



# SNS COLLEGE OF TECHNOLOGY



Coimbatore-35

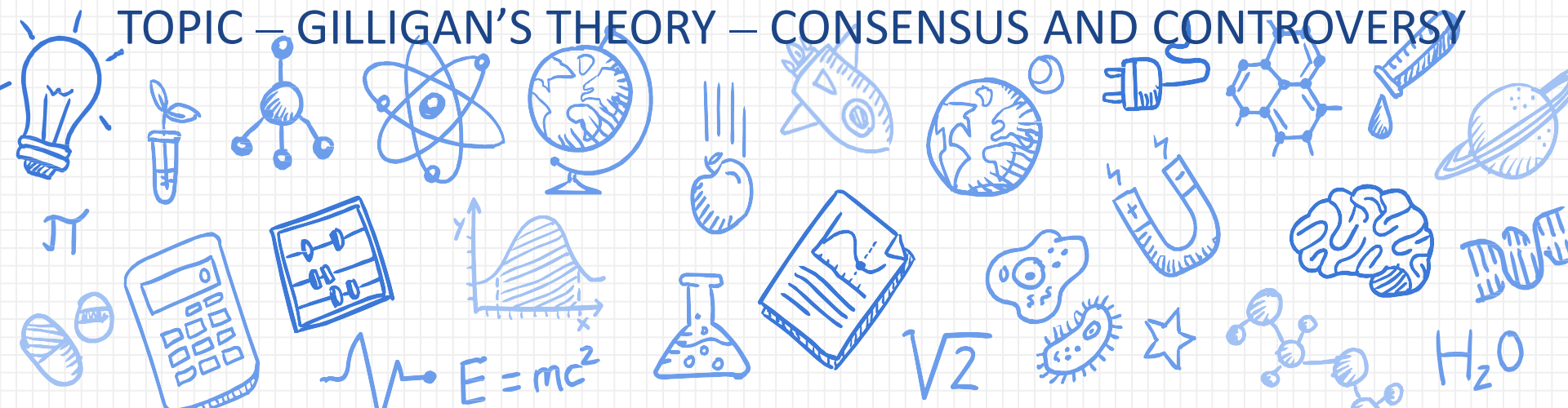
An Autonomous Institution

Accredited by NBA – AICTE and Accredited by NAAC – UGC with ‘A+’ Grade  
Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai

## DEPARTMENT OF MECHANICAL ENGINEERING 19GET201 – PROFESSIONAL ETHICS IV YEAR VII SEM

### UNIT 1 –ENGINEERING ETHICS

#### TOPIC – GILLIGAN’S THEORY – CONSENSUS AND CONTROVERSY

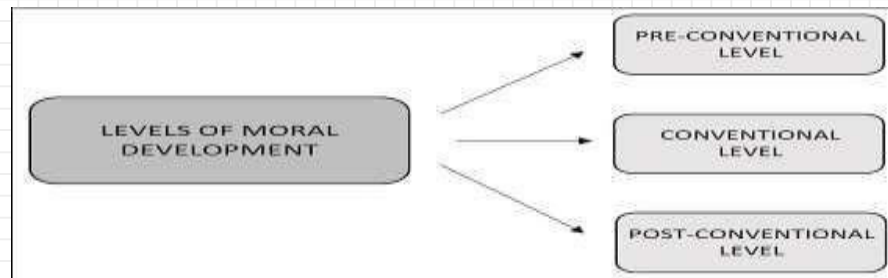


# GILLIGAN'S THEORY

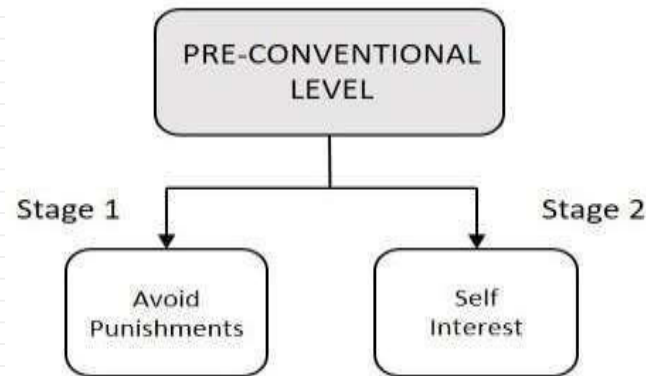
Carol Gilligan found that Kohlberg's theory had a strong male bias.

- ✘ According to Gilligan's studies, men had a tendency to solve problems by applying abstract moral principles.
- ✘ Men were found to resolve moral dilemma by choosing the most important moral rule, overriding other rules.
- ✘ In contrast, women gave importance to preserve personal relationships with all the people involved.

