



ETHICS and Moral Development

By

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Ethical Framework-

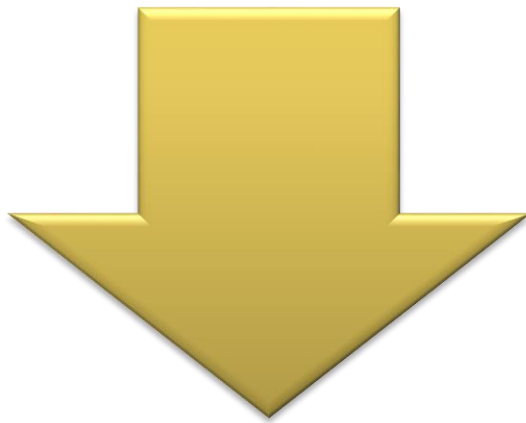
- ★ **Three fundamental Laws**
- ★ **FIRST- Universe is one and human being are the part of one GOD.(Ethical Universalism)**
- ★ **SECOND- Law of Karma (What you sow is what you reap.)**
- ★ **THIRD- Divine Paradox (In a war between good and evil, in the beginning good might appear weaker but ultimately, victory is of good.**

DEV vs. DANAV



DEV

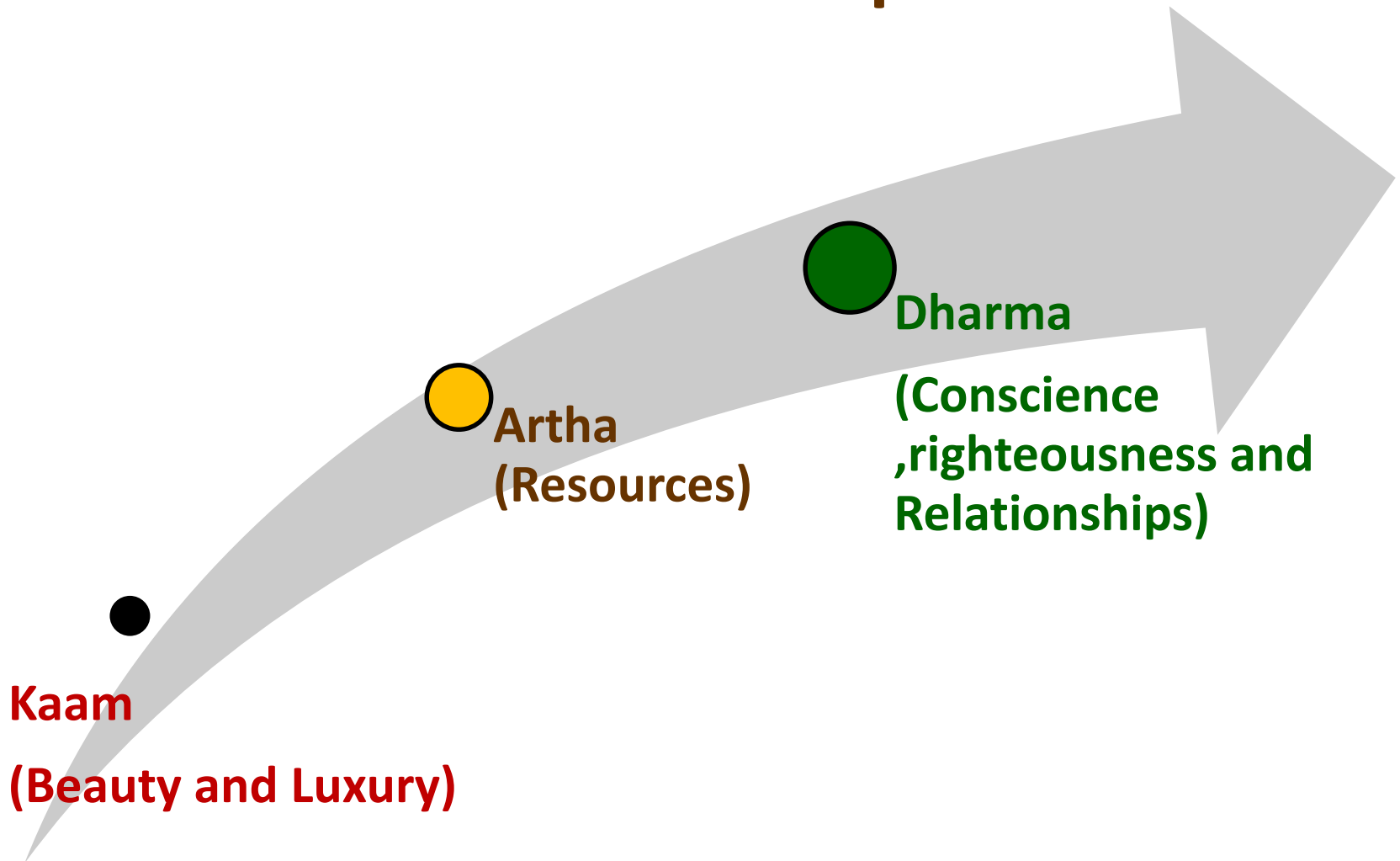
(who gives for the good)



DANAV

(who collects for the evil)

