Professional Ethics

Need of Hour in India

✝ Introduction to Ethics

✝ Types of Ethics

✝ Introduction to Professional Ethics

✝ Components/Qualities of Professional Ethics

✝ Codes of Ethics

✝ Importance of Professional Ethics

✝ Need of Professional Ethics in India

✝ Challenges

✝ Steps Taken in India
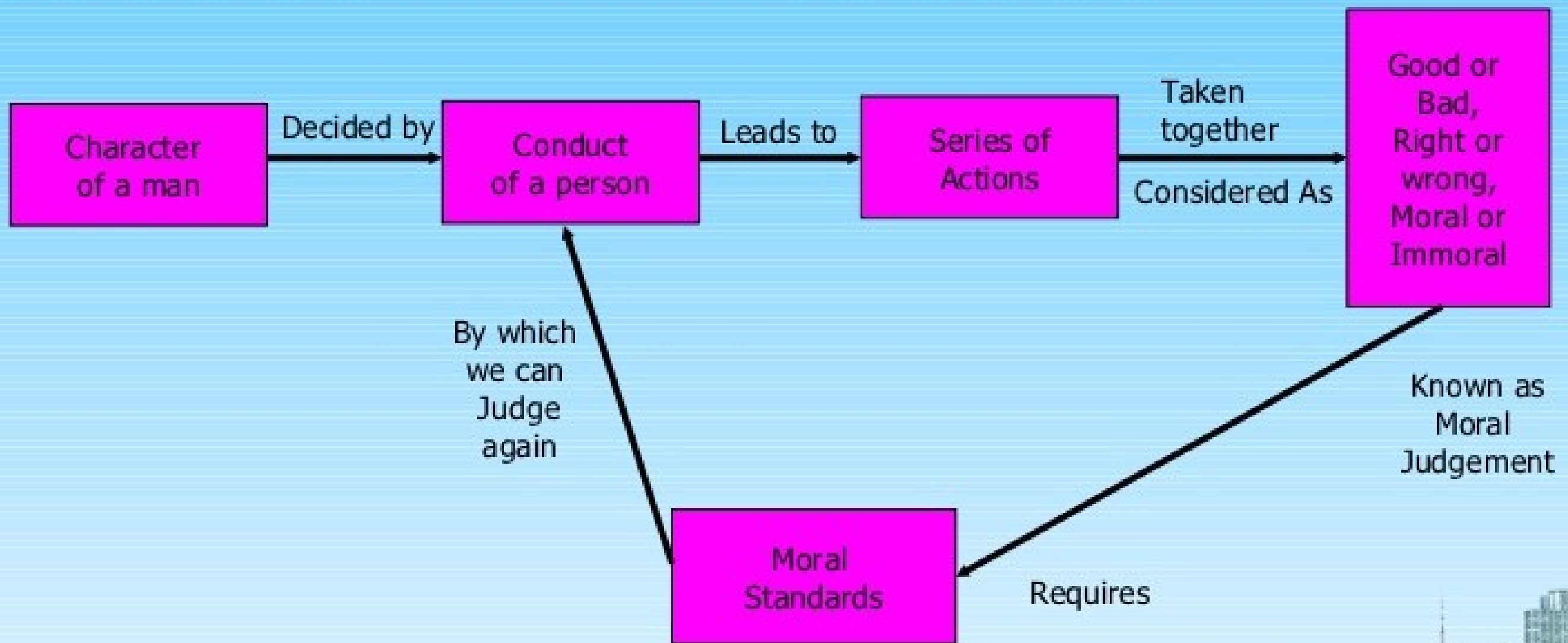
What is Ethics?

- Derived from Greek word "Ethicos" meaning character or manners.

- The branch of knowledge that deals with moral principles.

- Science of character of a person expressed as right or wrong conduct or action.

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Meaning of Ethics

Character of a man —Decided by→ **Conduct of a person** —Leads to→ **Series of Actions** —Taken together / Considered As→ **Good or Bad, Right or wrong, Moral or Immoral**

By which we can Judge again

Moral Standards

Requires

Known as Moral Judgement

Types of ethics

Personal Ethic

- Deals with everyday life
- Personal belief and expectations
- Differ from person to person

Normative Ethics

- Study of Ethical Action
- Branch of Philosophical Ethics
- Include formulation of Moral Rules

Social Ethics

- Based on Ethical Choice and Value
- What Society deems acceptable
- Welfare of Society

Professional Ethics

✝ Professional Ethics encompass the personal and corporate standards of behaviour expected from professionals

✝ The Centre for Professional Ethics was established at Case Western Reserve University, Canada

Legal Ethical Grid

	Ethical	Unethical
Illegal	Ethical but illegal	Unethical and illegal
Legal	Legal and ethical	Legal but unethical

Components and Qualities of Professional Ethics

✝ Honesty

✝ Integrity

✝ Transparency

✝ Accountability

✝ Confidentiality

✝ Objectivity

✝ Respectfulness

✝ Obedience to the law

Code of Professional Ethics

✝ The primary aspects of codes of ethics is to provide the basic framework for ethical judgement for professionals

✝ These codes convey:-

- Rights
- Duties
- Obligations

✝ It outline the mission and values of business

Breaking down code of ethics

- Result in Termination and dismissal from the organisation

- It clearly layout the behaviour and provides a preemptive warning

Compliance based code of ethics

- It usually not only set out the guideline for conduct but also the penalties for violation

