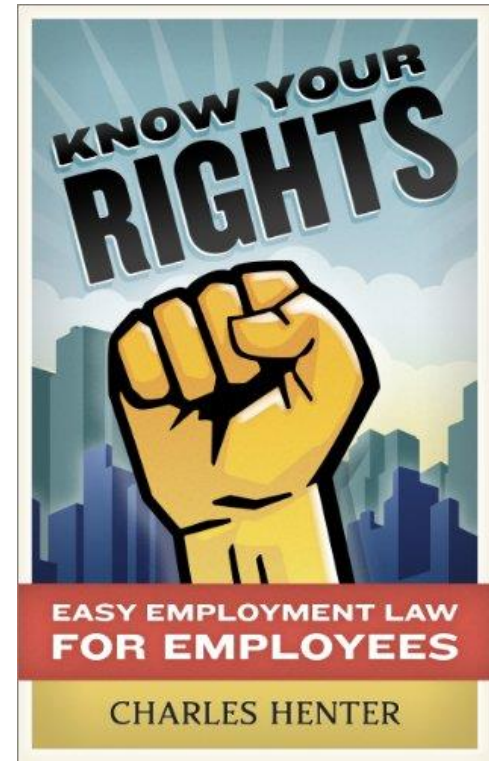


[illegible]

RESPONSIBILITY AND RIGHTS



In this Unit, one will learn about:

1. Collegiality and Loyalty
2. Authority, Collective bargaining
3. Confidentiality
4. Conflicts of Interest
5. Professional rights and Employee rights

COLLEGIALITY



- Tendency to support and cooperate with the colleagues.
- Virtue essential for the team work to be effective
- It has following aspects:
 - Respect to the ideas and work for others
 - Commitment to moral principles
 - connectedness

COLLEGIALITY and LOYALTY

1. Respect to the ideas and work of others: This results in support and co-operation with one's colleagues. One gets back the support and cooperation in return, and this is mutually beneficial.

2. Commitment to moral principles: Commitment is towards moral decisions, actions, goals of the organization and values of the profession.

3. Connectedness: It means the shared commitment and mutual understanding. It ensures the absence of egoism and paves the way for progress for both.

LOYALTY

- It is exhibited in two senses:
 - AGENCY LOYALTY: Obligation to fulfill his/her contractual duties to the employer. It consists of several obligations like safety, health and welfare of the public.
 - ATTITUDE LOYALTY: It is concerned with the attitudes, emotions, and a sense of personal identity. It is the willingness to meet moral duties, with attachment, conviction, and trust with employer.

Collegiality and Loyalty

Attitude Loyalty

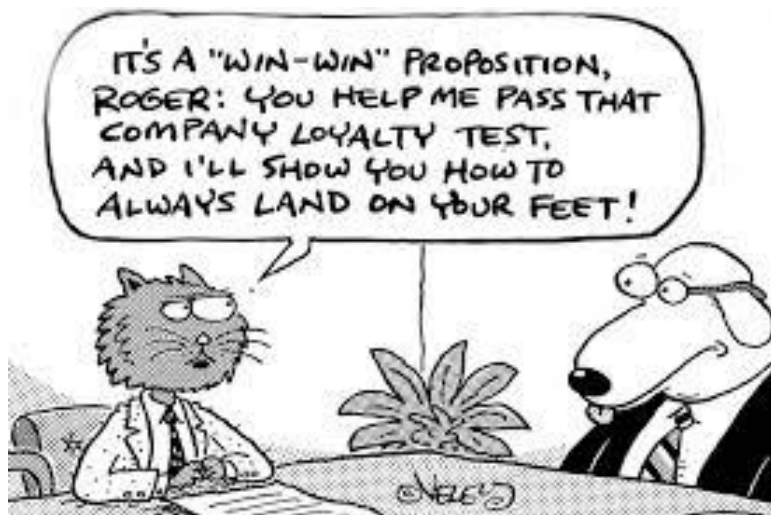
(or Identification loyalty)

This type of loyalty is all right when the organizations work for productivity or development of community.

Nothing
is more
attractive
than
loyalty.

LOYALTY IS
HARD TO FIND.
TRUST IS EASY
TO LOSE.
ACTIONS SPEAK
LOUDER THAN
WORDS.

