

Comments submitted online at www.ethicalworkplace.ie during March 2015

There were almost 300 online comments.

It means not having to constantly apologise to patients I see in hospital for the appalling conditions they must endure in my workplace.

A place where there is transparency in integration of ideas regardless of grades. Also openness and equality in recruiting - there have been situations where people happened to be in the right place at the right time and that creates inequity.

That everyone in the workplace supports each other and acknowledges the good in the other! That includes the boss/manage/principal!

An ethical workplace is where staff feel supported and support each other, where working hours are reasonable, work-life balance is facilitated as much as possible, there are good recycling and cycling facilities and food where provided is ethically-sourced.

Somewhere safe and respectful where people feel free to say if they are uncomfortable about behaviour.

A fair day's pay for a fair day's work.

It means having a work environment that fosters effective communication. Staff are given information that is relevant and up to date and are given further opportunities to learn in the form of training. That all staff are given equal opportunities. A workplace that ensures the dignity and rights of staff are respected. Staff are given an opportunity to grow and develop their strengths and to progress in their careers.

An ethical workplace is one where there is good leadership and commitment from workers and managers to performing to the best of their ability in the jobs they do, with respect and awareness about how they work with each other and with their customers or the people they serve. The workplace must be guided by principles of equality and fairness and must publically act upon these in all parts of their work so as to ensure that exploitation and inequality are not countenanced, but even further, they are singled out and tackled head on.

It is all about trust. Senior Management is failing miserably in generating trust between them and their employees

Where we pay attention to identifying the shared values we want to live up to, and where there's broad commitment to living them in practice. This year, the negotiations leading up to the adoption of the Political Declaration at UNCSW59 were held in advance, and consultation with civil society was kept to a minimum. As a result, the content of the Declaration is not as strong and forward-looking as it could have been. This change in process has been denounced by over 1,000 organizations, including Public Services International (PSI), Education International (EI) which includes the Irish Federation of University Teachers and the International Trade Union Confederation (ITUC). In order to influence the industrial relations agenda towards an ethical workplace environment IFUT calls on our government to:

- *☐Support a more inclusive process during the CSW that will allow trade unions and other civil society groups to have input on draft Agreed Conclusions throughout negotiations; and*
- *☐Ensure that women's groups and trade unions are consulted in the national and regional meetings leading up to next year's CSW60 on Women's Economic Empowerment.*

An ethical workplace is one where honourable behaviour is noted and valued and dishonourable behaviour is the subject of negative feedback, lower performance ratings and if necessary, removal from employment. This should be regardless of its possible success in achieving organizational or personal objectives. By honourable I mean transparent, respectful, thoughtful, honest, kind and fair treatment of colleagues at all levels. The same standards should be applied in dealings with customers, clients, users, citizens, patients, prisoners and so on. Appropriate standards of behaviour should be specified and described, with a view to providing models against which workers may evaluate and modify their own behaviour. These standards should form part of their terms and conditions of employment. Constant attention should be paid to awareness raising and the celebration of ethical behaviour.

Is éard é áit oibre eiticiúil ceann a bhfuil tuiscint mhorálta ag na hoibrithe ann, go dtuigeann siad an difir idir ceart agus mícheart agus go léirítear an tuiscint seo sna prionsabail eiticiúla a maireann siad dá réir.

An ethical workplace is one where the workers have a moral sense by which they know the difference between right and wrong and that this morality is reflected in the ethical principles by which they live.

A work environment that supports and appreciates all workers whether they are there 1 week or ten years.

Where Openness, Justice & Equality are a reality in the workplace.

An ethical work place to me means that all are seen as part of a team. A team where all are valued as part of a cohesive team that works together. Where we do not have zero hours contracts. (Which I am now seeing creeping in even in public employment, a south side children's hospital). It is a workplace where the responsibilities of people outside the work place are respected. A man is also

a father, part of a family unit as is a woman. The workplace as part of the life of the citizen is respected. Equally the worker respects the workplace, his employers and his colleagues. An ethical work place is where the workers are encouraged to see their clients/patients/Students as not just numbers, or as targets on a waiting list, or as a unit to be convinced to purchase or use the service; but as People, People to be treated fairly and with respect. Finally in an ethical work place the employee puts in a fair days work for a fair days wage, and the employer in turn provides a fair days wage for a fair days work. Think on this one, a bit, it's a reworking of the old statement at strike time. In mine both employee and employer respect each other. Neither tries to rip the other off, neither abuses the other via poor pay and conditions or toolbox theft or sitting there and pretending to be working.

A culture of genuine respect, a clear explanation of rights from day 1, a collective sense of mission, and easily available (but voluntary) union membership.

Ethical workplaces should have strong ethics of respect and fairness to employees. Easy words to say but the reality of delivery is another matter. Many people are ill treated at work, by bullies or inept managers, and in my experience the unions are not good at dealing with this issue. As someone who was hard working and very conscientious, I suffered a mental breakdown as a result of ill treatment, the union was absolutely useless. I've seen many people suffer similarly to me over the years who have received little or no support. Therefore the true practice of respect and fairness in the workplace is a vital change in culture in many workplaces.

Where respect is active by staff and students. Where staff are valued for their work and contribution. Ethical workplace means that they are respected by their employer and the employer does not bully them into extra hours like what has happened with Croke Park and Haddington road. Ethical workplace means that if the employees decide to go on strike that their voice is heard and their opinion is valued and not ignored, i.e, Jan O Sullivan telling us I am introducing it anyway and her predecessor Ruari Quinn on his solo run without any discussion with the teachers. Ethical means respect. and respect is a two way thing. It must be earned if it is to be reciprocated.

Every job has a place - without each stage of production no company can succeed. Not treating people with respect just because they are at the bottom of the ladder can only lead to a shaky base and those at the top need to realise that. In any job a solid work ethic is essential.

It means a place where the young and all that is new are valued but not at the expense of the experienced and the more mature staff. It is where the energy of young workers is respectfully combined with the knowledge and experience of older workers. They are not mutually exclusive ethically.

An ethical workplace to me means one that respects workers as human beings and that has a culture of management that supports good moral as well as business decision making.

Treating staff with respect and giving banded weekly hours and not keeping staff at the beck and call of owners and management ie Dunnes Stores.

An ethical workplace includes decent pay and adequate work in a safe environment. Zero-hours and short-term contracts are depleting communities' ability to reproduce themselves and so decent pay is a necessary step in creating ethical workplaces.

Fair pay and fair working conditions

Secure hours and income, secure jobs, rather than the overuse of temporary contracts.

An ethical workplace is one where I would feel safe to put forward an idea to include others who are at the margins. It is one that would assist in personal and professional development and one where we would all lead instead of just managing. To that end I try to continue in my own development and stand up for those without a voice. I encourage the young people I work with to believe they can influence policy. Here in the inner city we are affected by policy but need now to affect policy - we have begun to try.

