



# Session 1: Contextual Setting for Trainers

*Workshop on Ethics and Values in Governance*



# Session Overview

**Background and objectives of  
the workshop**

**Overview of the workshop  
module**

**Methodology**



# Background and objectives of the workshop



# National Training Policy 2012

**One key objective:** *Emphasis on development of proper ethics, commitment to work and empathy for the vulnerable sections of society*

**DOPT** accordingly requested introduction of **courses on 'ethics in governance'** across departments



## 2<sup>nd</sup> ARC: To prepare blueprint for revamping Public Administration System;

Measures- proactive, responsive, accountable, efficient, sustainable administration;

4<sup>th</sup> report of 2<sup>nd</sup> ARC- Focus on Ethics in Governance;

Capacity building through mandatory training;

Make officers reform oriented and foster a spirit of reform and innovation.



## Public Services Bill, 2007 (extract of Clause 9)

Govt shall promote the Public Service Values and a standard of ethics in Public Service operations, requiring and facilitating every Public Service employee...

Govt shall prepare a Public Services Code of Ethics for guiding the Public Service employees within one year from the commencement of this Act.



# Competency Framework for the Civil Services- Pillars of Good Governance and Citizen Centric administration- DOPT 2014

**ETHOS**-Citizen centric and inclusive, promotes public good and long-term interests of the Nation

**ETHICS**-Demonstrates integrity, transparency, openness and fairness

**EQUITY**-Treating all citizens alike, ensuring justice to all, with empathy for the weaker section

**EFFICIENCY**-Promoting operational excellence and value for money, managing human capital and nurturing capability



# Objectives of Ethics Module

Inculcate basic understanding of ethics and ethical behaviour and practice

Equip participants with skills and guidelines for making ethical judgements and decisions

Contribute to raising awareness of problems resulting from unethical behaviour

Learning to recognise and appropriately handle areas conflicts of interest in everyday work etc.





# External stakeholders

UN Convention against Corruption (UNCAC)-  
States to promote education and training  
programmes on ethics

