



A STUDY ON ROLE OF ETHICS AND ACCOUNTABILITY IN PUBLIC ADMINISTRATION

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Abstract

For improvements in public administration, ethics are essential. However, because they are unfamiliar with and frustrated by ethics in public management, public servants are becoming more unethical than in the past. The public's trust is essential to effective public administration. The public becomes cynical as a result of unethical public servant behavior and performance, which harms the leaders' and public servants' reputations. The moral foundation depends on standards which components such correspondence, observation, and endorsing frameworks which help in anticipation of the exploitative lead. The difficulties and ethical dilemmas of public administration are the focus of the paper. It looks at how unethical actions like dishonesty, fraud, bribery, nepotism, conflicts of interest, and embezzlement of public funds are dealt with. The paper suggests possible approaches to enhancing public service ethics.

Keywords: approaches, administration, Public.

Introduction

Principles, standards, or codes of conduct that individuals adhere to are referred to as ethics. Those who don't follow these rules are held accountable for what they do and say. Responsibility alludes to the confirmation of assessing an individual or association in light of the exhibition and conduct regarding their obligations. As a result of the severe crisis of legitimacy that exists in the majority of nations, issues of ethics and accountability have emerged as central to contemporary government. There is a growing perception that performance management will not suffice to address this issue on its own. Additionally, citizens expect politicians and public servants to act ethically and responsibly. However, there is a problem with the ethics. New public management and governance have brought about new issues that cannot be resolved by utilizing conventional bureaucratic ethics. Public servants' levels of responsibility have increased as a result of devolution and decentralization processes. The traditional values of discretion and equality before the law have been challenged by public organizations' increased openness, transparency, and service orientation. Integrity has been questioned as a result of the public and private sectors' increasing interaction. In light of these changes, the ethical system needs to be updated, or the traditional values of the public service may be called into question by some actual changes in government. In order to guarantee that government agencies and institutions serve the public interest, ethics and accountability are essential components of public administration. public administration, the process of putting government policies into action. Nowadays, it is frequently thought that public administration also includes some responsibility for determining government programs and policies. In



particular, it refers to the process of organizing, planning, directing, coordinating, and controlling government operations.

Regardless of their form of government, all nations have some form of public administration. Public administration is carried out at the central, intermediate, and local levels within nations. In fact, a growing issue in public administration is how different levels of government interact with one another within a single nation.

Public administration is now a distinct profession in most of the world thanks to the establishment of highly trained administrative, executive, or directive classes. The assortment of public overseers is typically called the common help. Since the early 20th century, the elitist class connotations that had been associated with the civil service in the United States have been deliberately avoided. As a result, civil servants are now valued for their expertise and recognized as professionals.

Traditionally, the civil service is contrasted with the military, the judiciary, and the police, all of which provide full-time service to the state. Specific administrations, once in a while alluded to as logical or proficient common administrations, give specialized as opposed to general regulatory help. In the past, the majority of nations have traditionally differentiated between those employed abroad for diplomatic responsibilities and those in the domestic civil service. Therefore, a civil servant is one of a group of individuals who are directly involved in the management of the state's internal affairs but do not hold political, ministerial, military, or constabulary positions.

Local government and public corporations are typically excluded from the civil service in most nations. However, some provincial staff members are civil servants in some nations, particularly unitary states where provincial administration is part of the central government. All levels of government in the United States have their own civil services—federal, state, and local—and a civil service is the part of government service that requires an examination and provides permanent employment.

Certain qualities are normal to all thoughtful administrations. Senior civil servants are regarded as the state policymakers' professional advisors. Qualifications in technical fields like accounting, economics, medicine, and engineering are emphasized in some countries' entry requirements for a career in the higher civil service. In some nations, candidates for senior positions are not required to have a specific technical or academic background, while in others, legal training is deemed appropriate. Senior civil servants are considered to be professional in the sense that, regardless of their specific qualifications, their experience in public affairs is thought to provide them with knowledge of the limits within which state policy can be made effective and the probable administrative results of various actions. In every nation, public servants are expected to provide those in charge of state policy with guidance, forewarning, and assistance, as well as the infrastructure for its implementation once it has been established. The political members of the executive—those elected or appointed to provide political direction to the government and typically career civil servants—are in charge of making policy decisions. Typically, civil servants are shielded from public criticism and blame for their

advice. However, their administration's actions may be subject to unique judicial controls against which no executive can challenge them.