Ethical, means a fair days pay for a fair days work. Enough for a family to survive on. This tradition Ireland has gotten into of farming out their kids because they cannot survive on one income has got to stop. When both parents started to work, it was about choice, now we have no choice. Its gotten beyond choice at this stage, it feels more like slavery. I know lots of people who are on zero hour contracts. This is a practice copied from the US... be available for work and if we want you, we will call you, does that sound ethical? Where is the job stability, how can you house and feed a family with a job like that? What are we? a third world country? Humans are being treated like 'labour' its gone back to the days of sticking children up chimneys! Only politicians allow this, we are all just money makers for them, we are not humans.

Respect and secure hours are badly needed and also a stop to temporary contracts it is not far. We are the ones who all the work and get no thanks. We have to all stand together.

Secure hours, wages and respect to employees and to stop the use of temporary contracts.

In an ethical workplace the people who work there would have to own it and also manage it themselves, otherwise it's not far from slavery.

After over 12 years in my workplace I think I am due a fair week's wage of 30 hours instead of not being sure of what I will get.

An ethical workplace should be somewhere where people are honest with each other about work related matters and people are given credit for their contributions to the collective effort. People should be respected and treated fairly and equally within the workplace.

A place where transparency and honesty are core values and where all persons are respected. It is also a place where profit and ethics can co-exist without being mutually exclusive. Thank you for asking!

A place in which colleagues and students are not referred to as 'units', 'resources', 'material', 'cost factors', 'customers' or 'stakeholders'.

An Ethical workplace is a workplace where awareness and care for others is fostered. All opinions are respected. Everyone works towards the same goal. There are standards in place, standards of behaviour and verbal communication to guide all.

An ethical workplace is what we all must try to achieve. To me it means a workplace with fairness /justice at the very core. That would mean all workers would feel included in all things. No cronyism allowed. Where all views are listened to /valued. The most important ingredient in an ethical workplace is praise for workers when they do a good job/ or handle a difficult situation well. An ethical workplace can only be sustained in a good team work environment.

It recognises and appropriately rewards educational attainment in all recruitment and promotion practices. It gives a pay dividend to workers who undertake formal studies, I believe France follows this model. I recognise that this might need to be carefully handled in case there is an unintended consequence of employers then deliberately failing to recruit those who have higher educational attainment. There has been some anecdotal evidence that prior to primary degrees being the new leaving cert. and migration of new EU nationals with high educational levels working in lower paid service industry that some employers thought that graduates were more equipped to lead dissent in the workplace and responded by not recruiting or retaining them.

An ethical workplace begins in the employment relationship itself. At the outset, the employer must recognise ethical obligations to employees: to pay and treat them fairly and to listen to the expression of their concerns through the communications methods they (the employees) choose. Once that is done, the two parties together can begin to explore their ethical obligations to other stakeholders.

An ethical workplace is a place where you don't feel bullied; where you are encouraged to voice your opinion; and you are respected.

Where a person can bring their whole selves to work.

One that puts its values over money, be it from potential donors, how they fundraise or through traditional sales.

For me an ethical workplace means a workplace where human rights are respected, including the right to representation and collective bargaining through a trade union.

Where employees and the public are respected

An absence of chaos, threats, fear, bullying, greed, low pay and environmental damage is a precursor for me describing any workplace as ethical #ethicswork.

An ethical workplace is a positive and safe environment where good decisions are made and come from a wholesome place and team spirit thrives.

I must state that XXXXX is not operating an ethical workplace. There is this constant & continual drive for "Targets". Targets in a workplace where money is demanded from people & where people can be vulnerable, is not an ethical practice. It is not an issue of ignoring any form of wrongdoing. It is the issue of pressure for targets which translate into pressure by the caseworker on the individual to get the issue closed & to get any payment due as quick as possible.

To me, an ethical workplace is a safe and respectful working environment. A place where the only things that are exploited are your talents. It's a place where you, your skills and your efforts are explicitly valued. I think the ethical workplace is defined also by its capacity to foster a sense of kinship among colleagues, and the workplace should be constantly striving to achieve this.

It's a safe environment, which adopts positive policy in relation to dignity and respect in the workplace. It allows for everyone to express themselves in their own individual way. You should be able to expand and develop. You should have the opportunity to be heard and listened to. The ethos of the organisation should be that equality is intrinsic for one and all, irrespective of background, religion, or education. It's a place where everyone feels a part of the organisation and an element of ownership over the work.

In an ideal world – emphasis on ideal because it's not always possible – it's a place where people are happy to come to, where they look forward to being there and at the end of the day they feel that they've done their best. It's a place where their employer has gotten the best from them because they are happy to be there. It's a place where they feel safe, and are allowed to flourish.

An organisation that looks after its workers, understands how best they can be involved in the running of the organisation, taking their contributions on board no matter what role you play in that organisation. It ensures their wellbeing, and that it runs alongside the goals of the organisation. Whether a trade union, manufacturer or whatever it may be, it needs to ensure that everyone is brought forward with the organisation, and it's not just hierarchical.

I should enjoy the work, the working environment and co-workers. If I am not comfortable with the person I am working with then I cannot concentrate on my work, so that's really important. The working environment is the most important thing.

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For someone like me, retired for nearly a decade after a 40 year career in journalism, the ethical workplace is a foreign concept. Even when I was working there was never all that much scope for principled opposition in the workplace which was a dictatorship of the powerful. Freedom of action and expression was a fanciful notion, but seldom practised. These days, in my industry, conditions have been complicated by a steady erosion of rights and privileges, a root and branch restructuring of the newspaper industry and more seriously by a systematic bidding down of workers' pay. The most unethical thing of all is low pay.

An ethical work place is one where there is an equality of input, respect, influence and fair treatment. An employment where collective bargaining rights are denied is ipso facto, not an ethical workplace.

Sustainable work hours and living wage, with respect and dignity in work place.

Decision making processes are underpinned by the stated values of the workplace, and everyone is striving and learning to adhere and act by those values.

An ethical workplace in a school context is a place where school ethos applies equally to all education partners. Schools are of the community, by the parents & staff but most importantly, FOR the students. Ethics & ethos should not be confused with a singularly religious or secular perspective. Rather an ethical workplace in the school context cherishes students and places their needs ahead of those of other school partners. An ethical school workplace permits the voice of all staff members to permeate & enhance the culture and daily practices of the community. An ethical school workplace champions the finding of a place for all in society & does so in creating a microcosmic example of society within its own community context.

It means working in an environment where just practices, integrity, respect, confidentiality and self-control are exhibited by all present.

Fair and equal workplace with consideration for colleagues and environment.

An ethical workplace is calm. There is nothing more soul-destroying to workers than infighting among each other. There are few experiences more threatening than the suppressed and explicit violence of supervisors, managers and employers. An ethical workplace is compassionate. It may be necessary to carry a fellow worker who is out of sorts for one reason or another. Maternity leave and paternity leave should be a minimum of a year though given that breast-feeding can go on for longer than this it should be open to have it extended.

