fraught with grave consequences.
• In earlier times, ministerial displeasure often resulted in an officer's transfer from a sensitive job.
• These days, however, the consequence of ministerial ire is an inspired
Challenges Faced Contd..

• Basically, as you are in Civil service today, you ought to keep your eyes open.
• It is a very tough world, and you have to be tough to survive without being dishonest to yourself.
• Today’s politicians ruthless and can go to any extent. If you don’t have courage to face it then you succumb to political pressure.
• Not only politicians, you may also have to face the ire of corrupt Bosses.
• Not all politicians are bad. Not all superiors are bad either.
• In my view, any civil servant in India will be on firm ground if he/she has analyzed the pros and cons of a given problem thoroughly before confronting a politician or a senior civil servant. If he/she has no personal axe to grind, if he/she is in compliance with the law of the land and, most importantly, if he/she is sensitive to the poor who form the majority of the population, then my experience is that, except for minor irritants like transfers, the civil servants usually emerge as the winner.
Challenges Faced (contd..)

It is not as if the blame rests squarely with the politicians. Overzealous and greedy civil servants have contributed equally to the dilution of standards.

• Many of them have looked the other way when Ministers were found indulging in malpractices.

• Worse is the case of those who have themselves functioned as conduits for money passing to Ministers.

• A third category comprises those who are themselves guilty of corruption and cannot blame their Ministers of unethical behavior.

• How else do you explain an IAS-officer couple in Madhya Pradesh having been allegedly found to have assets worth more than Rs.300 crore?
Challenges Faced (contd..)

Against this backdrop, how do you expect even an iota of independence from civil servants?

- It is easy for many of us to be critical of them for their submissive behavior.
- But any non-conformist uprightness & Honesty is a sure route to disaster.
- This is despite many safeguards, including the protection provided in Article 311 of the Constitution, which guarantee due process before a major penalty (dismissal, removal or reduction in rank) is imposed.
- Suspension from service is perhaps the worst ignominy that can befall a government official.
- These do not, however, deter a reckless politicians from settling scores with an unbending civil servant, especially in the higher echelons.
- The Union government caused great damage by sharing this power with the States in respect of the All India Services.
- This has been the chief source of fear even among bold officials.
- Major reform is immediately called for in this area.
What are the Solutions ??

Kiran Bedi (Once India’s highest ranking woman police officer. Now a social activist):

• A young civil servant should be ready to move, but keep doing his or her best wherever he or she is. Law of averages works out in the end. Shouldn’t have any obligations or Godfathers. Though he/she runs the risk of marginalization too, the officer has to be self driven and self motivated to keep going.

• As for changes in rules, there should be a system of fixed tenure, removable for authentic reasons, not on whims and fancies. And let there be an appointments and transfer board, which gives you posting according to one orientations and calibre.

• What is urgently called for is to ensure transparency in the functioning of the government at all levels.

• Public disclosure of the assets of civil servants and delinking the investigating agencies like CBI, state anti-corruption bureaus etc., from political control, and making them accountable to the legislature.
What are the Solutions Contd..

• In a democratic system, the administrative services will necessarily have to be accountable to the legislature. Not to Politicians who are largely corrupt with no Morals

• Public accountability through structured public consultation processes will alone promote good governance.

• propose changes in conduct rules, where officers shall speak out through media as regards corruptions, impropriety and anomalies in the interest of larger justice.

• The performance assessment shall be a 360 feedback system and not a one-way affair, so that any kind of Victimization or favoritism can be controlled..

• On your part, put down any dissent from ministerial directions in writing, and just abstain from any decision that even remotely suggests any irregularity or illegality. Do this even at the cost of being victimised through suspension or being ignored for a significant position that is legitimately your due.

• These are golden rules which you can ignore only at your compromise of Morals.
ANY QUESTIONS?
THANK YOU
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• You are welcome to contact me any time later for any queries either by Phone or email.
• Leave message or mail , will definitely get back to you.