ADM COLLEGE FOR WOMEN (A), NAGAPATTINAM
PG & RESEARCH DEPARTMENT OF ECONOMICS
SUBJECT : SOCIAL ETHICS AND RESPONSIBILITIES
CLASS : I MA ECONOMICS
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SOCIAL ETHICS MEANING

The meaning of social ethics refers to guidelines and principles that a group of people have decided to reference to in order to be accepted. This includes what behaviors are considered right or wrong, which can vary from one group of people to the next.

SOCIAL ETHICS DEFINITION

Social ethics is the systematic reflection on the moral dimensions of social structures, systems, issues, and communities. Social ethics can be thought of as a branch of 'applied ethics,' the application of ethical reasoning to social problems.

ETHICAL MODEL : GOLDEN RULE MODEL :

The Golden Rule guides people to choose for others what they would choose for themselves. The Golden Rule is often described as 'putting yourself in someone else's shoes', or 'Do unto others as you would have them do unto you'

Positive Form of Golden Rule : One should treat others as one would like others to treat oneself

Negative Form of Golden Rule : One should not treat others in ways that one would not like to be treated.

ETHICAL MODEL

The Ethical model is a theoretical grounded ethical decision-making model that draws from the latest relevant literature in ethics and integrates multiple theoretical perspectives. Specifically, the model is comprehensive and accessible, and can be used with a wide range of cases.

STEPS IN ETHICAL MODEL
- Recognize the Ethical Issue
- Get the Facts
- Evaluate Alternative Actions
- Make a Decision and Test it
- Act and Reflect on the Outcome.

MODELS OF ETHICAL MODEL
- Utilitarian Approach.

- Rights Approach.
- Fairness/Justice Approach.
- Common Good Approach.
- Virtue Approach.

GOLDEN MODEL RULE

The Golden Rule, or the ethic of reciprocity, is a common sense moral rule described in the philosophical field of ethics. The rule asks people to treat others as they would wish to be treated

KANTIAN MODEL

Kantian ethics are a set of universal moral principles that apply to all human beings, regardless of context or situation. Immanuel Kant, a German philosopher, calls the principles Categorical Imperatives, which are defined by their morality and level of freedom.

ETHICAL DECISION - MAKING - MEANING

The study of the process of making decisions that engender trust, and thus indicate responsibility, fairness and caring to an individual.

ETHICAL DECISION - MAKING - DEFINITION

Ethical decision-making definition is the process by which people consider different ethical rules, principles, and guidelines that will affect the decision. During ethical decision-making, people evaluate and select among the alternatives in a manner that is in line with ethical principles.

ETHICAL DECISION MAKING - STEPS

- Identify the problem
- Apply the codes of Ethics
- Determine the nature and Dimensions of the dilemma
- Generate potential courses of Action
- Consider the potential consequences of all options and determine a course of Action
- Evaluate the selected course of Action
- Implement the course of Action

ETHICAL DECISION MAKING - PRINCIPLES

- Justice
- Beneficence
- Integrity
- Autonomy
- Utilitarianism
- Compassion
- Confidentiality
- Honesty
- Transparency
- Loyalty

- Fidelity
- Distributive justice
- Respect
- Informed consent
- Society

- Courage
- Nonmaleficence
- Fairness
- Respect for autonomy
- Personal virtue

ETHICAL DECISION MAKING - STRATEGIES

1. Practice ethical behavior actively.
2. Beware of "new" ethics programs.
3. Define the ethical problem when it arises.
4. Formulate alternatives.
5. Evaluate the alternatives.
6. Seek additional assistance, as appropriate.
7. Choose the best ethical alternative.
8. Implement the best alternative.
9. Monitor and assess the outcome.

ETHICAL DILEMMAS IN ORGANIZATION

MEANING

An ethical dilemma is a paradox that comes up when there are two or more options, but neither of them are the best ethical or moral option. False accounting, sexual harassment, data privacy, nepotism, discrimination—these are just some of the ethical dilemmas that happen in today's workplace.

DEFINITION:

An ethical dilemma (ethical paradox or moral dilemma) is a problem in the decision-making process between two possible options, neither of which is absolutely acceptable from an ethical perspective. Although we face many ethical and moral problems in our lives, most of them come with relatively straightforward solutions.

APPROACHES TO SOLVE

- **Refuse the paradox (dilemma):** The situation must be carefully analyzed. In some cases, the existence of the dilemma can be logically refuted.
- **Value theory approach:** Choose the alternative that offers the greater good or the lesser evil.
- **Find alternative solutions:** In some cases, the problem can be reconsidered, and new alternative solutions may arise.

ETHICAL DILEMMAS IN CORPORATE GOVERNANCE

Corporate governance rules are important because they outline a company's ethical beliefs and provide a working roadmap for a company's objectives and activities. In short, these plans affect and influence every aspect of a company's daily operations and management.

Companies use the rules of corporate governance to balance and meet the needs of their different stakeholders, which can include financiers, the community, employees, shareholders, suppliers, customers, and senior executives. Done well, "corporate governance leads to ethical business practices, which leads to financial viability

ROLE OF ETHICS DILEMMAS IN CORPORATE GOVERNANCE
- Become authorities in the space to drive business and capture market share
- Garner repeat business
- Gather support, funding, and positive public opinion

Examples of Good Corporate Governance
1. Clearly defined, up-to-date, widely-shared corporate governance plans
2. Incentives for environmentally-beneficial behaviors
3. Routine internal audits with external oversight
4. Shareholder and stakeholder engagement
5. Long-term sustainability planning
6. Compensation rewards for ethical business behavior

Examples of Bad Corporate Governance
1. Boards structures that prevent ineffective members from being ousted
2. Non-compliance with auditors and regulators
3. Compensation packages that fail to create incentives for corporate officers to adhere to ethical governance
4. Operations that allow conflicts of interest to flourish
5. Lack of transparency

ETHICAL ISSUES - MEANING

An ethical issue is a circumstance in which a moral conflict arises in the workplace; thus, it is a situation in which a moral standard is being challenged. Ethical issues in the workplace occur when a moral dilemma emerges and must be resolved within a corporation.

