

## 1. What should be the five most important directives in a code of ethics meant for politicians? Suggest.

### Introduction

Code of ethics represents certain values and norms that standardise one's behaviour in different aspects of life. It leads to morality in actions and thus ensures fairness and justice to all. It is often seen that civil servants and politicians do not adhere to required moral values

### Body

#### Need for Code of Ethics

- There is opportunism and playing of games to fulfil their personal gains.
- Political promises, action agendas remain just statement of intent after coming to power. They remain among poor people only before elections, and forget their concerns later.
- Misuse of political, official positions and power is often seen. e.g. abusive behaviour by an MLA with civic officer or Senior officers making junior officials cleaning their shoes.
- Many corruption scandals unearthed such as in giving accreditation to educational institutes, coal-scam, conflict of interest, visit to foreign countries on public funds etc show a nexus between civil servants and politicians.
- Horse trading, defections often show lack of integrity and organizational ethics. Officials taking prejudiced decisions or favouring an ideology while discharging official duties.
- Internal democracy lacking in parties, Criminalization of politics, black money being used in elections, official being caught taking bribes and amassing huge properties

#### Five most important directives in a code of ethics meant for politicians

- Prohibit MPs from misusing the power and immunities they get.
- An MP should avoid conflict between a private and a public interest.
- No parliamentarian should be allowed to vote on those questions in the House, in which he/she has a vested interest.
- Amend the Constitution to ensure a minimum of 110 days of sitting in a legislature having more than 100 members, and 90-50 days of sitting in Houses with less than 100 members depending on the size of the State involved.
- The filing by legislators of a statement of income, assets and liabilities, and an indication of changes in these figures over time.

- Punishment of members by admonition, reprimand, censure or withdrawal from the House in case of violations or breach of the code of conduct.
- Automatic suspension from the House of any member involved in offences of grave misconduct.

### Conclusion

It would be cynical to view ethical behavior merely as strategy for getting elected. A better way to think about ethics comes from Wilford Brimley's famous pitch for Quaker Oatmeal: "It's the right thing to do."

**2. Do you think the code of conduct imposed during the elections in India serve any real purpose? Shouldn't code of conduct be legally enforceable? Comment.**

### Introduction

The model Code of Conduct is a set of guidelines issued by the election Commission of India to regulate political parties and candidates prior to elections, in order to ensure a free and fair election.

### Body

Code of conduct imposed during the elections in India serve real purpose

- It acts as a moral compass for the political representatives and politicians.
- It sets a parameter to do moral analysis of behavior of political parties by citizens, media and civil society.
- Election Commission of India (ECI) has certain executive power to check unethical behavior of political parties.

Code of conduct imposed during the elections in India does not any serve real purpose

- Politicians have devised ingenious ways to circumvent the code of conduct. For instance wearing clothes of particular colour; using encrypted sentences in campaign speeches etc
- ECI does not have sufficient power to stop illegal activities like liquor distribution, cash for vote etc
- Moral erosion and criminalization of politics has rendered all codes of conduct ineffective.

Code of conduct be made legally enforceable

- Nietzsche has said "fear is the mother of morality".
- ECI will get more power to enforce code of conduct.

- Free and fair election is the soul of democracy. To safeguard and further strengthen our democracy code of conducts must be made legally enforceable.

Code of conduct be not made legally enforceable

- Morality cannot be enforced by law. To follow code of conduct in true spirit and to not adopt any circumvention of law, one has to imbibe political morality in himself/herself.
- Code of conduct can be followed only by moral conviction. For this one must have moral principles and ability to do moral analysis. Law alone will not be sufficient.
- Chief Justice Earl Warren once remarked: “In civilized life, law floats in a sea of ethics.” Without development of political ethics making code of conduct legally enforceable will not be sufficient.

### Conclusion

Dr. Rajendra Prasad one remarked, “The future of our nation will not depend on whether it is ruled by this law or that, but on the men who rules it.” Hence development of morality is more important than legislation.

### 3. How does citizen charter help in shaping the work culture of an organisation? Illustrate.

#### Introduction

Citizen charter is a declaration of commitment defining and promising standards of various services offered with effective grievance redressal mechanism.

#### Body

##### Citizen charter shaping work culture:

- **Accountability:** It enhances accountability by providing citizens with a clear understanding of service delivery standards, including timetables, user fees for services, and options for grievance redress. E.g. Timely delivery of Pizza failing which it will be free.
- **Quality of service:** It promotes good governance. It increases organizational effectiveness and performance by making a public commitment to adhere to measurable service delivery standards. E.g. Bangalore police responding to distress calls within 10 minutes.
- **Service Monitoring:** It creates a way for both internal and external actors to objectively monitor service delivery performance. It ensures better service quality and grievance redressal. E.g. Details of services provided under municipality.

- Professional work culture: It creates a more professional and client-responsive environment for service delivery as it is citizen-centric in nature, keeping in mind the needs of citizens.
- It fosters improvements in staff morale through incentives like rewards, charter mark and so on. Recognition of work by the staff is a part of citizen charter.
- Transparency in work: ushering in a regime of transparency and openness through Rules, Procedure, Schemes, and Grievances. It decreases opportunities for corruption and graft by increasing transparency and educating citizens about their rights. E.g. details of officer assigned, percentage of work done etc., displayed online
- Reduce corruption: It increases government revenues by ensuring that the money citizens pay for services goes into the government's coffers (and not into employees' pockets). E.g. online payments, refunds as a promise under charter.
- Grievance redress mechanism: will make the organization communicate with the public and improve itself based on complaints and feedback. This creates an organizational culture of learning from mistakes as well as promote participative governance.