OECD-EU SIGMA Programme

OECD Anti-Corruption Network for Eastern Europe  
and Central Asia (ACN) 2

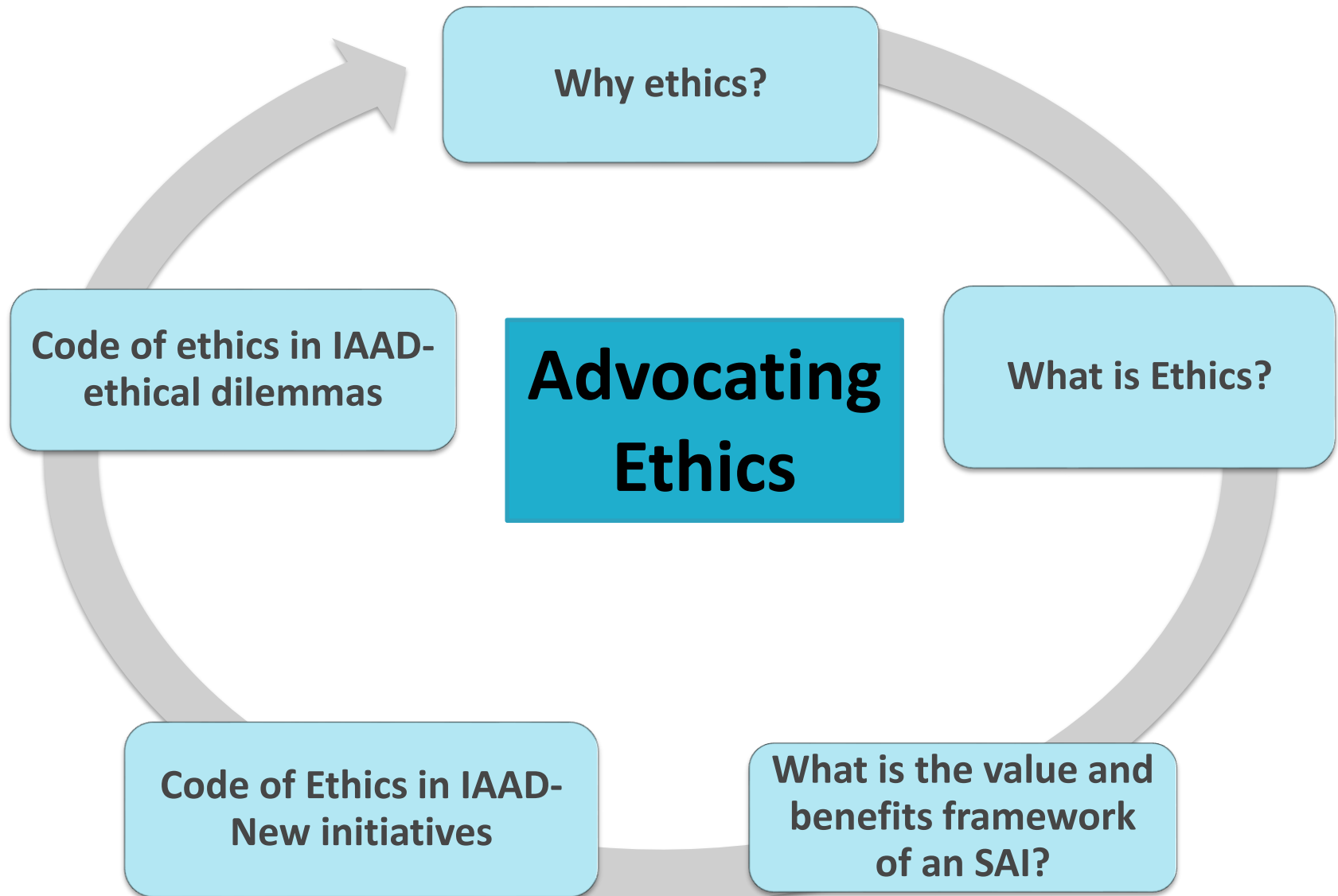
OECD Public Sector Integrity Network



# Overview of Ethics Workshop Module



# Framework of Ethics Module





# Why Ethics?

**Need for Ethics in  
Governance**

**Expectations**

**Pressures**

**External  
stakeholders**



