



# Ethical behaviour in the workplace

Name: \_\_\_\_\_

Form: \_\_\_\_\_



PREVIEW



## 1. What is corruption and in what areas does it take place?

- . Key elements of corruption
- . Corrupt behaviour in different areas of society
- . Different classes of corruption

## 2. Why does corruption occur?

- . Definition of bribery
- . Different types of corrupt activities
- . Why corruption takes place

## 3. What is the impact of corruption?

- . Corruption with examples
- . Effects of corruption on the rule of law with examples
- . Effects of corruption on the economy with examples

## 4. What sort of unethical behaviour exists in education?

- . Benefits of education
- . Types of unethical behaviour in education
- . Examples of at least one type of corruption in education

## 5. What sort of unethical behaviour exists in the workplace?

- . Power relationships in the workplace
- . The gig economy and its challenges
- . Examples of unethical behaviour in the workplace

## 6. How can you promote ethical and anti-corruption behaviour in yourself and others?

- . Values that underpin ethical behaviour and anti-corruption
- . Different forms of corruption
- . Ways to promote ethical behaviour and anti-corruption behaviour

## 1. What is corruption and in what areas does it take place?

### Learning objectives

1. Identify key elements of corruption
2. Examples of corruption behaviour in different areas of society
3. Describe different classes of corruption

### Activity 1.1

*What is happening in the picture?*



**Corruption** = “the abuse of entrusted power for private gain”.

Corruption can be classified as grand, petty and political, depending on the amounts of money lost and where it occurs.

**Grand corruption** consists of acts committed at a high level of government that distort policies or the central functioning of the state, enabling leaders to benefit at the expense of the public good.

**Petty corruption** refers to everyday abuse of power by low- and mid-level public officials in their interactions with ordinary citizens, who often are trying to access basic goods or services in places like hospitals, schools, police departments and other agencies.

**Political corruption** is a manipulation of policies, institutions and rules of procedure in the allocation of resources and financing by political decision makers, who abuse their position to sustain their power, status and wealth.

**Activity 1.2**

*In pairs you will be given a scenario. You will then present your answers to the question below for your scenario*

**Scenarios**

1

A defence minister part owns a company which has a contract to make weapons for the country

2

A company hands money to a government official to win a contract

3

A large company legally gives money to a Presidential candidate for his election campaign. After becoming President he passes a law that helps the company make bigger profits

4

A government minister gives his nephew a job as a driver, without advertising the job

6

A teacher accepts a gift from student then passes the failing student

5

A company manager takes his clients to the Champions League final just before a new contract is due to be signed

7

A voter offers to sell his vote to another person for \$100

- What is the main story?*
- Who are the main characters in the scenario?*
- What is the relationship between the two characters?*
- What are the main 'motivators' in the scenario?*
- What is the outcome in the scenario?*
- What are the consequences of the scenario?*

## 1. What is corruption and in what areas does it take place?



**Just how bad is global corruption**  
World Economic Forum

### Types of corruption

◇	<b>Bribery</b>	Getting someone to act in a certain way - money, gifts, loans etc A bribe may be part of collusion or extortion
◇	<b>Embezzlement</b>	To take money / property etc. from the organisation they work for - company or government
◇	<b>Facilitation</b>	To take a small payment, for make something happen, that should happen without the payment
◇	<b>Fraud</b>	Tricking to get an advantage - money or political
◇	<b>Collusion</b>	Joining up with others to do something wrong
◇	<b>Extortion</b>	To threaten someone to get them to do something - action or payment
◇	<b>Nepotism</b>	Favouring friends and relations - often giving them a job or promotion



## 1. What is corruption and in what areas does it take place?

### Activity 1.3

Complete  
the table

#### Scale of corruption

. 1 . 2 . 3 . 4 . 5 .  
Small large

#### Type of corruption

. Bribery . Fraud .  
. Facilitation . Nepotism .  
. Collusion . Extortion .  
. Embezzlement .

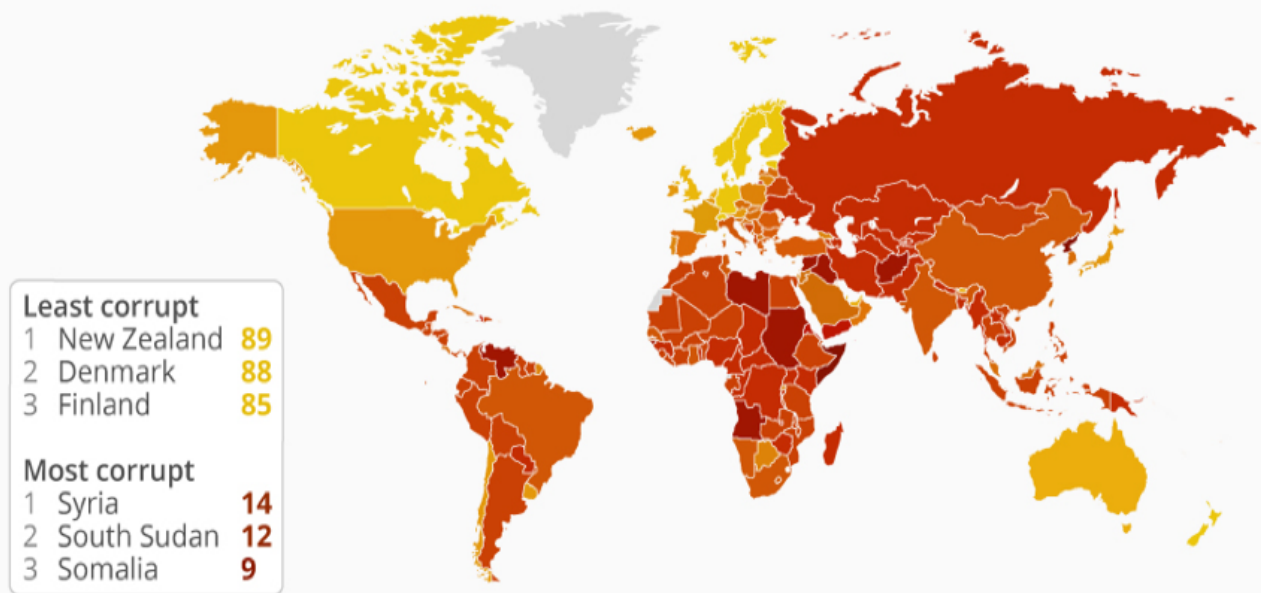
A voter offers to sell his vote to another person for \$100		
A large company legally gives money to a presidential candidate for his election campaign. After becoming President he passes a law that helps the company make bigger profits		
A company hands money to a government official to win a contract		
A government minister gives his nephew a job as a driver, without advertising the job		
A company manager takes his clients to the Champions League final just before a new contract is due to be signed		
A defence minister part owns a company which has a contract to makes weapon for the country		
A teacher accepts a gift from student then passes the failing student		