TYPES OF ETHICAL ISSUES
- Corporate social responsibility
- Informed consent
- Confidentiality
- Leadership

- Data privacy
- Discrimination
- Anonymity
- Beneficence
- Natural environment
- Consequentialism
- Fairness
- Disability

THEFT MEANING

Theft is an 'injury to right' not because it hurts one's self-inter- est, or even goes against one's consent, but rather because it negates the relation of recognition that grounds ethical interaction between free persons

THEFT DEFINITION

Theft is one of the most common workplace ethics violations. Not only is it illegal, but it cuts into the organization's bottom line hurting everyone from investors to the employees of a workplace. It's crucial that every organization identify the areas of employee theft and ways to combat the problem.

TYPES OF THEFT
- Identity theft
- Robbery
- Fraud
- Synthetic identity theft
- Child identity theft
- Receiving stolen property
- Shoplifting
- Blunt Theft
- Embezzlement
- Grand Theft
- Larceny
- Petty theft
- Criminal identity theft
- Identity cloning

BRIBERY AND CORRUPTION

Bribery and corruption abuses that trust, and goods and services are not procured in a clear, ethical or transparent way. For this reason, an organisation or its employees should never accept or pay bribes, including facilitation payments.

DEFINITION OF BRIBERY
The simplest definition of bribery is "giving a gift to influence corruptly". Though this is the simplest way to define bribery, it is how it is usually viewed in a court of law.

TYPES OF BRIBERY
The two types of bribery are active and passive bribery. Active bribery occurs when a party offers a bribe to another in exchange for a favor. Passive bribery occurs when a party solicits a bribe from another in exchange for a favor.

CORRUPTION DEFINITION
Corruption is dishonest behavior by those in positions of power. Those who abuse their power may be individuals or they may belong to organizations, such as businesses or governments.

CAUSES OF CORRUPTION
- Lowering wages for civil servants compared to those in the private sector. Certain employees may resort to taking bribes in order to compensate for the difference in wages.
- Price controls. Corruption thrives when governments intervene by putting these in place to keep prices lower for certain goods and services.
- Eliminating foreign competition through trade restrictions, tariffs, and trade barriers, thereby opening up the possibility of a semi-monopoly by domestic players. The latter are more likely to resort to corrupt behavior to keep restrictions in place for foreign companies to keep their place in the market.
- Corporations and groups may receive government grants and subsidies when they aren't the intended recipients.

PREVENTION OF CORRUPTION
- **Education:** A strong educational focus must reinforce best business practices and alert managers and employees where to look for corruption. This can be achieved by introducing mandatory education such as anti-money laundering (AML) courses. Senior executives and managers must set a strong culture of honesty and integrity by leading by example.
- **Environment:** A robust control environment reduces the risk of corruption as do thorough background checks before hiring or promoting employees.
- **Accountability:** When there are mechanisms in place, there's a likelihood of reinforcing a culture that fosters strong ethical behavior while holding those to account who violate the norms.
- **Regulation:** Setting up codes of conduct and ethics can help avoid situations that can create conflicts of interest. This is common in areas like the financial industry, where chartered financial analysts and other financial professionals must adhere to these rules or be penalized.

- **Reporting:** Corruption can further be reduced by making it easy to report, whether by managers, employees, suppliers, and customers. It's also important to ensure that those reporting are able to do so safely and securely.

EXPLOITATION OF EMPLOYEES

Employee exploitation is the abuse of people in the workplace for profit. The abuse can be direct and brutal or much less obvious. But its impact is devastating for victims; psychologically, physically, emotionally and financially.

DIFFERENT WAYS OF PEOPLE EXPLOITATION

- Having wages being deducted at source
- Having wages and paperwork being controlled by another person
- Being kept in isolation and/or being fed misinformation
- Through psychological and physical abuse
- Being subjected to threats of physical violence or other forms of bullying
- Being forced to work long hours without breaks
- Being subjected to poor workplace health and safety, working conditions and an absence of legally required personal protective equipment
- Being made to use poorly maintained or faulty equipment
- Where accommodation is provided, being overcharged for cramped and unsanitary living quarters
- Their movement between employers being prevented, restricted or tightly controlled
- Having their liberty restricted in obvious or more subtle ways.

DISCIPLINE MEANING

Ethics is the discipline of dealing with what is good or bad. Ethics deals with moral duty and obligation. Ethical behavior is being honest, truthful, and doing the right thing even at the expense of self-interest.

TYPES OF DISCIPLINE

- Corrective discipline
- Positive Discipline
- Motivational Discipline
- Behavior modification
- Punitive Discipline
- Emotion Coaching
- Authoritarian
- Discipline of goal setting for life
- Permissive

INDISCIPLINE MEANING

It is the non-conformity to the company's rules and regulations be it formal or informal. It takes place due to poor management, error in judgment while choosing the union leader, and wrongly understanding the policy of management.

ESSENTIAL PREREQUISITES FOR MANAGING INDISCIPLINE:

- Respect for human personality
- There must be reasonable, legitimate, and clear rules and regulations in the company
- Prior notice or warning must be given to the employee regarding the consequences for violation of rules.
- High standards must be set by the management personnel
- There has to be a consistency and uniformity of punishment
- Workers must be involved at the time of formulating rules and regulations so that they will accept the rules wholeheartedly.

OBJECTIVES OF DISCIPLINE

1. To attain volitional acceptance from the workers regarding the rules and regulations of the company, so that the objectives can be attained in a manner that is beneficial to the company.
2. To develop adjustment ability in the workforce of the company, so that they can learn how to work in different situations and increase their patience level.
3. To show respect to the leadership and provide full cooperation to them.
4. To bring a feeling of endurance and mutual cooperation in workers and management.
5. To boost the morale and increase the efficiency of employees, so that they can perform their task in the most effective manner.

PRICIPLES OF DISCIPLINE

- Code of Conduct
- Treatment of Equality
- Responsible person
- Complete knowledge of rules and regulations
- Preventive Measures
- Appeal
- Natural justice
- Immediate action
- Confidential Proceedings

WHISTLE BLOWING MEANING

Whistleblowing (also 'whistle-blowing' or 'whistle blowing') is the activity of a person, often an employee, revealing information about activity within a private or public organization that is deemed illegal, immoral, illicit, unsafe or fraudulent.