An ethical workplace requires concentration. The amount of dangers at work are manifold and the danger of error due to distractions can be lethal. In an ethical workplace time is managed to maximize concentration with suitable breaks and limited working hours. Humility is central in an ethical workplace. No one has all the answers; everyone is capable of making a mistake. Only those capable of not abusing their status should be promoted. An ethical workplace is one of love. It is about all workers caring for one another. For a Christian it is about seeing Jesus in the other. For a humanist it is about never forgetting the irreducible humanity of the other. For those of other persuasions it is about finding their God in the other.

An ethical workplace is a place that strives for appropriate reward systems for work. This includes equal pay for equal work. If an average industrial wage is a benchmark, no one who represents that worker should earn 6, 7, 8 times that worker's wage. Talk of parity of esteem and respect is otherwise hollow and patronising. Again we are measured by what we do, not what we say.

From an Irish Hospice Foundation point of view an ethical workplace is one in which employees who are affected by death, dying and bereavement are treated with compassion and competence. It is one in which the workplace is informed about how death, dying and bereavement can impact on employees and responds appropriately. An ethical workplace embraces the realities of death, dying and bereavement and their impact on employees not just because it makes good business sense but because it is the right thing to do.

Honest, Non Judgemental , Inclusive and Happy Workplace.

An ethical workplace is one which an employee feels like a valuable member of the team where he is praised for doing a good job. I work in prison service and would like to say a lot of employees view themselves as just being a number and just to clock in /out. Officers do a tough hard job and don't get the credit for it .management are tough on staff and always look to blame staff for their over sights of what way they run prisons or escorts. management general try pass the buck of

blame as it were management generally don't want to deal with any issues and cronyism is alive and well In the prison service with often the best offices overlooked for various positions or duties as their faces don't fit ... an ethical prison service should be fair with staff and give everybody equal opportunities and everybody should be treated the same and made feel like they are important to the service.

Recognised union, living wage, progressive business role in society, training for staff, teamwork valued over individualism, paid maternity leave, legislation compliant. No tolerance for discrimination or harassment with effective structures to deal with them.

An ethical workplace is one in which a worker is respected and valued for their work not for their grade or position. An ethical workplace is where a worker's input is as of much value as someone of higher grade.

An ethical workplace is one in which a worker is judged on the quality of their work not the hours they work over their paid working week. An ethical workplace is where an employer knows that a good worker is one who, rather than being married to his or her job, values their life outside work and therefore is a worker who consequently brings more to their work. An ethical workplace is one in which the employer is open to ideas from all workers and does not dismiss out of hand ideas from "lower grade" workers.

Working in a fair, equitable environment where everyone is cherished and nurtured to achieve the best they can be no matter what status they hold within the workplace.

Where you are treated with respect.

Where you are valued and not undermined by others.

Focus on the individual not on the end product.

Well, surely nothing wrong with ethics, but equally sure: it is only meaningful if it is backed by strict appropriate legal obligation

A workplace where dignity and respect are shown to all employees, clients and users.

Respect.

A workplace where fairness is rewarded by reasonable pay and conditions.

To me, an ethical workplace would be one in which:

People are treated fairly; There are fair workplace policies and procedures in place and these are

implemented consistently; People's talents are put to good use; Work is shared fairly; All people are paid the same; There is a right to trade union representation, individually and collectively.

Respect for everyone.

Encouraging Positive Workplace Behaviour.

Equality regardless of position in the job.

A workplace where staff are treated with dignity and respect by their direct managers in particular, where the workforce is treated in a similar way by its employer organisation, and where working conditions are not worsened as a matter of organisational priority. A workplace where HR departments do not merely pay lip-service to concepts such as dignity and where anti-bullying measures are not worth the paper they're written on. A workplace where work is allocated fairly. A workplace free of prejudice on the basis of race, ethnicity, gender or sexual orientation. A workplace where promotions are not disproportionately allocated to those who can be relied upon to pressurise their staff endlessly to meet unrealistic targets. In short, the type of workplace which is becoming increasingly hard to find in the Irish Civil Service.

Where ethics is the day-to-day practice of all who work therein.

It means free from bullying, being treated with respect, and appreciated for the contribution you make to the company and encouraged to progress and further your career.

what I we say that let everyone respect each another so that we can work together and make the world better place to living together and continue to living in peace and love and open heart to every body in work place but the main issue is respect each another in work place.

An ethical workplace is one where the good of society as a whole is a priority, where all activity is carried out in compliance with the law of the land in a transparent and verifiable manner, and where all persons, including those who give service and those who receive it, are treated with the utmost respect, fairness and dignity.

Large companies should not be allowed to contract work to sub-contractors - who then further sub-contract to individuals who are forced to work as sole traders. Their work is very uncertain - sometimes working 2 weeks - sometimes 3 months - but always living on the edge unable to plan their future financial commitments while these companies make huge profits. It shows no loyalty or care for people, community or environment and is downright unethical.

One where fair play applies and the organisation is open and transparent and treats all staff equally especially when it comes to staff appointments on promotion. Unfortunately this does not apply in the organisation I work for

What we mean by 'ethics' and whose 'ethics' is a hugely important issue which cannot be gone into here easily. But over many years of working life, I have worked in/for six different employers, all in the public service. If we say, for sake of argument, that an ethical workplace would be when those working there shared a common ethos of fairness to each other and those served outside the organisation. I would say none was perfect but they varied a huge amount in their degree of 'unfairness' especially to employees. All were politically driven being dependent upon the public purse. Pragmatism therefore rather than 'fairness' would reign on occasion for survival. But there is no doubt that in each organisation there were people who struggled to change things and make the place more ethical. In one organisation, they paid with their jobs. That was the exception. But even there they influenced others by their actions and that is the key to improving the ethical outlook of organisations. Thanks for the opportunity to share these views.

An ethical workplace to me, means, that regardless of race, creed, colour, gender or status, each person who provides our service and each person who avails of it, is recognised as being of equal importance and is treated as such.

To have the right of Collective Bargaining.

Always doing the right thing and follow ethics and policy - always raise anything unusual if outside of ethics/policy.

A workplace where real consultation and engagement takes place before decisions / actions are implemented by either Management or Unions. No avoidance of tough issues by either side. Co-operation and a fair return for all.

More and more companies are outsourcing for contract workers - this is happening in telecoms, aviation, sales in multiple sectors. This practice is clearly to avoid any issues with current legislation pertaining to 'Employment Law' creating uncertainty for people and thus society as a whole. The only people who benefit from this practice are the stakeholders / shareholders of the Parent companies. This practice is unethical and should be outlawed.

For me, an Ethical Workplace means that everyone is respected and fairly paid for their contribution.

Pay us fairly or loose us to another country

A workplace where you actually enjoy getting up in the morning to go to work, free from bullying and victimisation where you are not just treated as a Human Resource but as a valued employee and where your opinion counts.