## 1. What is corruption and in what areas does it take place?

### Where Corruption Is Raging Around The World

Countries and territories ranked on perceived public sector corruption in 2017\*

Highly corrupt 0-9 10-19 20-29 30-39 40-49 50-59 60-69 70-79 80-89 90-100 Very clean



\* As perceived by experts and business people

@StatistaCharts Source: Transparency International

statista

#### Activity 1.4

Look carefully at the map and describe or explain what it shows



**Review 1**

Review of what corruption is

**Summary of learning objectives: what is corruption?**

**Key elements**

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**Examples of corrupt behaviour**

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**Classes of corruption**

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**Key words**

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## 2. Why does corruption occur?

### Learning objectives

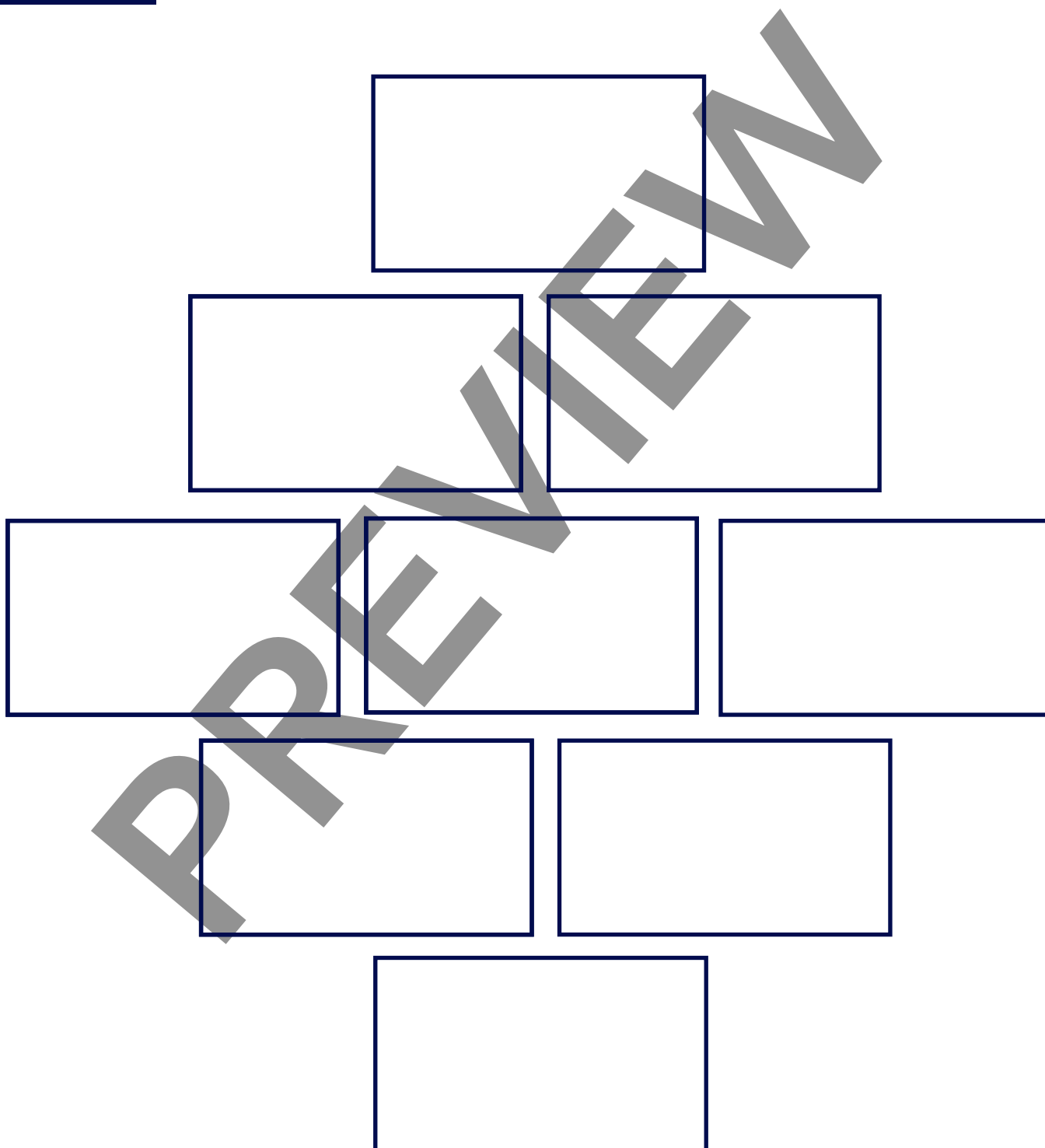
1. Know the definition of bribery
2. Understand different types of corrupt activities
3. Explain why corruption takes place



