



# 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 CIVIL ENGINEERING

### 19GET201 – PROFESSIONAL ETHICS & HUMAN VALUES

#### IV YEAR VII SEM

#### UNIT III – Responsibilities & Rights

#### TOPIC – Professional Rights



# Professional Rights

- X The basic rights of engineers include the right to live freely and pursue their legitimate interests as any human being, along with the
- X right to be against racial or sexual discrimination,
- X receiving one's salary according to the work,
- X choosing of political activities, etc., as other employees.

# Professional Rights

The rights that engineers have as professionals are called Professional Rights.

These professional rights include –

- X The basic right of professional conscience.
- X The right of conscientious refusal.
- X The right of professional recognition.

# Right of Professional Conscience

- X This is a basic right which explains that the decisions taken while carrying on with the duty, where they are taken in moral and ethical manner, cannot be opposed.
- X The right of professional conscience is the moral right to exercise professional judgement in pursuing professional responsibilities.
- X It requires autonomous moral judgement in trying to uncover the most morally reasonable courses of action, and the correct courses of action are not always obvious.

# justify the basic right

There are two general ways to justify the basic right of professional conscience.

- X The exercise of moral reflection and conscience that justifies professional duties is necessary, with respect to that duty.
- X The general duties to respect persons and rule-utilitarianism would accent the public good of allowing engineers to pursue their professional duties.

# Right of Conscientious Refusal

- X The right of conscientious refusal is the right to refuse to engage in unethical behavior.
- X This can be done solely because it feels unethical to the doer.
- X This action might bring conflicts within the authority-based relationships.

# Right of Conscientious Refusal

The two main situations to be considered here are –

- X When it is already stated that certain act is unethical in a widely shared agreement among all the employees.
- X When there occurs disagreement among considerable number of people whether the act is unethical.



# Right to Recognition

- X An engineer has a right to the recognition of one's work and accomplishments.**
- X An engineer also has right to speak about the work one does by maintaining confidentiality and can receive external recognition.**
- X The right for internal recognition which includes patents, promotions, raises etc. along with a fair remuneration, are also a part of it.**



# Employee Rights

- X An employee right can be any right, moral or legal, that involves the status of being an employee.
- X They involve some professional rights also, such as the right to be paid according to the salary mentioned in one's contract.
- X Privacy and equal opportunity can be considered essential rights too.

# Equal Opportunity – Non-discrimination

- X The demeaning of a person based on trivial factors such as one's sex, race, skin color, age or political or religious outlook can be understood as Discrimination.
- X Such a discrimination should never be allowed at any workplace; this is where everyone has to be treated equally.
- X These things internally affect the person's self-identity and self-respect which is pernicious within the work environment, where the work itself should represent a person's self-image.

# Equal Opportunity – Sexual Harassment

- X In today's world, there is an increase in the number of sexual harassment cases across the world.
- X There were a number of cases where the charges were levied since last two decades, which kept on growing.
- X A definition of Sexual harassment is, “The unwanted imposition of sexual requirements in the context of a relationship of unequal power”. Sexual harassment is a display of power and aggression through sexual means

# Quid Pro Quo

- X Quid Pro Quo includes cases where supervisors require sexual favors as a condition for some employment benefit (a job, promotion or raise).**
- X It can take the form of a sexual threat (of harm) or sexual offer (of a benefit in return for a benefit).**

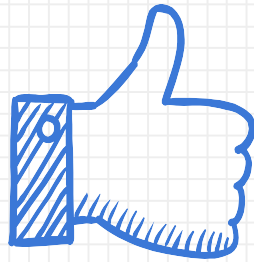
# Equal opportunity – Affirmative Action

- X Affirmative action refers to the preference given to a person or a group who was denied equal importance in the past.**
- X For example, the women and the minority communities were not given equal treatment and were ill-treated in the past.**
- X So to compensate that, amendments were made in recent laws to provide them special quota for reservations in education, employment and social sectors.**

# ASSESSMENT

## DEBATE:

X How relevant and effective are Professional Rights in today's business and work environment.



# THANKS!

## Any questions?

You can find me at

X