

- **Accidents**
- **Industrial accidents**
 - FACTORIES ACT, 1948
In case of an accident involving bodily injuries and absence of a worker(s), the factory management is required to send a notice to the Directorate of Industrial Safety & Health (DISH)
 - Liability under Employees Compensation Act, 1928
The compensation to be paid by the employer for injuries caused depend on extent of the disablement suffered by the worker; more severe disablements naturally receive higher compensation.
- **Road accidents**
 - criminalisation(driving under the influence of alcohol is an offence)
 - paternalism(mandatory use of seatbelts from a paternalistic viewpoint)
 - privacy(connect vehicles with roadside infrastructure, and this is likely to have substantial safety benefits, but also to increase the risk of extensive surveillance)
 - justice and responsibility (child pedestrians and risk-seeking adults who, for instance, choose to ride a motorcycle after having contemplated the risks of doing that; “deliberate traffic offenders” in favour of “innocent” road user)
 - lack of moral responsibility for one’s actions
 - propensity to blame others→ such as poor roads, government, the traffic police, or other drivers
human error→ being in a rush, or forgetting
 - Poor regulations
 - Lack of foresightedness→ People choose comfort over safety
 - Bharatiya Nyaya (Second) Sanhita, 2023 → up to 10 years of punishment for fleeing an accident spot and not reporting the incident
- **Administration / Implementation**
 - Erosion of morality, legitimizing fraud for economic gain.
 - Corruption in administration and politics fosters societal moral decline.
 - Recklessness due to the lure of easy money, leads to social irresponsibility.
 - Bureaucratic apathy; Neglect of Public Welfare; Misuse of power; sense of impunity; VIP culture
 - Professional integrity
 - Complexity in the delivery of several services
 - Lack of teeth of the institutions
 - Crony capitalism compounded by political-bureaucratic nexus
 - Integrity pacts; Mission Karmayog
 - 2nd ARC, there is a need for objectivity, 360-degree evaluation and performance-based incentives
- **Banking**
 - Reserve Bank of India Act, 1934

- Wilful defaulter → Lenders classify a borrower as a wilful defaulter within six months of their account being declared an NPA
- An Identification Committee, formed by lenders → reviews evidence of wilful default
- The recovery of loans is crucial to protect the interests of depositors and stakeholders.
- Compromise settlements → prioritize the maximum recovery of dues, minimal expense, within a shorter time frame.
- Banks, being public sector entities, should consider the interests of the tax-paying public over the borrowers' interests.
- **Bonafide mistakes**
 - value conflict where compassion dominates the objectivity
 - prepare a detailed report → compassionate grounds; No personal benefits; honest mistake but it was
 - done with public interest in mind; taking moral responsibility
 - prevention of corruption amendment act 2018 protects honest civil servants from unnecessary harassment.
 - For future courses set up an institutional mechanism to verify any claim
- **Construction**
 - Labour Code, 1995; The Contract Labour (Regulation and Abolition) Act 1988; The Factories Act 1993; Contract Law in India; Environmental Law in India.
 - Material Safety; Environment and Waste Disposal.
 - The Occupational Safety, Health and Working Conditions Code, 2020
- **Corporate ethics**
 - Failure to understand and apply business ethics can result in moral disengagement
 - Prioritizing the triple bottom line; Deduct remuneration of the higher executives instead of pink slips
 - OECD Guidelines for Multinationals, 2011 provides for guidelines for enterprises to combat bribery
 - ensure you don't mislead your customers. Doing so can backfire, negatively impacting your organization's credibility and profits.
- avoid:**
 - Greenwashing: Taking advantage of customers' CSR preferences by claiming your business practices are sustainable when they aren't.
 - False advertising: Making unverified or untrue claims in advertisements or promotional material.
 - Making false promises: Lying to make a sale
 - Wrongful termination cost your company in legal expenses, negatively impact other employees' morale and how they perceive your leadership
 - Additional benefits, such as attracting and retaining talented employees willing to take a pay cut to work for a socially responsible company

- **Corruption**

- The Prevention of Corruption Act, 1988
- UN Convention against Corruption 2005, (2013, 2018 amendment)The Benami Transactions (Prohibition) Act, 1988
- India is also a signatory (not ratified)→ UN Convention against Corruption since 2005.
- 4th Report of 2nd ARC: There must be distinction between “coercive” and “collusive” corruption. Coercive bribe giver should be exempted if they report it thereafter
- Whistleblower protection act, Lokpal act
- serve the nation and not to gather wealth; Non-partisanship is part of job; no end to materialism
- Corrupt people seldom have peace of mind
- Petty corruption is trivialized
- Misplaced sympathy

- **Covid**

- the autonomy limitation of patients and waste of epidemic prevention resources due to over-triage,
- the safety problem of patients because of inaccurate feedback information from intelligent epidemic prevention technology, and
- conflicts between individual interests of patients and public interests due to the “strict implementation of the pandemic → conflicts between individual patient interests and public interests
- prevention and control system
- nursing ethical principles include autonomy, non-maleficence, beneficence, justice, fidelity, and veracity
- nurses should possess values of the profession, like respect, justice, empathy, responsiveness, caring, compassion, trustworthiness, and integrity
- Implementation of measures to protect the right to health of the majority: limitations of individual autonomy of patients
- waste and “forced” competition of resources for epidemic prevention

- **Development**

- **Education**

- 86th Constitutional Amendment (2002) inserted Article 21A
- the Right of Children to Free and Compulsory Education Act 2009
- duties of the respective governments, the local authorities and parents in ensuring the education of a child
- standards and norms for Pupil Teacher Ratios (PTR), infrastructure and buildings, working days of the school and for the teachers.
- there should be no urban-rural imbalance in teacher postings

The Act prohibits:

- Mental harassment and physical punishment.
- Screening procedures for the admission of children.