## 2. Why does corruption occur?

### Activity 2.1

*Diamond 9: list the causes of corruption in order 1st to 9th*



A diamond-shaped diagram template for listing causes of corruption. It consists of 9 empty rectangular boxes arranged in a diamond pattern: 1 box at the top, 2 boxes in the second row, 3 boxes in the third row, 2 boxes in the fourth row, and 1 box at the bottom. A large, light gray 'PREVIEW' watermark is diagonally across the center of the diagram.

## 2. Why does corruption occur?

### Activity 2.2

*Explain your reasons for choosing your top 3 reasons for why there is corruption*

Reason no. 1 : .....

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Reason no. 2 : .....

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Reason no. 3 : .....

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## 2. Why does corruption occur?

### Activity 2.3

Research examples of why corruption occurs

**“** *Corruption is a cancer: a cancer that eats away at a citizen's faith in democracy, diminishes the instinct for innovation and creativity; already-tight national budgets, crowding out important national investments. It wastes the talent of entire generations. It scares away investments and jobs.*

**Joe Biden - Former Vice President of the USA**

**Example One:** \_\_\_\_\_

Reference: \_\_\_\_\_

Key points: \_\_\_\_\_

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

5. \_\_\_\_\_

## 2. Why does corruption occur?

**Example Two:** \_\_\_\_\_

Reference: \_\_\_\_\_

Key points:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

**Example Three:** \_\_\_\_\_

Reference: \_\_\_\_\_

Key points:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

**Review 2****Why does corruption occur?****Summary of learning objectives**

**Definition** \_\_\_\_\_

**Types of corruption** \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Reasons for corruption** \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

**Key words**

_____	_____
_____	_____
_____	_____

### 3. What is the impact of corruption?

#### Learning objectives

1. Effects of corruption with examples
2. Effects of corruption on the rule of law with examples
3. Effects of corruption on the economy with examples

#### Example of an effect of corruption

##### Activity 3.1

Watch the film then look at the effect of corruption in FIFA, then answer the questions that follow



#### How Jack Warner Stole Millions COPA90 US

What is the effect of this corruption on FIFA?

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What is the effect of this corruption on Trinidad and Tobago?

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What was the effect of possible corruption in the T & T v USA football match?

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**Activity 3.2***List the possible effects of corruption in these professions*Football  
referee

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

Doctor

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

Police  
officer

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

Politician

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

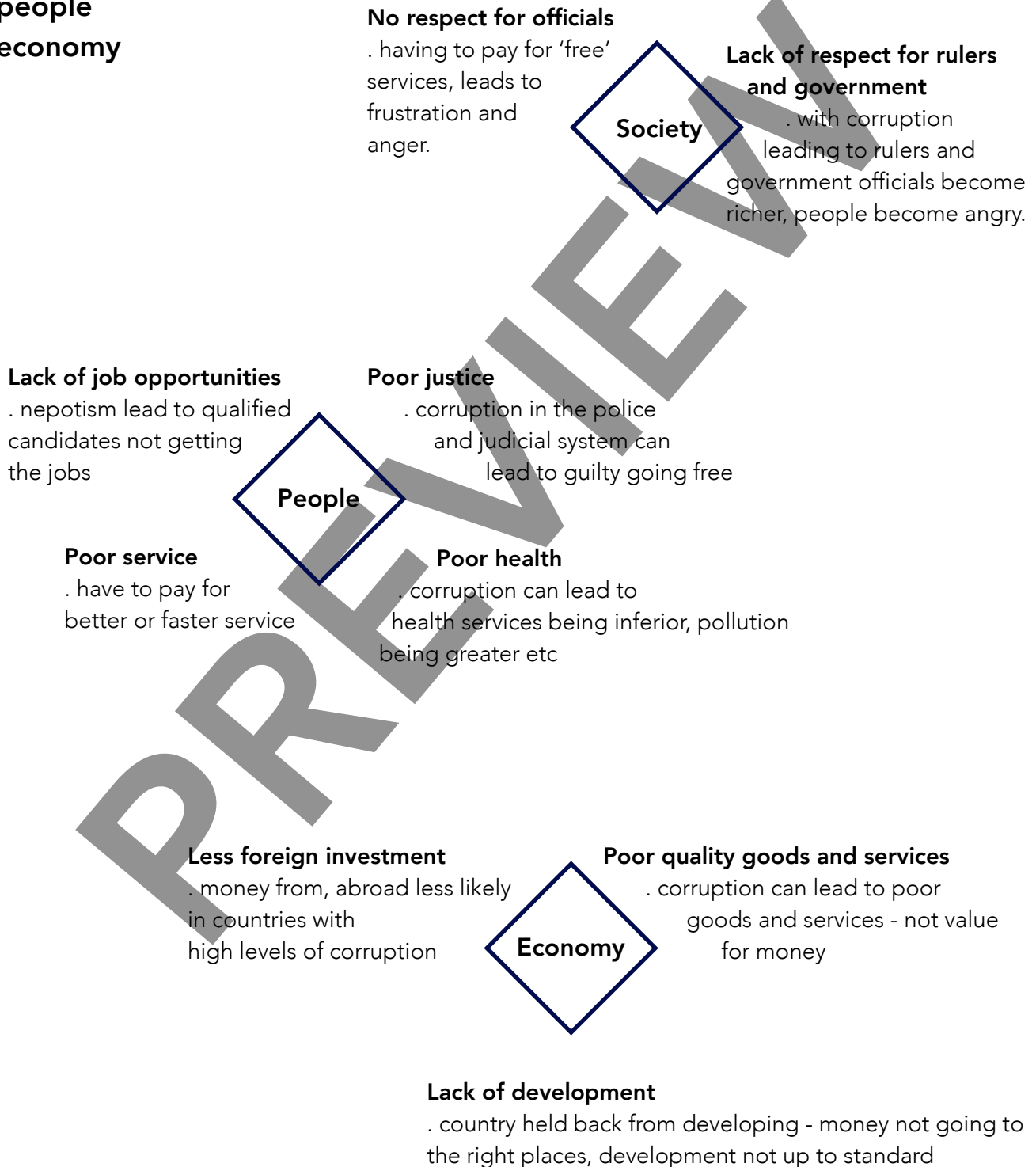
Company  
CEO (boss)

