Work Ethics for acceleration in the work place

Outline

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Introduction

Protocols observed. I thank you for inviting me to speak at your conference. I have slowed down on discussions on ethics because when you look around, it seems like the more we talk ethics, the worse we become. We are in a society where nothing is sacred and ethical behavior is considered stupidity. Example; Most people will consider a policeman overzealous and wicked, if he insists on prosecuting them for a simple traffic offence.

I am here talking ethics again for two major reasons

1. This women’s conference and I find that the only part of us that we have not completely eroded is our women. Women have excelled in discipline and ethics when put in positions of responsibility. Two obvious examples are Late Dora Akunyili at NAFDAC and Mrs. Aloma Muktar as CJN. We are still embarrassed when we hear that women are involved in certain criminal activities.

2. The theme of this conference is making a difference through leadership and action. I am motivated that you are ready to take action to make a difference. Nigeria needs more women to get involved for any meaningful difference to be made. I hope that part of the action you have decided to take involves how to get women into leadership positions through the next election. Encourage more women to run and mobilise support for those who have indicated interest in running for political offices.

What is Ethics

- Ethics is a branch of philosophy concerned with how humans should live, and what should be considered right and wrong.
- Ethics are the philosophy of morality
- Ethics in a workplace help shape workplace culture, how employees treat each other as well as the business procedures and practices
- What you do when no one is looking

Ethical Qualities

✓ Integrity- courage to do what is right despite popular opinion. It is generally believed that we can’t do government business without bribes and kickback. What would you do if you had to give a bribe to get a very lucrative contract? What would you do if you could compromise your bosses to get appointed into an opening you have desired for a long time.

✓ Character – consistently do what is right irrespective of popular opinion. Do we do what is right only when it benefits us? Are we critical of leadership only because we do not benefit from it? Etc

✓ Conscience – Do unto others as you would want them to do unto you. Are we fair to others? Do we promote based on performance or relationship? Do we criticize what we do?
Ethical Issues in the work place

- Leave work early or start work late – Do you steal the company’s time? An employee is paid for time and productivity. Time requires that you spend a minimum amount of time on the job. Productivity can sometimes be determined by assignments given by superiors. What do you do with idle time?
- Take credit for the work of others – Do you give credit to whom it is due or do you take credit for the work of your subordinates?
- Use temporary facilities for private business. Do you use the company resources; cars, staff, stationary, phones, internet etc. for personal use?
- Compete with your employers - set up competing business or spy for competitors
- Misleading clients – promising more than you can deliver.
- Abusive behavior – sexual harassment, bullying, stealing, pornography on computer
- Employing relatives and friends before those who will add value to the business.
- Promoting based on personal relationship instead of performance
- Bribery or solicitation
- Divert company customers and assets
- Collecting gifts from company debtors
- Do you lend to yourself?

Managing Ethics in the work place

1. Identify the ethical issue - Ethical issues exist, in a broad sense, whenever one's actions affect others.
2. What are the possible solutions – Every dilemma affords more than just one opportunity. Be cautious and identify alternative courses of action to determine best solution.
3. Take actions using ethical reasoning.
   4. Egoism – how does it affect me
   - Unilateralism – benefits exceed harm
   - Value based – consider the rights of others
4. Avoid the ethical slippery slope, where once an unethical decision is taken, other wrong actions are taken to cover up.

Ethics Test

- Consider how your actions affect others. All decisions have stakeholder effects and ethical people consider how those parties will be affected if they decide to do one thing or another.
- Do no harm. Your actions and decisions should never harm another party. One exception is whistleblowing where the greater good may dictate that a decision-maker should report wrongdoing whenever the action of one party harms others (i.e. investors and creditors).
- Make decisions that are universal. Universality requires that your decision respects the right of others.
- How would you feel if what you did was discussed on the NTA news at 9?
  - Proud
  - Happy
  - Embarrassed
  - Ashamed
  - Humiliated
**Women and Ethics**
- Several studies indicate women value ethics better than men.
- Men are more willing to sacrifice ethics for money and social value.
- Women are less willing to sacrifice their values to do well in a job.
- Women are more likely to report an ethics breach than men.
- What we value more at work.

<table>
<thead>
<tr>
<th>MEN</th>
<th>WOMEN</th>
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<tbody>
<tr>
<td>Money</td>
<td>relationships/friends</td>
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<tr>
<td>Benefits</td>
<td>recognition/respect</td>
</tr>
<tr>
<td>Power</td>
<td>Fairness and equity</td>
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<tr>
<td>Authority</td>
<td>collaboration/commune</td>
</tr>
<tr>
<td>Status</td>
<td>family and home</td>
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**Conclusion**
- Women can make a difference by taking action now. Women are designed to be ethical thereby ensuring long term success.
- Women must support women to excel in business, politics, administration generally.
- Your only strategy must not be to agitate for hand-downs from men. You must realize that the battle for women is a battle to save the nation. Get involved. No pain, no gain.

**QUESTIONS**