KUSHANDWIZDOM



AUTHORITY

Decisions can be taken by a few people, but putting into action requires larger participation from different groups of people, such as operation, purchase, sales, accounts, maintenance, finance etc.

In effectively-and efficiently-transferring decisions to actions, the authority comes into play a great role.



AUTHORITY

- INSTITUTIONAL AUTHORITY:
 - Authority exercised within the organization
 - Right given to the employees to exercise power, to complete the task and force them achieve their goals.
- EXPERT AUTHORITY:
 - The possession of special knowledge, skills and competence to perform a job thoroughly (expertise)
 - It is a staff function

AUTHORITY

Institutional Authority

Duties such as resource allocation, policy dissemination, recommendation, supervision, issue orders (empower) or directions on sub-ordinates are vested to institutional authority

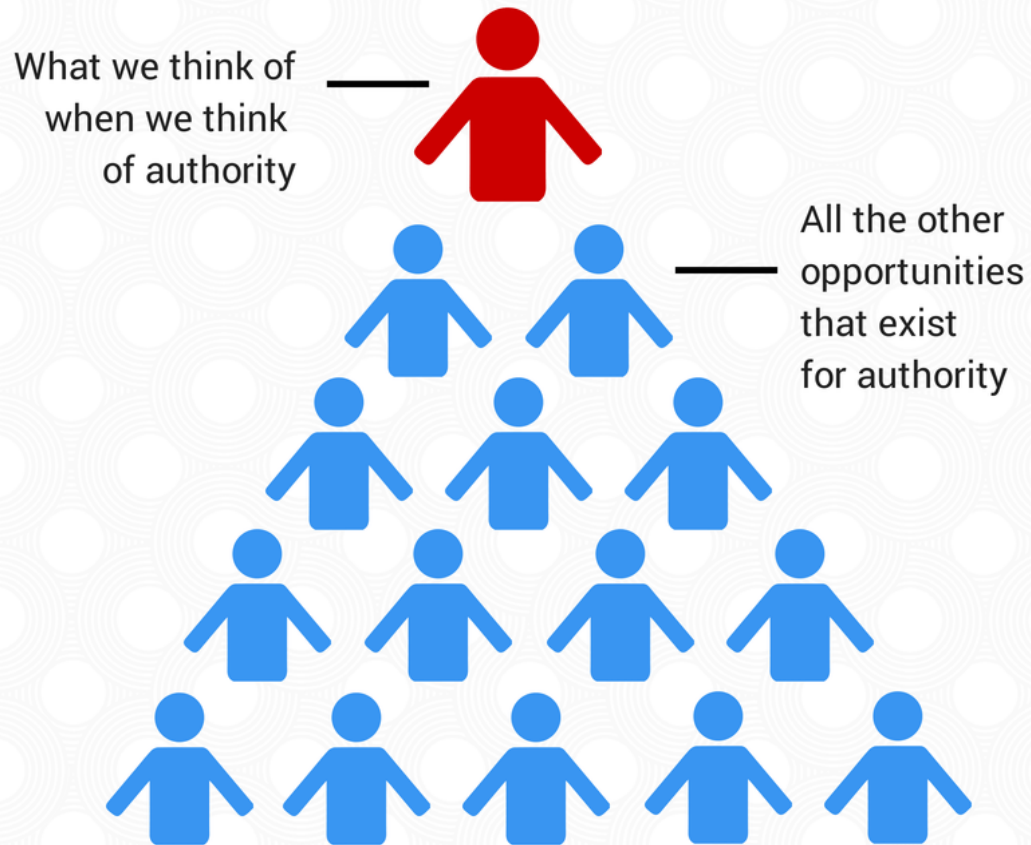
e.g., Line Managers and Project Managers have the institutional duty to make sure that the products/projects are completed successfully.