- ✘ The context oriented emphasis on maintaining personal relationships was called the ethics of care, in contrast with the ethics of rules and rights adopted by men.
- ✘ Gilligan revised the three levels of moral development of Kohlberg, as stages of growth towards ethics of caring.

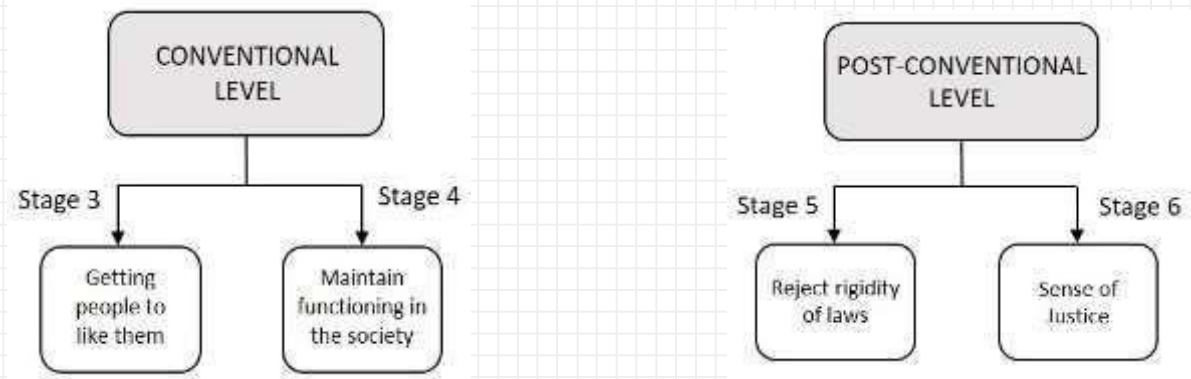


The pre-conventional level, which is same as that of Kohlberg's first one, right conduct, is viewed in a selfish manner solely as what is good for oneself.



✗ The second level called conventional level, the importance is on not hurting others, and willing to sacrifice one's own interest and help others.

✘ At the post-conventional level, a reasoned balance is found between caring about others and pursuing the self-interest.



- ✘ The balance one's own need and the needs of others, is aimed while maintaining relationship based on mutual caring.
- ✘ This is achieved by context-oriented reasoning, rather than by hierarchy of rules.
- ✘ The theories of moral development by Kohlberg and Gilligan differ in the following respects.



