



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore – 641 107

AN AUTONOMOUS INSTITUTION

Approved by AICTE, New Delhi and Affiliated to Anna University, Chennai



19GE701-Professional Ethics and Human Values

Professional Rights, Employee Rights:

Professional rights and **employee rights** are crucial concepts in the workplace that ensure fair treatment, ethical behavior, and respect for individuals. While there is overlap between these two sets of rights, each has its own focus and implications for individuals in professional settings.

Professional Rights

Definition: Professional rights refer to the entitlements and protections afforded to individuals based on their professional roles, qualifications, and responsibilities. These rights are often outlined in codes of conduct, industry standards, and professional regulations.

Key Aspects:

1. Right to Fair Treatment:

- **Definition:** Professionals have the right to be treated fairly and without discrimination based on race, gender, religion, disability, or other protected characteristics.
- **Example:** An engineer has the right to be judged on their technical skills and qualifications rather than personal attributes.

1. Right to Professional Autonomy:

- **Definition:** Professionals should be allowed to exercise their judgment and expertise without undue interference from external parties.

- **Example:** A physician has the right to make medical decisions based on their professional judgment and patient needs, within the scope of their practice.

3. Right to Privacy and Confidentiality:

- **Definition:** Professionals have the right to protect confidential information related to their work, clients, or patients.
- **Example:** A lawyer must maintain client confidentiality and not disclose privileged information without consent.

4. Right to Continued Professional Development:

- **Definition:** Professionals have the right to access ongoing education and training to keep their skills and knowledge up to date.
- **Example:** A certified public accountant (CPA) has the right to participate in continuing education programs to maintain their certification.

5. Right to Ethical Practice:

- **Definition:** Professionals have the right to work in an environment that supports ethical behavior and provides mechanisms for reporting unethical conduct.
- **Example:** An architect has the right to refuse to engage in projects that violate professional standards or ethical guidelines.

Employee Rights

Definition: Employee rights refer to the legal and ethical entitlements of workers within an organization. These rights are designed to protect employees from unfair treatment and ensure a safe and equitable work environment.

Key Aspects:

1. Right to Fair Compensation:

- **Definition:** Employees are entitled to receive fair wages and benefits for their work, including compliance with minimum wage laws and overtime pay.
- **Example:** An employee must be paid according to the agreed-upon salary or wage rate and receive overtime compensation if they work beyond regular hours.

2. Right to a Safe and Healthy Work Environment:

- **Definition:** Employees have the right to work in an environment that is free from hazards and complies with occupational health and safety regulations.
- **Example:** An employer must ensure that the workplace meets safety standards and provide necessary equipment and training to prevent accidents.

3. Right to Non-Discrimination and Equal Opportunity:

- **Definition:** Employees have the right to be free from discrimination and harassment based on race, gender, age, disability, religion, or other protected characteristics.
- **Example:** An employee should not be subjected to discriminatory practices in hiring, promotions, or termination.

2. Right to Privacy:

- **Definition:** Employees have the right to privacy in their personal communications and personal space, subject to reasonable workplace policies.
- **Example:** Employers must respect employees' privacy in their personal emails and phone calls, except when there is a legitimate business reason to access them.

3. Right to Freedom of Association:

- **Definition:** Employees have the right to join or form unions or other labor organizations without fear of retaliation.
- **Example:** An employee has the right to participate in union activities or advocate for labor rights without facing discrimination from their employer.

4. Right to Due Process:

- **Definition:** Employees have the right to fair treatment in disciplinary actions and terminations, including the right to be heard and contest decisions.
- **Example:** Before termination, an employee should be provided with a clear reason for the action and an opportunity to respond.

Intersection of Professional Rights and Employee Rights

1. Ethical Standards and Conduct:

- **Overlap:** Both professional and employee rights emphasize ethical behavior and fair treatment in the workplace. Professionals are expected to adhere to ethical standards, while employees have the right to work in an environment that supports ethical practices.

2. Confidentiality and Privacy:

- **Overlap:** Both sets of rights address the importance of confidentiality and privacy. Professionals must protect client information, while employees have a right to privacy in their personal and work-related information.

3. Fair Compensation and Professional Development:

- **Overlap:** Fair compensation is a fundamental employee right, while professional development is a right associated with maintaining and advancing one's qualifications and skills.