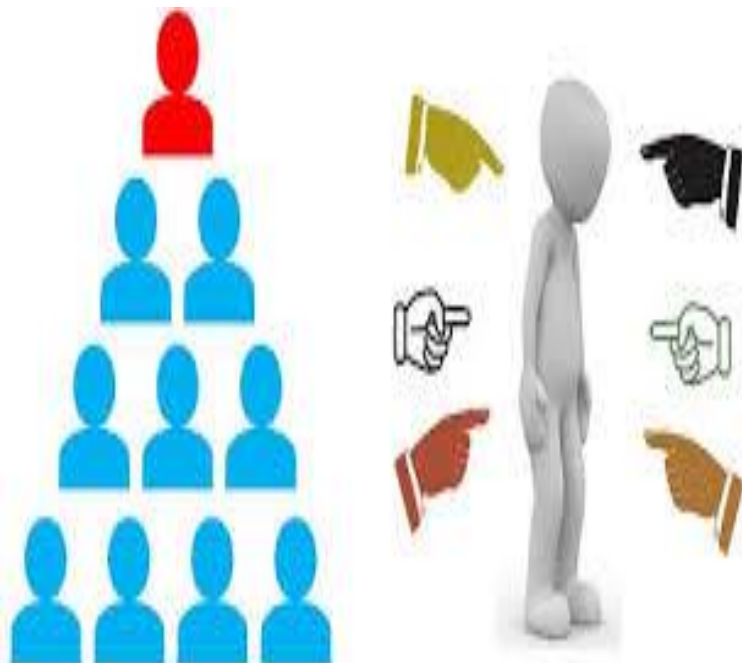
The characteristics features of institutional authority are that they allocate money and other resources and have liberty in execution.

Expert Authority

- On the other hand, the Expert Authority is
 - (a) the possession of special knowledge, skills and competence to perform a job thoroughly (expertise),
 - (b) the advice on jobs, and
 - (c) is a staff functions.
- It is also known as 'authority of leadership'. These experts direct others in effective manner, e.g., advisers, experts, and consultants are engaged in an organization for a specific term.

The Authority Pyramid





Authority Vs Responsibility



"You're not gonna like the answer...."



COLLECTIVE BARGAINING

- It is the bargain by the union for improving the economic interest of the work members.
- The process includes negotiation, threatening verbally, and declaration of ‘strike’

COLLECTIVE BARGAINING

- Collective bargaining is inconsistent with loyalty to employers because it
 - is against the desires of the employer
 - uses force or coercion against the employer and
 - Involves collective and organized opposition

Benefits of Collective Bargaining:

- a) Unions have created healthy salaries and high standard of living of employees.
- b) They give a sense of participation in company decision making.
- c) They are a good balance to the power of employers to fire employees at will.
- d) They provide an effective grievance redressal procedure for employee complaints.

- **Harms Caused by Collective Bargaining:**
- a) Unions are devastating the economy of a country, being a main source of inflation
- b) With unions, there is no congenial (friendly), cooperative decision making.
- c) Unions do not promote quality performance by making job promotion and retention based on seniority.
- d) They encourage unrest and strained relations between employees and employers.

Stages of Collective Bargaining

- **Stage 1: Preparing**
- **Stage 2: Arguing**
- **Stage 3: Signaling**
- **Stage 4: Proposal**
- **Stage 5: Packaging**
- **Stage 6: Bargaining**
- **Stage 7: Closing**
- **Stage 8: Agreeing**

CONFIDENTIALITY

Keeping the information on the employer and clients, as secrets. It is one of the important aspect of team work.

CONFIDENTIALITY

- o **Confidentiality** is an ethical principle of discretion associated with the professions, such as medicine, law, psychotherapy.
- o In law, and mediation, there exist communications between the client and the professional, which are “**privileged**” communications.
- o In business, the confidentiality of information, a mainstream adaptation of the “need to know”
- o In military, it is basic to the security of corporate information.

Example – Confidentiality

- An aeronautical research engineer from Company A conducted tests of a new aircraft tail assembly configuration at his company's wind tunnel and knew that devastating vibrations could occur in the configuration under certain conditions, leading to destruction of the aircraft.
- Later, at a professional meeting, Company A's engineer hears an engineer from Company B, a competitor, describe a tail assembly configuration for one of Company B's new aircraft that runs the risk of producing the same destructive vibrations that Company A's engineer found in his tests.
- Presumably, there is an obligation, as a matter of both ethics and law, to maintain company confidentiality regarding Company A's proprietary knowledge.
- On the other hand, engineers have a duty to safeguard public safety and welfare. If the engineer from Company A remains silent, Company B might not discover the destructive vibrations until a fatal crash occurs, killing many people.
- What should the engineer from Company A do?

ARE MY TEST
RESULTS IN
YET?

YES, YOU CAN
SEE THEM ON MY
WEBSITE!