## Kohlberg's Theory

## Carol Gilligan's Theory

### A. Basic Aspects

1. Is based on the study on men.

1. Is based on the study on men and women

2. Men give importance to moral rule.

2. Women always want to keep up the personal relationships with all persons involved in the situations.

3. Ethics of rules and rights.

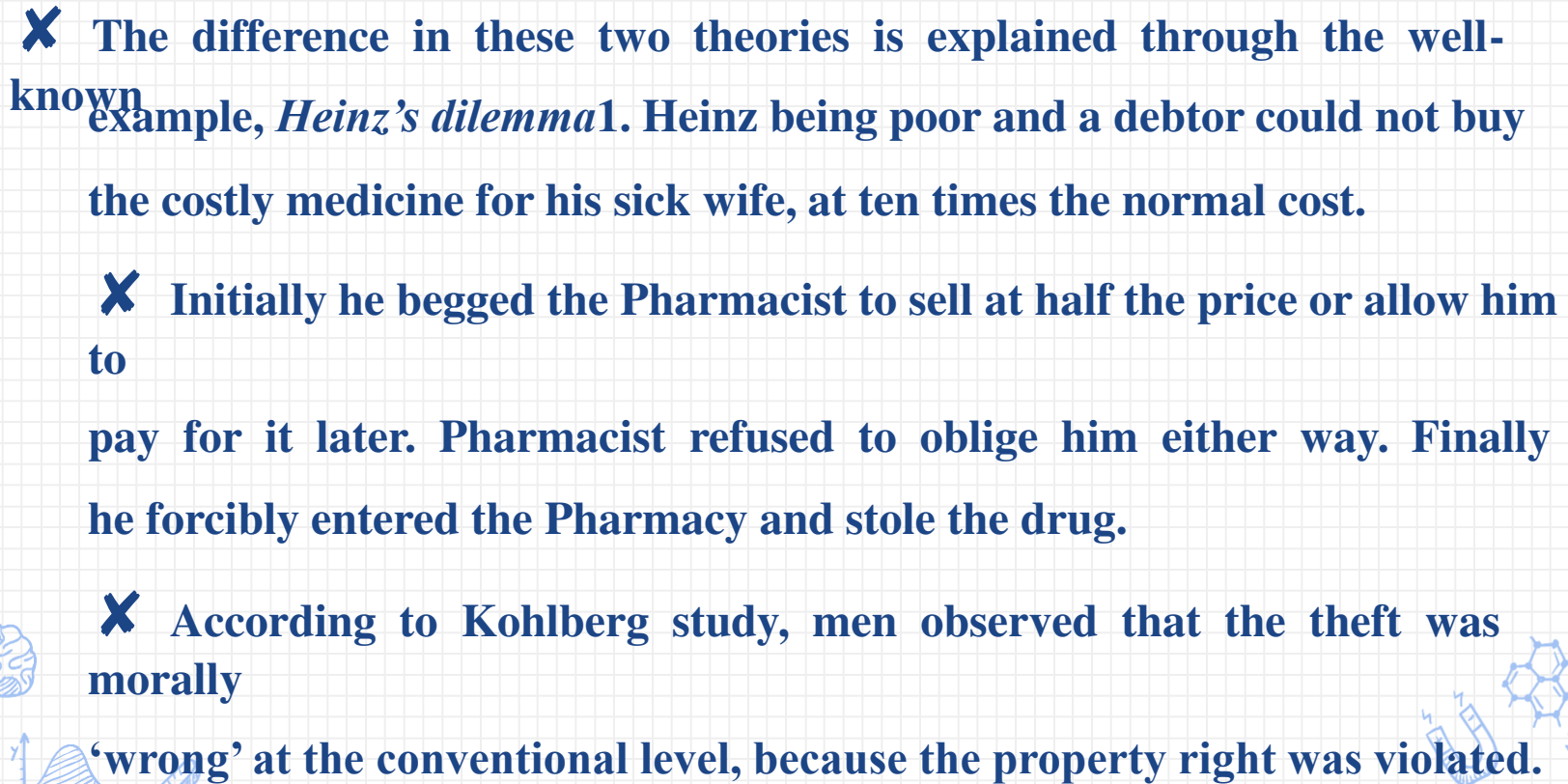

3. Women give attention to circumstances leading to critical situations rather than rules.  
(context-oriented and ethics of care)