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

## 3. What is the impact of corruption?

### Effects of corruption on:

- . society
- . people
- . economy



### 3. What is the impact of corruption?

#### Activity 3.3

*Research an example of an effect of corruption  
Present your findings to the rest of the group (powerpoint)*

Type of corruption: . **Society** . **People** . **Economy** .

**Side 1:** type of corruption  
heading

**Side 2:** background information

**Side 3:** explain what happened

**Side 4:** what was the effect of corruption

**Side 5:** what was the result of the corruption

**Side 6:** what could have been done to stop the corruption

### 3. What is the impact of corruption?



**What's the cost of corruption? - CNBC Explains**  
CNBC International

#### Activity 3.4

*Discussion about the CNBC programme*

#### Key points

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_
7. \_\_\_\_\_

### 3. What is the impact of corruption?

#### Review 3

#### Review of the effects of corruption

Summary of learning objectives

Examples of the effects of corruption

Society \_\_\_\_\_

\_\_\_\_\_

People \_\_\_\_\_

\_\_\_\_\_

Economy \_\_\_\_\_

\_\_\_\_\_

Key words

\_\_\_\_\_

\_\_\_\_\_

#### 4. What sort of unethical behaviour exists in education?

##### Learning objectives

1. Outline 3 benefits of education
2. Describe at least 3 types of unethical behaviour in education
3. Present an example of at least one type of corruption in education

##### Activity 4.1

*In pairs give examples of unethical behaviour by teachers*

Teachers



#### 4. What sort of unethical behaviour exists in education?

##### Activity 4.2

*In pairs give examples of unethical behaviour by students*

Students

#### 4. What sort of unethical behaviour exists in education?

##### Activity 4.3

*In pairs give examples of unethical behaviour by schools & universities*

Schools  
Universities



### Unethical behaviour in education: USA universities

Over the last two years unethical and illegal behaviour has taken place across a number of universities: 8 universities; 45 athletes; 11 university employees & \$5.9 million paid



#### Example: Yale University

**Randolph (Rudy) Meredith**, former head coach of the women's soccer team (he was a cooperating witness; he agreed to plead guilty to conspiracy to commit wire fraud and honest-services wire fraud, as well as honest-services wire fraud, in hopes of lessening his sentence)

#### How Much Money?

- **\$1.2 million** paid by the parents to Singer, who then paid \$400,000 to Meredith

#### How Many Students?

One.

#### Example

Meredith designated an applicant as a recruit for Yale's soccer team, even though he knew that she didn't play competitive soccer. Janke, the USC assistant coach, created a fake athlete profile for the applicant, describing her as a star midfielder, and pretended they had coached the applicant. The profile was sent to Meredith. After the applicant was admitted to Yale, Meredith received a personal check for \$400,000.