### Conclusion

Purpose of the Citizens' Charter is to empower the citizen in relation to public service delivery. Some challenges in citizen charter has to be addressed like callousness in updation, lack of training etc., through steps like involving the citizens, awareness campaigns, statutory backing, adopting sevottam model etc., to gradually develop a work culture promising right to service both in quantity and quality.

### 4. Examine the significance of gender pay parity in the work ethic of an organisation.

#### Introduction

Concern about the gender gap in employee compensation is an important social and business issue. Effective corporate social responsibility requires fair treatment of all employees, regardless of gender. The gender wage gap is real—and hurts women across the board by suppressing their earnings and making it harder to balance work and family.

#### Body

- Gender inequality is when men and women are treated differently because of their gender. In the workplace, this generally means men earn more money, have more career opportunities, and retain higher job titles than women. However, gender inequality can also refer to employers passing over men in favor of women.



- The gender pay gap is driven at least in part by the cumulative impact of many instances over the course of women's lives when they are treated differently than their male peers. At a time when parental influence is key, parents are often more likely to expect their sons rather than their daughters, to work in science, technology, engineering, or mathematics (STEM) fields, even when their daughters perform at the same level in mathematics (OECD 2015).
- Further, the long hours required by the highest-paid occupations can make it difficult for women to succeed, since women tend to shoulder the majority of family caretaking duties. Many professions dominated by women are low paid, and professions that have become female-dominated have become lower paid.
- According to a recent study, if 30% of a company's leaders are women, its net margin will be six percentage points higher than a firm with no women in their executive ranks.
- The equal pay provisions aim to address situations where women are being paid less than men, even though they are carrying out equal work. Paying women less than men is not only unfair, it also has far-reaching implications for society by contributing to the gender pay gap, women's lower pension contributions and their higher incidence of relative poverty in later life.
- Pay systems that are transparent and reward the entire workforce fairly send a positive message about an organisation's values and ways of working. Pay is one of the key factors affecting motivation and relationships at work. So it's important to develop pay arrangements that are not only right for organisation, but reward all employees fairly by providing equal pay for equal work.
- Fair and non-discriminatory pay systems are a legal requirement and good management practice. By tackling unequal pay one can increase efficiency and productivity, as it will help to attract the best employees, reduce staff turnover, increase commitment and reduce absenteeism.
- Equal pay is also a key part of an organisation's corporate social responsibility. This is increasingly important for many stakeholders, including shareholders, the people one does business with and customers.
- Gender pay can also be ensured through measures like offering more paternity leave, year-round schooling, flexible scheduling, etc.

### Conclusion

It's important for everyone in an organization to play a role in gender aspects, because gender parity can't be achieved overnight. It won't work if one just focuses on women at the top. It needs to be ensured that all women have access to the training, experiences and opportunities so that they advance at every stage of their careers.

**5. How does work culture in a political democracy differ from that of an authoritarian regime. Examine.**

## Introduction

Work culture (aka corporate culture or company culture) consists of the values, norms, and behavior of the people working within an organization and the meaning they attach to their actions and beliefs. Desirable work culture includes shared institutional values, priorities, rewards and other practices fostering inclusion, which are also influenced by the political system of the country.

## Body

- Work culture plays an important role in extracting the best out of employees and making them stick to the organization for a longer duration. The organization must offer a positive ambience to the employees for them to concentrate on their work rather than interfering in each other's work.
- It is the work culture which decides the way employees interact with each other and how an organization functions. In layman's language work culture refers to the mentality of the employees which further decides the ambience of the organization.
- Each employee should be treated as one - Partiality leads to demotivated employees and eventually an unhealthy work culture. Employees should be judged only by their work and nothing else. This is possible in a democracy but highly unlikely in an authoritarian regime.
- Organization must have employee friendly policies and practical guidelines - Rules and regulations should be made to benefit the employees. Employees must maintain the decorum of the organization. Discipline is important at the workplace. Such a phenomenon is forcefully accomplished in an authoritarian regime while democratic system would focus on employee welfare.
- For example, China has had a work culture of long hours, often referred to as 996 — slogging from 9 am to 9 pm, six days a week.
- Encourage discussions at the workplace - Employees discuss issues among themselves to reach better conclusions. Each one should have the liberty to express his views. Transparency is essential at all levels for better relationships among employees and a healthy work culture. Here again, a democratic system would enable such an environment but authoritarian regime would curb individual freedom.
- Mechanisms of control, the number and potency of supervisory elements that regulate an administrative action are way more in an authoritarian regime while democratic polity enables a minimal regulatory oversight.
- Recognition of merit, the extent to which merit would be rewarded or nonperformance would be tolerated. This factor is more probable to be encouraged in democratic systems where merit and open competition are fostered while an authoritarian regime would ensure progress of elements which are favourable to its survival.
- At the same time, an authoritarian regime would ensure its service motive and social ethos which helps in creating a socially just society, which also

depends upon the ideology of the regime. Social justice, at times, tends to take a backseat in case of democratic systems, in terms of their work culture.

- Also, in an increasingly competitive world economy, work cultures even in democratic systems are seen to be exploitative of workers in guise of efficiency. For example, Gaming industry in United States of America. While an authoritarian regime with communist leanings may at least ensure non exploitation of workers.

### Conclusion

A happy worker is a vital asset to an organization. He/she not only works efficiently he/she also motivates and therefore get the best of his/her colleagues. Further, both political system and the organization's work culture have a direct correlation. Both influence the ethical framework of people and are relevant to the social fabric of any society.

