Ethics & Morality · GS - IV

It is said that for an ethical work culture, there must be code of ethics in place in every organisation. To ensure value-based and compliance-based work culture, what suitable measures would you adopt in your work place?

EXAM YEAR	PAPER	SUBJECT
2025	GS - IV	Ethics & Morality

MARKS	WORD LIMIT
10	~150 words

Answer Hint

Code of ethics, code of conduct, integrity, leadership by example, training, conflict of interest, whistle-blower protection, transparency, audits, grievance redressal, ethical leadership

Model Answer

Introduction

A code of ethics provides a common moral framework, while a code of conduct translates values into enforceable behavioural standards. Both are necessary for an ethical organisational culture.

Measures I Would Adopt

1. Clear ethical framework: Establish principles of integrity, impartiality, accountability, transparency and respect.
2. Leadership by example: Senior officials should demonstrate ethical conduct because organisational culture flows strongly from leadership behaviour.
3. Regular training: Conduct case-based ethics workshops on conflicts of interest, confidentiality, harassment and misuse of authority.

4. Conflict-of-interest mechanism: Require disclosure and recusal wherever personal interests may influence official decisions.
5. Whistle-blower protection: Provide confidential reporting channels and protection against retaliation.
6. Transparent processes: Digitise procurement, file movement and decision-making wherever feasible.
7. Independent monitoring: Use internal audits, social audits and periodic ethics reviews.
8. Recognition and accountability: Reward ethical conduct while ensuring proportionate action against violations.

Conclusion

Ethical culture emerges when values, leadership, incentives and accountability reinforce one another. A code of ethics should therefore become a living organisational practice rather than a document kept on paper.

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