Significance of Ethics in Public Administration:

1. Builds trust and credibility
2. Promotes fairness and impartiality
3. Ensures accountability and transparency
4. Guides decision-making and policy implementation
5. Fosters a culture of integrity and professionalism
6. Protects public interest and prevents corruption
7. Enhances legitimacy and credibility of government

Significance of Accountability in Public Administration:

1. Ensures responsibility for actions and decisions
2. Promotes transparency and openness
3. Prevents abuse of power and corruption
4. Encourages efficient use of resources
5. Fosters public participation and engagement
6. Enhances legitimacy and credibility of government
7. Supports good governance and effective service delivery

Key Principles of Ethics and Accountability:

1. Integrity
2. Transparency
3. Accountability
4. Fairness
5. Impartiality
6. Responsiveness
7. Efficiency
8. Effectiveness

Benefits of Ethics and Accountability:

1. Improved public trust and confidence



2. Better decision-making and policy implementation
3. Reduced corruption and misconduct
4. Enhanced legitimacy and credibility
5. Improved service delivery and outcomes
6. Increased transparency and accountability
7. More effective use of resources

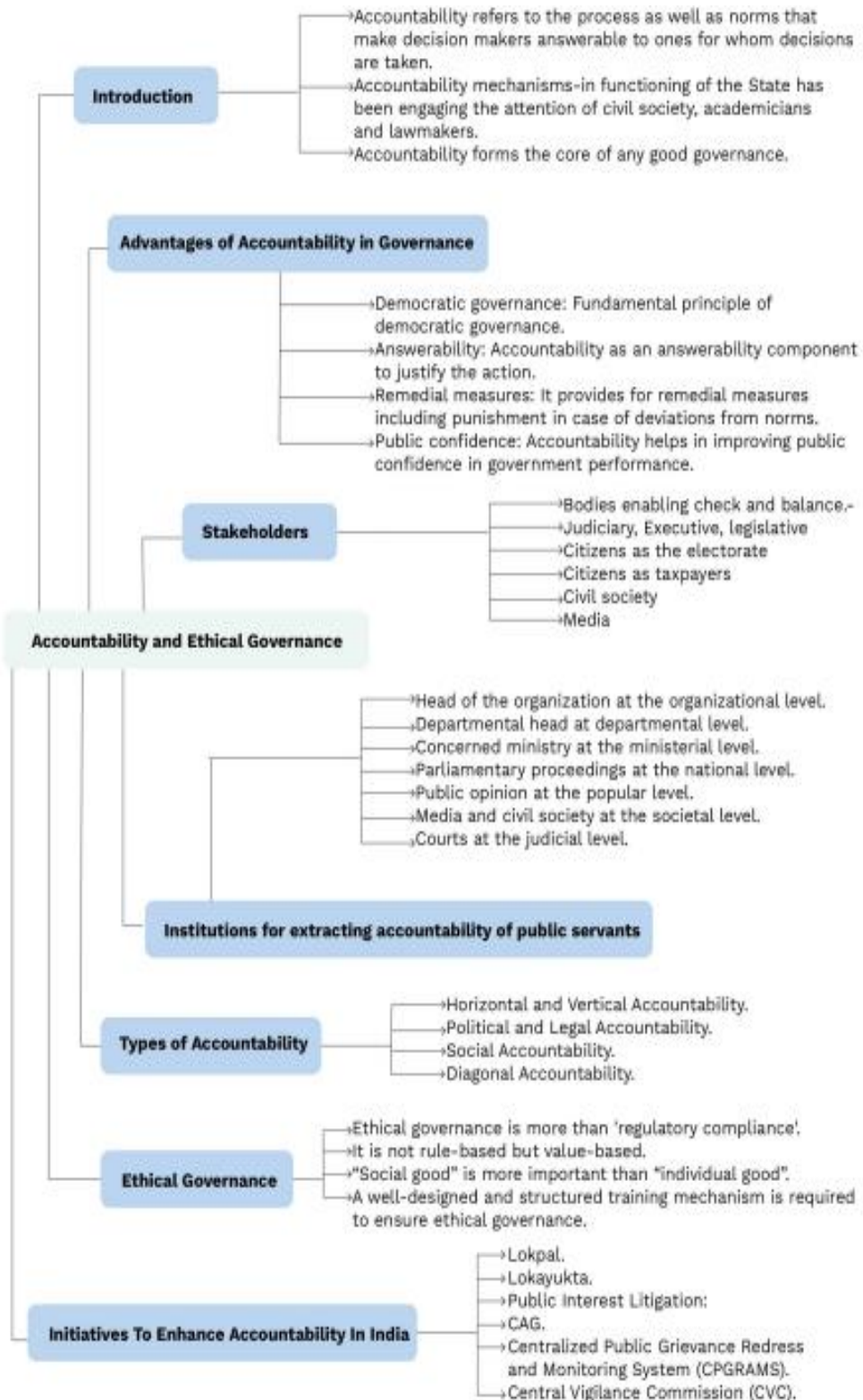
Challenges to Ethics and Accountability:

1. Corruption and misconduct
2. Lack of transparency and accountability
3. Inadequate training and resources
4. Political interference and influence
5. Bureaucratic red tape and inefficiency
6. Public apathy and disengagement

Best Practices to Promote Ethics and Accountability:

1. Establish clear codes of conduct and ethics
2. Provide training and education on ethics and accountability
3. Foster a culture of transparency and openness
4. Encourage public participation and engagement
5. Implement effective accountability mechanisms
6. Ensure consequences for misconduct and corruption
7. Promote leadership commitment to ethics and accountability

By prioritizing ethics and accountability, public administrators can ensure that government institutions serve the public interest, promote good governance, and foster trust and credibility.



Public ethics and accountability

An effective local or regional authority is founded on fundamental concepts like public ethics and accountability. They allude to the way of life, cycles, designs and decides that guarantee those in open office act in the more extensive public interest, as opposed to their own personal



responsibility. They are a necessary component of effective governance, and it is essential that relevant organizations observe and respect them.

In order to guarantee that the general public is treated in an equitable and fair manner, ethics are the guidelines that govern how public officials should act. Ethics help people evaluate the actions taken by public officials on their behalf and assist officials in making better decisions that are in the public interest.

Officials are held accountable for their actions on behalf of the public through public accountability.

Corruption and malpractice can flourish without public ethics and accountability. Corruption has a number of negative effects on individuals, society, the economy, and the government, as discussed in the final chapter. Public ethics and accountability can be prioritized to help curb the worst excesses of power and encourage local authorities to make decisions that are more responsible and fair.

The lack of public ethics and accountability can undermine public trust in government, public institutions, and officials even in areas where corruption is not widespread. While the connection between open morals and responsibility is perplexing, predictable and ideal utilization of both can assist with building and fortify trust between people in general and government.

Besides, public morals and responsibility can add to a positive climate where it is perceived that residents and different partners add to the nature of the dynamic cycle. Joined with resident interest devices, public morals and responsibility can assist with guaranteeing that residents' very own encounters, skill, information and investigation enhance, and fortify, choices taken by government and public authorities.

In the event that an elected representative makes a false or incomplete declaration, they should be aware of the procedures for monitoring declarations of assets and the bodies that monitor them, as well as the sanctions that can be imposed and how to do so. They ought to be aware of the regulations that apply to whistleblowing as well as the official or officials tasked with taking into account complaints and allegations made by whistleblowers. Newly elected representatives must receive in-house training, and all elected officials must receive regular refresher training. If elected representatives are to be successful as models of political integrity, they need to know and comprehend the legal and institutional framework. Lastly, public ethics and accountability are essential to enhancing public services because they will benefit individuals and the community as a whole more when they are more responsive to and accountable to people, drawing on their insights, ideas, energy, and scrutiny.

Public ethics and accountability work together to make sure that decisions and the allocation of resources are fair, effective, and efficient. This makes it possible for a democracy, economy, and society to work well. The European Code of Conduct for All Persons Involved in Local and Regional Governance was adopted by the Congress of Local and Regional Authorities of the Council of Europe to accomplish this goal. It encourages local and regional authorities as

well as associations of local and regional authorities to develop appropriate educational programs in integrity management and to implement advisory services to assist their staff in identifying and dealing with potential ethical risk areas as well as conflict-of-interest situations.