# What are Ethics?

## Concept of Ethics and Values

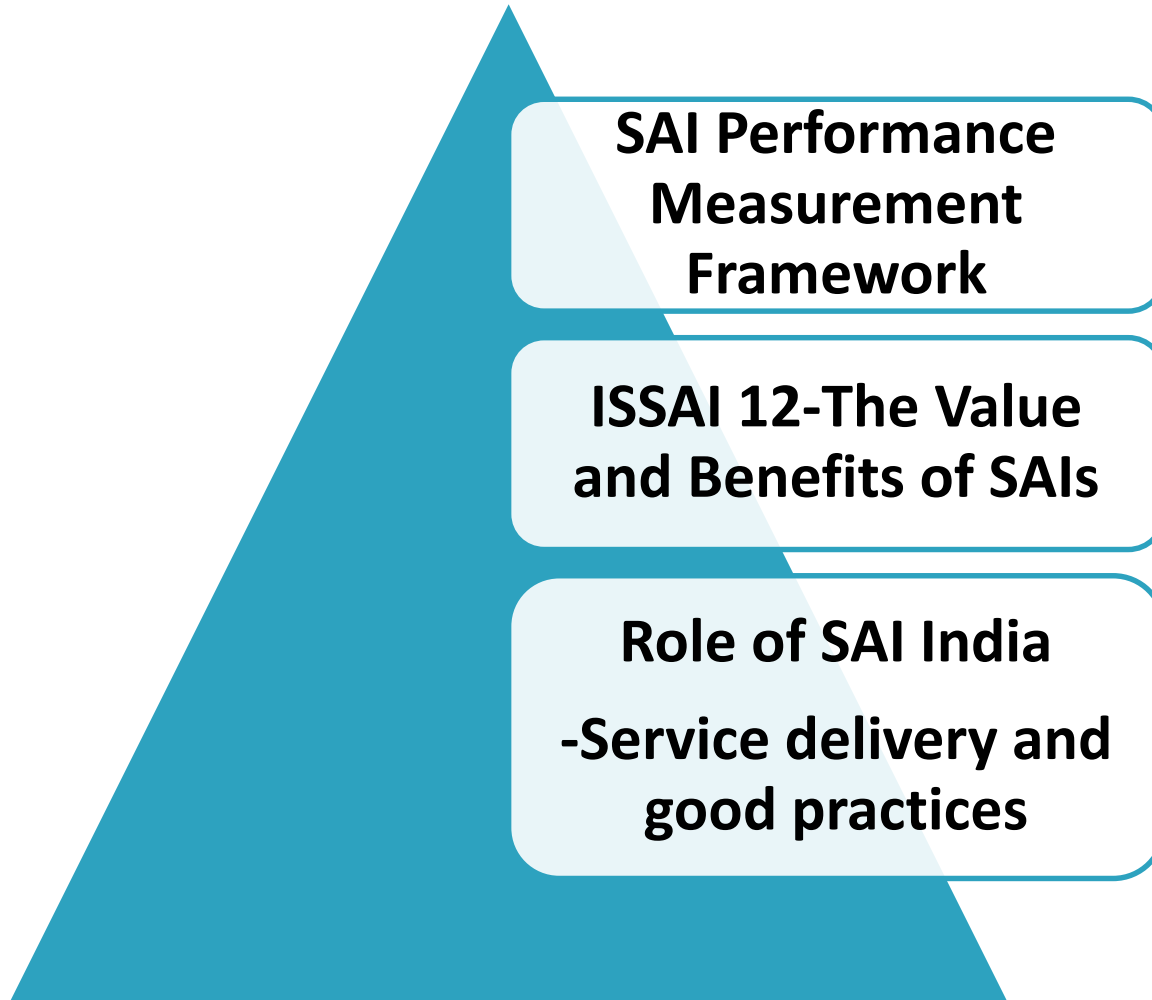
Historical/traditional

Contemporary

Framework for  
ethical decision  
making



# What is the Value and Benefits framework of an SAI?





# Code of Ethics in the IAAD- New Initiatives





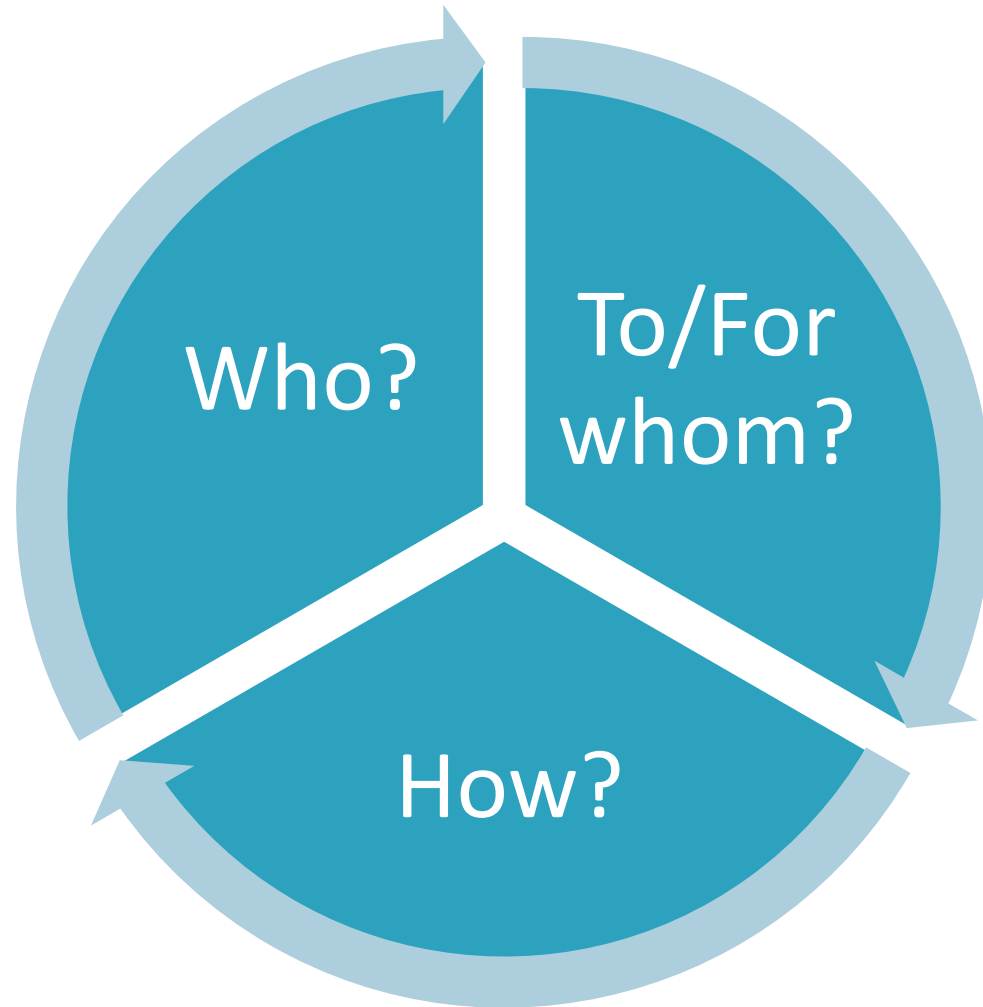
# Code of Ethics in the IAAD- Ethical dilemmas