- Appoint Compliance manager

Value based code of ethics

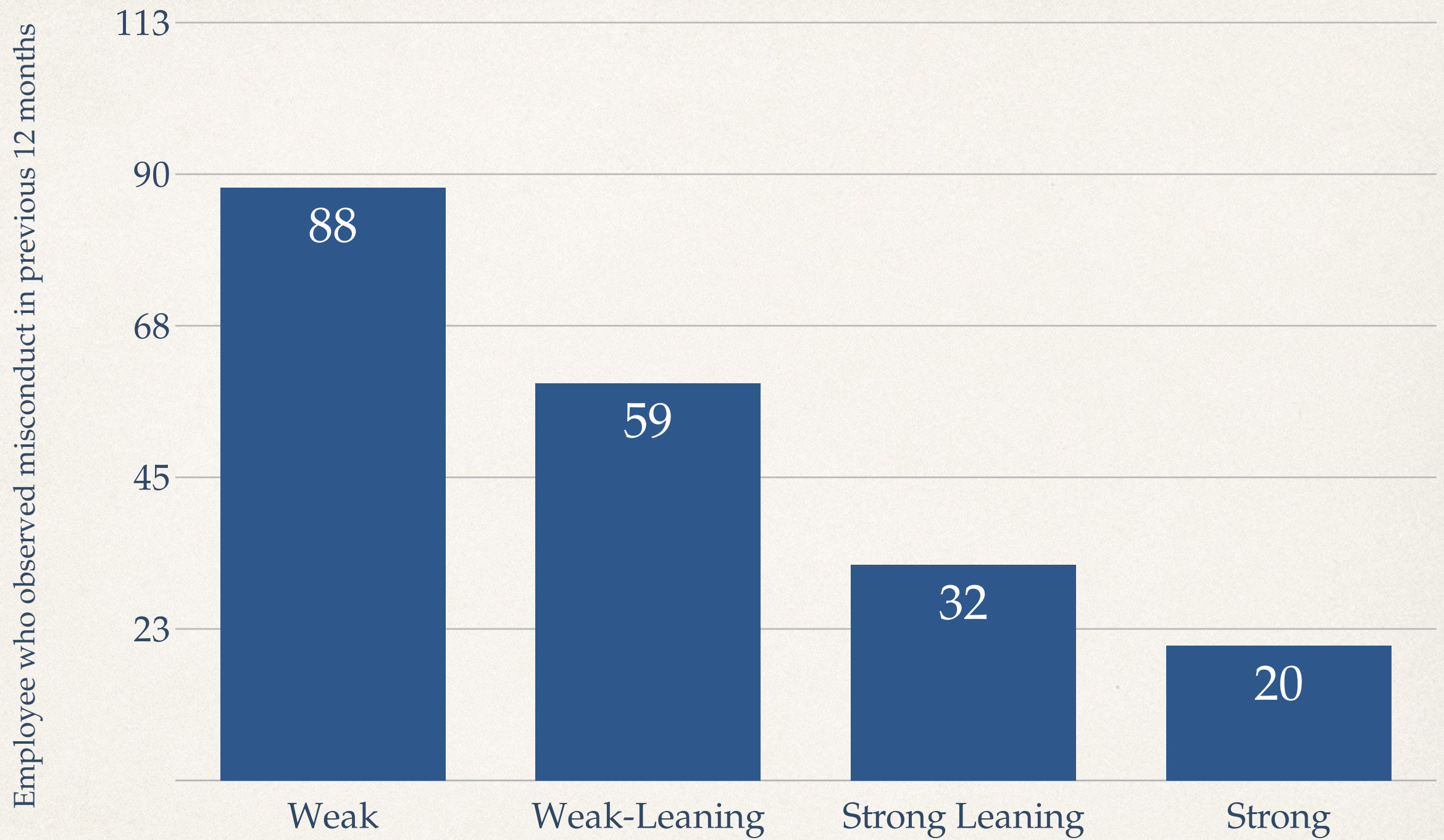- Deals with companies core value system

- Self Regulation

- Public Goods

Why Professional Ethic is important?

- Employee commitment

- Investor and customer loyalty and confidence

- Legal problem and penalties

- Customer satisfaction

- The ability to build relationship with stakeholder

- Cost Control

- Performance, revenue and profits

Strength of ethic culture

Employee who observed misconduct in previous 12 months

88	59	32	20
Weak	Weak-Leaning	Strong Leaning	Strong

Need of professional ethics in India

• Developing countries like India can be damaged by poor professional ethics. Large companies neglecting to set a good example of Corporate Social Responsibility actively hinder the progression of all business in developing countries.

•India as a whole is held back by companies operating without professional ethics.

Need of professional ethics in India

•Constant striving for better and more ethical dealings in business produces a cycle of continuous improvement.

•Without the ethical approach sustainability will fail and future generations will suffer.

Example of Unethical Profession

• Coke and Pepsi (In India) : Allegations that the versions of their products contain unacceptably high levels of pesticides.

• So they faced a credibility crisis in India.

Challenges

- Poor organisational culture.
- Lack of integrity.
- Breakdown of control
- Greed
- Immoral management
- Lack of transparency

Steps taken in India

- **Social Work Educators' forum (SWEF) at TISS , Mumbai :** declared a code of ethics for professional social workers in India.

- The **Bar Council of India** is progressively **reviewing the ethical standards with the demands of our time**, in order to strike the best balance.