In both central and local government, important mechanisms for promoting public ethics and accountability are transparency and citizen participation. According to a recent report published by the European Committee of the Regions titled "Preventing Corruption and Promoting Public Ethics at the Local and Regional Level in Eastern Partnership Countries," the primary vulnerability in all of the cases evaluated was the absence of transparency. The various mechanisms for transparency and citizen participation that can be implemented by local and regional authorities are outlined in this guide.

Ethics in Public Sector

Stewardship and representing the interests of society as a whole fall squarely on the shoulders of public sector agencies. what is frequently alluded to as acting in the public interest.

A set of guiding ethics is necessary for public officials to act in the public interest. It's possible that these are not the same as an individual's personal values or the professional ethics.

The fundamental assumptions of public administration and the actions of public officials are the focus of public sector ethics. The idea of ethics as a whole has been called the fourth "E" that could be added to the three traditional "Es" that make up public sector administration; specifically, economy, efficiency, and effectiveness. The concept of public duty is fundamental to comprehending ethics in the public sector and serving the public interest. Serving the public interest is a responsibility of public officials.

The public sector's laws, policies, codes, directives, and other written regulations will never cover every circumstance a public official may encounter; neither would this be feasible for these documents. Without an explicit set of organizational ethics to guide them, individuals may arrive at different conclusions regarding the appropriate course of action in a given circumstance. Individuals also have distinct personal values.

To encourage and direct consistent decision-making, organizations ought to develop and communicate a clear set of ethical principles. As will be discussed below, a statement of ethics can be a separate document or incorporated into an organization's code of conduct.

Public sector ethics relevant to corruption prevention focus on the following essential concepts:

- **impartiality** – best demonstrated by the principle of merit-based decision-making and objectivity (a key principle of the Westminster system is an apolitical and professional public service)
- **public duty** – demonstrated by public officials serving the public interest rather than having their decisions influenced and subverted by private interests
- **public accountability** – demonstrated through transparency, honesty, accurate recordkeeping, and financial stewardship.

The book "Behaving Ethically: The NSW Public Service Commissioner wrote a guide for employees of the NSW government sector in 2014 to help them understand their responsibility to act ethically and in the public interest. It offers helpful advice for dealing with coworkers, customers, stakeholders, and the current government on a daily basis.

Behaving Ethically is in support of the NSW government sector's ethical framework, which mandates that all government employees act in a manner that exemplifies the core values of integrity, trust, service, and accountability. The 18 principles that form the basis of the core values are as follows: acting professionally with integrity, consistency, and impartiality; prioritizing the public interest over one's own. Respect, excellence, and customer service are a few of the additional values that are endorsed by numerous organizations.

Moral structures can be coordinated into the office's work by alluding to them in execution arrangements and in corporate surveys, for instance, by making "consistency with the moral system" a standard in occasional audits. Corporate ethics will be meaningless and encourage cynicism among employees if they are not applied honestly.

Accountability in Public Sector

Responsibility expects that data in regards to the activities and choices of the individual or association being considered responsible should be communicated; The necessary actions must be taken in response to this information; and the information needs to be put to use to boost performance, fix flaws, or reward outstanding service. The government needs to keep coming up with new ways to get more people involved in the accountability process. The Government Accountability Office (GAO), the establishment of Inspectors General in 13 Federal agencies, a special task force established by GAO to examine and assess susceptibility of agency programs to fraud and other illegal activities, an executive group to combat fraud and waste in government, the Presidential Management Improvement Council, and the Civil Service Reform Act of 1978 are all mechanisms that have been used to establish a solid foundation of accountability in government. There are three kinds of attribute. Fiscal accountability means using public funds in a legal way and keeping proper records. The agencies must implement the policies and programs in the intended manner in order to meet process accountability. Program accountability requires that policies or programs result in the desired changes or outcomes. Program objectives must be better defined because legislative language that defines them is frequently ambiguous. The government must continue to improve its internal control systems, keep the public informed about government activities, work harder to develop federal evaluation policy and guidelines, encourage long-term planning of evaluation activities and interaction between evaluators, users of results, and beneficiaries of programs, emphasize a problem-solving approach to evaluation, encourage productivity, and reward exceptional performance in order to increase accountability.