A place where ones dignity and self-esteem is not compromised in any way.

The right to be represented by a trade union in a real and a meaningful way. If this right is not upheld then the relationship between employees and employers is not equal and therefore cannot be ethical.

A workplace where workers rights are respected, where they have an input into decision making. Also a safe workplace with fair wages,

Where workers feel safe from all kinds of harassment. Where workers have decent contracts of employment and are paid a liveable wage. No zero hour contracts.

Where trust is a foundation of daily work.

Where the workplace values trust, dignity, respect, compassion and empathy.

Particular company I know off win a best place to work every year and threat a minority of their staff badly and constantly get away with it as they are operating within the confines of the law e.g. warehouse too hot in summer too cold in winter no proper ventilation and manager reply was there is nothing in law with regard to temperature in warehouse. So will not do anything about it and it is a non-Union company. This company comes in every year in best place to work.

Real social partnership in all sectors to ensure proper working and social conditions are adhered to.

"A set of moral standards that can guide both employee and employer"

It's a place where employees are treated as equals and not just a number on the payroll, where respect is the order of the day and not served up on special occasions. It should not be a place where you can't wait for your shift to finish!

I think it is based on respect for each other and not us and them, then we can all go in the one direction !!!

An Ethical workplace is where workers are treated fairly and with respect! There should be a fair exchange of wages for work and time, and an acceptable gain for employer and employee!

It makes a person look forward to going into work every day and helps to motivate staff to perform their work duties better on a day to day basis.

Long lasting and not life wasting.

Where staff are encouraged and affirmed not bullied or demeaned, no favouritism or expected to work excessive hours.

THE IMPLIED TERM OF TRUST AND CONFIDENCE IS THE CORNER STONE FOR ME. THIS CAN BE ACHIEVED BY PROPER AND CLEAR REASONED DECISION MAKING PROCESS THIS WILL HELPS THE COMPANY AND THE EMPLOYEES ACHIEVE THEIR GOALS. MOST MIDDLE MANAGEMENT ARE TOO PREOCCUPIED WITH TAKING SHORT CUTS, AVOIDING HEALTH AND SAFETY AND WELFARE ISSUES, AND GENERALLY PUSHING BACK THE SKILL LEVELS OF EMPLOYEES. THE MAIN FOCUS IS ON BONUS OR ARRANGING A GRAB ALL MENTALITY THAT IS NO GOOD IN THE SHORT, MIDDLE OR LONG TERM. GENERALLY AN UNETHICAL APPROACH GARNERS A POOR IF NOT DIABOLICAL WORKPLACE. TRUST MUST BE SECURED AND CONFIDENCE MAY FOLLOW. SENIOR MANAGEMENT SEEM TO BE POWERLESS AND NEVER SEEM TO BE IN A POSITION TO GIVE ANYTHING OTHER THAN SOUND BITES. UNION REPRESENTATION ALSO SEEM TO BE UNABLE TO PREVENT UNETHICAL BEHAVIOUR..

It is a place where effort, skill and loyalty are repaid by the reward of security, recognition and a fair wage.

An ethical workplace is one which respects the rights of it's employees and values their contribution to the workplace. It is a place where all employees are dealt with fairly and dignity and respect is implemented across the board.

The dictionary meaning of ethical states: in accordance with principles of conduct that are considered correct, esp those of a given profession or group. I find most people time wasters. I go to work to work. Colleagues think I'm there to be friends and when they find out I'm not they try to make my life hell. My ethics is directed towards the company, meaning I am there to work to my absolute best.

That is what I consider correct.

A workplace free from sectarianism, free from discrimination and the values of equality embraced and cascaded to the workforce is an ethical workplace in my opinion.

I'd like to work in an employment where the person beside me is not on a jobsbridge wage. A person that is available and willing to work should be paid at least the wage as that of his contemporaries. I'd like to work in a job where the employees are protected by a Union that does not support slave labour rates of pay. I'd like to work in an employment where people are treated fairly. Not a lot to ask for.

*A decent wage and respect for the employee!
To respect everyone we work for and work with.
Managerial respect for all employees, and removal of out sourcing in public and private sector*

A safe law abiding place where honesty, fairness, respect and integrity are paramount.

Integrity by managers in their dealing with staff

Fair pay and conditions.

Where your Pension Contributions are NOT Stolen!

Living, promoting and building a culture that is based on fairness, trust, values, and honour.

It's where the people drive the company not where the company drives the people! The ethical workplace employee maintains high standards even when no else is there, watching, it's the triumph of responsibility of mutual respect over greed.

For your employer to be a decent human being. My husband for 8 years worked for XXXX in Dublin, he become ill and currently still undergoing treatment and fight for his live, as soon as the employer found out about his illness even he had doctor cert, hospital cert, he was fired with no grievance procedures, no notice period, no redundancy nothing. This is why I'm saying to be a decent human.

Show respect and you get respect! Treat people like the way you want them to treat you.

An ethical workplace to me is a place where everyone is respected and appreciated..both employees and customers.

Most essential thing is just respect each other - employer and employee.

A place where conscience is respected and ideological intimidation is absent.

The right and the only way to do a job.

Where management and staff demonstrate that each are respected. This can be achieved by each valuing and acknowledging the input of the other and will engender a sense of ownership of the service being provided/business.

It means to me that a workplace is a good environment that holds certain principles at its core like respect, responsible, a positive atmosphere.

Every person matters, whether their job is sweeping the floor or being a CEO, respect for all in the workplace MUST be enforced.

Where everyone is heard, where there is equal access to employment & training opportunities regardless of gender, ethnicity or status and where we can make a difference for a better Ireland.

To me an ethical workplace is one of equality and free from racial, religious or sexual discrimination

*No zero contracts. Reasonable notice of working hours for part time and shift workers.
Workers should not be expected to be available to take work emails and text messages 24/7*

A place where everyone's voice is heard and decisions are not made in private by personal motivations. Respect for all members of staff should be paramount.

A Supportive and caring working environment, realistic working demands from management, possibility for progression/promotion and fair pay

Treated with respect & dignity and with that it might eliminate bullying in the workplace.

An ethical workplace is one in which put no pressure on workers in unsafe practices, illegal practices or practices which compromise their individual integrity.

An ethical workplace for me is one that allows a Trade Union to represent me in negotiations with my employer and thereby empower me.

A place where the dignity of work and workers is respected. A place where decent values are upheld.

A place where right and wrong are recognised and everyone is treated with dignity.