The Progression of Indian mythology Trio for Ethical Development



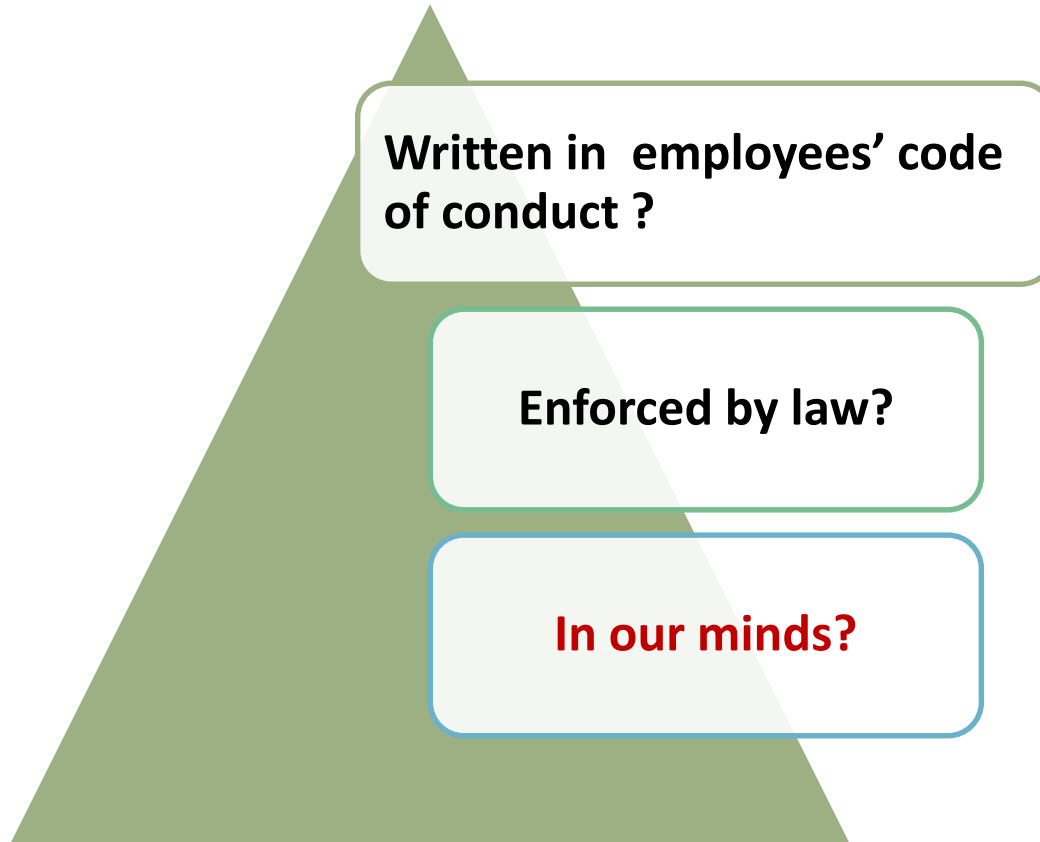
Some Questions ???

- ★ **What is Ethical Behaviour?**
- ★ **From where these ethics come??**
- ★ **Who tells you to be ethical??**
- ★ **Why you accept or deny their advice?**

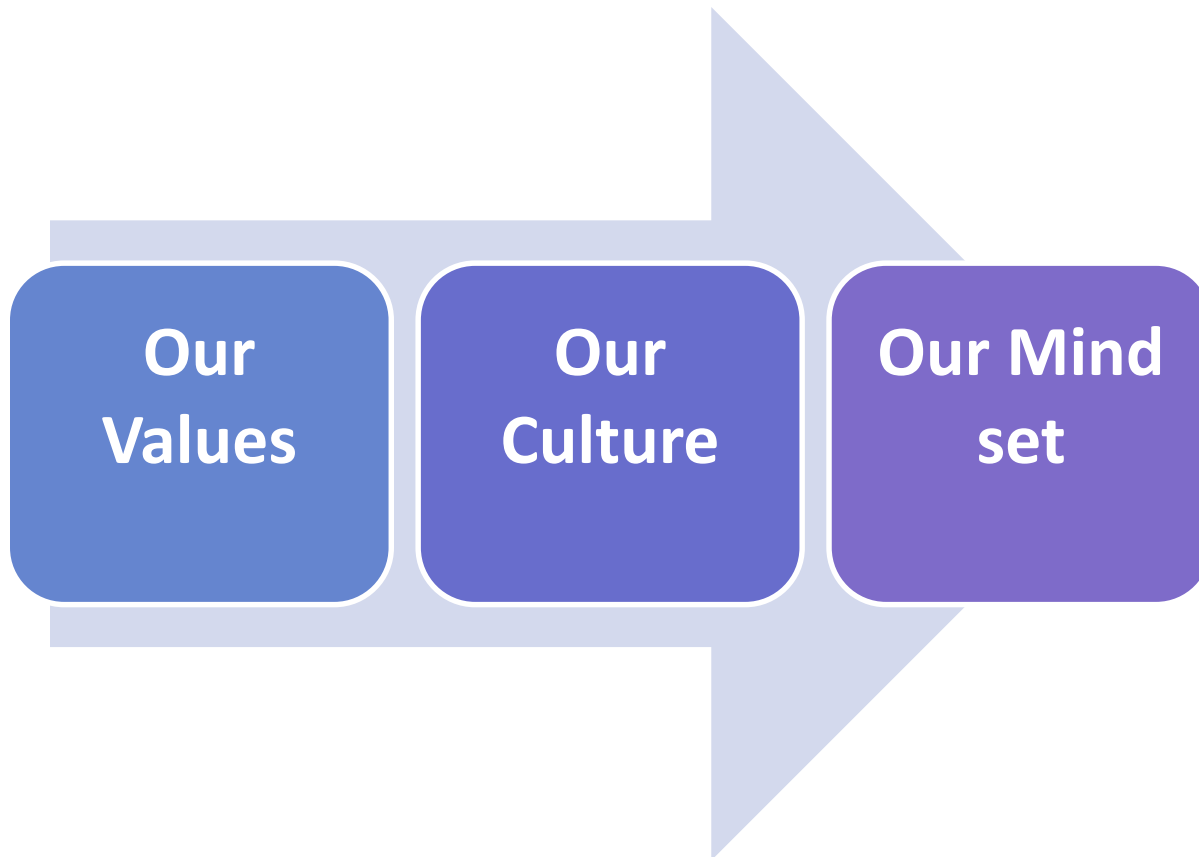
What is Ethical Behaviour?