TYPES OF WHISTLE BLOWING:

Internal whistleblowing -
- The most common form of whistleblowing is internal, where an employee reports wrongdoing to another party within the organisation.
- This process may be outlined in your employer's whistleblowing policy.
- For the report to be handled effectively by your employer, it's essential to consult and comply with this policy.

External whistleblowing -
- Whistleblowing externally involves reporting the incident to sources outside the organisation such as a relevant prescribed body.
- When doing so, employees must reasonably believe that the malpractice falls within the remit of the organisation they are reporting to, for example, health and safety complaints can be made to the Health and Safety Executive.

Cyber whistleblowing –
- This form of whistleblowing has evolved alongside the increased risk of security and storage of data online.
- These types of whistleblowing cases can involve security breaches, unsecure practices, encryption deficiencies, and being hacked.

ACTION REPORT OF WHISTLE BLOWING
- Policy corruption
- Fraud
- Abuse of power
- Lawbreaking
- Disregarding public health and safety
- Embezzlement
- Waste

WHISTLE BLOWING PROTECTION

1. Confidentiality and Anonymity
- This cannot always be ensured, given the nature of whistleblowing.
- Companies may be able to infer whistleblower identities or whistleblowers may be needed to testify depending on the nature of the accusations leveled against the corporation.

2. Solutions for Corporate Retaliation
- Job protection
- Back pay and Front pay

- Compensation for mental or emotional distress
- Attorney fee/court fee coverages

3. Understanding Disclosure Laws
- According to the Whistleblower Protection Act (enacted in 1989), it is illegal to disclose explicitly classified information outside of legal networks.

4. Financial Compensation
- Among the laws designed to protect whistleblower identities, reputations, and livelihoods, there are also several acts in place to reward whistleblowers for their risk, effort, and time.

WORKPLACE AND PROFESSIONAL ETHICS
ETHICAL ISSUES IN WORKPLACE
- Unethical Leadership.
- Toxic Workplace Culture.
- Discrimination and Harassment.
- Unrealistic and Conflicting Goals.
- Questionable Use of Company Technology.

ETHICAL BEHAVIORS IN WORKPLACE
- Intended behavior – Purpose, values, and vision.
- Expressed behavior – Advice, communications, training, the tone of leadership.
- Actual behavior – Practices and perceptions.

BEST WAY TO ADDRESS ETHICAL ISSUES
- Writing standards of ethical workplace conduct.
- Training ethical standards.
- Providing resources for advice on ethics and compliance issues.
- Having a means to report potential violations confidentially or anonymously.
- Performing employee evaluations of ethical conduct.
- Implementing a system to discipline violators.

PROMOTE ETHICS IN WORKPLACE
- Freedom to question upper management without fear of repercussions.
- Rewards for following ethical standards.
- Not rewarding questionable actions, even if they benefit the company.
- Positive feedback and praise for ethical conduct.
- Preparedness to address ethical issues and misconduct.
- Offer ethics advice to employees when needed.

TYPES OF ETHICAL ISSUES IN WORKPLACE
- Discrimination
- Harassment
- Technology
- Age discrimination
- Absenteeism
- Gossip
- Ableism
- Job security
- Bullying
- Anxiety
- Depression
- Discrimination and harassment

ACCOUNTABILITY MEANING

Accountability in the workplace can be hard to find, but it's one of the most important characteristics of high-performing teams and employees. A lack of accountability, on the other hand, can keep companies and individuals from reaching their full potential.

ACCOUNTABILITY EXAMPLES
- **Punctuality**: Employees are always on time for team meetings and never make excuses for late deliverables.
- **Honesty**: Employees tell the truth about what they can accomplish and when, because they know that they're responsible for the results.
- **Being proactive:** Instead of waiting for someone else to take ownership, accountable employees are excited to solve problems and seek solutions.
- **Acting with integrity**: Employees do what they say they will, when they say they will.
- **Emotional intelligence:** Employees take responsibility for their feelings instead of blaming others for their emotions.
- **Vulnerability**: Employees admit their errors instead of rushing to cover up mistakes. They ask for help when they need it, because they feel responsible their own success.
- **Communication:** Employees are brave enough to have difficult conversations, because they know they're responsible for maintaining and developing their relationships.

FOSTERING ACCOUNTABILITY IN WORKPLACE
- Make accountability one of your company's core values
- Lead by example, whether you're a manager or an executive
- Assign clear ownership to projects and initiatives
- Let accountability trickle down
- Prioritize employee growth and development

- Be trustworthy and trusting
- Reward and celebrate accountability

EMPLOYEE FAVOURITISM MEANING

In the workplace, favoritism refers to a situation where someone in a leadership position demonstrates favor toward one employee over others. This is usually unrelated to their job performance and instead occurs due to a personal bond or friendship shared between the two. From this, the favored employee may receive more advanced projects or promotions than others who have better qualifications.

DISADVANTAGES OF EMPLOYEE FAVORITISM IN THE WORKPLACE
- Increased feelings of resentment
- Loss of respect for company leadership
- Decreased motivation and productivity
- Higher employee turnover rates
- Inability to advance within the company

ADDRESS OF EMPLOYEE FAVORITISM IN THE WORKPLACE
- Evaluate whether it's actually favoritism
- Speak directly with leadership
- Refrain from venting to other employees
- Speak up more than once

PREVENT OF EMPLOYEE FAVORITISM IN THE WORKPLACE
- Incorporate the topic into onboarding discussions
- Suggest a workplace cultural survey
- Develop open communication

RESOLVE OF EMPLOYEE FAVORITISM AS THE FAVORED EMPLOYEE
- Give credit to your coworkers
- Suggest your coworkers for projects
- Question additional benefits
- Maintain a professional relationship

EXAMPLES OF FAVORITISM IN THE WORKPLACE
- Gifts
- Promotions and opportunities
- Praise

10 SIGNS OF FAVORITISM AT WORK
- Too much time at the water cooler
- Dismissing employee violations
- Unfair distribution of tasks
- Unfair access to mentoring and extra guidance
- Unbalanced recognition
- Selective feedback and suggestions
- Taking sides
- Self-serving promotions
- Unfair reprimands
- Uneven raises and benefits

CONSEQUENCES OF FAVORITISM
- Higher turnover rates
- Lack of advancement
- Burnout
- Loss of respect

BAD LEADERSHIP BEHAVIOR MEANING

Bad leadership happens when a leader doesn't support their team. Ultimately, this can lead to drastic outcomes particularly if the business's goals and mission get lost along the way. Being a good leader isn't always easy, and does require a well-rounded set of skills.