#### Activity 4.4

*In groups discuss this situation*

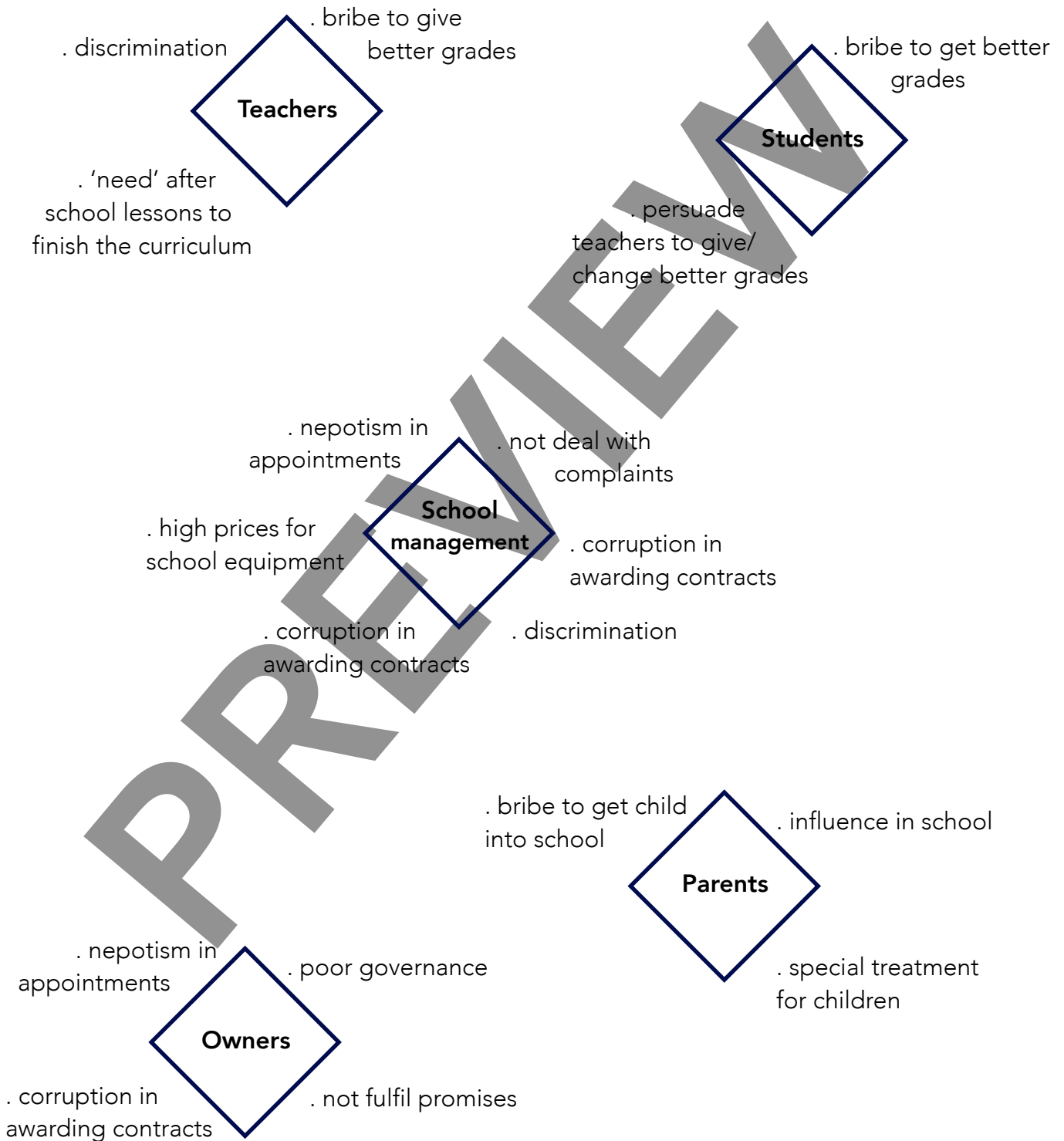
*Why is this behaviour unethical?*

*Why is it unfair on other athletic students?*

*Who is at fault in this situation?*

## 4. What sort of unethical behaviour exists in education?

### Summary of unethical behaviour in education



#### 4. What sort of unethical behaviour exists in education?

**Activity 4.5**

*List 5 of worst unethical behaviours and explain your ranking*

Rank	Unethical Behaviour	Explanation

#### 4. What sort of unethical behaviour exists in education?

##### Activity 4.6

*In pairs research one of following and explain what unethical behaviour it shows - what were the consequences*

*Present your research findings on your topic*

1. Axact Education and fake degrees

2. Ghost schools and ghost teachers

3. Edexcel Maths A Level paper leaked

4. Singapore 'high-tech' exam cheating plot

5. Research your own example of unethical behaviour in education

#### 4. What sort of unethical behaviour exists in education?

##### Review 4

##### Review of unethical behaviour in education

Summary of learning objectives

Benefits of education

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Types of unethical behaviour

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Types of corruption in education

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Key words

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## 5. What sort of unethical behaviour exists in the workplace?