- ★ **Era of Transparency**
- ★ **Conforming to policies, rules, regulations, code of conduct**
- ★ **Individual values are the basis of work ethics**
- ★ **High work ethics lead to responsible governance**

Where are ethics?



Who makes us Ethical or Otherwise?



Individual Characteristics Affecting Ethical Behaviors

★ Values

↪ Basic convictions about what is right or wrong on a broad range of issues

Values vs. Morals vs. Ethics

The terms "values," "morals" and "ethics, operate at three normative levels:

Values- defined by oneself,

Morals- by society

Ethics- organization or by subgroups of society.

The philosophy behind all the three is to distinguish between right and wrong.

World of Values



Values

Values in Conflict?

- **STATED VALUES:** The values stated in written documents like Bangalore principles of Judicial Conduct or Nolan principles
- **OPERATIONAL VALUES:** The values that actually drive judicial decisions.

*Many times there a **disconnect** between the two while taking decisions.*

Why this disconnect???

Many times we do not know that we are doing something unethical

Who will tell you that you are doing something unethical??

The answer is__

Ask your self!

If you feel a minutest fear in your mind that what will happen if someone knows about it that it is done with some wrong intention?

Don't do it

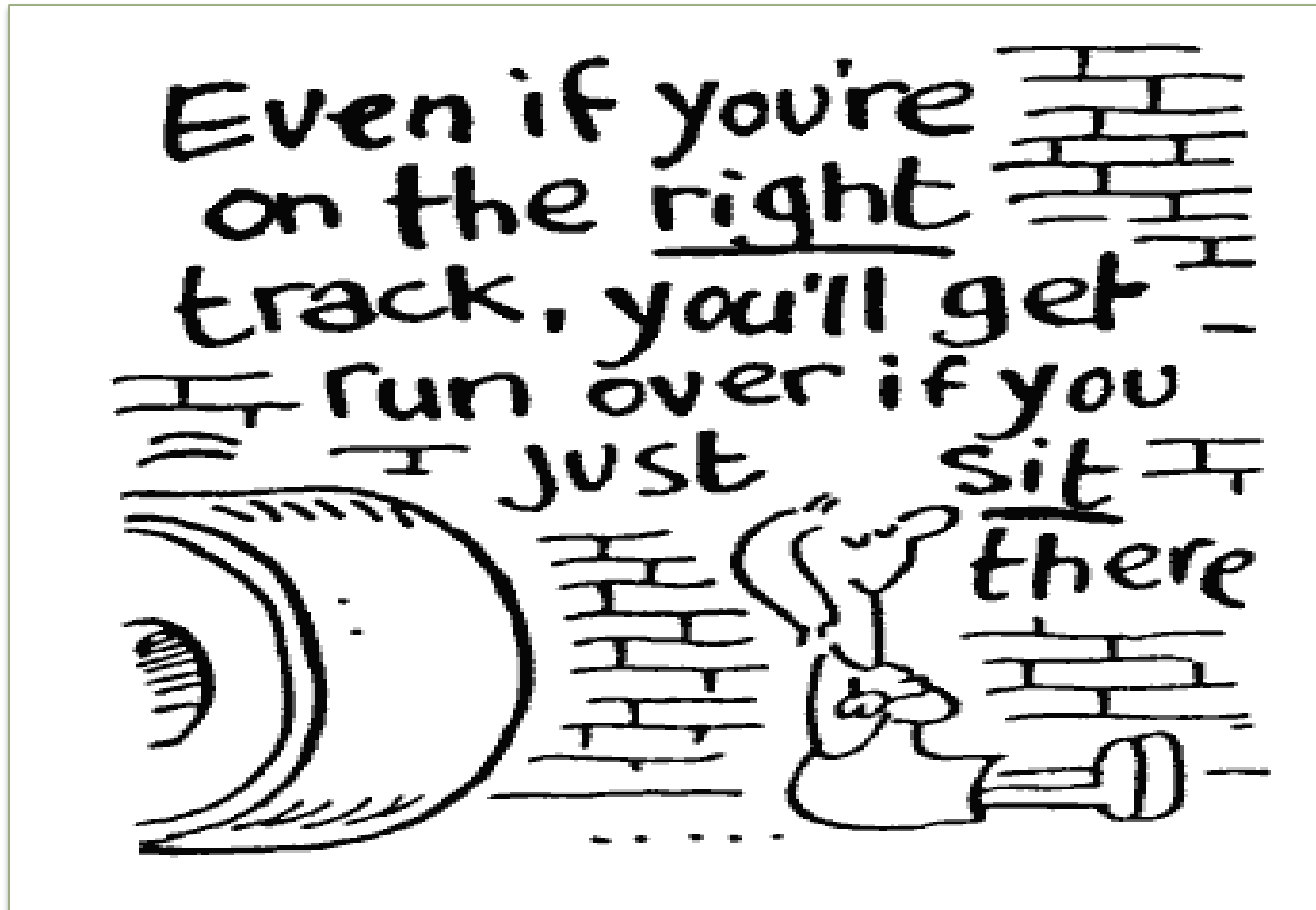
considering it as the voice of your conscience to save you.

This is the best check to test whether a behaviour is ethical or not

India's ranking on global corruption

- ★ According to the Corruption Perception Index (CPI) report by Transparency International India (TII), "the India's rank move up to 85 in 2014 from 94 in 2013" out of 175 nations.
- ★ Denmark as the least corrupt country
- ★ China moved to 100th place, down from 80th last year, while Pakistan and Nepal were at 126th position.
- ★ Bangladesh was 145th and Bhutan 30th in ranking.
- ★ Sri Lanka was ranked 85th with India. Afghanistan was at a bleak 172.

Threats to Morality –



**External Pressures to threat or benefit,
Humanitarian concerns, Attitudes and biases...**

Why it is difficult to be ethical??

Myth vs. Reality of Ethics

★ It is easy to be ethical.

-Smell Test. If something stinks, don't do it.