BAD LEADERSHIP QUALITIES
- Takes credit for employees' work
- Lacks trust in employees
- Overworks people
- Refuses to advocate for employees' compensation
- Hires or promotes the wrong people
- Shifts blame in disputes between clients and employees
- Fails to provide direction
- Micromanages
- Focuses on employees' weaknesses more than their strengths
- Fails to set clear expectations.

CAUSES OF POOR LEADERSHIP BEHAVIORS
- A poor attitude
- The expectation that knowledge is all that's needed
- Busyness to the point of inefficiency
- Ignorance of problems or obliviousness to morale

- Passing on the responsibility to others
- A failure to serve

AVOID BAD LEADERSHIP BEHAVIOR
- Give Your Employees Credit
- Trust Your Employees
- Encourage Your People to Take a Break
- Have Open Communication About Compensation
- Share Reasoning for New Hires or Promotions
- Own Decisions Between Employees and Clients
- Create a Clear Path for the Team
- Set Employees Free to Do Great Work
- Praise Employees for Their Strengths
- Help Employees Set and Achieve Goals

GENDER ETHICS MEANING

Gender ethics, also known as feminist ethics or ethics of care, is a branch of ethical philosophy that focuses on the moral and social implications of gender and the experiences of individuals based on their gender identities. It examines how gender roles, expectations, and inequalities influence ethical decision-making, social relationships, and systems of power.

THEMES OF GENDER ETHICS
- **Gender Justice:** Promoting fairness and equality in relation to gender, advocating for equal rights and opportunities for people of all genders.
- **Intersectionality:** Recognizing that gender intersects with other social identities, such as race, class, sexuality, and disability, and that multiple forms of oppression and privilege are interconnected.
- **Ethic of Care:** Emphasizing empathy, compassion, and relationality in moral decision-making, challenging the individualistic nature of traditional ethical theories.
- **Agency and Autonomy:** Recognizing the importance of individual autonomy and self-determination in gender-related choices and decisions.
- **Critical Analysis of Power:** Examining how power dynamics shape gender relations, addressing systemic inequalities and hierarchies, and working towards transformative change.

SEXUAL HARASSMENT MEANING

Sexual harassment occurs when an employee approaches another employee continuously with inappropriate words, actions, or suggestions that revolve around sexual orientation or behaviour. Sexual harassment can sometimes be a combination of both verbal and physical harassment.

SEXUAL HARASSMENT DEFINITION
Sexual harassment occurs when an employee approaches another employee continuously with inappropriate words, actions, or suggestions that revolve around sexual orientation or behaviour. Sexual harassment can sometimes be a combination of both verbal and physical harassment.

- **Verbal harassment:** Verbal harassment occurs when an employee consistently uses words, phrases, or gossip to make another employee feel uncomfortable or hurt.
- **Physical harassment:** Physical harassment occurs when an employee consistently violates another employee's physical space, including unwanted touches, physical violence, or inappropriate or suggestive gestures.

FORMS OF HARASSMENT
- Making conditions of employment or advancement dependent on sexual favors, either explicitly or implicitly.
- Physical acts of sexual assault.
- Requests for sexual favors.
- Verbal harassment of a sexual nature, including jokes referring to sexual acts or sexual orientation.
- Unwanted touching or physical contact.
- Unwelcome sexual advances.
- Discussing sexual relations/stories/fantasies at work, school, or in other inappropriate places.
- Feeling pressured to engage with someone sexually.
- Exposing oneself or performing sexual acts on oneself.
- Unwanted sexually explicit photos, emails, or text messages.

EMOTIONAL EFFECTS
- Anger
- Fear
- Humiliation
- Shame
- Guilt
- Betrayal
- Violation
- Powerlessness and loss of control

MENTAL HEALTH EFFECTS:
- Anxiety
- Depression
- Panic attacks
- PTSD
- Difficulty concentrating
- Loss of motivation
- Substance abuse
- Suicidal ideation

PHYSICAL EFFECTS
- Increased stress levels
- Headaches
- Fatigue
- Sleep disturbances
- Eating disturbances

COMMON EFFECTS ON THE VICTIMS:
- Common professional, academic, financial, and social effects of sexual harassment
- Decreased work or school performance; increased absenteeism.Loss of job or career, loss of income
- Having to drop courses, change academic plans, or leave school (loss of tuition).
- Having ones personal life offered up for public scrutiny-the Victim becomes the accused, and his or her dress, lifestyle, and private life will often come under attack.
- Being objectified and humiliated by scrutiny and gossip.
- Becoming publicly sexualized (i.e. groups of people evaluate the victim to establish if he or she is worth the sexual attention or the risk to the harassers career).
- Defamation of character and reputation.
- Loss of trust in environments similar to where the harassment occurred.
- Loss of trust in the types of people that occupy similar positions as the harasser or his or her colleagues.
- Extreme stress upon relationships with significant others, sometimes resulting in divorce; extreme stress on peer relationships, or relationships with colleagues.
- Weakening of support network, or being ostracized from professional or academic circles (friends, colleagues, or family may distance them from the victim, or shun him or her altogether).
- Having to relocate to another city, another job, or another school.
- Loss of references/recommendations.

DISCRIMINATION MEANING

Discrimination happens when an employer treats one employee less favourably than others. It could mean a female employee being paid less than a male colleague for doing the same job, or an employee from a minority ethnic community being refused the training opportunities offered to other colleagues.

FORMS OF DISCRIMINATION

Employment discrimination is the unfair treatment of employees based on prejudices.