# Advocating Ethics





Combination of ethics rules and codes, regulations with training on ethical values

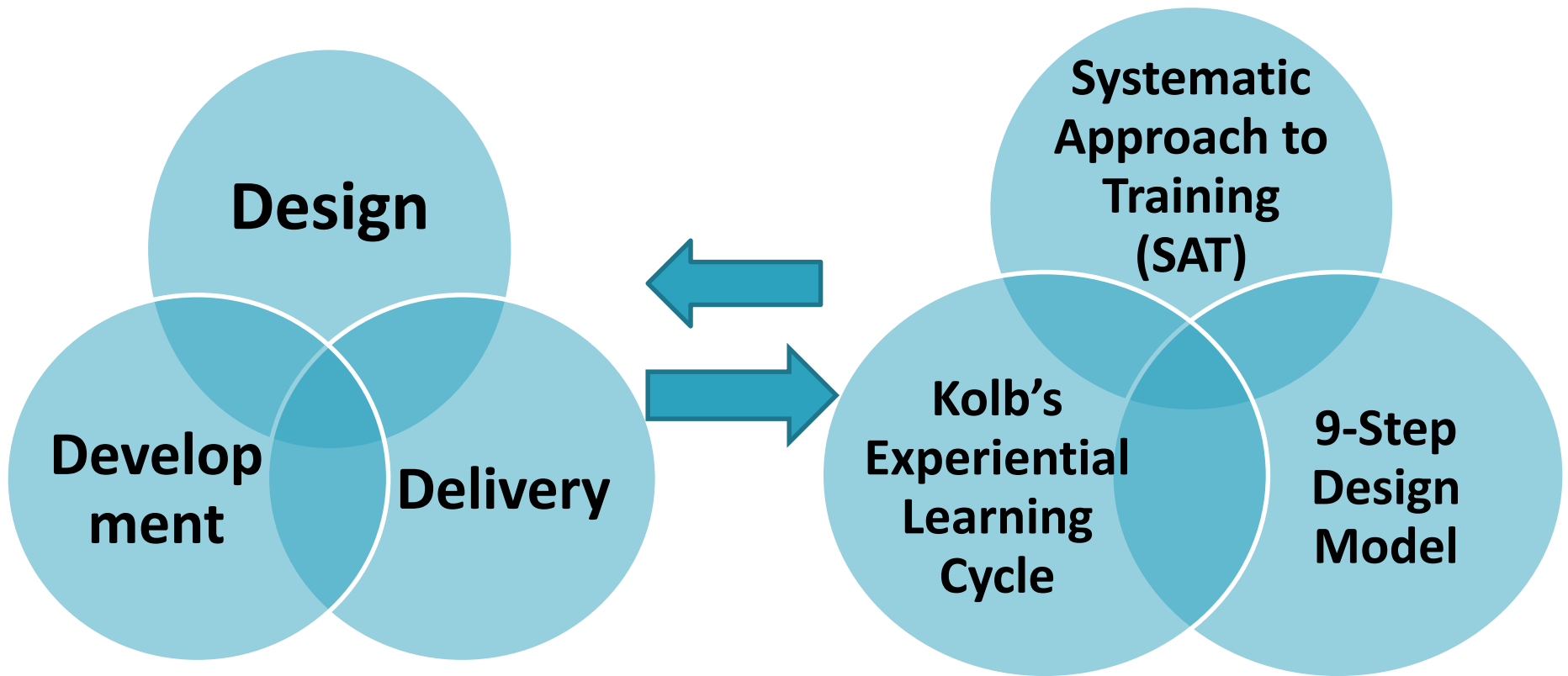
# Methodology

Diversity of methods- lectures, case studies, simulation games, instructional films, group work, discussions etc.