- Consequential Framework

(Consequence –Benefit/Harm to society)

- Deontological Framework

(Justice, rights and virtue with emphasis on integrity of actor)

Ex- Child Labour and prostitution in developing countries

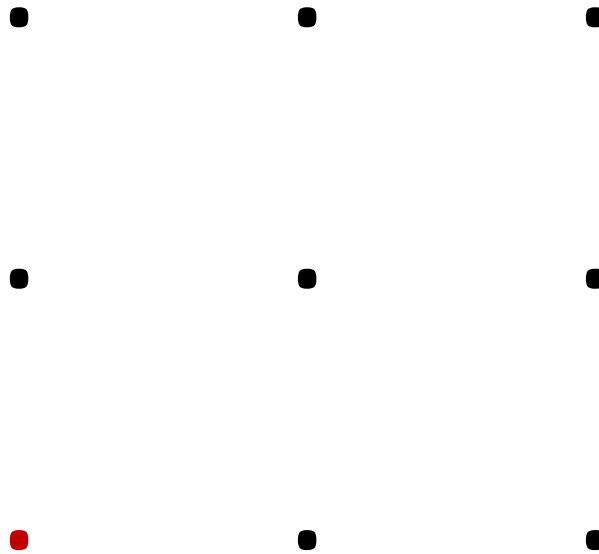
Case on Ban on Bar dance in Mumbai and later on lifting it.
(The controversial law banning dance bars in Maharashtra, which provided employment to thousands of women, was put on hold by the Supreme Court)2015.

Myth vs. Reality

- ★ **Unethical Behaviour is simply the result of bad apples**
- ★ **Ethics in government can be managed through Ethical Codes**
- ★ **Ethical behavior is linked to Ethical Leadership**
- ★ **People are less ethical than they used to be**

Dots Puzzle –

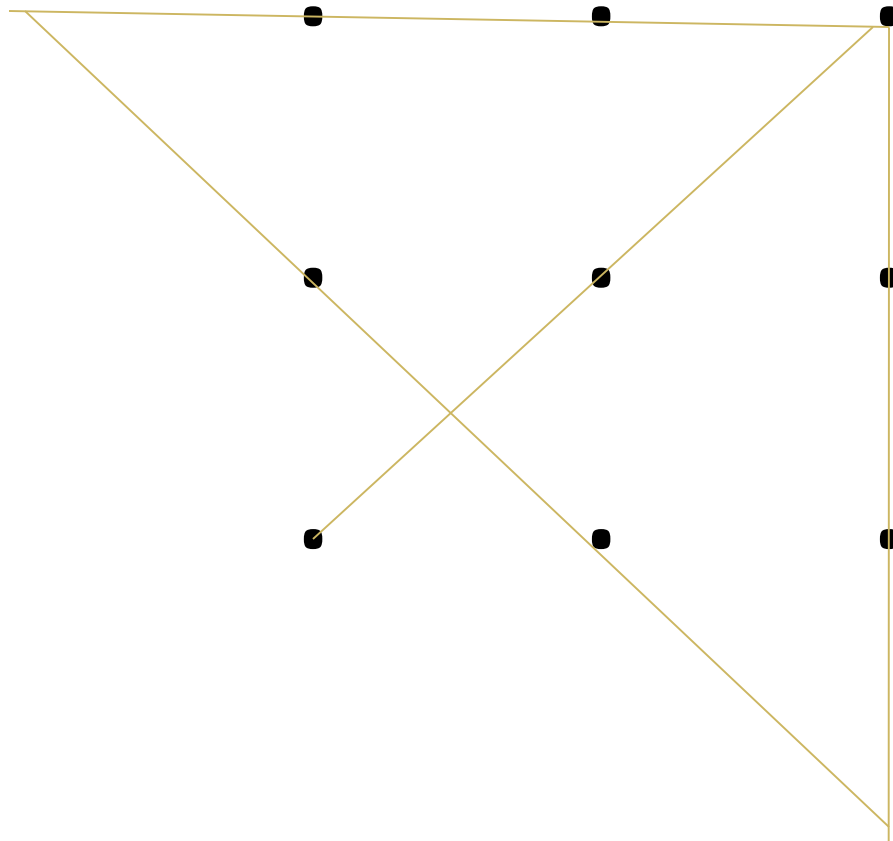
Connect all the nine dots with your pen in four consecutive lines without lifting your pen.



Instructions

- ★ **Join all the 9 dots**
- ★ **With 4 straight lines**
- ★ **Without lifting the pen**
- ★ **No dot should be left unconnected**

Dots Puzzle- Solution



Learning from 9 Dot Puzzle

- ★ All dots in are not so simple to connect.
- ★ Some cases challenge our mental capacity in order to take right decision.
- ★ We have to go beyond logical sequence of events to adopt **out of box thinking**.
- ★ See beyond what your eyes can see
- ★ Listen beyond what your ears can hear
- ★ Feel beyond what your mind says
- ★ Move from Logical to lateral thinking

THE ROAD NOT TAKEN

Why should courts Act Ethically?

- To protect its **own interest**;
- To protect the **interests of the judiciary community** as a whole so that the public will have trust in it;
- To keep its **commitment to society** to act ethically;
- To meet **public expectations**;
- To **prevent harm** to the general public;



Principles of Personal Ethics

- ★ Concern and respect for the **autonomy** of others.
- ★ Honesty and the willingness to **comply with the law**.
- ★ **Fairness** and the ability not to take undue advantage of others.
- ★ **Benevolence** and preventing harm to any creature.