- Equal pay compensation
- Sexual orientation
- National origin/language
- Pregnancy
- Religion
- Disability
- Race
- Gender

TYPES OF WORKPLACE DISCRIMINATION

- Equal pay compensation
- National origin/language
- Pregnancy
- Religion
- Disability
- Race
- Sex
- Age

UNIT - III

SOCIAL RESPONSIBILITY OF BUSINESS

Social responsibility is a moral obligation on a company or an individual to take decisions or actions that is in favour and useful to society. Social responsibility in business is commonly known as Corporate Social Responsibility or CSR. For any company, this responsibility indicates that they acknowledge and appreciate the goals of the society, and therefore, would support them to achieve these goals.

ADVANTAGES OF SOCIAL RESPONSIBILITY OF BUSINESS

- Justification for existence and growth
- The long-term interest of the firm
- Avoidance of government regulation
- Maintenance of society

- Availability of resources with business
- Converting problems into opportunities
- A better environment for doing business
- Holding business responsible for social problems

DISADVANTAGES OF SOCIAL RESPONSIBILITY OF BUSINESS
- Violation of profit maximization objective
- Burden on consumers
- Lack of social skills
- Lack of broad public support

TYPES OF SOCIAL RESPONSIBILITY OF BUSINESS
(1) Economic Responsibility
- Every business is engaged in economic activities.
- So, the prime social responsibility of every business should be economic responsibility.
- Hence they should sell products and service which can satisfy the need of the society.

(2) Legal Responsibility
- The company should comply with the political and legal environment of the country.
- The company should consider protecting the environment.

(3) Ethical Responsibility
- This type of responsibility expects a certain type of behaviour or conduct from the company.
- This behaviour may not be documented by law.

(4) Discretionary Responsibility
- These are voluntary actions taken by the entities in case of natural calamities, helping poor people etc.
- They help them by providing a charitable contribution, education activities etc.
- It prevents investments of charitable funds into speculative activities.

OPINIONS IN FAVOUR OF SOCIAL RESPONSIBILITIES:
- Justification for Existence and Growth
- Long Term Interest of the Business
- Avoidance of Government Regulations
- Maintenance of Society
- Availability of Resources With Business
- Holding Business Responsible for Social Problems

OPNIONS IN AGAINST OF SOCIAL RESPONSIBILITIES :
- Violation of Profit Maximisation Objective
- Burden on Consumers

- Lack of Social Skills
- Lack of Broad Public Support

SOCIAL RESPONSIBILITIES FOR DIFFERENT INTEREST GROUPS
(1) Responsibility Towards the Shareholders
- Shareholders are the owners of the company.
- The company should make all the efforts to maximize and protect shareholder's wealth.
- Sharing of useful information with the shareholders, utilization of funds etc.

(2) Responsibility Towards the Workers
- Workers are the key persons behind company success.
- Management of the enterprise must provide the proper working conditions to the workers.
- Workers should get fair salaries and wages.

(3) Responsibility Towards the Consumers
- It is the consumer who buys the company's product & services.
- So, it is the responsibility of the company to provide the right quality, right quantity with the right price to the consumer.
- There should not be the unfair trade practices like adulteration, poor quality, courtesy to the customers etc.

(4) Responsibility Towards the Government & Community
- Enterprises must follow the laws and regulations of the country/ state in which it is operating.
- The organisation should interact with society to know what they require.
- It should maintain proper infrastructure, proper disposal system and should not cause harm to the society in any manner.

CORPORATE SOCIAL RESPONSIBILITY INITIATIVES
MEANING
CSR, also known as Corporate Social Responsibility, refers to the concept that indicates that it is the accountability of every modern company working within society to add towards their social, economic, and environmental development.

IMPLEMENTATIONS
- Businesses that fall under the regulation must share a report on their CSR spending and activities.

- Those reports must comprise data about the company's CSR policy, the arrangement of its CSR board, the amount of CSR costs, and details on the tasks where they spent the funds.
- Also, note that the CSR fund UPSC is the most crucial topic to read thoroughly.
- If the organization does not spend the needed amount, it must publicly announce its grounds.
- Failure to report the reasons is punishable under the act.

DEMANDS
- Monetary gifts to different non-profit organizations
- Helping individuals with natural disasters such as hurricanes, earthquakes, & drought
- Talent promotion in the fields of sports, entrepreneurship, and cultural events.
- Take steps to decrease air & water pollution and so on.
- Corporations are expected to set up a CSR committee that approves the board's CSR planning and policy practices.
- The act also includes penal provisions for companies that do not comply with CSR requirements.

ACTIVITIES
- Eliminating severe poverty and hunger.
- Promotion of gender equality, education, and empowering women.
- Fighting Acquired Immune Deficiency Syndrome, Human Immunodeficiency Virus, and other disorders.
- Guaranteeing environmental sustainability.

DIMENSIONS
CSR initiatives are often broken down into four categories:
- Environmental,
- Philanthropic
- Ethical
- Financial responsibility.

ENVIRONMENTAL RESPONSIBILITY
- Reducing pollution, waste, natural resource consumption, and emissions through its manufacturing process.
- Recycling goods and materials throughout its processes, including promoting re-use practices with its customers.
- Offsetting negative impacts by replenishing natural resources or supporting causes that can help neutralize the company's impact.

- Distributing goods consciously by choosing methods that have the least impact on emissions and pollution.
- Creating product lines that enhance these values.

PHILANTHROPIC RESPONSIBILITY
- Whether a company donates profit to charities or causes it believes in.
- Whether a company enters into transactions only with suppliers or vendors that align with the company philanthropically.
- Whether a company supports employee philanthropic endeavors through time off or matching contributions.
- Whether a company sponsors fundraising events or has a presence in the community.

ETHICAL RESPONSIBILITY
- Fair treatment across all types of customers regardless of age, race, culture, or sexual orientation.
- Positive treatment of all employees including favorable pay and benefits in excess of mandated minimums.
- This includes fair employment consideration for all individuals regardless of personal differences.
- Expansion of vendor use to utilize different suppliers of different races, genders, veteran statuses, or economic statuses.
- Honest disclosure of operating concerns to investors in a timely and respectful manner.
- Though not always mandated, a company may choose to manage its relationship with external stakeholders beyond what is legally required.

FINANCE RESPONSIBILITY
- Research and development for new products that encourage sustainability.
- Recruiting different types of talent to ensure a diverse workforce.
- Initiatives that train employees on DEI, social awareness, or environmental concerns.
- Processes that might be more expensive but yield greater CSR results.
- Ensuring transparent and timely financial reporting including external audits.