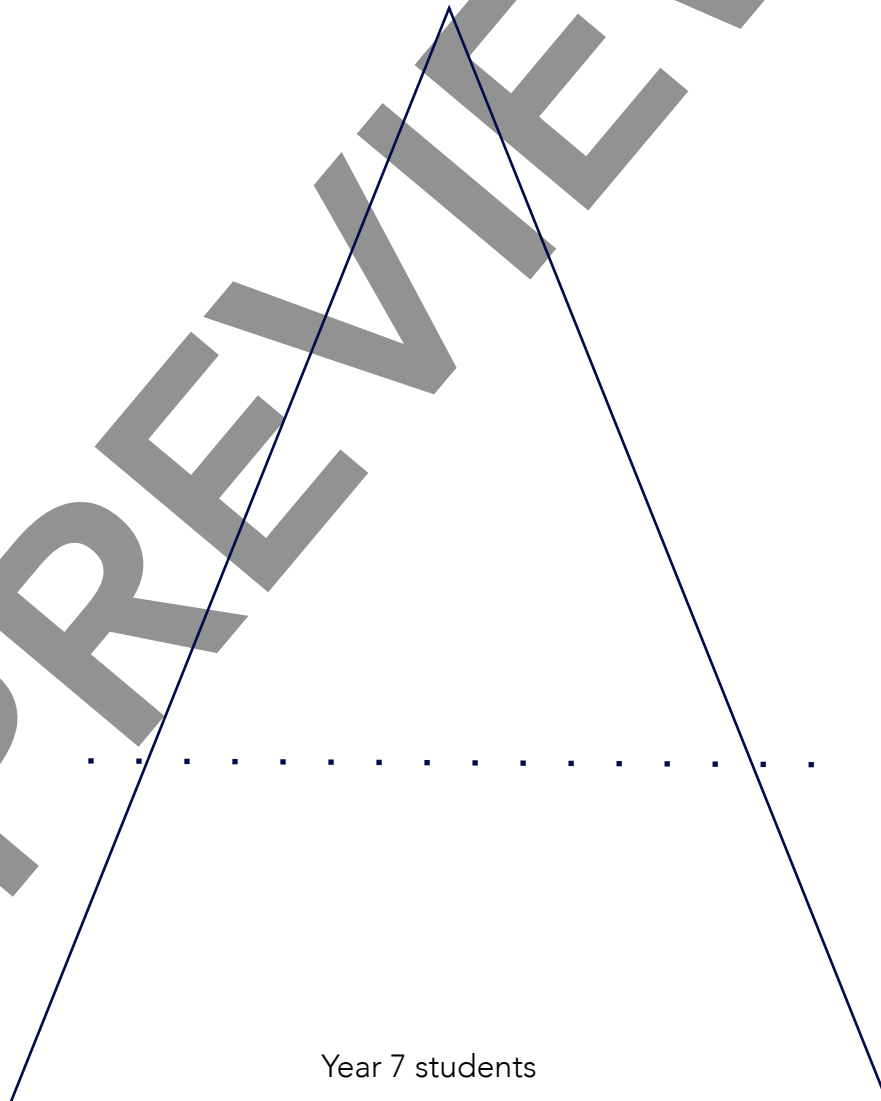
### Learning objectives

1. Describe power relationships in the workplace
2. Define the gig economy and its challenges
3. Give examples of unethical behaviour in the workplace

### Power relationships in school: the school hierarchy

#### Activity 5.1

Add the  
different people  
into the school  
hierarchy  
diagram



**Activity 5.2**

Explain 3 examples of 'power relationships' in school

Example 1: .....

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Example 2: .....

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Example 3: .....

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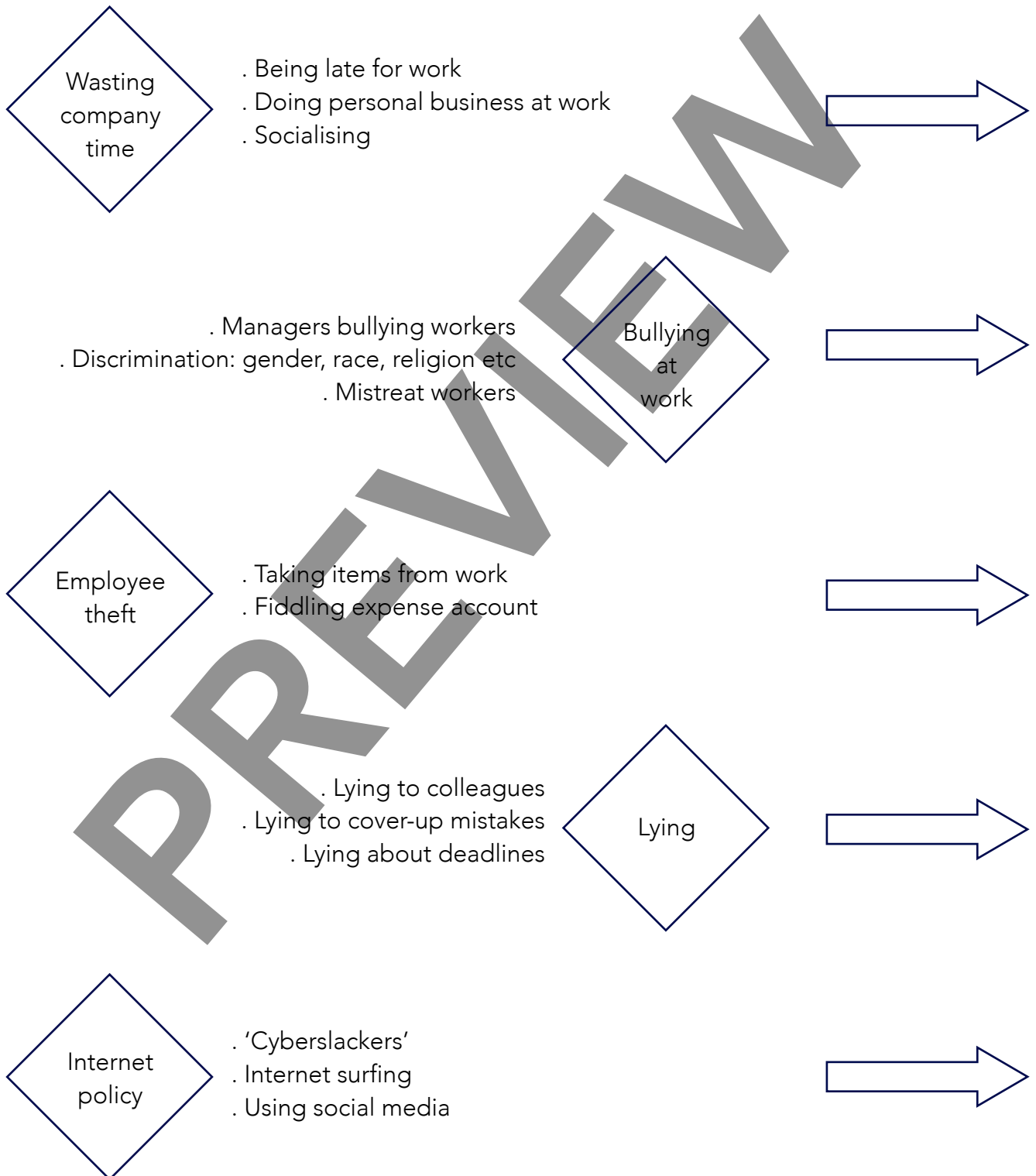
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## 5. What sort of unethical behaviour exists in the workplace?

