DOES BEING ETHICAL MEAN JUST FOLLOWING RULES?

Care for the Company

Care for the Orphans
DOES BEING ETHICAL MEAN JUST FOLLOWING RULES?
“Does Being Ethical Mean Just Following Rules?” is a title for the Aga Khan Development Network Civil Society Programme. It includes a series of other comic strip booklets that challenge the reader on the role of ethics and integrity as contributors to success in the conduct of business.

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Ladies and Gentlemen, Lagor cannot succeed without regulations. I monitor the actions of my staff to promote ethical behavior...

Your efforts are highly appreciated Mr. Anyoli. We know this endangers your relationship with other workers but I and my committee are behind you. We will support you in every way possible until Lagor becomes a better place!

Brethren, your support for the orphans has been great, but we must do more, if you don’t, who will help these little children?

We also need new ideas of how to get greater support for our orphanage.

I have an idea!
Some of us should mobilise support from our places of work.

Thank you, I think at Lagor, our staff are friendly. I know they will help.

MONDAY MORNING: EVERYTHING IS SLOW APART FROM MR. ANYOLI WHO IS EAGER TO CORRECT AND REPORT ANY BREAKERS OF THE COMPANY CODE OF ETHICS.

I am kind of late today, 7.55am is not time for a production manager to report, but the jam was heavy.

By the way Lona, how do I look? You know the loading shedding of electricity is terrible... somebody-somewhere is not doing his work!

Never mind, you look sharp and smart Mr. Anyoli!

Easy! Mr. Anyoli, you are the boss in your department!
Thank you for the compliment... It is eight, I can help you take this attendance register to the human resources manager, I hope she is in her office!

Where is the attendance register? It is exactly 8.00am, we need to sign!

No! A few seconds past eight, Anyoli has taken the book to human resources.

The auditors are coming and for that reason Anyoli is never out of my office.

My baby is sick, but I had to come, just in case Anyoli misreports my case!

That is my work!

You know what? Anyoli stands by the water dispenser, to catch the person who drinks most water!

Anyoli has turned this place into hell!
I wonder what that little group is talking... I think there is something in the law against gossip... I wonder who they are?

I will pretend that I haven’t seen them, so that my sharp ear can catch something off their idle lips... I sometimes wish I were a policeman!

That born again chap... he is saying something about orphans... That is something to write about!

Is that Anyoli? I have just taken Flufed, and iiiii... it has made me dizzy!

Yes Paul! I understand! Sorry about the flu!

Slowly! Gently... like a feather... Oh! Oh! He is sleeping, the company seal is on his table... Now suppose I were a thief what would happen?
My list is now full, but this Ojok man does not feature!

Hello Ojok! Long time no see!

Yes Anyoli, every little time I can spare is for the Church!

But think about this! Suppose you, Mr. Anyoli... supported an AIDS orphan, how would that be? And suppose other staff members took up after you?

Just like me! Any spare time is for Lagor! But that aside, you never told me about your church!

No! I just like my work, that is all!

Sir! You are also a very busy person.
It is good, but management has to know beforehand... and there is a law against soliciting for funds from fellow staff members...

Do you have permission from your superiors? I think it is against the law of Lagor for an employee... to speak in such a money-related gathering.

I am not aware of any such regulation, besides many of these orphans are children of deceased staff of this factory.

I pray God, soften your heart!

Well I will be the key speaker at an AIDS orphan fundraising function tonight and you are invited!

Ignorance of the law is no defence... It is the company image that we are talking about!

Anyoli! Nothing can stop me!

Ho! Ho! Ojok! You are joking! You will be crushed.

I pray God, soften your heart!
What you are doing is private!

No it concerns us, as a company!

Ladies and Gentlemen, help us to help the children of our late fellow staff members.

Ojok is joking! No second to waste! This Ojok wants to force the company into his private initiative...

UNHINDERED OJOK APPEALS FOR SUPPORT

100,000/= 50,000/= 30,000/=
Ladies and Gentlemen: to teach Anyoli a lesson, I wish to adopt two children!

He is scheduled to speak this evening! He must be stopped! No compromise on ethics in Lagor!

ACT while there is still time because this man Ojok is scheduled to speak this evening!

This type of behavior by Ojok will set a bad example for junior staff, and chaos WILL FOLLOW... and teamwork will be compromised. The company image... signed. Anyoli
A letter stopping me! NO! It is against my personal ethics to abandon orphans... I can't. I will risk any punishment but I have to speak! This must be Satan fighting God's work!

Hello Anyoli, I have written to the board that this is a noble cause. I have even requested for their contribution... It is late, I have to go!

Ojok! Who do you think you are?

Anyoli! God help Anyoli!

Well do what you want, but that is the norm!

OK! Mr. Anyoli
Does being Ethical just Mean Following the Rules?

Code of ethics can be compliance-based or aspirational. Compliance-based code of ethics emphasise the need to adhere to rules and regulations, whereas aspirational codes of ethics outline the general ethical goals to be pursued, while giving greater leeway to management and employees to choose the means needed to achieve these ethical ends.

a) What are the advantages and disadvantages of a compliance focus?
b) What are the advantages and disadvantages of the aspirational approach?
c) How does Mr. Anyoli’s attitude showcase the risks of strict enforcement of rules?
d) How justifiable was Mr. Ojok’s decision to raise funds from colleagues without his superiors’ consent?
e) How can the letter of the law be balanced with its spirit to promote greater trust?