CARTOONSTOCK

Search ID: mfln181



MORAL PRINCIPLES THAT JUSTIFY CONFIDENTIALITY

- Respect for autonomy
- Respect for promises
- Trustworthiness
- Respect for public welfare

CONFIDENTIAL INFORMATION

- Confidentiality is the protection of personal information. Confidentiality means keeping a client's information between you and the client, and not telling others including co-workers, friends, family, etc.

TYPES OF CONFIDENTIAL INFORMATION

- Privileged information
 - It is information that is availability and accessed, by virtue of a privilege, i.e., privilege being employed on that assignment.
- Proprietary information
 - It is the information owned by the organization. It is the knowledge and procedures by and in the organisation.

TYPES OF CONFIDENTIAL INFORMATION

The types of information that is considered confidential can include:

- name, date of birth, age, sex and address
- current contact details of family, guardian etc
- bank details
- medical history or records
- personal care issues

TYPES OF CONFIDENTIAL INFORMATION

- service records and file progress notes
- individual personal plans
- assessments or reports
- guardianship orders
- incoming or outgoing personal correspondence.

CONFLICT OF INTEREST

- It occurs when employee has more than one interest.
- Professional conflict of interest is the situation where the professional has an interest that, if pursued, might prevent him from meeting his obligations to his employers or clients.

What is Conflict of Interest?

Examples:



NEPOTISM

Giving favors to relatives and close friends.



SELF-DEALING

When someone acts in their own interest rather than the interest of the organization.

When it is Illegal:

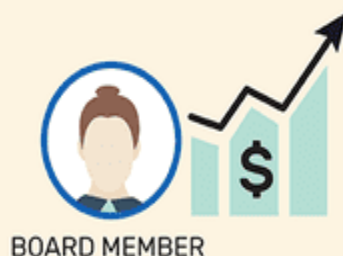
PUBLIC SECTOR

- Judges must recuse themselves if there is a relationship with one of the parties in a case.
- If the legislator attempts to profit from knowledge, this is an example of insider trading.



PRIVATE BUSINESSES

If a company has proof that a board member profited from their role on the board, the board member can be taken to court.



Situations that may generate a conflict of interest can arise out of:

- Personal relationships with students, either current or previous
- Personal relationships with other employees, either current or previous
- Personal or commercial relationships with persons with whom the University is dealing, for example contractors or tenderers
- personal financial interests in matters which involve the University

- outside employment that may compromise the integrity of the University
- use of confidential information obtained in the course of University duties
- external activities and public comment, eg nominating for and contesting political elections
- simultaneously being an employee and a student where one role may conflict with another, eg access to StudyDesk areas.