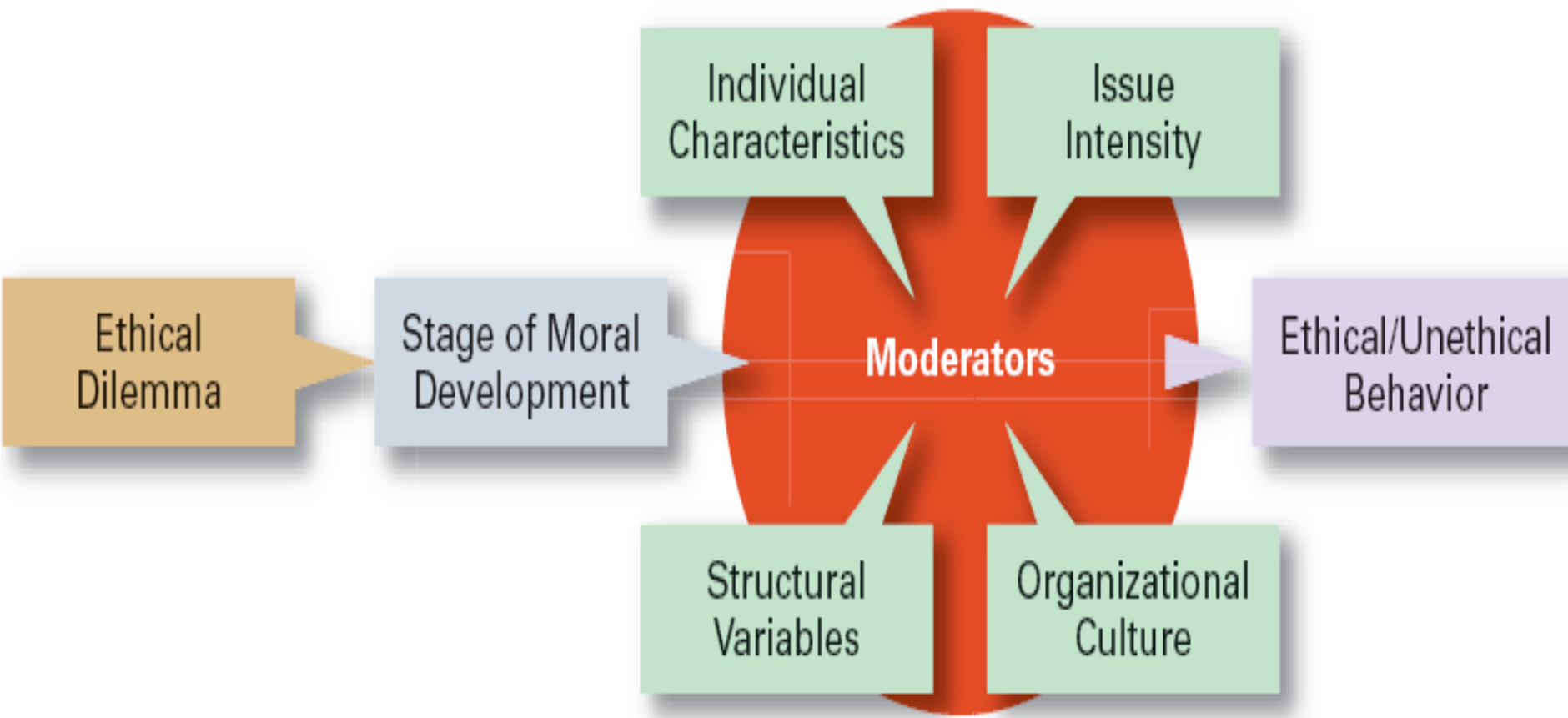
Ethical Dilemmas

- ★ **Judiciary officials confront real ethical dilemmas**
 - ↪ **Ethical dilemmas are situations in which none of the available alternatives seems ethically acceptable to take a decision.**
 - ↪ **The ethical obligations of taking any decision keeping in mind human rights, corruption, environment and societal concerns.**

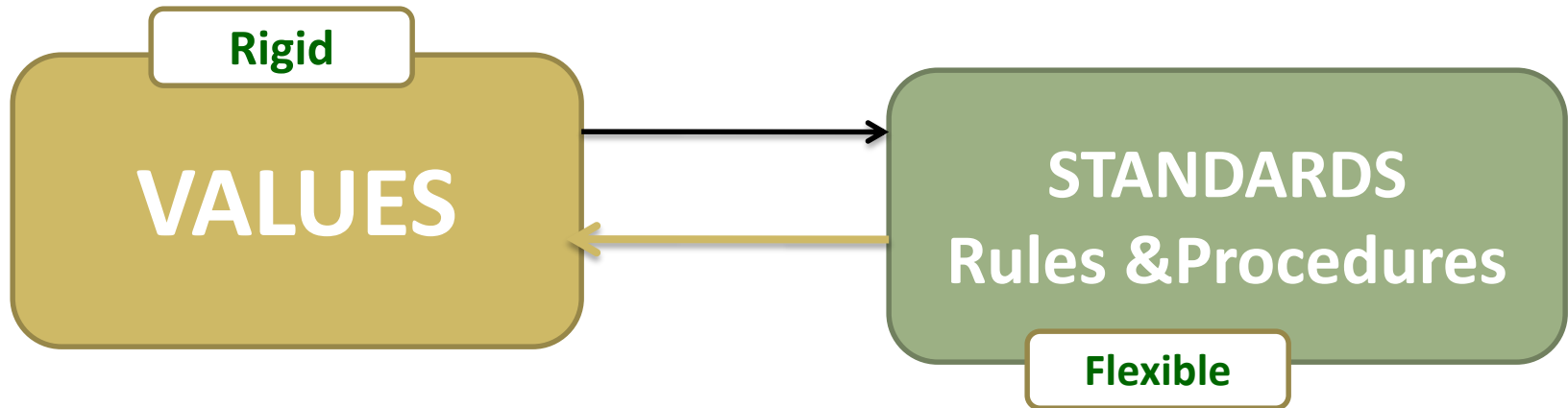
Information Access

- ★ **Mr. X, a data analyst for an office, is working after normal working hours to finish an important project. He realizes that he is missing data that had been sent to his coworker Mr. Y. Mr. X had inadvertently observed Mr. Y typing his password several days ago and decides to log into his computer and resend the data to himself. Upon doing so, he sees an open email regarding leaking of tender information to a particular party over the last several days . All employees of any organization are strictly forbidden to engage in leaking of tender information to any outsider . Mr. X knows he should report this but would have to admit to violating the company's information technology regulations by logging into Mr. Y's computer. If he warns Mr. Y to stop his action, he would also have to reveal the source of his information. What does Mr. X do in this situation?**

Ethical and Unethical Decision Making



What Narayan Murti Says for Ethics?