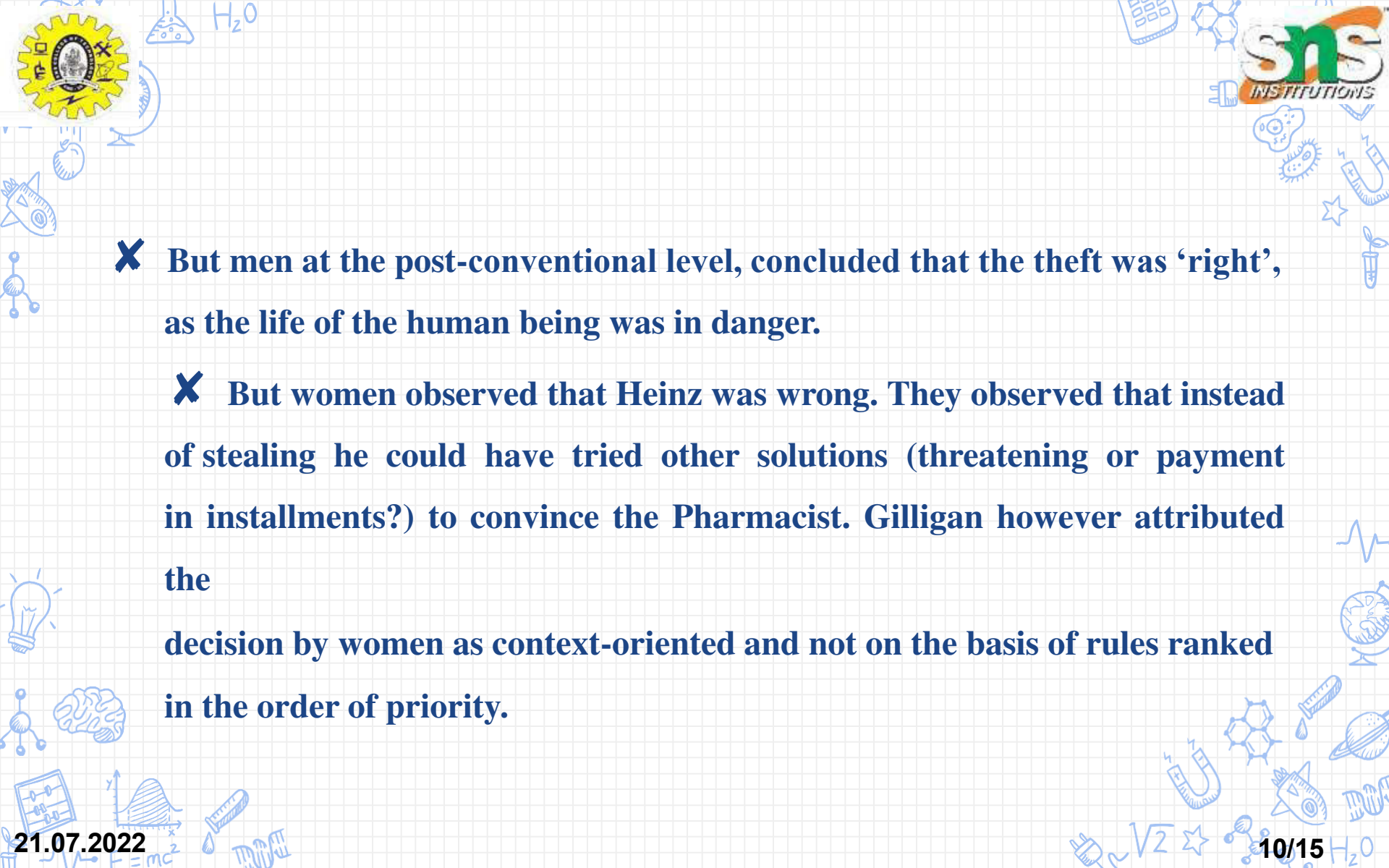


## B Characteristic Features

<b>1. Justice</b>	<b>1. Reason</b>
<b>2. Factual</b>	<b>2. Emotional</b>
<b>3. Right or wrong</b>	<b>3. Impact on relationships</b>
<b>4. Logic only</b>	<b>4. Compassion too</b>
<b>5. Logic and rule-based</b>	<b>5. Caring and concern</b>
<b>6. Less of caring</b>	<b>6. More of caring</b>
<b>7. Matter of fact (practical)</b>	<b>7. Abstract</b>
<b>8. Present focus</b>	<b>8. Future focus</b>
<b>9. Strict rules</b>	<b>9. Making exceptions</b>
<b>10. Independence</b>	<b>10. Dependence</b>
<b>11. Rigid</b>	<b>11. Human-oriented</b>
<b>12. Taking a commanding role</b>	<b>12. Shying away from decision-making</b>
<b>13. Transactional approach</b>	<b>13. Transformational approach</b>



- 
- 
- ✘ The difference in these two theories is explained through the well-known example, *Heinz's dilemma*<sup>1</sup>. Heinz being poor and a debtor could not buy the costly medicine for his sick wife, at ten times the normal cost.
  - ✘ Initially he begged the Pharmacist to sell at half the price or allow him to pay for it later. Pharmacist refused to oblige him either way. Finally he forcibly entered the Pharmacy and stole the drug.
  - ✘ According to Kohlberg study, men observed that the theft was morally 'wrong' at the conventional level, because the property right was violated.

- 
- ✘ But men at the post-conventional level, concluded that the theft was ‘right’, as the life of the human being was in danger.
- ✘ But women observed that Heinz was wrong. They observed that instead of stealing he could have tried other solutions (threatening or payment in installments?) to convince the Pharmacist. Gilligan however attributed the decision by women as context-oriented and not on the basis of rules ranked in the order of priority.

# CONSENSUS AND CONTROVERSY

- ✘ In exercising moral autonomy, a good amount of tolerance among the individuals who are autonomous, reasonable and responsible is necessary.
- ✘ **PROFESSION:** defined as any occupation / job that require advance expertise, self-regulation, and devoted service to the public good.
- ✘ **PROFESSIONALISM:** According to Macintyre, the service related to achieving the public good, in addition to the practices of the knowledge of moral ideals.

The criteria for achieving and sustaining professional status or professionalism are:

✘ *expertise: The expertise includes sophisticated skills and Advanced theoretical knowledge in exercising judgment.*

✘ *Self-regulation: One should analyse the problem self-interest and direct to a decision towards the best interest of the clients/customers.*

✘ *Public good: One should not be a mere paid employee of an individual or manufacturing organization, to execute whatever the employer wants one to do. The joint efforts in the job should be towards promotion of*

*the welfare, safety, and health of the public.*

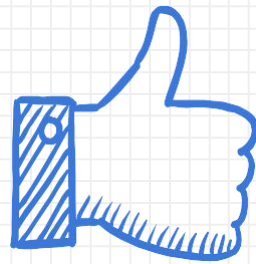
# CHARACTERISTICS

The characteristics of the 'profession' as distinct from 'non-professional occupation' are listed as follows:

- ✗ *Extensive Training*
- ✗ *Knowledge and Skills*
- ✗ *Monopoly*
- ✗ *Autonomy in Workplace*
- ✗ *Ethical Standards*

# ASSESSMENT

- ✘ How to improve the tendency to solve problems by applying abstract moral principles
- ✘ How to give importance to preserve personal relationships with all the people involved.



# THANKS!

## Any questions?