Ethics and Values
In Public Governance
Why training course on Ethics?

- Yet, knowing this isn’t enough.
- Good ethics must be taught and reinforced. They don’t just happen.
- All Public servants must be trained in ethical decision-making and behaviour.
- Can improve the morale of employees, which will also improve the efficiency and profitability of organization.
• But… traditional teaching methods don’t work very well
• guiding deeper learning through conversation and discovery
• Case studies are a valuable teaching tool.
• Controversy is good for thought

“Point of view is worth 80 IQ points.”
Who is a public servant?
What steps have been taken by the Govt to establish Ethics and values in Governance?
Why should a Public servant be more ethical than a common citizen?
WIIFM
Insist on Integrity

Belief

The Integrity Gap

Behavior

Matching our belief system to our actions (the external with the internal)
It is often easier to list the reasons for doing the wrong thing than for choosing to do the right thing. More often than not, the only reason for doing the right thing is that it is the right thing.

- Marianne Jennings
Open-Ended Questions?

- What are ethics?
- Are ethical decisions important?
- What happens without ethics?
- What is the relation between society – ethics – morals – moral judgment?
Where do values come from?

- Parents
- Teachers
- Religion
- Peers
- Technology
Simplistic Moral Advice

- Adopt moral values
- Have integrity
- Exercise willpower
But given what we know about:

- Organizational Irrationality
- The power of the situation to influence us

And what we don’t know about:

- How to “practice” a value
- How to “strengthen” our willpower

Both these are inadequate
The Good News

There are professionals who operate with moral integrity in this environment. We call them moral exemplars.

Who are these people? How did they become the sorts of people who can resist organizational pressure?

*First*, how do we identify and study them?
Ethical theories sometimes give no clear-cut answer to specific moral problems.
Moral precepts are only rules of thumbs with lots of loopholes and exceptions. There is no theory in ethics but only approaches.
Something like the case law approach should be adopted.
Right, Wrong and Grey areas?

• Unclear situations in ethics, many times they are personal and hotly debated in politics.
• Black and white – Fairly clear – straightforward, most people feel the same way about: stealing, murder, honesty, charity.
• Others?
Grey areas!

- Abortion
- Separation of Church and state
- Environmental impacts of technology
- Internet
- Crime
- Gun control
- Others?
Should you always tell the truth?

- A murderer at the door is looking for your friend who is hiding in your house.

- Your co-worker is cheating on her time-sheet.

- You witness a parking-lot accident.
Are there laws it is acceptable to break?

- A poor man stealing medicine for his dying wife.
- Tax laws.
- Speed Limits.
- 21 year-old drinking age.
- Recreational drug use.
What about these?

- Drunk driving?
- Radar detectors
- Your father illegally dumping pollutants. What would you do?
- Summary: Morals and Ethics, what are they?
"A newspaper is better than a magazine. A seashore is a better place than a street. At first it is better to run than to walk. You may have to try several times. It takes some skill, but it is easy to learn. Even young children can enjoy it. Once successful, complications are minimal. Birds seldom get too close. Rain, however, soaks in very fast. Too many people doing the same thing can also cause problems. One needs lots of room. If there are no complications it can be very peaceful. A rock will serve as an anchor. If things break loose from it, however, you will not get a second chance."
Ethics & Framework of Ethics
What is Ethics?

- ‘Ethos’ is a Greek word, originally meaning “accustomed place”
- Ethos form the moot word ‘Ethicos’ meaning moral, showing moral character
- Later, Latin borrowed it as Ethicus, the feminine of which is ‘Ethica’ meaning Moral philosophy. This gave rise to the word Ethics which means ‘science of moral in human conduct, moral principles or Code
- Morality could be said to be a ‘set of norms, through which societies, historically describe behaviour, which is viewed as good or bad, as acceptable or not, by the community
- Ethics could be said to be, as the character or ‘ethos’ of an individual or a group-a hierarchy of Values and Norms, which a person identifies for him/herself
• Ethics thus could be considered to be about, how we ought to live?
• What makes an action right or wrong?
• What shall our goals be?
• Ethics is about positive and not negative values
• It is about asking hard questions about values, giving honest answers and living by them
Ethics

Ethics is about taking decisions according to the context, situation and need of the hour.
Ethics

- To behave ethically is to behave in a manner that is consistent with what is generally considered to be right or moral.
- Ethical behavior is the base of mutual trust.
Ethics

Right

Ethics

Wrong
Ethics

‘Ethics’ is the “moral principle that governs or influences a person’s behavior”.

- Oxford Learner’s Dictionary

- Ethics is thus
  - a benchmark of human behavior
  - influenced either by the emotions of life or the actions people perform in situations.
Ethics

What does it mean to be ethical? Is it simply complying with all laws?