REALITY IS REVERSE

Components of Personality

Sigmund Freud

★ ID

★ EGO

★ SUPER EGO

Individual Characteristics

★ Personality Variables

↪ Ego strength

↪ A personality measure of the strength of a person's convictions (Will Power)

↪ Locus of Control

↪ A personality attribute that measures the degree to which people believe they control their own life.

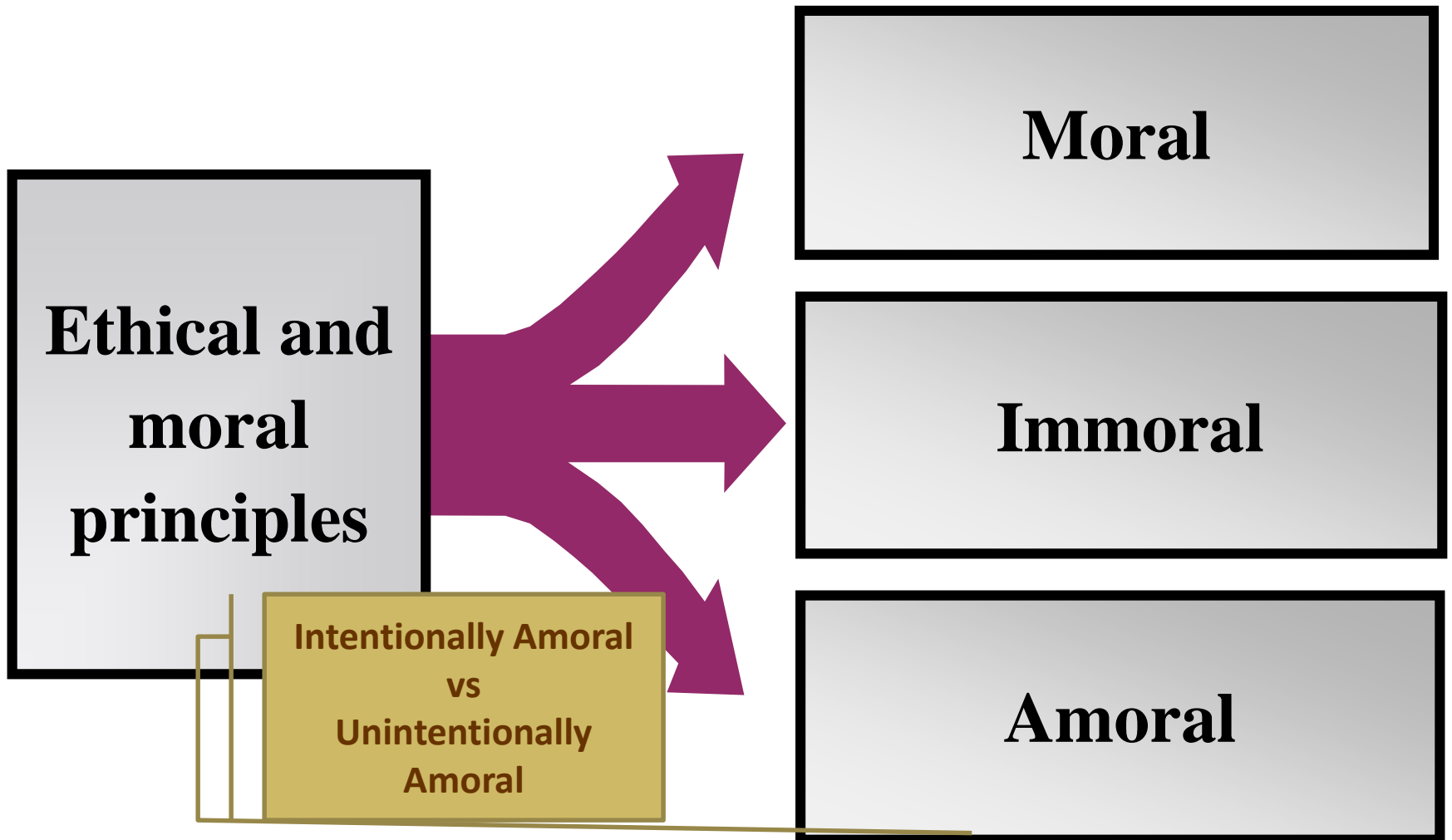
↪ Internal locus: the belief that you control your destiny.

↪ External locus: the belief that what happens to you is due to luck or chance.