Conflict of interest
vector illustration

www.shutterstock.com · 745162762



Conflict of **interest**

M MARKETING91



Conflicts of Interest:
Recognizing Them
Avoiding Them
Managing Them

Bob King, Greenhouse Social Ventures

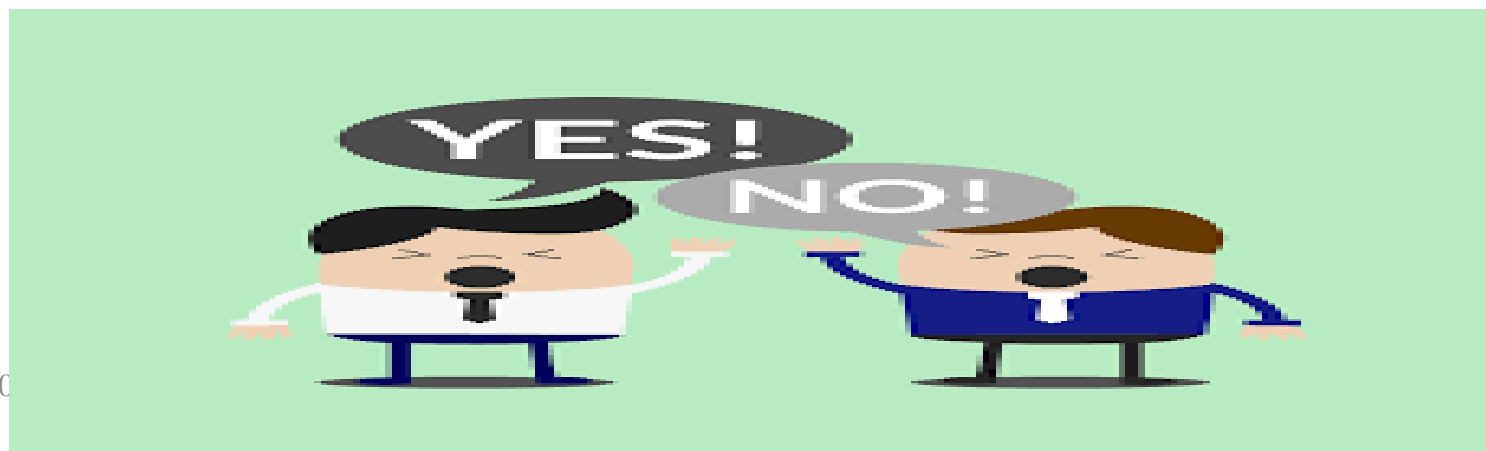
What to do ? When decision is not clean



© Cartoonbank.com



"Try this—I just bought a hundred shares."



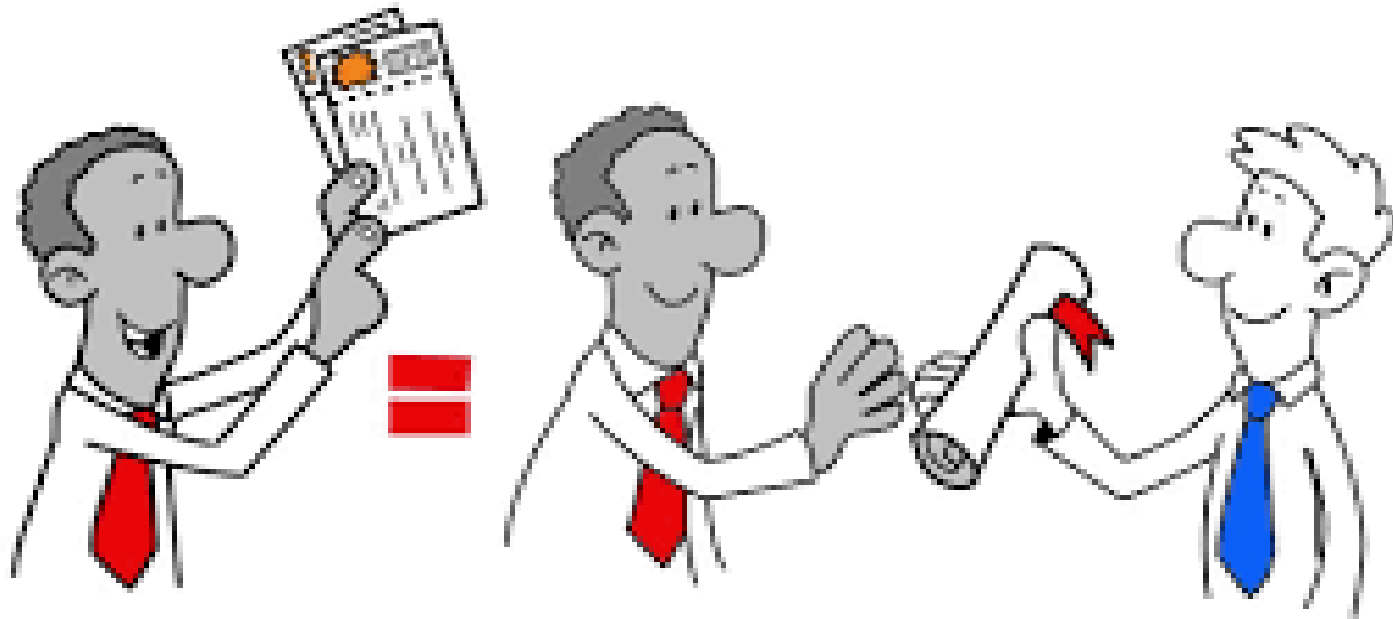
Conflict of Interest - Examples

- Overreaching or Fraud
 - Example: Making a profit at expense of client
- Witness
 - Example: Representing a client when you may be a witness
- Financial interest in the case
 - Example: Being financially involved in the litigation of the client
- Gifts
 - Example: Accepting more than nominal value
- Intimate Relationship
 - Dating current and probably former client

TYPES OF CONFLICT OF INTEREST

- Actual conflict of interest
- Apparent conflict of interest
- Potential conflict of interest
 - Favourable contract
 - Moonlighting
 - Insider information

How to avoid Conflicts of Interest



OCCUPATIONAL CRIME

- An occupational crime may be committed by,
 - Wrong action of a person through one's lawful employment
 - Crime by an employee to promote ones own or employer's interest
 - Theft by the employee
 - Damage to property or an employee of one's organization

Example 1

Herald of Free Enterprise Disaster 1987

The cross channel ferry capsized just outside of Zeebrugge Harbour after failing to comply with rules governing the closing of the bow doors. 197 people died.