An ethical workplace means one where everyone is treated with consideration and respect, whatever their position in the workforce. As an hourly paid worker who has no stability and no rights - no pension no assurance of work, nothing paid for except the actual hours of contact (thus in my case marking, administrative tasks, preparation are done gratis) one of the inevitable consequences of this is a lack of self-esteem which employers could do something to ameliorate by treating the individuals with courtesy and consideration. Sadly my experience of casual work has demonstrated that only those members of a community who have economic status are valued - you are worth what you earn. I do not wish to be part of a community, a society, a culture which recognises money as its only currency; the ethical workplace should consider its part in the formation of a society which strives to be inclusive and which seeks to play its part in the formation of shared values. Increasingly we live in a society which compartmentalises and this decreases our humanity by making us cog-like, replaceable by another whose function in the workplace is to supply the 'skill-set' (a dehumanising epithet which means that we amount to the sum of what we can do, of our economic value) which the job requires. I want to live and work in a world where we are valued for the qualities which each of us, as individuals, can contribute: the ethical workplace will treat me as a human being, not an economic function and it will recognise its own part in the formation of a just society.

It's a place where people give of their best without trying to upset or undermine their colleagues or score points off them. People are treated as human beings first and foremost and everyone is treated with respect and dignity.

An area where I feel comfortable and at ease with myself and my fellow workers and where I give respect and receive it in return.

Where workers and customers are treated with dignity and respect. Where fairness and honesty in service provision is a primary objective.

Ethics guide those who play fair, laws are made to catch gangsters.

Equal respect at all levels within the workplace

An ethical workplace is one where there is mutual respect and where all are treated with dignity. It is a place where a person is valued and knows that their contribution is seen as worthwhile. It is a place where the values of the market place do not dominate over human values.

An Ethical workplace would be a place where all workers are honoured equally in a just and decent manner.

For me it is about People within that workplace, that they will have a consideration for people they work with and with people they deal with or serve.

Where people are treated with respect and valued. Where the organisational system is moral and ethical and uplifts its employees. Public servants have been bullied and unjustly treated in Ireland and a total lack of respect for them and their families. This injustice needs to be addressed.

A workplace where staff are respected by management for what they do, e.g. out in all weathers with early starts and long days. A workplace where staff are respected for taking on extra work and hours after staff cuts. A workplace where you are awarded a pay rise for your hard work to the company. A workplace where the COMPANY acknowledge that without good staff their company would not exist. A workplace where no bullying exist and management are mindful of staff. A workplace that after two pay cuts in the last four years and no pay raises in sight, the onus should not be on what returns the investors receive, it should be on building the company and staff morale.

An ethical workplace is where your role is clearly defined and you feel appreciated.

A workplace that treats all equally with dignity and respect while ensuring all are paid equally a fair wage

Mutual respect, fair treatment and fair wages.

The workplace should be a happy place where as much stress as possible is eliminated. All those employed there should be treated as equals in respect of their culture and creed. Management at all levels should be approachable and understanding.

Working in a place/organisation where colleagues and managers treat all workers fairly and respectfully especially gender equality.

An ethical workplace is a workplace where the expectations, needs and aspirations of staff, customers or other types of service user, and the staff of supplier organisations, are afforded the same level of consideration and treated with the same level of importance as the needs and expectations of shareholders, investors, senior executives and bondholders. Anything less means that we risk perpetuating a view of workplaces and society that privileges the rights and expectations of capital over everything else.

Respect, trust, fair pay, valuing employee contribution to the business and look to Scandinavian management model for best practice.

An ethical workplace means having the permission to reach your full potential.

An ethical workplace would be one where all in the workplace would be respected equally for their contribution to the delivery of good services to the clients/public. A pipe dream, alas, but a worthy one

People working of the good of society and not just self interest. Greed is rampant and ethics and morality sneered at, which are seen as for weak people rather than being aspired to.

Respect for each person & support & understanding when they need it & fair pay for fair work.

It means simply doing the right thing because it's the right thing to do and where doing so leads to effective outcomes. This is where that rare commodity, common sense, overlaps with morals and leads to clarity, trust and fairness.

An ethical workplace is one where actions are fair to the worker and fair to the organisation eg people are entitled to their time off and the employer is entitled to an honest day's work for an honest day's pay.

A place where workers and the users of the service/customers/clients/suppliers are treated with dignity and respect. Where a high value is placed, & shown in practice, on trust & personal integrity.

A workplace which looks beyond short-term to the long-term & considers what it can do to address global challenges of sustainability and climate change.

An ethical workplace is one where the rules and code of conduct are based on clear values such as fairness and respect and where the rules are transparent and adhered to not just lip service. Where the 'business' of the employer is concerned with the well-being of all people and the planet and care is taken not to disadvantage either in the way in which business is conducted i.e. that social responsibility has an equal importance to economic considerations.

A safe work place here everybody is treated equally with respect.

Ethical Work place means to me is to treat people fairly, pay them equal pay, and not discriminate on any issues while employed with you.

Congratulations on the initiative. To me an ethical workplace is a place where workers & employers respect each-other, each-other's property & fellow workers and have a clear understanding of what can be expected from each-other. This requires a clear definition (which can allow for flexibility) of workers & employers responsibilities & what consequences they can expect for fulfilling or not fulfilling them. Mutual respect would involve open & honest two way communications. Workers are entitled to just pay & conditions & employers are entitled to a decent return for what they pay employees. Where possible both parties are entitled to a certain amount of security which can only be possible where reasonable contracts are agreed and adhered to. In order that both parties can have a real life outside the workplace, reasonable working hours should be agreed and adhered to.

A workplace where one can deliver services to those who need it, without unnecessary delay, in a fair even handed manner, without prejudice on either side in a confidential and non-judgemental manner.

Where the unions start to represent the working class again and not brown nose the employer. Fair wage for a fair days work with no threats attached.

Where staff are treated with respect by Managers and work performance is appreciated and that the workplace is free from intimidation and victimisation

An ethical workplace to me would be where dignity at work policies are not only to be followed by front line staff, but by management too.

Good communications between employers and employees, respect for all and a healthy attitude towards the customer.

An ethical workplace is a workplace where an employer listens to and engages with their employees and vice versa.

This is difficult to answer since the IMF bailout. Some of the changes under that programme could be seen as unethical by many Irish people since they were enforced on the population against their will. On the issue of an ethical workplace it is necessary to have managers with integrity. Respect for staff amongst all staff is important. Proper open and transparent recruitment practices for staff in organisations - something I believe has been eroded since the recession and is not discussed. If it is private industry then the business model should be an ethical model i.e. it should not be providing a service or product that is not ethically produced or uses practices that cheats or misleads customers about costs/ charges or about the product. The above, I believe, is a very tall order in 2015.

The first thing is the absence of bullying. Employment is a necessary social relation and abuse of power within that relationship it is appalling to me. Work should be dignified. I think it is important that no unreasonable demands are placed on the individual's private conscience. They should not be asked to do or condone things harmful to society or contrary to law. It is helpful when the employer/ organisation engage in some charitable or pro bono work. Paradoxically, I do believe that SMEs, specifically owner managers or purely family businesses need in practice to have a little leeway where treatment of staff is concerned, so long as overall human relations are good.