### Examples of unethical behaviour in the workplace





**Activity 5.3**

Give examples of unethical behaviour in the workplace, include your own examples from school

**Examples**

1 \_\_\_\_\_

2 \_\_\_\_\_

**Examples**

1 \_\_\_\_\_

2 \_\_\_\_\_

**Examples**

1 \_\_\_\_\_

2 \_\_\_\_\_

**Examples**

1 \_\_\_\_\_

2 \_\_\_\_\_

**Examples**

1 \_\_\_\_\_

2 \_\_\_\_\_

## 5. What sort of unethical behaviour exists in the workplace?

### The 'Gig Economy'



**Gig economy: How fair is it?**  
The Feed



**Gig economy**  
Roundtable



### Activity 5.4

What are 'deliveroo' and 'Uber eats'?

How do the 'deliveroo' and 'Uber eats' drivers earn their money?

What is the 'power relationship' between the employer and driver?

## Activity 5.5

What is the difference between a 'gig economy' job and a traditional job?



## Similarities

Differences
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## 5. What sort of unethical behaviour exists in the workplace?

### The 'Gig Economy'



## A day in the life of a food delivery man in Dubai

Always wondered why food delivery riders seem to drive recklessly?

Published: August 25, 2019 19:45 Last updated: August 26, 2019 09:53

Anupa Kurian-Murshed, Social Media Editor

Sweat pours down his face. The helmet visor fogs with his breath. The sun burns down as the seconds tick. Every minute counts between being paid and losing money. The light turns green, and he flies across the yellow lines, defying loss of life and limb each time - to make a food drop. So his family can eat.

The quote from Maverick of Top Gun comes to mind: "If you think, you're dead."

Meet 24-year-old Dubai-based food delivery rider, Kamran, from the ancient City of Saints in Pakistan – Multan. He tells a story that echoes the lives of the countless others in the same job across the city.

The Pakistani national grew up in one of the oldest cities of Asia, apparently named after a sun temple Mulasthan that has attracted numerous Sufi masters over the centuries. A gentle, timeless place but one that couldn't support his dreams of making a good living for his family.

### Poverty and the chance to succeed

He arrived in Dubai in the summer of 2014 as a 19-year-old, determined to make a success of his life. At the age of 16, he had to do part-time jobs to help his family. His father was getting old and money was tight. Eventually he had to quit studying after his first year of Bachelor of Commerce and take up a full-time job in retail sales. He earned about Rs15,000 per month, enough to meet basic needs but not enough to build a future.

Kamran begged, borrowed and came to the city of dreams - Dubai.

"I first worked in the Fruit and Vegetable market as a helper on daily wages. I made about Dh50 a day. It was hard work but an honest living. While there, I started looking around, talking to people who came to the market.

"I managed to save up for about four months and used it to apply for a bike driving licence. It took me about two months, meanwhile I also got a friend to help me create a CV. I had decided to apply for the job of a food delivery person."



Image Credit:  
Ahmed Ramzan/Gulf News

**Starting on food delivery**

He was successful and landed a job with a small restaurant in Dubai. The pay was Dh1,500 for a daily 12-hour shift, with no holidays.

"You never get a holiday in these small restaurants, that's the nature of the job. I knew that. It was not easy ... used to be exhausted almost all the time, especially in the summer. But, it was a good learning experience."

And then he got a break. A new, international food delivery service was launching in Dubai. His experience and tenacity paid fruit.

"It was a great opportunity, especially at the beginning. I was offered a monthly salary of Dh2,800, an eight-hour shift and one weekly day off. It was incredible!"

But, all good things come to an end. The company got big and attitudes changed, according to Kamran.

"They started altering our weekly schedules including the areas and timings. So, you could finish one shift at midnight at one end of Dubai and the next day, early morning at 6am, the start would be at the other end. We could not cope, people were not getting time to sleep and recover, which was proving to be extremely dangerous when riding bikes."

**Playing with danger on bikes**

"Also because the areas would change, riders would struggle to reach locations on time. And they also changed the payment system. It was no longer based on monthly pay – it was based on commission per drop. We were to be paid Dh9.50 for each successful delivery."

"It might sound reasonable but you have to understand deliveries do not come in a regular flow in specified intervals of time. There are peak hours, so a rider knows that this is the only time he can earn. And that depends on as many drops as possible, as fast as possible. This pushes us. In that year, there were about eight to ten rider deaths."

"There isn't much of healthcare options either. If we go to hospital, we have to pay a certain amount, even if it is as small as Dh20, which we cannot afford. So, most delivery riders will try and ignore an injury as much as possible."

"It's not a complaint but that's our circumstance."

The point was raised by another bike rider Rana, who wrote in to Gulf News: "I belong to the bike delivery profession. In our job, you can find easily 70 per cent of bike drivers doing 12 to 16 hours duty in a single day. This long day and heat leads to fatal bike accidents. Normally in these accidents the bike rider dies on the spot. These drivers do not have proper health insurance or accident cover. It is a very critical condition."



## 5. What sort of unethical behaviour exists in the workplace?

### A new opportunity

Then a second break arrived. Another big, international food delivery chain was launching in Dubai. Kamran moved. Again, it was good with a monthly pay of Dh3,000, nine-hour work day and a day off. Additionally, you also got a commission of Dh1 per drop. Things were looking up. "It is important to understand that we don't work directly for the company. We are working for an agency that supplies riders for the food delivery company, so they don't have any direct liability or accountability."

After about three months, the work hours at the new company started increasing and the pay was reduced to about Dh2,700. Kamran had just moved jobs, there was not much he could do and this was a better bet than most available.

Soon, the salary system was completely stopped and it became pay based on drops and commission.

