1. **Simple Code of Conduct**

Describe precisely Article 1 to Article 18

<https://pec.org.pk/downloads-documents/code-of-conduct/>

**Article 1:**

The Code of Conduct is named as “Pakistan Engineering Council Code of Conduct”. Further, it should be applied with immediate effect and will be applicable on all members of Pakistan Engineering Council.

**Article 2:**

Members of the Pakistan Engineering Council are expected to uphold our nation’s values, be truthful, and serve the country and its people. They should strive to increase the prestige of engineering and use their knowledge to benefit humanity. Members are also responsible for promoting the efficient use of Pakistan’s resources to achieve self-reliance, always prioritizing national interests over personal gain.

**Article 3:**

Members must act with integrity, honesty, and transparency in all professional matters. They should always put the client and employer’s interests first, avoid conflicts of interest, and treat the profession with respect. Members should give honest advice about project viability, avoid working for other companies that conflict with their main job without their employer’s permission, and never try to trick employees away from other companies with false promises. Members should also let employees know if they can find better opportunities and should never put their own personal interests above the reputation of the profession.

**Article 4:**

As professionals, we must always put the public’s safety, health, and well-being first. We should actively try to make a positive difference in our communities. Members must never approve or sign off on any plans or designs that could hurt people or go against the rules of engineering. If a client or boss tries to pressure us into doing something unprofessional, we should tell the right people and stop working on the project. We should also clearly explain what could happen if we don’t follow our own rules.

**Article 5:**

Members must uphold the dignity and honor of the profession by avoiding acts or practices that could discredit it. Advertising of professional services should be conducted respectfully and through appropriate channels, such as professional cards, listings in reputable publications, signboards at offices or project sites, and brochures or business cards with factual representations of expertise and services. Articles written for recognized publications must be factual, dignified, and acknowledge contributions from others. Members should not make exaggerated claims about their qualifications when seeking employment or professional opportunities.

**Article 6:**

Members must strive to enhance public understanding and appreciation of the engineering profession by promoting its achievements and safeguarding it against misrepresentation and misunderstanding. This involves actively sharing knowledge, advocating for the profession’s contributions to society, and ensuring its true value and integrity are recognized and preserved.

**Article 7:**

Members should only express opinions on engineering matters when based on sufficient knowledge, relevant experience, and an honest conviction. This ensures that their statements are credible, reliable, and uphold the integrity of the profession.

**Article 8:**

Members should accept assignments only when they have the necessary qualifications, training, and experience to perform the work competently. They should recommend engaging experts or specialists when it serves the client’s or employer’s best interests. Members must not undermine the need for other appropriate engineering services, designs, or plans, nor restrict fair competition by specifying materials of a particular brand or model unnecessarily.

**Article 9:**

Members must maintain confidentiality and not disclose any sensitive information about the business affairs or technical processes of a current or former client or employer without their explicit consent. This upholds trust and professional integrity.

**Article 10:**

Members must uphold the principles of fair and adequate compensation for engineering work. They should not undertake engineering services free of charge, except for civic, charitable, religious, or non-profit purposes, nor accept remuneration below the profession’s accepted standards. Members must not receive compensation from an employer or agency in exchange for offering employment. They should provide fair remuneration to engineers they employ, based on their qualifications and experience. Additionally, members working in sales should limit their consultation, design, or advice strictly to the equipment being sold within their department.

**Article 11:**

Members must not accept compensation, whether financial or otherwise, from more than one party for the same service or for services related to the same work unless all parties involved provide their consent. Additionally, members should not accept financial benefits or other considerations, such as free engineering design, from material or equipment suppliers for specifying their products. They should also refrain from accepting commissions or allowances, directly or indirectly, from contractors or other parties involved with their clients or employer for work in which they hold professional responsibility.

**Article 12:**

Members must not engage in unfair competition with other engineers by seeking employment, professional engagements, or personal gains through exploiting their superior position, criticizing others, or using improper methods. They should not attempt to replace another engineer who has already taken steps toward securing employment. Members should not accept part-time work at fees below the recognized standard without their employer’s consent if already employed elsewhere. Additionally, engineers must not use their employer’s or client’s equipment, supplies, laboratory, or office facilities for personal practice without obtaining prior consent.

**Article 13:**

Members must not maliciously or falsely damage the professional reputation, prospects, practices, or employment of another engineer, either directly or indirectly. A member in private practice should not review another member’s work for the same client without the knowledge of the other engineer, unless their involvement with the work has ended. However, members are entitled to review and evaluate the work of other members when required by their employment duties. Engineers working in sales or industrial concerns may make engineering comparisons of their products with those of other suppliers, as long as it is done fairly and professionally.

**Article 14:**

A member must not associate with or allow their name to be used by any enterprise of questionable character. They should also avoid professional associations with engineers who do not adhere to ethical practices or with individuals who are not legally qualified to provide the professional services for which the association is intended. Additionally, members must strictly follow the bye-laws, orders, and instructions issued by the Pakistan Engineering Council in their professional practice and must not use association with non-engineering corporations or partnerships as a cover for unethical behavior.

**Article 15:**

Member must give proper credit for engineering work to those who deserve it, acknowledge the proprietary interests of others, and disclose the names of individuals responsible for designs, inventions, specifications, writings, or other contributions. When using designs, plans, specifications, data, and notes provided by a client or employer, or prepared for their work, these materials remain the property of the client and cannot be duplicated or used by the engineer without the client’s explicit permission. Additionally, before working on projects that may lead to copyrights or patents, the engineer must establish ownership of any improvements, designs, inventions, or specifications for proper registration under relevant laws.

**Article 16:**

Members must actively share professional knowledge by exchanging information and experiences with fellow engineers and students, providing opportunities for professional development and advancement for those under their supervision. They should encourage their engineering employees to enhance their knowledge, attend professional meetings, and present papers. Moreover, members must provide prospective employees with complete information about working conditions and employment status, and keep them informed of any changes to these conditions after they are employed.

**Article 17:**

Members who are employed abroad must conduct themselves according to this Code, as applicable, while also adhering to the laws and regulations of the country where they are employed(International Laws).

**Article 18:**

A member must report any unethical professional practices by another engineer or member to the Pakistan Engineering Council, providing supporting evidence(whistle blowing). If required, they must be willing to appear as a witness in such cases.