Example 2

Bhopal – Union Carbide Chemical Company

In 1984 the company leaked poisonous gas, which has affected over half a million people. By 2007 there had been 22,000 deaths, 120,000 people suffering severe symptoms such as blindness and birth defects in children.

Example 4
Dairy Price Fixing - 2007

UK Dairy companies and supermarkets were fined £166 million for fixing the price of milk and cheese costing the UK consumer £270 million more than they would have paid without the price fixing.

Example 3
Thalidomide – 1970's

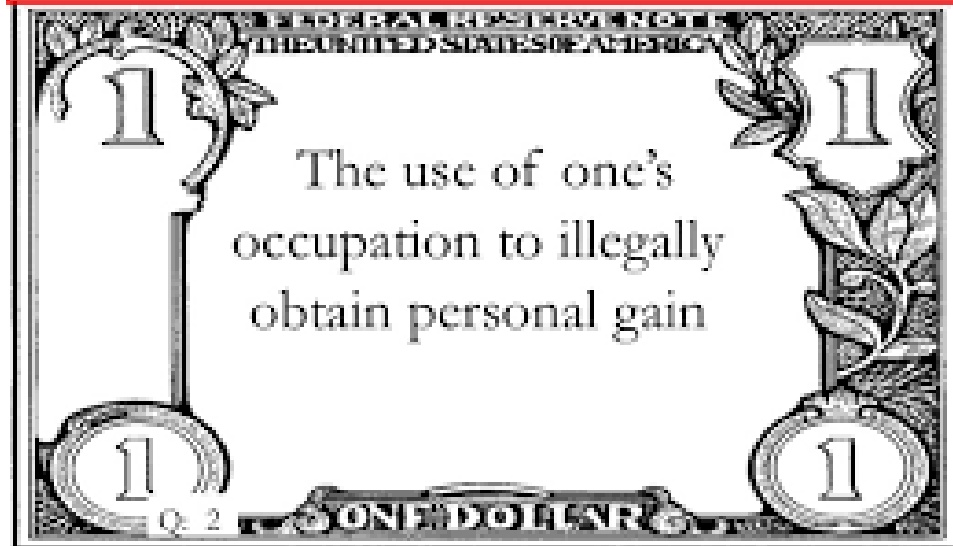
Throughout the 1970's Thalidomide was advertised to pregnant women as a way to reduce morning sickness. However, the test results had been falsified and led to thousands of children being born with birth defects.

Four types of Occupation Crime

1. Organizational
2. State-based authority
3. Professionals
4. Individuals



Occupational Crime



© Original Artist
 Reproduction rights obtainable from
www.CartoonStock.com



"In a further effort to increase profits, control costs and satisfy shareholders, we've decided to steal stuff."



DECEMBER 10
INTERNATIONAL HUMAN RIGHTS DAY



National Human Rights Institutions



HUMAN RIGHTS

Fundamental Freedoms

- a) freedom of conscience and religion;
- b) freedom of thought, belief, opinion and expression, including freedom of the press and other media of communication;
- c) freedom of peaceful assembly; and
- d) freedom of association.
- ☐ Democratic Rights (vote...)

HUMAN RIGHTS

- Mobility Rights (leave, stay)

Legal Rights

- – Life, liberty, security
- – Not be arbitrarily detained, tortured

Equality Rights

- – No discrimination based on race, ethnicity,
- colour, religion, sex, age, mental or physical disability
- ☐ Language (2 official languages)
 - – English or french education

PROFESSIONAL RIGHTS

The rights that engineers have as professionals are called Professional Rights. These professional rights include –

- The basic right of professional conscience.
- The right of conscientious refusal.
- The right of professional recognition.