Agenda of Government: Participation by Stakeholders in Determining Priorities and Vision They either directly or indirectly participate. The public authority drafts and carries out the characterized plan. The improvement of governance is made possible by the ongoing evaluation of the outcomes.

Keeping up with Straightforwardness - Straightforwardness is the essential of responsibility in administration. Support of straightforwardness is significant on the grounds that, for the assessment of any activity, there ought to be legitimate admittance to all vital data. Good governance is the result of transparency. As a result, accountability and transparency complement one another.

Stakeholder Empowerment – It is crucial to empower stakeholders through strong mechanisms, appropriate measures, and statutory laws. The decision-making authorities are obligated to respond to stakeholder requests for justification.

Commitment to Responsibility - Responsibility essentially alludes to the obligation to make sense of the demonstrations or choices made by the individual in control to the partners who might be affected by those choices. Corruption and poor governance can result from a lack of accountability.

Accountability in Governance is important because of the following reasons discussed below

- To check abuse of bureaucratic powers and discrepancies.
- To provide a guarantee that the implementation of laws will be in accordance with standards and quality
- To build a system that promotes learning and continuous progress in governance and public management.
- To enhance the confidence of citizens in the administrative institutions of government.
- Accountability in governance can be achieved in a two-way process –
- Upward accountability: It is the control of the government, such as the power to dissolve, approve, and audit fiscal plans of administrative authorities.
- Downward accountability: This is a weaker form of authority as it is only exercised by the people through the democratic process.

Public accountability in a representative democracy

The term "the hallmark of modern democratic governance" has been used to describe accountability. The concept is not novel. "... that all power is a trust," Benjamin Disraeli, a British politician in the 19th century, wrote. that it is our responsibility to use it; that everything springs from and for the people, and everything must exist."

According to Finn, "those entrusted with public power are accountable to the public for the exercise of their trust" is an essential and overarching constitutional and fiduciary principle when "the public's power is entrusted to others." According to Barnes and Gill, public confidence in the public sector is also closely linked to public trust in the public sector.

Being accountable to the public is, in the words of Finn, "an obligation of all who hold office or employment in our governmental system," as he puts it. According to Finn, when the public sector accepts responsibility for exercising powers on behalf of the public, it is subjected to a "burden."

In a representative democracy, these observations demonstrate the significance of accountability in maintaining public trust. The public sector's conduct and interactions with the general public are profoundly affected by this. "State servants are guardians of what ultimately belongs to the public, and the public expects State servants to serve and safeguard its interests" is acknowledged, for instance, in the New Zealand State Services Commission's code of conduct guidance.

People in general can pass judgment on dependability whenever when, as Thomas and Min Su notice, the general population connects with the public area as either a client, an accomplice, or extreme proprietor of public area assets. This is the very thing Mill operator and Listhaug allude to as a "rundown judgment" of the public area's dependability in light of the public's assumptions for how government ought to work.

O'Neill warns that judging trustworthiness is difficult and subjective, but competence, dependability, and honesty are useful qualities. O'Neill says that: We will have a pretty good reason to trust a person if we discover that they are trustworthy, reliable, and competent in the relevant areas.

We agree that a trusting relationship between the public sector and the public is necessary for public accountability. It is about the public area showing its capability, dependability, and genuineness in a way that permits general society to pass judgment on its reliability in utilizing public cash and assets.

In this paper, we use this definition of public accountability. In a representative democracy, it gives a view of public sector accountability that is more focused on the interests of the people. It likewise recommends, as the New Zealand State Administrations Commission has contended, that " responsibility goes past, for instance, just being responsible to the law, or to the public authority of the day, or to an unrivaled, as basic as these are to grasping responsibility in the public area".

Conclusion

This study suggests that agency employees must carry out their responsibilities in accordance with their knowledge and the standards and ethics that guide their work in order to meet the accountability of government bureaucrats. Ethics have always been a big part of life, and every society, culture, and community places a lot of importance on them. It emphasizes the significance of ethics in assisting individuals in improving their way of life, not only for the comprehension of moral philosophy but also as a brake and an energizer that influences the impact that the law has on people. It presents that the worth of straightforwardness dwells in its supposed effect on market productivity, government adequacy, and fidelity. In terms of how well governments function and, more specifically, how prevalent corruption is, the logic is unquestionably persuasive.

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