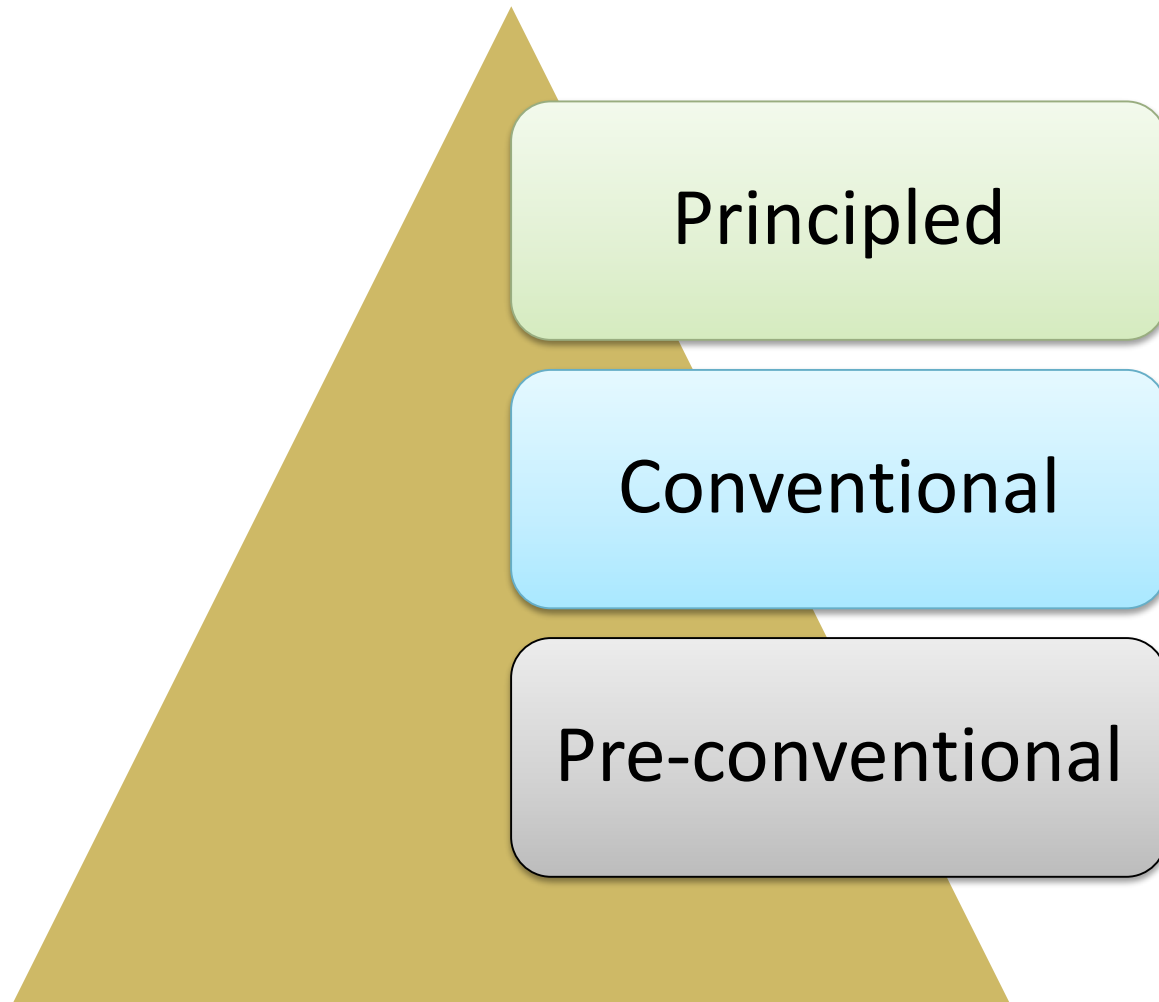
Moral Development

- ★ **Moral development is the gradual development of an individual's concept of right or wrong, conscience, religious values, social attitudes and behaviour.**

Three Categories of Morality



Levels of Moral Development



Stages of Moral Development

Level	Description of Stage
Principled	6. Following self-chosen ethical principles even if they violate the law 5. Valuing rights of others and upholding absolute values and rights regardless of the majority's opinion
Conventional	4. Maintaining conventional order by fulfilling obligations to which you have agreed 3. Living up to what is expected by people close to you
Preconventional	2. Following rules only when doing so is in your immediate interest 1. Sticking to rules to avoid physical punishment

Stage 1: Fear of Punishment

- ❖ Not law or justice, but cost to me
- ❖ Conscience = self-protection

Stage 2: Profit

- ❖ **Minimize the pain; maximize the pleasure**
- ❖ **Right behavior means acting in one's own best interests.**
- ❖ **Conscience = cunning**




Level Two: The Conventional Level



Description:

A person's moral reasoning involves maintaining the expectations of one's family, peer group, or nation for one's own sake regardless of the immediate consequences, and a desire to respect, maintain, support, and justify the existing social order.

Stage 3: Group Loyalty

-  **Obligation to ones family, organization etc.**
-  **One earns acceptance by being “nice.”**
-  **Conscience = loyalty**

Stage 4: Law and Order

- Without laws, society would be chaos
- Right behavior consists of doing one's duty and respecting authority.
- Flaws in the system are due to the failure of individuals who do not obey the system.
- Conscience = good citizenship



Level Three: Post Conventional Level- Internalized-Truth-Centered

- ★ **A person reasons according to moral values and principles which are valid and applicable apart from the authority of the groups.**
- ★ **Moral reasoning reflects universal principles, and is based on internalized norms.**



Choosing a Pebble

What these pebbles teach us?



Features of Pebbles

- ★ Different shapes and sizes
- ★ Different colours
- ★ Largest at the bottom
- ★ Smallest at the top
- ★ All connected
- ★ All balanced on each other

Lessons from Pebbles

- ★ We have to deal with issues concerning people from across diverse sections of society- caste, class, religion, states etc.
- ★ Need to balance the interests of all through values for fairness and impartiality overcoming the individual attitudes and biases.
- ★ As a decision maker you should act like the largest stone acting as a base for your concerned section
- ★ Responsibility to keep all the employees down the line connected with work ethics
- ★ Responsibility to make sure that smallest one on the top is not felling down due to any imbalance.
- ★ If they stand strong and connected, no one can roll them in their own way.

