



# **Integrity and Ethics for Government Employees-Building Trust and Accountability in Governance**

**Sri K.Jagan Mohan Goud**  
Joint Director of T&A (Retd.)



- **An amendment to sub-rule (1) of Rule 3 of Central Civil Services (Conduct) Rules, 1964 vide OM No. F. No. 11013/6/2014-Estt.A dated 10th December, 2014 highlighted the need for a code of Ethics and Values for Civil Services and amended the rule comprehensively as follows:**

Every Government servant shall at all times-

- I. Maintain absolute integrity;
- II. Maintain devotion to duty;
- III. Do nothing which is unbecoming of a government servant;
- IV. Commit himself to and uphold the supremacy of the constitution and democratic values;
- V. Defend and uphold the sovereignty and integrity of India, the security of the state, public order, decency and morality;

- VI. Maintain high ethical standards and honesty;
- VII. Maintain political neutrality;
- VIII. Promote the principles of merit, fairness and impartiality in the discharge of duties;
- IX. Maintain accountability and transparency;
- X. Maintain responsiveness to the public, particularly to the weaker section;
- XI. Maintain courtesy and good behaviour with the public;
- XII. Take decisions solely in public interest and use or cause to use public resources efficiently, effectively and economically;
- XIII. Declare any private interests relating to his public duties and take steps to resolve any conflicts in a way that protects the public interest;

- XIV. Not to place himself under any financial or other obligations to any individual or organisation which may influence him in the performance of his official duties;
- XV. Not to misuse his position as civil servant and not take decisions in order to derive financial or material benefits for himself, his family or his friends;
- XVI. Make choices, take decisions and make recommendations on merit alone;
- XVII. Act with fairness and impartiality and not discriminate against anyone, particularly the poor and the under-privileged sections of society;
- XVIII. Refrain from doing anything which is or may be contrary to any law, rules, regulations and established practices;
- XIX. Maintain discipline in the discharge of his duties and be liable to implement the lawful orders duly communicated to him;

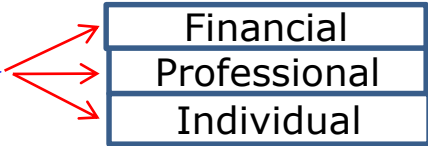
XX. Maintain confidentiality in the performance of his official duties as required by any laws for the time being in force, particularly with regard to information, disclosure of which may prejudicially affect the sovereignty and integrity of India, the security of the State, strategic, scientific or economic interests of the State, friendly relation with foreign countries or lead to incitement of an offence or illegal or unlawful gain to any person;

XXI. Perform and discharge his duties with the highest degree of professionalism and dedication to the best of his abilities.

# Good Governance

- Transparency
- Integrity
- Rule of Law
- Inclusivity
- Accountability
- Responsiveness
- Zero tolerance to corruption



- Ethics means a set of principles or morals or
- Science of morals, code of conduct
- When principles not followed it results in Societal delay
- Corruption – lack of integrity
- Every religion speaks about the importance of integrity
- Lack of integrity 

Financial
Professional
Individual
- Ethical standards
- Justness, fairness, uprightness, impartiality, Lack of ambiguity



- **Ethics is the study of morality and is also known as moral philosophy**
- **Ethos means character or conduct**
- **Ethics is a system of moral principles**
- **Ethics is the standards of good and bad**
- **Socrates is the father of ethics**
- **Ethics : Moral principles (Values) + Reasoning**

Ex. Honesty, Fairness, Respect for others, integrity, empathy, accountability



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Human Resource Development  
Institute of Telangana

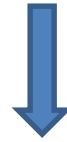
**Laws made in legislature**



**Rules framed by Government**



**Implementation by Executive**



**Judicial Scrutiny**



**Public Accounts Committee**



# INTEGRITY

- Integrity is uprightness, honesty or purity
- Characterized by grace, respect, responsibility, handwork, accountability
- Chooses to do right thing all the time
- Quality uncompromisingly adhere to a particular set of ethical or moral principles



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- **Ethical Values in Governance**
  - Accountability & Responsibility
  - Transparency & Openness
  - Decentralization & Devolution
  - Corruption free Public Service
- **Code of Ethics for Civil Servants**
  - Constitutional Provisions on Public Service/Ethics; Moral Obligations & Public Service; Code of Ethics for Public Servants
  - Doctors prescribing unnecessary medicines despite not required



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# PLAGIARISM

- Publications must be backed by substantial research and citations
- Patent holder uses his patent to restrain trade or engage in anti competitive behaviour



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- **Institutional Framework for Combating Corruption:**
  - Prevention of Corruption: Laws against Corruption: State Initiatives, Institutional Framework to fight Corruption
- **Social aspects of Ethics:**
  - Role of Individuals in practice of Ethics in Public Life, Role of Media; Tools for maintain Ethics in Public Life: Social Audit



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# Institutional frameworks Promoting Accountability & Transparency

- ✓ CAG
- ✓ CVC
- ✓ RTI act 2005
- ✓ Competition act 2002
- ✓ e-Governance initiatives (Speed, Cost reduction, Transparency, Accountability, Convenience, Improved Customer Service, increased access to information)
- ✓ Social Audit (MNREGA)



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# Global perspective in the measurement of Accountability & Transparency

- **Corruption perception Index (CPI)**
  - Transparency international
  - Very clean to zero
  - India 86
- **Open budget index** (Measures public access to information on how the GoI raises and spends public funds)
- **Voice and Accountability index** (Freedom of expression, Free Media, Freedom of association)



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Human Resource Development  
Institute of Telangana