ETHICS OF ENVIRONMENTAL PROTECTION
MEANING
Environmental ethics is a field of study that seeks to understand humans' moral obligations to protect and preserve the environment. It is a branch of ethics that recognizes the intrinsic value of nature, the interconnection of all living things, and the responsibility of humans to act in accordance with ethical principles.

TYPES OF ENVIRONMENTAL PROTECTION

- **Libertarian Extension:** Libertarian extension is a type of environmental ethics that focuses on an individual's right to do whatever they want with the environment and its resources.
- **Ecological Extension:** Ecological Extension is a type of environmental ethics that focuses on preserving the natural environment and its resources in order to maintain the balance and health of the ecosystem.
- **Conservation Ethics:** Conservation Ethics is a type of environmental ethics that focuses on preserving natural resources for future generations by ensuring that current resources are not depleted or damaged beyond repair.

IMPORTANCE OF ENVIRONMENTAL PROTECTION

- Environmental ethics is essential for protecting the environment, species, and resources.
- It promotes sustainable practices and encourages people to become more aware of the impact their actions have on the environment.
- It emphasizes the interconnectedness of all living things and the need to respect them. It encourages us to think about our place in the world and how we can contribute to preserving the natural environment.
- Environmental ethics helps to build better relationships with nature, recognizing its intrinsic value, not just its instrumental value.
- It encourages us to think beyond our immediate needs and consider the long-term implications of our actions.
- It teaches us responsibility towards our environment, advocating for environmentally friendly practices that help protect natural resources.
- Environmental ethics also promotes better public policies and laws, which help ensure that our environment is properly cared for.

PRINCIPLES OF ENVIRONMENTAL PROTECTION

- **Respect for the intrinsic value of nature:** Nature should not be treated as a commodity or resource to be exploited and discarded.
- **Interdependence of species and ecosystems:** Humans depend on nature and natural systems. We must recognize our role in preserving and protecting the environment.
- **Ecological sustainability:** We must strive to use resources responsibly and with an eye to preserving ecosystems and biodiversity.
- **Human responsibility:** We are responsible for our own actions and decisions and their consequences for the environment.
- **Human equity:** We must strive for a just world where the rights and needs of humans, animals, and plants are respected and protected.
- **Precautionary principle:** We should take precautions against environmental harm, even when scientific evidence is inconclusive.

- **Right to know:** Individuals have the right to access information about environmental issues.
- **Right to participate:** Citizens have the right to participate in environmental decision-making processes.

IMPORTANCE OF ENVIRONMENTAL PROTECTION
- Environmental ethics is important because it provides a moral framework for how humans interact with the natural environment.
- It helps us consider the effects our actions have on the planet and guides us in making more ethical and sustainable decisions.

ETHICS OF POLLUTION CONTROL
- The most effective approach to pollution control is preventing pollution from occurring in the first place.
- This involves identifying pollution sources, implementing pollution prevention measures, and promoting sustainable practices to minimize waste generation and pollutant release.
- Government regulations play a crucial role in setting standards and guidelines for pollution control.
- Effective enforcement mechanisms ensure that industries, businesses, and individuals comply with these regulations, reducing pollution levels and ensuring accountability.
- Advancements in technology have significantly contributed to pollution control.
- From cleaner production processes to the development of advanced emission control systems, innovative solutions help reduce pollutant emissions and improve environmental performance.
- Pollution control is closely linked to resource conservation.
- By promoting efficient resource use, recycling, and waste management practices, pollution levels can be minimized, and the strain on natural resources reduced.
- Educating the public about the consequences of pollution and the importance of individual actions is vital.
- By raising awareness and fostering environmental consciousness, individuals can make informed choices and contribute to pollution reduction efforts.

UNIT - IV
SOCAL INCLUSION
MEANING
Social inclusion is the process by which efforts are made to ensure equal opportunities that everyone, regardless of their background, can achieve their full potential in life.

PRINCIPLES OF SOCIAL INCLUSION
- Secure a job
- Access services
- Connect with family, friends, work, personal interests and local community
- Deal with personal crisis
- Have their voice heard

SOCIAL INCLUSION DIMENSIONS

Social inclusion is multidimensional: it encompasses social, political, cultural and economic dimensions, and operates at various social levels. The most relevant aspects can be clustered under three interrelated domains: markets, services, and spaces

SOCIAL EXCLUSION
MEANING

Social exclusion involves the lack or denial of resources, rights, goods, and services. According to this concept, people are excluded from the affluent section of the society.

OBJECTIVES OF SOCIAL EXCLUSION
- Strengthening the United Nations Global Counter-Terrorism Strategy.
- Preventing the underlying conditions leading to terrorism
- Spotting human rights promotion
- Provide sufficient funding for efforts concerning counter-terrorism.

INDICATORS OF SOCIAL EXCLUSION
- Poverty and low income
- At risk of poverty rate after social transfers
- Depth (degree) of deficient income
- Income distribution
- Income inequality
- Persistent risk of poverty rate
- More stringent risk‑of‑poverty rate
- Income of people 65 years and over as a ratio of income of people under 65 years
- Housing affordability

CAUSES OF SOCIAL EXCLUSION
- Social exclusion is about inability of our Society to keep all groups and individuals within reach of what we expect as a society.
- In Europe it is unemployment, poverty(though it is developed country)
- In India the causes are many, caste, creed, sex, disability

DIMENSIONS OF SOCIAL EXCLUSION
- Political exclusion can include the denial of citizenship rights such as political participation and the right to organise, and also of personal security, the rule of law, freedom of expression and equality of opportunity.
- Economic exclusion includes lack of access to labour markets, credit and other forms of 'capital assets'.
- Social exclusion may take the form of discrimination along a number of dimensions including gender, ethnicity and age, which reduce the opportunity for such groups to gain access to social services and limits their participation in the labour market.
- Cultural exclusion refers to the extent to which diverse values, norms and ways of living are accepted and respected.