"And if you missed a day's work they will cut Dh99 from the overall monthly settlement. And if a drop is late or cancelled for whatever reason, we are fined Dh10. In case of a cash pay order, we give the restaurant money and once you reach the customer, if he or she refuses to take it because of a delay or some other issue, we don't get refunded. It goes from our pocket."

### Do customers care?

"As for customers, well, they are a mixed bag. I've never had unpleasant experiences. People are polite, some even give us water or food.

"But, there are some who behave as if we are out to get them... an ulterior motive in our hearts. They just snatch the food from our hands and storm off. Very brusque and standoffish.

"It hurts but usually we laugh it off. It's on to the next delivery, the next customer. It's all part of the job. In between this, we get an hour off based on the pace of orders received, so you might not get a break for six hours straight. In the summer, this is hard because it gets hot and stifling, especially in all the bike gear we wear.

"Even on the break, there is no place to stop and eat or drink. We just wait by a pavement or take shelter in some building lobby if they allow us. I know this makes some people suspicious, thinking we are loitering and ask us to leave. We apologise and leave. But, we are not without fault either.

"There are some riders who will chat loudly on their phone, eat and litter, which then offends the people who have given them the space. So, next time around, we pay a price for that uncivilised behaviour and are not allowed to wait there."



Image Credit: Ahmed Ramzan/Gulf News

**End of day**

Once the shift ends, Kamran goes back to his shared accommodation in International City. About 12 people to a room. Not much space or privacy, but enough to have a night's sleep. "I have clothes to wash, have something to eat and sleep. We eat whatever is made for the day. Each one of us in the room takes turns, so the burden is shared.



Image Credit: Clint Egbert/Gulf News

"This is the time I miss my family, my home, the most. There is nobody to talk to, nobody to share a laugh or talk to about the day. Sometimes the pain is so much from missing everybody that it feels like a physical ache.

"I'm not alone there are thousands in this city like me, people nobody knows about, never hears about and quite often does not see. To date, not a single customer has asked me my name. To all I am 'delivery boy'. I'm not whining, it's just what it is."

"What will I go back to? I came with a dream. I want to start something of my own, give my family a better life. I have not got married either, because I do not want to burden another life with these troubles. First I need to sort myself out first, before I bring in another person into it. "For now, it is just my bike and me, the desert wind riding with us as we make one food drop after another. And all we ask is a little patience...."

## 5. What sort of unethical behaviour exists in the workplace?

### Activity 5.6

What are the advantages and disadvantages of the 'gig' economy for Kamran?

#### Advantages

#### Disadvantages

### Activity 5.7

Having read Kamran's story, has your attitude to delivery riders changed - explain your answer?



**Activity 5.7**

Prepare for a debate on whether the 'gig' economy is ethical or not- make bullet points for side of the argument

**The 'gig' economy is ethical**

PREVIEW


**The 'gig' economy is unethical**


## 6. How can you promote ethical and anti-corruption behaviour in yourself and others?

### What has been done to tackle corruption

taken from [www.kickassfacts.com](http://www.kickassfacts.com)

- a Deal with the problem**  
In 2004, the Republic of Georgia fired 30,000 police officers (almost the entire traffic police force) due to corruption and built glass police stations to encourage an image of transparency. Since then crime in Georgia has dropped and the public confidence in the police has risen drastically.
- b Show what might happen**  
Chinese government takes its officials and members of their families on prison tours on a regular basis to give officials an introduction to what awaits them if they should engage in corruption. The tours include meet-and-greets with former government officials who were caught for corruption.
- c Appoint the right person to deal with corruption**  
The reason Harry Truman was selected to be the Vice President under Roosevelt in 1943 was because when he ran the Senate "Truman Committee", it found so much corruption and waste, he saved the government \$10-15 billion. Several times the cost of the entire \$2 billion Manhattan project.
- d Make it more difficult to be corrupt**  
Phasing out large currencies reduce crime and corruption because smaller currencies increase the amount of space and weight needed to transport, store, and process cash while maintaining the same value.
- e Everyone fights back**  
Indian citizens fought against corruption by paying bribes with 0 rupee notes designed to look like 50 rupee notes
- f Fight corruption with money!**  
Snitching for the government is big business in South Korea you can make up to \$1.7 million for reporting government corruption
- g Nobody is above the law**  
92 high ranking officials (judges, lawyers, policemen, and a state legislator) were arrested & indicted in the Chicago area for corruption; including profiting from murder, bribery, racketeering, etc. Operation Greyford involved the first listening device ever placed in a judge's chambers



Corrupt officials are like weeds which must be uprooted so that plants can grow.

**H.H. Sheikh Mohammed bin Rashid Al Maktoum, ruler of Dubai**

### Activity 6.1

On page 54 there are 7 real life examples of ways in which action was taken to tackle corruption. In pairs rank the top 3 actions, that you think would work in the UAE

1

2

3

## 6. How can you promote ethical and anti-corruption behaviour in yourself and others?

What others do to promote ethical and anti-corrupt behaviour



**Bribery and Corruption - The Bribery Act**  
City of London Police



**Here are ten ways to fight corruption**  
World Bank



**Simple ways young people can fight corruption. Part 1 & 2**  
Transparency International

### Activity 6.2

List 3 things you can do promote ethical and anti-corrupt behaviour in yourself and 3 things for others

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_



Monday 9th December 2019 was **ANTI-CORRUPTION DAY**

**Activity 6.3**

Design a poster to mark Anti-corruption Day  
- choose one aspect of corruption or do a general one

PREVIEW