YOUR SELF



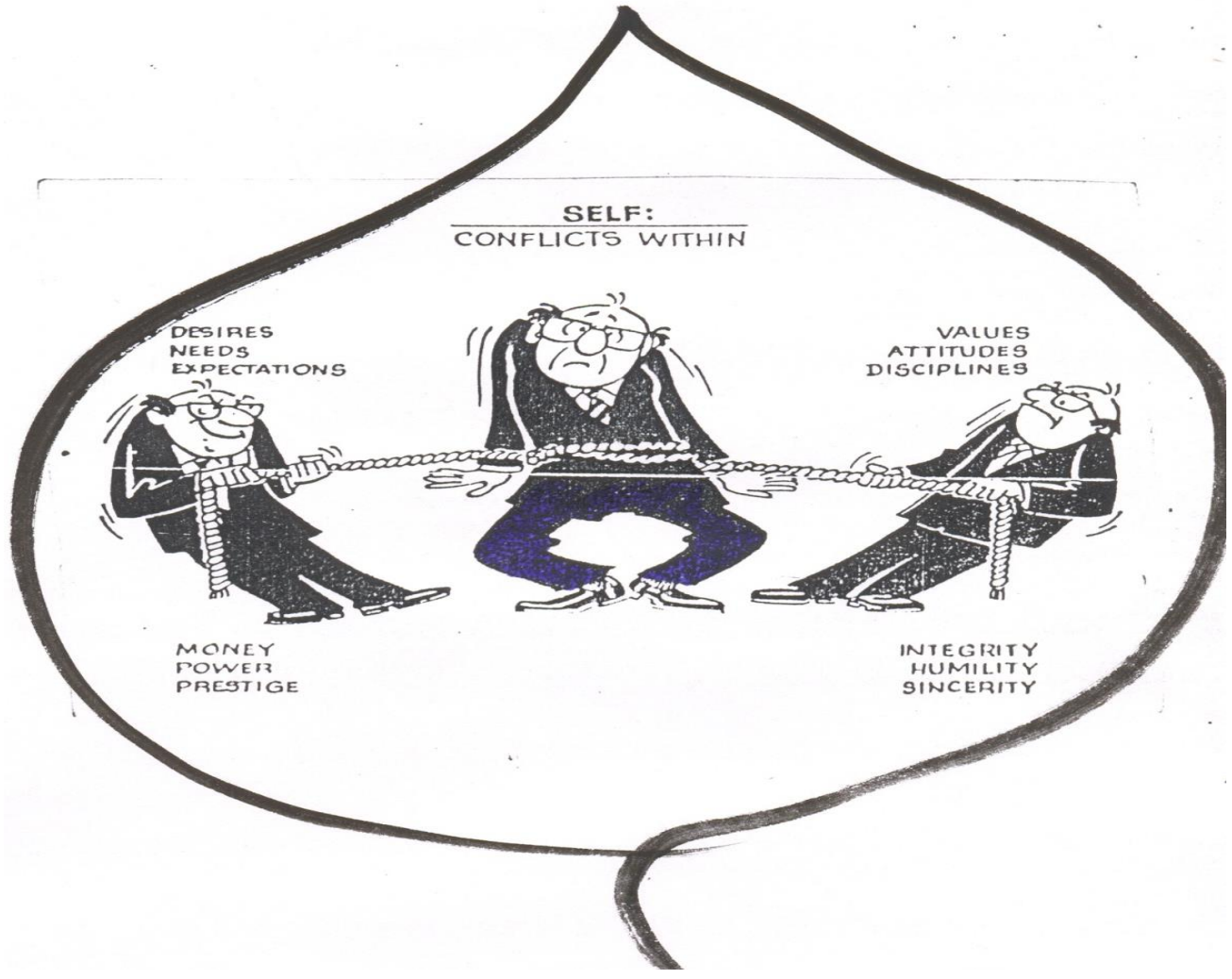
SELF:
CONFLICTS WITHIN

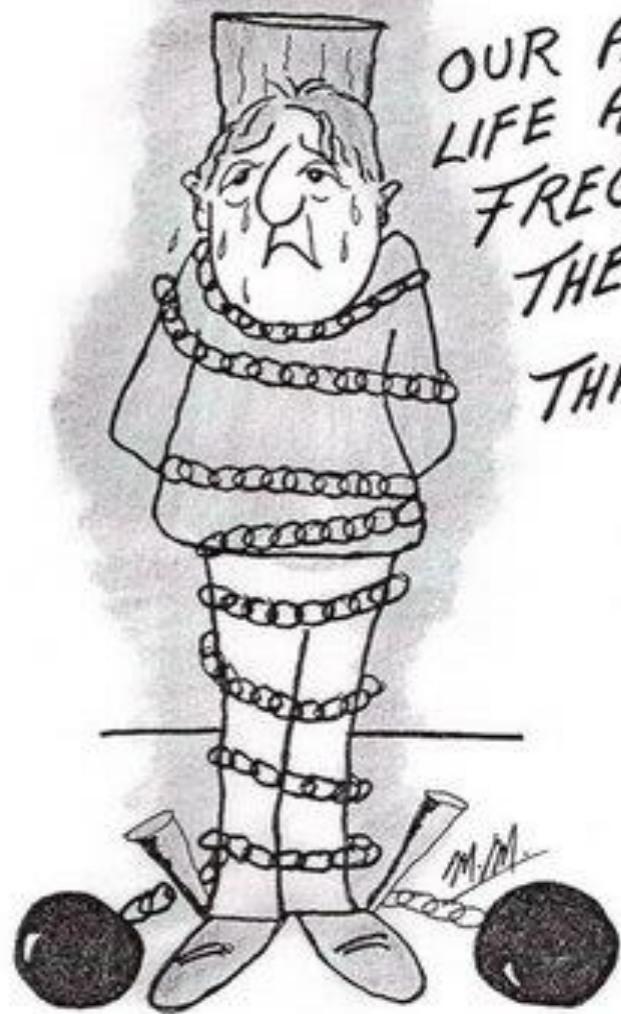
DESIRES
NEEDS
EXPECTATIONS

VALUES
ATTITUDES
DISCIPLINES

MONEY
POWER
PRESTIGE

INTEGRITY
HUMILITY
SINCERITY





OUR ATTITUDES IN
LIFE ARE
FREQUENTLY
THE CHAINS
THAT BIND
US.



Ethics and Values Percolate from Top to Bottom

Ethics and values percolate from individual to organization.



Thank You