- Capitation fees.
- Private tuition by the teachers.
- Running schools with no recognition.
- The RTE Act mandates for all private schools to reserve 25 per cent of their seats for children from socially disadvantaged and economically backward sections- Section 12(1)(c) RTE Act
- **Environment**
 - Constitutional Principles: As per article 48A (DPSP), article 51-A (fundamental duty), article 21 (fundamental right), the company should protect the environment and uphold people's right to live in a safe and healthy environment
 - under Water (Prevention and Control of Pollution) Act 1974, Environmental (Protection) Act 1986, Hazardous waste management rules, 2016
 - The integration of people, planet, and profit (3P) is integral to ESG (Environmental, Social and Governance)
- **Journalism**
 - infodemic; values of rationality, objectivity and truth, yellow journalism, biased news
 - Fundamental duty to develop a scientific temper and spirit of inquiry
 - a trust deficit between the government and the citizens
 - Stereotypes, confirmation bias,
 - Mushrooming use of social media
 - Polarization in society: Lack of tolerance
 - develop a critical mindset
 - check on one's emotional responses to the news
 - use technology and fact-checking tools
- **Manager/ Manager's mistake- ref to corporate ethics**
- **Martyred officer**
 - ethics of self-sacrifice, an ultimate self-giving rooted in conviction, love of the people and transformative struggle
- **Medical/ Health**
 - The Hippocratic Oath
 - Right to life (Article 21)
 - Greatest good of greatest number
 - the Golden Hour rule
- **Officer (ref to Administration)**
- **Protest**
 - police personnel have directions to follow the SOP and to use minimal force to control the crowd
 - A special investigation team will be set up
 - keep a tight vigil on the situation
 - The additional police force from the adjoining district

- Article 19(1)(b) assures citizens the right to assemble peaceably and without arms. Article 19(2) imposes reasonable restrictions on the right to assemble peaceably and without arms.
- Confidence-building measures:
 - local politicians or officials visiting the family victims
 - acknowledge their grievances in writing.
 - supply of essential services to the protest site
 - team of officials will be designated to stay in constant touch with the protesters to avoid any miscommunication or rumour.
- **Rescue**
 - disability-adjusted life year (DALY)
 - the Golden Hour rule
- **Whistleblowing**
 - Whistleblower Protection Act, 2014
 - mechanism to receive complaints related to disclosure of allegations of corruption or wilful misuse of power or discretion, against any public servant, and to inquire or cause an inquiry into such disclosure.
 - any person can make a public interest disclosure before a Competent Authority
 - does not allow anonymous complaints to be made
 - not applicable to the Special Protection Group (SPG) personnel
 - overrides the Official Secrets Act, 1923
- **Women's issues**
 - poor gender attitude; individual morality; social issue
 - berates the dignity and honour of women
 - For women in distress: National Commission for Women Helpline; Central Social Welfare Board -Police Helpline; Shakti Shalini - women's shelter; Sakshi - violence intervention center; Child Line; Navjyoti Addiction Helpline
 - Sexual Harrassment
 - Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013
 - The Act defines sexual harassment as any unwelcome act or behaviour (whether directly or by implication) such as;
 - Physical contact and advances
 - A demand or request for sexual favours
 - Making sexually coloured remarks
 - Showing pornography
 - Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.
 - Justice for victim; right to bodily autonomy; dignity; Legal and moral responsibility
 - Vishaka Guidelines
 - covers both organised and unorganised sectors
 - Internal Complaints Committee (ICC)

- HR head to start procedure under the POSH Act
- The Act provides for penalties for false or malicious complaints, non-compliance with the provisions of the Act by the employer or ICC or LCC members, and victimization or retaliation against the complainant or witness.
- **Domestic violence**
 - PROTECTION OF WOMEN FROM DOMESTIC VIOLENCE ACT, 2005
Right to Residence; economic relief by recognising economic violence; verbal and emotional violence; Provides temporary custody of child; Judgements within 60 days of filing of the case; Multiple Judgements in a single case.
Section 18 -- Protection Order
Section 19 -- Residence Order for residing at Matrimonial House
Section 20 -- Monetary Orders which includes maintenance for herself and her Children
Section 21 -- Temporary Custody of Children
Section 22 -- Compensation order for the damages caused to her
- **Dowry**
 - Social ill; moral decadence of society; statutory crime; Materialism over tradition;
 - The Dowry Prohibition Act, 1961.
 - any act to take or give dowry is punishable in India.
 - Even negotiations for the dowry for a lesser deal from the groom's side when the bride's side is unable to fulfil the actual demand/real deal' and the act of making the bride's family fulfil demands as compensation for marrying their daughter after the wedding are all punishable under the law.
 - Indian Penal Code (IPC) sections→ Section 304B deals with dowry death in India; Section 498A deals with cruelty.
- **Work Ethics ref to corporate ethics and administration**