

ETHICS INFOGRAPHIC

PROMOTING GOOD WORK ETHICS THROUGH BEST PRACTICE CHINESE EMBASSY IN ZAMBIA & ZIMBABWEAN EMBASSY IN ZAMBIA

MINISTRY OF LABOUR

Good work ethics are a large part of creating a sociable work place which are a function of management and the duty of all employees.

Aspects that pertain to good work ethics:



1. Integrity - an employee should pose a level of integrity, which makes them intolerant to corruption and dishonesty.



2. Discipline - it takes high levels of commitment and discipline for an individual to complete their task with high quality.



3. Team work- Employees should embrace teamwork in order for work to be delivered on time and of good quality.



4. Quality of work- employees should use their best ability to produce work of good quality in their organization.

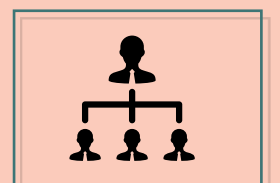


5. Sense of responsibility - This entails a positive attitude towards ones job

- Organizations should promote capacity and skills development among its employees.

- In order to achieve a just society through the promotion of good values and morals, the government is implementing various initiatives and creating an enabling environment of decent work, decent salaries and conditions of service. This is being done through the formulation and development of a productivity policy for enhanced Labour force and the implementation of the 7th national development plan on the aspects of productivity

ZAMBIAN GOVERNMENT PERSPECTIVE ON WORK ETHICS



The Ministry is in support of good work ethics, they have shown this through various policies both domestic and international. These policies included:

- Ratification and domestication of the non-discrimination policy at various employment levels that is, recruitment, separation, salary and discipline.

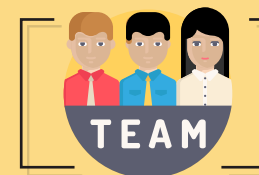
- The government has implemented a policy of equal pay for equal work across all government departments, this is to reduce gender inequality in salaries and recruitment.

- The government is currently making Labour reforms which are meant to address different challenges faced in the Labour market.

WHY WORK ETHICS- A CHRISTIAN PERSPECTIVE

Virtues of the Christian perspective;

- Prudence defined as diligence, which is an ability to judge a right action. **All employers** need a diligent employee, **who has an ability to judge a right action**



- Justice - also known as fairness, most extensive and important virtue in the bible found in **proverbs 21:3 (the lord is delighted by justice)**. Employers should have a moral obligation to pay their employees a just reward.



- Biblical routes of Christian ethics are contained in the 10 commandments. The **10 commandments are an ethical charter that governs relationships across many communities.**



- Ethics are part of a **Christian life and thus all employees and employers must be ethical in their conduct**



CHINESE WORK ETHICS -WHAT CAN AFRICA LEARN

- China has risen to be the second biggest economy in the world due to **hard work and dedication.**



- The Chinese have for a long time been driven by the **'china dream'** which aimed at reviving the Chinese economy and its pride.



- Zambia must have the Zambia dream so as to develop the country whilst **working with pride and improving with time keeping.**



WORK ETHICS IN AUTHORITIES AND CIVIC LEADERSHIP

- Local authorities have to be relevant in the development of the country through good work ethics which enhances productivity.

- The operations of local councils in the promotion of ethics are guided by various pieces of legislation which include;

- Article 8 of the National Amended Constitution Act No 2 of 2016 which focuses on national values.

- The Service Commission Act No 10 of 2016, section 13 on values and principles of the public service.

- Conditions of service for public workers of 1996, paragraph 8.

WORK ETHICS - OPPORTUNITIES AND CHALLENGES

Other factors that affect productivity at a place of work are

- Lack of accountability for work- most organizations fail to make their employee accountable for their performance at work due to tribalism and nepotism.

- Instant gratification - there is a tendency of people to look at present benefits in their job other than the benefits that can be accrued in the future due to their hard work.

- The blame reason- most people usually blame predecessors for the situation of an organization instead of planning on how to get the organization out of the situation.

CHINESE AND WORK ETHICS - OPPORTUNITIES AND CHALLENGES



- Chinese have been labelled as hardworking people because of the positive attitude towards work. Chinese people come to work early and work for long hours and are disciplined people.

- The Chinese people's positive attitude of hard work is grounded on the need to provide for their families, country and the future generation.

DEVELOPING AN ETHICAL WORKER



- An ethical worker is one who poses right values that are acceptable to an organization image and productivity. Developing an ethical worker involves the following;

- Choose those norms that are culturally acceptable and turn them into corporate ethical norms.

- Build behavior and morals that make an employee identify themselves with organization and their management.

- An organization should have its own charter that is rules that govern ethics in an organization.

- Leaders in an organization should act as roles models by possessing good work ethics.

- Develop a system of rewarding for compliance among employees and punishment for non-compliance that is performance management system.

- Support right behaviors in families, churches, schools to prepare people as they enter into the Labour force.

ETHICS LEGAL PERSPECTIVE - LUSAKA LAWYER - MS. CELINE NAIR

- There is a tendency by employers to consult lawyers when they have an issue that has gotten out of their control, especially when it comes to legal rights for employees and their benefits.

- Organizations should have an ethics code or an ethics committee.

- Employees should strive to be ethics champions in their respective organizations

- The legal aspects of work ethics start with a contract and employment and a job description.

- Employee should have channels of reporting ethical breaches

- Lack of the two documents leads to legal problems in an event of separation employee between and employer, where the employee is not fill their rights have been violated.

- Employees should take time to familiarize with legislation on ethics.

- The aim of good ethics in an organization is to enable it to thrive in the competitive global market.

- In order to avoid legal problems between employers and employees, the following should be done.



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Chinese Embassy in Zambia