EFFECTS OF SOCIAL EXCLUSION
- This process leads to different types of deprivations, such as cultural, educational, social, and economic.
- It can result in impoverished human life. Moreover, the sense of well-being developed by this process is poor.
- The process leads to social stigmatization.
- It results in the development of a fear complex.
- This process can cause poverty, involuntary migration, unemployment, and inequality.
- Social marginalization puts multiple restrictions on the excluded with regard to their full and free participation in cultural, political, and economic activities.
- Overall, it negatively impacts life quality.

DISADVANTAGES OF SOCIAL EXCLUSION
- It deprives people of opportunities and choices to get out of poverty.
- This process does not allow them to claim their rights.
- It often results in insecurity and poverty

GENDER INCLUSION
MEANING
It is defined as "state of equal ease of access of resources and opportunities regardless of gender including economic participation and decision making; and the state of valuing different behaviors, aspirations and needs equally regardless of gender."

TARGETED INITIATIVES
1. To prevent and respond to gender-based violence,
2. Help end child marriage
3. Eliminate female genital mutilation
4. Provide safe spaces

5. Support menstrual health management
6. Deliver HIV and AIDS care
7. Meet psychosocial needs and more.

IMPORTANCE OF GENDER EQUALITY
1. Women empowerment decision making power, access to opportunities and resources etc
2. To achieve gender parity in education.
3. Promote girl's education.
4. Ensuring women health and safety.
5. To reduce gender based violence.
6. Provide quality maternal health care.
7. Women economic and political empowerment – rights to inherit property, obtain access to credits, move up in their workplace
8. Improve gender gap index etc.,
9. To prevent child marriage and early unions

CONCEPT OF GENDER EQUALITY
- The concepts of gender inclusion and gender roles can originate during child development.
- Studies indicate these roles are chiefly established during adolescence.
- Therefore, it is important to reach out to youths and explain the significance of gender inclusion.

DIMENSIONS OF GENDER INCLUSION
It is also important to note that whilst gender is important to take into consideration, it is only one part of us, and we might also strongly identify with our race, ethnicity, faith, sense of geographic place, family history, sexuality etc. There are three dimensions of gender: body, identity and social.

FOUR DIMENSIONS
- Equality of access,
- Equality in the learning process,
- Equality of educational outcomes, and
- Equality of external results

EQUALITY MEANING
Equality is ensuring individuals or groups that they are not treated differently on the basis of race, age, sexual orientation, gender, disability, caste, creed, religion, colour. Equality is important because. It ensures that all humans are treated fairly by getting equal services and opportunities.

STEPS TAKEN BY GOVERNMENT TO IMPLEMENT EQUALITY

The two ways in which the government has tried to implement the equality that is guaranteed in the Constitution is:

- First through laws
- Second through government programmes or schemes

TYPES OF HUMAN RIGHTS

1. Economic
2. Social
3. Cultural
4. Civil
5. Political

DIMENSIONS OF EQUALITY

1. For the success of democracy all the citizens should have an equal right to enjoy universal adult suffrage.
2. Every individual must have the right to be elected as a representative also to contest elections.
3. The citizens must enjoy the right to hold public offices also without any discrimination except qualification.
4. Equality provides adequate opportunities to each and every citizens in the society to develop one's own potential.

UNIT - V

DISABILITY MEANING

A disability can be defined as a physical or mental impairment that hinders one's ability to accomplish day-to-day tasks. As per the Persons with Disability Act of 1955, an individual having a minimum of 40% bodily impairment is considered as disabled. However, if a person displays more than one disability or has 80% bodily impairment, they are considered severely disabled.

PERSONS WITH DISABILITY

Persons with Disability (PWD) are those who have long-term impairment in terms of physical, mental, sensory and psychological conditions which can stop their equal participation in all aspects of society if met with various barriers.

TYPES OF DISABILITIES

Congenital disability

This type of disability is present from birth and is usually hereditary or caused by environmental stimulants.

Accidental disability

Disabilities resulting from accidental injuries are termed as accidental disabilities. Based on the impact, they are classified into three types, total, partial and temporary disability. Accidental disabilities include the loss of limbs, hearing, eyesight, total or partial paralysis, etc.

Mental disability

Disabilities under this category include mental disorders that affect the thinking, mood and behaviour of a person.

HEALTH PLANS FOR THE DISABLED BY THE GOVERNMENT

The Indian Government offers two health plans exclusively for disabled persons.

Niramaya Health Insurance

- This Government launched a health insurance plan that provides coverage for individuals with disabilities.
- It especially provides Rs. 1 lakh sum towards treating mental disabilities like autism, retardation and cerebral palsy.
- While buying Niramaya Health Insurance no medical tests are required.
- However, this policy can be availed only from the National Trust.
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- However, this policy can be availed only from the National Trust.

Swavlamban Health Insurance

- This is a group health insurance/family floater plan that covers both persons with disabilities and their family members.
- It offers coverage for conditions like blindness, hearing impairment, loco-motor disability, mental illness, etc.
- Even this health insurance plan does not require any pre-medical tests while buying.
- Also, there are no exclusions for pre-existing conditions.

TYPES OF DISABILITIES

The different types of disabilities are given below:

i. autism spectrum disorder;

ii. blindness;

iii. cerebral palsy;

iv. chronic neurological conditions;

v. deafblindness;

vi. hemophilia;

vii. hearing impairment;

viii. intellectual disability;
ix. leprosy cured;
x. locomotor disability;
xi. low vision;
xii. mental illness;
xiii. muscular dystrophy;
xiv. multiple sclerosis;
xv. specific learning disability;
xvi. speech and language disability,
xvii. thalassemia; and
xviii. multiple disabilities.

RIGHTS TO DISABLED PERSONS

(1) It is the duty of the involved government to ensure that basic rights like the right to equality, life with dignity, and respect for his or her integrity equally with others are enjoyed by the people with disabilities.

(2) To provide an appropriate environment for the effective development of the efficiency of the person with disabilities

(3) Discrimination on any grounds of any person with a disability shall be met with stringent actions

(4) No person shall be deprived of his or her personal liberty only on the ground of disability.