To me, an ethical workplace is blind to issues of gender, race, and discrimination generally. However, the fact that the gender pay gap still exists hints that there is a lot more work to be done to achieve equality. Pay disparity is hugely inequitable. One of the biggest barriers in the Public Sector, in my opinion, to achieving an ethical workplace is the lacklustre and halfhearted attempts at performance measurement. They are no more than tasks in themselves that simply work to divide workplaces along grade lines. Honest, properly functioning systems that foster a culture of openness would go a long way to bringing about an ethical workplace.

A workplace where all inputs are valued and sought, where relationships are based on mutual respect and a sense of collective endeavour is encouraged.

Pay care assistants a wage that reflects the hard work they do.

"Do unto others as you would have others do unto you". Simply treat each person with respect.

An Ethical Workplace is one where workers are treated with respect, are paid decent wages, enjoy

good and safe working conditions and have pension provision made for them by their employer.

When you work for south Dublin county council to come to work and be stop threat of privatisation of our job's to implement changes

An Ethical workplace should embrace and promote equality and diversity!

Ethics programs cannot prevent all misconduct from occurring. - Even in the best-run and most ethical organizations, there are always a few employees who wilfully break the rules, from time to time- like in any family. In such cases, there is no substitute for clear procedures and sanctions. But the real function of an ethics program "is to allow basically good people to do the right thing and succeed, and in an atmosphere of fostering their humanity where people feel valued themselves.

*Where issues are dealt with honestly, irrespective of who you are.
My understanding of an ethical workplace is an organisation where all members of staff from the board of directors to the new beginner are prepared to treat others as they would wish to be treated . People before profit in practice as opposed to an aspiration.*

Every member of staff is equal.

A workplace where employers and employees have a divine and or an absolute respect re duty of care in a responsible attitude and manner no matter what where and when.

This is my affirmation I say everyday: " I have a wonderful work in a wonderful way, I give wonderful service for wonderful pay."

Pay and equality for all not just the few!

Not implementing TTIP. I would urge President Higgins to do some research on the subject. It would have a devastating effect on workers rights.

Where everybody gets a fair deal all being equal

This is an interesting concept and I've tried exploring it's interpretation and feel I'm left to my own devices to work it out and apply it to my own space at work. It would be great to explore it more and get an opportunity to 'apply' it at work!

Equality of gender, race, sexuality; respect for the disabled and less able members of society; a

properly equipped and funded workplace where ideas and abilities are shared and opportunities are available for all, in this and in other societies. Fair wages and rewards for all in return for a commitment to work to the best of one's abilities, whatever the task. Sounds utopian, but it could be achieved if we all committed to it.

An ethical workplace is one where mutual respect between management and employees is an everyday occurrence and everyone is allowed an opinion which is valued.

A workplace is a place where a person feels happy to work in, free of intimidation, and where employers show respect for their employees.

All Workplace Organisations should have a set of Guidelines along with In-House training on how to deal with Workplace issues in an "Ethical" fair and transparent manner. Employees should not feel bullied if they speak up when they feel they are being treated unfairly NOR should they feel threatened their job is at risk if they do speak or when they mention wrong doings in the Workplace e.g. Whistleblowers

An ethical workplace will insist on equality, honesty, transparency and protection for ALL its workforce from the bottom to the top.

Sustainable employment through the principal of professional ethics.

I think this is a useful development

Honesty, trust, equality free from physical & emotional bullying.

The place where Employment Rules and Regulations would really work and not only written on paper.

Not privatising our public services, understanding the human factor, behind a PPS no. Is a human being, not just a number where the actions of an individual in an office making a decision about another takes into account how the decision they make affects that person. Society in general has changed for the worse, people no longer know their work colleagues, there is a lack of trust in the workplace, scandals in the Gardai etc. and it is all being reflected in the workplace and perceived incorrectly in the public eye as Government is not Transparent. Government tries to cover up to keep the numbers in the polls in their favour. Government is not through to our constitution. Public service is no longer about providing the best possible service we can with the resources we have through progressive taxation. It's about cutting the service altogether. Ireland has changed for the worse at the peril of its citizens. Unfortunately our Politicians are sheltered from this as they have not felt the repercussions of the recession. i.e. Our Taoiseach thinks he is worth over €3500 per

week, while people are struggling to make ends meet, he imposes the will of Germany with further Taxes on our citizens.

An ethical workplace is where everyone's opinion is invited, listened to, valued, respected and incorporated. Where there is a culture of support and encouragement, instead of criticism and discipline.

Treating everyone with the same dignity, respect, and equality no matter what their religious, political or gender orientation is. Everybody is equal in a democracy all citizens are the same!

Recognition, by management, of work well done, in word, practice and payment.

A salary that allows me a decent standard of living. A work environment that promotes healthy work conditions. An employer that respects work laws and his employees.

Decent wages, decent un bullied workplace? anyone know of such a place?

A fair days pay for a fair days work sums it up. People should be able to live on 40 hours at minimum wage not exist in poverty! People need jobs, not bits of jobs. People need security in employment and not be subjected to short term contracts.

Where employees views are respected and consistently taken on board

A properly resourced and safe working environment with clear, open and honest lines of communication. an inclusive professionally respectful working environment. less box ticking and more real productive interaction with clients. More managers who genuinely listen to front line staffs difficulties and concerns, who put the clients actually needs and their employees safety ahead of their career climbing ambitions.

There will never be an ethical workplace under the system of neo-liberal capitalism. No to cuts, repeal the 8th, We Won't Pay, end interference of Troika.

An ethical workplace is a workplace in which employees are seen as more than just labour units or cogs within a wider economic machine but instead as human beings. An ethical workplace is not one constructed remotely by a complex spreadsheet but rather one in which inter-personal relations and employee happiness are the measure of success. A real will to listen to all of those around you, a willingness to pay fairly, and to treat employees as more than just "human capital", all form a central part of the equation for an ethical workplace.

Great to see people working instead of taking.

Ethics means that the employers, employees all work to a common goal of a fairer society. Fair pay and working conditions for all.

Work within the 9 grounds. Give and expect respect. Share your time and knowledge and be kind to yourself and others.

It means a workplace whereby the ethos of the organisation is recognisable and employees beliefs respected so that organisations and employees are not obliged to carry out actions contrary to their ethos/beliefs.

Where there is a genuine spirit of true engagement around a common purpose, where each person's contribution is recognised , valued and respected, where employers and employees treat each other with dignity and respect, where people do not feel taken advantage of, forced to take on more than they can cope with and given responsibilities above their grade.

An ethical workplace - equal opportunities and expectations for all, regardless of age, race, gender, sex, religion etc. Equal parental leave for men & women. A supportive environment, which encourages upskilling and training at all levels and job descriptions. Demonstrable commitment to local community development.

Treating clients and staff with honesty and respect. Don't omit to tell the truth and you won't have to expect that others lie to you.

An equal and fair workplace where an employee is paid in line with what they contribute. Work should be rewarding for the individual in both economic and personal growth terms. An employer who treats his workforce with respect and empathy will be rewarded with loyalty and productivity.