Interactive and not passive listening experience

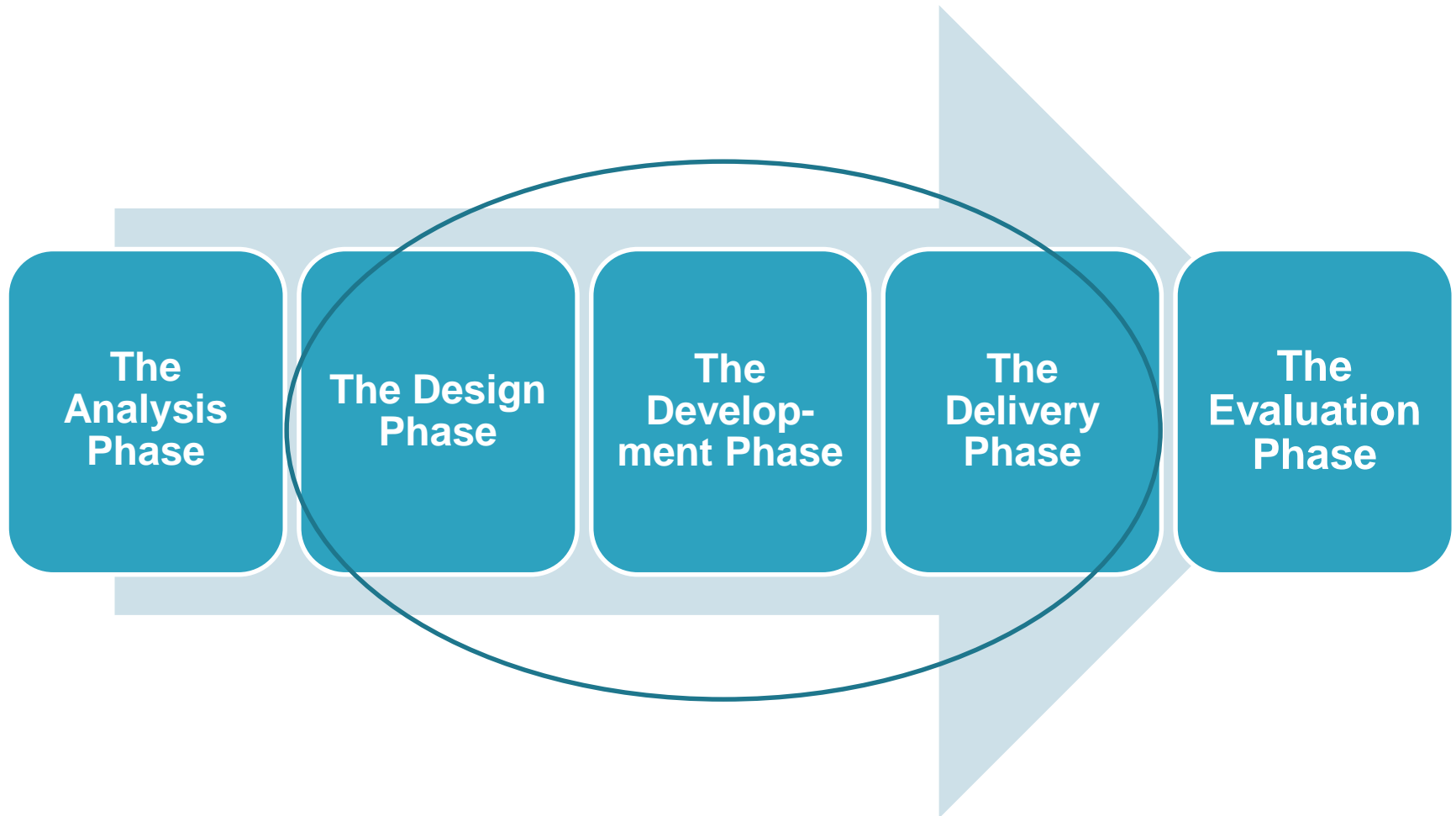
Less formal and more practice oriented and with informal discussions

# Methodology *contd.*





# The Systematic Approach to Training

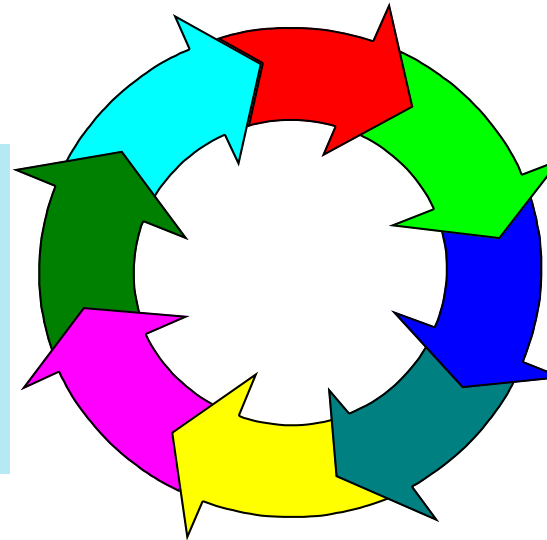




# David Kolb's Experiential Learning Cycle (The four Adult learning modes)

1. **C**oncrete Experience  
(doing/having an experience)