- Individual’s, group’s, organization, cultural ethics all co-exist with one another.
- Together, they influence the set of values you adopt: Being personally ethical means acting in accordance with your own personal code of ethics.
Ethical Responsibilities for Officials

- Rule No. 1: You are responsible for your own actions
- Rule No. 2: You are not “just following orders”
- Rule No. 3: You cannot blame others (co-workers, clients) for your unethical behavior
Values
Values are…. 

- feelings and convictions regarding what is of “strong worth” (i.e. “important”) to us in what we think, say or do 
- principle’s that are considered worthwhile or desirable 
- ideals and shared beliefs that bond a community together 
- those things that are important to or valued by someone
Human Values are...

- universal values that span across cultures, nationalities and classes
- desirable qualities inherent in every human being
- “brought out”, not “poured in”
- inclusive – they bring us together, even when we have differences
Values and Ethics
Values and Ethics

Values (set of preferences) are said to be the cause and Ethics the effect. If one operates in a given instance from a value emotion within, the outward action will tend to be Ethical.
When we lead a Value Based Life, then it is said we are living ethically.
3 Levels of Ethics

- Follow Rules
- Understand the rationale of rules
- Demonstrate Mangalkarak Behaviour
“Anything that makes us whole is ethical, anything that fragments us is unethical”

- Swami Vivekanand
Values

- Universal Values are absolutes beyond the dimensions of time and space. They stand alone self-validated in their immutability. They flow out of the highest of our own self.

- Ethics is when we reflect this inner excellence in our attitudes decisions and action.

- The play of values in the world is Ethics.
Importance of Values

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Ethical Concerns in Public Administration
Commonly shared ‘Values and Standards’ required at work place

- Trustworthiness - Honesty, integrity, reliability and loyalty
- Responsibility - Accountability, pursuit of excellence, and self Restraint
- Fairness - Open and un-biased process, impartiality and equity
- Respect - Civility, courtesy, decency, tolerance and compassion
- Rules of Conduct - Especially those regarding financial gains, use of public- resources, transparency, accountability and fair process

Due compliance with Ethical Values would go a long way in bolstering public confidence and Trust in Public Services, while the contrary shall erode the Confidence and Trust in Public Services
Certain salient aspects of ethics in Public Administration:-

- Maxim of Legality and Rationality
- Maxim of Responsibility and Accountability
- Maxim of Work Commitment
- Maxim of Excellence
- Maxim of Fusion
- Maxim of Responsiveness and Resilience
- Maxim of Utilitarianism
- Maxim of Compassion
- Maxim of National Interest
- Maxim of Justice
- Maxim of Transparency
- Maxim of Integrity
Relevance of Code of Administrative Ethics

- The concept of ethics has been a latecomer in the realm of public administration. For too long, doing one’s duty well was considered to be an equivalent of bureaucratic ethics. Interestingly, in the United States, the original city managers’ and federal code of ethics placed notable stress on efficiency as an ethical concept.
Nature of work ethics in Public Administration

- An important dimension of ethics in public administration is work ethics. It represents a commitment to the fulfillment of one’s official responsibilities with a spirit of dedication, involvement and sincerity. It also implies that a government functionary would love his work and not treat it as a burden or a load. And that efficiency, productivity and punctuality will be the hallmark of his administrative behaviour.

- Efficiency has been a constant concern of administrative analysis and good governance.

- Efficiency implies doing one’s best in one’s job, with a concern for maximum possible utilisation of human, material and financial resources and even for time to achieve the prescribed and desired objectives.
Framework of Ethical Governance

- Components of Framework of Ethical Governance
  - Self
  - People
  - Environment
Framework of Ethical Governance: Oneself

• “Anything that makes us whole is ethical, anything that fragments us is unethical.”
  
  - Swami Vivekanada

• “One cannot be right in one department of life whilst he is occupied in doing wrong in any other department. Life is an indivisible whole.”
  
  - Mohandas Karamchand Gandhi
How to Judge Ethical Behaviour

The Golden Rule:

“Do unto others as you would have them do unto you.”

Confucianism:

“That which you do not want done to yourself, do not do to others.”

Islam:

“No one is a believer unless he loves for his brother what he loves for himself.”

Buddhism:

“Hurt not others with what pains you.”
“A customer is the most important visitor on our premises.

He is not dependent on us. We are dependent on him.

He is not an interruption in our work. He is the purpose of it.

He is not an outsider in our business. He is part of it.

We are not doing him a favor by serving him. He is doing us a favor by giving us an opportunity to do so.”

- Mahatma Gandhi
Joy of Giving
Power of Words