PROFESSIONAL RIGHTS

- The following provisions are protected under professional rights
 - Right to form and express professional judgement
 - Right to refuse to participate in unethical activities
 - Right to fair recognition and to receive remuneration for professional services
 - Right to warn the public about danger
 - Right to talk publically about the job
 - Right to engage in the activities of professional societies

EMPLOYEE RIGHTS

Pursue outside activities

- – Includes political or special interest groups
- – Other employment pursuits
- – No right to harm or sabotage employer, on or off the job

Privacy

- – Unwarranted search, drug testing

Due Process (fair treatment, process, appeal)

Non-discrimination

- – Extension of human right to employment environment

EMPLOYEE RIGHTS

No [sexual] harassment

- – No physical, psychological attacks, coercion, abuse, provocation
- – Often related to female as employee, but applicable to any relationship of unequal power
- – Many small, or even one flagrant incident

EMPLOYEE RIGHTS

- Moral and legal rights obtained by the status of being an employee
- The provision made to employees under this category are:
 - Professional rights
 - Basic human rights
 - Institutional rights
 - Non contractual employee rights

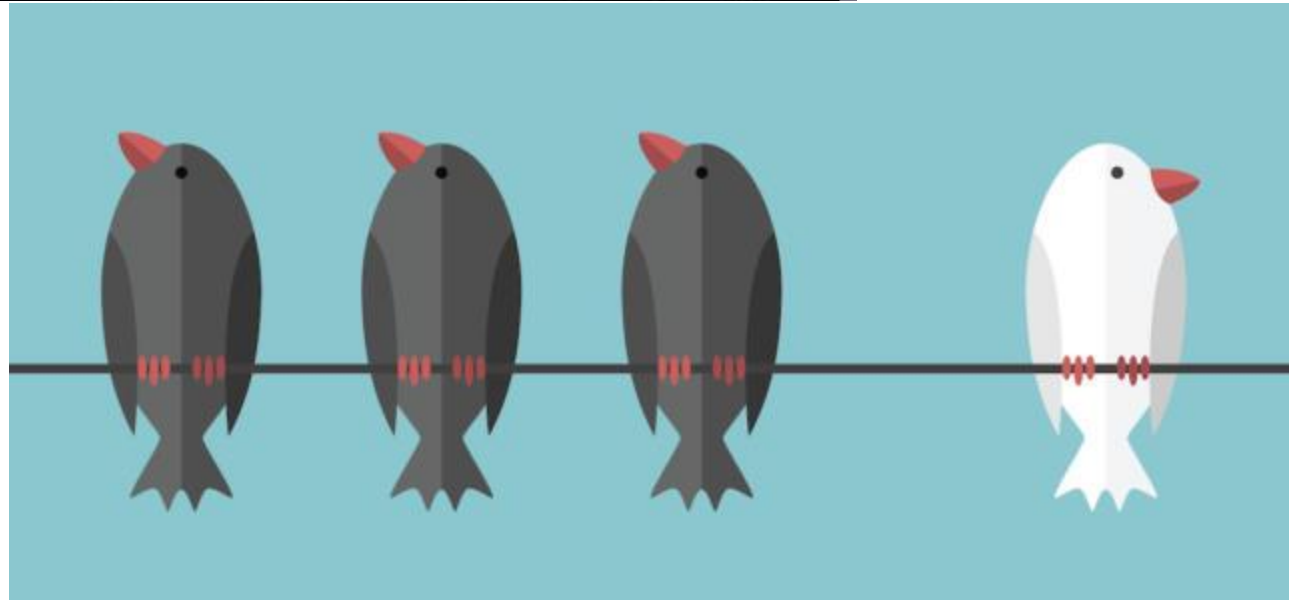


DISCRIMINATION

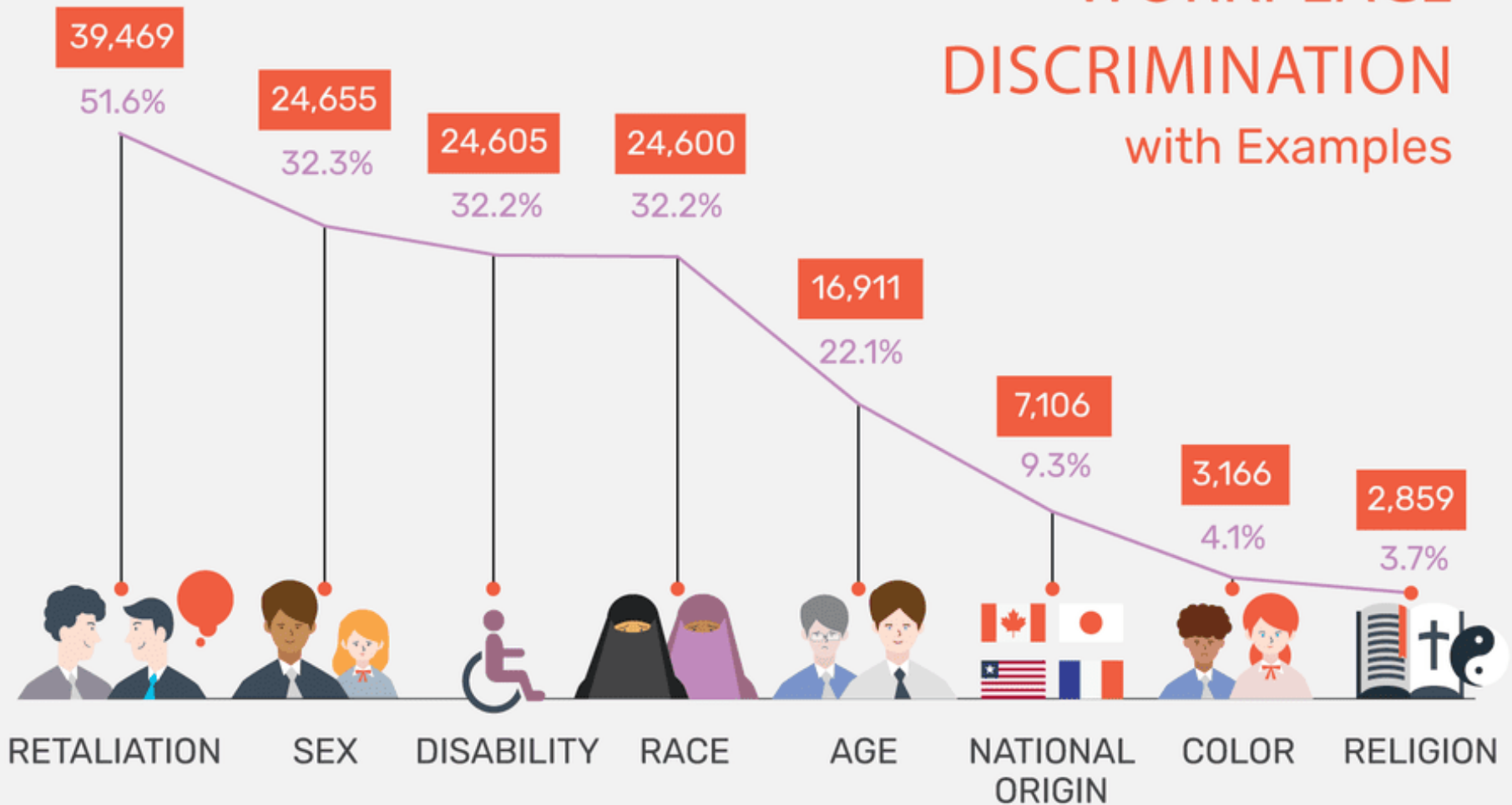
- It is a morally unjust treatment of people in the workplace is damaging to human dignity.
- Discrimination because of caste, sex, religion, creed, and language are regressive actions.



Discrimination
at workplace



Types of WORKPLACE DISCRIMINATION with Examples







INTELLECTUAL PROPERTY RIGHTS

- It is the information and original expression that derives its original value from creative ideas, and is with a commercial value.
- It permits people to have independent ownership for their innovations and creativity, like that of own physical property.

MULTINATIONAL CORPORATIONS

- Organisations who have established business in more than one country are called multinational corporation.
- The headquarters are in the home country and the business is extended in many host countries.

ENVIRONMENTAL ETHICS

- It is the study of,
 - Moral issues concerning the environment
 - Moral perspectives, beliefs, or attitudes concerning those issues
- It has become important now that engineers design eco-friendly tools, machines, sustainable products, processes, and projects.
- To ensure protection to environment