A workplace where everyone's contribution is valued, where equality and fraternity are key and where excellence is striven for. Our primary schools are wonderful examples of ethical workplaces.

To me an ethical workplace means: I'm a worker free to be me – whatever I am or described to be. Our workplace doesn't sacrifice our respect or values for opportunity. We work to better our

country and for world harmony. Our service and productivity are not provided for free...but the ethical workplace could make a volunteer out of me!

Equal rights for all not matter when, where, how or to whom you were born!

Fairness, Equality, duty of care from my employer, respect and recognition for a job well done.

An ethical workplace should be somewhere where people treat each other with respect irrespective of their job title

A place where staff and clients, no matter what their status, social standing or difficult issues they are dealing with are treated with dignity and respect and given any help or assistance needed.

An Ethical workplace is one where dignity and respect is accorded to everyone, where you are listened to if you have any issues or good ideas to bring forward!, it is also a place fairness and justice is given equal measure and where all workers are empowered to work towards a more ethical workplace, it sounds like Utopia, however, if we were all to consider each other in the decisions we make it is not unreasonable to have and expect an Ethical workplace.

I believe the workplace should play a far greater role in the life of the community and the greater world around us. Unfortunately there is an obsession with making money that our minds have been limited and systems have been installed in order to maximise profits. For instance if you look at performance management you will see how it divides people into categories, I believe it causes psychological damage to a lot people especially to those who are lowly rated and who believe they should not be. This does have a huge effect on team spirit and moral of the workforce. I believe the Irish workforce is far too passive, it should not accept malpractices that occur within its organisations. It should be concerned with human rights for all those around us and for the environment and the beautiful world we share.

Irish people are noted for their generosity and in helping others who are not so fortunate. I believe given better circumstances in the workplace Irish people can become leaders in preventing the world from destroying itself. As things stand there does not appear to be enough solidarity amongst ordinary people to combat the enormous evil that is out there.

Where people contribute freely to the value of the enterprise and are respected and rewarded fairly for same.

A caring environment where you are treated with respect. An environment where if you have mental health issues doesn't throw you back into the same job just cos you send in your final cert it gets forgotten about.

Respect for all - in other words no one person receives more than 4 or 6 times the lowest paid worker in the organisation in wages (including expenses, bonuses etc.)

Where staff are treated like humans and not numbers.

A workplace that values its employees. Where managers promote and motivate moral behaviour, and both employer and employee have the courage to do what is right. Where ethical values transcend background or nationality. Both employer and employee work to create a healthy working culture.

A workplace where there is mutual respect demonstrated by the Employer, Employee, service provider and service recipient in an environment that requires honesty and accountability for decisions and actions and encourages innovation all in an open and transparent culture.

To be respected and acknowledge for hard work and commitment.

Respect is at the core of an ethical workplace – respect for employees, respect for customers or clients and respect for communities. An employment built around these principles treats staff fairly by engaging with their union representatives; treats customers fairly by offering value for money in goods and services; and treats communities fairly in terms of employment policies and protection of the environment. Respect values long-term sustainability over short-term profiteering. Respect seeks progress based on consensus rather than exploitation of difference. Respect builds for the future without plundering the present.

Decent pay and working conditions.

An Ethical workplace to me is a person-centred place where all employees' potential is recognised, encouraged, developed and used during the course of their working life ; a place that pays the proper wage for the work performed; a place that provides autonomy to do the things we have responsibility for; a place where differences are appreciated and acknowledged in a positive way; a place that allows space for mistakes so that we can learn from them; a place that has sound policies in place so as to protect its employees from any form of discrimination or harassment and which builds a culture of mutual respect; a place where everyone's opinions are respected, encouraged and listened to; a place that fosters inclusiveness and treats all according to their needs (not the same); a place that I can say "I am proud to work here."

Where both management and workers do their best for the organisation. There is no bullying on behalf of the former and no skiving on the part of the latter. Personal agendas are not promoted over those of the organisation. Employees advance by working well not by being sycophantic.

Employees respect each other and give due respect to their job.

I think an ethical should include the following,

No zero or flexi hour contracts ie: it should be guaranteed minimum hours.

Any public service tenders should only be offered to companies that will pay a LIVING WAGE rather than a minimum wage. Any Internship should come with an awarded qualification at the end and not be a substitute for paid employment ie Job Bridge. No gender pay gaps should exist. No exploitation of immigrant workers as more often than not these workers are paid less.

Trade union recognition at all levels, worker directors in a majority of the board.

A workplace that values and respects everyone, no matter whether they are a customer, a worker, a visitor, or part of the raw materials supply chain. And a workplace that does its best to respect the environment.

Continue to turn up to work and engage with the constraints in place and seek to make positive improvements for members of the public.

Employers today talk about loyalty of employees to their employers and employment but in my experience loyalty is not reciprocated by the employer. Companies demand employees spend longer hours, deliver more and demand less and in return the employee receives poorer working conditions. Today companies have huge churn rate of employees and gone are the days when an employee would remain in the same employment for their whole working life. Companies have hidden agendas where bonus and pay rise schemes have inbuilt thresholds which demand that a certain given percentage rate of employees do not achieve a bonus or pay rise regardless of the contribution they have made to the company.

In my experience I did not receive the trust I would have expected from my employer after becoming a whistle-blower. I found myself in a situation where I was being compromised by my managers. I found myself in a situation where disciplinary charges were raised against me with no foundation. As a result of these I had poor or below par early appraisals which resulted in bonuses not being achieved and nil pay rises. I was also informed by my manager that I could not be trusted as I had a disciplinary charge against me, even though he it was him that had raised the charge. These charges were upheld by my functional Director even though there was no evidence to support the charge. (This charge was subsequently revoked by a Rights Commissioner). Companies are willing to drag employees through the Court mechanisms to achieve their goal of breaking an employee. Companies have the financial means and time to pursue actions through the courts even though they know they will not win them. In the meantime the employee is out of work and unemployable until the situation is resolved. The time this takes is extremely stressful and

financially crippling on the employee. The reward for the employee once the case is over does not fully reward the employee.

Companies have bullying policies but in my experience these policies are for window dressing only. We had a senior manager who was known throughout the company as a bully but at no stage was he ever reined in or told to stop. Policies must be there to protect the employee and acted upon to provide protection and safety to all employees.

An ethical employer would have respect for all his employees and not put profit before all else. Employees are people and not just resources to be used up and discarded when they deem them to be of no longer use. Companies talk about shareholder demands but in my opinion Executive Boards are only concerned about their rewards and bonuses regardless of the cost to the workers.

An ethical workplace is one where the employees are treated as one would expect to be treated, where salaries /wages allow the employees to live without concerns as to whether bills /utilities can be paid from the basic salaries. Overtime and unsocial hours payments should not be considered as part of the basic pay.