DISABILITY MAINSTREAMING

- Disability, and disability mainstreaming, is essentially matters of rights.
- It is essential that disabled people and their organisations play an active role in all
- mainstreaming activities.
- Mainstreaming is about building disability into existing agendas, frameworks and processes, not adding on separate disability activities.
- Effective mainstreaming requires strong management commitment.
- It needs a clear structure, with ongoing activities and follow-up, and appropriate budget and time allocated to it.
- It cannot be a 'one-off' activity, or left to individuals with no wider support.
- Disabled people are not a single group – they have different priorities and face different levels of discrimination.
- In particular, disabled women and girls may face double discrimination based on both disability and gender.
- It is necessary to address both people's specific needs as a result of their impairment, and also the wider social issues of discrimination and exclusion.

PRINCIPLES

- Rights-based
- Inclusion and participation
- Addressing multiple layers of discrimination
- Positive representation

ELEMENTS

- Organizational commitment
- Sensitisation
- Workplace mainstreaming
- Programme mainstreaming
- Policy mainstreaming

PROVINSION OF EMPLOYMENT OPPORTUNITIES OF DISABILITIES
TYPES OF EMPLOYEE BENEFITS

1. Medical insurance
2. Life insurance
3. Retirement plans
4. Paid sick leave
5. Flexible work hours
6. Remote work options
7. Wellness programmes
8. Student loan repayment
9. Tuition assistance
10. Employee training programmes
11. Paid holidays
12. Paid volunteer time off
13. Paid parental leave
14. Childcare centres or reimbursement

INDIAN GOVERNMENT SCHEMES FOR DISABILITIES
PROGRAMS FOR DISABLED IN INDIA
Deen Dayal Disabled Rehabilitation Scheme:

- Under the scheme financial assistance is provided to NGOs for providing various services to Persons with Disabilities, like special schools, vocational training centers, community-based rehabilitation, pre-school and early intervention, etc.

Assistance to Disabled Persons for Purchase / Fitting of Aids and Appliances (ADIP):

- The Scheme aims at helping disabled persons by bringing suitable, durable, scientifically-manufactured, modern, standard aids and appliances within their reach.

Accessible India Campaign
- Creation of Accessible Environment for PwDs: A nation-wide flagship campaign for achieving universal accessibility that will enable persons with disabilities to gain access to equal opportunity and live independently and participate fully in all aspects of life in an inclusive society.
- The campaign targets at enhancing the accessibility of built environment, transport system and Information & communication ecosystem.
- Know in detail bout the Accessible India Campaign on the given link.

National Fellowship for Students with Disabilities (RGMF)
- The scheme aims to increase opportunities to students with disabilities for pursuing higher education.
- Under the Scheme, 200 Fellowships per year are granted to students with disability.
- Schemes of the National Trust for the Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities.

MINISTRY OF SOCIAL JUSTICE AND EMPOWERMENT MEANING
Department of Empowerment of Persons with Disabilities (Divyangjan) under Ministry of Social Justice & Empowerment was set up in May 2012 with the aims to facilitate empowerment and inclusion of the persons with disabilities and acts as a nodal agency to look after all development agenda of Persons with Disabilities (Divyangjan).Empowerment of persons with disabilities is an inter-disciplinary process, covering various aspects namely, prevention, early detection, intervention, education, health, vocational training, rehabilitation and social integration

VISION:
To build an inclusive society in which equal opportunities are provided for the growth and development of Persons with Disabilities so that they can lead productive, safe and dignified lives.

MISSION:
To empower Persons with Disabilities, through its various Acts/ Institutions/Organizations and Schemes for rehabilitation and to create an enabling environment that provides such persons with equal opportunities, protection of their rights and enables them to participate as independent and productive members of society.

NGOS SCHEME
- Scheme For Residential Education For Students in High Schools in Targeted Areas (SHRESHTA)
- National Action Plan for Drug Demand Reduction
- Atal Vayo Abhyuday Yojana (AVYAY)

- Scheme of National Awards for Outstanding Services in the field of Prevention of Alcoholism and Substance (Drug) Abuse
- Implementation Framework of National Action Plan for Drug Demand Reduction

EDUCATIONAL SCHEMES
- National Fellowship for OBC Students (NF-OBC)
- Construction of Hostels for OBC Boys and Girls
- Dr. Ambedkar Scheme of Interest Subsidy on Educational Loan for Overseas Studies for OBCs & EBCs
- Educational Loans provided by NBCFDC
- Pre- Matric Scholarships Scheme for Scheduled Castes & Others
- Post-Matric Scholarship for SC students
- Upggadation Of Merit Of SC Students
- Central Sector Scholarship of Top Class Education for SC Students
- National Overseas scholarship
- National Fellowship for Scheduled Caste Students
- Free Coaching Scheme for SC and OBC Students
- Pre-Matric Scholarship for OBC Students
- Scholarships for Higher Education for Young Achievers Scheme (SHREYAS) (OBC &Others) - 2021-22 to 2025-26.
- SCHOLARSHIP FOR PM CARES CHILDREN
- Proforma (Annexure I to VII) for Candidates and Institutions regarding SHREYAS for OBC Students.
- YASASVI ENTANCE TEST -2023

SCHEMES OF ECONOMIC DEVELOPMENT
- Entrepreneurial Schemes of NBCFDC
- Credit Enhancement Guarantee Scheme for the Scheduled Castes (SCs)
- National Safai Karamcharis Finance and Development Corporation (NSKFDC)
- National Scheduled Castes Finance and Development Corporation (NSFDC)
- Scheme of Assistance to Scheduled Castes Development Corporations (SCDCs)
- National Action for Mechanised Sanitation Ecosystem (NAMASTE)
- Pradhan Mantri Dakshta Aur Kushalta Sampann Hitgrahi (PM-DAKSH) Yojana
- Scheme for Economic Empowerment of DNTs (SEED)

SCHEMES FOR SOCIAL EMPOWERMENT
- Centrally Sponsored Scheme for implementation of the Protection of Civil Rights Act, 1955 and the Scheduled Castes and the Scheduled Tribes (Prevention of Atrocities) Act, 1989
- Information-Monitoring, Evaluation & Social Audit (I-MESA)

- Support for Marginalized Individuals for Livelihood and Enterprise (SMILE)
- PM YOUNG ACHIEVERS SCHOLARSHIP AWARD SCHEME FOR VIBRANT INDIA FOR OBCs AND OTHERS (PM -YASASVI)
- Pradhan Mantri Anusuchit Jaati Abhyuday Yojna (PM-AJAY)