4. **A**ctive experimentation  
(planning/trying out what you have learnt)



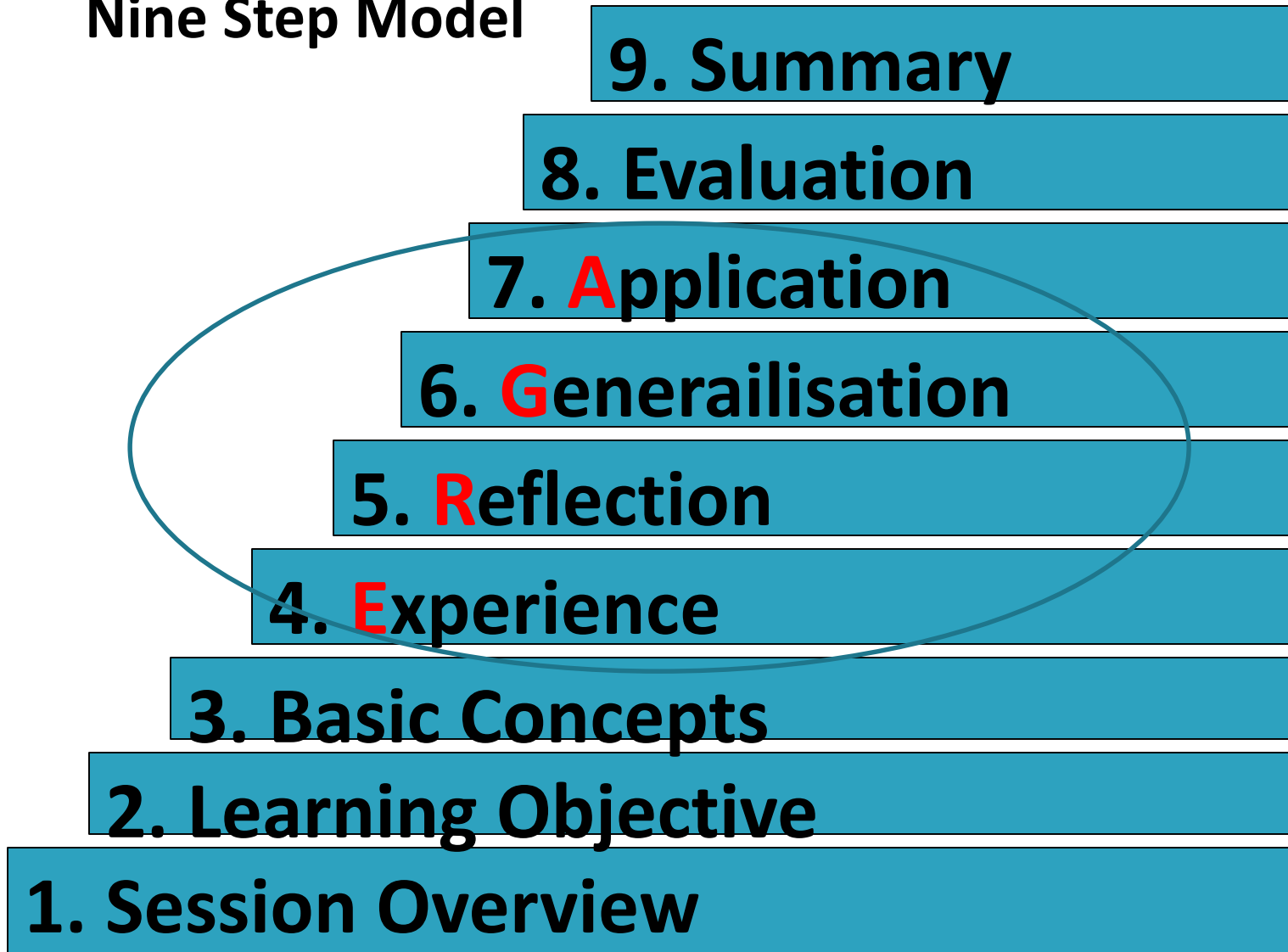
2. **R**eflective observation  
(reviewing/reflecting on the experience)

3. **G**eneralisation  
(concluding/learning from the experience)



# Designing Effective Training Courses for Adults- 9

## Nine Step Model





# Guidance for Session delivery

Experience

Personal  
Reflection

Group  
Generalisation

Application

Tools- group discussions, case studies, group presentations,



Thank you.