All workplace managers and employers must be held individually and personally accountable for the implementation of an agreed national workplace ethics policy.

Treating people fairly and with respect. Wage rates at a level that people can live a decent comfortable life.

An ethical workplace has open, clear lines of communication, equal and fair policies and practices for employees, and employers who display respect and dignity for their workforce

An ethical workplace is a working environment that has real standards of quality rather than paying lip service to corporate policies which mean nothing to anybody and involve wasting obscene amounts of money in the process.

An ethical workplace should be a place first of all where a person working is valued and their wage is a living wage. Their wage is not determined by background, sex, nationality or race.

The right to be represented by a trade union in a real and a meaningful way. If this right is not upheld then the relationship between employees and employers is not equal and therefore cannot be ethical.

I think one that doesn't tolerate the likes of Jobbridge would be a good start. People should be paid for their work. I also think zero hour contracts are unethical. People deserve a living wage and stability as a minimum. Ordinary people have been totally abused in this recession. All enabled and

encouraged by the government.

Where all employees are treated equally by the employer'

Where there is no conflict of interest between employer and employee which can lead to that employee receiving preferential treatment over other employees'

An ethical workplace will deal with all individuals rather than do deals with unions. An ethical workplace will treat all people equally. This however is something that's practically impossible to achieve at a workplace level given the bias and pressure brought to bear by our unions on HR sections across state and semi state bodies. Unions act only in the interests of the majority and in my experience members in minority groups are regarded as no more than bargaining chips tossed in to save popular bacon at crunch time deals. HR buy into this state wide embedded culture for an easy life - Unethical? Yes! One for all and all but seldom for one!

In this age of so called partnership, workers' rights and views are not being respected. Respect needs to be shown downwards as well as upwards, which is severely lacking in some quarters.

An ethical workplace is one where honesty is the key and when one has given forty years of their life to it as in the public service then the pensions they have paid for should not be taken from them to pay for the dishonesty of bankers and politicians.

Feeling comfortable in the workplace and part of the organisation in which you work, where no organisational culture of exclusion exists.

An Ethical Workplace is a workplace and environment that does not sacrifice the principles and moral imperatives of respect for personal dignity, freedom, social justice and cohesion on the altar of the relentless pursuit of increasing economic efficiency and cost reduction at all costs. Rejection of the belief that self-regulation is equal to self-restraint in the business community – society would never accept the suggestion that criminal law may just as easily be abandoned in the belief that society will somehow self-regulate itself. Each concept risks the danger and certainty of observance by all leading to ultimate failure as a consequence.

The result all too often being societal breakdown, economic depression and regression, ruination of swathes of economic progress and the consequent diminution in the quality of existence in a society where its citizenry necessarily scramble to secure their position. Society and economic activity meanwhile tumble ever downward to reach its lowest common denominator.

An ethical workplace must be a reflection of societies' desire to ensure that it works towards the ideals of universal social justice and peace. An ethical workplace must do this by respecting the laws and regulatory structures in place and by encouraging its workforce to similarly respect one

another, their individual rights and differences, exercising tolerance and acceptance in favour of bullying and harassment.

An ethical workplace will not tolerate racism, sexism, bullying, religious or political radicalism or any forms of intolerance that militate against the person or social cohesion, rather it will encourage and foster the notions of tolerance, inclusion and cooperation in all aspects of its activities.

An ethical workplace is one that does not operate on the basis of fear, intimidation, or treats to get the work done. People need to be able to go to their workplaces happy to complete their tasks without any of the above.

Workers need to be allowed to participate in matters important to their work place, like safety, job security, work designs and processes, all of which foster fulfilment and a sense of ownership and inclusion.

An ethical workplace is a place that genuinely respects dialogue. It sees dialogue as a mode of empowerment, where the idea of a community that grows together is nurtured, by an acceptance that those who often claim to know, and act with authority, are not always right and that relationships of trust need to be cultivated and not assumed. Dialogue as ethical actively encourages all stories of personal struggle, learning, power and empowerment, to be spoken and listened to in an effort to open a space of transformation whereby all workers can feel increasingly valued, even in ways that may surprise them.

I work as a district nursing sister in the community managing a team of nurses in the past year or since the Transforming Your Care document has come out we have been bombarded with work from all specialities without any additional staff, sickness is at an all time high associated with stress, we as team leaders are supposed to be managers but we are a pair of hands out on the community all the time, we have no voice to say this is enough, we have specialist nurses loading their documents onto us, dietitians, govt legislation, assessments and we don't have the capacity in a day to complete the work, district nursing is a reactive service meaning if a client is discharged from hospital or needs to be seen we do it, we cannot plan our day like other services and at present we are bombarded all the time. An ethical workplace to me would be someone having the common sense to say no to passing everything to district nursing and to be able to know when you go to your work that you have reasonable time to carry out tasks and to be listened to and responded to instead of issues fed up the line and never hearing about it again.

An ethical workplace to me means that one does one's job to the best of their ability with the training they are given to carry out their job. Not to be harassed by their employer who strive to find problems where none exist and to threaten their employees with pay cuts, work more for less pay and incite their staff to revolt as they will under unnecessary and spurious elements of fear. There is also an onus on employers to behave in an ethical fashion and to engage constructively with their employees.

Righteous, honest conduct with rules and standards.

I think an ethical workplace would refuse to do business in countries with poor human rights records.

An Ethical workplace is a place where everyone is valued and their contribution appreciated, where there is fair play and trust. Where we do not waste finite resources and see how our actions affect others.

A place where you can work in an atmosphere of respect, professionalism and free from fear .

A place that recognises employees' effort and invests in them.

An ethical workplace is one that recognizes the employee as the primary asset and ensures that all the legal as well as recognised good practices required to promote and maintain the highest attainable ethical standards are put in place, promoted and transparently monitored for performance.

An ethical workplace is one where only how hard you work and the contribution you make counts and is valued, and not who you're 'in' with.

Ethical Workplace? Hmmm. Let's see.

- 1. Not entrenched in hierarchical practices.*
 - 2. Lateral thinking.*
 - 3. Think about the bigger picture first and see where your work fits in.*
 - 4. If it doesn't then be free to voice your concern without fear of retribution or being sent to the doghouse.*
 - 5. Workers at the coalface should be able to suggest how to improve work structure and that should be taken into account by the management for future planning.*
 - 6. Stop bullying in any form in the workplace.*
 - 7. Reward good work practice.*
 - 8. Whistleblowers need to feel safe and not worry about reprisals.*
 - 9. Workplace and top management in any workplace need to show transparency that can be audited independently.*
 - 10. Managers manage, but without workers they have nothing to manage. So value your workers.*
 - 11. Praise them when things go right. If things go wrong, be honest enough to take the responsibility.*
- This is enough for the time being. If we can achieve 60% of what is here, I'll be happy.*

Respect for people at all levels...those senior and those junior to your own grade. Equality means more than words, it is acting out!

ENDS